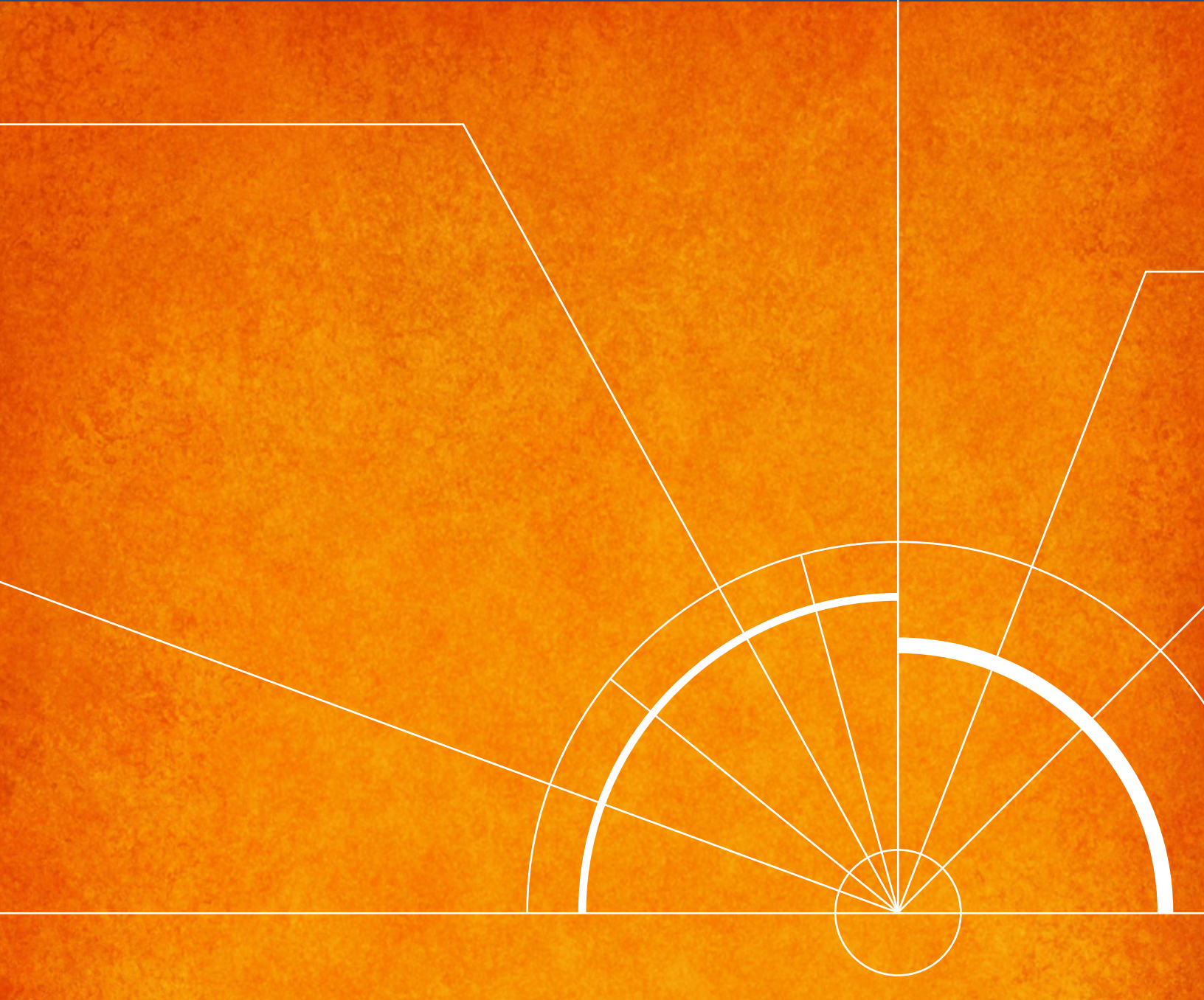




# Federal Employee Viewpoint Survey Results

*Employees Influencing Change*

**Report by Demographic Questions by Agency**  
(Unweighted Data)



# 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT ON DEMOGRAPHIC QUESTIONS BY AGENCY (Unweighted data)

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|--|----------------------------------|--------------------|
| Where do you work?   | Work Location .....              | 1                  |
| What is your supervisory status?   | Supervisory Status .....         | 1                  |
| What is your pay category/grade?   | Pay Category .....               | 1                  |
| Are you considering leaving your organization within the next year, and if so, why?  | Leaving .....                    | 6                  |
| I am planning to retire.   | Retiring .....                   | 6                  |
| What is your age group?  | Age Group .....                  | 6                  |
| How long have you been with your current agency?                                     | Time with Current Agency .....   | 11                 |
| How long have you been with the Federal Government (excluding military service)?     | Time in Federal Government ..... | 11                 |
| Are you (Male/Female)?   | Sex .....                        | 16                 |
| Are you Hispanic or Latino?  | Hispanic or Latino .....         | 16                 |
| Please select the racial category or categories with which you most closely identify | Race .....                       | 16                 |

**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY:  
REPORT ON DEMOGRAPHIC QUESTIONS BY AGENCY**  
(Unweighted data)

| <b>Demographic<br/>Question</b>  | <b>Abridged<br/>Report Heading</b> | <b>Page<br/>Number</b> |
|--|------------------------------------|------------------------|
| Do you consider yourself<br>to be one or more of the<br>following?         | Self-Identify as .....             | 16                     |
| What is the highest degree or<br>level of education you<br>have completed? | Level of Education .....           | 21                     |
| Are you an individual with a<br>disability?                                | Disability .....                   | 21                     |
| What is your US military<br>service status?                                | Military Service .....             | 21                     |

## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

The Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions of conditions within their agencies which contribute to their organization's success. The survey provides general indicators of how well the Federal Government manages personnel. OPM and agency managers use these indicators in developing policy and planning actions to improve agency performance and evaluate individual agencies' progress towards long-term goals.

Federal employees have an intimate knowledge of the workings of the government at every level. The FEVS gives them the voice they need to point out inefficiencies and jobs well done. Senior managers can then use this information to make government more effective, and more responsive to the needs of the American people. Reports are offered to help managers at lower levels, resulting in a greater potential to celebrate successes and identify opportunities for change across each agency.

### Survey Items

The 98-item survey includes 84 items that measure Federal employees' perceptions about how effectively agencies manage their workforce, as well as 14 demographic questions. The survey is grouped into eight topic areas: (1) Personal Work Experiences, (2) Work Unit, (3) Agency, (4) Supervisor, (5) Leadership, (6) Satisfaction, (7) Work/Life Programs, and (8) Demographics.

### Who Participated?

Full-time and part-time, permanent, non-seasonal employees were eligible to participate in the survey. A total of 82 agencies (37 departments/large agencies and 45 small/independent agencies) participated in this year's survey. Of the 848,237 employees who received the FEVS, 421,748 completed the survey for a governmentwide response rate of 49.7 percent.

### How Was the Survey Administered?

The survey was a self-administered Web survey.

### When Were Employees Surveyed?

Agency launch dates were organized in two waves this year, with approximately 6-week administration periods beginning April 27th and May 4th.

### Data Weighting

Data collected from the 2015 survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data could produce biased estimates of population statistics. The weights developed for the 2015 FEVS take into account the variable probabilities of selection across the sample domains, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point.

## Data Analysis

In performing statistical analyses for this report, OPM employed a number of grouping procedures to simplify presentations. Most of the items had six response categories: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree, and No Basis to Judge/Do Not Know. In some instances, these responses are collapsed into one positive category (Strongly Agree and Agree), one negative category (Strongly Disagree and Disagree), and a neutral category (Neither Agree nor Disagree). We conducted analyses on all survey items for the various demographic categories. Responses of Do Not Know/No Basis to Judge were removed before calculation of percentages. More detailed survey statistics are available in the published Federal Employee Viewpoint Survey Data volumes for this survey and can be downloaded from OPM's Federal Employee Viewpoint Survey website: **[www.opm.gov/FEVS](http://www.opm.gov/FEVS)**.

## Report on Demographic Questions by Agency (Unweighted)

|               |      |         | Work Location |       | Supervisory Status |             |       |      |               | Pay Category        |        |         |          |      |       |       |
|---------------|------|---------|---------------|-------|--------------------|-------------|-------|------|---------------|---------------------|--------|---------|----------|------|-------|-------|
|               |      |         | HQ            | Field | NonSupv            | Team Leader | Supv  | Mgr  | Senior Leader | Federal Wage System | GS 1-6 | GS 7-12 | GS 13-15 | SES  | SL/ST | Other |
| All Responses | 2015 | 421,748 | 39.4%         | 60.6% | 65.4%              | 13.4%       | 13.1% | 6.1% | 2.0%          | 3.2%                | 5.6%   | 42.0%   | 41.0%    | 1.4% | 0.4%  | 6.5%  |
|               | '14  | 392,752 | 39.1%         | 60.9% | 65.5%              | 13.5%       | 13.2% | 5.9% | 1.9%          | 3.4%                | 6.0%   | 43.2%   | 39.4%    | 1.3% | 0.4%  | 6.3%  |
|               | '13  | 376,577 | 39.3%         | 60.7% | 66.2%              | 13.5%       | 12.7% | 6.1% | 1.5%          | 3.8%                | 6.4%   | 41.6%   | 39.0%    | 1.3% | 0.4%  | 7.6%  |
| BBG           | 2015 | 1,102   | 91.8%         | 8.2%  | 61.4%              | 12.7%       | 16.4% | 8.0% | 1.6%          | 3.7%                | 0.7%   | 45.3%   | 47.6%    | 0.9% | 0.0%  | 1.9%  |
|               | '14  | 1,051   | 94.4%         | 5.6%  | 60.8%              | 13.4%       | 16.6% | 7.4% | 1.8%          | 3.4%                | 0.6%   | 45.8%   | 48.2%    | 1.1% | 0.0%  | 0.9%  |
|               | '13  | 1,156   | 93.9%         | 6.1%  | 57.6%              | 14.5%       | 18.8% | 7.5% | 1.6%          | 3.8%                | 0.9%   | 46.3%   | 46.7%    | 1.1% | 0.1%  | 1.1%  |
| CSOSA         | 2015 | 648     | 47.4%         | 52.6% | 73.1%              | 6.4%        | 13.6% | 5.0% | 1.9%          | 0.6%                | 1.6%   | 63.0%   | 33.0%    | 1.1% | 0.0%  | 0.6%  |
|               | '14  | 722     | 43.3%         | 56.7% | 72.8%              | 7.1%        | 14.1% | 3.8% | 2.2%          | 0.4%                | 1.3%   | 64.3%   | 29.5%    | 1.3% | 0.0%  | 3.1%  |
|               | '13  | 714     | 45.6%         | 54.4% | 72.7%              | 6.3%        | 14.7% | 5.0% | 1.2%          | 0.1%                | 1.5%   | 65.2%   | 29.6%    | 1.0% | 0.0%  | 2.5%  |
| DHS           | 2015 | 43,090  | 25.3%         | 74.7% | 63.7%              | 12.7%       | 14.7% | 7.3% | 1.5%          | 3.4%                | 1.8%   | 38.2%   | 42.5%    | 1.1% | 0.1%  | 12.9% |
|               | '14  | 42,798  | 25.8%         | 74.2% | 62.8%              | 13.2%       | 14.9% | 7.6% | 1.6%          | 3.5%                | 1.9%   | 39.2%   | 42.3%    | 1.1% | 0.1%  | 11.9% |
|               | '13  | 39,090  | 27.1%         | 72.9% | 63.4%              | 13.6%       | 14.4% | 7.2% | 1.4%          | 4.1%                | 2.5%   | 36.7%   | 40.5%    | 1.1% | 0.2%  | 15.0% |
| DOC           | 2015 | 10,129  | 65.5%         | 34.5% | 64.1%              | 12.6%       | 14.2% | 6.4% | 2.7%          | 1.5%                | 5.3%   | 29.7%   | 51.6%    | 3.0% | 0.9%  | 8.0%  |
|               | '14  | 9,892   | 65.5%         | 34.5% | 64.7%              | 13.1%       | 13.8% | 5.8% | 2.6%          | 1.4%                | 6.7%   | 31.2%   | 49.6%    | 2.8% | 1.1%  | 7.1%  |
|               | '13  | 9,447   | 68.6%         | 31.4% | 65.0%              | 12.6%       | 13.8% | 5.5% | 3.1%          | 1.4%                | 7.0%   | 34.1%   | 47.7%    | 2.7% | 0.8%  | 6.3%  |
| DOE           | 2015 | 8,469   | 44.1%         | 55.9% | 66.4%              | 14.6%       | 11.2% | 4.9% | 2.9%          | 4.2%                | 0.5%   | 21.2%   | 60.3%    | 3.6% | 0.6%  | 9.6%  |
|               | '14  | 6,515   | 43.9%         | 56.1% | 68.1%              | 13.5%       | 11.8% | 4.3% | 2.2%          | 4.2%                | 0.6%   | 22.5%   | 60.4%    | 3.1% | 0.6%  | 8.7%  |
|               | '13  | 6,707   | 45.6%         | 54.4% | 68.9%              | 13.3%       | 10.8% | 3.5% | 3.5%          | 4.1%                | 0.7%   | 23.6%   | 59.4%    | 3.1% | 0.8%  | 8.3%  |
| DOI           | 2015 | 26,366  | 35.2%         | 64.8% | 56.0%              | 15.7%       | 17.6% | 9.6% | 1.1%          | 4.7%                | 5.5%   | 58.5%   | 28.5%    | 0.6% | 0.1%  | 2.2%  |
|               | '14  | 18,384  | 34.0%         | 66.0% | 56.5%              | 15.9%       | 17.4% | 9.1% | 1.1%          | 4.6%                | 6.2%   | 60.2%   | 26.4%    | 0.6% | 0.1%  | 1.8%  |
|               | '13  | 18,396  | 35.6%         | 64.4% | 56.9%              | 16.2%       | 16.6% | 9.4% | 0.8%          | 5.0%                | 6.8%   | 59.4%   | 26.1%    | 0.7% | 0.1%  | 1.9%  |
| DOJ           | 2015 | 20,218  | 33.9%         | 66.1% | 64.9%              | 12.4%       | 14.8% | 5.6% | 2.3%          | 2.7%                | 2.3%   | 41.9%   | 46.1%    | 1.9% | 0.4%  | 4.7%  |
|               | '14  | 17,213  | 32.4%         | 67.6% | 66.0%              | 11.9%       | 14.7% | 5.3% | 2.2%          | 3.1%                | 2.2%   | 43.1%   | 45.9%    | 1.7% | 0.4%  | 3.5%  |
|               | '13  | 17,004  | 31.3%         | 68.7% | 68.3%              | 10.9%       | 13.8% | 5.0% | 2.0%          | 3.6%                | 2.0%   | 44.9%   | 45.2%    | 1.8% | 0.2%  | 2.2%  |
| DOL           | 2015 | 11,359  | 37.0%         | 63.0% | 70.4%              | 8.7%        | 13.5% | 5.7% | 1.7%          | 0.1%                | 3.9%   | 53.8%   | 40.5%    | 1.3% | 0.1%  | 0.4%  |
|               | '14  | 10,953  | 37.1%         | 62.9% | 70.9%              | 8.6%        | 13.1% | 5.7% | 1.6%          | 0.1%                | 4.3%   | 53.6%   | 40.3%    | 1.2% | 0.1%  | 0.4%  |
|               | '13  | 5,205   | 41.7%         | 58.3% | 72.4%              | 9.1%        | 11.4% | 5.4% | 1.7%          | 0.0%                | 5.4%   | 54.7%   | 37.8%    | 1.3% | 0.2%  | 0.5%  |
| DOT           | 2015 | 15,598  | 30.8%         | 69.2% | 69.2%              | 12.1%       | 10.5% | 6.3% | 1.8%          | 4.2%                | 1.7%   | 18.9%   | 55.0%    | 1.8% | 0.3%  | 18.1% |
|               | '14  | 11,673  | 34.4%         | 65.6% | 68.1%              | 11.6%       | 11.5% | 6.4% | 2.3%          | 3.8%                | 1.6%   | 18.4%   | 54.6%    | 2.4% | 0.3%  | 19.0% |
|               | '13  | 23,204  | 26.1%         | 73.9% | 67.6%              | 11.6%       | 12.5% | 6.9% | 1.4%          | 5.1%                | 1.7%   | 19.9%   | 47.1%    | 1.3% | 0.3%  | 24.6% |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.



## Report on Demographic Questions by Agency (Unweighted)

|               |      |         | Work Location |       | Supervisory Status |             |       |      |               | Pay Category        |        |         |          |      |       |       |
|---------------|------|---------|---------------|-------|--------------------|-------------|-------|------|---------------|---------------------|--------|---------|----------|------|-------|-------|
|               |      |         | HQ            | Field | NonSupv            | Team Leader | Supv  | Mgr  | Senior Leader | Federal Wage System | GS 1-6 | GS 7-12 | GS 13-15 | SES  | SL/ST | Other |
| All Responses | 2015 | 421,748 | 39.4%         | 60.6% | 65.4%              | 13.4%       | 13.1% | 6.1% | 2.0%          | 3.2%                | 5.6%   | 42.0%   | 41.0%    | 1.4% | 0.4%  | 6.5%  |
|               | '14  | 392,752 | 39.1%         | 60.9% | 65.5%              | 13.5%       | 13.2% | 5.9% | 1.9%          | 3.4%                | 6.0%   | 43.2%   | 39.4%    | 1.3% | 0.4%  | 6.3%  |
|               | '13  | 376,577 | 39.3%         | 60.7% | 66.2%              | 13.5%       | 12.7% | 6.1% | 1.5%          | 3.8%                | 6.4%   | 41.6%   | 39.0%    | 1.3% | 0.4%  | 7.6%  |
| Educ          | 2015 | 2,701   | 67.5%         | 32.5% | 70.7%              | 9.9%        | 11.9% | 5.0% | 2.6%          | 0.1%                | 0.7%   | 26.0%   | 67.2%    | 2.5% | 0.3%  | 3.2%  |
|               | '14  | 2,415   | 68.0%         | 32.0% | 71.4%              | 10.0%       | 11.2% | 5.0% | 2.4%          | 0.1%                | 0.7%   | 28.1%   | 65.3%    | 2.3% | 0.5%  | 3.0%  |
|               | '13  | 2,658   | 70.1%         | 29.9% | 71.5%              | 10.5%       | 10.6% | 4.9% | 2.5%          | 0.2%                | 0.6%   | 29.5%   | 63.8%    | 2.0% | 0.3%  | 3.5%  |
| EEOC          | 2015 | 1,247   | 18.8%         | 81.2% | 75.1%              | 5.6%        | 11.3% | 5.5% | 2.5%          | 0.1%                | 10.7%  | 45.5%   | 41.9%    | 1.7% | 0.0%  | 0.2%  |
|               | '14  | 1,129   | 21.0%         | 79.0% | 73.3%              | 6.8%        | 11.8% | 5.7% | 2.4%          | 0.1%                | 9.5%   | 44.9%   | 43.8%    | 1.5% | 0.0%  | 0.2%  |
|               | '13  | 1,180   | 20.6%         | 79.4% | 74.5%              | 6.8%        | 11.1% | 5.4% | 2.1%          | 0.0%                | 10.1%  | 45.4%   | 42.4%    | 1.8% | 0.0%  | 0.4%  |
| EPA           | 2015 | 4,456   | 40.5%         | 59.5% | 70.8%              | 10.9%       | 10.2% | 4.0% | 4.0%          | 0.1%                | 0.4%   | 16.9%   | 78.3%    | 4.0% | 0.2%  | 0.1%  |
|               | '14  | 3,863   | 39.2%         | 60.8% | 71.3%              | 10.8%       | 9.5%  | 4.3% | 4.0%          | 0.0%                | 0.4%   | 19.0%   | 76.5%    | 3.7% | 0.2%  | 0.2%  |
|               | '13  | 3,924   | 34.1%         | 65.9% | 72.4%              | 11.0%       | 8.9%  | 3.8% | 3.9%          | 0.1%                | 0.7%   | 22.6%   | 72.8%    | 3.5% | 0.1%  | 0.2%  |
| FCC           | 2015 | 573     | 82.1%         | 17.9% | 65.7%              | 12.2%       | 13.8% | 5.9% | 2.4%          | 0.2%                | 0.9%   | 15.3%   | 80.4%    | 2.8% | 0.4%  | 0.0%  |
|               | '14  | 702     | 83.7%         | 16.3% | 65.4%              | 14.1%       | 12.2% | 6.8% | 1.5%          | 0.0%                | 0.4%   | 16.5%   | 80.5%    | 1.8% | 0.7%  | 0.0%  |
|               | '13  | 814     | 85.5%         | 14.5% | 60.4%              | 14.0%       | 13.7% | 8.8% | 3.1%          | 0.3%                | 0.8%   | 16.7%   | 78.7%    | 2.8% | 0.4%  | 0.4%  |
| FERC          | 2015 | 996     | 88.2%         | 11.8% | 62.2%              | 18.7%       | 10.5% | 4.3% | 4.3%          | 0.0%                | 0.1%   | 17.5%   | 76.3%    | 4.2% | 1.4%  | 0.5%  |
|               | '14  | 896     | 86.5%         | 13.5% | 61.2%              | 20.0%       | 10.5% | 4.8% | 3.4%          | 0.1%                | 0.2%   | 20.8%   | 72.8%    | 3.8% | 1.4%  | 0.9%  |
|               | '13  | 893     | 87.5%         | 12.5% | 62.2%              | 19.5%       | 9.0%  | 3.9% | 5.3%          | 0.0%                | 0.5%   | 19.8%   | 73.1%    | 4.2% | 1.3%  | 1.2%  |
| FTC           | 2015 | 626     | 77.2%         | 22.8% | 50.4%              | 30.8%       | 9.8%  | 5.3% | 3.7%          | 0.0%                | 0.2%   | 18.6%   | 75.9%    | 5.2% | 0.0%  | 0.2%  |
|               | '14  | 518     | 73.6%         | 26.4% | 44.5%              | 38.7%       | 8.3%  | 4.7% | 3.8%          | 0.0%                | 0.6%   | 18.2%   | 75.7%    | 4.9% | 0.0%  | 0.6%  |
|               | '13  | 565     | 75.2%         | 24.8% | 52.5%              | 31.7%       | 8.7%  | 3.1% | 4.0%          | 0.0%                | 0.2%   | 19.4%   | 76.4%    | 3.7% | 0.2%  | 0.2%  |
| GSA           | 2015 | 7,874   | 45.5%         | 54.5% | 68.5%              | 9.5%        | 13.6% | 6.9% | 1.4%          | 0.5%                | 0.9%   | 43.2%   | 54.2%    | 1.0% | 0.0%  | 0.3%  |
|               | '14  | 8,567   | 43.6%         | 56.4% | 67.8%              | 10.3%       | 13.4% | 7.0% | 1.6%          | 1.0%                | 1.3%   | 45.3%   | 51.3%    | 0.8% | 0.0%  | 0.3%  |
|               | '13  | 8,429   | 43.7%         | 56.3% | 68.8%              | 10.3%       | 12.6% | 7.4% | 0.9%          | 0.8%                | 1.8%   | 46.7%   | 49.6%    | 0.8% | 0.0%  | 0.3%  |
| HHS           | 2015 | 36,772  | 62.7%         | 37.3% | 65.8%              | 14.0%       | 12.8% | 5.3% | 2.0%          | 1.0%                | 4.2%   | 29.6%   | 56.8%    | 1.0% | 0.9%  | 6.4%  |
|               | '14  | 32,806  | 61.6%         | 38.4% | 67.0%              | 13.9%       | 12.3% | 5.0% | 1.8%          | 1.3%                | 4.8%   | 31.2%   | 55.1%    | 0.9% | 0.8%  | 5.9%  |
|               | '13  | 32,329  | 59.0%         | 41.0% | 67.9%              | 13.7%       | 11.8% | 5.2% | 1.3%          | 1.3%                | 5.7%   | 33.1%   | 55.1%    | 0.9% | 0.3%  | 3.6%  |
| HUD           | 2015 | 5,404   | 37.8%         | 62.2% | 71.4%              | 8.5%        | 11.5% | 6.6% | 2.0%          | 0.0%                | 0.5%   | 31.8%   | 66.1%    | 1.4% | 0.1%  | 0.1%  |
|               | '14  | 3,890   | 33.8%         | 66.2% | 72.4%              | 8.5%        | 10.6% | 6.9% | 1.5%          | 0.1%                | 0.4%   | 36.4%   | 61.9%    | 1.1% | 0.0%  | 0.2%  |
|               | '13  | 3,741   | 31.6%         | 68.4% | 71.9%              | 7.7%        | 11.0% | 8.0% | 1.4%          | 0.1%                | 0.7%   | 37.5%   | 60.3%    | 1.2% | 0.0%  | 0.1%  |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

