

FHCS Report by Demographics

(60) How satisfied are you with the information you receive from management on what's going on in your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,896	100,656	9.4%	9.4%	36.2%	35.1%	23.5%	23.1%	22.2%	23.0%	8.7%	9.4%
Work Location												
Headquarters	51,145	35,976	10.3%	10.3%	37.0%	34.4%	23.2%	22.4%	21.3%	23.1%	8.2%	9.8%
Field	93,052	64,680	9.1%	9.0%	35.9%	35.4%	23.7%	23.4%	22.5%	22.9%	8.8%	9.2%
Supervisor Status												
Non-Supervisor	74,553	46,868	8.1%	8.4%	35.0%	33.8%	24.7%	23.7%	22.9%	24.0%	9.3%	10.2%
Team Leader	20,114	13,639	9.2%	8.6%	36.5%	35.4%	22.9%	24.2%	22.8%	22.6%	8.5%	9.2%
Supervisor	28,518	22,902	12.2%	12.4%	40.9%	41.9%	20.4%	19.8%	19.9%	19.6%	6.6%	6.3%
Manager	17,118	14,118	21.0%	21.0%	44.6%	43.1%	16.6%	16.4%	13.6%	15.1%	4.2%	4.4%
Executive	3,906	3,129	32.6%	29.2%	41.2%	39.8%	12.7%	13.0%	10.3%	13.5%	3.3%	4.5%
Sex												
Male	81,624	59,070	9.3%	9.0%	35.6%	34.8%	24.8%	24.2%	21.4%	22.5%	8.9%	9.5%
Female	62,578	41,586	9.4%	9.9%	37.0%	35.6%	21.9%	21.8%	23.2%	23.6%	8.5%	9.2%
Race												
White Non-Hispanic	103,923	75,600	9.1%	9.4%	35.1%	34.4%	23.4%	22.7%	23.3%	24.5%	9.1%	9.0%
Black Non-Hispanic	22,473	13,055	9.9%	10.0%	39.6%	38.0%	23.6%	23.9%	20.4%	18.5%	6.5%	9.7%
AmerIndian/Alskn Native	2,499	2,046	8.6%	11.0%	30.4%	25.2%	23.5%	21.6%	24.8%	25.4%	12.7%	16.7%
Asian/Pacific Islander	6,595	4,424	10.2%	7.8%	39.9%	40.4%	24.7%	25.8%	17.3%	18.1%	7.9%	7.8%
Hispanic	8,466	5,531	10.3%	8.3%	38.5%	36.3%	23.8%	24.5%	18.6%	20.0%	8.7%	10.9%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

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	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,896	100,656	9.4%	9.4%	36.2%	35.1%	23.5%	23.1%	22.2%	23.0%	8.7%	9.4%
Leaving												
No	101,438	N/A	11.4%	N/A	41.1%	N/A	23.2%	N/A	18.6%	N/A	5.6%	N/A
Yes, to retire	9,504	N/A	8.6%	N/A	34.1%	N/A	24.9%	N/A	24.6%	N/A	7.9%	N/A
Yes, to other job in Govt	22,691	N/A	4.2%	N/A	23.7%	N/A	23.7%	N/A	31.9%	N/A	16.4%	N/A
Yes, to other job outside Govt	5,069	N/A	2.5%	N/A	20.6%	N/A	21.8%	N/A	33.8%	N/A	21.3%	N/A
Yes, other	5,480	N/A	2.7%	N/A	20.2%	N/A	26.9%	N/A	30.0%	N/A	20.1%	N/A
Age Group												
<30	5,461	2,787	9.6%	9.4%	40.2%	38.0%	20.4%	27.4%	20.1%	17.7%	9.6%	7.4%
30-39	20,919	15,010	8.7%	9.7%	36.2%	34.9%	22.9%	23.7%	23.3%	21.6%	8.9%	10.1%
40-49	47,040	34,006	9.2%	8.4%	35.7%	35.5%	23.6%	22.9%	22.0%	23.4%	9.4%	9.8%
50-59	57,870	41,243	9.2%	9.5%	35.8%	34.4%	24.3%	22.8%	22.2%	24.3%	8.5%	9.1%
60+	12,862	7,610	12.0%	12.7%	37.6%	37.0%	22.9%	23.0%	21.6%	19.1%	5.9%	8.1%
Pay Category												
Federal Wage System	5,510	4,855	7.6%	7.7%	32.1%	27.9%	27.1%	25.1%	23.6%	26.9%	9.5%	12.3%
GS 1-6 or equivalent	6,706	4,848	9.0%	10.1%	33.7%	35.0%	23.1%	22.2%	23.6%	21.4%	10.6%	11.3%
GS 7-12 or equivalent	58,907	39,563	8.8%	8.4%	36.8%	35.4%	24.1%	23.9%	21.9%	23.2%	8.5%	8.9%
GS 13-15 or equivalent	64,039	41,791	10.8%	11.6%	37.9%	37.2%	22.1%	21.2%	21.2%	21.6%	7.9%	8.4%
Senior Executive Service	3,314	2,542	29.3%	29.7%	38.0%	38.6%	13.7%	13.4%	15.4%	13.7%	3.7%	4.7%
SL/ST	490	N/A	11.8%	N/A	31.0%	N/A	26.0%	N/A	26.1%	N/A	5.1%	N/A
Other	5,204	7,057	9.2%	8.7%	33.2%	35.5%	22.9%	23.3%	24.9%	22.9%	9.7%	9.6%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

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(60) How satisfied are you with the information you receive from management on what's going on in your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,896	100,656	9.4%	9.4%	36.2%	35.1%	23.5%	23.1%	22.2%	23.0%	8.7%	9.4%
Time in Federal Government												
< 1 year	1,316	N/A	14.3%	N/A	43.9%	N/A	29.6%	N/A	9.7%	N/A	2.5%	N/A
1-3 years	12,895	N/A	10.2%	N/A	35.2%	N/A	22.9%	N/A	22.1%	N/A	9.7%	N/A
4-5 years	8,711	N/A	9.4%	N/A	36.3%	N/A	24.2%	N/A	21.8%	N/A	8.2%	N/A
6-10 years	13,914	N/A	8.1%	N/A	37.6%	N/A	22.9%	N/A	21.8%	N/A	9.5%	N/A
11-20 years	44,995	N/A	8.5%	N/A	35.6%	N/A	23.3%	N/A	23.9%	N/A	8.7%	N/A
> 20 years	62,357	N/A	10.0%	N/A	36.5%	N/A	23.9%	N/A	21.2%	N/A	8.3%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	17.7%	N/A	43.4%	N/A	23.0%	N/A	11.7%	N/A	4.3%	N/A
1-3 years	21,638	N/A	10.5%	N/A	34.8%	N/A	22.8%	N/A	22.5%	N/A	9.5%	N/A
4-5 years	13,236	N/A	8.4%	N/A	37.0%	N/A	24.4%	N/A	22.0%	N/A	8.1%	N/A
6-10 years	18,824	N/A	7.1%	N/A	38.1%	N/A	23.6%	N/A	21.7%	N/A	9.5%	N/A
11-20 years	46,189	N/A	8.8%	N/A	35.1%	N/A	23.4%	N/A	23.7%	N/A	9.0%	N/A
> 20 years	41,488	N/A	10.1%	N/A	36.8%	N/A	23.9%	N/A	21.3%	N/A	7.9%	N/A
Retiring												
with 1 year	6,073	4,001	8.8%	8.3%	33.3%	27.9%	22.7%	26.8%	24.9%	24.1%	10.3%	13.0%
Between 1 and 3 years	16,416	12,087	8.7%	10.3%	36.0%	33.5%	24.9%	23.1%	22.8%	23.4%	7.5%	9.6%
Between 3 and 5 years	19,275	13,876	9.4%	10.3%	34.7%	34.9%	24.9%	23.0%	23.1%	23.2%	7.9%	8.6%
5 or more years	102,412	70,692	9.5%	9.1%	36.7%	35.7%	23.2%	23.0%	21.8%	22.8%	8.9%	9.3%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(61) How satisfied are you with the recognition you receive for doing a good job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,895	100,656	13.0%	11.6%	36.0%	34.2%	22.6%	24.1%	19.1%	20.0%	9.3%	10.1%
Work Location												
Headquarters	51,144	35,976	15.5%	13.1%	37.5%	35.6%	21.8%	22.9%	16.9%	19.0%	8.3%	9.4%
Field	93,052	64,680	12.1%	11.0%	35.5%	33.6%	22.8%	24.6%	19.8%	20.4%	9.7%	10.4%
Supervisor Status												
Non-Supervisor	74,552	46,868	11.7%	10.8%	35.3%	33.3%	23.2%	24.2%	19.6%	20.5%	10.1%	11.2%
Team Leader	20,114	13,639	13.8%	12.2%	35.6%	34.1%	22.3%	24.9%	19.5%	20.2%	8.7%	8.6%
Supervisor	28,518	22,902	14.8%	12.4%	39.6%	38.8%	20.8%	23.5%	17.6%	18.3%	7.2%	7.0%
Manager	17,118	14,118	21.3%	18.4%	42.0%	39.0%	18.3%	21.8%	13.6%	15.3%	4.7%	5.5%
Executive	3,906	3,129	33.6%	25.9%	37.6%	39.7%	14.4%	17.7%	10.1%	12.5%	4.2%	4.3%
Sex												
Male	81,622	59,070	12.2%	10.4%	36.3%	34.5%	23.9%	25.9%	18.5%	19.2%	9.1%	10.0%
Female	62,578	41,586	13.9%	13.2%	35.6%	33.7%	20.9%	21.8%	20.0%	21.1%	9.7%	10.2%
Race												
White Non-Hispanic	103,922	75,600	13.0%	11.8%	36.6%	34.9%	22.4%	24.1%	18.8%	20.1%	9.2%	9.0%
Black Non-Hispanic	22,473	13,055	12.3%	11.4%	35.3%	32.3%	22.2%	22.6%	20.5%	19.9%	9.7%	13.9%
AmerIndian/Alskn Native	2,499	2,046	13.0%	11.3%	25.3%	27.1%	23.7%	24.8%	23.3%	22.6%	14.7%	14.2%
Asian/Pacific Islander	6,595	4,424	13.9%	9.8%	38.6%	33.2%	24.5%	30.8%	14.8%	18.2%	8.2%	7.9%
Hispanic	8,466	5,531	12.9%	11.4%	33.4%	34.8%	23.1%	21.9%	21.1%	19.6%	9.4%	12.3%

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(61) How satisfied are you with the recognition you receive for doing a good job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,895	100,656	13.0%	11.6%	36.0%	34.2%	22.6%	24.1%	19.1%	20.0%	9.3%	10.1%
Leaving												
No	101,436	N/A	15.6%	N/A	40.6%	N/A	22.1%	N/A	16.0%	N/A	5.7%	N/A
Yes, to retire	9,504	N/A	11.3%	N/A	34.8%	N/A	23.8%	N/A	21.7%	N/A	8.4%	N/A
Yes, to other job in Govt	22,692	N/A	6.3%	N/A	23.2%	N/A	24.1%	N/A	27.9%	N/A	18.5%	N/A
Yes, to other job outside Govt	5,068	N/A	3.8%	N/A	21.7%	N/A	22.0%	N/A	28.5%	N/A	24.0%	N/A
Yes, other	5,481	N/A	4.5%	N/A	22.6%	N/A	23.9%	N/A	26.6%	N/A	22.4%	N/A
Age Group												
<30	5,461	2,787	13.1%	11.1%	34.9%	36.6%	22.3%	28.2%	19.9%	15.7%	9.8%	8.3%
30-39	20,918	15,010	11.8%	11.5%	36.1%	35.2%	21.6%	23.6%	20.1%	19.1%	10.3%	10.7%
40-49	47,041	34,006	13.1%	11.0%	35.9%	32.5%	22.1%	24.0%	19.1%	21.6%	9.9%	10.9%
50-59	57,869	41,243	12.8%	11.9%	35.9%	34.5%	23.3%	24.0%	19.0%	20.0%	9.0%	9.6%
60+	12,862	7,610	15.5%	12.9%	37.1%	37.5%	23.3%	25.6%	17.5%	16.2%	6.6%	7.8%
Pay Category												
Federal Wage System	5,510	4,855	9.8%	8.4%	31.7%	31.0%	24.1%	25.6%	22.0%	22.4%	12.3%	12.5%
GS 1-6 or equivalent	6,706	4,848	11.2%	12.1%	30.3%	28.6%	23.5%	21.1%	22.1%	21.5%	12.9%	16.7%
GS 7-12 or equivalent	58,906	39,563	12.2%	11.1%	36.3%	34.1%	23.2%	24.9%	19.4%	20.2%	9.0%	9.7%
GS 13-15 or equivalent	64,039	41,791	16.1%	14.1%	40.0%	37.9%	21.1%	23.1%	15.7%	17.5%	7.1%	7.4%
Senior Executive Service	3,314	2,542	29.1%	24.1%	36.4%	42.7%	12.9%	15.8%	12.7%	13.0%	9.0%	4.4%
SL/ST	490	N/A	14.4%	N/A	31.0%	N/A	23.5%	N/A	27.6%	N/A	3.5%	N/A
Other	5,204	7,057	11.3%	10.2%	30.7%	34.1%	21.1%	24.7%	24.1%	21.5%	12.8%	9.6%

