2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

File Index

Report Navigation Notes:

File Index - Click any item number (e.g.,Q1) to link to that specific item results.

Each individual item report includes a 'Click here to return to the File Index' link at the bottom of each item report.

Survey Items

Item	Item Text
Q1	I am given a real opportunity to improve my skills in my organization.
Q2	I feel encouraged to come up with new and better ways of doing things.
Q3	My work gives me a feeling of personal accomplishment.
Q4	I know what is expected of me on the job.
Q5	My workload is reasonable.
Q6	My talents are used well in the workplace.
Q7	I know how my work relates to the agency's goals.
Q8	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.
Q9	The people I work with cooperate to get the job done.
Q10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.
Q11	In my work unit poor performers usually:
Q12	In my work unit, differences in performance are recognized in a meaningful way.
Q13	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.
Q14	Employees are recognized for providing high quality products and services.
Q15	Employees are protected from health and safety hazards on the job.
Q16	My agency is successful at accomplishing its mission.
Q17	I recommend my organization as a good place to work.
Q18	I believe the results of this survey will be used to make my agency a better place to work.
Q19	My supervisor supports my need to balance work and other life issues.
Q20	My supervisor is committed to a workforce representative of all segments of society.
Q21	Supervisors in my work unit support employee development.
Q22	My supervisor listens to what I have to say.
Q23	My supervisor treats me with respect.
Q24	I have trust and confidence in my supervisor.
Q25	Overall, how good a job do you feel is being done by your immediate supervisor?

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Q26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.
Q27	My organization's senior leaders maintain high standards of honesty and integrity.
Q28	Managers communicate the goals of the organization.
Q29	Managers promote communication among different work units.
Q30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
Q31	I have a high level of respect for my organization's senior leaders.
Q32	Senior leaders demonstrate support for Work/Life programs.
Q33	How satisfied are you with your involvement in decisions that affect your work?
Q34	How satisfied are you with the information you receive from management on what's going on in your organization?
Q35	How satisfied are you with the recognition you receive for doing a good job?
Q36	Considering everything, how satisfied are you with your job?
Q37	Considering everything, how satisfied are you with your pay?
Q38	Considering everything, how satisfied are you with your organization?
Q58	How satisfied are you with the Telework program in your agency?
Q59_01	Work-Life program used at your agency within the last 12 months? Alternative Work Schedules
Q59_02	Work-Life program used at your agency within the last 12 months? Health and Wellness Programs
Q59_03	Work-Life program used at your agency within the last 12 months? Employee Assistance Program
Q59_04	Work-Life program used at your agency within the last 12 months? Child Care Programs
Q59_05	Work-Life program used at your agency within the last 12 months? Elder Care Programs
Q59_06	Work-Life program used at your agency within the last 12 months? None Listed Above
Q60	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules
Q61	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs
Q62	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program
Q63	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs
Q64	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

(1) I am aiven a real	annortunity to i	mnroue m	u chille in m	v organization

			Neither Agree			
Demographics	Strongly Agree	Agree	nor Disagree	Disagree	Strongly Disagree	Item Response Total**
Responses	26.2 %	43.7 %	15.2 %	10.2 %	4.6 %	619,947
ork Location						
Headquarters	30.5 %	43.8 %	13.3 %	8.6 %	3.8 %	188,530
Field	23.5 %	43.5 %	16.1 %	11.5 %	5.3 %	286,578
Full-time telework	29.2 %	44.9 %	14.2 %	8.2 %	3.5 %	103,944
pervisory Status						
Senior Leader	53.3 %	33.9 %	6.9 %	3.8 %	2.1 %	10,754
Manager	36.9 %	43.6 %	10.6 %	6.5 %	2.5 %	41,480
Supervisor	28.7 %	45.7 %	13.4 %	8.6 %	3.6 %	82,064
Team Leader	27.2 %	45.5 %	13.9 %	9.5 %	4.0 %	78,971
Non-Supervisor	24.5 %	43.4 %	16.1 %	10.9 %	5.1 %	369,846
Male	27.4 %	44.2 %	14.4%	9.6%	4.5 %	308.758
Female	26.4 %	43.6 %	15.2 %	10.3 %	4.4%	255.100
spanic or Latino	20.4 %	43.0 %	13.1 %	20.3 %	444	133,100
Yes	26.0 %	40.6 %	16.0 %	11.3 %	6.2 %	60,384
No No	27.0 %	44.4 %	14.6%	9.7%	4.3 %	505,229
NO CO	27.0 %	44.4 %	14.0 %	9.7 %	4.3 %	305,229
			184%	12.5%	65%	
American Indian/ Alaska Native	21.2 %	41.3 %				10,956
Asian	29.0 %	46.5 %	14.2 %	6.9 %	3.5 %	32,852
Black/African American	27.5 %	42.3 %	14.6 %	9.9%	5.7 %	81,096
Native Hawaiian/ Pacific Islander	25.8 %	40.4 %	17.8 %	10.0 %	6.1 %	3,774
White	27.2 %	44.5 %	14.4 %	9.8 %	4.0 %	395,897
Two or more races (Not Hispanic/ Latino)	24.0 %	40.5 %	16.4 %	12.1 %	7.0 %	24,368
e Group						
25 and under	29.9 %	47.2 %	12.5 %	7.2 %	3.2 %	6,893
26-29 years old	28.4 %	46.3 %	12.1 %	9.2 %	4.1 %	16,449
30-39 years old	27.1 %	44.0 %	13.3 %	10.6 %	5.0 %	109,269
40-49 years old	26.4 %	43.3 %	14.4 %	10.9 %	5.0 %	151,077
50-59 years old	27.4 %	43.7 %	15.4 %	9.4 %	4.1 %	191,313
60 or older	26.0 %	44.6 %	17.1 %	8.6 %	3.7 %	91.211
vel of Education						
Less than High School	21.2 %	38.1%	21.6 %	11.5 %	7.6 %	364
H.S. Diploma/GED or equiv	23.1%	43.8 %	186%	9.8%	48%	23 566
Trade/Technical Certificate	19.9 %	42.4%	18.8%	12.7 %	6.2 %	12.171
Some College (no degree)	23.2 %	42.1%	17.7%	11.3 %	5.7 %	75,282
Associate's Degree	23.2 %	42.1%	17.3 %	11.8 %	5.5%	43,955
Bachelor's Degree	26.4%	45.2 %	14.5 %	98%	41%	43,955
Master's Degree	26.4 %	45.2%	14.5%	9.8%	4.1%	157.334
	30.5 %	43.6 %	12.5%	8.9%	3.9%	157,334 57.019
Doctoral/Professional Degree	31.4 %	43.6 %	12.5 %	8.6 %	3.9 %	57,019
Category						
Federal Wage System	18.0 %	39.8 %	19.5 %	14.6 %	8.1 %	19,496
GS 1-6	19.8 %	38.6 %	20.1 %	13.7 %	7.8 %	20,608
GS 7-12	24.1 %	43.5 %	16.0 %	11.3 %	5.1 %	239,575
GS 13-15	31.5 %	45.4 %	12.3 %	7.7 %	3.1 %	249,385
SES	59.7 %	30.2 %	5.3 %	3.5 %	1.3 %	5,609
SL/ST	42.6 %	39.3 %	9.8 %	5.1 %	3.3 %	2,061
Other	23.4 %	44.4 %	16.8 %	10.2 %	5.1 %	46,040
ne in Federal Government						
<1 year	38.8 %	42.5 %	11.6%	5.3 %	1.8 %	1,749
1-3 years	32.3 %	44.2 %	12.3 %	7.9 %	3.2 %	61,286
4-5 years	28.1 %	43.7 %	13.5 %	10.1 %	4.6 %	49.515
6-10 years	26.1 %	43.7%	143%	10.7 %	4.0%	100.887
11-14 years	25.3 %	43.7 %	15.2 %	10.9 %	4.9%	100,007
11-14 years 15-20 years	25.3 %	43.7 %	15.2%	10.9 %	5.3%	109,939
> 20 years	26.3 %	44.4 %	16.0 %	9.1 %	4.2 %	154,809
ne with Current Agency						
< 1 year	37.4 %	41.9 %	12.2 %	5.6 %	3.0 %	7,156
1-3 years	31.7 %	43.1 %	12.6 %	8.8 %	3.8 %	94,641
4-5 years	27.2 %	43.4 %	13.8 %	10.5 %	5.0 %	65,449
6-10 years	25.8 %	43.5 %	14.9 %	10.9 %	5.0 %	106,750
11-14 years	24.3 %	43.9 %	15.8 %	11.0%	5.0 %	103,272
15-20 years	23.4 %	43.8 %	16.7 %	11.0 %	5.1%	92,677
> 20 years	26.5 %	45.4%	15.8%	85%	3.7%	113 347

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	26.2 %	43.7 %	15.2 %	10.2 %	4.6%	619.947
eaving Before Covid						
No	31.1 %	46.0 %	13.2 %	7.1%	2.5 %	425.051
Yes, to retire	21.8 %	44.9 %	19.1 %	10.0 %	4.2 %	35.402
Yes, to other job in Govt	13.9 %	36.6 %	19.5 %	19.3 %	10.7 %	85.010
Yes, to other job outside Govt	13.4 %	38.2 %	18.2 %	189%	11.3 %	13.987
Yes, other	11.4 %	33.7%	21.4%	20.1 %	13.4 %	15,487
Leaving Today	11.7.7	33.7 %	22.7.7	20.1 //	23.7.7	23,407
No.	32.9 %	46.8 %	12.4%	6.0%	1.9%	390.381
Yes, to retire	20.3 %	44.7%	19.7 %	10.9 %	4.5 %	39.873
Yes, to other job in Govt	13.4 %	36.8 %	19.6 %	19.7 %	10.4 %	90,934
Yes, to other job outside Govt	11.5 %	35.4 %	19.1 %	21.1 %	12.9 %	19,034
Yes, other	11.5 %	34.2 %	21.3 %	20.2 %	12.9 %	22.778
tetire Before Covid	11.5 %	34.2 %	21.3 %	20.2 %	12.9 %	22,778
Less than 1 year	24.8 %	42.8 %	17.6 %	9.6 %	5.2 %	14,539
1 year	22.7 %	46.2 %		9.2 %	4.2 %	16,444
2 years	23.9 %	44.6 %	18.1 %	9.4 %	4.0 %	32,373
3 years	24.3 %	44.8 %	17.2 %	9.7 %	4.0 %	32,117
4 years	24.9 %	44.0 %	17.1 %	10.0 %	4.0 %	21,258
5 years	25.0 %	43.5 %	16.4%	10.4 %	4.7 %	41,909
More than 5 years	27.5 %	43.7 %	14.1 %	10.1 %	4.6 %	411,798
Retire Today						
Less than 1 year	20.9 %	41.0 %	18.6 %	12.3 %	7.2 %	20,175
1 year	20.0 %	43.4 %	19.7 %	11.8 %	5.0 %	19,282
2 years	23.7 %	44.2 %	18.1 %	9.7 %	4.3 %	32,107
3 years	25.0 %	45.0 %	16.5 %	9.4 %	4.0 %	29,820
4 years	25.8 %	43.9 %	16.3 %	9.9 %	4.0 %	20,005
5 years	25.7 %	44.0 %	15.9 %	10.0%	4.5 %	39,644
More than 5 years	27.9 %	44.0 %	13.9 %	9.9 %	4.4%	401,501
Item has been redacted in response to Executive C	Irder (EO) 14168 Defendii	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	wernment.
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Item has been redacted in response to Executive C	Irder (EO) 14168 Defendir	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	overnment.
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Military Service						
No Prior Military Service	26.2 %	45.0 %	14.7 %	9.8%	4.3 %	408.926
Currently in Guard/Reserves	29.3 %	41.3 %	13.4%	10.5 %	5.6%	10.087
Retired	30.5 %	42.7%	14.8%	8.5 %	3.5%	76.985
Separated/Discharged	24.9 %	42.7%	16.1%	12.1 %	6.3 %	85.856
Separated/Discharged Military Spouse	24.3 %	40.7%	10.1 %	12.1 79	0.3 %	83,838
Spouse of current active duty service mem	28.2 %	39.8 %	14.2 %	12.0 %	5.8%	6.085
	28.2 %	39.8 %	14.2%	12.0 %	5.8%	6,085
Spouse of separated or retired service member	26.7 %	39.8 %	16.0 %	11.3 %	6.0%	11,186
with a disability rating of 100% widowyer; or a service member sured						,
whole on	22.3 %	38.5 %	14.4%	15.1 %	9.7 %	304
	26.7 %	44.0 %	14.9%	9.9%	45%	565,054
	26.7 %	44.0 %	14.9 %	9.9%	4.5%	365,054
None of the categories listed					5.8%	2.072
NoN-Competitive Hiring Authority						
NoN-Competitive Hiring Authority Yes	28.1 %	37.7 %	15.3 %	13.1 %		
NoN-Competitive Hiring Authority Yes No	28.1 % 27.1 %	37.7 % 40.2 %	15.3 % 15.3 %	13.1 % 11.4 %	6.1%	15,398
NoN-Competitive Hiring Authority Yes No Disability	27.1 %	40.2 %	15.3 %	11.4 %	6.1%	15,398
NoN-Competitive Hiring Authority Yes No						

(2) I feel encouraged		

Demographics Demo
Machine 32.8 N 39.9 N 13.3 N 5.4 N 4.5 N 147,015 Field 24.3 N 38.4 N 16.9 N 13.5 N 7.3 N 284,300 Aul Green Selective 22.2 N 40.9 N 15.8 N 9.7 N 4.4 N 100,186 Seperintery State 57.8 N 22.8 N 6.2 N 3.7 N 2.5 N 10,072 Manager 41.5 N 32.2 N 9.8 N 7.3 N 2.3 N 41,811 Supervisor 31.5 N 41.6 N 22.9 N 40.9 N 13.8 N 5.5 N 5.3 N 72,977 Team Leader 22.7 N 40.9 N 11.8 N 12.5 N 5.3 N 72,977 72,977 Most Spervince 24.5 N 31.9 N 12.5 N 5.3 N 72,977 306,482
Nacional
Field 24.3 % 34.5 % 16.5 % 13.3 % 7.3 % 34.8,300 Steminier selevoris 23.2 % 40.9 % 15.8 % 9.7 % 4.8 % 100,166 Steminier selevoris 23.2 % 42.8 % 3.7 % 2.5 % 10,072 Manager 41.5 % 32.2 % 9.8 % 7.3 % 13.5 % 41,181 Supervisor 31.5 % 44.6 % 22.9 % 46.5 % 13.2 % 7.3 % 13.7 % 13.7 % 41,282 Team Leader 22.7 % 40.5 % 13.8 % 10.5 % 5.1 % 78,77
Total Gime Solutionary 32.2 N
Supervisory State
Manager 41.5% 38.2% 9.3% 7.1% 3.3% 41,281 Supervisor 31.5% 44.5% 12.9% 9.6% 45.6% 81,392 Yam Leader 22.7% 40.9% 12.8% 10.5% 5.1% 78,397 Non-Supervisor 24.5% 38.5% 12.3% 12.5% 6.7% 366,882 Male 22.4% 39.1% 55.3% 12.6% 6.1% 366,484
Supervitor
Team Leader 22 7 % 40.5 % 12.5 % 10.5 % 5.1 % 74.377 Non-Supervisor 24.5 % 13.5 % 12.5 % 5.1 % 76.582 Sec. Sec. Sec. Sec. Sec. Sec. Sec. Sec.
Sex 28.4 % 39.1 % 15.3 % 11.0 % 6.1 % 306,348
Male 28.4 % 39.1 % 15.3 % 11.0 % 6.1 % 306,348
Female 27.6 % 39.9 % 15.6 % 11.4 % 5.4 % 253,226
Hispanic or Latino
Yes 26.3% 35.8% 17.3% 12.8% 7.8% 59,906
No 28.3 % 39.9 % 15.2 % 11.0 % 5.6 % 501,400
Race
American Indian/ Alaska Native 22.1 % 37.2 % 18.9 % 13.7 % 8.1 % 10,856
Asian 28.6 % 42.9 % 16.3 % 8.0 % 4.2 % 32,786 Risk/African American 27.8 % 39.4 % 15.9 % 10.8 % 6.0 % 80.222
Native Hawaiian/ Pacific Islander 25.5 % 38.4 % 18.0 % 10.9 % 7.2 % 3,746 White 28.8 % 39.5 % 14.9 % 11.2 % 5.6 % 392.973
write: 2.6.6 % 35.5.7 14.5 % 12.4 % 5.6.2 % 15.9 % 13.4 % 8.7 % 24,175
Age Group Age Group
25 and under 24.3 % 40.0 % 18.1 % 11.8 % 5.9 % 6,875
26-29 years old 25.1% 38.4% 17.0% 12.6% 6.8% 16,398
30-39 years old 27.1 % 38.1 % 15.1 % 12.6 % 7.1 % 108,825
40-49 years old 28.0 % 38.8 % 14.8 % 11.9 % 6.5 % 150,134
50-59 years old 29.4 % 40.1 % 15.2 % 10.2 % 5.0 % 189,505
60 or older 27.8 % 41.2 % 17.0 % 9.7 % 4.3 % 90,138
Level of Education
Less than High School 22.1 % 38.6 % 18.6 % 11.6 % 9.1 % 352
H.S. Diploma/GED or equiv 23.5 % 40.3 % 18.9 % 11.3 % 6.0 % 23,272
Trade/Technical Certificate 21.2 % 39.3 % 18.6 % 13.1 % 7.8 % 12,054
Some College (no degree) 24.8 % 37.9 % 17.6 % 12.5 % 7.1 % 74,613
Associate's Degree 25.2 % 38.1 % 17.5 % 12.5 % 6.8 % 43,575
Bachelor's Degree 27.4 % 40.3 % 15.5 % 11.3 % 5.6 % 201,419 Master's Degree 32.1 % 39.6 % 13.2 % 10.1 % 5.1 % 156.308
Doctoral/Professional Degree 30.6 % 38.1 % 14.5 % 10.9 % 6.0 % 56,642
Pay Category Federal Wage System 19.1 % 36.1 % 18.9 % 15.8 % 10.1 % 19,344
resertal wage System 12-1.76 26-1.79 16-2.79 10-2.79 10-2.79 12-2.79 10-2.79 12-2.79 10-2.79 12-2.79 10-2.79 12-2.79 1
03.1-0 20.2.7 30.5.7 20.7.7 140.7 8.5.7 20.4.25 657-12 24.6.5 39.5.9 17.0.9 12.3.9 6.4.9 237,483
6513-15 33.6% 40.4% 12.6% 92.2% 4.4% 247,611
SES 63.3% 24.6% 5.1% 3.3% 1.8% 5,589
\$L/\$T 46.3 % 33.6 % 10.3 % 5.3 % 4.5 % 2,036
Other 23.0 % 37.6 % 18.6 % 13.3 % 7.5 % 45,807
Time in Federal Government
<1 year 34.5 % 41.2 % 14.7 % 6.0 % 3.6 % 1,733
1-3 years 30.0 % 38.6 % 16.1 % 10.5 % 4.9 % 60,990
4-5 years 28.0 % 38.6 % 15.2 % 11.9 % 6.4 % 49,229
6-10 years 27.7 % 39.0 % 15.1 % 11.7 % 6.4 % 100,223
11-14 years 26.7 % 39.0 % 15.6 % 12.3 % 6.5 % 109,150
15-20 years 26.2 % 39.1 % 15.9 % 12.2 % 6.6 % 104,366
>20 years 28.7 % 40.6 % 15.6 % 10.0 % 5.1 % 153,255
Time with Current Agency
<1 year 37.4 % 39.3 % 13.0 % 6.7 % 3.5 % 7,105 1-3 wars 30.4 % 38.1 % 15.5 % 10.7 % 5.3 % 94.084
1.3 years 30.4 % 38.1 % 15.5 % 10.7 % 5.3 % 94,684 4.5 years 27.7 % 38.7 % 15.0 % 12.0 % 6.6 % 65,005
45 years 27.7 % 38.7 % 15.0 % 12.0 % 6.5 % 65,005 6-10 years 27.2 % 39.0 % 15.3 % 11.9 % 6.5 % 105,988
b-10 years 27.7 % 39.0 % 15.3 % 11.3 % 5.5 % 105,988 11.1 4 years 25.8 % 39.4 % 15.9 % 12.4 % 6.5 % 102,497
11-14 years 25.8 39.4 15.5 12.4 15.5 122.67 122.67 125.20 years 25.7 139.3 16.4 12.1 15.5 15.5 122.67 122.6

Demographics	Strongly Agree	Agree	Neither Agree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.4 %	39.2 %	nor Disagree 15.9 %	11.5 %	6.0%	615.099
Leaving Before Covid	LIA A	33.1.74	13.5 %	11.5 %	0.0 %	013,033
No.	32.1 %	413%	143%	8.7%	3.6 %	421.941
No Yes, to retire	32.1 % 23.9 %	41.3%	14.3%	11.3 %	5.6%	421,941 34,903
Yes, to retire Yes, to other job in Govt	23.9 %	41.1%	18.2 %	19.7 %	12.9 %	34,903 84.135
Yes, to other job outside Govt	15.3 %	31.0%	17.5 %	20.4 %	15.8 %	13,864
Yes, other	12.7 %	29.2 %	20.8 %	20.3 %	17.0 %	15,342
Leaving Today						
No	33.9 %	42.0 %	13.8 %	7.6%	2.7 %	387,933
Yes, to retire	22.4 %	41.0%	18.5 %	12.2 %	5.9 %	39,426
Yes, to other job in Govt	14.5 %	33.2 %	19.1 %	20.4 %	12.9 %	90,117
Yes, to other job outside Govt	13.1 %	29.1 %	17.4 %	22.5 %	17.9 %	18,875
Yes, other	12.6 %	29.8 %	20.2 %	20.9 %	16.5 %	22,588
Retire Before Covid						
Less than 1 year	27.2 %	39.2 %	16.8 %	11.1 %	5.8 %	14,360
1 year	25.0 %	41.9 %	17.4 %	10.2 %	5.4 %	16,192
2 years	26.0 %	41.1%	17.3 %	10.7 %	5.0 %	31,918
3 years	26.5 %	40.8 %	16.8 %	10.9 %	5.1%	31,749
4 years	27.1 %	40.3 %	16.7 %	10.8 %	5.2 %	21,014
5 years	27.2 %	39.6 %	16.0 %	11.3 %	5.7 %	41,478
More than 5 years	28.3 %	39.0 %	15.2 %	11.5 %	6.1%	408,985
Retire Today						
Less than 1 year	22.8 %	37.2 %	17.8 %	13.8 %	8.4 %	19,951
1 year	22.0 %	40.8 %	18.1 %	12.5 %	6.5 %	19,027
2 years	25.8 %	40.5 %	17.3 %	11.0 %	5.4 %	31,750
3 years	27.3 %	40.7 %	16.4 %	10.3 %	5.3 %	29,578
4 years	27.8 %	39.9 %	16.4 %	10.8 %	5.1 %	19,816
5 years	28.0 %	39.8 %	15.9 %	10.9 %	5.4 %	39,351
More than 5 years	28.6 %	39.1 %	15.0 %	11.3 %	6.0 %	399,059
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	vernment.
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	vernment.
Military Service						
No Prior Military Service	26.9 %	40.0 %	15.9 %	11.5 %	5.7 %	406,091
No Prior Military Service Currently in Guard/Reserves	30.5 %	37.9 %	13.5 %	11.2 %	6.9 %	10,050
No Prior Military Service Currently in Guard/Reserves Retired	30.5 % 33.6 %	37.9 % 39.2 %	13.5 % 13.7 %	11.2 % 9.1 %	6.9 % 4.3 %	10,050 76,148
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged	30.5 %	37.9 %	13.5 %	11.2 %	6.9 %	10,050
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse	30.5 % 33.6 % 26.1 %	37.9 % 39.2 % 37.1 %	13.5 % 13.7 % 16.1 %	11.2 % 9.1 % 12.8 %	6.9 % 4.3 % 7.9 %	10,050 76,148 85,119
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem	30.5 % 33.6 %	37.9 % 39.2 %	13.5 % 13.7 %	11.2 % 9.1 %	6.9 % 4.3 %	10,050 76,148
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or retired service	30.5 % 33.6 % 26.1 %	37.9 % 39.2 % 37.1 % 36.5 %	13.5 % 13.7 % 16.1 %	11.2 % 9.1 % 12.8 %	6.9% 4.3% 7.9%	10,050 76,148 85,119 6,040
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member	30.5 % 33.6 % 26.1 %	37.9 % 39.2 % 37.1 %	13.5 % 13.7 % 16.1 %	11.2 % 9.1 % 12.8 %	6.9 % 4.3 % 7.9 %	10,050 76,148 85,119
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of suparated or retired service member spouse of suparated or retired service member which is a service of service member which is a service of service member which is a service of service member which is a service member which is a service of service member which is a service of service which is a service of service which is a service service of service service of service Military Service which is a service	30.5 % 33.6 % 26.1 % 30.1 % 28.2 %	37.9 % 39.2 % 37.1 % 36.5 % 38.4 %	13.5 % 13.7 % 16.1 % 13.8 %	11.2 % 9.1 % 12.8 % 11.9 %	6.9 % 4.3 % 7.9 % 7.8 %	10,850 76,148 85,119 6,040 11,104
No Prior Military Service Currently in Guard/Reserves Retired Military Spouse Spouse of current active duty service men Spouse of current active duty service men Spouse of separated or retired service insulate units a disability rating of 2005 visions/ers or a service menture serve white an ideability rating of 2005 visions/ers or a service menture serve white on	30.5 % 33.6 % 26.1 % 30.1 % 28.2 % 25.0 %	37.9 % 39.2 % 37.1 % 36.5 % 38.4 %	13.5 % 13.7 % 16.1 % 13.8 % 15.2 %	11.2 % 9.1 % 12.8 % 11.9 % 11.6 %	6.9 % 4.3 % 7.9 % 7.8 % 6.5 %	10,050 76,148 85,119 6,040 11,104 302
No Prior Military Service Currently in Quartiflecerves Retired Military Spouse Spouse of current active duty service mem Spouse of operated or retired enrice member spouse of superated or retired enrice member with the spouse of spouse of 100% waters of 100% waters of 100% Note of the categories Stated None of the categories Stated	30.5 % 33.6 % 26.1 % 30.1 % 28.2 %	37.9 % 39.2 % 37.1 % 36.5 % 38.4 %	13.5 % 13.7 % 16.1 % 13.8 %	11.2 % 9.1 % 12.8 % 11.9 %	6.9 % 4.3 % 7.9 % 7.8 %	10,850 76,148 85,119 6,040 11,104
No Peder Military Service Convently in Guard/Reserves Restred Military Sposse Sposse of current active duty service mean Sposse of current active duty service mean Sposse of sposses of sposses sposses of sposses with a distillative string of 100% without property or a strong insurant server which a distillative string of 100% without or the cut of the string Not Competitive Netting Multimity Not Competitive Netter Authority Not Competitive Netter Not Not Competitive Netter Not	30.5 % 33.6 % 26.1 % 30.1 % 28.2 % 25.0 % 27.8 %	37.9 % 39.2 % 37.1 % 36.5 % 38.4 % 33.0 % 39.4 %	13.5 % 13.7 % 16.1 % 13.8 % 15.2 % 19.6 % 15.6 %	11.2 % 9.1 % 12.8 % 11.9 % 11.6 % 14.3 % 11.3 %	6.9% 4.3% 7.3% 7.8% 6.5% 8.0%	10,856 74,44 85,119 6,940 11,104 302 540,718
No offer Milliary Service Currently in Guard Riseaves Retired Similary Spouse Spouse of Continuence Spouse of Lagrant active duty service men Spouse of Lagrant active duty service men with a disability rating of 1000 years with a disability rating of 1	30.5 % 33.6 % 26.1 % 30.1 % 28.2 % 25.0 % 27.8 %	37.9 % 39.2 % 37.1 % 36.5 % 38.4 % 33.0 % 39.4 %	13.5 % 13.7 % 16.1 % 13.8 % 15.2 % 19.6 % 15.6 %	11.2 % 9.1 % 12.8 % 11.9 % 11.6 % 14.3 % 11.3 %	6.9% 4.3% 7.9% 7.8% 6.5% 8.0% 5.9%	10,000 76,548 85,119 6,940 11,104 302 566,718
No Potro Milliary Service Currently in Good/Reserves Resirves Separated/Oscharged Milliary Spoon Spoon of convent active duty service mee Spoon of convent active duty service mee Spoon of separated or relined service union a disability rating of 1007% while on Nose of the categories Stude Nove Of the categories Stude Nove Competitive Service Nove Year No	30.5 % 33.6 % 26.1 % 30.1 % 28.2 % 25.0 % 27.8 %	37.9 % 39.2 % 37.1 % 36.5 % 38.4 % 33.0 % 39.4 %	13.5 % 13.7 % 16.1 % 13.8 % 15.2 % 19.6 % 15.6 %	11.2 % 9.1 % 12.8 % 11.9 % 11.6 % 14.3 % 11.3 %	6.9% 4.3% 7.3% 7.8% 6.5% 8.0%	10,856 74,44 85,119 6,940 11,104 302 540,718
No Prior Milliary Service Connects, in Guard Riscoves Retired Separated O'Echanged Milliary Spouse Spouse of Connects active duty service mean while in the State of Connects interest research while in . Roon of the categories Stated Notic Competitive Nating Austhority Yes Notic Connectitive Nating Austhority Yes Disability	30.5 % 33.6 % 26.1 % 30.1 % 28.2 % 25.0 % 27.8 % 30.9 % 28.5 %	37.9 % 39.2 % 37.1 % 36.5 % 38.4 % 33.0 % 39.4 % 36.1 % 37.8 %	13.5 % 13.7 % 16.1 % 13.8 % 15.2 % 19.6 % 15.6 % 14.3 % 14.8 %	11.2 % 9.1 % 12.8 % 11.9 % 11.6 % 14.3 % 11.3 %	6.3 % 4.3 % 7.9 % 7.8 % 6.5 % 8.0 % 5.3 % 7.3 % 7.0 %	10,000 74,548 85,119 6,040 11,104 302 360,728 2,055 15,283
No Pote Villiary Service Controlls in Good/Reserves Resirud Separate/Qischunged Military Spone Spone of courent active duty service mee Spone of courent active duty service mee Spone of deparated or retired arrate member with a reducity string of 1000's while on None of the categories Stade None None of the categories Stade None No	30.5 % 33.6 % 26.1 % 30.1 % 28.2 % 25.0 % 27.8 %	37.9 % 39.2 % 37.1 % 36.5 % 38.4 % 33.0 % 39.4 %	13.5 % 13.7 % 16.1 % 13.8 % 15.2 % 19.6 % 15.6 %	11.2 % 9.1 % 12.8 % 11.9 % 11.6 % 14.3 % 11.3 %	6.9% 4.3% 7.9% 7.8% 6.5% 8.0% 5.9%	10,000 76,548 85,119 6,940 11,104 302 566,718

		accomplishment

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.4 %	43.2 %	13.7 %	7.5 %	4.2 %	618.334
Work Location						
Headquarters	34.5 %	42.5 %	12.6 %	6.8 %	3.6 %	188,081
Field	29.8 %	43.2 %	14.2 %	8.0 %	4.9 %	285,933
Full-time telework	33.3 %	44.4 %	12.8 %	6.4 %	3.0 %	103,569
Supervisory Status						
Senior Leader	61.3 %	28.5 %	5.5 %	2.6 %	2.1%	10,743
Manager	43.9 %	39.2 %	9.3 %	5.0 %	2.5 %	41,434
Supervisor	35.2 %	43.4 %	11.7 %	6.4 %	3.3 %	81,880
Team Leader	33.3 %	44.2 %	12.2 %	6.7 %	3.6 %	78,831
Non-Supervisor	28.9 %	43.7 %	14.7 %	8.0 %	4.7 %	368,738
Sex						
Male	31.9 %	42.9 %	13.6 %	7.3 %	4.3 %	308,192
Female	32.6 %	43.8 %	12.8 %	7.1%	3.8 %	254,230
Hispanic or Latino						
Yes	33.1 %	39.9 %	13.9 %	7.7 %	5.4 %	60,178
No Race	31.9 %	43.7 %	13.2 %	7.2 %	4.0 %	503,994
American Indian/ Alaska Native	28.3 %	43.4 %	15.2 %	8.0 %	5.1%	10,898
American Indian/ Alaska Native	28.3 % 34.2 %	45.1 %	15.2%	5.1%	3.1%	10,898
Asian Black/African American	34.2 %	45.1 %	12.5%	6.9%	4.4%	32,784 80,543
Native Hawaiian/ Pacific Islander	32.2 %	40.1%	14.9%	7.1%	5.7%	3,756
White	32.2 %	43.6 %	13.0 %	7.3 %	3.9 %	395,290
Two or more races (Not Hispanic/ Latino)	29.0 %	40.2%	15.6 %	91%	6.1%	24.308
Age Group						
25 and under	24.5 %	44.4 %	16.7 %	9.6%	4.9 %	6,875
26-29 years old	26.0 %	43.4 %	16.1 %	9.0 %	5.5 %	16,424
30-39 years old	29.0 %	42.7 %	14.5 %	8.4 %	5.4 %	109,117
40-49 years old	31.0 %	42.9 %	13.7 %	7.9 %	4.5 %	150,855
50-59 years old	33.9 %	43.6 %	12.6 %	6.6 %	3.4 %	190,742
60 or older	37.1 %	43.7 %	11.3 %	5.2 %	2.8 %	90,748
Level of Education						
Less than High School	29.1 %	38.2 %	15.4 %	8.7 %	8.6 %	356
H.S. Diploma/GED or equiv	30.2 %	44.0 %	14.5 %	6.7 %	4.5 %	23,406
Trade/Technical Certificate	27.9 %	44.2 %	14.8 %	8.0 %	5.1%	12,107
Some College (no degree)	30.7 %	42.3 %	14.5 %	7.6 %	4.9 %	74,956
Associate's Degree	29.8 %	43.0 %	14.4 %	8.1 %	4.7 %	43,845
Bachelor's Degree	30.6 %	44.2 %	13.7 %	7.5 %	4.0 %	202,471
Master's Degree	34.2 %	42.7 %	12.4 %	6.9 %	3.8 %	157,047
Doctoral/Professional Degree	38.1 %	41.8 %	10.7 %	5.9 %	3.4 %	56,973
Pay Category	24.6%	42.3%	166%	98%	67%	19.452
Federal Wage System GS 1-6	24.6 %	42.3 %	16.6%	9.8 %	6.7 %	19,452 20,466
65 7-12	25.7 %	41.9 %	14.4%	9.3%	4.5%	20,466
65 13-15	36.5 %	43.9 %	11.3%	6.0%	3.1%	249,011
SES	69.3 %	22.7 %	4.1%	2.6%	1.4%	5,616
SL/ST	54.6 %	32.7 %	6.4 %	4.2 %	2.1%	2,054
Other	27.7 %	43.1 %	15.9 %	8.0 %	5.3 %	45,925
Time in Federal Government						
<1 year	37.6 %	43.0 %	13.2 %	4.6 %	1.6%	1,741
1-3 years	32.2 %	43.4 %	13.8 %	7.1%	3.6 %	61,134
4-5 years	30.0 %	42.7 %	14.5 %	8.1 %	4.6 %	49,442
6-10 years	30.4 %	43.3 %	13.9 %	7.8 %	4.7 %	100,702
11-14 years	30.6 %	43.2 %	13.9 %	7.7 %	4.5 %	109,670
15-20 years	30.8 %	43.1 %	13.8 %	7.8 %	4.6 %	104,952
> 20 years	34.9 %	43.3 %	12.0 %	6.3 %	3.5 %	154,294
Time with Current Agency						
<1 year	36.3 %	42.1 %	13.0 %	5.8 %	2.9 %	7,122
1-3 years	32.2 %	42.5 %	13.8 %	7.4 %	4.0 %	94,416
4-5 years	30.1 %	42.7 %	14.4 %	8.1 %	4.8 %	65,313
6-10 years	30.5 %	43.2 %	13.9 %	7.8 %	4.8 %	106,524
11-14 years	30.3 %	43.7 %	13.8 %	7.7 %	4.5 %	103,020
15-20 years > 20 years	31.0 % 35.8 %	43.4 % 43.7 %	13.7 %	7.5 % 5.8 %	4.3 %	92,405 112,989

(3) My work aives me a fe	

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.4 %	43.2 %	13.7 %	7.5 %	4.2 %	618,334
Leaving Before Covid		11111		1.0,1		
No.	36.8 %	44.9 %	11.3 %	4.8%	2.2%	424,062
Yes to retire	29.8 %	44.7 %	143%	7.4%	3.9%	35,182
Yes, to other job in Govt	16.9 %	38.2 %	20.1%	15.1 %	9.7 %	84,656
Yes, to other job outside Govt	15.8 %	35.0 %	19.4%	16.9 %	13.0 %	13.961
Yes, other	14.1 %	33.1 %	22.0%	16.3 %	14.5 %	15,423
Leaving Today	24.2 76	33.1 %	22.0 %	10.3 %	143 //	13/423
No.	38.5 %	45.5 %	10.6%	3.9 %	1.5%	389.645
Yes, to retire	28.1 %	44.5 %	14.9 %	8.1%	4.4%	39,684
Yes, to other job in Govt	16.5 %	38.3 %	20.3 %	15.4 %	95%	90,672
Yes, to other job outside Govt	13.6 %	33.6 %	19.8%	18.3 %	14.8 %	19.018
Yes, other	14.1 %	34.0 %	21.7%	16.7 %	13.5 %	22,695
Retire Before Covid	24.2 76	34.0 %	22.774	20.7 %	133 //	22,000
Less than 1 year	33.0%	42.2%	13.1%	7.0%	47%	14,462
1 year	31.5 %	44.5 %	13.0%	6.8%	4.1%	16,366
2 years	32.0 %	44.5 %	13.1%	6.7 %	3.7%	32,203
3 years	32.6 %	43.9 %	13.4%	6.7 %	3.4%	31.991
4 years	32.9 %	43.7 %	12.6%	7.3 %	3.6 %	21,165
5 years	32.7 %	43.3 %	13.1%	7.0%	3.9 %	41,693
More than 5 years	31.6%	43.0 %	13.6%	7.5 %	4.3 %	410.902
Retire Today	31.0 %	43.0 %	13.0 %	7.3.74	4.5 %	410,301
Less than 1 year	28.4 %	40.3 %	14.4%	9.9 %	7.1%	20,086
1 year	28.0 %	40.5 %	14.9%	8.6%	48%	19,194
2 years	31.7 %	44.2 %	13.5 %	6.9 %	3.7%	31.988
2 years 3 years	33.2 %	43.9 %	13.0%	6.5 %	3.3%	29,763
4 years	33.6 %	43.8 %	12.4%	7.0%	3.2 %	19,941
5 years	33.0 %	43.7 %	12.8%	6.8%	3.7%	39.488
More than 5 years	31.9 %	43.1 %	13.5 %	7.3 %	4.2 %	400,815
Item has been redacted in response to Executive					gical Truth to the Federal Go	
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						i
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ne Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	evernment.
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Military Service						
No Prior Military Service	31.5 %	44.1 %	13.3 %	7.2 %	4.0 %	407,903
Currently in Guard/Reserves	30.5 %	41.4 %	14.9 %	8.2 %	5.0 %	10,084
Retired	36.0 %	42.3 %	12.2 %	6.4 %	3.1 %	76,719
Separated/Discharged	29.7 %	40.9 %	14.8 %	8.7 %	5.8 %	85,656
Military Spouse						
Spouse of current active duty service mem	31.0 %	40.0 %	13.7 %	8.9 %	6.5 %	6,057
Spouse of separated or retired service	1	1	1	1	1	İ
member	33.2 %	41.3 %	12.9 %	7.8 %	4.8 %	11,142
with a disability rating of 100% widowjery or a service memoer sineo		40.5 %		8.5 %	4.7 %	
widowier) of a service member sined	29.6 %		16.6 %			301
while on		43.3 %	13.5 %	7.3 %	4.1 %	563,639
while on None of the categories listed	31.8 %					
while on None of the categories listed NoN-Competitive Hiring Authority						
while on None of the categories listed NoN-Competitive Hiring Authority Yes	32.8 %	39.9 %	13.1 %	8.4 %	5.8 %	2,049
while on None of the categories listed NoN-Competitive Hiring Authority Yes No			13.1 % 13.3 %	8.4 % 8.2 %	5.8 % 5.3 %	2,049 15,345
while on None of the categories listed NoN-Competitive Hiring Authority Yes No Disability	32.8 % 32.3 %	39.9 % 40.9 %	13.3 %	8.2 %	5.3 %	15,345
while on None of the categories listed NoN-Competitive Hiring Authority Yes No	32.8 %	39.9 %				

(4) I know what		

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	35.4 %	48.1 %	9.2 %	4.9 %	2.4 %	621,862
Work Location						
Headquarters	36.8 %	46.6 %	9.1 %	5.0 %	2.5 %	188,862
Field	34.4 %	49.0 %	9.3 %	4.9 %	2.5 %	287,674
Full-time telework	37.6 %	47.9 %	8.5 %	4.2 %	1.8 %	104,242
Supervisory Status						
Senior Leader	58.9 %	32.0 %	5.0 %	2.6 %	1.5 %	10,792
Manager Supervisor	43.0 % 36.4 %	43.4 % 47.9 %	7.5 % 8.9 %	4.2 %	1.9 %	41,573 82,307
Team Leader	35.8 %	48.0 %	8.9 %	5.1%	2.2%	79.164
Non-Supervisor	34.2 %	49.0 %	9.4%	4.9 %	2.5 %	371,017
Sex						
Male	35.8 %	47.9 %	9.3 %	4.7%	2.4 %	309,958
Female	36.3 %	48.3 %	8.4 %	4.8 %	2.1%	255,605
Hispanic or Latino						
Yes	39.2 %	45.1 %	8.8 %	4.3 %	2.7 %	60,602
No	35.5 %	48.5 %	9.0 %	4.8 %	2.2 %	506,699
Race American Indian/ Alaska Native	34.0 %	48.5 %	9.8 %	5.0 %	2.7%	10,989
American Indian/ Alaska Native Asian	34.0 %	48.5 %	9.8 % 7.5 %	3.0 %	1.7%	10,989 32,930
Asian Rlack/African American	39.2 %	48.6%	7.5 % 8.0 %	4.1%	2.6%	32,950 81,379
Native Hawaiian/ Pacific Islander	37.7 %	46.4 %	8.8 %	4.3%	2.8%	3,779
White	35.3 %	48.6 %	9.0 %	4.9 %	2.2 %	397,076
Two or more races (Not Hispanic/ Latino)	32.9 %	46.4 %	11.1%	5.9 %	3.6 %	24,430
Age Group						
25 and under	35.7 %	50.1 %	9.1 %	3.8 %	1.3 %	6,893
26-29 years old	35.3 %	49.8 %	8.8 %	4.5 %	1.6%	16,464
30-39 years old	33.8 % 34.3 %	48.8 % 48.5 %	9.5 %	5.3 %	2.6%	109,341 151,298
40-49 years old 50-59 years old	34.3 %	48.5 %	9.3 %	4.3 %	2.5%	151,298
60 or older	39.2 %	46.8 %	8.2 %	3.9 %	1.9%	91,899
Level of Education			V-2 1-			
Less than High School	34.1 %	43.4 %	11.8%	5.8 %	4.9 %	365
H.S. Diploma/GED or equiv	39.0 %	47.6 %	7.7 %	3.7 %	2.0 %	23,692
Trade/Technical Certificate	35.3 %	48.8 %	9.4 %	4.2 %	2.3 %	12,239
Some College (no degree)	37.3 %	47.0 %	8.9 %	4.3 %	2.4 %	75,692
Associate's Degree	35.3 %	48.5 %	9.2 %	4.5 %	2.4 %	44,175
Bachelor's Degree Master's Degree	34.7 % 35.7 %	49.1 % 47.5 %	9.2 %	4.8 % 5.2 %	2.2 %	203,441 157,612
Master's Degree Doctoral/Professional Degree	35.7%	47.5%	9.1 %	5.2 %	2.5%	157,612 57,123
Pay Category	38.0 %	40.0 %	0.2 %	5.0 %	2.2%	57,125
Federal Wage System	33.4 %	49.0 %	10.0 %	4.7 %	2.9 %	19,630
GS 1-6	37.4 %	47.5 %	8.6 %	4.2 %	2.4 %	20,721
65 7-12	34.0 %	49.0 %	9.5 %	5.0 %	2.5 %	240,375
GS 13-15	37.4 %	47.0 %	8.6 %	4.8 %	2.2 %	249,809
SES	64.0 %	27.8 %	4.5 %	2.4 %	1.2 %	5,626
SL/ST Other	48.4 %	38.7 %	6.8 %	3.8 %	2.3 %	2,067
Other Time in Federal Government	34.6 %	49.8 %	9.1 %	4.4 %	2.2 %	46,292
Time in Federal Government <1 year	37.7 %	45.4 %	11.3 %	3.9 %	1.7%	1,748
1-3 years	37.8 %	47.7 %	8.7 %	4.2 %	1.6%	61,372
4-5 years	35.4 %	48.1 %	9.2 %	4.9 %	2.4%	49,598
6-10 years	34.7 %	48.3 %	9.3 %	5.3 %	2.5%	101,126
11-14 years	34.2 %	48.5 %	9.5 %	5.2 %	2.6 %	110,244
15-20 years	33.9 %	48.9 %	9.5 %	5.1 %	2.6 %	105,628
> 20 years	37.8 %	47.3 %	8.4 %	4.2 %	2.3 %	155,467
Time with Current Agency						
<1 year 1-3 years	34.2 % 36.7 %	44.6 % 47.0 %	12.4 % 9.3 %	6.1 % 4.9 %	2.7 %	7,156 94,800
1-3 years 4-5 years	36.7 %	47.0 % 47.8 %	9.3 %	4.9 %	2.1%	94,800
4-5 years 6-10 years	35.3 %	47.8 %	9.2 %	5.1%	2.5%	107,036
11-14 years	34.1 %	48.9 %	9.4 %	5.0 %	2.5 %	103,618
				4.8 %	2.4%	93.073
15-20 years	34.5 %	49.2 %	9.1 %	4.8 %	2.4 %	

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Demographics	n the job. Strongly Agree	Agree	Neither Agree	Disagree	Strongly Disagree	Item Response Total**
		-	nor Disagree			
All Responses	35.4 %	48.1 %	9.2 %	4.9 %	2.4 %	621,862
Leaving Before Covid						
No	39.6 %	48.3 %	7.4 %	3.4 %	1.3 %	426,058
Yes, to retire	34.4 %	49.3 %	9.6 %	4.5 %	2.3 %	35,570
Yes, to other job in Govt	23.7 %	47.2 %	14.2 %	9.6 %	5.3 %	85,112
Yes, to other job outside Govt	22.0 %	47.9 %	14.4 %	9.7 %	6.0 %	14,027
Yes, other	21.1 %	45.7 %	16.0 %	10.2 %	7.0 %	15,524
Leaving Today						
No	41.2 %	48.5 %	6.8 %	2.7 %	0.9 %	391,509
Yes, to retire	32.4 %	49.7 %	10.3 %	5.1 %	2.5 %	40,130
Yes, to other job in Govt	23.1 %	47.1 %	14.3 %	10.1 %	5.5 %	91,118
Yes, to other job outside Govt	19.4 %	46.8 %	15.2 %	11.6 %	7.0 %	19,089
Yes, other	20.5 %	46.0 %	15.8 %	10.6 %	7.1 %	22,842
Retire Before Covid						
Less than 1 year	37.7 %	46.6 %	8.7 %	4.4%	2.6 %	14,618
1 year	35.8 %	49.0 %	8.8 %	4.1 %	2.3 %	16,525
2 years	36.2 %	48.8 %	8.7 %	4.2 %	2.2 %	32,520
3 years	35.9 %	48.0 %	9.2 %	4.7 %	2.2 %	32,281
4 years	36.7 %	47.4 %	9.1 %	4.6 %	2.2 %	21,350
5 years	36.1 %	47.6 %	9.3 %	4.5 %	2.4 %	42,067
More than 5 years	35.5 %	48.1 %	9.1 %	5.0 %	2.3 %	412,370
Retire Today						
Less than 1 year	33.2 %	46.2 %	10.3 %	6.2 %	4.1%	20,304
1 year	32.4 %	48.9 %	10.4 %	5.5 %	2.8 %	19,414
2 years	35.5 %	48.8 %	9.0 %	4.5 %	2.2 %	32,307
3 years	36.5 %	47.7 %	9.0 %	4.6 %	2.2 %	30,022
4 years	36.7 %	47.8 %	9.0 %	4.5 %	2.0 %	20,110
5 years	36.4 %	47.8 %	8.9 %	4.6 %	2.3 %	39,830
More than 5 years	35.7 %	48.2 %	9.0 %	4.9 %	2.3 %	402,238
Item has been redacted in response to Executive C	Order (EO) 14168 Defendi	ing Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	wernment.
Item has been redacted in response to Executive C	Order (EO) 14168 Defendi	ing Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	vernment.
	1	1	1	1	1	
Military Service						
No Prior Military Service	35.1 %	49.2 %	8.9 %	4.7 %	2.1 %	409,953
Currently in Guard/Reserves	36.3 %	45.3 %	10.1 %	5.4 %	2.9 %	10,122
Retired	40.2 %	44.8 %	8.5 %	4.3 %	2.1 %	77,321
Separated/Discharged	34.1 %	46.9 %	10.0 %	5.7 %	3.2 %	86,208
Military Spouse						
Spouse of current active duty service mem	36.7 %	44.4 %	9.3 %	6.2 %	3.3 %	6,087
Spouse of separated or retired service member	38.2 %	44.4%	9.0%	53%	32%	11,232
member with a disability rating of 100% widowyer) or a service member kined	30.2 %	44.4 %	9.0 %	3.3 %	3.2 %	11,252
whole on	35.8 %	40.4 %	11.9%	7.4%	4.5 %	310
	35.6 %	48.2 %	9.1 %	4.8%	2.3 %	566.745
	35.6 %	48.2 %	9.1 %	4.8 %	z.3 %	566,745
None of the categories listed						
NoN-Competitive Hiring Authority	20.24	****	0.44	F 4 4/	2.24	
NoN-Competitive Hiring Authority Yes	39.3 %	44.0 %	8.4 %	5.1%	3.3 %	2,075
NoN-Competitive Hiring Authority Yes No	39.3 % 37.4 %	44.0 % 44.4 %	8.4 % 9.2 %	5.1 % 5.7 %	3.3 % 3.3 %	2,075 15,449
NoN-Competitive Hiring Authority Yes No Disability	37.4 %	44.4 %	9.2 %	5.7 %	3.3 %	15,449
NoN-Competitive Hiring Authority Yes No						****

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Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	17.3 %	49.4 %	12.7 %	12.4 %	8.3 %	619,493	931
Work Location							
Headquarters	18.5 %	49.0 %	12.0 %	12.6 %	8.0 %	188,290	245
Field	16.4 %	49.7 %	12.8 %	12.5 %	8.7 %	286,522	420
Full-time telework	19.2 %	49.7 %	12.5 %	11.3 %	7.2 %	103,788	175
Supervisory Status							
Senior Leader	27.8 %	43.7 %	10.2 %	11.2 %	7.0 %	10,763	5
Manager	17.6 %	45.0 %	11.6 %	15.1 %	10.7 %	41,502	25
Supervisor	15.1 %	45.8 %	12.6 %	15.7 %	10.9 %	82,041	76
Team Leader	15.1 %	47.9 %	12.9 %	14.6 %	9.5 %	78,884	82
Non-Supervisor	18.3 %	51.2 %	12.6 %	10.8 %	7.1 %	369,471	653
Sex							
Male	18.4 %	50.6 %	12.6 %	11.1%	7.4%	308,495	450
Female	16.7 %	48.3 %	12.1 %	13.8 %	9.1%	254,949	344
Hispanic or Latino							
Yes	19.7 %	47.6 %	13.0 %	11.0 %	8.7 %	60,368	109
No	17.4 %	49.9 %	12.3 %	12.4 %	8.0%	504,830	691
Race							
American Indian/ Alaska Native	15.8 %	48.9 %	14.1 %	11.4 %	9.7 %	10,960	20
Asian	20.2 %	49.7 %	13.1 %	10.1 %	6.8 %	32,801	55
Black/African American	21.2 %	49.4 %	11.8 %	10.2 %	7.4 %	80,993	160
Native Hawaiian/ Pacific Islander	19.2 %	48.1 %	13.6 %	10.9 %	8.2 %	3,762	11
White	17.0 %	50.1 %	12.2 %	12.7 %	8.0%	395,691	469
Two or more races (Not Hispanic/ Latino)	16.2 %	46.1 %	14.0 %	13.4 %	10.2 %	24,329	55
Age Group							
25 and under	22.7 %	55.7 %	10.9 %	7.5 %	3.3 %	6,879	20
26-29 years old	21.3 %	50.6 %	12.0 %	9.9 %	6.3 %	16,437	23
30-39 years old	17.3 %	47.9 %	12.9 %	13.1 %	8.9%	109,131	188
40-49 years old	16.5 %	48.8 %	12.4 %	13.2 %	9.2 %	150,983	212
50-59 years old	17.7 %	50.2 %	12.3 %	11.9 %	7.8%	191,255	234
60 or older	19.1 %	51.8 %	12.2 %	10.7 %	6.2 %	91,098	121
Level of Education							
Less than High School	17.7 %	45.1 %	20.2 %	9.8 %	7.1 %	357	6
H.S. Diploma/GED or equiv	19.4 %	52.4 %	13.0 %	9.2 %	6.0 %	23,533	48
Trade/Technical Certificate	16.5 %	52.1%	13.5 %	10.1 %	7.8%	12.180	24
Some College (no degree)	18.2 %	50.0 %	13.5 %	10.6 %	7.7 %	75,301	130
Associate's Degree	17.9 %	50.5 %	13.0 %	11.0 %	77%	43,961	80
Bachelor's Degree	17.2 %	50.1 %	12.3 %	12.4 %	8.1%	202,702	273
Master's Degree	18.0 %	48.6 %	11.8%	13.3 %	8.4%	157.180	203
Doctoral/Professional Degree	16.7%	47.0 %	12.4 %	14.5 %	9.5%	56,965	53
Pay Category				21.07.			-
Federal Wage System	16.9%	52.5 %	13.8 %	9.7%	7.0 %	19,489	35
GS 1-6	20.0 %	50.0 %	13.1 %	9.8%	7.0 %	20,601	42
GS 7-12	17.6 %	49.7 %	12.6 %	11.8 %	8.3%	239,348	449
GS 13-15	17.2 %	48.7 %	12.0 %	13.6 %	8.6%	249,154	248
SES	27.4 %	43.1 %	10.6 %	12.3 %	6.6%	5,613	
SL/ST	22.1%	44.6 %	12.0 %	13.8 %	7.5 %	2,058	:
Other	17.0 %	51.4 %	13.5 %	11.0%	7.1%	46,057	65
Time in Federal Government							
<1 year	28.0 %	50.7 %	11.8 %	6.6 %	2.9 %	1,746	9
1-3 years	22.9 %	51.1%	11.6 %	9.3 %	5.1%	61,227	112
4-5 years	18.6 %	49.3 %	12.7 %	11.7 %	7.7 %	49,484	64
6-10 years	17.0 %	48.9 %	12.6%	12.8 %	8.7 %	100,818	133
11-14 years	16.1 %	48.7 %	12.9 %	13.3 %	9.0%	109,866	177
15-20 years	15.6 %	49.3 %	12.9 %	13.2 %	9.1 %	105,171	144
> 20 years	17.1 %	50.0%	12.4%	12.2 %	8.2 %	154.670	201
Time with Current Agency						. , , , , ,	-
<1 year	25.6 %	50.8 %	11.4 %	7.7%	4.4 %	7,126	37
	22.0%	49.8 %	11.9 %	10.1 %	6.2%	94,543	160
		48.7 %	12.7 %	12.2 %	8.6%	65,427	88
1-3 years 4-5 years	17.8 %						
4-5 years	17.8 % 16.5 %			13.1 %	9.0%	106.687	125
4-5 years 6-10 years	16.5 %	48.8 %	12.6 %	13.1 %	9.0%	106,687 103,209	125
4-5 years				13.1 % 13.4 % 13.1 %	9.0 % 9.0 % 8.8 %	106,687 103,209 92,627	125 155 138

(5) A	Av workl	oad is	reaso	nahl

(5) My workload is reasonable.							
Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	17.3 %	49.4 %	12.7 %	12.4 %	8.3 %	619,493	931
Leaving Before Covid							
No	19.9 %	51.4%	11.7 %	11.0 %	6.1 %	424,898	463
Yes, to retire	16.0 %	51.3 %	12.8 %	12.4 %	7.6 %	35,361	47
Yes, to other job in Govt	10.6 %	43.3 %	14.9 %	16.4 %	14.8 %	84,799	214
Yes, to other job outside Govt	10.2 %	42.3 %	14.6 %	17.2 %	15.7 %	13,965	36
Yes, other	9.1 %	40.8 %	17.2 %	16.6 %	16.2 %	15,446	63
Leaving Today							
No	20.8 %	52.5 %	11.4 %	10.3 %	5.0 %	390,262	396
Yes, to retire	14.4 %	50.6 %	13.1 %	13.2 %	8.7 %	39,831	50
Yes, to other job in Govt	10.1 %	42.6 %	14.7 %	17.0 %	15.6 %	90,761	211
Yes, to other job outside Govt	8.9 %	39.5 %	14.9 %	18.0 %	18.7 %	18,992	54
Yes, other	8.6 %	39.8 %	17.2 %	17.2 %	17.1 %	22,712	94
Retire Before Covid							
Less than 1 year	18.7 %	49.7 %	12.3 %	11.8 %	7.5 %	14,523	30
1 year	17.0 %	51.6 %	12.5 %	11.3 %	7.6 %	16,422	19
2 years	17.0 %	52.0 %	12.2 %	11.8 %	7.0 %	32,351	35
3 years	16.7 %	51.4 %	12.4 %	11.8 %	7.7 %	32,147	35
4 years	16.9 %	50.7 %	12.5 %	12.1 %	7.8 %	21,244	31
5 years	16.4 %	50.4 %	12.6 %	12.4 %	8.2 %	41,907	33
More than 5 years	17.7 %	49.0 %	12.5 %	12.4 %	8.3 %	411,464	626
Retire Today							
Less than 1 year	15.8 %	47.1 %	13.1 %	13.2 %	10.9 %	20,145	48
1 year	14.4 %	49.7 %	12.9 %	13.6 %	9.4 %	19,275	23
2 years	16.4 %	51.2 %	12.6 %	12.3 %	7.6 %	32,091	30
3 years	16.9 %	51.2 %	12.4 %	11.7 %	7.7 %	29,830	37
4 years	17.1 %	50.8 %	12.4 %	12.0 %	7.7 %	19,981	28
5 years	16.6 %	50.5 %	12.7 %	12.3 %	7.9 %	39,618	46
More than 5 years	17.9 %	49.2 %	12.5 %	12.3 %	8.1 %	401,186	576
Item has been redacted in response to Executive 0	Order (EO) 14168 Defendi	ing Women From Ge	inder Ideology Extremism and Re	estoring Biological 1	fruth to the Federal Governm	nent.	
Item has been redacted in response to Executive 0	Order (EO) 14168 Defendi	ing Women From Go	inder Ideology Extremism and Re	estoring Biological 1	Fruth to the Federal Governm	nent.	
Military Service							
No Prior Military Service	16.5 %	49.7 %	12.7 %	12.8 %	8.3 %	408,570	574
Currently in Guard/Reserves	19.7 %	48.2 %	11.9 %	11.7%	8.7 %	10,090	22
Retired	21.7 %	50.1 %	11.1 %	10.6 %	6.5 %	76,992	79
Separated/Discharged	17.6 %	48.3 %	13.1 %	12.0 %	9.0 %	85,761	153
Military Spouse							
Spouse of current active duty service mem	20.8 %	44.5 %	11.1%	13.6 %	10.0 %	6,077	12
Spouse of separated or retired service	19.7%		12.2%		91%		
member	19.7 %	46.5 %	12.2 %	12.4 %	9.1 %	11,185	19
with a disability rating of 100% widowjery or a service memoer knied	17.6%	40.5%	144%	14.7%	12.8%	302	5
while on							
None of the categories listed	17.4 %	49.7 %	12.5 %	12.3 %	8.1 %	564,615	799
NoN-Competitive Hiring Authority							
Yes	22.8 %	46.7 %	10.4 %	11.9 %	8.3 %	2,066	11
No	19.6 %	45.6 %	12.0 %	13.0 %	9.7 %	15,394	23
Disability							
Yes	18.2 %	45.7 %	13.3 %	12.6 %	10.1 %	85,774	180
No	17.5 %	50.4 %	12.2 %	12.1 %	7.7 %	483,000	629

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.3 %	44.6 %	15.3 %	11.5 %	7.3 %	611,287	1,541
Work Location							
Headquarters	24.2 %	44.8 %	13.9 %	10.7 %	6.4 %	185,967	374
Field	19.7 %	44.4 %	15.5 %	12.2 %	8.2 %	282,586	749
Full-time telework	22.6 %	45.4 %	15.8 %	10.4 %	5.8 %	102,467	278
Supervisory Status							
Senior Leader	48.0 %	37.1 %	6.4 %	5.1%	3.3 %	10,609	17
Manager	30.5 %	45.9 %	10.8 %	8.3 %	4.5 %	40,866	53
Supervisor	23.3 %	47.4 %	13.3 %	10.2 %	5.9 %	80,855	136
Team Leader	22.8 %	46.4 %	13.2 %	11.1 %	6.5 %	77,884	148
Non-Supervisor	19.5 %	43.9 %	16.5 %	12.2 %	8.0 %	364,834	1,053
Sex							
Male	22.2 %	44.9 %	14.6 %	11.0 %	7.3 %	304,215	794
Female	21.4 %	44.9 %	15.3 %	11.6 %	6.7 %	251,953	525
Hispanic or Latino							
Yes	22.5 %	41.2 %	16.0 %	11.5 %	8.8 %	59,477	227
No	21.7 %	45.4 %	14.8 %	11.3 %	6.9 %	498,419	1,112
Race							
American Indian/ Alaska Native	19.5 %	44.3 %	16.6 %	11.4 %	8.2 %	10,784	43
Asian	24.7 %	47.0 %	15.3 %	8.1 %	4.9 %	32,616	89
Black/African American	22.8 %	42.5 %	15.7 %	11.1 %	7.9 %	79,784	263
Native Hawaiian/ Pacific Islander	24.7 %	42.8 %	16.1%	8.4 %	8.0 %	3,729	20
White	21.8 %	45.7 %	14.4 %	11.4 %	6.7 %	390,630	751
Two or more races (Not Hispanic/ Latino)	18.8 %	40.2 %	16.8 %	13.6 %	10.5 %	23,948	109
Age Group							
25 and under	17.0 %	45.1 %	19.9 %	11.7 %	6.3 %	6,838	26
26-29 years old	18.3 %	45.6 %	17.5 %	11.6 %	7.0 %	16,337	40
30-39 years old	19.9 %	44.6 %	15.4 %	12.1 %	8.0 %	108,311	258
40-49 years old	20.8 %	44.6 %	14.7 %	12.0 %	7.8 %	149,268	366
50-59 years old	23.6 %	45.1 %	14.3 %	10.6 %	6.4 %	188,180	427
60 or older	24.2 %	45.1 %	14.8 %	10.0 %	6.0%	89,527	228
Level of Education							
Less than High School	21.8 %	43.7 %	16.3 %	11.2 %	7.0 %	343	9
H.S. Diploma/GED or equiv	22.8 %	46.3 %	16.0 %	8.9 %	6.0 %	23,127	83
,		45.6 %	15.4 %	11.0 %	7.6 %	11,944	41
Some College (no degree)	21.4%	43.7 %	16.3 %	11.1 %	7.5 %	74,076	234
Associate's Degree		43.8 %	16.1 %	11.2 %	7.5 %	43,266	
Bachelor's Degree	20.8 %	45.9 %	15.2 %	11.3 %	6.7 %	200,243	471
Master's Degree	22.8 %	44.1 %	13.9 %	11.9 %	7.4 %	155,356	310
Doctoral/Professional Degree	23.2 %	44.8 %	12.9 %	11.7 %	7.4 %	56,394	98
Pay Category							
Federal Wage System	18.4 %	41.8%	16.7 %	13.0 %	10.2 %	19,159	96 100
GS 1-6	18.9%	40.5 %	18.3 %	12.6 %	9.7%	20,266	
GS 7-12	19.6 %	44.3 %	16.3 %	12.1 %	7.8%	235,987	670
GS 13-15	24.6 %	46.5 %	12.7 %	10.3 %	5.8%	246,224	389
SES	53.1 %	33.6 %	5.8 %	5.0%	2.5%	5,553	4
SL/ST	36.4 %	42.0 %	8.6 %	7.7%	5.2 %	2,029	2
Other	18.4 %	43.7 %	17.8 %	12.1 %	8.0%	45,491	147
Time in Federal Government	25.9 %	47.5 %	16.3 %	6.4%	3.9 %	1.731	7
<1 year							
1-3 years 4-5 years	22.5 % 20.9 %	45.1 % 44.0 %	16.0 % 15.9 %	10.6 % 11.8 %	5.7 % 7.5 %	60,696 48,908	150 124
6-10 years	20.8 %	44.4 %	15.1 %	12.0 %	7.7 %	99,669	197
11-14 years	20.6 %	44.5 % 44.3 %	14.9 % 15.3 %	12.2 % 11.9 %	7.7 % 8.1 %	108,485	288 264
15-20 years						103,761	
> 20 years Time with Current Agency	23.5 %	45.6 %	14.2 %	10.4 %	6.4 %	152,113	381
	26.6%	45.1%	45.50			7 077	29
<1 year		1012.11	15.5 %	8.4%	4.5 %	-,	
1-3 years 4-5 years	22.6 % 20.7 %	44.0 % 43.8 %	15.8 % 15.4 %	11.1 % 12.1 %	6.4 % 8.0 %	93,627 64,581	232 166
	20.7 %	43.8 %	15.4 %	12.1 %			166 220
6-10 years					7.8%	105,421	
11-14 years	20.3 %	44.7 %	15.0 %	12.1 %	7.8%	101,839	279
15-20 years	20.5 %	44.8 % 46.4 %	15.3 % 13.9 %	9.9%	7.7 % 5.9 %	91,346 111,357	247 236
> 20 years							

(6) My talents are used well in the workplace

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.3 %	44.6 %	15.3 %	11.5 %	7.3 %	611,287	1,541
Leaving Before Covid							
No	25.3 %	48.5 %	13.7 %	8.4 %	4.1 %	419,806	702
Yes, to retire	20.3 %	45.1 %	16.3 %	11.5 %	6.8 %	34,639	98
Yes, to other job in Govt	10.1 %	33.0 %	19.1 %	21.1 %	16.8%	83,363	372
Yes, to other job outside Govt	9.5%	31.1%	17.7 %	21.9 %	19.8%	13.737	60
Yes, other	9.0%	29.5 %	20.7 %	21.0 %	19.9 %	15.111	136
Leaving Today							
No	26.6 %	49.7 %	13.2 %	7.4%	3.1%	386,199	578
Yes, to retire	18.6 %	44.4 %	16.8%	12.7 %	7.5 %	39,089	96
Yes, to other job in Govt	9.7%	33.0 %	19.2 %	21.4 %	16.7 %	89,295	384
Yes, to other job outside Govt	8.2%	29.3 %	17.8 %	23.4 %	21.3 %	18.684	111
Yes, other	8.9%	30.5 %	20.7 %	20.8 %	19.0 %	22,265	167
Retire Before Covid				23.51.			
Less than 1 year	23.5 %	42.6 %	14.8 %	11.4%	7.6%	14,278	51
1 year	21.5%	45.4 %	15.5 %	10.7 %	69%	16,071	42
2 years	22.1%	45.3 %	15.5 %	10.7 %	6.4%	31,677	78
3 years	21.9%	45.4 %	15.2 %	10.7 %	6.7%	31,564	85
4 years	22.9%	44.8%	14.8 %	11.0%	6.5%	20,838	42
4 years 5 years	22.9%	44.8 %	14.8 %	11.0%	7.5%	20,838 41,135	103
More than 5 years	21.9%	44.7%	14.6 %	11.6 %	7.5%	41,135 406.684	103
Retire Today	21.4%	44.7 %	15.0 %	11.0 %	/3%	400,004	948
Less than 1 year	19.8 %	39.7 %	15.8 %	13.8 %	10.9 %	19,772	82
1 year	18.3 %	43.7 %	17.0 %	12.6 %	83%	18,877	54
1 year 2 years	18.3 % 21.6 %	45.0 %	15.7%	11.0 %	6.7%	18,877 31,518	54 81
3 years 4 years	22.4 %	45.4 % 44.8 %	14.7 % 14.5 %	11.0 %	6.4 % 6.3 %	29,409 19,666	74 40
4 years 5 years	23.2 %	44.8 %	14.5 %	11.1 %	7.1%	19,666	40 96
More than 5 years	22.3 %	45.1%	14.4 %	11.4%	7.1%	39,028 396,898	887
More than 5 years Item has been redacted in response to Executive C							887
Item has been redacted in response to Executive C	order (EU) 14168 Defendir	ng Women From G	ender Ideology Extremism and Re	storing Biological 1	ruth to the Federal Governm	ent.	
Item has been redacted in response to Executive O	arder (FO) 14168 Defendis	ne Women From Gr	onder Idenings Fytremism and Re	storing Rinkgairal T	nith to the Federal Governm	ent	
Telli ilia delli redacted ili response to executive d	Noel (LO) 14100 Delelloll	g Homen Home	Index rocordy extremism and re	atoring biological i		an.	
Military Service			1		1		
	20.5 %	45.6 %	15.5 %	11.5%	6.9%	403.557	921
No Prior Military Service						403,557	
No Prior Military Service Currently in Guard/Reserves	22.8 %	43.7 %	14.0 %	11.4%	8.2 %	9,989	25
No Prior Military Service Currently in Guard/Reserves Retired	22.8 % 27.7 %	43.7 % 44.1 %	14.0 % 12.9 %	11.4 % 9.6 %	8.2 % 5.7 %	9,989 75,815	25 167
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged	22.8 %	43.7 %	14.0 %	11.4%	8.2 %	9,989	25
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse	22.8 % 27.7 % 20.5 %	43.7 % 44.1 % 42.1 %	14.0 % 12.9 % 15.3 %	11.4 % 9.6 % 12.8 %	8.2 % 5.7 % 9.3 %	9,989 75,815 84,472	25 167 287
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem	22.8 % 27.7 %	43.7 % 44.1 %	14.0 % 12.9 %	11.4 % 9.6 %	8.2 % 5.7 %	9,989 75,815	25 167
No Prior Military Service Currently in Guard/Reserves Ratined Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or netired service member	22.8 % 27.7 % 20.5 %	43.7 % 44.1 % 42.1 %	14.0 % 12.9 % 15.3 %	11.4 % 9.6 % 12.8 %	8.2 % 5.7 % 9.3 %	9,989 75,815 84,472	25 167 287
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Sposse Spouse of current active duty service mem Spouse of separated or retired service	22.8 % 27.7 % 20.5 %	43.7 % 44.1 % 42.1 %	14.0 % 12.9 % 15.3 %	11.4 % 9.6 % 12.8 %	8.2% 5.7% 9.3% 9.1%	9,389 75,815 84,472 6,024	25 167 287
No Prior Military Service Currently in Guard/Reserves Ratined Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or netired service member	22.8 % 27.7 % 20.5 %	43.7 % 44.1 % 42.1 %	14.0 % 12.9 % 15.3 %	11.4 % 9.6 % 12.8 %	8.2% 5.7% 9.3% 9.1%	9,389 75,815 84,472 6,024	25 167 287
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service men Spouse of apparated or retired service with a disblink rating of 100% virolousers or a service memor assess which a disblink rating of 100% virolousers or a service memor assess which as disblink rating of 100% virolousers or a service memor assess which can be serviced.	22.8% 27.7% 20.5% 22.9% 24.0%	43.7 % 44.1 % 42.1 % 40.8 % 42.1 %	14.0 % 12.9 % 15.3 % 14.4 %	11.4 % 9.6 % 12.8 % 12.7 % 11.8 %	8.2% 5.7% 9.3% 9.1% 7.7%	9,389 75,815 84,472 6,024 11,026	25 167 287 10 30
No Prior Milliary Service Currently in Guard/Reserves flatined Milliary Spouse Spouse of current active duty service mem Spouse of separated or retired service member spouse of separated or retired service member with the separated or retired service member with the service of service member with the service of service member with the service of service member None of the categories listed None of the categories listed	22.8% 27.7% 20.5% 22.9% 24.0%	43.7 % 44.1 % 42.1 % 40.8 % 42.1 %	14.0 % 12.9 % 15.3 % 14.4 % 14.4 %	11.4 % 9.5 % 12.8 % 12.7 % 11.8 %	8.2 % 5.7 % 9.3 % 9.1 % 7.7 %	5,989 75,825 84,472 6,024 11,026 283	25 167 287 10 30
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service men Spouse of apparated or retired service with a disblink rating of 100% virolousers or a service memor assess which a disblink rating of 100% virolousers or a service memor assess which as disblink rating of 100% virolousers or a service memor assess which can be serviced.	22.8% 27.7% 20.5% 22.9% 24.0%	43.7 % 44.1 % 42.1 % 40.8 % 42.1 %	14.0 % 12.9 % 15.3 % 14.4 % 14.4 %	11.4 % 9.5 % 12.8 % 12.7 % 11.8 %	8.2 % 5.7 % 9.3 % 9.1 % 7.7 %	5,989 75,825 84,472 6,024 11,026 283	25 167 287 10 30
The Price Milliary Service Currently in Guard/Reserves Retired Supposed Offichinged Similary Spaces Spaces of current active duty service men Spaces of current service duty service men solution of current service duty service men white new service service with a disability resting of 5000, which is disability resting of 5000, which was the immore reserv white on None of the categories lated Notic Compression Intel Notic Compression	22.8% 27.7% 20.5% 22.9% 24.0% 20.5% 21.6%	43.7 % 44.1 % 42.1 % 40.8 % 42.1 % 42.1 % 44.8 %	14.0 % 12.9 % 15.3 % 14.4 % 14.4 % 14.8 % 15.1 %	11.4 % 9.6 % 12.8 % 12.7 % 11.8 % 10.4 % 11.4 %	8.2% 5.7% 9.3% 9.1% 7.7% 12.2% 7.1%	9.989 75.815 84.472 6.024 11.026 233 557.241	25 167 287 10 30 8 1,356
No Prior Milliary Service Controlly in Controlly Reviews Restind Separated Ottobarged Milliary Spoons Spoons of construction that of service mean Spoons of separated or settled service member with a familiary setting of 1000s while on Timo or the categories listed Note Competitive String Authority Yes 160	22.8% 27.7% 20.5% 22.9% 24.0% 20.5% 21.6%	43.7 % 44.1 % 42.1 % 40.8 % 42.1 % 42.1 % 44.8 %	14.0 % 12.9 % 15.3 % 14.4 % 14.8 % 15.1 %	11.4 % 9.5 % 12.8 % 12.7 % 11.8 % 10.4 % 11.4 %	8.2% 5.7% 9.3% 9.1% 7.7% 12.2% 7.1%	9.989 75,815 84,472 6,824 11,026 293 557,241	25 167 287 10 30 8 1,356
The Price Milliary Service Currently in Guard/Reserves Retired Supposed Offichinged Similary Spaces Spaces of current active duty service men Spaces of current service duty service men solution of current service duty service men white new service service with a disability resting of 5000, which is disability resting of 5000, which was the immore reserv white on None of the categories lated Notic Compression Intel Notic Compression	22.8% 27.7% 20.5% 22.9% 24.0% 20.5% 21.6%	43.7 % 44.1 % 42.1 % 40.8 % 42.1 % 42.1 % 44.8 %	14.0 % 12.9 % 15.3 % 14.4 % 14.4 % 14.8 % 15.1 %	11.4 % 9.6 % 12.8 % 12.7 % 11.8 % 10.4 % 11.4 %	8.2% 5.7% 9.3% 9.1% 7.7% 12.2% 7.1%	9.989 75.815 84.472 6.024 11.026 233 557.241	25 167 287 10 30 8 1,356

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Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	35.7 %	51.4%	7.9 %	3.1 %	1.9 %	618,591	1,479
Work Location							
Headquarters	39.5 %	48.9 %	7.0 %	2.8 %	1.7 %	188,063	360
Field	33.8 %	52.2 %	8.4%	3.4 %	2.2 %	286,094	750
Full-time telework	37.0 %	52.4%	7.1%	2.3 %	13%	103,696	235
Supervisory Status							
Senior Leader	65.2 %	29.7 %	2.9 %	1.2 %	1.0 %	10,757	11
Manager	49.4 %	42.4%	4.8 %	2.1%	13%	41.473	39
Supervisor	39.0%	50.3%	64%	2.7%	1.6 %	81.984	116
Team Leader	37.2 %	50.5 %	7.4 %	3.1%	18%	78,833	154
Non-Supervisor	33.2%	53.0 %	85%	3.2%	21%	368.855	1.023
Sex				9.2.11			-,
Male	36.4%	50.0%	81%	33%	21%	308.305	781
Female	36.3 %	53.0 %	6.7 %	2.4%	15%	254,448	460
Hispanic or Latino	20.7%	33.0 %	0.7 %	2.4.0	15.4	239,990	400
Yes	37.4%	49.0%	82%	3.1%	24%	60.306	151
No.	36.2 %	51.5 %	7.5 %	3.0%	18%	504,186	1,114
Race	20.2.7	31.3 %	73.4	3.0 %	10 %	304,160	1,114
American Indian/ Alaska Native	31.5 %	53.2 %	9.7 %	3.4 %	22%	10,927	37
Asian	39.8%	51.5%	5.7%	17%	12%	32.788	62
Black/African American	38.0 %	51.1%	6.7 %	2.3 %	18%	32,768 80,797	200
Native Hawaiian/ Pacific Islander	36.8 %	50.0%	8.1%	2.9%	22%	3,749	13
White	36.1%	51.2%	77%	32%	18%	395.319	812
Two or more races (Not Hispanic/ Latino)	34.6 %	49.9 %	9.3 %	3.5 %	2.8 %	24,297	80
Age Group	24.0 %	43.3 %	3.3 %	33 %	2.0 %	24,237	00
25 and under	35.2 %	54.3 %	6.9 %	2.2 %	13%	6,867	20
26-29 years old	34.9 %	53.7 %	7.1 %	2.7 %	1.6%	16,411	30
30-39 years old	34.9 %	51.7 %	7.7 %	3.4 %	2.2 %	108,961	218
40-49 years old	35.2 %	51.5 %	7.8%	3.4%	21%	150,710	335
SO-59 years old	37.8%	50.4%	75%	27%	17%	191,033	421
60 or older	37.8 %	50.7 %	7.8%	2.5 %	14%	91,091	238
Level of Education	37.8 %	30.7%	7.0%	25%	14%	91,091	236
	29.3 %	48.7%	13.8%	4.6 %	3.6 %	353	8
Less than High School H.S. Diploma/GED or equiv	32.2 %	54.2 %	9.2 %	2.5 %	2.0 %	23,536	75
Trade/Technical Certificate	32.2%	54.2%	93%	31%	24%	23,530	51
Some College (no degree)	34.0 %	52.3 %	8.8 %	2.9 %	2.0 %	75,174	201
Associate's Degree	33.5 %	52.5%	88%	31%	20%	43.887	135
Associate's Degree Bachelor's Degree	33.5 %	52.5 %	7.5%	3.1 %	1.8%	45,887 202,464	135 432
Master's Degree	35.4 %	49.2 %	7.5 % 6.8 %	3.0%	18%	202,464	432 280
Doctoral/Professional Degree	39.1 % 41.5 %	49.2 %	6.8%	2.9 %	18%	156,985 56,892	105
	41.5 %	47.3 %	6.4 %	2.9 %	18%	56,892	105
Pay Category Federal Wage System	29.5%	53.0%	10.9%	3.8%	28%	19.461	89
GS 1-6	31.7%	53.8 %	9.6 %	2.8%	2.2 %	20,506	83
GS 7-12	31.7%	53.8 %	9.6 %	3.1%	2.0%	20,506	619
65 7-12 65 13-15	33.2 % 40.6 %				2.0 %		
GS 13-15 SFS	40.6 % 72.6 %	48.3 %	6.5 %	2.9%	1.7%	248,923 5.611	410
						-,	-
SL/ST Other	53.5 % 33.1 %	37.4 % 53.1 %	4.8 % 8.9 %	2.5 %	1.8 %	2,056 46,020	2 140
	33.1%	53.1%	8.9 %	2.9%	2.0 %	46,020	140
Time in Federal Government	41.7 %	48.9 %	6.4 %	14%	15%	1,748	3
<1 years	41.7 % 38.4 %	48.9 % 51.3 %	6.4 %	1.4%	15%	1,748 61.119	3 128
	38.4 % 36.2 %	51.3%	6.6 % 7.4 %	3.0 %	12%		
4-5 years	36.2 % 35.3 %	51.4%	7.4%	3.0 %	2.0%	49,398 100,680	93 217
6-10 years							
11-14 years	34.9 %	51.6 %	8.2 %	3.3 %	2.0 %	109,708	259
15-20 years	34.4 %	51.7%	8.3 %	3.3 %	2.3 %	105,010	280
> 20 years	37.6 %	50.3 %	7.6 %	2.8 %	1.7 %	154,548	369
Time with Current Agency							
< 1 year	39.6 %	48.6 %	7.5 %	2.6 %	1.6 %	7,128	27
1-3 years	37.8 %	51.0 %	7.0 %	2.7%	1.5 %	94,410	191
4-5 years	35.9 %	51.1 %	7.7 %	3.1%	2.1 %	65,291	148
6-10 years	35.2 %	51.5 %	8.0 %	3.3 %	2.1 %	106,503	238
11-14 years	34.4 %	52.0 %	8.2 %	3.4 %	2.1 %	103,061	246
15-20 years	34.5 %	51.9 %	8.3 %	3.2 %	2.1 %	92,499	250
> 20 years	38.3 %	50.3 %	7.3 %	2.6 %	1.6%	113,193	249