|               |      |         | Work Location |       | Supervisory Status |             |       |      |               | Pay Category        |        |         |          |       |       |       |
|---------------|------|---------|---------------|-------|--------------------|-------------|-------|------|---------------|---------------------|--------|---------|----------|-------|-------|-------|
|               |      |         | HQ            | Field | NonSupv            | Team Leader | Supv  | Mgr  | Senior Leader | Federal Wage System | GS 1-6 | GS 7-12 | GS 13-15 | SES   | SL/ST | Other |
| All Responses | 2015 | 421,748 | 39.4%         | 60.6% | 65.4%              | 13.4%       | 13.1% | 6.1% | 2.0%          | 3.2%                | 5.6%   | 42.0%   | 41.0%    | 1.4%  | 0.4%  | 6.5%  |
|               | '14  | 392,752 | 39.1%         | 60.9% | 65.5%              | 13.5%       | 13.2% | 5.9% | 1.9%          | 3.4%                | 6.0%   | 43.2%   | 39.4%    | 1.3%  | 0.4%  | 6.3%  |
|               | '13  | 376,577 | 39.3%         | 60.7% | 66.2%              | 13.5%       | 12.7% | 6.1% | 1.5%          | 3.8%                | 6.4%   | 41.6%   | 39.0%    | 1.3%  | 0.4%  | 7.6%  |
| NARA          | 2015 | 1,721   | 46.2%         | 53.8% | 67.2%              | 13.8%       | 12.2% | 5.7% | 1.1%          | 0.5%                | 26.0%  | 42.7%   | 29.2%    | 1.0%  | 0.1%  | 0.4%  |
|               | '14  | 1,686   | 45.0%         | 55.0% | 66.7%              | 15.4%       | 11.6% | 5.3% | 1.1%          | 0.3%                | 25.6%  | 44.5%   | 27.9%    | 1.0%  | 0.1%  | 0.7%  |
|               | '13  | 1,617   | 45.3%         | 54.7% | 66.1%              | 15.1%       | 12.0% | 5.6% | 1.1%          | 0.5%                | 24.2%  | 46.1%   | 27.5%    | 0.8%  | 0.3%  | 0.6%  |
| NASA          | 2015 | 9,936   | 10.3%         | 89.7% | 56.3%              | 26.8%       | 10.0% | 3.8% | 3.1%          | 0.0%                | 0.6%   | 15.2%   | 80.4%    | 3.0%  | 0.7%  | 0.1%  |
|               | '14  | 9,430   | 9.3%          | 90.7% | 55.2%              | 27.0%       | 10.6% | 4.1% | 3.1%          | 0.0%                | 0.6%   | 15.8%   | 79.6%    | 3.1%  | 0.7%  | 0.1%  |
|               | '13  | 9,985   | 8.7%          | 91.3% | 56.1%              | 27.3%       | 9.9%  | 3.6% | 3.1%          | 0.1%                | 0.6%   | 16.4%   | 79.4%    | 2.7%  | 0.7%  | 0.1%  |
| NCUA          | 2015 | 777     | 29.0%         | 71.0% | 70.2%              | 12.8%       | 12.3% | 1.1% | 3.7%          | 0.7%                | 0.9%   | 39.8%   | 35.6%    | 3.1%  | 0.1%  | 19.8% |
|               | '14  | 809     | 25.9%         | 74.1% | 72.2%              | 12.2%       | 10.3% | 1.4% | 3.8%          | 1.2%                | 1.2%   | 42.4%   | 30.9%    | 3.6%  | 0.1%  | 20.7% |
|               | '13  | 799     | 27.9%         | 72.1% | 70.9%              | 12.7%       | 10.9% | 1.2% | 4.3%          | 0.7%                | 0.9%   | 41.7%   | 32.0%    | 3.8%  | 0.3%  | 20.6% |
| NLRB          | 2015 | 902     | 33.9%         | 66.1% | 68.9%              | 3.2%        | 15.1% | 9.3% | 3.5%          | 0.4%                | 6.8%   | 23.3%   | 62.3%    | 4.2%  | 0.0%  | 3.0%  |
|               | '14  | 696     | 35.0%         | 65.0% | 68.5%              | 4.7%        | 14.8% | 8.6% | 3.3%          | 0.5%                | 8.1%   | 24.0%   | 61.8%    | 4.1%  | 0.0%  | 1.5%  |
|               | '13  | 726     | 30.2%         | 69.8% | 69.4%              | 3.6%        | 13.9% | 9.1% | 4.0%          | 0.4%                | 9.4%   | 26.4%   | 58.8%    | 4.2%  | 0.0%  | 0.7%  |
| NRC           | 2015 | 2,675   | 70.8%         | 29.2% | 76.5%              | 6.4%        | 10.6% | 3.6% | 2.9%          | 0.0%                | 1.5%   | 10.3%   | 80.6%    | 4.6%  | 1.5%  | 1.4%  |
|               | '14  | 2,467   | 71.0%         | 29.0% | 74.9%              | 7.1%        | 11.7% | 3.2% | 3.1%          | 0.0%                | 1.1%   | 10.4%   | 80.3%    | 4.6%  | 1.6%  | 1.9%  |
|               | '13  | 2,509   | 69.9%         | 30.1% | 76.1%              | 7.0%        | 10.2% | 1.9% | 4.8%          | 0.0%                | 1.5%   | 11.4%   | 79.2%    | 4.7%  | 1.6%  | 1.6%  |
| NSF           | 2015 | 900     | 98.1%         | 1.9%  | 65.2%              | 16.1%       | 10.8% | 3.9% | 4.0%          | 0.8%                | 1.2%   | 24.7%   | 42.2%    | 6.3%  | 5.1%  | 19.7% |
|               | '14  | 917     | 98.2%         | 1.8%  | 62.5%              | 19.6%       | 10.5% | 3.2% | 4.1%          | 0.5%                | 2.0%   | 26.8%   | 39.1%    | 6.7%  | 5.7%  | 19.4% |
|               | '13  | 888     | 98.1%         | 1.9%  | 61.4%              | 18.7%       | 10.5% | 2.8% | 6.5%          | 0.9%                | 0.7%   | 25.8%   | 41.4%    | 6.9%  | 6.4%  | 17.9% |
| OMB           | 2015 | 305     | 100.0%        | 0.0%  | 71.2%              | 9.6%        | 13.6% | 3.6% | 2.0%          | 0.0%                | 0.0%   | 11.4%   | 71.7%    | 16.5% | 0.0%  | 0.3%  |
|               | '14  | 304     | 100.0%        | 0.0%  | 68.8%              | 12.2%       | 12.9% | 2.7% | 3.4%          | 0.0%                | 0.0%   | 10.9%   | 73.5%    | 15.6% | 0.0%  | 0.0%  |
|               | '13  | 314     | 99.7%         | 0.3%  | 72.3%              | 10.6%       | 9.2%  | 1.0% | 6.9%          | 0.0%                | 0.0%   | 18.8%   | 67.1%    | 13.4% | 0.7%  | 0.0%  |
| OPM           | 2015 | 3,378   | 40.0%         | 60.0% | 80.1%              | 7.1%        | 8.4%  | 2.7% | 1.7%          | 0.1%                | 4.7%   | 60.1%   | 33.3%    | 1.5%  | 0.2%  | 0.2%  |
|               | '14  | 3,596   | 38.1%         | 61.9% | 81.7%              | 6.7%        | 8.1%  | 2.3% | 1.2%          | 0.1%                | 4.6%   | 62.0%   | 32.0%    | 0.9%  | 0.1%  | 0.3%  |
|               | '13  | 2,929   | 41.6%         | 58.4% | 80.1%              | 7.6%        | 8.4%  | 2.5% | 1.5%          | 0.1%                | 6.2%   | 58.6%   | 33.4%    | 1.5%  | 0.0%  | 0.1%  |
| PBGC          | 2015 | 630     | 99.3%         | 0.7%  | 66.9%              | 9.7%        | 13.3% | 5.6% | 4.4%          | 0.2%                | 0.3%   | 21.6%   | 72.4%    | 0.0%  | 4.7%  | 0.8%  |
|               | '14  | 481     | 99.3%         | 0.7%  | 67.9%              | 9.8%        | 12.0% | 5.7% | 4.6%          | 0.0%                | 0.4%   | 26.7%   | 67.8%    | 0.0%  | 4.9%  | 0.2%  |
|               | '13  | 401     | 99.2%         | 0.8%  | 66.3%              | 11.3%       | 10.8% | 7.0% | 4.6%          | 0.0%                | 0.6%   | 24.1%   | 70.4%    | 0.0%  | 4.4%  | 0.6%  |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.



## Report on Demographic Questions by Agency (Unweighted)

|               |      |         | Work Location |       | Supervisory Status |             |       |       |               | Pay Category        |        |         |          |       |       |       |
|---------------|------|---------|---------------|-------|--------------------|-------------|-------|-------|---------------|---------------------|--------|---------|----------|-------|-------|-------|
|               |      |         | HQ            | Field | NonSupv            | Team Leader | Supv  | Mgr   | Senior Leader | Federal Wage System | GS 1-6 | GS 7-12 | GS 13-15 | SES   | SL/ST | Other |
| All Responses | 2015 | 421,748 | 39.4%         | 60.6% | 65.4%              | 13.4%       | 13.1% | 6.1%  | 2.0%          | 3.2%                | 5.6%   | 42.0%   | 41.0%    | 1.4%  | 0.4%  | 6.5%  |
|               | '14  | 392,752 | 39.1%         | 60.9% | 65.5%              | 13.5%       | 13.2% | 5.9%  | 1.9%          | 3.4%                | 6.0%   | 43.2%   | 39.4%    | 1.3%  | 0.4%  | 6.3%  |
|               | '13  | 376,577 | 39.3%         | 60.7% | 66.2%              | 13.5%       | 12.7% | 6.1%  | 1.5%          | 3.8%                | 6.4%   | 41.6%   | 39.0%    | 1.3%  | 0.4%  | 7.6%  |
| RRB           | 2015 | 481     | 73.4%         | 26.6% | 69.3%              | 10.7%       | 11.8% | 5.8%  | 2.4%          | 0.0%                | 5.6%   | 65.2%   | 27.4%    | 1.3%  | 0.0%  | 0.4%  |
|               | '14  | 526     | 75.6%         | 24.4% | 73.1%              | 9.5%        | 9.9%  | 5.2%  | 2.3%          | 0.0%                | 5.8%   | 69.0%   | 24.0%    | 1.0%  | 0.2%  | 0.0%  |
|               | '13  | 610     | 70.6%         | 29.4% | 69.7%              | 11.6%       | 11.5% | 5.6%  | 1.5%          | 0.2%                | 7.3%   | 67.7%   | 23.7%    | 1.0%  | 0.0%  | 0.2%  |
| SBA           | 2015 | 1,303   | 30.4%         | 69.6% | 66.2%              | 10.1%       | 11.6% | 8.9%  | 3.3%          | 0.0%                | 2.0%   | 44.6%   | 51.1%    | 2.0%  | 0.2%  | 0.2%  |
|               | '14  | 1,395   | 31.0%         | 69.0% | 70.1%              | 9.1%        | 10.8% | 7.4%  | 2.6%          | 0.0%                | 2.4%   | 48.0%   | 47.3%    | 1.7%  | 0.1%  | 0.5%  |
|               | '13  | 1,511   | 32.2%         | 67.8% | 68.0%              | 10.7%       | 10.3% | 9.2%  | 1.9%          | 0.0%                | 3.2%   | 43.3%   | 51.5%    | 1.8%  | 0.1%  | 0.1%  |
| SEC           | 2015 | 1,921   | 52.2%         | 47.8% | 66.8%              | 13.3%       | 10.6% | 5.2%  | 4.1%          | 0.8%                | 0.3%   | 7.6%    | 42.0%    | 3.5%  | 1.6%  | 44.2% |
|               | '14  | 2,472   | 56.9%         | 43.1% | 69.6%              | 12.8%       | 10.1% | 4.7%  | 2.8%          | 0.8%                | 0.7%   | 9.1%    | 43.2%    | 2.8%  | 0.9%  | 42.4% |
|               | '13  | 2,422   | 56.9%         | 43.1% | 69.2%              | 12.9%       | 9.9%  | 5.1%  | 3.0%          | 1.0%                | 0.7%   | 9.5%    | 45.4%    | 3.0%  | 0.7%  | 39.7% |
| SSA           | 2015 | 10,527  | 30.1%         | 69.9% | 74.6%              | 9.7%        | 7.7%  | 6.4%  | 1.7%          | 0.2%                | 4.5%   | 62.4%   | 29.4%    | 1.4%  | 0.2%  | 1.9%  |
|               | '14  | 9,540   | 30.0%         | 70.0% | 74.4%              | 9.0%        | 8.7%  | 6.1%  | 1.7%          | 0.3%                | 2.4%   | 64.8%   | 29.0%    | 1.3%  | 0.2%  | 2.0%  |
|               | '13  | 8,345   | 25.2%         | 74.8% | 74.8%              | 9.1%        | 8.0%  | 6.5%  | 1.7%          | 0.2%                | 3.5%   | 72.9%   | 20.5%    | 1.2%  | 0.2%  | 1.6%  |
| State         | 2015 | 4,060   | 55.4%         | 44.6% | 41.7%              | 12.6%       | 18.0% | 16.9% | 10.9%         | 1.2%                | 0.6%   | 19.4%   | 40.0%    | 13.5% | 0.8%  | 24.6% |
|               | '14  | 3,776   | 49.1%         | 50.9% | 42.6%              | 12.5%       | 20.9% | 15.3% | 8.8%          | 1.2%                | 0.8%   | 22.8%   | 36.3%    | 9.8%  | 0.9%  | 28.3% |
|               | '13  | 2,551   | 50.6%         | 49.4% | 45.4%              | 13.7%       | 20.5% | 15.4% | 5.0%          | 1.3%                | 1.1%   | 24.0%   | 38.2%    | 4.4%  | 0.3%  | 30.8% |
| Treas         | 2015 | 51,700  | 31.3%         | 68.7% | 74.4%              | 9.3%        | 10.5% | 4.2%  | 1.6%          | 1.8%                | 7.3%   | 45.5%   | 35.4%    | 0.8%  | 0.3%  | 8.9%  |
|               | '14  | 51,038  | 30.2%         | 69.8% | 74.1%              | 9.5%        | 10.8% | 4.0%  | 1.5%          | 1.9%                | 7.5%   | 44.9%   | 35.7%    | 0.7%  | 0.3%  | 9.0%  |
|               | '13  | 50,010  | 31.3%         | 68.7% | 73.9%              | 9.6%        | 11.1% | 4.6%  | 0.9%          | 2.1%                | 8.1%   | 45.0%   | 34.1%    | 0.7%  | 0.3%  | 9.7%  |
| USAID         | 2015 | 2,004   | 64.2%         | 35.8% | 42.7%              | 14.1%       | 24.3% | 13.0% | 6.0%          | 1.0%                | 0.2%   | 13.5%   | 51.9%    | 4.3%  | 0.8%  | 28.3% |
|               | '14  | 2,045   | 64.1%         | 35.9% | 44.2%              | 14.7%       | 20.9% | 13.9% | 6.2%          | 1.1%                | 0.5%   | 13.9%   | 51.3%    | 4.2%  | 0.5%  | 28.3% |
|               | '13  | 2,266   | 58.4%         | 41.6% | 45.3%              | 13.7%       | 21.5% | 13.5% | 6.0%          | 1.5%                | 0.6%   | 15.0%   | 45.9%    | 4.5%  | 0.3%  | 32.2% |
| USDA          | 2015 | 20,624  | 33.3%         | 66.7% | 60.2%              | 12.2%       | 19.1% | 6.5%  | 2.0%          | 1.0%                | 4.2%   | 63.1%   | 29.7%    | 1.5%  | 0.2%  | 0.4%  |
|               | '14  | 20,162  | 32.6%         | 67.4% | 59.4%              | 12.2%       | 19.8% | 6.9%  | 1.8%          | 1.2%                | 4.9%   | 65.5%   | 26.4%    | 1.4%  | 0.2%  | 0.4%  |
|               | '13  | 13,256  | 30.8%         | 69.2% | 60.9%              | 11.5%       | 19.2% | 6.8%  | 1.6%          | 1.0%                | 5.6%   | 64.7%   | 25.1%    | 1.4%  | 0.1%  | 2.1%  |
| VA            | 2015 | 32,236  | 38.3%         | 61.7% | 70.0%              | 14.0%       | 9.4%  | 5.0%  | 1.6%          | 6.2%                | 18.2%  | 42.4%   | 20.6%    | 0.8%  | 0.9%  | 10.9% |
|               | '14  | 27,639  | 40.4%         | 59.6% | 70.5%              | 14.4%       | 9.2%  | 4.3%  | 1.6%          | 6.1%                | 20.2%  | 40.8%   | 19.4%    | 0.8%  | 1.0%  | 11.8% |
|               | '13  | 29,893  | 41.1%         | 58.9% | 70.3%              | 14.7%       | 9.3%  | 4.6%  | 1.1%          | 6.1%                | 20.7%  | 41.8%   | 17.9%    | 0.8%  | 1.0%  | 11.6% |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

|                |      |         | Work Location |       | Supervisory Status |             |       |      |               | Pay Category        |        |         |          |      |       |       |
|----------------|------|---------|---------------|-------|--------------------|-------------|-------|------|---------------|---------------------|--------|---------|----------|------|-------|-------|
|                |      |         | HQ            | Field | NonSupv            | Team Leader | Supv  | Mgr  | Senior Leader | Federal Wage System | GS 1-6 | GS 7-12 | GS 13-15 | SES  | SL/ST | Other |
| All Responses  | 2015 | 421,748 | 39.4%         | 60.6% | 65.4%              | 13.4%       | 13.1% | 6.1% | 2.0%          | 3.2%                | 5.6%   | 42.0%   | 41.0%    | 1.4% | 0.4%  | 6.5%  |
|                | '14  | 392,752 | 39.1%         | 60.9% | 65.5%              | 13.5%       | 13.2% | 5.9% | 1.9%          | 3.4%                | 6.0%   | 43.2%   | 39.4%    | 1.3% | 0.4%  | 6.3%  |
|                | '13  | 376,577 | 39.3%         | 60.7% | 66.2%              | 13.5%       | 12.7% | 6.1% | 1.5%          | 3.8%                | 6.4%   | 41.6%   | 39.0%    | 1.3% | 0.4%  | 7.6%  |
| DOD            | 2015 | 72,919  | 40.6%         | 59.4% | 60.5%              | 17.3%       | 14.0% | 6.3% | 1.9%          | 7.2%                | 7.8%   | 51.8%   | 30.3%    | 0.7% | 0.1%  | 2.1%  |
|                | '14  | 75,025  | 40.5%         | 59.5% | 60.8%              | 17.4%       | 14.1% | 6.1% | 1.6%          | 7.8%                | 8.8%   | 52.7%   | 27.6%    | 0.6% | 0.1%  | 2.4%  |
|                | '13  | 65,007  | 43.7%         | 56.3% | 61.3%              | 17.4%       | 13.5% | 6.9% | 0.8%          | 8.9%                | 8.6%   | 50.6%   | 28.0%    | 0.7% | 0.1%  | 3.1%  |
| USACE          | 2015 | 4,306   | 40.5%         | 59.5% | 62.6%              | 18.2%       | 12.4% | 4.8% | 2.0%          | 7.9%                | 4.0%   | 53.5%   | 31.0%    | 0.8% | 0.1%  | 2.7%  |
|                | '14  | 2,433   | 42.8%         | 57.2% | 63.2%              | 18.9%       | 11.4% | 4.9% | 1.7%          | 7.2%                | 3.8%   | 54.4%   | 31.1%    | 0.7% | 0.0%  | 2.8%  |
|                | '13  | 2,222   | 41.9%         | 58.1% | 62.5%              | 19.8%       | 12.2% | 4.9% | 0.5%          | 7.1%                | 4.5%   | 52.6%   | 32.5%    | 0.5% | 0.0%  | 2.8%  |
| Air Force      | 2015 | 18,776  | 29.0%         | 71.0% | 59.1%              | 16.9%       | 14.7% | 7.5% | 1.7%          | 12.2%               | 8.1%   | 55.8%   | 22.0%    | 0.4% | 0.1%  | 1.4%  |
|                | '14  | 19,168  | 28.1%         | 71.9% | 58.9%              | 17.1%       | 14.9% | 7.8% | 1.3%          | 12.7%               | 8.0%   | 57.5%   | 20.2%    | 0.3% | 0.1%  | 1.3%  |
|                | '13  | 12,129  | 34.1%         | 65.9% | 61.4%              | 16.4%       | 13.7% | 7.7% | 0.8%          | 14.6%               | 6.4%   | 53.2%   | 23.5%    | 0.5% | 0.1%  | 1.7%  |
| Army‡          | 2015 | 16,697  | 55.2%         | 44.8% | 62.5%              | 16.9%       | 13.3% | 5.3% | 2.0%          | 6.0%                | 10.2%  | 53.1%   | 27.8%    | 0.8% | 0.1%  | 2.0%  |
|                | '14  | 19,981  | 54.8%         | 45.2% | 63.3%              | 16.6%       | 13.5% | 4.9% | 1.6%          | 7.5%                | 10.9%  | 52.9%   | 26.0%    | 0.5% | 0.1%  | 2.2%  |
|                | '13  | 19,908  | 55.6%         | 44.4% | 63.1%              | 16.7%       | 13.4% | 6.3% | 0.6%          | 7.5%                | 9.8%   | 53.4%   | 26.1%    | 0.4% | 0.1%  | 2.7%  |
| Navy‡          | 2015 | 16,210  | 42.4%         | 57.6% | 57.1%              | 20.6%       | 13.8% | 6.4% | 2.1%          | 6.3%                | 7.3%   | 48.3%   | 33.3%    | 0.5% | 0.2%  | 4.1%  |
|                | '14  | 17,745  | 42.4%         | 57.6% | 56.9%              | 21.5%       | 13.7% | 5.9% | 1.9%          | 6.2%                | 8.3%   | 48.4%   | 31.7%    | 0.6% | 0.3%  | 4.5%  |
|                | '13  | 17,426  | 43.3%         | 56.7% | 58.1%              | 20.8%       | 13.4% | 6.9% | 0.8%          | 9.4%                | 7.5%   | 47.3%   | 29.4%    | 0.6% | 0.3%  | 5.4%  |
| Marine Corps   | 2015 | 1,681   | 57.9%         | 42.1% | 49.9%              | 18.3%       | 20.8% | 9.2% | 1.9%          | 6.9%                | 5.4%   | 54.1%   | 30.8%    | 0.3% | 0.0%  | 2.5%  |
|                | '14  | 1,716   | 55.9%         | 44.1% | 53.6%              | 19.3%       | 18.3% | 7.1% | 1.6%          | 6.8%                | 5.8%   | 55.6%   | 28.9%    | 0.4% | 0.0%  | 2.6%  |
|                | '13  | 2,092   | 56.6%         | 43.4% | 54.9%              | 19.0%       | 17.0% | 8.7% | 0.5%          | 8.6%                | 6.2%   | 56.1%   | 25.8%    | 0.3% | 0.0%  | 3.0%  |
| DOD 4th Estate | 2015 | 15,249  | 35.1%         | 64.9% | 64.0%              | 14.4%       | 13.9% | 6.0% | 1.7%          | 3.3%                | 6.6%   | 48.4%   | 39.6%    | 1.1% | 0.1%  | 0.9%  |
|                | '14  | 13,982  | 32.8%         | 67.2% | 65.1%              | 13.1%       | 14.3% | 5.8% | 1.7%          | 3.8%                | 8.8%   | 50.8%   | 34.0%    | 1.2% | 0.0%  | 1.4%  |
|                | '13  | 11,230  | 32.1%         | 67.9% | 64.2%              | 13.9%       | 13.0% | 7.3% | 1.6%          | 5.0%                | 11.8%  | 46.5%   | 33.5%    | 1.5% | 0.1%  | 1.6%  |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