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(61) How satisfied are you with the recognition you receive for doing a good job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,895	100,656	13.0%	11.6%	36.0%	34.2%	22.6%	24.1%	19.1%	20.0%	9.3%	10.1%
Time in Federal Government												
< 1 year	1,316	N/A	19.1%	N/A	37.3%	N/A	34.3%	N/A	6.5%	N/A	2.8%	N/A
1-3 years	12,895	N/A	12.3%	N/A	34.9%	N/A	23.7%	N/A	17.6%	N/A	11.4%	N/A
4-5 years	8,711	N/A	12.5%	N/A	36.6%	N/A	22.6%	N/A	19.0%	N/A	9.3%	N/A
6-10 years	13,912	N/A	12.3%	N/A	35.7%	N/A	21.7%	N/A	20.5%	N/A	9.7%	N/A
11-20 years	44,995	N/A	12.3%	N/A	36.3%	N/A	22.0%	N/A	19.9%	N/A	9.6%	N/A
> 20 years	62,358	N/A	13.9%	N/A	36.0%	N/A	22.8%	N/A	18.9%	N/A	8.4%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	19.4%	N/A	38.0%	N/A	30.2%	N/A	9.0%	N/A	3.4%	N/A
1-3 years	21,636	N/A	13.2%	N/A	34.6%	N/A	22.7%	N/A	18.6%	N/A	10.8%	N/A
4-5 years	13,236	N/A	12.5%	N/A	36.3%	N/A	22.6%	N/A	19.0%	N/A	9.7%	N/A
6-10 years	18,823	N/A	12.3%	N/A	36.2%	N/A	21.5%	N/A	20.3%	N/A	9.6%	N/A
11-20 years	46,189	N/A	12.1%	N/A	36.4%	N/A	22.1%	N/A	20.0%	N/A	9.5%	N/A
> 20 years	41,489	N/A	13.9%	N/A	36.1%	N/A	23.1%	N/A	18.7%	N/A	8.2%	N/A
Retiring												
with 1 year	6,073	4,001	12.2%	9.1%	34.6%	30.3%	21.8%	28.5%	20.2%	21.2%	11.2%	10.9%
Between 1 and 3 years	16,415	12,087	12.1%	10.7%	35.6%	35.3%	23.3%	22.5%	21.0%	20.8%	7.9%	10.7%
Between 3 and 5 years	19,275	13,876	13.2%	11.2%	35.1%	34.9%	23.4%	25.2%	19.5%	20.4%	8.9%	8.2%
5 or more years	102,412	70,692	13.1%	11.9%	36.2%	34.1%	22.4%	24.0%	18.8%	19.8%	9.5%	10.3%

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FHCS Report by Demographics

(62) How satisfied are you with the policies and practices of your senior leaders?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,892	N/A	8.3%	N/A	31.6%	N/A	28.9%	N/A	20.6%	N/A	10.5%	N/A
Work Location												
Headquarters	51,145	N/A	9.7%	N/A	33.0%	N/A	28.3%	N/A	19.6%	N/A	9.4%	N/A
Field	93,047	N/A	7.8%	N/A	31.2%	N/A	29.2%	N/A	21.0%	N/A	10.9%	N/A
Supervisor Status												
Non-Supervisor	74,549	N/A	7.5%	N/A	30.4%	N/A	30.4%	N/A	20.6%	N/A	11.2%	N/A
Team Leader	20,114	N/A	8.6%	N/A	32.1%	N/A	27.6%	N/A	21.6%	N/A	10.1%	N/A
Supervisor	28,517	N/A	9.4%	N/A	35.7%	N/A	25.4%	N/A	20.8%	N/A	8.7%	N/A
Manager	17,118	N/A	15.1%	N/A	39.9%	N/A	21.5%	N/A	16.8%	N/A	6.7%	N/A
Executive	3,906	N/A	27.2%	N/A	40.2%	N/A	16.5%	N/A	11.2%	N/A	4.9%	N/A
Sex												
Male	81,623	N/A	8.2%	N/A	31.1%	N/A	28.2%	N/A	21.3%	N/A	11.2%	N/A
Female	62,574	N/A	8.3%	N/A	32.3%	N/A	30.0%	N/A	19.7%	N/A	9.6%	N/A
Race												
White Non-Hispanic	103,920	N/A	8.2%	N/A	31.1%	N/A	28.3%	N/A	21.6%	N/A	10.9%	N/A
Black Non-Hispanic	22,472	N/A	7.9%	N/A	33.3%	N/A	31.4%	N/A	18.4%	N/A	8.9%	N/A
AmerIndian/Alskn Native	2,499	N/A	6.9%	N/A	27.9%	N/A	28.8%	N/A	19.3%	N/A	17.1%	N/A
Asian/Pacific Islander	6,594	N/A	9.2%	N/A	33.8%	N/A	30.7%	N/A	17.3%	N/A	9.0%	N/A
Hispanic	8,466	N/A	9.8%	N/A	32.6%	N/A	27.7%	N/A	19.6%	N/A	10.3%	N/A

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(62) How satisfied are you with the policies and practices of your senior leaders?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,892	N/A	8.3%	N/A	31.6%	N/A	28.9%	N/A	20.6%	N/A	10.5%	N/A
Leaving												
No	101,433	N/A	10.2%	N/A	36.4%	N/A	29.0%	N/A	17.6%	N/A	6.8%	N/A
Yes, to retire	9,504	N/A	6.2%	N/A	28.0%	N/A	30.2%	N/A	24.7%	N/A	10.9%	N/A
Yes, to other job in Govt	22,690	N/A	3.7%	N/A	19.5%	N/A	28.6%	N/A	28.3%	N/A	19.9%	N/A
Yes, to other job outside Govt	5,069	N/A	2.1%	N/A	15.2%	N/A	25.7%	N/A	29.8%	N/A	27.1%	N/A
Yes, other	5,482	N/A	2.7%	N/A	19.1%	N/A	29.3%	N/A	27.0%	N/A	21.9%	N/A
Age Group												
<30	5,461	N/A	9.6%	N/A	36.3%	N/A	28.9%	N/A	15.9%	N/A	9.3%	N/A
30-39	20,916	N/A	8.1%	N/A	31.4%	N/A	28.5%	N/A	21.5%	N/A	10.4%	N/A
40-49	47,038	N/A	8.2%	N/A	31.8%	N/A	28.0%	N/A	20.8%	N/A	11.2%	N/A
50-59	57,869	N/A	7.9%	N/A	30.7%	N/A	29.7%	N/A	21.1%	N/A	10.6%	N/A
60+	12,863	N/A	9.9%	N/A	33.1%	N/A	30.5%	N/A	18.5%	N/A	8.0%	N/A
Pay Category												
Federal Wage System	5,510	N/A	6.2%	N/A	29.0%	N/A	29.6%	N/A	22.4%	N/A	12.8%	N/A
GS 1-6 or equivalent	6,706	N/A	9.2%	N/A	29.2%	N/A	29.8%	N/A	20.2%	N/A	11.5%	N/A
GS 7-12 or equivalent	58,904	N/A	7.7%	N/A	32.8%	N/A	29.7%	N/A	19.9%	N/A	9.9%	N/A
GS 13-15 or equivalent	64,037	N/A	9.1%	N/A	31.5%	N/A	27.2%	N/A	21.8%	N/A	10.4%	N/A
Senior Executive Service	3,314	N/A	24.3%	N/A	36.7%	N/A	17.1%	N/A	11.8%	N/A	10.1%	N/A
SL/ST	490	N/A	9.4%	N/A	42.2%	N/A	19.2%	N/A	22.9%	N/A	6.3%	N/A
Other	5,204	N/A	9.1%	N/A	27.8%	N/A	29.7%	N/A	21.5%	N/A	11.8%	N/A

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(62) How satisfied are you with the policies and practices of your senior leaders?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,892	N/A	8.3%	N/A	31.6%	N/A	28.9%	N/A	20.6%	N/A	10.5%	N/A
Time in Federal Government												
< 1 year	1,316	N/A	13.8%	N/A	44.0%	N/A	32.3%	N/A	6.3%	N/A	3.7%	N/A
1-3 years	12,893	N/A	9.5%	N/A	33.8%	N/A	28.2%	N/A	17.3%	N/A	11.2%	N/A
4-5 years	8,710	N/A	9.4%	N/A	32.9%	N/A	27.9%	N/A	20.5%	N/A	9.3%	N/A
6-10 years	13,912	N/A	8.0%	N/A	32.9%	N/A	27.2%	N/A	20.6%	N/A	11.2%	N/A
11-20 years	44,995	N/A	7.7%	N/A	31.0%	N/A	29.1%	N/A	21.6%	N/A	10.6%	N/A
> 20 years	62,357	N/A	8.0%	N/A	30.4%	N/A	29.7%	N/A	21.4%	N/A	10.5%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	16.4%	N/A	42.3%	N/A	28.3%	N/A	8.7%	N/A	4.3%	N/A
1-3 years	21,635	N/A	9.9%	N/A	33.0%	N/A	27.9%	N/A	18.4%	N/A	10.7%	N/A
4-5 years	13,235	N/A	7.7%	N/A	33.5%	N/A	29.1%	N/A	20.3%	N/A	9.4%	N/A
6-10 years	18,823	N/A	6.8%	N/A	32.4%	N/A	28.6%	N/A	20.8%	N/A	11.4%	N/A
11-20 years	46,189	N/A	7.8%	N/A	30.2%	N/A	29.2%	N/A	21.9%	N/A	10.9%	N/A
> 20 years	41,488	N/A	8.0%	N/A	30.1%	N/A	29.7%	N/A	21.8%	N/A	10.4%	N/A
Retiring												
with 1 year	6,073	N/A	7.0%	N/A	26.6%	N/A	28.1%	N/A	24.2%	N/A	14.2%	N/A
Between 1 and 3 years	16,416	N/A	7.2%	N/A	30.4%	N/A	29.3%	N/A	23.3%	N/A	9.8%	N/A
Between 3 and 5 years	19,275	N/A	7.3%	N/A	28.5%	N/A	30.5%	N/A	23.7%	N/A	10.0%	N/A
5 or more years	102,408	N/A	8.6%	N/A	32.6%	N/A	28.7%	N/A	19.6%	N/A	10.5%	N/A

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(63) How satisfied are you with your opportunity to get a better job in your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,886	100,656	8.0%	6.8%	27.4%	26.3%	28.3%	29.3%	22.4%	22.2%	13.9%	15.5%
Work Location												
Headquarters	51,143	35,976	9.4%	7.1%	27.1%	25.0%	28.8%	30.5%	21.7%	22.3%	13.0%	15.1%
Field	93,043	64,680	7.5%	6.7%	27.4%	26.8%	28.2%	28.8%	22.7%	22.1%	14.1%	15.6%
Supervisor Status												
Non-Supervisor	74,549	46,868	6.9%	6.1%	26.0%	24.6%	28.6%	29.1%	23.2%	23.0%	15.3%	17.2%
Team Leader	20,112	13,639	8.1%	6.5%	27.0%	27.4%	28.7%	30.2%	23.6%	22.1%	12.5%	13.8%
Supervisor	28,515	22,902	10.3%	8.3%	33.1%	31.9%	27.3%	30.0%	18.9%	19.4%	10.4%	10.4%
Manager	17,116	14,118	17.6%	14.5%	38.4%	36.0%	23.9%	27.2%	13.7%	15.0%	6.3%	7.2%
Executive	3,906	3,129	29.6%	20.4%	34.2%	34.7%	26.1%	31.6%	6.6%	9.6%	3.4%	3.7%
Sex												
Male	81,616	59,070	8.0%	6.2%	27.7%	26.3%	28.9%	30.8%	21.7%	21.0%	13.7%	15.7%
Female	62,574	41,586	8.0%	7.5%	26.9%	26.3%	27.5%	27.3%	23.4%	23.7%	14.1%	15.2%
Race												
White Non-Hispanic	103,916	75,600	7.7%	6.7%	27.4%	26.4%	29.1%	30.1%	22.1%	22.3%	13.7%	14.4%
Black Non-Hispanic	22,473	13,055	8.2%	6.7%	26.3%	25.6%	24.6%	24.4%	25.8%	23.3%	15.1%	20.0%
AmerIndian/Alskn Native	2,499	2,046	8.3%	8.0%	26.0%	22.7%	25.0%	28.0%	22.2%	20.0%	18.5%	21.3%
Asian/Pacific Islander	6,594	4,424	8.2%	4.7%	31.5%	28.2%	32.8%	35.6%	16.6%	20.9%	10.9%	10.5%
Hispanic	8,464	5,531	10.0%	8.5%	26.9%	26.4%	26.6%	27.0%	22.4%	20.3%	14.1%	17.7%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(63) How satisfied are you with your opportunity to get a better job in your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,886	100,656	8.0%	6.8%	27.4%	26.3%	28.3%	29.3%	22.4%	22.2%	13.9%	15.5%
Leaving												
No	101,432	N/A	10.1%	N/A	32.8%	N/A	29.8%	N/A	18.9%	N/A	8.4%	N/A
Yes, to retire	9,502	N/A	5.8%	N/A	25.1%	N/A	36.1%	N/A	20.7%	N/A	12.3%	N/A
Yes, to other job in Govt	22,690	N/A	2.8%	N/A	12.3%	N/A	21.5%	N/A	34.0%	N/A	29.4%	N/A
Yes, to other job outside Govt	5,069	N/A	1.6%	N/A	11.7%	N/A	23.5%	N/A	31.1%	N/A	32.1%	N/A
Yes, other	5,479	N/A	2.5%	N/A	12.6%	N/A	24.2%	N/A	29.8%	N/A	30.8%	N/A
Age Group												
