



# Federal Human Capital Survey

# 2006



Results from the 2006 Federal Human Capital Survey  
**FHCS Report on Demographic Questions by Agency**  
**(Unweighted data)**

United States Office of Personnel Management



# 2006 Federal Human Capital Survey: Survey Methodology Highlights

## Survey Objective

The 2006 Federal Human Capital Survey (FHCS) was conducted to collect data on Federal employees' perceptions about how effectively agencies are managing their workforces. OPM and agency managers will use the findings to develop policies and action plans for improving agency performance.

## Questionnaire Content

The questionnaire was designed to assist in measuring how well the Federal Government and individual agencies are running their human resources management systems. The 84 items in the questionnaire are grouped into eight topic areas: Personal Work Experiences; Recruitment, Development, and Retention; Performance Culture; Leadership; Learning (Knowledge Management); Job Satisfaction; Satisfaction with Benefits; and Demographics.

## Sample Design and Selection

The population of interest for the 2006 Federal Human Capital Survey was all employees from major Federal agencies represented on the President's Management Council and 59 small/independent agencies that chose to participate in the survey. Results for small agencies with fewer than 800 employees are rolled up and presented as a "Small Agencies" line in this report.

The sample was designed to ensure representative survey results would be reported by agency/subagency and supervisory status (i.e., non-supervisors, supervisors and managers, and executives) as well as for the overall Federal workforce.

**Sample Type.** The sample was a probability sample; that is each employee in the target population has a known, non-zero probability of selection. Probability sampling is a prerequisite to generalizing from survey respondents to the survey population.

**Sampling Frame.** The sampling frame was the lists of employees from all agencies participating in the survey. Employees were grouped into 875 sample subgroups corresponding to agency, subagency, and supervisory status reporting requirements.

**Sample Size and Selection.** A total of 436,020 employees were randomly selected to participate in the survey. In 11 agencies, at the agency's request, all full-time permanent employees were invited to participate.

## Data Collection

**Mode/Method.** The 2006 FHCS was a self-administered Web survey. OPM distributed paper versions of the survey to components of agencies that did not have electronic access.

**Response Rate.** Of the 390,657 employees receiving surveys, 221,479 completed the survey for a governmentwide response rate of 57 percent.

## 2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Work Location		Supervisor Status					Sex		Hispanic or Latino		Race						
		# of Respondents*	HQ	Field	NonSup	Team Leader	Sup	Mgr	Executive	Male	Female	Yes	No	White	Black/African American	Native Hawaiian/Other Pacific Islander	Asian	American Indian/Alaska Native	Two or more races
<b>All Responses</b>	<b>2006</b>	<b>221,479</b>	<b>39.8%</b>	<b>60.2%</b>	<b>54.4%</b>	<b>14.6%</b>	<b>18.3%</b>	<b>10.3%</b>	<b>2.4%</b>	<b>54.2%</b>	<b>45.8%</b>	<b>6.3%</b>	<b>93.7%</b>	<b>73.9%</b>	<b>15.5%</b>	<b>0.7%</b>	<b>4.1%</b>	<b>2.9%</b>	<b>2.9%</b>
	'04	147,914	35.5%	64.5%	51.7%	13.9%	19.8%	11.9%	2.7%	56.6%	43.4%	5.9%	94.1%	----	----	----	----	----	----
	'02	100,656	35.7%	64.3%	46.6%	13.6%	22.8%	14.0%	3.1%	58.7%	41.3%	5.5%	94.5%	79.8%	12.8%	0.7%	3.6%	1.6%	1.5%
<b>AID</b>	<b>2006</b>	<b>726</b>	<b>82.6%</b>	<b>17.4%</b>	<b>42.8%</b>	<b>16.8%</b>	<b>20.2%</b>	<b>13.8%</b>	<b>6.3%</b>	<b>45.7%</b>	<b>54.3%</b>	<b>4.8%</b>	<b>95.2%</b>	<b>63.2%</b>	<b>29.0%</b>	<b>0.3%</b>	<b>4.1%</b>	<b>0.6%</b>	<b>2.7%</b>
	'04	803	70.4%	29.6%	34.9%	14.3%	20.0%	20.1%	10.7%	50.3%	49.7%	4.2%	95.8%	----	----	----	----	----	----
	'02	560	64.1%	35.9%	23.8%	12.7%	27.3%	22.5%	13.8%	52.5%	47.5%	3.8%	96.3%	73.9%	20.2%	0.4%	3.9%	0.4%	1.3%
<b>BBG</b>	<b>2006</b>	<b>570</b>	<b>87.7%</b>	<b>12.3%</b>	<b>56.7%</b>	<b>13.3%</b>	<b>16.1%</b>	<b>11.1%</b>	<b>2.8%</b>	<b>59.3%</b>	<b>40.7%</b>	<b>9.3%</b>	<b>90.7%</b>	<b>66.0%</b>	<b>19.6%</b>	<b>0.5%</b>	<b>9.8%</b>	<b>0.5%</b>	<b>3.5%</b>
	'04	543	82.7%	17.3%	57.3%	17.9%	13.6%	10.1%	1.1%	61.0%	39.0%	8.3%	91.7%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
<b>CSOSA</b>	<b>2006</b>	<b>518</b>	<b>44.6%</b>	<b>55.4%</b>	<b>70.1%</b>	<b>9.3%</b>	<b>13.5%</b>	<b>6.2%</b>	<b>1.0%</b>	<b>34.6%</b>	<b>65.4%</b>	<b>5.0%</b>	<b>95.0%</b>	<b>17.2%</b>	<b>77.6%</b>	<b>0.4%</b>	<b>1.2%</b>	<b>0.2%</b>	<b>3.5%</b>
	'04	554	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
<b>DHS</b>	<b>2006</b>	<b>10,373</b>	<b>26.3%</b>	<b>73.7%</b>	<b>41.5%</b>	<b>12.6%</b>	<b>28.4%</b>	<b>15.2%</b>	<b>2.3%</b>	<b>65.3%</b>	<b>34.7%</b>	<b>13.7%</b>	<b>86.3%</b>	<b>78.5%</b>	<b>13.3%</b>	<b>0.8%</b>	<b>3.6%</b>	<b>0.9%</b>	<b>2.9%</b>
	'04	10,478	20.4%	79.6%	45.1%	12.6%	25.6%	15.1%	1.5%	66.6%	33.4%	13.5%	86.5%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
<b>DOC</b>	<b>2006</b>	<b>5,204</b>	<b>63.0%</b>	<b>37.0%</b>	<b>44.5%</b>	<b>12.5%</b>	<b>25.5%</b>	<b>13.3%</b>	<b>4.2%</b>	<b>57.3%</b>	<b>42.7%</b>	<b>4.3%</b>	<b>95.7%</b>	<b>71.7%</b>	<b>16.0%</b>	<b>0.4%</b>	<b>8.8%</b>	<b>0.4%</b>	<b>2.7%</b>
	'04	4,021	60.2%	39.8%	44.3%	13.6%	24.1%	13.8%	4.3%	58.4%	41.6%	3.2%	96.8%	----	----	----	----	----	----
	'02	4,134	59.6%	40.4%	43.7%	12.0%	25.8%	13.6%	4.9%	59.9%	40.1%	4.3%	95.7%	79.0%	13.0%	0.3%	6.0%	0.5%	1.1%
<b>DOE</b>	<b>2006</b>	<b>7,742</b>	<b>42.3%</b>	<b>57.7%</b>	<b>68.4%</b>	<b>15.9%</b>	<b>9.0%</b>	<b>3.4%</b>	<b>3.3%</b>	<b>61.5%</b>	<b>38.5%</b>	<b>6.3%</b>	<b>93.7%</b>	<b>80.8%</b>	<b>9.2%</b>	<b>0.4%</b>	<b>3.7%</b>	<b>1.7%</b>	<b>4.3%</b>
	'04	1,485	39.7%	60.3%	45.5%	11.9%	20.1%	10.4%	12.1%	67.1%	32.9%	4.7%	95.3%	----	----	----	----	----	----
	'02	922	38.0%	62.0%	38.3%	9.1%	23.5%	11.1%	18.0%	69.4%	30.6%	4.6%	95.4%	87.6%	6.1%	0.2%	3.4%	1.7%	1.0%
<b>DOI</b>	<b>2006</b>	<b>25,507</b>	<b>32.5%</b>	<b>67.5%</b>	<b>54.4%</b>	<b>17.4%</b>	<b>17.6%</b>	<b>9.9%</b>	<b>0.7%</b>	<b>56.6%</b>	<b>43.4%</b>	<b>5.9%</b>	<b>94.1%</b>	<b>85.1%</b>	<b>5.6%</b>	<b>0.6%</b>	<b>1.7%</b>	<b>4.0%</b>	<b>3.1%</b>
	'04	5,187	26.2%	73.8%	43.2%	13.6%	25.6%	16.3%	1.2%	57.8%	42.2%	5.0%	95.0%	----	----	----	----	----	----
	'02	5,412	26.2%	73.8%	43.1%	13.6%	24.9%	17.3%	1.2%	61.8%	38.2%	4.9%	95.1%	88.1%	4.9%	0.6%	1.6%	3.1%	1.7%
<b>DOJ</b>	<b>2006</b>	<b>10,967</b>	<b>39.8%</b>	<b>60.2%</b>	<b>54.9%</b>	<b>14.0%</b>	<b>19.7%</b>	<b>8.5%</b>	<b>2.9%</b>	<b>52.5%</b>	<b>47.5%</b>	<b>8.5%</b>	<b>91.5%</b>	<b>74.9%</b>	<b>18.7%</b>	<b>0.5%</b>	<b>3.0%</b>	<b>0.6%</b>	<b>2.2%</b>
	'04	7,701	36.0%	64.0%	50.8%	12.4%	22.8%	10.7%	3.2%	54.0%	46.0%	7.9%	92.1%	----	----	----	----	----	----
	'02	4,363	32.8%	67.2%	41.2%	11.9%	28.1%	14.3%	4.5%	57.6%	42.4%	11.0%	89.0%	81.2%	13.6%	0.5%	2.7%	0.7%	1.3%
<b>DOL</b>	<b>2006</b>	<b>4,538</b>	<b>38.1%</b>	<b>61.9%</b>	<b>56.8%</b>	<b>10.3%</b>	<b>18.9%</b>	<b>11.5%</b>	<b>2.6%</b>	<b>52.7%</b>	<b>47.3%</b>	<b>7.8%</b>	<b>92.2%</b>	<b>72.4%</b>	<b>20.1%</b>	<b>0.2%</b>	<b>3.9%</b>	<b>0.8%</b>	<b>2.6%</b>
	'04	4,082	34.9%	65.1%	61.4%	9.1%	18.0%	9.5%	2.1%	51.0%	49.0%	7.3%	92.7%	----	----	----	----	----	----
	'02	4,105	35.6%	64.4%	56.4%	10.4%	20.4%	10.7%	2.1%	55.3%	44.7%	6.9%	93.1%	77.9%	16.2%	0.3%	3.2%	1.2%	1.2%
<b>DOT</b>	<b>2006</b>	<b>5,453</b>	<b>40.0%</b>	<b>60.0%</b>	<b>57.2%</b>	<b>14.5%</b>	<b>15.3%</b>	<b>8.5%</b>	<b>4.5%</b>	<b>64.2%</b>	<b>35.8%</b>	<b>8.9%</b>	<b>91.1%</b>	<b>75.3%</b>	<b>16.9%</b>	<b>0.4%</b>	<b>3.7%</b>	<b>0.8%</b>	<b>2.9%</b>
	'04	4,951	39.8%	60.2%	57.7%	16.4%	14.6%	8.4%	3.0%	64.8%	35.2%	8.1%	91.9%	----	----	----	----	----	----
	'02	3,003	30.0%	70.0%	44.8%	12.2%	25.0%	13.6%	4.5%	66.3%	33.7%	4.8%	95.2%	81.1%	12.3%	0.4%	3.7%	1.2%	1.2%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