## Report on Demographic Questions by Agency (Unweighted)

|               |      |         | Leaving |                |                           |                                |            | Retiring      |                       |                       |                 | Age Group    |       |       |       |       |             |
|---------------|------|---------|---------|----------------|---------------------------|--------------------------------|------------|---------------|-----------------------|-----------------------|-----------------|--------------|-------|-------|-------|-------|-------------|
|               |      |         | No      | Yes, to retire | Yes, to other job in Govt | Yes, to other job outside Govt | Yes, other | Within 1 year | Between 1 and 3 years | Between 3 and 5 years | 5 or more years | 25 and under | 26-29 | 30-39 | 40-49 | 50-59 | 60 or older |
| All Responses | 2015 | 421,748 | 66.5%   | 6.1%           | 18.5%                     | 4.0%                           | 4.9%       | 3.8%          | 10.2%                 | 11.1%                 | 75.0%           | 0.7%         | 3.0%  | 17.9% | 26.5% | 36.4% | 15.5%       |
|               | '14  | 392,752 | 65.8%   | 6.3%           | 18.6%                     | 4.3%                           | 4.9%       | 3.9%          | 10.1%                 | 11.0%                 | 75.1%           | 0.7%         | 3.3%  | 17.3% | 26.9% | 36.6% | 15.1%       |
|               | '13  | 376,577 | 68.4%   | 6.2%           | 16.3%                     | 4.5%                           | 4.7%       | 3.7%          | 10.0%                 | 10.6%                 | 75.7%           | 1.0%         | 3.8%  | 17.0% | 28.0% | 36.2% | 13.9%       |
| BBG           | 2015 | 1,102   | 70.2%   | 6.8%           | 13.1%                     | 5.0%                           | 5.0%       | 4.4%          | 9.9%                  | 11.5%                 | 74.2%           | 0.2%         | 1.1%  | 10.7% | 23.9% | 37.5% | 26.7%       |
|               | '14  | 1,051   | 69.7%   | 7.1%           | 12.8%                     | 5.5%                           | 4.9%       | 4.1%          | 9.9%                  | 9.8%                  | 76.2%           | 0.5%         | 1.0%  | 11.7% | 25.1% | 37.1% | 24.5%       |
|               | '13  | 1,156   | 73.6%   | 6.0%           | 11.2%                     | 4.4%                           | 4.9%       | 2.6%          | 10.6%                 | 11.3%                 | 75.5%           | 0.5%         | 1.5%  | 14.3% | 24.7% | 37.1% | 21.8%       |
| CSOSA         | 2015 | 648     | 58.1%   | 3.7%           | 33.1%                     | 1.3%                           | 3.9%       | 2.4%          | 6.3%                  | 7.9%                  | 83.3%           | 0.2%         | 2.8%  | 31.0% | 36.9% | 21.0% | 8.2%        |
|               | '14  | 722     | 57.0%   | 3.5%           | 33.1%                     | 1.8%                           | 4.5%       | 2.4%          | 5.4%                  | 5.4%                  | 86.7%           | 0.1%         | 5.4%  | 33.9% | 33.8% | 20.4% | 6.4%        |
|               | '13  | 714     | 61.3%   | 2.9%           | 30.0%                     | 2.4%                           | 3.4%       | 1.6%          | 4.0%                  | 7.5%                  | 86.9%           | 0.7%         | 6.7%  | 34.7% | 32.4% | 20.5% | 4.9%        |
| DHS           | 2015 | 43,090  | 59.7%   | 4.8%           | 25.4%                     | 4.4%                           | 5.6%       | 3.1%          | 8.5%                  | 10.2%                 | 78.2%           | 0.9%         | 3.6%  | 22.5% | 31.7% | 30.3% | 11.0%       |
|               | '14  | 42,798  | 59.7%   | 4.7%           | 25.7%                     | 4.4%                           | 5.6%       | 3.0%          | 7.8%                  | 9.8%                  | 79.3%           | 1.0%         | 3.8%  | 22.6% | 31.9% | 30.0% | 10.7%       |
|               | '13  | 39,090  | 62.3%   | 4.5%           | 23.4%                     | 4.4%                           | 5.5%       | 2.8%          | 7.4%                  | 9.1%                  | 80.6%           | 1.4%         | 4.6%  | 22.5% | 31.8% | 29.3% | 10.4%       |
| DOC           | 2015 | 10,129  | 71.3%   | 4.3%           | 15.7%                     | 4.1%                           | 4.6%       | 2.6%          | 7.7%                  | 8.7%                  | 81.1%           | 1.1%         | 4.3%  | 21.6% | 26.9% | 31.4% | 14.6%       |
|               | '14  | 9,892   | 72.2%   | 4.7%           | 14.7%                     | 4.3%                           | 4.0%       | 3.0%          | 7.1%                  | 8.0%                  | 81.8%           | 1.0%         | 4.7%  | 20.8% | 27.1% | 32.2% | 14.2%       |
|               | '13  | 9,447   | 74.0%   | 4.2%           | 13.3%                     | 4.6%                           | 4.0%       | 2.2%          | 7.2%                  | 8.1%                  | 82.4%           | 1.7%         | 5.9%  | 20.9% | 27.7% | 30.8% | 13.0%       |
| DOE           | 2015 | 8,469   | 64.7%   | 6.8%           | 17.3%                     | 6.0%                           | 5.2%       | 4.3%          | 11.3%                 | 12.1%                 | 72.3%           | 0.5%         | 2.7%  | 17.7% | 24.6% | 38.3% | 16.1%       |
|               | '14  | 6,515   | 62.0%   | 7.8%           | 17.5%                     | 6.7%                           | 6.0%       | 4.6%          | 11.5%                 | 11.9%                 | 71.9%           | 0.6%         | 3.1%  | 16.5% | 24.5% | 39.6% | 15.6%       |
|               | '13  | 6,707   | 66.4%   | 6.2%           | 15.5%                     | 6.8%                           | 5.0%       | 4.0%          | 11.3%                 | 11.3%                 | 73.4%           | 1.2%         | 3.7%  | 16.6% | 25.3% | 38.2% | 15.0%       |
| DOI           | 2015 | 26,366  | 65.7%   | 6.7%           | 18.9%                     | 3.8%                           | 4.9%       | 4.2%          | 11.0%                 | 11.7%                 | 73.1%           | 0.8%         | 3.0%  | 17.2% | 26.4% | 36.3% | 16.2%       |
|               | '14  | 18,384  | 63.6%   | 7.9%           | 18.8%                     | 4.6%                           | 5.1%       | 5.1%          | 11.2%                 | 12.0%                 | 71.7%           | 0.9%         | 3.1%  | 16.4% | 25.7% | 37.8% | 16.1%       |
|               | '13  | 18,396  | 66.6%   | 7.3%           | 16.5%                     | 4.7%                           | 4.9%       | 4.3%          | 11.8%                 | 11.5%                 | 72.4%           | 1.1%         | 3.4%  | 16.4% | 26.6% | 38.4% | 14.2%       |
| DOJ           | 2015 | 20,218  | 73.3%   | 6.1%           | 13.4%                     | 3.7%                           | 3.5%       | 4.0%          | 10.1%                 | 11.3%                 | 74.6%           | 0.7%         | 3.4%  | 21.7% | 36.5% | 29.1% | 8.5%        |
|               | '14  | 17,213  | 71.7%   | 6.6%           | 14.1%                     | 3.9%                           | 3.6%       | 4.0%          | 10.4%                 | 11.2%                 | 74.4%           | 0.7%         | 3.3%  | 22.3% | 37.0% | 29.1% | 7.8%        |
|               | '13  | 17,004  | 74.0%   | 5.7%           | 12.5%                     | 4.2%                           | 3.6%       | 3.5%          | 9.9%                  | 10.3%                 | 76.2%           | 1.0%         | 4.0%  | 23.5% | 37.9% | 27.3% | 6.3%        |
| DOL           | 2015 | 11,359  | 66.6%   | 5.8%           | 19.4%                     | 3.7%                           | 4.5%       | 3.8%          | 9.3%                  | 10.0%                 | 77.0%           | 0.7%         | 4.0%  | 20.2% | 25.4% | 32.7% | 17.0%       |
|               | '14  | 10,953  | 64.7%   | 5.9%           | 20.2%                     | 4.6%                           | 4.6%       | 3.6%          | 9.9%                  | 9.3%                  | 77.2%           | 0.6%         | 4.6%  | 19.4% | 25.8% | 32.6% | 17.0%       |
|               | '13  | 5,205   | 62.6%   | 6.7%           | 20.5%                     | 5.3%                           | 4.9%       | 4.1%          | 10.3%                 | 10.5%                 | 75.1%           | 1.1%         | 4.7%  | 18.2% | 25.8% | 33.2% | 17.1%       |
| DOT           | 2015 | 15,598  | 69.8%   | 6.4%           | 15.8%                     | 4.0%                           | 4.1%       | 4.0%          | 11.0%                 | 12.0%                 | 73.0%           | 0.4%         | 2.1%  | 12.7% | 24.6% | 41.1% | 19.1%       |
|               | '14  | 11,673  | 68.3%   | 6.9%           | 16.0%                     | 4.3%                           | 4.5%       | 4.5%          | 10.9%                 | 12.2%                 | 72.4%           | 0.5%         | 2.3%  | 12.6% | 25.8% | 40.9% | 17.9%       |
|               | '13  | 23,204  | 71.9%   | 7.1%           | 12.4%                     | 4.5%                           | 4.2%       | 4.2%          | 11.1%                 | 11.6%                 | 73.1%           | 0.7%         | 2.4%  | 12.7% | 28.0% | 40.6% | 15.6%       |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

| Agency        | Year | Number of Respondents | Leaving |                |                           |                                |            | Retiring      |                       |                       |                 | Age Group    |       |       |       |       |             |
|---------------|------|-----------------------|---------|----------------|---------------------------|--------------------------------|------------|---------------|-----------------------|-----------------------|-----------------|--------------|-------|-------|-------|-------|-------------|
|               |      |                       | No      | Yes, to retire | Yes, to other job in Govt | Yes, to other job outside Govt | Yes, other | Within 1 year | Between 1 and 3 years | Between 3 and 5 years | 5 or more years | 25 and under | 26-29 | 30-39 | 40-49 | 50-59 | 60 or older |
| All Responses | 2015 | 421,748               | 66.5%   | 6.1%           | 18.5%                     | 4.0%                           | 4.9%       | 3.8%          | 10.2%                 | 11.1%                 | 75.0%           | 0.7%         | 3.0%  | 17.9% | 26.5% | 36.4% | 15.5%       |
|               | '14  | 392,752               | 65.8%   | 6.3%           | 18.6%                     | 4.3%                           | 4.9%       | 3.9%          | 10.1%                 | 11.0%                 | 75.1%           | 0.7%         | 3.3%  | 17.3% | 26.9% | 36.6% | 15.1%       |
|               | '13  | 376,577               | 68.4%   | 6.2%           | 16.3%                     | 4.5%                           | 4.7%       | 3.7%          | 10.0%                 | 10.6%                 | 75.7%           | 1.0%         | 3.8%  | 17.0% | 28.0% | 36.2% | 13.9%       |
| Educ          | 2015 | 2,701                 | 64.9%   | 5.6%           | 19.8%                     | 4.5%                           | 5.2%       | 2.9%          | 10.5%                 | 9.7%                  | 76.8%           | 0.6%         | 3.6%  | 19.5% | 28.8% | 30.4% | 17.1%       |
|               | '14  | 2,415                 | 64.2%   | 5.8%           | 20.7%                     | 4.8%                           | 4.5%       | 3.4%          | 9.2%                  | 10.3%                 | 77.0%           | 1.0%         | 3.8%  | 18.7% | 29.0% | 30.0% | 17.4%       |
|               | '13  | 2,658                 | 65.2%   | 4.7%           | 19.8%                     | 5.1%                           | 5.2%       | 2.4%          | 9.1%                  | 9.5%                  | 79.0%           | 1.1%         | 5.2%  | 19.5% | 29.3% | 29.6% | 15.3%       |
| EEOC          | 2015 | 1,247                 | 64.7%   | 7.2%           | 20.7%                     | 2.5%                           | 4.9%       | 4.4%          | 9.0%                  | 11.5%                 | 75.1%           | 0.6%         | 1.8%  | 16.8% | 26.9% | 34.8% | 19.2%       |
|               | '14  | 1,129                 | 63.0%   | 7.5%           | 21.3%                     | 3.2%                           | 5.0%       | 5.0%          | 10.7%                 | 10.1%                 | 74.1%           | 0.0%         | 1.1%  | 15.3% | 26.8% | 35.5% | 21.3%       |
|               | '13  | 1,180                 | 63.7%   | 7.3%           | 19.3%                     | 5.2%                           | 4.5%       | 3.6%          | 11.9%                 | 10.1%                 | 74.3%           | 0.2%         | 1.8%  | 16.2% | 26.3% | 34.9% | 20.6%       |
| EPA           | 2015 | 4,456                 | 69.5%   | 5.9%           | 15.9%                     | 4.8%                           | 3.9%       | 3.7%          | 10.1%                 | 11.4%                 | 74.8%           | 0.2%         | 1.9%  | 16.5% | 25.1% | 40.0% | 16.2%       |
|               | '14  | 3,863                 | 69.0%   | 6.2%           | 15.5%                     | 5.1%                           | 4.2%       | 3.5%          | 10.5%                 | 10.8%                 | 75.2%           | 0.5%         | 2.7%  | 17.1% | 24.3% | 39.8% | 15.7%       |
|               | '13  | 3,924                 | 72.3%   | 6.2%           | 12.6%                     | 4.9%                           | 4.0%       | 3.1%          | 10.4%                 | 10.5%                 | 76.0%           | 0.9%         | 3.3%  | 16.7% | 26.2% | 37.7% | 15.2%       |
| FCC           | 2015 | 573                   | 69.3%   | 7.6%           | 12.8%                     | 4.8%                           | 5.4%       | 6.1%          | 10.3%                 | 10.3%                 | 73.4%           | 0.5%         | 1.7%  | 15.5% | 24.8% | 35.6% | 21.8%       |
|               | '14  | 702                   | 74.1%   | 7.7%           | 11.3%                     | 3.6%                           | 3.2%       | 4.9%          | 12.6%                 | 9.0%                  | 73.5%           | 0.4%         | 2.0%  | 14.4% | 26.2% | 36.6% | 20.4%       |
|               | '13  | 814                   | 73.9%   | 7.9%           | 10.1%                     | 4.1%                           | 4.0%       | 4.3%          | 11.7%                 | 9.9%                  | 74.1%           | 1.2%         | 3.2%  | 13.1% | 28.1% | 33.6% | 20.8%       |
| FERC          | 2015 | 996                   | 72.7%   | 3.2%           | 10.7%                     | 9.1%                           | 4.2%       | 2.3%          | 8.4%                  | 8.7%                  | 80.5%           | 1.4%         | 7.8%  | 29.8% | 20.4% | 24.1% | 16.5%       |
|               | '14  | 896                   | 70.8%   | 3.4%           | 14.0%                     | 8.6%                           | 3.2%       | 2.1%          | 7.0%                  | 11.0%                 | 79.9%           | 1.9%         | 8.4%  | 29.0% | 20.0% | 25.3% | 15.4%       |
|               | '13  | 893                   | 66.9%   | 4.7%           | 12.2%                     | 10.3%                          | 5.9%       | 2.7%          | 7.7%                  | 10.0%                 | 79.6%           | 2.7%         | 10.5% | 25.1% | 21.2% | 25.8% | 14.8%       |
| FTC           | 2015 | 626                   | 66.2%   | 3.4%           | 15.3%                     | 9.6%                           | 5.5%       | 2.0%          | 5.4%                  | 6.6%                  | 85.9%           | 0.6%         | 4.2%  | 28.0% | 28.8% | 27.3% | 11.2%       |
|               | '14  | 518                   | 67.6%   | 3.7%           | 14.7%                     | 9.5%                           | 4.5%       | 2.7%          | 5.3%                  | 7.4%                  | 84.6%           | 1.0%         | 4.6%  | 27.6% | 28.0% | 26.4% | 12.4%       |
|               | '13  | 565                   | 66.2%   | 4.1%           | 15.0%                     | 9.1%                           | 5.7%       | 2.4%          | 6.7%                  | 6.3%                  | 84.6%           | 1.5%         | 4.9%  | 27.7% | 28.9% | 24.7% | 12.3%       |
| GSA           | 2015 | 7,874                 | 68.5%   | 5.8%           | 18.1%                     | 3.2%                           | 4.3%       | 3.6%          | 9.5%                  | 9.7%                  | 77.2%           | 0.9%         | 4.8%  | 20.9% | 24.6% | 34.0% | 14.8%       |
|               | '14  | 8,567                 | 68.6%   | 5.4%           | 18.3%                     | 3.2%                           | 4.5%       | 3.1%          | 9.4%                  | 10.6%                 | 76.9%           | 1.3%         | 5.3%  | 19.4% | 25.7% | 33.7% | 14.7%       |
|               | '13  | 8,429                 | 69.8%   | 5.1%           | 17.1%                     | 3.6%                           | 4.3%       | 3.1%          | 9.1%                  | 9.8%                  | 78.0%           | 1.8%         | 6.3%  | 19.1% | 26.8% | 32.8% | 13.3%       |
| HHS           | 2015 | 36,772                | 68.4%   | 4.5%           | 18.4%                     | 4.1%                           | 4.7%       | 2.9%          | 7.7%                  | 9.2%                  | 80.2%           | 0.9%         | 3.4%  | 20.4% | 28.0% | 31.2% | 16.3%       |
|               | '14  | 32,806                | 66.8%   | 4.9%           | 18.8%                     | 4.4%                           | 5.0%       | 3.0%          | 8.3%                  | 9.3%                  | 79.4%           | 0.8%         | 3.4%  | 19.3% | 27.7% | 32.1% | 16.7%       |
|               | '13  | 32,329                | 69.3%   | 4.9%           | 17.4%                     | 4.0%                           | 4.4%       | 3.0%          | 8.2%                  | 9.0%                  | 79.8%           | 0.9%         | 3.6%  | 19.1% | 28.7% | 32.8% | 14.9%       |
| HUD           | 2015 | 5,404                 | 62.0%   | 8.2%           | 21.0%                     | 4.3%                           | 4.5%       | 5.2%          | 11.8%                 | 12.1%                 | 70.9%           | 0.8%         | 2.7%  | 14.8% | 22.7% | 36.3% | 22.7%       |
|               | '14  | 3,890                 | 58.7%   | 8.5%           | 22.6%                     | 4.9%                           | 5.3%       | 5.0%          | 12.8%                 | 12.2%                 | 70.0%           | 0.5%         | 2.9%  | 14.3% | 21.7% | 36.9% | 23.7%       |
|               | '13  | 3,741                 | 61.3%   | 8.1%           | 19.4%                     | 5.5%                           | 5.7%       | 5.3%          | 12.1%                 | 11.7%                 | 71.0%           | 0.6%         | 3.7%  | 13.4% | 23.3% | 37.5% | 21.5%       |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

| Agency        | Year | Number of Respondents | Leaving |                |                           |                                |            | Retiring      |                       |                       |                 | Age Group    |       |       |       |       |             |
|---------------|------|-----------------------|---------|----------------|---------------------------|--------------------------------|------------|---------------|-----------------------|-----------------------|-----------------|--------------|-------|-------|-------|-------|-------------|
|               |      |                       | No      | Yes, to retire | Yes, to other job in Govt | Yes, to other job outside Govt | Yes, other | Within 1 year | Between 1 and 3 years | Between 3 and 5 years | 5 or more years | 25 and under | 26-29 | 30-39 | 40-49 | 50-59 | 60 or older |
| All Responses | 2015 | 421,748               | 66.5%   | 6.1%           | 18.5%                     | 4.0%                           | 4.9%       | 3.8%          | 10.2%                 | 11.1%                 | 75.0%           | 0.7%         | 3.0%  | 17.9% | 26.5% | 36.4% | 15.5%       |
|               | '14  | 392,752               | 65.8%   | 6.3%           | 18.6%                     | 4.3%                           | 4.9%       | 3.9%          | 10.1%                 | 11.0%                 | 75.1%           | 0.7%         | 3.3%  | 17.3% | 26.9% | 36.6% | 15.1%       |
|               | '13  | 376,577               | 68.4%   | 6.2%           | 16.3%                     | 4.5%                           | 4.7%       | 3.7%          | 10.0%                 | 10.6%                 | 75.7%           | 1.0%         | 3.8%  | 17.0% | 28.0% | 36.2% | 13.9%       |
| NARA          | 2015 | 1,721                 | 66.9%   | 4.4%           | 19.8%                     | 3.5%                           | 5.4%       | 2.6%          | 7.5%                  | 7.9%                  | 82.0%           | 0.7%         | 4.8%  | 19.2% | 26.6% | 32.7% | 16.0%       |
|               | '14  | 1,686                 | 61.1%   | 6.1%           | 22.2%                     | 5.0%                           | 5.6%       | 4.0%          | 8.1%                  | 8.1%                  | 79.8%           | 0.8%         | 5.0%  | 19.3% | 26.3% | 31.9% | 16.8%       |
|               | '13  | 1,617                 | 64.8%   | 5.0%           | 19.7%                     | 5.3%                           | 5.2%       | 3.3%          | 7.4%                  | 9.0%                  | 80.3%           | 1.2%         | 5.2%  | 19.9% | 28.5% | 30.3% | 14.9%       |
| NASA          | 2015 | 9,936                 | 78.1%   | 6.0%           | 8.4%                      | 3.8%                           | 3.8%       | 3.3%          | 10.2%                 | 12.2%                 | 74.3%           | 1.4%         | 3.4%  | 14.6% | 23.3% | 43.5% | 13.7%       |
|               | '14  | 9,430                 | 77.7%   | 5.5%           | 8.8%                      | 4.1%                           | 3.9%       | 3.3%          | 10.1%                 | 11.6%                 | 75.0%           | 1.4%         | 3.6%  | 14.5% | 25.0% | 42.2% | 13.4%       |
|               | '13  | 9,985                 | 78.3%   | 5.3%           | 8.3%                      | 4.2%                           | 3.9%       | 2.9%          | 9.7%                  | 11.3%                 | 76.1%           | 1.5%         | 3.5%  | 13.6% | 27.8% | 41.5% | 12.2%       |
| NCUA          | 2015 | 777                   | 77.3%   | 3.2%           | 10.9%                     | 3.9%                           | 4.7%       | 1.9%          | 7.5%                  | 9.1%                  | 81.6%           | 0.4%         | 5.9%  | 21.8% | 28.4% | 34.2% | 9.3%        |
|               | '14  | 809                   | 78.8%   | 2.8%           | 10.3%                     | 3.7%                           | 4.3%       | 1.7%          | 6.8%                  | 9.0%                  | 82.6%           | 1.0%         | 7.5%  | 20.3% | 28.2% | 34.6% | 8.4%        |
|               | '13  | 799                   | 74.6%   | 3.5%           | 11.9%                     | 5.4%                           | 4.6%       | 2.6%          | 5.8%                  | 8.7%                  | 82.9%           | 3.0%         | 7.4%  | 20.2% | 31.1% | 31.3% | 7.0%        |
| NLRB          | 2015 | 902                   | 71.8%   | 5.9%           | 12.1%                     | 4.4%                           | 5.7%       | 3.1%          | 12.0%                 | 10.6%                 | 74.3%           | 1.0%         | 4.7%  | 22.3% | 23.2% | 28.8% | 20.1%       |
|               | '14  | 696                   | 68.3%   | 8.0%           | 14.1%                     | 5.0%                           | 4.6%       | 4.0%          | 11.5%                 | 11.5%                 | 73.0%           | 0.7%         | 6.8%  | 20.1% | 23.0% | 30.5% | 19.0%       |
|               | '13  | 726                   | 69.4%   | 8.8%           | 13.0%                     | 5.1%                           | 3.7%       | 5.1%          | 12.3%                 | 11.0%                 | 71.6%           | 2.3%         | 5.9%  | 18.0% | 22.9% | 31.5% | 19.4%       |
| NRC           | 2015 | 2,675                 | 74.6%   | 5.8%           | 10.4%                     | 4.7%                           | 4.5%       | 3.8%          | 10.2%                 | 10.3%                 | 75.7%           | 1.2%         | 3.8%  | 20.6% | 20.6% | 34.6% | 19.2%       |
|               | '14  | 2,467                 | 74.2%   | 5.7%           | 11.1%                     | 4.6%                           | 4.5%       | 3.6%          | 10.1%                 | 10.3%                 | 76.0%           | 1.0%         | 5.0%  | 19.0% | 21.6% | 34.7% | 18.8%       |
|               | '13  | 2,509                 | 78.2%   | 5.1%           | 8.6%                      | 4.9%                           | 3.2%       | 3.2%          | 9.5%                  | 10.5%                 | 76.8%           | 1.2%         | 4.8%  | 19.3% | 21.1% | 36.7% | 16.8%       |
| NSF           | 2015 | 900                   | 64.9%   | 4.8%           | 20.8%                     | 5.0%                           | 4.5%       | 3.4%          | 11.6%                 | 12.8%                 | 72.2%           | 0.9%         | 4.0%  | 13.8% | 24.2% | 33.9% | 23.2%       |
|               | '14  | 917                   | 64.4%   | 5.8%           | 19.5%                     | 4.5%                           | 5.7%       | 4.1%          | 11.9%                 | 11.3%                 | 72.7%           | 1.2%         | 4.0%  | 13.2% | 27.2% | 32.0% | 22.5%       |
|               | '13  | 888                   | 64.9%   | 6.4%           | 18.5%                     | 5.3%                           | 5.0%       | 3.7%          | 11.3%                 | 10.5%                 | 74.5%           | 1.6%         | 2.6%  | 12.5% | 29.5% | 32.7% | 21.1%       |
| OMB           | 2015 | 305                   | 65.3%   | 2.7%           | 17.2%                     | 9.4%                           | 5.4%       | 1.7%          | 4.1%                  | 5.1%                  | 89.1%           | 1.0%         | 8.2%  | 42.3% | 24.6% | 16.4% | 7.5%        |
|               | '14  | 304                   | 58.7%   | 2.7%           | 20.8%                     | 13.0%                          | 4.8%       | 2.4%          | 5.8%                  | 5.2%                  | 86.6%           | 0.0%         | 7.6%  | 43.8% | 23.0% | 16.4% | 9.2%        |
|               | '13  | 314                   | 55.6%   | 2.0%           | 20.2%                     | 16.2%                          | 6.1%       | 1.0%          | 4.1%                  | 2.7%                  | 92.2%           | 0.0%         | 15.4% | 42.5% | 20.9% | 15.8% | 5.5%        |
| OPM           | 2015 | 3,378                 | 69.2%   | 5.1%           | 19.8%                     | 2.3%                           | 3.5%       | 3.5%          | 8.4%                  | 8.4%                  | 79.7%           | 0.9%         | 4.1%  | 25.5% | 26.3% | 33.0% | 10.3%       |
|               | '14  | 3,596                 | 68.5%   | 4.4%           | 21.0%                     | 2.2%                           | 3.9%       | 2.7%          | 7.6%                  | 8.5%                  | 81.2%           | 1.1%         | 5.0%  | 25.4% | 26.9% | 31.6% | 10.0%       |
|               | '13  | 2,929                 | 70.8%   | 6.0%           | 17.6%                     | 2.2%                           | 3.4%       | 3.7%          | 8.5%                  | 8.2%                  | 79.6%           | 0.8%         | 6.1%  | 23.3% | 27.1% | 32.0% | 10.7%       |
| PBGC          | 2015 | 630                   | 62.9%   | 5.9%           | 21.0%                     | 3.6%                           | 6.6%       | 4.3%          | 8.5%                  | 8.0%                  | 79.2%           | 1.0%         | 4.8%  | 14.4% | 32.4% | 31.6% | 15.9%       |
|               | '14  | 481                   | 61.9%   | 5.0%           | 23.9%                     | 4.3%                           | 5.0%       | 2.3%          | 9.6%                  | 9.2%                  | 78.9%           | 2.1%         | 4.2%  | 15.4% | 27.9% | 35.8% | 14.8%       |
|               | '13  | 401                   | 61.4%   | 5.5%           | 21.6%                     | 4.7%                           | 6.8%       | 3.4%          | 9.2%                  | 8.1%                  | 79.3%           | 2.5%         | 3.9%  | 17.5% | 26.8% | 36.1% | 13.2%       |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