<30	5,460	2,787	12.5%	9.8%	30.4%	28.7%	25.4%	31.4%	18.9%	19.8%	12.8%	10.3%
30-39	20,916	15,010	7.8%	7.5%	30.0%	27.7%	25.2%	28.2%	22.6%	21.7%	14.4%	15.0%
40-49	47,038	34,006	8.0%	6.8%	27.3%	25.8%	27.1%	27.6%	23.2%	22.9%	14.4%	17.0%
50-59	57,867	41,243	7.5%	6.1%	25.9%	25.5%	29.5%	30.5%	23.1%	22.3%	14.0%	15.5%
60+	12,861	7,610	7.9%	7.2%	27.3%	28.4%	36.3%	33.4%	17.7%	19.8%	10.8%	11.2%
Pay Category												
Federal Wage System	5,509	4,855	6.1%	5.3%	26.4%	24.0%	27.0%	28.3%	23.5%	22.2%	17.0%	20.2%
GS 1-6 or equivalent	6,706	4,848	7.2%	6.3%	19.8%	21.6%	24.8%	24.5%	25.4%	24.4%	22.8%	23.2%
GS 7-12 or equivalent	58,902	39,563	7.1%	6.5%	27.3%	25.8%	28.0%	28.5%	23.9%	23.8%	13.7%	15.5%
GS 13-15 or equivalent	64,037	41,791	10.1%	8.2%	30.9%	29.6%	29.9%	31.1%	18.7%	19.5%	10.5%	11.6%
Senior Executive Service	3,314	2,542	26.0%	18.8%	30.5%	32.8%	29.3%	34.7%	9.0%	8.9%	5.2%	4.8%
SL/ST	490	N/A	11.5%	N/A	40.5%	N/A	31.4%	N/A	12.8%	N/A	3.8%	N/A
Other	5,203	7,057	9.0%	6.4%	26.1%	27.5%	31.7%	34.4%	21.0%	18.7%	12.2%	13.1%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(63) How satisfied are you with your opportunity to get a better job in your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,886	100,656	8.0%	6.8%	27.4%	26.3%	28.3%	29.3%	22.4%	22.2%	13.9%	15.5%
Time in Federal Government												
< 1 year	1,316	N/A	19.5%	N/A	25.1%	N/A	43.0%	N/A	8.6%	N/A	3.8%	N/A
1-3 years	12,893	N/A	8.7%	N/A	29.3%	N/A	26.7%	N/A	20.3%	N/A	15.0%	N/A
4-5 years	8,708	N/A	8.6%	N/A	28.3%	N/A	25.6%	N/A	25.0%	N/A	12.4%	N/A
6-10 years	13,914	N/A	8.1%	N/A	27.0%	N/A	27.3%	N/A	22.3%	N/A	15.4%	N/A
11-20 years	44,990	N/A	7.8%	N/A	27.3%	N/A	27.0%	N/A	23.3%	N/A	14.6%	N/A
> 20 years	62,356	N/A	7.6%	N/A	26.7%	N/A	30.6%	N/A	22.3%	N/A	12.9%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	17.0%	N/A	29.6%	N/A	34.3%	N/A	12.5%	N/A	6.7%	N/A
1-3 years	21,636	N/A	9.2%	N/A	28.3%	N/A	26.8%	N/A	20.7%	N/A	15.0%	N/A
4-5 years	13,233	N/A	7.2%	N/A	26.5%	N/A	27.4%	N/A	25.4%	N/A	13.4%	N/A
6-10 years	18,823	N/A	7.0%	N/A	26.6%	N/A	27.1%	N/A	23.1%	N/A	16.2%	N/A
11-20 years	46,184	N/A	7.5%	N/A	26.9%	N/A	27.8%	N/A	23.4%	N/A	14.4%	N/A
> 20 years	41,487	N/A	7.8%	N/A	27.8%	N/A	30.8%	N/A	21.7%	N/A	12.0%	N/A
Retiring												
with 1 year	6,072	4,001	7.1%	6.0%	24.2%	22.9%	33.2%	33.5%	18.9%	19.0%	16.7%	18.5%
Between 1 and 3 years	16,415	12,087	7.2%	5.9%	25.5%	25.3%	33.8%	32.1%	21.6%	21.4%	11.9%	15.3%
Between 3 and 5 years	19,275	13,876	6.9%	5.6%	26.4%	26.3%	31.4%	31.5%	22.4%	22.1%	13.0%	14.5%
5 or more years	102,404	70,692	8.3%	7.1%	28.0%	26.6%	26.9%	28.3%	22.7%	22.4%	14.1%	15.5%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(64) How satisfied are you with the training you receive for your present job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,894	100,656	11.9%	11.1%	43.5%	42.0%	24.0%	24.2%	15.3%	16.3%	5.3%	6.4%
Work Location												
Headquarters	51,144	35,976	12.8%	11.7%	42.9%	41.6%	24.6%	24.6%	14.1%	15.4%	5.5%	6.7%
Field	93,051	64,680	11.6%	10.9%	43.7%	42.1%	23.8%	24.1%	15.7%	16.6%	5.2%	6.2%
Supervisor Status												
Non-Supervisor	74,552	46,868	11.1%	10.5%	42.4%	40.8%	24.3%	24.5%	16.1%	16.8%	6.1%	7.4%
Team Leader	20,114	13,639	12.2%	11.3%	45.3%	43.2%	23.9%	24.0%	14.7%	16.8%	4.0%	4.7%
Supervisor	28,516	22,902	13.6%	12.5%	45.7%	46.6%	23.6%	23.3%	13.4%	13.4%	3.7%	4.1%
Manager	17,118	14,118	18.1%	16.8%	47.4%	46.1%	21.1%	23.0%	10.8%	11.0%	2.6%	3.0%
Executive	3,906	3,129	25.2%	20.0%	42.0%	44.2%	22.7%	26.7%	8.3%	7.5%	1.8%	1.7%
Sex												
Male	81,623	59,070	11.7%	10.2%	43.2%	42.5%	24.6%	24.8%	15.1%	15.9%	5.4%	6.6%
Female	62,576	41,586	12.2%	12.4%	43.9%	41.3%	23.2%	23.5%	15.5%	16.8%	5.2%	6.0%
Race												
White Non-Hispanic	103,924	75,600	11.6%	11.1%	43.4%	42.8%	24.2%	24.4%	15.8%	16.1%	5.0%	5.6%
Black Non-Hispanic	22,470	13,055	13.1%	12.1%	45.3%	42.5%	22.2%	21.2%	13.7%	15.3%	5.7%	8.9%
AmerIndian/Alskn Native	2,499	2,046	10.7%	9.8%	35.7%	38.8%	25.6%	24.5%	18.6%	15.5%	9.4%	11.4%
Asian/Pacific Islander	6,595	4,424	12.2%	10.5%	43.9%	38.2%	26.7%	29.7%	12.4%	16.4%	4.9%	5.2%
Hispanic	8,466	5,531	12.7%	10.8%	42.0%	37.3%	23.3%	23.9%	15.8%	20.2%	6.3%	7.8%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(64) How satisfied are you with the training you receive for your present job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,894	100,656	11.9%	11.1%	43.5%	42.0%	24.0%	24.2%	15.3%	16.3%	5.3%	6.4%
Leaving												
No	101,435	N/A	14.1%	N/A	47.5%	N/A	22.5%	N/A	12.8%	N/A	3.1%	N/A
Yes, to retire	9,504	N/A	9.1%	N/A	42.9%	N/A	29.5%	N/A	13.5%	N/A	4.9%	N/A
Yes, to other job in Govt	22,692	N/A	6.9%	N/A	32.9%	N/A	25.7%	N/A	23.2%	N/A	11.4%	N/A
Yes, to other job outside Govt	5,069	N/A	4.3%	N/A	31.6%	N/A	29.9%	N/A	22.8%	N/A	11.6%	N/A
Yes, other	5,480	N/A	4.9%	N/A	30.0%	N/A	29.7%	N/A	22.4%	N/A	13.0%	N/A
Age Group												
<30	5,461	2,787	14.1%	14.1%	45.5%	42.7%	19.7%	21.0%	15.8%	16.7%	4.9%	5.6%
30-39	20,918	15,010	11.8%	11.8%	44.6%	42.6%	21.7%	21.9%	16.4%	16.8%	5.4%	6.8%
40-49	47,040	34,006	11.7%	10.7%	43.3%	40.8%	23.6%	24.3%	15.8%	17.5%	5.6%	6.6%
50-59	57,868	41,243	11.5%	10.9%	42.6%	42.5%	25.8%	25.2%	14.8%	15.2%	5.3%	6.3%
60+	12,863	7,610	14.0%	11.9%	44.8%	43.1%	24.5%	25.8%	13.0%	14.3%	3.7%	4.9%
Pay Category												
Federal Wage System	5,510	4,855	10.0%	10.0%	42.3%	39.5%	25.0%	23.9%	16.9%	18.0%	5.7%	8.6%
GS 1-6 or equivalent	6,706	4,848	10.9%	9.6%	43.4%	40.9%	22.8%	22.7%	15.8%	17.0%	7.1%	9.9%
GS 7-12 or equivalent	58,907	39,563	11.4%	10.8%	43.2%	41.4%	23.5%	23.9%	16.2%	17.2%	5.7%	6.7%
GS 13-15 or equivalent	64,038	41,791	13.2%	12.7%	44.7%	43.7%	24.8%	26.2%	13.2%	13.8%	4.1%	3.7%
Senior Executive Service	3,314	2,542	21.7%	18.6%	40.3%	44.6%	27.4%	27.5%	9.1%	8.0%	1.6%	1.4%
SL/ST	490	N/A	12.5%	N/A	55.4%	N/A	26.3%	N/A	4.4%	N/A	1.3%	N/A
Other	5,203	7,057	14.0%	11.5%	41.7%	43.8%	25.3%	22.9%	14.6%	15.9%	4.4%	5.8%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(64) How satisfied are you with the training you receive for your present job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,894	100,656	11.9%	11.1%	43.5%	42.0%	24.0%	24.2%	15.3%	16.3%	5.3%	6.4%
Time in Federal Government												
< 1 year	1,316	N/A	21.2%	N/A	37.6%	N/A	28.8%	N/A	10.0%	N/A	2.3%	N/A
1-3 years	12,896	N/A	13.6%	N/A	43.6%	N/A	20.5%	N/A	16.8%	N/A	5.4%	N/A
4-5 years	8,710	N/A	11.5%	N/A	45.7%	N/A	22.5%	N/A	15.9%	N/A	4.5%	N/A
6-10 years	13,914	N/A	12.1%	N/A	42.9%	N/A	22.9%	N/A	15.5%	N/A	6.6%	N/A
11-20 years	44,994	N/A	11.3%	N/A	43.2%	N/A	24.2%	N/A	16.0%	N/A	5.3%	N/A
> 20 years	62,356	N/A	11.7%	N/A	43.4%	N/A	25.6%	N/A	14.1%	N/A	5.1%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	18.8%	N/A	37.7%	N/A	27.9%	N/A	11.7%	N/A	3.9%	N/A
1-3 years	21,638	N/A	13.4%	N/A	41.9%	N/A	21.3%	N/A	17.2%	N/A	6.2%	N/A
4-5 years	13,236	N/A	10.9%	N/A	43.9%	N/A	24.1%	N/A	15.5%	N/A	5.5%	N/A
6-10 years	18,823	N/A	11.2%	N/A	43.0%	N/A	23.3%	N/A	16.4%	N/A	6.0%	N/A
11-20 years	46,188	N/A	11.5%	N/A	43.2%	N/A	24.8%	N/A	15.5%	N/A	5.0%	N/A
> 20 years	41,487	N/A	11.5%	N/A	45.4%	N/A	25.2%	N/A	13.2%	N/A	4.6%	N/A
Retiring												
with 1 year	6,073	4,001	9.7%	9.3%	44.5%	38.8%	25.7%	28.4%	14.2%	16.4%	5.9%	7.0%
Between 1 and 3 years	16,416	12,087	10.4%	9.9%	42.9%	42.9%	28.0%	26.3%	13.6%	14.4%	5.1%	6.5%
Between 3 and 5 years	19,276	13,876	11.7%	11.0%	43.7%	41.7%	25.0%	25.4%	15.1%	16.4%	4.6%	5.5%
5 or more years	102,410	70,692	12.3%	11.4%	43.5%	42.0%	23.2%	23.5%	15.6%	16.5%	5.4%	6.5%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(65) Considering everything, how satisfied are you with your job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,891	100,656	20.8%	20.3%	46.8%	47.5%	17.8%	17.3%	10.2%	10.8%	4.4%	4.1%
Work Location												
Headquarters	51,144	35,976	21.2%	19.5%	45.2%	47.9%	18.1%	17.2%	11.1%	11.2%	4.4%	4.2%
Field	93,048	64,680	20.6%	20.6%	47.2%	47.4%	17.8%	17.3%	10.0%	10.7%	4.4%	4.0%
Supervisor Status												
Non-Supervisor	74,551	46,868	18.9%	19.0%	46.3%	46.7%	18.9%	18.3%	11.0%	11.5%	4.9%	4.5%
Team Leader	20,112	13,639	22.5%	20.7%	47.8%	49.7%	17.1%	16.3%	8.9%	9.9%	3.7%	3.5%
Supervisor	28,517	22,902	23.5%	23.6%	48.6%	48.8%	15.5%	15.1%	9.4%	9.7%	3.1%	2.7%
Manager	17,118	14,118	33.2%	31.3%	46.5%	47.3%	11.5%	11.6%	6.8%	7.6%	2.1%	2.3%
