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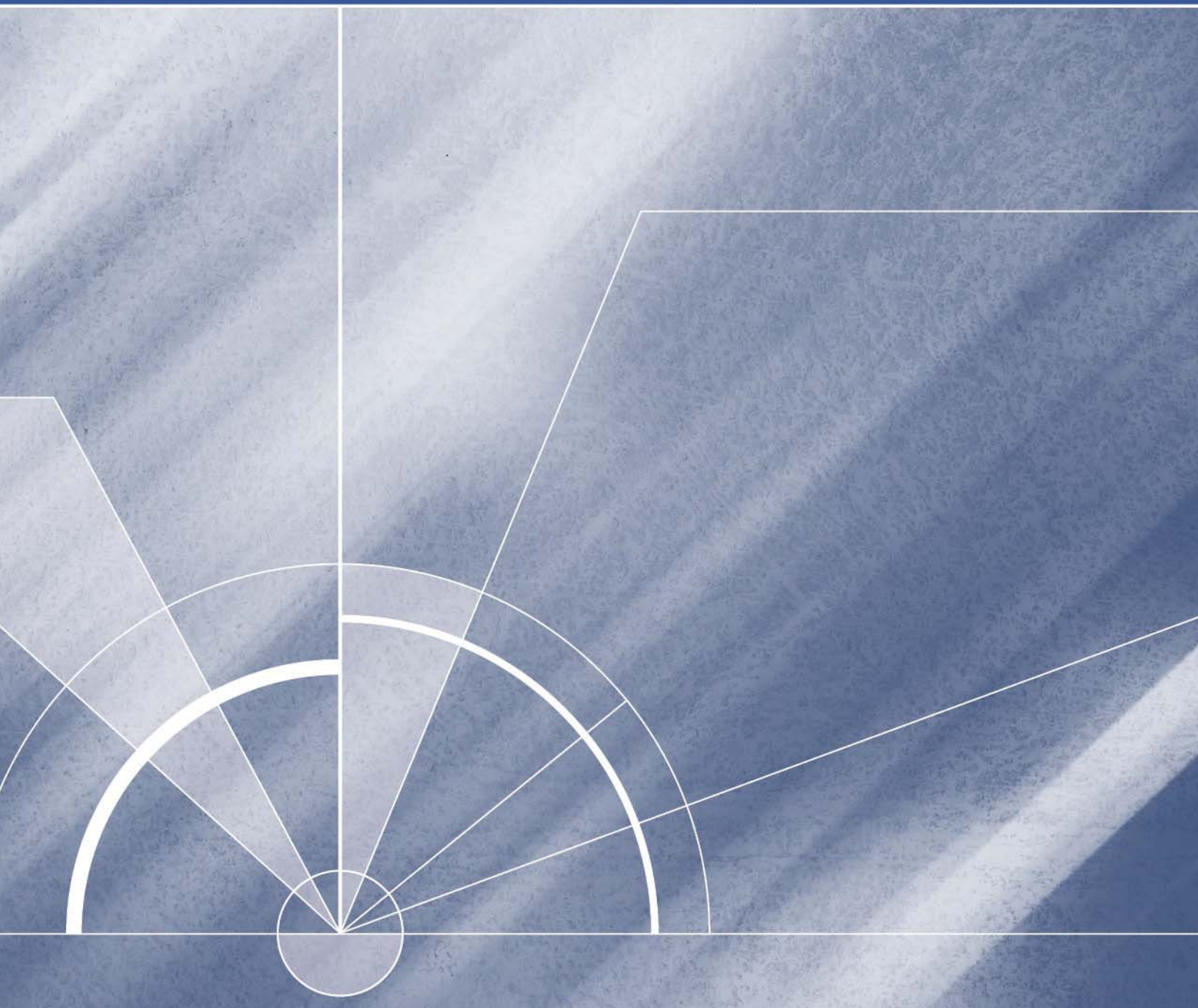
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2017

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

1st Level  
Subagency  
Comparison  
Report

Office of the U.S. Trade Representative



# Office of the U.S. Trade Representative

## *1st Level Subagency Comparison Report*

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

### Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
<b>Office of the U.S. Trade Representative</b>	<b>111</b>	<b>58.7%</b>
Deputy USTR A (Vacant)	15	62.5%
Deputy USTR B (Vacant)	23	62.2%
Deputy USTR C (Vacant)	19	61.3%
Office of General Counsel	22	56.4%
USTR Administration Office	11	45.8%
Front Office COS Direct Reports	19	65.5%

### Your Data

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.

### 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.

*Note:* Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

# Office of the U.S. Trade Representative

## *1st Level Subagency Comparison Report*

### My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
<b>Office of the U.S. Trade Representative</b>	<b>111</b>	<b>66.1%</b>	<b>16.4%</b>	<b>17.4%</b>
Deputy USTR A (Vacant)	15	38.2%	23.5%	38.2%
Deputy USTR B (Vacant)	23	64.8%	8.1%	27.1%
Deputy USTR C (Vacant)	19	85.2%	14.8%	0.0%
Office of General Counsel	22	81.3%	13.2%	5.5%
USTR Administration Office	11	62.3%	28.4%	9.3%
Front Office COS Direct Reports	19	50.3%	19.9%	29.8%

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
<b>Office of the U.S. Trade Representative</b>	<b>111</b>	<b>66.5%</b>	<b>16.0%</b>	<b>17.4%</b>
Deputy USTR A (Vacant)	15	61.8%	19.1%	19.1%
Deputy USTR B (Vacant)	23	42.6%	22.6%	34.9%
Deputy USTR C (Vacant)	19	90.9%	4.0%	5.1%
Office of General Counsel	22	66.8%	23.7%	9.5%
USTR Administration Office	11	81.1%	9.6%	9.3%
Front Office COS Direct Reports	19	59.4%	15.4%	25.2%

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

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
<b>Office of the U.S. Trade Representative</b>	<b>110</b>	<b>68.1%</b>	<b>18.6%</b>	<b>13.3%</b>
Deputy USTR A (Vacant)	14	52.4%	34.1%	13.6%
Deputy USTR B (Vacant)	23	55.8%	17.1%	27.1%
Deputy USTR C (Vacant)	19	86.9%	13.1%	0.0%
Office of General Counsel	22	72.3%	9.5%	18.2%
USTR Administration Office	11	90.4%	9.6%	0.0%
Front Office COS Direct Reports	19	48.9%	35.7%	15.4%

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
<b>Office of the U.S. Trade Representative</b>	<b>109</b>	<b>77.1%</b>	<b>18.4%</b>	<b>4.5%</b>
Deputy USTR A (Vacant)	14	59.2%	27.2%	13.6%
Deputy USTR B (Vacant)	23	54.0%	36.4%	9.5%
Deputy USTR C (Vacant)	19	86.9%	13.1%	0.0%
Office of General Counsel	22	96.0%	4.0%	0.0%
USTR Administration Office	11	90.4%	9.6%	0.0%
Front Office COS Direct Reports	18	73.4%	21.4%	5.1%

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

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
<b>Office of the U.S. Trade Representative</b>	<b>111</b>	<b>88.4%</b>	<b>10.0%</b>	<b>1.6%</b>
Deputy USTR A (Vacant)	15	68.1%	25.5%	6.4%
Deputy USTR B (Vacant)	23	83.7%	16.3%	0.0%
Deputy USTR C (Vacant)	19	92.0%	8.0%	0.0%
Office of General Counsel	22	100.0%	0.0%	0.0%
USTR Administration Office	11	90.4%	9.6%	0.0%
Front Office COS Direct Reports	19	90.2%	4.9%	4.9%