**2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)**

Agency		Work Location		Supervisor Status					Sex		Hispanic or Latino		Race						
		# of Respondents*	HQ	Field	NonSup	Team Leader	Sup	Mgr	Executive	Male	Female	Yes	No	White	Black/African American	Native Hawaiian/Other Pacific Islander	Asian	American Indian/Alaska Native	Two or more races
<b>Educ</b>	<b>2006</b>		<b>2,910</b>	<b>70.7%</b>	<b>29.3%</b>	<b>69.4%</b>	<b>11.8%</b>	<b>10.7%</b>	<b>4.6%</b>	<b>3.5%</b>	<b>38.9%</b>	<b>61.1%</b>	<b>4.8%</b>	<b>95.2%</b>	<b>57.0%</b>	<b>34.6%</b>	<b>0.6%</b>	<b>3.7%</b>	<b>0.7%</b>
	'04	2,408	67.2%	32.8%	69.6%	13.2%	9.6%	4.5%	3.0%	38.0%	62.0%	4.9%	95.1%	----	----	----	----	----	----
	'02	1,671	62.8%	37.2%	69.7%	13.0%	11.4%	3.9%	1.9%	40.9%	59.1%	5.5%	94.5%	63.7%	29.5%	0.2%	3.8%	0.9%	1.9%
<b>EEOC</b>	<b>2006</b>	<b>1,173</b>	<b>23.7%</b>	<b>76.3%</b>	<b>71.6%</b>	<b>6.1%</b>	<b>14.9%</b>	<b>5.2%</b>	<b>2.1%</b>	<b>34.1%</b>	<b>65.9%</b>	<b>13.1%</b>	<b>86.9%</b>	<b>50.2%</b>	<b>41.7%</b>	<b>0.3%</b>	<b>3.2%</b>	<b>0.6%</b>	<b>4.0%</b>
	'04	1,693	23.0%	77.0%	74.3%	6.1%	13.1%	4.6%	1.9%	32.3%	67.7%	13.3%	86.7%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
<b>EPA</b>	<b>2006</b>	<b>9,115</b>	<b>34.3%</b>	<b>65.7%</b>	<b>71.2%</b>	<b>14.6%</b>	<b>8.4%</b>	<b>3.5%</b>	<b>2.3%</b>	<b>48.4%</b>	<b>51.6%</b>	<b>5.6%</b>	<b>94.4%</b>	<b>73.3%</b>	<b>16.8%</b>	<b>0.4%</b>	<b>5.1%</b>	<b>0.8%</b>	<b>3.7%</b>
	'04	6,895	29.8%	70.2%	70.5%	15.0%	8.7%	4.0%	1.8%	50.6%	49.4%	5.3%	94.7%	----	----	----	----	----	----
	'02	5,666	29.7%	70.3%	70.8%	15.8%	7.9%	3.5%	2.0%	53.2%	46.8%	5.0%	95.0%	81.0%	11.6%	0.3%	4.6%	0.7%	1.8%
<b>FDIC</b>	<b>2006</b>	<b>3,085</b>	<b>36.4%</b>	<b>63.6%</b>	<b>69.0%</b>	<b>14.4%</b>	<b>9.4%</b>	<b>4.9%</b>	<b>2.2%</b>	<b>57.9%</b>	<b>42.1%</b>	<b>4.3%</b>	<b>95.7%</b>	<b>77.2%</b>	<b>16.8%</b>	<b>0.4%</b>	<b>2.5%</b>	<b>0.6%</b>	<b>2.4%</b>
	'04	1,205	34.9%	65.1%	70.0%	15.6%	9.2%	3.6%	1.6%	55.9%	44.1%	3.7%	96.3%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
<b>FERC</b>	<b>2006</b>	<b>753</b>	<b>89.5%</b>	<b>10.5%</b>	<b>58.4%</b>	<b>22.3%</b>	<b>10.4%</b>	<b>3.1%</b>	<b>5.8%</b>	<b>53.3%</b>	<b>46.7%</b>	<b>3.5%</b>	<b>96.5%</b>	<b>66.9%</b>	<b>23.9%</b>	<b>0.0%</b>	<b>5.6%</b>	<b>0.1%</b>	<b>3.5%</b>
	'04	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
<b>FTC</b>	<b>2006</b>	<b>459</b>	<b>75.2%</b>	<b>24.8%</b>	<b>49.5%</b>	<b>32.0%</b>	<b>10.2%</b>	<b>3.9%</b>	<b>4.4%</b>	<b>45.8%</b>	<b>54.2%</b>	<b>3.7%</b>	<b>96.3%</b>	<b>75.2%</b>	<b>18.5%</b>	<b>0.7%</b>	<b>3.1%</b>	<b>0.4%</b>	<b>2.2%</b>
	'04	616	75.5%	24.5%	54.4%	28.6%	8.6%	3.9%	4.5%	43.8%	56.2%	2.8%	97.2%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
<b>GSA</b>	<b>2006</b>	<b>3,916</b>	<b>41.0%</b>	<b>59.0%</b>	<b>56.8%</b>	<b>11.9%</b>	<b>16.7%</b>	<b>12.5%</b>	<b>2.1%</b>	<b>47.9%</b>	<b>52.1%</b>	<b>5.5%</b>	<b>94.5%</b>	<b>68.8%</b>	<b>22.6%</b>	<b>0.7%</b>	<b>4.4%</b>	<b>0.8%</b>	<b>2.7%</b>
	'04	2,869	41.4%	58.6%	57.7%	11.3%	16.7%	12.1%	2.2%	47.5%	52.5%	4.3%	95.7%	----	----	----	----	----	----
	'02	2,559	41.3%	58.7%	50.7%	12.2%	17.7%	16.8%	2.6%	53.8%	46.2%	4.4%	95.6%	73.2%	20.6%	0.4%	3.2%	0.9%	1.7%
<b>HHS</b>	<b>2006</b>	<b>25,756</b>	<b>50.9%</b>	<b>49.1%</b>	<b>65.3%</b>	<b>16.4%</b>	<b>11.5%</b>	<b>5.4%</b>	<b>1.5%</b>	<b>35.8%</b>	<b>64.2%</b>	<b>4.8%</b>	<b>95.2%</b>	<b>58.1%</b>	<b>17.5%</b>	<b>0.7%</b>	<b>6.1%</b>	<b>14.7%</b>	<b>2.9%</b>
	'04	4,653	47.8%	52.2%	48.8%	14.5%	22.1%	11.7%	2.9%	39.4%	60.6%	3.8%	96.2%	----	----	----	----	----	----
	'02	4,862	53.2%	46.8%	41.8%	13.0%	26.3%	14.1%	4.8%	43.8%	56.2%	4.2%	95.8%	69.6%	14.6%	0.4%	4.0%	10.1%	1.4%
<b>HUD</b>	<b>2006</b>	<b>4,075</b>	<b>27.5%</b>	<b>72.5%</b>	<b>69.8%</b>	<b>11.2%</b>	<b>10.4%</b>	<b>7.5%</b>	<b>1.1%</b>	<b>38.6%</b>	<b>61.4%</b>	<b>8.0%</b>	<b>92.0%</b>	<b>58.6%</b>	<b>32.9%</b>	<b>0.4%</b>	<b>3.7%</b>	<b>1.1%</b>	<b>3.3%</b>
	'04	5,343	27.9%	72.1%	71.6%	11.3%	9.3%	6.7%	1.1%	39.0%	61.0%	7.1%	92.9%	----	----	----	----	----	----
	'02	1,246	32.1%	67.9%	53.0%	11.2%	19.6%	14.0%	2.2%	46.7%	53.3%	8.3%	91.7%	66.9%	26.5%	0.6%	3.2%	1.2%	1.6%
<b>NARA</b>	<b>2006</b>	<b>1,442</b>	<b>47.8%</b>	<b>52.2%</b>	<b>59.8%</b>	<b>21.1%</b>	<b>10.0%</b>	<b>7.8%</b>	<b>1.3%</b>	<b>43.7%</b>	<b>56.3%</b>	<b>2.4%</b>	<b>97.6%</b>	<b>70.9%</b>	<b>23.7%</b>	<b>0.5%</b>	<b>1.5%</b>	<b>0.4%</b>	<b>3.1%</b>
	'04	1,415	43.4%	56.6%	63.3%	21.1%	8.8%	5.8%	1.1%	43.3%	56.7%	2.1%	97.9%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
<b>NASA</b>	<b>2006</b>	<b>4,734</b>	<b>11.1%</b>	<b>88.9%</b>	<b>53.8%</b>	<b>23.8%</b>	<b>12.1%</b>	<b>5.6%</b>	<b>4.7%</b>	<b>64.4%</b>	<b>35.6%</b>	<b>6.4%</b>	<b>93.6%</b>	<b>78.6%</b>	<b>10.4%</b>	<b>0.6%</b>	<b>5.7%</b>	<b>1.1%</b>	<b>3.7%</b>
	'04	4,766	9.7%	90.3%	51.7%	25.5%	12.4%	5.7%	4.7%	67.0%	33.0%	4.8%	95.2%	----	----	----	----	----	----
	'02	4,225	9.9%	90.1%	52.3%	23.4%	12.9%	6.4%	5.0%	65.8%	34.2%	5.0%	95.0%	83.7%	8.4%	0.5%	4.8%	1.1%	1.4%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