Executive	3,906	3,129	47.1%	39.6%	37.9%	41.9%	8.4%	9.1%	4.8%	7.6%	1.8%	1.9%
Sex												
Male	81,623	59,070	21.0%	20.2%	46.5%	47.1%	18.0%	17.4%	10.1%	11.3%	4.3%	4.1%
Female	62,573	41,586	20.4%	20.5%	47.1%	48.1%	17.7%	17.1%	10.4%	10.3%	4.5%	4.0%
Race												
White Non-Hispanic	103,921	75,600	20.8%	21.0%	46.8%	47.4%	17.5%	16.6%	10.5%	11.2%	4.4%	3.8%
Black Non-Hispanic	22,472	13,055	20.0%	17.8%	46.3%	46.6%	18.8%	20.3%	10.4%	10.2%	4.4%	5.1%
AmerIndian/Alskn Native	2,499	2,046	21.0%	19.6%	41.0%	42.8%	21.2%	17.8%	12.1%	14.1%	4.7%	5.6%
Asian/Pacific Islander	6,595	4,424	19.6%	18.6%	50.8%	51.5%	17.8%	18.6%	7.7%	7.9%	4.1%	3.4%
Hispanic	8,463	5,531	22.8%	20.4%	46.1%	49.2%	18.0%	16.1%	9.1%	9.4%	4.0%	4.9%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(65) Considering everything, how satisfied are you with your job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,891	100,656	20.8%	20.3%	46.8%	47.5%	17.8%	17.3%	10.2%	10.8%	4.4%	4.1%
Leaving												
No	101,435	N/A	25.9%	N/A	52.3%	N/A	14.8%	N/A	5.5%	N/A	1.5%	N/A
Yes, to retire	9,504	N/A	17.5%	N/A	43.1%	N/A	21.4%	N/A	12.7%	N/A	5.3%	N/A
Yes, to other job in Govt	22,689	N/A	7.1%	N/A	33.3%	N/A	25.0%	N/A	23.6%	N/A	11.0%	N/A
Yes, to other job outside Govt	5,069	N/A	3.7%	N/A	27.3%	N/A	28.7%	N/A	21.8%	N/A	18.6%	N/A
Yes, other	5,480	N/A	6.8%	N/A	28.5%	N/A	27.3%	N/A	24.2%	N/A	13.3%	N/A
Age Group												
<30	5,459	2,787	19.4%	18.7%	47.3%	47.1%	17.2%	19.5%	11.3%	11.1%	4.8%	3.6%
30-39	20,916	15,010	18.8%	19.6%	46.9%	50.6%	18.8%	16.8%	11.2%	9.2%	4.3%	3.9%
40-49	47,039	34,006	20.2%	19.3%	47.4%	47.7%	17.6%	17.4%	10.3%	11.6%	4.5%	4.0%
50-59	57,869	41,243	20.9%	20.6%	46.3%	46.4%	18.0%	17.2%	10.4%	11.4%	4.4%	4.4%
60+	12,863	7,610	27.1%	26.1%	45.9%	45.1%	16.3%	17.4%	6.6%	7.9%	4.1%	3.6%
Pay Category												
Federal Wage System	5,510	4,855	20.5%	20.1%	45.6%	46.2%	18.7%	19.3%	11.3%	10.9%	4.0%	3.5%
GS 1-6 or equivalent	6,705	4,848	18.5%	19.9%	42.8%	44.6%	22.5%	18.3%	9.7%	12.0%	6.5%	5.3%
GS 7-12 or equivalent	58,903	39,563	19.3%	18.8%	48.3%	48.5%	17.6%	17.8%	10.6%	10.9%	4.2%	4.1%
GS 13-15 or equivalent	64,038	41,791	23.2%	22.9%	47.1%	47.3%	16.0%	15.4%	9.8%	10.8%	4.0%	3.6%
Senior Executive Service	3,314	2,542	42.3%	36.8%	34.5%	45.0%	10.2%	8.0%	5.8%	8.3%	7.2%	1.9%
SL/ST	490	N/A	37.2%	N/A	37.4%	N/A	18.7%	N/A	4.9%	N/A	1.7%	N/A
Other	5,204	7,057	23.8%	21.8%	41.6%	47.6%	20.8%	16.8%	9.6%	9.5%	4.2%	4.4%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(65) Considering everything, how satisfied are you with your job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,891	100,656	20.8%	20.3%	46.8%	47.5%	17.8%	17.3%	10.2%	10.8%	4.4%	4.1%
Time in Federal Government												
< 1 year	1,315	N/A	35.6%	N/A	41.2%	N/A	17.3%	N/A	3.2%	N/A	2.7%	N/A
1-3 years	12,890	N/A	21.1%	N/A	44.2%	N/A	19.4%	N/A	10.1%	N/A	5.2%	N/A
4-5 years	8,710	N/A	22.6%	N/A	48.2%	N/A	16.0%	N/A	9.8%	N/A	3.4%	N/A
6-10 years	13,915	N/A	20.9%	N/A	45.6%	N/A	18.1%	N/A	10.8%	N/A	4.7%	N/A
11-20 years	44,995	N/A	19.3%	N/A	47.7%	N/A	18.1%	N/A	10.7%	N/A	4.2%	N/A
> 20 years	62,357	N/A	21.2%	N/A	47.0%	N/A	17.3%	N/A	10.0%	N/A	4.4%	N/A
Time w/ Current Agency												
< 1 year	2,813	N/A	30.7%	N/A	44.2%	N/A	14.8%	N/A	6.8%	N/A	3.5%	N/A
1-3 years	21,634	N/A	21.3%	N/A	43.6%	N/A	18.6%	N/A	11.0%	N/A	5.5%	N/A
4-5 years	13,235	N/A	20.7%	N/A	47.3%	N/A	18.2%	N/A	9.6%	N/A	4.2%	N/A
6-10 years	18,824	N/A	18.9%	N/A	47.7%	N/A	17.8%	N/A	10.9%	N/A	4.6%	N/A
11-20 years	46,189	N/A	19.7%	N/A	47.5%	N/A	18.3%	N/A	10.3%	N/A	4.2%	N/A
> 20 years	41,488	N/A	21.9%	N/A	47.7%	N/A	16.8%	N/A	9.7%	N/A	3.9%	N/A
Retiring												
with 1 year	6,074	4,001	18.8%	17.0%	40.8%	40.9%	20.3%	18.0%	12.3%	15.6%	7.8%	8.6%
Between 1 and 3 years	16,415	12,087	19.2%	18.9%	46.2%	46.1%	19.2%	18.4%	11.6%	10.9%	3.8%	5.7%
Between 3 and 5 years	19,275	13,876	21.3%	19.8%	47.4%	47.1%	16.8%	17.3%	10.4%	11.5%	4.1%	4.5%
5 or more years	102,407	70,692	21.0%	20.7%	47.1%	48.1%	17.7%	17.1%	9.9%	10.5%	4.3%	3.6%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(66) Considering everything, how satisfied are you with your pay?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,893	100,656	15.7%	15.6%	46.2%	48.2%	16.7%	15.0%	15.6%	16.9%	5.8%	4.3%
Work Location												
Headquarters	51,145	35,976	17.1%	16.2%	46.4%	48.5%	16.1%	15.4%	15.0%	15.4%	5.4%	4.5%
Field	93,050	64,680	15.2%	15.3%	46.2%	48.1%	16.8%	14.8%	15.8%	17.5%	6.0%	4.2%
Supervisor Status												
Non-Supervisor	74,553	46,868	14.5%	15.0%	45.6%	47.8%	17.3%	15.4%	16.3%	17.4%	6.3%	4.4%
Team Leader	20,113	13,639	15.7%	15.6%	47.2%	49.1%	16.4%	14.7%	15.0%	16.4%	5.8%	4.2%
Supervisor	28,516	22,902	19.4%	17.9%	48.2%	49.1%	14.3%	13.3%	14.0%	16.2%	4.0%	3.6%
Manager	17,117	14,118	25.0%	20.5%	48.3%	49.3%	12.3%	13.0%	11.2%	13.8%	3.2%	3.5%
Executive	3,906	3,129	26.0%	17.7%	41.1%	41.5%	12.6%	13.1%	15.5%	19.8%	4.8%	7.9%
Sex												
Male	81,623	59,070	15.7%	13.9%	46.2%	48.1%	17.3%	16.6%	15.3%	16.7%	5.5%	4.6%
Female	62,575	41,586	15.6%	17.8%	46.2%	48.3%	15.9%	12.8%	16.1%	17.2%	6.2%	3.9%
Race												
White Non-Hispanic	103,923	75,600	16.5%	16.6%	47.7%	49.3%	15.8%	14.3%	15.0%	16.1%	5.0%	3.8%
Black Non-Hispanic	22,472	13,055	12.0%	13.6%	42.2%	44.2%	17.5%	15.2%	19.6%	19.3%	8.7%	7.7%
AmerIndian/Alskn Native	2,499	2,046	15.3%	13.4%	43.3%	39.9%	15.3%	18.4%	16.7%	24.8%	9.4%	3.5%
Asian/Pacific Islander	6,593	4,424	13.4%	12.8%	42.7%	47.0%	24.6%	22.9%	12.2%	14.6%	7.1%	2.7%
Hispanic	8,466	5,531	17.4%	13.3%	44.4%	49.3%	17.5%	14.0%	15.0%	19.3%	5.8%	4.2%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(66) Considering everything, how satisfied are you with your pay?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,893	100,656	15.7%	15.6%	46.2%	48.2%	16.7%	15.0%	15.6%	16.9%	5.8%	4.3%
Leaving												
No	101,437	N/A	18.1%	N/A	49.3%	N/A	15.7%	N/A	13.4%	N/A	3.5%	N/A
Yes, to retire	9,504	N/A	16.9%	N/A	49.4%	N/A	15.0%	N/A	13.6%	N/A	5.1%	N/A
Yes, to other job in Govt	22,690	N/A	9.3%	N/A	37.5%	N/A	19.4%	N/A	22.2%	N/A	11.7%	N/A
Yes, to other job outside Govt	5,069	N/A	6.9%	N/A	29.8%	N/A	21.3%	N/A	24.7%	N/A	17.3%	N/A
Yes, other	5,480	N/A	6.5%	N/A	39.2%	N/A	20.7%	N/A	21.6%	N/A	12.0%	N/A
Age Group												
<30	5,461	2,787	15.3%	12.7%	44.4%	46.4%	17.9%	16.3%	14.6%	15.6%	7.8%	9.0%
30-39	20,918	15,010	15.8%	14.4%	45.0%	48.1%	17.5%	14.2%	15.3%	18.0%	6.4%	5.4%
40-49	47,040	34,006	15.8%	15.4%	46.1%	47.3%	16.9%	15.1%	15.1%	17.9%	6.2%	4.3%
50-59	57,868	41,243	15.0%	16.5%	46.7%	48.3%	16.3%	15.0%	16.8%	16.5%	5.3%	3.8%
60+	12,863	7,610	18.6%	16.1%	48.1%	52.6%	15.0%	16.2%	13.7%	12.4%	4.6%	2.7%
Pay Category												
Federal Wage System	5,510	4,855	15.0%	13.9%	45.0%	47.1%	17.2%	16.6%	16.5%	17.6%	6.4%	4.8%
GS 1-6 or equivalent	6,703	4,848	7.0%	5.8%	31.1%	37.6%	20.8%	17.0%	27.7%	29.5%	13.5%	10.1%
GS 7-12 or equivalent	58,907	39,563	13.8%	14.8%	47.1%	49.4%	17.7%	15.4%	15.8%	16.7%	5.5%	3.8%
GS 13-15 or equivalent	64,039	41,791	22.1%	22.1%	51.6%	50.7%	13.7%	12.1%	9.5%	12.8%	3.1%	2.3%
Senior Executive Service	3,314	2,542	26.0%	16.5%	40.8%	43.6%	13.9%	12.3%	14.1%	18.9%	5.2%	8.7%
SL/ST	490	N/A	14.6%	N/A	51.8%	N/A	8.7%	N/A	23.2%	N/A	1.7%	N/A
Other	5,204	7,057	18.6%	15.8%	42.6%	48.2%	13.7%	16.4%	18.4%	14.9%	6.7%	4.8%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(66) Considering everything, how satisfied are you with your pay?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,893	100,656	15.7%	15.6%	46.2%	48.2%	16.7%	15.0%	15.6%	16.9%	5.8%	4.3%
Time in Federal Government												
< 1 year	1,316	N/A	15.1%	N/A	42.2%	N/A	24.1%	N/A	13.1%	N/A	5.5%	N/A
1-3 years	12,893	N/A	13.0%	N/A	41.7%	N/A	19.1%	N/A	18.0%	N/A	8.2%	N/A
4-5 years	8,711	N/A	14.0%	N/A	46.9%	N/A	15.2%	N/A	17.7%	N/A	6.2%	N/A
6-10 years	13,914	N/A	15.2%	N/A	43.7%	N/A	19.9%	N/A	15.3%	N/A	5.8%	N/A
11-20 years	44,994	N/A	15.5%	N/A	47.5%	N/A	16.1%	N/A	15.4%	N/A	5.6%	N/A
> 20 years	62,357	N/A	17.3%	N/A	47.5%	N/A	15.5%	N/A	14.6%	N/A	5.1%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	16.9%	N/A	44.3%	N/A	20.0%	N/A	13.6%	N/A	5.3%	N/A
1-3 years	21,636	N/A	14.1%	N/A	43.0%	N/A	18.5%	N/A	17.0%	N/A	7.4%	N/A
4-5 years	13,235	N/A	13.5%	N/A	45.6%	N/A	16.5%	N/A	18.0%	N/A	6.4%	N/A
6-10 years	18,823	N/A	14.6%	N/A	45.2%	N/A	18.4%	N/A	16.0%	N/A	5.8%	N/A