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
<b>Office of the U.S. Trade Representative</b>	<b>110</b>	<b>77.8%</b>	<b>14.2%</b>	<b>7.9%</b>
Deputy USTR A (Vacant)	15	87.2%	0.0%	12.8%
Deputy USTR B (Vacant)	23	59.4%	27.3%	13.3%
Deputy USTR C (Vacant)	18	82.5%	17.5%	0.0%
Office of General Counsel	22	82.5%	4.0%	13.5%
USTR Administration Office	11	90.4%	9.6%	0.0%
Front Office COS Direct Reports	19	70.3%	24.4%	5.3%

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
<b>Office of the U.S. Trade Representative</b>	<b>111</b>	<b>98.0%</b>	<b>2.0%</b>	<b>0.0%</b>
Deputy USTR A (Vacant)	15	93.6%	6.4%	0.0%
Deputy USTR B (Vacant)	23	100.0%	0.0%	0.0%
Deputy USTR C (Vacant)	19	100.0%	0.0%	0.0%
Office of General Counsel	22	100.0%	0.0%	0.0%
USTR Administration Office	11	90.4%	9.6%	0.0%
Front Office COS Direct Reports	19	100.0%	0.0%	0.0%

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

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
<b>Office of the U.S. Trade Representative</b>	<b>111</b>	<b>93.1%</b>	<b>6.0%</b>	<b>0.9%</b>
Deputy USTR A (Vacant)	15	87.2%	12.8%	0.0%
Deputy USTR B (Vacant)	23	95.7%	0.0%	4.3%
Deputy USTR C (Vacant)	19	90.9%	9.1%	0.0%
Office of General Counsel	22	96.0%	4.0%	0.0%
USTR Administration Office	11	90.4%	9.6%	0.0%
Front Office COS Direct Reports	19	94.7%	5.3%	0.0%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
<b>Office of the U.S. Trade Representative</b>	<b>110</b>	<b>45.4%</b>	<b>18.8%</b>	<b>35.8%</b>	<b>0</b>
Deputy USTR A (Vacant)	15	68.2%	6.4%	25.4%	0
Deputy USTR B (Vacant)	23	44.5%	21.6%	33.9%	0
Deputy USTR C (Vacant)	18	44.5%	15.6%	39.8%	0
Office of General Counsel	22	27.9%	31.7%	40.3%	0
USTR Administration Office	11	53.0%	9.3%	37.8%	0
Front Office COS Direct Reports	19	44.4%	15.0%	40.6%	0

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## 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
<b>Office of the U.S. Trade Representative</b>	<b>108</b>	<b>45.8%</b>	<b>23.7%</b>	<b>30.5%</b>	<b>1</b>
Deputy USTR A (Vacant)	15	80.9%	19.1%	0.0%	0
Deputy USTR B (Vacant)	23	26.8%	35.0%	38.2%	0
Deputy USTR C (Vacant)	17	47.3%	22.9%	29.8%	1
Office of General Counsel	22	35.9%	33.2%	30.9%	0
USTR Administration Office	10	48.0%	0.0%	52.0%	0
Front Office COS Direct Reports	19	49.7%	15.4%	34.9%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
<b>Office of the U.S. Trade Representative</b>	<b>109</b>	<b>66.2%</b>	<b>14.9%</b>	<b>18.9%</b>	<b>0</b>
Deputy USTR A (Vacant)	15	49.0%	38.2%	12.8%	0
Deputy USTR B (Vacant)	23	59.9%	13.5%	26.6%	0
Deputy USTR C (Vacant)	18	80.2%	10.3%	9.6%	0
Office of General Counsel	22	62.9%	4.7%	32.4%	0
USTR Administration Office	11	81.1%	9.6%	9.3%	0
Front Office COS Direct Reports	18	62.3%	21.4%	16.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
<b>Office of the U.S. Trade Representative</b>	<b>107</b>	<b>77.8%</b>	<b>17.0%</b>	<b>5.2%</b>	<b>3</b>
Deputy USTR A (Vacant)	14	93.2%	6.8%	0.0%	1
Deputy USTR B (Vacant)	23	66.1%	25.3%	8.6%	0
Deputy USTR C (Vacant)	17	89.1%	10.9%	0.0%	1
Office of General Counsel	22	71.6%	19.7%	8.7%	0
USTR Administration Office	11	90.4%	9.6%	0.0%	0
Front Office COS Direct Reports	18	79.0%	10.7%	10.3%	1

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
<b>Office of the U.S. Trade Representative</b>	<b>108</b>	<b>85.3%</b>	<b>13.1%</b>	<b>1.5%</b>	<b>1</b>
Deputy USTR A (Vacant)	15	74.5%	19.2%	6.4%	0
Deputy USTR B (Vacant)	23	72.6%	27.4%	0.0%	0
Deputy USTR C (Vacant)	18	86.2%	9.5%	4.2%	0
Office of General Counsel	22	100.0%	0.0%	0.0%	0
USTR Administration Office	11	81.2%	18.8%	0.0%	0
Front Office COS Direct Reports	18	94.9%	5.1%	0.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
<b>Office of the U.S. Trade Representative</b>	<b>108</b>	<b>61.6%</b>	<b>18.3%</b>	<b>20.0%</b>	<b>1</b>
Deputy USTR A (Vacant)	14	79.6%	13.6%	6.8%	1
Deputy USTR B (Vacant)	23	70.4%	8.1%	21.5%	0
Deputy USTR C (Vacant)	18	56.7%	9.6%	33.7%	0
Office of General Counsel	22	36.3%	34.5%	29.2%	0
USTR Administration Office	11	81.1%	18.9%	0.0%	0
Front Office COS Direct Reports	18	58.0%	26.6%	15.4%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
<b>Office of the U.S. Trade Representative</b>	<b>108</b>	<b>83.4%</b>	<b>7.8%</b>	<b>8.8%</b>	<b>2</b>
Deputy USTR A (Vacant)	15	80.8%	6.4%	12.8%	0
Deputy USTR B (Vacant)	23	76.1%	15.6%	8.2%	0
Deputy USTR C (Vacant)	17	84.3%	10.1%	5.6%	1
Office of General Counsel	21	85.2%	0.0%	14.8%	1
USTR Administration Office	11	90.4%	9.6%	0.0%	0
Front Office COS Direct Reports	19	84.2%	5.3%	10.5%	0



# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
<b>Office of the U.S. Trade Representative</b>	<b>109</b>	<b>90.9%</b>	<b>7.2%</b>	<b>1.9%</b>	<b>0</b>
Deputy USTR A (Vacant)	15	87.2%	6.4%	6.4%	0
Deputy USTR B (Vacant)	22	91.5%	8.5%	0.0%	0
Deputy USTR C (Vacant)	18	95.8%	4.2%	0.0%	0
Office of General Counsel	22	86.5%	8.0%	5.5%	0
USTR Administration Office	11	100.0%	0.0%	0.0%	0
Front Office COS Direct Reports	19	85.0%	15.0%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
<b>Office of the U.S. Trade Representative</b>	<b>96</b>	<b>58.8%</b>	<b>31.5%</b>	<b>9.7%</b>	<b>14</b>
Deputy USTR A (Vacant)	15	57.4%	19.1%	23.5%	0
Deputy USTR B (Vacant)	19	49.3%	50.7%	0.0%	4
Deputy USTR C (Vacant)	16	83.3%	4.7%	12.0%	2
Office of General Counsel	19	64.2%	18.9%	16.9%	3
USTR Administration Office	11	43.7%	56.3%	0.0%	0
Front Office COS Direct Reports	14	54.0%	39.0%	7.1%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
<b>Office of the U.S. Trade Representative</b>	<b>108</b>	<b>20.2%</b>	<b>35.6%</b>	<b>44.1%</b>	<b>2</b>
Deputy USTR A (Vacant)	14	27.2%	45.5%	27.3%	1
Deputy USTR B (Vacant)	23	9.7%	41.3%	49.0%	0
Deputy USTR C (Vacant)	18	16.0%	33.9%	50.1%	0
Office of General Counsel	21	14.6%	38.6%	46.8%	1
USTR Administration Office	11	54.6%	26.8%	18.6%	0
Front Office COS Direct Reports	19	15.0%	30.4%	54.6%	0