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	35.7 %	51.4%	nor Disagree 7.9 %	3.1%	1.9%	618.591	1.479
eaving Before Covid			1.0.0			***************************************	-,
No.	40.0%	50.6 %	6.2 %	2.1%	11%	424.439	672
Yes, to retire	32.8 %	52.9 %	9.1 %	33%	20%	35,317	96
Yes, to other job in Govt	25.1 %	53.3 %	11.7 %	5.7 %	42%	84,512	342
Yes, to other job outside Govt	23.3 %	51.4%	12.8%	6.9%	5.6%	13.891	84
Yes, other	21.4 %	51.6%	14.9 %	6.4 %	5.8%	15,891	120
eaving Today	21.4%	51.0 %	14.9 %	6.4 %	3.8 %	15,358	120
No.	41.5 %	50.4%	5.7 %	1.7%	0.7%	390,123	538
Yes, to retire	31.4%	53.3 %	9.5 %	3.7 %	22%	39,817	109
Yes, to other job in Govt	24.7 %	53.6 %	11.7 %	5.8%	42%	90,474	350
Yes, to other job outside Govt	21.6%	50.6 %	13.4%	7.8%	6.6%	18.897	126
Yes, other	21.3 %	52.0 %	14.5 %	6.6%	5.6%	22,606	149
tetire Before Covid	21.3%	52.0%	14.5 %	0.0 %	3.0 %	22,606	149
	35.8 %	50.0%	8.4 %	3.2%	25%		40
Less than 1 year 1 year	35.8%	50.0 %	8.4 %	3.2%	2.5%	14,499 16,401	40 42
	34.3 % 35.2 %	52.2 % 51.9 %	8.6 %	2.9%	2.0 %		
2 years	35.2 % 35.3 %	51.9 % 51.6 %	8.4 %	2.8%	1.7%	32,263 32,065	92 86
3 years	35.3 % 36.1 %	51.6 % 51.2 %	8.7 %	2.8%	1.7%		86 50
4 years						21,232	
5 years	36.0 %	51.1%	7.9 %	3.1 %	1.9 %	41,811	112
More than 5 years	36.4 %	51.2 %	7.5 %	3.0 %	1.9 %	410,735	877
Retire Today							
Less than 1 year	32.1 %	50.4 %	9.9 %	4.2 %	3.4 %	20,127	77
1 year	31.5 %	52.6 %	9.6 %	3.8 %	2.4 %	19,246	60
2 years	34.7 %	51.8%	8.8 %	3.0 %	1.8 %	32,037	74
3 years	36.3 %	51.1%	8.2 %	2.7 %	1.7 %	29,806	82
4 years	36.9 %	50.8 %	7.8 %	2.9 %	1.6 %	19,999	37
5 years	36.5 %	50.9 %	7.8 %	3.0 %	1.8 %	39,597	95
More than 5 years	36.6 %	51.2 %	7.4 %	3.0 %	1.8 %	400,655	839
tem has been redacted in response to Executive (order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism and Re	storing Biological T	ruth to the Federal Governm	ent.	
tem has been redacted in response to Executive 0	order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism and Re	storing Biological T	ruth to the Federal Governm	ent.	
Military Service							
No Prior Military Service	35.4 %	52.4%	7.6 %	2.9 %	1.7 %	408,044	862
Currently in Guard/Reserves	36.6 %	49.8 %	8.0 %	3.1 %	2.4 %	10,076	34
Retired	41.4 %	47.9 %	6.7 %	2.5 %	1.5 %	76,924	151
Separated/Discharged	34.1 %	50.1%	9.2 %	3.9 %	2.7%	85,598	290
Military Spouse							
Spouse of current active duty service mem	36.7 %	50.3 %	7.7 %	2.9 %	2.5 %	6,059	15
Spouse of separated or retired service member	37 2 %	50.2 %	7.6 %	29%	21%	11,176	24
with a disability rating of 100%				2.5 %		******	
while on	38.0%	47.0%	84%	33%	34%	301	5
	36.1 %	51.3%	7.7 %	3.0%	19%	563.881	1.301
None of the categories listed	56.1 %	51.3%	7.7 %	3.0 %	1.9%	565,881	1,301
IoN-Competitive Hiring Authority							
Yes	37.9 %	49.3 %	7.5 %	3.0 %	2.3 %	2,059	10
No	37.0 %	50.3 %	7.6 %	2.9 %	2.3 %	15,373	33

Disability							
***	36.3 % 36.3 %	48.7 % 51.7 %	8.7 % 7.4 %	3.5 %	2.7 %	85,606 482,461	313 956

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.0 %	37.5 %	16.1%	7.9 %	7.5 %	604,744	18,046
Work Location							
Headquarters	35.0 %	36.3 %	14.9 %	7.1 %	6.7 %	182,779	6,306
Field	29.2 %	37.6%	16.1 %	8.6 %	8.5 %	281,258	6,892
Full-time telework	32.5 %	39.3 %	16.7 %	6.2 %	5.3 %	100,857	3,565
Supervisory Status							
Senior Leader	59.3 %	25.6 %	6.9 %	4.2 %	4.0 %	10,740	66
Manager	45.7 %	33.1 %	9.7 %	6.1 %	5.4 %	41,264	390
Supervisor	34.9 %	37.8 %	13.7 %	7.2 %	6.5 %	80,858	1,546
Team Leader	31.5 %	37.7 %	15.3 %	8.4 %	7.2 %	77,079	2,207
Non-Supervisor	28.7 %	38.2 %	17.2 %	8.0%	7.9 %	358,860	12,714
Sex							
Male	34.6 %	37.3 %	14.3 %	6.8 %	6.9 %	302,389	7,984
Female	27.7 %	38.2 %	17.6 %	8.8%	7.7%	248,093	7,968
Hispanic or Latino							
Yes	31.2 %	35.7 %	16.4 %	7.8 %	8.9 %	59,390	1,350
No	31.9 %	37.9 %	15.6 %	7.6 %	7.0 %	492,722	14,732
Race	23.5 %	35.2 %	18.6 %	10.2 %	12.4%	10.823	197
American Indian/ Alaska Native	23.5 % 30.0 %	35.2 % 42.6 %	18.6%	10.2 % 5.4 %	12.4 %	10,823 31,829	197 1,136
Asian Black/African American	30.0 % 27.3 %	42.6 % 36.7 %	16.8 %	5.4 % 8.0 %	5.1 % 8.5 %	31,829 79,195	1,136 2,402
Black/African American Native Hawaiian/ Pacific Islander	29.4 %	36.7 %	19.4 %	7.0 %	7.9%	79,195 3,723	2,402 66
White	33.8 %	37.9%	14.3 %	7.4 %	6.6%	3,723	10,920
Two or more races (Not Hispanic/ Latino)	28.4 %	33.8%	17.2 %	96%	11.0%	23.726	740
Age Group	22.7 %	33.0 %	17.1.71	33.4	11.0 %	13,710	740
25 and under	33.7 %	41.5 %	15.4 %	5.3 %	4.2 %	6,683	212
26-29 years old	33.2 %	40.2 %	14.3 %	6.6 %	5.6 %	15,989	474
30-39 years old	32.5 %	37.8 %	14.6 %	7.7 %	7.4 %	106,073	3,340
40-49 years old	30.9 %	37.4%	15.3 %	8.2 %	8.2 %	147.264	4,241
50-59 years old	32.1 %	37.0 %	16.1%	7.6 %	7.2 %	187,252	5,161
60 or older	31.6 %	38.3 %	17.2 %	7.0 %	5.9 %	89,517	2,582
Level of Education							
Less than High School	25.9 %	30.4%	26.3 %	9.2 %	8.1 %	347	19
H.S. Diploma/GED or equiv	26.3 %	40.1%	18.6 %	7.4 %	7.6 %	23,288	465
Trade/Technical Certificate	23.9 %	38.5 %	19.2 %	9.3 %	9.2 %	12,017	256
Some College (no degree)	28.7 %	36.9 %	17.6 %	8.2 %	8.5 %	74,266	1,610
Associate's Degree	28.4 %	37.5 %	17.2 %	8.5 %	8.4 %	43,385	882
Bachelor's Degree	31.9 %	38.9 %	15.4 %	7.3 %	6.6 %	197,961	5,713
Master's Degree	35.1 %	36.6 %	14.1 %	7.4 %	6.9 %	152,931	4,914
Doctoral/Professional Degree	34.5 %	35.1 %	14.7 %	8.2 %	7.5 %	54,631	2,536
Pay Category							
Federal Wage System GS 1-6	22.7 %	35.5 % 37.7 %	18.9 % 19.4 %	10.6 % 8.7 %	12.2 % 9.8 %	19,310 20,213	346 536
GS 1-6 GS 7-12	24.4 %	37.7 %	19.4 %	8.7 % 7.9 %	9.8 % 7.6 %	20,213 234,147	536 6,667
65 7-12 65 13-15	28.8 % 36.7 %	36.8 %	16.9 %	6.8%	6.1%	234,147 242,083	8,016
65 13-15 SES	36.7 % 64.0 %	19.1 %	7.1%	5.4%	4.3%	242,083 5,591	8,016 40
SL/ST	45.6 %	31.1%	12.0 %	6.1%	52%	2,019	46
Other	28.3 %	37.1%	16.9 %	9.2 %	8.5%	45,184	1,196
Time in Federal Government							
<1 year	40.1 %	40.8 %	12.9 %	3.0 %	3.2 %	1,686	67
1-3 years	36.7 %	39.1%	14.3 %	5.5 %	4.4 %	59,709	1,721
4-5 years	33.6 %	37.5 %	15.0 %	7.2 %	6.7 %	48,253	1,386
6-10 years	31.9 %	37.6%	15.2 %	7.8 %	7.4 %	98,266	2,982
11-14 years	31.0 %	37.4%	15.5 %	8.3 %	7.9 %	107,206	3,218
15-20 years	28.8 %	36.9 %	16.7 %	8.7 %	9.0 %	102,872	2,945
> 20 years	30.3 %	37.3 %	16.9 %	8.0 %	7.5 %	151,156	4,606
Time with Current Agency							
<1 year	40.2 %	38.4 %	13.7 %	4.2 %	3.4 %	6,901	274
1-3 years	36.1 %	38.0 %	14.7 %	5.9 %	5.3 %	92,109	2,795
4-5 years	32.3 %	37.3 %	15.2 %	7.7 %	7.5 %	63,826	1,826
6-10 years	31.0 %	37.4%	15.5 %	8.1 %	7.9 %	104,043	3,116
11-14 years	30.0 %	37.4%	16.0 %	8.5 %	8.1%	100,742	3,024
15-20 years	28.2 %	37.1 %	16.9 %	8.9 %	8.9 %	90,708	2,546
> 20 years	30.9 %	37.8 %	16.7 %	7.7%	7.0 %	110,705	3,320

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Application ### Applicat
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Retired 39.7 N 36.1 N 12.8 N 5.9 N 5.4 N 76,331 1,153
Ritary Spocase Spocase d'current active duty service mem 33.6 N 35.6 N 14.0 N 8.0 N 8.9 N 5.972 127
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Yes 32.5 % 34.2 % 16.4 % 7.5 % 9.4 % 2,040 42
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No 30.6% 35.7% 15.5% 8.6% 9.6% 15,175 314

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	40.4 %	43.7 %	8.5 %	5.4 %	2.0 %	623,646
Work Location						
Headquarters	45.2 %	41.7 %	7.1 %	4.4 %	1.6%	189,358
Field Full-time telework	37.3 % 44.1 %	44.9 % 42.7 %	9.3 %	6.2 % 4.1 %	2.3 %	288,493 104.554
Full-time telework Supervisory Status	44.1 %	42.7 %	7.7 %	4.1%	1.4%	104,554
Supervisory Status Senior Leader	57.1 %	34.7 %	4.3 %	2.9 %	1.1%	10,825
Manager	46.9%	42.4%	5.8 %	3.7 %	1.2%	41,701
Supervisor	42.4 %	44.5 %	7.0 %	4.6%	1.5%	82,518
Team Leader	40.0 %	44.8 %	8.1 %	5.4%	1.8%	79.365
Non-Supervisor	39.8 %	43.4 %	9.0 %	5.6%	2.2%	372,086
Sex						
Male	41.7 %	43.7 %	8.0 %	4.8 %	1.8%	310,744
Female	40.3 %	43.1 %	8.5 %	5.9 %	2.1%	256,427
Hispanic or Latino						
Yes	37.7 %	42.9 %	10.2 %	6.5 %	2.8 %	60,841
No	41.6 %	43.6 %	7.9 %	5.1 %	1.8 %	508,086
Race						
American Indian/ Alaska Native	30.4 %	43.7 %	13.0 %	9.1 %	3.8 %	11,044
Asian	40.7 %	45.5 %	8.6 %	3.5 %	1.7 %	33,045
Black/African American	41.8 %	43.1 %	8.1 %	4.8 %	2.2 %	81,793
Native Hawaiian/ Pacific Islander	36.0 %	44.8 %	10.0 %	6.4 %	2.8 %	3,807
White	41.9 %	43.4 %	7.8 %	5.2 %	1.7 %	397,960
Two or more races (Not Hispanic/ Latino)	37.4 %	43.2 %	10.1 %	6.5 %	2.9 %	24,496
Age Group 25 and under	38.9 %	45.8%	8.1 %	5.2 %	1.9%	6.910
26-29 years old	37.2 %	45.9 %	8.9 %	5.7 %	2.2%	16,492
30-39 years old	384%	44.4%	89%	5.9%	24%	109,489
40-49 years old	39.5 %	44.1%	8.4 %	5.9 %	2.1%	151,645
50-59 years old	43.2 %	42.6%	7.8%	47%	1.7%	192,666
60 or older	44.7 %	42.3 %	7.7 %	4.0 %	1.4%	92,318
Level of Education						
Less than High School	27.7 %	39.2 %	17.6%	8.7 %	6.7 %	373
H.S. Diploma/GED or equiv	35.0 %	44.9 %	11.1%	6.4 %	2.6 %	23,842
Trade/Technical Certificate	33.0 %	44.6 %	12.1%	7.5 %	2.8 %	12,290
Some College (no degree)	36.8 %	44.0 %	10.1%	6.6%	2.4 %	75,997
Associate's Degree	35.6 %	45.1 %	10.1%	6.8 %	2.5 %	44,357
Bachelor's Degree	41.2 %	44.3 %	7.8 %	4.9 %	1.8%	203,938
Master's Degree	44.5 %	42.6 %	6.9 %	4.4 %	1.6 %	157,985
Doctoral/Professional Degree	49.0 %	39.6 %	6.1 %	3.8 %	1.5 %	57,179
Pay Category						
Federal Wage System	28.6 %	47.6 %	12.1%	8.3 %	3.4 %	19,703
GS 1-6 GS 7-12	32.0 %	43.5 % 44.5 %	12.5 %	8.5 %	3.5 %	20,817
	37.9 %					241,158
GS 13-15 SES	47.1 % 66.3 %	41.7 % 28.4 %	6.2 %	3.7%	1.3%	250,336 5,634
SES SL/ST	51.9 %	28.4 % 38.9 %	4.6 %	3.4%	1.2%	5,634 2,066
SL/ST Other	37.3 %	38.9 % 45.9 %	9.2 %	5.5%	2.1%	2,066 46,444
Time in Federal Government	3.3.4	43.7 %	2.2.7	3.5 %	2.2.7	40,444
<1 year	47.0 %	41.0%	7.2 %	3.4 %	1.4%	1,757
1-3 years	41.4 %	43.6 %	8.3 %	5.0 %	1.8%	61,509
4-5 years	39.5 %	43.9 %	8.7 %	5.7 %	2.3 %	49,713
6-10 years	39.5 %	44.1 %	8.5 %	5.8 %	2.1%	101,350
11-14 years	39.6 %	44.2 %	8.7 %	5.5 %	2.0 %	110,542
15-20 years	39.6 %	44.1 %	8.5 %	5.7 %	2.1%	105,943
> 20 years	44.2 %	42.1 %	7.6 %	4.4 %	1.7 %	156,026
Time with Current Agency						
	47.6 %	39.9 %	7.2 %	3.9 %	1.4%	7,188
<1 year					2.0 %	95.040
1-3 years	41.5 %	42.9 %	8.3 %	5.3 %		
1-3 years 4-5 years	41.5 % 39.1 %	44.0 %	8.8 %	5.8 %	2.4 %	65,741
1-3 years 4-5 years 6-10 years	41.5 % 39.1 % 39.4 %	44.0 % 44.2 %	8.8 % 8.6 %	5.8 % 5.7 %	2.4 % 2.1 %	65,741 107,272
1-3 years 4-5 years 6-10 years 11-14 years	41.5 % 39.1 % 39.4 % 39.4 %	44.0 % 44.2 % 44.4 %	8.8 % 8.6 % 8.7 %	5.8 % 5.7 % 5.5 %	2.4 % 2.1 % 1.9 %	65,741 107,272 103,879
1-3 years 4-5 years 6-10 years	41.5 % 39.1 % 39.4 %	44.0 % 44.2 %	8.8 % 8.6 %	5.8 % 5.7 %	2.4 % 2.1 %	65,741 107,272

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	40.4 %	43.7 %	8.5 %	5.4 %	2.0 %	623,646
eaving Before Covid						
No	45.2 %	43.0 %	6.9 %	3.8 %	1.2 %	427,208
Yes, to retire	41.0 %	43.8 %	8.8 %	4.8 %	1.7 %	35,741
Yes, to other job in Govt	27.4 %	45.8 %	12.5 %	10.1 %	4.3 %	85,314
Yes, to other job outside Govt	30.0 %	44.0 %	11.6%	9.4 %	5.0 %	14,046
Yes, other	24.9 %	43.7 %	14.7 %	10.5 %	6.2 %	15,575
Leaving Today						
No	46.8 %	42.7 %	6.4 %	3.2 %	0.9 %	392,533
Yes, to retire	40.0 %	44.1 %	9.1 %	5.2 %	1.7 %	40,274
Yes, to other job in Govt	26.9 %	46.0 %	12.4 %	10.3 %	4.3 %	91,317
Yes, to other job outside Govt	27.8 %	43.7 %	12.4 %	10.8 %	5.3 %	19,111
Yes, other	25.0 %	44.3 %	14.4 %	10.5 %	5.7 %	22,892
Retire Before Covid						
Less than 1 year	43.8 %	40.9 %	8.4 %	4.8 %	2.1%	14,679
1 year	42.9 %	43.1 %	7.9 %	4.4%	1.7 %	16,604
2 years	42.6 %	43.7 %	7.8 %	4.5 %	1.5 %	32,645
3 years	42.7 %	43.1 %	8.0 %	4.6 %	1.6 %	32,435
4 years	42.4 %	42.9 %	8.3 %	4.9 %	1.5 %	21,436
5 years	41.7 %	43.1 %	8.3 %	5.1 %	1.8 %	42,212
More than 5 years	40.5 %	43.7 %	8.3 %	5.4 %	2.0 %	413,304
Retire Today						
Less than 1 year	39.2 %	41.9 %	9.7 %	6.3 %	2.9 %	20,367
1 year	39.8 %	43.9 %	8.9 %	5.4 %	2.0 %	19,485
2 years	42.4 %	43.3 %	8.1 %	4.6 %	1.6 %	32,413
3 years	43.0 %	43.1 %	7.6 %	4.7 %	1.6 %	30,138
4 years	43.2 %	42.8 %	7.9 %	4.8 %	1.4 %	20,187
5 years	42.5 %	43.0 %	8.0 %	4.9 %	1.7 %	39,977
More than 5 years	40.7 %	43.7 %	8.2 %	5.3 %	2.0 %	403,106
Item has been redacted in response to Executive C	Order (EO) 14168 Defendi	ing Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	wernment.
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Item has been redacted in response to Executive C	Order (EO) 14168 Defendi	ing Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	wernment.
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Military Service						
No Prior Military Service	41.1 %	43.6 %	8.3 %	5.2 %	1.9 %	411,071
Currently in Guard/Reserves	37.6 %	45.2 %	9.4 %	4.9 %	2.9 %	10,141
Retired	44.1 %	42.6 %	7.3 %	4.6 %	1.4%	77,566
Separated/Discharged	38.3 %	43.7 %	9.2 %	6.3 %	2.5 %	86,452
Military Spouse						
Military Spouse Spouse of current active duty service mem	36.7 %	42.3 %	9.6 %	8.1 %	3.3 %	6,109
Spouse of current active duty service mem Spouse of separated or retired service						
Spouse of current active duty service mem	36.7 % 37.7 %	42.3 % 43.2 %	9.6 % 9.4 %	8.1 % 7.0 %	3.3 %	6,109 11,298

310

568,294

2,092 15,514

86,568 485,980

34.5 %

41.1 %

35.7 % 37.5 % 38.7 % 41.5 % 36.7 %

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43.6 % 43.1 % 42.7 % 42.0 % 43.8 % 16.3 %

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9.7 % 8.2 % 9.6 % 7.3 % 9.7 % 6.7 % 7.9 % 5.0 %

4.8 %

1.9 %

3.3 %

3.0 %

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	11.9 %	30.3 %	27.5 %	16.7 %	13.5 %	540,222	83,418
Work Location							
Headquarters	13.6 %	32.0 %	27.6 %	15.5 %	11.3 %	162,571	26,805
Field	10.8%	29.2 %	26.1 %	18.2 %	15.7 %	257,450	31,049
Full-time telework	13.7 %	32.1%	31.0%	13.6 %	9.6 %	84,649	19,904
Supervisory Status							
Senior Leader	29.5 %	40.9 %	16.4 %	8.6%	4.5 %	10,423	401
Manager	19.2 %	43.0 %	19.0 %	12.2 %	6.5 %	40,454	1,216
Supervisor	13.9 %	38.9 %	23.2 %	14.9 %	9.1%	78,422	4,116
Team Leader	9.9 %	28.9 %	26.7 %	19.2 %	15.3 %	72,059	7,298
Non-Supervisor	10.9 %	27.3 %	29.8 %	17.1 %	14.9 %	306,515	65,600
Sex							
Male	12.5 %	31.8 %	27.1 %	15.8 %	12.8 %	275,486	35,287
Female	11.6%	29.0 %	27.6 %	17.9 %	13.9 %	216,705	39,713
Hispanic or Latino							
Yes	13.4 %	28.2 %	25.8 %	16.6 %	16.0 %	54,193	6,644
No	12.0 %	31.0 %	27.5 %	16.6 %	12.9 %	439,400	68,709
Race							
American Indian/ Alaska Native	9.9 %	26.8 %	27.4 %	18.0 %	17.8 %	10,057	988
Asian	13.6 %	35.6 %	28.5 %	12.3 %	10.0 %	27,896	5,139
Black/African American	14.2 %	31.9 %	29.7 %	13.1 %	11.3 %	69,338	12,443
Native Hawaiian/ Pacific Islander	14.4 %	29.9 %	27.2 %	14.3 %	14.3 %	3,464	340
White	11.7 %	30.5 %	26.6 %	17.7 %	13.5 %	347,413	50,597
Two or more races (Not Hispanic/ Latino)	11.8 %	27.1 %	27.4 %	16.8 %	17.0 %	21,263	3,243
Age Group							
25 and under	11.9 %	31.2 %	25.6 %	17.8 %	13.6 %	5,844	1,066
26-29 years old	11.2 %	29.2 %	24.0 %	18.8 %	16.8 %	14,129	2,368
30-39 years old	11.3 %	27.6 %	24.7 %	19.2 %	17.2 %	94,317	15,199
40-49 years old	11.8%	29.6 %	26.1 %	17.6 %	14.9 %	132,522	19,107
50-59 years old	12.9 %	32.4 %	28.5 %	15.1 %	11.2 %	168,064	24,579
60 or older	12.7 %	33.9 %	31.5 %	13.5 %	8.4%	79,438	12,911
Level of Education							
Less than High School H.S. Diploma/GED or equiv	12.8 % 11.5 %	24.9 % 28.5 %	26.8 % 27.2 %	14.8 % 16.9 %	20.7 % 15.8 %	338 21,512	34 2,330
H.S. Diptoma/GED or equiv	9.1%	25.8 %	27.2%	18.8 %	15.8%	21,512	1,071
Some College (no degree)	11.6%	27.9 %	27.7 %	17.1 %	15.7 %	68,064	7,941
Associate's Degree	10.7%	27.8%	27.4%	17.8 %	16.2 %	39.875	4.492
Bachelor's Degree	11.9%	31.0%	27.6 %	16.6 %	12.9 %	176,555	27,343
Master's Degree	13.2 %	32.7 %	26.7 %	16.0 %	11.4%	176,555	22,577
Doctoral/Professional Degree	13.6%	33.6 %	27.2 %	15.5 %	10.1 %	46,404	10,791
Pay Category		33.51.		23.2.17		14,121	
Federal Wage System	7.5 %	24.1 %	23.8 %	21.0 %	23.6 %	18,889	815
GS 1-6	10.9%	26.7 %	28.0 %	17.1 %	17.3 %	18,207	2,609
GS 7-12	11.0%	28.0 %	28.5 %	17.4 %	15.1 %	206,732	34,444
GS 13-15	14.0%	34.4 %	26.9 %	15.1 %	9.6%	215,204	35,157
SES	34.4 %	43.4 %	13.8 %	6.1%	2.5%	5,455	173
SL/ST	17.1 %	38.5 %	24.8 %	11.7 %	7.9 %	1,861	204
Other	10.4 %	30.6 %	26.7 %	17.9 %	14.4 %	41,453	4,975
Time in Federal Government							
<1 year	17.8 %	33.9 %	28.7 %	11.9 %	7.7 %	1,311	447
1-3 years	12.8 %	29.9 %	27.7 %	16.8 %	12.9 %	51,008	10,502
4-5 years	11.5 %	28.6 %	26.4 %	17.8 %	15.6 %	42,645	7,064
6-10 years	11.5 %	29.1 %	26.5 %	17.7 %	15.2 %	87,725	13,640
11-14 years	11.4 %	29.5 %	26.7 %	17.7 %	14.6 %	96,629	13,923
15-20 years	11.7%	30.4%	27.0 %	17.1 %	13.9 %	93,770	12,166
> 20 years	13.1 %	33.5 %	29.0 %	14.2 %	10.1 %	135,272	20,746
Time with Current Agency							
<1 year	16.9 %	32.6 %	33.1 %	10.1 %	7.3 %	5,242	1,946
1-3 years	13.2 %	29.6 %	28.0 %	16.3 %	13.0 %	78,937	16,117
4-5 years	11.5%	28.7 %	26.5 %	17.7 %	15.6 %	56,773	8,968
6-10 years	11.3 %	29.2 %	26.5 %	17.9 %	15.1 %	93,608	13,670
11-14 years	11.3%	29.6 %	26.8 %	17.7 %	14.6 %	91,398	12,506
15-20 years	11.6%	31.0 %	26.9 %	17.1 %	13.4 %	83,165	10,197
> 20 years	13.1 %	34.5 %	28.9 %	14.0 %	9.6 %	99,137	15,050

(10) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.										
Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**				
All Responses	11.9 %	30.3 %	27.5 %	16.7 %	13.5 %	540,222	83,418			
eaving Before Covid										
No	13.9 %	33.2 %	27.6 %	15.2 %	10.1%	367,244	59,953			
Yes, to retire	10.8 %	31.9 %	30.0 %	16.0 %	11.3 %	31,434	4,297			
Yes, to other job in Govt	6.9 %	21.7 %	26.1 %	21.5 %	23.8 %	75,595	9,740			
Yes, to other job outside Govt	7.1 %	23.0 %	23.2 %	21.6 %	25.1 %	12,440	1,603			
Yes, other	6.1%	20.4 %	27.4 %	20.5 %	25.5 %	13,625	1,960			
eaving Today										
No	14.4 %	34.2 %	27.8 %	14.7 %	8.9%	335,592	56.936			
Yes, to retire	10.3 %	31.3 %	30.3 %	16.5 %	11.6%	35.473	4.787			
Yes, to other job in Govt	6.9%	21.4%	25.5 %	21.9 %	24.2 %	81.426	9.919			
Yes, to other job outside Govt	67%	22.0 %	21.9 %	22.2 %	27.2 %	17.073	2.044			
Yes, other	6.1%	21.5 %	26.7 %	20.9 %	24.9 %	20,112	2.781			
etire Before Covid	0.170	LLJ N	20.7 %	20.5 %	24.5 %	20,112	2,702			
		32.6 %		15.0%	11.2%		1.830			
Less than 1 year	12.8%	32.6 % 33.0 %	28.4 % 30.6 %		11.2%	12,848				
1 year	11.5 %			14.6 %		14,500	2,087			
2 years	11.9%	33.1 %	29.8 %	15.3 %	9.8 %	28,573	4,085			
3 years	11.8%	32.8 %	30.3 %	14.5 %	10.6 %	28,426	4,007			
4 years	11.7 %	32.2 %	30.1 %	15.0 %	11.0%	18,867	2,573			
5 years	11.9 %	32.3 %	28.8 %	15.4 %	11.7 %	37,004	5,209			
More than 5 years	12.2 %	29.8 %	26.5 %	17.2 %	14.3 %	356,190	57,122			
etire Today										
Less than 1 year	11.3 %	29.7 %	28.7 %	16.4 %	13.9 %	17,918	2,436			
1 year	10.3 %	31.4%	29.9 %	16.3 %	12.1%	17,157	2,333			
2 years	11.6 %	32.7 %	30.0 %	15.3 %	10.4 %	28,421	4,004			
3 years	11.8%	33.3 %	29.6 %	14.8 %	10.5 %	26,359	3,784			
4 years	12.1 %	32.5 %	29.6 %	15.1 %	10.7 %	17,685	2,505			
5 years	12.1 %	32.5 %	28.8 %	15.3 %	11.3 %	35,015	4,963			
More than 5 years	12.2 %	29.9 %	26.5 %	17.2 %	14.2 %	346,878	56,234			
tem has been redacted in response to Executive C	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism and Re	estoring Biological T	ruth to the Federal Governm	nent.				
·		ĺ								
em has been redacted in response to Executive C	Order (FO) 14168 Defendi	ne Women From Go	nder Idenings Fytremism and Re	estoring Rinkopical T	ruth to the Federal Governm	nent.				
	()	l								
filitary Service										
No Prior Military Service	11.7%	30.8%	27.4 %	16.8 %	13.2 %	351.345	59.742			
						1				
Currently in Guard/Reserves	12.3 %	30.4 %	24.4 %	18.0 %	14.9 %	9,214	923			
Retired	14.1%	33.1 %	27.9 %	14.8 %	10.1 %	69,802	7,782			
Separated/Discharged	11.6%	27.6 %	27.0 %	17.2 %	16.6 %	76,630	9,810			
Elitary Spouse										
Spouse of current active duty service mem	12.1 %	24.1 %	24.4 %	19.7 %	19.8 %	5,324	786			
Spouse of separated or retired service member	12.1 %	27.3 %	26.7 %	17.6 %	16.2 %	9,989	1,307			
member with a disability rating of 100% widowners or a service memoer kinesi	12.1 %	27.370	20.7 %	17.0 %	10.2 %	9,369	1,307			
with a disability fating of 100% wildowjer) or a service member kined while on	13.5 %	24.6%	29.8%	17.1 %	15.0 %	271	39			
None of the categories listed	12.1 %	30.7 %	27.4 %	16.6 %	13.2 %	492,053	76,263			
N-Competitive Hiring Authority										
	14.0 %	24.7 %	26.2 %	17.6 %	17.4 %	1,840	250			
Yes					17.5 %	13,648	1.866			
	11.9 %	26.3 %	25.8 %	18.5 %	17.5 %	13,046				
Yes No	11.9 %	26.3 %	25.8 %	18.5 %	17.5 %	13,646	2,000			
Yes	11.9 %	26.3 % 27.7 %	25.8 %	18.5 %	15.7 %	75,746	10,851			

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.8 %	2.0 %	9.3 %	49.3 %	18.6 %	479,951	143,690
Work Location							
Headquarters	24.0 %	2.3 %	10.8 %	44.6 %	18.3 %	147,267	42,129
Field	18.1 %	1.8 %	8.3 %	53.8 %	18.0 %	232,193	56,300
Full-time telework	25.3 %	2.1 %	9.8 %	40.8 %	21.9 %	70,706	33,879
Supervisory Status							
Senior Leader	15.3 %	2.4 %	18.3 %	32.5 %	31.5 %	9,800	1,025
Manager	14.1 %	2.3 %	15.5 %	40.6 %	27.5 %	38,299	3,388
Supervisor	17.4 %	2.3 %	10.8 %	45.1 %	24.3 %	72,551	9,988
Team Leader	16.6 %	2.1 %	10.2 %	54.1 %	16.9 %	66,915	12,447
Non-Supervisor	24.1 %	1.8 %	7.6 %	50.1 %	16.2 %	265,107	107,009
Sex							
Male	21.1 %	1.9 %	9.8 %	48.1 %	19.2 %	248,368	62,442
Female	21.0 %	2.2 %	8.5 %	50.1 %	18.2 %	190,820	65,596
Hispanic or Latino							
Yes	17.7 %	1.8 %	7.8 %	52.9 %	19.9 %	46,860	13,980
No	21.5 %	2.0 %	9.5 %	48.3 %	18.6 %	393,512	114,634
Race							
American Indian/ Alaska Native	16.8 %	2.0 %	8.0 %	54.6 %	18.6 %	8,580	2,454
Asian	22.5 %	2.3 %	8.5 %	42.3 %	24.4 %	23,357	9,703
Black/African American	25.1 %	1.9 %	8.9 %	40.2 %	23.9 %	57,477	24,315
Native Hawaiian/ Pacific Islander	18.2 %	2.3 %	9.1 %	46.6 %	23.8 %	2,975	833
White	20.5 %	2.0 %	9.5 %	50.5 %	17.5 %	317,286	80,753
Two or more races (Not Hispanic/ Latino)	19.1 %	2.3 %	9.3 %	52.0 %	17.3 %	18,782	5,723
Age Group							
25 and under	20.6 %	2.2 %	7.1 %	49.4 %	20.7 %	4,978	1,931
26-29 years old	18.6 %	2.2 %	7.5 %	53.2 %	18.5 %	12,533	3,964
30-39 years old	17.4 %	2.2 %	8.2 %	55.9 %	16.3 %	84,707	24,845
40-49 years old	18.8 %	2.0 %	9.2 %	52.4 %	17.6 %	118,510	33,170
50-59 years old	22.8 %	1.9 %	9.9 %	45.3 %	20.0 %	149,795	42,829
60 or older	27.3 %	1.9 %	10.6 %	38.5 %	21.8 %	70,685	21,644
Level of Education							
Less than High School	19.0 %	2.0 %	8.1 %	46.6 %	24.2 %	278	92
H.S. Diploma/GED or equiv	19.1 %	1.3 %	6.1 %	51.9 %	21.7 %	18,017	5,821
Trade/Technical Certificate	16.9 %	1.2 %	7.2 %	57.1 %	17.6 %	9,657	2,638
Some College (no degree)	19.2 %	1.4 %	7.5 %	52.5 %	19.4 %	58,823	17,162
Associate's Degree	18.6 %	1.4 %	7.7 %	53.9 %	18.4 %	34,664	9,714
Bachelor's Degree	21.5 %	2.0 %	9.3 %	48.6 %	18.7 %	157,441	46,469
Master's Degree	22.0 %	2.4 %	11.3 %	46.2 %	18.1 %	123,890	34,132
Doctoral/Professional Degree	24.6 %	3.1 %	10.4 %	42.9 %	19.0 %	42,854	14,354
Pay Category							
Federal Wage System	11.2%	1.2 %	7.5 %	63.5 %	16.5 %	17,165	2,540
65 1-6	18.6 %	2.1 %	6.8 %	52.7 %	19.8 %	14,521	6,291
GS 7-12	21.6 %	1.8 %	7.6 %	51.2 %	17.7 %	178,825	62,371
GS 13-15	22.8 %	2.3 %	11.6 %	43.9 %	19.4 %	198,022	52,344
SES	15.0 %	3.3 %	22.2 %	25.6 %	33.9 %	5,259	370
SL/ST	20.5 %	2.9 %	16.7 %	38.2 %	21.8 %	1,749	318
Other	17.0 %	1.9 %	8.2 %	53.2 %	19.8 %	37,115	9,316
Time in Federal Government	33.1 %	1.9%	4.9 %	38.3 %	21.8 %	984	774
<1 year							
1-3 years	22.0 %	1.9 %	8.1 %	49.1 %	19.0 %	42,912	18,609
4-5 years	19.9 %	2.2 %	8.4 %	52.4 %	17.1 %	37,594	12,118
6-10 years	19.4 %	2.3 %	9.0 %	52.0 %	17.3 %	78,353	23,029
11-14 years	19.2 %	1.9 %	9.3 %	52.2 %	17.4 %	86,744	23,812
15-20 years	19.7 %	2.0 %	9.5 %	50.1 %	18.7 %	84,830	21,107
> 20 years	24.5 %	1.8 %	10.3 %	42.3 %	21.0 %	121,666	34,338
Time with Current Agency	31.2%	20%	9.3 %	37.9 %			3 364
<1 year				37.9 % 48.4 %	19.7 %	3,822	-,
1-3 years 4-5 years	22.6 % 20.1 %	2.2 %	8.6 % 8.9 %	48.4 % 51.7 %	18.3 % 16.9 %	66,766 50,483	28,301 15,257
	20.1 %	2.4%	8.9 %	51.7 %	16.9 %		
6-10 years						84,182	23,120
11-14 years	19.2 %	1.8%	9.2 %	52.0 % 49.7 %	17.8 %	82,421	21,470 17.823
15-20 years					19.4 % 21.7 %	75,548 89,783	
> 20 years	24.6 %	1.7 %	10.3 %	41.7 %			24,388

		ners usuall

All Angelories	Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	item Response Total**	Do Not Know
New 22.5 23.5 25.5 25.5 26.5 20.5 22.5 23.537 22.5 23.537 22.5 23.5		20.8 %	2.0 %	9.3 %	49.3 %	18.6 %	479,951	143,690
Next tourism 2.2 k 1.7 k 1.0 k 5.5 k 1.3 k 1.2 k 6.4 k 1.1 k 1.1 k 1.1 k 1.2 k	eaving Before Covid							
No. 10 tear plan floor 14.3 % 2.3 % 2.3 % 2.3 % 2.2 % 2.	No	23.3 %	1.9 %	9.5 %	44.6 %	20.7 %	325,357	101,860
No. 10 the plan called Good 13.1 % 2.5 % 9.3 % 62.0 % 11.0 % 11.0 % 12.0 M	Yes, to retire	22.2 %	1.7 %	10.7 %	45.5 %	19.9 %	28,460	7,270
Table	Yes, to other job in Govt	14.3 %	2.3 %	8.3 %	63.1 %	12.0 %	68,577	16,765
No	Yes, to other job outside Govt	13.1 %	2.6 %	9.3 %	63.0 %	11.9%	11,740	2,317
No.	Yes, other	13.1 %	2.5 %	7.9 %	64.6 %	11.8%	12,034	3,546
No. Service 21.5	aving Today							
Text. Section join cloted section 13.7 % 2.3 % 8.8 % 65.5 % 10.7 % 12.87 Text. Section join cloted section 13.5 % 2.5 % 8.8 % 65.2 % 11.3 % 12.87 Text. Section join cloted section 13.5 % 2.5 % 8.8 % 62.2 % 11.3 % 12.87 Text. Section join cloted section 13.5 % 2.5 % 8.8 % 62.2 % 11.3 % 12.87 Text. Section join cloted section 13.5 % 12.8 % 10.8	No	24.2 %	1.9 %	9.6 %	43.0 %	21.4 %	297,052	95,479
Table 1	Yes, to retire	21.8 %	1.7 %	10.7 %	46.6 %	19.0 %	32.356	7.904
No. other 13.5 % 2.5 % 6.0 % 64.2 % 11.0 % 12.0 %	Yes, to other job in Govt	13.7 %	2.3 %	8.3 %	64.0 %	11.7 %	74.019	17.339
The solution of the solution o	Yes, to other job outside Govt	12.4%	2.6 %	8.8 %	65.5 %	10.7 %	16.132	2.993
Less That's Spare		13.5 %	2.5 %	8.0 %	64.2 %	11.9%	17.857	5.039
Section 1967 1978 198								-,
Syent		22.1%	10%	10.0%	42.7%	20.5 %	11.693	2.999
2 2 2 2 2 2 2 2 2 2								3,432
1	•							6.810
System 22.5 km 15.5 km 59.5 km 59.7								6,810
System						20.3 %		
More hardy Spears 20.2 N								4,565 9.184
Item Planty 2.2 K 1.9 K 1.0.5 K 4.2 K 1.5.4 K 1.6.4 Y 1.0.5 K								
		20.2 %	2.1%	8.9 %	50.7%	18.1 %	316,892	96,471
1								
2 years 24.0 % 17.5 % 10.2 % 44.0 % 20.1 % 20.1 % 20.2 % 27								3,937
3 2 2 2 2 2 2 2 2 2								3,859
4 years 22.2 K 1.7 K 10.3 K 65.5 K 13.9 K 13.001 System 22.6 K 13.5 K 13.5 K 13.5 K 13.5 K 13.0 K 13.0 K More than 5 years 22.5 K 23.5 K 8.9 K 50.6 K 13.7 K 300,633 In this bean reducted in response to basecutive. Order (IOI) 1458 Defending womens from 6 under stoology factoreoism and featuring Biological. Task to the Federal Government.								6,683
System 22.5 \ 2.5 \								6,437
More Note System 20.3 N	4 years							4,288
### Part Part	- ,							8,655
The process of the second of the component to the second of the seco								94,542
Stary Service 22.2 % 2.1 % 0.0 % 48.6 % 19.1 % 313,044	m has been redacted in response to Executive 0	Order (EO) 14168 Defendi	ng Women From Ge	inder Ideology Extremism and Re	estoring Biological 1	ruth to the Federal Governm	ent.	
Stary familiar Star								
Stary Service 22.2 % 2.1 % 0.0 % 48.6 % 19.1 % 313,044								
No hor Millary Service 22.2 % 22.5 % 9.0 % 44.6 % 193.5 % 313,064 Currently in Gaude Planters 22.2 % 9.5 % 9.5 % 32.8 % 18.5 % 4.226 % 19.5 % 18.5 % 4.2 % 18.5 % 4.2 % 18.5 % 4.2 % 18.5 % 4.2 % 18.5 % 4.2 % 18.5 % 4.2 % 18.5 % 4.2 % 18.5 % 4.2 % 18.5 % 4.2 % 18.5 % 4.2 % 18.5 % 4.2 % 18.5 % 4.2 % 18.5 % 4.2 % 18.5 % 18.5 % 18.5 % 18.5 % 18.5 % 18.5 % 18.5 % 18.5 % 18.5 % 18.5 % 18.5 % 18.5 % 18.5 % 18.5 % 19.5 %	m has been redacted in response to Executive 0	Order (EO) 14168 Defendi	ng Women From Ge	ender Ideology Extremism and Re	estoring Biological T	ruth to the Federal Governm	ent.	
No how Milkowy Service 22.2 % 23.5 % 90.6 446.5 133.5 % 313,064 Counselly in Goundly Milkows 22.6 % 93.5 % 32.8 13.6 % 8.226 % 13.7 % 13.8 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 62.3 % 13.5 % 1								
No how Milkowy Service 22.2 % 23.5 % 90.6 446.5 133.5 % 313,064 Counselly in Gaudy Haveners 17.2 % 22.6 % 9.5 % 32.8 % 13.6 % 8.226 https://discovery.com/di								
No from Millings service 22.2 % 23.5 % 0.0 % 44.6 % 193.5 % 313,064 (
No from Millings service 22.2 % 23.5 % 0.0 % 44.6 % 193.5 % 313,064 (
Currently in Foundard Nationary 12 k 22 k 5.1 k 5.2	litary Service							
No. No.	No Prior Military Service	21.2 %	2.1 %	9.0%	48.6 %	19.1 %	313,054	98,028
No. No.	Currently in Guard/Reserves	17.2 %	2.2%	9.1%	52.8 %	18.6 %	8.226	1.911
Separated (Pulmburged 13.0 % 13.5 % 9.0 % 33.3 % 36.9 % 64,270		23.4 %	1.7 %	10.8 %	45.2 %	18.9 %		15,196
	Separated/Discharged	19.0%		9.0 %		16.9 %		18,197
Spons of compared or recivile desiration imms 11.5 N 2.3 N 7.9 N 59.1 N 19.2 N 4,662 5,500 4,662 5,500 6,500 17.5 N 8,372 4,662 6,500 17.5 N 8,372 4,672								
12.0 \		15.5 %	2.3 %	7.9 %	59.1 %	15.2%	4.662	1,454
11.0 N 2.0 N 5.5 N 5.2 N 1.75 N 8.772		1				1		
while or 15.9 % 1.7 % 13.5 % 48.6 % 20.6 % 246 *** New of the categories listed 21.2 % 2.0 % 9.3 % 48.8 % 18.7 % 495,034 *** Yes	member	18.0 %	2.0 %	9.5 %	52.8 %	17.6 %	8,572	2,723
while or 15.9 % 1.7 % 13.5 % 48.6 % 20.6 % 246 *** New of the categories listed 21.2 % 2.0 % 9.3 % 48.8 % 18.7 % 495,034 *** Yes	with a disability rating of 100%	l	1	1	l	1		
Comparison Military		15.9 %	1.7 %	13.5 %	48.6 %	20.4 %	248	62
NCompation triing Authority Yes 12.5 N 2.3 N 7.0 N 54.1 N 18.1 N 1.560 NO 164.8 2.1 N 9.3 N 55.3 N 16.6 N 11.442	None of the categories listed	21.2 %	2.0 %	9.3 %	48.8 %	18.7 %	439,034	129,313
Yes 18.5 W 2.3 W 7.0 W 54.1 W 18.1 W 1,560 No 16.8 W 2.1 W 9.3 W 55.3 W 16.6 W 11,842								11,,117
No 16.8% 2.1% 9.3% 55.3% 16.6% 11,842		185%	23%	70%	541%	181%	1 560	532
								3,675
		10.6 %	2.170	7.3 %	33.3 %	10.0 %	11,042	3,073
Yes 20.8% 2.1% 9.4% 49.9% 17.8% 66,600	•	20.00	246	0.44	40.00	4704	CC COM	19.982
Yes 20.8% 2.1% 3.4% 49.5% 17.8% 66,600 No 21.1% 2.0% 3.3% 48.7% 19.0% 376,455						21.00.11		19,982

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	13.5 %	37.4 %	25.0 %	15.5 %	8.6 %	574,692	48,809
Work Location							
Headquarters	15.7 %	39.9 %	23.5 %	13.7 %	7.2 %	174,178	15,140
Field	12.0 %	35.8 %	24.9 %	17.1 %	10.1 %	269,909	18,522
Full-time telework	15.4 %	39.3 %	26.2 %	12.9 %	6.3 %	93,127	11,412
Supervisory Status							
Senior Leader	31.0 %	45.4 %	13.3 %	7.2 %	3.2 %	10,507	309
Manager	19.5 %	47.2 %	18.2 %	10.8 %	4.3 %	40,710	989
Supervisor	14.5 %	44.5 %	21.6 %	13.3 %	6.2 %	79,885	2,619
Team Leader	12.8 %	38.1 %	24.0 %	16.3 %	8.8 %	75,298	4,026
Non-Supervisor	12.7 %	34.9 %	26.5 %	16.3 %	9.6 %	334,349	37,675
Sex							
Male	14.0 %	38.9 %	24.6 %	14.2 %	8.3 %	291,173	19,522
Female	13.6 %	36.3 %	24.6 %	16.8 %	8.7 %	232,631	23,730
Hispanic or Latino							
Yes	14.8%	34.3 %	24.6 %	15.8 %	10.5 %	56,927	3,901
No	13.7 %	38.3 %	24.6 %	15.2 %	8.2%	468,309	39,671
Race							
American Indian/ Alaska Native	11.0 %	33.4 %	26.3 %	17.2 %	12.0 %	10,427	612
Asian	17.0 %	41.8 %	23.7 %	11.2 %	6.4 %	30,491	2,553
Black/African American	15.2 %	37.8 %	24.7 %	13.7 %	8.7 %	74,369	7,382
Native Hawaiian/ Pacific Islander White	16.2 % 13.5 %	34.0 % 38.2 %	26.3 % 24.5 %	13.6 % 15.7 %	10.0 % 8.1 %	3,619 368,547	183 29,356
	13.5 %	38.2 %	24.5 % 25.1 %	15.7 %	8.1 %	368,547 22,580	29,356 1.914
Two or more races (Not Hispanic/ Latino) Age Group	13.1 %	33.1%	25.1 %	17.2 %	11.6%	22,580	1,914
25 and under	11.5 %	39.3 %	26.4 %	15.8 %	7.0 %	6,367	536
26-29 years old	12.0%	36.1%	25.7%	16.9 %	92%	15,387	1.108
30-39 years old	12.8%	35.4 %	24.1%	17.6 %	10.1 %	101,754	7,734
40-49 years old	13.2%	36.8%	24.1%	16.3 %	9.5%	140.262	11,359
50-59 years old	14.6%	39.3 %	24.6 %	13.9 %	7.5%	177,488	15,091
60 or older	15.3 %	40.8 %	25.6 %	12.5 %	5.9%	84,678	7,631
Level of Education		10.071					1,222
Less than High School	14.2 %	33.5 %	25.7 %	12.2 %	14.4 %	338	34
H.S. Diploma/GED or equiv	13.3 %	35.6 %	26.9 %	15.0 %	9.2 %	22,219	1,609
Trade/Technical Certificate	11.1 %	32.9 %	27.7 %	16.8 %	11.6 %	11,588	706
Some College (no degree)	13.1 %	34.2 %	26.3 %	16.2 %	10.2 %	70,961	5,020
Associate's Degree	12.7 %	34.2 %	26.1 %	16.9 %	10.2 %	41,621	2,728
Bachelor's Degree	13.4 %	38.4 %	24.7 %	15.3 %	8.2 %	187,976	15,883
Master's Degree	15.1 %	40.2 %	23.0 %	14.3 %	7.3 %	145,536	12,427
Doctoral/Professional Degree	14.3 %	41.0 %	22.7 %	14.9 %	7.2 %	51,364	5,827
Pay Category							
Federal Wage System	8.5 %	30.9 %	26.4 %	19.4 %	14.9 %	19,143	556
GS 1-6	11.9%	32.8 %	26.7 %	16.8 %	11.8 %	19,123	1,689
GS 7-12	12.6 %	35.2 %	26.2 %	16.5 %	9.5 %	221,145	19,976
GS 13-15	16.0%	42.3 %	22.4 %	13.1 %	6.1 %	230,432	19,881
SES	35.2 %	46.8 %	10.8 %	5.2 %	2.0 %	5,469	155
SL/ST	20.7 %	45.8 %	18.5 %	11.0 %	4.0 %	1,934	128
Other	10.7%	34.8 %	26.9 %	17.6 %	10.0 %	43,363	3,049
Time in Federal Government							
<1 year	19.6 %	41.8 %	25.4 %	9.9 %	3.3 %	1,459	299
1-3 years	14.8 %	38.1 %	26.2 %	14.2 %	6.8 %	55,937	5,559
4-5 years	13.4 %	36.3 %	25.0 %	16.2 %	9.1 %	45,920	3,780
6-10 years	13.3 %	36.4 %	24.6 %	16.3 %	9.5 %	93,858	7,485
11-14 years	12.9 %	36.6 %	24.5 %	16.7 %	9.4 %	102,371	8,149
15-20 years	12.8 %	36.9 %	24.6 %	16.2 %	9.4 %	98,574	7,357
> 20 years	14.8 %	40.3 %	24.3 %	13.4 %	7.3 %	143,049	12,915
Time with Current Agency							
<1 year	18.6 %	41.9 %	25.8 %	9.6%	4.1%	5,761	1,420
1-3 years	15.2 %	37.6 %	25.6 %	14.2 %	7.4%	86,281	8,736
4-5 years	13.3 %	36.4 %	24.4 %	16.5 %	9.3 %	60,871	4,858
6-10 years	13.1%	36.3 %	24.6 %	16.4 %	9.7 %	99,611	7,653
11-14 years	12.5 %	36.6 %	24.6 %	16.7 %	9.6 %	96,467	7,399
	12.7%	37.3 %	24.7 %	16.2 %	9.1 %	87,175	6,184
15-20 years > 20 years	14.8%	41.1 %	24.3 %	13.0 %	6.8%	104,907	9,252

(12) In my work unit.	4166	<i></i>	-1	

						vey: Report by Demographics	
(12) In my work unit, differences in	performance are r	ecoanized in a	meaninaful wav.				
Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	13.5 %	37.4%	25.0 %	15.5 %	8.6 %	574,692	48,809
Leaving Before Covid							
No	15.9 %	41.2 %	24.3 %	12.9 %	5.7 %	392,668	34,471
Yes, to retire	12.6 %	39.0%	26.2 %	14.8 %	7.4 %	33,178	2,543
Yes, to other job in Govt	7.2%	26.2 %	25.9 %	23.4 %	17.4 %	79,514	5,780
Yes, to other job outside Govt	6.7%	26.4 %	23.6 %	24.2 %	19.2 %	13,125	923
Yes, other	6.1%	24.2%	25.6%	23.2 %	20.1 %	14,354	1,213
Yes, other Leaving Today	6.1%	24.2 %	26.4 %	23.2 %	20.1 %	14,354	1,215
No Yes, to retire	16.7 %	42.5 % 38.2 %	24.2 % 26.6 %	12.0 %	4.7%	359,790	32,630
	11.7 %			15.6 %		37,400	2,851
Yes, to other job in Govt	7.0 %	25.8 %	25.8 %	23.8 %	17.6 %	85,486	5,831
Yes, to other job outside Govt	6.2 %	24.5 %	22.9 %	25.7 %	20.8 %	17,987	1,135
Yes, other	6.0%	24.5 %	26.3 %	23.4 %	19.9 %	21,172	1,718
Retire Before Covid							
Less than 1 year	14.3 %	39.2 %	24.8 %	14.1 %	7.6 %	13,619	1,046
1 year	13.6 %	40.2 %	25.1 %	14.0 %	7.1 %	15,299	1,297
2 years	13.8 %	40.0 %	25.8 %	13.6 %	6.7 %	30,157	2,507
3 years	13.6 %	39.5 %	25.6 %	14.2 %	7.1 %	29,878	2,539
4 years	13.6 %	39.6 %	25.1 %	14.1 %	7.5 %	19,815	1,606
5 years	13.5 %	39.1 %	24.6 %	14.7 %	8.2 %	38,931	3,265
More than 5 years	13.7 %	37.0 %	24.5 %	15.8 %	8.9 %	380,907	32,327
Retire Today							
Less than 1 year	12.1 %	35.9 %	25.3 %	16.5 %	10.2 %	18,925	1,434
1 year	12.2 %	37.6 %	25.8 %	15.9 %	8.5 %	18,021	1,457
2 years	13.5 %	39.2 %	26.2 %	14.1 %	7.0 %	30,005	2,422
3 years	13.7 %	40.0 %	24.9 %	14.1 %	7.3 %	27,705	2,417
4 years	14.0 %	39.7 %	24.7 %	14.3 %	7.3 %	18,626	1,549
5 years	13.5 %	39.8 %	24.5 %	14.5 %	7.8 %	36,874	3,073
More than 5 years	13.8 %	37.2 %	24.5 %	15.7 %	8.8%	371,297	31,745
Item has been redacted in response to Executive	Order (EO) 14168 Defend	ing Women From G	ender Ideology Extremism and R	storing Biological T	ruth to the Federal Governm	ent.	
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Item has been redacted in response to Executive	Order (EO) 14168 Defend	ing Women From G	ender Ideology Extremism and R	estoring Biological T	ruth to the Federal Governm	ent.	
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Military Service							
No Prior Military Service	13.1 %	37.8 %	24.8 %	15.8 %	8.5 %	376,478	34,516
Currently in Guard/Reserves	14.5 %	37.8 %	23.9 %	15.2 %	8.7 %	9,648	495
Retired	16.7%	40.8 %	24.1 %	12.4 %	6.0%	73,052	4,516
Separated/Discharged	13.2 %	34.5 %	25.2 %	16.3 %	10.8 %	80,540	5,874
Military Spouse							
Spouse of current active duty service men	n 13.9 %	33.8 %	23.5 %	18.1 %	10.7 %	5,684	427
Spouse of separated or retired service				l			
member	15.1 %	33.6 %	24.0 %	16.6 %	10.7 %	10,475	821
with a disability rating of 100% wroowjery or a service memoer kines	1	1		l			
while on	16.5 %	29.1 %	26.4 %	14.9 %	13.1 %	293	17
None of the categories listed	13.7 %	37.8 %	24.8 %	15.3 %	8.5 %	523,984	44,194
NoN-Competitive Hiring Authority							
Yes	16.4 %	31.8 %	24.4 %	18.0 %	9.4 %	1,926	165
No	14.4 %	33.8 %	23.8 %	17.0 %	11.0 %	14,423	1,091
Disability							
Yes	14.8 %	33.8 %	24.3 %	15.8 %	11.3 %	80,329	6,244
No	13.6 %	38.6 %	24.7 %	15.2 %	7.9 %	448,230	37,617

Demographics	Strongly Agree	Agree	Neither Agree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
	30.1 %	51.8%	nor Disagree 10.5 %	5.4 %	22%	618,137	5,585
All Responses	30.1 %	51.8%	10.5 %	5.4%	22%	618,137	5,585
Work Location	34.1 %	50.0 %	9.0 %	4.9 %	2.0 %	188,031	1,380
Headquarters Field							
	27.9 %	52.7 %	11.2 %	5.7 %	2.5 %	286,380	2,119
Full-time telework	32.1 %	51.6%	9.8 %	4.7%	1.8 %	103,164	1,414
Supervisory Status	48.8 N						
Senior Leader		41.7 %	5.3 %	3.0 %	1.2 %	10,792	32 83
Manager Supervisor	35.9 % 30.6 %	51.1 % 53.5 %	7.0 % 9.0 %	4.6%	1.5 %	41,622 82,255	268
Team Leader	28.9 %	52.3 %	10.2 %	6.3%	2.2%	78,996	375
Non-Supervisor	29.9 %	51.5 %	11.0%	5.2%	2.4%	76,996 367,931	4,220
Sex	29.3 %	31.3%	11.0%	5.2%	2.4%	367,931	4,220
Male	31.4%	51.6%	9.8 %	5.0 %	2.2 %	308,753	2,031
Female	29.7%	51.9%	10.6 %	5.6%	2.2%	253,905	2,561
Hispanic or Latino	23.7 %	31.3 %	20.0 %	3.0 %	11.0	133,83	2,002
Yes	29.3 %	49.8 %	12.1 %	5.7%	3.1%	60,319	533
No	30.9 %	52.0 %	9.9 %	5.2%	2.1%	504,025	4,120
Race							.,
American Indian/ Alaska Native	22.8 %	50.9 %	15.8 %	7.0 %	3.5 %	10,939	102
Asian	30.6 %	52.6%	10.5 %	43%	2.1%	32,773	285
Black/African American	31.5 %	51.1%	10.3 %	4.7 %	2.4 %	80,923	859
Native Hawaiian/ Pacific Islander	26.7 %	49.5 %	14.3 %	5.9 %	3.6 %	3,770	35
White	31.2 %	52.0 %	9.6 %	5.2 %	2.0 %	395,168	2,865
Two or more races (Not Hispanic/ Latino)	28.5 %	49.4 %	12.3 %	6.4 %	3.3 %	24,247	260
Age Group							
25 and under	31.8 %	53.8 %	9.7 %	3.5 %	1.2 %	6,858	50
26-29 years old	30.2 %	53.0 %	10.0 %	5.0 %	1.8 %	16,376	120
30-39 years old	29.4 %	51.8 %	10.5 %	5.7 %	2.6 %	108,684	851
40-49 years old	29.6 %	51.9 %	10.4 %	5.6 %	2.4 %	150,495	1,177
50-59 years old	31.5 %	51.6 %	9.8 %	5.0 %	2.0 %	191,116	1,563
60 or older	32.8 %	51.1 %	10.0 %	4.4%	1.7 %	91,428	878
Level of Education							
Less than High School	21.1 %	46.5 %	23.5 %	3.0 %	5.9 %	359	14
H.S. Diploma/GED or equiv	25.9 %	52.9 %	13.8 %	4.9 %	2.6 %	23,612	233
Trade/Technical Certificate	24.9 %	52.3 %	13.9 %	6.5 %	2.5 %	12,171	127
Some College (no degree)	27.5 %	52.1 %	12.5 %	5.3 %	2.5 %	75,290	714
Associate's Degree	27.2 %	52.8 %	12.0 %	5.5 %	2.5 %	43,958	387
Bachelor's Degree	30.0 %	52.8 %	9.9 %	5.3 %	2.0 %	202,243	1,705
Master's Degree	32.7 %	51.1 %	8.8 %	5.3 %	2.1 %	156,857	1,149
Doctoral/Professional Degree	41.0 %	46.3 %	6.8 %	4.2 %	1.7 %	56,821	399
Pay Category							
Federal Wage System	23.0 %	52.1 %	14.7 %	6.6%	3.7 %	19,574	125
GS 1-6	23.9 %	52.1 %	14.9 %	5.9 %	3.1 %	20,434	375
GS 7-12	28.3 %	52.6 %	11.2 %	5.5 %	2.4 %	238,784	2,417
GS 13-15	34.7 %	50.6 %	8.0 %	4.9 %	1.8 %	248,734	1,664
SES	57.2 %	36.4 %	3.4 %	2.4 %	0.6 %	5,629	4
SL/ST	44.7%	43.7 %	6.1 %	3.6 %	2.0 %	2,060	7
Other	28.1 %	53.5 %	11.4%	4.8%	2.2 %	46,072	355
Time in Federal Government							
<1 year	39.1 %	47.7 %	8.8 %	3.5 %	0.9 %	1,718	40
1-3 years	33.2 %	51.4%	9.5 %	4.2 %	1.6 %	60,946	575
4-5 years	30.9 %	51.3 %	10.2 %	5.3 %	2.3 %	49,373	351
6-10 years	30.1 %	51.7 %	10.3 %	5.6 %	2.4 %	100,568	791
11-14 years	28.9 %	52.4 %	10.6 %	5.7 %	2.4 %	109,661	898
15-20 years	28.9 %	52.0 %	10.9 %	5.8 %	2.4 %	105,062	893
> 20 years	31.7 %	51.3 %	10.0 %	4.9 %	2.1 %	154,615	1,427
Time with Current Agency							
<1 year	37.0 %	48.1 %	9.3 %	4.1 %	1.5 %	6,994	190
1-3 years	32.5 %	50.8%	9.8 %	4.9%	2.0 %	94,168	884
4-5 years	30.2 % 29.9 %	51.3 %	10.4%	5.6 %	2.5 %	65,302	461
6-10 years		51.8%		5.5 %	2.4 %	106,473	815
11-14 years	28.8 %	52.6 % 52.3 %	10.7 %	5.6 %	2.3 %	103,052 92,582	846 791
15-20 years > 20 years	29.0 % 32.2 %	51.7 %	9.6 %	4.8 %	1.8 %	113,250	975

		l skills necessa	Neither Agree				
Demographics	Strongly Agree	Agree	nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
I Responses	30.1 %	51.8 %	10.5 %	5.4 %	2.2 %	618,137	5,585
eaving Before Covid							
No	34.2 %	52.2 %	8.5 %	3.8 %	1.2 %	424,060	3,256
Yes, to retire	28.6 %	52.4 %	11.4 %	5.5 %	2.1 %	35,379	329
Yes, to other job in Govt	19.3 %	50.2 %	15.4 %	9.9 %	5.1 %	84,396	921
Yes, to other job outside Govt	21.4 %	48.3 %	13.9 %	10.6 %	5.8 %	13,918	129
Yes, other	17.9 %	47.5 %	18.2 %	9.8 %	6.7 %	15,327	253
eaving Today							
No	35.5 %	52.4 %	7.9 %	3.3 %	0.9 %	389,731	2,894
Yes, to retire	27.7%	52.3 %	11.8 %	6.0 %	2.1 %	39,876	378
Yes, to other job in Govt	19.1 %	50.5 %	15.3 %	10.0 %	5.1 %	90,381	945
Yes, to other job outside Govt	19.4 %	48.1 %	14.5 %	11.5 %	6.4 %	18,913	206
Yes, other	17.6 %	48.7 %	17.4 %	9.9 %	6.3 %	22,532	368
tetire Before Covid							
Less than 1 year	31.4%	49.9 %	10.8 %	5.3 %	2.6 %	14,522	141
1 year	30.1 %	51.7 %	10.7 %	5.6 %	2.0 %	16,440	159
2 years	30.2 %	52.6 %	10.4 %	4.9%	1.9 %	32,374	289
3 years	30.0 %	52.3 %	10.7 %	5.1%	1.9 %	32,176	257
4 years	30.5 %	52.3 %	10.4 %	5.0 %	1.8 %	21,237	191
5 years	30.1 %	52.2 %	10.2 %	5.2 %	2.3 %	41,853	359
More than 5 years	30.7 %	51.6 %	10.1%	5.3 %	2.2 %	409,970	3,430
Retire Today							
Less than 1 year	28.0 %	49.3 %	12.2 %	7.0%	3.5 %	20.136	220
1 year	27.8 %	51.9 %	11.5 %	6.4 %	2.5 %	19,279	205
2 years	30.1 %	52.2 %	10.6 %	5.1 %	2.0 %	32,165	261
3 years	30.4 %	52.5 %	10.3 %	5.0 %	18%	29,877	260
4 years	31.2 %	52.1%	9.8 %	5.1%	18%	20.033	146
5 years	30.5 %	52.2 %	10.1 %	5.1%	2.1%	39,655	319
More than 5 years	31.0 %	51.7%	10.0 %	5.2 %	22%	399.886	3.330
Item has been redacted in response to Executive C							3,330
Item has been redacted in response to Executive C	order (FO) 14168 Defendi	na Women From Go	nder Idealogy Fytremism and Re	estorina Riningical T	ruth to the Federal Governm	ent	
territorio de en reducte di mesponse do executive e	Note (LO) 14100 Detellor	ng wantin ran de	not recordly extrement and m	I			
Military Service							
No Prior Military Service	30.4 %	52.1%	10.2 %	5.2%	2.1%	407.551	3,599
Currently in Guard/Reserves	29.0 %	51.5 %	11.1 %	5.5%	21%	10.070	5,559
Currently in Guard/Reserves Retired	33.4%	51.5 %	9.1%	4.5%	18%		482
						77,102	
Separated/Discharged	28.9 %	50.7 %	11.3 %	6.1%	3.0 %	85,670	779
Military Spouse							
Spouse of current active duty service mem	28.3 %	50.3 %	11.5 %	6.6 %	3.3 %	6,057	51
Spouse of separated or retired service member	29.1 %	49.3 %	12.8 %	6.0 %	2.8 %	11,178	112
with a disability rating of 100%							
while on	24.7 %	45.3 %	18.3 %	6.6 %	5.1 %	305	5
None of the categories listed	30.6 %	51.8%	10.2 %	5.2 %	22%	563,618	4,774
None of the categories listed NoN-Competitive Hiring Authority	30.0 %	31.6 %	10.2 %	3.2 %	22%	203/019	4,774
Yes	29.3 %	48.4 %	13.8 %	6.1%	23%	2.067	25
						170	
No	28.7 %	49.8 %	12.1 %	6.3 %	3.1 %	15,363	141
Disability							
Yes	30.3 %	48.5 %	11.6 %	6.2 % 5.1 %	3.4 %	85,645 482,277	947 3,748
No	30.7 %	52.4 %	9.9 %				

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.9 %	43.3 %	17.0 %	12.0 %	6.7 %	614,057	7,882
Work Location							
Headquarters	24.9 %	45.1 %	14.8 %	9.9 %	5.2 %	186,896	2,078
Field	18.4 %	41.8 %	18.0 %	13.7 %	8.1 %	284,571	3,129
Full-time telework	23.8 %	45.7 %	15.8 %	9.8 %	4.9 %	102,300	1,895
Supervisory Status							
Senior Leader	46.4 %	40.0 %	7.1 %	4.2 %	2.3 %	10,755	36
Manager	30.6 %	48.2 %	10.7 %	7.3 %	3.1 %	41,495	98
Supervisor	22.8 %	48.2 %	14.4 %	9.7 %	4.8 %	81,988	368
Team Leader	20.2 %	44.2 %	16.5 %	12.4 %	6.6%	78,580	555
Non-Supervisor	19.7 %	42.0 %	18.0 %	12.8 %	7.5 %	364,907	6,155
Sex							
Male	22.0 %	43.9 %	16.5 %	11.1 %	6.5 %	307,002	2,865
Female	21.0 %	43.3 %	16.4 %	12.7 %	6.6%	251,920	3,871
Hispanic or Latino							
Yes	21.0 %	38.9 %	18.3 %	13.0 %	8.8%	59,875	768
No	21.6%	44.2 %	16.3 %	11.6 %	6.3 %	500,739	6,043
Race							
American Indian/ Alaska Native	15.1 %	36.5 %	21.4%	16.1 %	10.9 %	10,848	143
Asian	24.3 %	45.9 %	16.2 %	8.5 %	5.1 %	32,520	410
Black/African American	22.9 %	43.0 %	16.7 %	10.7 %	6.7 %	79,969	1,447
Native Hawaiian/ Pacific Islander	21.2 %	39.8 %	18.7 %	11.1 %	9.1 %	3,738	40
White	21.6 %	44.2 %	16.1 %	11.9 %	6.2 %	393,073	4,062
Two or more races (Not Hispanic/ Latino)	19.3 %	39.4 %	17.9 %	13.8 %	9.5 %	24,056	379
Age Group							
25 and under	24.0 %	43.7 %	15.3 %	11.2 %	5.7 %	6,838	56
26-29 years old	21.2 %	43.3 %	16.1 %	12.0 %	7.3 %	16,357	123
30-39 years old	20.6 %	42.3 %	16.1 %	13.0 %	8.0 %	108,380	995
40-49 years old	20.6 %	43.0 %	16.4 %	12.7 %	7.2 %	149,777	1,614
50-59 years old	22.3 %	44.4 %	16.5 %	10.8 %	5.8 %	189,441	2,598
60 or older	22.8 %	44.9 %	17.4 %	10.0 %	4.8 %	90,429	1,381
Level of Education							
Less than High School	18.9 %	33.8 %	20.3 %	14.8 %	12.2 %	349	15
H.S. Diploma/GED or equiv	18.3 %	39.9 %	20.2 %	13.3 %	8.3 %	23,365	353
Trade/Technical Certificate	16.0 %	38.3 %	20.5 %	15.4 %	9.8 %	12,057	179
Some College (no degree)	18.8 %	39.5 %	19.2 %	13.9 %	8.6 %	74,701	1,028
Associate's Degree	18.9 %	39.6 %	19.2 %	13.7 %	8.5 %	43,618	590
Bachelor's Degree	21.2 %	44.7 %	16.4 %	11.6 %	6.1 %	200,907	2,485
Master's Degree	24.3 %	46.0 %	14.3 %	10.1 %	5.3 %	156,009	1,669
Doctoral/Professional Degree	24.5 %	45.7 %	13.7 %	10.7 %	5.5 %	56,518	575
Pay Category							
Federal Wage System	13.1 %	35.0 %	21.1 %	18.1 %	12.6 %	19,492	135
GS 1-6	17.2 %	37.1 %	20.0 %	14.9 %	10.7 %	20,314	405
GS 7-12	19.3 %	42.0 %	18.1 %	13.1 %	7.5 %	236,785	3,619
GS 13-15	25.3 %	47.5 %	13.7 %	9.1 %	4.4%	247,398	2,444
SES	52.3 %	38.4 %	4.9 %	3.0 %	1.4%	5,618	5
SL/ST	33.5 %	46.8 %	10.4 %	6.1 %	3.3 %	2,035	23
Other	17.0 %	41.3 %	19.3 %	13.9 %	8.5 %	45,803	521
Time in Federal Government							
< 1 year	32.7 %	46.1 %	13.1 %	5.4 %	2.8 %	1,693	59
1-3 years	25.3 %	43.5 %	15.7 %	10.3 %	5.2 %	60,581	844
4-5 years	21.6 %	42.5 %	16.3 %	12.2 %	7.3 %	49,141	472
6-10 years	20.5 %	43.2 %	16.3 %	12.6 %	7.3 %	100,094	1,043
11-14 years	19.8 %	42.9 %	17.2 %	12.9 %	7.3 %	109,006	1,229
15-20 years	19.3 %	42.7 %	17.7 %	12.9 %	7.5 %	104,393	1,234
> 20 years	22.4 %	45.0 %	16.4 %	10.5 %	5.7 %	153,156	2,311
Time with Current Agency							
<1 year	31.3 %	44.8 %	14.5 %	6.3 %	3.0 %	6,715	446
1-3 years	25.4 %	43.0 %	15.7 %	10.4 %	5.5 %	93,526	1,326
4-5 years	21.0 %	42.6 %	16.6 %	12.3 %	7.4 %	64,961	631
6-10 years	19.9 %	43.0 %	16.5 %	13.0 %	7.5 %	105,987	1,027
11-14 years	19.0 %	43.0 %	17.4 %	13.1 %	7.5 %	102,465	1,142
15-20 years	18.9 %	43.1 %	17.7 %	12.9 %	7.5 %	92,037	1,058
> 20 years	22.6 %	45.8 %	16.3 %	10.2 %	5.2 %	112,253	1,553

Do Not Know 7,882
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580
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428
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4.634
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34

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.7 %	44.6 %	11.3 %	6.6 %	4.8 %	615,590	6,144
Work Location							
Headquarters	37.5 %	43.8 %	9.8 %	5.4 %	3.4 %	186,599	2,285
Field	29.0 %	44.9 %	12.0%	7.9 %	6.2 %	286,136	1,533
Full-time telework	38.6 %	44.9%	9.9 %	4.0%	2.6 %	102,401	1,744
Supervisory Status							
Senior Leader	59.6 %	32.0 %	4.8 %	2.2%	13%	10,760	43
Manager	46.3 %	41.9 %	6.1 %	3.7%	2.0 %	41,476	116
Supervisor	36.6 %	45.8 %	9.1 %	5.2%	3.4 %	81.928	390
Team Leader	32.9 %	45.1 %	10.9 %	6.7%	4.4 %	78,516	661
Non-Supervisor	30.7%	44.8 %	12.0 %	7.1%	5.4 %	366,482	4,399
Sex							
Male	34.8 %	44.1%	10.4%	6.0%	4.7 %	307,665	2,171
Female	31.6 %	45.3 %	11.5%	6.9%	4.6 %	252.568	3.065
Hispanic or Latino							
Yes	30.6 %	40.3 %	13.4 %	8.2 %	7.4%	60.176	452
Ne	33.9 %	45.2 %	10.5 %	6.2 %	43%	501,786	4,824
Race							
American Indian/ Alaska Native	24.5 %	45.6 %	14.4 %	8.4 %	7.0 %	10,914	77
Asian	36.3 %	45.9 %	9.8 %	4.6 %	3.4 %	32,579	383
Black/African American	31.4 %	44.3 %	12.1%	6.8 %	5.5 %	80.305	1.012
Native Hawaiian/ Pacific Islander	28.6 %	42.9 %	14.5 %	7.9 %	6.1%	3.749	29
White	34.6 %	44.8 %	10.2 %	6.2 %	42%	393.772	3,264
Two or more races (Not Hispanic/ Latino)	29.7 %	41.6 %	13.0 %	8.4%	7.3 %	24.205	239
Age Group							
25 and under	32.8 %	43.2 %	11.6%	6.5 %	5.8 %	6,863	35
26-29 years old	31.8 %	42.0 %	11.2 %	8.2 %	6.8 %	16,347	125
30-39 years old	31.9 %	41.9%	11.6%	8.0%	6.5 %	108,342	1,049
40-49 years old	32.0 %	44.5 %	11.3 %	7.0 %	5.2 %	149,980	1.422
50-59 years old	35.0 %	45.8 %	10.3 %	5.3 %	3.6 %	190,248	1,748
60 or older	35.9 %	46.7 %	10.0 %	4.8%	2.7 %	90,804	865
Level of Education							
Less than High School	24.7 %	40.1%	17.7 %	8.6 %	8.9%	359	11
H.S. Diploma/GED or equiv	26.2 %	46.3 %	13.6 %	7.5 %	6.4 %	23,538	162
Trade/Technical Certificate	25.1 %	47.4 %	12.9 %	8.2 %	6.3 %	12,155	71
Some College (no degree)	28.2 %	44.2 %	13.3 %	7.8 %	6.5 %	75,166	502
Associate's Degree	29.0 %	45.6 %	12.3 %	7.4%	5.7 %	43,879	265
Bachelor's Degree	33.2 %	45.3 %	10.6%	6.4 %	45%	201,685	1,717
Master's Degree	38.1 %	43.8 %	9.2 %	5.3 %	3.5 %	155,993	1,662
Doctoral/Professional Degree	40.0 %	41.7%	9.4 %	5.5%	3.4 %	56.101	988
Pay Category							
Federal Wage System	22.9 %	46.4 %	13.9 %	8.9%	7.9 %	19,572	53
GS 1-6	25.4 %	43.6 %	14.2 %	8.8%	8.0 %	20,540	154
GS 7-12	29.5 %	45.6 %	12.0 %	7.4%	5.5 %	238,357	1,953
GS 13-15	40.1%	43.8 %	8.9 %	4.5 %	2.7 %	246,719	3,076
SES	63.7 %	28.2 %	4.2 %	2.4%	1.5 %	5,613	14
SL/ST	50.8 %	36.9 %	6.9 %	3.0%	2.3%	2,043	18
Other	28.4 %	43.6 %	13.0 %	8.1%	6.9%	45,991	326
Time in Federal Government							
<1 year	46.4 %	37.4%	10.7 %	3.6 %	2.0 %	1,741	11
1-3 years	36.0 %	42.8 %	10.7 %	6.2 %	4.3 %	60,939	462
4-5 years	32.9 %	43.4 %	11.0%	7.2 %	5.5 %	49,177	421
6-10 years	32.8 %	43.9 %	11.0%	6.9 %	5.3 %	100,096	1,010
11-14 years	32.0 %	44.3 %	11.4%	7.0 %	5.2 %	109,084	1,151
15-20 years	31.0%	45.3 %	11.6%	6.9%	5.2 %	104,722	916
> 20 years	34.7%	46.1%	10.4%	5.3 %	3.5 %	153,721	1,641
Time with Current Agency							
<1 year	43.0 %	41.1%	9.5 %	3.7%	2.7 %	7,024	143
1-3 years	36.1%	42.7%	10.6%	6.2%	43%	94,030	793
4-5 years	33.0 %	43.7 %	10.9 %	6.9%	5.4%	64,977	606
6-10 years	32.3%	44.4%	11.2%	68%	52%	105.880	1.091
11-14 years	31.2%	44.7 %	11.6%	7.1%	54%	102,528	1,067
11-14 years 15-20 years	31.2%	44.7%	11.6%	7.1%	5.4%	92.276	1,067
		43.0 %	11.7%	7.1.70	3.4 %	72,270	

Demographics	Strongly Agree	Agree	Neither Agree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
Responses	32.7 %	44.6%	nor Disagree	6.6%	4.8 %	615.590	6.144
aving Before Covid	22.7 %	44.0 %	11.5 %	0.0 %	44.7	013,530	0,144
No	36.9 %	44.6 %	9.8 %	5.3 %	3.4%	422.364	3.715
Yes, to retire	30.8 %	47.9 %	11.0 %	63%	4.0%	35,209	292
Yes, to retire Yes, to other job in Govt	22.6 %	44.3 %	14.5 %	9.9%	8.6%	83,985	1.095
		44.3 %	14.5 %	10.7%	10.3%		
Yes, to other job outside Govt	23.5 %					13,824	192
Yes, other	18.8 %	41.7 %	17.0 %	11.1 %	11.3%	15,263	251
aving Today							
No	38.6 %	44.9 %	9.4 %	4.7 %	2.5 %	388,210	3,398
Yes, to retire	29.4 %	47.8 %	11.5 %	6.7 %	4.5 %	39,710	331
Yes, to other job in Govt	21.9 %	43.8 %	14.6 %	10.5 %	9.2 %	89,996	1,100
Yes, to other job outside Govt	19.7 %	40.0 %	14.3 %	12.7 %	13.4 %	18,828	255
Yes, other	18.1 %	41.0 %	16.6 %	11.9 %	12.4 %	22,475	358
tire Before Covid							
Less than 1 year	34.3 %	45.6 %	10.3 %	5.8 %	4.0%	14,440	138
1 year	32.5 %	47.8 %	10.4 %	5.6 %	3.8%	16,377	128
2 years	33.0 %	47.2 %	10.9 %	5.4%	3.6%	32,193	273
3 years	32.9 %	46.5 %	11.0 %	5.9%	3.7%	31,960	290
4 years	33.0 %	46.9 %	10.5 %	5.7%	3.9%	21,141	174
5 years	32.8 %	45.8%	10.5 %	6.2%	44%	41.611	393
More than 5 years	33.4 %	43.0 %	11.0 %	67%	5.0%	408.430	4.074
	33.4 %	43.9 %	11.0 %	6.7 %	5.0%	408,430	4,074
rtire Today							
Less than 1 year	29.9 %	44.8 %	11.4 %	7.3 %	6.6 %	20,097	167
1 year	29.2 %	46.6 %	12.2 %	7.0 %	5.1 %	19,209	177
2 years	32.7 %	46.3 %	11.0 %	5.9 %	4.1 %	31,971	295
3 years	33.6 %	46.3 %	10.6 %	5.7 %	3.7 %	29,752	264
4 years	33.8 %	46.6 %	10.3 %	5.7 %	3.6 %	19,945	153
5 years	33.3 %	46.0 %	10.8 %	5.9 %	3.9 %	39,439	350
More than 5 years	33.7 %	44.0 %	10.9 %	6.6 %	4.8 %	398,381	4,025
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m has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism and R	estoring Biological T	ruth to the Federal Governm	nent.	
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ilitary Service							
No Prior Military Service	32.5 %	44.6%	11.3 %	6.7 %	48%	405,430	4,544
Currently in Guard/Reserves	34.7 %	44.1%	10.0%	63%	4.9%	10.072	4,544
Retired	38.4 %	45.4 %	8.8 %	4.5 %	2.9 %	76,882	373
Separated/Discharged	31.4 %	43.8 %	11.8 %	7.2 %	5.9 %	85,546	617
ilitary Spouse							
Spouse of current active duty service mem	33.5 %	42.3 %	11.5 %	6.7 %	6.0 %	6,029	65
Spouse of separated or retired service member	31.7 %	43.6 %	11.5 %	7.6 %	5.6 %	11,140	88
with a disability ration of 100%	21.7%	73.0 %	44.379	7.2%	3.6%	11,140	••
	25.3 %	43.7%	14.3 %	8.4 %	82%	303	
while on							1
None of the categories listed	33.3 %	44.6 %	11.0 %	6.4 %	4.7 %	561,220	5,435
N-Competitive Hiring Authority							
Yes	33.7 %	42.0 %	12.0 %	6.8 %	5.6 %	2,053	23
No	32.0 %	43.3 %	11.5 %	7.4 %	5.8 %	15,312	129
sability							
sability Yes	32.3 %	41.8 %	11.9 %	7.5 %	6.5 %	85,324	887