11-20 years	46,189	N/A	16.2%	N/A	47.6%	N/A	15.8%	N/A	15.1%	N/A	5.3%	N/A
> 20 years	41,488	N/A	17.6%	N/A	48.0%	N/A	15.2%	N/A	14.1%	N/A	5.1%	N/A
Retiring												
with 1 year	6,073	4,001	17.5%	21.1%	49.6%	46.7%	14.2%	16.2%	12.5%	13.2%	6.2%	2.7%
Between 1 and 3 years	16,415	12,087	15.8%	18.8%	47.8%	47.7%	15.9%	13.4%	15.5%	15.9%	5.0%	4.1%
Between 3 and 5 years	19,276	13,876	17.1%	15.5%	47.3%	52.0%	15.4%	14.5%	16.2%	14.8%	4.0%	3.2%
5 or more years	102,409	70,692	15.4%	14.9%	45.7%	47.7%	17.1%	15.2%	15.7%	17.6%	6.2%	4.6%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(67) Considering everything, how satisfied are you with your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,891	100,656	13.6%	13.6%	43.1%	41.9%	21.8%	20.1%	14.8%	17.1%	6.7%	7.3%
Work Location												
Headquarters	51,145	35,976	15.3%	14.1%	43.0%	42.0%	20.8%	20.1%	14.6%	17.2%	6.4%	6.6%
Field	93,046	64,680	13.1%	13.4%	43.1%	41.8%	22.2%	20.2%	14.8%	17.1%	6.8%	7.6%
Supervisor Status												
Non-Supervisor	74,550	46,868	12.6%	12.7%	42.4%	41.2%	22.8%	20.6%	14.9%	17.7%	7.3%	7.8%
Team Leader	20,112	13,639	13.7%	13.5%	43.7%	43.1%	21.4%	20.0%	15.6%	16.4%	5.6%	7.0%
Supervisor	28,517	22,902	15.7%	15.9%	45.9%	43.9%	19.0%	18.7%	13.8%	15.9%	5.6%	5.6%
Manager	17,118	14,118	23.5%	21.8%	46.7%	43.3%	14.9%	16.2%	11.2%	13.9%	3.7%	4.8%
Executive	3,906	3,129	35.4%	28.7%	43.7%	42.0%	11.0%	13.2%	7.4%	12.2%	2.5%	3.8%
Sex												
Male	81,621	59,070	13.3%	13.4%	42.8%	40.5%	21.9%	21.1%	15.0%	17.8%	6.9%	7.3%
Female	62,575	41,586	14.0%	13.8%	43.5%	43.6%	21.7%	18.9%	14.5%	16.3%	6.3%	7.4%
Race												
White Non-Hispanic	103,920	75,600	13.5%	13.7%	42.8%	41.3%	21.4%	20.0%	15.5%	17.8%	6.8%	7.1%
Black Non-Hispanic	22,470	13,055	13.0%	12.4%	44.6%	43.6%	22.8%	19.6%	13.3%	16.6%	6.2%	7.8%
AmerIndian/Alskn Native	2,500	2,046	12.8%	12.6%	38.4%	37.8%	24.7%	15.5%	15.6%	23.0%	8.5%	11.2%
Asian/Pacific Islander	6,595	4,424	13.1%	14.7%	45.9%	42.4%	24.8%	26.2%	10.8%	11.8%	5.4%	4.8%
Hispanic	8,465	5,531	16.9%	13.9%	42.1%	44.5%	19.9%	19.5%	14.0%	13.0%	7.1%	9.1%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(67) Considering everything, how satisfied are you with your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,891	100,656	13.6%	13.6%	43.1%	41.9%	21.8%	20.1%	14.8%	17.1%	6.7%	7.3%
Leaving												
No	101,435	N/A	17.2%	N/A	49.9%	N/A	20.0%	N/A	9.8%	N/A	3.1%	N/A
Yes, to retire	9,504	N/A	9.8%	N/A	38.3%	N/A	23.5%	N/A	20.0%	N/A	8.4%	N/A
Yes, to other job in Govt	22,690	N/A	4.6%	N/A	27.0%	N/A	26.6%	N/A	26.5%	N/A	15.4%	N/A
Yes, to other job outside Govt	5,068	N/A	2.2%	N/A	18.3%	N/A	26.8%	N/A	32.5%	N/A	20.2%	N/A
Yes, other	5,481	N/A	4.7%	N/A	21.7%	N/A	27.5%	N/A	28.3%	N/A	17.8%	N/A
Age Group												
<30	5,461	2,787	15.4%	13.7%	44.5%	45.8%	20.6%	22.7%	13.5%	12.8%	6.0%	5.0%
30-39	20,918	15,010	13.0%	13.2%	44.1%	44.6%	22.1%	20.0%	14.8%	16.0%	6.0%	6.2%
40-49	47,040	34,006	13.5%	13.2%	43.2%	41.0%	21.9%	20.6%	14.4%	17.7%	6.9%	7.5%
50-59	57,867	41,243	13.0%	13.5%	42.2%	41.0%	22.1%	19.5%	15.6%	17.9%	7.1%	8.2%
60+	12,861	7,610	17.4%	16.9%	44.2%	42.7%	20.3%	20.6%	12.8%	14.5%	5.3%	5.2%
Pay Category												
Federal Wage System	5,511	4,855	11.4%	13.2%	42.3%	38.9%	23.1%	22.9%	15.9%	17.4%	7.4%	7.6%
GS 1-6 or equivalent	6,705	4,848	12.6%	14.2%	37.9%	41.5%	26.1%	19.7%	13.9%	17.1%	9.5%	7.6%
GS 7-12 or equivalent	58,903	39,563	12.8%	12.8%	44.2%	42.6%	22.1%	20.1%	14.7%	17.1%	6.2%	7.4%
GS 13-15 or equivalent	64,039	41,791	15.6%	15.5%	43.7%	41.4%	19.8%	19.3%	14.6%	17.1%	6.2%	6.7%
Senior Executive Service	3,314	2,542	31.8%	26.1%	40.3%	44.9%	12.1%	13.1%	7.0%	12.2%	8.9%	3.7%
SL/ST	490	N/A	15.6%	N/A	58.5%	N/A	10.2%	N/A	12.6%	N/A	3.1%	N/A
Other	5,203	7,057	15.2%	12.1%	40.7%	42.1%	21.0%	20.4%	17.1%	17.5%	6.0%	7.9%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(67) Considering everything, how satisfied are you with your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,891	100,656	13.6%	13.6%	43.1%	41.9%	21.8%	20.1%	14.8%	17.1%	6.7%	7.3%
Time in Federal Government												
< 1 year	1,316	N/A	25.6%	N/A	47.2%	N/A	21.2%	N/A	3.5%	N/A	2.5%	N/A
1-3 years	12,895	N/A	15.5%	N/A	42.1%	N/A	21.1%	N/A	14.3%	N/A	7.0%	N/A
4-5 years	8,709	N/A	15.1%	N/A	45.9%	N/A	19.7%	N/A	14.0%	N/A	5.2%	N/A
6-10 years	13,912	N/A	13.3%	N/A	44.0%	N/A	21.9%	N/A	13.9%	N/A	6.9%	N/A
11-20 years	44,994	N/A	12.7%	N/A	42.6%	N/A	23.2%	N/A	15.0%	N/A	6.5%	N/A
> 20 years	62,356	N/A	13.3%	N/A	43.0%	N/A	21.3%	N/A	15.3%	N/A	7.0%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	24.0%	N/A	47.3%	N/A	18.9%	N/A	6.4%	N/A	3.4%	N/A
1-3 years	21,637	N/A	15.6%	N/A	41.7%	N/A	21.2%	N/A	14.0%	N/A	7.4%	N/A
4-5 years	13,235	N/A	13.7%	N/A	44.6%	N/A	21.5%	N/A	14.3%	N/A	6.0%	N/A
6-10 years	18,823	N/A	12.5%	N/A	43.3%	N/A	22.1%	N/A	14.8%	N/A	7.2%	N/A
11-20 years	46,188	N/A	12.5%	N/A	42.8%	N/A	22.8%	N/A	15.4%	N/A	6.5%	N/A
> 20 years	41,486	N/A	13.3%	N/A	43.5%	N/A	21.4%	N/A	15.2%	N/A	6.6%	N/A
Retiring												
with 1 year	6,073	4,001	11.0%	10.9%	35.7%	35.1%	22.4%	16.9%	19.0%	24.6%	11.9%	12.6%
Between 1 and 3 years	16,415	12,087	12.0%	12.2%	41.6%	38.6%	21.4%	20.8%	18.6%	18.8%	6.4%	9.6%
Between 3 and 5 years	19,275	13,876	13.2%	12.6%	41.4%	41.4%	23.3%	19.7%	15.6%	18.2%	6.4%	8.2%
5 or more years	102,409	70,692	14.1%	14.1%	44.0%	42.7%	21.6%	20.3%	13.8%	16.4%	6.5%	6.6%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(68) How satisfied are you with retirement benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,882	100,656	14.9%	12.9%	50.3%	52.7%	22.3%	19.8%	9.9%	12.4%	2.6%	2.3%
Work Location												
Headquarters	51,140	35,976	17.0%	14.6%	50.5%	54.1%	21.3%	18.7%	8.9%	10.6%	2.3%	2.0%
Field	93,043	64,680	14.2%	12.2%	50.3%	52.1%	22.6%	20.2%	10.2%	13.1%	2.7%	2.4%
Supervisor Status												
Non-Supervisor	74,545	46,868	13.7%	12.2%	50.7%	52.3%	23.1%	20.4%	9.8%	12.7%	2.8%	2.4%
Team Leader	20,114	13,639	15.1%	12.3%	48.7%	54.0%	23.5%	19.2%	10.3%	12.3%	2.4%	2.2%
Supervisor	28,515	22,902	18.2%	16.5%	51.2%	52.6%	18.0%	17.5%	10.3%	11.4%	2.3%	2.1%
Manager	17,116	14,118	23.4%	18.5%	50.9%	52.6%	14.9%	16.6%	9.1%	10.3%	1.7%	1.9%
Executive	3,906	3,129	32.9%	28.5%	48.3%	51.8%	11.8%	11.4%	5.9%	7.1%	1.1%	1.3%
Sex												
Male	81,613	59,070	14.5%	11.9%	49.8%	51.3%	21.9%	21.1%	10.8%	13.1%	3.0%	2.6%
Female	62,574	41,586	15.2%	14.2%	51.1%	54.5%	22.9%	18.0%	8.7%	11.3%	2.1%	1.9%
Race												
White Non-Hispanic	103,911	75,600	15.6%	14.1%	50.9%	52.9%	20.7%	18.7%	10.2%	12.2%	2.6%	2.2%
Black Non-Hispanic	22,473	13,055	12.2%	10.8%	49.4%	51.7%	26.1%	22.9%	9.5%	11.7%	2.7%	2.9%
AmerIndian/Alskn Native	2,498	2,046	13.7%	10.8%	48.9%	44.3%	24.4%	21.6%	9.9%	21.1%	3.0%	2.2%
Asian/Pacific Islander	6,595	4,424	12.4%	8.9%	50.0%	55.1%	28.6%	22.0%	7.6%	12.6%	1.4%	1.5%
Hispanic	8,465	5,531	15.7%	9.7%	48.3%	54.1%	23.0%	21.5%	10.1%	11.7%	2.9%	3.0%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(68) How satisfied are you with retirement benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,882	100,656	14.9%	12.9%	50.3%	52.7%	22.3%	19.8%	9.9%	12.4%	2.6%	2.3%
Leaving												
No	101,428	N/A	15.9%	N/A	52.1%	N/A	21.1%	N/A	8.9%	N/A	1.9%	N/A
Yes, to retire	9,502	N/A	21.1%	N/A	45.9%	N/A	20.7%	N/A	10.0%	N/A	2.3%	N/A
Yes, to other job in Govt	22,689	N/A	11.6%	N/A	48.3%	N/A	24.6%	N/A	11.6%	N/A	3.9%	N/A
Yes, to other job outside Govt	5,068	N/A	8.0%	N/A	42.0%	N/A	27.2%	N/A	15.3%	N/A	7.5%	N/A
Yes, other	5,481	N/A	6.8%	N/A	41.4%	N/A	30.9%	N/A	15.6%	N/A	5.2%	N/A
Age Group												
<30	5,461	2,787	18.0%	14.1%	52.4%	55.1%	20.6%	23.5%	7.3%	6.4%	1.7%	1.0%
30-39	20,917	15,010	13.7%	12.6%	52.1%	56.1%	22.6%	20.1%	8.9%	9.4%	2.7%	1.8%
40-49	47,036	34,006	13.1%	11.8%	50.7%	53.4%	23.1%	20.8%	10.2%	12.0%	2.9%	2.0%
50-59	57,863	41,243	16.1%	13.7%	49.2%	51.2%	22.0%	17.9%	10.3%	14.4%	2.5%	2.9%
60+	12,860	7,610	16.9%	14.6%	49.2%	47.5%	21.1%	22.1%	10.6%	13.0%	2.2%	2.8%
Pay Category												
Federal Wage System	5,505	4,855	9.9%	9.2%	45.0%	45.6%	25.3%	23.1%	16.4%	18.6%	3.5%	3.5%
GS 1-6 or equivalent	6,705	4,848	10.2%	8.1%	47.9%	52.7%	27.4%	25.0%	10.5%	11.5%	4.0%	2.7%
GS 7-12 or equivalent	58,901	39,563	13.6%	11.7%	50.8%	52.5%	23.1%	20.9%	10.0%	12.7%	2.5%	2.1%
GS 13-15 or equivalent	64,039	41,791	19.6%	19.0%	53.2%	56.0%	17.4%	14.9%	7.7%	8.9%	2.1%	1.3%