| Agency        | Year | Number of Respondents | Leaving |                |                           |                                |            | Retiring      |                       |                       |                 | Age Group    |       |       |       |       |             |
|---------------|------|-----------------------|---------|----------------|---------------------------|--------------------------------|------------|---------------|-----------------------|-----------------------|-----------------|--------------|-------|-------|-------|-------|-------------|
|               |      |                       | No      | Yes, to retire | Yes, to other job in Govt | Yes, to other job outside Govt | Yes, other | Within 1 year | Between 1 and 3 years | Between 3 and 5 years | 5 or more years | 25 and under | 26-29 | 30-39 | 40-49 | 50-59 | 60 or older |
| All Responses | 2015 | 421,748               | 66.5%   | 6.1%           | 18.5%                     | 4.0%                           | 4.9%       | 3.8%          | 10.2%                 | 11.1%                 | 75.0%           | 0.7%         | 3.0%  | 17.9% | 26.5% | 36.4% | 15.5%       |
|               | '14  | 392,752               | 65.8%   | 6.3%           | 18.6%                     | 4.3%                           | 4.9%       | 3.9%          | 10.1%                 | 11.0%                 | 75.1%           | 0.7%         | 3.3%  | 17.3% | 26.9% | 36.6% | 15.1%       |
|               | '13  | 376,577               | 68.4%   | 6.2%           | 16.3%                     | 4.5%                           | 4.7%       | 3.7%          | 10.0%                 | 10.6%                 | 75.7%           | 1.0%         | 3.8%  | 17.0% | 28.0% | 36.2% | 13.9%       |
| RRB           | 2015 | 481                   | 76.1%   | 8.6%           | 11.2%                     | 2.4%                           | 1.7%       | 5.2%          | 13.0%                 | 13.4%                 | 68.4%           | 0.0%         | 2.7%  | 13.3% | 24.1% | 39.9% | 20.0%       |
|               | '14  | 526                   | 70.6%   | 11.9%          | 12.8%                     | 1.6%                           | 3.1%       | 6.7%          | 16.2%                 | 10.4%                 | 66.7%           | 0.6%         | 2.5%  | 12.4% | 26.0% | 37.6% | 20.9%       |
|               | '13  | 610                   | 76.6%   | 10.7%          | 8.6%                      | 1.5%                           | 2.6%       | 6.3%          | 16.2%                 | 11.7%                 | 65.9%           | 0.7%         | 3.1%  | 9.7%  | 27.7% | 39.3% | 19.4%       |
| SBA           | 2015 | 1,303                 | 61.6%   | 6.0%           | 23.3%                     | 3.9%                           | 5.3%       | 4.0%          | 11.3%                 | 12.0%                 | 72.7%           | 0.4%         | 3.0%  | 13.1% | 24.9% | 36.1% | 22.4%       |
|               | '14  | 1,395                 | 63.4%   | 7.9%           | 20.8%                     | 4.1%                           | 3.7%       | 4.4%          | 11.7%                 | 11.3%                 | 72.6%           | 0.5%         | 3.6%  | 13.5% | 23.1% | 36.6% | 22.8%       |
|               | '13  | 1,511                 | 68.4%   | 7.7%           | 16.7%                     | 3.7%                           | 3.5%       | 5.0%          | 11.5%                 | 12.7%                 | 70.8%           | 0.8%         | 3.1%  | 12.3% | 25.0% | 36.0% | 22.9%       |
| SEC           | 2015 | 1,921                 | 78.5%   | 2.2%           | 7.2%                      | 8.0%                           | 4.1%       | 1.2%          | 5.4%                  | 6.5%                  | 87.0%           | 0.1%         | 1.8%  | 24.5% | 36.7% | 27.2% | 9.7%        |
|               | '14  | 2,472                 | 75.6%   | 2.8%           | 8.7%                      | 8.0%                           | 4.8%       | 1.3%          | 4.4%                  | 6.8%                  | 87.5%           | 0.1%         | 1.7%  | 26.7% | 34.9% | 26.9% | 9.7%        |
|               | '13  | 2,422                 | 73.3%   | 2.5%           | 10.2%                     | 9.1%                           | 4.8%       | 1.3%          | 4.8%                  | 6.8%                  | 87.1%           | 0.2%         | 2.2%  | 28.6% | 35.6% | 25.5% | 8.0%        |
| SSA           | 2015 | 10,527                | 74.7%   | 6.8%           | 12.3%                     | 2.8%                           | 3.5%       | 3.9%          | 9.6%                  | 8.6%                  | 77.9%           | 0.7%         | 3.9%  | 26.0% | 27.7% | 27.0% | 14.7%       |
|               | '14  | 9,540                 | 73.5%   | 7.8%           | 11.9%                     | 2.8%                           | 3.9%       | 4.6%          | 10.7%                 | 9.9%                  | 74.8%           | 0.2%         | 4.1%  | 23.5% | 26.5% | 29.7% | 16.0%       |
|               | '13  | 8,345                 | 73.9%   | 7.3%           | 11.9%                     | 3.2%                           | 3.7%       | 4.0%          | 10.7%                 | 9.5%                  | 75.7%           | 0.6%         | 5.4%  | 24.6% | 26.9% | 28.7% | 13.9%       |
| State         | 2015 | 4,060                 | 70.4%   | 7.1%           | 11.4%                     | 6.4%                           | 4.6%       | 4.3%          | 11.0%                 | 12.1%                 | 72.5%           | 0.5%         | 4.3%  | 23.7% | 26.4% | 32.6% | 12.5%       |
|               | '14  | 3,776                 | 72.3%   | 6.6%           | 11.5%                     | 5.4%                           | 4.3%       | 4.3%          | 10.3%                 | 11.5%                 | 73.9%           | 0.4%         | 4.5%  | 23.6% | 27.7% | 31.7% | 12.0%       |
|               | '13  | 2,551                 | 72.9%   | 5.5%           | 12.0%                     | 6.0%                           | 3.6%       | 3.9%          | 9.0%                  | 9.1%                  | 78.0%           | 0.6%         | 4.1%  | 24.1% | 29.3% | 30.2% | 11.6%       |
| Treas         | 2015 | 51,700                | 72.1%   | 7.9%           | 12.5%                     | 3.5%                           | 4.0%       | 4.7%          | 13.0%                 | 12.9%                 | 69.4%           | 0.4%         | 2.2%  | 14.8% | 24.0% | 41.2% | 17.4%       |
|               | '14  | 51,038                | 72.8%   | 7.7%           | 12.6%                     | 3.3%                           | 3.7%       | 4.6%          | 12.5%                 | 12.7%                 | 70.2%           | 0.5%         | 2.6%  | 14.4% | 25.1% | 40.4% | 16.9%       |
|               | '13  | 50,010                | 74.4%   | 7.3%           | 10.5%                     | 4.0%                           | 3.8%       | 4.4%          | 11.9%                 | 11.8%                 | 71.8%           | 0.9%         | 3.3%  | 14.4% | 27.5% | 39.0% | 14.8%       |
| USAID         | 2015 | 2,004                 | 64.7%   | 4.6%           | 15.4%                     | 8.9%                           | 6.4%       | 2.7%          | 7.2%                  | 8.5%                  | 81.7%           | 0.6%         | 2.4%  | 30.6% | 29.7% | 25.4% | 11.3%       |
|               | '14  | 2,045                 | 62.1%   | 4.3%           | 14.9%                     | 10.3%                          | 8.3%       | 3.2%          | 6.1%                  | 8.1%                  | 82.5%           | 0.5%         | 3.0%  | 31.8% | 29.2% | 24.7% | 10.7%       |
|               | '13  | 2,266                 | 66.5%   | 4.4%           | 14.5%                     | 8.1%                           | 6.5%       | 3.5%          | 7.3%                  | 6.8%                  | 82.4%           | 1.0%         | 4.0%  | 30.9% | 28.7% | 24.8% | 10.7%       |
| USDA          | 2015 | 20,624                | 68.5%   | 6.9%           | 16.3%                     | 3.8%                           | 4.6%       | 4.2%          | 12.0%                 | 12.6%                 | 71.2%           | 0.7%         | 2.5%  | 16.4% | 24.6% | 38.6% | 17.2%       |
|               | '14  | 20,162                | 67.7%   | 7.2%           | 15.5%                     | 4.6%                           | 5.0%       | 4.3%          | 11.6%                 | 12.3%                 | 71.8%           | 0.8%         | 2.9%  | 16.3% | 25.0% | 39.6% | 15.4%       |
|               | '13  | 13,256                | 69.8%   | 6.8%           | 14.0%                     | 5.0%                           | 4.4%       | 3.8%          | 11.6%                 | 12.5%                 | 72.2%           | 1.0%         | 3.0%  | 15.6% | 25.6% | 40.9% | 14.0%       |
| VA            | 2015 | 32,236                | 64.8%   | 5.8%           | 18.2%                     | 4.5%                           | 6.7%       | 3.6%          | 9.6%                  | 10.7%                 | 76.1%           | 0.4%         | 2.5%  | 16.5% | 25.4% | 36.9% | 18.3%       |
|               | '14  | 27,639                | 65.7%   | 5.8%           | 17.4%                     | 4.8%                           | 6.2%       | 3.6%          | 9.5%                  | 11.0%                 | 75.8%           | 0.6%         | 2.9%  | 15.5% | 25.2% | 37.3% | 18.6%       |
|               | '13  | 29,893                | 68.7%   | 5.9%           | 15.1%                     | 4.5%                           | 5.8%       | 3.4%          | 9.6%                  | 10.8%                 | 76.2%           | 0.6%         | 3.3%  | 15.6% | 25.8% | 37.6% | 17.0%       |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.



## Report on Demographic Questions by Agency (Unweighted)

| Agency         | Year | Number of Respondents | Leaving |                |                           |                                |            | Retiring      |                       |                       |                 | Age Group    |       |       |       |       |             |
|----------------|------|-----------------------|---------|----------------|---------------------------|--------------------------------|------------|---------------|-----------------------|-----------------------|-----------------|--------------|-------|-------|-------|-------|-------------|
|                |      |                       | No      | Yes, to retire | Yes, to other job in Govt | Yes, to other job outside Govt | Yes, other | Within 1 year | Between 1 and 3 years | Between 3 and 5 years | 5 or more years | 25 and under | 26-29 | 30-39 | 40-49 | 50-59 | 60 or older |
| All Responses  | 2015 | 421,748               | 66.5%   | 6.1%           | 18.5%                     | 4.0%                           | 4.9%       | 3.8%          | 10.2%                 | 11.1%                 | 75.0%           | 0.7%         | 3.0%  | 17.9% | 26.5% | 36.4% | 15.5%       |
|                | '14  | 392,752               | 65.8%   | 6.3%           | 18.6%                     | 4.3%                           | 4.9%       | 3.9%          | 10.1%                 | 11.0%                 | 75.1%           | 0.7%         | 3.3%  | 17.3% | 26.9% | 36.6% | 15.1%       |
|                | '13  | 376,577               | 68.4%   | 6.2%           | 16.3%                     | 4.5%                           | 4.7%       | 3.7%          | 10.0%                 | 10.6%                 | 75.7%           | 1.0%         | 3.8%  | 17.0% | 28.0% | 36.2% | 13.9%       |
| DOD            | 2015 | 72,919                | 59.1%   | 6.4%           | 25.4%                     | 3.5%                           | 5.6%       | 4.0%          | 10.6%                 | 11.8%                 | 73.7%           | 0.6%         | 2.8%  | 14.0% | 24.0% | 43.3% | 15.4%       |
|                | '14  | 75,025                | 58.5%   | 6.7%           | 24.9%                     | 4.1%                           | 5.8%       | 4.1%          | 10.3%                 | 11.6%                 | 74.0%           | 0.6%         | 3.1%  | 13.3% | 25.3% | 42.8% | 14.9%       |
|                | '13  | 65,007                | 61.4%   | 7.0%           | 21.6%                     | 4.4%                           | 5.6%       | 4.1%          | 10.8%                 | 11.2%                 | 73.9%           | 0.9%         | 3.3%  | 12.7% | 26.6% | 42.3% | 14.2%       |
| USACE          | 2015 | 4,306                 | 64.7%   | 7.9%           | 19.0%                     | 3.7%                           | 4.7%       | 4.9%          | 11.4%                 | 10.9%                 | 72.8%           | 1.2%         | 4.8%  | 18.2% | 23.2% | 37.5% | 15.0%       |
|                | '14  | 2,433                 | 60.3%   | 8.7%           | 21.4%                     | 4.9%                           | 4.7%       | 6.0%          | 11.9%                 | 11.8%                 | 70.4%           | 1.0%         | 4.0%  | 15.1% | 22.9% | 40.5% | 16.5%       |
|                | '13  | 2,222                 | 64.0%   | 9.3%           | 16.3%                     | 5.2%                           | 5.2%       | 5.2%          | 13.2%                 | 11.7%                 | 69.9%           | 1.1%         | 3.9%  | 14.9% | 23.6% | 40.0% | 16.4%       |
| Air Force      | 2015 | 18,776                | 58.4%   | 6.1%           | 25.6%                     | 3.6%                           | 6.3%       | 4.1%          | 10.2%                 | 11.9%                 | 73.8%           | 0.5%         | 1.7%  | 12.0% | 24.7% | 46.5% | 14.6%       |
|                | '14  | 19,168                | 58.4%   | 6.3%           | 24.8%                     | 4.3%                           | 6.2%       | 3.9%          | 9.7%                  | 11.8%                 | 74.6%           | 0.5%         | 2.2%  | 11.6% | 26.4% | 45.6% | 13.7%       |
|                | '13  | 12,129                | 61.4%   | 6.3%           | 22.1%                     | 4.7%                           | 5.5%       | 3.6%          | 10.1%                 | 11.3%                 | 74.9%           | 0.6%         | 2.7%  | 11.3% | 28.0% | 44.1% | 13.4%       |
| Army‡          | 2015 | 16,697                | 56.2%   | 6.8%           | 27.7%                     | 3.3%                           | 5.9%       | 4.1%          | 11.0%                 | 12.8%                 | 72.1%           | 0.3%         | 1.7%  | 12.3% | 24.3% | 44.0% | 17.4%       |
|                | '14  | 19,981                | 54.7%   | 7.2%           | 27.5%                     | 4.1%                           | 6.6%       | 4.2%          | 11.2%                 | 12.3%                 | 72.4%           | 0.4%         | 2.0%  | 12.3% | 25.3% | 43.4% | 16.6%       |
|                | '13  | 19,908                | 56.7%   | 6.6%           | 25.5%                     | 4.5%                           | 6.7%       | 4.1%          | 10.2%                 | 11.2%                 | 74.5%           | 0.7%         | 2.2%  | 12.8% | 27.5% | 42.2% | 14.7%       |
| Navy‡          | 2015 | 16,210                | 61.0%   | 6.7%           | 23.1%                     | 3.8%                           | 5.4%       | 4.1%          | 11.2%                 | 11.7%                 | 73.0%           | 0.6%         | 3.0%  | 13.2% | 23.8% | 44.4% | 15.0%       |
|                | '14  | 17,745                | 60.5%   | 7.2%           | 22.4%                     | 4.4%                           | 5.5%       | 4.3%          | 10.4%                 | 11.7%                 | 73.6%           | 0.9%         | 3.2%  | 12.8% | 25.0% | 43.8% | 14.3%       |
|                | '13  | 17,426                | 65.0%   | 7.5%           | 18.1%                     | 4.6%                           | 4.7%       | 4.3%          | 11.4%                 | 11.3%                 | 73.0%           | 1.1%         | 4.0%  | 12.5% | 26.0% | 42.4% | 14.0%       |
| Marine Corps   | 2015 | 1,681                 | 57.0%   | 5.6%           | 29.4%                     | 3.0%                           | 5.0%       | 3.3%          | 10.4%                 | 13.3%                 | 73.0%           | 0.1%         | 1.5%  | 12.6% | 25.8% | 44.7% | 15.2%       |
|                | '14  | 1,716                 | 56.4%   | 5.9%           | 28.0%                     | 3.6%                           | 6.1%       | 3.5%          | 9.2%                  | 10.5%                 | 76.8%           | 0.2%         | 2.0%  | 12.6% | 28.7% | 42.5% | 13.9%       |
|                | '13  | 2,092                 | 62.3%   | 4.6%           | 24.0%                     | 3.8%                           | 5.3%       | 2.7%          | 9.2%                  | 11.5%                 | 76.6%           | 0.2%         | 2.3%  | 13.3% | 29.4% | 42.3% | 12.5%       |
| DOD 4th Estate | 2015 | 15,249                | 59.6%   | 5.8%           | 26.5%                     | 3.5%                           | 4.7%       | 3.6%          | 9.6%                  | 10.6%                 | 76.2%           | 0.8%         | 4.5%  | 18.0% | 23.1% | 38.8% | 14.7%       |
|                | '14  | 13,982                | 61.2%   | 5.8%           | 24.9%                     | 3.3%                           | 4.8%       | 3.8%          | 9.8%                  | 10.2%                 | 76.1%           | 0.9%         | 5.7%  | 17.3% | 24.3% | 37.4% | 14.4%       |
|                | '13  | 11,230                | 63.5%   | 7.4%           | 20.4%                     | 3.6%                           | 5.1%       | 4.5%          | 11.3%                 | 11.0%                 | 73.2%           | 1.6%         | 4.9%  | 13.7% | 24.5% | 40.9% | 14.4%       |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

## Report on Demographic Questions by Agency (Unweighted)

|               |      |                       | Time with Current Agency |              |              |               |                |                    | Time in Federal Government |              |              |               |                |                |                    |
|---------------|------|-----------------------|--------------------------|--------------|--------------|---------------|----------------|--------------------|----------------------------|--------------|--------------|---------------|----------------|----------------|--------------------|
|               |      |                       | Less than 1 year         | 1 to 3 years | 4 to 5 years | 6 to 10 years | 11 to 20 years | More than 20 years | Less than 1 year           | 1 to 3 years | 4 to 5 years | 6 to 10 years | 11 to 14 years | 15 to 20 years | More than 20 years |
| Agency        | Year | Number of Respondents |                          |              |              |               |                |                    |                            |              |              |               |                |                |                    |
| All Responses | 2015 | 421,748               | 3.0%                     | 11.3%        | 12.6%        | 24.2%         | 25.0%          | 23.9%              | 1.5%                       | 7.1%         | 10.3%        | 22.1%         | 14.3%          | 12.3%          | 32.3%              |
|               | '14  | 392,752               | 1.8%                     | 13.7%        | 14.2%        | 22.2%         | 23.7%          | 24.5%              | 0.9%                       | 9.0%         | 11.8%        | 20.0%         | 14.0%          | 10.9%          | 33.4%              |
|               | '13  | 376,577               | 2.5%                     | 15.8%        | 13.7%        | 20.2%         | 22.1%          | 25.6%              | 1.3%                       | 11.3%        | 11.3%        | 18.4%         | 12.8%          | 10.1%          | 34.8%              |
| BBG           | 2015 | 1,102                 | 1.2%                     | 6.4%         | 8.0%         | 24.7%         | 26.5%          | 33.1%              | 0.6%                       | 4.7%         | 7.2%         | 23.0%         | 13.8%          | 11.3%          | 39.4%              |
|               | '14  | 1,051                 | 1.1%                     | 8.4%         | 9.9%         | 21.8%         | 24.8%          | 34.0%              | 0.7%                       | 5.8%         | 8.9%         | 20.8%         | 13.3%          | 9.4%           | 41.0%              |
|               | '13  | 1,156                 | 1.3%                     | 11.1%        | 10.7%        | 20.0%         | 23.1%          | 33.8%              | 0.8%                       | 9.8%         | 9.3%         | 18.0%         | 13.3%          | 9.3%           | 39.6%              |
| CSOSA         | 2015 | 648                   | 1.5%                     | 8.9%         | 9.7%         | 31.7%         | 44.2%          | 4.0%               | 0.8%                       | 4.6%         | 9.3%         | 26.4%         | 18.9%          | 22.1%          | 17.9%              |
|               | '14  | 722                   | 0.9%                     | 10.6%        | 14.0%        | 30.1%         | 40.4%          | 4.1%               | 0.6%                       | 5.7%         | 12.1%        | 25.8%         | 22.9%          | 16.6%          | 16.2%              |
|               | '13  | 714                   | 1.5%                     | 13.7%        | 14.9%        | 31.1%         | 35.7%          | 3.1%               | 0.4%                       | 9.8%         | 12.6%        | 27.2%         | 20.9%          | 14.5%          | 14.6%              |
| DHS           | 2015 | 43,090                | 1.8%                     | 11.3%        | 12.3%        | 30.0%         | 34.0%          | 10.5%              | 1.0%                       | 6.9%         | 9.9%         | 25.6%         | 22.4%          | 14.7%          | 19.4%              |
|               | '14  | 42,798                | 1.4%                     | 14.0%        | 14.6%        | 27.8%         | 31.6%          | 10.7%              | 0.7%                       | 9.0%         | 11.4%        | 23.9%         | 21.7%          | 13.4%          | 20.0%              |
|               | '13  | 39,090                | 2.0%                     | 17.4%        | 16.8%        | 29.4%         | 24.1%          | 10.2%              | 1.3%                       | 12.4%        | 12.8%        | 25.6%         | 16.8%          | 11.4%          | 19.7%              |
| DOC           | 2015 | 10,129                | 3.6%                     | 12.4%        | 10.5%        | 23.6%         | 25.1%          | 24.7%              | 2.3%                       | 9.0%         | 9.0%         | 22.3%         | 11.5%          | 14.3%          | 31.6%              |
|               | '14  | 9,892                 | 1.7%                     | 14.7%        | 11.5%        | 21.6%         | 25.4%          | 25.2%              | 1.1%                       | 10.7%        | 10.1%        | 20.5%         | 11.8%          | 14.0%          | 31.9%              |
|               | '13  | 9,447                 | 4.0%                     | 13.9%        | 13.1%        | 19.8%         | 24.1%          | 25.2%              | 3.1%                       | 10.6%        | 11.1%        | 18.8%         | 13.2%          | 10.9%          | 32.4%              |
| DOE           | 2015 | 8,469                 | 2.5%                     | 10.6%        | 11.5%        | 26.3%         | 20.7%          | 28.4%              | 1.2%                       | 5.9%         | 8.8%         | 22.6%         | 13.4%          | 9.4%           | 38.7%              |
|               | '14  | 6,515                 | 1.9%                     | 12.6%        | 14.8%        | 22.4%         | 20.5%          | 27.8%              | 0.9%                       | 7.6%         | 11.6%        | 19.0%         | 13.7%          | 8.3%           | 38.8%              |
|               | '13  | 6,707                 | 2.2%                     | 15.0%        | 16.0%        | 17.4%         | 20.9%          | 28.4%              | 1.2%                       | 10.2%        | 12.0%        | 15.8%         | 12.8%          | 7.5%           | 40.5%              |
| DOI           | 2015 | 26,366                | 2.0%                     | 9.3%         | 11.3%        | 20.7%         | 28.4%          | 28.2%              | 0.8%                       | 4.9%         | 8.2%         | 17.7%         | 14.5%          | 14.7%          | 39.2%              |
|               | '14  | 18,384                | 0.8%                     | 11.4%        | 12.0%        | 19.0%         | 27.4%          | 29.3%              | 0.3%                       | 6.1%         | 9.0%         | 15.4%         | 15.0%          | 13.1%          | 41.2%              |
|               | '13  | 18,396                | 1.2%                     | 13.1%        | 11.4%        | 17.5%         | 26.5%          | 30.1%              | 0.5%                       | 7.9%         | 8.6%         | 14.6%         | 14.3%          | 12.1%          | 42.1%              |
| DOJ           | 2015 | 20,218                | 2.9%                     | 7.6%         | 10.2%        | 20.8%         | 35.0%          | 23.5%              | 1.9%                       | 5.6%         | 8.2%         | 18.9%         | 15.4%          | 19.3%          | 30.8%              |
|               | '14  | 17,213                | 1.2%                     | 9.4%         | 11.7%        | 19.8%         | 33.8%          | 24.2%              | 0.8%                       | 6.7%         | 9.6%         | 17.9%         | 14.5%          | 18.5%          | 32.0%              |
|               | '13  | 17,004                | 1.5%                     | 12.4%        | 11.3%        | 20.2%         | 30.6%          | 24.0%              | 1.2%                       | 9.1%         | 9.2%         | 18.5%         | 14.2%          | 16.4%          | 31.4%              |
| DOL           | 2015 | 11,359                | 3.5%                     | 14.3%        | 12.9%        | 24.0%         | 24.4%          | 20.9%              | 1.9%                       | 9.1%         | 11.3%        | 22.8%         | 12.0%          | 13.1%          | 29.8%              |
|               | '14  | 10,953                | 1.2%                     | 17.5%        | 14.1%        | 21.6%         | 24.3%          | 21.4%              | 0.7%                       | 11.5%        | 12.2%        | 20.3%         | 13.0%          | 11.5%          | 30.8%              |
|               | '13  | 5,205                 | 4.8%                     | 19.8%        | 11.3%        | 17.6%         | 23.3%          | 23.1%              | 2.6%                       | 13.8%        | 10.2%        | 16.9%         | 12.0%          | 11.0%          | 33.6%              |
| DOT           | 2015 | 15,598                | 4.1%                     | 10.2%        | 10.9%        | 23.8%         | 27.0%          | 24.0%              | 2.1%                       | 6.6%         | 9.2%         | 21.7%         | 13.8%          | 13.2%          | 33.4%              |
|               | '14  | 11,673                | 1.2%                     | 12.4%        | 12.7%        | 21.3%         | 27.2%          | 25.2%              | 0.5%                       | 8.1%         | 10.6%        | 18.9%         | 13.5%          | 12.7%          | 35.8%              |
|               | '13  | 23,204                | 2.8%                     | 12.3%        | 11.9%        | 18.2%         | 26.0%          | 28.9%              | 1.8%                       | 9.2%         | 9.6%         | 16.6%         | 12.8%          | 11.5%          | 38.5%              |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