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.1 %	50.3 %	12.5 %	4.0 %	2.2 %	614,969	7,377
Work Location							
Headquarters	35.3 %	49.0 %	10.5 %	3.4 %	1.7 %	187,040	2,002
Field	28.1 %	51.0 %	13.7 %	4.7 %	2.6 %	285,022	2,968
Full-time telework	34.9 %	50.2 %	10.7 %	2.8 %	1.4 %	102,549	1,688
Supervisory Status							
Senior Leader	56.6 %	34.6 %	5.7 %	2.0 %	1.1 %	10,769	22
Manager Supervisor	39.6 % 32.5 %	46.6 % 50.6 %	8.4 % 11.0 %	3.8 % 4.0 %	1.5 %	41,530 81,974	78 420
Supervisor Team Leader	32.5 %	51.3 %	12.1%	4.0%	2.0%	81,974 78,566	420 669
Non-Supervisor	30.4 %	50.7%	13.0%	3.9%	2.3 %	76,500 365,788	5,527
Sex	20.1 %	30.7 %	13.0 %	23 %		303,700	3,327
Male	32.3 %	49.3 %	11.9%	4.2%	2.3 %	307,117	2,957
Female	31.0%	51.6%	12.2 %	3.4 %	1.8%	252,722	3,238
Hispanic or Latino							
Yes	31.1 %	47.9 %	13.8 %	4.3 %	2.9 %	60,110	594
No	31.8 %	50.5 %	11.8 %	3.8 %	2.0 %	501,404	5,682
Race							
American Indian/ Alaska Native	23.7 %	48.9 %	18.8 %	5.2 %	3.5 %	10,884	120
Asian	32.2 %	51.7 %	11.4 %	2.9 %	1.7 %	32,543	398
Black/African American	33.6 %	49.9 %	12.0 %	2.6 %	1.9 %	80,247	1,174
Native Hawaiian/ Pacific Islander	29.5 %	48.4 %	15.4 %	4.0 %	2.6 %	3,758	30
White	32.0 %	50.3 %	11.5 %	4.1 %	2.0 %	393,530	3,897
Two or more races (Not Hispanic/ Latino)	28.8 %	48.7 %	15.0 %	4.5 %	3.0 %	24,107	355
Age Group 25 and under	34.3 %	51.9 %	10.1 %	2.2 %	1.4%	6,851	50
26-29 years old	30.8 %	52.0%	11.8%	3.4 %	2.0 %	16,340	143
30-39 years old	29.5 %	50.4%	12.9%	4.5 %	2.6 %	108,364	1,065
40-49 years old	29.9 %	50.5 %	12.8%	4.5 %	2.4 %	149,784	1,713
50-59 years old	33.4 %	50.1 %	11.3%	3.5%	1.8 %	190,142	2,070
60 or older	34.9 %	49.2 %	11.2 %	3.1%	1.6 %	90.657	1,205
Level of Education							
Less than High School	26.6 %	43.5 %	18.7 %	5.9 %	5.4 %	353	11
H.S. Diploma/GED or equiv	28.3 %	51.1%	14.6 %	3.4 %	2.5 %	23,490	237
Trade/Technical Certificate	26.5 %	51.7 %	15.1%	4.2 %	2.5 %	12,089	156
Some College (no degree)	30.1 %	49.8 %	13.9 %	3.8 %	2.3 %	74,886	878
Associate's Degree	30.1 %	50.6 %	13.5 %	3.7 %	2.1 %	43,752	484
Bachelor's Degree	31.2 %	51.4%	11.6 %	3.8 %	2.0 %	201,162	2,404
Master's Degree	34.2 %	49.5 %	10.6 %	3.8 %	1.9 %	156,136	1,613
Doctoral/Professional Degree	33.6 %	47.1 %	11.5 %	5.2 %	2.7 %	56,522	633
Pay Category							
Federal Wage System GS 1-6	24.3 % 27.4 %	51.3 % 50.1 %	16.8 % 16.2 %	4.7 % 3.6 %	2.9 %	19,420 20,339	220 379
GS 7-12	27.4%	51.0 %	15.2 %	4.1%	2.8 %	20,339 237,368	3,233
65 7-12 65 13-15	29.5 % 34.9 %	49.3 %	13.1%	3.8%	18%	237,368 247,592	3,233 2,424
05 15-15 SES	54.9 % 59.9 %	49.3 % 30.4 %	10.1%	3.1%	1.8 %	247,592 5,622	6
SL/ST	43.8 %	42.9 %	9.0 %	2.2%	2.1%	2,054	8
Other	29.5 %	52.1 %	13.0 %	3.3 %	2.0 %	45,922	410
Time in Federal Government							
<1 year	44.0 %	43.8 %	9.5 %	1.9 %	0.9 %	1,728	25
1-3 years	36.4 %	49.6 %	10.1%	2.6 %	1.3 %	60,864	576
4-5 years	31.6 %	50.3 %	12.3 %	3.7 %	2.1 %	49,186	470
6-10 years	30.6 %	50.8 %	12.2 %	4.1 %	2.3 %	100,122	1,093
11-14 years	29.8 %	50.7 %	12.9 %	4.4 %	2.3 %	108,950	1,370
15-20 years	29.1 %	50.7 %	13.3 %	4.4 %	2.5 %	104,449	1,268
> 20 years	32.6 %	49.6 %	11.9%	3.8 %	2.1 %	153,658	1,907
Time with Current Agency							
<1 year	41.9 %	46.1%	9.0 %	1.8%	1.1 %	7,003	165
1-3 years 4-5 years	36.0 %	49.1 %	10.5 %	2.9 %	1.5 %	93,899	996
	31.2 %	50.3 %	12.2 %	3.9 %	2.3 %	64,954	678
6-10 years	30.0 %	50.9%	12.6 %	4.2 %	2.4 %	105,946	1,166
	30.0 % 29.1 % 28.8 %	50.9 % 50.9 % 50.9 %	12.6 % 13.1 % 13.4 %	4.2% 4.5% 4.5%	2.4 % 2.5 %	105,946 102,418 92,046	1,166 1,267 1,132

	is successful		

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.1 %	50.3 %	12.5 %	4.0 %	2.2 %	614,969	7,377
Leaving Before Covid							
No	35.5 %	50.4 %	9.9 %	2.9 %	1.3 %	422,631	3,876
Yes, to retire	29.1 %	50.7 %	13.5 %	4.4 %	2.3 %	35,159	437
Yes, to other job in Govt	19.6 %	50.7 %	18.7 %	6.8 %	4.2 %	83,590	1,618
Yes, to other job outside Govt	17.5 %	46.1 %	20.6 %	9.1 %	6.7 %	13,762	271
Yes, other	16.5 %	47.2 %	22.3 %	7.7 %	6.4 %	15,117	431
Leaving Today							
No	37.2 %	50.5 %	9.0 %	2.4 %	1.0%	388,482	3,357
Yes, to retire	28.0 %	50.4 %	14.3 %	4.8%	2.5 %	39,592	520
Yes, to other job in Govt	18.9 %	51.2 %	18.8 %	7.0 %	4.2 %	89,535	1,664
Yes, to other job outside Govt	15.1 %	44.7 %	21.7 %	10.9 %	7.6 %	18,735	372
Yes, other	16.1 %	47.3 %	22.3 %	8.0%	6.4 %	22,283	577
Retire Before Covid							
Less than 1 year	32.7 %	47.5 %	12.9 %	4.3%	2.7 %	14,424	184
1 year	30.7 %	50.5 %	12.6 %	3.8 %	2.3 %	16,343	203
2 years	31.8 %	50.2 %	12.3 %	3.9 %	1.9 %	32,139	419
3 years	31.3 %	50.3 %	12.5 %	3.9 %	2.1 %	31,960	369
4 years	32.1 %	49.7 %	12.2 %	4.0%	1.9 %	21,122	235
5 years	31.5 %	50.2 %	12.2 %	3.9 %	2.2 %	41,595	497
More than 5 years	31.5 %	50.4 %	12.1%	3.9 %	2.1 %	408,257	4,615
Retire Today							
Less than 1 year	28.2 %	47.3 %	15.4 %	5.5 %	3.6 %	19,987	309
1 year	28.3 %	50.1 %	13.8 %	5.0 %	2.7 %	19,167	271
2 years	31.3 %	50.2 %	12.6 %	4.0 %	2.0 %	31,913	376
3 years	31.6 %	50.5 %	12.0 %	3.9 %	2.0 %	29,686	350
4 years	32.8 %	49.4 %	12.0 %	4.1 %	1.7 %	19,894	217
5 years	32.0 %	50.4 %	12.0 %	3.7 %	2.0 %	39,400	444
More than 5 years	31.8 %	50.4 %	11.9 %	3.8 %	2.1 %	398,166	4,478
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	ender Ideology Extremism and Re	storing Biological T	ruth to the Federal Governm	ent.	
		l					
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	ender Ideology Extremism and Re	storing Biological T	ruth to the Federal Governm	ent.	
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	ender Ideology Extremism and Re	storing Biological T	ruth to the Federal Governm	ent.	
Item has been reducted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	inder Ideology Extremism and Re	storing Biological T	ruth to the Federal Governm	ent.	
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism and Re	storing Biological T	ruth to the Federal Governm	ont.	
Military Service							4861
Military Service No Prior Military Service	30.1 %	50.9 %	12.7 %	4.1%	22%	405,406	4,952
Military Service No Prior Military Service Currently in Guard/Reserves	30.1 % 33.2 %	50.9 % 49.2 %	12.7 % 11.9 %	41% 35%	22% 21%	405,406 10,051	71
Military Service No Prior Military Service Currently in Guard/Reserves Retired	30.1 % 33.2 % 38.6 %	50.9 % 49.2 % 48.5 %	12.7 % 11.9 % 9.1 %	4.1 % 3.5 % 2.6 %	22% 21% 12%	405,406 10,051 76,811	71 547
Military Service No Price Military Service Currently in Quant/Reserves Retired Separated/Discharged	30.1 % 33.2 %	50.9 % 49.2 %	12.7 % 11.9 %	41% 35%	22% 21%	405,406 10,051	71
Military Service No Prior Military Service Currently in Guand/Reserves Retired Separated/Discharged Military Spouse	30.1 % 33.2 % 38.6 % 30.5 %	50.9 % 49.2 % 48.5 % 49.2 %	12.7 % 11.9 % 9.1 % 13.1 %	41% 35% 26% 45%	22 % 21 % 12 % 27 %	465,406 10,051 76,911 85,160	71 547 1,086
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouce Spouse Gurrent active duty service men	30.1 % 33.2 % 38.6 % 30.5 %	50.9 % 49.2 % 48.5 %	12.7 % 11.9 % 9.1 %	4.1 % 3.5 % 2.6 %	22% 21% 12%	405,406 10,051 76,811	71 547
Military Service to Force Military Service Cunnestly in Goodel Reserves Refered Separated Oricidating and Military Spoose Spoose of correct active duty service means Spoose of separated or retired service member	30.1 % 33.2 % 38.6 % 30.5 %	50.9 % 49.2 % 48.5 % 49.2 %	12.7 % 11.9 % 9.1 % 13.1 %	41% 35% 26% 45%	22 % 21 % 12 % 27 %	465,406 10,051 76,911 85,160	71 547 1,086
Military Service to Force Military Service Cunnestly in Goodel Reserves Refered Separated Oricidating and Military Spoose Spoose of correct active duty service means Spoose of separated or retired service member	30.1 % 33.2 % 38.6 % 30.5 %	50.9 % 49.2 % 48.5 % 49.2 %	12.7 % 11.9 % 9.1 % 13.1 %	41% 35% 26% 45%	22% 21% 12% 27% 22%	495,406 18,051 76,811 85,140 6,040	71 547 1,086
Military Service No Prior Military Service Connectly in Guard/Reserves Retired Separated/Vischarged Military Spoose Spoose of Control active duty service ment Spoose of separated or netired survice member	30.1 % 33.2 % 38.6 % 30.5 %	50.9 % 49.2 % 48.5 % 49.2 %	12.7 % 11.9 % 9.1 % 13.1 %	41% 35% 26% 45%	22% 21% 12% 27% 22%	495,406 18,051 76,811 85,140 6,040	71 547 1,086
Military Service The Prior Military Service Connectly in Guard/Reserves Retired Separated/Discharged Military Spous Spouse of current active duty service ment Spouse of experience and experience ment seembles mentl	30.1 % 33.2 % 38.6 % 30.5 % 32.2 %	50.9 % 49.2 % 48.5 % 49.2 % 50.0 %	127% 119% 9.1% 13.1% 124%	41% 35% 26% 45% 32% 36%	22 % 21 % 12 % 27 % 22 % 20 %	405,406 18,051 76,811 85,140 6,040 11,115	71 547 1,086 60 139
Military Service to Prior Military Service Currently in Guard Reserves Révied Separated/Toksaryad Separated/Toksaryad Spose of current active duity service men Spose of current active duity service men Spose of separated or retired service member with a distulbility string of 150%	30.1 % 33.2 % 38.6 % 30.5 % 32.2 % 32.7 % 27.9 %	50.9 % 49.2 % 48.5 % 49.2 % 50.0 % 49.2 %	12.7 % 11.9 % 9.1 % 13.1 % 12.4 % 12.6 %	41% 35% 26% 45% 32% 36% 29%	22% 21% 12% 27% 22% 28%	465,466 10,051 78,811 85,160 6,040 11,155 256	71 547 1,086 60 139
Military Service No Price Military Service Currently in Quartificeserves Relatived Sparented/Teicharged Sparented/Teicharged Sparented/Teicharged Sparented Sparented/Teicharged Military Sparente Sparented Sparented Teicharged Sparented Sparented Teicharged Military Sparented Mi	30.1 % 33.2 % 38.6 % 30.5 % 32.2 % 32.7 % 27.9 %	50.9 % 49.2 % 48.5 % 49.2 % 50.0 % 49.2 %	12.7 % 11.9 % 9.1 % 13.1 % 12.4 % 12.6 %	41% 35% 26% 45% 32% 36% 29%	22% 21% 12% 27% 22% 28%	465,466 10,051 78,811 85,160 6,040 11,155 256	71 547 1,086 60 139
Military Service No Frier Military Service Currently in Guard Phenever Retired Separated Vincharge Service Sponse of Current active day carries men Sponse of Current active day carries men Sponse of Current active day carries men service with a disability rating of 1000 white Advantage of 1000 white on the Categories lined No on of the categories lined No on of the categories lined	30.1 % 33.2 % 38.6 % 30.5 % 32.2 % 32.7 % 27.9 % 31.5 %	50.9 % 49.2 % 48.5 % 49.2 % 50.0 % 49.2 % 49.0 % 50.3 %	12.7 % 11.9 % 9.3 % 13.1 % 12.4 % 12.6 % 15.3 % 12.2 %	41% 35% 26% 45% 32% 36% 29% 39%	22% 21% 12% 27% 22% 26% 49% 21%	489,406 18,051 78,511 83,160 6,040 11,116 256 560,727	71 547 1,086 60 119 8 6,475
Military Service No Frier Military Service Currently in Guard Misenere Material Separated Vincharge Service Sponse of Guerrent Kuthe duty service ment Sponse of Guerrent Kuthe duty service men Sponse of Guerrent Kuthe duty service men Sponse of Guerrent Kuthe duty service men Sponse of Guerrent Kuthe duty service men Sponse of Guerrent Kuthe duty service men Military Service M	30.1 % 33.2 % 38.6 % 30.5 % 32.2 % 32.7 % 27.9 % 31.5 %	50.9 % 49.2 % 48.5 % 49.2 % 50.0 % 49.2 % 49.0 % 50.3 %	127 N 119 N 9 3 N 124 N 125 N 153 N 152 N	41% 35% 26% 45% 32% 36% 29% 39%	22% 21% 12% 22% 22% 22% 24% 21%	405,406 10,051 76,411 85,160 6,040 11,116 256 560,727	71 547 1,086 60 139 8 6,475
Military Service No Price Military Service Currently in Quartify Incomplete Related Service Service Service Service Military Sponse Sponse of oursers active duty service member Sponse of oursers active duty service member Sponse of oursers active duty service member Sponse of oursers active duty service member Sponse of oursers active duty service member Sponse of oursers active duty service member Sponse of oursers active duty service member with an ourse of the service member with a service member ourse member with a service member of the service member Military Service Mili	30.1 % 33.2 % 38.6 % 30.5 % 32.2 % 32.7 % 27.9 % 31.5 %	50.9 % 49.2 % 48.2 % 49.2 % 49.2 % 49.0 % 50.3 % 47.8 % 49.8 %	127% 119% 9.3% 131% 124% 126% 153% 122%	41% 35% 26% 45% 32% 36% 29% 39% 26% 35%	22% 21% 12% 22% 22% 22% 20% 43% 21%	400,406 10,051 78,511 83,160 6,040 11,116 256 560,727 1,053 15,791	71 547 1,066 60 139 8 6,475
Military Service No Frier Military Service Currently in Guard Misenere Material Separated Vincharge Service Sponse of Guerrent Kuthe duty service ment Sponse of Guerrent Kuthe duty service men Sponse of Guerrent Kuthe duty service men Sponse of Guerrent Kuthe duty service men Sponse of Guerrent Kuthe duty service men Sponse of Guerrent Kuthe duty service men Military Service M	30.1 % 33.2 % 38.6 % 30.5 % 32.2 % 32.7 % 27.9 % 31.5 %	50.9 % 49.2 % 48.5 % 49.2 % 50.0 % 49.2 % 49.0 % 50.3 %	127 N 119 N 9 3 N 124 N 125 N 153 N 152 N	41% 35% 26% 45% 32% 36% 29% 39%	22% 21% 12% 22% 22% 22% 24% 21%	489,406 18,051 78,511 83,160 6,040 11,116 256 560,727	71 547 1,086 60 139 8 6,475

		_	Neither Agree			
Demographics	Strongly Agree	Agree	nor Disagree	Disagree	Strongly Disagree	Item Response Total**
II Responses	28.5 %	42.2 %	17.2 %	7.9 %	4.2 %	623,730
Vork Location						
Headquarters	31.1 %	41.9 %	15.9 %	7.3 %	3.8 %	189,387
Field	26.3 %	42.1 %	18.0 %	8.7 %	4.8 %	288,521
Full-time telework	33.1 %	43.0 %	15.0 %	5.9 %	3.1 %	104,570
iupervisory Status						
Senior Leader	54.5 %	32.3 %	7.4 %	4.0 %	1.8 %	10,816
Manager	37.7 %	41.4 %	12.1%	6.2 %	2.6 %	41,706
Supervisor Team Learler	30.5 %	43.4 % 43.6 %	15.4%	7.2 % 8.2 %	3.5%	82,548 79,350
	27.2 %	43.6 %	17.1%	8.2 %	3.8 %	
Non-Supervisor Sex	27.5 %	42.0%	17.8%	8.1%	4.6%	372,138
Male	30.5 %	42.0%	15.9 %	7.5 %	4.1%	310,777
Female	27.5 %	42.8 %	17.7 %	7.9%	4.1%	256,467
Hispanic or Latino	27.5 %	42.0 %	27.7 %	7.374	4.17	230,407
Yes	29.9 %	40.5 %	17.2 %	7.6%	4.8 %	60,852
No	29.2 %	42.5%	16.6 %	7.7 %	4.0 %	508,138
tace						
American Indian/ Alaska Native	22.8 %	41.8 %	20.8 %	9.1%	5.5 %	11,043
Asian	32.5 %	43.7 %	15.6 %	5.1%	3.1%	33,059
Black/African American	28.1 %	42.0 %	18.0 %	7.2 %	4.7 %	81,791
Native Hawaiian/ Pacific Islander	28.9 %	40.1%	18.4 %	7.5 %	5.2 %	3,808
White	30.0 %	42.6 %	15.9 %	7.7 %	3.8 %	397,993
Two or more races (Not Hispanic/ Latino)	25.5 %	39.2 %	19.7 %	9.4 %	6.2 %	24,510
Age Group						
25 and under	31.0 %	41.8 %	16.6 %	6.3 %	4.2 %	6,907
26-29 years old	28.3 %	43.4 %	16.4 %	7.2 %	4.7 %	16,496
30-39 years old	27.9 %	42.6 %	16.7 %	8.0 %	4.8 %	109,502
40-49 years old	27.8 %	42.3 %	17.1 %	8.2 %	4.6 %	151,663
50-59 years old	30.2 %	42.1 %	16.5 %	7.5 %	3.7 %	192,671
60 or older	32.2 %	42.0 %	16.1 %	6.7 %	3.0 %	92,350
evel of Education						
Less than High School	25.9 %	39.3 %	17.4 %	9.7 %	7.7 %	373
H.S. Diploma/GED or equiv	27.2 %	42.4 %	18.7 %	7.5 %	4.1%	23,832
Trade/Technical Certificate	25.3 %	42.2 %	19.2 %	8.6 %	4.7%	12,298
Some College (no degree)	27.1 %	41.5%	18.7%	8.1%	4.8%	76,023
Associate's Degree				11211	***************************************	44,358
Bachelor's Degree Master's Degree	28.9 % 30.9 %	43.2 % 42.3 %	16.4 % 15.5 %	7.6 %	4.0 %	203,941 157,991
Master's Degree Doctoral/Professional Degree	30.9 %	42.3 %	15.5%	7.4%	41%	157,991 57,217
ay Category	33.2 %	40.4 %	14.5 %	7.9%	4.1%	57,217
Federal Wage System	21.8 %	40.8 %	21.2%	9.8 %	6.4 %	19,697
GS 1-6	24.8 %	40.0 %	20.4%	8.8 %	6.0%	20.820
65 7-12	27.1 %	42.7 %	17.9 %	8.0%	4.3 %	241,201
65 13-15	32.8 %	42.4 %	14.5 %	7.0%	3.4%	250.376
SES	59.2 %	29.1%	6.1%	3.8%	1.7%	5,629
SL/ST	44.9 %	36.8 %	10.2 %	5.3 %	2.8 %	2,063
Other	24.5 %	41.9 %	19.2 %	8.9 %	5.5 %	46,443
lime in Federal Government						
<1 year	43.0 %	40.1%	12.4%	2.5 %	2.1%	1,753
1-3 years	34.4 %	42.1 %	14.5 %	5.8 %	3.2 %	61,517
4-5 years	29.6 %	42.2 %	16.7 %	7.4 %	4.2 %	49,692
6-10 years	28.0 %	42.8 %	17.0 %	7.9 %	4.4 %	101,378
11-14 years	27.0 %	42.6 %	17.5 %	8.4 %	4.5 %	110,542
15-20 years	26.2 %	42.1 %	18.1 %	8.8 %	4.8 %	105,965
> 20 years	30.0 %	41.8 %	16.6%	7.7 %	3.9 %	156,052
Time with Current Agency						
<1 year	39.1 %	39.5 %	13.7 %	5.1 %	2.6 %	7,185
1-3 years	33.4 %	40.9 %	15.2 %	6.6 %	3.8 %	95,048
4-5 years	28.4 %	42.2 %	17.0 %	7.8 %	4.7 %	65,730
6-10 years	27.1 %	42.6 %	17.5 %	8.2 %	4.6 %	107,292
11-14 years	26.2 %	43.0 %	17.8 %	8.5 %	4.5 %	103,893
15-20 years > 20 years	26.1 %	42.3 %	18.2 %	8.8 %	4.6 %	93,403
	31.2 %	42.5 %	15.8 %	7.2 %	3.3 %	114,218

Demographics	Strongly Agree	Agree	Neither Agree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.5 %	42.2 %	nor Disagree	7.9%	4.2 %	623,730
	28.5 %	42.2%	17.2%	7.9%	4.279	623,730
Leaving Before Covid						
No	34.9 % 25.3 %	44.8 %	13.6 %	4.8 %	1.9 %	427,257
Yes, to retire		42.5 %		9.1%	4.0 %	35,734
Yes, to other job in Govt	11.0 %	34.7 %	26.8 %	16.7 %	10.8 %	85,347
Yes, to other job outside Govt	11.2 %	31.4 %	24.9 %	19.2 %	13.4 %	14,054
Yes, other	8.9 %	30.0 %	28.7 %	17.9 %	14.5 %	15,575
Leaving Today						
No	36.9 %	45.8 %	12.4 %	3.7 %	1.3 %	392,556
Yes, to retire	23.7 %	42.1 %	19.7 %	10.1 %	4.4%	40,276
Yes, to other job in Govt	10.5 %	34.6 %	27.5 %	16.9 %	10.5 %	91,341
Yes, to other job outside Govt	8.9 %	28.9 %	25.8 %	21.6 %	14.7 %	19,132
Yes, other	9.0 %	30.5 %	28.8 %	18.0 %	13.6 %	22,896
Retire Before Covid						
Less than 1 year	28.3 %	40.5 %	17.2 %	9.2 %	4.8 %	14,679
1 year	27.5 %	42.0 %	17.7 %	8.6 %	4.3 %	16,598
2 years	28.0 %	42.1 %	17.5 %	8.6 %	3.8 %	32,680
3 years	27.7 %	42.4 %	17.8 %	8.0 %	4.1 %	32,419
4 years	28.6 %	41.6 %	17.4 %	8.5 %	3.9 %	21,437
5 years	28.1 %	41.8 %	17.8 %	8.1 %	4.2 %	42,209
More than 5 years	29.3 %	42.3 %	16.5 %	7.6 %	4.2 %	413,368
Retire Today						
Less than 1 year	23.8 %	37.1 %	19.4 %	12.5 %	7.2 %	20,375
1 year	23.6 %	40.7 %	19.7 %	10.7 %	5.2 %	19,494
2 years	27.4 %	42.1 %	18.1 %	8.4 %	4.0 %	32,417
3 years	28.3 %	42.7 %	17.2 %	7.8 %	3.9 %	30,136
4 years	29.2 %	42.1%	16.9 %	8.4 %	3.5 %	20,184
5 years	28.5 %	42.3 %	17.5 %	7.7 %	4.0 %	39,970
More than 5 years	29.7 %	42.6 %	16.3 %	7.4 %	4.0 %	403,168
Item has been redacted in response to Executive 6	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	vernment.
Item has been redacted in response to Executive 6	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	wernment.
	1	l				
						411,118
Military Service No Prior Military Service	28.5 %	42.9 %	16.9 %	7.7 %	4.0 %	411,116
	28.5 % 29.9 %	42.9 % 41.1 %	16.9 % 15.8 %	7.7 % 8.2 %	4.0 % 5.0 %	10,146
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged	29.9 %	41.1%	15.8 %	8.2 %	5.0 %	10,146
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged	29.9 % 32.9 %	41.1 % 41.7 %	15.8 % 15.5 %	8.2 % 6.7 %	5.0 % 3.1 %	10,146 77,594
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged	29.9 % 32.9 %	41.1 % 41.7 %	15.8 % 15.5 %	8.2 % 6.7 %	5.0 % 3.1 %	10,146 77,594
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or retired service	29.9 % 32.9 % 27.1 % 27.0 %	41.1 % 41.7 % 40.3 % 39.7 %	15.8 % 15.5 % 18.1 %	8.2 % 6.7 % 9.0 %	5.0% 3.1% 5.6%	10,146 77,594 86,456 6,113
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member	29.9 % 32.9 % 27.1 %	41.1 % 41.7 % 40.3 %	15.8 % 15.5 % 18.1 %	8.2 % 6.7 % 9.0 %	5.0 % 3.1 % 5.6 %	10,146 77,594 86,456
No Prior Military Service Currently in Guard/Reserves Retired Separated/Dischurged Military Spouse Spouse of separated or retired service member substitute of 100% water of 100% water of 100% water of 100% water of 100%	29.9 % 32.9 % 27.1 % 27.0 % 26.7 %	41.1 % 41.7 % 40.3 % 39.7 % 39.7 %	15.8 % 15.5 % 18.1 % 17.6 %	8.2 % 6.7 % 9.0 % 10.2 % 8.9 %	5.0 % 3.1 % 5.6 % 5.5 % 5.2 %	10,146 77,594 86,456 6,113 11,298
No Prior Military Service Currently in Guard/Reserves Retired September Service Spouse of current active duty service mem Spouse of current active duty service mem Spouse of current active duty service mem Spouse of current active duty service mem Spouse of current active duty service mem Spouse of current active duty service member with a disability rating of 500K versions/err or a service member service white on	29.9 % 32.9 % 27.1 % 27.0 % 26.7 % 22.1 %	41.1 % 41.7 % 40.3 % 39.7 % 39.7 %	15.8 % 15.5 % 18.1 % 17.6 % 19.6 %	8.2 % 6.7 % 9.0 % 10.2 % 8.9 %	5.0 % 3.1 % 5.6 % 5.5 % 5.2 %	10,146 77,584 86,656 6,113 11,288
No Prior Milliary Service Currently in Guard/Reserves Retired Milliary Spouse Spouse of current active duty service mem Spouse of separated or retired service member spouse of separated or retired service member with the separated or retired service member with the service member with the service member with the service member with the service member with the service member with the service member with the service member as the service member as the service with the service member as the service member as the service with the service member as the service member as the service member as the service member as the service member as the service member as the service member as the service member as the service member as the service member as the service member as the service member as the service member as the service member as the service member as the service member	29.9 % 32.9 % 27.1 % 27.0 % 26.7 %	41.1 % 41.7 % 40.3 % 39.7 % 39.7 %	15.8 % 15.5 % 18.1 % 17.6 %	8.2 % 6.7 % 9.0 % 10.2 % 8.9 %	5.0 % 3.1 % 5.6 % 5.5 % 5.2 %	10,146 77,594 86,456 6,113 11,298
No Poter Military Ferrice Currently in Guard/Reserves Restred Separate/Dischurged Military Spouse Spouse of Guarder Active duty service mean Spouse of Guarder Active duty service mean place of the Spouse of Separate of Poter Active member with a disballity rating of 100% wroneyery or a struck minimals are with a disballity rating of 100% Wroneyery or a struck minimals are Not Compositive Nitrig Authority Not Compositive Nitrig Authority	29.9 % 32.9 % 27.1 % 27.0 % 26.7 % 22.1 % 29.0 %	41.1 % 41.7 % 40.3 % 39.7 % 39.7 % 39.6 % 42.3 %	15.8 % 15.5 % 18.1 % 17.6 % 19.6 % 18.6 % 16.8 %	8.2 % 6.7 % 9.0 % 10.2 % 8.9 % 13.4 % 7.7 %	5.0 % 3.1 % 5.6 % 5.5 % 5.2 % 6.3 % 4.1 %	10,146 77,594 84,656 6,113 11,298 310 568,364
No Pote Williamy Service Connectly in Guard/Reserves Related Supported Olicharged Supported Olicharged Spoon of Connect active duty service men Spoon of Connect active duty service men Spoon of Connect active duty service men while has disability rating of 2009, which is disability rating of 2009, which is disability rating of 2009. None of the Connection Interest men while no None of the Connection Stated Note Companyiolists before, Authority Yes	29.9 % 32.9 % 27.1 % 27.0 % 26.7 % 22.1 % 29.0 %	41.1 % 41.7 % 40.3 % 39.7 % 39.7 % 39.6 % 42.3 %	15.8 % 15.5 % 18.1 % 17.6 % 19.6 % 18.6 % 16.8 %	8.2 % 6.7 % 9.0 % 10.2 % 8.9 % 13.4 % 7.7 %	5.0 % 3.1 % 5.6 % 5.5 % 5.2 % 6.3 % 4.1 %	10,146 77,594 86,456 6,133 11,298 310 568,364
No Potro Milliary Service Currently in Good/Reserves Restrice Separate/Ottcharged Milliary Speace Spoke of Control Milliary Speace Spoke of Control Milliary Speace Spoke of Control Milliary Speace Spoke of Speace Spoke of Speace Spoke of Speace Milliary	29.9 % 32.9 % 27.1 % 27.0 % 26.7 % 22.1 % 29.0 %	41.1 % 41.7 % 40.3 % 39.7 % 39.7 % 39.6 % 42.3 %	15.8 % 15.5 % 18.1 % 17.6 % 19.6 % 18.6 % 16.8 %	8.2 % 6.7 % 9.0 % 10.2 % 8.9 % 13.4 % 7.7 %	5.0 % 3.1 % 5.6 % 5.5 % 5.2 % 6.3 % 4.1 %	10,146 77,594 84,656 6,113 11,298 310 568,364
No Prior Williamy Service Comments In Guard/Reserves Retired Separated (Tickneyed Milliamy Spanse Spanse of Comment active duty service mem Spanse of Comment active duty service are service spanse of Separated or retired service with a disability rating of 2009. William A disability rating of 2009. William A disability rating of 2009. William Service Service Service Service William Service Service Service William Service Service Service William Service Se	29.9 % 32.9 % 27.1 % 27.0 % 26.7 % 22.1 % 29.0 % 26.4 %	41.1 % 41.7 % 40.3 % 39.7 % 39.7 % 39.6 % 42.3 % 37.2 % 40.1 %	15.8 % 15.5 % 18.1 % 17.6 % 19.6 % 18.6 % 16.8 % 18.3 % 18.9 %	8.2 % 6.7 % 9.0 % 10.2 % 8.9 % 13.4 % 7.7 % 9.6 % 9.4 %	5.0% 3.1% 5.6% 5.5% 5.2% 6.3% 4.1% 5.9% 5.3%	10,146 77,594 86,456 6,133 11,298 310 566,364 2,089 15,320
No Poter Milliany Service Contressly in Good/Reserves Restroed Separates(Colorlogged Millians (Sposse Sposse of courset active duty service mean Sposse of separated or retired service meanules with a sefundity restrict of 1000 meanules with a sefundity restrict of 1000 meanules while on None of the Colorlogged Section None of the Colorlogged Section Yes Yes Yes No	29.9 % 32.9 % 27.1 % 27.0 % 26.7 % 22.1 % 29.0 %	41.1 % 41.7 % 40.3 % 39.7 % 39.7 % 39.6 % 42.3 %	15.8 % 15.5 % 18.1 % 17.6 % 19.6 % 18.6 % 16.8 %	8.2 % 6.7 % 9.0 % 10.2 % 8.9 % 13.4 % 7.7 %	5.0 % 3.1 % 5.6 % 5.5 % 5.2 % 6.3 % 4.1 %	10,146 77,594 86,456 6,133 11,298 310 568,364

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	14.9 %	28.0 %	28.2 %	15.7 %	13.1 %	580,828	43,177
Work Location							
Headquarters	16.4 %	29.1 %	27.5 %	15.1 %	11.8 %	177,334	12,140
Field	13.0 %	26.3 %	28.5 %	16.9 %	15.2 %	269,951	18,667
Full-time telework	19.2 %	32.8 %	27.1%	12.3 %	8.7 %	96,030	8,595
Supervisory Status							
Senior Leader	34.7 %	29.7 %	19.9 %	9.2 %	6.5 %	10,623	207
Manager	18.6 %	29.9 %	26.5 %	14.5 %	10.5 %	40,362	1,355
Supervisor	15.1 %	28.9 %	28.5 %	15.6 %	11.9 %	78,917	3,655
Team Leader	12.9 %	27.2 %	29.4 %	16.8 %	13.7 %	74,543	4,858
Non-Supervisor	14.8 %	28.2 %	27.9 %	15.5 %	13.6 %	342,486	29,802
Sex							
Male	14.7%	27.4 %	28.3 %	15.5 %	14.0 %	291,318	19,576
Female	16.4 %	30.4 %	27.3 %	15.1 %	10.8 %	238,223	18,347
Hispanic or Latino							
Yes	20.2 %	27.9 %	25.1 %	13.1 %	13.7 %	57,110	3,763
No	14.7 %	28.6 %	28.3 %	15.7 %	12.7 %	474,015	34,332
Race							
American Indian/ Alaska Native	16.4 %	27.2 %	27.1%	14.3 %	15.0 %	10,340	701
Asian	25.7 %	36.2 %	21.6 %	9.0 %	7.5 %	31,150	1,916
Black/African American	18.7 %	31.1 %	26.9 %	11.9 %	11.4 %	75,871	5,954
Native Hawaiian/ Pacific Islander	21.9 %	27.0 %	26.7 %	11.7 %	12.7 %	3,596	211
White	13.8 %	27.8 %	28.7 %	16.6 %	13.0 %	372,250	25,935
Two or more races (Not Hispanic/ Latino)	13.9 %	24.5 %	27.5 %	16.7 %	17.4 %	22,588	1,924
Age Group							
25 and under	17.2 %	32.0 %	25.3 %	14.2 %	11.4%	6,371	537
26-29 years old	16.2 %	28.9 %	25.1 %	15.8 %	14.1 %	15,335	1,166
30-39 years old	14.8 %	26.8 %	25.7 %	17.1 %	15.6 %	102,287	7,272
40-49 years old	14.7 %	26.9 %	26.9 %	16.7 %	14.7 %	141,950	9,764
50-59 years old	15.4 %	29.2 %	29.6 %	14.6 %	11.2 %	180,081	12,673
60 or older	16.6 %	31.7%	30.7 %	12.4 %	8.6 %	85,689	6,695
Level of Education							
Less than High School	19.1 %	25.5 %	27.6 %	10.5 %	17.2 %	342	30
H.S. Diploma/GED or equiv	16.2 %	27.7 %	29.9 %	13.0 %	13.2 %	22,327	1,525
Trade/Technical Certificate	13.4 %	25.8 %	30.6 %	15.0 %	15.2 %	11,466	834
Some College (no degree)	15.2 %	26.2 %	29.6 %	14.7 %	14.3 %	70,925	5,116
Associate's Degree	14.4 %	26.3 %	29.8 %	15.6 %	14.0 %	41,308	3,068
Bachelor's Degree	15.1 %	29.0 %	27.8 %	15.6 %	12.5 %	190,387	13,627
Master's Degree	15.9 %	29.5 %	26.7 %	15.7 %	12.2 %	148,193	9,877
Doctoral/Professional Degree	15.3 %	29.8 %	26.2 %	16.5 %	12.2 %	52,537	4,705
Pay Category							
Federal Wage System	10.9 %	21.4 %	30.0 %	17.8 %	19.9 %	18,516	1,192
GS 1-6	17.3 %	28.8 %	27.3 %	13.6 %	13.0 %	19,122	1,695
GS 7-12	14.7%	27.4 %	28.6 %	15.6 %	13.6 %	222,698	18,603
GS 13-15	15.8 %	30.1 %	27.3 %	15.5 %	11.3 %	235,587	14,893
SES	38.7 %	30.9 %	16.7 %	8.7 %	5.0 %	5,544	93
SL/ST	22.2 %	33.5 %	24.2 %	12.1 %	7.9 %	1,981	86
Other	13.2 %	27.5 %	28.4 %	16.0 %	15.0 %	43,236	3,235
Time in Federal Government							
< 1 year	28.2 %	37.1 %	21.7 %	7.9 %	5.1 %	1,567	189
1-3 years	20.1 %	31.5 %	26.6 %	12.6 %	9.2 %	56,266	5,273
4-5 years	15.9 %	27.9 %	27.2 %	15.6 %	13.4 %	46,108	3,618
6-10 years	14.3 %	27.6 %	27.7 %	16.4 %	14.0 %	94,447	6,950
11-14 years	13.8 %	26.9 %	27.7 %	16.9 %	14.8 %	103,612	6,987
15-20 years	13.5 %	26.8 %	28.2 %	16.7 %	14.7 %	99,294	6,716
> 20 years	15.2 %	29.3 %	29.4 %	14.5 %	11.6 %	145,965	10,158
Time with Current Agency	24.4%	32.8%	25.2 %	10.0%	76%		774
<1 year		021011				6,412	
1-3 years	19.4 %	30.3 %	26.9 %	13.1 %	10.2 %	87,274	7,808
4-5 years	15.2 % 13.8 %	27.7 % 27.3 %	27.3 % 27.6 %	16.0%	13.9 %	61,213 100.302	4,555 7,029
6-10 years							
11-14 years 15-20 years	13.2%	26.9 % 27.1 %	28.0 %	17.0 % 16.6 %	14.9 %	97,436 87,629	6,504 5,804

(18) I believe the results of this survey will be used to make my agency a better place to work.	

(18) I believe the results of this surv	ey will be used to i	nake my agen	cy a better place to wo	rk.			
Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	14.9 %	28.0 %	28.2 %	15.7 %	13.1 %	580,828	43,177
Leaving Before Covid							
No	17.8 %	31.4%	28.3 %	13.4 %	9.1 %	398,618	28,800
Yes, to retire	12.2 %	28.1 %	31.5 %	16.0 %	12.2 %	33,449	2,303
Yes, to other job in Govt	7.5 %	18.8 %	26.5 %	22.3 %	24.9 %	79,385	6,009
Yes, to other job outside Govt	6.0%	16.2 %	23.4 %	24.2 %	30.3 %	13.177	876
Yes, other	5.8%	15.5 %	26.4 %	23.5 %	28.9 %	14.322	1.261
Leaving Today							
No	18.7 %	32.7 %	28.5 %	12.4 %	7.7%	366,387	26,324
Yes, to retire	11.1%	26.7 %	32.0%	17.1 %	13.1 %	37.676	2.616
Yes, to other job in Govt	7.1%	18.1 %	26.3 %	23.1 %	25.4 %	84,894	6,498
Yes, to other job outside Govt	48%	14.5 %	22.3 %	25.3 %	33.0 %	17,891	1,240
Yes, other	5.6%	15.8 %	25.8 %	23.7%	29.0 %	21,010	1,240
	5.6%	15.8 %	25.8 %	23.7%	29.0 %	21,010	1,905
Retire Before Covid							
Less than 1 year	14.5 %	28.4 %	30.3 %	14.8 %	12.1 %	13,753	939
1 year	13.6 %	28.9 %	31.0 %	15.2 %	11.3 %	15,487	1,109
2 years	13.8 %	29.8 %	31.1 %	14.3 %	11.1 %	30,557	2,136
3 years	13.8 %	29.0 %	30.8 %	15.1 %	11.4 %	30,334	2,115
4 years	13.9 %	28.6 %	30.5 %	15.1%	11.9 %	20,079	1,357
5 years	14.1 %	28.5 %	30.0 %	15.1%	12.3 %	39,343	2,897
More than 5 years	15.6 %	28.1 %	27.1 %	15.8 %	13.5 %	385,118	28,388
Retire Today							
Less than 1 year	12.3 %	25.3 %	29.4 %	16.7 %	16.4 %	19,038	1,343
1 year	11.6 %	26.5 %	31.2%	17.3 %	13.4 %	18.179	1.315
2 years	13.5 %	28.9 %	30.7 %	15.2 %	11.8 %	30.397	2,053
3 years	13.8%	29.3 %	30.6 %	15.1 %	11.3 %	28,144	2,008
4 years	13.9 %	28.9 %	30.6 %	15.1 %	11.5 %	18.890	1300
4 years 5 years	14.1%	28.5 %	30.5 %	15.3 %	12.0%	18,890 37,283	1,300
More than 5 years	15.7%	28.3 %	27.1 %	15.7%	13.3 %	375,532	27,769
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism and Re	storing Biological T	ruth to the Federal Governm	ient.	
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism and Re	storing Biological T	ruth to the Federal Governm	ent.	
Military Service							
manually service							
No Prior Military Service	15.5 %	29.7 %	27.2 %	15.4 %	12.2 %	383,229	28,082
	15.5 % 15.6 %	29.7 %	27.2 % 27.5 %	15.4 % 16.5 %	12.2 % 15.5 %	383,229 9,501	28,082 644
No Prior Military Service							
No Prior Military Service Currently in Guard/Reserves	15.6 %	24.9 %	27.5 %	16.5 %	15.5 %	9,501	644
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged	15.6%	24.9 % 26.9 %	27.5 % 31.6 %	16.5 % 14.9 %	15.5 % 11.4 %	9,501 72,747	644 4,871
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse	15.6 % 15.2 % 13.5 %	24.9 % 26.9 % 24.3 %	27.5 % 31.6 % 28.1 %	16.5 % 14.9 % 16.7 %	15.5 % 11.4 % 17.4 %	9,501 72,747 80,312	644 4,871 6,165
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem	15.6%	24.9 % 26.9 %	27.5 % 31.6 %	16.5 % 14.9 %	15.5 % 11.4 %	9,501 72,747	644 4,871
No Prior Military Service Currently in Guard/Reserves Ratined Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member	15.6 % 15.2 % 13.5 %	24.9 % 26.9 % 24.3 %	27.5 % 31.6 % 28.1 %	16.5 % 14.9 % 16.7 %	15.5 % 11.4 % 17.4 %	9,501 72,747 80,312	644 4,871 6,165
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mems Spouse of separated or retired service member	15.6 % 15.2 % 13.5 %	24.9 % 26.9 % 24.3 % 25.8 %	27.5 % 31.6 % 28.1 % 25.2 %	16.5 % 14.9 % 16.7 %	15.5 % 11.4 % 17.4 %	9,501 72,747 80,312 5,657	644 4,871 6,165 453
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Sposse Spouse of current active duty service mem Spouse of separated or retired service	15.6 % 15.2 % 13.5 %	24.9 % 26.9 % 24.3 % 25.8 %	27.5 % 31.6 % 28.1 % 25.2 %	16.5 % 14.9 % 16.7 %	15.5 % 11.4 % 17.4 %	9,501 72,747 80,312 5,657	644 4,871 6,165 453
No Prior Military Service Currently in Guaraffines res Retired Settined Military Spouse Spouse of current active duty service mem Spouse of current active duty service mem Spouse of current active duty service mem Spouse of current active duty service member with a disability setting of 200K versowprey or a service memoer serve whith an ideality setting of 200K versowprey or a service memoer serve white on	15.6 % 15.2 % 13.5 % 16.6 %	24.9 % 26.9 % 24.3 % 25.8 % 25.6 %	27.5 % 31.6 % 28.1 % 25.2 % 29.0 %	16.5 % 14.9 % 16.7 % 18.3 % 15.0 %	15.5 % 11.4 % 17.4 % 14.1 % 13.2 %	9,501 72,247 80,312 5,657 10,501	644 4,871 6,165 453 797
No Prior Military Service Currently in Guard/Reserves Ratived Military Spouse Spouse of current active duty service mem Spouse of superated or retired service member spouse of superated or retired service member with the superated or retired service member with the superated or retired service member with the superated or retired service member spouse of superated or retired service member None of the categories listed None of the categories listed	15.6 % 15.2 % 13.5 % 16.6 % 17.2 %	24.9 % 26.9 % 24.3 % 25.8 % 25.6 %	27.5 % 31.6 % 28.1 % 25.2 % 29.0 % 32.3 %	16.5 % 14.9 % 16.7 % 18.3 % 15.0 %	15.5 % 11.4 % 17.4 % 14.1 %	9,601 72,747 80,312 5,657 10,501	644 4,871 6,165 453 797
No Prior Military Service Currently in Guardy Reserves Restand Separated (Visicharged Restand Separated (Visicharged Separated (Visicharged Separated Separated active duty service mean Separated separated active duty service mean with a distability arting of 100% will service meanures with a distability artin	15.6 % 15.2 % 13.5 % 16.6 % 17.2 % 12.3 % 15.1 %	24.9 % 26.9 % 24.3 % 25.8 % 25.6 % 28.4 %	27.5 % 31.6 % 28.1 % 25.2 % 29.0 % 32.3 % 28.0 %	16.5 % 14.9 % 16.7 % 18.3 % 15.0 % 13.8 % 15.5 %	15.5 % 11.4 % 17.4 % 14.1 % 13.2 % 16.0 % 13.0 %	9,501 72,247 80,312 5,657 10,301 201 530,663	644 4,871 6,165 453 797 18 38,555
No Price Military Service Currently in Guardy Reserves Retired Separate POIScharged Suppose Guarrent active duty service men Spouse of current active duty service men Spouse of current active duty service men Spouse of service service with a disability eating of 1000; with a di	15.6 % 15.2 % 13.5 % 16.6 % 17.2 % 12.3 % 15.1 %	24.9 % 26.9 % 24.3 % 25.8 % 25.6 % 25.6 % 28.4 %	27.5 % 31.6 % 28.1 % 25.2 % 29.0 % 32.3 % 28.0 % 26.2 %	16.5 % 14.9 % 16.7 % 18.3 % 15.0 % 13.8 % 15.5 %	15.5 % 11.4 % 17.4 % 14.1 % 13.2 % 16.0 % 13.0 %	9.065 72.747 80.312 5.657 10.501 231 530,663	644 4,871 6,165 453 797 18 38,555
ton brick Military Service Currently in Could Pieceres Retires Separated Orthologied Military Spoons Spoons of courset active duty service men Spoons of courset active duty service men Spoons of separated or retired service under a displaying state of 1000% which con Notice of the categories Stated Notice Competition Stated Noti	15.6 % 15.2 % 13.5 % 16.6 % 17.2 % 12.3 % 15.1 %	24.9 % 26.9 % 24.3 % 25.8 % 25.6 % 28.4 %	27.5 % 31.6 % 28.1 % 25.2 % 29.0 % 32.3 % 28.0 %	16.5 % 14.9 % 16.7 % 18.3 % 15.0 % 13.8 % 15.5 %	15.5 % 11.4 % 17.4 % 14.1 % 13.2 % 16.0 % 13.0 %	9,501 72,247 80,312 5,657 10,301 201 530,663	644 4,871 6,165 453 797 18 38,555
No the Milliary Service Currently in Guard's Neorves Batines Separated O'Schurged Sopous of Current active duty service men Sopous of Current active duty service men Sopous of Current active duty service men Sopous of Current active duty service men Sopous of Current active duty service with a disability setting of 1000 s	15.6 % 15.2 % 13.5 % 16.6 % 17.2 % 12.3 % 15.1 % 20.6 % 16.4 %	24.9 % 26.9 % 24.3 % 25.8 % 25.6 % 28.4 % 26.1 % 25.6 %	27.5 % 31.6 % 28.1 % 25.2 % 29.0 % 32.3 % 28.0 % 26.2 % 27.9 %	16.5 % 14.9 % 16.7 % 18.3 % 15.0 % 13.8 % 15.5 %	15.5 % 11.4 % 17.4 % 14.1 % 13.2 % 16.0 % 13.0 %	9.061 72,747 80,312 5,657 10,101 231 530,643 1,510 14,438	644 4,871 6,165 453 797 18 38,555
No trice Milliary Service Commely in Guide sources Retained Separated (Orthology and Milliary Spoase Spoase and coursed active duity service mean Spoase of coursed active duity service mean Spoase of coursed active duity service mean services and services are active services which are a districtly retained of 1000% which can Not on of the categories listed Note Competitive string Authority Yes Yes Yes	15.6 % 15.2 % 13.5 % 16.6 % 17.2 % 12.3 % 15.1 %	24.9 % 26.9 % 24.3 % 25.8 % 25.6 % 25.6 % 28.4 %	27.5 % 31.6 % 28.1 % 25.2 % 29.0 % 32.3 % 28.0 % 26.2 %	16.5 % 14.9 % 16.7 % 18.3 % 15.0 % 13.8 % 15.5 %	15.5 % 11.4 % 17.4 % 14.1 % 13.2 % 16.0 % 13.0 %	9.065 72.747 80.312 5.657 10.501 231 530,663	644 4,971 6,165 453 797 18 38,555

Demographics	Strongly Agree	Agree	Neither Agree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	49.6 %	35.2 %	nor Disagree 8.1 %	3.7 %	3.4%	620.352	3.002
Work Location							7,
Headquarters	54.5 %	33.2 %	6.5 %	3.1 %	2.7 %	188,646	712
Field	46.2 %	36.4 %	8.9 %	4.3 %	4.1 %	286,924	1,375
Full-time telework	54.7 %	33.6 %	6.6 %	2.6 %	2.4 %	103,919	577
Supervisory Status							
Senior Leader	62.4 %	28.0 %	5.4 %	2.4%	2.0 %	10,796	20
Manager	53.3 %	34.3 %	6.6 %	3.4 %	2.4 %	41,584	96
Supervisor	48.6 %	36.8 %	7.7 %	3.8 %	3.1 %	82,253	234
Team Leader	51.5 %	35.0 %	7.0 %	3.4 %	3.0 %	79,071	259
Non-Supervisor	49.7 %	34.8 %	8.2 %	3.7 %	3.6 %	369,819	2,096
Sex							
Male	50.6 %	35.3 %	7.6 %	3.3 %	3.1 %	309,296	1,264
Female	50.4 %	34.2 %	7.9 %	4.0 %	3.5 %	255,096	1,247
Hispanic or Latino							
Yes	46.2 %	34.4 %	10.0 %	4.7%	4.7 %	60,504	302
No	51.0 %	35.0 %	7.4 %	3.5 %	3.1 %	505,627	2,221
Race							
American Indian/ Alaska Native	37.8 %	37.0 %	12.3 %	6.4 %	6.5 %	10,943	79
Asian	49.1 %	37.0 %	8.1 %	2.9 %	2.9 %	32,846	161
Black/African American	47.9 %	35.4 %	8.8 %	3.8 %	4.1 %	81,207	470
Native Hawaiian/ Pacific Islander	43.6 %	36.2 %	11.0 %	4.1 %	4.9 %	3,778	23
White	52.1 %	34.5 %	7.1 %	3.4 %	2.9 %	396,345	1,539
Two or more races (Not Hispanic/ Latino)	47.5 %	33.9 %	9.2 %	4.4 %	5.0 %	24,358	135
Age Group							
25 and under	52.5 %	33.8 %	7.7 %	3.2 %	2.8 %	6,866	39
26-29 years old	51.3 %	33.1 %	7.9 %	4.2 %	3.4 %	16,417	77
30-39 years old	52.9 %	32.0 %	7.2 %	4.0 %	4.0 %	109,101	410
40-49 years old	50.6 %	34.2 %	7.5 %	3.8 %	3.8 %	151,058	596
50-59 years old	49.8 %	36.2 %	7.8 %	3.3 %	2.9 %	191,642	885
60 or older	48.0 %	37.8 %	8.6 %	3.2 %	2.4 %	91,641	511
Level of Education							
Less than High School	34.6 %	37.7 %	16.3 %	5.0 %	6.4 %	361	8
H.S. Diploma/GED or equiv	42.8 %	38.1 %	10.6 %	4.1 %	4.4 %	23,654	133
Trade/Technical Certificate	40.5 %	38.7 %	10.9 %	4.8 %	5.0 %	12,197	81
Some College (no degree)	44.9 %	36.5 %	9.8 %	4.5 %	4.3 %	75,536	393
Associate's Degree	44.5 %	36.8 %	9.8 %	4.5 %	4.4 %	44,070	242
Bachelor's Degree	51.4 %	35.0 %	7.2 %	3.4 %	3.0 %	202,984	862
Master's Degree	54.5 %	33.3 %	6.3 %	3.1 %	2.8 %	157,366	587
Doctoral/Professional Degree	56.1 %	31.9 %	6.3 %	3.1 %	2.6 %	56,940	275
Pay Category		39.8 %	12.1 %		5.7 %		
Federal Wage System GS 1-6	37.3 % 40.7 %	39.8 %	12.1%	5.1 % 5.6 %		19,567 20,613	115 172
65 1-6 65 7-12	40.7 %	36.1 %	11.3 % 8.5 %	4.0 %	6.0 %	20,613	1/2
GS 13-15 SES	56.8 % 65.6 %	32.6 % 25.8 %	5.7 % 4.8 %	2.7%	2.1 %	249,520 5,624	839 10
SES SL/ST	65.6 % 58.6 %	25.8%	4.8 %	2.3%	14%	5,624 2.054	10
SL/ST Other	58.6 % 44.3 %	37.2 %	10.1%	4.5%	3.9%	2,054 46,089	305
Other Time in Federal Government	44.3%	37.2%	10.1%	4.5%	3.9%	46,089	305
<1 year	60.5 %	29.1 %	7.2 %	2.2%	11%	1.742	14
1-3 years	54.5 %	32.6%	7.2%	3.1%	2.6%	61.178	319
4-5 years	51.7 %	33.3 %	7.4%	3.9 %	3.6%	49,494	212
6-10 years	50.9%	34.0%	77%	38%	35%	100 926	383
6-10 years 11-14 years	50.9 % 49.3 %	35.1%	7.7%	3.8%	3.5%	100,926	383 510
11-14 years 15-20 years	49.3 %	35.1 %	7.9 % 8.5 %	4.0%	3.7%	109,996	510 476
15-20 years > 20 years	47.3 %	36.4 %	7.8 %	3.2 %	2.9%	105,403 155,128	476 785
> 20 years Time with Current Agency	42.3 %	30.2 %	7.676	3.2 %	23%	133,148	/83
<1 year	57.2 %	31.7 %	6.7 %	2.3 %	2.1 %	7,105	79
1-3 years	53.6 %	32.7 %	7.3 %	3.3 %	3.1%	94,527	472
4-5 years	51.0%	33.5 %	7.5%	3.3%	3.1%	55,476	270
6-10 years	50.3 %	33.5 %	7.0%	3.9%	3.6%	106.792	415
11-14 years	48.4 %	35.9 %	8.1 %	4.0%	3.7%	105,792	415
11-14 years 15-20 years	46.4%	35.9%	8.1 %	4.0%	3.7%	103,373	468 450
15-20 years > 20 years	46.8 % 50.5 %	36.3 %	7.5 %	3.1%	2.6 %	92,878 113,583	450 538

(19) My supervisor supports my nee	d to balance work	and other life					
Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	49.6 %	35.2 %	8.1 %	3.7 %	3.4 %	620,352	3,002
Leaving Before Covid							
No	55.3 %	33.7 %	6.4 %	2.6 %	2.0 %	425,499	1,672
Yes, to retire	45.0 %	39.5 %	8.9 %	3.8 %	2.8 %	35,509	167
Yes, to other job in Govt	35.7 %	38.2 %	12.0 %	6.8 %	7.3 %	84,721	578
Yes, to other job outside Govt	39.3 %	36.4%	10.3 %	7.0 %	7.1 %	13.946	96
Yes, other	32.4 %	36.4%	14.1%	7.1%	10.1%	15.416	158
Leaving Today							
No	57.5 %	33.2 %	5.8 %	2.1%	14%	391.025	1.415
Yes, to retire	43.5 %	39.9 %	9.3 %	4.2%	3.1%	40.003	187
Yes, to other job in Govt	34.8 %	38.3 %	12.1 %	7.0%	7.7 %	90.648	633
Yes, to other job outside Govt	34.9 %	36.9 %	11.2 %	8.0%	90%	18.971	132
Yes, other	32.1%	37.1%	13.7%	7.3%	9.8%	22.671	220
Retire Before Covid	32.1 %	37.1%	13.7%	7.3%	7.0 %	22,671	220
Less than 1 year	48.6 %	36.4 %	8.3 %	3.5 %	3.2 %	14,577	77
1 year	46.5 %	38.6 %	8.7 %	3.6 %	2.7 %	16,484	92
2 years	46.5 %	38.8 %	8.5 %	3.5 %	2.7 %	32,471	174
3 years	46.5 %	37.8 %	9.1 %	3.7 %	2.9 %	32,273	143
4 years	47.0 %	38.0 %	8.3 %	3.6 %	3.1 %	21,315	102
5 years	46.8 %	37.2 %	8.9 %	3.7%	3.4 %	42,004	195
More than 5 years	51.6 %	33.8 %	7.5 %	3.6 %	3.4 %	411,476	1,841
Retire Today							
Less than 1 year	43.2 %	36.9 %	9.6 %	5.0 %	5.3 %	20,229	103
1 year	42.6 %	39.3 %	9.7 %	4.7 %	3.7 %	19,344	132
2 years	46.1 %	38.6 %	8.7 %	3.6 %	3.0 %	32,217	156
3 years	47.4 %	37.5 %	8.7 %	3.5 %	2.8 %	29,984	126
4 years	48.5 %	37.4%	8.2 %	3.3 %	2.7 %	20.065	95
5 years	48.1 %	37.2 %	8.3 %	3.5 %	3.0 %	39.740	194
More than 5 years	52.1 %	33.7 %	7.3 %	3.6 %	33%	401.310	1.747
Item has been redacted in response to Executive							4
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Item has been redacted in response to Executive	0-4 (50) 4 44 50 0 -4 4	 	de de la composición del composición de la composición de la composición de la composición de la composición de la composición de la composición de la composición de la composición de la composición de la composición de la composición de la composición de la composición de la composición de la composición de la composición de la composición de la composición de la compo		and the state of a decorate of the second		
item has been reducted in response to executive	l	ling women From Gu	inder ideology extremism and ki	I storing biological i	futh to the rederal Governm	ient.	
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Military Service							
No Prior Military Service	50.8 %	34.6 %	7.6 %	3.7 %	3.3 %	408,995	1,940
Currently in Guard/Reserves	50.2 %	33.7 %	7.6 %	4.4%	4.1 %	10,095	40
Retired	50.9 %	36.3 %	7.5 %	2.9 %	2.4 %	77,247	267
Separated/Discharged	47.7 %	35.1 %	8.7 %	4.1%	4.3 %	85,953	435
Military Spouse							
Spouse of current active duty service mem	51.4 %	31.1%	7.6 %	4.3 %	5.7 %	6,091	19
Spouse of separated or retired service		35.5 %		4.8%	l		
member	45.3 %	35.5 %	9.3 %	4.8%	5.2 %	11,229	63
with a disability rating of 100% widow(er) or a service member knee		l					_
while on	40.1 %	34.5 %	11.9 %	3.3 %	10.2 %	302	4
None of the categories listed	50.4 %	35.0 %	7.8 %	3.6 %	3.3 %	565,430	2,610
NoN-Competitive Hiring Authority							
Yes	49.4 %	31.5 %	9.5 %	4.3 %	5.2 %	2,079	9
No	47.2 %	34.2 %	8.6 %	4.6 %	5.5 %	15,434	75
Disability							
Yes	47.7 %	33.8 %	8.9 %	4.4 %	5.2 %	86,072	444
No	50.9 %	35.1 %	7.5 %	3.5 %	3.0 %	483,645	2,116
				•		•	1

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	43.4 %	35.5 %	14.7 %	3.3 %	3.1 %	590,535	32,108
Work Location							
Headquarters	48.2 %	33.9 %	12.5 %	2.8 %	2.6 %	180,319	8,800
Field	40.3 %	36.5 %	15.8 %	3.7 %	3.6 %	273,643	14,384
Full-time telework	47.9 %	34.5 %	13.0 %	2.3 %	2.3 %	98,025	6,370
Supervisory Status							
Senior Leader	64.0 %	25.7 %	6.9 %	1.7%	1.7 %	10,690	113
Manager	51.6 %	34.3 %	9.5 %	2.4 %	2.1 %	40,920	737
Supervisor	44.4 %	37.7%	12.5 %	3.0 %	2.5 %	80,161	2,262
Team Leader	44.7 %	35.5 %	14.0 %	3.1 %	2.7 %	75,599	3,650
Non-Supervisor	42.5 %	35.2 %	15.5 %	3.4 %	3.4 %	348,319	23,155
Sex							
Male	44.9 %	35.8 %	13.8 %	2.8 %	2.8 %	295,290	14,993
Female	43.3 %	34.8 %	14.7 %	3.7%	3.4 %	243,148	12,933
Hispanic or Latino							
Yes	41.1 %	34.4 %	16.2 %	4.1%	4.2 %	58,095	2,649
No	44.6 %	35.6 %	13.9 %	3.0 %	2.9%	481,963	25,436
Race	32.2 %	35.3 %	20.4 %	6.1%	6.0%	10.594	427
American Indian/ Alaska Native	32.2 % 43.0 %	35.3 % 37.9 %	20.4 %	6.1 % 2.9 %	6.0 %	10,594 31,614	427 1,397
Asian Black/African American	43.0 %	37.9 % 35.0 %	13.3 %	2.9 % 4.1 %	2.9 %	31,614 77,967	1,397 3,583
Black/African American Native Hawaiian/ Pacific Islander	40.6 % 39.0 %	35.0 %	15.9 %	3.8%	5.0%	3,672	3,583
White	45.9 %	35.5 %	13.4%	2.8 %	2.5%	3,072	20,025
Two or more races (Not Hispanic/ Latino)	41.8 %	33.1%	16.2 %	41%	4.8 %	23.100	1.359
Age Group	41.0 %	33.1 %	10.1 /4	4.1.70	43.4	23,100	1,333
25 and under	43.8 %	38.3 %	13.1 %	2.6 %	2.2 %	6,609	284
26-29 years old	43.8 %	36.8%	13.8 %	3.2 %	2.5 %	15,743	718
30-39 years old	45.3 %	34.1 %	13.8 %	3.3 %	3.5 %	103,724	5,681
40-49 years old	44.2 %	34.9%	14.1 %	3.3 %	3.4 %	144,156	7,371
50-59 years old	44.3 %	35.6 %	14.2 %	3.1%	2.9 %	183,076	9,272
60 or older	42.9 %	36.9 %	15.0 %	2.8 %	2.3 %	87,248	4,825
Level of Education							
Less than High School	30.3 %	38.0 %	20.5 %	5.1 %	6.1 %	350	19
H.S. Diploma/GED or equiv	37.1 %	38.3 %	17.4 %	3.7 %	3.6 %	22,892	875
Trade/Technical Certificate	34.4 %	38.0 %	18.5 %	4.6 %	4.5 %	11,730	525
Some College (no degree)	39.3 %	36.2 %	17.0 %	3.7 %	3.7 %	72,648	3,210
Associate's Degree	38.9 %	36.7%	16.7 %	3.8 %	3.9 %	42,191	2,082
Bachelor's Degree	44.7 %	35.9 %	13.8 %	2.9 %	2.7 %	192,861	10,761
Master's Degree	48.2 %	33.9 %	12.2 %	2.9 %	2.7 %	150,028	7,794
Doctoral/Professional Degree	50.1 %	32.4 %	12.0 %	3.0 %	2.6 %	53,633	3,523
Pay Category							
Federal Wage System GS 1-6	31.3 % 35.2 %	38.0 % 35.8 %	20.2 %	5.1 % 4.7 %	5.5 % 5.5 %	18,853 19,712	820
GS 1-6 GS 7-12	35.2 % 40.7 %	35.8 % 36.5 %	18.9 %	4.7 % 3.6 %	5.5 % 3.5 %	19,712 227,688	1,030 13,074
65 7-12 65 13-15	40.7 % 50.8 %	36.5 %	15.8%	2.3%	2.1%	227,688	13,074
65 13-15 SES	69.1%	21.9%	6.0 %	1.7%	14%	237,630 5,569	12,439
SL/ST	56.0 %	30.5 %	8.7 %	2.4%	2.3%	2,009	57
Other	39.8 %	37.5%	16.3 %	3.3 %	3.2%	44,013	2,340
Time in Federal Government				4.5.1		1,012	
<1 year	54.6 %	32.8 %	9.9 %	1.6 %	1.1%	1,649	105
1-3 years	47.7 %	35.0 %	12.6 %	2.6 %	2.2 %	58,519	2,924
4-5 years	45.1 %	34.4 %	14.0 %	3.3 %	3.2 %	47,142	2,474
6-10 years	44.4 %	34.7%	14.4 %	3.2 %	3.3 %	96,163	5,057
11-14 years	43.1 %	35.4%	14.7 %	3.4%	3.4 %	104,450	5,962
15-20 years	41.5 %	36.2 %	15.4 %	3.6 %	3.4 %	100,462	5,347
> 20 years	44.0 %	35.7 %	14.4 %	3.0 %	2.8 %	147,699	7,994
Time with Current Agency							
<1 year	52.4 %	33.2 %	10.7 %	1.8 %	1.9 %	6,750	427
1-3 years	47.1 %	34.5 %	12.9 %	2.8 %	2.7 %	90,384	4,545
4-5 years	44.6 %	34.4 %	14.1 %	3.5 %	3.4 %	62,435	3,191
6-10 years	43.8 %	34.9 %	14.6 %	3.4 %	3.4 %	101,742	5,379
11-14 years	42.3 %	35.8 %	15.2 %	3.4 %	3.4 %	98,136	5,631
					3.3 %	88,501	4,722
15-20 years > 20 years	41.1 % 44.5 %	36.5 % 36.1 %	15.5 % 14.1 %	3.6 %	2.5%	108,041	4,722 5,933

(20) My supervisor is committed to	a workforce repres	entative of all	segments of society.				
Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	43.4 %	35.5 %	14.7 %	3.3 %	3.1 %	590,535	32,108
Leaving Before Covid							
No	48.6 %	35.2 %	12.2 %	2.2 %	1.8 %	407,005	19,638
Yes, to retire	39.1 %	38.2 %	16.5 %	3.4 %	2.7 %	33,735	1,886
Yes, to other job in Govt	30.6 %	35.3 %	20.7 %	6.2 %	7.2 %	79,475	5,707
Yes, to other job outside Govt	33.6 %	34.4 %	19.0 %	6.2 %	6.7 %	13,023	1,003
Yes, other	27.3 %	34.0 %	22.7 %	6.5 %	9.5 %	14,278	1,282
Leaving Today							
No	50.5 %	35.0 %	11.4%	1.9%	1.3 %	374,321	17,750
Yes, to retire	37.8 %	38.7 %	17.1 %	3.5 %	2.9 %	37,943	2,244
Yes, to other job in Govt	30.2 %	35.6 %	20.8 %	6.2 %	7.2 %	85,188	5,994
Yes, to other job outside Govt	30.8 %	34.2 %	19.6 %	6.8 %	8.5 %	17,712	1,373
Yes, other	27.5 %	34.3 %	22.5 %	6.6%	9.1%	21,077	1,794
Retire Before Covid							
Less than 1 year	42.8%	35.4 %	15.3 %	3.3 %	3.2%	13,853	785
1 year	40.9 %	37.8 %	15.7 %	3.0 %	2.7 %	15,690	850
2 years	41.3%	37.6%	15.6 %	2.9%	2.6%	30,876	1,686
3 years	41.6%	36.9 %	15.5 %	3.3 %	2.6%	30,668	1,700
4 years	42.1%	36.0%	15.8 %	3.3 %	2.7 %	20,310	1,066
5 years	41.8%	36.2 %	15.3 %	3.4%	3.3 %	40.090	2.049
More than 5 years	45.0 %	34.9 %	13.9 %	3.2 %	3.1%	391.723	21.115
Retire Today							
Less than 1 year	38.2 %	35.8 %	17.0 %	4.1%	4.8%	19,162	1,154
1 year	37.8 %	38.1 %	17.0 %	3.6 %	3.5 %	18,330	1,102
2 years	41.2 %	37.0 %	15.8%	3.2 %	2.8%	30.684	1.668
3 years	42.5%	36.9 %	15.0%	3.1%	2.5 %	28.513	1.579
4 years	43.4 %	35.9 %	15.1 %	3.2 %	2.4%	19.105	1.035
5 years	42.8%	36.1%	14.9 %	3.2%	3.0%	37.968	1,950
More than 5 years	45.4 %	34.8 %	13.7 %	3.1%	3.0%	382.093	20.586
Item has been redacted in response to Executive							20,300
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Item has been redacted in response to Executive	Order (EO) 14169 Defendi	l on Woman From Gr	under Ideology Extremiem and Dr	ertorina Biological T	outh to the Endoral Governmen	and a	
nem ma been reducted in response to Executive	1	I	Linear Ideology Extremism and M	atoming anotogical i		l l	
Military Service							
No Prior Military Service	43.8 %	35.7 %	14.3 %	3.2%	3.0 %	388,326	22,165
Currently in Guard/Reserves	45.2%	35.0 %	12.6 %	3.3%	3.9%	9,747	379
Currently in Guard/Reserves Retired	45.2%	35.0 %	12.6 %	2.6%	2.3%	9,747 74,733	2.732
Retired Separated/Discharged	46.9%	35.3 %	12.9 %	3.5 %	4.0%	74,733 81.784	2,732 4.496
Separated/Discharged Military Spouse	42.370	34.2 %	13.9 %	3.3 %	4.0%	01,/04	4,430
Spouse of current active duty service mem	44.8 %	32.3%	13.9 %	3.7 %	52%	5.874	232
Spouse of current active duty service mem Spouse of separated or retired service	*****	32.3 %	13.9 %	3.7 %	5.2 %	3,874	434
member	40.7 %	34.1 %	15.5 %	4.5 %	5.1 %	10,818	455
with a disability rating of 100% widowier or a service member kined		l					
while on	39.0 %	32.0 %	14.3 %	5.2 %	9.6 %	298	9
None of the categories listed	44.1 %	35.4 %	14.3 %	3.1 %	3.0 %	538.334	29,123
NoN-Competitive Hiring Authority							,
Yes	42.3 %	33.4 %	14.5 %	4.6 %	5.2%	2.017	72
No	42.2 %	33.4 %	15.0 %	4.2 %	53%	14.871	616
Disability	4.2%	22.4%	13.0%	42.9	,3%	24,071	516
Yes	43.1 %	32.8 %	15.3 %	4.0 %	4.9 %	82.221	4.206
No.	44.4%	35.9 %	14.0%	3.0%	2.7%	461,059	24,243
140		22.9%	14.0%	3.0%	1 27%	402,039	27,243

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Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	41.0 %	36.7 %	nor Disagree 12.5 %	5.5 %	4.2 %	616,623	6,265
Work Location							
Headquarters	45.9 %	35.7 %	10.4 %	4.6 %	3.4 %	187,673	1,506
Field	37.7 %	37.5 %	13.6 %	6.3 %	4.9 %	285,505	2,676
Full-time telework	45.9 %	36.0 %	10.7 %	4.3 %	3.1 %	103,025	1,374
Supervisory Status							
Senior Leader	61.4 %	29.3 %	5.8 %	2.0 %	1.5 %	10,771	31
Manager	49.4 %	37.3 %	8.1 %	3.1 %	2.1 %	41,515	137
Supervisor Team Leader	42.4 % 42.1 %	39.8 % 37.5 %	10.5 % 11.5 %	4.3 % 5.2 %	3.0 % 3.7 %	82,030 78,790	408 490
Team Leader Non-Supervisor	42.1%	37.5%	13.2%	5.2%	47%	78,790 367,090	490
Sex Sex	40.1%	33.9 %	13.2 %	6.0 %	4.7%	367,030	4,376
Male	42.1%	37.1%	11.7%	5.1%	3.9 %	307.967	2.400
Female	41.7%	35.9 %	12.4%	5.7%	43%	253.312	2.840
Hispanic or Latino							
Yes	38.7 %	34.4%	14.5 %	6.5 %	5.8%	60,156	596
No	42.3 %	36.9 %	11.7 %	5.2 %	3.9 %	502,841	4,681
Race							
American Indian/ Alaska Native	30.2 %	35.7 %	17.9 %	8.5 %	7.6 %	10,887	137
Asian	42.5 %	38.2 %	11.6 %	4.0 %	3.6 %	32,674	297
Black/African American	40.3 %	36.2 %	13.0 %	5.4 %	5.0 %	80,634	937
Native Hawaiian/ Pacific Islander White	37.2 % 43.1 %	34.5 % 36.8 %	16.4 %	6.0 % 5.2 %	5.9 % 3.6 %	3,758 394,377	39 3,295
	43.1 % 38.8 %	36.8 %	11.3 %	6.6%	6.1%	394,377 24,169	3,295
Two or more races (Not Hispanic/ Latino) Age Group	30.0 %	34.2%	14.3 %	0.0 %	6.1%	24,107	307
25 and under	47.3 %	35.5 %	10.2 %	4.3 %	2.7 %	6,864	32
26-29 years old	44.8 %	35.5 %	10.7 %	5.4 %	3.7 %	16,375	105
30-39 years old	43.2 %	35.2 %	11.3 %	5.7 %	4.7 %	108,702	759
40-49 years old	41.4 %	36.3 %	11.9 %	5.7 %	4.7 %	150,273	1,324
50-59 years old	41.6 %	37.1 %	12.4 %	5.2 %	3.7 %	190,525	1,864
60 or older	40.5 %	38.8 %	12.9 %	4.8 %	3.0 %	90,848	1,179
Level of Education							
Less than High School	30.7 % 35.2 %	34.6 %	21.8 %	5.2 %	7.6 %	353	13
H.S. Diploma/GED or equiv Trade/Technical Certificate	35.2 % 32.5 %	38.2 % 37.1 %	15.8 % 16.5 %	5.9 % 7.7 %	4.9 % 6.1 %	23,531	241 143
Some College (no degree)	36.6 %	37.1%	15.3 %	6.5 %	6.1 % 5.2 %	12,133 75,050	143 817
Associate's Degree	36.3 %	36.9 %	14.8 %	6.7 %	5.3 %	43,793	485
Bachelor's Degree	42.5 %	37.3 %	11.4%	5.1 %	3.7 %	201,884	1,839
Master's Degree	46.1 %	36.0 %	9.9 %	4.6 %	3.5 %	156,560	1,287
Doctoral/Professional Degree	47.3 %	35.0 %	9.7 %	4.7 %	3.3 %	56,592	573
Pay Category							
Federal Wage System	28.1 %	36.8 %	18.5 %	8.8%	7.8 %	19,489	166
GS 1-6	32.7 %	33.9 %	17.7 %	8.0 %	7.8 %	20,390	366
GS 7-12	38.5 %	37.0 %	13.5 %	6.2 %	4.8 %	238,200	2,655
GS 13-15	48.3 %	36.3 %	8.9 %	3.8 %	2.6 %	248,230	1,954
SES	65.8 % 53.0 %	27.4 % 33.4 %	4.1%	1.7%	1.0 %	5,619	11
SL/ST Other	53.0 % 37.3 %	33.4 %	8.2 % 14.3 %	2.8 % 5.7 %	2.6 % 4.2 %	2,045 45,898	18 453
Time in Federal Government	37-3%	30.5 %	14.3 %	3.7%	4.2%	43,676	403
<1 year	55.1 %	32.2 %	8.4%	26%	17%	1.738	17
1-3 years	47.3 %	34.4 %	10.5 %	4.6 %	3.2 %	61,025	427
4-5 years	42.9 %	35.4 %	11.6 %	5.7 %	4.4 %	49,269	402
6-10 years	41.7 %	36.1%	12.1 %	5.7 %	4.5 %	100,400	860
11-14 years	40.2 %	36.8 %	12.5 %	5.9 %	4.6 %	109,398	1,069
15-20 years	38.6 %	37.5 %	13.3 %	6.0 %	4.6 %	104,762	1,032
> 20 years	41.5 %	38.0 %	12.1 %	4.8 %	3.6 %	153,928	1,834
Time with Current Agency							
<1 year	52.6 %	33.4 %	8.5 %	3.1 %	2.3 %	7,020	154
1-3 years	46.1 %	34.4 %	10.8 %	5.0 %	3.7 %	94,166	774
4-5 years	42.3 %	35.4 % 36.4 %	12.0 %	5.7 %	4.6 %	65,157	532
6-10 years	41.0 %	36.4 %	12.3 % 12.8 %	5.8%	4.5 % 4.7 %	106,213 102,804	968 987
11-14 years 15-20 years	39.3 % 38.2 %	37.4 %	12.8 %	5.9%	4.7 %	102,804 92,323	987 920
15-20 years > 20 years	38.2 % 42.2 %	37.8 %	13.5 %	4.5%	4.5 % 3.1 %	92,323 112,712	1,297