Senior Executive Service	3,314	2,542	32.2%	26.9%	45.0%	52.7%	15.9%	11.0%	6.1%	8.0%	0.9%	1.3%
SL/ST	489	N/A	18.1%	N/A	56.9%	N/A	16.9%	N/A	6.2%	N/A	2.0%	N/A
Other	5,202	7,057	17.5%	12.3%	44.9%	52.1%	24.6%	17.6%	10.5%	13.9%	2.5%	4.2%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(68) How satisfied are you with retirement benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,882	100,656	14.9%	12.9%	50.3%	52.7%	22.3%	19.8%	9.9%	12.4%	2.6%	2.3%
Time in Federal Government												
< 1 year	1,316	N/A	29.1%	N/A	37.5%	N/A	24.1%	N/A	6.3%	N/A	2.9%	N/A
1-3 years	12,894	N/A	12.9%	N/A	51.5%	N/A	23.6%	N/A	8.6%	N/A	3.4%	N/A
4-5 years	8,710	N/A	12.5%	N/A	52.7%	N/A	22.7%	N/A	10.0%	N/A	2.2%	N/A
6-10 years	13,911	N/A	12.0%	N/A	50.9%	N/A	24.4%	N/A	10.0%	N/A	2.6%	N/A
11-20 years	44,992	N/A	11.7%	N/A	48.9%	N/A	24.3%	N/A	12.0%	N/A	3.2%	N/A
> 20 years	62,350	N/A	19.3%	N/A	50.8%	N/A	19.4%	N/A	8.7%	N/A	1.9%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	20.1%	N/A	47.0%	N/A	21.9%	N/A	8.4%	N/A	2.6%	N/A
1-3 years	21,636	N/A	13.9%	N/A	51.5%	N/A	23.0%	N/A	8.7%	N/A	2.9%	N/A
4-5 years	13,235	N/A	12.3%	N/A	50.3%	N/A	24.0%	N/A	11.2%	N/A	2.3%	N/A
6-10 years	18,822	N/A	12.2%	N/A	50.5%	N/A	24.5%	N/A	10.1%	N/A	2.7%	N/A
11-20 years	46,183	N/A	13.2%	N/A	49.1%	N/A	23.4%	N/A	11.2%	N/A	3.1%	N/A
> 20 years	41,484	N/A	19.7%	N/A	51.2%	N/A	18.5%	N/A	8.7%	N/A	1.9%	N/A
Retiring												
with 1 year	6,070	4,001	23.0%	18.9%	47.1%	49.6%	18.0%	16.4%	9.1%	12.3%	2.7%	2.8%
Between 1 and 3 years	16,416	12,087	18.4%	15.3%	48.4%	49.9%	19.8%	17.2%	11.3%	14.9%	2.0%	2.6%
Between 3 and 5 years	19,273	13,876	17.3%	14.1%	50.7%	51.9%	19.7%	19.3%	10.1%	12.5%	2.3%	2.2%
5 or more years	102,404	70,692	13.6%	12.1%	50.7%	53.3%	23.3%	20.3%	9.7%	12.0%	2.7%	2.3%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(69) How satisfied are you with health insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,894	100,656	12.0%	8.2%	43.9%	41.9%	19.6%	20.7%	18.4%	21.8%	6.1%	7.4%
Work Location												
Headquarters	51,144	35,976	14.3%	9.2%	46.2%	45.4%	19.2%	21.1%	16.0%	19.0%	4.3%	5.3%
Field	93,052	64,680	11.3%	7.8%	43.2%	40.6%	19.8%	20.6%	19.1%	22.8%	6.6%	8.2%
Supervisor Status												
Non-Supervisor	74,551	46,868	11.7%	8.2%	44.0%	41.9%	19.7%	20.8%	18.2%	21.7%	6.4%	7.6%
Team Leader	20,113	13,639	11.5%	8.1%	42.7%	41.5%	20.7%	20.8%	19.4%	21.9%	5.7%	7.8%
Supervisor	28,518	22,902	12.8%	8.6%	44.8%	42.2%	18.7%	20.5%	18.1%	22.3%	5.6%	6.3%
Manager	17,119	14,118	15.4%	8.8%	45.5%	43.2%	17.4%	20.7%	17.6%	22.1%	4.1%	5.3%
Executive	3,906	3,129	21.8%	12.2%	50.7%	52.7%	13.5%	16.5%	12.1%	16.0%	1.9%	2.6%
Sex												
Male	81,627	59,070	11.3%	7.0%	42.9%	39.3%	20.3%	22.2%	18.8%	22.9%	6.8%	8.6%
Female	62,573	41,586	12.9%	9.8%	45.3%	45.3%	18.9%	18.8%	17.8%	20.3%	5.2%	5.8%
Race												
White Non-Hispanic	103,921	75,600	12.5%	8.6%	43.9%	41.7%	18.9%	20.4%	18.6%	22.3%	6.2%	7.0%
Black Non-Hispanic	22,473	13,055	9.7%	7.8%	45.9%	45.3%	20.0%	20.7%	18.4%	19.3%	6.1%	6.9%
AmerIndian/Alskn Native	2,499	2,046	9.6%	7.8%	43.9%	34.4%	26.9%	22.4%	13.1%	23.1%	6.4%	12.3%
Asian/Pacific Islander	6,595	4,424	12.1%	6.4%	42.5%	41.4%	24.5%	23.6%	16.5%	22.0%	4.4%	6.6%
Hispanic	8,467	5,531	13.2%	6.8%	41.5%	40.9%	20.5%	21.3%	19.1%	20.5%	5.6%	10.6%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(69) How satisfied are you with health insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,894	100,656	12.0%	8.2%	43.9%	41.9%	19.6%	20.7%	18.4%	21.8%	6.1%	7.4%
Leaving												
No	101,436	N/A	12.8%	N/A	44.6%	N/A	19.2%	N/A	18.0%	N/A	5.4%	N/A
Yes, to retire	9,504	N/A	15.7%	N/A	48.1%	N/A	17.7%	N/A	15.2%	N/A	3.3%	N/A
Yes, to other job in Govt	22,691	N/A	9.2%	N/A	43.1%	N/A	20.3%	N/A	19.7%	N/A	7.6%	N/A
Yes, to other job outside Govt	5,069	N/A	9.2%	N/A	36.3%	N/A	19.3%	N/A	23.2%	N/A	12.1%	N/A
Yes, other	5,480	N/A	6.9%	N/A	36.3%	N/A	27.7%	N/A	19.9%	N/A	9.2%	N/A
Age Group												
<30	5,461	2,787	13.0%	10.9%	43.2%	40.8%	18.5%	21.3%	18.9%	18.3%	6.4%	8.6%
30-39	20,919	15,010	11.1%	7.8%	42.9%	40.4%	18.7%	20.4%	20.0%	21.8%	7.4%	9.6%
40-49	47,037	34,006	10.3%	6.8%	42.8%	40.7%	20.1%	20.7%	19.9%	24.1%	7.0%	7.6%
50-59	57,871	41,243	13.0%	9.0%	44.2%	43.0%	20.0%	20.7%	17.5%	20.5%	5.3%	6.8%
60+	12,862	7,610	16.0%	11.2%	50.1%	46.1%	18.8%	21.3%	12.2%	18.2%	2.9%	3.1%
Pay Category												
Federal Wage System	5,509	4,855	8.3%	6.4%	35.5%	35.0%	21.7%	21.0%	23.0%	25.6%	11.5%	12.1%
GS 1-6 or equivalent	6,706	4,848	11.1%	7.3%	41.2%	43.6%	23.1%	21.9%	18.2%	18.6%	6.3%	8.6%
GS 7-12 or equivalent	58,904	39,563	11.1%	8.4%	43.3%	41.1%	20.0%	20.9%	19.2%	22.2%	6.3%	7.4%
GS 13-15 or equivalent	64,040	41,791	14.4%	9.2%	48.7%	45.2%	17.0%	20.1%	15.7%	20.4%	4.1%	5.1%
Senior Executive Service	3,314	2,542	21.8%	12.1%	47.3%	51.0%	17.8%	19.9%	11.4%	14.7%	1.7%	2.3%
SL/ST	490	N/A	15.7%	N/A	54.1%	N/A	23.8%	N/A	5.7%	N/A	0.6%	N/A
Other	5,204	7,057	13.7%	7.6%	43.6%	42.3%	19.1%	20.1%	18.8%	22.8%	4.9%	7.2%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(69) How satisfied are you with health insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,894	100,656	12.0%	8.2%	43.9%	41.9%	19.6%	20.7%	18.4%	21.8%	6.1%	7.4%
Time in Federal Government												
< 1 year	1,316	N/A	9.9%	N/A	41.1%	N/A	28.4%	N/A	14.0%	N/A	6.6%	N/A
1-3 years	12,892	N/A	10.9%	N/A	38.8%	N/A	24.7%	N/A	17.9%	N/A	7.8%	N/A
4-5 years	8,711	N/A	10.0%	N/A	40.4%	N/A	22.8%	N/A	20.2%	N/A	6.7%	N/A
6-10 years	13,913	N/A	11.0%	N/A	41.7%	N/A	21.8%	N/A	18.9%	N/A	6.6%	N/A
11-20 years	44,997	N/A	11.3%	N/A	44.8%	N/A	18.5%	N/A	19.2%	N/A	6.2%	N/A
> 20 years	62,357	N/A	13.7%	N/A	46.5%	N/A	17.3%	N/A	17.4%	N/A	5.1%	N/A
Time w/ Current Agency												
< 1 year	2,814	N/A	11.8%	N/A	43.2%	N/A	23.8%	N/A	15.9%	N/A	5.3%	N/A
1-3 years	21,636	N/A	11.6%	N/A	41.2%	N/A	22.8%	N/A	17.5%	N/A	6.9%	N/A
4-5 years	13,235	N/A	9.3%	N/A	40.6%	N/A	22.9%	N/A	21.2%	N/A	6.0%	N/A
6-10 years	18,823	N/A	10.8%	N/A	43.3%	N/A	21.3%	N/A	18.0%	N/A	6.6%	N/A
11-20 years	46,190	N/A	12.4%	N/A	45.3%	N/A	17.6%	N/A	18.8%	N/A	6.0%	N/A
> 20 years	41,490	N/A	13.6%	N/A	46.3%	N/A	17.1%	N/A	17.9%	N/A	5.2%	N/A
Retiring												
with 1 year	6,073	4,001	17.1%	13.3%	48.8%	46.7%	16.7%	17.1%	12.9%	17.6%	4.5%	5.4%
Between 1 and 3 years	16,417	12,087	14.0%	10.2%	47.7%	43.3%	18.8%	20.8%	15.4%	20.1%	4.1%	5.5%
Between 3 and 5 years	19,273	13,876	14.0%	8.6%	45.7%	44.9%	17.0%	20.9%	18.0%	20.5%	5.3%	5.0%
5 or more years	102,411	70,692	11.1%	7.6%	43.0%	41.0%	20.4%	20.8%	19.1%	22.4%	6.5%	8.1%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(70) How satisfied are you with life insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,894	100,656	11.8%	8.2%	50.2%	48.2%	28.0%	33.3%	7.6%	8.2%	2.3%	2.0%
Work Location												
Headquarters	51,142	35,976	12.4%	8.4%	49.6%	47.6%	28.8%	34.9%	7.2%	7.4%	1.9%	1.7%
Field	93,052	64,680	11.6%	8.2%	50.4%	48.5%	27.7%	32.7%	7.8%	8.5%	2.4%	2.1%
Supervisor Status												
Non-Supervisor	74,551	46,868	11.7%	8.2%	50.6%	48.5%	28.0%	33.1%	7.3%	8.0%	2.4%	2.1%
Team Leader	20,113	13,639	11.2%	7.9%	49.2%	47.4%	29.5%	34.8%	8.1%	8.3%	1.9%	1.6%
Supervisor	28,518	22,902	12.5%	8.4%	50.3%	48.8%	26.0%	31.5%	8.8%	9.1%	2.5%	2.1%
Manager	17,117	14,118	14.3%	9.7%	50.1%	47.8%	24.6%	31.7%	8.8%	8.5%	2.1%	2.3%
Executive	3,906	3,129	17.2%	9.0%	46.2%	43.3%	26.6%	37.7%	7.9%	8.1%	2.0%	1.9%
Sex												
Male	81,626	59,070	10.6%	6.7%	48.6%	46.0%	29.0%	35.0%	9.0%	9.6%	2.9%	2.6%
Female	62,573	41,586	13.4%	10.3%	52.4%	51.1%	26.7%	31.0%	5.9%	6.4%	1.5%	1.2%
Race												
White Non-Hispanic	103,922	75,600	11.7%	8.2%	49.6%	47.8%	28.6%	34.3%	7.8%	7.6%	2.4%	2.1%
Black Non-Hispanic	22,471	13,055	12.6%	9.9%	55.7%	52.2%	22.7%	27.3%	7.1%	8.7%	1.9%	1.9%
AmerIndian/Alskn Native	2,500	2,046	14.0%	8.7%	48.2%	44.8%	29.0%	35.4%	7.0%	9.8%	1.8%	1.4%
Asian/Pacific Islander	6,595	4,424	10.1%	6.3%	45.0%	44.9%	37.5%	40.9%	6.0%	6.8%	1.4%	1.2%
Hispanic	8,466	5,531	12.4%	6.9%	49.2%	48.5%	26.1%	29.2%	9.4%	13.3%	2.8%	2.2%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(70) How satisfied are you with life insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,894	100,656	11.8%	8.2%	50.2%	48.2%	28.0%	33.3%	7.6%	8.2%	2.3%	2.0%
Leaving												
No	101,438	N/A	12.6%	N/A	50.8%	N/A	27.4%	N/A	7.2%	N/A	1.9%	N/A