|               |      |                       | Time with Current Agency |              |              |               |                |                    | Time in Federal Government |              |              |               |                |                |                    |
|---------------|------|-----------------------|--------------------------|--------------|--------------|---------------|----------------|--------------------|----------------------------|--------------|--------------|---------------|----------------|----------------|--------------------|
|               |      |                       | Less than 1 year         | 1 to 3 years | 4 to 5 years | 6 to 10 years | 11 to 20 years | More than 20 years | Less than 1 year           | 1 to 3 years | 4 to 5 years | 6 to 10 years | 11 to 14 years | 15 to 20 years | More than 20 years |
| Agency        | Year | Number of Respondents |                          |              |              |               |                |                    |                            |              |              |               |                |                |                    |
| All Responses | 2015 | 421,748               | 3.0%                     | 11.3%        | 12.6%        | 24.2%         | 25.0%          | 23.9%              | 1.5%                       | 7.1%         | 10.3%        | 22.1%         | 14.3%          | 12.3%          | 32.3%              |
|               | '14  | 392,752               | 1.8%                     | 13.7%        | 14.2%        | 22.2%         | 23.7%          | 24.5%              | 0.9%                       | 9.0%         | 11.8%        | 20.0%         | 14.0%          | 10.9%          | 33.4%              |
|               | '13  | 376,577               | 2.5%                     | 15.8%        | 13.7%        | 20.2%         | 22.1%          | 25.6%              | 1.3%                       | 11.3%        | 11.3%        | 18.4%         | 12.8%          | 10.1%          | 34.8%              |
| Educ          | 2015 | 2,701                 | 4.2%                     | 10.7%        | 17.5%        | 19.7%         | 22.9%          | 25.0%              | 2.6%                       | 6.9%         | 13.6%        | 17.8%         | 10.6%          | 12.4%          | 36.1%              |
|               | '14  | 2,415                 | 3.5%                     | 14.2%        | 14.7%        | 19.9%         | 23.9%          | 23.9%              | 2.1%                       | 9.2%         | 12.2%        | 17.7%         | 10.1%          | 12.1%          | 36.6%              |
|               | '13  | 2,658                 | 1.9%                     | 22.9%        | 10.2%        | 17.4%         | 23.7%          | 23.9%              | 0.9%                       | 16.1%        | 8.3%         | 16.0%         | 10.6%          | 11.2%          | 37.0%              |
| EEOC          | 2015 | 1,247                 | 8.5%                     | 3.4%         | 13.9%        | 20.4%         | 26.1%          | 27.7%              | 4.2%                       | 3.0%         | 9.6%         | 20.1%         | 7.9%           | 15.6%          | 39.7%              |
|               | '14  | 1,129                 | 0.0%                     | 4.9%         | 20.0%        | 17.3%         | 26.8%          | 30.9%              | 0.1%                       | 2.4%         | 14.6%        | 16.7%         | 9.9%           | 12.1%          | 44.2%              |
|               | '13  | 1,180                 | 0.3%                     | 15.2%        | 16.9%        | 9.8%          | 27.2%          | 30.6%              | 0.1%                       | 8.5%         | 13.6%        | 11.7%         | 11.2%          | 11.6%          | 43.3%              |
| EPA           | 2015 | 4,456                 | 0.7%                     | 3.3%         | 9.5%         | 17.7%         | 27.5%          | 41.3%              | 0.4%                       | 1.9%         | 7.0%         | 14.9%         | 11.9%          | 14.1%          | 49.8%              |
|               | '14  | 3,863                 | 0.5%                     | 7.1%         | 9.3%         | 16.8%         | 25.7%          | 40.6%              | 0.2%                       | 5.2%         | 7.4%         | 14.0%         | 10.1%          | 13.4%          | 49.6%              |
|               | '13  | 3,924                 | 0.4%                     | 11.3%        | 9.0%         | 13.7%         | 24.1%          | 41.4%              | 0.2%                       | 8.2%         | 7.3%         | 12.3%         | 9.8%           | 12.4%          | 49.9%              |
| FCC           | 2015 | 573                   | 2.2%                     | 12.7%        | 6.3%         | 16.6%         | 30.4%          | 31.8%              | 0.6%                       | 8.6%         | 4.5%         | 16.4%         | 13.0%          | 14.3%          | 42.6%              |
|               | '14  | 702                   | 1.1%                     | 15.5%        | 4.5%         | 13.0%         | 33.9%          | 32.0%              | 0.5%                       | 9.4%         | 5.1%         | 13.0%         | 12.7%          | 15.7%          | 43.7%              |
|               | '13  | 814                   | 4.7%                     | 9.7%         | 7.0%         | 11.1%         | 35.0%          | 32.6%              | 2.8%                       | 6.3%         | 5.7%         | 11.0%         | 13.7%          | 16.6%          | 43.9%              |
| FERC          | 2015 | 996                   | 4.3%                     | 18.1%        | 11.5%        | 26.8%         | 16.1%          | 23.2%              | 2.6%                       | 13.6%        | 11.3%        | 26.5%         | 11.4%          | 6.5%           | 28.1%              |
|               | '14  | 896                   | 2.9%                     | 18.5%        | 17.7%        | 22.7%         | 14.3%          | 23.9%              | 2.2%                       | 14.2%        | 15.3%        | 22.7%         | 9.1%           | 6.7%           | 29.8%              |
|               | '13  | 893                   | 4.7%                     | 17.9%        | 20.4%        | 19.1%         | 13.2%          | 24.6%              | 2.9%                       | 14.2%        | 18.4%        | 19.9%         | 8.2%           | 6.5%           | 29.9%              |
| FTC           | 2015 | 626                   | 3.5%                     | 21.5%        | 10.9%        | 21.1%         | 24.0%          | 19.0%              | 1.8%                       | 13.9%        | 10.2%        | 20.7%         | 14.7%          | 13.0%          | 25.7%              |
|               | '14  | 518                   | 4.3%                     | 21.6%        | 12.4%        | 19.0%         | 23.9%          | 18.8%              | 2.2%                       | 14.5%        | 11.2%        | 19.2%         | 13.5%          | 14.3%          | 25.1%              |
|               | '13  | 565                   | 5.7%                     | 20.3%        | 9.2%         | 22.0%         | 21.3%          | 21.4%              | 3.3%                       | 14.7%        | 8.5%         | 21.9%         | 13.4%          | 10.7%          | 27.4%              |
| GSA           | 2015 | 7,874                 | 2.9%                     | 8.5%         | 12.8%        | 24.7%         | 22.4%          | 28.7%              | 0.9%                       | 4.4%         | 9.8%         | 21.8%         | 14.0%          | 8.5%           | 40.6%              |
|               | '14  | 8,567                 | 1.5%                     | 11.1%        | 15.6%        | 21.5%         | 19.9%          | 30.4%              | 0.5%                       | 6.4%         | 12.7%        | 17.8%         | 12.5%          | 7.3%           | 42.9%              |
|               | '13  | 8,429                 | 1.9%                     | 15.9%        | 14.1%        | 20.0%         | 18.3%          | 29.8%              | 1.0%                       | 10.5%        | 11.6%        | 16.5%         | 11.1%          | 6.9%           | 42.3%              |
| HHS           | 2015 | 36,772                | 4.0%                     | 15.0%        | 14.0%        | 22.4%         | 26.4%          | 18.2%              | 2.2%                       | 9.7%         | 11.8%        | 21.2%         | 14.8%          | 13.4%          | 26.7%              |
|               | '14  | 32,806                | 2.7%                     | 17.8%        | 14.6%        | 20.8%         | 25.6%          | 18.5%              | 1.6%                       | 12.1%        | 12.4%        | 19.1%         | 15.4%          | 11.7%          | 27.7%              |
|               | '13  | 32,329                | 4.0%                     | 18.5%        | 13.2%        | 19.4%         | 25.4%          | 19.4%              | 2.0%                       | 13.4%        | 11.0%        | 17.9%         | 15.3%          | 11.0%          | 29.3%              |
| HUD           | 2015 | 5,404                 | 5.9%                     | 7.6%         | 12.7%        | 20.1%         | 22.5%          | 31.3%              | 3.1%                       | 5.0%         | 10.4%        | 17.8%         | 11.3%          | 10.6%          | 41.9%              |
|               | '14  | 3,890                 | 0.5%                     | 13.4%        | 13.7%        | 18.8%         | 21.0%          | 32.7%              | 0.2%                       | 8.8%         | 11.0%        | 15.7%         | 11.7%          | 8.8%           | 43.8%              |
|               | '13  | 3,741                 | 2.9%                     | 17.0%        | 13.5%        | 13.4%         | 19.6%          | 33.7%              | 1.5%                       | 11.6%        | 11.9%        | 11.4%         | 11.7%          | 7.1%           | 44.7%              |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

|               |      |                       | Time with Current Agency |              |              |               |                |                    | Time in Federal Government |              |              |               |                |                |                    |
|---------------|------|-----------------------|--------------------------|--------------|--------------|---------------|----------------|--------------------|----------------------------|--------------|--------------|---------------|----------------|----------------|--------------------|
|               |      |                       | Less than 1 year         | 1 to 3 years | 4 to 5 years | 6 to 10 years | 11 to 20 years | More than 20 years | Less than 1 year           | 1 to 3 years | 4 to 5 years | 6 to 10 years | 11 to 14 years | 15 to 20 years | More than 20 years |
| Agency        | Year | Number of Respondents |                          |              |              |               |                |                    |                            |              |              |               |                |                |                    |
| All Responses | 2015 | 421,748               | 3.0%                     | 11.3%        | 12.6%        | 24.2%         | 25.0%          | 23.9%              | 1.5%                       | 7.1%         | 10.3%        | 22.1%         | 14.3%          | 12.3%          | 32.3%              |
|               | '14  | 392,752               | 1.8%                     | 13.7%        | 14.2%        | 22.2%         | 23.7%          | 24.5%              | 0.9%                       | 9.0%         | 11.8%        | 20.0%         | 14.0%          | 10.9%          | 33.4%              |
|               | '13  | 376,577               | 2.5%                     | 15.8%        | 13.7%        | 20.2%         | 22.1%          | 25.6%              | 1.3%                       | 11.3%        | 11.3%        | 18.4%         | 12.8%          | 10.1%          | 34.8%              |
| NARA          | 2015 | 1,721                 | 2.5%                     | 8.3%         | 13.2%        | 25.8%         | 27.5%          | 22.6%              | 0.8%                       | 4.0%         | 11.0%        | 23.9%         | 16.3%          | 13.1%          | 30.8%              |
|               | '14  | 1,686                 | 1.1%                     | 10.4%        | 17.9%        | 23.8%         | 24.7%          | 22.0%              | 0.5%                       | 5.4%         | 14.7%        | 21.5%         | 16.5%          | 11.2%          | 30.2%              |
|               | '13  | 1,617                 | 1.1%                     | 14.7%        | 16.4%        | 21.6%         | 23.6%          | 22.6%              | 0.5%                       | 10.3%        | 13.8%        | 18.2%         | 15.8%          | 11.0%          | 30.3%              |
| NASA          | 2015 | 9,936                 | 0.9%                     | 7.0%         | 7.3%         | 17.0%         | 21.6%          | 46.2%              | 0.7%                       | 5.4%         | 6.4%         | 15.2%         | 11.8%          | 9.5%           | 51.0%              |
|               | '14  | 9,430                 | 1.4%                     | 7.7%         | 7.6%         | 17.2%         | 20.4%          | 45.8%              | 1.0%                       | 6.0%         | 6.7%         | 15.4%         | 11.4%          | 8.1%           | 51.3%              |
|               | '13  | 9,985                 | 1.6%                     | 7.5%         | 7.6%         | 16.4%         | 18.6%          | 48.3%              | 1.1%                       | 5.8%         | 6.4%         | 14.8%         | 11.0%          | 7.0%           | 53.8%              |
| NCUA          | 2015 | 777                   | 3.5%                     | 18.0%        | 16.3%        | 19.3%         | 20.0%          | 22.9%              | 0.9%                       | 8.9%         | 14.9%        | 22.9%         | 8.1%           | 13.3%          | 31.0%              |
|               | '14  | 809                   | 3.7%                     | 21.0%        | 15.0%        | 17.7%         | 18.1%          | 24.6%              | 1.3%                       | 11.8%        | 17.4%        | 17.8%         | 7.1%           | 12.2%          | 32.4%              |
|               | '13  | 799                   | 3.1%                     | 25.7%        | 9.9%         | 14.0%         | 22.5%          | 24.8%              | 0.9%                       | 20.2%        | 10.7%        | 13.4%         | 11.7%          | 9.9%           | 33.1%              |
| NLRB          | 2015 | 902                   | 4.3%                     | 10.5%        | 11.8%        | 11.2%         | 27.2%          | 35.1%              | 2.2%                       | 6.9%         | 10.7%        | 11.0%         | 12.2%          | 14.4%          | 42.5%              |
|               | '14  | 696                   | 1.2%                     | 14.2%        | 8.6%         | 11.3%         | 27.6%          | 37.1%              | 0.3%                       | 9.5%         | 8.2%         | 12.1%         | 15.7%          | 11.1%          | 43.1%              |
|               | '13  | 726                   | 2.5%                     | 15.3%        | 4.8%         | 13.4%         | 24.9%          | 39.1%              | 1.2%                       | 11.6%        | 5.7%         | 12.6%         | 14.5%          | 9.6%           | 44.9%              |
| NRC           | 2015 | 2,675                 | 2.9%                     | 8.5%         | 7.4%         | 36.0%         | 24.6%          | 20.6%              | 2.2%                       | 5.4%         | 6.4%         | 30.0%         | 16.5%          | 9.8%           | 29.7%              |
|               | '14  | 2,467                 | 2.5%                     | 6.2%         | 12.3%        | 36.6%         | 20.5%          | 22.0%              | 1.7%                       | 4.5%         | 8.9%         | 30.5%         | 14.5%          | 8.5%           | 31.4%              |
|               | '13  | 2,509                 | 0.8%                     | 9.6%         | 17.3%        | 32.0%         | 16.9%          | 23.3%              | 0.5%                       | 7.3%         | 12.6%        | 28.2%         | 12.3%          | 7.3%           | 31.8%              |
| NSF           | 2015 | 900                   | 2.6%                     | 14.4%        | 11.1%        | 23.6%         | 28.2%          | 20.1%              | 1.7%                       | 6.9%         | 7.2%         | 19.0%         | 18.4%          | 12.9%          | 33.8%              |
|               | '14  | 917                   | 2.3%                     | 16.3%        | 10.3%        | 25.7%         | 24.8%          | 20.6%              | 0.7%                       | 8.9%         | 8.6%         | 19.7%         | 16.1%          | 12.0%          | 34.1%              |
|               | '13  | 888                   | 2.6%                     | 15.0%        | 12.3%        | 24.9%         | 22.6%          | 22.5%              | 0.7%                       | 7.3%         | 8.3%         | 20.7%         | 12.8%          | 12.9%          | 37.4%              |
| OMB           | 2015 | 305                   | 8.8%                     | 10.1%        | 19.9%        | 29.1%         | 18.9%          | 13.2%              | 4.4%                       | 5.4%         | 16.3%        | 28.8%         | 13.6%          | 11.9%          | 19.7%              |
|               | '14  | 304                   | 0.0%                     | 17.3%        | 17.7%        | 33.0%         | 17.7%          | 14.3%              | 0.0%                       | 10.0%        | 12.4%        | 33.0%         | 11.0%          | 12.0%          | 21.6%              |
|               | '13  | 314                   | 3.7%                     | 26.4%        | 19.7%        | 22.0%         | 16.9%          | 11.2%              | 1.0%                       | 17.2%        | 18.9%        | 24.0%         | 10.8%          | 10.1%          | 17.9%              |
| OPM           | 2015 | 3,378                 | 2.2%                     | 13.1%        | 20.9%        | 33.0%         | 16.7%          | 14.1%              | 1.1%                       | 6.2%         | 14.7%        | 26.3%         | 12.5%          | 10.2%          | 28.9%              |
|               | '14  | 3,596                 | 1.5%                     | 20.3%        | 17.0%        | 33.9%         | 13.5%          | 13.8%              | 0.5%                       | 11.7%        | 13.6%        | 23.7%         | 12.4%          | 8.3%           | 29.9%              |
|               | '13  | 2,929                 | 3.6%                     | 25.4%        | 10.9%        | 30.9%         | 12.6%          | 16.6%              | 1.4%                       | 15.8%        | 9.7%         | 21.6%         | 11.7%          | 7.6%           | 32.2%              |
| PBGC          | 2015 | 630                   | 2.0%                     | 15.0%        | 10.9%        | 23.2%         | 25.8%          | 23.1%              | 1.2%                       | 9.6%         | 8.6%         | 19.9%         | 13.0%          | 15.6%          | 32.1%              |
|               | '14  | 481                   | 4.3%                     | 15.8%        | 10.4%        | 22.3%         | 24.3%          | 23.0%              | 2.4%                       | 9.4%         | 9.6%         | 18.7%         | 13.1%          | 14.0%          | 32.7%              |
|               | '13  | 401                   | 3.6%                     | 14.7%        | 15.0%        | 19.2%         | 25.8%          | 21.7%              | 1.7%                       | 12.7%        | 6.6%         | 19.6%         | 13.5%          | 14.0%          | 32.0%              |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

|               |      |                       | Time with Current Agency |              |              |               |                |                    | Time in Federal Government |              |              |               |                |                |                    |
|---------------|------|-----------------------|--------------------------|--------------|--------------|---------------|----------------|--------------------|----------------------------|--------------|--------------|---------------|----------------|----------------|--------------------|
|               |      |                       | Less than 1 year         | 1 to 3 years | 4 to 5 years | 6 to 10 years | 11 to 20 years | More than 20 years | Less than 1 year           | 1 to 3 years | 4 to 5 years | 6 to 10 years | 11 to 14 years | 15 to 20 years | More than 20 years |
| Agency        | Year | Number of Respondents |                          |              |              |               |                |                    |                            |              |              |               |                |                |                    |
| All Responses | 2015 | 421,748               | 3.0%                     | 11.3%        | 12.6%        | 24.2%         | 25.0%          | 23.9%              | 1.5%                       | 7.1%         | 10.3%        | 22.1%         | 14.3%          | 12.3%          | 32.3%              |
|               | '14  | 392,752               | 1.8%                     | 13.7%        | 14.2%        | 22.2%         | 23.7%          | 24.5%              | 0.9%                       | 9.0%         | 11.8%        | 20.0%         | 14.0%          | 10.9%          | 33.4%              |
|               | '13  | 376,577               | 2.5%                     | 15.8%        | 13.7%        | 20.2%         | 22.1%          | 25.6%              | 1.3%                       | 11.3%        | 11.3%        | 18.4%         | 12.8%          | 10.1%          | 34.8%              |
| RRB           | 2015 | 481                   | 6.9%                     | 10.1%        | 12.3%        | 11.2%         | 8.8%           | 50.6%              | 3.4%                       | 6.5%         | 11.4%        | 12.1%         | 5.2%           | 4.3%           | 57.1%              |
|               | '14  | 526                   | 3.3%                     | 12.6%        | 9.3%         | 9.9%          | 8.8%           | 56.0%              | 2.1%                       | 7.0%         | 10.1%        | 11.8%         | 4.3%           | 3.1%           | 61.6%              |
|               | '13  | 610                   | 4.5%                     | 14.7%        | 7.6%         | 7.6%          | 10.1%          | 55.5%              | 2.1%                       | 10.5%        | 7.4%         | 9.0%          | 3.8%           | 3.8%           | 63.5%              |
| SBA           | 2015 | 1,303                 | 2.1%                     | 19.3%        | 13.0%        | 17.8%         | 18.2%          | 29.7%              | 0.9%                       | 10.3%        | 10.2%        | 18.8%         | 6.5%           | 12.0%          | 41.4%              |
|               | '14  | 1,395                 | 3.6%                     | 21.2%        | 11.9%        | 14.5%         | 18.3%          | 30.5%              | 1.8%                       | 12.0%        | 10.6%        | 15.8%         | 5.6%           | 12.7%          | 41.6%              |
|               | '13  | 1,511                 | 4.7%                     | 14.7%        | 13.5%        | 10.9%         | 21.1%          | 35.0%              | 3.3%                       | 8.8%         | 10.6%        | 10.1%         | 6.3%           | 13.8%          | 47.2%              |
| SEC           | 2015 | 1,921                 | 3.0%                     | 18.7%        | 9.8%         | 17.5%         | 37.3%          | 13.8%              | 1.0%                       | 12.0%        | 9.0%         | 18.4%         | 21.4%          | 17.0%          | 21.1%              |
|               | '14  | 2,472                 | 2.3%                     | 18.7%        | 10.4%        | 25.1%         | 30.0%          | 13.5%              | 1.1%                       | 13.3%        | 9.3%         | 23.7%         | 17.4%          | 14.4%          | 20.9%              |
|               | '13  | 2,422                 | 3.7%                     | 14.9%        | 11.0%        | 26.9%         | 28.6%          | 14.9%              | 2.3%                       | 10.6%        | 10.3%        | 24.2%         | 16.5%          | 14.3%          | 21.9%              |
| SSA           | 2015 | 10,527                | 5.7%                     | 6.1%         | 10.7%        | 24.8%         | 26.6%          | 26.1%              | 4.1%                       | 4.9%         | 9.9%         | 23.3%         | 14.8%          | 11.8%          | 31.2%              |
|               | '14  | 9,540                 | 0.4%                     | 6.6%         | 16.2%        | 21.4%         | 26.4%          | 29.0%              | 0.1%                       | 5.0%         | 14.5%        | 20.3%         | 14.1%          | 11.0%          | 35.1%              |
|               | '13  | 8,345                 | 1.4%                     | 11.9%        | 14.9%        | 19.7%         | 22.8%          | 29.4%              | 0.8%                       | 10.4%        | 13.9%        | 18.9%         | 12.0%          | 9.8%           | 34.3%              |
| State         | 2015 | 4,060                 | 1.6%                     | 11.2%        | 12.0%        | 22.3%         | 27.3%          | 25.7%              | 0.5%                       | 6.9%         | 10.7%        | 21.7%         | 15.4%          | 12.3%          | 32.5%              |
|               | '14  | 3,776                 | 2.2%                     | 14.5%        | 11.3%        | 23.8%         | 25.6%          | 22.5%              | 1.2%                       | 9.8%         | 9.6%         | 22.4%         | 16.1%          | 10.9%          | 29.9%              |
|               | '13  | 2,551                 | 2.7%                     | 16.1%        | 12.8%        | 25.4%         | 25.0%          | 18.1%              | 1.3%                       | 11.7%        | 10.3%        | 25.9%         | 15.9%          | 9.5%           | 25.5%              |
| Treas         | 2015 | 51,700                | 1.3%                     | 5.7%         | 9.7%         | 22.8%         | 22.3%          | 38.2%              | 0.5%                       | 3.4%         | 7.6%         | 20.4%         | 11.6%          | 11.1%          | 45.4%              |
|               | '14  | 51,038                | 0.9%                     | 7.2%         | 12.1%        | 19.0%         | 21.5%          | 39.3%              | 0.5%                       | 4.2%         | 10.0%        | 16.9%         | 11.7%          | 9.8%           | 46.9%              |
|               | '13  | 50,010                | 1.5%                     | 10.6%        | 10.8%        | 16.6%         | 20.7%          | 39.8%              | 0.9%                       | 7.2%         | 8.8%         | 14.9%         | 11.8%          | 9.0%           | 47.5%              |
| USAID         | 2015 | 2,004                 | 3.0%                     | 17.3%        | 21.4%        | 25.9%         | 20.2%          | 12.2%              | 1.4%                       | 9.9%         | 15.4%        | 26.6%         | 15.7%          | 10.4%          | 20.6%              |
|               | '14  | 2,045                 | 3.1%                     | 23.5%        | 23.3%        | 19.6%         | 16.9%          | 13.6%              | 1.3%                       | 13.5%        | 19.1%        | 22.1%         | 13.8%          | 9.3%           | 20.9%              |
|               | '13  | 2,266                 | 3.0%                     | 30.5%        | 18.5%        | 16.7%         | 17.0%          | 14.4%              | 1.7%                       | 18.7%        | 15.5%        | 20.3%         | 14.3%          | 8.1%           | 21.4%              |
| USDA          | 2015 | 20,624                | 2.1%                     | 6.5%         | 9.4%         | 18.9%         | 28.0%          | 35.2%              | 0.8%                       | 3.6%         | 7.1%         | 16.1%         | 15.4%          | 13.5%          | 43.4%              |
|               | '14  | 20,162                | 0.9%                     | 8.2%         | 10.3%        | 19.1%         | 25.2%          | 36.2%              | 0.3%                       | 4.9%         | 7.9%         | 16.0%         | 15.0%          | 11.5%          | 44.3%              |
|               | '13  | 13,256                | 1.0%                     | 11.0%        | 9.0%         | 17.8%         | 24.0%          | 37.2%              | 0.4%                       | 7.1%         | 7.0%         | 14.9%         | 13.7%          | 11.1%          | 45.7%              |
| VA            | 2015 | 32,236                | 4.7%                     | 21.5%        | 14.6%        | 26.1%         | 17.9%          | 15.3%              | 2.8%                       | 15.9%        | 12.7%        | 25.6%         | 12.1%          | 9.8%           | 21.3%              |
|               | '14  | 27,639                | 4.7%                     | 22.1%        | 15.6%        | 24.0%         | 17.4%          | 16.3%              | 2.9%                       | 16.3%        | 14.1%        | 23.6%         | 11.8%          | 9.1%           | 22.2%              |
|               | '13  | 29,893                | 4.7%                     | 20.7%        | 18.1%        | 21.0%         | 17.7%          | 17.7%              | 3.1%                       | 15.9%        | 16.2%        | 20.5%         | 11.0%          | 9.3%           | 24.0%              |

## Report on Demographic Questions by Agency (Unweighted)

|                |      |         | Time with Current Agency |              |              |               |                |                    | Time in Federal Government |              |              |               |                |                |                    |
|----------------|------|---------|--------------------------|--------------|--------------|---------------|----------------|--------------------|----------------------------|--------------|--------------|---------------|----------------|----------------|--------------------|
|                |      |         | Less than 1 year         | 1 to 3 years | 4 to 5 years | 6 to 10 years | 11 to 20 years | More than 20 years | Less than 1 year           | 1 to 3 years | 4 to 5 years | 6 to 10 years | 11 to 14 years | 15 to 20 years | More than 20 years |
| All Responses  | 2015 | 421,748 | 3.0%                     | 11.3%        | 12.6%        | 24.2%         | 25.0%          | 23.9%              | 1.5%                       | 7.1%         | 10.3%        | 22.1%         | 14.3%          | 12.3%          | 32.3%              |
|                | '14  | 392,752 | 1.8%                     | 13.7%        | 14.2%        | 22.2%         | 23.7%          | 24.5%              | 0.9%                       | 9.0%         | 11.8%        | 20.0%         | 14.0%          | 10.9%          | 33.4%              |
|                | '13  | 376,577 | 2.5%                     | 15.8%        | 13.7%        | 20.2%         | 22.1%          | 25.6%              | 1.3%                       | 11.3%        | 11.3%        | 18.4%         | 12.8%          | 10.1%          | 34.8%              |
| DOD            | 2015 | 72,919  | 3.7%                     | 13.3%        | 16.8%        | 27.2%         | 20.2%          | 18.7%              | 1.5%                       | 7.8%         | 14.2%        | 25.8%         | 13.4%          | 9.6%           | 27.8%              |
|                | '14  | 75,025  | 2.1%                     | 17.2%        | 18.3%        | 24.2%         | 18.9%          | 19.2%              | 0.6%                       | 11.3%        | 15.5%        | 22.9%         | 12.6%          | 8.4%           | 28.8%              |
|                | '13  | 65,007  | 2.6%                     | 20.4%        | 16.6%        | 21.1%         | 17.8%          | 21.4%              | 0.8%                       | 14.5%        | 13.7%        | 20.1%         | 10.8%          | 7.9%           | 32.3%              |
| USACE          | 2015 | 4,306   | 2.5%                     | 7.8%         | 13.5%        | 24.3%         | 22.4%          | 29.5%              | 1.2%                       | 4.1%         | 10.4%        | 20.5%         | 14.0%          | 10.9%          | 38.8%              |
|                | '14  | 2,433   | 0.7%                     | 8.1%         | 18.9%        | 17.8%         | 22.8%          | 31.7%              | 0.1%                       | 4.4%         | 13.5%        | 15.2%         | 13.8%          | 10.9%          | 42.1%              |
|                | '13  | 2,222   | 1.8%                     | 12.4%        | 16.9%        | 15.2%         | 20.0%          | 33.8%              | 0.6%                       | 8.1%         | 12.5%        | 13.4%         | 10.7%          | 9.8%           | 44.9%              |
| Air Force      | 2015 | 18,776  | 4.7%                     | 14.5%        | 16.7%        | 23.9%         | 22.1%          | 18.1%              | 2.1%                       | 8.9%         | 15.6%        | 24.1%         | 14.4%          | 10.6%          | 24.3%              |
|                | '14  | 19,168  | 3.2%                     | 17.2%        | 16.7%        | 22.6%         | 21.4%          | 18.8%              | 0.9%                       | 12.6%        | 15.3%        | 22.7%         | 14.1%          | 9.5%           | 24.9%              |
|                | '13  | 12,129  | 2.1%                     | 20.9%        | 14.3%        | 21.2%         | 20.7%          | 20.8%              | 0.0%                       | 16.3%        | 12.5%        | 20.9%         | 12.7%          | 8.8%           | 28.8%              |
| Army‡          | 2015 | 16,697  | 3.9%                     | 12.5%        | 18.1%        | 31.6%         | 19.4%          | 14.5%              | 0.9%                       | 6.0%         | 13.9%        | 29.9%         | 14.8%          | 9.9%           | 24.6%              |
|                | '14  | 19,981  | 2.2%                     | 17.6%        | 20.1%        | 27.7%         | 17.0%          | 15.4%              | 0.4%                       | 9.8%         | 16.0%        | 25.8%         | 12.8%          | 8.3%           | 26.9%              |
|                | '13  | 19,908  | 3.7%                     | 22.7%        | 18.8%        | 23.5%         | 15.6%          | 15.7%              | 1.2%                       | 14.0%        | 15.1%        | 23.4%         | 11.0%          | 7.9%           | 27.4%              |
| Navy‡          | 2015 | 16,210  | 3.2%                     | 12.0%        | 15.8%        | 26.0%         | 20.8%          | 22.3%              | 1.2%                       | 8.0%         | 14.2%        | 24.6%         | 12.3%          | 9.0%           | 30.7%              |
|                | '14  | 17,745  | 1.3%                     | 15.8%        | 17.5%        | 22.3%         | 20.3%          | 22.8%              | 0.5%                       | 11.8%        | 15.3%        | 20.7%         | 12.1%          | 7.8%           | 31.8%              |
|                | '13  | 17,426  | 1.3%                     | 18.4%        | 15.7%        | 19.2%         | 19.0%          | 26.5%              | 0.0%                       | 14.8%        | 13.3%        | 17.7%         | 10.5%          | 7.2%           | 36.5%              |
| Marine Corps   | 2015 | 1,681   | 1.8%                     | 12.8%        | 16.6%        | 34.4%         | 20.0%          | 14.4%              | 0.6%                       | 8.1%         | 14.1%        | 31.5%         | 13.4%          | 8.4%           | 24.0%              |
|                | '14  | 1,716   | 1.8%                     | 17.4%        | 20.6%        | 27.9%         | 16.7%          | 15.7%              | 0.9%                       | 11.0%        | 17.9%        | 26.2%         | 11.6%          | 7.8%           | 24.7%              |
|                | '13  | 2,092   | 4.7%                     | 17.3%        | 20.3%        | 23.9%         | 15.5%          | 18.3%              | 2.3%                       | 13.6%        | 17.0%        | 21.9%         | 9.4%           | 7.4%           | 28.6%              |
| DOD 4th Estate | 2015 | 15,249  | 3.6%                     | 15.8%        | 17.3%        | 28.0%         | 17.5%          | 17.8%              | 1.8%                       | 9.2%         | 13.9%        | 25.6%         | 11.5%          | 8.5%           | 29.5%              |
|                | '14  | 13,982  | 1.7%                     | 20.2%        | 18.5%        | 24.7%         | 16.0%          | 18.9%              | 0.6%                       | 12.3%        | 15.3%        | 22.7%         | 10.7%          | 7.4%           | 31.1%              |
|                | '13  | 11,230  | 3.2%                     | 21.1%        | 16.1%        | 20.4%         | 17.0%          | 22.2%              | 1.6%                       | 14.4%        | 12.6%        | 18.0%         | 9.3%           | 7.7%           | 36.4%              |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.