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## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
<b>Office of the U.S. Trade Representative</b>	<b>105</b>	<b>73.2%</b>	<b>14.2%</b>	<b>12.7%</b>	<b>6</b>
Deputy USTR A (Vacant)	15	57.3%	29.9%	12.8%	0
Deputy USTR B (Vacant)	23	57.1%	27.1%	15.8%	0
Deputy USTR C (Vacant)	17	77.1%	10.9%	12.1%	2
Office of General Counsel	20	70.8%	4.3%	24.8%	2
USTR Administration Office	10	100.0%	0.0%	0.0%	1
Front Office COS Direct Reports	18	84.2%	10.3%	5.5%	1

### My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
<b>Office of the U.S. Trade Representative</b>	<b>111</b>	<b>90.5%</b>	<b>5.9%</b>	<b>3.6%</b>
Deputy USTR A (Vacant)	15	93.6%	6.4%	0.0%
Deputy USTR B (Vacant)	23	91.9%	3.8%	4.3%
Deputy USTR C (Vacant)	19	85.9%	9.1%	5.1%
Office of General Counsel	22	90.5%	4.0%	5.5%
USTR Administration Office	11	90.7%	9.3%	0.0%
Front Office COS Direct Reports	19	89.5%	5.3%	5.3%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
<b>Office of the U.S. Trade Representative</b>	<b>109</b>	<b>74.5%</b>	<b>10.2%</b>	<b>15.3%</b>	<b>2</b>
Deputy USTR A (Vacant)	15	74.5%	12.7%	12.8%	0
Deputy USTR B (Vacant)	23	78.5%	9.0%	12.5%	0
Deputy USTR C (Vacant)	18	84.4%	4.2%	11.4%	1
Office of General Counsel	22	82.5%	4.0%	13.5%	0
USTR Administration Office	11	62.5%	28.2%	9.3%	0
Front Office COS Direct Reports	18	68.3%	10.7%	21.0%	1

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## 1st Level Subagency Comparison Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
<b>Office of the U.S. Trade Representative</b>	<b>102</b>	<b>61.8%</b>	<b>24.8%</b>	<b>13.3%</b>	<b>8</b>
Deputy USTR A (Vacant)	15	55.3%	25.5%	19.2%	0
Deputy USTR B (Vacant)	19	61.8%	27.1%	11.1%	3
Deputy USTR C (Vacant)	17	60.3%	10.9%	28.8%	2
Office of General Counsel	21	64.5%	20.7%	14.8%	1
USTR Administration Office	11	62.6%	37.4%	0.0%	0
Front Office COS Direct Reports	17	59.2%	35.1%	5.7%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
<b>Office of the U.S. Trade Representative</b>	<b>90</b>	<b>32.5%</b>	<b>49.0%</b>	<b>18.5%</b>	<b>20</b>
Deputy USTR A (Vacant)	15	12.7%	61.8%	25.5%	0
Deputy USTR B (Vacant)	14	22.3%	58.7%	19.0%	8
Deputy USTR C (Vacant)	18	45.7%	32.0%	22.3%	1
Office of General Counsel	16	26.9%	55.8%	17.3%	6
USTR Administration Office	10	58.7%	41.3%	0.0%	1
Front Office COS Direct Reports	17	29.4%	46.9%	23.7%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
<b>Office of the U.S. Trade Representative</b>	<b>98</b>	<b>37.8%</b>	<b>42.1%</b>	<b>20.1%</b>	<b>12</b>
Deputy USTR A (Vacant)	15	31.8%	31.9%	36.3%	0
Deputy USTR B (Vacant)	19	30.5%	37.7%	31.8%	3
Deputy USTR C (Vacant)	18	52.0%	27.8%	20.2%	1
Office of General Counsel	20	26.8%	53.2%	20.1%	2
USTR Administration Office	10	37.8%	62.2%	0.0%	1
Front Office COS Direct Reports	15	47.3%	46.3%	6.5%	4

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
<b>Office of the U.S. Trade Representative</b>	<b>95</b>	<b>53.0%</b>	<b>35.2%</b>	<b>11.8%</b>	<b>14</b>
Deputy USTR A (Vacant)	14	47.7%	38.7%	13.6%	0
Deputy USTR B (Vacant)	18	52.0%	37.4%	10.6%	5
Deputy USTR C (Vacant)	17	65.8%	6.4%	27.8%	2
Office of General Counsel	18	34.7%	53.8%	11.6%	4
USTR Administration Office	11	52.7%	47.3%	0.0%	0
Front Office COS Direct Reports	15	60.7%	32.8%	6.5%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
<b>Office of the U.S. Trade Representative</b>	<b>108</b>	<b>88.9%</b>	<b>6.8%</b>	<b>4.3%</b>	<b>1</b>
Deputy USTR A (Vacant)	15	93.6%	0.0%	6.4%	0
Deputy USTR B (Vacant)	23	82.2%	9.7%	8.1%	0
Deputy USTR C (Vacant)	18	90.4%	4.2%	5.3%	1
Office of General Counsel	21	95.8%	4.2%	0.0%	0
USTR Administration Office	10	78.9%	21.1%	0.0%	0
Front Office COS Direct Reports	19	89.9%	4.9%	5.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
<b>Office of the U.S. Trade Representative</b>	<b>107</b>	<b>63.8%</b>	<b>23.7%</b>	<b>12.5%</b>	<b>4</b>
Deputy USTR A (Vacant)	15	61.8%	25.4%	12.8%	0
Deputy USTR B (Vacant)	23	80.1%	11.9%	8.1%	0
Deputy USTR C (Vacant)	18	67.4%	32.6%	0.0%	1
Office of General Counsel	20	43.6%	26.4%	30.0%	2
USTR Administration Office	11	71.8%	18.8%	9.3%	0
Front Office COS Direct Reports	18	58.3%	26.6%	15.2%	1

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
<b>Office of the U.S. Trade Representative</b>	<b>110</b>	<b>97.5%</b>	<b>2.5%</b>	<b>0.0%</b>
Deputy USTR A (Vacant)	15	93.6%	6.4%	0.0%
Deputy USTR B (Vacant)	22	91.5%	8.5%	0.0%
Deputy USTR C (Vacant)	19	100.0%	0.0%	0.0%
Office of General Counsel	22	100.0%	0.0%	0.0%
USTR Administration Office	11	100.0%	0.0%	0.0%
Front Office COS Direct Reports	19	100.0%	0.0%	0.0%

### My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
<b>Office of the U.S. Trade Representative</b>	<b>106</b>	<b>88.7%</b>	<b>8.4%</b>	<b>2.9%</b>	<b>3</b>
Deputy USTR A (Vacant)	15	87.3%	12.7%	0.0%	0
Deputy USTR B (Vacant)	21	85.6%	9.6%	4.7%	0
Deputy USTR C (Vacant)	18	90.4%	4.2%	5.3%	1
Office of General Counsel	21	94.2%	0.0%	5.8%	1
USTR Administration Office	11	81.1%	18.9%	0.0%	0
Front Office COS Direct Reports	18	89.7%	10.3%	0.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
<b>Office of the U.S. Trade Representative</b>	<b>105</b>	<b>59.5%</b>	<b>22.4%</b>	<b>18.1%</b>	<b>4</b>
Deputy USTR A (Vacant)	15	55.4%	25.4%	19.2%	0
Deputy USTR B (Vacant)	21	47.2%	32.9%	20.0%	0
Deputy USTR C (Vacant)	18	69.5%	15.6%	14.9%	1
Office of General Counsel	19	66.6%	15.4%	18.0%	3
USTR Administration Office	11	71.8%	28.2%	0.0%	0
Front Office COS Direct Reports	19	44.0%	20.3%	35.7%	0