(21) Suponvisors	in mu work un	it cunnort amn	lovee develonmer

Demographics	Strongly Agree	Agree	Neither Agree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	41.0 %	36.7 %	nor Disagree 12.5 %	5.5 %	42%	616,623	6.265
All Responses Leaving Before Covid	41.0 %	36.7 %	12.5 %	5.5 %	42%	616,623	6,265
No No	47.0 %	36.8 %	10.1%	3.8 %	2.4 %	423,319	3,523
No Yes, to retire	47.0 % 36.6 %	40.3 %	10.1%	5.7 %	3.4%	425,319 35,178	3,523 473
Yes, to retire Yes, to other job in Govt	36.6 % 26.0 %	40.3 % 35.4 %		10.6 %	9.8%	35,178 84,154	
			18.1 %				1,123
Yes, to other job outside Govt Yes, other	28.5 % 23.4 %	35.5 % 33.7 %	16.6 % 20.1 %	10.2 % 10.8 %	9.2 % 12.0 %	13,858 15,290	181 269
Leaving Today	23.4%	33.7 %	20.1%	10.8 %	12.0 %	15,290	209
No	49.1%	36.7 %	9.3 %	3.2 %	1.7 %	389,036	3,090
Yes, to retire	35.0 %	40.7 %	14.8%	5.9%	3.7 %	39,643	536
Yes, to other job in Govt	25.4%	35.7 %	18.4 %	10.8 %	9.8 %	90,103	1,171
Yes, to other job outside Govt	26.0 %	34.8 %	17.2 %	10.9 %	11.2 %	18,880	224
Yes, other	23.5 %	34.4 %	19.9 %	10.8 %	11.4%	22.497	386
Retire Before Covid	25.7	34.474	13.7 %	10.0 %	11.4.4	22,431	300
Less than 1 year	40.0%	38.0 %	12.6 %	5.6%	3.8%	14,420	218
1 year	38.3 %	39.8 %	13.3 %	5.2 %	3.4%	16,358	204
2 years	38.8 %	39.6 %	13.4 %	5.0%	3.2%	32,227	377
3 years	38.8 %	39.0 %	13.5 %	5.3 %	3.5%	32,057	331
4 years	39.4 %	38.1 %	13.4 %	5.5%	3.5%	21,151	238
5 years	39.2 %	37.8 %	13.2 %	5.6 %	4.2 %	41,717	459
More than 5 years	42.7%	35.9 %	11.6%	5.4 %	43%	409.383	3.666
Retire Today				4.1.1.	14.1		4,444
Less than 1 year	35.2 %	37.2 %	14.7 %	7.0%	5.9 %	20,024	295
1 year	34.8 %	39.7 %	14.8%	6.2 %	4.4 %	19,181	273
2 years	38.3 %	39.0%	13.9 %	5.3 %	3.6 %	31,982	344
3 years	39.5 %	38.9 %	13.0 %	5.1 %	3.4 %	29,792	305
4 years	40.7 %	38.1 %	12.8%	5.2 %	3.2 %	19,900	228
5 years	40.0 %	37.9 %	12.9 %	5.2 %	3.9 %	39,499	440
More than 5 years	43.2 %	35.9 %	11.4%	5.3 %	4.1 %	399,343	3,490
Item has been redacted in response to Executive							
Item has been redacted in response to Executive	Order (EO) 14168 Defendir	ng Women From G	ender Ideology Extremism and Re	estoring Biological T	ruth to the Federal Governm	ent.	
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Gi	ender Ideology Extremism and Re	estoring Biological T	ruth to the Federal Governm	ent.	
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Gr	ender ideology Extremism and Re	estoring Biological T	ruth to the Federal Governm	eest.	
	Order (EO) 14168 Defendi	ng Women From Gr	nder Ideology Extremism and Ri	estoring Biological T	ruth to the Federal Governm	ent.	
Military Service							100
Military Service No Prior Military Service	42.0%	36.9 %	11.8%	5.3%	4.0%	406,540	4,095
Military Service No Prior Military Service Currently in Guard/Reserves	42.0 % 41.7 %	36.9 % 35.8 %	11.8%	5.3 % 5.7 %	4.0% 4.9%	406,540 10,072	55
Military Service No Prior Military Service Currently in Quand/Reserves Retired	42.0 % 41.7 % 43.5 %	36.9 % 35.8 % 36.9 %	11.8% 11.9% 11.8%	5.3 % 5.7 % 4.6 %	40% 49% 32%	406,540 10,072 76,885	55 576
Military Service No Price Military Service Currently in Quant/Reserves Retired Separated/Discharged	42.0 % 41.7 %	36.9 % 35.8 %	11.8%	5.3 % 5.7 %	4.0% 4.9%	406,540 10,072	55
Military Service No Prior Military Service Currently in Guand/Reserves Retired Separated/Discharged Military Spouse	42.0 % 41.7 % 43.5 % 38.8 %	36.9 % 35.8 % 36.9 % 35.7 %	11.8% 11.9% 11.8% 13.6%	53% 5.7% 4.6% 6.5%	4.0 % 4.9 % 3.2 % 5.4 %	400,140 10,072 76,885 86,462	55 576 886
Military Service The Prior Military Service Convertly in Gound/Necerves Refered Separated/Discharged Military Spouse Spouse during active duty service meet Spouse de current active duty service mee	42.0 % 41.7 % 43.5 %	36.9 % 35.8 % 36.9 %	11.8% 11.9% 11.8%	5.3 % 5.7 % 4.6 %	40% 49% 32%	406,540 10,072 76,885	55 576
Military Service No Prior Military Service Currently in Quand/Reserves Related Separated (Frischarged Military Sposse Sposses of current active duty service mes Sposses of expansed or retired service member	42.0 % 41.7 % 43.5 % 38.8 %	36.9 % 35.8 % 36.9 % 35.7 %	11.8% 11.9% 11.8% 13.6%	53% 5.7% 4.6% 6.5%	4.0 % 4.9 % 3.2 % 5.4 %	400,140 10,072 76,885 86,462	55 576 886
Malitary Service No Prior Military Service Currently in Guard/Reserves Reticed Separated/Discharged Malitary Spanse Spanse of current aither duty service mee Spanse of experient or retired service member with a dissilation yating of 100%	42.0 % 41.7 % 43.5 % 38.8 % 42.6 % 38.3 %	36.9 % 35.8 % 36.9 % 35.7 % 32.5 %	11.8% 11.9% 11.8% 13.6% 11.8%	5.3 % 5.7 % 4.6 % 6.5 % 7.1 %	40% 49% 32% 54% 60%	406,340 16,072 76,885 85,462 6,096 11,150	55 576 886 45 134
Military Service The Prior Military Service Conversity in Gouself-Reserves Reserved Reserved Separated/Vischarged Military Speace Spouse of current active duty service men- Spouse of experies during service men- Spouse of separated or retired service mensher Services in the service mensher William Speace of the Service mensher William Services in Service Services William Services Services Services William Services Services Services William Ser	42.0 % 41.7 % 43.5 % 38.8 % 42.6 % 38.3 % 35.6 %	36.9 % 35.8 % 36.9 % 35.7 % 32.5 % 34.9 % 29.3 %	11.8% 11.9% 11.8% 13.6% 11.8% 13.8%	53% 57% 46% 65% 7.1% 6.8%	4.0 % 4.3 % 3.2 % 5.4 % 6.0 % 6.2 %	466,540 10,072 76,885 85,462 6,656 11,150	55 576 886 45 134
Military Service no Prior Military Service Currently in Quard/Reserves Retired Separated/Vickurged Separated/Vickurged Spouse of experient active duity service mee Spouse of experient active duity service member with a finishilary sering of 160% with a finishilary sering of 160% non fine configuration on time of the service member with a finishilary sering of 160% non fine configuration is serviced.	42.0 % 41.7 % 43.5 % 38.8 % 42.6 % 38.3 %	36.9 % 35.8 % 36.9 % 35.7 % 32.5 %	11.8% 11.9% 11.8% 13.6% 11.8%	5.3 % 5.7 % 4.6 % 6.5 % 7.1 %	40% 49% 32% 54% 60%	406,340 16,072 76,885 85,462 6,096 11,150	55 576 886 45 134
Military Service Ne Prior Military Service Currently in Guard/Receive Retired Sample and Oriotherape Sample and Oriotherape Sopone of Current active daily service me Sopone of Current active daily service me services with a dissibility using of 1000 with a dissibility using of 1000 while on or the categories listed Note Competitive Netting Authority	42.0 % 41.7 % 43.5 % 38.8 % 42.6 % 33.3 % 35.6 % 41.8 %	36.9 % 35.8 % 36.9 % 35.7 % 32.5 % 34.9 % 29.3 % 36.7 %	118% 119% 118% 136% 118% 128% 121%	5.3% 5.7% 4.6% 6.5% 7.1% 6.8% 6.7% 5.4%	4.0 % 4.9 % 3.2 % 5.4 % 6.0 % 6.2 % 10.2 % 4.0 %	400,540 10,072 76,885 85,462 4,056 11,150 301 542,275	55 576 886 45 134 5 5,434
Military Service no Prior Military Service Currently in Quard/Reserves Retioned Mapter/Service/Currently in Characteristics Septiment of Vision Prior Service member Spouse of septiment active duty service member with a finishing variety of 100% with a finishing v	42.0 % 41.7 % 41.5 % 38.8 % 42.6 % 38.3 % 35.6 % 41.8 %	36.9 % 35.8 % 36.9 % 35.7 % 32.5 % 34.9 % 29.3 % 36.7 %	11.8 N 11.9 N 11.8 N 11.8 N 11.8 N 12.8 N 12.1 N	5.3% 5.7% 4.6% 6.5% 7.1% 6.8% 6.7% 5.4%	40 % 40 % 32 % 5.4 % 6.0 % 6.2 % 10.2 % 4.0 %	400,540 18,072 76,885 85,462 6,056 11,150 301 562,235	55 576 886 45 134 5 5,434
Military Service Ne Prior Military Service Currently in Guard/Reserves Retired Simple and Orion Prior Simple and Orion Prior Sopone of Current state dirty service mes Sopone of Current state dirty service mes Sopone of Current state dirty service mes Sopone of Current state dirty service mes Sopone of Current state dirty service with a disability stating of 1800's with a disability stating of 1800's which con Non on the categories listed Not competitive string Authentry Yes Yes Yes	42.0 % 41.7 % 43.5 % 38.8 % 42.6 % 33.3 % 35.6 % 41.8 %	36.9 % 35.8 % 36.9 % 35.7 % 32.5 % 34.9 % 29.3 % 36.7 %	118% 119% 118% 136% 118% 128% 121%	5.3% 5.7% 4.6% 6.5% 7.1% 6.8% 6.7% 5.4%	4.0 % 4.9 % 3.2 % 5.4 % 6.0 % 6.2 % 10.2 % 4.0 %	400,540 10,072 76,885 85,462 4,056 11,150 301 542,275	55 576 886 45 134 5 5,434
Military Service No Prior Military Service Currently in Quard/Reserves Reliced Septem Service Service Service Service Service Septem Service Service Service Service Septem Service S	42.0 % 41.7 % 43.5 % 38.8 % 42.6 % 33.3 % 53.6 % 41.8 %	36.9 % 35.8 % 36.9 % 35.7 % 32.5 % 34.9 % 29.3 % 36.7 % 32.7 % 34.1 %	118% 119% 118% 136% 118% 128% 121% 121%	53% 53% 45% 65% 7.1% 63% 63% 67% 54%	40% 43% 32% 54% 60% 62% 102% 40%	400,540 10,072 76,885 85,462 6,095 11,150 301 562,225 2,061 15,339	55 576 886 45 134 5 5,434 22
Military Service Ne Prior Military Service Currently in Guard/Reserves Retired Simple and Orion Prior Simple and Orion Prior Sopone of Current state dirty service mes Sopone of Current state dirty service mes Sopone of Current state dirty service mes Sopone of Current state dirty service mes Sopone of Current state dirty service with a disability stating of 1800's with a disability stating of 1800's which con Non on the categories listed Not competitive string Authentry Yes Yes Yes	42.0 % 41.7 % 41.5 % 38.8 % 42.6 % 38.3 % 35.6 % 41.8 %	36.9 % 35.8 % 36.9 % 35.7 % 32.5 % 34.9 % 29.3 % 36.7 %	11.8 N 11.9 N 11.8 N 11.8 N 11.8 N 12.8 N 12.1 N	5.3% 5.7% 4.6% 6.5% 7.1% 6.8% 6.7% 5.4%	40 % 40 % 32 % 5.4 % 6.0 % 6.2 % 10.2 % 4.0 %	400,540 18,072 76,885 85,462 6,056 11,150 301 562,235	55 576 886 45 134 5 5,434

(22) 64	v sunervisa	r lictore t	o what	I have to	

Marchanter	(22) My supervisor listens to what I								
Machagerists	Demographics	Strongly Agree	Agree	nor Disagree	Disagree	Strongly Disagree	Item Response Total**		
Medical March Ma	All Responses	46.6 %	36.1 %	9.1 %	5.2 %	2.9 %	621,769		
Field	Work Location								
No. 1.0	Headquarters	51.1 %	34.1 %	7.8 %	4.5 %	2.5 %	188,877		
Section	Field	43.8 %	37.3 %	9.8 %	5.8 %	3.3 %	287,544		
Select Select Select Selec	Full-time telework	50.7 %	34.9 %	8.1 %	4.0 %	2.3 %	104,301		
Manager 13.6 % 33.6 % 6.7 % 4.8 % 2.5 % 4.2335	Supervisory Status								
Separation	Senior Leader	64.1 %	26.8 %	5.1 %	2.6%	1.4%	10,783		
Trans Landar	Manager	53.6 %	33.6 %	6.7 %	4.0 %	2.1 %	41,535		
March Marc	Supervisor	47.5 %	37.0 %	8.1 %	4.8 %	2.5 %	82,265		
Mark	Team Leader	49.2 %	35.6 %	7.9 %	4.9 %	2.4 %	79,139		
March	Non-Supervisor	45.7 %	36.2 %	9.5 %	5.4 %	3.2 %	371,059		
Female	Sex								
French	Male	48.2 %	36.3 %	8.3 %	4.7%	2.6 %	309.804		
Ves									
Ves	Hispanic or Latino								
No.		44.2 %	35.5 %	11.0%	5.8%	3.6 %	60.665		
American belay Alaska Native									
American badar/ funks between 19.57 % 19.59 % 14.0 % 2.0 % 1.53 % 1.00 pt Anion Action Action Action 19.57 % 19.50 % 2.0 % 2.0 % 1.53 % 1.00 pt Back/African American 19.52 % 19.50 % 2.0 % 1.45 % 1.52 %	Race			5.5.1.					
Asian		35.7 %	36.9 %	14.0 %	8.0%	5.3 %	10.987		
Back Michigan Mi									
Mathematical Profile Education 42.5 k 36.0 k 32.5 k 5.2 k 5.2 k 3.8 k 3.9 k 3.9 k 3.9 k 3.9 k 3.9 k 3.5 k									
White West									
Two or more receit (the timpened / asimal) 44.8 N 34.5 N 10.6 N 4.3 N 5.2 N 4.3 N 5.2 N 4.2 N 5.2 N 4.2 N 5.2 N 4.2 N 5									
Age Clongs						2.12 1.1			
22 and under 22 and under 22 and under 22 and under 22 and under 22 and 23 and 24 and 25 and		44.8 %	34.3 %	10.6 %	6.1 %	4.3 %	24,418		
22-29 years old									
\$2-39 years old									
46-34 years old 42.5									
56.59 servered 64.5 k 56.5 k 9.5 k 5.5 k 2.4 k 9.5 k 12.5 k 9.5 k 12.5 k 9.5 k 12.5 k 9.5 k 12.5 k 9.5 k 12.5 k 9.5 k 12.5 k 9.5 k 12.									
Controller									
New Section New									
Las to the project of the composition of the compos		45.8 %	37.4 %	9.5 %	4.8 %	2.4 %	91,833		
M. S. Dipomodell Dor equip Table 18-5									
Trade/Technical Certificates 38.5 % 39.2 % 11.5 % 6.5 % 4.1 % 12.241 Some College to Organy 42.5 % 32.7 % 10.5 % 6.5 % 5.5 % 7.7 gar Associativ's Degree 42.5 % 38.2 % 10.5 % 6.1 % 1.5 % 4.212 Associativ's Degree 42.5 % 38.2 % 10.5 % 6.1 % 2.5 % 20.376 Matent's Degree 32.1 % 34.2 % 7.3 % 4.5 % 2.5 % 37.262 Matent's Degree 52.1 % 34.2 % 7.3 % 4.5 % 2.5 % 37.262 Matent's Degree 52.1 % 34.2 % 7.3 % 4.5 % 2.5 % 37.262 Matent's Degree 7.5 % 7.5 % 4.5 % 2.5 % 37.265 Matent's Degree 7.5 % 7.5 % 4.5 % 2.5 % 37.265 Matent's Degree 7.5 % 7.5 % 4.5 % 2.5 % 37.265 Matent's Degree 7.5 % 7.5 % 4.5 % 2.5 % 37.265 Matent's Degree 7.5 % 7.5 % 4.5 % 2.5 % 37.265 Matent's Degree 7.5 % 7.5 % 4.5 % 2.5 % 37.265 Matent's Degree 7.5 % 7.5 % 4.5 % 2.5 % 37.265 Matent's Degree 7.5 % 7.5 % 4.5 % 2.5 % 37.265 Matent's Degree 7.5 % 7.5 % 4.5 % 2.5 % 37.265 Matent's Degree 7.5 % 7.5 % 4.5 % 2.5 % 2.5 % 2.5 % 2.5 % 2.5 % 2.5 % Matent's Degree 7.5 % 7.5 % 4.5 % 2.5									
Some college to degree)									
Associativa Degree 42.5 % 36.5 % 15.5 % 44.22 Rachelari Degree 42.5 % 36.5 % 15.5 % 26.5 % 20.376 Associativa Degree 51.5 % 36.5 % 26.5 % 26.5 % 26.5 % 37.227 Control/Professional Degree 51.5 % 34.2 % 7.5 % 4.5 % 2.6 % 37.226 Performance 51.5 % 34.5 % 2.6 % 37.226 Performance 51.5 % 36.5 % 26.5 % 37.227 Performance 51.5 % 36.5 %									
Reduction Course									
Materia Diagree S.1.1 k									
Decimal Profession Degree 54.6 k 31.6 k 6.3 k 4.4 k 2.6 k 57.26 k									
Profession Pro									
Federal Wage System 15.5 % 40.1 % 12.6 % 7.3 % 4.5 % 19,000		54.6 %	31.6 %	6.8 %	4.4 %	2.6 %	57,056		
GS-1-6 93-2 % 56-5 % 12.5 % 7-8 % 4.8 % 12.75 92.8 % 56-5 % 12.8 % 20.725 92.8 % 56-5 % 12.8 % 20.507 92.8 % 56-5 % 12.8 % 20.507 92.8 % 56-5 % 12.8 % 20.507 92.8 % 56-5 % 12.8 % 20.507 92.8 % 56-5 % 12.8 % 20.8	Pay Category								
GS 7-12 44.9 % 27.4 % 9.8 % 5.6 % 1.2 % 140,007 GS 7-12 % 140,007									
GS13-55 S15-55 S13-6 S G-15-5 S15-5 S S13-6 S G-15-5 S G-									
55									
	6S 13-15	53.5 %	33.4 %	6.8 %	4.1 %	2.2 %	249,736		
Other 44.1% 34.4% 9.8% 5.9% 3.6% 44.20 **Comment*** - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	SES	69.4 %	23.4 %	3.6 %	2.8 %	0.9 %	5,610		
The in Inferio Government	SL/ST	59.1 %	28.3 %	6.6 %	4.0 %	2.0 %	2,051		
-1 year 59.6 % 50.3 % 6.2 % 2.4 % 1.4 % 1.791 -1 year 52.2 % 3.6 % 7.8 % 2.9 % 1.9 % 61.355 -4 year 40.2 % 3.6 % 4.3 % 1.0 % 60.055 -6 10 year 4.7 % 3.5 % 4.3 % 1.0 % 60.055 -1 4 year 46.0 % 56.4 % 9.0 % 5.5 % 1.1 % 100.369 -1 20 year 44.3 % 26.9 % 9.3 % 5.8 % 1.3 % 100.369 -2 0 year 44.3 % 26.9 % 9.0 % 5.0 % 2.9 % 150.405 -2 0 year 55.3 % 1.2 % 1.4 % 2.4 % -4 year 55.3 % 1.2 % 2.2 % -4 year 40.5 % 3.4 % 2.4 % 2.4 % -4 year 40.5 % 3.4 % 2.3 % 3.5 % -4 year 40.5 % 3.4 % -4 year 40.5 % 3.4 % -4 year 40.5 % 3.5 % -4 year 40.5 % 3.5 % -4 year 40.5 % 3.5 % -4 year 40.5 % 3.5 % -4 year 40.5 % 3.5 % -4 year 40.5 % -4 year 40.5 % -4 year 40.5 % -4 year 40.5 % -4 year 40.5 % -4 year 40.5 % -4 year 40.5 % -4 year	Other	44.2 %	38.4 %	9.8 %	5.0 %	2.6 %	46,220		
-1 year 59.6 % 50.3 % 6.2 % 2.4 % 1.4 % 1.791 -1 year 52.2 % 3.6 % 7.8 % 2.9 % 1.9 % 61.355 -4 year 62.0 % 3.6 % 8.3 % 4.9 % 1.0 % 61.265 -6 10 year 4.7 % 3.3 % 8.3 % 5.1 % 1.0 % 100,000 -11.4 years 46.0 % 56.4 % 9.0 % 5.5 % 1.1 % 100,560 -12.0 years 44.3 % 26.9 % 9.3 % 5.8 % 1.3 % 100,560 -20 years 44.3 % 36.9 % 9.8 % 5.8 % 2.9 % 150,460 -1.0 years 55.3 % 1.2 % 1.8 % 1.2 % -1.3 years 55.3 % 1.2 % 2.2 % 3.3 % 1.4 % 3.4 % -4.5 years 40.5 % 3.4 % 3.4 % 3.4 % 3.4 % -4.5 years 40.5 % 3.4 % 3.5 % 3.3 % 3.2 % -6.10 years 40.5 % 3.4 % 3.5 % 3.3 % 3.2 % -6.10 years 40.2 % 3.5 % 9.0 % 5.3 % 3.1 % -1.3 4 years 40.2 % 3.5 % 9.0 % 5.3 % 3.1 % -1.3 4 years 40.2 % 3.2 % 5.5 % 3.1 % -1.3 4 years 40.2 % 3.2 % 5.5 % 3.1 % -1.3 4 years 40.2 % 3.2 % 5.3 % 3.1 % -1.3 4 years 40.2 % 3.2 % 5.3 % 3.1 % -1.3 4 years 40.2 % 3.2 % 5.3 % 3.1 % -1.3 4 years 40.2 % 3.2 % 5.3 % 3.1 % -1.3 4 years 40.2 % 3.2 % -1.3 4 years 40.2 % 3.2 % -1.3 4 years 40.2 % 3.2 % -1.3 4 years 40.2 % 3.2 % -1.3 4 years 40.2 % 3.2 % -1.3 4 years 40.2 % 3.2 % -1.3 4 years 40.2 % 3.3 % -1.3 5 5 9 years 40.5 % 3.5 % -1.3 5 9 years 40.5 % 3.5 % -1.3 5 9 years 40.5 % -1.3 5 9 years 40.5 % -1.3 5 9 years -1.3 5 9 year	Time in Federal Government								
4-Symm 4-9.5 3-5.5 8.5 4.9 5 1.0 5 40,665 6-10 years 4-2.9 5 3-5.1 8.8 5 1.5 5		59.6 %	30.3 %	6.2 %	2.4%	1.4%	1,751		
4-Symm 4-9.0 % 34.5 % 4.5 % 3.0 % 4.0 65 6-10 years 4.2 5 % 3.5 % 4.5 % 1.0 % 10.0 % 1	1-3 years	52.2 %	34.5 %	7.4 %	3.9 %	1.9 %	61,395		
6-10 para									
13-4 years 46,0 % 56,4 % 90 % 5.5 % 3.1 % 10,256 13-20 years 44,5 % 56,5 % 90 % 5.0 % 2.9 % 155,026 15		47.9 %	35.3 %	8.8 %	5.1%	3.0 %	101.090		
13-20-paras 44.1% 18.5 9% 9.8% 5.8% 1.3.9% 105.589 >>20-paras 46.5% 36.6% 9.0% 5.0% 2.9% 155.226									
> 20 pure 46,5 % 56,6 % 9.0 % 5.0 % 2.9 % 15,0 26 ttm usin Cornel Ageory 4,5 pure 55,3 % 22.2 % 2.3 % 3.5 % 1.5 % 7,10 6 1.4 pure 50.5 % 3.4 % 2.4 % 5									
Time with Cornert Agency 1 year 55.9 % 32.2 % 7.3 % 3.5 % 1.8 % 7.170 1 year 50.8 34.3 % 2.8 % 4.4 % 2.4 % 54.43 4 year 48.0 % 34.8 & 2.7 % 5.3 % 5.2 % 5.5 % 5.1 % 5.5 % 5.1 % 5.5 % 5									
-1 year 55.1		40.5 /4	30.0 %	22.7	20.0	2.7.7	233,420		
1-3 years 59.8 % 34.3 % 8.3 % 4.4 % 2.4 % 94.841 4.5 years 48.0 % 34.8 % 8.7 % 5.3 % 3.2 % 55.50 94.0 years 40.3 % 35.5 % 9.5 % 5.3 % 3.1 % 105.92 13.4 % 105.92 13.4 % 105.92 % 13.5 % 9.5 % 5.5 % 3.1 % 105.99 % 13.5 % 9.7 % 5.5 % 3.1 % 105.99 % 105.0 % 105.0 years 44.0 % 37.5 % 7.7 % 5.8 % 3.1 % 105.0		553%	32.2%	73%	35%	18%	7 170		
45 years 48.0 % 34.8 % 8.7 % 5.3 % 3.2 % 55,589 64,09ars 47.1 % 55.6 % 9.0 % 5.3 % 3.1 % 106,982 11.4 years 45.2 % 37.0 % 9.2 % 5.5 % 3.1 % 109,989 15.20 years 44.0 % 37.5 % 9.7 % 5.8 % 3.1 % 93,055									
6-10 years 42.1% 35.6% 9.0% 5.3% 1.1% 106,982 11.4% 40.5% 37.0% 9.2% 5.5% 1.1% 103,989 15.20 years 44.0% 37.5% 9.7% 5.3% 1.1% 9.0,055									
11-14 years 45.2 % 37.0 % 9.2 % 5.5 % 3.1 % 109,589 15-20 years 44.0 % 37.5 % 9.7 % 5.8 % 3.1 % 93,055									
15-20 years 44.0 % 37.5 % 9.7 % 5.8 % 3.1 % 93.055				5.2.15					
> 20 years 47.5 % 36.6 % 8.6 % 4.7 % 2.6 % 113,746									
	> 20 years	47.5 %	36.6%	8.6 %	4.7%	z.6 %	113,746		

(22) N	Ay supervisor	listens to	what I	have to say.	

Second Second	(22) My supervisor listens to what I	nave to say.					
All Agrophers 44.5 54.5 54.5 54.5 52.5 2.7	Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
No	All Responses	46.6 %	36.1 %		5.2 %	2.9 %	621,769
No	Leaving Refore Covid						
Very No. 1986 24.5		523%	35.1%	72%	3.6%	17%	426 132
We be before join Good 3.1.5 % 33.6 % 3.1.5 % 3.5 % 5.5 %							
We, subtary is notable from 19.62 % 13.65 % 12.6 % 12.5 % 12.6 % 13.8 % 13.5 % 12.6 % 13.8 % 13.5 % 12.6 % 13.5 % 12.6 % 13.5 % 12.6 % 13.5 % 12.6 % 13.5 % 12.6 % 13.5 % 12.6 % 13.5 % 13.5 % 12.6 % 13.6 %							
Very Name							
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No. 54.5 54.		29.4 %	36.2 %	15.1 %	10.4 %	8.8 %	15,541
Very No. 1987 1.15							
We be before join Good 3.1.3 k 38.0 k 3.1.9 k 10.2 k 6.6 k 9.1.08 k 10.00 k 7.2 k 10.00 k 7.2 k 10.00 k 7.2 k 10.00 k 7.2 k 10.00 k 10							
We to their jue notated conv. 22.8 k 32.3 k 32.2 k 12.2 k 12.6 k 12.8 k							
Very Number 22 8 N							
Name Marker Work Code See No. S							
Section Sect		29.8 %	36.7%	14.7%	10.5 %	8.5 %	22,833
1 year							
2 years							
3 years							
4 years							
System							
More than's years 48.4 % 53.2 % 5.5 % 2.9 % 413.932 Let than 1 year 40.5 % 52.7 % 10.9 % 62.8 % 3.6 % 3.0 6 % 3							
Name Study Loss Bast Lysur 40.5 % 36.5 % 10.9 % 4.2 % 1.6 % 1.90 % 2 years 40.5 % 32.5 % 10.9 % 4.2 % 1.6 % 1.9 % 3 years 42.5 % 37.2 % 9.5 % 5.4 % 2.7 % 10.00 % 4 years 42.5 % 37.2 % 9.5 % 5.4 % 2.7 % 10.00 % 5 years 42.5 % 37.2 % 9.5 % 5.4 % 2.7 % 10.00 % 5 years 42.5 % 37.5 % 9.4 % 4.5 % 2.5 % 10.00 % 5 years 40.5 % 37.5 % 9.4 % 4.5 % 2.5 % 10.00 % 5 years 40.5 % 37.5 % 9.4 % 4.5 % 2.5 % 10.00 % 5 years 40.5 % 37.5 % 9.4 % 4.5 % 2.5 % 10.00 % 5 years 40.5 % 37.5 % 9.4 % 4.5 % 2.5 % 10.00 % 5 years 40.5 % 37.5 % 9.4 % 4.5 % 2.5 % 10.00 % 5 years 40.5 % 10.5 % 10.5 % 10.0 % 10.0 % 5 years 40.5 % 10.0 % 10.0 % 5 years 40.5 % 10.0 % 10.0 % 5 years 40.5 % 10.0 % 10.0 % 5 years 40.5 % 10.0 % 10.0 % 5 years 40.5 % 10.0 % 5 years 40.0 % 10.0 % 5 years 40.0 % 10.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 40.0 % 5 years 6 years 6 years 40.0 % 5 years 6 years 6 years 40.0 % 5 years 6 year							
Section Sect		48.4 %	35.2 %	8.5 %	5.0 %	2.9 %	412,392
1 year							
2 years							
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4 years 46.5 % 37.5 % 9.4 % 4.3 % 2.5 % 30.000 9 Syears 46.5 % 37.5 % 9.4 % 5.3 % 2.5 % 30.000 9 Syears 46.5 % 37.5 % 9.4 % 5.3 % 2.5 % 30.000 9 Syears 46.5 % 37.5 % 8.3 % 4.5 % 2.5 % 4.	2 years	43.6 %	38.1 %	10.3 %	5.4 %	2.7 %	32,266
Separa 43.5 32.5 9.4 5.2 5.2 5.2 6.2 5.2 6.2 5.2 6.2 5.2 6.2 5.2 6.2 5.2 6.2 5.2 6.2 5.2 6.2 5.2 6.2 5.2 6.2	3 years	45.2 %	37.2 %	9.5 %	5.4 %	2.7 %	30,036
Month of System March Ma	4 years	45.6 %	37.5 %	9.4 %	4.9 %	2.5 %	20,099
	5 years	45.1 %	37.6 %	9.4 %	5.2 %	2.8 %	39,830
	More than 5 years	48.9 %	35.1 %	8.3 %	4.9 %	2.8 %	402,186
No. No.	Item has been redacted in response to Executive (Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	vernment.
No. No.							
Milliary Service No Prior Millary Service 4.7.7 % 35.8 % 2.7 % 5.0 % 2.8 % 400,000 Committy in Grand/Bearvers 46.6 % 35.9 % 8.5 % 5.3 % 3.6 % 10,116 Retired 48.5 % 35.9 % 8.5 % 5.3 % 3.6 % 77,228 Separate/Optionary 44.4 % 36.2 % 9.8 % 5.5 % 3.7 % 86,127 Milliary Spaces Spaces of Granteria calcula dely service mem Spaces of Granteria calcula dely service mem Spaces of Granteria calcula dely service mem 47.4 % 33.0 % 8.5 % 4.1 % 4.5 % 4.1 % 4.0 % Spaces of Granteria calcula dely service mem 48.3 % 33.0 % 8.3 % 4.1 % 4.1 % 4.0 % Spaces of Granteria calcula dely service mem 40.0 % 33.5 % 8.5 % 4.1 % 5.7 % 4.3 % 3.0 % within shadalflay refined of 1000 we within a shadalflay refined we within a shadalflay refined we within a shadalflay refined we within a shadalflay refined we within a shadalflay refined we within a shadalflay refined we within a shadalflay refined we within a shadalflay refined we within a shadalflay refined we within a shadalflay refined we within a s							
No Prior Millary Service	Item has been redacted in response to Executive (Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	vernment.
No Prior Millary Service							
No Prior Millary Service							
No Prior Millary Service			1				
No Prior Millary Service			l				
Commonthy in Grant Pleasures	Military Service						
Method	No Prior Military Service	47.7 %	35.8 %	8.7 %	5.0 %	2.8 %	409,893
Referred 44.5 k 36.2 k 9.8 k 4.5 k 2.3 k 77.228	Currently in Guard/Reserves	46.6 %	35.9 %	8.6 %	5.3 %	3.6 %	10,116
Separate Separate		48.8 %	36.1 %	8.4 %	4.5 %	2.3 %	77,328
Millionery Spokes							
Manual M	Military Spouse	47.4 %	33.0 %	8.8 %	6.6%	4.1%	6.084
while on 40.0 % 31.5 % 5.7 % 7.4 % 309 Mone of the Categories Stated 42.3 % 36.0 % 8.8 % 5.0 % 2.8 % 566,664 Mone of the Categories Stated 42.3 % 36.0 % 8.8 % 5.0 % 2.8 % 566,664 Mone of the Categories Stated 42.3 % 36.0 % 8.8 % 5.0 % 7.7 % 3.7 % 3.0 Mone 44.3 % 34.1 % 10.2 % 6.5 % 4.4 % 13.4 % 13.4 % 14.4 % 14.4 % 34.3 % 10.3 % 6.5 % 4.4 % 86,277	Military Spouse Spouse of current active duty service mem	47.4 %	33.0 %	8.8 %	6.6 %	4.1%	6,084
while on 40.0 % 31.5 % 5.7 % 7.4 % 309 Mone of the Categories Stated 42.3 % 36.0 % 8.8 % 5.0 % 2.8 % 566,664 Mone of the Categories Stated 42.3 % 36.0 % 8.8 % 5.0 % 2.8 % 566,664 Mone of the Categories Stated 42.3 % 36.0 % 8.8 % 5.0 % 7.7 % 3.7 % 3.0 Mone 44.3 % 34.1 % 10.2 % 6.5 % 4.4 % 13.4 % 13.4 % 14.4 % 14.4 % 34.3 % 10.3 % 6.5 % 4.4 % 86,277	Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member	-					
Note Competitive Mining Authority Yes 44.3 % 33.8 % 10.5 % 7.7 % 3.7 % 2,080 No 44.8 34.1 % 10.2 % 6.5 % 4.4 % 13.445 Outsiding Yes 44.4 % 34.3 % 10.3 % 6.6 % 4.4 % 86,277	Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member	-					
Note Competitive Mining Authority Yes 44.3 % 33.8 % 10.5 % 7.7 % 3.7 % 2,080 No 44.8 34.1 % 10.2 % 6.5 % 4.4 % 13.445 Outsiding Yes 44.4 % 34.3 % 10.3 % 6.6 % 4.4 % 86,277	Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member with a disability rating of 100% wwwweyery or a service memour service	43.3 %	34.9 %	10.9 %	6.7 %	4.3 %	11,241
Yes 44.3 N 33.8 N 10.5 N 7.7 N 3.7 N 2,080 No 44.8 N 34.1 N 10.2 N 6.5 N 4.4 N 15,445 Deablity 44.4 N 34.3 N 10.3 N 6.6 N 4.4 N 86,297	Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member with a disability rating of 100% wrounders or a service member sareu while on	43.3 %	34.9 % 31.5 %	10.9 % 15.4 %	6.7 % 5.7 %	4.3%	11,241 309
No 448 N 34.1 N 10.2 N 6.5 N 4.4 N 15,445 Diamony Yes 44.4 N 34.3 N 10.3 N 6.6 N 4.4 N 86,257	Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member with a disability rating of 100% wrounders or a service member sareu while on	43.3 %	34.9 % 31.5 %	10.9 % 15.4 %	6.7 % 5.7 %	4.3%	11,241 309
Ves 44.4 % 34.3 % 10.3 % 6.6 % 4.4 % 86,297	Military Spouse Spouse of current active duty service memory Spouse of separated or retired service member with a disability rating of 100N white on white on Non-of the categories listed Non-Competitive Hiring, Authority	43.3 % 40.0 % 47.3 %	34.9 % 31.5 % 36.0 %	10.9 % 15.4 % 8.8 %	6.7 % 5.7 % 5.0 %	4.3% 7.4% 2.8%	11,241 309 566,664
Yes 44.4 % 34.3 % 10.3 % 6.6 % 4.4 % 86,297	Military Spouse Gurrent active duty service mem Spouse of current active duty service member with a disability rating of 2004 withous property or a service memore serve while on None of the categories Stated NoA-Competitive Hiring Authority Yes	43.3 % 40.0 % 47.3 %	34.9 % 31.5 % 36.0 %	10.9 % 15.4 % 8.8 %	6.7 % 5.7 % 5.0 %	43% 7.4% 2.8%	11,241 309 566,664 2,080
	Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member spouse of separated or retired service member with a classifier yeller of 100% with a classifier and 4100% with a classifier service memory service while on None of the categories listed Not Compatitive tisring Authority Yes No	43.3 % 40.0 % 47.3 %	34.9 % 31.5 % 36.0 %	10.9 % 15.4 % 8.8 %	6.7 % 5.7 % 5.0 %	43% 7.4% 2.8%	11,241 309 566,664 2,080
***	Milliary Sponse Sponse of current active duty service mem Sponse of separated or retired service member with a disability rating of 200% while on a device finance service None of the categories listed Not-Competitive Noting Authority Yes No Disability	43.3 % 40.0 % 47.3 % 44.3 % 44.8 %	34.9 % 31.5 % 36.0 % 33.8 % 34.1 %	10.9 % 15.4 % 8.8 % 10.5 % 10.2 %	6.7 % 5.7 % 5.0 % 7.7 % 6.5 %	4.3 % 7.4 % 2.8 % 3.7 % 4.4 %	11,241 309 566,564 2,880 15,445
	Spone of current active duty service mem Spone of apparated or retired service senselve sense	43.3 % 40.0 % 47.3 % 44.3 % 44.8 %	34.9 % 31.5 % 36.0 % 33.8 % 34.1 %	10.9 % 15.4 % 8.8 % 10.5 % 10.2 %	6.7 % 5.7 % 5.0 % 7.7 % 6.5 %	4.3% 7.4% 2.8% 3.7% 4.4%	11,241 309 566,664 2,680 15,445

(23) My supervisor treats me with	

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	item Response Total**
All Responses	52.3 %	34.2 %	nor Disagree 7.6 %	3.4 %	2.5 %	621,647
Work Location	32.3 %	39.2 %	7.0 %	3.4%	2.3 %	021,047
Headquarters	56.8 %	31.5 %	6.5 %	3.0 %	2.3 %	188,826
Field	49.7 %	35.7%	8.1 %	3.7 %	2.8%	287 508
Full-time telework	56.2 %	32.6 %	6.5 %	2.7%	2.0 %	104,250
Supervisory Status						
Senior Leader	69.6 %	22.8 %	4.2 %	2.0 %	1.4%	10,783
Manager	59.3 %	30.1 %	5.7 %	2.9 %	2.0 %	41,538
Supervisor	53.5 %	34.3 %	6.7 %	3.1 %	2.3 %	82,242
Team Leader	55.0 %	33.2 %	6.7 %	3.2 %	2.0 %	79,147
Non-Supervisor	51.4 %	34.6 %	7.8 %	3.5 %	2.7 %	370,958
Sex Male					22%	309.781
Male Female	54.5 % 51.6 %	33.6 % 33.9 %	6.7 % 7.9 %	2.9 % 3.8 %	2.2 %	309,781 255,647
Hispanic or Latino	51.0 %	33.9 %	7.3%	3.6 %	2.0 %	235,047
Yes	50.9 %	34.4 %	8.3 %	3.5%	3.0 %	60.659
No	53.6 %	33.7 %	7.1 %	3.3 %	2.4%	506.506
Race						
American Indian/ Alaska Native	40.1 %	36.5 %	12.8 %	5.9 %	4.7 %	10,994
Asian	52.5 %	35.2 %	7.7 %	2.6 %	2.0 %	32,967
Black/African American	50.3 %	35.6 %	7.7 %	3.4 %	3.0 %	81,459
Native Hawaiian/ Pacific Islander	46.7 %	35.5 %	10.3 %	4.3 %	3.2 %	3,793
White	55.0 %	33.1 %	6.6 %	3.1%	2.2 %	396,819
Two or more races (Not Hispanic/ Latino)	50.5 %	32.8 %	9.0 %	4.2 %	3.6 %	24,415
Age Group 25 and under	58.5 %	32.0%	5.9 %	2.1%	15%	6.887
25 and under 26-29 years old	58.5 % 56.2 %	32.0 %	5.9 %	2.1%	1.5%	6,887 16,461
30-39 years old	56.0 %	32.2 %	64%	3.0%	2.4%	109.283
40-49 years old	53.1 %	33.8%	7.1%	3.4 %	2.7%	151,286
50-59 years old	52.2 %	34.3 %	7.6 %	3.5 %	2.5 %	191,994
60 or older	51.2 %	35.1%	8.0 %	3.4 %	2.3 %	91,839
Level of Education						
Less than High School	41.5 %	34.4 %	15.2 %	4.1%	4.8 %	366
H.S. Diploma/GED or equiv	46.1 %	37.7 %	9.9 %	3.6 %	2.7 %	23,714
Trade/Technical Certificate	43.8 %	38.5 %	10.1 %	4.5 %	3.2 %	12,227
Some College (no degree)	47.7 %	36.6 %	8.9 %	3.9 %	2.9 %	75,690
Associate's Degree	46.9 %	37.1 %	9.0 %	3.9 %	3.1 %	44,226
Bachelor's Degree Master's Degree	54.0 % 57.1 %	34.1 %	6.7 %	3.0 %	2.2 %	203,333 157,578
Master's Degree Doctoral/Professional Degree	60.8%	28.0 %	5.6 %	3.0 %	2.3%	157,578 57,034
Pay Category	60.6 %	28.0 %	5.0 %	3.2 %	2.4%	57,034
Federal Wage System	40.8 %	39.7 %	10.8 %	5.0 %	3.7 %	19.602
GS 1-6	44.1 %	36.4 %	10.8 %	4.7 %	3.9%	20,724
GS 7-12	49.8 %	35.8 %	8.0 %	3.6%	2.8 %	240,476
GS 13-15	59.4 %	30.3 %	5.6 %	2.7 %	1.9 %	249,658
SES	74.7 %	18.7 %	3.6 %	1.9 %	1.0 %	5,608
SL/ST	66.8 %	24.6 %	4.3 %	2.5 %	1.7 %	2,050
Other	50.1 %	36.3 %	8.0 %	3.3 %	2.3 %	46,223
Time in Federal Government						
<1 year	66.1 %	26.5 %	5.1 %	1.1%	1.2%	1,750
1-3 years 4-5 years	58.6 % 55.2 %	31.7 %	5.7 %	2.4 % 3.0 %	1.5 %	61,371 49,597
4-5 years 6-10 years	55.2 %	32.5 %	7.0%	3.0%	2.3%	49,597 101.096
11-14 years	51.9 %	34.5 %	7.6%	3.4%	2.7%	110,265
15-20 years	49.9 %	35.4 %	8.1%	3.8%	2.8%	105,539
> 20 years	51.7 %	34.4%	7.8 %	3.5 %	2.7%	155,378
Time with Current Agency						140
<1 year	60.7 %	30.1%	5.7 %	2.0 %	1.5 %	7,170
1-3 years	57.0 %	31.8 %	6.3 %	2.8 %	2.0 %	94,813
4-5 years	54.1 %	32.7 %	7.2 %	3.3 %	2.7 %	65,567
6-10 years	52.9 %	33.6 %	7.4 %	3.5 %	2.7 %	107,003
11-14 years	50.9 %	35.3 %	7.6 %	3.5 %	2.7 %	103,587
15-20 years > 20 years	49.6 %	35.7 %	8.1 %	3.8 %	2.7 %	93,014
	52.8 %	34.1 %	7.4 %	3.3 %	2.4 %	113,713

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	52.3 %	34.2 %	7.6 %	3.4 %	2.5 %	621,647
Leaving Before Covid						
No	58.2 %	32.3 %	5.8 %	2.3 %	1.4%	426,000
Yes, to retire	47.9 %	37.2 %	8.7 %	3.9 %	2.4 %	35,512
Yes, to other job in Govt	37.5 %	38.2 %	12.1 %	6.6 %	5.6 %	85,080
Yes, to other job outside Govt	43.2 %	35.8 %	9.6 %	5.8 %	5.6 %	13,987
Yes, other	34.5 %	36.9 %	13.4 %	7.3 %	8.0 %	15,532
Leaving Today						
No	60.3 %	31.7 %	5.2 %	1.9 %	1.0%	391,473
Yes, to retire	46.4 %	37.6 %	9.1 %	4.1 %	2.7 %	40,074
Yes, to other job in Govt	37.2 %	38.3 %	12.1%	6.6%	5.7 %	91,044
Yes, to other job outside Govt	39.4 %	36.8 %	10.5 %	6.9 %	6.4 %	19,055
Yes, other	35.0 %	37.1 %	13.2 %	7.1 %	7.6 %	22,831
Retire Before Covid						
Less than 1 year	51.2 %	34.1 %	8.3 %	3.7 %	2.7 %	14,589
1 year	50.0 %	35.7 %	8.1 %	3.6 %	2.6%	16,506
2 years	49.2 %	36.5 %	8.2 %	3.7 %	2.4%	32,508
3 years	49.6 %	35.7 %	8.5 %	3.7 %	2.5 %	32,304
4 years	49.9 %	35.5 %	8.3 %	3.7 %	2.5 %	21,343
5 years	49.3 %	35.8 %	8.4 %	3.8 %	2.8 %	42,049
More than 5 years	54.4 %	33.1 %	6.9 %	3.2 %	2.4%	412,240
Retire Today						
Less than 1 year	45.8 %	35.1 %	9.6 %	5.0%	4.5 %	20,265
1 year	46.2 %	36.8 %	9.2 %	4.4%	3.3 %	19.393
2 years	49.0 %	36.2 %	8.6 %	3.8 %	2.3 %	32,290
3 years	50.7 %	35.2 %	8.1 %	3.7 %	2.4%	30,035
4 years	51.0 %	35.4 %	7.7 %	3.5 %	2.3 %	20,111
5 years	50.5 %	35.5 %	7.9 %	3.5 %	2.5 %	39,842
More than 5 years	54.9 %	33.0 %	6.8 %	3.1 %	2.3 %	402.099
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	vernment.
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Item has been reducted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	vernment.
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	verament.
Item has been reducted in response to Executive	Order (EO) 14163 Defendi	ng Women From Ge	nder Idealogy Extremism	and Restoring Biolo	gical Truth to the Federal Go	verment.
mem has been reducted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	vve rome of.
Item has been reducted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	evenment.
Item has been reducted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	vernment.
	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	400,798
Military Service						
Military Service No Prior Military Service	53.5 %	33.6 %	7.2 %	3.3 %	2.4%	409,798
Military Service No Prior Military Service Currently in Guard/Reserves Retired	53.5 % 53.6 %	33.6 % 33.1 %	7.2 % 7.3 %	3.3 % 3.2 %	2.4% 2.9%	409,798 10,114
Military Service No Prior Military Service Currently in Guard/Reserves	53.5 % 53.6 % 54.2 %	33.6 % 33.1 % 34.1 %	7.2 % 7.3 % 6.9 %	3.3 % 3.2 % 2.8 %	2.4% 2.9% 2.0%	409,798 10,114 77,328
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse	53.5 % 53.6 % 54.2 % 50.2 %	33.6 % 33.1 % 34.1 %	7.2 % 7.3 % 6.9 %	3.3 % 3.2 % 2.8 %	2.4% 2.9% 2.0%	400,798 10,114 77,128 86,174
Military Service No Prior Military Service Currently in Guard Reserves Retired Serviced Services Military Spoose Spoose of Coursel active duty service men Spoose of Coursel active duty service men Spoose of Coursel active duty	53.5 % 53.6 % 54.2 % 50.2 %	33.6 % 33.1 % 34.1 % 34.8 %	7.2 % 7.3 % 6.9 % 8.1 %	3.3 % 3.2 % 2.8 % 3.8 %	2.4% 2.9% 2.0% 3.1% 3.6%	407,798 10,114 77,138 84,174 4,085
Notitary Service to Polor Military Service Convently in Gourd/Reserves Related Separated (Orcharged Military Spoose Spoose of control active duty service mee Spoose of separated or retired service member	53.5 % 53.6 % 54.2 % 50.2 %	33.6 % 33.1 % 34.1 % 34.8 %	7.2 % 7.3 % 6.9 % 8.1 %	3.3 % 3.2 % 2.8 % 3.8 %	2.4% 2.9% 2.0% 3.1%	400,798 10,114 77,128 86,174
Military Service No Prior Military Service Currently in Quard/Reserves Releved Separated/Dicharged Military Sponse Sponse of Separated vibrical service mean Sponse of Separated or military service mean Sponse of Separated or military service member with a defaultility rating of 100%	53.5 % 53.6 % 54.2 % 50.2 % 53.5 % 47.6 %	33.6 % 33.1 % 34.1 % 34.8 % 31.8 % 34.7 %	72 % 73 % 6.9 % 8.1 % 7.3 % 9.4 %	3.3% 3.2% 2.8% 3.8% 3.9%	2.4% 2.9% 2.0% 3.1% 3.6% 3.8%	400,798 10,114 77,338 84,374 6,085 11,234
Notitary Service to Polor Military Service Convently in Gourd/Reserves Related Separated (Orcharged Military Spoose Spoose of control active duty service mee Spoose of separated or retired service member	53.5 % 53.6 % 54.2 % 50.2 % 53.5 % 47.6 %	33.6 % 33.1 % 34.1 % 34.8 %	7.2 % 7.3 % 6.9 % 8.1 %	3.3 % 3.2 % 2.8 % 3.8 %	2.4% 2.9% 2.0% 3.1% 3.6%	405,798 10,114 77,128 80,174 6,085 11,234
Military Service No Prior Military Service Currently in Quard/Reserves Releved Separated/Dicharged Military Sponse Sponse of Separated vibrical service mean Sponse of Separated or military service mean Sponse of Separated or military service member with a defaultility rating of 100%	53.5 % 53.6 % 54.2 % 50.2 % 53.5 % 47.6 %	33.6 % 33.1 % 34.1 % 34.8 % 31.8 % 34.7 %	72 % 73 % 6.9 % 8.1 % 7.3 % 9.4 %	3.3% 3.2% 2.8% 3.8% 3.9%	2.4% 2.9% 2.0% 3.1% 3.6% 3.8%	400,798 10,114 77,338 84,374 6,085 11,234
Military Service No Prior Military Service Currently in Count/Neserves Retired Separated/Discharged Military Spose Spose of current active duty service more Spose of current active duty service more Spose of separated or retired annive manused of separated or retired annive manused or service more active which yet a	53.5 % 53.6 % 54.2 % 50.2 % 53.5 % 47.6 %	33.6 % 33.1 % 34.1 % 34.8 % 31.8 % 34.7 % 32.5 %	7.2 % 7.3 % 6.3 % 8.1 % 7.3 % 9.4 %	3.3 % 3.2 % 2.8 % 3.8 % 3.9 % 4.5 %	2.4% 2.9% 2.0% 3.1% 3.6% 3.8%	405,798 10,114 77,128 80,174 6,085 11,234
Military Service No Prior Military Service Currently in Quard/Reserves Relatived Military Sprained Sprained (Discharged Military Spraine Spraine of current active duty service men Spraine of current active duty service men Sprained or active duty service men with a service prior or stricted service or military with a service prior of 1000x with a service prior of 1000x with a service or company or 1000x with a service or company or 1000x with a service or company or 1000x with a service or company or 1000x with a service or company or 1000x with a service or company or 1000x with a service or company or 1000x with a service or company or 1000x with a service or company or 1000x with a service	53.5 % 53.6 % 54.2 % 50.2 % 53.5 % 47.6 %	33.6 % 33.1 % 34.1 % 34.8 % 31.8 % 34.7 % 32.5 %	7.2 % 7.3 % 6.3 % 8.1 % 7.3 % 9.4 %	3.3 % 3.2 % 2.8 % 3.8 % 3.9 % 4.5 %	2.4% 2.9% 2.0% 3.1% 3.6% 3.8%	405,798 10,114 77,128 80,174 6,085 11,234
Military Service to Prior Military Service Convertly in Quard/Inserves Ratived Supported/Discharges Supported/Discharges Spone of Gravest active duty service man Spone of Gravest active duty service man service units a dissibility rating of 100% while on No on of the categories Stated No on of the categories Stated No on of the categories Stated	53.5 % 53.6 % 54.2 % 50.2 % 53.5 % 47.6 %	33.6 % 33.1 % 34.1 % 34.8 % 31.8 % 34.7 % 32.5 % 33.8 %	7.2 % 7.3 % 6.9 % 8.1 % 7.3 % 9.4 % 12.1 % 7.2 %	3.3% 3.2% 2.8% 3.8% 3.9% 4.5% 5.6% 3.3%	2.4% 2.9% 2.0% 3.1% 3.6% 3.8% 7.0% 2.4%	405,798 10,114 77,128 86,174 6,085 11,234 310 566,553
Military Service No Prior Military Service Currently in Guard/Reserves Relatived Military Sponse Sponse of Services active duty service men Sponse of Services active duty service men Sponse of Services active duty service men with a entire service mensure with a entire service mensure with a entire service mensure with on Military profes of LOSO News of the categories listed NOIC Competition Notice (authority Yes	53.5 % 53.6 % 54.2 % 50.2 % 73.5 % 47.6 % 42.7 % 53.2 %	33.6 % 33.1 % 34.1 % 34.8 % 31.8 % 34.7 % 32.5 % 33.8 %	7.2 % 7.3 % 6.5 % 8.1 % 7.3 % 9.4 % 12.1 % 7.2 %	3.3 % 3.2 % 2.8 % 3.8 % 3.9 % 4.5 % 5.6 % 3.3 %	24% 29% 20% 3.1% 3.6% 3.8% 7.0% 2.4%	400,798 10,114 77,328 86,174 6,085 11,234 310 566,553
Military Service In Sh Prior Military Service Currently in Guard Placence Ratived Simple of Committee Committee Signated Orlocking and Simple of Committee Committee Signate of Guardet active duty service man Signate of Service Committee or Rative duty service man signate of Committee Committee or Rative Committee units and adulability strateg of 10000 units on Orlocking Committee Committee Committee Non or of the categories Stated Non or of the categories Stated No.	53.5 % 53.6 % 54.2 % 50.2 % 73.5 % 47.6 % 42.7 % 53.2 %	33.6 % 33.1 % 34.1 % 34.8 % 31.8 % 34.7 % 32.5 % 33.8 %	7.2 % 7.3 % 6.5 % 8.1 % 7.3 % 9.4 % 12.1 % 7.2 %	3.3 % 3.2 % 2.8 % 3.8 % 3.9 % 4.5 % 5.6 % 3.3 %	24% 29% 20% 3.1% 3.6% 3.8% 7.0% 2.4%	400,798 10,114 77,328 86,174 6,085 11,234 310 566,553
Military Service No Prior Military Service Currently in Guard/Reserves Relatived Separated/Dicharged Separate	53.5 % 53.6 % 54.2 % 50.2 % 47.6 % 42.7 % 53.2 %	33.6 % 33.1 % 34.8 % 34.7 % 32.5 % 33.8 % 32.7 % 33.7 %	72 % 73 % 63 % 81 % 73 % 94 % 12.1 % 72 %	3.3 % 3.2 % 2.8 % 3.8 % 3.9 % 4.5 % 5.6 % 3.3 % 3.8 % 4.4 %	24% 29% 26% 31% 3.6% 3.8% 7.0% 2.4% 4.2% 3.7%	400,798 10,114 77,328 86,174 6,085 11,234 310 566,553 2,692 15,497

(24) I have	trust	and	con	fidence	in m	y su	perviso
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Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	item Response Total**
All Responses	45.4 %	30.7 %	12.6 %	6.4 %	4.9%	621,453
Work Location						
Headquarters	49.5 %	29.3 %	11.1%	5.7 %	4.4%	188,761
Field	42.7 %	31.5 %	13.2 %	7.1 %	5.6 %	287,454
Full-time telework	49.5 %	29.9 %	11.6%	5.2 %	3.7 %	104,233
Supervisory Status						
Senior Leader	63.9 %	23.5 %	7.2 %	3.3 %	2.2 %	10,772
Manager	52.4 %	29.3 %	9.7 %	5.2 %	3.4 %	41,526
Supervisor Team Leader	46.5 % 46.7 %	32.0 % 30.9 %	11.4 %	5.8 % 6.2 %	4.3 %	82,221 79.113
Non-Supervisor	46.7 %	30.5%	13.0%	6.2%	5.3 %	370,884
Sov	44.0.7	30.3 %	13.0 %	0.0 %	3.3 %	370,004
Male	47.6 %	31.1%	11.3 %	5.5%	4.5 %	309.671
Female	44.4 %	29.8 %	13.4%	7.2 %	5.3 %	255,595
Hispanic or Latino						
Yes	43.7 %	29.8 %	13.9 %	6.7 %	5.9 %	60,637
No	46.6 %	30.7 %	11.9 %	6.2 %	4.7 %	506,377
Race						
American Indian/ Alaska Native	35.5 %	30.2 %	17.4 %	8.6 %	8.2 %	10,986
Asian	47.2 %	33.2 %	11.4%	4.5 %	3.7 %	32,934
Black/African American	42.1 %	31.0 %	14.4%	6.6 %	5.9 %	81,430
Native Hawaiian/ Pacific Islander White	41.2 %	30.6 % 30.3 %	14.7 %	7.4 %	6.1%	3,798
Two or more races (Not Hispanic/ Latino)	48.0 %	28.8 %	13.8%	6.1 % 7.4 %	6.9%	396,750 24,406
Two or more races (Not Hispanic/ Latino) Age Group	43.179	20.0 %	13.0 %	7.4%	0.9%	24,405
25 and under	52.6 %	30.2 %	9.8%	4.9%	2.7%	6.891
26-29 years old	48.6 %	30.9 %	11.2%	5.7 %	3.7 %	16,459
30-39 years old	47.9 %	29.5 %	11.2%	6.3 %	5.1%	109,274
40-49 years old	45.6 %	30.2 %	12.2 %	6.7 %	5.3 %	151,270
50-59 years old	45.5 %	30.9 %	12.7 %	6.1 %	4.7 %	191,937
60 or older	45.6 %	31.7 %	12.9 %	5.8 %	4.0 %	91,772
Level of Education						
Less than High School	36.5 %	26.8 %	20.8 %	8.2 %	7.7 %	364
H.S. Diploma/GED or equiv Trade/Technical Certificate	40.9 % 38.4 %	32.9 % 31.9 %	14.5 % 15.8 %	6.5 %	5.2 % 6.6 %	23,705 12.231
Some College (no degree)	41.8 %	31.1%	14.4%	7.0%	5.7 %	75.664
Associate's Degree	40.8 %	31.9%	14.2%	7.2 %	5.9 %	44,212
Bachelor's Degree	46.8 %	31.0 %	11.8%	6.1%	4.4%	203.275
Master's Degree	49.2 %	29.6 %	10.9 %	5.8 %	4.5 %	157,539
Doctoral/Professional Degree	52.6 %	27.6 %	9.9 %	5.7 %	4.2 %	57,029
Pay Category						
Federal Wage System	35.1 %	32.5 %	16.0 %	8.5 %	7.9 %	19,597
GS 1-6	38.8 %	29.8 %	16.1 %	8.1 %	7.3 %	20,701
GS 7-12	43.0 %	31.2 %	13.4 %	6.9 %	5.4 %	240,406
GS 13-15	51.6 %	29.3 %	10.2 %	5.2 %	3.8 %	249,611
SES SL/ST	68.7 % 58.9 %	20.3 %	6.3 % 7.8 %	3.0 % 5.7 %	1.7 %	5,604 2.050
SL/ST Other	58.9 % 43.4 %	24.9 % 33.2 %	7.8 % 12.9 %	6.1%	2.6%	2,050 46,213
Other Time in Federal Government	43.4 %	33.4 %	12.9 %	0.176	1/12	40,213
Time in Federal Government < 1 year	60.9 %	26.2 %	8.4 %	2.2%	2.3 %	1,748
1-3 years	52.1 %	29.6 %	10.2 %	4.9 %	3.2 %	61,361
4-5 years	47.9 %	29.7 %	11.6 %	6.0 %	4.9 %	49,584
6-10 years	46.5 %	30.1 %	11.9 %	6.5 %	5.1 %	101,046
11-14 years	44.7 %	30.8 %	12.6 %	6.7 %	5.3 %	110,229
15-20 years	43.0 %	31.3 %	13.3 %	6.9 %	5.6 %	105,526
> 20 years	45.0 %	31.0 %	13.0 %	6.3 %	4.7 %	155,356
Time with Current Agency						
<1 year	55.1 %	28.2 %	10.2 %	3.6 %	3.0 %	7,161
1-3 years 4-5 years	50.4 % 46.9 %	29.2 % 29.7 %	11.0 %	5.4 % 6.5 %	4.1%	94,788 65.546
4-5 years 6-10 years	46.9 %	30.3 %	12.4%	6.5 %	5.2%	106,953
	43.8%	31 3 %	12.9%	67%	53%	103 550
11-14 years 15-20 years	43.8 % 42.7 %	31.3 % 31.7 %	12.9 %	6.7 %	5.3 % 5.3 %	103,550 93,017

	my supervisor

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	45.4 %	30.7 %	12.6 %	6.4%	4.9%	621,453
Leaving Before Covid						
No	51.4 %	30.6 %	10.4 %	4.7 %	2.9 %	425,900
Yes, to retire	41.4 %	33.0 %	14.3 %	6.6%	4.7 %	35,536
Yes, to other job in Govt	29.5 %	29.7 %	18.2 %	11.6 %	11.0 %	85,102
Yes, to other job outside Govt	34.2 %	29.9 %	15.4 %	10.3 %	10.2 %	13,993
Yes, other	27.6 %	28.2 %	19.1 %	11.5 %	13.6 %	15,538
Leaving Today						
No	53.5 %	30.7 %	9.7 %	4.0 %	2.2 %	391,318
Yes, to retire	39.9 %	32.9 %	14.9 %	7.3 %	5.0 %	40,061
Yes, to other job in Govt	29.0 %	29.7 %	18.1 %	12.0 %	11.2 %	91,060
Yes, to other job outside Govt	31.2 %	29.1 %	16.0 %	11.7 %	12.1 %	19,056
Yes, other Retire Before Covid	27.8 %	28.3 %	19.1 %	11.7%	13.0 %	22,823
Less than 1 year	44.4 %	31.2 %	13.1 %	6.4%	5.0%	14.588
Less than 1 year 1 year	44.4 %	31.2 %	13.1 %	6.4 %	5.0 %	14,588 16,516
1 year 2 years	43.3 %	32.5 %	13.4 %	6.3 %	4.5%	16,516 32.515
2 years 3 years	42.5 %	31.6%	13.9 %	6.6%	4.6%	32,313
4 years	43.7 %	31.5 %	13.5 %	6.7 %	4.6 %	21.333
5 years	43.2 %	31.3 %	13.7 %	6.6%	5.1%	42.030
More than 5 years	47.1 %	30.1 %	11.8%	6.2 %	4.9 %	412,228
Retire Today						
Less than 1 year	39.3 %	30.6 %	14.5 %	8.2 %	7.4%	20,260
1 year	39.9 %	31.7 %	15.3 %	7.5 %	5.7 %	19,395
2 years	42.7 %	32.1 %	13.9 %	6.6 %	4.7 %	32,247
3 years	44.1 %	31.4 %	13.4 %	6.5 %	4.5 %	30,009
4 years	44.6 %	31.8 %	13.1 %	6.3 %	4.3 %	20,090
5 years	44.2 %	31.3 %	13.5 %	6.2 %	4.8 %	39,805
More than 5 years	47.5 %	30.1 %	11.6 %	6.1 %	4.7 %	402,042
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ing Women From Ge	nder Ideology Extremism	and Restoring Biolo	gical Truth to the Federal Go	vernment.
Item has been redacted in response to Executive	0-4		and an indicated and Producers Income		of and Treath to the Feederal Co	
item has been reducted in response to executive	Draw (EU) 14166 Delena	ing women From Ge	nder ideology Extremism	and Kestoring Biolo	gical from to the regeral Go	vernment.
	1	1				
Military Service						
No Prior Military Service	46.2 %	30.5 %	12.3 %	6.4 %	4.6 %	409,723
No Prior Military Service Currently in Guard/Reserves	46.2 % 46.4 %	30.5 % 30.4 %	12.3 % 11.2 %	6.4 % 6.2 %	4.6 % 5.8 %	409,723 10,109
	10.2.10					
Currently in Guard/Reserves Retired Separated/Discharged	46.4 %	30.4 %	11.2 %	6.2 %	5.8 %	10,109
Currently in Guard/Reserves Retired Separated/Discharged Military Spouse	46.4 % 48.2 % 43.4 %	30.4 % 30.7 % 30.5 %	11.2 % 11.5 % 13.1 %	6.2 % 5.4 % 6.8 %	5.8 % 4.2 % 6.2 %	10,109 77,258 86,173
Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem	46.4 % 48.2 %	30.4 %	11.2 %	6.2 % 5.4 %	5.8 %	10,109 77,258
Currently in Guard/Reserves Retired Separated/Discharged Millitary Spouse Spouse of current active duty service mem Spouse of separated or retired service	46.4 % 48.2 % 43.4 % 46.1 %	30.4 % 30.7 % 30.5 % 27.3 %	11.2 % 11.5 % 13.1 %	6.2 % 5.4 % 6.8 %	5.8 % 4.2 % 6.2 %	10,109 77,258 86,173 6,079
Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member	46.4 % 48.2 % 43.4 %	30.4 % 30.7 % 30.5 %	11.2 % 11.5 % 13.1 %	6.2 % 5.4 % 6.8 %	5.8 % 4.2 % 6.2 %	10,109 77,258 86,173
Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or retired service	46.4 % 48.2 % 43.4 % 46.1 %	30.4 % 30.7 % 30.5 % 27.3 %	11.2 % 11.5 % 13.1 %	6.2 % 5.4 % 6.8 %	5.8 % 4.2 % 6.2 %	10,109 77,258 86,173 6,079
Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service men Spouse of esparated or retired service member with a disability rating of 100% www.oreyr or a service member swife or service member within a disability rating of 100%	46.4 % 48.2 % 43.4 % 46.1 % 41.0 %	30.4 % 30.7 % 30.5 % 27.3 % 28.5 %	11.2 % 11.5 % 13.1 % 12.4 %	6.2% 5.4% 6.8% 7.4%	5.8% 4.2% 6.2% 6.8%	14,1999 77,238 86,273 6,079 11,235
Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service men Spouse of separated or retired service member with a disability rating of 100% waxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx	46.4 % 48.2 % 43.4 % 46.1 % 41.0 % 36.2 %	30.4 % 30.7 % 30.5 % 27.3 % 28.5 % 30.7 %	11.2 % 11.5 % 13.1 % 12.4 % 15.4 %	6.2% 5.4% 6.8% 7.4% 7.9%	5.8% 4.2% 6.2% 6.8% 7.2%	10,109 77,258 86,173 6,079 11,235
Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service men Spouse of esparated or retired service member with a disability rating of 100% www.oreyr or a service member swife or service member within a disability rating of 100%	46.4 % 48.2 % 43.4 % 46.1 % 41.0 % 36.2 %	30.4 % 30.7 % 30.5 % 27.3 % 28.5 % 30.7 %	11.2 % 11.5 % 13.1 % 12.4 % 15.4 %	6.2% 5.4% 6.8% 7.4% 7.9%	5.8% 4.2% 6.2% 6.8% 7.2%	14,1999 77,238 86,273 6,079 11,235
Currently in Guard/Receives Retired Separated/Discharged Military Spouse Spouse of current active duty service men Spouse of separated or retired service member with a disability rating of 100% which an disability rating of 100% None of the categories listed Note Competition Wring Authority Yes	46.4 % 48.2 % 43.4 % 46.1 % 41.0 % 36.2 % 46.1 %	30.4 % 30.7 % 30.5 % 27.3 % 28.5 % 30.7 % 30.6 %	11.2 % 11.5 % 13.1 % 12.4 % 15.4 % 15.3 % 12.2 %	52% 54% 68% 74% 7.9% 7.7% 6.2%	5.8% 4.2% 6.2% 6.8% 7.2% 10.1% 4.8%	10,1009 77,258 86,172 6,079 11,235 308 566,408
Currently in Quard/Reserves Restred Separated/Discharged Military Spoose Spoose of superated active duty service men Spoose of superated or retired service units a distallity rating of DION womovey or a service immune serve while our moment of the control of the while of the control of the control while of the control of the control while our active of the control Note Compatible Military Authority	46.4 % 48.2 % 43.4 % 46.1 % 41.0 % 36.2 % 46.1 %	30.4 % 30.7 % 30.5 % 27.3 % 28.5 % 30.7 % 30.6 %	11.2 % 11.5 % 13.1 % 12.4 % 15.4 % 15.3 % 12.2 %	6.2 % 5.4 % 6.8 % 7.4 % 7.9 % 7.7 % 6.2 %	5.5% 4.2% 6.2% 6.8% 7.2% 10.1% 4.8%	10,1999 77,258 86,173 6,079 11,235 308 566,408
Currently in Guard Reserves Retained Reparated O'lischarged Mailters Space Space of Current active didy service man Space of despirated or refered arrive with a disablishing yating of 2009; waterings you advise a minimum arriver which a disablishing you advise a minimum arriver which are a disablished Notice Competitive Writing Authority Yes No	46.4 % 48.2 % 43.4 % 46.1 % 41.0 % 36.2 % 46.1 %	30.4 % 30.7 % 30.5 % 27.3 % 28.5 % 30.7 % 30.6 %	11.2 % 11.5 % 13.1 % 12.4 % 15.4 % 15.3 % 12.2 %	52% 54% 68% 74% 7.9% 7.7% 6.2%	5.8% 4.2% 6.2% 6.8% 7.2% 10.1% 4.8%	10,1009 77,258 86,273 6,079 11,235 308 566,408

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.8 %	29.4 %	14.0 %	4.7 %	3.1%	623,361
Work Location						
Headquarters	51.9 %	28.7 %	12.6 %	4.2 %	2.8 %	189,339
Field	46.1 %	29.9 %	15.1 %	5.2 %	3.6 %	288,408
Full-time telework	54.4 %	28.0 %	11.9 %	3.5 %	2.3 %	104,542
Supervisory Status						
Senior Leader	64.4 %	24.2 %	7.4 %	2.5 %	1.5 %	10,829
Manager	52.8 % 48.1 %	29.9 % 31.6 %	11.4%	3.4%	2.4%	41,715 82 502
Supervisor Team Leader	48.1 % 49.0 %	31.6%	13.2 %	4.2 %	2.8 %	
Non-Supervisor	48.9 %	29.6 %	14.2 %	4.7%	3.3 %	79,347 371,985
Sex	40.3 %	20.7 %	14.17	4.0.7	3.3 //	372,363
Male	50.4 %	29.2 %	13.1%	4.3 %	3.0 %	310,766
Female	48.4 %	29.1%	14.4%	4.9 %	3.2 %	256,360
Hispanic or Latino						
Yes	46.9 %	28.4 %	15.7 %	5.2 %	3.9 %	60,827
No	49.9 %	29.3 %	13.4 %	4.5 %	3.0 %	508,059
Race						
American Indian/ Alaska Native	39.2 %	28.9 %	18.3 %	8.0%	5.8 %	11,040
Asian Riack/African American	49.5 % 47.7 %	30.5 % 29.5 %	13.5 %	3.8 % 4.5 %	2.7 %	33,052 81,758
Black/African American Native Hawaiian/ Pacific Islander	47.7%	29.5 %	14.9%	62%	42%	81,758 3.808
Native Hawaiiany Pacific Islander White	50.8 %	29.1%	12.9 %	4.4%	2.8%	3,006
Two or more races (Not Hispanic/ Latino)	46.1 %	28.1%	15.6 %	5.5%	4.6 %	24,494
Age Group						
25 and under	53.4 %	29.9 %	12.0 %	2.9 %	1.7 %	6,909
26-29 years old	50.1 %	29.7 %	13.9 %	4.1%	2.2 %	16,503
30-39 years old	48.7 %	29.1 %	13.9 %	4.9 %	3.3 %	109,505
40-49 years old	48.0 %	29.3 %	14.2 %	4.9 %	3.5 %	151,641
50-59 years old	50.1 %	29.2 %	13.3 %	4.4%	3.0 %	192,585
60 or older Level of Education	51.9 %	28.7 %	12.9 %	3.9 %	2.5 %	92,337
	42.6 %	24.1 %	19.8 %	6.7 %	6.8%	371
Less than High School H.S. Diploma/GED or equiv	48.2 %	28.5 %	14.8 %	4.7%	3.7%	23,837
Trade/Technical Certificate	43.8 %	29.5 %	16.2 %	6.2 %	4.2%	12,290
Some College (no degree)	47.3 %	28.5 %	15.3 %	5.4%	3.6 %	75,970
Associate's Degree	45.7 %	29.4%	15.5 %	5.6%	3.8 %	44,345
Bachelor's Degree	49.5 %	29.9 %	13.4 %	4.3 %	2.8 %	203,901
Master's Degree	50.8 %	29.4 %	12.7 %	4.1%	2.9 %	157,982
Doctoral/Professional Degree	55.3 %	26.8 %	11.4 %	4.0 %	2.6 %	57,197
Pay Category						
Federal Wage System	39.5 %	29.7 %	18.2 %	7.2 %	5.3 %	19,692
65 1-6	43.9 %	27.9 %	16.8 %	6.3 %	4.9 %	20,801
65 7-12 65 13-15	47.1 % 53.6 %	29.6 %	14.9 %	5.1 % 3.6 %	3.4%	241,113 250.319
65 13-15 SES	53.6 % 68.3 %	28.7 %	11.6%	2.0%	1.2%	250,319 5,632
SL/ST	68.3 %	25.2 %	8.8%	3.1%	2.1%	5,63Z 2,069
Other	47.7 %	30.6 %	14.3 %	4.6%	2.8 %	46,425
Time in Federal Government						
<1 year	61.2 %	26.3 %	8.5 %	2.3 %	1.7 %	1,753
1-3 years	53.8 %	28.5 %	12.0 %	3.6 %	2.1 %	61,511
4-5 years	49.7 %	28.8 %	13.7 %	4.6 %	3.1 %	49,694
6-10 years	48.9 %	29.2 %	13.8 %	4.9 %	3.2 %	101,345
11-14 years	47.8 %	29.5 %	14.3 %	5.0%	3.4 %	110,500
15-20 years	46.7 %	29.6 %	14.9 %	5.1%	3.6%	105,925 155,979
> 20 years	50.1 %	29.2 %	13.4 %	4.3 %	3.0 %	155,979
Time with Current Agency <1 year	57.5 %	27.5 %	9.9 %	2.7 %	2.4 %	7,180
<1 year 1-3 years	57.5 % 52.2 %	27.5 %	12.5 %	4.1%	2.6%	7,180 95,022
4-5 years	49.2 %	28.7 %	13.8 %	4.9%	3.4%	65,729
6-10 years	48.3 %	29.3 %	14.2 %	4.9 %	3.4 %	107,269
11-14 years	47.4 %	29.7 %	14.5 %	5.0 %	3.4 %	103,859
15-20 years	46.9 %	29.8 %	14.8 %	5.0 %	3.4 %	93,365
> 20 years	51.0 %	29.3 %	13.0 %	4.0 %	2.7 %	114,162

(25) Overall.	how good a lob	do vou feel is bein	a done by your is	mmediate supervisor	?

			diate supervisor? Neither Agree			
Demographics	Strongly Agree	Agree	nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.8 %	29.4 %	14.0 %	4.7 %	3.1%	623,361
eaving Before Covid						
No	54.9 %	28.8 %	11.3 %	3.2 %	1.8 %	427,162
Yes, to retire	46.9 %	30.9 %	14.9 %	4.4%	2.9 %	35,721
Yes, to other job in Govt	31.8 %	30.2 %	21.6 %	9.3 %	7.1 %	85,273
Yes, to other job outside Govt	35.6 %	30.5 %	19.2 %	8.1 %	6.7 %	14,045
Yes, other	30.7 %	29.0 %	21.6%	9.7 %	9.1 %	15,566
eaving Today						
No	57.0 %	28.7 %	10.3 %	2.6 %	1.3 %	392,492
Yes, to retire	45.3 %	31.0 %	15.6%	4.8 %	3.3 %	40,260
Yes, to other job in Govt	30.9 %	30.0 %	22.1%	9.6 %	7.3 %	91,272
Yes, to other job outside Govt	32.8 %	29.4 %	20.6 %	9.4 %	7.8 %	19,124
Yes, other	30.6 %	29.5 %	21.5 %	9.5 %	8.8 %	22,881
Retire Before Covid						
Less than 1 year	49.3 %	29.5 %	13.6 %	4.3 %	3.3 %	14,674
1 year	48.7 %	30.4 %	13.9 %	4.0 %	2.9 %	16,597
2 years	48.8 %	30.2 %	13.8 %	4.4%	2.7 %	32,644
3 years	48.7 %	29.5 %	14.3 %	4.7 %	2.8 %	32,428
4 years	48.7 %	29.7 %	14.1%	4.5 %	3.0 %	21,416
5 years	48.4 %	29.2 %	14.2 %	4.8%	3.3 %	42,214
More than 5 years	49.6 %	29.0 %	13.6 %	4.6%	3.1%	413,222
Retire Today						
Less than 1 year	44.3 %	28.8 %	15.9 %	5.9%	5.1%	20.366
1 year	44.9 %	30.5 %	15.6 %	5.3 %	3.7 %	19.486
2 years	48.1 %	30.2 %	14.3 %	4.5 %	2.9 %	32.410
3 years	49.6 %	28.9 %	14.1 %	4.6%	2.8%	30,126
Awar	49.6 %	20.0 %	19 E W	424	2.04	20 171
4 years	49.6 %	29.8 %	13.5 %	4.3 %	2.8%	20,171
5 years	49.1 %	29.5 %	14.0 %	4.4 %	2.9 %	39,974
5 years More than 5 years	49.1 % 50.0 %	29.5 % 29.0 %	14.0 % 13.4 %	4.4 % 4.5 %	2.9 % 3.0 %	39,974 403,037
5 years	49.1 % 50.0 %	29.5 % 29.0 %	14.0 % 13.4 %	4.4 % 4.5 %	2.9 % 3.0 %	39,974 403,037
5 years More than 5 years	49.1 % 50.0 %	29.5 % 29.0 %	14.0 % 13.4 %	4.4 % 4.5 %	2.9 % 3.0 %	39,974 403,037
5 years More than 5 years tem has been redacted in response to Executive	49.1 % 50.0 % Order (EO) 14168 Defendi	29.5 % 29.0 % ng Women From Ge	14.0 % 13.4 % Inder Ideology Extremism	4.4 % 4.5 % and Restoring Biolo	2.9 % 3.0 % gical Truth to the Federal Go	39,974 403,037 verement.
5 years More than 5 years	49.1 % 50.0 % Order (EO) 14168 Defendi	29.5 % 29.0 % ng Women From Ge	14.0 % 13.4 % Inder Ideology Extremism	4.4 % 4.5 % and Restoring Biolo	2.9 % 3.0 % gical Truth to the Federal Go	39,974 403,037 verement.
5 years More than 5 years tem has been redacted in response to Executive	49.1 % 50.0 % Order (EO) 14168 Defendi	29.5 % 29.0 % ng Women From Ge	14.0 % 13.4 % Inder Ideology Extremism	4.4 % 4.5 % and Restoring Biolo	2.9 % 3.0 % gical Truth to the Federal Go	39,974 403,037 verement.
5 years More than 5 years tem has been redacted in response to Executive	49.1 % 50.0 % Order (EO) 14168 Defendi	29.5 % 29.0 % ng Women From Ge	14.0 % 13.4 % Inder Ideology Extremism	4.4 % 4.5 % and Restoring Biolo	2.9 % 3.0 % gical Truth to the Federal Go	39,974 403,037 verement.
5 years More than 5 years tem has been redacted in response to Executive	49.1 % 50.0 % Order (EO) 14168 Defendi	29.5 % 29.0 % ng Women From Ge	14.0 % 13.4 % Inder Ideology Extremism	4.4 % 4.5 % and Restoring Biolo	2.9 % 3.0 % gical Truth to the Federal Go	39,974 403,037 verement.
5 years More than 5 years teen has been reducted in response to Executive teen has been reducted in response to Executive teen has been reducted in response to Executive	49.1 % 50.0 % Order (EO) 14168 Defendi	29.5 % 29.0 % ng Women From Ge	14.0 % 13.4 % Inder Ideology Extremism	4.4 % 4.5 % and Restoring Biolo	2.9 % 3.0 % gical Truth to the Federal Go	39,974 403,037 verement.
S years More than 5 years More than 5 years term has been reducted in response to Executive term has been reducted in response to Executive term has been reducted in response to Executive Military Service	49.1 % 50.0 % Order (EO) 14168 Defendi	29.5 % 29.0 % ng Women From Ge	14.0 % 13.4 % Inder Ideology Extremism	4.4 % 4.5 % and Restoring Biolo	2.9 % 3.0 % gical Truth to the Federal Go	39,974 403,037 extenset.
5 years More than 5 years tem has been redicted in response to Executive tem has been redicted in response to Executive tem has been redicted in response to Executive Military Service No Prior Military Service	49.1 % 50.0 % Order (EO) 14168 Defendi	29.5 % 29.0 % eg Women From Ge eg Women From Ge	14.0 % 13.4 % inder Ideology Extremism inder Ideology Extremism 13.7 %	4.4 % 4.5 % and Restoring Biolo and Restoring Biolo 4.5 %	2.9 % 3.0 % gical Truth to the Federal Go gical Truth to the Federal Go 3.0 %	39,374 403,037 werement. 410,949
5 years More (than 5 years teen has been reducted in response to Executive teen has been reducted in response to Executive teen has been reducted in response to Executive difficulty Service No Prior Military Service Currently in Count/Reserves	49.1 % 50.0 % Order (EO) 14168 Defendi Order (EO) 14168 Defendi 49.5 % 46.8 %	29.5 % 29.0 % eg Women From Ge eg Women From Ge 29.4 % 29.9 %	14.0 % 13.4 % inder Ideology Extremism inder Ideology Extremism 13.7 % 14.3 %	4.4 % 4.5 % and Restoring Biolo and Restoring Biolo 4.5 % 4.9 %	2.9 % 3.0 % gical Truth to the Federal Go gical Truth to the Federal Go 3.0 % 4.1 %	39,74 403,077 wommand. 403,077 410,549 10,545
5 years More than 5 years term has been redected in response to Executive term	49.1 % 50.0 % Onder (EO) 14168 Defendi Order (EO) 14168 Defendi 49.5 % 46.8 % 51.7 %	29.5 % 29.0 % eg Women From Ge ag Women From Ge 29.4 % 29.9 % 28.9 %	14.0 % 13.4 % 13.4 % Indeed of the of the office of the of	4.4 % 4.5 % and Restoring Biolo and Restoring Biolo 4.5 % 4.9 % 4.1 %	2.9 % 3.0 % gical Truth to the Federal Go gical Truth to the Federal Go 3.0 % 4.1 % 2.6 %	\$9,974 403,037 werement. 410,949 10,145 77,586
S years More than S years teen has been reducted in response to Executive teen has been reducted in response to Executive difficulty Service No Prior Military Service Currently in Goard/Reserves Retired Separated/Discharged	49.1 % 50.0 % Order (EO) 14168 Defendi Order (EO) 14168 Defendi 49.5 % 46.8 %	29.5 % 29.0 % eg Women From Ge eg Women From Ge 29.4 % 29.9 %	14.0 % 13.4 % inder Ideology Extremism inder Ideology Extremism 13.7 % 14.3 %	4.4 % 4.5 % and Restoring Biolo and Restoring Biolo 4.5 % 4.9 %	2.9 % 3.0 % gical Truth to the Federal Go gical Truth to the Federal Go 3.0 % 4.1 %	39,974 402,037 werennest. 402,549 10,345
S years More than 5 years term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive Military Service No Prior Military Service Currently in Count/Miserses Retired Separated/Discharged Military Sponse	49.1 % 50.0 % Onder (EO) 34168 Defendi Order (EO) 34168 Defendi 49.5 % 46.8 % 51.7 % 47.1 %	29.5 % 29.0 % or Women From Ge g Women From Ge 29.4 % 29.9 % 28.9 % 28.6 %	14.0 % 13.4 % 13.4 % idealogy Extremism idealogy Extremism 13.7 % 14.3 % 12.8 % 14.8 %	4.4 % 4.5 % and Restoring Biolo and Restoring Biolo 4.5 % 4.9 % 4.1 % 5.5 %	2.9 % 3.0 % 3.0 % 3.0 % 3.0 % 4.1 % 2.6 % 4.0 %	39,374 403,037 werement. 410,949 10,145 77,566 86,433
S years More than S years teen has been reducted in response to Executive teen has been reducted in response to Executive diffusing Service No Pint Milliary Service Currently in Guard/Reserves Retired Separated/Dischurged diffusing Spouse Spouse of Current active duty service me	49.1 % 50.0 % Onder (EO) 14168 Defendi Order (EO) 14168 Defendi 49.5 % 46.8 % 51.7 %	29.5 % 29.0 % eg Women From Ge ag Women From Ge 29.4 % 29.9 % 28.9 %	14.0 % 13.4 % 13.4 % Indeed of the of the office of the of	4.4 % 4.5 % and Restoring Biolo and Restoring Biolo 4.5 % 4.9 % 4.1 %	2.9 % 3.0 % gical Truth to the Federal Go gical Truth to the Federal Go 3.0 % 4.1 % 2.6 %	39,374 403,037 werement. 410,049 10,145 77,586
S years More than S years term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive Milliany Service No Prior Milliany Service Currently in Guard/Reserves Retired Executive of the Comment of the Comment Seption of Comment active duty service mes Septions of Comment active duty service mes Septions of Comment active duty service mes	49.1 % 50.0 % Onder (EO) 34168 Defendi Order (EO) 34168 Defendi 49.5 % 46.8 % 51.7 % 47.1 %	29.5 % 29.0 % or Women From Ge g Women From Ge 29.4 % 29.9 % 28.9 % 28.6 %	14.0 % 13.4 % 13.4 % idealogy Extremism idealogy Extremism 13.7 % 14.3 % 12.8 % 14.8 %	4.4 % 4.5 % and Restoring Biolo and Restoring Biolo 4.5 % 4.9 % 4.1 % 5.5 %	2.9 % 3.0 % 3.0 % 3.0 % 3.0 % 4.1 % 2.6 % 4.0 %	39,374 403,037 werement. 410,949 10,145 77,566 86,433
S years More than S years term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive Milliany Service No Prior Milliany Service Currently in Guard/Reserves Retired Executive of the Comment of the Comment Seption of Comment active duty service mes Septions of Comment active duty service mes Septions of Comment active duty service mes	49.1 % Order (EO) 14168 Defendi Order (EO) 14168 Defendi 49.5 % 46.8 % 51.7 % 47.1 %	29.5 % 29.0 % og Women From Ge Women From Ge 29.4 % 29.9 % 28.6 %	14.0 % 13.4 % Index ideology Extremism idea ideology Extremism 13.7 % 14.3 % 12.8 % 14.8 %	4.4 % 4.5 % and Restoring Biolo and Restoring Biolo 4.5 % 4.9 % 4.1 % 5.5 % 5.5 %	2.9 % 3.0 % gical Truth to the Federal Go gical Truth to the Federal Go 3.0 % 4.1 % 2.6 % 4.0 %	39,374 403,037 veroment. 410,949 10,145 77,586 86,433 6,111
S years More than's years term has been redicted in response to Executive term has been redicted in response to Executive term has been redicted in response to Executive term has been redicted in response to Executive Military Service No Prior Military Service Currently in Cauself Reserves Retired Separated (Psichurged Military Service Separated Cylichurged Separated Cyli	49.1 % Order (EO) 14168 Defendi Order (EO) 14168 Defendi 49.5 % 46.8 % 51.7 % 47.1 %	29.5 % 29.0 % og Women From Ge Women From Ge 29.4 % 29.9 % 28.6 %	14.0 % 13.4 % Index ideology Extremism idea ideology Extremism 13.7 % 14.3 % 12.8 % 14.8 %	4.4 % 4.5 % and Restoring Biolo and Restoring Biolo 4.5 % 4.9 % 4.1 % 5.5 % 5.5 %	2.9 % 3.0 % gical Truth to the Federal Ge gical Truth to the Federal Ge 3.0 % 4.1 % 2.6 % 4.0 %	39,374 403,037 veroment. 403,037 410,949 10,141 77,586 86,433 6,111
S years More than S years term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive More Hollismy Service No Prior Military Service Coursetly in Guard Reserves Rederad Separad Discharged Separad Course of the Service mee Separad departed or retired annice remember within an elastifity rating of 1000** within an elastifity rating of 1000** within an elastifity rating of 1000** white on	49.1 % 50.0 % Order (E0) 34168 Defendi Order (E0) 14168 Defendi 49.5 % 48.8 % 51.7 % 47.1 % 42.2 % 44.8 %	29.5 % 29.0 % 98 Women From Ge women From Ge 29.4 % 29.9 % 28.6 % 27.2 % 28.6 %	14.0 % 13.4 % Index ideology Extremism oder ideology Extremism 13.7 % 14.3 % 12.8 % 15.2 % 15.8 %	4.4 % 4.5 % and Restoring Biolo and Restoring Biolo 4.5 % 4.9 % 4.1 % 5.5 % 5.8 %	2.9 % 3.0 % gical Truth to the Federal Go gical Truth to the Federal Go 3.0 % 4.1 % 2.6 % 4.0 %	39,374 403,037 veroment. 403,037 410,549 10,145 77,566 66,433 6,111 11,299
S years More than's years term has been redicted in response to Executive term has been redicted in response to Executive term has been redicted in response to Executive term has been redicted in response to Executive term has been redicted in response to Executive term has been redicted in response to Executive term has been redicted in response to Executive term has failure y Service special properties of current active duty service mes Seption of current active duty service mes Seption of current active duty service mes Seption of current active duty service mes Seption of current active duty service mes Seption of current active duty service mes Seption of current active duty service mes with a enablity rating of 100% with a current current active duty service mes while on	49.1 % SO.0 % Order (EO) 1416E Defendi	29.5 % 29.0 % g Women From Ge g Women From Ge 29.4 % 29.9 % 28.6 % 27.2 % 28.6 % 28.2 %	14.0 % 13.4 % idear Ideatogy Extremium der Ideatogy Extremium 13.7 % 14.3 % 12.8 % 15.8 % 15.8 %	4.4 % 4.5 % and Restoring Biolo and Restoring Biolo and Restoring Biolo 4.5 % 4.9 % 4.1 % 5.5 % 5.8 % 6.1 %	2.9 % 3.0 % dod Yruth to the Federal Go dod Truth to the Federal Go 3.0 % 4.1 % 2.5 % 4.0 % 5.0 %	30,374 400,037 wormment. 410,040 10,145 77,064 64,037 6,111 11,299 308
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S years More than S years term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive No Prior Military Service Currently in Guard/Reserves Retired Service and Reserves Retired Service and Reserves Service of current development Service of current development with a disability rating of 1000 white on the Catagories Stated ONCO Competitive Storing Authority Vis No No	49.1 % Chefe (CO) 14168 Defends	29.5 % 29.0 % g Women From Ge Women From Ge 29.4 % 29.9 % 28.6 % 27.2 % 28.2 % 29.2 %	14.0 % 13.4 % ofer idealogy Extremism 12.7 % 14.3 % 12.8 % 15.2 % 15.6 % 13.7 %	4.4 % 4.5 % 4.5 % and Restoring Biolo and Restoring Biolo and Restoring Biolo 4.5 % 4.5 % 4.1 % 5.5 % 5.2 % 6.1 % 4.6 %	2.9 % 3.0 % coal Youth to the Federal Go 3.0 % 4.1 % 2.6 % 4.0 % 4.0 % 5.0 % 10.7 % 3.0 %	30,374 403,037 werement. 410,549 10,145 77,046 86,439 6,111 11,299 308 556,182
S years More than's years term has been redicted in response to Executive term has been redicted in response to Executive term has been redicted in response to Executive term has been redicted in response to Executive term has been redicted in response to Executive term has been redicted in response to Executive No Prior Military Service Restrict Separated (Service Harder) Separated (Service Harder) Separated (Service Harder) Separated (Service Harder) Separated (Service Harder) Separated (Service Harder) None of the Categories Stated (ONE Competter Harder) No No	45.1% 50.0% (IO) Intia Dehedi Color (IO) Intia Dehedi	29.5 % 29.5 % 29.5 % 29.5 % 29.5 % 29.5 % 29.5 % 22.5 % 22.5 % 22.5 % 22.5 % 22.3 % 22.3 % 22.3 % 22.3 %	14.0 % 34	4.4 % 4.5% and Restoring Biolo and Restoring Biolo and Restoring Biolo 4.5% 4.9% 4.5% 5.5% 5.5% 5.5% 5.6% 6.1% 4.5% 6.4% 5.6%	2.9 % 3.0 % goal Truth to the Federal Go 3.0 % 4.1 % 2.5 % 4.0 % 5.0 % 10.7 % 3.0 % 5.1 % 5.0 %	39,974 403,977 werement. 403,977 410,949 10,145 77,586 86,433 6,111 11,299 308 566,182 2,099 15,5513
S years More than S years term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive term has been redected in response to Executive No Prior Military Service Currently in Guard/Reserves Retired Service and Reserves Retired Service and Reserves Service of current development Service of current development with a disability rating of 1000 white on the Catagories Stated ONCO Competitive Storing Authority Vis No No	49.1 % SOO % Order (CO) 14168 Defends Order (CO) 14168 Defends Order (CO) 14168 Defends Order (CO) 14168 Defends Order (CO) 14168 Order (CO) 1	29.5 % 29.0 % Women From Ge Women From Ge 29.4 % 29.9 % 28.6 % 28.6 % 28.2 % 29.2 % 28.6 % 28.2 % 29.2 % 28.6 % 28.2 % 29.2 %	14.0 % 13.4 % 13.4 % 13.4 % 14.6 % 14.6 % 14.3 % 14.3 % 15.2 % 15.2 % 15.2 % 15.2 %	4.4 % 4.5% and Restoring Blodo and Restoring Blodo 4.5% 4.9% 4.1% 5.5% 5.2% 6.1% 4.5%	2.9 % 3.0 % goal Truth to the Federal Go 3.0 % 4.1 % 4.9 % 5.0 % 10.7 % 3.0 %	39,374 403,037 veroment. 403,037 403,037 410,949 10,145 77,586 86,433 6,111 11,299 308 568,182 2,099