**2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)**

Agency		Work Location		Supervisor Status					Sex		Hispanic or Latino		Race						
	# of Respondents*	HQ	Field	NonSup	Team Leader	Sup	Mgr	Executive	Male	Female	Yes	No	White	Black/ African American	Native Hawaiian/ Other Pacific Islander	Asian	American Indian/ Alaska Native	Two or more races	
<b>NCUA</b>	<b>2006</b>	<b>623</b>	<b>27.4%</b>	<b>72.6%</b>	<b>70.9%</b>	<b>11.9%</b>	<b>12.2%</b>	<b>1.1%</b>	<b>3.9%</b>	<b>57.0%</b>	<b>43.0%</b>	<b>4.7%</b>	<b>95.3%</b>	<b>80.7%</b>	<b>11.2%</b>	<b>0.5%</b>	<b>3.7%</b>	<b>0.5%</b>	<b>3.4%</b>
	'04	538	19.7%	80.3%	73.2%	11.7%	10.4%	1.5%	3.2%	58.2%	41.8%	5.2%	94.8%	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>NLRB</b>	<b>2006</b>	<b>963</b>	<b>30.0%</b>	<b>70.0%</b>	<b>67.3%</b>	<b>5.1%</b>	<b>14.1%</b>	<b>8.9%</b>	<b>4.6%</b>	<b>37.4%</b>	<b>62.6%</b>	<b>8.9%</b>	<b>91.1%</b>	<b>70.8%</b>	<b>23.0%</b>	<b>0.4%</b>	<b>2.5%</b>	<b>0.5%</b>	<b>2.7%</b>
	'04	979	28.4%	71.6%	69.2%	4.9%	14.4%	7.3%	4.3%	38.0%	62.0%	6.9%	93.1%	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>NRC</b>	<b>2006</b>	<b>1,692</b>	<b>70.7%</b>	<b>29.3%</b>	<b>71.6%</b>	<b>9.4%</b>	<b>11.8%</b>	<b>1.7%</b>	<b>5.6%</b>	<b>64.1%</b>	<b>35.9%</b>	<b>5.0%</b>	<b>95.0%</b>	<b>78.6%</b>	<b>10.6%</b>	<b>0.6%</b>	<b>6.4%</b>	<b>0.4%</b>	<b>3.3%</b>
	'04	1,876	69.3%	30.7%	72.7%	10.0%	9.9%	1.9%	5.5%	66.8%	33.2%	4.6%	95.4%	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>NSF</b>	<b>2006</b>	<b>596</b>	<b>98.2%</b>	<b>1.8%</b>	<b>49.7%</b>	<b>23.7%</b>	<b>10.6%</b>	<b>5.5%</b>	<b>10.6%</b>	<b>37.9%</b>	<b>62.1%</b>	<b>3.0%</b>	<b>97.0%</b>	<b>72.0%</b>	<b>21.8%</b>	<b>0.2%</b>	<b>4.0%</b>	<b>0.5%</b>	<b>1.5%</b>
	'04	778	97.6%	2.4%	52.8%	21.0%	10.4%	4.8%	11.1%	40.9%	59.1%	2.8%	97.2%	----	----	----	----	----	----
	'02	441	98.2%	1.8%	48.8%	18.6%	14.7%	5.0%	12.9%	38.3%	61.7%	2.0%	98.0%	68.6%	25.1%	0.0%	4.3%	0.0%	2.1%
<b>OMB</b>	<b>2006</b>	<b>250</b>	<b>99.6%</b>	<b>0.4%</b>	<b>62.8%</b>	<b>20.0%</b>	<b>5.2%</b>	<b>0.4%</b>	<b>11.6%</b>	<b>44.4%</b>	<b>55.6%</b>	<b>2.4%</b>	<b>97.6%</b>	<b>79.9%</b>	<b>12.0%</b>	<b>0.0%</b>	<b>7.2%</b>	<b>0.0%</b>	<b>0.8%</b>
	'04	249	98.8%	1.2%	67.9%	14.9%	4.0%	0.4%	12.9%	45.0%	55.0%	2.8%	97.2%	----	----	----	----	----	----
	'02	249	98.8%	1.2%	63.1%	19.7%	2.0%	0.0%	15.3%	49.4%	50.6%	3.2%	96.8%	80.3%	11.6%	0.4%	6.0%	1.2%	0.4%
<b>OPM</b>	<b>2006</b>	<b>3,012</b>	<b>40.4%</b>	<b>59.6%</b>	<b>77.7%</b>	<b>9.0%</b>	<b>8.4%</b>	<b>3.5%</b>	<b>1.4%</b>	<b>40.6%</b>	<b>59.4%</b>	<b>4.7%</b>	<b>95.3%</b>	<b>70.4%</b>	<b>23.7%</b>	<b>0.4%</b>	<b>2.0%</b>	<b>0.6%</b>	<b>2.9%</b>
	'04	1,539	56.9%	43.1%	73.8%	11.9%	7.9%	3.7%	2.7%	34.4%	65.6%	3.8%	96.2%	----	----	----	----	----	----
	'02	1,311	57.3%	42.7%	71.2%	11.7%	9.5%	5.3%	2.2%	37.6%	62.4%	4.5%	95.5%	66.2%	29.3%	0.4%	2.4%	0.5%	1.3%
<b>RRB</b>	<b>2006</b>	<b>680</b>	<b>70.9%</b>	<b>29.1%</b>	<b>70.9%</b>	<b>12.8%</b>	<b>11.0%</b>	<b>4.1%</b>	<b>1.2%</b>	<b>35.4%</b>	<b>64.6%</b>	<b>4.1%</b>	<b>95.9%</b>	<b>61.2%</b>	<b>33.1%</b>	<b>0.3%</b>	<b>1.3%</b>	<b>0.9%</b>	<b>3.2%</b>
	'04	700	71.1%	28.9%	73.0%	11.9%	9.7%	3.9%	1.6%	34.0%	66.0%	4.3%	95.7%	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>SBA</b>	<b>2006</b>	<b>1,447</b>	<b>30.1%</b>	<b>69.9%</b>	<b>61.8%</b>	<b>10.7%</b>	<b>14.7%</b>	<b>10.1%</b>	<b>2.8%</b>	<b>43.7%</b>	<b>56.3%</b>	<b>12.8%</b>	<b>87.2%</b>	<b>65.5%</b>	<b>24.9%</b>	<b>1.1%</b>	<b>3.5%</b>	<b>0.8%</b>	<b>4.1%</b>
	'04	1,661	26.4%	73.6%	65.4%	9.4%	15.2%	8.2%	1.8%	44.1%	55.9%	10.9%	89.1%	----	----	----	----	----	----
	'02	881	22.9%	77.1%	48.5%	7.8%	23.2%	16.8%	3.7%	53.8%	46.2%	10.9%	89.1%	75.3%	17.9%	0.3%	3.9%	1.1%	1.5%
<b>SEC</b>	<b>2006</b>	<b>1,905</b>	<b>54.9%</b>	<b>45.1%</b>	<b>65.8%</b>	<b>12.5%</b>	<b>14.1%</b>	<b>5.0%</b>	<b>2.5%</b>	<b>51.3%</b>	<b>48.7%</b>	<b>5.2%</b>	<b>94.8%</b>	<b>72.3%</b>	<b>16.9%</b>	<b>0.3%</b>	<b>6.4%</b>	<b>0.4%</b>	<b>3.7%</b>
	'04	2,166	48.8%	51.2%	67.3%	13.9%	12.0%	4.8%	1.9%	49.5%	50.5%	4.5%	95.5%	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>SSA</b>	<b>2006</b>	<b>1,317</b>	<b>23.3%</b>	<b>76.7%</b>	<b>36.8%</b>	<b>5.8%</b>	<b>22.7%</b>	<b>26.9%</b>	<b>7.8%</b>	<b>33.0%</b>	<b>67.0%</b>	<b>11.5%</b>	<b>88.5%</b>	<b>67.8%</b>	<b>24.8%</b>	<b>0.3%</b>	<b>2.6%</b>	<b>1.2%</b>	<b>3.3%</b>
	'04	1,172	24.7%	75.3%	39.0%	6.7%	20.1%	26.3%	8.0%	36.9%	63.1%	10.2%	89.8%	----	----	----	----	----	----
	'02	1,023	22.3%	77.7%	40.2%	6.5%	21.7%	27.0%	4.7%	37.2%	62.8%	10.1%	89.9%	73.9%	21.3%	0.2%	2.0%	1.3%	1.4%
<b>State</b>	<b>2006</b>	<b>1,310</b>	<b>41.4%</b>	<b>58.6%</b>	<b>17.4%</b>	<b>7.7%</b>	<b>18.2%</b>	<b>22.7%</b>	<b>34.0%</b>	<b>60.0%</b>	<b>40.0%</b>	<b>5.2%</b>	<b>94.8%</b>	<b>78.5%</b>	<b>12.9%</b>	<b>0.5%</b>	<b>4.0%</b>	<b>0.7%</b>	<b>3.4%</b>
	'04	1,272	41.7%	58.3%	17.7%	7.5%	17.5%	21.5%	35.8%	60.7%	39.3%	4.2%	95.8%	----	----	----	----	----	----
	'02	689	43.0%	57.0%	20.8%	9.1%	20.6%	30.5%	19.0%	60.7%	39.3%	5.5%	94.5%	82.5%	13.0%	0.7%	1.7%	0.4%	1.6%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Work Location		Supervisor Status					Sex		Hispanic or Latino		Race						
		HQ	Field	NonSup	Team Leader	Sup	Mgr	Executive	Male	Female	Yes	No	White	Black/ African American	Native Hawaiian/ Other Pacific Islander	Asian	American Indian/ Alaska Native	Two or more races	
	# of Respondents*																		
<b>Treas</b>	<b>2006</b>	<b>7,042</b>	<b>44.1%</b>	<b>55.9%</b>	<b>55.0%</b>	<b>14.7%</b>	<b>17.0%</b>	<b>8.9%</b>	<b>4.3%</b>	<b>51.4%</b>	<b>48.6%</b>	<b>5.0%</b>	<b>95.0%</b>	<b>73.0%</b>	<b>20.1%</b>	<b>0.5%</b>	<b>3.6%</b>	<b>0.6%</b>	<b>2.2%</b>
	'04	5,677	42.2%	57.8%	53.9%	14.4%	18.4%	8.6%	4.8%	48.3%	51.7%	4.7%	95.3%	----	----	----	----	----	----
	'02	7,314	36.8%	63.2%	47.9%	14.9%	21.6%	11.1%	4.4%	55.8%	44.2%	6.4%	93.6%	78.5%	15.9%	0.4%	2.8%	0.9%	1.5%
<b>USDA</b>	<b>2006</b>	<b>13,601</b>	<b>31.5%</b>	<b>68.5%</b>	<b>54.3%</b>	<b>12.2%</b>	<b>21.3%</b>	<b>10.8%</b>	<b>1.4%</b>	<b>52.6%</b>	<b>47.4%</b>	<b>5.4%</b>	<b>94.6%</b>	<b>79.6%</b>	<b>14.0%</b>	<b>0.4%</b>	<b>2.5%</b>	<b>1.3%</b>	<b>2.3%</b>
	'04	10,404	29.6%	70.4%	48.8%	12.8%	23.5%	13.3%	1.6%	55.4%	44.6%	4.8%	95.2%	----	----	----	----	----	----
	'02	10,441	32.5%	67.5%	48.3%	13.6%	23.4%	13.1%	1.6%	55.1%	44.9%	5.0%	95.0%	81.7%	12.3%	0.4%	2.4%	1.7%	1.5%
<b>VA</b>	<b>2006</b>	<b>3,144</b>	<b>27.6%</b>	<b>72.4%</b>	<b>47.7%</b>	<b>9.7%</b>	<b>24.2%</b>	<b>13.4%</b>	<b>5.0%</b>	<b>48.3%</b>	<b>51.7%</b>	<b>6.8%</b>	<b>93.2%</b>	<b>72.9%</b>	<b>19.6%</b>	<b>0.6%</b>	<b>2.5%</b>	<b>1.6%</b>	<b>2.8%</b>
	'04	3,344	22.0%	78.0%	49.6%	10.3%	22.5%	13.8%	3.8%	50.9%	49.1%	5.3%	94.7%	----	----	----	----	----	----
	'02	2,388	22.0%	78.0%	39.0%	8.7%	26.2%	18.9%	7.2%	54.2%	45.8%	5.2%	94.8%	79.3%	14.9%	0.7%	2.1%	1.4%	1.6%
<b>Small Agencies</b>	<b>2006</b>	<b>4,141</b>	<b>43.2%</b>	<b>56.8%</b>	<b>63.6%</b>	<b>8.3%</b>	<b>16.7%</b>	<b>9.6%</b>	<b>1.9%</b>	<b>38.3%</b>	<b>61.7%</b>	<b>7.7%</b>	<b>92.3%</b>	<b>62.3%</b>	<b>26.9%</b>	<b>0.9%</b>	<b>4.0%</b>	<b>0.3%</b>	<b>5.6%</b>
	'04	3,679	59.4%	40.6%	65.6%	13.9%	12.5%	5.8%	2.2%	38.4%	61.6%	4.7%	95.3%	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>DoD All</b>	<b>2006</b>	<b>50,740</b>	<b>39.1%</b>	<b>60.9%</b>	<b>41.3%</b>	<b>15.1%</b>	<b>25.9%</b>	<b>16.4%</b>	<b>1.3%</b>	<b>64.8%</b>	<b>35.2%</b>	<b>5.5%</b>	<b>94.5%</b>	<b>77.3%</b>	<b>13.1%</b>	<b>1.3%</b>	<b>4.6%</b>	<b>1.0%</b>	<b>2.8%</b>
	'04	40,196	33.8%	66.2%	42.6%	15.2%	24.7%	16.4%	1.1%	66.2%	33.8%	4.4%	95.6%	----	----	----	----	----	----
	'02	32,559	35.0%	65.0%	40.9%	13.7%	26.5%	17.4%	1.6%	65.7%	34.3%	5.1%	94.9%	81.5%	10.3%	1.3%	4.3%	1.0%	1.6%
<b>USACE</b>	<b>2006</b>	<b>5,154</b>	<b>29.5%</b>	<b>70.5%</b>	<b>50.2%</b>	<b>19.2%</b>	<b>18.6%</b>	<b>11.5%</b>	<b>0.5%</b>	<b>66.4%</b>	<b>33.6%</b>	<b>3.8%</b>	<b>96.2%</b>	<b>82.4%</b>	<b>8.5%</b>	<b>0.8%</b>	<b>5.1%</b>	<b>1.2%</b>	<b>2.1%</b>
	'04	6,295	26.2%	73.8%	52.1%	18.5%	18.1%	11.0%	0.3%	68.4%	31.6%	3.4%	96.6%	----	----	----	----	----	----
	'02	711	21.7%	78.3%	35.0%	15.6%	29.1%	18.6%	1.7%	79.3%	20.7%	2.0%	98.0%	86.5%	6.3%	0.8%	3.0%	1.4%	2.0%
<b>Air Force</b>	<b>2006</b>	<b>10,078</b>	<b>27.1%</b>	<b>72.9%</b>	<b>36.6%</b>	<b>13.9%</b>	<b>28.0%</b>	<b>20.2%</b>	<b>1.3%</b>	<b>71.4%</b>	<b>28.6%</b>	<b>6.9%</b>	<b>93.1%</b>	<b>81.2%</b>	<b>9.5%</b>	<b>1.6%</b>	<b>3.4%</b>	<b>1.2%</b>	<b>3.1%</b>
	'04	8,696	27.4%	72.6%	38.8%	13.2%	25.9%	21.2%	0.9%	71.8%	28.2%	6.2%	93.8%	----	----	----	----	----	----
	'02	6,545	29.7%	70.3%	37.8%	12.4%	27.0%	21.6%	1.3%	68.9%	31.1%	6.0%	94.0%	85.8%	7.3%	1.1%	3.0%	1.2%	1.6%
<b>Army</b>	<b>2006</b>	<b>13,746</b>	<b>56.0%</b>	<b>44.0%</b>	<b>42.2%</b>	<b>15.7%</b>	<b>25.9%</b>	<b>15.1%</b>	<b>1.1%</b>	<b>63.5%</b>	<b>36.5%</b>	<b>6.8%</b>	<b>93.2%</b>	<b>76.4%</b>	<b>15.9%</b>	<b>0.8%</b>	<b>3.1%</b>	<b>1.0%</b>	<b>2.7%</b>
	'04	8,408	47.3%	52.7%	39.9%	14.8%	27.2%	17.0%	1.1%	64.8%	35.2%	4.9%	95.1%	----	----	----	----	----	----
	'02	8,964	44.1%	55.9%	42.9%	14.4%	25.3%	16.3%	1.1%	66.4%	33.6%	5.7%	94.3%	80.2%	12.4%	1.3%	3.4%	1.1%	1.7%
<b>Navy</b>	<b>2006</b>	<b>12,620</b>	<b>38.8%</b>	<b>61.2%</b>	<b>38.0%</b>	<b>16.0%</b>	<b>27.4%</b>	<b>17.4%</b>	<b>1.3%</b>	<b>66.0%</b>	<b>34.0%</b>	<b>4.2%</b>	<b>95.8%</b>	<b>75.6%</b>	<b>11.6%</b>	<b>2.1%</b>	<b>7.2%</b>	<b>0.7%</b>	<b>2.8%</b>
	'04	9,512	35.9%	64.1%	39.0%	17.1%	26.0%	16.5%	1.3%	66.0%	34.0%	3.3%	96.7%	----	----	----	----	----	----
	'02	9,043	35.9%	64.1%	37.5%	15.2%	28.3%	17.4%	1.6%	66.3%	33.7%	4.7%	95.3%	80.1%	9.2%	1.6%	6.6%	0.8%	1.6%