Yes, to retire	9,503	N/A	12.7%	N/A	47.6%	N/A	29.3%	N/A	8.4%	N/A	1.9%	N/A
Yes, to other job in Govt	22,688	N/A	10.5%	N/A	51.0%	N/A	27.7%	N/A	7.9%	N/A	2.8%	N/A
Yes, to other job outside Govt	5,069	N/A	7.2%	N/A	46.6%	N/A	30.5%	N/A	10.9%	N/A	4.7%	N/A
Yes, other	5,481	N/A	6.6%	N/A	43.8%	N/A	35.0%	N/A	10.9%	N/A	3.8%	N/A
Age Group												
<30	5,461	2,787	14.8%	8.1%	48.4%	47.8%	29.8%	36.8%	5.6%	6.1%	1.5%	1.2%
30-39	20,917	15,010	12.3%	8.9%	52.4%	49.4%	25.8%	31.5%	7.0%	8.0%	2.5%	2.2%
40-49	47,038	34,006	10.8%	8.0%	50.4%	48.2%	28.7%	33.9%	7.8%	8.1%	2.4%	1.9%
50-59	57,871	41,243	12.1%	8.0%	49.5%	47.9%	28.2%	33.5%	8.0%	8.7%	2.2%	2.0%
60+	12,863	7,610	12.4%	9.2%	50.0%	47.7%	27.4%	32.7%	8.3%	7.5%	1.9%	2.8%
Pay Category												
Federal Wage System	5,511	4,855	8.9%	7.3%	49.0%	47.8%	29.1%	32.1%	9.4%	10.0%	3.6%	2.7%
GS 1-6 or equivalent	6,706	4,848	13.0%	7.9%	50.0%	52.0%	28.9%	31.3%	6.6%	7.0%	1.6%	1.9%
GS 7-12 or equivalent	58,904	39,563	11.6%	8.6%	51.7%	49.5%	27.2%	32.1%	7.3%	8.1%	2.2%	1.7%
GS 13-15 or equivalent	64,041	41,791	12.4%	8.1%	48.2%	45.3%	28.9%	36.3%	8.2%	7.9%	2.3%	2.3%
Senior Executive Service	3,314	2,542	17.1%	8.7%	44.5%	44.9%	30.1%	35.7%	6.6%	8.7%	1.7%	2.0%
SL/ST	490	N/A	15.4%	N/A	56.4%	N/A	23.2%	N/A	4.5%	N/A	0.4%	N/A
Other	5,201	7,057	12.9%	7.9%	48.8%	45.7%	27.2%	35.3%	8.3%	8.7%	2.8%	2.4%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(70) How satisfied are you with life insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,894	100,656	11.8%	8.2%	50.2%	48.2%	28.0%	33.3%	7.6%	8.2%	2.3%	2.0%
Time in Federal Government												
< 1 year	1,316	N/A	14.0%	N/A	42.6%	N/A	35.0%	N/A	4.9%	N/A	3.5%	N/A
1-3 years	12,896	N/A	12.2%	N/A	50.6%	N/A	29.6%	N/A	5.5%	N/A	2.2%	N/A
4-5 years	8,710	N/A	11.7%	N/A	49.2%	N/A	29.2%	N/A	7.7%	N/A	2.1%	N/A
6-10 years	13,913	N/A	11.3%	N/A	51.5%	N/A	27.0%	N/A	7.8%	N/A	2.4%	N/A
11-20 years	44,995	N/A	11.0%	N/A	51.3%	N/A	27.5%	N/A	7.8%	N/A	2.4%	N/A
> 20 years	62,355	N/A	12.5%	N/A	49.2%	N/A	27.8%	N/A	8.3%	N/A	2.2%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	14.1%	N/A	46.3%	N/A	30.0%	N/A	6.7%	N/A	2.9%	N/A
1-3 years	21,639	N/A	12.9%	N/A	51.6%	N/A	27.5%	N/A	5.9%	N/A	2.1%	N/A
4-5 years	13,234	N/A	10.4%	N/A	49.2%	N/A	29.6%	N/A	8.7%	N/A	2.2%	N/A
6-10 years	18,824	N/A	10.5%	N/A	52.1%	N/A	28.1%	N/A	6.9%	N/A	2.4%	N/A
11-20 years	46,187	N/A	12.0%	N/A	51.0%	N/A	27.0%	N/A	7.9%	N/A	2.2%	N/A
> 20 years	41,488	N/A	12.0%	N/A	48.0%	N/A	28.8%	N/A	8.8%	N/A	2.3%	N/A
Retiring												
with 1 year	6,072	4,001	14.1%	8.1%	48.7%	46.2%	28.0%	34.1%	6.5%	8.9%	2.7%	2.8%
Between 1 and 3 years	16,416	12,087	11.6%	8.0%	49.1%	48.2%	27.5%	31.8%	9.9%	8.9%	1.8%	3.1%
Between 3 and 5 years	19,276	13,876	12.7%	7.7%	49.3%	48.0%	27.7%	34.8%	7.9%	8.0%	2.4%	1.6%
5 or more years	102,409	70,692	11.6%	8.4%	50.6%	48.4%	28.1%	33.2%	7.4%	8.1%	2.2%	1.9%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(71) How satisfied are you with long term care insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,868	100,656	5.6%	2.4%	27.3%	19.0%	55.5%	64.2%	8.0%	10.3%	3.6%	4.0%
Work Location												
Headquarters	51,138	35,976	6.2%	2.6%	27.5%	20.0%	55.1%	64.9%	7.8%	9.0%	3.4%	3.5%
Field	93,033	64,680	5.3%	2.4%	27.3%	18.6%	55.6%	64.0%	8.1%	10.8%	3.7%	4.3%
Supervisor Status												
Non-Supervisor	74,541	46,868	5.6%	2.4%	27.1%	18.9%	56.2%	64.5%	7.3%	10.2%	3.8%	4.1%
Team Leader	20,109	13,639	5.0%	2.6%	27.2%	19.3%	55.1%	63.2%	9.3%	10.8%	3.4%	4.1%
Supervisor	28,514	22,902	5.8%	2.3%	28.5%	19.3%	53.0%	64.4%	9.3%	10.0%	3.4%	4.0%
Manager	17,112	14,118	6.9%	2.5%	28.8%	18.5%	51.6%	64.6%	9.6%	10.8%	3.0%	3.6%
Executive	3,906	3,129	9.9%	3.1%	31.0%	19.2%	47.3%	65.2%	9.7%	9.0%	2.2%	3.4%
Sex												
Male	81,606	59,070	5.3%	2.2%	27.3%	18.1%	53.6%	63.2%	9.5%	11.8%	4.3%	4.7%
Female	62,568	41,586	5.8%	2.8%	27.4%	20.1%	58.0%	65.5%	6.0%	8.4%	2.7%	3.2%
Race												
White Non-Hispanic	103,905	75,600	5.2%	2.3%	26.0%	17.9%	56.7%	66.3%	8.2%	9.6%	4.0%	3.9%
Black Non-Hispanic	22,471	13,055	5.5%	3.0%	31.5%	22.7%	53.1%	59.9%	7.2%	10.1%	2.7%	4.3%
AmerIndian/Alskn Native	2,497	2,046	6.2%	3.5%	27.5%	16.7%	54.8%	60.5%	8.4%	14.1%	3.1%	5.1%
Asian/Pacific Islander	6,593	4,424	6.9%	3.4%	28.3%	20.3%	55.5%	57.4%	6.6%	15.5%	2.7%	3.4%
Hispanic	8,465	5,531	7.6%	1.9%	30.2%	21.3%	49.7%	59.8%	9.0%	11.7%	3.5%	5.3%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(71) How satisfied are you with long term care insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,868	100,656	5.6%	2.4%	27.3%	19.0%	55.5%	64.2%	8.0%	10.3%	3.6%	4.0%
Leaving												
No	101,422	N/A	5.9%	N/A	27.4%	N/A	55.8%	N/A	7.6%	N/A	3.2%	N/A
Yes, to retire	9,499	N/A	5.7%	N/A	26.1%	N/A	55.8%	N/A	9.2%	N/A	3.2%	N/A
Yes, to other job in Govt	22,686	N/A	5.6%	N/A	28.3%	N/A	53.2%	N/A	8.5%	N/A	4.4%	N/A
Yes, to other job outside Govt	5,068	N/A	3.1%	N/A	26.0%	N/A	52.5%	N/A	11.6%	N/A	6.7%	N/A
Yes, other	5,479	N/A	1.7%	N/A	23.8%	N/A	61.6%	N/A	7.3%	N/A	5.5%	N/A
Age Group												
<30	5,460	2,787	8.8%	2.5%	34.1%	31.3%	49.9%	59.6%	4.9%	5.2%	2.4%	1.4%
30-39	20,915	15,010	6.6%	3.0%	28.6%	21.7%	54.6%	65.2%	6.4%	7.0%	3.8%	3.1%
40-49	47,029	34,006	5.1%	2.5%	27.7%	18.5%	55.6%	65.3%	8.1%	10.2%	3.5%	3.5%
50-59	57,860	41,243	5.1%	2.1%	25.7%	17.6%	56.5%	63.7%	8.8%	11.7%	3.8%	4.9%
60+	12,862	7,610	5.7%	2.5%	26.5%	16.7%	55.3%	61.4%	8.9%	13.8%	3.7%	5.7%
Pay Category												
Federal Wage System	5,506	4,855	4.1%	3.1%	25.5%	21.3%	52.2%	54.0%	12.9%	15.5%	5.3%	6.0%
GS 1-6 or equivalent	6,704	4,848	6.0%	1.5%	27.8%	24.4%	56.6%	60.0%	5.9%	9.1%	3.7%	5.0%
GS 7-12 or equivalent	58,891	39,563	5.4%	2.5%	27.1%	18.8%	56.5%	65.2%	7.6%	9.6%	3.4%	4.0%
GS 13-15 or equivalent	64,037	41,791	6.0%	2.4%	28.1%	17.0%	54.1%	68.2%	8.3%	9.1%	3.5%	3.3%
Senior Executive Service	3,314	2,542	8.6%	3.1%	30.8%	17.8%	48.2%	65.4%	9.4%	10.4%	3.0%	3.3%
SL/ST	490	N/A	3.7%	N/A	33.4%	N/A	56.4%	N/A	5.1%	N/A	1.4%	N/A
Other	5,200	7,057	5.6%	2.4%	26.8%	17.2%	56.2%	63.9%	7.4%	13.1%	4.1%	3.4%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(71) How satisfied are you with long term care insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,868	100,656	5.6%	2.4%	27.3%	19.0%	55.5%	64.2%	8.0%	10.3%	3.6%	4.0%
Time in Federal Government												
< 1 year	1,316	N/A	5.2%	N/A	32.3%	N/A	53.8%	N/A	5.0%	N/A	3.6%	N/A
1-3 years	12,892	N/A	6.9%	N/A	29.5%	N/A	52.9%	N/A	6.7%	N/A	4.0%	N/A
4-5 years	8,707	N/A	5.5%	N/A	30.3%	N/A	52.9%	N/A	7.6%	N/A	3.7%	N/A
6-10 years	13,910	N/A	6.2%	N/A	27.6%	N/A	53.5%	N/A	8.5%	N/A	4.1%	N/A
11-20 years	44,991	N/A	5.2%	N/A	27.0%	N/A	56.2%	N/A	7.9%	N/A	3.6%	N/A
> 20 years	62,345	N/A	5.2%	N/A	26.0%	N/A	56.9%	N/A	8.5%	N/A	3.4%	N/A
Time w/ Current Agency												
< 1 year	2,814	N/A	7.2%	N/A	31.6%	N/A	50.6%	N/A	7.3%	N/A	3.4%	N/A
1-3 years	21,633	N/A	7.1%	N/A	30.1%	N/A	52.4%	N/A	6.5%	N/A	3.8%	N/A
4-5 years	13,230	N/A	4.6%	N/A	27.7%	N/A	55.8%	N/A	8.4%	N/A	3.5%	N/A
6-10 years	18,821	N/A	5.6%	N/A	27.6%	N/A	55.2%	N/A	7.6%	N/A	3.9%	N/A
11-20 years	46,182	N/A	5.3%	N/A	27.0%	N/A	55.9%	N/A	8.1%	N/A	3.6%	N/A
> 20 years	41,483	N/A	4.9%	N/A	24.8%	N/A	57.7%	N/A	9.1%	N/A	3.5%	N/A
Retiring												
with 1 year	6,071	4,001	6.0%	2.3%	29.5%	16.2%	51.4%	66.2%	9.6%	10.5%	3.5%	4.8%
Between 1 and 3 years	16,414	12,087	4.6%	2.0%	26.2%	15.4%	55.9%	65.0%	9.6%	11.2%	3.7%	6.4%
Between 3 and 5 years	19,273	13,876	5.3%	2.1%	26.2%	17.3%	55.7%	63.3%	9.0%	12.2%	3.7%	5.0%
5 or more years	102,391	70,692	5.7%	2.6%	27.6%	19.9%	55.6%	64.2%	7.5%	9.9%	3.6%	3.5%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(72) How satisfied are you with the flexible spending account (FSA) program?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,825	N/A	6.8%	N/A	22.7%	N/A	64.5%	N/A	3.3%	N/A	2.8%	N/A
Work Location												
Headquarters	51,135	N/A	7.4%	N/A	23.5%	N/A	62.9%	N/A	3.2%	N/A	2.9%	N/A
Field	92,995	N/A	6.6%	N/A	22.4%	N/A	65.0%	N/A	3.3%	N/A	2.7%	N/A
Supervisor Status												
Non-Supervisor	74,519	N/A	6.3%	N/A	22.8%	N/A	64.8%	N/A	3.1%	N/A	3.0%	N/A
Team Leader	20,098	N/A	7.4%	N/A	20.8%	N/A	65.5%	N/A	3.7%	N/A	2.6%	N/A
Supervisor	28,506	N/A	7.3%	N/A	24.4%	N/A	62.7%	N/A	3.6%	N/A	2.0%	N/A
Manager	17,110	N/A	8.8%	N/A	24.7%	N/A	60.6%	N/A	4.0%	N/A	2.1%	N/A
Executive	3,906	N/A	14.0%	N/A	27.7%	N/A	52.9%	N/A	3.2%	N/A	2.2%	N/A