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.2 %	34.6 %	23.6 %	14.9 %	10.8 %	610,089	10,495
Work Location							
Headquarters	19.0 %	36.8 %	21.7 %	13.3 %	9.2 %	186,820	2,464
Field	13.8 %	32.4 %	24.3 %	16.5 %	13.0 %	283.419	4,764
Full-time telework	19.6 %	38.4 %	22.9 %	11.8 %	7.4 %	102,148	2,300
Supervisory Status							
Senior Leader	42.1%	36.7 %	11.2 %	5.9 %	4.1%	10,795	25
Manager	21.2 %	37.6 %	19.3 %	13.2 %	8.6 %	41,513	147
Supervisor	15.6 %	36.3 %	22.9 %	15.0 %	10.2 %	81,879	605
Team Leader	14.7 %	34.8 %	23.6 %	15.7 %	11.2 %	78,426	880
Non-Supervisor	15.8 %	34.2 %	24.0 %	14.8 %	11.2 %	363,714	8,013
Sex							
Male	16.6 %	34.6 %	23.2 %	14.4 %	11.1 %	306.142	4,323
Female	16.7%	35.8 %	23.0 %	14.7 %	9.7 %	251,469	4,761
Hispanic or Latino				2	\$11.12	,	.,
Yes	17.1 %	32.5 %	23.0%	14.8%	12.6%	59.904	881
No	16.5 %	35.4 %	23.2 %	14.6 %	10.4 %	499,383	8,286
Race							
American Indian/ Alaska Native	12.9 %	31.9 %	25.5 %	16.4 %	13.4 %	10,836	188
Asian	20.9 %	40.5 %	21.5 %	9.6%	7.5 %	32.372	637
Black/African American	18.1 %	37.0%	23.2%	12.4 %	9.3 %	80,102	1,532
Native Hawaiian/ Parifir Islander	18.3 %	33.9 %	23.1%	12.8 %	11.9%	3.745	49
White	16.2 %	34.7 %	23.1%	15.3 %	10.7%	391.848	5,908
Two or more races (Not Hispanic/ Latino)	14.9 %	31.4%	23.5 %	15.7 %	14.5 %	24,014	469
Age Group		*****					
25 and under	17.9 %	38.8 %	22.2 %	12.7 %	8.4%	6,776	123
26-29 years old	15.7 %	34.5 %	23.0 %	15.5 %	11.2%	16,209	279
30-39 years old	15.1 %	32.5 %	22.6%	16.4 %	13.4%	107,808	1,674
40-49 years old	15.5 %	33.7 %	22.8%	15.8 %	12.3 %	149.373	2.226
SO-59 years old	17.4%	36.6%	23.4%	13.5%	9.1%	189,475	2.996
60 or older	18.8 %	37.6 %	24.4 %	12.1 %	7.1%	90,269	1,838
Level of Education	10.0 %	37.0 %	244.4	11.1 %	7.2.70	30,103	1,030
Less than High School	16.1 %	28.9%	28.7%	12.9%	13.4%	357	10
H.S. Diploma/GED or equiv	16.0 %	34.4 %	25.5 %	13.6 %	10.4%	23,324	467
Trade/Technical Certificate	13.2 %	31.9%	26.1%	163%	12.5%	12 083	202
Some College (no degree)	15.5 %	33.3 %	24.6%	15.0 %	11.6%	74,539	1,337
Associate's Degree	15.4%	33.4%	24.6%	15.0%	11.6%	43.434	856
Bachelor's Degree	15.9%	35.6 %	23.4%	14.7 %	10.3 %	45,434 200,266	3,465
Master's Degree	18.2 %	36.4 %	21.8%	13.9 %	9.7%	155 783	2,142
Doctoral/Professional Degree	18.1 %	33.4%	20.4%	15.5 %	12.8%	56,344	2,142 853
Pay Category	10.1 %	33.3 %	20.4 %	15.5 %	12.6 %	30,344	855
Federal Wage System	10.1%	26.9%	26.1%	193%	17.6%	19 352	320
GS 1-6	15.9 %	33.2 %	24.4 %	14.5 %	12.0 %	20,161	602
65 7-12	15.5 %	34.3 %	24.3 %	14.9 %	11.0%	235.724	5.166
65 7-12	15.5 %	34.3 %	24.3 %	13.8%	92%	235,724 247,462	5,166 2,817
GS 13-15 SFS	18.2 %	37.0 %	21.7%	13.8%	9.2%	247,462 5.619	2,817
SES SL/ST	44.6 % 29.0 %	31.8 % 37.9 %	9.6 %	9.7%	5.7%	5,619 2,055	15 13
SL/ST Other	29.0 % 13.7 %	37.9 % 32.8 %	16.0 % 24.5 %	9.7 % 15.9 %	7.4 %	2,055 45,634	13 719
	13.7 %	32.0 %	24.5 %	15.9 %	13.1%	45,034	719
Time in Federal Government <1 year	29.5 %	41.2 %	18.1%	6.7 %	44%	1.689	65
<1 year 1-3 years	29.5 %	38.0 %	18.1 %	12.0 %	7.6%	1,689	1 2 3 9
1-3 years 4-5 years	20.7 %	34.9 %	21.7%	14.8 %	10.9%	60,230 48,875	1,239
4-5 years 6-10 years	16.6%	34.9%	22.9%	15.4%	10.9%	48,875	1,631
		33.9%	23.0 %	201110			
11-14 years 15-20 years	15.2 % 14.6 %	33.8 %	23.2 %	15.7 % 16.0 %	12.1 % 12.4 %	108,795 104,262	1,682 1.566
> 20 years	16.7 %	35.9 %	24.1 %	13.8 %	9.5 %	153,138	2,688
Time with Current Agency							
<1 year	29.5 %	41.0 %	17.9 %	7.2 %	4.4%	6,875	300
1-3 years	20.8 %	37.2 %	21.5 %	12.3 %	8.2 %	93,212	1,763
4-5 years	16.0 %	34.5 %	23.0 %	15.2 %	11.3 %	64,685	1,007
6-10 years	15.2 %	33.5 %	23.4 %	15.8 %	12.1 %	105,513	1,709
11-14 years	14.4 %	33.4 %	23.9 %	16.0 %	12.4 %	102,259	1,534
15-20 years	14.1 %	33.2 %	24.0 %	16.2 %	12.5 %	91,888	1,382
> 20 years	16.5 %	36.3 %	24.4 %	13.6 %	9.2 %	112,089	1,979

	(26) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.								
Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know		
All Responses	16.2 %	34.6 %	23.6 %	14.9 %	10.8 %	610,089	10,495		
Leaving Before Covid									
No	19.3 %	38.2 %	22.6 %	12.4 %	7.5 %	420,081	6,863		
Yes, to retire	14.0 %	34.8 %	26.3 %	14.9 %	10.0 %	35,035	645		
Yes, to other job in Govt	7.9 %	25.0 %	24.5 %	22.0 %	20.6 %	83,867	1,438		
Yes, to other job outside Govt	6.9 %	21.2 %	22.5 %	23.2 %	26.2 %	13,813	234		
Yes, other	6.5 %	20.9 %	25.9 %	21.5 %	25.1 %	15,212	359		
Leaving Today									
No	20.4 %	39.6 %	22.6 %	11.5 %	6.0%	385,823	6,390		
Yes, to retire	12.9 %	33.8 %	26.6 %	15.9 %	10.8 %	39,464	721		
Yes, to other job in Govt	7.4 %	24.1 %	24.7 %	22.5 %	21.2 %	89,848	1,448		
Yes, to other job outside Govt	5.8 %	18.7 %	20.9 %	24.8 %	29.8 %	18,834	285		
Yes, other	6.4%	21.0 %	24.9 %	22.6 %	25.2 %	22,383	496		
Retire Before Covid									
Less than 1 year	16.7 %	34.0 %	24.7 %	14.6 %	10.0 %	14,399	251		
1 year	15.3 % 15.9 %	36.0 % 36.3 %	25.8 %	13.4%	9.6%	16,259	321		
2 years 3 years	16.2%	35.6 %	25.0 % 24.8 %	13.8 % 14.2 %	9.0%	32,052 31,859	561 550		
3 years 4 years	16.2%	35.8 %	24.8 %	14.2%	9.2%	31,859 21,065	337		
5 years	16.2%	35.9 %	23.6 %	14.1 %	10.2 %	41,506	684		
More than 5 years	16.5 %	34.5 %	22.8 %	14.1 %	11.2 %	406.417	6.752		
Retire Today	10.5%	23.7	11.0 %	24.5 %	****	400,417	0,732		
Less than 1 year	14.0 %	31.2 %	24.4%	16.6 %	13.9 %	19,970	357		
1 year	13.3 %	33.1%	26.0%	15.8 %	11.8%	19,099	366		
2 years	15.6 %	35.3 %	25.1%	14.3 %	9.7 %	31,801	552		
3 years	16.4 %	36.4 %	24.1 %	13.9 %	9.2 %	29,599	491		
4 years	16.3 %	36.3 %	23.9 %	14.2 %	9.2 %	19.836	316		
5 years	16.5 %	36.2 %	23.7 %	14.0 %	9.6 %	39,306	626		
More than 5 years	16.7%	34.7 %	22.8%	14.8 %	11.0 %	396,314	6,601		
				ata dan Malaniasi Y	ruth to the Federal Governm	ent			
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	inder Ideology Extremism and Ri						
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	ender Ideology Extremism and Re	storing biological I					
Item has been redacted in response to Executive Item has been redacted in response to Executive									
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Rem has been redacted in response to Executive Military Service	Order (EO) 14168 Defendi	ng Women From Ge	ender Ideology Extremism and Re	storing Biological T	ruth to the Federal Governm	ord.			
Rem has been redacted in response to Executive Military Service No Prior Military Service	Order (EO) 14168 Defendi	ng Women From Ge 34.8 %	nder Ideology Extremism and Ri	storing Biological T	ruth to the Federal Governm	eet. 403,725	7,021		
Item has been reducted in response to Executive Military Service No Prior Military Service Currently in Goard Meserves	Order (EO) 14168 Defendi	ng Women From Ge 34.8 % 35.8 %	nder Ideology Extremism and Re 23.5 % 21.6 %	storing Biological T	ruth to the Federal Governm 10.9 % 11.3 %	403,775 3,990	145		
Rem has been reducted in response to Executive Military Service No Prior Military Service Currently in Guard/Reserves Ratised	Order (EO) 14168 Defendi	ng Women From Ge 34.8 % 35.8 % 38.3 %	noder ideology Extremism and Ri 23.5 % 21.6 % 22.4 %	storing Biological T	10.9 % 11.3 % 7.1 %	403,725 5,930 76,529	145 954		
Tem has been inducted in response to Executive Military Service No Prior Military Service Currently in Gound/Secures Netwo Separated (Stickneyed	Order (EO) 14168 Defendi	ng Women From Ge 34.8 % 35.8 %	nder Ideology Extremism and Re 23.5 % 21.6 %	storing Biological T	ruth to the Federal Governm 10.9 % 11.3 %	403,775 3,990	145		
Rem has been redicted in response to Executive Military Service To Prior Military Service Currently in Guard/Heserves Retived Separated/Discharged Military Spools	Order (EO) 14168 Defendi	34.8 % 35.8 % 38.3 % 31.7 %	order Macology Extremism and Ri 23.5 % 21.6 % 22.4 % 23.6 %	15.1 % 13.7 % 11.8 % 15.9 %	10.9 % 11.3 % 7.1 % 13.6 %	469,725 9,900 76,239 84,861	145 954 1,503		
Rem has been reducted in response to Executive Military Service No Prior Military Service Cournetly in Good/Hasness Ratical Separated (Grischarged Military Spoose Spoose of cournet active duty service me	15.7 % 17.6 % 20.5 % 15.3 %	34.8 % 35.8 % 31.7 %	noder ideology Extremism and Ri 23.5 % 21.6 % 22.4 %	storing Biological T	10.9 % 11.3 % 7.1 %	403,725 5,930 76,529	145 954 1,503		
Military Service No Prior Military Service Commetty in Good Please Vision of Service Commetty in Good Please Vision of Service Service of Service Office Vision of Serv	Order (EO) 14168 Defendi	34.8 % 35.8 % 38.3 % 31.7 %	order Macology Extremism and Ri 23.5 % 21.6 % 22.4 % 23.6 %	15.1 % 13.7 % 11.8 % 15.9 %	10.9 % 11.3 % 7.1 % 13.6 %	469,725 9,900 76,239 84,861	145 954 1,503		
Rem has been radiated in response to Executive Military Service The Prior Military Service Currently in Gound/Service Currently in Gound/Service Service Service of Control of Control Service of Control	Order (EO) 14158 Defends 15.7 % 17.6 % 20.5 % 15.3 % 18.0 % 17.4 %	34.8 % 35.8 % 38.3 % 31.7 % 34.0 % 35.3 %	23.5 % 21.6 % 22.4 % 22.5 % 22.7 %	15.1 % 13.7 % 11.8 % 15.9 % 14.3 %	10.9 % 11.3 % 12.5 % 11.2 % 10.3 %	403,725 449,725 5,950 76,229 84,861 6,603 11,100	145 954 1,503 103		
Military Service No Prior Military Service Commetty in Good Please Vision of Service Commetty in Good Please Vision of Service Service of Service Office Vision of Serv	15.7 % 17.6 % 20.5 % 15.3 %	34.8 % 35.8 % 31.7 %	23.5 % 22.4 % 23.6 % 22.5 %	15.1 % 13.7 % 11.8 % 15.9 %	10.9 % 11.3 % 7.1 % 13.6 %	469,725 5,956 71,225 84,651 6,663	145 954 1,503		
Retm has been modeled in response to Executive Military Service The Price Military Service Convently in Goodel Reserves Retired Separate O'Escharged Military Service Sporate of Separate of the Service Sporate of Separate of the Service Sporate of Separate of the Service service me	Order (EO) 14158 Defends 15.7 % 17.6 % 20.5 % 15.3 % 18.0 % 17.4 %	34.8 % 35.8 % 38.3 % 31.7 % 34.0 % 35.3 %	23.5 % 21.6 % 22.4 % 22.5 % 22.7 %	15.1 % 13.7 % 11.8 % 15.9 % 14.3 %	10.9 % 11.3 % 12.5 % 11.2 % 10.3 %	403,725 449,725 5,950 76,229 84,861 6,603 11,100	145 954 1,503 103		
Military Service No Prior Military Service No Prior Military Service Currently in Good/Housever Retailed Separated (Victoriany of Separated (Victoriany of Spouse of current active duty service men Spouse of separated or retired corruct member with a finishing retired active comment with a finishing retired active with a finishing retired active white on	Order (EO) 14168 Defends 15.7 % 17.6 % 20.5 % 15.3 % 18.0 % 17.4 %	34.8 % 35.8 % 38.3 % 31.7 % 34.0 % 35.3 % 32.1 %	225 % 226 % 225 % 226 % 227 % 227 % 228 %	15.1 % 13.7 % 11.8 % 15.2 % 14.3 %	10.9 % 11.3 % 7.1 % 11.2 % 10.3 %	401,775 9,990 76,239 84,861 6,003 11,100 304	145 954 1,503 103 184		
Military Service Military Service The Print Military Service Currently in Gound Pleasures Returned Returned Circulary Service Currently in Gound Pleasures Returned Separated Ottocharged Military Space Space of Gound Service Commission of Gound Service Commission of Gound Service Commission of Gound Service Commission of Gound Service Commission of Gound Service Commission of Gound Service Commission of Gound Service Commission of Gound Service Commission of Gound Service Commission of Gound Service Commission of Gound Service Commission of Commission Service Commission of Commission Service Commission of Commission Service Commission of Commission Service Commission of Commission Service Commission of Commission Service Commission of Commission Service Commission of Commission Service Commission of Commission Service Commission of Commission Service Commission of Commission Service Commission of Commission Service Commission Ser	Order (EO) 14168 Defends 15.7 % 17.6 % 20.5 % 15.3 % 18.0 % 17.4 %	34.8 % 35.8 % 38.3 % 31.7 % 34.0 % 35.3 % 32.1 %	225 % 226 % 225 % 226 % 227 % 227 % 228 %	15.1 % 13.7 % 11.8 % 15.2 % 14.3 %	10.9 % 11.3 % 7.1 % 11.2 % 10.3 %	403,725 449,725 9,990 76,229 84,861 6,603 11,100 304 558,449	145 954 1,509 103 184 5 9,165		
Military Service No Find Military Service No Find Military Service Correstly in Good/Hourses Retired Separated (Victoriary of Military Spoose Spoose of corrent active duty service men Spoose of separated or retired service member with a situation year of 2009 which are not service member with a situation year of 2009 which on Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service mediants	15.7 % 17.6 % 20.5 % 15.3 % 11.0 % 17.4 % 16.7 %	34.8 % 35.8 % 33.7 % 34.0 % 35.3 % 32.1 % 34.9 %	22.5 % 22.6 % 22.5 % 22.5 % 22.6 % 22.5 % 22.5 % 22.5 % 22.5 % 22.5 % 22.5 % 22.5 % 22.5 %	15.1 % 13.7 % 11.8 % 15.5 % 15.5 % 14.3 % 15.2 % 14.7 %	10.9 % 11.3 % 13.6 % 11.2 % 10.3 % 12.1 % 10.8 %	401,775 9,790 76,239 84,861 6,003 11,100 304 558,449	145 954 1,503 103 184 5 9,165		
Military Service Military Service The Print Military Service Convently in Good Military Service Convently in Good Military Service Convently in Good Military Service Convently in Good Military Service Retired Service Military Service Service Military Service Service Military Service Service Military Service Military Service with a disabilitary Service with a disabilitary Service Military Serv	15.7 % 17.6 % 20.5 % 13.3 % 11.0 % 17.4 % 16.4 %	34.8 % 35.8 % 38.3 % 31.7 % 34.0 % 35.3 % 32.1 % 34.9 %	23.5 % 22.5 % 22.5 % 22.5 % 22.5 % 22.5 % 22.7 % 22.0 % 22.0 % 22.7 % 22.7 %	15.1 % 13.7 % 11.8 % 15.2 % 14.3 % 14.9 %	10.9 % 11.3 % 12.3 % 11.2 % 10.3 % 10.3 % 10.5 %	403,725 403,725 9,990 76,229 84,865 6,003 11,100 304 535,449 2,034 15,264	145 954 1,503 103 184 5 9,365		
Military Service No Find Military Service No Find Military Service Correstly in Good/Hourses Retired Separated (Victoriary of Military Spoose Spoose of corrent active duty service men Spoose of separated or retired service member with a situation year of 2009 which are not service member with a situation year of 2009 which on Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service med Not correctly service mediants	15.7 % 17.6 % 20.5 % 15.3 % 16.7 % 16.4 %	34.8 % 35.8 % 35.8 % 31.7 % 34.0 % 35.3 % 32.1 % 34.9 %	23.5 % 22.6 % 22.6 % 22.6 % 22.6 % 22.5 % 22.6 % 22.5 % 22.7 % 24.0 % 23.3 %	15.1 % 13.7 % 11.8 % 15.9 % 15.2 % 14.3 %	10.9 % 11.3 % 12.5 % 11.2 % 10.3 % 10.3 %	403,725 449,725 9,990 76,229 84,861 6,603 11,100 304 558,449	145 954 1,509 103 184 5 9,165		

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.1 %	37.9 %	21.5 %	8.7 %	8.8 %	589,211	28,542
Work Location							
Headquarters	27.2 %	38.3 %	19.2 %	7.7 %	7.5 %	181,441	6,989
Field	20.2 %	36.9 %	22.6 %	9.8 %	10.5 %	273,213	13,677
Full-time telework	26.7 %	40.5 %	20.4 %	6.6 %	5.8 %	98,281	5,804
Supervisory Status							
Senior Leader	52.0 %	31.1%	9.0 %	4.0 %	3.9 %	10,725	62
Manager	30.9 %	37.5 %	16.6 %	7.8 %	7.2 %	40,871	615
Supervisor	23.6 %	39.0 %	20.6 %	8.7 %	8.1 %	79,871	2,247
Team Leader	22.7 %	38.3 %	21.4 %	8.9 %	8.8 %	75,920	3,062
Non-Supervisor	22.1 %	38.0 %	22.0 %	8.7 %	9.1 %	349,321	20,786
Sex							
Male	25.0 %	38.1 %	20.0 %	8.1 %	8.8%	296,044	13,117
Female	22.0 %	38.4 %	22.5 %	9.0 %	8.2 %	243,126	11,971
Hispanic or Latino							
Yes	23.7 %	35.8 %	21.9 %	8.6 %	10.0 %	58,136	2,386
No	23.7 %	38.5 %	20.9 %	8.5 %	8.4 %	482,603	22,900
Race							
American Indian/ Alaska Native	16.7 %	33.2 %	26.7 %	11.2 %	12.2 %	10,590	404
Asian	26.0 %	42.8 %	19.3 %	5.8 %	6.1 %	31,637	1,332
Black/African American	21.6 %	38.0 %	23.6 %	8.4 %	8.4 %	78,099	3,195
Native Hawaiian/ Pacific Islander	23.1 %	36.0 %	22.1 %	8.4 %	10.4 %	3,682	110
White	24.6 %	38.4 %	20.1 %	8.5 %	8.4 %	377,881	18,058
Two or more races (Not Hispanic/ Latino)	21.4 %	34.2 %	22.7 %	9.8 %	11.9 %	23,193	1,160
Age Group							
25 and under	27.5 %	44.2 %	16.9 %	6.1 %	5.3 %	6,557	318
26-29 years old	24.7 %	40.8 %	18.5 %	8.1 %	7.9 %	15,795	644
30-39 years old	22.4 %	37.6 %	20.4 %	9.4 %	10.2 %	104,266	4,864
40-49 years old	22.2 %	37.2 %	21.4 %	9.1 %	10.1 %	144,441	6,510
50-59 years old	24.4 %	38.4 %	21.4 %	8.0 %	7.7 %	183,127	8,406
60 or older	26.4 %	38.9 %	21.4 %	7.3 %	5.9 %	87,171	4,510
Level of Education							
Less than High School	17.6 %	31.1 %	26.7 %	11.0 %	13.7 %	350	18
H.S. Diploma/GED or equiv	19.8 %	37.3 %	24.7 %	8.9 %	9.3 %	22,821	841
Trade/Technical Certificate	17.5 %	35.8 %	24.3 %	11.1 %	11.3 %	11,771	449
Some College (no degree)	20.6 %	36.1 %	24.0 %	9.4 %	9.9 %	72,522	2,978
Associate's Degree	20.7 %	36.7 %	23.2 %	9.5 %	9.9 %	42,277	1,793
Bachelor's Degree	23.4 %	39.5 %	21.0 %	8.2 %	7.9 %	192,979	9,948
Master's Degree	26.8 %	39.1 %	18.7 %	7.7%	7.7 %	150,505	6,793
Doctoral/Professional Degree	27.8 %	35.3 %	18.2 %	8.7 %	10.0 %	53,976	2,990
Pay Category							
Federal Wage System	13.9 %	31.4%	25.8 %	13.2 %	15.7 %	18,887	682
GS 1-6	20.8 %	36.3 %	24.0 %	8.8%	10.1 %	19,624	1,042
GS 7-12	21.7%	38.2 %	22.5 %	8.8%	8.8 %	227,235	12,509
GS 13-15	26.9 %	39.3 %	18.9 %	7.6 %	7.3 %	238,893	10,390
SES	54.7 %	25.1 %	8.2 %	6.1 %	5.9 %	5,584	31
SL/ST	41.9 %	35.5 %	10.9 %	5.6 %	6.1 %	2,011	49
Other	20.6 %	36.9 %	22.5 %	9.4%	10.6 %	44,238	1,974
Time in Federal Government							
< 1 year	39.4 %	40.9 %	12.8 %	3.6 %	3.2 %	1,656	94
1-3 years	30.2 %	41.0 %	17.7 %	5.9 %	5.1 %	58,592	2,648
4-5 years	24.7 %	38.9 %	20.4 %	7.9 %	8.1 %	47,321	2,149
6-10 years	23.0 %	38.0 %	20.9 %	8.9 %	9.2 %	96,212	4,654
11-14 years	22.1 %	37.4 %	21.5 %	9.3 %	9.7 %	104,909	5,101
15-20 years	20.9 %	36.2 %	22.5 %	9.8 %	10.5 %	100,620	4,726
> 20 years	22.9 %	37.9 %	22.3 %	8.6 %	8.4 %	147,785	7,339
Time with Current Agency							
< 1 year	38.4 %	40.6 %	14.5 %	3.5 %	3.1 %	6,657	495
1-3 years	29.4 %	40.2 %	18.2 %	6.3 %	5.8 %	90,477	4,129
4-5 years	23.4 %	38.4 %	21.0 %	8.3 %	8.9 %	62,592	2,810
6-10 years	22.1 %	37.4 %	21.5 %	9.4 %	9.7 %	101,861	4,900
11-14 years	21.1 %	37.1 %	22.2 %	9.5 %	10.1 %	98,668	4,703
	20.3 %	36.4%	22.7 %	10.1 %	10.5 %	88,677	4,176
15-20 years > 20 years	23.2 %	38.3 %	22.2 %	8.4%	7.9 %	108,026	5,506

			Neither Agree				
Demographics	Strongly Agree	Agree	nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.1 %	37.9 %	21.5 %	8.7 %	8.8 %	589,211	28,542
Leaving Before Covid							
No	27.1 %	40.3 %	19.7 %	6.9 %	5.9 %	406,539	18,558
Yes, to retire	20.4 %	38.0 %	23.9 %	9.2 %	8.4 %	33,739	1,746
Yes, to other job in Govt	12.9 %	31.0 %	25.6 %	13.7 %	16.8 %	80,508	4,360
Yes, to other job outside Govt	13.1 %	29.2 %	23.2 %	13.7 %	20.8 %	13,162	812
Yes, other	10.8 %	27.4 %	26.0 %	14.4 %	21.4 %	14,554	943
Leaving Today							
No	28.5 %	41.2 %	19.2 %	6.3 %	4.8 %	373,669	17,036
Yes, to retire	19.4 %	37.6 %	24.2 %	9.6 %	9.2 %	37,950	2,052
Yes, to other job in Govt	12.4 %	31.0 %	25.6 %	13.9 %	17.1 %	86,285	4,558
Yes, to other job outside Govt	11.0 %	27.0 %	23.1 %	15.6 %	23.3 %	17,984	1,038
Yes, other	10.7 %	27.7 %	25.3 %	14.6 %	21.7 %	21,385	1,382
Retire Before Covid							
Less than 1 year	23.5 %	36.7 %	22.5 %	8.7%	8.6 %	13,866	717
1 year	22.2 %	38.8 %	22.7 %	8.2 %	8.1%	15,668	814
2 years	22.8 %	38.3 %	22.7 %	8.5 %	7.7 %	30,886	1,545
3 years	23.0 %	37.9 %	22.6 %	8.5 %	8.0%	30,753	1,493
4 years	23.4 %	37.5 %	22.3 %	8.5 %	8.4%	20,285	975
5 years	22.8%	37.8 %	21.8 %	8.9 %	8.8%	40,060	1,878
More than 5 years	23.8 %	38.1 %	20.7 %	8.6 %	8.8 %	392,685	18,752
Retire Today							
Less than 1 year	20.1 %	34.5 %	23.3 %	10.5 %	11.7 %	19,192	1,034
1 year	19.9 %	36.7 %	23.6 %	9.7 %	10.1 %	18,365	985
2 years	22.6 %	37.6 %	22.8 %	8.6 %	8.4 %	30,728	1,499
3 years	23.3 %	38.2 %	22.2 %	8.3 %	8.0 %	28,548	1,414
4 years	23.9 %	38.0 %	21.4 %	8.9 %	7.8 %	19,110	921
5 years	23.3 %	38.0 %	21.9 %	8.5 %	8.3 %	37,955	1,777
More than 5 years	24.0 %	38.3 %	20.6 %	8.5 %	8.6 %	382,978	18,364
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism and Re	storing Biological To	ruth to the Federal Governm	ent.	
	1	l					
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism and Re	storing Biological To	ruth to the Federal Governm	ent.	
Military Service							
Military Service No Prior Military Service	22.6%	38.5 %	21.4 %	8.8%	8.8%	389,350	19,765
	22.6 % 25.6 %	38.5 % 38.6 %	21.4 % 18.9 %	8.8 % 8.0 %	8.8 % 8.9 %	389,350 9,738	19,765 361
No Prior Military Service							
No Prior Military Service Currently in Guard/Reserves	25.6 %	38.6 %	18.9 %	8.0 %	8.9 %	9,738	361
No Prior Military Service Currently in Guard/Reserves Retired	25.6 % 29.3 %	38.6 % 39.1 %	18.9 % 19.3 %	8.0 % 6.6 %	8.9 % 5.7 %	9,738 74,576	361 2,497
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged	25.6 % 29.3 %	38.6 % 39.1 %	18.9 % 19.3 %	8.0 % 6.6 %	8.9 % 5.7 %	9,738 74,576	361 2,497
No Prior Military Service Currently in Guand/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service men Spouse of reparated or retired service	25.6 % 29.3 % 21.8 %	38.6 % 39.1 % 35.2 % 36.8 %	18.9 % 19.3 % 22.4 % 21.0 %	8.0 % 6.6 % 9.5 %	89% 57% 11.1%	9,738 74,576 81,925 5,841	361 2,497 4,016
No Prior Military Service Currently in Guard/Reserves Ratived Separated/Discharged Military Spouse Spouse of current active duty service menses member	25.6 % 29.3 % 21.8 %	38.6 % 39.1 % 35.2 %	18.9 % 19.3 % 22.4 %	8.0 % 6.6 % 9.5 %	8.9 % 5.7 % 11.1 %	9,738 74,576 81,925	361 2,497 4,016
No Prior Military Service Currently in Guard/Reserves Restered Separated/Discharged Military Spouse Spouse of current active duty service mer Spouse of separated or retired service member with the Comment of the Comment with the Comment of the Comment with the Comment of the Comment with the Comment of the Comment with the Comment of the Comment with the Comment of the Comment with the Comment of the Comment with the Comment of the Comment with	25.6 % 29.3 % 21.8 % 24.8 % 22.3 %	38.6 % 39.1 % 35.2 % 36.8 % 36.4 %	18.9 % 19.3 % 22.4 % 21.0 % 22.9 %	8.0 % 6.6 % 9.5 % 8.6 %	89% 5.7% 11.1% 8.8% 92%	9,738 24,376 81,925 5,841 10,865	361 2,497 4,016 222 417
No Prior Military Service Currently in Guand/Reserves Retixed Separated/Discharged Separated/Discharged Separated/Discharged Separated/Discharged Separated or extreme active duty service mes Separated desparated or retired service units a disability reting of 100K vanarques or as at vasce memorer acrea	25.6 % 29.3 % 21.8 % 24.8 % 22.3 % 22.0 %	38.6 % 39.1 % 35.2 % 36.8 % 36.4 %	18.9 % 19.3 % 22.4 % 21.0 % 22.9 % 21.2 %	8.0 % 6.6 % 9.5 % 8.6 % 9.2 %	8.9 % 5.7 % 11.1 % 8.8 % 9.2 %	9,738 74,376 81,325 5,841 10,865	361 2,497 4,016 222 417
No Prior Military Service Currently in Guard/Reserves Retired Reserves Reserved Reserves Spouse of current active duty service mes Spouse of current active duty service mes Spouse of service member Reserved Res	25.6 % 29.3 % 21.8 % 24.8 % 22.3 %	38.6 % 39.1 % 35.2 % 36.8 % 36.4 %	18.9 % 19.3 % 22.4 % 21.0 % 22.9 %	8.0 % 6.6 % 9.5 % 8.6 %	89% 5.7% 11.1% 8.8% 92%	9,738 24,376 81,925 5,841 10,865	361 2,497 4,016 222 417
No Prior Military Service Currently in Guard/Reserves Retived Military Sposes Sposes of current active duty service Sposes of experient active duty service sensibles with a disability rating of 100% writtenings on a service insulator with a disability rating of 100% writtenings on a service insulator with a disability rating of 100% writtenings on a service insulator while can Not Compatible withing Authority	25.6 % 29.3 % 21.8 % 24.8 % 22.3 % 22.0 % 23.5 %	38.6 % 39.1 % 35.2 % 36.8 % 36.4 % 34.4 % 38.1 %	18.9 % 19.3 % 22.4 % 21.0 % 22.9 % 21.2 % 21.1 %	8.0 % 6.6 % 9.5 % 8.6 % 9.2 % 12.3 % 8.6 %	8.9 % 5.7 % 11.1 % 8.8 % 9.2 % 10.1 % 8.7 %	9,738 74,376 81,925 5,841 10,895 296 599,391	361 2,497 4,016 222 417 14 26,024
No Prior Military Service Currently in Goard Pricerves Retard State of Service Service Sponse of Control and Service Service Sponse of Control active duty service men Sponse of Control active duty service men Sponse of Control active duty service on Service serv	25.6% 29.3% 21.8% 24.8% 22.3% 22.0% 23.5%	38.6 % 39.1 % 35.2 % 36.8 % 36.4 % 34.4 % 38.1 %	18.9 % 19.3 % 22.4 % 21.0 % 22.9 % 21.2 % 21.1 %	8.0% 6.6% 9.5% 8.6% 9.2% 12.3% 8.6%	8.9 % 5.7 % 11.1 % 8.8 % 9.2 % 10.1 % 8.7 %	3788 74,376 81,325 5,841 10,805 296 533,331	361 2,497 4,016 222 417 14 26,024
No hirth Milliary Service Currently in Good/Reserves Retried Separated/Circharged Milliary Sepone Spone of Current active day service me Spones of current active day service me Spones of current active day service senselve with a dissability rating of 1600% within adjustify rating of 1600% which con or the categories listed Notice Competition brilling Authority Yes Yes Yes	25.6 % 29.3 % 21.8 % 24.8 % 22.3 % 22.0 % 23.5 %	38.6 % 39.1 % 35.2 % 36.8 % 36.4 % 34.4 % 38.1 %	18.9 % 19.3 % 22.4 % 21.0 % 22.9 % 21.2 % 21.1 %	8.0 % 6.6 % 9.5 % 8.6 % 9.2 % 12.3 % 8.6 %	8.9 % 5.7 % 11.1 % 8.8 % 9.2 % 10.1 % 8.7 %	9,738 74,376 81,925 5,841 10,895 296 599,391	361 2,497 4,016 222 417 14 26,024
No Prior Military Service Currently in Goard Pricerves Retard State of Service Service Sponse of Control and Service Service Sponse of Control active duty service men Sponse of Control active duty service men Sponse of Control active duty service on Service serv	25.6 % 29.3 % 21.8 % 24.8 % 22.3 % 22.0 % 23.5 % 22.5 % 22.8 %	38.6 % 39.1 % 35.2 % 36.8 % 36.4 % 34.4 % 38.1 %	18.9 % 19.3 % 22.4 % 21.0 % 22.9 % 21.2 % 21.1 %	8.0% 6.6% 9.5% 8.6% 9.2% 12.3% 8.6%	8.9 % 5.7 % 11.1 % 8.8 % 9.2 % 10.1 % 8.7 %	1,788 74,376 81,325 5,841 10,005 296 593,391 1,596 14,840	361 2,497 4,016 222 417 14 26,024
No hirth Milliary Service Currently in Good/Reserves Retried Separated/Circharged Milliary Sepone Spones of current active day service me Spones of current active day service me Spones of current active day service senselve with a dissability rating of 16000 within adjustify rating of 16000 white on the chappines listed Notice Competition brilling Authority Yes Yes Yes	25.6% 29.3% 21.8% 24.8% 22.3% 22.0% 23.5%	38.6 % 39.1 % 35.2 % 36.8 % 36.4 % 34.4 % 38.1 %	18.9 % 19.3 % 22.4 % 21.0 % 22.9 % 21.2 % 21.1 %	8.0% 6.6% 9.5% 8.6% 9.2% 12.3% 8.6%	8.9 % 5.7 % 11.1 % 8.8 % 9.2 % 10.1 % 8.7 %	3788 74,376 81,325 5,841 10,805 296 533,331	361 2,497 4,016 222 417 14 26,024

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.1 %	46.4 %	17.3 %	9.0 %	6.1 %	613,083	5,087
Work Location							
Headquarters	23.8 %	47.0 %	15.8 %	8.3 %	5.1 %	187,389	1,261
Field	18.7 %	45.3 %	18.4 %	10.1 %	7.4 %	284,938	2,237
Full-time telework	25.3 %	49.4 %	15.1 %	6.4 %	3.8 %	102,897	1,076
Supervisory Status							
Senior Leader	45.9 %	39.9 %	8.5 %	3.5 %	2.2 %	10,770	18
Manager	29.4 %	48.9 %	12.3 %	6.1 %	3.3 %	41,474	57
Supervisor	21.6 %	48.8 %	16.3 %	8.2 %	5.0 %	81,903	290
Team Leader	19.3 %	46.1 %	17.9 %	10.2 %	6.4 %	78,623	420
Non-Supervisor	20.4 %	46.1 %	17.7 %	9.2 %	6.5 %	366,439	3,875
Sex							
Male	21.8 %	45.7 %	17.3 %	8.9 %	6.3 %	307,329	2,121
Female	21.6 %	48.2 %	16.2 %	8.6 %	5.4 %	252,918	2,276
Hispanic or Latino							
Yes	22.2 %	43.1 %	17.9 %	9.1 %	7.7 %	60,029	518
No	21.6 %	47.2 %	16.8 %	8.8 %	5.7 %	501,943	3,909
Race							
American Indian/ Alaska Native	15.4 %	40.7 %	22.1%	11.9 %	9.9 %	10,820	151
Asian	24.7 %	49.4 %	15.5 %	5.9 %	4.4 %	32,591	336
Black/African American	23.4 %	48.8 %	15.3 %	6.9 %	5.6 %	80,521	672
Native Hawaiian/ Pacific Islander	21.3 %	41.1 %	20.2 %	8.9 %	8.5 %	3,742	41
White	21.5 %	46.5 %	16.9 %	9.3 %	5.8 %	393,655	2,799
Two or more races (Not Hispanic/ Latino)	19.7 %	43.6 %	18.1 %	10.1 %	8.5 %	24,128	242
Age Group							
25 and under	24.8 %	48.3 %	14.8 %	7.3 %	4.7 %	6,818	72
26-29 years old	21.9 %	46.9 %	16.1%	9.0 %	6.2 %	16,305	148
30-39 years old	20.5 %	45.4 %	16.7 %	10.0 %	7.4 %	108,441	784
40-49 years old	20.7 %	46.0 %	16.8 %	9.6 %	6.9 %	150,132	1,021
50-59 years old	22.2 %	47.4 %	17.0 %	8.2 %	5.2 %	190,155	1,506
60 or older	23.3 %	47.9 %	17.4 %	7.3 %	4.0 %	90,712	886
Level of Education							
Less than High School	15.8 %	40.3 %	20.8 %	10.2 %	12.9 %	361	8
H.S. Diploma/GED or equiv	19.5 %	44.2 %	19.9 %	9.0 %	7.4 %	23,325	298
Trade/Technical Certificate	16.2 %	43.4 %	21.2%	10.5 %	8.7 %	12,097	126
Some College (no degree)	19.7 %	43.9 %	19.4 %	9.7 %	7.4 %	74,782	771
Associate's Degree	19.4 %	44.1 %	19.2 %	10.0 %	7.3 %	43,656	429
Bachelor's Degree	21.4 %	48.1 %	16.5 %	8.5 %	5.5 %	201,559	1,534
Master's Degree	23.6 %	47.7 %	15.1 %	8.5 %	5.1 %	156,510	913
Doctoral/Professional Degree	24.2 %	46.8 %	15.2 %	8.5 %	5.2 %	56,602	414
Pay Category							
Federal Wage System	12.9 %	39.0 %	22.7 %	13.5 %	11.8 %	19,397	208
GS 1-6	19.4 %	42.6 %	20.0 %	9.8 %	8.2 %	20,257	373
GS 7-12	20.2 %	46.5 %	17.9 %	9.1 %	6.3 %	237,515	2,395
GS 13-15	24.0 %	48.3 %	15.0 %	8.0 %	4.7 %	248,239	1,249
SES	49.9 %	38.9 %	6.3 %	3.3 %	1.6 %	5,616	4
SL/ST	33.8 %	44.6 %	13.7 %	4.7 %	3.3 %	2,047	8
Other	19.1 %	45.7 %	18.5 %	9.4%	7.3 %	45,809	406
Time in Federal Government							
<1 year	35.5 %	45.1 %	11.2%	5.8 %	2.3 %	1,737	17
1-3 years	26.5 %	46.5 %	15.2 %	7.3 %	4.5 %	60,706	600
4-5 years	22.0 %	45.8 %	16.5 %	9.3 %	6.4 %	49,123	423
6-10 years	20.8 %	46.0 %	17.2 %	9.5 %	6.6 %	100,168	793
11-14 years	19.9 %	46.2 %	17.5 %	9.7 %	6.7 %	109,333	799
15-20 years	19.3 %	46.0 %	17.9 %	9.8 %	7.0 %	104,655	759
> 20 years	21.7 %	48.0 %	17.1 %	7.9 %	5.2 %	153,801	1,266
Time with Current Agency							
<1 year	33.8 %	45.4 %	12.4 %	5.5 %	2.8 %	7,005	150
1-3 years	26.0 %	46.0 %	15.3 %	7.8 %	5.0 %	93,819	885
4-5 years	21.3 %	45.5 %	16.9 %	9.7 %	6.7 %	64,999	517
6-10 years	20.1 %	45.9 %	17.6 %	9.7 %	6.7 %	105,979	846
11-14 years	19.1 %	46.5 %	17.8 %	9.8 %	6.8 %	102,741	714
15-20 years > 20 years	18.9 % 21.9 %	46.6 % 48.7 %	18.1 % 17.0 %	9.6 % 7.6 %	6.9 % 4.8 %	92,246 112,621	644 895

/201	Managare	communic	ata tha	anale o	the e	raanization.

(28) Managers communicate the go	oais of the organize	ttion.					
Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.1 %	46.4 %	17.3 %	9.0 %	6.1 %	613,083	5,087
Leaving Before Covid							
No	24.9 %	48.6 %	15.4%	7.1 %	3.9 %	422,384	3,077
Yes, to retire	18.3 %	47.8 %	19.4 %	9.0 %	5.6%	35,198	307
Yes, to other job in Govt	11.3 %	40.3 %	21.4%	14.5 %	12.5 %	84,125	852
Yes, to other job outside Govt	10.7 %	39.4 %	20.6 %	15.5 %	13.8%	13.879	125
Yes, other	9.8%	37.3 %	23.0 %	14.6 %	15.3 %	15,286	219
Leaving Today	3.4 %	37.3 %	23.0 %	14.0 %	13.3 %	13,100	115
No	26.3 %	49.4%	14.9 %	6.4%	3.1%	388,082	2.804
Yes, to retire	17.1 %	47.3 %	19.8 %	9.7%	6.1%	39,677	338
Yes, to other job in Govt	10.5 %	40.0%	21.5 %	15.0 %	12.9 %	90,124	856
Yes, to other job outside Govt	9.4%	37.2 %	20.7 %	16.7 %	16.1 %	18,879	168
Yes, other	9.7%	37.4%	22.7 %	15.2 %	15.0 %	22,482	308
Retire Before Covid	3.7 %	37.4%	22.7%	15.2 %	15.0 %	22,462	308
Less than 1 year	21.4 %	46.9 %	17.6 %	8.4 %	5.7%	14,473	117
1 year	19.7 %	48.2 %	18.6 %	8.2 %		16,332	149
2 years	20.5 %	48.1 %	18.0 %	8.3 %	5.0 %	32,160	287
3 years	20.5 %	47.1 %	18.3 %	8.7 %	5.4%	31,943	261
4 years	21.2 %	46.7 %	18.2 %	8.4 %	5.5 %	21,132	175
5 years	20.5 %	47.1 %	17.8 %	8.8 %	5.9 %	41,650	327
More than 5 years	21.8 %	46.4 %	16.6 %	9.0 %	6.2 %	408,707	3,217
Retire Today							
Less than 1 year	18.0 %	44.2 %	19.4 %	10.3 %	8.1 %	20,065	186
1 year	17.6 %	46.4 %	19.6 %	9.8 %	6.5 %	19,182	158
2 years	20.4 %	47.4 %	18.3 %	8.6 %	5.4 %	31,936	265
3 years	20.8 %	47.5 %	18.0 %	8.4 %	5.2 %	29,663	255
4 years	21.6 %	47.0 %	17.5 %	8.7 %	5.2 %	19,917	149
5 years	20.8 %	47.6 %	17.4 %	8.7 %	5.5 %	39,419	311
More than 5 years	22.0 %	46.5 %	16.5 %	8.9 %	6.1 %	398,624	3,124
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism and Re	estoring Biological T	ruth to the Federal Governm	ent.	
Item has been redacted in response to Executive	Order (EO) 14168 Defendi	ng Women From Ge	nder Ideology Extremism and Re	estoring Biological T	ruth to the Federal Governm	ent.	
				l			
Military Service							
No Prior Military Service	20.9 %	47.6 %	16.9 %	8.8 %	5.8 %	406,008	3,257
Currently in Guard/Reserves	23.0 %	45.0 %	16.2 %	8.7 %	7.0 %	10,040	72
Retired	25.2 %	46.0 %	16.3 %	8.0 %	4.6 %	76,662	515
Separated/Discharged	20.1 %	43.2 %	18.4 %	10.2 %	8.2 %	85,284	775
Military Spouse							
Spouse of current active duty service mem	22.8 %	43.6 %	16.3 %	10.0 %	7.4%	6,032	57
Spouse of separated or retired service							
member	21.6 %	44.8 %	17.5 %	9.0 %	7.1 %	11,094	119
with a disability rating of 100% wroowjer; or a service member kneed				l			
while on	23.3 %	42.6 %	16.5 %	7.7 %	9.8 %	300	6
None of the categories listed	21.4 %	46.7 %	17.0 %	8.9 %	6.0 %	561,316	4,461
NoN-Competitive Hiring Authority							
Yes	25.4 %	41.0%	16.4 %	10.2 %	7.0 %	2,043	29
No	21.5 %	44.8 %	17.1 %	9.3 %	73%	15,274	152
Disability							
Yes	22.2 %	42.6 %	17.6 %	9.8%	7.9%	85,194	879
					5.6%	480,330	
No	21.5 %	47.4%	16.8 %	8.7 %			3.581

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.7 %	40.4 %	19.8 %	11.9 %	8.2 %	608,353	11,890
Work Location							
Headquarters	22.5 %	41.9%	18.0 %	10.9 %	6.8%	186,329	2,824
Field	17.4%	38.7%	20.7 %	13.2 %	9.9 %	282,734	5.405
Full-time telework	23.5 %	43.3 %	18.3 %	9.4%	5.5 %	101,791	2,631
Supervisory Status	23%	43.3 N	10.3 %	2.4.4	33.4	101,731	2,032
Senior Leader	44.2 %	39.2 %	9.4 %	4.5%	2.7 %	10,776	31
Manager	29.0%	45.5 %	13.6 %	7.7%	4.2%	41.534	116
Supervisor	20.6%	43.9%	183%	10.7 %	65%	81.849	607
Team Leader	18.0 %	40.2 %	20.1 %	13.0 %	8.7%	78,312	988
Non-Supervisor	18.9%	39.4%	20.5 %	12.4 %	89%	362.289	9 296
Sex		231111					7,233
Male	20.6%	40.6%	194%	11.2 %	82%	305.079	5.318
Female	19.7 %	40.8 %	19.3 %	12.5%	7.7%	250,992	5,099
Hispanic or Latino	19.7 %	40.8 %	19.3 %	12.5%	7.7%	250,992	5,099
Yes	20.6 %	37.0 %	20.5 %	11.8%	10.2%	59.721	1.030
No.	20.2 %	41.1 %	19.2 %	11.7%	7.8%	498,052	9,448
Rare	20.2 %	41.1%	19.2 %	11.7%	7.4%	498,052	7,446
American Indian/ Alaska Native	14.4 %	36.0 %	23.3 %	14.4 %	12.0%	10,807	215
American Indian/ Alaska Native	23.0%	44.2%	189%	80%	59%	32.259	744
Asian Black/African American	23.0 %	43.2 %	18.9 %	9.5 %	7.2%	32,259 80,322	1,345
Native Hawaiian/ Parific Islander	20.1 %	36.9 %	21.4%	11.1 %	10.4%	3,719	76
Native Hawaiian/ Pacific Islander White	20.1 %	40.4%	19.4%	12.3%	79%	390,374	7,170
Two or more races (Not Hispanic/ Latino)	18.6 %	36.4%	20.5 %	13.1 %	11.3%	23,946	525
Two or more races (Not Hispanic/ Latino) Age Group	10.0 %	30.4 %	20.5 %	13.1 %	11.3%	23,940	525
25 and under	22.8 %	42.3 %	17.7 %	10.7 %	6.6%	6,728	148
26-29 years old	20.5 %	40.5%	18.3 %	12.3 %	8.4%	16,173	278
30-39 years old	19.2 %	39.0 %	19.0 %	13.0 %	9.9%	107,547	1,764
40-49 years old	19.2 %	39.0 %	19.0 %	12.4 %	9.9%	107,547	1,764
40-49 years old 50-59 years old	19.4 %	41.7%	19.1 %	11.0%	7.0%	149,045 188,950	2,448 3.546
50-59 years old 60 or older	20.9 %	41.7%	19.4 %	10.2 %	5.7%	188,950 89,964	3,546 2,254
Level of Education	21.6 %	41.9 %	20.6 %	10.2 %	5.7%	89,964	2,254
	15.6 %	345%	22.9%	12.3 %	148%	357	14
Less than High School H.S. Diploma/GED or equiv	18.3 %	39.0 %	22.6 %	10.9 %	9.1 %	23,309	489
Trade/Technical Certificate	18.3 %	37.1%	22.6%	13.2 %	10.7%	25,509	489
Some College (no degree)	18.6 %	37.1 %	23.0 %	13.2 %	9.7 %	12,041 74,347	1,544
	18.6 %	38.0%	21.5%	12.5 %	9.7%		1,544
Associate's Degree Bachelor's Degree	18.2 % 20.0 %	41.7%	19.0 %	12.5 %	7.6%	43,384 199,906	3,737
Master's Degree	20.0 %	42.1%	19.0 %	11.6%	7.6%	199,906	3,737
			17.6 %	11.2 %			-,
Doctoral/Professional Degree	21.9 %	40.0 %	18.3 %	12.2 %	7.6%	55,791	1,349
Pay Category	12.3%	33.1%	23.9%	16.2 %	14.6%	19 220	452
Federal Wage System GS 1-6	12.3 % 17.9 %	33.1 % 36.4 %	23.9 %	16.2 % 12.6 %	14.6 %	19,220 20,055	452 700
GS 1-6 GS 7-12	17.9%	36.4 %	22.4 %	12.6 %	10.7 %	20,055 235.491	700 5 355
							-,
GS 13-15 SPS	22.7%	43.0 % 37.6 %	17.3 %	10.7%	6.3 %	246,597	3,535
					2.0 %	5,618	7
SL/ST	29.7 %	43.4 %	15.1 %	6.9 %	4.8%	2,029	31
Other	17.7 %	39.2 %	21.1 %	12.4%	9.7 %	45,471	899
Time in Federal Government							
<1 year	33.3 %	40.5 %	15.3 %	8.0 %	2.9 %	1,699	53
1-3 years	24.5 %	41.0%	18.2 %	10.1 %	6.2 %	60,050	1,332
4-5 years	20.3 %	39.9 %	18.9 %	12.3 %	8.5 %	48,692	959
6-10 years	19.5 %	39.6 %	19.6 %	12.5 %	8.9 %	99,352	1,844
11-14 years	18.7 %	40.0 %	19.7 %	12.5 %	9.1 %	108,438	2,006
15-20 years	18.1 %	39.6 %	20.2 %	12.8 %	9.3 %	103,999	1,841
> 20 years	20.4 %	42.2 %	19.6 %	10.8 %	7.0 %	152,880	2,980
Time with Current Agency							
<1 year	32.5 %	42.7 %	14.1 %	7.1 %	3.7 %	6,905	269
1-3 years	24.1 %	40.4%	18.2 %	10.5 %	6.8 %	92,923	1,941
4-5 years	19.7 %	39.7 %	19.2 %	12.4 %	9.0 %	64,498	1,165
6-10 years	18.9 %	39.6 %	19.8 %	12.7 %	9.1 %	105,145	1,973
11-14 years	17.9 %	40.0 %	20.1 %	12.8 %	9.2 %	101,922	1,867
15-20 years	17.7 %	39.9 %	20.6 %	12.7 %	9.1%	91,700	1,612
> 20 years	20.6 %	42.9 %	19.5 %	10.5 %	6.6%	111,900	2,176

(29) Managers promote communication among different work units.												
Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know					
All Responses	19.7 %	40.4 %	19.8 %	11.9 %	8.2 %	608,353	11,890					
Leaving Before Covid												
No	23.4 %	43.0 %	18.2 %	9.8 %	5.5 %	418,957	7,742					
Yes, to retire	17.0 %	41.2 %	22.1 %	12.2 %	7.4 %	34,904	769					
Yes, to other job in Govt	10.2 %	32.5 %	22.7 %	18.1 %	16.4%	83,577	1,661					
Yes, to other job outside Govt	9.4 %	31.6 %	21.5 %	19.4 %	18.1 %	13,745	289					
Yes, other	8.5 %	30.1 %	24.2 %	17.7 %	19.6 %	15,137	421					
Leaving Today												
No	24.7 %	44.0 %	17.8 %	9.0%	4.4 %	384,958	7,124					
Yes, to retire	15.8 %	40.6 %	22.4 %	13.0 %	8.2 %	39,340	876					
Yes, to other job in Govt	9.4 %	32.2 %	22.9 %	18.7 %	16.9 %	89,504	1,722					
Yes, to other job outside Govt	8.2 %	29.6 %	21.2 %	20.4 %	20.5 %	18,712	391					
Yes, other	8.6 %	30.3 %	23.4 %	18.3 %	19.3 %	22,273	591					
Retire Before Covid												
Less than 1 year	20.0 %	40.5 %	20.7 %	11.6%	7.3%	14,327	329					
1 year	18.4 %	42.2 %	21.3 %	11.2%	6.9%	16,206	362					
2 years	19.1%	41.6 %	21.1 %	11.4%	6.8%	31,933	695					
3 years	19.3 %	41.3 %	21.0 %	11.1%	7.3%	31,716	698					
4 years	20.0%	41.0 %	20.3 %	11.4%	7.3 %	21,012	404					
5 years	19.2 %	41.3 %	20.1 %	11.6%	7.7%	41.387	792					
More than 5 years	20.3 %	40.2 %	19.0 %	11.9 %	8.5 %	405.267	7.513					
Retire Today												
Less than 1 year	16.8 %	37.8%	21.6 %	13.4%	10.5%	19,861	476					
1 year	16.2 %	39.9 %	22.0 %	13.1 %	8.8%	19.068	404					
2 years	18.8 %	41.2 %	21.4%	11.3 %	73%	31,701	684					
3 years	19.7 %	41.4%	20.7 %	11.0%	7.2 %	29,491	629					
4 years	20.2 %	41.4%	19.9 %	11.5 %	6.9%	19.783	390					
5 years	19.5 %	41.5 %	19.9 %	11.6%	7.4%	39.208	745					
More than 5 years	20.5 %	40.4%	18.9 %	11.9 %	83%	395,258	7.336					
Item has been redacted in response to Executive 0							.,					
	(
Item has been redacted in response to Executive 0	Order (FO) 14168 Defendi	na Women From Ge	nder Idenings Fytremism and Re	estoring Rinkokral T	nuth to the Federal Governm	nent .						
	()											
		1		1	1							
Military Service												
No Prior Military Service	19.4 %	40.9 %	19.6 %	12.1 %	8.0%	402,587	7,961					
Currently in Guard/Reserves	22.3 %	40.5 %	18.3 %	10.7 %	8.3%	9,968	153					
Retired	23.9%	42.0 %	18.2 %	9.9%	6.0%	76.396	1.124					
Separated/Discharged	19.1 %	37.5 %	20.2 %	12.6%	10.5 %	84.622	1.727					
Military Spouse		2.13 %		22.0%			-,747					
Spouse of current active duty service mem	21.4 %	37.2 %	18.9 %	12.7 %	9.8%	5.992	106					
Spouse of current active duty service mem Spouse of separated or retired service		27.2.7	10.2.7			-,	100					
member	20.1 %	39.0 %	19.8 %	12.1 %	9.1 %	11,089	188					
with a disability rating of 100% widowjer; or a service member kined												
while on	20.6 %	35.4 %	21.0 %	9.9 %	13.2 %	305	5					
None of the categories listed	20.0 %	40.6 %	19.5 %	11.8 %	8.1%	556,940	10.694					
NoN-Competitive Hiring Authority												
Yes	23.6 %	35.7 %	19.1 %	12.5 %	9.2 %	2,037	50					
No	20.1 %	38.6 %	19.5 %	12.2 %	9.6 %	15,239	248					
Disability		22.0 %				,639	-40					
Ves	20.8%	37.1%	19.4%	12.3 %	10.3 %	84.732	1762					
No	20.1%	41.3 %	19.4 %	11.6%	7.6 %	476,547	8.816					
						1	-,320					

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	30.6 %	36.1%	20.0 %	7.3 %	6.0 %	584,531	34,681
Work Location							
Headquarters	34.2 %	36.2 %	18.4 %	6.3 %	4.9 %	180,732	8,618
Field	27.4 %	35.6 %	21.5 %	8.4 %	7.1 %	273,341	15,143
Full-time telework	35.8 %	37.6%	17.2 %	5.3 %	4.1 %	96,737	7,819
Supervisory Status							
Senior Leader	52.2 %	31.3 %	10.6 %	3.2 %	2.7 %	10,524	296
Manager	36.7 %	36.6 %	17.5 %	5.3 %	3.9 %	40,657	1,046
Supervisor	29.7 %	37.7%	20.2 %	6.9 %	5.4 %	79,759	2,774
Team Leader	29.2 %	36.2 %	21.0 %	7.6 %	6.0 %	76,148	3,197
Non-Supervisor	30.5 %	35.9 %	19.9 %	7.5 %	6.3 %	347,396	24,697
Sex							
Male	31.1 %	36.0 %	19.7 %	7.3 %	6.1%	295,956	14,807
Female	31.5 %	36.7 %	19.7 %	6.8%	5.4 %	241,053	15,374
Hispanic or Latino							
Yes	29.5 %	33.8 %	20.9 %	8.1%	7.7%	57,788	3,077
No	31.4 %	36.5 %	19.5 %	7.0 %	5.6 %	480,739	27,347
Race							
American Indian/ Alaska Native	22.7 %	33.5 %	23.8 %	10.8 %	9.2 %	10,358	683
Asian	31.5 %	38.6 %	19.7 %	5.6 %	4.6 %	31,324	1,729
Black/African American	31.9 %	36.4 %	19.9 %	6.3 %	5.6 %	76,965	4,834
Native Hawaiian/ Pacific Islander	28.9 %	31.8 %	22.7 %	8.6 %	8.0 %	3,595	212
White	31.7 %	36.4 %	19.2 %	7.1 %	5.6 %	377,797	20,183
Two or more races (Not Hispanic/ Latino)	28.1 %	33.4%	21.7 %	8.8 %	8.0 %	22,958	1,539
Age Group 25 and under	31.8 %	40.4 %	18.8 %		3.7 %	6,366	
25 and under 26-29 years old	31.8 % 29.6 %	40.4%	18.8 %	5.4 %		6,366 15.384	543
				1.2.1	5.4 %		1,110
30-39 years old	29.6 % 29.7 %	35.5 % 35.6 %	20.4 %	8.0 %	6.6 %	103,379	6,102 7,856
40-49 years old 50-59 years old	32.2 %	35.6 %	19.2 %	6.6%	5.4 %	143,796 183,019	7,856 9,625
50-59 years old 60 or older	34.2 %	36.9 %	19.2 %	6.0%	42%	183,019 87,215	9,625 5,139
Level of Education	34.2%	30.9 %	18.6 %	6.0 %	42%	87,215	5,139
Less than High School	25.7 %	31.6%	20.3 %	10.1 %	12.3 %	338	34
H.S. Diploma/GED or equiv	29.7 %	35.0%	20.9 %	7.7 %	6.7 %	22,538	1,312
Trade/Technical Certificate	25.7 %	34.6 %	22.5 %	9.3 %	7.9%	11,530	759
Some College (no degree)	29.3 %	34.6 %	20.8 %	8.2 %	7.0 %	71,682	4,338
Associate's Degree	28.0 %	35.2 %	21.3 %	85%	7.0 %	41,732	2,613
Bachelor's Degree	30.6 %	37.3 %	19.7 %	7.0%	5.5 %	192,535	11,379
Master's Degree	33.0 %	36.8%	18.7 %	6.3 %	5.2 %	150,591	7,386
Doctoral/Professional Degree	36.1 %	34.2 %	17.9 %	6.5 %	5.3 %	54,094	3,100
Pay Category							
Federal Wage System	20.0 %	32.1 %	25.5 %	11.5 %	10.9 %	18,681	1,027
GS 1-6	27.5 %	35.0 %	21.3 %	8.7 %	7.5 %	19,000	1,816
GS 7-12	29.1 %	36.4 %	20.5 %	7.7 %	6.3 %	225,849	15,334
GS 13-15	34.7 %	36.7 %	18.1 %	6.0%	4.6 %	239,550	10,784
SES	54.6 %	27.9 %	11.3 %	3.3 %	2.8 %	5,498	126
SL/ST	43.3 %	33.9 %	13.7 %	5.1%	4.0 %	1,989	78
Other	28.9 %	36.1%	20.9 %	7.6 %	6.5 %	43,695	2,735
Time in Federal Government							
<1 year	43.7 %	38.0 %	12.0 %	4.0 %	2.3 %	1,584	174
1-3 years	35.8 %	37.7%	17.4 %	5.4 %	3.8 %	57,212	4,283
4-5 years	31.1 %	36.2 %	19.5 %	7.6 %	5.7 %	46,857	2,840
6-10 years	30.2 %	35.9 %	20.1 %	7.6 %	6.2 %	95,656	5,702
11-14 years	29.5 %	35.6 %	20.6 %	7.6 %	6.6 %	104,874	5,665
15-20 years	28.7 %	35.3 %	20.9 %	8.2 %	7.0 %	100,638	5,304
> 20 years	31.7 %	36.6 %	19.5 %	6.6%	5.5 %	148,008	8,014
Time with Current Agency							
< 1 year	43.5 %	37.8 %	12.4 %	3.7 %	2.6 %	6,451	735
1-3 years	35.2 %	36.9 %	17.6 %	6.0%	4.4 %	88,778	6,230
4-5 years	30.3 %	36.0 %	19.8 %	7.6 %	6.2 %	62,153	3,564
6-10 years	29.5 %	35.7 %	20.7 %	7.7%	6.5 %	101,449	5,839
11-14 years	28.8 %	35.5 %	21.0 %	7.9 %	6.8%	98,665	5,231
15-20 years	28.3 %	35.5 %	21.2 %	8.0 %	7.0 %	88,864	4,537 5,803
> 20 years	32.2 %	37.0 %	19.3 %	6.4 %	5.1 %	108,384	

Demographics	(30) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?									
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know			
All Responses	30.6 %	36.1 %	20.0 %	7.3 %	6.0 %	584,531	34,681			
Leaving Before Covid										
No	35.5 %	37.7 %	17.5 %	5.4 %	3.8 %	405,117	22,097			
Yes, to retire	28.0 %	37.3 %	21.7 %	7.3 %	5.7 %	33,798	1,930			
Yes, to other job in Govt	17.1 %	30.9 %	26.9 %	12.8 %	12.3 %	79,987	5,339			
Yes, to other job outside Govt	17.8 %	30.1 %	25.4 %	13.0 %	13.6 %	13,176	867			
Yes, other	15.2 %	29.6 %	26.1 %	13.1 %	16.0 %	14,346	1,227			
Leaving Today										
No	37.3 %	38.5 %	16.7 %	4.6 %	2.9 %	372,401	20,128			
Yes, to retire	26.7 %	36.7 %	22.6 %	7.8 %	6.2 %	38,063	2,210			
Yes, to other job in Govt	16.1 %	30.6 %	27.3 %	13.4 %	12.6 %	85,734	5,579			
Yes, to other job outside Govt Yes, other	15.6 % 15.2 %	28.1 %	26.2 % 26.5 %	14.7 %	15.4 % 15.4 %	17,929 21.151	1,180 1,740			
Yes, other Retire Before Covid	15.2 %	29.1 %	26.5 %	13.7 %	15.4 %	21,151	1,740			
Less than 1 year	31.1 %	35.4%	20.5 %	6.9 %	6.1%	13,914	766			
1 year 2 years	29.5 % 30.5 %	37.9 % 37.1 %	20.4 %	6.8%	5.4 % 5.3 %	15,662 30,994	928 1,682			
2 years 3 years	30.5 %	36.9 %	20.4 %	7.3 %	5.3%	30,994 30,776	1,682			
4 years	31.0 %	36.3 %	19.9 %	7.2 %	5.6%	20,402	1,037			
5 years	30.7%	36.1 %	19.9 %	7.2%	6.1%	40.048	2.162			
More than 5 years	31.2 %	36.0 %	19.6 %	7.2 %	6.0%	390.336	22.913			
Retire Today		33.31		1211		57,475				
Less than 1 year	26.7 %	33.7 %	22.0 %	8.8 %	8.7 %	19,232	1,135			
1 year	26.9 %	35.9 %	22.2 %	8.5 %	6.6 %	18,412	1,081			
2 years	29.9 %	37.1 %	20.3 %	7.2 %	5.6 %	30,818	1,616			
3 years	30.7 %	36.7 %	20.2 %	6.9 %	5.4 %	28,547	1,594			
4 years	31.8 %	36.3 %	19.6 %	6.9 %	5.3 %	19,216	971			
5 years	31.0 %	36.7 %	19.8 %	6.8 %	5.7 %	37,938	2,038			
More than 5 years	31.4 %	36.1 %	19.5 %	7.1 %	5.8 %	380,700	22,348			
Item has been redacted in response to Executive	Order (EO) 14169 Defendi	ng Women From Ge	inder Ideology Extremism and Re	storing Biological T	ruth to the Federal Governm	ent.				
nem ma deciredación in response do executivo	Cidel (CO) 14100 Delendi									
Item has been redacted in response to Executive				storing Biological 1	ruth to the Federal Governm	ent.				
				storing Biological 1	ruth to the Federal Governm	ent.				
				storing Biological T	ruth to the Federal Governm	eent.				
				storing Biological T	ruth to the Federal Governm	est.				
Item has been redacted in response to Executive				storing Biological T	ruth to the Federal Governm	ant.				
Hem has been redacted in response to Executive Military Service	Order (EO) 14168 Defendi	g Women From Ge	onder Ideology Extremism and Re				23.281			
Item has been redacted in response to Executive Military Service No Prior Military Service	Order (EO) 14158 Defendi	ng Women From Ge 36.5 %	nder Ideology Extremism and Re	7.1%	5.7%	387,756	23,281 518			
Hem has been redacted in response to Executive Military Service	Order (EO) 14168 Defendi	g Women From Ge	onder Ideology Extremism and Re				23,281 518 3.176			
Item has been redacted in response to Executive Military Service No Prior Military Service Currently in Guard/Reserves	Order (EO) 14168 Defendi	ng Women From Ge 36.5 % 36.9 %	nder Ideology Extremism and Re 19.9 % 19.9 %	7.1 % 7.4 %	5.7 % 6.9 %	387,756 9,627	518			
Item has been inducted in response to Executive Military Service No Prior Military Service Currently in Gound/Reserves Retired Separated (Sixtharyad	Order (EO) 14168 Defendi 30.9 % 29.0 % 34.2 %	36.5 % 36.9 % 36.7 %	noder ideology Extremion and Re 19.9 % 19.9 % 18.4 %	7.1% 7.4% 6.2%	5.7 % 6.9 % 4.5 %	187,756 9,827 74,410	518 3,176			
htem has been reducted in response to Executive Military Service No Prior Military Service Currently in Guard/Reserves Ratised	Order (EO) 14168 Defendi 30.9 % 29.0 % 34.2 % 28.9 %	36.5 % 36.9 % 36.7 %	noder ideology Extremion and Re 19.9 % 19.9 % 18.4 %	7.1% 7.4% 6.2%	5.7 % 6.9 % 4.5 %	187,756 9,827 74,410	518 3,176			
Item has been reducted in response to Executive Military Service To Prior Military Service Currently in Guard/Reserves Retixed Separated/Dishurged Military Service	Order (EO) 14168 Defends 30.9 % 29.0 % 34.2 % 28.9 %	36.5 % 36.5 % 36.7 % 34.3 %	19.9 % 19.4 % 20.7 % 20.3 %	7.1% 7.4% 6.2% 8.5%	5.7 % 6.9 % 4.5 % 7.7 %	187,756 9,427 74,440 81,579 5,798	518 3,176 4,882 375			
Military Service No Prior Military Service Comments in Good Recovering Recov	Order (EO) 14168 Defendi 30.9 % 29.0 % 34.2 % 28.9 %	36.5 % 36.9 % 36.3 % 34.3 %	nder kideology Extremion and Re 19.9 % 19.9 % 18.4 % 20.7 %	7.1% 7.4% 6.2% 8.5%	5.7 % 6.9 % 4.5 % 7.7 %	387,756 5,827 7,4,410 81,579	518 3,176 4,882			
Military Service Military Service The Print Military Service Convently in Good Military Service Convently in Good Military Service Convently in Good Military Service Military Service Supported Observance Military Service Supported Observance Military Service	Order (EO) 14158 Defendi	36.5 % 36.5 % 36.9 % 36.7 % 34.3 % 34.5 % 35.3 %	19.9 % 19.9 % 19.9 % 20.7 % 20.3 % 20.1 %	7.1% 7.4% 6.2% 8.5% 7.8%	5.7 % 6.9 % 4.5 % 7.7 % 6.3 % 7.1 %	387,756 5,827 74,440 81,579 5,798 10,659	518 3,176 4,882 375 650			
Military Service No Prior Military Service No Prior Military Service Currently in Good/Hoeneve Retained Separated Of Victoria and Military Spouse of current active duty service member spouse of separated or retired dury	Order (EO) 34158 Defendi 30.9 % 23.0 % 34.2 % 28.9 % 31.0 % 29.5 %	36.5 % 36.9 % 36.7 % 34.3 % 34.5 % 35.3 %	19.9 % 19.9 % 19.9 % 19.9 % 19.5 % 20.3 % 20.1 % 27.2 %	7.1% 7.4% 6.2% 8.5% 7.8% 8.0%	5.7 % 6.9 % 4.5 % 7.7 % 6.3 % 7.1 %	387,756 9,627 74,410 81,279 5,728 10,659	518 3,176 4,882 375 650			
Military Service Military Service The Price Military Service Convently in Good Military Service Convently in Good Military Service Convently in Good Military Service Convently in Good Military Service Military Space Supported Observance Military Space White Space Whit	Order (EO) 14158 Defendi	36.5 % 36.5 % 36.9 % 36.7 % 34.3 % 34.5 % 35.3 %	19.9 % 19.9 % 19.9 % 20.7 % 20.3 % 20.1 %	7.1% 7.4% 6.2% 8.5% 7.8%	5.7 % 6.9 % 4.5 % 7.7 % 6.3 % 7.1 %	387,756 5,827 74,440 81,579 5,798 10,659	518 3,176 4,882 375 650			
Military Service No Prior Military Service No Prior Military Service Currently in Good Piscenter Retailed Separated Officializing and Separated Officializing and Separated Officializing and Separated or retries during service mes Separated of Piscenter Separated or retries during service mes Separated or retries during service mes Separated or retries during service mes Separated or retries during service mes Separated or retries during service mes Separated or retries during service mes Separated or retries during service mes Separated or retries during service mes Separate or separated or retries during service Separated or retries during service service Separate or service services and services services and services services services and services servic	20.9 % 20	36.5 % 36.5 % 36.9 % 36.7 % 34.3 % 34.3 % 35.3 % 29.4 % 36.2 %	199 % 199 % 199 % 203 % 203 % 201 % 202 % 203 % 204 %	7.1% 7.4% 6.2% 8.5% 7.8% 8.0% 6.6% 7.1%	5.7% 6.9% 4.5% 7.7% 6.3% 7.1% 8.8% 5.9%	187,756 9,827 74,410 81,579 5,738 10,659 287 537,411	518 3,176 4,882 375 650 23 30,845			
Military Service Military Service The Prior Military Service Coursely in Good Country Service Coursely in Good Country Service Coursely in Good Country Service Country Service Country Service Country Service Country Service Country Service Country Service Country Service Service Military Spaces Mili	20.9 % 20	36.5 % 36.9 % 36.7 % 34.3 % 34.5 % 35.3 % 29.4 % 36.2 %	19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 %	7.1% 7.4% 6.2% 8.5% 7.8% 8.0% 6.6% 7.1%	57% 53% 45% 7.7% 6.3% 7.1% 8.8% 5.9%	187,756 9,427 74,440 81,579 5,78 10,659 207 537,441	518 3,176 4,822 375 650 23 30,845			
Military Service No Prior Military Service No Prior Military Service Convently in Quantificaneva Retried Separated (Virtualry) Service Retried Separated (Virtualry) Military Service Retried Separated (Virtualry) Military Service Separated or retried service member with a situation year of 2009 white on the chapter of 2009 white on the chapter of the Service Military Vex Vex Vex Vex Vex Vex Vex Vex Vex Vex	20.9 % 20	36.5 % 36.5 % 36.9 % 36.7 % 34.3 % 34.3 % 35.3 % 29.4 % 36.2 %	199 % 199 % 199 % 203 % 203 % 201 % 202 % 203 % 204 %	7.1% 7.4% 6.2% 8.5% 7.8% 8.0% 6.6% 7.1%	5.7% 6.9% 4.5% 7.7% 6.3% 7.1% 8.8% 5.9%	187,756 9,827 74,410 81,579 5,738 10,659 287 537,411	518 3,176 4,882 375 650 23 30,845			
Military Service Military Service The Price Military Service Conversity in Good Military Service Conversity in Good Military Service Conversity in Good Military Service Conversity in Good Military Service Retired Military Speace Military Service Service of Converse active daily service meetings with a disabilitary service daily service meetings with a disabilitary service military service with a disabilitary service military service Military Speace Military Service Military S	20.9 % 20.9 % 20.9 % 20.9 % 20.9 % 20.9 % 20.9 % 20.9 % 20.9 % 20.5 % 20	36.5 % 36.9 % 36.7 % 34.3 % 34.5 % 35.3 % 29.4 % 36.2 %	10.5 % 10.5 % 10.5 % 10.5 % 10.5 % 10.5 % 10.5 % 10.5 % 10.5 % 10.5 % 10.5 % 10.5 % 10.5 % 10.5 % 10.5 %	7.1% 7.4% 6.2% 8.5% 7.2% 8.0% 6.6% 7.1% 7.6%	57% 65% 45% 77% 63% 71% 88% 59%	187,756 9,427 74,440 81,579 5,798 10,659 287 537,441 1,549 14,632	518 3,376 4,882 375 650 23 30,845			
Military Service No Prior Military Service No Prior Military Service Convently in Quantificaneva Retried Separated (Virtualry) Service Retried Separated (Virtualry) Military Service Retried Separated (Virtualry) Military Service Separated or retried service member with a situation year of 2009 white on the chapter of 2009 white on the chapter of the Service Military Vex Vex Vex Vex Vex Vex Vex Vex Vex Vex	20.9 % 20	36.5 % 36.9 % 36.7 % 34.3 % 34.5 % 35.3 % 29.4 % 36.2 %	19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 % 19.5 %	7.1% 7.4% 6.2% 8.5% 7.8% 8.0% 6.6% 7.1%	57% 53% 45% 7.7% 6.3% 7.1% 8.8% 5.9%	187,756 9,427 74,440 81,579 5,78 10,659 207 537,441	518 3,176 4,822 375 650 23 30,845			