<b>Marine Corps</b>	<b>2006</b>	<b>912</b>	<b>40.5%</b>	<b>59.5%</b>	<b>35.9%</b>	<b>14.2%</b>	<b>29.6%</b>	<b>19.2%</b>	<b>1.1%</b>	<b>66.8%</b>	<b>33.2%</b>	<b>6.1%</b>	<b>93.9%</b>	<b>75.4%</b>	<b>14.9%</b>	<b>1.5%</b>	<b>3.9%</b>	<b>1.3%</b>	<b>3.1%</b>
	'04	765	32.8%	67.2%	37.5%	14.6%	27.7%	19.2%	0.9%	66.9%	33.1%	3.3%	96.7%	----	----	----	----	----	----
	'02	658	28.9%	71.1%	36.5%	10.6%	32.7%	19.0%	1.2%	71.0%	29.0%	5.9%	94.1%	80.5%	11.9%	1.5%	3.2%	1.8%	1.1%
<b>Other DoD</b>	<b>2006</b>	<b>8,230</b>	<b>31.7%</b>	<b>68.3%</b>	<b>45.7%</b>	<b>11.6%</b>	<b>25.1%</b>	<b>15.2%</b>	<b>2.5%</b>	<b>56.0%</b>	<b>44.0%</b>	<b>4.9%</b>	<b>95.1%</b>	<b>73.6%</b>	<b>17.5%</b>	<b>0.8%</b>	<b>4.5%</b>	<b>0.8%</b>	<b>2.8%</b>
	'04	6,520	29.6%	70.4%	47.9%	12.5%	23.7%	13.9%	2.0%	58.5%	41.5%	4.3%	95.7%	----	----	----	----	----	----
	'02	6,638	28.8%	71.2%	47.2%	11.9%	24.2%	14.3%	2.4%	58.6%	41.4%	4.3%	95.7%	80.6%	12.3%	1.1%	4.0%	0.9%	1.3%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Leaving					Retiring				Age Group					
	# of Respondents*	No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
<b>All Responses</b>	<b>2006</b>	<b>221,479</b>	<b>69.2%</b>	<b>6.6%</b>	<b>16.4%</b>	<b>3.6%</b>	<b>4.2%</b>	<b>11.6%</b>	<b>12.9%</b>	<b>71.3%</b>	<b>1.1%</b>	<b>2.9%</b>	<b>14.4%</b>	<b>32.2%</b>	<b>40.0%</b>	<b>9.3%</b>
	'04	147,914	70.4%	6.6%	15.7%	3.5%	4.2%	11.4%	13.4%	71.0%	----	----	14.5%	32.6%	40.1%	8.9%
	'02	100,656	----	----	----	----	4.0%	12.0%	13.8%	70.2%	----	----	14.9%	33.8%	41.0%	7.6%
<b>AID</b>	<b>2006</b>	<b>726</b>	<b>66.3%</b>	<b>7.9%</b>	<b>16.0%</b>	<b>6.2%</b>	<b>4.8%</b>	<b>17.5%</b>	<b>14.5%</b>	<b>63.2%</b>	<b>0.4%</b>	<b>2.2%</b>	<b>14.2%</b>	<b>30.0%</b>	<b>41.7%</b>	<b>11.4%</b>
	'04	803	66.3%	9.5%	14.6%	6.1%	6.7%	18.4%	15.4%	59.4%	----	----	11.1%	29.8%	45.6%	12.8%
	'02	560	----	----	----	----	6.8%	20.9%	20.0%	52.3%	----	----	9.1%	31.1%	51.6%	7.7%
<b>BBG</b>	<b>2006</b>	<b>570</b>	<b>64.9%</b>	<b>8.8%</b>	<b>16.8%</b>	<b>3.9%</b>	<b>4.4%</b>	<b>13.9%</b>	<b>12.5%</b>	<b>69.3%</b>	<b>0.4%</b>	<b>0.9%</b>	<b>10.7%</b>	<b>30.4%</b>	<b>41.4%</b>	<b>16.3%</b>
	'04	543	66.7%	7.4%	16.2%	5.5%	4.8%	12.5%	12.0%	70.7%	----	----	10.5%	31.7%	41.6%	14.2%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>CSOSA</b>	<b>2006</b>	<b>518</b>	<b>52.7%</b>	<b>4.2%</b>	<b>34.4%</b>	<b>1.4%</b>	<b>3.7%</b>	<b>6.6%</b>	<b>7.1%</b>	<b>82.6%</b>	<b>2.7%</b>	<b>10.8%</b>	<b>39.8%</b>	<b>26.6%</b>	<b>18.5%</b>	<b>1.5%</b>
	'04	554	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>DHS</b>	<b>2006</b>	<b>10,373</b>	<b>64.2%</b>	<b>5.5%</b>	<b>22.0%</b>	<b>3.6%</b>	<b>3.6%</b>	<b>10.6%</b>	<b>11.0%</b>	<b>74.8%</b>	<b>0.6%</b>	<b>2.6%</b>	<b>20.4%</b>	<b>35.5%</b>	<b>34.1%</b>	<b>6.7%</b>
	'04	10,478	66.9%	5.2%	20.1%	3.8%	3.5%	9.6%	11.6%	75.3%	----	----	22.3%	36.2%	31.9%	5.8%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>DOC</b>	<b>2006</b>	<b>5,204</b>	<b>71.5%</b>	<b>6.4%</b>	<b>13.9%</b>	<b>4.1%</b>	<b>4.2%</b>	<b>9.8%</b>	<b>10.5%</b>	<b>75.4%</b>	<b>2.4%</b>	<b>3.9%</b>	<b>18.8%</b>	<b>31.4%</b>	<b>34.4%</b>	<b>9.1%</b>
	'04	4,021	73.0%	5.7%	13.2%	4.2%	4.2%	11.2%	10.9%	73.7%	----	----	19.2%	32.1%	34.9%	9.5%
	'02	4,134	----	----	----	----	3.4%	11.6%	11.0%	74.1%	----	----	20.9%	29.9%	36.6%	7.7%
<b>DOE</b>	<b>2006</b>	<b>7,742</b>	<b>69.8%</b>	<b>7.5%</b>	<b>14.2%</b>	<b>4.6%</b>	<b>4.7%</b>	<b>13.3%</b>	<b>13.9%</b>	<b>68.1%</b>	<b>1.1%</b>	<b>2.5%</b>	<b>11.9%</b>	<b>31.4%</b>	<b>43.0%</b>	<b>10.2%</b>
	'04	1,485	72.4%	8.8%	10.0%	5.1%	6.8%	14.5%	15.2%	63.5%	----	----	10.0%	30.5%	46.2%	11.1%
	'02	922	----	----	----	----	4.1%	18.3%	18.0%	59.5%	----	----	10.6%	29.9%	48.8%	9.0%
<b>DOI</b>	<b>2006</b>	<b>25,507</b>	<b>69.0%</b>	<b>6.6%</b>	<b>16.3%</b>	<b>3.7%</b>	<b>4.3%</b>	<b>11.6%</b>	<b>13.6%</b>	<b>70.5%</b>	<b>0.7%</b>	<b>2.6%</b>	<b>14.4%</b>	<b>30.7%</b>	<b>43.6%</b>	<b>8.1%</b>
	'04	5,187	71.3%	7.0%	15.2%	2.8%	4.3%	11.4%	15.0%	69.2%	----	----	12.6%	31.9%	44.3%	8.0%
	'02	5,412	----	----	----	----	3.4%	10.3%	14.1%	72.2%	----	----	12.3%	37.3%	42.0%	6.1%
<b>DOJ</b>	<b>2006</b>	<b>10,967</b>	<b>72.2%</b>	<b>4.7%</b>	<b>15.5%</b>	<b>4.0%</b>	<b>2.8%</b>	<b>9.1%</b>	<b>10.9%</b>	<b>77.2%</b>	<b>1.1%</b>	<b>3.6%</b>	<b>23.9%</b>	<b>37.5%</b>	<b>28.5%</b>	<b>5.3%</b>
	'04	7,701	72.9%	4.6%	15.1%	3.8%	2.9%	8.6%	10.8%	77.7%	----	----	23.9%	39.2%	28.5%	4.4%
	'02	4,363	----	----	----	----	2.9%	8.0%	10.2%	79.0%	----	----	26.1%	39.2%	27.8%	3.5%
<b>DOL</b>	<b>2006</b>	<b>4,538</b>	<b>70.6%</b>	<b>7.7%</b>	<b>14.0%</b>	<b>3.6%</b>	<b>4.3%</b>	<b>13.8%</b>	<b>13.8%</b>	<b>68.0%</b>	<b>0.9%</b>	<b>3.5%</b>	<b>13.8%</b>	<b>27.6%</b>	<b>42.8%</b>	<b>11.4%</b>
	'04	4,082	71.2%	6.7%	14.7%	3.8%	4.2%	11.0%	13.2%	71.6%	----	----	15.8%	27.1%	42.2%	9.9%
	'02	4,105	----	----	----	----	4.5%	11.3%	11.9%	72.3%	----	----	16.7%	29.2%	42.0%	7.6%
<b>DOT</b>	<b>2006</b>	<b>5,453</b>	<b>67.4%</b>	<b>7.1%</b>	<b>17.4%</b>	<b>4.3%</b>	<b>4.8%</b>	<b>12.5%</b>	<b>12.9%</b>	<b>69.8%</b>	<b>1.1%</b>	<b>3.1%</b>	<b>14.4%</b>	<b>30.5%</b>	<b>40.0%</b>	<b>11.0%</b>
	'04	4,951	70.0%	7.4%	15.5%	3.6%	4.8%	10.7%	13.8%	70.7%	----	----	15.4%	30.6%	40.6%	10.4%
	'02	3,003	----	----	----	----	3.5%	12.1%	13.1%	71.3%	----	----	15.6%	32.9%	41.2%	7.7%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Leaving					Retiring				Age Group						
	# of Respondents*	No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older	
<b>Educ</b>	<b>2006</b>	<b>2,910</b>	<b>63.0%</b>	<b>6.5%</b>	<b>21.4%</b>	<b>4.4%</b>	<b>4.6%</b>	<b>4.2%</b>	<b>11.1%</b>	<b>13.0%</b>	<b>71.7%</b>	<b>1.5%</b>	<b>3.4%</b>	<b>17.5%</b>	<b>28.5%</b>	<b>38.4%</b>	<b>10.9%</b>
	'04	2,408	65.1%	6.2%	17.8%	5.5%	5.3%	4.5%	10.3%	13.5%	71.8%	----	----	17.2%	26.6%	40.1%	10.8%
	'02	1,671	----	----	----	----	----	2.9%	9.8%	14.7%	72.7%	----	----	17.6%	27.3%	41.4%	9.4%
<b>EEOC</b>	<b>2006</b>	<b>1,173</b>	<b>68.6%</b>	<b>8.3%</b>	<b>16.0%</b>	<b>3.1%</b>	<b>4.0%</b>	<b>5.4%</b>	<b>11.6%</b>	<b>14.3%</b>	<b>68.7%</b>	<b>0.2%</b>	<b>1.3%</b>	<b>13.4%</b>	<b>29.0%</b>	<b>42.7%</b>	<b>13.5%</b>
	'04	1,693	71.9%	5.5%	15.0%	3.8%	3.7%	2.8%	10.3%	12.6%	74.3%	----	----	17.6%	28.5%	40.7%	9.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>EPA</b>	<b>2006</b>	<b>9,115</b>	<b>75.4%</b>	<b>4.9%</b>	<b>12.9%</b>	<b>2.9%</b>	<b>4.0%</b>	<b>2.9%</b>	<b>9.4%</b>	<b>10.8%</b>	<b>76.9%</b>	<b>1.7%</b>	<b>3.7%</b>	<b>15.0%</b>	<b>33.8%</b>	<b>36.4%</b>	<b>9.6%</b>
	'04	6,895	75.4%	5.1%	12.4%	3.3%	3.8%	3.0%	8.6%	10.8%	77.7%	----	----	16.2%	34.5%	36.5%	8.7%
	'02	5,666	----	----	----	----	----	2.2%	8.2%	10.5%	79.1%	----	----	20.0%	35.4%	35.0%	6.2%
<b>FDIC</b>	<b>2006</b>	<b>3,085</b>	<b>80.9%</b>	<b>4.2%</b>	<b>5.7%</b>	<b>4.5%</b>	<b>4.7%</b>	<b>2.6%</b>	<b>9.0%</b>	<b>12.7%</b>	<b>75.6%</b>	<b>1.3%</b>	<b>2.2%</b>	<b>14.9%</b>	<b>39.0%</b>	<b>36.4%</b>	<b>6.2%</b>
	'04	1,205	77.3%	4.2%	6.6%	4.2%	7.6%	3.0%	7.6%	11.0%	78.3%	----	----	19.3%	35.6%	32.4%	6.0%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>FERC</b>	<b>2006</b>	<b>753</b>	<b>72.6%</b>	<b>5.8%</b>	<b>10.5%</b>	<b>5.4%</b>	<b>5.6%</b>	<b>3.9%</b>	<b>12.0%</b>	<b>11.4%</b>	<b>72.8%</b>	<b>6.0%</b>	<b>6.9%</b>	<b>14.9%</b>	<b>24.3%</b>	<b>37.1%</b>	<b>10.9%</b>
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>FTC</b>	<b>2006</b>	<b>459</b>	<b>69.3%</b>	<b>4.8%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>4.8%</b>	<b>2.2%</b>	<b>9.2%</b>	<b>8.1%</b>	<b>80.6%</b>	<b>2.0%</b>	<b>4.4%</b>	<b>27.2%</b>	<b>28.3%</b>	<b>32.2%</b>	<b>5.9%</b>
	'04	616	66.2%	5.2%	10.6%	9.7%	8.3%	4.1%	8.9%	8.1%	78.9%	----	----	24.9%	27.5%	30.9%	6.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>GSA</b>	<b>2006</b>	<b>3,916</b>	<b>68.2%</b>	<b>7.4%</b>	<b>17.8%</b>	<b>2.8%</b>	<b>3.8%</b>	<b>4.8%</b>	<b>13.5%</b>	<b>12.4%</b>	<b>69.3%</b>	<b>2.8%</b>	<b>3.9%</b>	<b>13.2%</b>	<b>30.2%</b>	<b>40.9%</b>	<b>9.0%</b>
	'04	2,869	70.8%	7.2%	16.4%	2.6%	3.0%	4.7%	12.5%	15.5%	67.3%	----	----	12.8%	29.3%	43.4%	9.5%
	'02	2,559	----	----	----	----	----	2.6%	14.3%	15.2%	68.0%	----	----	14.6%	30.0%	44.4%	8.0%
<b>HHS</b>	<b>2006</b>	<b>25,756</b>	<b>69.0%</b>	<b>5.2%</b>	<b>16.6%</b>	<b>4.3%</b>	<b>4.8%</b>	<b>3.2%</b>	<b>9.4%</b>	<b>10.6%</b>	<b>76.7%</b>	<b>0.9%</b>	<b>3.7%</b>	<b>18.6%</b>	<b>30.7%</b>	<b>35.8%</b>	<b>10.2%</b>
	'04	4,653	68.7%	6.8%	15.9%	4.9%	3.7%	4.3%	11.0%	13.9%	70.8%	----	----	14.9%	29.1%	41.1%	11.5%
	'02	4,862	----	----	----	----	----	3.9%	12.2%	12.8%	71.1%	----	----	15.2%	31.0%	42.5%	8.6%
<b>HUD</b>	<b>2006</b>	<b>4,075</b>	<b>69.9%</b>	<b>9.0%</b>	<b>14.6%</b>	<b>3.0%</b>	<b>3.5%</b>	<b>5.2%</b>	<b>15.0%</b>	<b>15.6%</b>	<b>64.1%</b>	<b>0.3%</b>	<b>1.6%</b>	<b>9.4%</b>	<b>26.7%</b>	<b>46.3%</b>	<b>15.8%</b>
	'04	5,343	72.7%	7.4%	13.4%	3.2%	3.3%	4.0%	13.0%	14.4%	68.6%	----	----	11.7%	27.6%	44.2%	13.4%
	'02	1,246	----	----	----	----	----	4.7%	13.1%	15.0%	67.2%	----	----	11.2%	29.6%	47.6%	8.5%
<b>NARA</b>	<b>2006</b>	<b>1,442</b>	<b>67.1%</b>	<b>5.6%</b>	<b>20.0%</b>	<b>3.2%</b>	<b>4.1%</b>	<b>3.3%</b>	<b>8.9%</b>	<b>10.5%</b>	<b>77.3%</b>	<b>1.7%</b>	<b>4.4%</b>	<b>16.6%</b>	<b>30.7%</b>	<b>37.4%</b>	<b>9.2%</b>
	'04	1,415	67.0%	4.6%	19.1%	4.1%	5.2%	3.0%	9.5%	10.0%	77.5%	----	----	19.4%	27.3%	35.5%	8.9%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>NASA</b>	<b>2006</b>	<b>4,734</b>	<b>76.5%</b>	<b>5.2%</b>	<b>10.1%</b>	<b>4.3%</b>	<b>3.9%</b>	<b>3.5%</b>	<b>8.3%</b>	<b>11.2%</b>	<b>77.0%</b>	<b>1.5%</b>	<b>2.3%</b>	<b>12.3%</b>	<b>40.7%</b>	<b>34.1%</b>	<b>9.1%</b>
	'04	4,766	75.2%	6.0%	10.8%	3.8%	4.2%	3.8%	9.7%	10.7%	75.8%	----	----	14.8%	39.8%	31.7%	10.4%
	'02	4,225	----	----	----	----	----	3.3%	9.5%	11.1%	76.1%	----	----	18.7%	37.7%	31.1%	9.2%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