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
<b>Office of the U.S. Trade Representative</b>	<b>103</b>	<b>64.4%</b>	<b>24.1%</b>	<b>11.5%</b>	<b>5</b>
Deputy USTR A (Vacant)	15	55.4%	25.5%	19.1%	0
Deputy USTR B (Vacant)	20	55.2%	38.7%	6.1%	1
Deputy USTR C (Vacant)	17	77.8%	6.4%	15.7%	2
Office of General Counsel	21	71.8%	13.3%	14.9%	1
USTR Administration Office	10	47.9%	41.8%	10.3%	0
Front Office COS Direct Reports	18	68.3%	26.6%	5.1%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
<b>Office of the U.S. Trade Representative</b>	<b>102</b>	<b>55.0%</b>	<b>29.7%</b>	<b>15.3%</b>	<b>6</b>
Deputy USTR A (Vacant)	15	25.5%	42.6%	31.9%	0
Deputy USTR B (Vacant)	20	48.9%	45.0%	6.1%	1
Deputy USTR C (Vacant)	17	79.0%	10.9%	10.1%	2
Office of General Counsel	20	59.4%	15.5%	25.0%	2
USTR Administration Office	11	62.3%	28.4%	9.3%	0
Front Office COS Direct Reports	17	52.6%	35.1%	12.3%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
<b>Office of the U.S. Trade Representative</b>	<b>92</b>	<b>23.9%</b>	<b>42.9%</b>	<b>33.1%</b>	<b>16</b>
Deputy USTR A (Vacant)	14	21.4%	42.8%	35.8%	1
Deputy USTR B (Vacant)	18	9.8%	67.1%	23.1%	2
Deputy USTR C (Vacant)	16	52.0%	11.5%	36.5%	3
Office of General Counsel	16	13.0%	43.6%	43.3%	6
USTR Administration Office	11	44.8%	28.7%	26.5%	0
Front Office COS Direct Reports	16	6.5%	56.3%	37.2%	3

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
<b>Office of the U.S. Trade Representative</b>	<b>90</b>	<b>35.7%</b>	<b>31.8%</b>	<b>32.6%</b>	<b>19</b>
Deputy USTR A (Vacant)	15	19.1%	38.3%	42.6%	0
Deputy USTR B (Vacant)	20	24.4%	30.8%	44.8%	1
Deputy USTR C (Vacant)	14	51.3%	30.0%	18.7%	5
Office of General Counsel	17	34.9%	35.7%	29.3%	5
USTR Administration Office	10	58.4%	21.1%	20.5%	1
Front Office COS Direct Reports	13	36.5%	36.0%	27.5%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
<b>Office of the U.S. Trade Representative</b>	<b>105</b>	<b>65.0%</b>	<b>23.1%</b>	<b>11.9%</b>	<b>3</b>
Deputy USTR A (Vacant)	15	55.4%	25.5%	19.1%	0
Deputy USTR B (Vacant)	21	50.6%	34.6%	14.8%	0
Deputy USTR C (Vacant)	19	64.7%	24.3%	11.0%	0
Office of General Counsel	20	61.1%	28.5%	10.4%	2
USTR Administration Office	11	90.7%	9.3%	0.0%	0
Front Office COS Direct Reports	18	79.5%	5.1%	15.4%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
<b>Office of the U.S. Trade Representative</b>	<b>108</b>	<b>64.9%</b>	<b>23.4%</b>	<b>11.8%</b>	<b>1</b>
Deputy USTR A (Vacant)	15	25.5%	42.6%	31.9%	0
Deputy USTR B (Vacant)	21	61.1%	13.6%	25.3%	0
Deputy USTR C (Vacant)	19	69.2%	30.8%	0.0%	0
Office of General Counsel	21	76.8%	18.2%	4.9%	1
USTR Administration Office	11	81.2%	18.8%	0.0%	0
Front Office COS Direct Reports	19	79.3%	10.1%	10.5%	0

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
<b>Office of the U.S. Trade Representative</b>	<b>94</b>	<b>59.2%</b>	<b>24.7%</b>	<b>16.1%</b>	<b>13</b>
Deputy USTR A (Vacant)	13	69.3%	23.0%	7.7%	2
Deputy USTR B (Vacant)	19	60.1%	39.9%	0.0%	2
Deputy USTR C (Vacant)	17	77.6%	0.0%	22.4%	2
Office of General Counsel	18	38.2%	17.5%	44.3%	4
USTR Administration Office	11	81.2%	18.8%	0.0%	0
Front Office COS Direct Reports	14	41.2%	38.3%	20.6%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
<b>Office of the U.S. Trade Representative</b>	<b>82</b>	<b>77.9%</b>	<b>19.6%</b>	<b>2.6%</b>	<b>26</b>
Deputy USTR A (Vacant)	12	66.8%	33.2%	0.0%	3
Deputy USTR B (Vacant)	16	73.3%	26.7%	0.0%	5
Deputy USTR C (Vacant)	15	87.5%	5.0%	7.5%	4
Office of General Counsel	14	77.7%	15.0%	7.3%	8
USTR Administration Office	11	90.4%	9.6%	0.0%	0
Front Office COS Direct Reports	13	65.7%	34.3%	0.0%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
<b>Office of the U.S. Trade Representative</b>	<b>108</b>	<b>83.8%</b>	<b>14.4%</b>	<b>1.8%</b>	<b>1</b>
Deputy USTR A (Vacant)	15	80.8%	19.2%	0.0%	0
Deputy USTR B (Vacant)	21	81.6%	18.4%	0.0%	0
Deputy USTR C (Vacant)	18	90.4%	9.6%	0.0%	1
Office of General Counsel	22	84.3%	11.0%	4.7%	0
USTR Administration Office	11	90.4%	9.6%	0.0%	0
Front Office COS Direct Reports	19	74.1%	20.7%	5.3%	0



# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
<b>Office of the U.S. Trade Representative</b>	<b>109</b>	<b>65.3%</b>	<b>22.9%</b>	<b>11.8%</b>
Deputy USTR A (Vacant)	15	55.4%	31.8%	12.7%
Deputy USTR B (Vacant)	21	50.6%	39.0%	10.5%
Deputy USTR C (Vacant)	19	71.7%	23.2%	5.1%
Office of General Counsel	22	77.1%	8.7%	14.2%
USTR Administration Office	11	71.8%	18.9%	9.3%
Front Office COS Direct Reports	19	59.4%	19.9%	20.7%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
<b>Office of the U.S. Trade Representative</b>	<b>92</b>	<b>40.5%</b>	<b>32.8%</b>	<b>26.7%</b>	<b>16</b>
Deputy USTR A (Vacant)	14	47.7%	32.0%	20.4%	1
Deputy USTR B (Vacant)	18	30.8%	44.4%	24.8%	3
Deputy USTR C (Vacant)	17	40.6%	42.6%	16.8%	2
Office of General Counsel	15	42.9%	25.7%	31.4%	7
USTR Administration Office	10	48.2%	41.6%	10.3%	0
Front Office COS Direct Reports	17	39.5%	11.3%	49.2%	2

### My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
<b>Office of the U.S. Trade Representative</b>	<b>107</b>	<b>80.6%</b>	<b>14.9%</b>	<b>4.5%</b>	<b>1</b>
Deputy USTR A (Vacant)	14	72.7%	20.4%	6.8%	1
Deputy USTR B (Vacant)	21	71.0%	29.0%	0.0%	0
Deputy USTR C (Vacant)	19	89.9%	5.1%	5.1%	0
Office of General Counsel	22	84.3%	10.2%	5.5%	0
USTR Administration Office	11	90.4%	9.6%	0.0%	0
Front Office COS Direct Reports	18	72.7%	16.6%	10.7%	0