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.4 %	36.4 %	21.2 %	9.6 %	7.4 %	610,973	8,107
Work Location				_			
Headquarters	28.8 %	36.9 %	19.0 %	8.8 %	6.5 %	187,569	1,775
Field	22.2 %	35.3 %	22.7 %	10.9 %	8.9 %	284,675	3,803
Full-time telework	30.4 %	38.5 %	19.3 %	6.9 %	4.9 %	102,861	1,671
Supervisory Status							
Senior Leader	51.3 %	31.5 %	9.4 %	4.3 %	3.5 %	10,801	21
Manager	31.3 %	36.0 %	17.0 %	9.2 %	6.5 %	41,548	161
Supervisor	25.3 %	37.4 %	20.1 %	10.1 %	7.1 %	81,929	597
Team Leader	24.0 %	36.7 %	21.4 %	10.4 %	7.5 %	78,659	702
Non-Supervisor	24.9 %	36.3 %	21.7 %	9.4 %	7.7 %	366,171	5,858
Sex							
Male	26.1 %	36.1 %	20.4 %	9.6 %	7.8 %	307,344	3,450
Female	25.8 %	37.3 %	21.2 %	9.2 %	6.5 %	252,925	3,432
Hispanic or Latino							
Yes	27.9 %	34.9 %	20.6 %	8.4 %	8.2 %	60,168	679
No	25.6 %	36.7 %	20.8 %	9.6 %	7.2 %	501,793	6,265
Race							
American Indian/ Alaska Native	21.5 %	34.7 %	23.9 %	10.8 %	9.1 %	10,871	170
Asian	28.5 %	40.8 %	19.1 %	6.2 %	5.3 %	32,581	468
Black/African American	27.5 %	38.7 %	20.5 %	7.1 %	6.2 %	80,839	947
Native Hawaiian/ Pacific Islander	26.7 %	35.4 %	22.4 %	7.3 %	8.2 %	3,742	63
White	25.8 %	36.0 %	20.6 %	10.1 %	7.5 %	393,352	4,616
Two or more races (Not Hispanic/ Latino)	24.2 %	33.9 %	22.4 %	10.2 %	9.3 %	24,104	385
Age Group							
25 and under	32.8 %	40.0 %	17.0 %	5.7 %	4.6 %	6,776	133
26-29 years old	27.2 %	38.2 %	19.9 %	8.3 %	6.4 %	16,220	268
30-39 years old	24.7 %	36.2 %	20.6 %	10.2 %	8.3 %	107,938	1,574
40-49 years old	24.5 %	35.6 %	21.1 %	10.3 %	8.5 %	149,755	1,869
50-59 years old	26.6 %	36.8 %	20.9 %	9.0%	6.7 %	190,597	2,050
60 or older	27.9 %	37.1 %	21.0 %	8.4 %	5.6 %	91,287	1,035
level of Education							
Less than High School	26.8 %	28.0 %	22.4 %	11.2 %	11.6%	358	15
H.S. Diploma/GED or equiv	25.8 %	36.3 %	22.6 %	8.1 %	7.2 %	23,500	339
Trade/Technical Certificate	22.4 %	35.7 %	23.2 %	10.3 %	8.3 %	12,118	174
Some College (no degree)	25.4 %	35.5 %	22.1 %	9.3 %	7.7 %	75,044	970
Associate's Degree	24.6 %	35.7 %	22.8 %	9.2 %	7.7 %	43,724	627
Bachelor's Degree	25.2 %	37.5 %	21.0 %	9.4 %	6.8 %	201,229	2,651
Master's Degree	27.5 %	37.1 %	19.3 %	9.2 %	7.0 %	156,387	1,608
Doctoral/Professional Degree	26.4 %	33.3 %	19.1 %	11.4 %	9.9 %	56,489	687
Pay Category							
Federal Wage System	17.1 %	31.3 %	26.2 %	13.1 %	12.2 %	19,435	281
GS 1-6	26.6 %	35.6 %	22.2 %	7.8 %	7.7 %	20,321	478
GS 7-12	25.0 %	36.6 %	21.8 %	9.3 %	7.3 %	237,424	3,716
GS 13-15	27.4 %	37.2 %	19.2 %	9.5 %	6.8 %	248,116	2,203
SES	50.3 %	26.5 %	10.3 %	6.9 %	6.0 %	5,617	15
SL/ST	37.7%	35.4 %	13.5 %	7.3 %	6.2 %	2,057	11
Other	22.8 %	35.7 %	22.7 %	10.2 %	8.6%	45,806	628
Time in Federal Government							
<1 year	44.6 %	37.6 %	12.2 %	3.3 %	2.3 %	1,705	52
1-3 years	34.1 %	38.8 %	17.1 %	6.0 %	4.0 %	60,465	1,050
4-5 years	27.2 %	36.9 %	20.4 %	8.8 %	6.7 %	49,028	682
6-10 years	25.3 %	36.1%	21.0 %	9.9 %	7.7 %	99,992	1,333
11-14 years	24.0 %	36.1%	21.3 %	10.4 %	8.2 %	109,198	1,341
15-20 years	22.6 %	35.0 %	22.3 %	10.9 %	9.1 %	104,722	1,217
> 20 years	24.5 %	36.4%	21.9 %	9.7 %	7.5 %	154,299	1,680
Time with Current Agency							
<1 year	41.7%	37.6 %	14.3 %	3.7 %	2.8 %	6,929	251
1-3 years	33.0 %	37.8 %	17.8 %	6.6%	4.7 %	93,520	1,512
4-5 years	25.9 %	37.0 %	20.5 %	9.3 %	7.4%	64,895	836
6-10 years	24.2 %	35.8 %	21.5 %	10.4 %	8.1%	105,946	1,312
	22.9%	35.8 %	22.0 %	10.6 %	8.6%	102,689	1,198
11-14 years 15-20 years	21.9%	35.1%	22.7 %	11.1 %	9.2%	92.359	1.018

(31) I have a high level of respect for	or my organization	's senior leade	rs.				
Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Rem Response Total**	Do Not Know
All Responses	25.4 %	36.4 %	21.2 %	9.6 %	7.4 %	610,973	8,107
Leaving Before Covid							
No	29.7 %	38.5 %	19.1 %	7.7 %	5.0 %	422,161	5,014
Yes, to retire	21.2 %	35.8 %	24.3 %	10.8 %	8.0 %	35,312	412
Yes, to other job in Govt	14.5 %	30.4 %	26.2 %	15.0 %	14.0 %	84,030	1,287
Yes, to other job outside Govt	12.1 %	26.7 %	24.3 %	18.2 %	18.7 %	13,830	214
Yes, other	11.7%	26.9 %	27.3 %	15.4 %	18.7 %	15,266	311
Leaving Today							
No	31.2 %	39.4%	18.6 %	6.8 %	4.0 %	387,880	4,620
Yes, to retire	19.9 %	35.2 %	24.7 %	11.5 %	8.7 %	39,822	446
Yes, to other job in Govt	13.8 %	30.2 %	26.3 %	15.5 %	14.2 %	89,997	1,329
Yes, to other job outside Govt	10.1 %	24.3 %	24.5 %	20.0 %	21.1 %	18,849	274
Yes, other	11.7%	26.9 %	26.9 %	16.0 %	18.6 %	22,474	422
Retire Before Covid							
Less than 1 year	24.1%	34.0 %	23.0 %	10.7%	8.1%	14,513	168
1 year	22.4 %	36.9 %	23.2 %	10.0 %	7.5 %	16,385	201
2 years	23.8%	36.5 %	22.6 %	9.9%	7.2%	32.314	355
3 years	24.0%	36.6 %	22.3 %	9.7%	7.4%	32.105	327
4 years	24.5 %	36.7 %	21.5 %	9.9%	7.4%	21.188	234
5 years	24.7%	36.5 %	21.3 %	9.8%	7.6%	41.765	452
More than 5 years	26.3 %	36.4 %	20.5 %	9.4%	7.4%	407.803	5.447
Retire Today		3411.11		411.12		,	4,
Less than 1 year	20.5 %	32.1%	23.5 %	12.8 %	11.0%	20.137	225
1 year	20.1 %	34.9%	24.0 %	11.9 %	9.1%	19,260	232
2 years	23.5 %	35.8 %	23.0 %	10.2 %	7.6%	32,072	350
2 years 3 years	24.3 %	36.9 %	21.8 %	9.6%	7.3 %	29,817	319
3 years 4 years	24.3 %	36.9 %	21.8 %	10.0 %	73%	29,817	319 221
4 years 5 years	24.9 %	36.8 %	21.0 %	9.5%	72%	19,959	409
5 years More than 5 years	25.1 %	36.6 %	21.4 %	9.5%	73%	39,568 397.744	409 5,319
More than 5 years Item has been redacted in response to Executive							5,319
item has been reducted in response to executive	Order (EO) 14168 Delendi	lng women From Gu	nder ideology Extremism and Ki	estoring biological i	futh to the rederal Governm	ient.	
Item has been redacted in response to Executive	0-4/50\444500-6	 	a de al de al ano Franco de la card De		and the state of a decorate of the second		
item has been reducted in response to executive	Order (EO) 14168 Delendi	ling women From Gu	nder ideology Extremism and Ki	estoring biological i	futh to the rederal Governm	ient.	
		1		1	1		
Military Service							
No Prior Military Service	24.9 %	36.7 %	21.1%	9.7%	7.5 %	405.598	5,393
Currently in Guard/Reserves	26.7 %	36.9%	19.9 %	9.2 %	7.4%	10,007	135
Currently in Guard/Reserves Retired	26.7 %	36.9 %	19.9%	7.6%	5.1%	10,007 76,962	620
Separated/Discharged	23.9%	37.5 %	19.0 %	10.6 %	9.4%	76,962 85,310	1,156
Separated/Discharged Military Spouse	23.3%	34.0%	22.179	10.6 %	24.5	63,310	1,130
Spouse of current active duty service men	29.0 %	36.1%	19.3 %	88%	6.9 %	6.016	96
Spouse of current active duty service men Spouse of separated or retired service	29.0%	30.176	19.5 %	0.0 %	0.5%	9,019	36
Spouse of separated or retired service member	26.2 %	36.0 %	21.4 %	9.2 %	7.2 %	11,163	132
		1		1	1		
		35.5 %	21.7 %	9.8 %	8.2 %	309	1
with a disability rating of 100%	24.8 %			1	7.4%	561,149	7,096
with a disability rating of 100% widower; or a service memoer kine o while on			21.0%	9.6%			
with a disability rating of 100% wisowier or a service memoer kinero while on None of the categories listed	24.8 % 25.6 %	36.4%	21.0 %	9.6 %	74%		
with a disability rating of 100% without a disability rating of 100% without a service memory steed while on None of the categories listed NoN-Competitive Hiring Authority	25.6 %	36.4%				2,052	
with a disability rating of 100% versioning of 100% versioning of 100% versioning of 100% version while on None of the categories listed NoN-Competitive Hiring Authority Yes	25.6 % 31.5 %	36.4 %	19.4 %	7.2 %	7.2 %	2,053	41
with a disability rating of 100% westweety or a service memory name while on None of the categories listed NoA-Competitive Hiring Authority Yes No	25.6 %	36.4%				2,053 15,325	
with a disability retine of 100% versower; or a servet memour save while on None of the categories listed NoN-Compositive Hiring Authority Ves No Disability	25.6 % 31.5 % 26.6 %	36.4 % 34.7 % 36.2 %	19.4 % 20.8 %	7.2 % 9.3 %	7.2 % 7.1 %	15,325	41 186
with a disability rating of 100% westweety or a service memory name while on None of the categories listed NoA-Competitive Hiring Authority Yes No	25.6 % 31.5 %	36.4 %	19.4 %	7.2 %	7.2 %		41

(22) Conjor	landare damon	strate support	for Work /Life	nroarame

Demographics	Strongly Agree	Agree	Neither Agree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	26.1 %	38.1 %	nor Disagree 22.0 %	7.8 %	6.0 %	574,976	43,872
Work Location	20.1 %	30.176	22.0%	7.4%	6.0 %	574,376	43,872
Headquarters	30.0 %	39.3 %	18.9 %	7.0 %	4.9 %	178,791	10,508
Field	22.5 %	36.8 %	24.3%	9.0 %	75%	266,290	22,104
Full-time telework	32.0%	40.5 %	18.7%	5.2 %	3.6%	96,718	7,780
Supervisory Status	32.0 %	40.5 %	10.7%	3.2%	3.0 %	96,718	7,780
Senior Leader	49.4 %	33.5 %	10.9 %	3.7 %	2.6 %	10,701	112
Manager	32.1%	39.3 %	17.6%	6.8%	42%	40,600	1.084
Supervisor	26.0 %	40.0 %	21.1%	7.7%	5.2 %	78,919	3,590
Team Leader	25.2 %	39.0 %	21.9%	7.9 %	6.0%	74,309	5,027
Non-Supervisor	25.6 %	37.7%	22.4 %	7.9%	6.5 %	340.820	31,117
Sex							
Male	26.9 %	38.4 %	21.5 %	7.2%	5.9%	290.050	20.643
Female	26.5 %	38.0 %	21.4 %	8.3 %	5.9%	238,092	18,188
Hispanic or Latino							
Yes	25.6 %	34.5 %	23.6 %	8.5 %	7.8%	56,840	4,001
No	26.8 %	38.8 %	21.2 %	7.5 %	5.7 %	472,848	35,046
Race							
American Indian/ Alaska Native	18.8 %	33.1 %	28.8 %	10.2 %	9.0 %	10,149	892
Asian	29.0 %	41.4 %	19.1 %	5.6 %	5.0 %	31,329	1,701
Black/African American	28.2 %	38.5 %	20.4 %	7.0 %	5.8 %	77,271	4,441
Native Hawaiian/ Pacific Islander	25.1 %	33.0 %	26.1%	7.9 %	7.9 %	3,546	253
White	26.8 %	38.5 %	21.3 %	7.7 %	5.7 %	369,524	28,363
Two or more races (Not Hispanic/ Latino)	23.9 %	34.5 %	23.4 %	9.5 %	8.6 %	22,578	1,918
Age Group							
25 and under	25.7 %	37.1 %	23.8 %	7.7 %	5.7 %	6,004	903
26-29 years old	23.8 %	36.4%	22.6 %	9.7 %	7.5 %	14,760	1,730
30-39 years old	24.3 %	35.9 %	21.6 %	9.9 %	8.2 %	101,182	8,293
40-49 years old	25.4 %	37.6 %	21.5 %	8.5 %	7.0 %	141,973	9,656
50-59 years old	28.4 %	39.7 %	21.0 %	6.3 %	4.6 %	180,635	11,911
60 or older	29.3 %	40.3 %	21.8 %	5.3 %	3.2 %	85,689	6,583
Level of Education							
Less than High School	17.2 %	34.8 %	27.5 %	8.1 %	12.4 %	336	33
H.S. Diploma/GED or equiv	23.0 %	35.9 %	27.1%	7.6 %	6.4 %	21,944	1,881
Trade/Technical Certificate	20.0 %	34.4 %	28.5 %	8.8 %	8.3 %	11,262	1,025
Some College (no degree)	24.0 %	35.3 %	25.3 %	8.4 %	7.0 %	70,123	5,824
Associate's Degree	23.2 %	36.1 %	25.4 %	8.3 %	7.0 %	40,676	3,652
Bachelor's Degree	26.4 %	39.3 %	21.1%	7.6 %	5.7 %	189,432	14,398
Master's Degree	29.9 %	39.9 %	18.1 %	7.0 %	5.1 %	149,295	8,675
Doctoral/Professional Degree	29.1 %	38.3 %	18.6 %	8.0%	6.1 %	52,938	4,261
Pay Category							
Federal Wage System	14.6 %	29.7 %	32.0 %	12.1 %	11.6 %	17,811	1,886
GS 1-6 GS 7-12	22.3 % 24.2 %	32.7 % 37.6 %	27.8 % 23.5 %	8.9 % 8.2 %	8.4 % 6.5 %	18,224 220,838	2,551 20,214
65 7-12	31.1%	40.9 %	23.5 % 17.3 %	6.4%	4.2%	220,838 238,005	
GS 13-15 SES	31.1 % 50.1 %	40.9 % 30.7 %	17.3 % 12.2 %	6.4 % 4.5 %	4.2%	238,005 5,560	12,315 69
SL/ST	39.8 %	38.8 %	13.8%	3.7%	3.9%	1,979	86
Other	22.3 %	36.1 %	24.7%	8.9%	7.9%	42,689	3.719
Time in Federal Government	11.5%	30.174	24.3 /4	6374	7.3 %	42,003	3,723
<1 year	39.4 %	39.0 %	15.0 %	4.1 %	2.4 %	1,565	189
1-3 years	30.4 %	37.8%	20.6%	6.6 %	4.5 %	55,651	5.839
4-5 years	26.2 %	37.1 %	21.6%	8.4 %	6.8%	45,956	3,733
6-10 years	25.7%	37.2 %	21.7%	8.5%	6.8%	94,211	7.118
11-14 years	25.2 %	37.7 %	21.7%	8.6%	6.7 %	103,194	7,322
15-20 years	24.3 %	37.7 %	22.6%	8.4%	6.9%	99,136	6,771
> 20 years	27.5 %	40.2 %	21.4%	6.3 %	4.6 %	145,952	9,968
Time with Current Agency							
<1 year	39.5 %	38.2 %	15.1 %	4.3 %	2.9 %	6,484	691
1-3 years	30.6 %	37.5 %	20.1%	6.9 %	4.9 %	87,099	7,909
4-5 years	26.1 %	37.5 %	21.4 %	8.3 %	6.9 %	61,174	4,539
6-10 years	25.2 %	37.2 %	22.1 %	8.5 %	6.9 %	100,022	7,226
11-14 years	24.3 %	38.0 %	22.3 %	8.6 %	6.9 %	96,888	6,955
15-20 years	23.7 %	37.9 %	23.2 %	8.4%	6.8 %	87,341	6,012
> 20 years	27.5 %	40.7 %	21.3 %	6.1%	4.3 %	106,536	7,596

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Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	26.1 %	38.1 %	22.0 %	7.8 %	6.0 %	574,976	43,872
Leaving Before Covid							
No	30.4 %	39.9 %	19.6 %	6.1 %	3.9 %	398,476	28,568
Yes, to retire	23.7 %	40.2 %	24.6 %	6.6 %	4.9 %	33,120	2,577
Yes, to other job in Govt	14.9 %	32.6 %	27.1 %	13.0 %	12.3 %	78,861	6,462
Yes, to other job outside Govt	14.1 %	30.8 %	25.9 %	14.6 %	14.6 %	12,852	1,193
Yes, other	11.7%	29.6 %	29.3 %	14.2 %	15.3 %	14,005	1,565
Leaving Today							
No	32.1%	40.8 %	18.8 %	5.3 %	2.9 %	366,412	25,950
Yes, to retire	22.2 %	39.8 %	25.2 %	7.4%	5.4 %	37,250	2,993
Yes, to other job in Govt	13.9 %	32.2 %	27.5 %	13.6 %	12.9 %	84,383	6,942
Yes, to other job outside Govt	11.1%	27.6 %	26.7 %	16.7 %	17.9 %	17,488	1,636
Yes, other	11.2 %	29.1 %	29.0 %	14.5 %	16.1 %	20,640	2,259
Retire Before Covid							
Less than 1 year	27.0 %	38.5 %	22.8 %	6.7 %	4.9%	13,659	1,007
1 year	24.9 %	41.5 %	23.5 %	5.9 %	4.3 %	15,354	1,224
2 years	25.8 %	40.6 %	22.7 %	6.4 %	4.5 %	30,436	2,210
3 years	26.0 %	40.0 %	23.0 %	6.5 %	4.5 %	30,236	2,188
4 years	26.5 %	39.3 %	22.6 %	6.7 %	4.9 %	20,057	1,365
5 years	26.3 %	39.0 %	22.3 %	6.9 %	5.5 %	39,565	2,616
More than 5 years	26.6 %	37.7 %	21.2 %	8.1 %	6.4 %	383,754	29,430
Retire Today							
Less than 1 year	22.6 %	36.8 %	24.5 %	8.4 %	7.7 %	18,830	1,529
1 year	22.1 %	39.0 %	25.2 %	7.7 %	5.9 %	18,030	1,440
2 years	25.3 %	40.0 %	23.0 %	6.9 %	4.8 %	30,253	2,157
3 years	26.6 %	40.1 %	22.3 %	6.5 %	4.5 %	28,098	2,032
4 years	27.0 %	40.1 %	21.5 %	6.7 %	4.8 %	18,868	1,306
5 years	26.9 %	39.2 %	22.1%	6.8 %	5.0 %	37,476	2,477
More than 5 years	26.9 %	37.8 %	21.0 %	8.0%	6.2 %	374,236	28,753
Item has been redacted in response to Executive O	Order (EO) 14168 Defendi	ng Women From G	ender Ideology Extremism and Re	estoring Biological T	ruth to the Federal Governm	nent.	
Item has been redacted in response to Executive O	Order (EO) 14168 Defendi	ng Women From G	ender Ideology Extremism and Re	estoring Biological T	ruth to the Federal Governm	nent.	
1							
Military Service							
No Prior Military Service	25.9 %	38.5 %	21.5 %	8.1%	6.0%	381,412	29,488
No Prior Military Service Currently in Guard/Reserves	26.4 %	37.2 %	21.2 %	8.1 %	7.0 %	9,494	641
No Prior Military Service Currently in Guard/Reserves Retired	26.4 % 31.1 %	37.2 % 39.7 %	21.2 % 20.2 %	8.1 % 5.4 %	7.0 % 3.6 %	9,494 73,331	641 4,222
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged	26.4 %	37.2 %	21.2 %	8.1 %	7.0 %	9,494	641
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse	26.4 % 31.1 % 24.7 %	37.2 % 39.7 % 35.7 %	21.2 % 20.2 % 23.6 %	8.1 % 5.4 % 8.3 %	7.0% 3.6% 7.8%	9,494 73,331 80,018	641 4,222 6,430
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem	26.4 % 31.1 %	37.2 % 39.7 %	21.2 % 20.2 %	8.1 % 5.4 %	7.0 % 3.6 %	9,494 73,331	641 4,222
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of Separated or retired service	26.4 % 31.1 % 24.7 %	37.2 % 39.7 % 35.7 %	21.2 % 20.2 % 23.6 % 22.2 %	8.1 % 5.4 % 8.3 %	7.0% 3.6% 7.8%	9,494 73,331 80,018 5,667	641 4,222 6,430 436
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member	26.4 % 31.1 % 24.7 %	37.2 % 39.7 % 35.7 %	21.2 % 20.2 % 23.6 %	8.1 % 5.4 % 8.3 %	7.0% 3.6% 7.8%	9,494 73,331 80,018	641 4,222 6,430
No Prior Military Service Currently in Guard Reserves Retired Separate of Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member with a disballity rating of 100%	26.4 % 31.1 % 24.7 %	37.2 % 39.7 % 35.7 % 33.5 % 35.9 %	21.2 % 20.2 % 23.6 % 22.2 % 22.3 %	8.1% 5.4% 8.3% 9.8% 8.5%	7.0% 3.6% 7.8% 7.5% 7.1%	9,484 73,331 80,018 5,667 10,551	641 4,222 6,430 436 740
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Separated/Discharged Sposse of current active duty service mean Sposse of deparated or retired service withs adiability restance of 2005 vorcionymy prior services minimizer serve whith adiability restance of 2005 vorcionymy prior services minimizer serve whith of a	26.4 % 31.1 % 24.7 % 27.1 % 26.2 %	37.2 % 39.7 % 35.7 % 33.5 % 35.9 % 35.6 %	21.2 % 20.2 % 23.6 % 22.2 % 22.3 % 29.8 %	8.1% 5.4% 8.3% 9.8% 8.5%	7.0 % 3.6 % 7.8 % 7.5 % 7.1 %	9,494 73,331 80,018 5,467 10,551 254	641 4,222 6,430 436 740
No hrior Military Service Currently in Guard/Reserves Ratized Military Spouse Spouse of current active duty service men Spouse of superated or retired service member spouse of superated or retired service member with the service of 100% versioning in a service in member with the service in member with the service in member with the service in member with the categories listed Mono of the categories listed	26.4 % 31.1 % 24.7 % 27.1 % 26.2 %	37.2 % 39.7 % 35.7 % 33.5 % 35.9 %	21.2 % 20.2 % 23.6 % 22.2 % 22.3 %	8.1% 5.4% 8.3% 9.8% 8.5%	7.0% 3.6% 7.8% 7.5% 7.1%	9,484 73,331 80,018 5,667 10,551	641 4,222 6,430 436 740
No Prior Milliary Service Currently in Guard Pleaseves Ratived Separated Olink-harged Silvary Spouse Spouse of Current active duty service men Spouse of Separated or retired service member with a Glability sating of 100% www.dir.gi or service menus shall on the Company of the Company with a Company of the Company with a	26.4 % 31.1 % 24.7 % 27.1 % 26.2 % 17.8 % 26.5 %	37.2 % 39.7 % 35.7 % 33.5 % 35.9 % 35.6 % 38.3 %	21.2 % 20.2 % 23.6 % 22.2 % 22.3 % 29.8 % 21.6 %	8.1% 5.4% 8.3% 9.8% 8.5% 7.3% 7.7%	7.0% 3.6% 7.8% 7.5% 7.1% 9.5% 5.9%	9,494 77,231 80,018 5,467 10,551 294 538,486	641 4,222 6,430 436 740 17 39,667
No Price Milliany Sarvice Currently In Guard, Pleasures Natived Separated (Orishanged Milliany Spoose Spoose of Current active duby sarvice men Spoose of Guardet active duby sarvice men Spoose of Separate state of the Spoose with an disability state of 1000; within a disability state of 1000; within a disability state of 1000. Nome of the categories listed Not Comparate Hiding Authority Yes	26.4 % 31.1 % 24.7 % 27.1 % 26.2 % 17.8 % 26.5 %	37.2 % 39.7 % 35.7 % 33.5 % 35.9 % 35.6 % 38.3 %	21.2 % 20.2 % 23.6 % 22.2 % 22.3 % 29.8 % 21.6 % 22.5 %	8.1% 5.4% 8.3% 9.8% 8.5% 7.3% 7.7%	7.0% 3.6% 7.8% 7.5% 7.1% 9.5% 5.9%	9,044 77,331 80,018 5,667 10,551 234 528,48 1,510	641 4,222 6,430 436 740 17 39,667
No Price Million's Service Currently In George (Near-ease Ristoed Ristoed Separated (Victoryaged Million's Spouse Spouse of courant active duty service mone Spouse of separated or restreed service member with a dealedity series of 100% white on Notice of the Categories listed Notice of the Categories Risted Note of the Categories Rist	26.4 % 31.1 % 24.7 % 27.1 % 26.2 % 17.8 % 26.5 %	37.2 % 39.7 % 35.7 % 33.5 % 35.9 % 35.6 % 38.3 %	21.2 % 20.2 % 23.6 % 22.2 % 22.3 % 29.8 % 21.6 %	8.1% 5.4% 8.3% 9.8% 8.5% 7.3% 7.7%	7.0% 3.6% 7.8% 7.5% 7.1% 9.5% 5.9%	9,494 77,231 80,018 5,467 10,551 294 538,486	641 4,222 6,430 436 740 17 39,667
No Price Milliany Sarvice Currently In Guard, Pleasures Natived Separated (Orishanged Milliany Spoose Spoose of Current active duby sarvice men Spoose of Guardet active duby sarvice men Spoose of Separate state of the Spoose with an disability state of 1000; within a disability state of 1000; within a disability state of 1000. Nome of the categories listed Not Comparate Hiding Authority Yes	26.4 % 31.1 % 24.7 % 27.1 % 26.2 % 17.8 % 26.5 %	37.2 % 39.7 % 35.7 % 33.5 % 35.9 % 35.6 % 38.3 %	21.2 % 20.2 % 23.6 % 22.2 % 22.3 % 29.8 % 21.6 % 22.5 %	8.1% 5.4% 8.3% 9.8% 8.5% 7.3% 7.7%	7.0% 3.6% 7.8% 7.5% 7.1% 9.5% 5.9%	9,044 77,331 80,018 5,667 10,551 234 528,48 1,510	641 4,222 6,430 436 740 17 39,667

(33) How satisfied	 	 46-4-46-4	

NI Responses Work Location Headquarters Field Full-time telework	18.2 %	39.7 %	nor Dissatisfied			
Work Location Headquarters Field Full-time telework			21.8 %	14.7 %	5.5 %	615,320
Field Full-time telework						
Full-time telework	21.4 %	41.5%	19.3 %	13.1 %	4.6 %	189,061
	16.3 %	38.3 %	22.8 %	16.2 %	6.4 %	287,864
	19.5 %	41.7 %	21.8 %	12.7 %	4.3 %	104,345
Supervisory Status						
Senior Leader	48.4 %	35.6 %	8.1 %	5.7 %	2.2 %	10,810
Manager	29.6 %	42.8 %	13.6 %	10.6%	3.4 %	41,634
Supervisor Team Leader	20.6 %	43.1 % 41.6 %	18.4 %	13.4%	4.5%	82,398 79.217
Team Leader Non-Supervisor	18.3 % 16.2 %	41.6 % 38.7 %	20.0 %	14.9%	5.2 %	79,217 371,268
Non-supervisor lev	10.2 %	38.7 %	23.7%	15.4%	6.0 %	371,200
Male	19.6 %	40.6%	20.8%	13.5 %	5.4%	310.102
Female	17.2 %	39.4 %	22.2 %	15.9%	5.3%	255,959
tispanic or Latino						
Yes	18.2 %	36.9 %	23.5 %	15.0%	6.4%	60,699
No	18.7 %	40.5 %	21.1%	14.4 %	5.2 %	507,130
Race						
American Indian/ Alaska Native	14.3 %	37.1 %	25.7 %	16.6%	6.3 %	11,013
Asian	20.1 %	44.6 %	21.9 %	9.4 %	4.0 %	32,963
Black/African American	18.9 %	39.9 %	21.7 %	13.9 %	5.6 %	81,493
Native Hawaiian/ Pacific Islander	18.7 %	38.3 %	24.2 %	12.2 %	6.5 %	3,795
White Two or more races (Not Hispanic/Latino)	19.0 % 15.9 %	40.4 % 35.1 %	20.7 %	14.7 % 16.9 %	5.2 % 8.1 %	397,365 24,455
Two or more races (Not Hispanic/ Latino) Age Group	15.9 %	35.1%	25.9 %	16.9%	8.1%	24,455
25 and under	16.4 %	44.5 %	23.3 %	11.8%	40%	6.895
26-29 years old	15.5 %	41.3 %	23.5 %	14.5%	5.3 %	16,475
30-39 years old	16.6 %	39.4 %	22.0%	15.9%	6.2%	109.403
40-49 years old	18.0 %	39.7 %	21.1%	15.3 %	6.0 %	151,435
50-59 years old	20.4 %	40.5 %	20.7 %	13.6 %	4.9 %	192,234
60 or older	20.2 %	40.4 %	21.8 %	13.1 %	4.4 %	91,965
evel of Education						
Less than High School	17.5 %	36.4 %	29.1 %	10.1%	6.8 %	370
H.S. Diploma/GED or equiv	18.2 %	39.8 %	24.0 %	12.8%	5.3 %	23,754
Trade/Technical Certificate	15.3 %	38.2 %	24.6 %	15.4%	6.5%	12,250
Some College (no degree) Associate's Degree	17.5 % 17.1 %	37.6 % 38.3 %	23.5 %	15.3 % 15.3 %	5.9 %	75,782 44,250
Associate's Degree Bachelor's Degree	17.1 %	38.3 % 40.9 %	23.3 %	15.3%	5.9%	44,250 203,496
Master's Degree	20.6 %	41.3 %	19.3 %	13.8%	5.0%	157,800
Doctoral/Professional Degree	19.5 %	39.2 %	19.1 %	16.0 %	63%	57,117
Pay Category						
Federal Wage System	13.0 %	35.6 %	25.3 %	17.9 %	8.2 %	19,635
GS 1-6	14.5 %	35.6 %	26.3 %	16.2 %	7.4 %	20,735
GS 7-12	16.3 %	39.0 %	23.3 %	15.6 %	5.8 %	240,568
GS 13-15	21.9 %	42.4 %	18.2 %	13.0 %	4.5 %	250,027
SES	52.4 %	32.3 %	7.2 %	6.0 %	2.0 %	5,633
SL/ST	31.9 %	40.4 %	13.2 %	10.6%	4.0 %	2,063
Other Time in Federal Government	15.4 %	38.5 %	24.4 %	15.5 %	6.3 %	46,332
Time in Federal Government	25.0 %	45.8 %	21.0 %	5.6 %	2.6 %	1,752
1-3 years	20.0 %	42.1 %	22.3 %	11.8%	3.8%	61.387
4-5 years	17.6 %	39.7 %	22.1%	15.0%	5.6%	49,630
6-10 years	17.7 %	39.3 %	21.6%	15.5 %	5.9 %	101.202
11-14 years	17.4 %	39.2 %	21.5 %	15.8%	6.0 %	110,346
15-20 years	17.3 %	38.7 %	22.1 %	15.8%	6.1 %	105,694
> 20 years	20.0 %	40.6 %	20.6 %	13.7 %	5.0 %	155,634
Time with Current Agency						
<1 year	25.9 %	43.9 %	20.0 %	7.6 %	2.6 %	7,168
1-3 years	20.4 %	40.9 %	21.8 %	12.6 %	4.4 %	94,858
4-5 years	17.4 %	39.6 %	21.9 %	15.3 %	5.9 %	65,619
6-10 years	17.4 %	39.2 %	21.6 %	15.7%	6.2 %	107,102
11-14 years 15-20 years	16.9 %	39.1 %	21.9 %	16.0%	6.1 %	103,671
15-20 years > 20 years	17.1 % 20.4 %	39.0 % 41.1 %	22.2 %	15.7 % 13.4 %	6.0 % 4.7 %	93,153 113,946

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.2 %	39.7%	21.8 %	14.7%	5.5 %	615,320
Leaving Before Covid						
No	21.9 %	43.4 %	19.9 %	11.4%	3.4%	426.547
Yes, to retire	16.5 %	39.3 %	23.4 %	15.6%	5.1%	35,612
Yes, to other job in Govt	8.1%	29.1 %	26.2 %	24.8%	11.7%	85.188
Yes, to other job outside Govt	8.1%	28.2 %	24.2 %	26.0%	13.4%	14.018
Yes, other	66%	24.9 %	27.9 %	25.1%	15.4%	15 561
Leaving Today	3.5 /3		2.1.7.1		22.1,12	
No.	23.2 %	44.9%	19.5 %	99%	2.5%	391.833
Yes to retire	15.2 %	38.5 %	23.8 %	16.8%	5.7%	40.116
Yes, to other job in Govt	7.4%	28.6 %	26.2 %	25.8%	12.1%	91.172
Yes, to other job outside Govt	6.5 %	25.5 %	23.8 %	28.8 %	15.5 %	19.085
Yes, other	6.5 %	24.4 %	27.4%	26.0%	15.7%	22.863
Retire Before Covid	0.5 %	24.4 %	27.4%	26.0 %	15.7%	22,003
Less than 1 year	19.3 %	39.3 %	21.4 %	14.6 %	5.4 %	14,628
1 year	18.0 %	40.0 %	22.5 %	14.2 %	5.3 %	16,551
2 years	18.5 %	40.2 %	22.4 %	14.1 %	4.9%	32,572
3 years	18.7 %	39.9 %	21.9 %	14.5 %	5.0 %	32,370
4 years	19.0 %	40.1 %	21.7 %	14.3 %	4.9 %	21,383
5 years	18.6 %	39.9 %	21.2 %	15.0 %	5.3 %	42,145
More than 5 years	18.4 %	39.9 %	21.5 %	14.7 %	5.6 %	412,742
Retire Today						
Less than 1 year	16.0 %	35.0 %	22.4 %	18.0 %	8.6 %	20,279
1 year	15.4 %	37.5 %	23.6 %	17.1 %	6.4 %	19,435
2 years	18.0 %	39.6 %	22.6 %	14.7 %	5.2 %	32,322
3 years	19.2 %	39.9 %	21.6 %	14.2 %	5.0 %	30,052
4 years	19.5 %	40.5 %	21.3 %	14.1%	4.6 %	20,128
5 years	19.1 %	40.4 %	21.0 %	14.4 %	5.1 %	39,891
More than 5 years	18.6 %	40.2 %	21.3 %	14.5 %	5.4 %	402,483
Item has been redacted in response to Executive	Order (EO) 14168 Defending	Women From Gend	er Ideology Extremism an	d Restoring Biologic	al Truth to the Federal Gove	rnment.
Item has been redacted in response to Executive	Order (EO) 14168 Defending	Women From Gend	er Ideology Extremism an	d Restoring Biologic	al Truth to the Federal Gove	rnment.
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Military Service						
No Prior Military Service	17.1 %	40.4 %	22.1%	15.1 %	5.4%	410,310
Currently in Guard/Reserves	21.0 %	39.5 %	20.8 %	13.4%	5.4%	10.132
Retired	24.6 %	41.3 %	18.7 %	11.5%	4.0%	77.391
Separated/Discharged	17.8 %	37.1 %	22.1%	15.8%	7.1%	86.236
Military Spouse						,250
Spouse of current active duty service men	19.8 %	37.3 %	20.9 %	15.6 %	6.5%	6,098
Spouse of separated or retired service			20.27	1		0,020
member	18.7 %	37.1 %	22.3 %	15.7 %	6.2 %	11,256
with a disability rating of 100% wigowier, or a service memoer sines		l		l	1	
while on	17.9 %	32.9 %	22.2 %	17.6 %	9.4 %	307
None of the categories listed	18.4 %	40.0%	21.5 %	14.6%	5.4%	567,192
NoN-Competitive Hiring Authority						****
	21.6 %	36.3 %	21.8 %	14.9%	5.4%	2,084
Yes						
Yes		27.2 %	21.0 %	15.0%		
No	18.7 %	37.2 %	21.8 %	15.8 %	6.5 %	15,467
No Disability	18.7 %					
No		37.2 % 35.4 % 41.0 %	21.8 % 21.8 % 21.4 %	15.8 % 16.2 % 14.2 %	6.5 % 7.8 % 4.9 %	15,467 86,339 485,067

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	item Response Total**
All Responses	17.8 %	40.0 %	20.6 %	15.4 %	6.2 %	613,053
Work Location						
Headquarters	20.8 %	41.4%	18.6 %	14.0 %	5.2 %	188,374
Field	15.6 %	38.3 %	21.5 %	17.2 %	7.4%	286,830
Full-time telework	20.6 %	43.7 %	19.5 %	12.1%	4.2%	104,006
Supervisory Status			5			
Senior Leader	48.0 %	35.1%	8.8 %	5.9 %	2.1%	10,780
Manager	28.9 %	43.2 %	14.1 %	10.3 %	3.5 %	41,480
Supervisor	19.4 %	43.0 %	18.8 %	13.8 %	4.9%	82,098
Team Leader	16.1 %	40.2 %	20.8 %	16.6%	6.3 %	78,955
Non-Supervisor	16.4 %	39.4 %	21.4%	16.1%	6.7 %	369.979
Sex						
Male	18.7 %	40.3 %	20.3 %	14.6 %	6.1%	309,016
Female	17.6 %	40.6 %	19.8 %	16.1%	5.9 %	255,056
Hispanic or Latino						
Yes	18.1 %	37.7 %	21.3 %	15.7 %	7.2 %	60,502
No	18.3 %	40.7 %	20.0 %	15.1%	5.9 %	505,320
Race						
American Indian/ Alaska Native	13.3 %	35.5 %	25.0 %	18.3 %	8.0 %	10,983
Asian	20.1 %	45.4%	20.2 %	10.2 %	4.2%	32,923
Black/African American	20.2 %	42.8%	18.8 %	12.8%	5.3 %	81,270
Native Hawaiian/ Pacific Islander	18.7 %	37.7 %	22.9 %	13.5 %	7.2 %	3,786
White	18.2 %	40.0%	20.0 %	15.8%	6.0%	395,848
Two or more races (Not Hispanic/ Latino)	16.1 %	35.7 %	21.9 %	17.8 %	8.6 %	24,335
Age Group						
25 and under	16.5 %	42.7%	20.5 %	15.3 %	5.1%	6,875
26-29 years old	15.4 %	39.2 %	21.5 %	16.8%	7.2 %	16,404
30-39 years old	16.1 %	38.5 %	20.5 %	17.3 %	7.5 %	109,087
40-49 years old	17.5 %	39.7 %	20.1%	16.0%	6.7 %	150,910
50-59 years old	19.9%	41.4 %	19.6%	14.0%	5.1 %	191.482
60 or older	20.2 %	41.9 %	20.5 %	13.0%	4.5 %	91,649
Level of Education		14.0				
Less than High School	16.7 %	35.4%	24.3 %	15.0%	8.5 %	371
H.S. Diploma/GED or equiv	16.9 %	39.2 %	22.7 %	14.8%	6.4%	23,658
Trade/Technical Certificate	14.3 %	36.4 %	23.9 %	17.7 %	7.7%	12,195
Some College (no degree)	17.0 %	37.6 %	21.9 %	16.4 %	7.2 %	75,430
Associate's Degree	16.2 %	381%	22.0%	16.8%	6.9 %	44,056
Bachelor's Degree	17.7 %	41.3 %	20.3 %	15.1%	5.7 %	202,831
Master's Degree	20.5 %	41.8 %	18.3 %	14.2 %	5.3 %	157.279
Doctoral/Professional Degree	19.5%	40.0%	18.6%	15.3 %	66%	56,986
Pay Category						
Federal Wage System	10.7 %	32.1%	25.2 %	21.8%	10.2 %	19,555
65 1-6	15.3 %	36.1 %	22.9 %	17.7 %	8.0%	20,649
GS 7-12	16.1 %	39.5 %	21.6 %	16.3 %	6.5 %	239,667
GS 13-15	21.4 %	42.6 %	17.8 %	13.3 %	4.9 %	249,240
SES	52.1 %	32.3 %	7.8 %	5.6 %	2.1%	5,611
SL/ST	32.6 %	40.4 %	12.8 %	10.6%	3.6 %	2,053
Other	15.5 %	39.5 %	22.0 %	16.0 %	7.0 %	46,171
Time in Federal Government						
<1 year	27.5 %	45.2 %	14.5 %	10.5%	2.3%	1,749
1-3 years	20.3 %	41.9 %	19.8 %	13.4%	4.6%	61,170
4-5 years	17.1 %	39.5 %	20.7 %	15.9%	68%	49,467
6-10 years	17.1 %	39.3 %	20.5 %	16.4%	6.8 %	100,870
11-14 years	16.9 %	39.5 %	20.5 %	16.3%	6.8 %	100,870
15-20 years	16.9 %	39.3 %	20.9 %	16.3%	6.7 %	105,328
> 20 years	19.7 %	41.3 %	19.8 %	14.0 %	5.3 %	155,052
Time with Current Agency	25.7 74	413.7	13.0.7	24.0 /4	22.7	223,002
<1 year	28.4 %	44.2 %	15.6 %	9.2 %	2.6 %	7,151
1-3 years	20.7 %	41.2%	19.6%	13.7 %	5.0%	94,551
4-5 years	17.1 %	39.3 %	20.6 %	16.0%	7.0 %	65,422
	16.7 %	39.2 %	20.7 %	16.5 %	7.0 %	106,730
6.10 years					7.00 M	100,720
6-10 years			20.0%	1669	60%	102 211
11-14 years	16.3 %	39.4 %	20.9 %	16.6%	6.8 %	103,311 92,814
			20.9 % 21.1 % 19.7 %	16.6 % 16.3 % 13.6 %	6.8 % 6.5 % 5.0 %	103,311 92,814 113,486

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	17.8 %	40.0 %	20.6 %	15.4 %	6.2%	613,053
eaving Before Covid						
No	21.3 %	43.2 %	18.9 %	12.5%	4.0%	425,036
Yes, to retire	16.2 %	40.6 %	22.1 %	15.5 %	5.6 %	35,438
Yes, to other job in Govt	8.2 %	30.8 %	24.0 %	24.4 %	12.6 %	84,836
Yes, to other job outside Govt	8.4 %	29.4 %	23.2 %	24.9 %	14.2%	13,963
Yes, other	6.5 %	27.1 %	26.0 %	24.2 %	16.2%	15,481
eaving Today						
No	22.6 %	44.7%	18.5 %	11.2%	3.0%	390.617
Yes, to retire	15.0 %	39.5 %	22.5 %	16.9%	6.2%	39.989
Yes, to other job in Govt	7.4%	29.9%	24.3 %	25.3%	13.1%	90.826
Yes, to other job outside Govt	6.7%	26.2 %	22.6%	27.4 %	17.0%	19.001
Yes other	6.3 %	263%	25.8%	25.1%	165%	22.765
Retire Before Covid	0.3 %	20.3 %	23.0 %	25.1%	16.5 %	22,765
Less than 1 year	19.0 %	40.1%	20.6 %	14.8%	5.5%	14,566
1 year						16,471
2 years	18.4 %	41.1 %	21.0 %	14.2 %	5.3 %	32,424
3 years	18.3 %	40.9 %	20.8 %	14.7 %	5.3 %	32,181
4 years	18.6 %	40.8 %	20.7 %	14.7 %	5.2 %	21,279
5 years	18.4 %	40.6 %	20.0 %	15.3 %	5.7 %	41,941
More than 5 years	18.0 %	40.0 %	20.2 %	15.5 %	6.4 %	411,316
Retire Today						
Less than 1 year	15.8 %	36.3 %	21.4 %	17.7 %	8.8 %	20,219
1 year	15.1 %	39.1 %	22.0 %	17.3 %	6.5 %	19,356
2 years	18.0 %	40.3 %	21.6 %	14.6 %	5.6 %	32,208
3 years	18.7 %	41.2 %	20.5 %	14.3 %	5.3 %	29,932
4 years	19.1 %	41.4 %	20.2 %	14.4 %	4.9 %	20,048
5 years	18.7 %	41.0 %	19.9 %	14.8%	5.6 %	39.736
More than 5 years	18.2 %	40.1 %	20.1%	15.4 %	6.2 %	401,222
tem has been redacted in response to Executive O	rder (FO) 14168 Defending	Women From Gene	for Ideninay Fytromism ar		al Truth to the Federal Gree	
tem has been redacted in response to Executive O	eday (EO) 14169 Defending	Woman From Gone	for Idoology Extromizm as	ud Partorina Biologic	al Touth to the Endard Gove	campat .
term in a premierancie in response to executive o	idel (CO) 14100 Delellang	l continue of the	ar ideology extremium a	io measoning biologic	ar notific the receipt cove	
Military Service						
		40.7%				
No Prior Military Service	17.2 %		20.5 %	15.6 %	6.1%	408,909
Currently in Guard/Reserves	20.3 %	39.4 %	20.2 %	14.1 %	6.1%	10,095
Retired	22.5 %	41.5 %	18.7 %	12.9 %	4.5 %	77,108
Separated/Discharged	17.4 %	37.4 %	20.8 %	16.7 %	7.8 %	85,936
Military Spouse						
Spouse of current active duty service mem	18.8 %	37.6 %	18.6 %	17.7 %	7.4 %	6,078
Spouse of separated or retired service		l	1	1		
member	18.5 %	38.1 %	20.4 %	16.4 %	6.6 %	11,235
with a disability rating of 100% window, or a service memoer sined		l]
while on	16.4 %	34.2 %	24.1 %	16.5 %	8.8%	307
None of the categories listed	18.1 %	40.3 %	20.3 %	15.3 %	6.1%	565,190
NoN-Competitive Hiring Authority						
Yes	21.3 %	35.6 %	19.4 %	17.1 %	6.6%	2,080
Ne	18.2 %	38.2 %	19.8 %	16.9%	7.0%	15.428
						,
NeahBity						
Nisability Yes	184%	36.5 %	20.6 %	16.4 %	8.1%	86,019

Demographics	Very Satisfied	Satisfied	Neither Satisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
II Responses	20.9 %	37.8%	nor Dissatisfied	13.1 %	72%	612.519
ork Location	20.5 %	37.2 %	21.0 /4	12.1%	14.0	011,317
Headquarters	24.4 %	39.0 %	19.3 %	11.5 %	5.9%	188.362
Field	18.6 %	36.5 %	21.9 %	14.5 %	8.5%	286,525
Full-time telework	23.3 %	40.3 %	20.1 %	11.0%	5.3 %	103,875
ervisory Status						
Senior Leader	45.0 %	34.5 %	11.9 %	5.9 %	2.7 %	10,779
Manager	29.6 %	39.9 %	16.5 %	9.6 %	4.4%	41,456
Supervisor	21.8 %	39.9 %	20.3 %	12.3 %	5.7 %	82,086
Team Leader	20.8 %	38.4 %	20.2 %	13.4 %	7.2 %	78,919
Non-Supervisor	19.8 %	37.4 %	21.6 %	13.5 %	7.8 %	369,574
Male	21.8 %	38.2 %	20.7 %	12.2%	7.1%	308.808
Female	20.9 %	37.9 %	20.2 %	13.9%	7.0%	254,801
panic or Latino	20.5 %	37.3 %	20.2 %	12.5%	7.5.0	1,74,001
Yes	20.4 %	35.0%	21.9 %	14.0%	8.8%	60,422
No	21.5 %	38.5 %	20.4 %	12.7%	6.8%	504,948
1						
American Indian/ Alaska Native	14.9 %	32.8 %	25.8 %	17.0 %	9.6 %	10,952
Asian	22.2 %	41.7 %	21.1%	9.8 %	5.2 %	32,898
Black/African American	21.8 %	37.9 %	20.1 %	12.6 %	7.6 %	81,108
Native Hawaiian/ Pacific Islander	20.2 %	35.1 %	23.3 %	12.6 %	8.7 %	3,782
White	22.0 %	38.4 %	20.1 %	12.8 %	6.7 %	395,575
Two or more races (Not Hispanic/ Latino)	18.1 %	33.9 %	23.0 %	14.6 %	10.3 %	24,368
Group 25 and under	20.6 %	40.2%	20.9%	12.1%	62%	6.870
26-29 years old	18.7 %	38.9 %	21.2 %	13.7%	7.5%	16,401
30-39 years old	19.4 %	37.4%	20.5%	14.2%	84%	109.071
40-49 years old	20.6 %	37.4%	20.9 %	13.4%	7.9 %	150,829
50-59 years old	23.0 %	38.6 %	20.2 %	12.0%	6.2 %	191,324
60 or older	23.4 %	38.9 %	20.7 %	11.6%	5.4 %	91,466
el of Education						
Less than High School	18.1 %	33.7 %	25.2 %	11.5 %	11.5 %	370
H.S. Diploma/GED or equiv	20.5 %	36.3 %	21.5 %	13.4 %	8.3 %	23,578
Trade/Technical Certificate	17.2 %	34.5 %	23.8 %	14.5 %	10.0 %	12,176
Some College (no degree)	20.1 %	34.6 %	21.9 %	14.5 %	9.0 %	75,374
Associate's Degree	19.6 %	35.1 % 39.3 %	22.1 %	14.3 %	8.9 %	44,017
Bachelor's Degree Master's Degree	21.0 %	39.3 % 39.4 %	20.7 %	12.5%	6.4 %	202,673 157,203
Master's Degree Doctoral/Professional Degree	23.1 %	39.4 %	19.5 %	12.4 %	6.1%	157,203 56,962
Category	13.2%	25.4.4	10.0 //	12.4%	01.7	30,301
Federal Wage System	13.4 %	31.4%	24.4 %	18.1%	12.7%	19,531
GS 1-6	17.6 %	33.1 %	22.3 %	15.9 %	11.1%	20,597
65 7-12	19.4 %	37.1 %	21.8 %	13.9 %	7.7 %	239,428
GS 13-15	25.0 %	40.8 %	18.7 %	10.6 %	5.0 %	249,174
SES	49.6 %	33.3 %	9.8 %	4.9 %	2.4 %	5,623
SL/ST	35.0 %	37.9 %	14.7 %	8.5 %	4.0 %	2,051
Other	16.9 %	35.5 %	22.9 %	15.4 %	9.2 %	46,078
e in Federal Government	30.4 %	42.7%	18.9 %	4.9 %	3.0%	1.750
< 1 year 1-3 years	30.4 %	42.7%	18.9 %	4.9 %	3.0 % 5.4 %	1,750 61,154
1-3 years 4-5 years	24.2 %	39.7 %	19.9 %	13.6%	5.4 % 7.5 %	61,154 49,408
6-10 years	20.3 %	37.0 % 37.4 %	20.8%	13.0%	7.5%	100.788
6-10 years 11-14 years	19.7 %	37.4 % 37.2 %	20.8 %	13.7%	7.8 %	100,788
15-20 years	19.5 %	36.9 %	21.5 %	14.0%	8.1%	105,262
> 20 years	22.9 %	39.0 %	20.1%	11.8 %	6.1 %	154,868
me with Current Agency						
<1 year	28.3 %	40.6 %	22.1%	6.1 %	3.1%	7,138
1-3 years	24.5 %	38.5 %	20.1 %	11.1 %	5.9 %	94,508
4-5 years	20.5 %	37.2 %	20.6 %	13.9 %	7.8 %	65,356
6-10 years	19.9 %	37.1 %	20.8 %	14.1 %	8.1 %	106,640
11-14 years	19.0 %	37.3 %	21.6 %	14.1 %	8.0 %	103,252
15-20 years	19.1 %	37.3 %	21.7 %	14.1 %	7.9 %	92,743
> 20 years	23.3 %	39.8 %	19.8 %	11.4 %	5.7 %	113,367

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
I Responses	20.9 %	37.8 %	21.0 %	13.1 %	7.2 %	612,519
aving Before Covid						
No	25.1 %	41.1 %	19.1 %	10.3 %	4.4%	424,781
Yes, to retire	19.6 %	38.3 %	22.7 %	13.0 %	6.4 %	35,397
Yes, to other job in Govt	9.4 %	28.1 %	25.5 %	21.5 %	15.6 %	84,761
Yes, to other job outside Govt	9.0%	27.9 %	24.3 %	21.9 %	16.9 %	13,976
Yes, other	8.0 %	25.3 %	27.5 %	20.6 %	18.5 %	15,485
aving Today						
No	26.5 %	42.3 %	18.4 %	9.3 %	3.4 %	390,305
Yes, to retire	18.1 %	37.6 %	23.5 %	13.9 %	6.8 %	39,893
Yes, to other job in Govt	8.8 %	27.6 %	25.8 %	22.0 %	15.8 %	90,733
Yes, to other job outside Govt	7.5 %	25.7 %	25.0 %	22.9 %	18.8 %	19,016
Yes, other	8.0 %	25.1 %	27.5 %	21.3 %	18.2 %	22,750
etire Before Covid						
Less than 1 year	22.3 %	37.6 %	21.1%	12.4%	6.6%	14,540
1 year	21.2 %	38.9 %	21.5 %	12.0%	6.4 %	16,451
2 years	21.7 %	38.8 %	21.4 %	12.2 %	5.8%	32,414
3 years	21.1 %	39.1 %	21.0 %	12.6 %	6.2 %	32,188
4 years	21.5 %	38.2 %	21.6%	12.4 %	6.2 %	21,246
5 years	21.1 %	37.9 %	21.1%	12.9 %	7.0 %	41,929
More than 5 years	21.2 %	37.8 %	20.6 %	13.1 %	7.4 %	411,108
etire Today						
Less than 1 year	18.6 %	34.6 %	22.5 %	14.7%	9.7 %	20,174
1 year	18.3 %	36.9 %	22.9 %	14.1 %	7.9 %	19,316
2 years	21.2 %	38.3 %	21.4%	12.8%	6.3 %	32,165
3 years	21.8 %	38.9 %	20.8 %	12.4 %	6.1 %	29,898
4 years	22.3 %	38.3 %	21.3 %	12.0%	6.1 %	20,033
5 years	21.4 %	38.5 %	21.1%	12.5%	6.6%	39,704
More than 5 years	21.4%	38.0 %	20.5 %	13.0 %	7.2 %	400,944
em has been redacted in response to Executive	Order (EO) 14168 Defending	Women From Gend	ler Ideology Extremism an	d Restoring Biologic	al Truth to the Federal Gove	rnment.
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em has been redacted in response to Executive I	Order (EO) 14168 Defending	Women From Gend	ler Ideology Extremism an	d Restoring Biologic	al Truth to the Federal Gove	rnment.
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	1	1	1	l		
ilitary Service						
No Prior Military Service	20.4 %	38.7%	20.6 %	13.3 %	7.0 %	408,601
Currently in Guard/Reserves	22.5 %	36.6 %	21.6 %	11.4%	7.8 %	10,104
Retired	26.1 %	38.2 %	19.8 %	10.6%	5.4 %	77,032
Separated/Discharged	20.1 %	35.1 %	22.0 %	13.8 %	9.0 %	85,838
ilitary Spouse						
Spouse of current active duty service mem	22.2 %	33.8 %	21.0 %	14.4%	8.5 %	6,078
Spouse of separated or retired service				1		
member	20.9 %	33.9 %	21.8 %	14.7 %	8.8 %	11,195
with a disability rating of 100% widow(er) or a service member killed	1	1	1	l		
while on	20.0 %	26.9 %	22.6 %	17.3 %	13.1%	305
None of the categories listed	21.2 %	38.1%	20.7 %	12.9 %	7.1 %	564,762
oN-Competitive Hiring Authority						
	24.3 %	32.5 %	20.0 %	14.2 %	8.9 %	2,066
Yes						i
Yes No	20.9 %	33.9 %	21.7 %	14.7 %	8.7 %	15,401
	20.9 %	33.9 %	21.7 %	14.7%	8.7 %	15,401
No	20.9 %	33.9 % 33.0 %	21.7 %	14.7 % 14.5 %	10.3%	15,401 85,941

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	26.4 %	45.2 %	15.4 %	9.0 %	4.0 %	611,647
Work Location						
Headquarters	28.4 %	45.0 %	14.4 %	8.6 %	3.6 %	188,035
Field	24.8 %	45.0 %	16.1 %	9.6 %	4.6 %	286,127
Full-time telework	29.2 %	46.4 %	13.9 %	7.4 %	3.0 %	103,798
Supervisory Status						
Senior Leader	52.1 %	34.7 %	7.5 %	4.0 %	1.7%	10,767
Manager	34.4 %	44.0 %	11.9 %	6.9 %	2.7 %	41,433
Supervisor	27.4 %	46.3 %	14.4 %	8.4 %	3.5 %	81,951
Team Leader	25.9 %	46.4 %	15.2 %	9.0 %	3.6 %	78,787
Non-Supervisor	25.3 %	45.1 %	15.9 %	9.3 %	4.4 %	369,069
Sex						
Male	28.0 %	44.7 %	14.7 %	8.7 %	4.0%	308,259
Female	25.6 %	46.4 %	15.4 %	8.9 %	3.8%	254,586
Hispanic or Latino						
Yes	28.4 %	43.1%	15.4 %	8.5 %	4.4%	60,288
No	26.7 %	45.6 %	15.0 %	8.8 %	3.9%	504,299
Race						
American Indian/ Alaska Native	24.3 %	44.2 %	18.3 %	9.0 %	4.2 %	10,934
Asian	26.8 %	49.4 %	14.8 %	6.2 %	2.9%	32,847
Black/African American	28.0 %	45.4%	14.9 %	7.6 %	4.1%	81,009
Native Hawaiian/ Pacific Islander	28.3 %	42.6%	16.7 %	7.6%	4.1%	3,777
White	27.3 %	45.3 %	14.5 %	9.0 %	3.8%	395,067
Two or more races (Not Hispanic/ Latino)	22.9 %	42.5%	18.0 %	10.8%	5.8%	24.311
Age Group	22.5 %	423%	20.0 %	100%	24 //	24,311
25 and under	21.6 %	46.1%	18.3 %	9.7 %	4.2%	6,836
26-29 years old	21.3 %	46.3 %	16.8 %	10.5%	51%	16,359
30-39 years old	23.5 %	45.1 %	16.3 %	10.1 %	4.9%	108,811
40-49 years old	25.5 %	45.1 %	15.7 %	95%	4.9%	
40-49 years old 50-59 years old	25.3 %	45.5 %	15.7%	7.9%	3.4%	150,598 191,098
50-59 years old 60 or older	32.2 %	45.3 % 45.3 %	14.0 %	6.7 %	2.6%	191,098 91,459
Eevel of Education	32.2 %	45.3 %	13.1%	6.7 %	2.6 %	91,459
Less than High School	28.9 %	36.3 %	18.3 %	9.5 %	7.0 %	368
Less than High School H.S. Diploma/GED or equiv	28.9 %	36.3 % 44.9 %	18.3 %	68%	4.0%	23.556
Trade/Technical Certificate Some College (no degree)	25.7 % 27.3 %	44.8 %	16.3 % 16.0 %	8.4 % 8.5 %	4.8%	12,161 75,320
Associate's Degree	26.5 %	44.3 %	16.3 %	8.8 %	4.1 %	43,929
Bachelor's Degree	26.0 %	46.1 %	15.1 %	8.9 %	3.8 %	202,403
Master's Degree	27.3 %	45.6 %	14.4 %	8.9 %	3.9 %	156,919
Doctoral/Professional Degree	28.6 %	44.7 %	13.4%	9.5 %	3.8 %	56,896
Pay Category						
Federal Wage System	22.0 %	42.7 %	18.8 %	10.7%	5.8 %	19,473
GS 1-6	23.1 %	42.6 %	18.2 %	10.1 %	5.9 %	20,577
GS 7-12	25.1 %	45.4 %	15.9 %	9.4 %	4.2 %	239,065
GS 13-15	29.8 %	45.8 %	13.2 %	7.9 %	3.2 %	248,783
SES	55.7 %	31.6 %	6.9 %	4.2 %	1.5 %	5,613
SL/ST	41.7 %	39.6 %	9.8 %	6.6 %	2.3 %	2,050
Other	22.3 %	45.5 %	17.9 %	9.5 %	4.8 %	46,109
Time in Federal Government						
<1 year	36.5 %	44.5 %	11.9 %	4.7 %	2.3 %	1,742
1-3 years	29.2 %	45.4 %	14.2 %	7.9 %	3.3 %	60,979
4-5 years	25.6 %	44.6 %	15.9 %	9.6 %	4.4 %	49,313
6-10 years	25.0 %	45.1 %	15.9 %	9.6 %	4.4 %	100,623
11-14 years	24.8 %	45.6 %	15.8 %	9.6 %	4.2 %	109,751
15-20 years	25.2 %	44.9 %	16.2 %	9.4 %	4.4 %	105,119
> 20 years	29.5 %	45.5 %	13.8 %	7.7 %	3.5 %	154,801
Time with Current Agency						
<1 year	34.6 %	42.6 %	13.2 %	6.7 %	2.9%	7,126
1-3 years	28.9 %	44.2 %	14.5 %	8.5 %	3.9 %	94,224
4-5 years	25.2 %	44.5 %	15.9 %	9.8 %	4.6%	65,245
6-10 years	24.6 %	45.3 %	16.1 %	9.6 %	4.4 %	106,490
11-14 years	24.5 %	45.9 %	15.9 %	9.5 %	4.2 %	103,124
15-20 years	25.4 %	45.4 %	16.1 %	9.0%	4.1%	92.634
15-20 years > 20 years	30.3 %	46.2 %	13.2 %	7.3 %	3.1 %	113,348

(36) Considering everything, how sa	tisfied are you with	your job?				
Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	26.4 %	45.2 %	15.4 %	9.0 %	4.0%	611,647
Leaving Before Covid						
No	32.4 %	48.4 %	12.1%	5.3 %	1.7%	424,264
Yes, to retire	24.3 %	46.5 %	16.3 %	9.2 %	3.8%	35,357
Yes, to other job in Govt	9.1%	35.9 %	24.8 %	19.8%	10.4%	84,520
Yes, to other job outside Govt	7.6%	31.1%	23.4 %	24.0%	14.0%	13.932
Yes, other	7.5%	29.7 %	26.6%	21.3%	15.0%	15,426
Leaving Today	7.5%	25.7 %	20.0 %	113 %	133 %	23,420
No	345%	49.9%	10.9%	37%	10%	389.948
Yes, to retire	22.3 %	45.9%	17.4%	10.3%	42%	39.870
Yes, to other job in Govt	82%	35.2 %	25.6%	20.8%	10.2%	90,503
Yes, to other job outside Govt	5.9%	27.0 %	24.1%	26.8%	162%	18,962
Yes, other	7.2%	29.6%	26.7%	22.1%	14.3 %	22,675
Retire Before Covid	7.2%	29.0 %	20.7 %	22.1%	14.3%	22,075
Less than 1 year	27.2 %	44.4%	14.6 %	9.2 %	4.6%	14.547
Less than 1 year 1 year	26.3 %	46.3 %	14.6%	9.2 % 8.5 %	4.6%	14,547
	26.3 %	45.9 %	14.9%	82%	4.0%	16,439 32,367
2 years	27.5 %	45.9 %	14.9%	79%	35%	32,367
3 years		45.8 %	-5.2.1			
4 years	28.3 %		14.5 %	8.4%	3.3 %	21,255
5 years	27.6 %	45.4 % 45.1 %	14.9%	91%		41,854
More than 5 years	26.4 %	45.1 %	15.3 %	9.1 %	4.1 %	410,342
Retire Today						
Less than 1 year	22.3 %	40.3 %	16.4 %	13.3 %	7.7 %	20,178
1 year	22.1 %	44.4 %	17.5 %	10.9 %	5.0 %	19,312
2 years	26.5 %	46.1 %	15.3 %	8.5 %	3.5 %	32,148
3 years	28.3 %	45.9 %	14.8 %	7.5 %	3.6 %	29,886
4 years	28.9 %	45.5 %	14.5 %	8.2 %	2.9 %	20,018
5 years	28.2 %	45.8 %	14.4 %	8.2 %	3.4 %	39,647
More than 5 years	26.7 %	45.3 %	15.2 %	8.9 %	4.0 %	400,289
Item has been redacted in response to Executive 0	Order (EO) 14168 Defending	Women From Gend	ler Ideology Extremism an	d Restoring Biologic	al Truth to the Federal Gove	rnment.
Item has been redacted in response to Executive 0	Order (EO) 14168 Defending	Women From Gend	ler Ideology Extremism an	d Restoring Biologic	al Truth to the Federal Gove	rnment.
Military Service						
No Prior Military Service	25.6 %	46.3 %	15.4 %	8.9 %	3.8 %	408,085
Currently in Guard/Reserves	26.8 %	43.2 %	16.1 %	9.0 %	4.9%	10,069
Retired	32.8 %	44.0 %	13.0 %	7.2 %	3.0 %	76,877
Separated/Discharged	25.8 %	42.4 %	16.2 %	10.2 %	5.4 %	85,722
Military Spouse						
Spouse of current active duty service mem	25.5 %	41.7 %	16.0 %	10.8 %	6.0 %	6,049
Spouse of separated or retired service member	26.4 %	43.7 %	16.2 %	95%	42%	11.212
with a disability entire of 100%	20.4 %	43.7 %	10.2 %	9.5 %	4.2%	11,212
widowery or a service member killed while on	22.9 %	43.8 %	17.7 %	10.7%	4.9%	305
None of the categories listed	26.7 %	45.3 %	15.2 %	8.8%	4.0%	563,966
NoN-Competitive Hiring Authority						
Yes	28.6 %	40.9 %	14.6 %	10.8%	5.1%	2,067
No	25.6 %	43.3 %	16.3 %	9.9 %	4.9%	15,388
Disability						
Yes	26.4 %	40.9 %	16.5 %	10.4 %	5.9 %	85,777
No	27.0 %	46.1 %	14.8 %	8.5 %	3.6 %	482,373

Demographics All Responses	Very Satisfied 22.4 %	Satisfied 44.6 %	nor Dissatisfied 15.0 %	Dissatisfied 12.3 %	Very Dissatisfied 5.7 %	Item Response Total** 614,373
Work Location	44.5.75	44.0 %	15.0 %	12.3%	3./ 76	014,373
Headquarters	25.0 %	45.5 %	14.3 %	10.9%	43%	188.836
Field	21.2 %	43.5 %	15.2 %	13.2 %	6.8%	287,521
Full-time telework	23.4%	46.5 %	14.5%	113%	43%	104 180
Supervisory Status		,				
Senior Leader	42.9 %	37.6 %	9.3 %	7.2 %	3.0%	10,785
Manager	33.0 %	44.3 %	11.1%	8.4 %	3.2 %	41,593
Supervisor	25.7 %	45.7 %	13.2 %	10.8%	4.5 %	82,313
Team Leader	21.9 %	44.8 %	14.9 %	12.8%	5.7 %	79,144
Non-Supervisor	20.8 %	44.6 %	15.7 %	12.8%	6.1 %	370,788
Sex						
Male	23.2 %	44.3 %	15.0 %	11.8%	5.7 %	309,758
Female	22.6 %	45.4 %	14.1 %	12.6%	5.3 %	255,596
Hispanic or Latino						
Yes	23.3 %	41.2 %	15.4 %	12.9 %	7.2 %	60,618
No	22.9 %	45.2 %	14.6 %	12.0%	5.3 %	506,493
Race American Indian/ Alaska Native	19.3 %	41.6%	18.2 %	14.0%	6.9%	10,977
American Indian/ Alaska Native Asian	19.3 %	45.5%	18.2 %	11.8%	5.5%	32,934
Asian Black/African American	21.8 %	43.1%	18.6 %	13.3%	7.1%	32,954 81,380
Black/African American Native Hawaiian/ Pacific Islander	18.6 %	43.1%	14.7 %	13.4%	7.1% 8.6%	81,380 3,783
White	24.3 %	45.5 %	13.9 %	11.5%	4.8%	396,910
Two or more races (Not Hispanic/ Latino)	18.3 %	413%	16.9 %	15.0%	85%	24.432
Age Group		1				
25 and under	14.6 %	39.8 %	19.3 %	16.4%	9.9 %	6,893
26-29 years old	15.8 %	40.3 %	18.0 %	16.2 %	9.7 %	16,465
30-39 years old	19.2 %	42.9 %	16.2 %	14.0 %	7.6 %	109,328
40-49 years old	22.2 %	45.1 %	14.9 %	12.2%	5.5 %	151,281
50-59 years old	25.9 %	45.8 %	13.3 %	10.7%	4.3 %	192,020
60 or older	26.0 %	45.8 %	13.7 %	10.7%	3.9 %	91,706
Level of Education						
Less than High School	22.3 %	35.6 %	18.7 %	16.6%	6.8 %	365
H.S. Diploma/GED or equiv	21.3 %	41.4%	15.8 %	13.6 %	7.8 %	23,684
Trade/Technical Certificate Some College (no degree)	18.6 % 20.8 %	40.6 % 41.6 %	17.6 % 15.9 %	14.7%	8.4 % 7.7 %	12,232 75,645
Associate's Degree	20.8 %	42.3 %	15.9 %	14.1%	7.7%	75,645 44,154
Associate's Degree Bachelor's Degree	20.0 %	42.3 % 45.7 %	16.1 %	14.5%	7.1%	44,154 203,340
Master's Degree	25.5 %	45.7 %	14.4 %	10.3 %	4.1%	203,340 157,640
Doctoral/Professional Degree	22.8%	45.2 %	14.9 %	12.3 %	48%	57.064
Pay Category	11.0 %	431 //	24.5 //	12.5 %	42.7	37,004
Federal Wage System	16.1 %	39.7 %	18.1 %	16.2 %	9.9%	19,600
GS 1-6	10.0 %	31.8 %	20.4 %	23.0 %	14.8%	20,631
GS 7-12	18.7 %	45.2 %	16.4 %	13.8 %	5.8 %	240,270
GS 13-15	30.4 %	47.7 %	11.6 %	7.7 %	2.6 %	249,840
SES	48.1 %	37.6 %	7.2 %	5.7 %	1.5 %	5,626
SL/ST	37.1 %	40.0 %	11.2 %	8.2 %	3.5 %	2,061
Other	16.3 %	36.5 %	17.4 %	17.4 %	12.3 %	46,240
Time in Federal Government						
< 1 year	20.3 %	44.1%	19.4 %	10.9%	5.2 %	1,751
1-3 years	17.7 %	41.7 %	17.9 %	15.3 %	7.5 %	61,329
4-5 years	18.3 %	42.7 %	16.8 %	14.8 %	7.3 %	49,541
6-10 years	20.3 %	44.7 %	15.7 %	13.2 %	6.1 %	101,107
11-14 years	22.7 %	45.6 %	14.6 %	11.8%	5.3 %	110,229
15-20 years	23.8 %	45.3 %	14.2 %	11.3 %	5.4 %	105,575
> 20 years	27.8 %	45.6 %	12.6 %	9.9 %	4.0 %	155,393
Time with Current Agency <1 year	23.9 %	44.9%	16.4%	10.9%	3.9 %	7,162
<1 year 1-3 years	23.9 %	44.9 % 42.5 %	16.4 %	10.9%	3.9 % 6.7 %	7,162 94,763
1-3 years 4-5 years	19.5 %	42.5 %	16.0%	13.9%	6.8%	94,763
6-10 years	20.9 %	44.9 %	15.3 %	12.8%	6.0%	106,980
11-14 years	22.9 %	45.7 %	14.4%	11.8%	5.2 %	103,572
	23.9%	45.1 %	14.1%	11.3%	5.5 %	93.039
15-20 years						

37) Considering everytning, now sa	tisjiea are you with	your pay?				
Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Tota
All Responses	22.4 %	44.6%	15.0 %	12.3 %	5.7 %	614,373
Leaving Before Covid						
No	26.1 %	46.9 %	13.5 %	10.0%	3.5 %	426,089
Yes, to retire	26.1 %	46.4 %	13.3 %	10.1%	4.1%	35,517
Yes, to other job in Govt	11.5 %	38.0 %	19.2 %	19.3 %	12.0 %	85,062
Yes, to other job outside Govt	8.8 %	31.9 %	19.3 %	23.0 %	17.0 %	14,002
Yes, other	10.4 %	34.8 %	20.9 %	18.9 %	15.0 %	15,529
Leaving Today						
No	27.3 %	47.5 %	13.1 %	9.3 %	2.8 %	391,487
Yes, to retire	24.8 %	46.8 %	13.7 %	10.5 %	4.2 %	40,029
Yes, to other job in Govt	11.2 %	38.4 %	19.3 %	19.5 %	11.6 %	91,036
Yes, to other job outside Govt	8.3 %	31.1 %	19.5 %	22.9 %	18.2 %	19,060
Yes, other	10.5 %	35.7 %	20.8 %	18.8 %	14.1 %	22,818
Retire Before Covid						
Less than 1 year	29.6 %	44.7%	12.4 %	8.9 %	4.4%	14,587
1 year	26.8 %	46.6 %	12.5 %	9.8 %	4.3 %	16,523
2 years	27.0 %	46.2 %	12.7 %	10.3 %	3.8 %	32,497
3 years	25.5 %	46.4 %	13.3 %	10.6%	4.2 %	32,299
4 years	25.8 %	46.3 %	13.1 %	10.7 %	4.2 %	21,353
5 years	24.4 %	45.5 %	13.9 %	11.4%	4.7 %	42,042
More than 5 years	21.6%	44.2 %	15.4 %	12.7 %	6.1 %	412,356
Retire Today						
Less than 1 year	26.2 %	44.2 %	13.6 %	10.0 %	6.0 %	20,259
1 year	23.7 %	45.7 %	13.8 %	11.5 %	5.3 %	19,377
2 years	26.3 %	46.2 %	13.0 %	10.6 %	4.0 %	32,256
3 years	26.2 %	46.0 %	13.1 %	10.5 %	4.1 %	29,989
4 years	26.4 %	46.4 %	12.7 %	10.6 %	3.8 %	20,124
5 years	24.9 %	45.9 %	13.6 %	11.1 %	4.5 %	39,807
More than 5 years	21.7 %	44.3 %	15.4 %	12.7 %	6.0 %	402,152
Item has been redacted in response to Executive	Order (EO) 14168 Defending	Women From Gend	ler Ideology Extremism an	d Restoring Biologic	al Truth to the Federal Gove	rnment.
Item has been redacted in response to Executive	Order (EO) 14168 Defending	Women From Gend	ler Ideology Extremism an	d Restoring Biologic	al Truth to the Federal Gove	rnment.
Military Service						
No Prior Military Service	22.0 %	44.8%	15.1 %	12.4%	57%	409.836
	22.0 %	44.8%	15.1 %	12.4%	5.7%	409,836 10.112
Currently in Guard/Reserves						
Retired	27.3 % 22.0 %	46.4 % 42.8 %	12.7 % 15.6 %	10.0%	3.7%	77,306 86.108
	22.0 %	42.8 %	15.6 %	12.8%	6.8 %	86,108
Separated/Discharged						6,096
Military Spouse	40.00	40.40	46.34	45.50		6,096
Military Spouse Spouse of current active duty service mem	19.9 %	40.4 %	16.3 %	15.5 %	7.9 %	i
Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member	19.9 %	40.4 % 42.7 %	16.3 % 15.7 %	15.5 %	7.9 % 6.5 %	11,247
Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member						11,247
Military Spouse Spouse of current active duty service mem Spouse of separated or retired service						11,247 304
Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member with a disability rating of 100% wwwwqerg or a service member some while on	21.5 %	42.7 %	15.7 %	13.5 %	6.5 % 9.6 %	304
Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member member with disability rating of 100% while on a service member some Nome of the categories listed	21.5 %	42.7 % 37.9 %	15.7 %	13.5 %	6.5%	
Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member with a diability rating of 100% with a diability rating of 100% while on whose of the categories listed NoN-Competitive Hiring Authority	21.5 % 20.0 % 22.8 %	42.7% 37.9% 44.7%	15.7 % 16.6 % 14.8 %	13.5 % 15.8 % 12.1 %	6.5 % 9.6 % 5.5 %	304 566,492
Allitary Spouse Spouse of current active duty service mem Spouse of separated or retired service member with a disability rating of 100% wiscopery or a service memore remova while con None of the categories listed Non4 Competitive Krining Authority Yes	21.5 % 20.0 % 22.8 %	42.7 % 37.9 % 44.7 %	15.7 % 16.6 % 14.8 %	13.5 % 15.8 % 12.1 %	65% 9.6% 5.5%	304 566,492 2,076
Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member spouse of separated or retired service member with the spouse of 100%	21.5 % 20.0 % 22.8 %	42.7% 37.9% 44.7%	15.7 % 16.6 % 14.8 %	13.5 % 15.8 % 12.1 %	6.5 % 9.6 % 5.5 %	304 566,492
Allitary Spouse Spouse of current active duty service mem Spouse of separated or retired service member with a disability rating of 100% wiscopery or a service memore remova while con None of the categories listed Non4 Competitive Krining Authority Yes	21.5 % 20.0 % 22.8 %	42.7 % 37.9 % 44.7 %	15.7 % 16.6 % 14.8 %	13.5 % 15.8 % 12.1 %	65% 9.6% 5.5%	304 566,492 2,076