**2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)**

Agency		Leaving					Retiring				Age Group						
	# of Respondents*	No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older	
<b>NCUA</b>	<b>2006</b>	<b>623</b>	<b>80.1%</b>	<b>2.6%</b>	<b>9.8%</b>	<b>4.7%</b>	<b>2.9%</b>	<b>1.9%</b>	<b>7.9%</b>	<b>9.0%</b>	<b>81.2%</b>	<b>2.1%</b>	<b>2.2%</b>	<b>20.2%</b>	<b>37.1%</b>	<b>32.3%</b>	<b>6.1%</b>
	'04	538	77.7%	3.9%	7.8%	5.8%	4.8%	3.2%	5.9%	12.6%	78.3%	----	----	18.8%	39.5%	34.1%	4.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>NLRB</b>	<b>2006</b>	<b>963</b>	<b>73.7%</b>	<b>5.6%</b>	<b>12.2%</b>	<b>4.2%</b>	<b>4.4%</b>	<b>2.9%</b>	<b>12.3%</b>	<b>12.7%</b>	<b>72.2%</b>	<b>1.5%</b>	<b>5.0%</b>	<b>18.0%</b>	<b>25.5%</b>	<b>39.9%</b>	<b>10.2%</b>
	'04	979	73.5%	4.7%	12.1%	5.8%	3.9%	2.2%	8.8%	13.6%	75.4%	----	----	18.1%	25.2%	37.9%	9.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>NRC</b>	<b>2006</b>	<b>1,692</b>	<b>77.4%</b>	<b>5.7%</b>	<b>10.4%</b>	<b>3.1%</b>	<b>3.5%</b>	<b>4.5%</b>	<b>9.7%</b>	<b>12.8%</b>	<b>73.1%</b>	<b>2.5%</b>	<b>5.1%</b>	<b>12.2%</b>	<b>31.0%</b>	<b>37.5%</b>	<b>11.7%</b>
	'04	1,876	78.8%	5.3%	9.8%	3.0%	3.0%	3.1%	10.9%	10.8%	75.2%	----	----	12.7%	31.7%	36.4%	12.0%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>NSF</b>	<b>2006</b>	<b>596</b>	<b>71.5%</b>	<b>6.9%</b>	<b>14.4%</b>	<b>2.2%</b>	<b>5.0%</b>	<b>4.0%</b>	<b>12.9%</b>	<b>13.1%</b>	<b>70.0%</b>	<b>0.8%</b>	<b>1.3%</b>	<b>15.9%</b>	<b>26.2%</b>	<b>38.9%</b>	<b>16.8%</b>
	'04	778	62.7%	5.5%	16.2%	5.5%	10.0%	4.2%	11.4%	11.7%	72.6%	----	----	17.1%	23.3%	38.0%	16.2%
	'02	441	----	----	----	----	----	3.6%	13.2%	13.8%	69.4%	----	----	18.4%	23.4%	41.3%	12.7%
<b>OMB</b>	<b>2006</b>	<b>250</b>	<b>56.0%</b>	<b>4.4%</b>	<b>19.2%</b>	<b>12.0%</b>	<b>8.4%</b>	<b>3.6%</b>	<b>8.0%</b>	<b>4.8%</b>	<b>83.6%</b>	<b>2.4%</b>	<b>11.2%</b>	<b>40.4%</b>	<b>20.4%</b>	<b>18.4%</b>	<b>7.2%</b>
	'04	249	57.8%	6.0%	18.1%	8.4%	9.6%	4.4%	6.4%	8.4%	80.7%	----	----	36.1%	21.7%	22.5%	6.4%
	'02	249	----	----	----	----	----	2.8%	9.2%	12.4%	75.5%	----	----	29.7%	20.5%	26.9%	5.2%
<b>OPM</b>	<b>2006</b>	<b>3,012</b>	<b>67.6%</b>	<b>6.0%</b>	<b>20.3%</b>	<b>2.0%</b>	<b>4.1%</b>	<b>3.8%</b>	<b>11.5%</b>	<b>13.3%</b>	<b>71.4%</b>	<b>1.6%</b>	<b>4.4%</b>	<b>15.2%</b>	<b>32.9%</b>	<b>38.4%</b>	<b>7.5%</b>
	'04	1,539	64.8%	5.8%	21.8%	2.6%	4.9%	4.1%	10.1%	12.6%	73.2%	----	----	19.2%	33.1%	35.6%	7.1%
	'02	1,311	----	----	----	----	----	3.3%	12.1%	13.3%	71.3%	----	----	20.6%	32.3%	37.4%	5.7%
<b>RRB</b>	<b>2006</b>	<b>680</b>	<b>79.9%</b>	<b>8.1%</b>	<b>9.0%</b>	<b>1.3%</b>	<b>1.8%</b>	<b>3.1%</b>	<b>15.1%</b>	<b>19.3%</b>	<b>62.5%</b>	<b>0.3%</b>	<b>0.6%</b>	<b>8.5%</b>	<b>35.4%</b>	<b>48.4%</b>	<b>6.8%</b>
	'04	700	80.3%	10.1%	6.3%	1.0%	2.3%	6.7%	12.6%	15.4%	65.3%	----	----	12.9%	33.0%	45.5%	7.7%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>SBA</b>	<b>2006</b>	<b>1,447</b>	<b>67.9%</b>	<b>5.0%</b>	<b>19.3%</b>	<b>4.0%</b>	<b>3.8%</b>	<b>3.3%</b>	<b>13.7%</b>	<b>17.3%</b>	<b>65.7%</b>	<b>0.3%</b>	<b>1.2%</b>	<b>9.8%</b>	<b>28.1%</b>	<b>46.3%</b>	<b>14.4%</b>
	'04	1,661	66.8%	8.0%	16.6%	4.0%	4.6%	5.4%	13.5%	15.4%	65.7%	----	----	11.1%	27.6%	46.0%	14.4%
	'02	881	----	----	----	----	----	3.9%	14.6%	18.2%	63.3%	----	----	11.0%	26.8%	48.8%	12.3%
<b>SEC</b>	<b>2006</b>	<b>1,905</b>	<b>71.7%</b>	<b>2.8%</b>	<b>7.8%</b>	<b>12.1%</b>	<b>5.6%</b>	<b>1.8%</b>	<b>5.8%</b>	<b>5.7%</b>	<b>86.7%</b>	<b>1.7%</b>	<b>6.5%</b>	<b>33.2%</b>	<b>30.8%</b>	<b>21.9%</b>	<b>5.8%</b>
	'04	2,166	74.6%	2.8%	6.5%	10.5%	5.7%	1.8%	4.9%	5.1%	88.1%	----	----	33.9%	28.2%	20.1%	5.0%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>SSA</b>	<b>2006</b>	<b>1,317</b>	<b>78.6%</b>	<b>10.5%</b>	<b>6.4%</b>	<b>2.7%</b>	<b>1.8%</b>	<b>6.2%</b>	<b>17.4%</b>	<b>15.9%</b>	<b>60.5%</b>	<b>1.7%</b>	<b>3.0%</b>	<b>13.4%</b>	<b>24.0%</b>	<b>48.3%</b>	<b>9.7%</b>
	'04	1,172	79.1%	9.6%	6.1%	3.0%	2.2%	5.0%	17.8%	15.9%	61.3%	----	----	10.7%	24.3%	52.4%	7.8%
	'02	1,023	----	----	----	----	----	5.1%	14.8%	17.9%	62.3%	----	----	11.4%	26.2%	50.9%	8.0%
<b>State</b>	<b>2006</b>	<b>1,310</b>	<b>73.4%</b>	<b>10.8%</b>	<b>7.9%</b>	<b>5.0%</b>	<b>3.1%</b>	<b>7.5%</b>	<b>15.7%</b>	<b>17.8%</b>	<b>59.0%</b>	<b>0.5%</b>	<b>1.8%</b>	<b>11.9%</b>	<b>27.6%</b>	<b>47.5%</b>	<b>10.7%</b>
	'04	1,272	75.3%	9.2%	6.9%	5.3%	3.3%	5.7%	16.7%	18.2%	59.4%	----	----	11.9%	29.2%	48.7%	8.0%
	'02	689	----	----	----	----	----	4.5%	13.4%	16.5%	65.6%	----	----	10.3%	39.3%	44.0%	5.5%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Leaving					Retiring				Age Group						
	# of Respondents*	No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older	
<b>Treas</b>	<b>2006</b>	<b>7,042</b>	<b>74.9%</b>	<b>6.7%</b>	<b>12.1%</b>	<b>2.8%</b>	<b>3.4%</b>	<b>4.1%</b>	<b>12.2%</b>	<b>13.2%</b>	<b>70.5%</b>	<b>1.4%</b>	<b>2.7%</b>	<b>14.0%</b>	<b>34.0%</b>	<b>40.8%</b>	<b>7.1%</b>
	'04	5,677	73.6%	6.2%	13.8%	3.2%	3.2%	3.8%	11.5%	13.3%	71.4%	----	----	16.2%	34.8%	39.9%	5.7%
	'02	7,314	----	----	----	----	----	3.4%	11.6%	12.8%	72.3%	----	----	19.4%	37.9%	36.3%	4.0%
<b>USDA</b>	<b>2006</b>	<b>13,601</b>	<b>73.2%</b>	<b>6.6%</b>	<b>13.8%</b>	<b>3.1%</b>	<b>3.4%</b>	<b>3.9%</b>	<b>11.8%</b>	<b>13.4%</b>	<b>70.9%</b>	<b>1.4%</b>	<b>2.9%</b>	<b>13.3%</b>	<b>31.5%</b>	<b>41.9%</b>	<b>9.1%</b>
	'04	10,404	74.1%	6.7%	12.8%	2.7%	3.7%	4.3%	11.1%	13.6%	71.0%	----	----	13.3%	33.5%	41.2%	8.4%
	'02	10,441	----	----	----	----	----	3.1%	11.4%	12.8%	72.7%	----	----	15.4%	36.1%	38.6%	6.2%
<b>VA</b>	<b>2006</b>	<b>3,144</b>	<b>71.2%</b>	<b>7.5%</b>	<b>13.9%</b>	<b>3.6%</b>	<b>3.8%</b>	<b>5.1%</b>	<b>12.6%</b>	<b>14.3%</b>	<b>68.0%</b>	<b>0.7%</b>	<b>2.4%</b>	<b>11.8%</b>	<b>26.8%</b>	<b>47.5%</b>	<b>10.7%</b>
	'04	3,344	72.9%	8.2%	12.4%	3.6%	2.9%	5.3%	13.1%	14.6%	67.1%	----	----	12.7%	26.6%	49.3%	8.5%
	'02	2,388	----	----	----	----	----	4.4%	14.4%	15.2%	65.9%	----	----	11.3%	30.4%	50.0%	6.4%
<b>Small Agencies</b>	<b>2006</b>	<b>4,141</b>	<b>57.4%</b>	<b>5.2%</b>	<b>17.6%</b>	<b>5.9%</b>	<b>13.9%</b>	<b>3.1%</b>	<b>13.3%</b>	<b>8.6%</b>	<b>75.0%</b>	<b>1.2%</b>	<b>8.0%</b>	<b>20.1%</b>	<b>25.0%</b>	<b>34.9%</b>	<b>10.8%</b>
	'04	3,679	51.9%	4.2%	22.4%	7.5%	14.0%	3.2%	6.5%	9.2%	81.1%	----	----	27.2%	23.4%	28.9%	8.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>DoD All</b>	<b>2006</b>	<b>50,740</b>	<b>64.9%</b>	<b>8.2%</b>	<b>19.9%</b>	<b>2.9%</b>	<b>4.2%</b>	<b>5.3%</b>	<b>13.3%</b>	<b>14.8%</b>	<b>66.6%</b>	<b>1.0%</b>	<b>2.1%</b>	<b>8.9%</b>	<b>33.5%</b>	<b>44.5%</b>	<b>9.9%</b>
	'04	40,196	66.8%	7.5%	19.6%	2.6%	3.5%	4.8%	13.1%	15.2%	66.9%	----	----	8.8%	33.7%	45.1%	9.6%
	'02	32,559	----	----	----	----	----	5.1%	13.4%	15.6%	65.9%	----	----	10.8%	33.5%	44.8%	9.1%
<b>USACE</b>	<b>2006</b>	<b>5,154</b>	<b>67.8%</b>	<b>7.6%</b>	<b>17.6%</b>	<b>3.2%</b>	<b>3.8%</b>	<b>5.1%</b>	<b>13.6%</b>	<b>15.0%</b>	<b>66.2%</b>	<b>0.7%</b>	<b>3.5%</b>	<b>10.9%</b>	<b>31.6%</b>	<b>44.7%</b>	<b>8.6%</b>
	'04	6,295	71.7%	7.3%	15.1%	2.8%	3.0%	4.7%	13.8%	15.1%	66.4%	----	----	10.5%	32.1%	45.6%	8.2%
	'02	711	----	----	----	----	----	5.3%	16.2%	15.3%	63.2%	----	----	8.3%	30.8%	51.3%	8.2%
<b>Air Force</b>	<b>2006</b>	<b>10,078</b>	<b>64.8%</b>	<b>8.3%</b>	<b>19.2%</b>	<b>3.1%</b>	<b>4.7%</b>	<b>5.5%</b>	<b>13.3%</b>	<b>13.9%</b>	<b>67.3%</b>	<b>0.7%</b>	<b>1.5%</b>	<b>9.4%</b>	<b>34.5%</b>	<b>42.8%</b>	<b>11.1%</b>
	'04	8,696	65.5%	7.2%	20.9%	2.5%	3.8%	4.8%	12.6%	14.7%	67.9%	----	----	9.0%	34.9%	43.6%	10.1%
	'02	6,545	----	----	----	----	----	5.1%	13.7%	15.3%	65.9%	----	----	11.7%	33.0%	43.8%	9.4%
<b>Army</b>	<b>2006</b>	<b>13,746</b>	<b>62.2%</b>	<b>7.8%</b>	<b>22.8%</b>	<b>2.7%</b>	<b>4.5%</b>	<b>5.2%</b>	<b>12.3%</b>	<b>14.4%</b>	<b>68.1%</b>	<b>1.2%</b>	<b>2.2%</b>	<b>9.3%</b>	<b>34.1%</b>	<b>43.8%</b>	<b>9.4%</b>
	'04	8,408	63.1%	8.6%	22.6%	2.5%	3.2%	5.5%	13.7%	15.6%	65.1%	----	----	7.9%	32.5%	47.1%	10.4%
	'02	8,964	----	----	----	----	----	5.6%	13.1%	16.2%	65.0%	----	----	10.1%	32.4%	45.5%	10.3%
<b>Navy</b>	<b>2006</b>	<b>12,620</b>	<b>66.6%</b>	<b>8.8%</b>	<b>17.7%</b>	<b>3.0%</b>	<b>3.8%</b>	<b>5.5%</b>	<b>13.8%</b>	<b>15.2%</b>	<b>65.5%</b>	<b>1.3%</b>	<b>2.0%</b>	<b>8.3%</b>	<b>33.7%</b>	<b>45.0%</b>	<b>9.7%</b>
	'04	9,512	68.1%	7.3%	18.1%	2.9%	3.7%	4.4%	12.7%	15.1%	67.8%	----	----	8.6%	35.4%	43.1%	9.5%
	'02	9,043	----	----	----	----	----	4.3%	13.7%	15.3%	66.7%	----	----	11.3%	35.1%	43.1%	8.6%
<b>Marine Corps</b>	<b>2006</b>	<b>912</b>	<b>66.2%</b>	<b>7.2%</b>	<b>20.4%</b>	<b>2.3%</b>	<b>4.0%</b>	<b>4.8%</b>	<b>12.9%</b>	<b>15.0%</b>	<b>67.3%</b>	<b>0.1%</b>	<b>0.9%</b>	<b>6.6%</b>	<b>36.5%</b>	<b>45.4%</b>	<b>10.5%</b>
	'04	765	67.6%	6.7%	18.9%	2.2%	4.5%	3.7%	14.5%	14.3%	67.5%	----	----	6.6%	32.4%	48.2%	11.3%
	'02	658	----	----	----	----	----	4.9%	11.9%	16.6%	66.7%	----	----	9.1%	36.3%	42.6%	11.1%
<b>Other DoD</b>	<b>2006</b>	<b>8,230</b>	<b>64.7%</b>	<b>8.1%</b>	<b>20.7%</b>	<b>2.5%</b>	<b>4.0%</b>	<b>5.1%</b>	<b>14.3%</b>	<b>15.7%</b>	<b>64.8%</b>	<b>1.2%</b>	<b>1.9%</b>	<b>7.4%</b>	<b>32.0%</b>	<b>47.0%</b>	<b>10.5%</b>
	'04	6,520	66.8%	7.3%	20.4%	2.2%	3.3%	4.8%	12.9%	15.4%	67.0%	----	----	8.7%	33.0%	46.6%	9.3%
	'02	6,638	----	----	----	----	----	5.5%	13.2%	15.4%	66.0%	----	----	10.4%	33.4%	46.6%	7.8%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		# of Respondents*	Pay Category						Time in Federal Government						Time with Current Agency						
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
<b>All Responses</b>	<b>2006</b>	<b>221,479</b>	<b>4.4%</b>	<b>5.0%</b>	<b>42.3%</b>	<b>42.3%</b>	<b>1.9%</b>	<b>0.3%</b>	<b>3.8%</b>	<b>1.2%</b>	<b>8.1%</b>	<b>7.5%</b>	<b>12.2%</b>	<b>28.9%</b>	<b>42.2%</b>	<b>2.3%</b>	<b>13.0%</b>	<b>10.4%</b>	<b>16.2%</b>	<b>29.9%</b>	<b>28.3%</b>
	'04	147,914	3.8%	4.7%	40.9%	44.4%	2.3%	0.3%	3.6%	0.9%	8.9%	6.0%	9.7%	31.2%	43.2%	2.0%	15.0%	9.2%	13.1%	32.0%	28.8%
	'02	100,656	4.8%	4.8%	39.3%	41.5%	2.5%	----	7.0%	----	----	----	----	----	----	----	----	----	----	----	----
<b>AID</b>	<b>2006</b>	<b>726</b>	<b>0.4%</b>	<b>0.6%</b>	<b>21.9%</b>	<b>59.1%</b>	<b>5.1%</b>	<b>0.0%</b>	<b>12.9%</b>	<b>0.8%</b>	<b>5.9%</b>	<b>7.2%</b>	<b>12.9%</b>	<b>30.0%</b>	<b>43.1%</b>	<b>1.7%</b>	<b>14.5%</b>	<b>12.3%</b>	<b>14.7%</b>	<b>31.7%</b>	<b>25.2%</b>
	'04	803	0.4%	1.0%	18.3%	56.9%	8.7%	0.6%	14.1%	0.4%	4.2%	3.7%	7.0%	35.2%	49.4%	1.1%	10.3%	6.1%	10.6%	39.7%	32.1%
	'02	560	0.2%	0.4%	11.4%	34.6%	5.0%	----	48.4%	----	----	----	----	----	----	----	----	----	----	----	----
<b>BBG</b>	<b>2006</b>	<b>570</b>	<b>6.5%</b>	<b>1.4%</b>	<b>39.5%</b>	<b>48.2%</b>	<b>2.3%</b>	<b>0.0%</b>	<b>2.1%</b>	<b>1.4%</b>	<b>5.1%</b>	<b>7.5%</b>	<b>10.5%</b>	<b>28.2%</b>	<b>47.2%</b>	<b>3.3%</b>	<b>7.7%</b>	<b>9.8%</b>	<b>11.1%</b>	<b>32.6%</b>	<b>35.4%</b>
	'04	543	6.4%	1.5%	40.0%	47.7%	1.1%	0.0%	3.3%	1.1%	9.4%	6.8%	5.2%	36.5%	41.1%	1.8%	12.3%	9.2%	7.7%	40.3%	28.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>CSOSA</b>	<b>2006</b>	<b>518</b>	<b>0.0%</b>	<b>2.9%</b>	<b>68.1%</b>	<b>28.0%</b>	<b>0.0%</b>	<b>1.0%</b>	<b>0.0%</b>	<b>4.2%</b>	<b>10.6%</b>	<b>16.8%</b>	<b>32.6%</b>	<b>20.8%</b>	<b>14.9%</b>	<b>5.6%</b>	<b>18.0%</b>	<b>24.9%</b>	<b>41.1%</b>	<b>8.1%</b>	<b>2.3%</b>
	'04	554	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>DHS</b>	<b>2006</b>	<b>10,373</b>	<b>4.1%</b>	<b>2.8%</b>	<b>41.5%</b>	<b>47.5%</b>	<b>1.9%</b>	<b>0.2%</b>	<b>2.0%</b>	<b>1.4%</b>	<b>11.2%</b>	<b>13.0%</b>	<b>15.3%</b>	<b>29.7%</b>	<b>29.4%</b>	<b>2.7%</b>	<b>24.3%</b>	<b>17.5%</b>	<b>16.1%</b>	<b>24.2%</b>	<b>15.1%</b>
	'04	10,478	2.7%	3.8%	45.0%	45.3%	1.2%	0.1%	1.9%	1.2%	16.7%	5.9%	15.2%	32.0%	29.0%	2.7%	36.1%	6.3%	15.4%	25.6%	13.9%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>DOC</b>	<b>2006</b>	<b>5,204</b>	<b>1.5%</b>	<b>3.9%</b>	<b>30.3%</b>	<b>53.3%</b>	<b>3.2%</b>	<b>0.7%</b>	<b>7.1%</b>	<b>2.1%</b>	<b>7.4%</b>	<b>6.1%</b>	<b>15.5%</b>	<b>30.6%</b>	<b>38.3%</b>	<b>3.1%</b>	<b>10.4%</b>	<b>7.8%</b>	<b>18.8%</b>	<b>29.8%</b>	<b>30.1%</b>
	'04	4,021	1.1%	2.7%	28.9%	56.8%	3.8%	0.8%	6.0%	0.1%	7.7%	7.0%	12.6%	31.9%	40.6%	0.3%	11.7%	9.3%	15.9%	31.7%	30.9%
	'02	4,134	1.1%	3.0%	28.3%	44.4%	4.0%	----	19.2%	----	----	----	----	----	----	----	----	----	----	----	----
<b>DOE</b>	<b>2006</b>	<b>7,742</b>	<b>4.6%</b>	<b>1.3%</b>	<b>25.9%</b>	<b>58.2%</b>	<b>2.7%</b>	<b>0.4%</b>	<b>6.8%</b>	<b>1.5%</b>	<b>6.5%</b>	<b>8.2%</b>	<b>8.8%</b>	<b>30.1%</b>	<b>44.9%</b>	<b>2.8%</b>	<b>10.2%</b>	<b>10.8%</b>	<b>11.0%</b>	<b>39.8%</b>	<b>25.4%</b>
	'04	1,485	5.5%	1.0%	19.7%	55.0%	11.4%	0.5%	6.7%	0.3%	6.7%	5.9%	4.5%	28.1%	54.5%	0.6%	10.8%	7.9%	8.5%	36.4%	35.8%
	'02	922	2.9%	1.1%	14.8%	60.2%	16.4%	----	4.7%	----	----	----	----	----	----	----	----	----	----	----	----
<b>DOI</b>	<b>2006</b>	<b>25,507</b>	<b>5.2%</b>	<b>6.9%</b>	<b>60.4%</b>	<b>25.5%</b>	<b>0.5%</b>	<b>0.1%</b>	<b>1.4%</b>	<b>0.3%</b>	<b>5.1%</b>	<b>6.7%</b>	<b>12.8%</b>	<b>29.7%</b>	<b>45.4%</b>	<b>0.9%</b>	<b>9.9%</b>	<b>10.6%</b>	<b>17.6%</b>	<b>29.9%</b>	<b>31.1%</b>
	'04	5,187	4.4%	5.8%	51.5%	35.7%	1.1%	0.2%	1.4%	0.2%	5.9%	4.9%	8.3%	30.5%	50.3%	0.7%	12.6%	9.0%	12.4%	31.1%	34.2%
	'02	5,412	3.1%	4.9%	51.0%	38.1%	1.1%	----	1.9%	----	----	----	----	----	----	----	----	----	----	----	----
<b>DOJ</b>	<b>2006</b>	<b>10,967</b>	<b>2.5%</b>	<b>1.8%</b>	<b>37.0%</b>	<b>51.7%</b>	<b>2.5%</b>	<b>0.7%</b>	<b>3.9%</b>	<b>1.4%</b>	<b>9.0%</b>	<b>7.7%</b>	<b>16.7%</b>	<b>35.9%</b>	<b>29.4%</b>	<b>2.2%</b>	<b>13.2%</b>	<b>10.5%</b>	<b>20.6%</b>	<b>35.6%</b>	<b>17.9%</b>
	'04	7,701	2.5%	1.7%	37.4%	49.2%	2.9%	1.0%	5.3%	0.4%	7.9%	5.9%	15.6%	40.0%	30.2%	0.9%	13.2%	9.0%	19.7%	39.9%	17.4%
	'02	4,363	3.5%	1.9%	41.7%	39.8%	3.9%	----	9.3%	----	----	----	----	----	----	----	----	----	----	----	----
<b>DOL</b>	<b>2006</b>	<b>4,538</b>	<b>0.2%</b>	<b>3.9%</b>	<b>46.5%</b>	<b>46.8%</b>	<b>2.0%</b>	<b>0.1%</b>	<b>0.6%</b>	<b>0.3%</b>	<b>6.5%</b>	<b>7.4%</b>	<b>14.3%</b>	<b>28.8%</b>	<b>42.8%</b>	<b>0.6%</b>	<b>10.0%</b>	<b>10.8%</b>	<b>19.5%</b>	<b>28.0%</b>	<b>31.0%</b>
	'04	4,082	0.2%	5.1%	49.2%	43.4%	1.5%	0.1%	0.5%	0.8%	9.9%	8.1%	11.5%	28.7%	41.0%	1.2%	14.4%	11.8%	14.4%	28.1%	30.1%
	'02	4,105	0.4%	3.9%	44.7%	48.1%	1.9%	----	0.9%	----	----	----	----	----	----	----	----	----	----	----	----
<b>DOT</b>	<b>2006</b>	<b>5,453</b>	<b>1.6%</b>	<b>2.5%</b>	<b>34.2%</b>	<b>51.5%</b>	<b>3.9%</b>	<b>0.3%</b>	<b>6.0%</b>	<b>1.3%</b>	<b>9.0%</b>	<b>10.3%</b>	<b>12.8%</b>	<b>27.2%</b>	<b>39.3%</b>	<b>2.3%</b>	<b>14.5%</b>	<b>14.3%</b>	<b>17.1%</b>	<b>27.4%</b>	<b>24.3%</b>
	'04	4,951	1.4%	2.3%	34.6%	52.4%	2.7%	0.1%	6.6%	0.3%	13.0%	7.3%	10.3%	28.7%	40.4%	0.7%	19.3%	11.1%	13.7%	29.8%	25.3%
	'02	3,003	4.7%	2.9%	29.1%	43.2%	4.2%	----	16.0%	----	----	----	----	----	----	----	----	----	----	----	----