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
<b>Office of the U.S. Trade Representative</b>	<b>107</b>	<b>72.0%</b>	<b>18.8%</b>	<b>9.2%</b>	<b>1</b>
Deputy USTR A (Vacant)	14	52.3%	34.1%	13.6%	1
Deputy USTR B (Vacant)	21	66.2%	14.4%	19.4%	0
Deputy USTR C (Vacant)	19	80.8%	19.2%	0.0%	0
Office of General Counsel	22	72.6%	17.2%	10.2%	0
USTR Administration Office	11	80.9%	19.1%	0.0%	0
Front Office COS Direct Reports	18	73.1%	16.2%	10.7%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
<b>Office of the U.S. Trade Representative</b>	<b>104</b>	<b>67.1%</b>	<b>22.0%</b>	<b>10.8%</b>	<b>3</b>
Deputy USTR A (Vacant)	13	56.1%	29.2%	14.7%	1
Deputy USTR B (Vacant)	21	60.2%	35.6%	4.2%	0
Deputy USTR C (Vacant)	18	79.8%	14.9%	5.3%	1
Office of General Counsel	21	54.9%	25.4%	19.7%	1
USTR Administration Office	11	90.4%	9.6%	0.0%	0
Front Office COS Direct Reports	18	62.1%	16.2%	21.7%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
<b>Office of the U.S. Trade Representative</b>	<b>92</b>	<b>72.5%</b>	<b>24.1%</b>	<b>3.3%</b>	<b>16</b>
Deputy USTR A (Vacant)	13	76.9%	15.3%	7.7%	2
Deputy USTR B (Vacant)	20	69.7%	24.3%	6.0%	1
Deputy USTR C (Vacant)	15	81.2%	12.4%	6.4%	4
Office of General Counsel	20	64.6%	35.4%	0.0%	2
USTR Administration Office	10	68.7%	31.3%	0.0%	1
Front Office COS Direct Reports	13	77.2%	22.8%	0.0%	5

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
<b>Office of the U.S. Trade Representative</b>	<b>105</b>	<b>68.3%</b>	<b>22.2%</b>	<b>9.5%</b>	<b>3</b>
Deputy USTR A (Vacant)	14	54.4%	38.8%	6.8%	1
Deputy USTR B (Vacant)	21	61.0%	29.0%	9.9%	0
Deputy USTR C (Vacant)	19	80.1%	9.1%	10.8%	0
Office of General Counsel	22	68.5%	12.7%	18.9%	0
USTR Administration Office	11	63.7%	36.3%	0.0%	0
Front Office COS Direct Reports	16	76.0%	17.8%	6.2%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
<b>Office of the U.S. Trade Representative</b>	<b>105</b>	<b>60.9%</b>	<b>29.9%</b>	<b>9.2%</b>	<b>3</b>
Deputy USTR A (Vacant)	14	40.8%	38.8%	20.4%	1
Deputy USTR B (Vacant)	21	46.8%	39.5%	13.6%	0
Deputy USTR C (Vacant)	18	73.7%	21.0%	5.3%	1
Office of General Counsel	21	64.6%	24.8%	10.6%	1
USTR Administration Office	11	71.6%	28.4%	0.0%	0
Front Office COS Direct Reports	18	62.5%	32.0%	5.5%	0

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
<b>Office of the U.S. Trade Representative</b>	<b>108</b>	<b>86.9%</b>	<b>11.1%</b>	<b>2.0%</b>
Deputy USTR A (Vacant)	15	87.2%	12.8%	0.0%
Deputy USTR B (Vacant)	21	79.0%	21.0%	0.0%
Deputy USTR C (Vacant)	19	90.9%	4.0%	5.1%
Office of General Counsel	22	85.8%	8.7%	5.5%
USTR Administration Office	11	90.4%	9.6%	0.0%
Front Office COS Direct Reports	18	88.9%	11.1%	0.0%

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
<b>Office of the U.S. Trade Representative</b>	<b>108</b>	<b>87.8%</b>	<b>10.3%</b>	<b>2.0%</b>
Deputy USTR A (Vacant)	15	93.6%	6.4%	0.0%
Deputy USTR B (Vacant)	21	80.6%	19.4%	0.0%
Deputy USTR C (Vacant)	19	90.9%	4.0%	5.1%
Office of General Counsel	22	86.0%	8.5%	5.5%
USTR Administration Office	11	81.1%	18.9%	0.0%
Front Office COS Direct Reports	18	94.5%	5.5%	0.0%

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

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
<b>Office of the U.S. Trade Representative</b>	<b>107</b>	<b>88.1%</b>	<b>5.5%</b>	<b>6.4%</b>
Deputy USTR A (Vacant)	15	93.6%	0.0%	6.4%
Deputy USTR B (Vacant)	21	91.1%	4.7%	4.2%
Deputy USTR C (Vacant)	19	85.9%	14.1%	0.0%
Office of General Counsel	22	80.6%	4.5%	14.9%
USTR Administration Office	11	90.4%	9.6%	0.0%
Front Office COS Direct Reports	18	88.9%	0.0%	11.1%

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

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
<b>Office of the U.S. Trade Representative</b>	<b>108</b>	<b>78.4%</b>	<b>17.6%</b>	<b>4.0%</b>
Deputy USTR A (Vacant)	15	80.8%	19.2%	0.0%
Deputy USTR B (Vacant)	21	74.9%	19.4%	5.7%
Deputy USTR C (Vacant)	19	74.3%	20.6%	5.1%
Office of General Counsel	22	75.8%	14.0%	10.2%
USTR Administration Office	11	81.2%	18.8%	0.0%
Front Office COS Direct Reports	18	83.4%	16.6%	0.0%

# Office of the U.S. Trade Representative

## 1st 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	473,735	71.9%	16.8%	11.3%
<b>Office of the U.S. Trade Representative</b>	<b>107</b>	<b>87.0%</b>	<b>10.1%</b>	<b>2.9%</b>
Deputy USTR A (Vacant)	15	87.2%	12.8%	0.0%
Deputy USTR B (Vacant)	21	85.4%	9.9%	4.7%
Deputy USTR C (Vacant)	19	89.9%	5.1%	5.1%
Office of General Counsel	22	85.8%	8.7%	5.5%
USTR Administration Office	10	89.8%	10.2%	0.0%
Front Office COS Direct Reports	18	83.4%	16.6%	0.0%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
<b>Office of the U.S. Trade Representative</b>	<b>90</b>	<b>39.9%</b>	<b>32.1%</b>	<b>28.0%</b>	<b>18</b>
Deputy USTR A (Vacant)	14	45.5%	20.4%	34.1%	1
Deputy USTR B (Vacant)	16	34.2%	39.1%	26.6%	5
Deputy USTR C (Vacant)	16	55.8%	26.4%	17.8%	3
Office of General Counsel	15	33.7%	32.6%	33.7%	7
USTR Administration Office	11	34.2%	47.2%	18.6%	0
Front Office COS Direct Reports	17	38.6%	22.1%	39.3%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
<b>Office of the U.S. Trade Representative</b>	<b>80</b>	<b>46.4%</b>	<b>43.0%</b>	<b>10.6%</b>	<b>28</b>
Deputy USTR A (Vacant)	12	60.6%	31.6%	7.9%	3
Deputy USTR B (Vacant)	16	34.2%	45.4%	20.4%	5
Deputy USTR C (Vacant)	15	59.4%	35.6%	5.0%	4
Office of General Counsel	12	42.1%	49.0%	8.9%	10
USTR Administration Office	10	48.1%	51.9%	0.0%	1
Front Office COS Direct Reports	14	39.6%	39.9%	20.5%	4