## Report on Demographic Questions by Agency (Unweighted)

|               |      |         | Sex   |        | Hispanic or Latino |       | Race                              |       |                            |  |       |                   | Self-Identify as:        |  |                     |
|---------------|------|---------|-------|--------|--------------------|-------|-----------------------------------|-------|----------------------------|--|-------|-------------------|--------------------------|--|---------------------|
|               |      |         | Male  | Female | Yes                | No    | American Indian/<br>Alaska Native | Asian | Black/<br>African American | Native Hawaiian/<br>Other Pacific Islander | White | Two or more races | Heterosexual or Straight | Gay, Lesbian, Bisexual, or Transgender | I prefer not to say |
| All Responses | 2015 | 421,748 | 52.1% | 47.9%  | 8.7%               | 91.3% | 2.2%                              | 4.9%  | 15.9%                      | 0.7%                                       | 72.4% | 3.8%              | 84.3%                    | 2.9%                                   | 12.8%               |
|               | '14  | 392,752 | 51.9% | 48.1%  | 8.6%               | 91.4% | 2.2%                              | 4.9%  | 16.1%                      | 0.7%                                       | 72.5% | 3.7%              | 84.6%                    | 2.8%                                   | 12.6%               |
|               | '13  | 376,577 | 51.5% | 48.5%  | 8.4%               | 91.6% | 2.3%                              | 4.9%  | 16.1%                      | 0.7%                                       | 72.5% | 3.5%              | 84.9%                    | 2.7%                                   | 12.4%               |
| BBG           | 2015 | 1,102   | 60.4% | 39.6%  | 10.8%              | 89.2% | 0.4%                              | 18.2% | 20.6%                      | 0.2%                                       | 58.0% | 2.7%              | 84.7%                    | 2.1%                                   | 13.2%               |
|               | '14  | 1,051   | 58.4% | 41.6%  | 9.5%               | 90.5% | 0.5%                              | 19.3% | 22.1%                      | 0.3%                                       | 55.1% | 2.6%              | 83.5%                    | 1.9%                                   | 14.6%               |
|               | '13  | 1,156   | 60.2% | 39.8%  | 8.8%               | 91.2% | 0.3%                              | 19.8% | 21.1%                      | 0.3%                                       | 56.3% | 2.2%              | 85.6%                    | 1.9%                                   | 12.6%               |
| CSOSA         | 2015 | 648     | 36.1% | 63.9%  | 6.2%               | 93.8% | 0.7%                              | 1.8%  | 74.4%                      | 0.2%                                       | 20.1% | 2.8%              | 87.6%                    | 3.3%                                   | 9.1%                |
|               | '14  | 722     | 36.3% | 63.7%  | 5.7%               | 94.3% | 0.3%                              | 1.9%  | 73.8%                      | 0.0%                                       | 19.6% | 4.3%              | 87.9%                    | 4.0%                                   | 8.0%                |
|               | '13  | 714     | 34.9% | 65.1%  | 6.7%               | 93.3% | 0.6%                              | 1.7%  | 76.1%                      | 0.3%                                       | 18.0% | 3.4%              | 88.0%                    | 3.6%                                   | 8.4%                |
| DHS           | 2015 | 43,090  | 63.9% | 36.1%  | 15.6%              | 84.4% | 1.1%                              | 4.4%  | 12.7%                      | 1.0%                                       | 76.6% | 4.2%              | 84.0%                    | 2.8%                                   | 13.2%               |
|               | '14  | 42,798  | 63.5% | 36.5%  | 15.2%              | 84.8% | 1.0%                              | 4.2%  | 12.9%                      | 0.9%                                       | 76.7% | 4.3%              | 85.3%                    | 2.7%                                   | 12.0%               |
|               | '13  | 39,090  | 61.9% | 38.1%  | 14.7%              | 85.3% | 1.0%                              | 4.4%  | 13.9%                      | 1.0%                                       | 75.8% | 3.8%              | 86.1%                    | 2.5%                                   | 11.5%               |
| DOC           | 2015 | 10,129  | 54.1% | 45.9%  | 5.5%               | 94.5% | 0.6%                              | 10.5% | 14.5%                      | 0.3%                                       | 70.7% | 3.4%              | 83.0%                    | 3.7%                                   | 13.3%               |
|               | '14  | 9,892   | 54.3% | 45.7%  | 5.3%               | 94.7% | 0.4%                              | 10.7% | 14.5%                      | 0.5%                                       | 70.5% | 3.4%              | 83.4%                    | 3.7%                                   | 12.9%               |
|               | '13  | 9,447   | 52.7% | 47.3%  | 5.0%               | 95.0% | 0.5%                              | 10.8% | 16.2%                      | 0.3%                                       | 69.2% | 3.0%              | 83.8%                    | 3.6%                                   | 12.6%               |
| DOE           | 2015 | 8,469   | 62.6% | 37.4%  | 7.6%               | 92.4% | 1.4%                              | 3.9%  | 8.6%                       | 0.3%                                       | 81.9% | 3.9%              | 83.5%                    | 2.2%                                   | 14.3%               |
|               | '14  | 6,515   | 61.8% | 38.2%  | 7.3%               | 92.7% | 1.3%                              | 3.7%  | 8.2%                       | 0.3%                                       | 82.4% | 4.0%              | 83.5%                    | 2.4%                                   | 14.1%               |
|               | '13  | 6,707   | 60.2% | 39.8%  | 7.0%               | 93.0% | 1.3%                              | 3.8%  | 8.8%                       | 0.3%                                       | 82.3% | 3.4%              | 84.3%                    | 2.3%                                   | 13.4%               |
| DOI           | 2015 | 26,366  | 55.2% | 44.8%  | 6.3%               | 93.7% | 9.1%                              | 1.8%  | 4.4%                       | 0.4%                                       | 80.4% | 3.9%              | 82.1%                    | 3.1%                                   | 14.8%               |
|               | '14  | 18,384  | 54.9% | 45.1%  | 6.3%               | 93.7% | 8.6%                              | 1.7%  | 4.0%                       | 0.5%                                       | 81.3% | 3.9%              | 81.1%                    | 3.1%                                   | 15.8%               |
|               | '13  | 18,396  | 54.2% | 45.8%  | 5.8%               | 94.2% | 8.0%                              | 1.9%  | 4.1%                       | 0.5%                                       | 82.1% | 3.5%              | 81.9%                    | 3.2%                                   | 14.9%               |
| DOJ           | 2015 | 20,218  | 54.8% | 45.2%  | 10.2%              | 89.8% | 0.9%                              | 3.1%  | 16.1%                      | 0.6%                                       | 76.5% | 2.8%              | 88.0%                    | 2.5%                                   | 9.4%                |
|               | '14  | 17,213  | 55.4% | 44.6%  | 10.8%              | 89.2% | 0.9%                              | 3.0%  | 16.9%                      | 0.6%                                       | 75.6% | 3.0%              | 87.9%                    | 2.6%                                   | 9.5%                |
|               | '13  | 17,004  | 56.1% | 43.9%  | 10.7%              | 89.3% | 0.9%                              | 2.9%  | 16.8%                      | 0.8%                                       | 75.9% | 2.7%              | 88.7%                    | 2.7%                                   | 8.6%                |
| DOL           | 2015 | 11,359  | 51.3% | 48.7%  | 10.9%              | 89.1% | 0.8%                              | 5.2%  | 20.2%                      | 0.4%                                       | 70.1% | 3.3%              | 84.6%                    | 3.4%                                   | 12.0%               |
|               | '14  | 10,953  | 51.2% | 48.8%  | 10.4%              | 89.6% | 0.9%                              | 4.5%  | 19.2%                      | 0.5%                                       | 71.5% | 3.5%              | 84.5%                    | 3.4%                                   | 12.1%               |
|               | '13  | 5,205   | 47.9% | 52.1%  | 10.9%              | 89.1% | 0.9%                              | 4.7%  | 19.8%                      | 0.4%                                       | 70.5% | 3.7%              | 84.3%                    | 3.7%                                   | 12.0%               |
| DOT           | 2015 | 15,598  | 66.1% | 33.9%  | 7.5%               | 92.5% | 1.3%                              | 4.2%  | 12.7%                      | 0.6%                                       | 77.3% | 4.0%              | 84.6%                    | 2.5%                                   | 12.9%               |
|               | '14  | 11,673  | 64.5% | 35.5%  | 7.4%               | 92.6% | 1.2%                              | 4.3%  | 13.5%                      | 0.5%                                       | 76.7% | 3.8%              | 83.9%                    | 2.5%                                   | 13.7%               |
|               | '13  | 23,204  | 67.7% | 32.3%  | 7.9%               | 92.1% | 1.3%                              | 4.4%  | 12.3%                      | 0.7%                                       | 77.8% | 3.5%              | 84.8%                    | 2.3%                                   | 12.8%               |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

|               |      |         | Sex   |        | Hispanic or Latino |       | Race                              |       |                            |  |       |                   | Self-Identify as:        |  |                     |
|---------------|------|---------|-------|--------|--------------------|-------|-----------------------------------|-------|----------------------------|--|-------|-------------------|--------------------------|--|---------------------|
|               |      |         | Male  | Female | Yes                | No    | American Indian/<br>Alaska Native | Asian | Black/<br>African American | Native Hawaiian/<br>Other Pacific Islander | White | Two or more races | Heterosexual or Straight | Gay, Lesbian, Bisexual, or Transgender | I prefer not to say |
| All Responses | 2015 | 421,748 | 52.1% | 47.9%  | 8.7%               | 91.3% | 2.2%                              | 4.9%  | 15.9%                      | 0.7%                                       | 72.4% | 3.8%              | 84.3%                    | 2.9%                                   | 12.8%               |
|               | '14  | 392,752 | 51.9% | 48.1%  | 8.6%               | 91.4% | 2.2%                              | 4.9%  | 16.1%                      | 0.7%                                       | 72.5% | 3.7%              | 84.6%                    | 2.8%                                   | 12.6%               |
|               | '13  | 376,577 | 51.5% | 48.5%  | 8.4%               | 91.6% | 2.3%                              | 4.9%  | 16.1%                      | 0.7%                                       | 72.5% | 3.5%              | 84.9%                    | 2.7%                                   | 12.4%               |
| Educ          | 2015 | 2,701   | 38.5% | 61.5%  | 6.8%               | 93.2% | 0.7%                              | 4.4%  | 33.8%                      | 0.4%                                       | 56.6% | 4.1%              | 81.3%                    | 5.6%                                   | 13.1%               |
|               | '14  | 2,415   | 36.8% | 63.2%  | 6.6%               | 93.4% | 0.7%                              | 3.8%  | 32.6%                      | 0.2%                                       | 59.4% | 3.3%              | 82.4%                    | 5.0%                                   | 12.6%               |
|               | '13  | 2,658   | 37.3% | 62.7%  | 6.2%               | 93.8% | 0.6%                              | 4.1%  | 32.9%                      | 0.4%                                       | 58.4% | 3.6%              | 82.8%                    | 5.3%                                   | 11.9%               |
| EEOC          | 2015 | 1,247   | 37.5% | 62.5%  | 17.6%              | 82.4% | 0.7%                              | 4.1%  | 35.6%                      | 0.2%                                       | 55.4% | 4.0%              | 83.7%                    | 5.2%                                   | 11.1%               |
|               | '14  | 1,129   | 37.1% | 62.9%  | 16.4%              | 83.6% | 0.9%                              | 3.2%  | 37.2%                      | 0.2%                                       | 54.1% | 4.5%              | 83.7%                    | 5.4%                                   | 10.9%               |
|               | '13  | 1,180   | 34.9% | 65.1%  | 15.2%              | 84.8% | 0.9%                              | 3.3%  | 37.0%                      | 0.0%                                       | 54.7% | 4.2%              | 84.0%                    | 5.1%                                   | 10.9%               |
| EPA           | 2015 | 4,456   | 46.3% | 53.7%  | 7.1%               | 92.9% | 0.7%                              | 5.1%  | 14.3%                      | 0.4%                                       | 76.6% | 2.9%              | 82.6%                    | 4.6%                                   | 12.8%               |
|               | '14  | 3,863   | 45.9% | 54.1%  | 6.7%               | 93.3% | 0.8%                              | 5.3%  | 14.1%                      | 0.4%                                       | 75.8% | 3.6%              | 82.9%                    | 4.6%                                   | 12.5%               |
|               | '13  | 3,924   | 45.4% | 54.6%  | 6.9%               | 93.1% | 0.9%                              | 5.2%  | 14.3%                      | 0.3%                                       | 76.3% | 3.1%              | 84.0%                    | 4.4%                                   | 11.6%               |
| FCC           | 2015 | 573     | 53.6% | 46.4%  | 4.4%               | 95.6% | 0.4%                              | 8.0%  | 18.9%                      | 0.0%                                       | 69.9% | 2.8%              | 84.1%                    | 3.0%                                   | 12.9%               |
|               | '14  | 702     | 49.3% | 50.7%  | 4.7%               | 95.3% | 0.2%                              | 6.8%  | 23.8%                      | 0.8%                                       | 66.1% | 2.4%              | 83.7%                    | 3.5%                                   | 12.8%               |
|               | '13  | 814     | 47.7% | 52.3%  | 4.4%               | 95.6% | 0.5%                              | 6.6%  | 23.3%                      | 0.5%                                       | 66.3% | 2.7%              | 83.7%                    | 2.7%                                   | 13.5%               |
| FERC          | 2015 | 996     | 57.9% | 42.1%  | 5.9%               | 94.1% | 0.2%                              | 7.0%  | 15.8%                      | 0.1%                                       | 73.3% | 3.5%              | 86.4%                    | 2.9%                                   | 10.7%               |
|               | '14  | 896     | 56.5% | 43.5%  | 5.1%               | 94.9% | 0.0%                              | 6.7%  | 16.9%                      | 0.1%                                       | 72.0% | 4.3%              | 85.8%                    | 1.7%                                   | 12.5%               |
|               | '13  | 893     | 59.4% | 40.6%  | 5.6%               | 94.4% | 0.4%                              | 6.3%  | 18.6%                      | 0.1%                                       | 71.9% | 2.7%              | 84.9%                    | 2.5%                                   | 12.6%               |
| FTC           | 2015 | 626     | 51.3% | 48.7%  | 3.4%               | 96.6% | 0.0%                              | 6.9%  | 14.7%                      | 0.2%                                       | 76.8% | 1.4%              | 81.2%                    | 7.4%                                   | 11.4%               |
|               | '14  | 518     | 49.4% | 50.6%  | 4.2%               | 95.8% | 0.2%                              | 5.8%  | 14.3%                      | 0.0%                                       | 77.5% | 2.1%              | 82.1%                    | 6.7%                                   | 11.2%               |
|               | '13  | 565     | 50.0% | 50.0%  | 1.7%               | 98.3% | 0.4%                              | 6.1%  | 13.9%                      | 0.8%                                       | 76.0% | 2.9%              | 78.1%                    | 7.6%                                   | 14.3%               |
| GSA           | 2015 | 7,874   | 52.4% | 47.6%  | 7.0%               | 93.0% | 0.8%                              | 5.4%  | 21.0%                      | 0.7%                                       | 68.4% | 3.7%              | 82.4%                    | 2.9%                                   | 14.7%               |
|               | '14  | 8,567   | 51.2% | 48.8%  | 6.7%               | 93.3% | 1.0%                              | 5.0%  | 22.7%                      | 0.6%                                       | 66.8% | 3.8%              | 82.6%                    | 2.5%                                   | 14.9%               |
|               | '13  | 8,429   | 50.7% | 49.3%  | 6.9%               | 93.1% | 0.8%                              | 5.3%  | 20.6%                      | 0.7%                                       | 69.3% | 3.3%              | 83.1%                    | 2.6%                                   | 14.3%               |
| HHS           | 2015 | 36,772  | 36.6% | 63.4%  | 6.1%               | 93.9% | 8.3%                              | 8.9%  | 18.8%                      | 0.4%                                       | 60.1% | 3.5%              | 83.7%                    | 4.2%                                   | 12.1%               |
|               | '14  | 32,806  | 35.5% | 64.5%  | 5.7%               | 94.3% | 9.8%                              | 8.5%  | 18.2%                      | 0.3%                                       | 59.7% | 3.4%              | 83.9%                    | 4.0%                                   | 12.0%               |
|               | '13  | 32,329  | 34.6% | 65.4%  | 5.6%               | 94.4% | 11.0%                             | 7.5%  | 18.8%                      | 0.3%                                       | 59.0% | 3.3%              | 83.8%                    | 3.8%                                   | 12.4%               |
| HUD           | 2015 | 5,404   | 39.6% | 60.4%  | 9.2%               | 90.8% | 1.4%                              | 4.5%  | 35.5%                      | 0.4%                                       | 54.2% | 4.0%              | 84.1%                    | 3.5%                                   | 12.5%               |
|               | '14  | 3,890   | 39.1% | 60.9%  | 8.0%               | 92.0% | 1.2%                              | 4.1%  | 31.0%                      | 0.5%                                       | 59.8% | 3.5%              | 83.3%                    | 3.1%                                   | 13.7%               |
|               | '13  | 3,741   | 38.9% | 61.1%  | 8.0%               | 92.0% | 1.3%                              | 4.1%  | 28.9%                      | 0.4%                                       | 61.9% | 3.4%              | 82.3%                    | 3.2%                                   | 14.5%               |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

|               |      |         | Sex   |        | Hispanic or Latino |       | Race                              |       |                            |  |       |                   | Self-Identify as:        |  |                     |
|---------------|------|---------|-------|--------|--------------------|-------|-----------------------------------|-------|----------------------------|--|-------|-------------------|--------------------------|--|---------------------|
|               |      |         | Male  | Female | Yes                | No    | American Indian/<br>Alaska Native | Asian | Black/<br>African American | Native Hawaiian/<br>Other Pacific Islander | White | Two or more races | Heterosexual or Straight | Gay, Lesbian, Bisexual, or Transgender | I prefer not to say |
| All Responses | 2015 | 421,748 | 52.1% | 47.9%  | 8.7%               | 91.3% | 2.2%                              | 4.9%  | 15.9%                      | 0.7%                                       | 72.4% | 3.8%              | 84.3%                    | 2.9%                                   | 12.8%               |
|               | '14  | 392,752 | 51.9% | 48.1%  | 8.6%               | 91.4% | 2.2%                              | 4.9%  | 16.1%                      | 0.7%                                       | 72.5% | 3.7%              | 84.6%                    | 2.8%                                   | 12.6%               |
|               | '13  | 376,577 | 51.5% | 48.5%  | 8.4%               | 91.6% | 2.3%                              | 4.9%  | 16.1%                      | 0.7%                                       | 72.5% | 3.5%              | 84.9%                    | 2.7%                                   | 12.4%               |
|               |      |         |       |        |                    |       |                                   |       |                            |  |       |                   |                          |  |                     |
| NARA          | 2015 | 1,721   | 47.2% | 52.8%  | 4.1%               | 95.9% | 0.4%                              | 2.2%  | 20.0%                      | 0.7%                                       | 73.2% | 3.6%              | 79.1%                    | 3.6%                                   | 17.2%               |
|               | '14  | 1,686   | 46.4% | 53.6%  | 3.9%               | 96.1% | 0.5%                              | 2.1%  | 18.6%                      | 0.6%                                       | 74.4% | 3.8%              | 78.4%                    | 4.0%                                   | 17.7%               |
|               | '13  | 1,617   | 45.5% | 54.5%  | 3.7%               | 96.3% | 0.7%                              | 2.4%  | 17.5%                      | 0.6%                                       | 75.8% | 3.0%              | 79.0%                    | 3.8%                                   | 17.3%               |
| NASA          | 2015 | 9,936   | 63.6% | 36.4%  | 6.6%               | 93.4% | 0.8%                              | 5.3%  | 10.8%                      | 0.4%                                       | 79.3% | 3.3%              | 87.2%                    | 2.0%                                   | 10.8%               |
|               | '14  | 9,430   | 63.0% | 37.0%  | 7.1%               | 92.9% | 0.8%                              | 5.7%  | 10.2%                      | 0.5%                                       | 79.7% | 3.1%              | 86.9%                    | 2.2%                                   | 10.9%               |
|               | '13  | 9,985   | 62.5% | 37.5%  | 6.8%               | 93.2% | 0.8%                              | 5.9%  | 10.4%                      | 0.5%                                       | 79.6% | 2.8%              | 87.5%                    | 1.9%                                   | 10.5%               |
| NCUA          | 2015 | 777     | 55.0% | 45.0%  | 7.9%               | 92.1% | 0.6%                              | 4.7%  | 12.9%                      | 0.6%                                       | 78.6% | 2.6%              | 83.4%                    | 3.0%                                   | 13.6%               |
|               | '14  | 809     | 54.7% | 45.3%  | 6.8%               | 93.2% | 0.8%                              | 4.4%  | 12.2%                      | 0.7%                                       | 78.1% | 3.8%              | 83.2%                    | 2.7%                                   | 14.1%               |
|               | '13  | 799     | 54.0% | 46.0%  | 5.8%               | 94.2% | 0.8%                              | 6.1%  | 14.2%                      | 0.4%                                       | 75.5% | 3.0%              | 82.2%                    | 2.4%                                   | 15.5%               |
| NLRB          | 2015 | 902     | 35.9% | 64.1%  | 9.6%               | 90.4% | 0.0%                              | 4.9%  | 20.9%                      | 0.6%                                       | 70.0% | 3.6%              | 82.4%                    | 5.3%                                   | 12.3%               |
|               | '14  | 696     | 34.0% | 66.0%  | 9.4%               | 90.6% | 0.2%                              | 3.4%  | 20.8%                      | 0.5%                                       | 72.2% | 3.0%              | 86.3%                    | 5.4%                                   | 8.4%                |
|               | '13  | 726     | 33.2% | 66.8%  | 10.3%              | 89.7% | 0.5%                              | 3.6%  | 21.4%                      | 0.5%                                       | 70.2% | 3.9%              | 86.4%                    | 5.0%                                   | 8.6%                |
| NRC           | 2015 | 2,675   | 63.4% | 36.6%  | 7.4%               | 92.6% | 0.7%                              | 8.1%  | 12.7%                      | 0.5%                                       | 74.1% | 3.9%              | 84.0%                    | 2.5%                                   | 13.5%               |
|               | '14  | 2,467   | 63.5% | 36.5%  | 7.1%               | 92.9% | 0.8%                              | 8.0%  | 11.8%                      | 0.3%                                       | 74.9% | 4.2%              | 85.0%                    | 2.4%                                   | 12.6%               |
|               | '13  | 2,509   | 63.2% | 36.8%  | 7.0%               | 93.0% | 0.7%                              | 7.9%  | 11.8%                      | 0.4%                                       | 75.1% | 4.0%              | 85.1%                    | 2.5%                                   | 12.5%               |
| NSF           | 2015 | 900     | 37.7% | 62.3%  | 5.1%               | 94.9% | 0.1%                              | 5.5%  | 22.4%                      | 0.2%                                       | 68.8% | 2.9%              | 80.8%                    | 2.9%                                   | 16.3%               |
|               | '14  | 917     | 38.0% | 62.0%  | 4.8%               | 95.2% | 0.2%                              | 5.0%  | 24.4%                      | 0.4%                                       | 67.2% | 2.8%              | 81.5%                    | 3.3%                                   | 15.2%               |
|               | '13  | 888     | 37.4% | 62.6%  | 5.2%               | 94.8% | 0.2%                              | 5.0%  | 22.6%                      | 0.2%                                       | 69.1% | 2.8%              | 81.6%                    | 3.5%                                   | 14.8%               |
| OMB           | 2015 | 305     | 48.3% | 51.7%  | 2.0%               | 98.0% | 1.0%                              | 10.1% | 3.5%                       | 0.0%                                       | 82.6% | 2.8%              | 79.4%                    | 8.0%                                   | 12.5%               |
|               | '14  | 304     | 47.3% | 52.7%  | 2.4%               | 97.6% | 0.0%                              | 9.8%  | 4.3%                       | 0.4%                                       | 83.0% | 2.5%              | 83.5%                    | 6.2%                                   | 10.3%               |
|               | '13  | 314     | 47.3% | 52.7%  | 4.7%               | 95.3% | 0.0%                              | 6.7%  | 4.3%                       | 0.0%                                       | 85.5% | 3.5%              | 80.4%                    | 7.5%                                   | 12.1%               |
| OPM           | 2015 | 3,378   | 42.3% | 57.7%  | 6.7%               | 93.3% | 0.7%                              | 2.6%  | 19.9%                      | 0.4%                                       | 72.7% | 3.7%              | 83.3%                    | 3.2%                                   | 13.5%               |
|               | '14  | 3,596   | 42.3% | 57.7%  | 6.9%               | 93.1% | 0.5%                              | 3.1%  | 20.4%                      | 0.4%                                       | 72.2% | 3.5%              | 83.9%                    | 2.8%                                   | 13.3%               |
|               | '13  | 2,929   | 40.0% | 60.0%  | 5.6%               | 94.4% | 0.5%                              | 2.6%  | 19.9%                      | 0.4%                                       | 73.4% | 3.2%              | 83.8%                    | 2.8%                                   | 13.4%               |
| PBGC          | 2015 | 630     | 46.0% | 54.0%  | 5.1%               | 94.9% | 0.2%                              | 7.7%  | 36.7%                      | 0.2%                                       | 51.4% | 3.8%              | 85.3%                    | 4.1%                                   | 10.6%               |
|               | '14  | 481     | 46.7% | 53.3%  | 5.9%               | 94.1% | 0.2%                              | 8.8%  | 34.6%                      | 0.7%                                       | 54.3% | 1.4%              | 82.8%                    | 5.3%                                   | 12.0%               |
|               | '13  | 401     | 43.6% | 56.4%  | 5.1%               | 94.9% | 0.3%                              | 5.6%  | 36.7%                      | 0.3%                                       | 53.4% | 3.8%              | 80.9%                    | 4.7%                                   | 14.4%               |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