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		# of Respondents*	Pay Category							Time in Federal Government						Time with Current Agency					
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
<b>Educ</b>	<b>2006</b>	<b>2,910</b>	<b>0.3%</b>	<b>1.5%</b>	<b>31.8%</b>	<b>61.3%</b>	<b>2.7%</b>	<b>0.1%</b>	<b>2.1%</b>	<b>1.2%</b>	<b>8.6%</b>	<b>4.9%</b>	<b>13.8%</b>	<b>31.1%</b>	<b>40.5%</b>	<b>1.7%</b>	<b>13.9%</b>	<b>7.2%</b>	<b>18.7%</b>	<b>33.8%</b>	<b>24.7%</b>
	'04	2,408	0.0%	2.7%	32.2%	60.8%	2.3%	0.3%	1.6%	2.0%	8.8%	7.5%	10.8%	30.0%	40.8%	2.9%	13.3%	11.2%	15.7%	32.1%	24.9%
	'02	1,671	0.2%	1.2%	33.2%	62.7%	1.6%	----	1.1%	----	----	----	----	----	----	----	----	----	----	----	----
<b>EEOC</b>	<b>2006</b>	<b>1,173</b>	<b>0.1%</b>	<b>7.4%</b>	<b>46.5%</b>	<b>43.9%</b>	<b>1.8%</b>	<b>0.1%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>1.3%</b>	<b>4.5%</b>	<b>12.5%</b>	<b>31.7%</b>	<b>49.9%</b>	<b>0.5%</b>	<b>2.0%</b>	<b>12.4%</b>	<b>20.0%</b>	<b>33.3%</b>	<b>31.7%</b>
	'04	1,693	0.0%	8.3%	47.0%	42.6%	1.5%	0.1%	0.5%	0.9%	5.4%	8.7%	8.9%	34.4%	41.7%	1.4%	11.3%	15.1%	12.1%	33.7%	26.4%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>EPA</b>	<b>2006</b>	<b>9,115</b>	<b>0.1%</b>	<b>0.8%</b>	<b>27.3%</b>	<b>69.6%</b>	<b>1.7%</b>	<b>0.3%</b>	<b>0.2%</b>	<b>1.5%</b>	<b>7.6%</b>	<b>5.2%</b>	<b>12.2%</b>	<b>33.3%</b>	<b>40.2%</b>	<b>2.1%</b>	<b>10.4%</b>	<b>6.7%</b>	<b>16.2%</b>	<b>37.6%</b>	<b>27.0%</b>
	'04	6,895	0.1%	0.6%	26.1%	71.2%	1.7%	0.1%	0.2%	0.7%	6.9%	4.3%	12.7%	36.2%	39.3%	1.1%	9.7%	5.9%	16.6%	41.5%	25.2%
	'02	5,666	0.2%	0.7%	24.9%	71.8%	1.7%	----	0.6%	----	----	----	----	----	----	----	----	----	----	----	----
<b>FDIC</b>	<b>2006</b>	<b>3,085</b>	<b>1.6%</b>	<b>3.5%</b>	<b>29.4%</b>	<b>38.8%</b>	<b>1.7%</b>	<b>0.3%</b>	<b>24.6%</b>	<b>0.6%</b>	<b>1.7%</b>	<b>1.8%</b>	<b>6.3%</b>	<b>46.5%</b>	<b>43.2%</b>	<b>1.1%</b>	<b>3.1%</b>	<b>2.1%</b>	<b>9.4%</b>	<b>55.6%</b>	<b>28.7%</b>
	'04	1,205	1.1%	4.1%	36.5%	39.0%	0.9%	0.2%	18.4%	1.7%	3.9%	2.9%	5.1%	57.3%	29.1%	2.4%	4.5%	4.4%	7.3%	65.7%	15.7%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>FERC</b>	<b>2006</b>	<b>753</b>	<b>0.1%</b>	<b>0.8%</b>	<b>28.0%</b>	<b>64.1%</b>	<b>4.4%</b>	<b>0.9%</b>	<b>1.6%</b>	<b>3.1%</b>	<b>15.1%</b>	<b>6.8%</b>	<b>7.7%</b>	<b>23.0%</b>	<b>44.4%</b>	<b>4.0%</b>	<b>18.5%</b>	<b>8.4%</b>	<b>9.4%</b>	<b>28.2%</b>	<b>31.6%</b>
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>FTC</b>	<b>2006</b>	<b>459</b>	<b>0.0%</b>	<b>1.5%</b>	<b>24.8%</b>	<b>68.8%</b>	<b>4.6%</b>	<b>0.0%</b>	<b>0.2%</b>	<b>4.1%</b>	<b>11.8%</b>	<b>9.6%</b>	<b>19.4%</b>	<b>22.0%</b>	<b>33.1%</b>	<b>6.5%</b>	<b>15.0%</b>	<b>13.9%</b>	<b>19.6%</b>	<b>19.0%</b>	<b>25.9%</b>
	'04	616	0.0%	3.1%	27.3%	65.2%	4.1%	0.0%	0.3%	4.7%	14.6%	12.0%	12.8%	20.3%	35.4%	6.3%	19.8%	14.0%	13.0%	18.2%	28.6%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>GSA</b>	<b>2006</b>	<b>3,916</b>	<b>1.5%</b>	<b>2.1%</b>	<b>39.2%</b>	<b>55.0%</b>	<b>1.6%</b>	<b>0.1%</b>	<b>0.4%</b>	<b>0.8%</b>	<b>8.7%</b>	<b>6.4%</b>	<b>7.9%</b>	<b>29.2%</b>	<b>47.0%</b>	<b>1.9%</b>	<b>14.4%</b>	<b>9.8%</b>	<b>12.3%</b>	<b>32.7%</b>	<b>28.8%</b>
	'04	2,869	1.9%	2.8%	39.0%	53.7%	2.0%	0.0%	0.5%	0.5%	7.9%	4.8%	4.0%	33.1%	49.7%	1.2%	14.1%	9.6%	7.0%	38.4%	29.7%
	'02	2,559	3.2%	2.7%	35.5%	55.5%	2.0%	----	1.0%	----	----	----	----	----	----	----	----	----	----	----	----
<b>HHS</b>	<b>2006</b>	<b>25,756</b>	<b>1.7%</b>	<b>8.1%</b>	<b>39.6%</b>	<b>47.4%</b>	<b>0.9%</b>	<b>0.5%</b>	<b>1.7%</b>	<b>1.7%</b>	<b>10.6%</b>	<b>10.7%</b>	<b>16.7%</b>	<b>29.0%</b>	<b>31.4%</b>	<b>2.9%</b>	<b>15.3%</b>	<b>13.9%</b>	<b>20.8%</b>	<b>28.0%</b>	<b>19.1%</b>
	'04	4,653	1.9%	4.0%	35.1%	55.4%	2.0%	0.7%	0.9%	0.3%	9.9%	8.1%	10.8%	29.8%	41.1%	1.0%	15.0%	12.3%	15.2%	30.2%	26.2%
	'02	4,862	1.6%	2.9%	30.7%	59.3%	3.5%	----	2.1%	----	----	----	----	----	----	----	----	----	----	----	----
<b>HUD</b>	<b>2006</b>	<b>4,075</b>	<b>0.2%</b>	<b>1.2%</b>	<b>40.1%</b>	<b>57.3%</b>	<b>0.9%</b>	<b>0.0%</b>	<b>0.2%</b>	<b>0.4%</b>	<b>4.4%</b>	<b>6.4%</b>	<b>9.1%</b>	<b>32.8%</b>	<b>46.9%</b>	<b>0.9%</b>	<b>7.7%</b>	<b>10.7%</b>	<b>12.8%</b>	<b>37.0%</b>	<b>30.9%</b>
	'04	5,343	0.2%	2.1%	42.1%	54.5%	0.9%	0.0%	0.2%	1.1%	8.2%	5.5%	6.9%	35.1%	43.2%	2.2%	14.7%	8.9%	7.4%	39.1%	27.8%
	'02	1,246	0.2%	1.0%	29.5%	66.8%	1.9%	----	0.6%	----	----	----	----	----	----	----	----	----	----	----	----
<b>NARA</b>	<b>2006</b>	<b>1,442</b>	<b>0.5%</b>	<b>26.7%</b>	<b>45.7%</b>	<b>25.9%</b>	<b>0.7%</b>	<b>0.3%</b>	<b>0.2%</b>	<b>1.2%</b>	<b>11.8%</b>	<b>9.9%</b>	<b>13.8%</b>	<b>28.8%</b>	<b>34.5%</b>	<b>2.0%</b>	<b>16.6%</b>	<b>13.0%</b>	<b>15.5%</b>	<b>27.7%</b>	<b>25.2%</b>
	'04	1,415	0.6%	30.8%	44.5%	22.8%	0.6%	0.3%	0.4%	4.7%	16.3%	7.6%	11.2%	29.5%	30.7%	8.1%	21.0%	10.7%	10.4%	28.4%	21.4%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>NASA</b>	<b>2006</b>	<b>4,734</b>	<b>0.2%</b>	<b>1.4%</b>	<b>20.4%</b>	<b>72.6%</b>	<b>4.7%</b>	<b>0.5%</b>	<b>0.1%</b>	<b>0.7%</b>	<b>4.4%</b>	<b>4.9%</b>	<b>9.6%</b>	<b>34.8%</b>	<b>45.6%</b>	<b>1.4%</b>	<b>6.7%</b>	<b>6.3%</b>	<b>11.4%</b>	<b>38.8%</b>	<b>35.4%</b>
	'04	4,766	0.2%	1.6%	21.9%	71.1%	4.6%	0.5%	0.2%	0.2%	4.8%	6.7%	6.3%	36.6%	45.4%	0.5%	7.3%	8.8%	7.8%	41.7%	33.9%
	'02	4,225	0.3%	2.0%	22.5%	69.8%	4.8%	----	0.6%	----	----	----	----	----	----	----	----	----	----	----	----