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
<b>Office of the U.S. Trade Representative</b>	<b>89</b>	<b>68.4%</b>	<b>29.4%</b>	<b>2.2%</b>	<b>19</b>
Deputy USTR A (Vacant)	14	54.5%	45.5%	0.0%	1
Deputy USTR B (Vacant)	20	64.3%	30.6%	5.1%	1
Deputy USTR C (Vacant)	13	85.8%	14.2%	0.0%	6
Office of General Counsel	15	72.9%	27.1%	0.0%	7
USTR Administration Office	10	48.2%	51.8%	0.0%	1
Front Office COS Direct Reports	16	82.2%	11.5%	6.2%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
<b>Office of the U.S. Trade Representative</b>	<b>98</b>	<b>57.5%</b>	<b>29.4%</b>	<b>13.1%</b>	<b>8</b>
Deputy USTR A (Vacant)	14	40.8%	52.4%	6.8%	0
Deputy USTR B (Vacant)	17	50.0%	43.9%	6.0%	4
Deputy USTR C (Vacant)	16	69.7%	24.3%	6.0%	2
Office of General Counsel	21	54.9%	23.7%	21.4%	1
USTR Administration Office	10	68.7%	21.1%	10.2%	1
Front Office COS Direct Reports	18	62.9%	11.1%	26.0%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
<b>Office of the U.S. Trade Representative</b>	<b>89</b>	<b>47.9%</b>	<b>37.8%</b>	<b>14.3%</b>	<b>18</b>
Deputy USTR A (Vacant)	14	47.6%	45.6%	6.8%	1
Deputy USTR B (Vacant)	15	36.5%	50.0%	13.5%	6
Deputy USTR C (Vacant)	15	67.8%	32.2%	0.0%	4
Office of General Counsel	17	50.3%	30.2%	19.5%	5
USTR Administration Office	9	42.4%	46.2%	11.4%	1
Front Office COS Direct Reports	17	48.8%	17.1%	34.1%	1

# Office of the U.S. Trade Representative

## 1st 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	452,145	55.3%	21.4%	23.2%	16,506
<b>Office of the U.S. Trade Representative</b>	<b>95</b>	<b>56.1%</b>	<b>23.6%</b>	<b>20.3%</b>	<b>10</b>
Deputy USTR A (Vacant)	15	63.8%	17.1%	19.1%	0
Deputy USTR B (Vacant)	16	34.5%	47.3%	18.2%	5
Deputy USTR C (Vacant)	16	64.8%	22.5%	12.8%	2
Office of General Counsel	21	61.9%	17.5%	20.7%	1
USTR Administration Office	10	48.2%	21.1%	30.7%	1
Front Office COS Direct Reports	15	62.0%	12.2%	25.8%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
<b>Office of the U.S. Trade Representative</b>	<b>97</b>	<b>67.7%</b>	<b>20.6%</b>	<b>11.7%</b>	<b>11</b>
Deputy USTR A (Vacant)	15	63.8%	23.5%	12.7%	0
Deputy USTR B (Vacant)	17	46.2%	36.9%	16.9%	4
Deputy USTR C (Vacant)	15	88.6%	11.4%	0.0%	4
Office of General Counsel	20	66.5%	22.2%	11.4%	2
USTR Administration Office	10	78.9%	21.1%	0.0%	1
Front Office COS Direct Reports	18	62.9%	10.3%	26.9%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
<b>Office of the U.S. Trade Representative</b>	<b>68</b>	<b>65.9%</b>	<b>18.0%</b>	<b>16.1%</b>	<b>40</b>
Deputy USTR A (Vacant)	9	48.4%	41.3%	10.3%	6
Deputy USTR B (Vacant)	6	62.6%	20.2%	17.2%	15
Deputy USTR C (Vacant)	12	92.2%	7.8%	0.0%	7
Office of General Counsel	18	81.7%	5.8%	12.5%	4
USTR Administration Office	10	68.9%	10.5%	20.5%	1
Front Office COS Direct Reports	13	27.5%	36.0%	36.5%	5

# Office of the U.S. Trade Representative

## 1st 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	460,935	55.6%	23.4%	21.0%	8,657
<b>Office of the U.S. Trade Representative</b>	<b>86</b>	<b>49.2%</b>	<b>34.1%</b>	<b>16.7%</b>	<b>22</b>
Deputy USTR A (Vacant)	9	38.1%	30.9%	31.0%	6
Deputy USTR B (Vacant)	15	44.3%	34.4%	21.3%	6
Deputy USTR C (Vacant)	16	56.9%	37.2%	6.0%	3
Office of General Counsel	18	55.1%	33.5%	11.4%	4
USTR Administration Office	11	72.1%	18.6%	9.3%	0
Front Office COS Direct Reports	15	30.6%	37.5%	31.9%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
<b>Office of the U.S. Trade Representative</b>	<b>65</b>	<b>32.5%</b>	<b>41.4%</b>	<b>26.1%</b>	<b>43</b>
Deputy USTR A (Vacant)	10	15.8%	46.8%	37.4%	5
Deputy USTR B (Vacant)	10	18.5%	40.4%	41.1%	11
Deputy USTR C (Vacant)	9	44.9%	18.8%	36.3%	10
Office of General Counsel	13	40.3%	35.8%	23.9%	9
USTR Administration Office	10	58.7%	31.0%	10.3%	1
Front Office COS Direct Reports	12	14.1%	78.4%	7.5%	6

### My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
<b>Office of the U.S. Trade Representative</b>	<b>107</b>	<b>53.7%</b>	<b>32.0%</b>	<b>14.4%</b>
Deputy USTR A (Vacant)	15	61.8%	19.1%	19.1%
Deputy USTR B (Vacant)	20	37.7%	48.4%	13.9%
Deputy USTR C (Vacant)	19	60.2%	30.7%	9.1%
Office of General Counsel	22	43.1%	42.0%	14.9%
USTR Administration Office	11	71.6%	19.1%	9.3%
Front Office COS Direct Reports	18	57.4%	26.9%	15.8%



# Office of the U.S. Trade Representative

## *1st 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	467,501	50.3%	23.0%	26.8%
<b>Office of the U.S. Trade Representative</b>	<b>107</b>	<b>49.2%</b>	<b>23.3%</b>	<b>27.6%</b>
Deputy USTR A (Vacant)	15	61.8%	19.1%	19.1%
Deputy USTR B (Vacant)	20	48.1%	22.0%	29.9%
Deputy USTR C (Vacant)	19	47.7%	41.2%	11.0%
Office of General Counsel	22	39.4%	22.9%	37.8%
USTR Administration Office	11	62.3%	19.1%	18.6%
Front Office COS Direct Reports	18	42.0%	15.8%	42.2%

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

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
<b>Office of the U.S. Trade Representative</b>	<b>106</b>	<b>48.3%</b>	<b>35.1%</b>	<b>16.6%</b>
Deputy USTR A (Vacant)	15	55.4%	25.5%	19.1%
Deputy USTR B (Vacant)	20	28.2%	56.4%	15.4%
Deputy USTR C (Vacant)	18	56.0%	16.8%	27.3%
Office of General Counsel	22	50.3%	35.5%	14.2%
USTR Administration Office	11	62.3%	28.4%	9.3%
Front Office COS Direct Reports	18	36.0%	47.8%	16.2%

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

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
<b>Office of the U.S. Trade Representative</b>	<b>105</b>	<b>37.1%</b>	<b>42.5%</b>	<b>20.5%</b>
Deputy USTR A (Vacant)	15	23.5%	44.7%	31.8%
Deputy USTR B (Vacant)	19	19.7%	64.8%	15.5%
Deputy USTR C (Vacant)	19	60.2%	29.7%	10.1%
Office of General Counsel	22	34.0%	42.6%	23.4%
USTR Administration Office	10	78.9%	21.1%	0.0%
Front Office COS Direct Reports	18	20.2%	37.1%	42.6%