|               |      |         | Sex   |        | Hispanic or Latino |       | Race                              |       |                            |  |       |                   | Self-Identify as:        |  |                     |
|---------------|------|---------|-------|--------|--------------------|-------|-----------------------------------|-------|----------------------------|--|-------|-------------------|--------------------------|--|---------------------|
|               |      |         | Male  | Female | Yes                | No    | American Indian/<br>Alaska Native | Asian | Black/<br>African American | Native Hawaiian/<br>Other Pacific Islander | White | Two or more races | Heterosexual or Straight | Gay, Lesbian, Bisexual, or Transgender | I prefer not to say |
| All Responses | 2015 | 421,748 | 52.1% | 47.9%  | 8.7%               | 91.3% | 2.2%                              | 4.9%  | 15.9%                      | 0.7%                                       | 72.4% | 3.8%              | 84.3%                    | 2.9%                                   | 12.8%               |
|               | '14  | 392,752 | 51.9% | 48.1%  | 8.6%               | 91.4% | 2.2%                              | 4.9%  | 16.1%                      | 0.7%                                       | 72.5% | 3.7%              | 84.6%                    | 2.8%                                   | 12.6%               |
|               | '13  | 376,577 | 51.5% | 48.5%  | 8.4%               | 91.6% | 2.3%                              | 4.9%  | 16.1%                      | 0.7%                                       | 72.5% | 3.5%              | 84.9%                    | 2.7%                                   | 12.4%               |
| RRB           | 2015 | 481     | 42.5% | 57.5%  | 7.0%               | 93.0% | 0.2%                              | 2.7%  | 33.9%                      | 0.7%                                       | 59.9% | 2.7%              | 87.5%                    | 2.9%                                   | 9.6%                |
|               | '14  | 526     | 39.6% | 60.4%  | 6.7%               | 93.3% | 0.8%                              | 2.2%  | 36.6%                      | 0.4%                                       | 57.5% | 2.4%              | 86.8%                    | 3.2%                                   | 10.0%               |
|               | '13  | 610     | 41.7% | 58.3%  | 5.2%               | 94.8% | 0.5%                              | 2.3%  | 36.4%                      | 0.9%                                       | 56.7% | 3.2%              | 86.2%                    | 2.3%                                   | 11.5%               |
| SBA           | 2015 | 1,303   | 47.2% | 52.8%  | 12.6%              | 87.4% | 0.8%                              | 5.7%  | 22.1%                      | 1.3%                                       | 66.5% | 3.7%              | 82.3%                    | 2.9%                                   | 14.8%               |
|               | '14  | 1,395   | 46.2% | 53.8%  | 12.0%              | 88.0% | 1.3%                              | 6.2%  | 22.1%                      | 1.4%                                       | 65.4% | 3.6%              | 82.4%                    | 3.0%                                   | 14.6%               |
|               | '13  | 1,511   | 45.2% | 54.8%  | 13.6%              | 86.4% | 1.2%                              | 6.3%  | 22.1%                      | 1.4%                                       | 65.6% | 3.5%              | 83.4%                    | 2.5%                                   | 14.1%               |
| SEC           | 2015 | 1,921   | 53.9% | 46.1%  | 5.7%               | 94.3% | 0.2%                              | 8.4%  | 14.0%                      | 0.2%                                       | 74.7% | 2.5%              | 83.8%                    | 4.7%                                   | 11.6%               |
|               | '14  | 2,472   | 52.4% | 47.6%  | 5.9%               | 94.1% | 0.3%                              | 8.2%  | 14.3%                      | 0.3%                                       | 74.4% | 2.5%              | 84.5%                    | 3.7%                                   | 11.8%               |
|               | '13  | 2,422   | 51.9% | 48.1%  | 5.5%               | 94.5% | 0.5%                              | 7.2%  | 14.9%                      | 0.2%                                       | 74.7% | 2.5%              | 85.3%                    | 3.7%                                   | 11.0%               |
| SSA           | 2015 | 10,527  | 34.2% | 65.8%  | 13.7%              | 86.3% | 1.0%                              | 5.4%  | 23.7%                      | 0.5%                                       | 65.9% | 3.5%              | 85.1%                    | 3.1%                                   | 11.8%               |
|               | '14  | 9,540   | 34.0% | 66.0%  | 13.1%              | 86.9% | 1.0%                              | 5.1%  | 23.7%                      | 0.7%                                       | 66.1% | 3.3%              | 86.3%                    | 3.3%                                   | 10.3%               |
|               | '13  | 8,345   | 31.5% | 68.5%  | 14.3%              | 85.7% | 1.3%                              | 4.7%  | 24.9%                      | 0.6%                                       | 64.7% | 3.7%              | 87.7%                    | 2.6%                                   | 9.8%                |
| State         | 2015 | 4,060   | 54.0% | 46.0%  | 6.4%               | 93.6% | 0.4%                              | 4.7%  | 13.0%                      | 0.3%                                       | 78.0% | 3.6%              | 85.0%                    | 4.8%                                   | 10.2%               |
|               | '14  | 3,776   | 51.2% | 48.8%  | 6.5%               | 93.5% | 0.4%                              | 5.3%  | 14.8%                      | 0.3%                                       | 75.4% | 3.9%              | 85.8%                    | 4.2%                                   | 10.0%               |
|               | '13  | 2,551   | 49.9% | 50.1%  | 7.0%               | 93.0% | 0.4%                              | 5.2%  | 16.4%                      | 0.4%                                       | 73.4% | 4.2%              | 85.3%                    | 4.1%                                   | 10.6%               |
| Treas         | 2015 | 51,700  | 40.6% | 59.4%  | 9.2%               | 90.8% | 1.1%                              | 5.2%  | 20.2%                      | 0.5%                                       | 69.3% | 3.7%              | 82.3%                    | 3.1%                                   | 14.6%               |
|               | '14  | 51,038  | 41.1% | 58.9%  | 8.8%               | 91.2% | 1.0%                              | 5.1%  | 19.8%                      | 0.5%                                       | 70.1% | 3.4%              | 82.5%                    | 3.0%                                   | 14.5%               |
|               | '13  | 50,010  | 40.9% | 59.1%  | 8.6%               | 91.4% | 1.2%                              | 4.8%  | 19.2%                      | 0.5%                                       | 71.0% | 3.3%              | 81.6%                    | 3.0%                                   | 15.4%               |
| USAID         | 2015 | 2,004   | 45.8% | 54.2%  | 6.2%               | 93.8% | 0.5%                              | 5.9%  | 18.6%                      | 0.1%                                       | 71.7% | 3.2%              | 83.0%                    | 5.7%                                   | 11.3%               |
|               | '14  | 2,045   | 45.8% | 54.2%  | 6.3%               | 93.7% | 0.3%                              | 6.0%  | 18.9%                      | 0.2%                                       | 71.1% | 3.5%              | 83.4%                    | 6.1%                                   | 10.5%               |
|               | '13  | 2,266   | 45.1% | 54.9%  | 6.0%               | 94.0% | 0.5%                              | 6.8%  | 18.8%                      | 0.3%                                       | 69.9% | 3.7%              | 84.1%                    | 5.3%                                   | 10.6%               |
| USDA          | 2015 | 20,624  | 50.1% | 49.9%  | 7.3%               | 92.7% | 1.6%                              | 3.3%  | 12.1%                      | 0.5%                                       | 78.8% | 3.8%              | 84.4%                    | 2.7%                                   | 13.0%               |
|               | '14  | 20,162  | 49.9% | 50.1%  | 7.3%               | 92.7% | 1.9%                              | 2.8%  | 11.4%                      | 0.4%                                       | 79.6% | 3.9%              | 84.2%                    | 2.3%                                   | 13.5%               |
|               | '13  | 13,256  | 49.5% | 50.5%  | 7.4%               | 92.6% | 2.0%                              | 3.1%  | 10.8%                      | 0.4%                                       | 80.0% | 3.7%              | 84.4%                    | 2.6%                                   | 13.0%               |
| VA            | 2015 | 32,236  | 41.2% | 58.8%  | 7.9%               | 92.1% | 1.3%                              | 4.4%  | 18.6%                      | 0.8%                                       | 70.8% | 4.1%              | 83.5%                    | 3.3%                                   | 13.3%               |
|               | '14  | 27,639  | 40.4% | 59.6%  | 7.6%               | 92.4% | 1.5%                              | 4.8%  | 18.1%                      | 0.8%                                       | 70.8% | 4.0%              | 83.5%                    | 3.3%                                   | 13.2%               |
|               | '13  | 29,893  | 39.3% | 60.7%  | 7.3%               | 92.7% | 1.4%                              | 4.7%  | 18.5%                      | 0.9%                                       | 71.0% | 3.6%              | 84.7%                    | 2.7%                                   | 12.6%               |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

| Agency         | Year | Number of Respondents | Sex   |        | Hispanic or Latino |       | Race                           |       |                         |   |       |                   | Self-Identify as:        |  |                     |
|----------------|------|-----------------------|-------|--------|--------------------|-------|--------------------------------|-------|-------------------------|---|-------|-------------------|--------------------------|--|---------------------|
|                |      |                       | Male  | Female | Yes                | No    | American Indian/ Alaska Native | Asian | Black/ African American | Native Hawaiian/ Other Pacific Islander | White | Two or more races | Heterosexual or Straight | Gay, Lesbian, Bisexual, or Transgender | I prefer not to say |
| All Responses  | 2015 | 421,748               | 52.1% | 47.9%  | 8.7%               | 91.3% | 2.2%                           | 4.9%  | 15.9%                   | 0.7%                                    | 72.4% | 3.8%              | 84.3%                    | 2.9%                                   | 12.8%               |
|                | '14  | 392,752               | 51.9% | 48.1%  | 8.6%               | 91.4% | 2.2%                           | 4.9%  | 16.1%                   | 0.7%                                    | 72.5% | 3.7%              | 84.6%                    | 2.8%                                   | 12.6%               |
|                | '13  | 376,577               | 51.5% | 48.5%  | 8.4%               | 91.6% | 2.3%                           | 4.9%  | 16.1%                   | 0.7%                                    | 72.5% | 3.5%              | 84.9%                    | 2.7%                                   | 12.4%               |
| DOD            | 2015 | 72,919                | 63.4% | 36.6%  | 7.8%               | 92.2% | 1.2%                           | 4.5%  | 14.3%                   | 1.1%                                    | 74.5% | 4.5%              | 86.8%                    | 1.6%                                   | 11.6%               |
|                | '14  | 75,025                | 63.4% | 36.6%  | 7.7%               | 92.3% | 1.1%                           | 4.5%  | 14.9%                   | 1.1%                                    | 74.3% | 4.1%              | 87.0%                    | 1.6%                                   | 11.4%               |
|                | '13  | 65,007                | 63.2% | 36.8%  | 7.7%               | 92.3% | 1.2%                           | 4.6%  | 14.9%                   | 1.2%                                    | 74.2% | 3.8%              | 87.8%                    | 1.4%                                   | 10.7%               |
| USACE          | 2015 | 4,306                 | 64.3% | 35.7%  | 4.7%               | 95.3% | 1.1%                           | 4.7%  | 8.9%                    | 0.6%                                    | 81.3% | 3.4%              | 86.6%                    | 1.5%                                   | 11.9%               |
|                | '14  | 2,433                 | 61.5% | 38.5%  | 4.7%               | 95.3% | 1.0%                           | 4.1%  | 8.7%                    | 0.5%                                    | 82.6% | 3.1%              | 87.4%                    | 1.5%                                   | 11.1%               |
|                | '13  | 2,222                 | 63.9% | 36.1%  | 4.9%               | 95.1% | 1.1%                           | 5.0%  | 8.1%                    | 0.5%                                    | 81.9% | 3.4%              | 87.6%                    | 1.7%                                   | 10.7%               |
| Air Force      | 2015 | 18,776                | 68.2% | 31.8%  | 8.4%               | 91.6% | 1.5%                           | 2.5%  | 11.6%                   | 1.0%                                    | 78.7% | 4.7%              | 87.5%                    | 1.5%                                   | 11.1%               |
|                | '14  | 19,168                | 69.1% | 30.9%  | 7.7%               | 92.3% | 1.3%                           | 2.3%  | 10.5%                   | 0.9%                                    | 81.0% | 4.0%              | 88.1%                    | 1.3%                                   | 10.6%               |
|                | '13  | 12,129                | 69.3% | 30.7%  | 7.6%               | 92.4% | 1.5%                           | 2.3%  | 10.7%                   | 0.8%                                    | 81.1% | 3.6%              | 89.2%                    | 1.1%                                   | 9.7%                |
| Army‡          | 2015 | 16,697                | 61.3% | 38.7%  | 9.9%               | 90.1% | 1.2%                           | 3.4%  | 18.1%                   | 1.1%                                    | 71.6% | 4.6%              | 87.2%                    | 1.4%                                   | 11.3%               |
|                | '14  | 19,981                | 62.9% | 37.1%  | 9.7%               | 90.3% | 1.3%                           | 3.4%  | 19.6%                   | 1.1%                                    | 70.2% | 4.3%              | 87.3%                    | 1.4%                                   | 11.3%               |
|                | '13  | 19,908                | 62.0% | 38.0%  | 9.6%               | 90.4% | 1.4%                           | 3.1%  | 18.5%                   | 1.1%                                    | 72.0% | 4.0%              | 87.7%                    | 1.4%                                   | 10.8%               |
| Navy‡          | 2015 | 16,210                | 67.3% | 32.7%  | 6.3%               | 93.7% | 1.0%                           | 6.9%  | 11.4%                   | 1.6%                                    | 74.4% | 4.6%              | 86.6%                    | 1.6%                                   | 11.7%               |
|                | '14  | 17,745                | 66.7% | 33.3%  | 6.2%               | 93.8% | 1.0%                           | 7.0%  | 11.6%                   | 1.6%                                    | 74.4% | 4.2%              | 86.5%                    | 1.8%                                   | 11.8%               |
|                | '13  | 17,426                | 66.5% | 33.5%  | 6.2%               | 93.8% | 1.1%                           | 7.6%  | 12.3%                   | 1.8%                                    | 73.4% | 3.8%              | 87.6%                    | 1.3%                                   | 11.1%               |
| Marine Corps   | 2015 | 1,681                 | 69.2% | 30.8%  | 8.0%               | 92.0% | 1.2%                           | 3.1%  | 16.9%                   | 1.3%                                    | 72.6% | 4.9%              | 89.4%                    | 1.0%                                   | 9.5%                |
|                | '14  | 1,716                 | 69.4% | 30.6%  | 7.8%               | 92.2% | 0.7%                           | 3.2%  | 17.5%                   | 1.3%                                    | 72.2% | 5.1%              | 88.6%                    | 1.8%                                   | 9.5%                |
|                | '13  | 2,092                 | 67.4% | 32.6%  | 7.6%               | 92.4% | 1.1%                           | 3.9%  | 16.9%                   | 1.3%                                    | 71.5% | 5.3%              | 90.5%                    | 1.0%                                   | 8.4%                |
| DOD 4th Estate | 2015 | 15,249                | 55.0% | 45.0%  | 7.1%               | 92.9% | 0.9%                           | 5.5%  | 17.8%                   | 0.8%                                    | 70.9% | 4.0%              | 85.6%                    | 2.0%                                   | 12.3%               |
|                | '14  | 13,982                | 52.0% | 48.0%  | 7.1%               | 92.9% | 0.9%                           | 5.9%  | 19.0%                   | 0.9%                                    | 69.6% | 3.8%              | 85.6%                    | 2.1%                                   | 12.3%               |
|                | '13  | 11,230                | 52.6% | 47.4%  | 7.2%               | 92.8% | 1.0%                           | 4.9%  | 18.3%                   | 1.2%                                    | 71.1% | 3.4%              | 86.5%                    | 1.9%                                   | 11.6%               |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

## Report on Demographic Questions by Agency (Unweighted)

| Agency        | Year | Number of Respondents | Level of Education    |  |                                |                          |                    |                   |                 |                               | Disability |       | Military Service          |   |         |                         |
|---------------|------|-----------------------|-----------------------|--|--------------------------------|--------------------------|--------------------|-------------------|-----------------|-------------------------------|------------|-------|---------------------------|---|---------|-------------------------|
|               |      |                       | Less than High School | High School Diploma/ GED or equivalent | Trade or Technical Certificate | Some College (no degree) | Associate's Degree | Bachelor's Degree | Master's Degree | Doctoral/ Professional Degree | Yes        | No    | No Prior Military Service | Currently in National Guard or Reserves | Retired | Separated or Discharged |
| All Responses | 2015 | 421,748               | 0.1%                  | 4.9%                                   | 2.4%                           | 15.2%                    | 7.9%               | 34.3%             | 24.8%           | 10.4%                         | 13.6%      | 86.4% | 71.9%                     | 1.8%                                    | 11.1%   | 15.2%                   |
|               | '14  | 392,752               | 0.1%                  | 5.2%                                   | 2.5%                           | 15.9%                    | 8.1%               | 34.2%             | 24.0%           | 10.0%                         | 13.5%      | 86.5% | 71.4%                     | 1.8%                                    | 11.5%   | 15.3%                   |
|               | '13  | 376,577               | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 13.0%      | 87.0% | ---                       | ---                                     | ---     | ---                     |
| BBG           | 2015 | 1,102                 | 0.3%                  | 4.3%                                   | 2.3%                           | 14.5%                    | 5.2%               | 37.5%             | 32.7%           | 3.2%                          | 6.1%       | 93.9% | 89.1%                     | 0.2%                                    | 2.8%    | 8.0%                    |
|               | '14  | 1,051                 | 0.1%                  | 4.4%                                   | 2.8%                           | 13.2%                    | 5.2%               | 38.6%             | 32.2%           | 3.5%                          | 5.9%       | 94.1% | 89.4%                     | 0.2%                                    | 3.2%    | 7.3%                    |
|               | '13  | 1,156                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 4.7%       | 95.3% | ---                       | ---                                     | ---     | ---                     |
| CSOSA         | 2015 | 648                   | 0.0%                  | 4.2%                                   | 0.5%                           | 10.3%                    | 4.0%               | 41.0%             | 34.1%           | 5.9%                          | 7.7%       | 92.3% | 89.2%                     | 0.7%                                    | 2.6%    | 7.5%                    |
|               | '14  | 722                   | 0.0%                  | 3.9%                                   | 1.5%                           | 10.9%                    | 5.1%               | 39.2%             | 34.2%           | 5.2%                          | 7.9%       | 92.1% | 86.9%                     | 1.2%                                    | 2.9%    | 9.0%                    |
|               | '13  | 714                   | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 8.8%       | 91.2% | ---                       | ---                                     | ---     | ---                     |
| DHS           | 2015 | 43,090                | 0.1%                  | 6.1%                                   | 2.3%                           | 21.8%                    | 9.4%               | 36.6%             | 18.2%           | 5.5%                          | 12.2%      | 87.8% | 63.2%                     | 2.2%                                    | 13.0%   | 21.6%                   |
|               | '14  | 42,798                | 0.1%                  | 6.3%                                   | 2.3%                           | 22.0%                    | 9.3%               | 36.8%             | 17.9%           | 5.3%                          | 12.0%      | 88.0% | 62.4%                     | 2.4%                                    | 13.5%   | 21.7%                   |
|               | '13  | 39,090                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 11.9%      | 88.1% | ---                       | ---                                     | ---     | ---                     |
| DOC           | 2015 | 10,129                | 0.1%                  | 3.0%                                   | 1.1%                           | 9.0%                     | 4.0%               | 32.9%             | 30.7%           | 19.2%                         | 8.0%       | 92.0% | 86.7%                     | 0.5%                                    | 3.5%    | 9.3%                    |
|               | '14  | 9,892                 | 0.1%                  | 3.2%                                   | 1.3%                           | 9.5%                     | 4.1%               | 33.1%             | 30.3%           | 18.5%                         | 7.2%       | 92.8% | 87.1%                     | 0.5%                                    | 3.2%    | 9.2%                    |
|               | '13  | 9,447                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 6.8%       | 93.2% | ---                       | ---                                     | ---     | ---                     |
| DOE           | 2015 | 8,469                 | 0.1%                  | 3.5%                                   | 3.1%                           | 10.4%                    | 6.1%               | 36.1%             | 32.2%           | 8.6%                          | 10.1%      | 89.9% | 71.9%                     | 1.1%                                    | 8.0%    | 19.0%                   |
|               | '14  | 6,515                 | 0.1%                  | 3.1%                                   | 3.2%                           | 10.8%                    | 6.3%               | 36.3%             | 32.0%           | 8.2%                          | 10.4%      | 89.6% | 71.7%                     | 1.2%                                    | 8.1%    | 19.0%                   |
|               | '13  | 6,707                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 9.5%       | 90.5% | ---                       | ---                                     | ---     | ---                     |
| DOI           | 2015 | 26,366                | 0.1%                  | 4.5%                                   | 2.8%                           | 13.5%                    | 7.5%               | 38.1%             | 26.1%           | 7.3%                          | 10.1%      | 89.9% | 80.8%                     | 0.6%                                    | 4.6%    | 14.0%                   |
|               | '14  | 18,384                | 0.1%                  | 4.6%                                   | 2.7%                           | 13.9%                    | 7.7%               | 37.5%             | 25.7%           | 7.8%                          | 9.9%       | 90.1% | 80.8%                     | 0.7%                                    | 4.4%    | 14.1%                   |
|               | '13  | 18,396                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 9.7%       | 90.3% | ---                       | ---                                     | ---     | ---                     |
| DOJ           | 2015 | 20,218                | 0.0%                  | 5.8%                                   | 2.3%                           | 15.0%                    | 7.4%               | 36.4%             | 16.5%           | 16.5%                         | 8.3%       | 91.7% | 74.2%                     | 2.2%                                    | 5.1%    | 18.5%                   |
|               | '14  | 17,213                | 0.1%                  | 6.3%                                   | 2.5%                           | 16.2%                    | 7.4%               | 36.5%             | 15.5%           | 15.5%                         | 8.4%       | 91.6% | 74.0%                     | 2.2%                                    | 5.1%    | 18.6%                   |
|               | '13  | 17,004                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 8.0%       | 92.0% | ---                       | ---                                     | ---     | ---                     |
| DOL           | 2015 | 11,359                | 0.1%                  | 4.4%                                   | 1.7%                           | 12.5%                    | 5.9%               | 35.3%             | 27.6%           | 12.6%                         | 15.3%      | 84.7% | 76.5%                     | 1.2%                                    | 7.4%    | 14.9%                   |
|               | '14  | 10,953                | 0.1%                  | 4.6%                                   | 1.6%                           | 12.7%                    | 5.9%               | 35.1%             | 26.9%           | 13.2%                         | 15.2%      | 84.8% | 76.3%                     | 1.0%                                    | 7.2%    | 15.4%                   |
|               | '13  | 5,205                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 16.9%      | 83.1% | ---                       | ---                                     | ---     | ---                     |
| DOT           | 2015 | 15,598                | 0.1%                  | 3.6%                                   | 3.3%                           | 17.1%                    | 10.2%              | 38.0%             | 22.8%           | 4.9%                          | 13.4%      | 86.6% | 64.5%                     | 1.5%                                    | 12.6%   | 21.5%                   |
|               | '14  | 11,673                | 0.1%                  | 3.7%                                   | 3.1%                           | 16.8%                    | 9.4%               | 37.2%             | 24.0%           | 5.8%                          | 12.3%      | 87.7% | 66.0%                     | 1.5%                                    | 11.8%   | 20.7%                   |
|               | '13  | 23,204                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 12.5%      | 87.5% | ---                       | ---                                     | ---     | ---                     |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.