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	21.0 %	44.6 %	18.9 %	10.7%	4.8%	615,661
Work Location						
Headquarters	23.9 %	45.0 %	17.3 %	9.7 %	4.2 %	189,147
Field	18.7 %	43.7 %	20.0 %	12.0%	5.7 %	288,118
Full-time telework	24.6 %	47.1 %	17.0 %	8.0 %	3.3 %	104,427
Supervisory Status						
Senior Leader	46.8 %	37.3 %	8.7 %	5.1 %	2.1%	10,814
Manager	28.7 %	44.6 %	14.4 %	8.8 %	3.4 %	41,647
Supervisor	21.6 %	46.0 %	17.8 %	10.3 %	4.2 %	82,443
Team Leader	19.5 %	45.3 %	19.3 %	11.2%	4.7 %	79,263
Non-Supervisor	20.3 %	44.5 %	19.4 %	10.7%	5.1 %	371,607
Sex						
Male Female	22.2 %	44.5 %	18.1 %	10.4%	4.8%	310,404
Female Hispanic or Latino	20.8 %	45.6 %	18.9 %	10.3 %	4.5 %	256,080
Hispanic or Latino Yes	22.4 %	42.6%	19.1 %	10.4%	5.5%	60.750
No.	21.4 %	45.1 %	18.4%	10.4%	46%	507,492
Race	214%	43.1 %	10.4%	10.4%	4.0%	307,492
American Indian/ Alaska Native	17.5 %	41.9%	23.2 %	11.6%	5.7%	11.019
Asian	22.7 %	49.1%	17.4%	7.4 %	3.5%	33,010
Black/African American	22.0 %	45.4 %	18.5 %	9.2%	4.9%	81.623
Native Hawaiian/ Pacific Islander	21.8 %	41.1%	20.9 %	10.2%	6.0%	3,800
White	22.0 %	44.9%	18.0 %	10.7%	4.5%	397,571
Two or more races (Not Hispanic/ Latino)	18.2 %	40.7 %	21.7 %	12.4%	7.0 %	24,464
Age Group						
25 and under	19.5 %	47.0 %	20.0 %	9.4 %	4.1%	6,895
26-29 years old	18.1 %	45.5 %	20.4 %	10.9 %	5.2 %	16,466
30-39 years old	18.9 %	44.2 %	19.8 %	11.6 %	5.5 %	109,380
40-49 years old	20.3 %	44.3 %	18.8 %	11.2 %	5.3 %	151,478
50-59 years old	23.3 %	45.3 %	17.5 %	9.7 %	4.2 %	192,393
60 or older	25.1 %	45.4 %	17.4 %	8.7 %	3.3 %	92,215
Level of Education						
Less than High School	22.2 %	34.3 %	24.8 %	13.1%	5.7 %	373
H.S. Diploma/GED or equiv	21.3 %	43.9 %	20.3 %	9.5 %	5.0 %	23,794
Trade/Technical Certificate	18.9 %	42.2 %	22.0 %	10.9 %	5.9 %	12,270
Some College (no degree)	20.7 %	42.9 %	20.2 %	10.8%	5.5 %	75,885
Associate's Degree	20.1 %	43.4 %	20.4 %	11.0%	5.1 %	44,312
Bachelor's Degree Master's Degree	20.9 %	46.0 %	18.4 % 17.1 %	10.4%	4.4 %	203,664 157,838
Master's Degree Doctoral/Professional Degree	23.1 %	45.4 % 43.7 %	17.1 %	10.0%	4.4%	157,838 57,131
Pay Category	22.8 %	43.7 %	16.7%	11.5 %	5.3 %	57,131
Federal Wage System	13.9 %	39.6 %	24.0 %	14.6 %	7.9%	19,672
GS 1-6	18.4 %	41.5 %	22.4%	11.1%	65%	20.759
GS 7-12	19.8 %	44.8%	19.6 %	10.8%	4.9%	240,855
GS 13-15	24.6 %	45.9 %	16.1 %	9.5 %	3.9 %	250,068
SES	50.5 %	32.9 %	7.9 %	6.5 %	23%	5,633
SL/ST	34.6 %	41.7 %	11.6%	9.1 %	3.0%	2,064
Other	16.7 %	43.5 %	21.9 %	11.9 %	6.0 %	46,386
Time in Federal Government						
<1 year	32.7 %	47.3 %	14.4 %	3.4 %	2.2%	1,753
1-3 years	25.1 %	46.3 %	17.2 %	8.1 %	3.4 %	61,424
4-5 years	20.8 %	44.8 %	19.4 %	10.2 %	4.8 %	49,633
6-10 years	20.1 %	44.4 %	19.3 %	11.2%	5.0 %	101,251
11-14 years	19.7 %	44.5 %	19.4 %	11.3%	5.1 %	110,417
15-20 years	19.5 %	43.9 %	19.3 %	11.8%	5.5 %	105,812
> 20 years	22.9 %	44.8 %	17.8 %	10.0 %	4.6 %	155,811
Time with Current Agency						
< 1 year	32.4 %	44.7 %	14.7 %	5.7 %	2.5 %	7,172
1-3 years	25.0 %	44.9 %	17.3 %	8.9 %	3.9 %	94,918
4-5 years	20.4 %	44.4 %	19.3 %	10.8%	5.2 %	65,646
6-10 years	19.5 %	44.3 %	19.5 %	11.4%	5.2 %	107,151
	19.1 %	44.5 %	19.7 %	11.5%	5.2 %	103,768
11-14 years						
11-14 years 15-20 years > 20 years	19.0 %	44.5 % 45.4 %	19.3 % 17.4 %	11.7 % 9.6 %	5.4 % 4.1 %	93,264 114,056

(38) Considering everything, how so	itisfied are you with	your organiza	tion?			
Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	21.0 %	44.6 %	18.9 %	10.7 %	4.8 %	615,661
Leaving Before Covid						
No	26.1 %	48.7 %	15.8 %	7.1 %	2.4%	426,694
Yes, to retire	18.6 %	44.7 %	20.1 %	11.7%	4.8 %	35,678
Yes, to other job in Govt	7.0%	32.8 %	27.7 %	21.0%	11.5%	85,232
Yes, to other job outside Govt	6.0%	28.4 %	26.1%	24.4%	15.1%	14.034
Yes, other	5.5 %	27.6 %	28.5 %	22.3 %	16.0%	15.567
Leaving Today						
No	27.8 %	50.5 %	14.7 %	5.5 %	1.5%	392,068
Yes, to retire	17.3 %	43.5 %	21.1%	12.9 %	5.2 %	40,222
Yes, to other job in Govt	6.3 %	32.0 %	28.4 %	21.9 %	11.4%	91,238
Yes, to other job outside Govt	4.4%	23.9 %	26.7 %	27.6 %	17.4 %	19,097
Yes, other	5.5 %	27.2 %	28.6 %	22.9 %	15.8%	22,872
Retire Before Covid						
Less than 1 year	21.9 %	43.4 %	18.1 %	11.2%	5.4 %	14,646
1 year	20.5 %	45.0 %	18.9 %	10.9 %	4.8%	16,576
2 years	21.6 %	44.5 %	18.9 %	10.6 %	4.3%	32,638
3 years	21.1 %	45.2 %	18.9 %	10.2%	4.6 %	32,389
4 years	21.8 %	44.8 %	18.3 %	10.6%	4.5 %	21,393
5 years	21.8 %	44.5 %	18.6%	10.5 %	4.7 %	42,170
More than 5 years	21.3 %	44.7 %	18.7 %	10.5 %	4.8 %	412.814
Retire Today						
Less than 1 year	18.0 %	38.5 %	20.1%	15.2 %	8.3%	20,333
1 year	17.1 %	42.6 %	21.0%	12.9%	6.3%	19.474
2 years	20.9 %	44.3 %	19.3 %	11.0%	4.6%	32,396
3 years	21.6 %	45.7 %	18.3 %	10.1%	4.4 %	30,075
4 years	22.5 %	45.0 %	18.1 %	10.4%	4.1%	20.157
5 years	22.3 %	44.7 %	18.4 %	10.1%	45%	39.940
More than 5 years	21.5 %	45.0 %	18.5 %	10.3 %	4.6 %	402.628
Item has been redacted in response to Executive	Order (EO) 14168 Defending	Women From Gend	ler Ideology Extremism an	d Restoring Biologic	al Truth to the Federal Gove	rriment.
	1		1	l	1	
Item has been redacted in response to Executive I	Order (EO) 14168 Defending	Women From Gend	ler Ideology Extremism an	d Restoring Biologic	al Truth to the Federal Gove	rrnment.
	1	1	1	1	1	
Military Service						
No Prior Military Service	20.3 %	45.5 %	18.9 %	10.6%	4.6 %	410,531
Currently in Guard/Reserves	22.3 %	42.5 %	19.4 %	10.4%	5.4 %	10,132
Retired	26.8 %	44.6 %	16.5 %	8.7 %	3.4 %	77,514
Separated/Discharged	20.3 %	41.8 %	19.5 %	12.1 %	6.3 %	86,349
Military Spouse						
Spouse of current active duty service mem	21.1 %	42.0 %	18.6 %	12.3 %	6.0 %	6,097
Spouse of separated or retired service						
member	21.1 %	42.4 %	19.9 %	11.3 %	5.3 %	11,286
with a disability rating of 100% widowier; or a service member sined	21.1 %	35.1 %	23.3%	13.9 %	66%	310
while on						
None of the categories listed	21.3 %	44.8%	18.6 %	10.5 %	4.7%	567,625
NoN-Competitive Hiring Authority						
Yes	22.8 %	41.4%	18.4 %	10.8%	6.7 %	2,087
No	20.9 %	42.2 %	19.6 %	11.8%	5.4 %	15,495
Disability						
Yes	21.5 %	40.3 %	19.7 %	11.8%	6.7 %	86,461
No	21.5 %	45.7 %	18.3 %	10.2 %	4.3 %	485,387

	Very		Neither Satisfied		Very	Item Response	Choose Not To	Not Available	Unawari
Demographics	Satisfied	Satisfied	nor Dissatisfied	Dissatisfied	Dissatisfied	Total**	Participate	To Me	Progra
l Responses	43.5 %	34.9 %	11.5 %	6.5 %	3.6 %	512,728	9,996	70,318	5,155
ork Location									
Headquarters	42.9 %	35.3 %	10.7 %	7.2 %	4.0 %	175,859	2,745	10,104	589
Field	36.5%	36.6%	14.8%	77%	44%	220,609	6 531	57.003	4 145
Full-time telework	61.0 %	30.1%	50%	26%	13%	102.959	418	986	193
pervisory Status	01.0 %	30.1 %	3.0 %	2.074	1.3 %	101,333	420		155
Senior Leader	54.2 %	30.4 %	8.8 %	4.4%	2.2 %	10,084	210	499	25
Manager	40.7%	35.7%	12.4%	74%	3.8%	37.155	847	3,597	99
Supervisor	39.9 %	36.2 %	12.9%	7.3%	3.7 %	69,688	1,421	10,890	498
Supervisor Team Leader	39.9 % 42.0 %	35.8 %	12.9 %	6.9%	3.7%	69,588	1,421	9,330	557
Non-Supervisor	42.0%	35.8%	11.7%	6.9%	3.6%	68,197 317 513	1,247	9,530	3.80
	44.8 %	34.4 %	11.0 %	6.2 %	3.6%	317,513	6,072	44,488	3,80
ix .									
Male	41.2 %	35.9 %	12.8 %	6.3 %	3.7 %	258,275	6,143	43,144	3,05
Female	47.7 %	33.2 %	9.1 %	6.5 %	3.4 %	227,329	3,353	23,756	1,83
ispanic or Latino									
Yes	45.2 %	32.6 %	12.5 %	6.1 %	3.6 %	46,837	1,051	11,623	1,28
No	43.7%	35.1 %	11.2 %	6.5 %	3.6 %	440,483	8,441	55,353	3,60
ce									
American Indian/ Alaska Native	37.3 %	34.0 %	17.0 %	7.2 %	4.4 %	7,593	400	2,733	302
Asian	47.9 %	35.6%	9.8 %	4.1 %	2.5 %	29,764	408	2,608	256
Black/African American	51.2 %	32.0 %	8.7 %	5.1 %	3.1 %	71,630	1,050	8,223	853
Native Hawaiian/ Pacific Islander	40.0 %	31.8%	16.9 %	5.8 %	5.5 %	2,846	74	770	10
White	42.4 %	35.5 %	11.6%	6.8 %	3.6 %	341.126	6.916	46.951	2.82
Two or more races (Not Hispanic/ Latino)	40.4 %	33.8 %	13.3 %	7.6 %	4.9 %	20,187	384	3,622	300
ge Group									
25 and under	37.6%	38.8%	13.8%	70%	28%	4910	162	1 524	30:
26-29 years old	37.2%	38.1%	12.8%	75%	44%	12.435	311	3,254	479
30-39 years old	40.5 %	35.0 %	11.8%	7.8%	4.9 %	91,698	1,168	15,191	1,37
40-49 years old	42.5 %	34.7%	11.5%	7.1%	43%	129.185	1,100	19,334	1,37
	46.2 %	34.7 %	10.9%	5.7%	2.9%				993
50-59 years old 60 or older		34.4%	10.9%	4.6%	2.9%	168,211	3,542	19,819	
	47.5 %	34.9 %	10.9 %	4.6 %	2.1%	81,017	2,541	8,197	56
evel of Education									
Less than High School	34.2 %	24.9 %	24.5 %	7.7 %	8.7 %	241	9	95	25
H.S. Diploma/GED or equiv	43.1 %	32.3 %	15.8 %	5.5 %	3.4 %	15,845	783	6,480	70
Trade/Technical Certificate	37.4 %	33.3 %	18.2 %	6.7 %	4.4 %	7,920	308	3,763	284
Some College (no degree)	42.7 %	32.7 %	14.3 %	6.3 %	4.0 %	55,665	1,686	17,294	1,31
Associate's Degree	40.3 %	33.8 %	15.0 %	6.6 %	4.3 %	32,754	1,013	9,873	693
Bachelor's Degree	43.4 %	35.5 %	11.1%	6.5 %	3.5 %	178,605	3,345	20,595	1,30
Master's Degree	45.3 %	35.2 %	9.6 %	6.5 %	3.4 %	148,161	1,844	7,457	454
Doctoral/Professional Degree	45.9 %	36.1 %	8.2 %	6.5 %	3.3 %	54,193	671	2,147	155
ay Category									
Federal Wage System	23.6 %	28.5 %	32.0 %	9.1%	6.8 %	6,978	485	11,522	683
GS 1-6	38.3 %	32.9 %	17.9 %	6.6%	4.3 %	13,914	597	5,673	594
G5 7-12	41.1 %	35.3 %	12.6%	6.9 %	4.1%	204,873	4,880	29,290	2,00
6513-15	47.3 %	34.7 %	88%	6.1%	3.1%	238,075	2,807	9,040	351
SES	57.8 %	30.6 %	6.8 %	3.5 %	1.3 %	5,420	78	127	4
SL/ST	56.3 %	31.8 %	6.1 %	3.2 %	2.6%	1,979	32	46	7
SL/ST Other	41.0%	36.7%	133%	6.1%	2.6%	1,979 31.120	907	13.045	137
	41.0 %	30.7 %	13.3 %	0.1 %	2.3 %	31,120	907	13,045	1,3.
me in Federal Government	49.6 %	32.1%	11.4%	4.5 %	2.4 %	1,439	30	234	47
<1 year									
1-3 years	44.0 %	34.8 %	12.4 %	5.9 %	2.9 %	48,281	1,031	10,833	1,3:
4-5 years	41.5 %	35.2 %	12.0 %	7.3 %	4.1 %	41,560	671	6,831	60
6-10 years	42.1 %	35.0 %	11.6%	7.1 %	4.2 %	87,325	1,408	11,701	84
11-14 years	42.8 %	34.9 %	11.3 %	7.0 %	4.0 %	94,883	1,563	13,252	79
15-20 years	41.7 %	35.2 %	12.2 %	6.9 %	4.1 %	88,883	1,762	14,404	83
> 20 years	47.0 %	34.5 %	10.3 %	5.4 %	2.8 %	140,394	3,356	11,669	574
me with Current Agency									
<1 year	47.4 %	33.4 %	11.2%	5.0%	3.0%	6,283	117	680	10
1-3 years	44.4 %	34.2 %	11.7 %	6.4 %	3.3 %	78,625	1,407	13,452	1,41
4-5 years	42.4 %	34.7 %	11.7%	7.0%	4.2 %	56,519	853	7,704	62
6-10 years	42.6 %	34.8 %	11.5%	7.0%	4.1%	93.009	1.552	11.835	83
11-14 years	42.7 %	35.2 %	11.4%	6.7 %	3.9%	88.592	1,570	12,901	77
11-14 years 15-20 years	42.7%	35.2 %	12.3%	6.7%	3.9%	88,592 77 249	1,570	13,613	77
> 20 years	46.7 %	34.9 %	10.3 %	5.4 %	2.7 %	102,415	2,631	8,704	408

Demographics		Satisfied	Neither Satisfied	Dissatisfied	Very	Item Response	Choose Not To	Not Available	Unaware
II Responses	Satisfied 43.5 %	34.9 %	nor Dissatisfied	6.5 %	Dissatisfied 3.6 %	Total** 512.728	Participate 9.996	To Me 70.318	Program 5.155
	43.5 %	34.9%	11.5 %	6.5 %	3.6 %	512,728	9,996	70,318	5,155
eaving Before Covid									
No	47.2 %	34.4 %	10.4 %	5.4 %	2.6 %	370,491	7,175	46,132	3,232
Yes, to retire	42.9 %	36.2 %	12.4 %	5.7 %	2.8 %	30,593	934	3,946	241
Yes, to other job in Govt	32.3 %	35.8 %	14.3 %	10.4 %	7.2 %	70,448	1,083	12,807	946
Yes, to other job outside Govt	29.4 %	37.2 %	13.8 %	11.6 %	8.0 %	11,625	198	2,056	160
Yes, other	28.4 %	36.1 %	17.3 %	10.4 %	7.8%	12,354	287	2,628	287
eaving Today									
No	49.1 %	34.3 %	9.7 %	4.8 %	2.0 %	343,121	6,483	39,952	2,777
Yes, to retire	40.6 %	36.9 %	13.0 %	6.4 %	3.1%	34,578	1,002	4,434	236
Yes, to other job in Govt	30.3 %	36.0 %	14.8 %	11.1 %	7.7%	74,809	1,217	14,249	1,020
Yes, to other job outside Govt	24.7 %	35.9 %	15.7 %	13.2 %	10.6 %	15,396	262	3,179	270
Yes, other	26.1 %	36.2 %	17.7 %	11.2 %	8.7 %	18,161	393	3,954	372
etire Before Covid									
Less than 1 year	47.1 %	34.1 %	10.8 %	5.5 %	2.6 %	12,814	367	1,392	98
1 year	44.3 %	36.1 %	11.5 %	5.3 %	2.9 %	14,429	380	1,677	102
2 years	45.6 %	35.3 %	11.2 %	5.3 %	2.6 %	28,021	852	3,564	224
3 years	44.2 %	35.5 %	11.6%	5.7 %	2.9 %	28,032	730	3,475	195
4 years	43.8 %	35.6%	11.9 %	5.8 %	2.9 %	18,443	487	2,351	144
5 years	44.2 %	35.3 %	11.5 %	5.9 %	3.1 %	36,425	800	4,701	275
More than 5 years	43.1 %	34.7 %	11.4 %	6.8 %	3.9 %	353,358	5,951	49,985	3,78
etire Today									
Less than 1 year	40.8 %	34.9 %	13.2 %	6.7 %	4.4%	17,415	507	2,291	147
1 year	39.8 %	36.8 %	12.6 %	7.1%	3.7 %	16,743	450	2,159	121
2 years	44.9 %	35.1 %	11.4%	5.8 %	2.9 %	27,809	774	3,631	217
3 years	44.9 %	35.3 %	11.4%	5.6%	2.9 %	26,135	670	3,139	188
4 years	44.4 %	36.0 %	11.1%	5.8 %	2.7 %	17,442	465	2,153	114
5 years	44.8 %	35.3 %	11.0 %	5.9 %	3.0 %	34,654	725	4,341	238
More than 5 years	43.5 %	34.7 %	11.2 %	6.7 %	3.8 %	345,479	5,767	48,025	3,63
em has been redacted in response to Executive O	rder (EO) 14	168 Defendin	g Women From Ger	der Ideology Ex	tremism and Re	storing Biological Truth to the Federal Government.			
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em has been redacted in response to Executive O	rder (EO) 14	168 Defendin	g Women From Ger	der Ideology Ex	tremism and Re	storing Biological Truth to the Federal Government.			
									i
lilitary Service									
No Prior Military Service	44.9 %	34.9 %	10.3 %	6.4%	3.5 %	357,460	6,194	43,577	3,63
Currently in Guard/Reserves	38.4 %	33.7 %	15.1 %	7.7 %	5.1%	8,045	204	1,757	129
Retired	41.9%	35.4%	13.5 %	6.1 %	3.1 %	66,686	1,844	8,695	327
Separated/Discharged	40.7 %	34.2 %	13.5 %	7.1%	4.6 %	69,276	1,546	14,686	892
Silitary Spouse							-,		,,,,
Spouse of current active duty service mem	42.4 %	31.8%	13.3 %	7.6 %	5.0 %	5,175	55	808	66
Spouse of separated or retired service							_	1	
member	46.0 %	31.1%	11.2 %	7.2 %	4.5 %	9,608	135	1,466	89
with a disability rating of 100% widowjery or a service member sined			1		l			1	
while on	32.8 %	37.3 %	13.9 %	12.4 %	3.6 %	263	5	37	5
	43.6 %	35.0 %	11.4%	6.4 %	3.6 %	487,142	9,599	66,469	4,83
None of the categories listed									,
									20
oN-Competitive Hiring Authority	45.7%	29.7%	12.3%	82%	40%				
oN-Competitive Hiring Authority Yes	45.7 %	29.7%			4.0 %	1,746	22	302	
oN-Competitive Hiring Authority Yes No	45.7 % 44.3 %	29.7 % 31.8 %	12.3 % 11.9 %	8.2 % 7.3 %	4.0 %	1,746 13,209	22 167	1,997	139
oN-Competitive Hiring Authority Yes									

(Q59_01) Work-Life program used at your agency within the last 12 months? Alternative Work Schedules

Demographics	% of Participants	Participants Total	Non Participants Total
II Responses	48.8 %	298,928	295,795
/ork Location		,	.,
Headquarters	51.5 %	97,733	90,643
Field	45.2 %	135,898	150,564
Full-time telework	45.2 % 55.4 %	57,898	46,175
	55.4 %	57,898	46,175
upervisory Status			
Senior Leader	38.9 %	4,126	6,640
Manager	42.9 %	18,191	23,308
Supervisor	46.3 %	39,131	42,953
Team Leader	52.0 %	41,777	37,128
Non-Supervisor	49.6 %	190,247	179,483
ex			
Male	46.9 %	147,729	160,983
Female	51.7 %	135,571	119,559
spanic or Latino			
Yes	42.1 %	26,749	33,540
No	49.7 %	257,524	247,766
ce	49.7 %	237,324	247,700
	20		
American Indian/ Alaska Native	39.0 %	4,290	6,684
Asian	51.9 %	17,532	15,243
Black/African American	50.5 %	42,581	38,883
Native Hawaiian/ Pacific Islander	43.2 %	1,740	2,037
White	48.5 %	197,331	198,402
Two or more races (Not Hispanic/ Latino)	49.3 %	12,452	11,880
e Group			
25 and under	48.3 %	3,289	3,507
26-29 years old	48.8 %	8.282	7.958
30-39 years old	50.3 %	57,273	51,135
40-49 years old	48.1 %	74,778	75,905
		· ·	
50-59 years old	49.2 %	96,677	95,278
60 or older	47.0 %	44,115	47,997
vel of Education			
Less than High School	30.5 %	120	246
H.S. Diploma/GED or equiv	37.3 %	9,579	14,080
Trade/Technical Certificate	40.7 %	5,316	6,919
Some College (no degree)	42.0 %	33,565	42,000
Associate's Degree	44.4 %	20,326	23,751
Bachelor's Degree	51.2 %	106,134	96,545
Master's Degree	54.2 %	85,863	71,273
Doctoral/Professional Degree	47.0 %	27,110	29,741
	47.0 %	27,110	23,741
y Category			
Federal Wage System	34.9 %	7,170	12,337
GS 1-6	33.6 %	7,484	13,154
GS 7-12	48.6 %	120,969	118,708
GS 13-15	53.8 %	134,655	114,500
SES	32.7 %	1,879	3,728
SL/ST	41.4 %	818	1,244
Other	44.3 %	20,214	25,781
ne in Federal Government			
< 1 year	46.1 %	795	944
1-3 years	46.8 %	29.347	31.570
4-5 years	46.8 %	25,485	23,788
	49.8 % 49.8 %	25,485 51,899	48,741
6-10 years		· ·	
11-14 years	49.1 %	55,660	54,216
15-20 years	46.8 %	50,835	54,499
> 20 years	50.2 %	79,429	76,069
ne with Current Agency			
< 1 year	48.1 %	3,402	3,727
1-3 years	48.2 %	46,800	47,429
4-5 years	50.9 %	34,376	30,847
6-10 years	50.1 %	55,292	51,310
	-5.2.70		32,320
	48 3 %	51 652	E1 C21
11-14 years 15-20 years	48.3 % 46.0 %	51,653 43,989	51,631 48,875

(OEO O1) Mark Life program used	at your agoncy within the last 12 -	nonths? Alternative Work Schedules
1059 VIII WORK-LITE BROATAM USEA	at vour agency within the last 12 h	nontns? Alternative work Scheaules

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	48.8 %	298,928	295,795
Leaving Before Covid			
No	49.3 %	215,205	209,574
Yes, to retire	47.0 %	17,145	18,473
Yes, to other job in Govt	48.9 %	43,021	41,707
Yes, to other job outside Govt	47.6 %	6,702	7,209
Yes, other	44.7 %	7,175	8,256
Leaving Today			
No	49.9 %	199,622	190,758
Yes, to retire	47.4 %	19,472	20,675
Yes, to other job in Govt	48.5 %	45,696	44,941
Yes, to other job outside Govt	45.5 %	8,822	10,098
Yes, other	45.0 %	10,618	12,088
Retire Before Covid			
Less than 1 year	47.7 %	7,171	7,459
1 year	46.9 %	7,960	8,589
2 years	47.3 %	15,819	16,762
3 years	47.4 %	15,687	16,628
4 years	47.5 %	10,391	10,974
5 years	47.5 %	20,396	21,680
More than 5 years	49.5 %	209,756	200,683
Retire Today			
Less than 1 year	46.7 %	9,777	10,524
1 year	46.3 %	9,200	10,226
2 years	47.1 %	15,639	16,699
3 years	47.8 %	14,676	15,356
4 years	47.8 %	9,880	10,234
5 years	48.4 %	19,564	20,269
More than 5 years	49.7 %	205,462	194,860
Item has been redacted in response to Executive (Order (EO) 14168 Defending Women Fr	om Gender Ideology Extremism and Re	estoring Biological Truth to the Federal Government.
Item has been redacted in response to Executive 0	Order (EO) 14168 Defending Women Fr	om Gender Ideology Extremism and Re	estoring Biological Truth to the Federal Government.
Military Service			
No Prior Military Service	49.8 %	208,974	199,562
Currently in Guard/Reserves	45.6 %	4,778	5,279
Retired	48.0 %	37,870	39,447
Separated/Discharged	46.4 %	41,145	44,707
Military Spouse	40.4 /6	41,143	44,707
Spouse of current active duty service membe	49.3 %	3,155	2,915
Spouse of separated or retired service	45.5 70	3,133	2,523
member	48.7 %	5,700	5,549
with a disability rating of 100% widow(er) or a service member kined write			
on	48.2 %	151	156
None of the categories listed	48.9 %	284,121	280,842
NoN-Competitive Hiring Authority			
Yes	46.7 %	1,019	1,065
No	49.3 %	7,940	7,494
Disability			
Yes	50.1 %	44,570	41,559
No	48.5 %	241,415	241,619

(Q59_02) Work-Life program used at your agency within the last 12 months? Health and Wellness Programs

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	18.9 %	117,911	476,812
Work Location	20.5 /0	11/,511	77 0,026
Work Location Headquarters	22.0 %	45,188	143,188
Field	17.6 %	51,374	235,088
Full-time telework	17.5 %	18,399	85,674
Supervisory Status	17.3 70	10,333	0.7,0/4
Senior Leader	20.1 %	2,280	8,486
Manager	20.0 %	8,550	32,949
Supervisor	19.3 %	16,230	65,854
Team Leader	19.7 %	16,461	62,444
Non-Supervisor	18.6 %	72,289	297,441
Sex	18.0 %	72,203	251/141
Male	16.9 %	53,737	254,975
Female	22.2 %	58,521	196,609
Hispanic or Latino	22.2 %	30,321	190,009
Yes	17.0 %	10,640	49,649
No	19.3 %	102,064	403,226
Race	19.5 %	102,064	403,226
	19.6 %	2,271	8,703
American Indian/ Alaska Native Asian	19.6 %	6,746	26,029
Asian Black/African American	19.1 %	16,168	65,296
Black/African American Native Hawaiian/ Pacific Islander	19.0 %	16,168	65,296 3,210
Native Hawaiian/ Pacific Islander White	14.3 %	78,934	3,210
	19.1 %	78,934 5.063	316,799 19,269
Two or more races (Not Hispanic/ Latino) Age Group	19.0 %	5,005	13,203
25 and under	14.1 %	975	5,821
	17.9 %	3,090	1
26-29 years old	20.9 %	24,056	13,150
30-39 years old	20.9 %	24,056	84,352
40-49 years old 50-59 years old	20.0 %	31,964 36,605	118,719 155,350
50-59 years old 60 or older	18.3 %	36,605 16.031	
	16.8 %	16,031	76,081
Level of Education	10.3 %	43	202
Less than High School			323
H.S. Diploma/GED or equiv Trade/Technical Certificate	11.3 % 13.6 %	2,794 1,738	20,865 10,497
Some College (no degree)	14.4 % 15.2 %	11,306 6,942	64,259 37,135
Associate's Degree	15.2 %		
Bachelor's Degree	19.2 %	39,674	163,005
Master's Degree		37,005	120,131
Doctoral/Professional Degree	24.1 %	14,512	42,339
Pay Category			
Federal Wage System	11.2 %	2,232	17,275
GS 1-6	15.8 %	3,384	17,254
GS 7-12	18.7 %	45,473	194,204
GS 13-15	21.8 %	56,610	192,545
SES	23.6 %	1,351	4,256
SL/ST	20.9 %	465	1,597
Other	12.6 %	6,208	39,787
Time in Federal Government	40.00		A
< 1 year	15.0 %	287	1,452
1-3 years	17.1 %	11,070	49,847
4-5 years	19.2 %	10,117	39,156
6-10 years	19.5 %	20,461	80,179
11-14 years	19.4 %	22,084	87,792
15-20 years	18.8 %	20,542	84,792
> 20 years	19.3 %	31,289	124,209
Time with Current Agency			
< 1 year	15.1 %	1,130	5,999
1-3 years	18.1 %	17,982	76,247
4-5 years	19.8 %	13,763	51,460
6-10 years	19.5 %	21,836	84,766
11-14 years	19.1 %	20,470	82,814
15-20 years > 20 years	18.5 % 19.4 %	17,826 22,843	75,038 90,983

(Q59_02) Work-Life program used at your agency within the last 12 months? Health and Wellness Programs					
Demographics	% of Participants	Participants Total	Non Participants Total		
All Responses	18.9 %	117,911	476,812		
Leaving Before Covid					
No	19.5 %	86,364	338,415		
Yes, to retire	17.0 %	6,301	29,317		
Yes, to other job in Govt	18.4 %	16,478	68,250		
Yes, to other job outside Govt	18.6 %	2,697	11,214		
Yes, other	15.2 %	2,490	12,941		
Leaving Today					
No	19.9 %	80,974	309,406		
Yes, to retire	17.4 %	7,207	32,940		
Yes, to other job in Govt	18.2 %	17,284	73,353		
Yes, to other job outside Govt	17.8 %	3,543	15,377		
Yes, other	15.6 %	3,726	18,980		
Retire Before Covid					
Less than 1 year	17.8 %	2,682	11,948		
1 year	17.3 %	2,962	13,587		
2 years	16.9 %	5,703	26,878		
3 years	17.3 %	5,815	26,500		
4 years	17.8 %	3,952	17,413		
5 years	18.3 %	7,922	34,154		
More than 5 years	19.5 %	84,519	325,920		
Retire Today					
Less than 1 year	17.3 %	3,619	16,682		
1 year	16.8 %	3,390	16,036		
2 years	17.7 %	5,914	26,424		
3 years	17.6 %	5,523	24,509		
4 years	18.4 %	3,802	16,312		
5 years	18.6 %	7,660	32,173		
More than 5 years	19.7 %	82,931	317,391		
Item has been redacted in response to Executive (Order (EO) 14168 Defending Women Fr	om Gender Ideology Extremism and Re	estoring Biological Truth to the Federal Government.		
Item has been redacted in response to Executive (Order (EO) 14168 Defending Women Fr	om Gender Ideology Extremism and Re	estoring Biological Truth to the Federal Government.		
Military Service					
No Prior Military Service	20.5 %	87,228	321,308		
Currently in Guard/Reserves	17.6 %	1,840	8,217		
Retired	15.2 %	11,991	65,326		
Separated/Discharged	16.5 %	14,481	71,371		
Military Spouse					
Spouse of current active duty service membe	18.9 %	1,180	4,890		
Spouse of separated or retired service					
member	18.3 %	2,109	9,140		
with a disability rating of 100% widow(er) or a service member kined while		<u>.</u> .	249		
on	20.7 %	64	243		
None of the categories listed	19.0 %	112,343	452,620		
NoN-Competitive Hiring Authority					
Yes	17.7 %	372	1,712		
No	18.7 %	2,955	12,479		
Disability					
Yes	17.6 %	15,848	70,281		
No	19.3 %	97,428	385,606		
NO	19.5 %	37,420	300,000		

(Q59_03) Work-Life program used at your agency within the last 12 months? Employee Assistance Program

(Q59_03) Work-Life program used a	t your agency within the las	t 12 months? Employee Ass	istance Program
Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	5.6 %	35,346	559,377
Work Location			
Headquarters	5.4 %	11,063	177,313
Field	5.4 %	16,201	270,261
Full-time telework	6.7 %	7,222	96,851
Supervisory Status	517 70	,,,,,,	30,032
Senior Leader	6.4 %	717	10,049
Manager	6.2 %	2,672	38,827
Supervisor	5.7 %	4,923	77,161
Team Leader	5.1 %	4,209	74,696
Non-Supervisor	5.6 %	22,143	347,587
Sex	3.0 %	22,143	347,367
Male	4.3 %	13,437	295,275
Female	7.7 %	20.231	234,899
Hispanic or Latino	7.7 76	20,231	234,033
Yes	6.9 %	4,432	55,857
No No	5.4 %	29,357	475,933
Race	5.4 %	43,357	4/3,333
	5.7 %	674	10,300
American Indian/ Alaska Native	5.7 %	1,961	
Asian	5.6 % 8.3 %	1,961 7,274	30,814 74,190
Black/African American	8.3 % 5.2 %	7,274 210	
Native Hawaiian/ Pacific Islander White	5.2 %	210	3,567 375,013
	4.9 %	· ·	
Two or more races (Not Hispanic/ Latino)	6.9 %	1,840	22,492
Age Group			
25 and under	4.5 %	301	6,495
26-29 years old	4.8 %	828	15,412
30-39 years old	6.2 %	7,214	101,194
40-49 years old	6.4 %	10,451	140,232
50-59 years old	5.3 %	10,839	181,116
60 or older	4.2 %	4,117	87,995
Level of Education			
Less than High School	5.5 %	25	341
H.S. Diploma/GED or equiv	4.4 %	1,089	22,570
Trade/Technical Certificate	4.1 %	541	11,694
Some College (no degree)	5.4 %	4,342	71,223
Associate's Degree	5.1 %	2,379	41,698
Bachelor's Degree	5.6 %	12,055	190,624
Master's Degree	6.3 %	10,556	146,580
Doctoral/Professional Degree	5.3 %	3,122	53,729
Pay Category			
Federal Wage System	3.7 %	748	18,759
GS 1-6	4.8 %	1,051	19,587
GS 7-12	5.9 %	15,198	224,479
GS 13-15	5.7 %	14,946	234,209
SES	6.3 %	353	5,254
SL/ST	4.8 %	93	1,969
Other	4.7 %	2,267	43,728
Time in Federal Government			
< 1 year	3.7 %	72	1,667
1-3 years	4.3 %	2,841	58,076
4-5 years	5.3 %	2,847	46,426
6-10 years	5.7 %	6,066	94,574
11-14 years	5.9 %	6,883	102,993
15-20 years	6.1 %	6,681	98,653
> 20 years	5.7 %	9,302	146,196
Time with Current Agency			
< 1 year	4.3 %	319	6,810
1-3 years	4.7 %	4,899	89,330
4-5 years	5.6 %	4,017	61,206
6-10 years	5.9 %	6,587	100,015
11-14 years	5.9 %	6,342	96,942
15-20 years	5.9 %	5,771	87,093
> 20 years	5.7 %	6,734	107,092
	i e		n

Image Imag	(Q59_03) Work-Life program used a	t your agency within the las	t 12 months? Employee Ass	istance Program
Service Revision	Demographics	% of Participants	Participants Total	Non Participants Total
No	All Responses	5.6 %	35,346	559,377
Vex. to residence of the control of the St. St. St. St. St. St. St. St. St. St.	Leaving Before Covid			
Nex. to solar join Gord	No	5.4 %	24,229	400,550
No. to barby job outside Good	Yes, to retire	4.8 %	1,764	33,854
No.	Yes, to other job in Govt	6.6 %	6,122	78,606
Same Same	Yes, to other job outside Govt	6.2 %	935	12,976
No	Yes, other	6.0 %	1,028	14,403
Ves. to relative S. S. S. C. 1,00 S. 1,007	Leaving Today			
Vex. to colorly pile in Groot 6.4 % 6,368 84,200 Vex. to color pile decide Groot 6.2 % 1,237 17,667 Ketter Before Coold 8 1,577 21,109 Lears than 1 year 5.0 % 760 13,470 1 year 4.9 % 845 15,704 2 years 4.7 % 1,666 30,701 3 years 4.8 % 1,614 30,701 4 years 2.7 % 1,661 20,004 5 years 3.2 % 2,266 39,700 Move than 5 years 3.5 % 2,572 384,707 Retter Today 1 1,172 1,5128 Less than 1 year 5.7 % 1,173 1,5128 2 years 4.9 % 1,509 30,739 3 years 4.9 % 1,509 30,739 3 years 4.9 % 1,509 30,739 3 years 4.9 % 1,509 30,739 3 years 4.9 % 1,509 30,739 3 yea	No	5.3 %	22,141	368,239
Nest, other job outside Gost Vis., other V	Yes, to retire	5.0 %	2,100	38,047
Very Color	Yes, to other job in Govt	6.4 %	6,368	84,269
Retire Before Cooled	Yes, to other job outside Govt	6.2 %	1,253	17,667
Less than 1 year	Yes, other	6.5 %	1,597	21,109
1 years	Retire Before Covid			
2 years	Less than 1 year	5.0 %	760	13,870
2 years	1 year	4.9 %	845	15,704
3 years				
4 years 5 2 % 2,286 3,390 More than 5 years 5.2 % 2,286 3,370 More than 5 years 5.2 % 2,286 3,370 More than 5 years 5.8 % 2,572 384,767 Rettier Today Less than 1 year 5.7 % 1.173 19,128 1 year 5.1 % 1,023 18,403 2 years 4.9 % 1,599 30,799 3 years 4.7 % 1,501 28,531 4 years 4.7 % 998 10,116 5 years 5.3 % 2,191 37,642 More than 5 years 5.3 % 2,191 37,642 More than 5 years 5.3 % 2,191 37,642 More than 5 years 5.3 % 2,195 375,327 Ittem has been reducted in response to Executive Order (EQ) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government. Ittem has been reducted in response to Executive Order (EQ) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government. Military Service No From Military Service 5.4 % 27,391 381,345 Currently in Guard Reserves 4.0 % 455 9,662 Retired 2.9 % 2.318 7,499 Separated Quickleaved 5.1 % 4,630 81,222 Military Spouce 5.4 % 301 5,769 Spouce of corrent active duty starvice member 5,900 and exparated or netind service with a disability rating of 150 are with retirence sensor with more consumer on 11.8 % 37 0 20 Note of the categories listed 5.6 % 33,644 511,319 Note Competitive Hiring Authority Ves 6.6 % 6.6 % 6.272 79,857		4.8 %		
Syears				
Less than 1 year	5 years	5.2 %	2,286	39,790
Less than 1 year	More than 5 years	5.8 %	25,672	384,767
Less than 1 year	Retire Today		·	
2 years		5.7 %	1,173	19,128
2 years	1 year	5.1 %	1,023	18,403
3 years 4,7% 1,501 28,531 4 years 4,7% 998 15,116 5 years 5,3 % 2,191 37,642 More than 5 years 5,8 % 24,995 375,327 Item has been reducted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government. Item has been reducted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government. Item has been reducted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government. In Prior Military Service 4,4% 27,191 381,345 Currently in Guard/Reserves 4,0% 4,55 9,602 Retired 2,9% 2,318 74,999 Separated/Discharged 5,1% 4,630 81,222 IMIIItary Spouse Spouse of current active duty service membe 4,4% 301 5,769 Spouse of current active duty service membe 5,4% 663 10,586 with a disability rating of 100% womonically as a service instead 5,6% 33,644 533,319 NON-Competitive Hring Authority Yes 4,8% 102 1,982 No 5,2% 995 14,539 Disability Yes 6,6% 6,6% 6,272 79,857		4.9 %		
5 years 5.3 % 2,191 37,642 More than 5 years 5.8 % 24,995 375,327 Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government. Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government. Military Service 6.4 % 27,191 381,345 Currently in Guard/Reserves 4.0 % 455 9,602 Retired 2.9 % 2,318 74,999 Separated/Discharged 5.1 % 4,630 81,222 Military Spouse Spouse of current active duty service membe 5,769 Spouse of separated or retred service membe 5,4 % 663 10,586 with a disability rating of 100% vurously or in a ser were fremoure name wine on 11.8 % 37 270 None of the categories listed 5,6 % 33,644 531,319 NoNeC-Competitive Hiring Authority 4,8 % 102 1,982 Yes 6,6 % 6,672 79,857	3 years	4.7 %	1,501	28,531
More than 5 years S.8 % 24,995 375,327	4 years	4.7 %	998	19,116
More than 5 years S.8 % 24,995 375,327	5 years	5.3 %	2,191	37,642
Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government. Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government. Military Service No Prior Military Service 6.4 % 27,191 381,345 Currently in Guard/Reserves 4.0 % 455 9,602 Retired 2.9 % 2,318 74,999 Separated/Discharged 5.1 % 4,630 81,222 Military Spouse Spouse of current active duty service membe 5,000 or retired service member 9,44 % 301 5,769 Spouse of separated or retired service member 9,54 % 663 10,586 with a disability rating of 100% varuous region and service insense and service member 11.8 % 37 270 None of the categories listed 5.6 % 33,644 531,319 NoN-Competitive Hiring Authority Yes 4.8 % 102 1,982 No 5.2 % 895 14,539 Disability Yes 6.6 % 6,272 79,857		5.8 %		!
Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government. Military Service	Item has been redacted in response to Executive C	Order (EO) 14168 Defending Women Fr	om Gender Ideology Extremism and Re	estoring Biological Truth to the Federal Government.
Military Service No Prior Military Service 6.4 % 27,191 381,345 Currently in Guard/Reserves 4.0 % 455 9,602 Retired 2.9 % 2,318 74,999 Separated/Discharged 5.1 % 4,630 81,222 Military Spouse Spouse of current active duty service membe 5,000 or retired service member with a disability rating of 100% varuouver; or a service member on 11.8 % 37 270 None of the categories listed 5.6 % 33,644 531,319 NoN-Competitive Hiring Authority Yes 4.8 % 102 1,982 No 5.2 % 895 14,539 Disability Yes 6.6 % 6,272 79,857				
Military Service No Prior Military Service 6.4 % 27,191 381,345 Currently in Guard/Reserves 4.0 % 455 9,602 Retired 2.9 % 2,318 74,999 Separated/Discharged 5.1 % 4,630 81,222 Military Spouse Spouse of current active duty service membe 5,000 or retired service member with a disability rating of 100% varuouver; or a service member on 11.8 % 37 270 None of the categories listed 5.6 % 33,644 531,319 NoN-Competitive Hiring Authority Yes 4.8 % 102 1,982 No 5.2 % 895 14,539 Disability Yes 6.6 % 6,272 79,857				
No Prior Military Service 6.4 % 27,191 381,345 Currently in Guard/Reserves 4.0 % 455 9,602 Retired 2.9 % 2,318 74,999 Separated/Discharged 5.1 % 4,630 81,222 Military Spouse Spouse of current active duty service membe 5.7 % 663 10,586 with a disability rating of 100% well of the categories listed 5.6 % 33,644 531,319 NoN-Competitive Hiring Authority Yes 4.8 % 102 1,982 No 5.2 % 895 14,539 Disability Yes 6.6 % 6,272 79,857	Item has been redacted in response to Executive C	Order (EO) 14168 Defending Women Fr	om Gender Ideology Extremism and Re	estoring Biological Truth to the Federal Government.
No Prior Military Service 6.4 % 27,191 381,345 Currently in Guard/Reserves 4.0 % 455 9,602 Retired 2.9 % 2,318 74,999 Separated/Discharged 5.1 % 4,630 81,222 Military Spouse Spouse of current active duty service membe 5.7 % 663 10,586 with a disability rating of 100% well of the categories listed 5.6 % 33,644 531,319 NoN-Competitive Hiring Authority Yes 4.8 % 102 1,982 No 5.2 % 895 14,539 Disability Yes 6.6 % 6,272 79,857				
No Prior Military Service 6.4 % 27,191 381,345 Currently in Guard/Reserves 4.0 % 455 9,602 Retired 2.9 % 2,318 74,999 Separated/Discharged 5.1 % 4,630 81,222 Military Spouse Spouse of current active duty service membe 5.7 % 663 10,586 with a disability rating of 100% well of the categories listed 5.6 % 33,644 531,319 NoN-Competitive Hiring Authority Yes 4.8 % 102 1,982 No 5.2 % 895 14,539 Disability Yes 6.6 % 6,272 79,857				
No Prior Military Service 6.4 % 27,191 381,345 Currently in Guard/Reserves 4.0 % 455 9,602 Retired 2.9 % 2,318 74,999 Separated/Discharged 5.1 % 4,630 81,222 Military Spouse Spouse of current active duty service membe 5.7 % 663 10,586 with a disability rating of 100% well of the categories listed 5.6 % 33,644 531,319 NoN-Competitive Hiring Authority Yes 4.8 % 102 1,982 No 5.2 % 895 14,539 Disability Yes 6.6 % 6,272 79,857				
No Prior Military Service 6.4 % 27,191 381,345 Currently in Guard/Reserves 4.0 % 455 9,602 Retired 2.9 % 2,318 74,999 Separated/Discharged 5.1 % 4,630 81,222 Military Spouse Spouse of current active duty service membe 5.7 % 663 10,586 with a disability rating of 100% well of the categories listed 5.6 % 33,644 531,319 NoN-Competitive Hiring Authority Yes 4.8 % 102 1,982 No 5.2 % 895 14,539 Disability Yes 6.6 % 6,272 79,857				
Currently in Guard/Reserves	Military Service			
Retired 2.9 % 2,318 74,999 Separated/Discharged 5.1 % 4,630 81,222 Military Spouse Spouse of current active duty service membe Spouse of separated or retired service member with a disability rating of 300% *** *** *** *** *** *** *** *** ***	No Prior Military Service	6.4 %	27,191	381,345
Separated/Discharged 5.1 % 4,630 81,222	Currently in Guard/Reserves	4.0 %	455	9,602
Military Spouse Spouse of current active duty service membe 4.4 % 301 5,769	Retired	2.9 %	2,318	74,999
Spouse of current active duty service membe 4.4 % 301 5,769	Separated/Discharged	5.1 %	4,630	81,222
Spouse of separated or retired service member S.4.% 663 10,586	Military Spouse			
Member S.4.% 663 10,586	Spouse of current active duty service member	4.4 %	301	5,769
with a disability rating of 100% virulwige) or a service interiment kine unime on 11.8 % 37 270 270 None of the categories listed Nov-Competitive kiring Authority 5.6 % 33,644 531,319 Ves 4.8 % 102 1,982 No 5.2 % 895 14,539 Disability 102 79,857				
on 11.8 % 37 270 None of the categories listed 5.6 % 33,644 531,319 NoN-Competitive Hiring Authority Yes 4.8 % 102 1,982 No 5.2 % 895 14,539 Dibability Yes 6.6 % 6,272 79,857		5.4 %	663	10,586
None of the categories listed 5.6 % 33,644 531,319 NON-Competitive Hiring Authority Yes 4.8 % 102 1,982 No 5.2 % 895 14,539 Disability Yes 6.6 % 6,272 79,857	Minowfet) of a zervice member killen mille	11.00	27	270
NoN-Competitive Hiring Authority Yes 4.8 102 1,982 No 5.2 895 14,539 Disability Yes 6.6 % 6,272 79,857				
Yes 4.8 % 102 1,982 No 5.2 % 895 14,539 Disability Yes 6.6 % 6,272 79,857		5.6 %	33,644	531,319
No 5.2% 895 14,539 Disability Yes 6.6% 6,272 79,857				
Disability 6.6 % 6,272 79,857				
Yes 6.6 % 6,272 79,857		5.2 %	895	14,539
	Disability			
No 5.4 27,683 455,351				
	No	5.4 %	27,683	455,351

(Q59_04) Work-Life program used at your agency within the last 12 months? Child Care Programs

(Q59_04) Work-Lije program usea d			
Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	2.8 %	17,783	576,940
Work Location			
Headquarters	3.2 %	6,731	181,645
Field	2.5 %	7,382	279,080
Full-time telework	3.1 %	3,240	100,833
Supervisory Status			
Senior Leader	2.3 %	224	10,542
Manager	2.4 %	1,008	40,491
Supervisor	2.9 %	2,474	79,610
Team Leader	3.4 %	2,842	76,063
Non-Supervisor	2.8 %	10,898	358,832
Sex			
Male	2.1 %	6,773	301,939
Female	4.0 %	10,214	244,916
Hispanic or Latino			
Yes	2.8 %	1,731	58,558
No	2.9 %	15,338	489,952
Race			
American Indian/ Alaska Native	1.7 %	175	10,799
Asian	3.7 %	1,341	31,434
Black/African American	2.5 %	2,100	79,364
Native Hawaiian/ Pacific Islander	2.6 %	97	3,680
White	2.9 %	12,055	383,678
Two or more races (Not Hispanic/ Latino)	3.2 %	800	23,532
Age Group			
25 and under	0.8 %	50	6,746
26-29 years old	2.2 %	378	15,862
30-39 years old	6.9 %	8,457	99,951
40-49 years old	3.7 %	6,414	144,269
50-59 years old	0.7 %	1,468	190,487
60 or older	0.4 %	330	91,782
Level of Education			
Less than High School	3.2 %	12	354
H.S. Diploma/GED or equiv	1.0 %	214	23,445
Trade/Technical Certificate	1.4 %	152	12,083
Some College (no degree)	1.3 %	900	74,665
Associate's Degree	1.6 %	656	43,421
Bachelor's Degree	2.8 %	5,852	196,827
Master's Degree	4.0 %	6,458	150,678
Doctoral/Professional Degree	4.9 %	2,986	53,865
Pay Category		,	
Federal Wage System	1.4 %	282	19,225
GS 1-6	2.1 %	357	20,281
GS 7-12	2.6 %	6,352	233,325
GS 13-15	3.5 %	9,207	239,948
SES	2.6 %	139	5,468
SL/ST	2.3 %	46	2,016
Other	2.4 %	1,081	44,914
Time in Federal Government			
< 1 year	2.1 %	35	1,704
1-3 years	2.7 %	1,791	59,126
4-5 years	3.5 %	1,851	47,422
6-10 years	4.1 %	4,428	96,212
11-14 years	4.0 %	4,732	105,144
15-20 years	2.8 %	3,138	102,196
> 20 years	0.9 %	1,506	153,992
Time with Current Agency			
<1 year	2.7 %	190	6,939
1-3 years	3.0 %	2,960	91,269
4-5 years	3.5 %	2,489	62,734
6-10 years	3.8 %	4,332	102,270
11-14 years	3.6 %	3,932	99,352
11-14 years 15-20 years	2.5 %	3,932 2,487	90,377
	0.9 %	1,082	90,377
> 20 years	U.5 76	1,002	112,744

(Q59_04) Work-Life program used a	t your agency within the las	t 12 months? Child Care Pro	grams
Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	2.8 %	17,783	576,940
Leaving Before Covid			
No	3.0 %	13,318	411,461
Yes, to retire	0.6 %	186	35,432
Yes, to other job in Govt	3.0 %	2,632	82,096
Yes, to other job outside Govt	3.8 %	594	13,317
Yes, other	2.6 %	431	15,000
Leaving Today			,
No	3.0 %	12,592	377,788
Yes, to retire	0.5 %	201	39,946
Yes, to other job in Govt	3.1 %	2,873	87,764
Yes, to other job outside Govt	3.4 %	722	18,198
Yes, other	3.1 %	764	21,942
Retire Before Covid	3.1 %	704	£1,74£
Less than 1 year	0.5 %	74	14,556
1 year	0.5 %	73	16,476
1 year 2 years	0.5 %	151	32,430
3 years	0.6 %	166	32,149
4 years	0.6 %	114	21,251
5 years	0.7 %	296	41,780
More than 5 years	3.7 %	16,237	394,202
Retire Today			
Less than 1 year	0.6 %	117	20,184
1 year	0.6 %	108	19,318
2 years	0.6 %	177	32,161
3 years	0.6 %	172	29,860
4 years	0.7 %	124	19,990
5 years	0.8 %	321	39,512
More than 5 years	3.8 %	16,229	384,093
Item has been redacted in response to Executive C	order (EO) 14169 Defending Women Er	om Gender Ideology Extremism and Re	estoring Biological Truth to the Federal Government
	order (LO) 14108 Derending Women Fr	I	i i i i i i i i i i i i i i i i i i i
	ruer (EO) 14100 Determing Women Fr		Solving storogram retail to the reaction continuents
			estoring Biological Truth to the Federal Government.
Item has been redacted in response to Executive C			
Item has been redacted in response to Executive C	order (EO) 14168 Defending Women Fr	om Gender Ideology Extremism and Ri	estoring Biological Truth to the Federal Government.
Item has been redacted in response to Executive C Military Service No Prior Military Service	order (EO) 14168 Defending Women Fr	om Gender Ideology Extremism and Ri	estoring Biological Truth to the Federal Government. 393,801
Item has been redacted in response to Executive C Military Service No Prior Military Service Currently in Guard/Reserves	order (EO) 14168 Defending Women Fr 3.5 % 3.8 %	om Gender Ideology Extremism and Ri 14,735 385	estoring Biological Truth to the Federal Government. 393,801 9,672
Item has been redacted in response to Executive C Military Service No Prior Military Service Currently in Guard/Reserves Retired	order (EO) 14168 Defending Women Fr 3.5 % 3.8 % 0.6 %	om Gender Ideology Extremism and Ri 14,735 385 449	estoring Biological Truth to the Federal Government. 393,801 9,672 76,868
Item has been redacted in response to Executive C Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged	order (EO) 14168 Defending Women Fr 3.5 % 3.8 % 0.6 %	om Gender Ideology Extremism and Ri 14,735 385 449	estoring Biological Truth to the Federal Government. 393,801 9,672 76,868
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service membe Spouse of separated or retired service	3.5 % 3.8 % 0.6 % 2.3 % 8.7 %	om Gender Ideology Extremism and Ri 14,735 385 449 1,862	estoring Biological Truth to the Federal Government. 393,801 9,672 76,868 83,990 5,577
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service membe Spouse of separated or retired service	3.5 % 3.8 % 0.6 % 2.3 %	om Gender Ideology Extremism and Ri 14,735 385 449 1,862	estoring Biological Truth to the Federal Government. 393,801 9,672 76,868 83,990
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service membe Spouse of separated or retired service member with a disability rating of 100% wuxow(er) or a service member member	3.5 % 3.8 % 0.6 % 2.3 % 8.7 % 2.1 %	om Gender Ideology Extremism and Ri 14,735 385 449 1,862 493	storing Biological Truth to the Federal Government. 393,801 9,672 76,868 83,990 5,577 11,021
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service membe Spouse of separated or retired service	3.5 % 3.8 % 0.6 % 2.3 % 8.7 %	om Gender Ideology Extremism and Ri 14,735 385 449 1,862 493 228	storing Biological Truth to the Federal Government. 393,801 9,672 76,868 83,990 5,577 11,021
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service membes youse of separated or retired service member with a disability rating of 100% wwwwiter on a service member service member None of the categories listed	3.5 % 3.8 % 0.6 % 2.3 % 8.7 % 2.1 %	om Gender Ideology Extremism and Ri 14,735 385 449 1,862 493	storing Biological Truth to the Federal Government. 393,801 9,672 76,868 83,990 5,577 11,021
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service membe Spouse of separated or retired service member disability rating of 100% with a disability rating of 100% with a disability rating of 100%	3.5 % 3.8 % 0.6 % 2.3 % 8.7 % 2.1 %	om Gender Ideology Extremism and Ri 14,735 385 449 1,862 493 228	storing Biological Truth to the Federal Government. 393,801 9,672 76,868 83,990 5,577 11,021
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service membes youse of separated or retired service member with a disability rating of 100% wwwwiter on a service member service member None of the categories listed	3.5 % 3.8 % 0.6 % 2.3 % 8.7 % 2.1 % 2.4 % 2.8 % 6.3 %	om Gender Ideology Extremism and Ri 14,735 385 449 1,862 493 228 8 16,703	storing Biological Truth to the Federal Government. 393,801 9,672 76,868 83,990 5,577 11,021 299 548,260
Military Service No Prior Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service membe Spouse of separated or retired service member with a disability rating of 100% vacuometry on a service member sure withen on None of the categories listed NoN-Competitive Hiring Authority	3.5 % 3.8 % 0.6 % 2.3 % 8.7 % 2.1 % 2.4 % 2.8 %	om Gender Ideology Extremism and Ri 14,735 385 449 1,862 493 228 8 16,703	storing Biological Truth to the Federal Government. 393,801 9,672 76,868 83,990 5,577 11,021 299 548,260
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service membe Spouse of separated or retired service member with a disability rating of 100% varuswite; or a Service internuer name on None of the categories listed NoN-Competitive Hiring Authority Yes	3.5 % 3.8 % 0.6 % 2.3 % 8.7 % 2.1 % 2.4 % 2.8 % 6.3 %	om Gender Ideology Extremism and Ri 14,735 385 449 1,862 493 228 8 16,703	storing Biological Truth to the Federal Government. 393,801 9,672 76,868 83,990 5,577 11,021 299 548,260
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service member with a disability rating of 100% without on a service member and size of the categories listed Non-Competitive Hiring Authority Yes No	3.5 % 3.8 % 0.6 % 2.3 % 8.7 % 2.1 % 2.4 % 2.8 % 6.3 %	om Gender Ideology Extremism and Ri 14,735 385 449 1,862 493 228 8 16,703	storing Biological Truth to the Federal Government. 393,801 9,672 76,868 83,990 5,577 11,021 299 548,260
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service membes youse of separated or retired service member with a disability rating of 100% wwww.eventle.ev	3.5 % 3.8 % 0.6 % 2.3 % 8.7 % 2.1 % 2.4 % 2.8 % 6.3 % 4.3 %	om Gender Ideology Extremism and Ri 14,735 385 449 1,862 493 228 8 16,703	sestoring Biological Truth to the Federal Government. 393,801 9,672 76,868 83,990 5,577 11,021 299 548,260 1,968 14,826

(Q59_05) Work-Life program used at your agency within the last 12 months? Elder Care Programs

Management	Demographics	% of Participants	Participants Total	Non Participants Total
New Incident				
Interface		0.5 %	3,436	591,287
Treed				
First Instituted				!
Separation				
Section		0.7 %	769	103,304
Monagar				
Superinder			-	
Translated				
Monican				
See U. 1.142 20.750 25.047 Make 0.3% 2.083 23.047 Penulus 0.2% 2.083 23.047 Nee 0.5% 4.05 3.048 5.02,42c Nee 0.5% 2.06 5.02,42c 5.02,42c Nee 0.5% 2.06 5.02,42c 5.02,42c Nee 0.5% 2.24 3.048 3.04 Alain 0.5% 2.24 3.04 3.04 Notive threating/ Pacific blander 0.5% 2.2 1.75 3.04 White 0.4% 1.67 3.04 3.04 Wood more received belignen/ Latinol 0.2% 2.2 1.75 3.04 White 0.4% 1.67 3.04 3.04 3.04 3.04 2.2 and under 0.2% 4.2 1.57 1.09 3.04 3.04 3.04 3.04 3.04 3.04 3.04 3.04 3.04 3.04 3.04 3.04 3.04 <				
Mode		0.5 %	2,133	367,597
Female				
Name		5.0 /-		
Ne		0.8 %	2,083	253,047
No.				
Reservation				
Anterian Indian/ Alaska Native Alain Alain Alain Alain Alain 0.5 % Alain Blokyl Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.9 % Bloky Krisan American 0.0 % Bloky Krisan		0.5 %	2,864	502,426
Asian 0.5 % 224 32,481 32,481 34,681	Race			
Biblicy African American 0.5 % 882 30,582 3725 White 0.4 % 1,673 394,060 34,142 3725 White 0.4 % 1,673 394,060 34,142 3725 394,060 34,142 3725 394,060 384,060 3				
Native Hawainery Pacific Islander White				
White 0.4 % 1,973 394,000 Aper Group 2.7 % 190 24,142 Aper Group 2.2 and under 0.3 % 16 6,770 2.6 -29 years old 0.2 % 42 16,198 3.0 -39 years old 0.4 % 727 1 949,66 0.6 -49 years old 0.7 % 1,450 190,505 0.6 or older 0.7 % 1,450 190,505 0.6 or older 0.7 % 1,450 190,505 Uses of Standarto 356 143 2,2,516 Uses than high School 2.4 % 10 356 1.5 Dolpham/SICO or equiv 0.5 % 143 2,2,516 Trade/ Tradhical Curtificate 0.5 % 42 2,732 Associate's Degree 0.5 % 246 4,831 Associate's Degree 0.5 % 246 4,831 Associate's Degree 0.5 % 1,075 20,1004 Mater's Degree 0.5 % 1,075 2,045 Octional/Professional Degree				
No or more races (Not Nigans/Latino) 0.7 % 150 24,142 Age Group Comment Comment Comment 25 and under 0.3 % 16 6,780 26-29 years old 0.3 % 343 100,005 0.04 years old 0.7 % 1,480 195,055 60 or older 0.7 % 700 19,142 Level of Education Level of Education H.S. Diploma/GIO or equiv 0.5 % 143 23,516 H.S. Diploma/GIO or equiv 0.5 % 143 23,516 H.S. Diploma/GIO or equiv 0.5 % 143 23,516 H.S. Diploma/GIO or equiv 0.5 % 143 21,512 Some College for disgree 0.5 % 442 75,123 Associativ Degree 0.5 % 1,075 20,604 Master's Degree 0.5 % 1,075 20,604 Master's Degree 0.5 % 1,075 20,504 Bottons/Involvational Degree 0.5 % 1,001 15,244 GS 1-6 0.5 % </td <td></td> <td></td> <td></td> <td>!</td>				!
Age Group	White			
25 and under 26-29 years old 26-29 years old 26-29 years old 26-39 years old 2	Two or more races (Not Hispanic/ Latino)	0.7 %	190	24,142
26-29 years old	Age Group			
30-39 years old 40-69 years old 40-79 years old 40-79 years old 50-59 years 50-59 year	25 and under	0.3 %	16	6,780
44-49 years old 50-59 years old 50-59 years old 50-60 rolder 70-70 700 731,122 Level of Education Less than High School 4.5. Diploma/off Dor requiv 50-50 M. 1,50 M.	26-29 years old	0.2 %	42	16,198
50-59 years old 0.7 % 1,450 190,505 91,412 100 91,412 100 100 100 100 356 100 100 356 100 100 356 100 10	30-39 years old	0.3 %	343	108,065
Level of Education	40-49 years old	0.4 %	717	149,966
Lees than High School 2.4 % 10 356 H.S. Diplomy/CED or equiv 0.5 % 143 23,516 Trade/Technical Certificate 0.5 % 73 12,162 Some College (no degree) 0.5 % 442 75,123 Associativ's Degree 0.5 % 2.66 48,831 Bachelor's Degree 0.5 % 1.075 20,664 Master's Degree 0.5 % 1.001 156,135 Doctoral/Professional Degree 0.5 % 316 56,535 Fay Category Fay Category Federal Wage System 0.3 % 83 19,424 GS 1-6 0.5 % 1.05 20,533 GS 7-12 0.5 % 1.36 20,533 GS 1-15 0.6 % 1.,577 247,578 SES 0.8 % 40 5,567 SL/ST 0.5 % 12 2,050 Other 0.4 % 2.25 45,770 Time in Federal Government 4 year 0.4	50-59 years old	0.7 %	1,450	190,505
Less than High School 2.4 % 10 356 H.S. Oploms/GED or equiv 0.5 % 143 23,516 Trade/Technical Certificate 0.5 % 442 75,123 Some College (no degree) 0.5 % 246 43,831 Associate's Degree 0.5 % 1,075 20,604 Mater's Degree 0.5 % 1,001 156,135 Doctoral/Professional Degree 0.5 % 1,001 56,535 Pay Category Federal Wage System 0.3 % 83 19,424 65 1-6 0.5 % 1,05 20,533 20,533 65 7-12 0.5 % 1,226 238,351 33,51 65 3-15 0.5 % 1,277 247,578 SES 0.6 % 1,577 247,578 SES 0.8 % 40 5,567 3L/ST 0.5 % 12 2,050 Other 0.5 % 12 2,050 Other 0.5 % 12 3,050 */year 0.4 %	60 or older	0.7 %	700	91,412
H.S. Diploma/GED or equiv Trade/Technical Certificate 0.5 % 73 12,162 Associate's Degree 0.5 % 246 43,831 Bachelor's Degree 0.5 % 1,075 201,604 Master's Degree 0.5 % 1,001 156,135 Doctoral/Professional Degree 0.5 % 316 56,535 Pay Category Federal Wage System 0.5 % 105 20,533 65 7.12 0.5 % 1,226 238,351 65 1.42 288,351 65 1.57 247,578 5ES 0.8 % 40 5,567 SL/ST 0.5 % 12 2,056 Other 0.4 % 225 45,770 Time in Federal Government < Very Care	Level of Education			
Trade/Technical Certificate 0.5 % 73 12,162 Some College (no degree) 0.5 % 442 75,123 Associate's Degree 0.5 % 246 43,831 Bachelor's Degree 0.5 % 1,075 201,004 Master's Degree 0.6 % 1,001 156,135 Doctoral/Profresional Degree 0.5 % 316 56,535 Pay/Category Federal Wage System 0.3 % 83 19,424 65:1-6 0.5 % 1,326 223,331 65:7-12 0.5 % 1,326 223,331 65:7-12 0.5 % 1,326 223,331 65:1-15 0.6 % 1,577 247,578 SES 0.8 % 40 5,567 SL/ST 0.5 % 1,2 2 2,050 Other 0.4 % 225 45,770 Time in Federal Government < 1 year 0.4 % 10 1,729 4-5 years 0.3 % 203 49,070 6-10 years 0.4 % 502 100,138 11-14 years 0.5 % 637 100,273 11-2 years 0.5 % 637 104,697 > 20 years 0.5 % 637 104,697	Less than High School	2.4 %	10	356
Some College (no degree)	H.S. Diploma/GED or equiv	0.5 %	143	23,516
Associate's Degree	Trade/Technical Certificate	0.5 %	73	12,162
Bachelor's Degree 0.5 % 1,075 201,604 Master's Degree 0.6 % 1,001 156,135 Doctroal/Professional Degree 0.5 % 316 56,535 Pay Category Federal Wage System 0.3 % 83 19,424 6S 1-6 0.5 % 105 20,533 6S 7-12 0.5 % 1,326 238,351 6S 13-15 0.6 % 1,577 247,578 SES 0.8 % 40 5,567 SL/ST 0.5 % 12 2,050 Other 0.4 % 225 45,770 Time in Federal Government ** Other Outs of the State	Some College (no degree)	0.5 %	442	75,123
Master's Degree 0.6 % 1,001 156,135 Doctoral/Professional Degree 0.5 % 316 56,535 Pay Category Sederal Wage System 0.3 % 83 19,424 G5 1-6 0.5 % 105 20,533 G5 7-12 0.5 % 1,326 238,351 G5 13-15 0.6 % 1,577 247,578 SES 0.8 % 40 5,567 SL/ST 0.5 % 12 2,050 Other 0.4 % 225 45,770 Time in Federal Government 1,729 1,729 1-3 years 0.3 % 188 60,729 4-5 years 0.3 % 203 49,070 6-10 years 0.4 % 502 100,138 11-14 years 0.5 % 603 109,273 15-20 years 0.5 % 637 104,697 > 20 years 0.7 % 1,227 154,271 Time with Current Agency < 1.3 years 0.3 % 337 64,886 <td>Associate's Degree</td> <td>0.5 %</td> <td>246</td> <td>43,831</td>	Associate's Degree	0.5 %	246	43,831
Doctoral/Professional Degree 0.5 % 316 56,535	Bachelor's Degree	0.5 %	1,075	201,604
Pay Category Federal Wage System 0.3 % 8.3 19,424 65 1-6 0.5 % 105 20,533 65 7-12 0.5 % 1,326 238,351 65 13-15 0.6 % 1,577 247,578 SES 0.8 % 40 5,567 SL/ST 0.5 % 12 2,050 Other 0.4 % 225 45,770 Time in Federal Government < 1, year	Master's Degree	0.6 %	1,001	156,135
Federal Wage System 0.3 % 83 19,424 65 1-6 0.5 % 105 20,533 65 7-12 0.5 % 1,326 238,351 65 13-15 0.6 % 1,577 247,578 SES 0.8 % 40 5,567 SL/ST 0.5 % 12 2,050 Other 0.4 % 225 45,770 Time in Federal Government < 1 year	Doctoral/Professional Degree	0.5 %	316	56,535
GS 1-6 GS 7-12 GS 3-8 GS 7-12 GS 3-15 GS 13-15 G	Pay Category			
657-12	Federal Wage System	0.3 %	83	19,424
GS 13-15	GS 1-6	0.5 %	105	20,533
SES 0.8 % 40 5,567 SL/ST 0.5 % 12 2,050 Other 0.4 % 225 45,770 Time in Federal Government *** Upear 0.4 % 10 1,729 1.3 years 0.3 % 188 60,729 4-5 years 0.3 % 203 49,070 6-10 years 0.5 % 603 109,273 11-14 years 0.5 % 603 109,273 15-20 years 0.5 % 637 104,697 > 20 years 0.7 % 1,227 154,271 Time with Current Agency < 1 year	GS 7-12	0.5 %	1,326	238,351
SL/ST 0.5% 12 2,050 Other 0.4% 225 45,770 Time in Federal Government < 1 year 0.4% 10 1,729 -1.3 years 0.3% 188 60,729 -4.5 years 0.3% 203 49,070 -6.10 years 0.4% 502 100,138 -11-14 years 0.5% 603 109,273 -15-20 years 0.5% 637 104,697 > 20 years 0.7% 1,227 154,271 Time with Current Agency < 1 year 0.4% 34 7,095 -1.3 years 0.3% 373 93,856 -4.5 years 0.4% 337 64,886 -6.10 years 0.5% 571 106,031 -11-14 years 0.5% 576 102,708 -15-20 years 0.5% 576 102,708 -15-20 years 0.5% 576 102,708	GS 13-15	0.6 %	1,577	247,578
Other 0.4 % 225 45,770 Time in Ederal Government < 1, year 0.4 % 10 1,729 1.3 years 0.3 % 188 60,729 4-5 years 0.3 % 203 49,070 6-10 years 0.4 % 502 100,138 11-14 years 0.5 % 637 104,697 > 20 years 0.5 % 637 104,697 > 20 years 0.7 % 1,227 154,271 Time with Current Agency < 1 year	SES	0.8 %	40	5,567
Time in Federal Government 0.4 % 10 1,729 1-3 years 0.3 % 188 60,729 4-5 years 0.3 % 203 49,070 6-10 years 0.4 % 502 100,138 11-14 years 0.5 % 603 109,273 15-20 years 0.5 % 637 104,697 > 20 years 0.7 % 1,227 154,271 Time with Current Agency < 1 year	SL/ST	0.5 %	12	2,050
<1 year .1 years .0.4 % .10 10 1,729 .1 years .0.3 % .18 60,729 .4 5-years .0.3 % .203 49,070 .6 -10 years .0.4 % .502 100,138 .11-14 years .0.5 % .603 109,273 .15-20 years .0.5 % .637 104,697 .20 years .0.7 % .1,227 154,271 .7 Time with Current Agency <1 year .1 years .0.3 % .3 33 .3 years .0.3 % .3 373 .9 3,856 .4-5 years .0.4 % .3 337 .6 4,886 .6-10 years .0.5 % .571 .10,031 .11-14 years .0.5 % .576 .102,708 .15-20 years .0.6 % .602 .9 2,852	Other	0.4 %	225	45,770
<1 year .1 years .0.4 % .10 10 1,729 .1 years .0.3 % .18 60,729 .4 5-years .0.3 % .203 49,070 .6 -10 years .0.4 % .502 100,138 .11-14 years .0.5 % .603 109,273 .15-20 years .0.5 % .637 104,697 .20 years .0.7 % .1,227 154,271 .7 Time with Current Agency <1 year .1 years .0.3 % .3 33 .3 years .0.3 % .3 373 .9 3,856 .4-5 years .0.4 % .3 337 .6 4,886 .6-10 years .0.5 % .571 .10,031 .11-14 years .0.5 % .576 .102,708 .15-20 years .0.6 % .602 .9 2,852	Time in Federal Government			
4-5 years 0.3 % 203 49,070 6-10 years 0.4 % 502 100,138 11-14 years 0.5 % 603 109,273 15-20 years 0.5 % 637 104,697 > 20 years 0.7 % 1,227 154,271 Time with Current Agency < 1 year 0.4 % 34 7,095 1-3 years 0.3 % 373 93,856 4-5 years 0.4 % 337 64,886 6-10 years 0.5 % 571 106,031 11-14 years 0.5 % 576 102,708 15-20 years 0.6 % 602 92,262	< 1 year	0.4 %	10	1,729
4-5 years 0.3 % 203 49,070 6-10 years 0.4 % 502 100,138 11-14 years 0.5 % 603 109,273 15-20 years 0.5 % 637 104,697 > 20 years 0.7 % 1,227 154,271 Time with Current Agency < 1 year 0.4 % 34 7,095 1-3 years 0.3 % 373 93,856 4-5 years 0.4 % 337 64,886 6-10 years 0.5 % 571 106,031 11-14 years 0.5 % 576 102,708 15-20 years 0.6 % 602 92,262	1-3 years	0.3 %	188	60,729
11-14 years 0.5 % 603 109,273 15-20 years 0.5 % 637 104,697 > 20 years 0.7 % 1,227 154,271 Time with Current Agency < 1 year 0.4 % 34 7,095 1-3 years 0.3 % 373 93,856 4-5 years 0.4 % 337 64,866 6-10 years 0.5 % 571 106,031 11-14 years 0.5 % 576 102,708 15-20 years 0.6 % 602 92,262				
11-14 years 0.5 % 603 109,273 15-20 years 0.5 % 637 104,697 > 20 years 0.7 % 1,227 154,271 Time with Current Agency < 1 year 0.4 % 34 7,095 1-3 years 0.3 % 373 93,856 4-5 years 0.4 % 337 64,866 6-10 years 0.5 % 571 106,031 11-14 years 0.5 % 576 102,708 15-20 years 0.6 % 602 92,262	6-10 years	0.4 %	502	100,138
15-20 years 0.5 % 637 104,697 > 20 years 0.7 % 1,227 154,271				
> 20 years 0.7% 1,227 154,271 Time with Current Agency < 1 year 0.4% 34 7,095 1-3 years 0.3% 373 93,856 4-5 years 0.4% 337 64,886 6-10 years 0.5% 571 106,031 11-14 years 0.5% 576 102,708 15-20 years 0.6% 602 92,262		0.5 %	637	104,697
Time with Current Agency 34 7,095 1-3 years 0.3 % 373 93,856 4-5 years 0.4 % 337 64,886 6-10 years 0.5 % 571 106,031 11-14 years 0.5 % 576 102,708 15-20 years 0.6 % 602 92,262				
<1 year	Time with Current Agency			
1-3 years 0.3 % 373 93,856 4-5 years 0.4 % 337 64,886 6-10 years 0.5 % 571 106,031 11-14 years 0.5 % 576 102,708 15-20 years 0.6 % 602 92,262		0.4 %	34	7,095
4-5 years 0.4% 337 64,886 6-10 years 0.5% 571 106,031 11-14 years 0.5% 576 102,708 15-20 years 0.6% 602 92,262				
6-10 years 0.5 % 571 106,031 11-14 years 0.5 % 576 102,708 15-20 years 0.6 % 602 92,262				
11-14 years 0.5 % 576 102,708 15-20 years 0.6 % 602 92,262				
15-20 years 0.6 % 602 92,262			-	!
- av junio 017 / 116,550				!
	0 ,000	5.7 /6	1	1.25,330

(Q59_05) Work-Life program used at your agency within the last 12 months? Elder Care Programs					
Demographics	% of Participants	Participants Total	Non Participants Total		
All Responses	0.5 %	3,436	591,287		
Leaving Before Covid					
No	0.5 %	2,430	422,349		
Yes, to retire	0.7 %	257	35,361		
Yes, to other job in Govt	0.5 %	473	84,255		
Yes, to other job outside Govt	0.4 %	59	13,852		
Yes, other	0.5 %	78	15,353		
Leaving Today					
No	0.5 %	2,222	388,158		
Yes, to retire	0.7 %	309	39,838		
Yes, to other job in Govt	0.4 %	446	90,191		
Yes, to other job outside Govt	0.3 %	74	18,846		
Yes, other	0.5 %	123	22,583		
Retire Before Covid					
Less than 1 year	0.6 %	106	14,524		
1 year	0.6 %	113	16,436		
2 years	0.7 %	259	32,322		
3 years	0.7 %	231	32,084		
4 years	0.7 %	161	21,204		
5 years	0.7 %	310	41,766		
More than 5 years	0.4 %	2,090	408,349		
Retire Today					
Less than 1 year	0.7 %	157	20,144		
1 year	0.6 %	127	19,299		
2 years	0.7 %	252	32,086		
3 years	0.6 %	206	29,826		
4 years	0.6 %	130	19,984		
5 years	0.6 %	283	39,550		
More than 5 years	0.4 %	2,008	398,314		
Item has been redacted in response to Executive C	Order (EO) 14168 Defending Women Fr	om Gender Ideology Extremism and Re	estoring Biological Truth to the Federal Government.		
Item has been redacted in response to Executive C	Order (EO) 14168 Defending Women Fr	om Gender Ideology Extremism and Re	estoring Biological Truth to the Federal Government.		
Military Service					
No Prior Military Service	0.6 %	2,673	405,863		
Currently in Guard/Reserves	0.3 %	39	10,018		
Retired	0.3 %	285	77,032		
Separated/Discharged	0.4 %	358	85,494		
Military Spouse					
Spouse of current active duty service member	0.5 %	27	6,043		
Spouse of separated or retired service			44.470		
member with a disability rating of 100%	0.8 %	99	11,150		
widow(er) or a service member killed willie	1.6 %	6	301		
on					
None of the categories listed	0.5 %	3,234	561,729		
NoN-Competitive Hiring Authority					
Yes	1.0 %	18	2,066		
No	0.6 %	113	15,321		
Disability	_	_			
Yes	0.6 %	637	85,492		

(Q59_06) Work-Life program used at your agency within the last 12 months? None Listed Above

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	41.6 %	237,192	357,531
Work Location	42.0 %	257,132	331,332
Headquarters	38.2 %	69.190	119,186
Field	45.3 %	123,781	162,681
Full-time telework	36.2 %	37,369	66,704
Supervisory Status	30.2 /0	37,303	00,704
Senior Leader	49.4 %	5,309	5,457
Manager	46.1 %	18,619	22,880
Supervisor	43.6 %	34,516	47,568
Team Leader	38.9 %	29,569	49,336
Non-Supervisor	41.0 %	144,041	225,689
Sex	41.0 %	144,041	223,009
Male	44.6 %	134,201	174,511
Female	37.0 %	90,506	164,624
Hispanic or Latino	37.0 %	90,500	104,024
Yes	47.5 %	27.263	33,026
	40.8 %	198,011	307,279
No	40.8 %	198,011	307,279
American Indian/ Alaska Native	48.3 %	5,202	5,772
American Indian/ Alaska Native Asian	48.3 % 38.9 %	5,202 12,021	5,772 20,754
		· ·	
Black/African American Native Hawaiian/ Pacific Islander	39.1 % 48.5 %	30,272 1,727	51,192 2,050
		· ·	
White	42.1 %	159,950	235,783
Two or more races (Not Hispanic/ Latino)	40.8 %	9,439	14,893
Age Group	ar		A.F.:
25 and under	45.6 %	3,085	3,711
26-29 years old	42.9 %	6,593	9,647
30-39 years old	38.8 %	38,897	69,511
40-49 years old	41.2 %	58,984	91,699
50-59 years old	42.0 %	77,862	114,093
60 or older	44.9 %	40,326	51,786
Level of Education			
Less than High School	61.8 %	214	152
H.S. Diploma/GED or equiv	55.3 %	12,397	11,262
Trade/Technical Certificate	50.9 %	5,922	6,313
Some College (no degree)	49.3 %	35,543	40,022
Associate's Degree	47.3 %	20,053	24,024
Bachelor's Degree	39.5 %	77,501	125,178
Master's Degree	35.5 %	54,485	102,651
Doctoral/Professional Degree	39.8 %	21,830	35,021
Pay Category			
Federal Wage System	57.7 %	10,939	8,568
GS 1-6	55.6 %	10,938	9,700
GS 7-12	41.9 %	95,927	143,750
GS 13-15	36.1 %	88,121	161,034
SES	52.6 %	2,898	2,709
SL/ST	47.8 %	993	1,069
Other	48.4 %	22,180	23,815
Time in Federal Government			
< 1 year	47.2 %	812	927
1-3 years	44.6 %	26,119	34,798
4-5 years	40.9 %	19,004	30,269
6-10 years	40.3 %	38,486	62,154
11-14 years	40.8 %	42,920	66,956
15-20 years	43.1 %	43,643	61,691
> 20 years	40.6 %	61,276	94,222
Time with Current Agency			
< 1 year	44.9 %	3,196	3,933
1-3 years	42.9 %	38,685	55,544
4-5 years	39.7 %	24,428	40,795
	40.1 %	40,618	65,984
6-10 years			
6-10 years 11-14 years	41.5 %	40,952	62,332
	41.5 % 43.9 %	40,952 39,255	62,332 53,609

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	41.6 %	237,192	357,531
eaving Before Covid			,.
No	41.0 %	167,156	257,623
Yes, to retire	44.5 %	15,369	20,249
Yes, to other job in Govt	41.6 %	33,466	51,262
Yes, to other job outside Govt	42.6 %	5,767	8,144
Yes, other	46.3 %	6,823	8,608
eaving Today	40.5 %	O,UES	5,500
No No	40,3 %	151,442	238,938
Yes, to retire	43.9 %	17,114	23,033
Yes, to other job in Govt	42.0 %	36,179	54,458
Yes, to other job outside Govt	44.7 %	8,108	10,812
Yes, other	45.9 %	9,937	12,769
etire Before Covid	40.5 /6	5,537	12,709
Less than 1 year	43.6 %	6,148	8,482
1 year	44.3 %	7,119	9,430
1 year 2 years	44.3 %	14,038	18,543
3 years	44.1 %	13,807	18,508
4 years	43.8 %	9,059	12,306
5 years	43.5 %	17,795	24,281
More than 5 years	43.5 %	158,532	251,907
	40.6 %	130,332	231,907
etire Today	44.6 %	8,707	11,594
Less than 1 year	44.6 %		•
1 year		8,494	10,932
2 years	44.0 %	13,793	18,545
3 years	43.6 %	12,697	17,335
4 years	43.1 %	8,394	11,720
5 years	42.7 %	16,590	23,243
More than 5 years	40.3 %	153,692	246,630
em has been redacted in response to Executive C	Order (EO) 14168 Defending Women F	rom Gender Ideology Extremism and R	estoring Biological Truth to the Federal Government.
em has been redacted in response to Executive C	Order (EO) 14168 Defending Women F	rom Gender Ideology Extremism and R	estoring Biological Truth to the Federal Government.
lilitary Service			
No Prior Military Service	39.7 %	155,705	252,831
Currently in Guard/Reserves	45.3 %	4,427	5,630
Retired	45.3 %	34,273	43,044
Separated/Discharged	44.9 %	37,239	48,613
lilitary Spouse			
Spouse of current active duty service membe	39.3 %	2,244	3,826
Spouse of separated or retired service member with a disability rating of 100% wnoowjerj or a service member kineo wnine	42.2 %	4,528	6,721
widow(er) or a service member kined while on	34.7 %	108	199
None of the categories listed	41.6 %	225,152	339,811
oN-Competitive Hiring Authority			
Yes	41.6 %	835	1,249
No	40.9 %	6,001	9,433