# Office of the U.S. Trade Representative

## *1st 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	466,843	37.1%	27.7%	35.3%
<b>Office of the U.S. Trade Representative</b>	<b>104</b>	<b>35.3%</b>	<b>34.6%</b>	<b>30.1%</b>
Deputy USTR A (Vacant)	15	23.5%	38.3%	38.2%
Deputy USTR B (Vacant)	18	28.3%	37.9%	33.8%
Deputy USTR C (Vacant)	19	48.4%	14.8%	36.7%
Office of General Counsel	22	37.8%	30.1%	32.1%
USTR Administration Office	11	44.8%	45.9%	9.3%
Front Office COS Direct Reports	17	32.3%	45.1%	22.6%

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

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
<b>Office of the U.S. Trade Representative</b>	<b>106</b>	<b>29.1%</b>	<b>36.3%</b>	<b>34.6%</b>
Deputy USTR A (Vacant)	15	19.1%	49.0%	31.9%
Deputy USTR B (Vacant)	20	19.9%	45.1%	35.0%
Deputy USTR C (Vacant)	18	23.6%	28.9%	47.5%
Office of General Counsel	22	28.2%	35.6%	36.2%
USTR Administration Office	11	62.5%	37.5%	0.0%
Front Office COS Direct Reports	18	32.0%	20.5%	47.5%

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
<b>Office of the U.S. Trade Representative</b>	<b>105</b>	<b>64.1%</b>	<b>19.9%</b>	<b>15.9%</b>
Deputy USTR A (Vacant)	14	65.9%	6.8%	27.2%
Deputy USTR B (Vacant)	20	48.1%	34.9%	17.0%
Deputy USTR C (Vacant)	19	69.2%	25.7%	5.1%
Office of General Counsel	21	81.1%	4.1%	14.8%
USTR Administration Office	11	81.1%	9.6%	9.3%
Front Office COS Direct Reports	18	41.6%	31.6%	26.9%

# Office of the U.S. Trade Representative

## 1st Level Subagency Comparison Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
<b>Office of the U.S. Trade Representative</b>	<b>106</b>	<b>56.0%</b>	<b>20.9%</b>	<b>23.0%</b>
Deputy USTR A (Vacant)	15	55.3%	12.8%	31.9%
Deputy USTR B (Vacant)	20	32.0%	37.6%	30.5%
Deputy USTR C (Vacant)	19	69.2%	16.6%	14.1%
Office of General Counsel	22	50.4%	13.4%	36.2%
USTR Administration Office	11	71.6%	19.1%	9.3%
Front Office COS Direct Reports	17	66.1%	28.0%	5.9%

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
<b>Office of the U.S. Trade Representative</b>	<b>107</b>	<b>60.0%</b>	<b>22.8%</b>	<b>17.2%</b>
Deputy USTR A (Vacant)	15	55.4%	19.1%	25.5%
Deputy USTR B (Vacant)	20	52.5%	36.3%	11.2%
Deputy USTR C (Vacant)	19	75.0%	19.9%	5.1%
Office of General Counsel	22	62.4%	14.2%	23.4%
USTR Administration Office	11	81.1%	9.6%	9.3%
Front Office COS Direct Reports	18	36.0%	32.0%	32.0%

### Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
<b>Office of the U.S. Trade Representative</b>	<b>107</b>	<b>77.9%</b>	<b>4.7%</b>	<b>2.8%</b>	<b>14.6%</b>
Deputy USTR A (Vacant)	15	80.9%	6.4%	0.0%	12.7%
Deputy USTR B (Vacant)	20	43.7%	4.4%	6.0%	45.9%
Deputy USTR C (Vacant)	19	85.9%	0.0%	5.1%	9.1%
Office of General Counsel	22	95.3%	4.7%	0.0%	0.0%
USTR Administration Office	11	83.1%	9.3%	0.0%	7.6%
Front Office COS Direct Reports	18	83.8%	5.5%	5.1%	5.5%

# Office of the U.S. Trade Representative

## 1st 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	463,482	6.5%	13.2%	4.7%	11.7%
<b>Office of the U.S. Trade Representative</b>	<b>105</b>	<b>0.0%</b>	<b>15.3%</b>	<b>23.0%</b>	<b>47.9%</b>
Deputy USTR A (Vacant)	15	0.0%	0.0%	12.8%	87.2%
Deputy USTR B (Vacant)	18	0.0%	0.0%	0.0%	67.1%
Deputy USTR C (Vacant)	19	0.0%	29.7%	22.4%	42.9%
Office of General Counsel	22	0.0%	12.7%	54.8%	27.8%
USTR Administration Office	11	0.0%	56.3%	26.5%	7.9%
Front Office COS Direct Reports	18	0.0%	0.0%	15.8%	51.0%

*(continued)*

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
<b>Office of the U.S. Trade Representative</b>	<b>105</b>	<b>4.1%</b>	<b>0.0%</b>	<b>2.6%</b>	<b>7.0%</b>
Deputy USTR A (Vacant)	15	0.0%	0.0%	0.0%	0.0%
Deputy USTR B (Vacant)	18	6.8%	0.0%	15.6%	10.5%
Deputy USTR C (Vacant)	19	5.1%	0.0%	0.0%	0.0%
Office of General Counsel	22	0.0%	0.0%	0.0%	4.7%
USTR Administration Office	11	9.3%	0.0%	0.0%	0.0%
Front Office COS Direct Reports	18	5.5%	0.0%	0.0%	27.7%

# Office of the U.S. Trade Representative

## 1st 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	465,405	33.7%	47.0%	19.3%
<b>Office of the U.S. Trade Representative</b>	<b>106</b>	<b>4.4%</b>	<b>70.9%</b>	<b>24.8%</b>
Deputy USTR A (Vacant)	15	0.0%	87.3%	12.7%
Deputy USTR B (Vacant)	19	0.0%	53.0%	47.0%
Deputy USTR C (Vacant)	19	4.0%	75.0%	21.0%
Office of General Counsel	22	8.0%	56.8%	35.2%
USTR Administration Office	11	9.6%	81.2%	9.3%
Front Office COS Direct Reports	18	5.1%	84.6%	10.3%

#### 75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
<b>Office of the U.S. Trade Representative</b>	<b>105</b>	<b>12.1%</b>	<b>83.5%</b>	<b>4.4%</b>
Deputy USTR A (Vacant)	15	19.1%	80.9%	0.0%
Deputy USTR B (Vacant)	18	4.9%	84.6%	10.5%
Deputy USTR C (Vacant)	19	5.8%	89.2%	5.1%
Office of General Counsel	22	9.4%	86.1%	4.5%
USTR Administration Office	11	18.6%	81.4%	0.0%
Front Office COS Direct Reports	18	20.9%	74.0%	5.1%

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

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
<b>Office of the U.S. Trade Representative</b>	<b>103</b>	<b>3.2%</b>	<b>90.9%</b>	<b>5.9%</b>
Deputy USTR A (Vacant)	15	6.4%	93.6%	0.0%
Deputy USTR B (Vacant)	18	0.0%	89.5%	10.5%
Deputy USTR C (Vacant)	19	0.0%	94.9%	5.1%
Office of General Counsel	21	0.0%	89.5%	10.5%
USTR Administration Office	11	16.9%	83.1%	0.0%
Front Office COS Direct Reports	17	0.0%	100.0%	0.0%

## Office of the U.S. Trade Representative 1st 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	464,201	3.4%	79.8%	16.8%
<b>Office of the U.S. Trade Representative</b>	<b>106</b>	<b>2.5%</b>	<b>86.3%</b>	<b>11.2%</b>
Deputy USTR A (Vacant)	15	0.0%	87.3%	12.7%
Deputy USTR B (Vacant)	19	0.0%	90.2%	9.8%
Deputy USTR C (Vacant)	19	5.1%	84.8%	10.1%
Office of General Counsel	22	4.0%	86.0%	10.0%
USTR Administration Office	11	0.0%	90.7%	9.3%
Front Office COS Direct Reports	18	5.1%	84.2%	10.7%