Sex												
Male	81,572	N/A	6.4%	N/A	22.8%	N/A	63.6%	N/A	3.9%	N/A	3.2%	N/A
Female	62,558	N/A	7.2%	N/A	22.5%	N/A	65.7%	N/A	2.4%	N/A	2.2%	N/A
Race												
White Non-Hispanic	103,886	N/A	7.0%	N/A	22.0%	N/A	64.7%	N/A	3.3%	N/A	3.0%	N/A
Black Non-Hispanic	22,465	N/A	5.3%	N/A	23.8%	N/A	66.1%	N/A	2.7%	N/A	2.1%	N/A
AmerIndian/Alskn Native	2,492	N/A	8.2%	N/A	20.6%	N/A	64.6%	N/A	4.1%	N/A	2.5%	N/A
Asian/Pacific Islander	6,591	N/A	7.5%	N/A	27.4%	N/A	59.5%	N/A	3.5%	N/A	2.1%	N/A
Hispanic	8,456	N/A	6.8%	N/A	23.5%	N/A	63.4%	N/A	3.4%	N/A	2.8%	N/A

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(72) How satisfied are you with the flexible spending account (FSA) program?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,825	N/A	6.8%	N/A	22.7%	N/A	64.5%	N/A	3.3%	N/A	2.8%	N/A
Leaving												
No	101,390	N/A	7.3%	N/A	23.3%	N/A	63.9%	N/A	3.0%	N/A	2.4%	N/A
Yes, to retire	9,499	N/A	5.8%	N/A	18.5%	N/A	70.7%	N/A	3.2%	N/A	1.8%	N/A
Yes, to other job in Govt	22,680	N/A	5.9%	N/A	21.9%	N/A	64.7%	N/A	3.9%	N/A	3.7%	N/A
Yes, to other job outside Govt	5,068	N/A	5.7%	N/A	23.2%	N/A	60.3%	N/A	6.4%	N/A	4.4%	N/A
Yes, other	5,477	N/A	2.9%	N/A	20.5%	N/A	69.2%	N/A	2.7%	N/A	4.7%	N/A
Age Group												
<30	5,459	N/A	9.2%	N/A	25.5%	N/A	59.4%	N/A	3.2%	N/A	2.7%	N/A
30-39	20,908	N/A	7.7%	N/A	25.1%	N/A	61.7%	N/A	2.7%	N/A	2.9%	N/A
40-49	47,011	N/A	6.7%	N/A	23.2%	N/A	64.0%	N/A	3.4%	N/A	2.8%	N/A
50-59	57,844	N/A	6.3%	N/A	21.2%	N/A	66.2%	N/A	3.5%	N/A	2.8%	N/A
60+	12,862	N/A	6.1%	N/A	20.7%	N/A	67.7%	N/A	3.2%	N/A	2.4%	N/A
Pay Category												
Federal Wage System	5,502	N/A	3.4%	N/A	18.2%	N/A	70.1%	N/A	4.4%	N/A	3.9%	N/A
GS 1-6 or equivalent	6,700	N/A	5.4%	N/A	22.0%	N/A	67.5%	N/A	2.5%	N/A	2.6%	N/A
GS 7-12 or equivalent	58,864	N/A	5.9%	N/A	21.6%	N/A	66.7%	N/A	3.0%	N/A	2.7%	N/A
GS 13-15 or equivalent	64,032	N/A	9.3%	N/A	26.2%	N/A	58.0%	N/A	3.9%	N/A	2.6%	N/A
Senior Executive Service	3,314	N/A	13.1%	N/A	27.3%	N/A	54.8%	N/A	2.8%	N/A	2.0%	N/A
SL/ST	490	N/A	6.4%	N/A	23.8%	N/A	65.8%	N/A	2.6%	N/A	1.4%	N/A
Other	5,198	N/A	9.3%	N/A	22.9%	N/A	62.3%	N/A	2.7%	N/A	2.9%	N/A

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(72) How satisfied are you with the flexible spending account (FSA) program?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,825	N/A	6.8%	N/A	22.7%	N/A	64.5%	N/A	3.3%	N/A	2.8%	N/A
Time in Federal Government												
< 1 year	1,316	N/A	9.4%	N/A	27.9%	N/A	56.2%	N/A	2.4%	N/A	4.1%	N/A
1-3 years	12,883	N/A	7.9%	N/A	26.4%	N/A	60.0%	N/A	2.5%	N/A	3.2%	N/A
4-5 years	8,707	N/A	6.7%	N/A	28.0%	N/A	59.6%	N/A	3.1%	N/A	2.6%	N/A
6-10 years	13,901	N/A	6.2%	N/A	25.1%	N/A	62.4%	N/A	3.2%	N/A	3.0%	N/A
11-20 years	44,974	N/A	7.0%	N/A	21.8%	N/A	65.4%	N/A	3.3%	N/A	2.6%	N/A
> 20 years	62,338	N/A	6.3%	N/A	20.1%	N/A	67.2%	N/A	3.6%	N/A	2.7%	N/A
Time w/ Current Agency												
< 1 year	2,813	N/A	7.3%	N/A	26.9%	N/A	59.6%	N/A	2.8%	N/A	3.4%	N/A
1-3 years	21,618	N/A	7.7%	N/A	26.1%	N/A	60.6%	N/A	2.6%	N/A	3.1%	N/A
4-5 years	13,228	N/A	6.3%	N/A	25.1%	N/A	61.8%	N/A	3.7%	N/A	3.1%	N/A
6-10 years	18,813	N/A	6.2%	N/A	22.8%	N/A	64.9%	N/A	3.2%	N/A	2.9%	N/A
11-20 years	46,168	N/A	7.1%	N/A	21.1%	N/A	66.2%	N/A	3.3%	N/A	2.4%	N/A
> 20 years	41,479	N/A	6.1%	N/A	20.6%	N/A	66.8%	N/A	3.8%	N/A	2.8%	N/A
Retiring												
with 1 year	6,070	N/A	6.8%	N/A	20.4%	N/A	67.3%	N/A	3.2%	N/A	2.2%	N/A
Between 1 and 3 years	16,412	N/A	5.8%	N/A	19.4%	N/A	69.1%	N/A	3.8%	N/A	1.9%	N/A
Between 3 and 5 years	19,268	N/A	6.6%	N/A	21.2%	N/A	65.9%	N/A	3.6%	N/A	2.7%	N/A
5 or more years	102,357	N/A	6.9%	N/A	23.5%	N/A	63.6%	N/A	3.1%	N/A	2.9%	N/A

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(73) How satisfied are you with paid vacation time?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,887	100,656	32.3%	33.9%	55.7%	55.3%	7.4%	6.0%	3.6%	3.9%	1.1%	0.9%
Work Location												
Headquarters	51,141	35,976	32.6%	34.2%	54.6%	54.2%	8.1%	6.9%	3.7%	3.8%	1.0%	0.9%
Field	93,048	64,680	32.2%	33.8%	56.0%	55.7%	7.1%	5.6%	3.6%	4.0%	1.1%	0.8%
Supervisor Status												
Non-Supervisor	74,547	46,868	31.1%	32.3%	56.3%	56.0%	7.9%	6.6%	3.6%	4.2%	1.1%	0.9%
Team Leader	20,114	13,639	32.1%	35.3%	56.0%	55.1%	6.9%	5.0%	3.8%	3.7%	1.2%	0.9%
Supervisor	28,517	22,902	36.5%	38.8%	54.1%	53.4%	5.7%	4.6%	2.9%	2.8%	0.8%	0.5%
Manager	17,117	14,118	41.7%	42.7%	49.7%	50.0%	5.0%	4.1%	3.0%	2.7%	0.6%	0.6%
Executive	3,906	3,129	42.5%	43.1%	46.8%	45.3%	5.4%	4.4%	3.6%	5.5%	1.8%	1.7%
Sex												
Male	81,620	59,070	31.3%	32.6%	56.3%	57.0%	7.5%	6.1%	3.6%	3.6%	1.2%	0.7%
Female	62,572	41,586	33.5%	35.8%	54.9%	53.1%	7.2%	5.8%	3.6%	4.3%	0.9%	1.1%
Race												
White Non-Hispanic	103,920	75,600	34.0%	35.7%	55.0%	54.7%	6.3%	5.2%	3.7%	3.7%	1.0%	0.7%
Black Non-Hispanic	22,469	13,055	28.1%	29.8%	58.0%	56.5%	9.1%	8.4%	3.4%	3.7%	1.4%	1.5%
AmerIndian/Alskn Native	2,500	2,046	26.7%	27.1%	55.4%	57.8%	12.1%	10.3%	4.7%	4.5%	1.0%	0.4%
Asian/Pacific Islander	6,594	4,424	28.2%	32.1%	57.1%	56.9%	11.2%	6.4%	2.5%	4.2%	0.9%	0.3%
Hispanic	8,465	5,531	30.1%	29.5%	56.4%	56.5%	8.7%	6.3%	4.0%	5.8%	0.9%	1.9%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(73) How satisfied are you with paid vacation time?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,887	100,656	32.3%	33.9%	55.7%	55.3%	7.4%	6.0%	3.6%	3.9%	1.1%	0.9%
Leaving												
No	101,433	N/A	34.8%	N/A	55.0%	N/A	6.4%	N/A	3.1%	N/A	0.7%	N/A
Yes, to retire	9,502	N/A	34.9%	N/A	55.4%	N/A	7.2%	N/A	2.2%	N/A	0.3%	N/A
Yes, to other job in Govt	22,688	N/A	26.7%	N/A	57.8%	N/A	9.1%	N/A	4.5%	N/A	1.8%	N/A
Yes, to other job outside Govt	5,069	N/A	19.8%	N/A	57.7%	N/A	11.6%	N/A	7.9%	N/A	3.0%	N/A
Yes, other	5,481	N/A	19.3%	N/A	57.7%	N/A	13.7%	N/A	6.2%	N/A	3.0%	N/A
Age Group												
<30	5,461	2,787	28.2%	22.5%	55.7%	62.3%	10.0%	8.4%	4.9%	5.6%	1.3%	1.2%
30-39	20,915	15,010	30.6%	29.3%	56.7%	57.5%	7.2%	7.2%	4.1%	5.3%	1.3%	0.7%
40-49	47,038	34,006	31.2%	33.6%	56.5%	55.0%	7.5%	6.3%	3.8%	4.1%	1.0%	0.9%
50-59	57,869	41,243	34.1%	36.5%	54.6%	54.2%	7.0%	5.1%	3.2%	3.3%	1.1%	0.9%
60+	12,861	7,610	34.3%	38.3%	55.1%	54.0%	7.2%	5.1%	2.8%	2.4%	0.6%	0.3%
Pay Category												
Federal Wage System	5,511	4,855	30.7%	30.6%	57.3%	60.1%	8.2%	6.1%	2.3%	2.6%	1.4%	0.6%
GS 1-6 or equivalent	6,702	4,848	26.3%	30.2%	56.4%	56.3%	10.3%	8.1%	5.2%	4.0%	1.7%	1.4%
GS 7-12 or equivalent	58,902	39,563	31.2%	32.6%	57.3%	56.4%	7.1%	6.0%	3.5%	4.2%	0.9%	0.8%
GS 13-15 or equivalent	64,041	41,791	36.4%	39.6%	53.2%	51.3%	6.0%	4.9%	3.5%	3.4%	0.8%	0.8%
Senior Executive Service	3,314	2,542	40.9%	40.3%	41.7%	44.9%	7.9%	4.3%	8.0%	8.9%	1.6%	1.6%
SL/ST	490	N/A	40.9%	N/A	43.9%	N/A	6.3%	N/A	2.3%	N/A	6.6%	N/A
Other	5,201	7,057	34.7%	33.8%	51.1%	54.1%	8.8%	6.3%	3.8%	4.9%	1.5%	0.9%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(73) How satisfied are you with paid vacation time?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,887	100,656	32.3%	33.9%	55.7%	55.3%	7.4%	6.0%	3.6%	3.9%	1.1%	0.9%
Time in Federal Government												
< 1 year	1,316	N/A	18.9%	N/A	51.1%	N/A	19.2%	N/A	7.1%	N/A	3.8%	N/A
1-3 years	12,894	N/A	21.9%	N/A	56.9%	N/A	10.2%	N/A	8.1%	N/A	3.0%	N/A
4-5 years	8,710	N/A	25.8%	N/A	58.0%	N/A	8.8%	N/A	5.7%	N/A	1.7%	N/A
6-10 years	13,913	N/A	27.1%	N/A	59.0%	N/A	8.6%	N/A	4.4%	N/A	0.8%	N/A
11-20 years	44,990	N/A	32.8%	N/A	56.7%	N/A	6.9%	N/A	2.9%	N/A	0.7%	N/A
> 20 years	62,356	N/A	38.7%	N/A	53.0%	N/A	5.8%	N/A	1.9%	N/A	0.6%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	27.6%	N/A	54.0%	N/A	11.6%	N/A	4.8%	N/A	2.0%	N/A
1-3 years	21,635	N/A	24.5%	N/A	57.8%	N/A	9.2%	N/A	6.2%	N/A	2.3%	N/A
4-5 years	13,234	N/A	27.1%	N/A	57.7%	N/A	8.9%	N/A	5.1%	N/A	1.2%	N/A
6-10 years	18,823	N/A	30.7%	N/A	56.8%	N/A	8.1%	N/A	3.6%	N/A	0.8%	N/A
11-20 years	46,185	N/A	34.1%	N/A	55.9%	N/A	6.5%	N/A	2.8%	N/A	0.7%	N/A
> 20 years	41,488	N/A	39.4%	N/A	52.6%	N/A	5.5%	N/A	1.8%	N/A	0.7%	N/A
Retiring												
with 1 year	6,073	4,001	35.3%	40.3%	57.4%	52.4%	5.4%	4.2%	1.2%	2.2%	0.7%	0.8%
Between 1 and 3 years	16,414	12,087	34.5%	39.3%	55.0%	52.2%	7.9%	5.6%	2.0%	2.6%	0.6%	0.3%
Between 3 and 5 years	19,276	13,876	37.1%	37.4%	53.6%	55.1%	6.0%	4.5%	2.6%	2.4%	0.7%	0.6%
5 or more years	102,404	70,692	31.1%	32.3%	56.1%	55.9%	7.6%	6.4%	4.1%	4.4%	1.2%	1.0%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).