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		# of Respondents*	Pay Category						Time in Federal Government						Time with Current Agency						
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
<b>NCUA</b>	<b>2006</b>	<b>623</b>	<b>1.4%</b>	<b>0.8%</b>	<b>40.3%</b>	<b>27.0%</b>	<b>1.9%</b>	<b>0.3%</b>	<b>28.3%</b>	<b>2.2%</b>	<b>6.7%</b>	<b>3.5%</b>	<b>18.6%</b>	<b>41.3%</b>	<b>27.6%</b>	<b>3.1%</b>	<b>10.8%</b>	<b>3.7%</b>	<b>23.8%</b>	<b>40.9%</b>	<b>17.8%</b>
	'04	538	1.3%	1.7%	41.8%	29.9%	1.7%	0.2%	23.5%	1.9%	2.2%	10.2%	13.0%	44.4%	28.3%	2.8%	4.1%	13.2%	18.2%	45.5%	16.2%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>NLRB</b>	<b>2006</b>	<b>963</b>	<b>0.5%</b>	<b>7.2%</b>	<b>29.1%</b>	<b>57.6%</b>	<b>3.5%</b>	<b>0.2%</b>	<b>1.9%</b>	<b>1.4%</b>	<b>8.3%</b>	<b>6.1%</b>	<b>13.8%</b>	<b>21.9%</b>	<b>48.5%</b>	<b>1.8%</b>	<b>11.7%</b>	<b>8.1%</b>	<b>16.5%</b>	<b>21.7%</b>	<b>40.2%</b>
	'04	979	0.3%	9.0%	28.1%	57.3%	2.8%	0.0%	2.6%	3.1%	9.1%	12.4%	7.4%	22.8%	45.3%	4.7%	13.4%	14.4%	8.3%	20.9%	38.3%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>NRC</b>	<b>2006</b>	<b>1,692</b>	<b>0.3%</b>	<b>1.1%</b>	<b>18.0%</b>	<b>71.7%</b>	<b>5.0%</b>	<b>1.5%</b>	<b>2.4%</b>	<b>2.4%</b>	<b>14.3%</b>	<b>9.2%</b>	<b>11.1%</b>	<b>23.4%</b>	<b>39.7%</b>	<b>3.8%</b>	<b>19.7%</b>	<b>11.0%</b>	<b>12.4%</b>	<b>23.9%</b>	<b>29.1%</b>
	'04	1,876	0.2%	1.2%	18.4%	71.2%	4.6%	2.3%	2.0%	4.1%	15.0%	5.2%	9.1%	27.4%	39.2%	6.3%	18.9%	6.8%	9.8%	28.7%	29.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>NSF</b>	<b>2006</b>	<b>596</b>	<b>0.3%</b>	<b>0.3%</b>	<b>27.9%</b>	<b>39.3%</b>	<b>8.2%</b>	<b>7.6%</b>	<b>16.4%</b>	<b>0.7%</b>	<b>6.4%</b>	<b>8.4%</b>	<b>15.1%</b>	<b>32.9%</b>	<b>36.6%</b>	<b>2.5%</b>	<b>14.9%</b>	<b>13.1%</b>	<b>20.5%</b>	<b>28.5%</b>	<b>20.5%</b>
	'04	778	0.3%	1.8%	30.4%	30.5%	8.4%	7.9%	20.8%	4.1%	15.7%	8.9%	10.4%	29.3%	31.6%	6.6%	23.7%	12.6%	12.9%	25.4%	18.9%
	'02	441	0.7%	2.3%	34.7%	30.2%	10.2%	----	22.0%	----	----	----	----	----	----	----	----	----	----	----	----
<b>OMB</b>	<b>2006</b>	<b>250</b>	<b>0.0%</b>	<b>0.0%</b>	<b>24.8%</b>	<b>62.4%</b>	<b>12.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>3.2%</b>	<b>16.0%</b>	<b>10.8%</b>	<b>22.4%</b>	<b>17.6%</b>	<b>30.0%</b>	<b>7.6%</b>	<b>22.8%</b>	<b>14.8%</b>	<b>23.6%</b>	<b>16.4%</b>	<b>14.8%</b>
	'04	249	0.4%	0.0%	24.1%	61.4%	13.7%	0.0%	0.4%	0.8%	16.5%	14.9%	15.3%	21.3%	31.3%	0.8%	27.3%	16.5%	17.7%	21.3%	16.5%
	'02	249	0.8%	0.0%	30.9%	53.4%	14.9%	----	0.0%	----	----	----	----	----	----	----	----	----	----	----	----
<b>OPM</b>	<b>2006</b>	<b>3,012</b>	<b>0.2%</b>	<b>6.8%</b>	<b>59.5%</b>	<b>31.8%</b>	<b>1.3%</b>	<b>0.1%</b>	<b>0.3%</b>	<b>1.1%</b>	<b>8.5%</b>	<b>6.7%</b>	<b>11.3%</b>	<b>26.4%</b>	<b>45.9%</b>	<b>2.8%</b>	<b>37.0%</b>	<b>8.8%</b>	<b>11.6%</b>	<b>19.2%</b>	<b>20.6%</b>
	'04	1,539	0.5%	14.0%	44.2%	38.1%	2.3%	0.1%	0.7%	0.9%	8.6%	5.9%	8.3%	33.4%	42.9%	1.4%	17.1%	11.8%	9.3%	30.7%	29.8%
	'02	1,311	1.2%	11.6%	41.8%	41.9%	2.2%	----	1.3%	----	----	----	----	----	----	----	----	----	----	----	----
<b>RRB</b>	<b>2006</b>	<b>680</b>	<b>0.6%</b>	<b>4.6%</b>	<b>73.4%</b>	<b>20.1%</b>	<b>1.0%</b>	<b>0.0%</b>	<b>0.3%</b>	<b>0.3%</b>	<b>0.9%</b>	<b>2.4%</b>	<b>2.4%</b>	<b>28.8%</b>	<b>65.3%</b>	<b>1.2%</b>	<b>1.9%</b>	<b>5.7%</b>	<b>5.1%</b>	<b>31.2%</b>	<b>54.9%</b>
	'04	700	0.3%	7.0%	72.5%	18.7%	1.0%	0.0%	0.4%	0.3%	2.0%	1.1%	2.4%	32.5%	61.7%	0.4%	5.9%	3.4%	3.9%	35.9%	50.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>SBA</b>	<b>2006</b>	<b>1,447</b>	<b>0.3%</b>	<b>4.1%</b>	<b>47.2%</b>	<b>45.7%</b>	<b>2.1%</b>	<b>0.1%</b>	<b>0.5%</b>	<b>0.9%</b>	<b>2.4%</b>	<b>1.5%</b>	<b>10.0%</b>	<b>39.0%</b>	<b>46.2%</b>	<b>1.8%</b>	<b>5.2%</b>	<b>2.8%</b>	<b>19.9%</b>	<b>43.3%</b>	<b>27.1%</b>
	'04	1,661	0.1%	5.0%	52.3%	40.9%	1.4%	0.0%	0.2%	0.1%	1.3%	2.1%	10.7%	40.4%	45.5%	0.6%	2.7%	4.9%	18.7%	46.5%	26.6%
	'02	881	0.6%	2.7%	39.7%	53.5%	2.8%	----	0.7%	----	----	----	----	----	----	----	----	----	----	----	----
<b>SEC</b>	<b>2006</b>	<b>1,905</b>	<b>1.0%</b>	<b>1.8%</b>	<b>16.7%</b>	<b>47.8%</b>	<b>1.7%</b>	<b>1.0%</b>	<b>30.0%</b>	<b>1.6%</b>	<b>25.3%</b>	<b>8.8%</b>	<b>20.5%</b>	<b>23.9%</b>	<b>19.8%</b>	<b>2.2%</b>	<b>31.7%</b>	<b>9.7%</b>	<b>23.1%</b>	<b>21.6%</b>	<b>11.8%</b>
	'04	2,166	0.6%	2.4%	18.9%	50.1%	1.4%	0.7%	25.8%	13.3%	16.1%	14.2%	16.0%	23.2%	17.1%	16.6%	18.8%	16.9%	16.8%	20.6%	10.3%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>SSA</b>	<b>2006</b>	<b>1,317</b>	<b>0.4%</b>	<b>4.5%</b>	<b>47.1%</b>	<b>39.8%</b>	<b>7.3%</b>	<b>0.1%</b>	<b>0.9%</b>	<b>0.6%</b>	<b>6.6%</b>	<b>4.5%</b>	<b>8.0%</b>	<b>17.4%</b>	<b>62.9%</b>	<b>1.4%</b>	<b>7.5%</b>	<b>6.1%</b>	<b>10.1%</b>	<b>19.0%</b>	<b>56.0%</b>
	'04	1,172	0.3%	2.8%	47.5%	41.3%	7.0%	0.3%	0.7%	0.1%	7.1%	2.8%	7.3%	16.4%	66.3%	0.1%	9.7%	4.2%	10.5%	16.1%	59.4%
	'02	1,023	0.5%	3.4%	48.7%	41.4%	4.2%	----	1.8%	----	----	----	----	----	----	----	----	----	----	----	----
<b>State</b>	<b>2006</b>	<b>1,310</b>	<b>0.4%</b>	<b>0.4%</b>	<b>23.4%</b>	<b>37.5%</b>	<b>35.3%</b>	<b>0.2%</b>	<b>2.7%</b>	<b>0.5%</b>	<b>7.6%</b>	<b>5.1%</b>	<b>8.9%</b>	<b>24.1%</b>	<b>53.8%</b>	<b>0.9%</b>	<b>10.4%</b>	<b>6.3%</b>	<b>13.7%</b>	<b>25.5%</b>	<b>43.3%</b>
	'04	1,272	1.3%	1.0%	13.3%	30.4%	32.1%	1.6%	20.4%	0.2%	7.0%	4.0%	7.6%	26.9%	54.2%	0.6%	9.7%	9.1%	8.5%	30.9%	41.3%
	'02	689	0.1%	0.0%	12.8%	20.2%	6.2%	----	60.7%	----	----	----	----	----	----	----	----	----	----	----	----