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

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
<b>Office of the U.S. Trade Representative</b>	<b>106</b>	<b>2.7%</b>	<b>89.9%</b>	<b>7.5%</b>
Deputy USTR A (Vacant)	15	0.0%	87.3%	12.7%
Deputy USTR B (Vacant)	19	0.0%	90.2%	9.8%
Deputy USTR C (Vacant)	19	4.0%	90.9%	5.1%
Office of General Counsel	22	0.0%	90.0%	10.0%
USTR Administration Office	11	9.3%	90.7%	0.0%
Front Office COS Direct Reports	18	5.1%	94.9%	0.0%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
<b>Office of the U.S. Trade Representative</b>	<b>85</b>	<b>72.0%</b>	<b>11.6%</b>	<b>16.4%</b>	<b>6</b>
Deputy USTR A (Vacant)	14	59.2%	13.6%	27.2%	1
Deputy USTR B (Vacant)	10	42.5%	28.1%	29.4%	3
Deputy USTR C (Vacant)	18	73.7%	21.0%	5.3%	0
Office of General Counsel	21	95.8%	0.0%	4.2%	0
USTR Administration Office	9	88.8%	0.0%	11.2%	1
Front Office COS Direct Reports	11	50.5%	16.6%	32.8%	1

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

# Office of the U.S. Trade Representative

## 1st 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	172,594	90.3%	6.7%	3.0%	3,366
<b>Office of the U.S. Trade Representative</b>	<b>4</b>	<b>80.4%</b>	<b>19.6%</b>	<b>0.0%</b>	<b>0</b>
Deputy USTR A (Vacant)	0	--	--	--	0
Deputy USTR B (Vacant)	0	--	--	--	0
Deputy USTR C (Vacant)	1	0.0%	100.0%	0.0%	0
Office of General Counsel	1	100.0%	0.0%	0.0%	0
USTR Administration Office	1	100.0%	0.0%	0.0%	0
Front Office COS Direct Reports	1	100.0%	0.0%	0.0%	0

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

#### 81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
<b>Office of the U.S. Trade Representative</b>	<b>13</b>	<b>77.8%</b>	<b>22.2%</b>	<b>0.0%</b>	<b>1</b>
Deputy USTR A (Vacant)	3	100.0%	0.0%	0.0%	0
Deputy USTR B (Vacant)	2	41.9%	58.1%	0.0%	0
Deputy USTR C (Vacant)	1	100.0%	0.0%	0.0%	0
Office of General Counsel	1	100.0%	0.0%	0.0%	1
USTR Administration Office	2	100.0%	0.0%	0.0%	0
Front Office COS Direct Reports	4	51.0%	49.0%	0.0%	0

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
<b>Office of the U.S. Trade Representative</b>	<b>3</b>	<b>71.9%</b>	<b>28.1%</b>	<b>0.0%</b>	<b>3</b>
Deputy USTR A (Vacant)	1	0.0%	100.0%	0.0%	0
Deputy USTR B (Vacant)	0	--	--	--	1
Deputy USTR C (Vacant)	0	--	--	--	0
Office of General Counsel	0	--	--	--	1
USTR Administration Office	2	100.0%	0.0%	0.0%	0
Front Office COS Direct Reports	0	--	--	--	1

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

## Office of the U.S. Trade Representative 1st Level Subagency Comparison Report

### Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
<b>Office of the U.S. Trade Representative</b>	<b>3</b>	<b>32.9%</b>	<b>31.6%</b>	<b>35.4%</b>	<b>0</b>
Deputy USTR A (Vacant)	0	--	--	--	0
Deputy USTR B (Vacant)	0	--	--	--	0
Deputy USTR C (Vacant)	1	0.0%	0.0%	100.0%	0
Office of General Counsel	1	100.0%	0.0%	0.0%	0
USTR Administration Office	0	--	--	--	0
Front Office COS Direct Reports	1	0.0%	100.0%	0.0%	0

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
<b>Office of the U.S. Trade Representative</b>	<b>2</b>	<b>53.0%</b>	<b>0.0%</b>	<b>47.0%</b>	<b>1</b>
Deputy USTR A (Vacant)	0	--	--	--	0
Deputy USTR B (Vacant)	0	--	--	--	0
Deputy USTR C (Vacant)	1	0.0%	0.0%	100.0%	0
Office of General Counsel	0	--	--	--	0
USTR Administration Office	0	--	--	--	1
Front Office COS Direct Reports	1	100.0%	0.0%	0.0%	0

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



# Office of the U.S. Trade Representative

## *1st Level Subagency Comparison Report*

### Demographic Questions

#### *Where do you work?*

	N	%
Headquarters	101	95.3%
Field	5	4.7%

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

	N	%
Non-Supervisor	62	57.9%
Team Leader	22	20.6%
Supervisor	12	11.2%
Manager	5	4.7%
Senior Leader	6	5.6%

#### *Are you:*

	N	%
Male	52	50.0%
Female	52	50.0%

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

	N	%
Yes	3	2.9%
No	99	97.1%

#### *Race*

	N	%
American Indian or Alaska Native	0	0.0%
Asian	2	2.0%
Black or African American	10	10.2%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	84	85.7%
Two or more races	2	2.0%

Note: Percentages for demographic questions are unweighted.

# Office of the U.S. Trade Representative

## *1st Level Subagency Comparison Report*

### 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	1	1.0%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	3	2.9%
Associate's Degree (e.g., AA, AS)	2	1.9%
Bachelor's Degree (e.g., BA, BS)	7	6.7%
Master's Degree (e.g., MA, MS, MBA)	38	36.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	53	51.0%

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

	N	%
Federal Wage System	1	0.9%
GS 1-6	0	0.0%
GS 7-12	8	7.5%
GS 13-15	85	80.2%
Senior Executive Service	11	10.4%
Senior Level (SL) or Scientific or Professional (ST)	1	0.9%
Other	0	0.0%

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

	N	%
Less than 1 year	2	1.9%
1 to 3 years	10	9.6%
4 to 5 years	12	11.5%
6 to 10 years	15	14.4%
11 to 14 years	17	16.3%
15 to 20 years	21	20.2%
More than 20 years	27	26.0%

Note: Percentages for demographic questions are unweighted.

# Office of the U.S. Trade Representative

## *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

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

	N	%
Less than 1 year	3	2.9%
1 to 3 years	19	18.4%
4 to 5 years	19	18.4%
6 to 10 years	27	26.2%
11 to 20 years	25	24.3%
More than 20 years	10	9.7%

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

	N	%
No	64	61.0%
Yes, to retire	4	3.8%
Yes, to take another job within the Federal Government	3	2.9%
Yes, to take another job outside the Federal Government	18	17.1%
Yes, other	16	15.2%

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

	N	%
Within one year	3	2.9%
Between one and three years	8	7.8%
Between three and five years	10	9.7%
Five or more years	82	79.6%

***Self-Identify as:***

	N	%
Heterosexual or Straight	90	91.8%
Gay, Lesbian, Bisexual, or Transgender	3	3.1%
I prefer not to say	5	5.1%

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

	N	%
No Prior Military Service	98	96.1%
Currently in National Guard or Reserves	2	2.0%
Retired	2	2.0%
Separated or Discharged	0	0.0%

Note: Percentages for demographic questions are unweighted.

# Office of the U.S. Trade Representative

## *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

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

	N	%
Yes	2	1.9%
No	101	98.1%

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

	N	%
25 and under	0	0.0%
26-29	4	3.6%
30-39	26	23.4%
40-49	32	28.8%
50-59	32	28.8%
60 or older	17	15.3%

Note: Percentages for demographic questions are unweighted.