34,132 192,713 51,997 290,321

41.5 % 41.6 %

(60) How satisfied are you with the		

Demographics	Very	Satisfied	Neither Satisfied	Dissatisfied	Very	Item Response	Choose Not To	Not Available	Unaware Of
	Satisfied		nor Dissatisfied		Dissatisfied	Total**	Participate	To Me	Program
All Responses	49.4 %	33.1 %	12.1 %	3.3 %	2.1 %	420,768	92,389	67,807	14,558
Work Location									
Headquarters	51.2 %	32.9 %	11.0 %	3.1 %	1.7 %	134,799	34,804	16,129	3,176
Field	44.7 %	34.5 %	14.0 %	4.1 %	2.8 %	196,346	37,179	45,175	8,808
Full-time telework	59.4 %	29.3 %	8.9 %	1.6%	0.8 %	79,355	18,124	4,741	2,085
Supervisory Status									
Senior Leader	57.7 %	27.9 %	10.7%	2.4 %	1.3 %	7,506	2,179	997	116
Manager	49.4 %	32.7 %	12.7 %	3.3 %	1.9 %	29,437	6,654	5,184	325
Supervisor	47.9 %	34.5 %	12.3 %	3.4 %	1.9 %	57,661	12,071	11,343	1,256
Team Leader	49.0 %	33.7 %	11.6%	3.6%	2.1%	56,523	12,349	8,574	1,755
Non-Supervisor	49.7%	32.8 %	12.1%	33%	2.1%	262.012	57 515	40.507	10.796
iex							5.725	,	
Male	47.4 %	33.7 %	13.2 %	3.4 %	2.3 %	213.918	48.842	39,196	7.908
Female	53.1%	31.8 %	10.3 %	3.1%	1.6%	185,514	39,102	25,192	5,893
dispanic or Latino	53.1 %	31.0 %	10.5 %	3.1%	1.0 %	185,514	39,102	25,192	5,893
Yes	46.9 %	31.2 %	14.9 %	4.1 %	2.9 %	40,146	7,840	9,879	2,744
No	50.0%	33.2 %	11.7 %	3.2 %	1.9 %	360,518	80,367	54,743	11,100
Race									
American Indian/ Alaska Native	37.9 %	34.9 %	18.9 %	5.0 %	3.3 %	7,094	1,218	2,131	558
Asian	50.0 %	35.0 %	11.4%	2.4 %	1.3 %	23,818	5,328	2,791	966
Black/African American	51.9 %	31.4%	12.0 %	2.7 %	1.9 %	60,583	11,477	7,436	1,999
Native Hawaiian/ Pacific Islander	41.5 %	33.9 %	17.8 %	4.0 %	2.8 %	2,686	411	529	160
White	50.0 %	33.0 %	11.6 %	3.4 %	2.0 %	277,488	64,285	46,528	8,766
Two or more races (Not Hispanic/ Latino)	46.2 %	32.6 %	14.0 %	4.2 %	3.0 %	17,211	3,140	3,295	797
Age Group									
25 and under	50.4 %	31.8 %	12.3 %	3.3 %	2.2 %	4,492	1,087	842	471
26-29 years old	49.0 %	32.7 %	11.9%	3.8 %	2.6 %	11,158	2,433	2,004	853
30-39 years old	48.1 %	33.7 %	11.1%	4.3 %	2.8 %	77,038	15,679	13,167	3,356
40-49 years old	47.9 %	33.9 %	12.2 %	3.7 %	2.3 %	105,520	22,514	19,746	3,501
50-59 years old	51.6 %	32.0 %	12.0%	2.7 %	1.7%	138,083	29.998	20,535	3,519
60 or older	50.7 %	32.6 %	13.2 %	2.3 %	1.2%	64,738	16,570	8,486	2,139
evel of Education			10.1					4,	-,
Less than High School	33.9 %	30.7 %	25.2 %	5.0 %	5.2 %	259	35	44	28
H.S. Diploma/GED or equiv	42.1 %	32.9 %	19.0 %	3.4 %	2.6 %	15,897	3,010	3,827	992
Trade/Technical Certificate	40.9%	33.3 %	18.1%	44%	3.4 %	8.208	1.268	2,213	554
	44.8 %	32.2 %	16.4 %	3.8%	2.8 %	51,233	9,375	12,433	2,663
Some College (no degree)									
Associate's Degree	44.8 %	32.7 %	15.5 %	4.0 %	3.0 %	30,439	5,090	7,113	1,513
Bachelor's Degree	51.0 %	33.3 %	10.9 %	3.0 %	1.8 %	146,660	30,625	21,788	4,330
Master's Degree	53.1 %	32.8 %	9.4 %	3.0 %	1.7 %	115,493	26,580	13,029	2,579
Doctoral/Professional Degree	50.3 %	34.3 %	9.8 %	3.7 %	1.9 %	37,529	13,270	4,902	1,310
Pay Category									
Federal Wage System	32.4 %	33.1 %	22.5 %	6.5 %	5.5 %	11,908	1,439	5,253	998
GS 1-6	37.4 %	33.7 %	21.3 %	4.2 %	3.3 %	12,714	2,215	4,229	1,536
GS 7-12	47.8 %	33.6 %	13.0 %	3.4 %	2.3 %	170,940	34,238	28,761	6,463
GS 13-15	54.9 %	32.2 %	8.8 %	2.7 %	1.4 %	182,095	44,893	19,928	2,926
SES	62.1 %	26.1 %	8.5 %	2.4 %	0.9 %	3,631	1,400	565	29
SL/ST	59.2 %	28.9 %	8.2 %	2.8 %	0.9 %	1,287	597	134	42
Other	43.5 %	34.3 %	15.1%	4.4 %	2.7 %	30,339	5,927	7,712	2,227
Time in Federal Government									i
<1 year	53.5 %	29.9 %	14.2 %	1.2 %	1.3 %	1,159	270	189	129
1-3 years	49.7 %	32.2 %	12.8 %	3.3 %	1.9 %	41,507	8,643	7,896	3,261
4-5 years	48.4 %	33.0 %	12.5 %	3.8 %	2.4 %	34,800	7,237	5,768	1,739
6-10 years	48.5 %	33.1 %	12.5 %	3.7 %	2.4 %	71,281	15,712	11,479	2,596
	48.3 %								
11-14 years		33.8 %	12.0 %	3.6%	2.3 %	77,655	16,974	13,244	2,348
15-20 years	47.0 %	34.1 %	12.9 %	3.7 %	2.4 %	73,418	16,138	13,796	2,217
> 20 years	52.8 %	32.3 %	11.1%	2.4 %	1.4%	113,515	25,798	14,271	1,987
Time with Current Agency									
< 1 year	52.2 %	30.8 %	13.3 %	2.4 %	1.4%	5,004	1,054	808	300
	50.0 %	31.9 %	12.5 %	3.5 %	2.2 %	65,728	13,443	11,614	3,981
1-3 years		32.8 %	12.0 %	3.7 %	2.2 %	46,857	9,582	7,185	1,909
4-5 years	49.2 %								
	49.2 % 48.8 %	33.2 %	12.1 %	3.6 %	2.3 %	76,054	16,696	11,697	2,541
4-5 years					2.3 %	76,054 72,622	16,696 16,072	11,697 12,704	2,541 2,160
4-5 years 6-10 years	48.8 %	33.2 %	12.1 %	3.6 %					

Demographics	Very	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response	Choose Not To	Not Available	Unaware Of
Ul Responses	Satisfied 49.4 %	33.1 %	nor Dissatisfied	3.3 %	Dissatisfied 2.1 %	Total** 420.768	Participate 92.389	To Me 67.807	Program 14.558
	42.4 %	33.1 %	12.1 %	3.3 %	2.1 %	420,768	92,389	67,807	14,558
Leaving Before Covid									
No	53.0 %	32.0 %	11.0%	2.6 %	1.4 %	302,899	68,995	44,796	9,450
Yes, to retire	47.7 %	34.3 %	13.7 %	2.7 %	1.6 %	25,033	5,804	4,069	701
Yes, to other job in Govt	39.5 %	35.6 %	14.9 %	5.7 %	4.3 %	59,378	10,771	12,390	2,592
Yes, to other job outside Govt	35.9 %	38.1 %	14.3 %	6.6%	5.0 %	9,429	2,082	2,004	484
Yes, other	33.4 %	36.4 %	19.0 %	6.3 %	5.0 %	10,476	1,998	2,349	698
Leaving Today									
No	54.9 %	31.6 %	10.3 %	2.2 %	1.0 %	279,320	65,015	38,904	8,245
Yes, to retire	46.4 %	35.2 %	13.8 %	3.1%	1.6%	28,154	6,448	4,772	723
Yes, to other job in Govt	38.5 %	35.9 %	15.1 %	5.9 %	4.5 %	63,160	11,282	13,859	2,819
Yes, to other job outside Govt	31.3 %	38.5 %	15.8 %	7.8 %	6.6%	12,517	2,681	3,108	734
Yes, other	32.1 %	36.7 %	18.3 %	7.2 %	5.7 %	15,304	2,899	3,606	1,016
tetire Before Covid									
Less than 1 year	52.1 %	31.8 %	11.9 %	2.6 %	1.6%	10,393	2,504	1,480	261
1 year	48.4 %	34.8 %	13.1 %	2.2 %	1.5 %	11,620	2,784	1,821	317
2 years	49.9 %	33.0 %	12.6 %	2.9 %	1.5 %	22,943	5,262	3,746	628
3 years	49.6 %	32.6 %	13.1 %	2.9 %	1.7 %	22,942	5,057	3,709	627
4 years	49.2 %	33.2 %	12.6 %	3.1 %	1.9 %	15,090	3,351	2,516	401
5 years	48.9 %	33.2 %	12.9 %	3.0 %	2.0 %	29,715	6,519	4,968	909
More than 5 years	49.5 %	33.0 %	11.8 %	3.5 %	2.2 %	291,286	63,443	46,898	10,716
Retire Today									
Less than 1 year	46.8 %	33.8 %	13.4 %	3.5 %	2.6 %	14.142	3.206	2.504	435
1 year	45.2 %	35.2 %	13.9 %	3.3 %	2.4%	13.501	3.106	2,393	414
2 years	49.2 %	33.1 %	12.9 %	3.1%	1.7 %	22,695	5,194	3,851	574
3 years	51.1 %	31.8 %	12.4 %	3.0 %	1.7 %	21,237	4,749	3,474	570
4 years	50.1 %	33.4 %	11.9 %	2.8%	1.8%	14,173	3,240	2,331	370
5 years	49.6 %	33.1 %	12.5 %	2.9 %	1.9%	28.095	6.301	4,663	795
More than 5 years	49.9 %	33.0 %	11.6%	3.4%	2.1%	284.513	62.247	45,022	10.339
Item has been redacted in response to Executive	Order (EO) 14	168 Defendin	g Women From Ger	der Ideology Ext	remism and Res	storing Biological Truth to the Federal Government.			
			ĺ						
									i
Item has been redacted in response to Executive	0-4 (50) 44		- Man	der Ideology Ext	remism and Res	storing Biological Truth to the Federal Government.			
		168 Defendin							
	Cross (EO) 14	168 Defendin	g women From Ger						
	Order (EO) 14	168 Defendin	g women From Ger						
	Order (EO) 14	168 Defendin	g women From Ger						
	Orace (EO)14	168 Defendin	g Women From Get						
Military Service	Order (EO) 14	168 Defendin	g Women From Get						
Military Service No Prior Military Service	50.5 %	33.4 %	11.1 %	3.2%	1.9 %	291,279	66,366	42,195	9,991
					1.9 %	291,279 7,000	66,366 1,170	42,195 1,536	9,991 413
No Prior Military Service	50.5 %	33.4 %	11.1%	3.2%					
No Prior Military Service Currently in Guard/Reserves	50.5 % 45.3 %	33.4 % 33.3 %	11.1 %	3.2% 4.2%	3.5 %	7,000	1,170	1,536	413
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged	50.5 % 45.3 % 49.5 %	33.4 % 33.3 % 31.8 %	11.1 % 13.6 % 14.1 %	3.2 % 4.2 % 2.9 %	3.5 % 1.8 %	7,000 54,573	1,170 11,654	1,536 9,662	413 1,500
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged	50.5 % 45.3 % 49.5 % 46.2 %	33.4 % 33.3 % 31.8 %	11.1 % 13.6 % 14.1 %	3.2 % 4.2 % 2.9 %	3.5 % 1.8 %	7,000 54,573	1,170 11,654	1,536 9,662	413 1,500
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse	50.5 % 45.3 % 49.5 % 46.2 %	33.4 % 33.3 % 31.8 % 32.8 %	11.1% 13.6% 14.1% 14.2%	3.2 % 4.2 % 2.9 % 4.0 %	3.5 % 1.8 % 2.9 %	7,000 54,573 59,432 4,286	1,170 11,654 11,404 722	1,536 9,662 13,064	413 1,500 2,295 259
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member	50.5 % 45.3 % 49.5 % 46.2 %	33.4 % 33.3 % 31.8 % 32.8 %	11.1 % 13.6 % 14.1 % 14.2 %	3.2% 4.2% 2.9% 4.0%	3.5 % 1.8 % 2.9 %	7,000 54,573 59,432	1,170 11,654 11,404	1,536 9,662 13,064	413 1,500 2,295
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse for current active duty service mem Spouse of separated or retired service member salitive rating of 100% with the salvest member service with the salvest member service with the salvest member service with the salvest member service with the salvest member service with the salvest member service with the salvest member service	50.5 % 45.3 % 49.5 % 46.2 %	33.4 % 33.3 % 31.8 % 32.8 % 31.8 % 29.0 %	11.1 % 13.6 % 14.1 % 14.2 % 11.0 %	3.2% 4.2% 2.9% 4.0% 4.7% 3.6%	3.5 % 1.8 % 2.9 % 2.8 % 3.0 %	7,000 54,373 59,432 4,286 8,075	1,170 11,654 11,404 722 1,320	1,536 9,662 13,064 832 1,550	413 1,500 2,295 259 327
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse of current active duty service mem Spouse of separated or retired service member	50.5 % 45.3 % 49.5 % 46.2 %	33.4 % 33.3 % 31.8 % 32.8 %	11.1% 13.6% 14.1% 14.2%	3.2 % 4.2 % 2.9 % 4.0 %	3.5 % 1.8 % 2.9 %	7,000 54,573 59,432 4,286	1,170 11,654 11,404 722	1,536 9,662 13,064	413 1,500 2,295 259
No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged Military Spouse Spouse Current active duty service mem Spouse of separated or retired service member sability rating of 100% with the savine member savine	50.5 % 45.3 % 49.5 % 46.2 %	33.4 % 33.3 % 31.8 % 32.8 % 31.8 % 29.0 %	11.1 % 13.6 % 14.1 % 14.2 % 11.0 %	3.2% 4.2% 2.9% 4.0% 4.7% 3.6%	3.5 % 1.8 % 2.9 % 2.8 % 3.0 %	7,000 54,373 59,432 4,286 8,075	1,170 11,654 11,404 722 1,320	1,536 9,662 13,064 832 1,550	413 1,500 2,295 259 327
No Prior Milliary Service Currently in Guard/Reserves Ratired Milliary Spouse Spouse of current active duty service mem Spouse of separated or retired service member spouse of separated or retired service member with the service member with the service member with the service member with the service member with the service member service while on None of the categories listed	50.5 % 45.3 % 49.5 % 46.2 % 49.7 % 50.7 %	33.4 % 33.3 % 31.8 % 32.8 % 31.8 % 29.0 %	11.1 % 13.6 % 14.1 % 14.2 % 11.0 % 13.7 %	3.2% 4.2% 2.9% 4.0% 4.7% 3.6%	3.5 % 1.8 % 2.9 % 2.8 % 3.0 %	7,000 54,573 58,432 4,286 8,075	1,170 11,654 11,404 722 1,320	1,536 9,662 13,064 832 1,550	413 1,500 2,295 259 327
No Price Military Service Currently in Guard/Reserves Retired Separated/Discharged Separated/Discharged Spose of current active duty service men Spose of Current active duty service men Spose of Current active duty service men Spose of Current active duty service men Spose of Current active duty service men Spose of Current de Current active With a disability rating of 300% versions/current active interner serses white on	50.5 % 45.3 % 49.5 % 46.2 % 49.7 % 50.7 %	33.4 % 33.3 % 31.8 % 32.8 % 31.8 % 29.0 %	11.1 % 13.6 % 14.1 % 14.2 % 11.0 % 13.7 %	3.2% 4.2% 2.9% 4.0% 4.7% 3.6%	3.5 % 1.8 % 2.9 % 2.8 % 3.0 %	7,000 54,573 58,432 4,286 8,075	1,170 11,654 11,404 722 1,320	1,536 9,662 13,064 832 1,550	413 1,500 2,295 259 327
No Pider Milliary Service Cerreity in Guard/Reserves Retired Separated (Discharged in Milliary Spouse Spouse of Cerreits active duty service mem Spouse of Cerreits active duty service member with a disability rating of 100% www.org.org.org.org.org.org.org.org.org.org	50.5 % 45.3 % 49.5 % 46.2 % 49.7 % 50.7 % 38.5 %	33.4 % 33.3 % 31.8 % 32.8 % 31.8 % 29.0 % 31.9 % 33.1 %	11.1 % 13.6 % 14.1 % 14.2 % 11.0 % 13.7 % 16.5 % 12.1 %	3.2% 4.2% 4.0% 4.0% 4.7% 3.6% 6.1% 3.3%	3.5 % 1.8 % 2.9 % 2.8 % 3.0 % 7.0 % 2.0 %	7,000 54,573 59,533 4,286 8,075 229 400,228	1,170 11,554 11,604 722 1,320 31 88,670	1,536 9,662 13,064 832 1,550 35 64,128	413 1,500 2,295 259 327 13 13,632
No Pote Milliary Service Currently in Guard/Reserves Retired Separated Olich larged Milliary Spouse Spouse of Current active duty service ment Spouse of Current active duty service ment Spouse of Separate or Service active with the disability rating of 2010; with he disability rating of 2010; with he disability rating of 2010; with he disability rating of 2010. None of the categories listed Not Comprehensive Inline Service Yes	50.5 % 45.3 % 49.5 % 46.2 % 50.7 % 50.7 % 38.5 % 49.5 %	33.4 % 33.3 % 31.8 % 32.8 % 29.0 % 31.9 % 33.1 %	11.1% 13.6% 14.1% 14.2% 11.0% 13.7% 16.5% 12.1%	32% 42% 29% 40% 47% 36% 61% 33%	3.5 % 1.8 % 2.9 % 2.8 % 3.0 % 7.0 % 2.0 %	7,000 54,373 59,432 4,286 8,075 229 400,228	1,176 11,654 11,464 722 1,120 31 88,670	1,536 9,662 13,064 832 1,550 35 64,128	413 1,500 2,295 259 327 13 13,632
No Prior Milliary Service Currently in Guard/Reservas Resired Separate (O'Dishayed Milliary Spose Separate (O'Dishayed Milliary Spose Spose of current active duty service men Spose of separated or retired service member with a detaility rating of 10000 Milliary Spose None of the categories Island None of the categories Island No No	50.5 % 45.3 % 49.5 % 46.2 % 50.7 % 50.7 % 38.5 % 49.5 %	33.4 % 33.3 % 31.8 % 32.8 % 29.0 % 31.9 % 33.1 %	11.1% 13.6% 14.1% 14.2% 11.0% 13.7% 16.5% 12.1%	32% 42% 29% 40% 47% 36% 61% 33%	3.5 % 1.8 % 2.9 % 2.8 % 3.0 % 7.0 % 2.0 %	7,000 54,373 59,432 4,286 8,075 229 400,228	1,176 11,654 11,464 722 1,120 31 88,670	1,536 9,662 13,064 832 1,550 35 64,128	413 1,500 2,295 259 327 13 13,632
No Finch Milliony Service Currently in Guard/Reserves Retired Sequenced/Orischarged Sillings josous Spouse of Sequenced active duty service mean Spouse of Sequenced or servined service within a deablity eating of 2000; within a deablity eating of 2000; within a deablity eating of 2000. None of the categories listed ON Competitive Heiring Authority Yes No Nobaldity	50.5 % 45.3 % 49.5 % 46.2 % 50.7 % 38.5 % 49.5 %	33.4 % 33.3 % 31.8 % 32.8 % 31.8 % 29.0 % 31.9 % 33.1 % 28.5 % 30.3 %	11.1% 13.6% 14.1% 14.2% 11.0% 13.7% 16.5% 12.1% 11.8% 12.9%	32% 42% 29% 40% 47% 36% 61% 33% 42%	3.5 % 1.8 % 2.9 % 2.8 % 3.0 % 7.0 % 2.0 % 2.7 % 3.1 %	7,000 54,273 59,432 4,286 8,075 229 600,228 1,434 11,078	1.170 11.554 11.464 722 1.120 31 88.570 223 1.499	1,536 9,662 13,064 832 1,550 35 64,128	413 1,500 2,295 259 327 13 13,632

(01) 1101	w satisfied are you with the	joliowing	Work/Lif	e programs in	your agenc	y? Health al	na weliness Programs			
	Demographics	Very Satisfied	Satisfied	Neither Satisfied	Dissatisfied	Very Dissatisfied	item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
All Respon	***	24.9 %	38.9 %	nor Dissatisfied 27.1 %	6.0 %	3.1 %	366,652	Participate 125,421	54,613	44,877
Work Local		24.3 %	30.3 /4	27.274	0.0 /4	2.1.71	200,021	22,722	34,013	44,077
	douarters	28.6 %	40.0%	23.9 %	5.1 %	2.4 %	125.101	42.180	9.085	11.304
Fiel		21.1%	38.5 %	29.9%	74%	40%	170 968	42,180 52,810	37.276	24.623
****	-time telework	29.9 %	37.6 %	27.1%	3.8%	1.7 %	61,324	27,564	6,989	7,739
Supervisor		23.3 %	37.0 %	27.174	2.0 /1	2.7 /4	03,324	27,204	0,343	1,133
	ior Leader	41.1%	34.6%	185%	40%	18%	7,686	2,249	427	352
Mar	nager	28.0 %	39.6 %	23.9 %	5.7 %	2.7 %	28,148	8,361	3,309	1,541
	ervisor	24.5 %	40.1 %	26.3 %	6.3 %	2.9 %	52.567	16.547	8.024	4,601
Tea	m Leader	23.0 %	38.9 %	27.7 %	7.0%	3.4 %	48,578	17,178	7,176	5,759
	-Supervisor	24.7 %	38.7 %	27.6 %	5.9 %	3.1%	223.004	79.063	34.655	31.736
Sex	.,.									
Mal	le .	23.0 %	38.0 %	28.8 %	6.5 %	3.7 %	188.022	68.757	27.442	23,725
Fen	nale	28.4 %	40.4 %	23.8 %	5.3 %	2.0 %	160,741	50,516	24,137	18,652
Hispanic or	r Latino									
Yes		24.6 %	36.7 %	27.6 %	6.9 %	4.3 %	37,180	10,134	6,502	6,363
No		25.2 %	39.3 %	26.7 %	5.9 %	2.9 %	312,578	109,495	45,350	36,156
Race										
	erican Indian/ Alaska Native	20.2 %	40.9 %	29.3 %	5.8 %	3.8 %	7,557	1,230	1,220	944
Asia		26.4 %	40.8 %	26.7 %	4.1 %	2.0 %	20,930	6,936	2,255	2,636
Blad	ck/African American	30.1 %	38.9 %	24.8 %	4.0 %	2.2 %	54,591	14,903	5,498	5,971
	ive Hawaiian/ Pacific Islander	21.7 %	33.6 %	34.1%	6.0 %	4.4%	2,429	558	419	357
Whi		24.4 %	39.1%	26.8 %	6.6 %	3.1 %	239,415	88,360	38,141	28,605
Twr	or more races (Not Hispanic/Latino)	22.7 %	36.1%	29.5 %	7.1 %	4.6 %	14,832	4,414	2,657	2,386
Age Group										
	and under	26.9 %	36.2 %	26.4 %	6.9 %	3.6 %	2,829	1,969	738	1,301
26-2	29 years old	25.4 %	38.3 %	25.4 %	7.1 %	3.8 %	7,956	4,160	1,751	2,471
30-3	39 years old	25.1 %	39.0 %	24.9 %	7.2 %	3.8 %	62.652	24.766	10.560	10.616
	49 years old	24.7 %	39.1 %	26.4%	6.4%	3.4%	94,268	31,088	13,959	10,937
	59 years old	25.6 %	38.7 %	27.6 %	5.4%	2.6%	123,287	38.999	16.872	11.661
60 c	or older	24.7 %	39.5 %	29.0 %	4.8 %	2.0 %	58,979	18,882	8,062	5,606
Level of Ed	lucation									
Less	s than High School	17.8 %	32.6%	34.3 %	7.5 %	7.8 %	250	48	23	44
	. Diploma/GED or equiv	21.4 %	37.3 %	33.3 %	4.8 %	3.3 %	14,677	4,357	2,440	2,081
Trac	de/Technical Certificate	18.5 %	37.1%	33.5 %	6.7 %	4.2 %	7,771	1,989	1,302	1,114
Som	se College (no degree)	22.1 %	36.4%	31.9 %	5.9 %	3.6 %	47,078	13,413	8,313	6,428
Assi	ociate's Degree	21.2 %	37.3 %	31.3 %	6.4 %	3.7 %	27.434	7.662	4.890	3,935
Bac	helor's Degree	25.1 %	39.1 %	26.6%	6.2 %	2.9 %	122,002	44,951	19,561	15,551
Mas	ster's Degree	28.2 %	39.7 %	23.4 %	5.9 %	2.7 %	98,591	35,294	12,100	10,657
Doc	toral/Professional Degree	28.0 %	43.2 %	20.6 %	5.8 %	2.3 %	36,010	13,469	3,912	3,295
Pay Catego	ery									
Fed	eral Wage System	13.7 %	33.9 %	37.1%	8.9 %	6.5 %	11,664	2,729	2,975	2,131
GS:	1-6	21.3 %	39.7 %	30.1%	5.6%	3.3 %	12,300	2,930	2,641	2,688
GS	7-12	23.3 %	38.6 %	28.8 %	6.1%	3.2 %	147,050	46,164	24,987	20,674
GS:	13-15	28.9 %	40.4 %	23.0 %	5.5 %	2.3 %	158,771	60,163	16,151	13,004
SES		44.4 %	38.4 %	12.2 %	3.7 %	1.3 %	3,991	1,338	149	112
SL/S		37.3 %	38.7 %	16.8 %	5.5 %	1.7 %	1,331	553	78	80
Oth	er	19.9 %	35.6%	32.4%	7.6 %	4.5 %	24,803	9,416	6,545	5,228
lime in Fe	deral Government									
<1		29.5 %	36.8 %	28.2 %	4.4 %	1.1 %	919	386	115	320
1-3	years	26.4 %	37.5 %	27.8 %	5.6 %	2.8 %	32,939	13,561	5,714	8,687
4-5	years	24.4 %	38.4 %	27.4 %	6.3 %	3.5 %	28,718	10,551	4,716	5,216
6-10	0 years	24.5 %	38.5 %	27.0 %	6.6%	3.3 %	60,829	22,169	9,323	8,099
11-	14 years	23.9 %	39.2 %	27.0 %	6.5 %	3.4 %	67,760	23,983	10,223	7,535
15-2	20 years	23.4 %	39.0 %	27.6 %	6.5 %	3.5 %	66,730	21,074	10,420	6,676
> 20	years	26.6 %	39.7 %	26.2 %	5.1%	2.4 %	102,300	31,637	13,109	7,503
lime with	Current Agency									
<1		28.8 %	34.8 %	29.4 %	4.6 %	2.4 %	4,046	1,527	530	1,007
	years	26.7 %	36.8 %	27.6 %	5.9 %	3.0 %	53,279	20,411	8,621	11,825
4-5	years	24.9 %	38.0 %	27.1 %	6.5 %	3.5 %	39,237	13,853	6,043	5,941
6-10	D years	24.7%	38.8 %	26.9 %	6.5 %	3.3 %	65,463	23,273	9,747	7,836
		23.6 %	39.3 %	27.3 %	6.4 %	3.4 %	64,459	22,159	9,674	6,613
11-1										
	14 years 20 years	23.1 %	39.5 %	27.7 %	6.3 %	3.3 %	58,999	18,508	9,357	5,561

Demographics	Very	Satisfied	Neither Satisfied	Dissatisfied	Very	Item Response	Choose Not To	Not Available	Unaware O
Ul Responses	Satisfied 24.9 %	38.9 %	nor Dissatisfied 27.1%	6.0 %	Dissatisfied 3.1 %	Total** 366.652	Participate 125.421	To Me 54.613	Program 44,877
eaving Before Covid			211211				,		1.,,41.1
No	27.5 %	39.6%	25.7 %	5.0 %	2.2 %	264.881	93.455	35.751	29.187
Yes, to retire	21.9 %	40.0%	29.6 %	5.7 %	2.8 %	22,849	7,185	3,309	2,036
Yes, to other job in Govt	17.9 %	36.3 %	30.4 %	9.6 %	5.8 %	50,233	15,467	10,044	8,794
Yes, to other job outside Govt	16.4 %	36.0 %	28.6 %	10.9 %	8.0%	7,884	2,785	1,772	1,463
Yes, other	13.9 %	34.2 %	35.7 %	9.4%	6.8 %	8,746	2,908	1,951	1,803
aving Today									
No	28.6 %	40.1 %	25.0 %	4.5 %	1.7%	244,214	87,824	31,172	25,806
Yes, to retire	20.5 %	40.1 %	30.2 %	6.3 %	2.9 %	25,567	8,040	3,963	2,317
Yes, to other job in Govt	17.1 %	35.9 %	31.0 %	9.9 %	6.1%	53,243	16,503	11,142	9,613
Yes, to other job outside Govt	13.8 %	35.0 %	29.2 %	12.4 %	9.7 %	10,637	3,587	2,642	2,069
Yes, other	13.2 %	33.9 %	35.6 %	10.1 %	7.2 %	12,803	4,181	3,013	2,681
etire Before Covid									
Less than 1 year	25.9 %	38.4 %	27.7 %	5.2 %	2.8 %	9,350	3,089	1,288	793
1 year	22.9%	40.9 %	28.1 %	5.6%	2.5%	10,636	3,388	1,515	901
2 years	23.4%	40.1 %	28.6 %	5.5%	2.4%	20,980	6,549	3,068	1,807
3 years	23.3 %	39.5 %	28.8 %	5.6 %	2.7 %	20,979	6,297	2,932	1,937
4 years	23.7 %	39.6%	28.6 %	5.8 %	2.3 %	13,812	4,207	1,922	1,240
5 years	24.3 %	39.1%	28.2 %	5.5 %	2.9 %	27,077	8,152	3,929	2,641
More than 5 years	25.4 %	38.6 %	26.5 %	6.3 %	3.2 %	248,767	89,302	37,778	33,707
etire Today									
Less than 1 year	22.1 %	38.0 %	29.6 %	6.2 %	4.1%	12.751	4.019	2.147	1.248
1 year	20.2 %	39.7 %	29.4 %	7.2 %	3.4%	12,418	3,739	1,976	1,182
2 years	23.2 %	39.7 %	28.6 %	5.7 %	2.7%	20,762	6,459	3,105	1,839
3 years	23.9 %	39.6 %	28.2 %	5.7%	2.6%	19,544	5,881	2,644	1,795
4 years	24.0 %	40.3 %	27.7 %	5.7 %	2.3 %	12,971	4,043	1,783	1,172
5 years	24.6 %	39.2 %	27.9 %	5.4%	2.9 %	25,567	7,967	3,717	2,372
More than 5 years	25.6 %	38.8 %	26.3 %	6.2 %	3.1%	242,151	87,917	36,497	32,926
em has been redacted in response to Executive	Order (EO) 14:	168 Defendin	g Women From Ger	nder Ideology Ex	tremism and Res	storing Biological Truth to the Federal Government.			
em has been redacted in response to Executive I	Order (EO) 14:	168 Defendin	g Women From Ger	nder Ideology Ex	tremism and Res	storing Biological Truth to the Federal Government.			
·									
tilitary Service									
No Prior Military Service	25.9 %	40.3 %	25.2 %	5.8 %	2.7 %	252,938	88,425	36,194	29,600
Currently in Guard/Reserves	24.2 %	36.1 %	27.8 %	7.5 %	4.4%	5,914	1,697	1,256	1,203
Retired	23.6 %	36.4 %	31.3 %	5.8 %	3.0 %	48,084	16,119	6,993	5,724
Separated/Discharged	22.6 %	36.0%	30.3 %	6.9 %	4.2 %	52,251	16,970	9,063	7,349
filitary Spouse									
Spouse of current active duty service mem	25.8 %	37.3 %	26.0 %	7.5 %	3.5 %	3,450	1,163	665	769
Spouse of separated or retired service									İ
member	27.0 %	36.6%	27.4 %	5.8 %	3.2 %	7,181	1,945	1,087	974
with a disability rating of 100% widow(er) or a service member killed									
while on	21.7 %	34.9 %	28.0 %	7.9 %	7.5 %	220	33	28	24
None of the categories listed	24.9 %	39.0 %	27.0 %	6.0 %	3.0 %	348,872	120,205	51,780	42,186
oN-Competitive Hiring Authority									
Yes	28.2 %	38.8 %	23.6 %	5.9 %	3.6 %	1,270	327	201	269
No	26.3 %	36.5 %	27.5 %	6.5 %	3.4 %	9,505	2,805	1,570	1,483
isability									
Yes	23.7 %	34.2 %	30.7 %	7.0 %	4.5 %	53,565	15,644	9,176	7,451
No	25.4 %	39.9 %	26.1 %	5.8 %	2.8 %	298,398	104,653	42,975	35,393

Demographics	Very	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response	Choose Not To Participate	Not Available To Me	Unaware Of
All Responses	Satisfied 19.1 %	32.0 %	nor Dissatisfied 42.7 %	3.8 %	Dissatisfied 2.5 %	Total** 270,883	Participate 266,695	To Me 13,796	Program 42,632
Work Location	19.1 %	32.0%	42.7 %	3.0 %	23%	270,883	200,035	13,736	42,632
Headquarters Field	21.1 %	31.5 %	41.8 %	3.5 %	2.1 %	81,765	90,155	3,339	13,149
	16.7 %	32.3 %	43.8 %	4.2 %	3.0 %	133,659	123,440	8,694	21,245
Full-time telework	23.7 %	32.1 %	39.9 %	2.8 %	1.5 %	48,580	47,003	1,356	7,027
Supervisory Status									
Senior Leader	38.2 %	31.6 %	26.4 %	2.5 %	1.3 %	5,987	4,361	131	306
Manager	24.6 %	36.3 %	33.7 %	3.3 %	2.1 %	21,971	17,828	575	1,159
Supervisor	19.5 %	35.0 %	39.8 %	3.4 %	2.3 %	39,981	36,822	1,622	3,749
Team Leader	16.8 %	30.6 %	45.5 %	4.4%	2.8 %	33,210	37,815	1,918	6,053
Non-Supervisor	18.4 %	31.1 %	44.2 %	3.8 %	2.5 %	164,545	165,565	9,248	30,554
Sex									
Male	17.5 %	30.7 %	45.1 %	3.8 %	2.9 %	135,995	141,338	8,151	23,942
Female	22.1%	34.1 %	38.3 %	3.6 %	1.9 %	121,570	112,194	4,902	16,282
Hispanic or Latino									
Yes	20.6 %	31.8%	40.0 %	4.4%	3.3 %	30.998	21.639	1.990	5.899
No	19.2 %	32.2 %	42.7 %	3.6 %	2.3 %	227,201	232,803	11,121	34,510
Race		32.2.11					,		- 1,0-1
American Indian/ Alaska Native	14.6 %	31.0%	45.9%	4.6 %	3.9 %	6,226	3,184	488	1.092
American Indian/ Alaska Native	18.2 %	31.6%	44.9 %	31%	2.2 %	14 316	14 261	955	3,222
	23.7 %	33.9 %	44.9 % 38.0 %	2.7%	1.7 %	14,31b 47,454	14,261 26,606	1,901	5,300
Black/African American Native Hawaiian/ Parifir Islander									
	17.5 %	29.2 %	45.6 %	3.8 %	3.9 %	2,110	1,163	159	351
White	18.8 %	32.1 %	42.8 %	3.9 %	2.5 %	168,382	193,119	8,411	26,498
Two or more races (Not Hispanic/ Latino)	16.9 %	28.7 %	45.6 %	4.8 %	3.9 %	11,824	9,507	748	2,329
Age Group									
25 and under	21.8 %	28.5 %	41.6%	5.2 %	2.9 %	1,898	3,396	322	1,255
26-29 years old	20.9 %	29.9 %	39.9 %	5.7 %	3.6 %	5,110	8,219	650	2,446
30-39 years old	20.2 %	31.7 %	39.8 %	4.8 %	3.5 %	41,311	53,972	2,889	10,830
40-49 years old	19.7 %	32.7 %	40.6%	4.0 %	2.9 %	69,576	67,730	3,241	10,392
50-59 years old	19.5 %	32.2 %	43.4 %	3.1%	1.9 %	95,497	81,832	3,956	10,433
60 or older	17.3 %	32.0 %	46.3 %	2.9 %	1.6%	45,009	39,615	2,086	5,083
Level of Education									
Less than High School	16.5 %	25.1 %	45.7 %	6.7 %	5.9 %	227	79	16	43
H.S. Diploma/GED or equiv	18.0 %	32.3 %	44.4 %	3.0 %	2.3 %	13,166	7,856	842	1,804
Trade/Technical Certificate	14.8 %	29.9 %	48.3 %	3.9 %	3.1 %	6,582	4,066	476	1,121
Some College (no degree)	18.1 %	31.0 %	44.9 %	3.5 %	2.5 %	40,965	26,635	2,479	5,493
Associate's Degree	16.9%	30.2%	46.4%	3.6%	2.9 %	22.901	15.848	1 579	3,757
Bachelor's Degree	19.3 %	32.4 %	42.2 %	3.7 %	2.3 %	90,537	93,998	4,233	14,199
Master's Degree	21.8 %	33.2 %	38.9 %	3.7 %	2.4%	67.324	76,792	2.814	10,340
Doctoral/Professional Degree	19.7%	32.1%	40.5%	5.1%	2.6%	19 382	32 433	834	4 209
Pay Category	19.7 %	32.1 %	40.5 %	5.1%	2.0 %	19,362	32,433	834	4,209
Pay Category Federal Wage System	11.7%	27.6%	50.8%	54%	46%	9 900	6156	1 304	2 228
GS 1-6	16.4 %	29.5 %	46.7 %	4.6%	2.8%	10,137	6,156	1,304	2,228
GS 7-12	18.0 %	31.6 %	44.0 %	3.8 %	2.6 %	116,562	98,143	6,182	18,992
GS 13-15	22.4 %	33.8 %	38.6 %	3.3 %	1.9 %	106,031	127,040	2,970	13,139
SES	43.6 %	32.1 %	20.7 %	2.3 %	1.3 %	2,746	2,729	27	117
SL/ST	29.6 %	35.3 %	29.3 %	4.8 %	1.0 %	753	1,181	20	97
Other	15.4 %	30.0%	47.6 %	4.0 %	3.0 %	19,606	20,609	1,677	4,235
Time in Federal Government									
<1 year	21.5 %	29.7 %	44.5 %	2.4 %	1.9 %	667	741	48	286
1-3 years	19.9 %	29.0 %	45.4 %	3.6 %	2.0 %	23,387	27,213	2,150	8,426
4-5 years	18.6 %	29.6 %	44.7 %	4.2 %	2.9 %	19,788	22,836	1,466	5,346
6-10 years	18.7 %	30.6 %	43.6 %	4.3 %	2.8 %	42,591	47,118	2,620	8,487
11-14 years	18.4 %	32.1 %	42.6 %	4.1%	2.8 %	49,049	51,045	2,503	7,362
15-20 years	18.2 %	33.2 %	41.9%	3.8 %	2.9 %	50,979	46,232	2,285	5,864
> 20 years	20.6 %	33.7 %	40.8 %	3.0 %	1.9%	79,499	67,131	2,458	6,068
Time with Current Agency									
<1 year	23.9 %	27.9 %	44.2 %	2.5 %	1.5%	3,211	2,872	201	867
1-3 years	20.3 %	29.1%	44.7%	3.7%	2.2%	38,667	41 835	2 942	11,124
4-5 years	18.7 %	30.2 %	44.7 %	4.3 %	2.9 %	27,451	30,027	1,813	6,095
4-5 years 6-10 years	18.7 %	30.2 %	44.0 %	4.3%	2.9 %	27,451 46,392	49,372	1,813 2,668	8,298
11-14 years	18.0 %	32.5 %	42.7 %	4.0 %	2.7 %	47,074	47,578	2,294	6,387
15-20 years	18.0 % 20.8 %	33.6 % 34.5 %	41.9 %	3.7 %	2.8 %	45,449	40,449	1,992	4,951
> 20 years				3.0 %	1.7 %	57.642	50.211	1,592	4.096

Demographics	Very	Satisfied	Neither Satisfied	Dissatisfied	Very	Item Response	Choose Not To	Not Available	Unaware O
All Responses	Satisfied 19.1 %	32.0 %	nor Dissatisfied 42.7 %	3.8 %	Dissatisfied 2.5 %	Total** 270.883	Participate 266.695	To Me 13.796	Program 42.632
eaving Before Covid	19.1 %	32.0%	42.7%	3.0 %	23%	270,003	200,033	13,796	42,032
No	21.3 %	33.1%	41.1%	3.0 %	1.6 %	192.165	197,168	8.310	27,405
Yes to retire	16.4%	33.2 %	44.7%	3.6%	21%	17.740	15,358	753	1,702
Yes, to other job in Govt	13.5%	28.6%	46.9%	6.0%	5.0%	38.969	34.441	3.013	8,529
Yes, to other job outside Govt	12.8%	28.4 %	40.9%	83%	8.1%	5,515	6,370	522	1,574
Yes, to other job outside Govt Yes, other	10.3 %	28.4 %	42.5 % 51.3 %	7.2%	6.4%	5,515 7.013	6,370 5.993	615	1,574
eaving Today	10.5 %	24.6 %	51.5%	7.2%	0.4 %	7,015	5,993	613	1,000
No.	22.3 %	33.6%	40.4%	26%	12%	174.903	184.755	6,892	24 021
Yes to retire	15.3 %	32.5 %	46.0%	4.0%	2.3%	19.862	17 392	849	1.945
Yes, to other job in Govt	13.0%	28.3 %	47.5 %	6.2 %	5.0%	41.209	37.079	3 307	9.341
Yes, to other job in cost	10.2 %	27.4 %	44.2 %	9.0%	9.1%	7.606	8.378	818	2.207
Yes, other	10.1 %	25.1%	50.6 %	7.7 %	65%	10,248	8,773	968	2,790
etire Before Covid	10.1 %	13.1 %	30.0 %	7.7 %	0.5 %	10,240	4,773	7.00	1,50
Less than 1 year	20.2 %	32.0%	41.5 %	3.7 %	2.7%	7.115	6.543	278	672
1 year	16.9 %	34.4%	43.5 %	3.2 %	2.0 %	7,115 8.243	7.167	324	786
2 years	17.3 %	33.2 %	44.5 %	3.2 %	1.8%	16,194	14,131	693	1,483
3 years	17.6%	32.4 %	44.8%	3.2 %	2.0 %	16,311	13,581	710	1,483
4 years	17.5 %	33.0 %	44.1%	3.4 %	2.0 %	10,665	9,097	483	1,068
5 years	18.2 %	32.2 %	43.9%	3.5 %	2.2%	21,307	17,366	1,026	2,314
More than 5 years	19.7%	31.7 %	42.0%	3.9%	2.6%	179.243	189.634	9,591	32,872
etire Today	13.3 %	31.7 %	42.0 %	2.7 //	2.0 %	27.0,270	103,034	3,331	32,072
Less than 1 year	17.1 %	30.7 %	43.8%	4.6%	3.8 %	9,942	8,730	516	1,082
1 year	14.7 %	32.8 %	45.7%	4.2 %	2.6%	9,774	8,162	429	1,018
2 years	17.0%	33.0 %	44.6%	33%	2.0%	15,864	14,120	726	1,543
3 years	17.9 %	33.1 %	44.2%	2.8%	2.0%	14,924	12,898	637	1530
4 years	18.3 %	33.0 %	43.6 %	3.2%	1.8%	9.878	8 793	408	1,010
Supars	18.2 %	32.2 %	44.1%	3.4 %	2.2 %	19.908	16.857	894	2.123
More than 5 years	20.0%	31.8 %	41.9%	3.9 %	2.6%	173.327	186.566	9,200	32.079
						storing Biological Truth to the Federal Government.	100,300	3,200	32,073
			i						
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em has been reducted in response to Everutive (Order (FO) 14	68 Defendin	g Women From Ger	der Ideology Fy	tromism and Re-	storing Biological Truth to the Federal Government.			
			Ì						
									i
									i
									i
tilitary Service									
No Prior Military Service	20.1%	33.6 %	40.2 %	3.8 %	2.3 %	183,104	190,860	7,620	27,152
Currently in Guard/Reserves	18.7 %	29.5 %	43.3 %	4.5 %	3.9 %	4,157	3,906	584	1,457
Retired	17.1 %	29.1 %	48.9 %	3.0 %	1.9 %	36,423	31,981	2,676	6,226
Separated/Discharged	17.9 %	29.1%	45.6 %	4.0 %	3.3 %	41,465	35.177	2,577	6.851
Ailitary Spouse									
Spouse of current active duty service mem	21.7 %	28.8 %	41.5%	5.1 %	3.0 %	2,485	2,548	262	785
Spouse of separated or retired service									i
momber	21.0 %	29.1 %	43.4%	3.8 %	2.7 %	5,780	4,074	421	951
with a disability rating of 100% widow(er) or a service member kined			1					1	ł
while on	15.5 %	26.7 %	40.6 %	9.5 %	7.7 %	202	73	10	20
None of the categories listed	19.1 %	32.1 %	42.6 %	3.7 %	2.5 %	257,101	255,517	12,802	39,999
oN-Competitive Hiring Authority									
Yes	22.5 %	31.3 %	39.2 %	3.9 %	3.1 %	1,015	676	100	288
No	20.9 %	28.6 %	43.4%	4.3 %	2.9 %	7,393	5,988	589	1,455
Nsability									
Yes	18.7 %	28.1 %	44.6 %	4.7 %	3.8 %	44,741	31,130	2,983	7,364
									33 342

Demographics	Very Satisfied	Satisfied	Neither Satisfied	Dissatisfied	Very	item Response Total**	Choose Not To	Not Available	Unaware Of
All Responses	Satisfied 15.1 %	21.7%	nor Dissatisfied 55.6 %	4.2 %	Dissatisfied 3.3 %	Total** 174,140	Participate 300,375	To Me 55,448	Program 63,609
Work Location	15.1 %	21.7%	55.6%	42%	3.3 %	174,140	300,375	55,448	63,609
Headmarters	169%	22.1%	53.7%	42%	30%	54 702	103 990	11 866	17 696
Field	12.8 %	21.4%	57.0 %	4.7%	4.1%	82.627	134,401	35.803	34,038
Full-time telework	19.2 %	22.3 %	54.0 %	2.6%	1.8%	32,210	55,178	6,430	10,082
upervisory Status	171 //	11.37	34.0 %	2.074	1.07	34,440	33,170	0,430	10,001
Senior Leader	30.3 %	22.6 %	41.1%	3.8 %	2.3 %	3.882	5.426	744	713
Manager	17.8 %	23.5 %	50.8 %	4.7 %	3.2 %	13,431	21,139	4,083	2,862
Supervisor	14.5 %	23.6 %	53.7 %	4.8 %	3.4%	25,070	40,952	8,764	7,342
Team Leader	13.9 %	21.9 %	55.7%	4.7 %	3.8 %	21.954	41.670	7.302	8.027
Non-Supervisor	14.8 %	21.1 %	57.0 %	3.9%	3.2 %	106,359	186,459	33,460	43,360
ex									
Male	14.4 %	20.8 %	57.2 %	4.1 %	3.6 %	90,394	156,032	29,296	33,509
Female	16.9 %	23.6 %	52.4 %	4.3 %	2.8 %	75,172	129,936	23,184	26,483
dispanic or Latino									
Yes	16.3 %	20.5 %	54.1 %	4.9 %	4.3 %	19,683	24,868	6,542	9,362
No	15.2 %	22.2 %	55.4 %	4.1 %	3.1 %	146,274	262,094	46,137	50,837
Race									
American Indian/ Alaska Native	12.3 %	18.8 %	60.2 %	4.8 %	3.9 %	3,881	3,542	1,685	1,879
Asian	17.3 %	25.5 %	51.3 %	3.4 %	2.6 %	10,829	15,580	2,498	3,824
Black/African American	17.2 %	22.7 %	55.4 %	2.7 %	2.1 %	30,821	34,820	6,087	9,463
Native Hawaiian/ Pacific Islander	15.0 %	18.9 %	57.6 %	4.1 %	4.2 %	1,508	1,358	423	495
White	15.0 %	21.9%	55.0 %	4.5 %	3.6 %	106,272	213,264	37,764	38,900
Two or more races (Not Hispanic/ Latino)	13.8 %	18.3 %	58.1 %	5.4 %	4.4 %	7,554	10,840	2,649	3,326
ge Group									
25 and under 26-29 years old	20.7 % 19.2 %	16.5 % 21.5 %	54.1 % 48.3 %	5.3 % 5.7 %	3.5 % 5.2 %	1,188 3,330	3,778 8,714	590 1,548	1,307 2,810
		25.3%	48.3%	7.7%	6.3 %				
30-39 years old	19.5 %					32,102	50,037	12,231	14,601
40-49 years old	16.1 %	23.7 %	51.1%	5.0 %	4.1 %	45,849	72,885	16,174	15,988
50-59 years old 60 or older	13.2 %	19.6 %	63.5 % 66.5 %	2.2%	1.6%	56,413 27,314	102,516	15,310 6 921	17,319 8.233
evel of Education	11.7%	19.1 %	66.5 %	1.6%	1.1%	27,314	49,246	6,921	8,233
Less than High School	14.3 %	22.0 %	51.5 %	5.9 %	6.3 %	183	88	34	57
H.S. Diploma/GED or equiv	13.4 %	21.0%	60.5 %	2.4 %	2.7 %	8,863	9,656	2.346	2,786
Trade/Technical Certificate	9.9%	193%	63.9%	3.6 %	32%	4.284	5.037	1,284	1,619
Some College (no degree)	12.8 %	18.7 %	61.9 %	3.6 %	2.9 %	25,556	33,129	7,747	9,103
Associate's Degree	12.0%	18.9%	62.2%	3.7%	3.2%	14 530	19 284	4 669	5 569
Bachelor's Degree	15.6 %	22.2 %	55.0%	4.0 %	3.1%	57,095	105.160	19.360	21,289
Master's Degree	18.2 %	24.0 %	49.6%	4.6%	3.6%	43,273	85,588	13,088	15,190
Doctoral/Professional Degree	17.2 %	25.9 %	45.2 %	6.8 %	5.0%	14,072	32,533	4,811	5,380
y Category									
Federal Wage System	9.3 %	17.2 %	63.5 %	5.1%	4.9 %	6,657	7,272	2,760	2,866
GS 1-6	14.3 %	20.3 %	57.9 %	3.8 %	3.6 %	6,733	7,429	2,831	3,639
GS 7-12	13.9 %	20.7 %	58.2 %	3.9 %	3.2 %	73,470	113,307	24,368	28,583
GS 13-15	18.0 %	24.2 %	50.6 %	4.3 %	2.9 %	68,933	140,839	18,598	20,613
SES	33.4 %	24.6 %	33.4 %	5.4 %	3.1%	1,641	3,345	340	284
SL/ST	23.9 %	23.6 %	40.9 %	7.4 %	4.2 %	482	1,324	109	133
Other	11.7%	20.3 %	58.4 %	5.0 %	4.6 %	12,839	21,879	5,287	6,144
ime in Federal Government									
<1 year	20.2 %	23.6 %	51.5 %	2.2 %	2.4 %	482	818	104	336
1-3 years	18.0 %	21.3 %	53.3 %	4.3 %	3.1 %	16,354	30,183	4,920	9,650
4-5 years	16.1 %	21.5 %	52.9 %	5.1 %	4.4%	13,579	24,941	4,299	6,603
6-10 years	15.6 %	21.7 %	53.0 %	5.4 %	4.3 %	29,235	50,569	9,565	11,408
11-14 years 15-20 wears	15.4 % 14.0 %	22.9 % 22.3 %	52.9 % 56.0 %	4.9 %	3.9 %	32,640 32,290	55,231 51,877	10,931 10,864	11,115 10,251
	14.0 %	22.3 %	56.0 %	2.4%	1.8%				
> 20 years	14.1 %	20.8 %	60.8 %	2.4%	1.8 %	46,332	81,994	13,713	12,980
ime with Current Agency <1 year	19.8 %	21.8 %	52.5 %	3.1%	2.8 %	2,280	3,344	486	1,030
< 1 year 1-3 years	17.8%	21.8%	52.5%	43%	3.2%	2,280	3,344 46,657	7 327	13,809
4-5 years	16.0 %	21.6 %	53.6 %	4.7%	4.1%	18.603	33,004	5,719	8.044
,	15.3 %	21.6 %	54.0 %	5.1%	4.0%	31,144	53,780	10,219	11,527
6-10 years									
6-10 years				46%	3.8%	30.676	51 963	10.489	10 110
6-10 years 11-14 years 15-20 years	14.5 %	22.6 % 22.3 %	54.5 % 56.8 %	4.6 %	3.8 %	30,676 28,234	51,963 45,865	10,489 9,794	10,110 8,910

Demographics	Very	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response	Choose Not To	Not Available	Unaware Of
JI Responses	Satisfied 15.1 %	21.7 %	nor Dissatisfied 55.6 %	4.2 %	3.3 %	Total** 174.140	Participate 300.375	To Me 55.448	Program 63,609
eaving Before Covid	13.1 %	22.7 //	33.0 %	44.71	23.7	277,270	300,313	33,440	63,003
No.	17.2 %	22.9 %	53.9 %	3.6 %	2.4 %	125,510	220,161	37,146	41,966
Yes, to retire	10.5 %	18.8 %	66.3 %	2.5 %	1.9 %	10,305	18,723	3,235	3,231
Yes, to other job in Govt	9.9%	18.9 %	58.7%	6.3 %	6.3 %	24,003	39,639	9,452	11,755
Yes, to other job outside Govt	9.5 %	19.6 %	51.2 %	9.1 %	10.5 %	3,578	6,630	1,818	1,923
Yes, other	8.1%	16.0 %	63.2 %	5.7 %	7.1%	4,341	6,816	1,889	2,410
eaving Today									
No	18.0 %	23.4 %	53.4 %	3.3 %	1.9 %	114,686	205,694	32,864	37,155
Yes, to retire	9.2 %	18.3 %	67.7 %	2.8 %	2.0 %	11,291	21,293	3,775	3,667
Yes, to other job in Govt	9.6%	18.5 %	58.3 %	6.7 %	6.8 %	25,468	42,190	10,352	12,840
Yes, to other job outside Govt	7.8 %	18.4 %	51.3 %	9.9 %	12.7 %	4,769	8,828	2,662	2,733
Yes, other	7.6 %	17.1 %	60.2 %	7.2 %	7.8 %	6,244	10,018	2,901	3,581
etire Before Covid									
Less than 1 year	14.3 %	18.1 %	63.0 %	2.4 %	2.2 %	4,107	7,842	1,262	1,377
1 year	10.5 %	20.2 %	65.8 %	1.9 %	1.6 %	4,754	8,828	1,399	1,506
2 years	10.9 %	19.2 %	66.3 %	2.2 %	1.4 %	9,550	17,236	2,850	2,832
3 years	11.7 %	19.2 %	65.1%	2.3 %	1.8 %	9,611	16,951	2,709	2,987
4 years	11.2 %	19.1%	65.3 %	2.4 %	2.0 %	6,223	11,361	1,796	1,913
5 years	12.0 %	19.2 %	64.1 %	2.7 %	2.1 %	12,512	21,900	3,635	3,930
More than 5 years	16.5 %	22.7 %	52.0 %	4.9 %	3.9 %	119,492	205,689	39,498	46,351
etire Today									
Less than 1 year	11.6 %	16.9 %	65.2 %	2.9 %	3.4 %	5,648	10,589	2,007	2,005
1 year	9.2 %	18.8 %	66.4 %	3.2 %	2.4 %	5,577	10,055	1,814	1,908
2 years	10.6 %	18.8 %	66.2 %	2.4 %	1.9 %	9,229	17,288	2,842	2,896
3 years	11.6 %	19.0 %	64.9 %	2.4 %	2.1%	8,778	15,990	2,492	2,719
4 years	11.4 %	19.3 %	65.4 %	2.2 %	1.7 %	5,700	10,952	1,659	1,769
5 years	12.0 %	19.4 %	64.0 %	2.7 %	1.9 %	11,572	21,111	3.450	3,619
More than 5 years	16.7 %	22.9 %	51.6%	4.9%	3.8 %	115,848	201,686	38,281	45,125
						storing Biological Truth to the Federal Government.			
em has been redacted in response to Executive	Order (EO) 14	168 Defendin	g Women From Ger			storing Biological Truth to the Federal Government.			
em has been redacted in response to Executive	Order (EO) 14	168 Defendin	g Women From Ger			storing Biological Truth to the Federal Government.			
nem has been redacted in response to Executive	Order (EO) 14	168 Defendin	g Women From Ger			storing Biological Truth to the Federal Government.			
nem has been redacted in response to Executive	Order (EO) 14	168 Defendin	g Women From Ger			storing Biological Truth to the Federal Government.			
am has been redacted in response to Executive	Order (EO) 14	168 Defendin	g Women From Ger			atering Biological Truth to the Federal Government.			
am has been redacted in response to Executive	Order (EO) 14	168 Defendin	g Women From Ger			storing Biological Truth to the Federal Government.			
	Order (EO) 14	168 Defendin	g Women From Ger			aining Midagical Truth to the Federal Government.	211,084	37,766	42,401
filitary Service				nder ideology Ex	tremism and Re		211,084 4,094	37,766 1,254	42,401 1,687
tilitary Service No Prior Military Service	16.1 %	23.6 %	52.3 %	der Ideology Ex	tremism and Re	117,236			
Hilitary Service No Prior Military Service Currently in Guard/Reserves	16.1 %	23.6 % 22.2 %	52.3 % 48.5 %	der Ideology Ex	3.5 % 5.3 %	117,236 3,659	4,094	1,254	1,687
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Discharged	16.1 % 18.1 % 12.5 %	23.6 % 22.2 % 17.4 %	52.3 % 48.5 % 66.2 %	4.6 % 6.0 % 2.2 %	3.5 % 5.3 % 1.7 %	117,286 3,05 23,444	4,094 39,870	1,254 6,180	1,687 7,773
Illitary Service No Price Military Service Currently in Guard/Reserves Retired Separated/Discharged Illitary Spouse	16.1 % 18.1 % 12.5 %	23.6 % 22.2 % 17.4 %	52.3 % 48.5 % 66.2 %	4.6 % 6.0 % 2.2 %	3.5 % 5.3 % 1.7 %	117,286 3,05 23,444	4,094 39,870	1,254 6,180	1,687 7,773
Military Service No Price Military Service Currently in Guard/Reserves Retired	16.1 % 18.1 % 12.5 % 13.8 %	23.6 % 22.2 % 17.4 % 18.9 %	52.3 % 48.5 % 66.2 % 58.9 %	4.6 % 6.0 % 2.2 % 4.3 %	3.5 % 5.3 % 1.7 % 4.0 %	117,236 3.099 23,444 24,599 2,005	4,094 39,870 40,097 2,530	1,254 6,180 9,013	1,687 7,773 10,282
Military Service No Prior Military Service Currently in Goard/Reserves Retired Separated (Olicharged Military Spoose Spoose of Current active duty service men Spoose of Separated or retired service	16.1 % 18.1 % 12.5 % 13.8 %	23.6 % 22.2 % 17.4 % 18.9 %	52.3 % 48.5 % 66.2 % 58.9 %	4.6 % 6.0 % 2.2 % 4.3 %	3.5 % 5.3 % 1.7 % 4.0 %	117,236 3.05 23,444 26,599	4,094 39,870 40,097	1,254 6,180 9,013	1,687 7,773 10,282
Military Sarvice No Prior Military Sarvice Currently in Guard/Reserves Reclived Separated Discharged History Spoose Spoose of Current active duty service men Spoose of Current active duty service men	16.1 % 18.1 % 12.5 % 13.8 %	23.6 % 22.2 % 17.4 % 18.9 % 25.1 %	52.3 % 48.5 % 66.2 % 58.9 % 41.7 % 60.8 %	4.6 % 6.0 % 2.2 % 4.3 % 8.1 %	3.5 % 5.3 % 1.7 % 4.0 %	117,236 1,059 23,444 26,599 2,095 3,758	4,094 39,870 40,097 2,530 5,050	1,254 6,180 9,013 632 1,021	1,687 7,773 10,282 904 1,392
Silitary Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Dischurged Silitary Spouse Spouse of Current active duty service men Spouse of separated or retired service member	16.1 % 18.1 % 12.5 % 13.8 %	23.6 % 22.2 % 17.4 % 18.9 %	52.3 % 48.5 % 66.2 % 58.9 %	4.6 % 6.0 % 2.2 % 4.3 %	3.5 % 5.3 % 1.7 % 4.0 %	117,236 3.099 23,444 24,599 2,005	4,094 39,870 40,097 2,530	1,254 6,180 9,013	1,687 7,773 10,282
No Price Milliony Service No Price Milliony Service Currently in Guard/Reserves Retired Separated/Discharged Milliony Sposse Sposses of Express Scales of Argin Service makings with a dealerity spale with a dealerity spale with a dealerity spale millione	16.1 % 18.1 % 12.5 % 13.8 %	23.6 % 22.2 % 17.4 % 18.9 % 25.1 %	52.3 % 48.5 % 66.2 % 58.9 % 41.7 % 60.8 %	4.6 % 6.0 % 2.2 % 4.3 % 8.1 %	3.5 % 5.3 % 1.7 % 4.0 %	117,236 1,059 23,444 26,599 2,095 3,758	4,094 39,870 40,097 2,530 5,050	1,254 6,180 9,013 632 1,021	1,687 7,773 10,282 904 1,392
Military Service No Prior Military Service Currently in Guard/Reserves Retired Separated/Dischurged fillitary Spouse Spouse of Current active duty service men Spouse of separated or retired service member and service member with the company of service men while on	16.1 % 18.1 % 12.5 % 13.8 % 19.4 % 14.3 %	23.6 % 22.2 % 17.4 % 18.9 % 25.1 % 18.1 %	52.3 % 48.5 % 66.2 % 58.9 % 41.7 % 60.8 %	4.6 % 6.0 % 2.2 % 4.3 % 8.1 % 3.8 %	3.5 % 5.3 % 1.7 % 4.0 % 5.7 % 3.0 %	117,236 1,059 23,444 24,599 2,065 3,758	4,094 39,870 40,097 2,530 5,050	1,254 6,180 9,013 632 1,021	1,687 7,773 10,282 904 1,392
No Price Milliony Service No Price Milliony Service Currently in Guard/Reserves Retired Separated/Vickwiged Milliony Spows Spows or Experient Service that years'ce men Spows or Experient Control or vertical service menines with a dealability rating of 1000s with the Control or 1000s while on Nose of the categories listed	16.1 % 18.1 % 12.5 % 13.8 % 19.4 % 14.3 %	23.6 % 22.2 % 17.4 % 18.9 % 25.1 % 18.1 %	52.3 % 48.5 % 66.2 % 58.9 % 41.7 % 60.8 %	4.6 % 6.0 % 2.2 % 4.3 % 8.1 % 3.8 %	3.5 % 5.3 % 1.7 % 4.0 % 5.7 % 3.0 %	117,236 1,059 23,444 24,599 2,065 3,758	4,094 39,870 40,097 2,530 5,050	1,254 6,180 9,013 632 1,021	1,687 7,773 10,282 904 1,392
No Price Milliany Service No Price Milliany Service Currently in Guard/Reserves Retired Separated Dinchange of Service Separated Dinchange of Service and Service Separated or Current active duty service mean Separated or serviced service with an debablity paining of 2000 Nome of the Catagories Sized Nome of the Catagories Sized Nome of the Catagories Sized	16.1 % 18.1 % 12.5 % 13.8 % 19.4 % 14.3 % 13.9 % 15.1 %	23.6 % 22.2 % 17.4 % 18.9 % 25.1 % 18.1 % 17.9 % 21.8 %	52.3 % 48.5 % 66.2 % 58.9 % 41.7 % 60.8 % 47.3 % 55.6 %	4.6% 6.0% 2.2% 4.3% 8.1% 3.8% 12.6% 4.1%	3.5 % 5.3 % 5.3 % 4.0 % 5.7 % 3.0 % 8.3 % 3.3 %	117,236 1,090 23,444 24,599 2,065 3,758 116 164,096	4,094 19,370 40,097 2,530 5,650 106 287,844	1,254 6,180 9,013 632 1,021 21 52,624	1,687 7,773 10,282 904 1,392 43 59,896
No Price Milliony Service No Price Milliony Service Currently in Guard/Reserves Retired Separated/Vick-larged Milliony Spows Spows or Experient active duty service mening Spows or Experient or verticel service mening with a delability ratin of 1800s with the Comparative Million (Authority You	16.1 % 18.1 % 12.5 % 13.8 % 19.4 % 14.3 % 13.9 % 15.1 %	23.6 % 22.2 % 17.4 % 18.9 % 25.1 % 18.1 % 17.9 % 21.8 %	52.3 % 48.5 % 66.2 % 58.9 % 41.7 % 60.8 % 47.3 % 55.6 %	4.6% 6.0% 2.2% 4.3% 8.1% 3.8% 12.6% 4.1%	3.5 % 5.3 % 1.7 % 4.0 % 5.7 % 3.0 % 8.3 % 3.3 %	117,236 3,009 23,444 26,599 2,205 3,758 136 144,006	4,094 39,370 40,097 2,530 5,650 106 287,844	1,254 6,180 9,013 632 1,021 21 52,624	1,687 7,773 10,282 904 1,392 43 59,896
No Price Milliany Service No Price Milliany Service Currently to Guard/Reserves Retired Saparated Olinchanged Company Special of Current Service duty service man Special of Current Service duty service man Special of Service of Current Service with a disability paining of 2000 White of disability paining of 2000 None of the Catagories Birded None of the Catagories Birded None Office Currently Ver	16.1 % 18.1 % 12.5 % 13.8 % 19.4 % 14.3 % 13.9 % 15.1 %	23.6 % 22.2 % 17.4 % 18.9 % 25.1 % 18.1 % 17.9 % 21.8 %	52.3 % 48.5 % 66.2 % 58.9 % 41.7 % 60.8 % 47.3 % 55.6 %	4.6% 6.0% 2.2% 4.3% 8.1% 3.8% 12.6% 4.1%	3.5 % 5.3 % 1.7 % 4.0 % 5.7 % 3.0 % 8.3 % 3.3 %	117,236 3,009 23,444 26,599 2,205 3,758 136 144,006	4,094 39,370 40,097 2,530 5,650 106 287,844	1,254 6,180 9,013 632 1,021 21 52,624	1,687 7,773 10,282 904 1,392 43 59,896

Demographics	Very	Satisfied	ed Neither Satisfied	ed Dissatisfied		Item Response	Choose Not To	Not Available	Unaware Of
All Responses	Satisfied 12.4 %	16.2 %	nor Dissatisfied 66.2 %	2.8 %	Dissatisfied 2.4 %	Total** 140.850	Participate 298 503	To Me 49 768	Program 101 189
Work Location	12.4 %	10.2 %	66.2 %	2.0 %	2A %	140,850	298,303	49,768	101,189
Headquarters	14.1 %	16.4 %	65.0 %	2.5 %	1.9 %	42,578	103,742	10.786	30.302
Field	10.2 %	15.6 %	67.6 %	3.4 %	3.2 %	67,699	133,848	32.212	51,371
Full-time telework	16.0 %	17.6 %	63.5 %	1.7%	1.2%	26,796	54,384	5,534	16.645
Supervisory Status	16.0 %	17.6 %	03.5 %	1.7%	1.2%	20,796	54,384	5,534	10,045
Senior Leader	28.4 %	18.9 %	48.0 %	3.0 %	1.7 %	3,349	5,335	740	1,262
Manager	14.9 %	18.8 %	60.8 %	3.2 %	2.4%	11,054	21,120	3,776	5,373
Supervisor	12.0 %	17.7 %	64.9 %	3.1%	2.4%	20,230	41.270	7.920	12,279
Team Leader	10.6 %	14.9 %	68.7 %	3.2 %	2.6%	16,849	41.595	6,564	13,537
Non-Supervisor	12.0 %	15.7 %	67.3 %	2.6%	2.5 %	86,515	184,600	29,775	66,709
Sex								,	,
Male	12.2 %	16.0 %	66.4 %	2.8 %	2.7 %	75,773	154,367	26,442	50,553
Female	13.1 %	16.8 %	65.2 %	2.8 %	2.0%	58,061	130,351	20,638	44,732
Hispanic or Latino									
Yes	13.6 %	15.6 %	63.3 %	3.9 %	3.6 %	16,466	24,633	5,914	12,996
No	12.4 %	16.4 %	66.3 %	2.6 %	2.2 %	117,631	260,984	41,350	82,742
Race									
American Indian/ Alaska Native	11.5 %	17.0 %	64.1%	4.0 %	3.5 %	3,636	3,367	1,573	2,346
Asian	15.1 %	19.8 %	60.5 %	2.4 %	2.2 %	8,541	15,555	2,365	6,052
Black/African American	14.9 %	19.0 %	62.6%	2.0 %	1.6 %	26,753	33,876	5,550	14,419
Native Hawaiian/ Pacific Islander	11.3 %	15.8 %	65.9 %	3.8 %	3.2 %	1,326	1,336	396	681
White	11.9 %	15.4 %	67.2 %	2.9 %	2.6 %	83,619	213,346	33,641	63,650
Two or more races (Not Hispanic/Latino)	10.5 %	12.8 %	69.5 %	3.9 %	3.4 %	6,113	10,810	2,334	5,000
Age Group									
25 and under	19.5 %	15.5 %	58.0 %	4.0 %	3.0 %	1,102	3,636	557	1,532
26-29 years old	17.9 %	17.7 %	56.9 %	3.4 %	4.1 %	2,762	8,736	1,378	3,422
30-39 years old	14.5 %	15.9 %	61.8 %	3.9 %	3.9 %	20,096	56,964	10,083	21,364
40-49 years old	12.7 %	16.2 %	64.9 %	3.2 %	3.0 %	34,254	75,729	13,980	26,347
50-59 years old	11.8 %	16.0 %	68.3 %	2.3 %	1.6 %	50,717	95,188	14,784	29,847
60 or older	10.8 %	17.2 %	68.7 %	2.0 %	1.4 %	25,363	45,684	6,562	13,224
Level of Education									
Less than High School	16.2 %	20.3 %	53.4 %	4.7 %	5.4 %	169	90	29	67
H.S. Diploma/GED or equiv	12.5 %	18.9 %	64.4 %	2.0 %	2.1 %	8,263	9,289	2,185	3,634
Trade/Technical Certificate	8.3 %	16.5 %	69.6 %	2.8 %	2.8 %	3,902	4,831	1,189	2,216
Some College (no degree)	11.5 %	15.7 %	67.8 %	2.7 %	2.3 %	23,056	31,823	7,161	12,853
Associate's Degree	10.5 %	14.9 %	69.4 %	3.1 %	2.2 %	12,926	18,573	4,300	7,947
Bachelor's Degree	12.5 %	16.2 %	66.3 %	2.7 %	2.3 %	46,098	104,531	17,274	33,991
Master's Degree	14.6 %	16.6 %	63.4 %	2.8 %	2.5 %	32,257	86,159	11,636	26,479
Doctoral/Professional Degree	12.8 %	15.6 %	63.8 %	3.9 %	3.9 %	8,969	33,695	4,103	9,855
Pay Category									
Federal Wage System	8.2 %	13.8 %	70.5 %	3.8 %	3.8 %	5,999	6,974	2,637	3,711
GS 1-6	12.4 %	17.3 %	64.7 %	2.8 %	2.7 %	6,006	7,068	2,612	4,713
GS 7-12	11.7 %	15.8 %	67.4 %	2.7 %	2.3 %	61,590	111,800	21,837	43,142
GS 13-15	14.3 %	17.0 %	64.0 %	2.6 %	2.1%	52,187	141,485	16,494	37,935
SES SL/ST	29.9 % 20.5 %	20.0 %	43.3 % 51.4 %	4.4 % 6.3 %	2.4 %	1,322 370	3,304 1.327	353	611
SL/ST Other					3.7 %				
Other Time in Federal Government	9.5 %	15.3 %	68.1 %	3.7 %	3.6 %	10,630	21,710	4,699	8,670
Time in Federal Government <1 year	19.8 %	20.8 %	57.7 %	0.6 %	1.2 %	407	819	88	422
1-3 years	15.7 %	16.8 %	63.4 %	2.3 %	1.9 %	13,346	30,313	4.393	12,734
4-5 years	13.3 %	15.5 %	65.6 %	2.8 %	2.8%	10,607	25,410	3,737	9,422
	12.4 %	15.2 %	66.6 %	3.0%		22.103		8 227	17.646
6-10 years 11-14 years	11.5 %	15.2 %	67.3 %	3.0%	2.8 %	22,105 24,725	52,330 56,577	9,523	18,543
15-20 years	11.1 %	16.1 %	66.7 %	3.2 %	2.8 %	25,915	51,742	9,713	17,299
15-20 years > 20 years	12.3 %	17.2 %	66.2 %	2.5%	1.9%	25,915 41.092	51,742 76.691	9,713	23.127
Time with Current Agency		1,2%	00.2 %	2.3%	2.3%	74,072	70,071	13,141	23,127
<1 year	18.9 %	17.3 %	61.2 %	1.3 %	1.3 %	1,913	3.310	430	1,456
1-3 years	15.2 %	16.2 %	64.4%	2.3%	1.9%	21,723	46,875	6,536	18,910
4-5 years	12.9 %	15.9 %	65.6 %	2.9%	2.7 %	14.573	33.485	4,977	11,999
6-10 years	12.3 %	15.1 %	66.6 %	3.1%	2.9 %	23,940	55,047	8,921	18,254
11-14 years	10.9 %	15.6 %	67.9 %	2.9%	2.8 %	23,734	52,667	9.186	17.112
			07.27	A /4			32,007	3,100	,
15-20 years	10.7%	16.3 %	66.8 %	3.2 %	2.9 %	23.071	45.298	8.828	14.987

Very	Satisfied	Neither Satisfied	Dissatisfied		Item Response	Choose Not To	Not Available	Unaware Of
								Program 101.189
12.4 %	16.2 %	66.2 %	2.8 %	2.4 %	140,850	298,503	49,768	101,189
								68,084
								5,189
								17,934
							-,	2,973
5.3 %	10.3 %	72.5 %	5.3 %	6.6%	3,560	6,626	1,683	3,491
								61,077
								6,029
								19,389
								4,185
4.9 %	10.1 %	72.9 %	5.4 %	6.8 %	4,895	9,891	2,577	5,254
								2,101
							-,	2,425
								4,750
							-,	4,916
								3,277
								6,530
13.2 %	16.0 %	65.2 %	2.9 %	2.7 %	91,536	210,183	34,605	73,066
								3,151
								3,075
								4,893
		001211						4,558
								3,119
								6,157
						206,613	33,482	71,060
Order (EO) 14:	168 Defendin	g Women From Ger	der Ideology Ext	remism and Re	toring Biological Truth to the Federal Government.			
Order (EO) 14:	168 Defendin	g Women From Ger	der Ideology Ext	remism and Re	toring Biological Truth to the Federal Government.			
4205	21.5	CALLY	246	26%	ALC:	au av	200	CO.510
12.8 %	17.1 %	64.4 %	3.1%	2.6 %	91,576	211,825	33,553	69,510
15.5 %	15.8 %	62.3 %	3.6 %	2.9 %	2,400	4,236	1,133	2,265
15.5 % 11.3 %	15.8 % 14.7 %	62.3 % 70.8 %	3.6 % 1.7 %	2.9 % 1.4 %	2,400 21,232	4,236 37,619	1,133 5,883	2,265 11,988
15.5 %	15.8 %	62.3 %	3.6 %	2.9 %	2,400	4,236	1,133	2,265
15.5 % 11.3 % 11.9 %	15.8 % 14.7 % 14.2 %	62.3 % 70.8 % 68.2 %	3.6 % 1.7 % 2.8 %	2.9 % 1.4 % 2.8 %	2,400 21,232 22,522	4,236 37,619 39,741	1,133 5,883 8,068	2,265 11,988 15,156
15.5 % 11.3 %	15.8 % 14.7 %	62.3 % 70.8 %	3.6 % 1.7 %	2.9 % 1.4 %	2,400 21,232	4,236 37,619	1,133 5,883	2,265 11,988
15.5 % 11.3 % 11.9 %	15.8 % 14.7 % 14.2 %	62.3 % 70.8 % 68.2 %	3.6 % 1.7 % 2.8 %	2.9 % 1.4 % 2.8 %	2,400 21,232 22,522	4,236 37,619 39,741	1,133 5,883 8,068	2,265 11,988 15,156
15.5 % 11.3 % 11.9 %	15.8 % 14.7 % 14.2 %	62.3 % 70.8 % 68.2 %	3.6 % 1.7 % 2.8 %	2.9 % 1.4 % 2.8 %	2,400 21,232 22,522 1,307	4,236 37,619 39,741 2,851	1,133 5,883 8,068	2,265 11,988 15,156
15.5 % 11.3 % 11.9 %	15.8 % 14.7 % 14.2 %	62.3 % 70.8 % 68.2 %	3.6 % 1.7 % 2.8 %	2.9 % 1.4 % 2.8 %	2,400 21,232 22,522 1,307	4,236 37,619 39,741 2,851	1,133 5,883 8,068	2,265 11,988 15,156
15.5 % 11.3 % 11.9 % 15.0 % 12.4 %	15.8 % 14.7 % 14.2 % 15.2 % 14.2 %	62.3 % 70.8 % 68.2 % 63.2 % 67.8 %	3.6 % 1.7 % 2.8 % 3.8 % 3.2 %	2.9 % 1.4 % 2.8 % 2.8 % 2.4 %	2,400 21,333 22,323 1,307 3,256	4,236 37,519 39,741 2,851 4,732	1,133 5,883 8,068 542 958	2,265 11,988 15,156 1,344 2,208
15.5 % 11.3 % 11.9 % 15.0 %	15.8 % 14.7 % 14.2 % 15.2 %	62.3 % 70.8 % 68.2 % 63.2 % 67.8 %	3.6 % 1.7 % 2.8 % 3.8 % 3.2 %	2.9 % 1.4 % 2.8 % 2.8 %	2,400 21,132 22,522 1,307 3,256	4,236 37,619 39,741 2,851 4,732	1,133 5,883 8,068 542 958	2,265 11,988 15,156 1,344 2,208
15.5 % 11.3 % 11.9 % 15.0 % 12.4 % 14.8 % 12.4 %	15.8 % 14.7 % 14.2 % 15.2 % 14.2 % 14.2 % 16.2 %	62.3 % 70.8 % 68.2 % 63.2 % 67.8 % 54.9 % 66.2 %	3.6 % 1.7 % 2.8 % 3.8 % 3.2 % 10.9 % 2.8 %	2.9% 1.4% 2.8% 2.8% 2.4% 5.2% 2.4%	2,400 21,233 22,522 1,307 3,256 132 133,502	4,236 37,519 39,741 2,851 4,732 89 286,072	1,133 5,883 8,068 542 958 24 47,201	2,265 11,988 15,156 1,344 2,208 53 95,424
15.5 % 11.3 % 11.9 % 15.0 % 12.4 % 14.8 % 12.4 %	15.8 % 14.7 % 14.2 % 15.2 % 14.2 % 14.2 % 16.2 %	62.3 % 70.8 % 68.2 % 63.2 % 67.8 % 54.9 % 66.2 %	3.6 % 1.7 % 2.8 % 3.8 % 3.2 % 10.9 % 2.8 %	2.9% 1.4% 2.8% 2.8% 2.4% 5.2% 2.4%	2,000 21,232 22,322 1,307 1,256 132 133,302	4,236 37,519 39,741 2,851 4,732 89 286,072	1,133 5,883 8,068 542 958 24 47,201	2,265 11,988 15,156 1,344 2,208 53 95,424
15.5 % 11.3 % 11.9 % 15.0 % 12.4 % 14.8 % 12.4 %	15.8 % 14.7 % 14.2 % 15.2 % 14.2 % 14.2 % 16.2 %	62.3 % 70.8 % 68.2 % 63.2 % 67.8 % 54.9 % 66.2 %	3.6 % 1.7 % 2.8 % 3.8 % 3.2 % 10.9 % 2.8 %	2.9% 1.4% 2.8% 2.8% 2.4% 5.2% 2.4%	2,400 21,233 22,522 1,307 3,256 132 133,502	4,236 37,519 39,741 2,851 4,732 89 286,072	1,133 5,883 8,068 542 958 24 47,201	2,265 11,988 15,156 1,344 2,208 53 95,424
15.5 % 11.3 % 11.9 % 15.0 % 12.4 % 14.8 % 12.4 %	15.8 % 14.7 % 14.2 % 15.2 % 14.2 % 14.2 % 16.2 %	62.3 % 70.8 % 68.2 % 63.2 % 67.8 % 54.9 % 66.2 %	3.6 % 1.7 % 2.8 % 3.8 % 3.2 % 10.9 % 2.8 %	2.9% 1.4% 2.8% 2.8% 2.4% 5.2% 2.4%	2,000 21,232 22,322 1,307 1,256 132 133,302	4,236 37,519 39,741 2,851 4,732 89 286,072	1,133 5,883 8,068 542 958 24 47,201	2,265 11,988 15,156 1,344 2,208 53 95,424
	12.4 % 12.4 % 12.4 % 12.4 % 12.4 % 12.4 % 12.4 % 12.4 % 12.4 % 12.4 % 12.4 % 12.4 % 12.4 % 12.5 % 12	124	Stories Section Sect	124			Second Column	Value