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		# of Respondents*	Pay Category						Time in Federal Government						Time with Current Agency						
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	
<b>Treas</b>	<b>2006</b>	<b>7,042</b>	<b>7.2%</b>	<b>4.2%</b>	<b>27.3%</b>	<b>37.4%</b>	<b>3.9%</b>	<b>0.5%</b>	<b>19.4%</b>	<b>0.8%</b>	<b>6.6%</b>	<b>5.6%</b>	<b>10.6%</b>	<b>31.4%</b>	<b>45.0%</b>	<b>1.9%</b>	<b>11.8%</b>	<b>8.9%</b>	<b>16.0%</b>	<b>31.6%</b>	<b>29.9%</b>
	'04	5,677	4.7%	5.4%	32.2%	40.7%	4.2%	0.4%	12.4%	0.5%	6.3%	5.3%	8.7%	34.6%	44.7%	1.4%	12.8%	10.2%	13.4%	32.1%	30.1%
	'02	7,314	2.3%	3.6%	30.7%	40.6%	3.6%	----	19.3%	----	----	----	----	----	----	----	----	----	----	----	----
<b>USDA</b>	<b>2006</b>	<b>13,601</b>	<b>0.6%</b>	<b>5.1%</b>	<b>63.9%</b>	<b>28.8%</b>	<b>1.1%</b>	<b>0.1%</b>	<b>0.4%</b>	<b>0.7%</b>	<b>7.1%</b>	<b>6.5%</b>	<b>9.7%</b>	<b>29.6%</b>	<b>46.4%</b>	<b>1.5%</b>	<b>11.0%</b>	<b>9.0%</b>	<b>12.6%</b>	<b>29.2%</b>	<b>36.6%</b>
	'04	10,404	0.6%	5.9%	58.7%	32.5%	1.3%	0.1%	0.8%	0.6%	7.3%	4.8%	8.0%	31.6%	47.7%	1.0%	11.9%	7.5%	10.6%	31.0%	38.0%
	'02	10,441	0.8%	7.3%	56.4%	32.2%	1.3%	----	1.9%	----	----	----	----	----	----	----	----	----	----	----	----
<b>VA</b>	<b>2006</b>	<b>3,144</b>	<b>6.5%</b>	<b>9.9%</b>	<b>41.2%</b>	<b>31.2%</b>	<b>4.3%</b>	<b>1.1%</b>	<b>5.9%</b>	<b>1.2%</b>	<b>8.4%</b>	<b>8.1%</b>	<b>12.2%</b>	<b>28.9%</b>	<b>41.2%</b>	<b>2.2%</b>	<b>12.9%</b>	<b>11.5%</b>	<b>15.4%</b>	<b>26.7%</b>	<b>31.4%</b>
	'04	3,344	5.1%	8.0%	43.2%	35.0%	3.2%	1.0%	4.4%	0.5%	9.2%	7.5%	9.4%	30.2%	43.2%	0.9%	15.5%	10.6%	11.9%	28.3%	32.9%
	'02	2,388	3.1%	6.7%	40.3%	35.8%	6.2%	----	8.0%	----	----	----	----	----	----	----	----	----	----	----	----
<b>Small Agencies</b>	<b>2006</b>	<b>4,141</b>	<b>6.2%</b>	<b>2.5%</b>	<b>23.5%</b>	<b>20.7%</b>	<b>0.9%</b>	<b>0.3%</b>	<b>46.0%</b>	<b>4.6%</b>	<b>12.0%</b>	<b>13.3%</b>	<b>21.3%</b>	<b>23.5%</b>	<b>25.3%</b>	<b>6.5%</b>	<b>20.1%</b>	<b>15.1%</b>	<b>26.2%</b>	<b>19.1%</b>	<b>13.0%</b>
	'04	3,679	2.5%	5.0%	30.9%	24.2%	1.5%	0.2%	35.7%	8.2%	31.7%	13.5%	16.2%	14.4%	16.0%	12.9%	41.1%	13.5%	17.4%	8.2%	7.0%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>DoD All</b>	<b>2006</b>	<b>50,740</b>	<b>10.7%</b>	<b>6.2%</b>	<b>44.6%</b>	<b>33.7%</b>	<b>1.0%</b>	<b>0.1%</b>	<b>3.6%</b>	<b>1.5%</b>	<b>8.6%</b>	<b>6.7%</b>	<b>9.5%</b>	<b>24.1%</b>	<b>49.5%</b>	<b>3.3%</b>	<b>12.7%</b>	<b>9.3%</b>	<b>14.5%</b>	<b>26.6%</b>	<b>33.7%</b>
	'04	40,196	9.4%	6.0%	46.2%	34.8%	0.9%	0.1%	2.5%	0.4%	8.3%	5.6%	7.9%	27.9%	50.0%	2.0%	13.7%	9.3%	13.0%	29.8%	32.2%
	'02	32,559	11.4%	7.2%	43.6%	29.3%	1.3%	----	7.2%	----	----	----	----	----	----	----	----	----	----	----	----
<b>USACE</b>	<b>2006</b>	<b>5,154</b>	<b>7.1%</b>	<b>5.0%</b>	<b>48.1%</b>	<b>36.4%</b>	<b>0.3%</b>	<b>0.0%</b>	<b>3.0%</b>	<b>0.6%</b>	<b>4.8%</b>	<b>5.8%</b>	<b>9.0%</b>	<b>24.4%</b>	<b>55.4%</b>	<b>1.5%</b>	<b>8.5%</b>	<b>8.4%</b>	<b>12.8%</b>	<b>26.0%</b>	<b>42.8%</b>
	'04	6,295	8.4%	6.3%	51.4%	31.6%	0.2%	0.0%	2.1%	0.6%	6.5%	4.4%	6.5%	27.0%	55.0%	1.4%	11.8%	7.2%	9.3%	29.3%	41.0%
	'02	711	12.8%	4.1%	36.8%	39.1%	1.5%	----	5.6%	----	----	----	----	----	----	----	----	----	----	----	----
<b>Air Force</b>	<b>2006</b>	<b>10,078</b>	<b>22.0%</b>	<b>6.6%</b>	<b>45.6%</b>	<b>22.7%</b>	<b>0.8%</b>	<b>0.1%</b>	<b>2.1%</b>	<b>1.6%</b>	<b>9.3%</b>	<b>8.0%</b>	<b>12.4%</b>	<b>25.5%</b>	<b>43.2%</b>	<b>3.1%</b>	<b>12.5%</b>	<b>10.2%</b>	<b>15.6%</b>	<b>25.6%</b>	<b>33.0%</b>
	'04	8,696	19.8%	6.6%	48.2%	23.5%	0.6%	0.1%	1.3%	0.2%	11.0%	6.9%	10.3%	28.9%	42.6%	1.9%	16.0%	10.4%	14.0%	27.6%	30.0%
	'02	6,545	19.3%	6.8%	47.7%	22.2%	0.9%	----	3.1%	----	----	----	----	----	----	----	----	----	----	----	----
<b>Army</b>	<b>2006</b>	<b>13,746</b>	<b>8.2%</b>	<b>6.5%</b>	<b>47.5%</b>	<b>32.9%</b>	<b>0.8%</b>	<b>0.1%</b>	<b>4.1%</b>	<b>2.4%</b>	<b>12.1%</b>	<b>7.4%</b>	<b>10.2%</b>	<b>22.2%</b>	<b>45.7%</b>	<b>5.4%</b>	<b>18.2%</b>	<b>10.0%</b>	<b>14.1%</b>	<b>23.2%</b>	<b>29.1%</b>
	'04	8,408	6.4%	5.1%	46.4%	38.4%	0.8%	0.1%	2.8%	0.6%	9.1%	5.8%	7.9%	26.4%	50.1%	3.6%	16.9%	10.1%	12.1%	27.4%	29.9%
	'02	8,964	12.1%	8.7%	46.1%	26.6%	0.8%	----	5.7%	----	----	----	----	----	----	----	----	----	----	----	----
<b>Navy</b>	<b>2006</b>	<b>12,620</b>	<b>9.5%</b>	<b>5.8%</b>	<b>40.4%</b>	<b>37.4%</b>	<b>0.9%</b>	<b>0.3%</b>	<b>5.7%</b>	<b>1.2%</b>	<b>6.9%</b>	<b>6.5%</b>	<b>8.3%</b>	<b>22.8%</b>	<b>54.4%</b>	<b>2.3%</b>	<b>9.8%</b>	<b>9.1%</b>	<b>14.2%</b>	<b>25.5%</b>	<b>39.1%</b>
	'04	9,512	7.5%	5.8%	42.3%	38.7%	1.1%	0.3%	4.4%	0.2%	8.4%	5.4%	7.0%	26.2%	52.8%	1.4%	12.3%	8.7%	13.1%	28.8%	35.8%
	'02	9,043	9.9%	7.0%	40.2%	27.2%	1.2%	----	14.4%	----	----	----	----	----	----	----	----	----	----	----	----
<b>Marine Corps</b>	<b>2006</b>	<b>912</b>	<b>17.5%</b>	<b>6.7%</b>	<b>49.2%</b>	<b>24.4%</b>	<b>0.4%</b>	<b>0.0%</b>	<b>1.8%</b>	<b>2.0%</b>	<b>9.8%</b>	<b>5.9%</b>	<b>8.0%</b>	<b>27.5%</b>	<b>46.8%</b>	<b>3.3%</b>	<b>13.6%</b>	<b>8.8%</b>	<b>13.4%</b>	<b>30.4%</b>	<b>30.6%</b>
	'04	765	12.6%	8.4%	49.0%	27.2%	0.5%	0.0%	2.4%	0.1%	7.3%	5.1%	10.6%	33.2%	43.6%	1.0%	11.7%	8.0%	17.7%	36.7%	24.9%
	'02	658	19.9%	8.8%	48.6%	15.2%	0.8%	----	6.7%	----	----	----	----	----	----	----	----	----	----	----	----
<b>Other DoD</b>	<b>2006</b>	<b>8,230</b>	<b>4.5%</b>	<b>6.9%</b>	<b>42.2%</b>	<b>42.1%</b>	<b>2.3%</b>	<b>0.1%</b>	<b>1.8%</b>	<b>0.9%</b>	<b>6.6%</b>	<b>5.0%</b>	<b>7.6%</b>	<b>27.2%</b>	<b>52.7%</b>	<b>2.4%</b>	<b>10.5%</b>	<b>8.0%</b>	<b>15.3%</b>	<b>35.0%</b>	<b>28.9%</b>
	'04	6,520	3.1%	6.1%	43.9%	43.6%	1.9%	0.1%	1.3%	0.2%	5.5%	5.1%	6.9%	30.9%	51.4%	1.5%	10.6%	9.8%	15.9%	37.0%	25.2%
	'02	6,638	4.0%	5.9%	40.9%	43.0%	2.3%	----	3.8%	----	----	----	----	----	----	----	----	----	----	----	----

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.



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