## Report on Demographic Questions by Agency (Unweighted)

| Agency        | Year | Number of Respondents | Level of Education    |  |                                |                          |                    |                   |                 |                               | Disability |       | Military Service          |   |         |                         |
|---------------|------|-----------------------|-----------------------|--|--------------------------------|--------------------------|--------------------|-------------------|-----------------|-------------------------------|------------|-------|---------------------------|---|---------|-------------------------|
|               |      |                       | Less than High School | High School Diploma/ GED or equivalent | Trade or Technical Certificate | Some College (no degree) | Associate's Degree | Bachelor's Degree | Master's Degree | Doctoral/ Professional Degree | Yes        | No    | No Prior Military Service | Currently in National Guard or Reserves | Retired | Separated or Discharged |
| All Responses | 2015 | 421,748               | 0.1%                  | 4.9%                                   | 2.4%                           | 15.2%                    | 7.9%               | 34.3%             | 24.8%           | 10.4%                         | 13.6%      | 86.4% | 71.9%                     | 1.8%                                    | 11.1%   | 15.2%                   |
|               | '14  | 392,752               | 0.1%                  | 5.2%                                   | 2.5%                           | 15.9%                    | 8.1%               | 34.2%             | 24.0%           | 10.0%                         | 13.5%      | 86.5% | 71.4%                     | 1.8%                                    | 11.5%   | 15.3%                   |
|               | '13  | 376,577               | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 13.0%      | 87.0% | ---                       | ---                                     | ---     | ---                     |
| Educ          | 2015 | 2,701                 | 0.1%                  | 2.7%                                   | 0.5%                           | 8.5%                     | 2.5%               | 31.1%             | 32.8%           | 21.8%                         | 10.4%      | 89.6% | 86.7%                     | 0.7%                                    | 3.7%    | 8.9%                    |
|               | '14  | 2,415                 | 0.0%                  | 3.3%                                   | 0.5%                           | 8.6%                     | 2.6%               | 29.8%             | 33.8%           | 21.4%                         | 10.3%      | 89.7% | 87.3%                     | 0.6%                                    | 3.8%    | 8.2%                    |
|               | '13  | 2,658                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 10.0%      | 90.0% | ---                       | ---                                     | ---     | ---                     |
| EEOC          | 2015 | 1,247                 | 0.3%                  | 2.6%                                   | 1.4%                           | 12.1%                    | 4.8%               | 30.3%             | 19.2%           | 29.4%                         | 32.1%      | 67.9% | 71.1%                     | 1.6%                                    | 9.4%    | 17.9%                   |
|               | '14  | 1,129                 | 0.0%                  | 3.3%                                   | 1.0%                           | 14.5%                    | 5.0%               | 29.8%             | 16.1%           | 30.2%                         | 29.3%      | 70.7% | 74.9%                     | 1.2%                                    | 7.4%    | 16.5%                   |
|               | '13  | 1,180                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 26.3%      | 73.7% | ---                       | ---                                     | ---     | ---                     |
| EPA           | 2015 | 4,456                 | 0.0%                  | 1.4%                                   | 0.5%                           | 5.7%                     | 2.4%               | 31.5%             | 38.2%           | 20.3%                         | 6.9%       | 93.1% | 91.0%                     | 0.6%                                    | 1.9%    | 6.4%                    |
|               | '14  | 3,863                 | 0.0%                  | 1.4%                                   | 0.5%                           | 5.7%                     | 2.4%               | 31.7%             | 38.6%           | 19.6%                         | 7.1%       | 92.9% | 90.0%                     | 0.5%                                    | 2.7%    | 6.8%                    |
|               | '13  | 3,924                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 7.0%       | 93.0% | ---                       | ---                                     | ---     | ---                     |
| FCC           | 2015 | 573                   | 0.0%                  | 5.0%                                   | 0.9%                           | 8.6%                     | 3.6%               | 22.6%             | 16.3%           | 43.0%                         | 10.1%      | 89.9% | 87.2%                     | 0.4%                                    | 4.4%    | 8.0%                    |
|               | '14  | 702                   | 0.0%                  | 6.2%                                   | 1.4%                           | 9.2%                     | 2.9%               | 24.1%             | 14.8%           | 41.5%                         | 8.3%       | 91.7% | 88.2%                     | 0.3%                                    | 3.7%    | 7.8%                    |
|               | '13  | 814                   | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 6.9%       | 93.1% | ---                       | ---                                     | ---     | ---                     |
| FERC          | 2015 | 996                   | 0.2%                  | 1.3%                                   | 0.6%                           | 5.5%                     | 2.2%               | 25.1%             | 38.3%           | 26.8%                         | 6.5%       | 93.5% | 91.5%                     | 0.5%                                    | 1.0%    | 7.0%                    |
|               | '14  | 896                   | 0.0%                  | 1.6%                                   | 0.9%                           | 6.3%                     | 2.1%               | 27.5%             | 37.8%           | 23.8%                         | 6.7%       | 93.3% | 90.6%                     | 0.5%                                    | 1.3%    | 7.6%                    |
|               | '13  | 893                   | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 7.1%       | 92.9% | ---                       | ---                                     | ---     | ---                     |
| FTC           | 2015 | 626                   | 0.0%                  | 1.2%                                   | 1.2%                           | 5.3%                     | 1.8%               | 13.7%             | 8.8%            | 67.9%                         | 8.1%       | 91.9% | 92.0%                     | 0.5%                                    | 1.4%    | 6.1%                    |
|               | '14  | 518                   | 0.0%                  | 1.8%                                   | 0.4%                           | 4.3%                     | 3.0%               | 15.0%             | 8.3%            | 67.1%                         | 8.3%       | 91.7% | 91.4%                     | 0.4%                                    | 1.6%    | 6.6%                    |
|               | '13  | 565                   | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 6.3%       | 93.7% | ---                       | ---                                     | ---     | ---                     |
| GSA           | 2015 | 7,874                 | 0.2%                  | 3.6%                                   | 2.0%                           | 12.5%                    | 5.2%               | 43.1%             | 29.7%           | 3.7%                          | 10.2%      | 89.8% | 76.9%                     | 1.2%                                    | 8.0%    | 13.9%                   |
|               | '14  | 8,567                 | 0.2%                  | 4.4%                                   | 2.2%                           | 14.2%                    | 5.8%               | 41.4%             | 28.5%           | 3.3%                          | 10.4%      | 89.6% | 77.0%                     | 1.0%                                    | 7.6%    | 14.4%                   |
|               | '13  | 8,429                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 9.7%       | 90.3% | ---                       | ---                                     | ---     | ---                     |
| HHS           | 2015 | 36,772                | 0.1%                  | 2.8%                                   | 1.9%                           | 9.3%                     | 4.8%               | 24.6%             | 29.2%           | 27.5%                         | 8.4%       | 91.6% | 87.2%                     | 0.9%                                    | 3.3%    | 8.5%                    |
|               | '14  | 32,806                | 0.1%                  | 3.2%                                   | 2.1%                           | 9.7%                     | 5.1%               | 23.9%             | 28.7%           | 27.2%                         | 8.4%       | 91.6% | 87.0%                     | 0.9%                                    | 3.5%    | 8.7%                    |
|               | '13  | 32,329                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 8.4%       | 91.6% | ---                       | ---                                     | ---     | ---                     |
| HUD           | 2015 | 5,404                 | 0.1%                  | 3.7%                                   | 1.2%                           | 15.4%                    | 5.9%               | 31.0%             | 30.2%           | 12.3%                         | 12.6%      | 87.4% | 82.5%                     | 0.7%                                    | 4.4%    | 12.5%                   |
|               | '14  | 3,890                 | 0.2%                  | 3.6%                                   | 1.6%                           | 16.0%                    | 5.7%               | 31.3%             | 29.7%           | 12.0%                         | 12.8%      | 87.2% | 82.6%                     | 0.5%                                    | 4.4%    | 12.5%                   |
|               | '13  | 3,741                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 13.2%      | 86.8% | ---                       | ---                                     | ---     | ---                     |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

| Agency        | Year | Number of Respondents | Level of Education    |  |                                |                          |                    |                   |                 |                               | Disability |       | Military Service          |   |         |                         |
|---------------|------|-----------------------|-----------------------|--|--------------------------------|--------------------------|--------------------|-------------------|-----------------|-------------------------------|------------|-------|---------------------------|---|---------|-------------------------|
|               |      |                       | Less than High School | High School Diploma/ GED or equivalent | Trade or Technical Certificate | Some College (no degree) | Associate's Degree | Bachelor's Degree | Master's Degree | Doctoral/ Professional Degree | Yes        | No    | No Prior Military Service | Currently in National Guard or Reserves | Retired | Separated or Discharged |
| All Responses | 2015 | 421,748               | 0.1%                  | 4.9%                                   | 2.4%                           | 15.2%                    | 7.9%               | 34.3%             | 24.8%           | 10.4%                         | 13.6%      | 86.4% | 71.9%                     | 1.8%                                    | 11.1%   | 15.2%                   |
|               | '14  | 392,752               | 0.1%                  | 5.2%                                   | 2.5%                           | 15.9%                    | 8.1%               | 34.2%             | 24.0%           | 10.0%                         | 13.5%      | 86.5% | 71.4%                     | 1.8%                                    | 11.5%   | 15.3%                   |
|               | '13  | 376,577               | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 13.0%      | 87.0% | ---                       | ---                                     | ---     | ---                     |
| NARA          | 2015 | 1,721                 | 0.2%                  | 8.9%                                   | 1.7%                           | 15.0%                    | 5.9%               | 26.3%             | 38.2%           | 3.7%                          | 12.2%      | 87.8% | 77.4%                     | 1.3%                                    | 7.0%    | 14.3%                   |
|               | '14  | 1,686                 | 0.3%                  | 7.6%                                   | 2.0%                           | 16.0%                    | 5.5%               | 27.0%             | 37.5%           | 4.2%                          | 10.6%      | 89.4% | 77.7%                     | 1.1%                                    | 7.1%    | 14.2%                   |
|               | '13  | 1,617                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 9.4%       | 90.6% | ---                       | ---                                     | ---     | ---                     |
| NASA          | 2015 | 9,936                 | 0.0%                  | 1.3%                                   | 0.6%                           | 4.6%                     | 4.6%               | 35.8%             | 38.5%           | 14.5%                         | 6.9%       | 93.1% | 85.9%                     | 0.7%                                    | 4.2%    | 9.3%                    |
|               | '14  | 9,430                 | 0.0%                  | 1.4%                                   | 0.6%                           | 4.9%                     | 4.3%               | 36.3%             | 38.8%           | 13.6%                         | 6.7%       | 93.3% | 85.3%                     | 0.7%                                    | 4.6%    | 9.4%                    |
|               | '13  | 9,985                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 6.3%       | 93.7% | ---                       | ---                                     | ---     | ---                     |
| NCUA          | 2015 | 777                   | 0.0%                  | 0.9%                                   | 0.5%                           | 4.5%                     | 1.1%               | 57.7%             | 31.3%           | 4.0%                          | 12.7%      | 87.3% | 81.3%                     | 0.9%                                    | 4.6%    | 13.1%                   |
|               | '14  | 809                   | 0.0%                  | 1.3%                                   | 0.9%                           | 3.6%                     | 1.5%               | 60.5%             | 29.0%           | 3.2%                          | 10.5%      | 89.5% | 81.2%                     | 1.3%                                    | 3.9%    | 13.6%                   |
|               | '13  | 799                   | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 9.6%       | 90.4% | ---                       | ---                                     | ---     | ---                     |
| NLRB          | 2015 | 902                   | 0.0%                  | 5.0%                                   | 2.0%                           | 9.3%                     | 4.5%               | 12.0%             | 14.7%           | 52.5%                         | 10.0%      | 90.0% | 90.3%                     | 0.2%                                    | 1.9%    | 7.5%                    |
|               | '14  | 696                   | 0.0%                  | 5.9%                                   | 1.8%                           | 11.0%                    | 4.4%               | 12.2%             | 14.8%           | 49.9%                         | 9.8%       | 90.2% | 90.3%                     | 0.3%                                    | 2.6%    | 6.8%                    |
|               | '13  | 726                   | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 10.0%      | 90.0% | ---                       | ---                                     | ---     | ---                     |
| NRC           | 2015 | 2,675                 | 0.0%                  | 2.0%                                   | 0.7%                           | 6.2%                     | 2.4%               | 39.4%             | 37.2%           | 12.2%                         | 7.7%       | 92.3% | 74.6%                     | 1.7%                                    | 6.7%    | 16.9%                   |
|               | '14  | 2,467                 | 0.0%                  | 2.3%                                   | 0.5%                           | 5.7%                     | 2.7%               | 39.6%             | 36.7%           | 12.4%                         | 8.1%       | 91.9% | 75.4%                     | 1.6%                                    | 6.7%    | 16.3%                   |
|               | '13  | 2,509                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 7.9%       | 92.1% | ---                       | ---                                     | ---     | ---                     |
| NSF           | 2015 | 900                   | 0.0%                  | 2.8%                                   | 0.9%                           | 10.2%                    | 4.3%               | 24.6%             | 24.7%           | 32.4%                         | 7.8%       | 92.2% | 88.3%                     | 0.8%                                    | 3.1%    | 7.8%                    |
|               | '14  | 917                   | 0.0%                  | 3.5%                                   | 0.6%                           | 11.2%                    | 4.2%               | 24.6%             | 23.7%           | 32.3%                         | 6.5%       | 93.5% | 88.7%                     | 0.4%                                    | 2.7%    | 8.2%                    |
|               | '13  | 888                   | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 7.4%       | 92.6% | ---                       | ---                                     | ---     | ---                     |
| OMB           | 2015 | 305                   | 0.0%                  | 1.0%                                   | 0.0%                           | 2.0%                     | 0.3%               | 7.7%              | 71.8%           | 17.1%                         | 4.0%       | 96.0% | 92.9%                     | 1.0%                                    | 1.7%    | 4.4%                    |
|               | '14  | 304                   | 0.0%                  | 0.7%                                   | 0.0%                           | 2.4%                     | 0.3%               | 8.9%              | 68.0%           | 19.6%                         | 4.1%       | 95.9% | 93.4%                     | 0.7%                                    | 2.1%    | 3.8%                    |
|               | '13  | 314                   | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 2.4%       | 97.6% | ---                       | ---                                     | ---     | ---                     |
| OPM           | 2015 | 3,378                 | 0.1%                  | 6.0%                                   | 1.9%                           | 13.6%                    | 6.5%               | 44.8%             | 23.3%           | 3.7%                          | 13.7%      | 86.3% | 73.3%                     | 0.9%                                    | 10.2%   | 15.6%                   |
|               | '14  | 3,596                 | 0.1%                  | 6.8%                                   | 1.9%                           | 13.3%                    | 6.2%               | 45.0%             | 22.7%           | 4.1%                          | 14.6%      | 85.4% | 73.6%                     | 1.1%                                    | 10.5%   | 14.9%                   |
|               | '13  | 2,929                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 13.3%      | 86.7% | ---                       | ---                                     | ---     | ---                     |
| PBGC          | 2015 | 630                   | 0.0%                  | 1.5%                                   | 1.7%                           | 11.1%                    | 2.3%               | 39.9%             | 28.8%           | 14.7%                         | 9.3%       | 90.7% | 87.2%                     | 0.3%                                    | 2.4%    | 10.1%                   |
|               | '14  | 481                   | 0.2%                  | 2.2%                                   | 1.3%                           | 10.2%                    | 2.4%               | 41.4%             | 26.1%           | 16.0%                         | 10.3%      | 89.7% | 87.6%                     | 0.7%                                    | 2.3%    | 9.4%                    |
|               | '13  | 401                   | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 8.1%       | 91.9% | ---                       | ---                                     | ---     | ---                     |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

| Agency        | Year | Number of Respondents | Level of Education    |  |                                |                          |                    |                   |                 |                               | Disability |       | Military Service          |   |         |                         |
|---------------|------|-----------------------|-----------------------|--|--------------------------------|--------------------------|--------------------|-------------------|-----------------|-------------------------------|------------|-------|---------------------------|---|---------|-------------------------|
|               |      |                       | Less than High School | High School Diploma/ GED or equivalent | Trade or Technical Certificate | Some College (no degree) | Associate's Degree | Bachelor's Degree | Master's Degree | Doctoral/ Professional Degree | Yes        | No    | No Prior Military Service | Currently in National Guard or Reserves | Retired | Separated or Discharged |
| All Responses | 2015 | 421,748               | 0.1%                  | 4.9%                                   | 2.4%                           | 15.2%                    | 7.9%               | 34.3%             | 24.8%           | 10.4%                         | 13.6%      | 86.4% | 71.9%                     | 1.8%                                    | 11.1%   | 15.2%                   |
|               | '14  | 392,752               | 0.1%                  | 5.2%                                   | 2.5%                           | 15.9%                    | 8.1%               | 34.2%             | 24.0%           | 10.0%                         | 13.5%      | 86.5% | 71.4%                     | 1.8%                                    | 11.5%   | 15.3%                   |
|               | '13  | 376,577               | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 13.0%      | 87.0% | ---                       | ---                                     | ---     | ---                     |
| RRB           | 2015 | 481                   | 0.0%                  | 5.9%                                   | 2.2%                           | 18.9%                    | 4.6%               | 51.0%             | 14.5%           | 3.0%                          | 9.2%       | 90.8% | 83.2%                     | 0.7%                                    | 3.3%    | 12.9%                   |
|               | '14  | 526                   | 0.0%                  | 8.5%                                   | 2.5%                           | 18.4%                    | 4.7%               | 49.5%             | 14.2%           | 2.1%                          | 10.5%      | 89.5% | 83.0%                     | 0.6%                                    | 3.1%    | 13.3%                   |
|               | '13  | 610                   | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 10.6%      | 89.4% | ---                       | ---                                     | ---     | ---                     |
| SBA           | 2015 | 1,303                 | 0.2%                  | 3.6%                                   | 1.1%                           | 15.2%                    | 6.8%               | 36.9%             | 26.5%           | 9.8%                          | 12.2%      | 87.8% | 77.5%                     | 1.1%                                    | 6.1%    | 15.3%                   |
|               | '14  | 1,395                 | 0.1%                  | 4.7%                                   | 1.0%                           | 16.5%                    | 6.3%               | 36.0%             | 25.0%           | 10.4%                         | 10.4%      | 89.6% | 78.0%                     | 0.8%                                    | 5.8%    | 15.3%                   |
|               | '13  | 1,511                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 10.8%      | 89.2% | ---                       | ---                                     | ---     | ---                     |
| SEC           | 2015 | 1,921                 | 0.0%                  | 1.3%                                   | 0.5%                           | 5.2%                     | 1.9%               | 27.4%             | 21.7%           | 42.0%                         | 6.3%       | 93.7% | 91.2%                     | 0.4%                                    | 2.1%    | 6.2%                    |
|               | '14  | 2,472                 | 0.0%                  | 1.6%                                   | 0.5%                           | 5.4%                     | 2.0%               | 24.7%             | 21.2%           | 44.6%                         | 6.0%       | 94.0% | 91.8%                     | 0.3%                                    | 1.7%    | 6.1%                    |
|               | '13  | 2,422                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 5.8%       | 94.2% | ---                       | ---                                     | ---     | ---                     |
| SSA           | 2015 | 10,527                | 0.0%                  | 5.5%                                   | 1.5%                           | 14.9%                    | 7.3%               | 43.3%             | 15.9%           | 11.5%                         | 12.4%      | 87.6% | 85.1%                     | 0.8%                                    | 3.7%    | 10.5%                   |
|               | '14  | 9,540                 | 0.1%                  | 6.5%                                   | 1.9%                           | 16.4%                    | 7.0%               | 42.5%             | 14.2%           | 11.4%                         | 11.4%      | 88.6% | 86.6%                     | 0.7%                                    | 3.4%    | 9.3%                    |
|               | '13  | 8,345                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 11.8%      | 88.2% | ---                       | ---                                     | ---     | ---                     |
| State         | 2015 | 4,060                 | 0.1%                  | 2.6%                                   | 0.8%                           | 6.6%                     | 3.3%               | 27.4%             | 47.2%           | 12.2%                         | 6.4%       | 93.6% | 79.4%                     | 1.3%                                    | 6.9%    | 12.4%                   |
|               | '14  | 3,776                 | 0.1%                  | 2.4%                                   | 1.0%                           | 8.1%                     | 3.9%               | 29.2%             | 44.5%           | 11.0%                         | 6.9%       | 93.1% | 79.2%                     | 1.1%                                    | 6.6%    | 13.1%                   |
|               | '13  | 2,551                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 6.8%       | 93.2% | ---                       | ---                                     | ---     | ---                     |
| Treas         | 2015 | 51,700                | 0.2%                  | 8.4%                                   | 2.5%                           | 19.7%                    | 7.7%               | 39.9%             | 16.7%           | 4.9%                          | 11.4%      | 88.6% | 86.5%                     | 0.5%                                    | 3.0%    | 9.9%                    |
|               | '14  | 51,038                | 0.2%                  | 8.5%                                   | 2.4%                           | 19.4%                    | 7.7%               | 40.1%             | 16.7%           | 5.0%                          | 10.7%      | 89.3% | 86.3%                     | 0.5%                                    | 3.0%    | 10.3%                   |
|               | '13  | 50,010                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 10.9%      | 89.1% | ---                       | ---                                     | ---     | ---                     |
| USAID         | 2015 | 2,004                 | 0.2%                  | 1.0%                                   | 0.5%                           | 4.5%                     | 1.6%               | 13.9%             | 60.9%           | 17.6%                         | 7.0%       | 93.0% | 87.1%                     | 1.2%                                    | 3.3%    | 8.4%                    |
|               | '14  | 2,045                 | 0.1%                  | 0.9%                                   | 0.6%                           | 4.4%                     | 1.5%               | 14.2%             | 61.0%           | 17.4%                         | 6.6%       | 93.4% | 87.6%                     | 0.8%                                    | 3.3%    | 8.3%                    |
|               | '13  | 2,266                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 4.5%       | 95.5% | ---                       | ---                                     | ---     | ---                     |
| USDA          | 2015 | 20,624                | 0.1%                  | 5.6%                                   | 2.0%                           | 13.9%                    | 6.8%               | 39.6%             | 21.1%           | 10.9%                         | 10.9%      | 89.1% | 86.0%                     | 0.6%                                    | 3.8%    | 9.7%                    |
|               | '14  | 20,162                | 0.1%                  | 5.8%                                   | 2.3%                           | 14.6%                    | 7.0%               | 40.6%             | 20.1%           | 9.6%                          | 10.1%      | 89.9% | 85.5%                     | 0.5%                                    | 3.7%    | 10.2%                   |
|               | '13  | 13,256                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 10.2%      | 89.8% | ---                       | ---                                     | ---     | ---                     |
| VA            | 2015 | 32,236                | 0.2%                  | 5.0%                                   | 4.7%                           | 15.3%                    | 12.1%              | 28.3%             | 24.5%           | 9.8%                          | 25.8%      | 74.2% | 60.6%                     | 1.8%                                    | 12.7%   | 24.8%                   |
|               | '14  | 27,639                | 0.2%                  | 5.3%                                   | 5.0%                           | 15.9%                    | 12.5%              | 28.1%             | 23.1%           | 9.9%                          | 24.4%      | 75.6% | 62.1%                     | 1.7%                                    | 12.0%   | 24.2%                   |
|               | '13  | 29,893                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 23.1%      | 76.9% | ---                       | ---                                     | ---     | ---                     |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

| Agency         | Year | Number of Respondents | Level of Education    |  |                                |                          |                    |                   |                 |                               | Disability |       | Military Service          |   |         |                         |
|----------------|------|-----------------------|-----------------------|--|--------------------------------|--------------------------|--------------------|-------------------|-----------------|-------------------------------|------------|-------|---------------------------|---|---------|-------------------------|
|                |      |                       | Less than High School | High School Diploma/ GED or equivalent | Trade or Technical Certificate | Some College (no degree) | Associate's Degree | Bachelor's Degree | Master's Degree | Doctoral/ Professional Degree | Yes        | No    | No Prior Military Service | Currently in National Guard or Reserves | Retired | Separated or Discharged |
| All Responses  | 2015 | 421,748               | 0.1%                  | 4.9%                                   | 2.4%                           | 15.2%                    | 7.9%               | 34.3%             | 24.8%           | 10.4%                         | 13.6%      | 86.4% | 71.9%                     | 1.8%                                    | 11.1%   | 15.2%                   |
|                | '14  | 392,752               | 0.1%                  | 5.2%                                   | 2.5%                           | 15.9%                    | 8.1%               | 34.2%             | 24.0%           | 10.0%                         | 13.5%      | 86.5% | 71.4%                     | 1.8%                                    | 11.5%   | 15.3%                   |
|                | '13  | 376,577               | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 13.0%      | 87.0% | ---                       | ---                                     | ---     | ---                     |
| DOD            | 2015 | 72,919                | 0.1%                  | 4.8%                                   | 2.9%                           | 18.6%                    | 11.5%              | 31.4%             | 27.4%           | 3.3%                          | 21.7%      | 78.3% | 44.0%                     | 4.9%                                    | 32.4%   | 18.7%                   |
|                | '14  | 75,025                | 0.1%                  | 5.2%                                   | 3.1%                           | 19.8%                    | 11.8%              | 31.0%             | 25.7%           | 3.4%                          | 22.3%      | 77.7% | 43.5%                     | 4.7%                                    | 32.8%   | 19.0%                   |
|                | '13  | 65,007                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 20.9%      | 79.1% | ---                       | ---                                     | ---     | ---                     |
| USACE          | 2015 | 4,306                 | 0.0%                  | 4.0%                                   | 3.0%                           | 12.5%                    | 8.3%               | 41.7%             | 25.4%           | 5.1%                          | 10.2%      | 89.8% | 69.9%                     | 1.6%                                    | 10.5%   | 18.1%                   |
|                | '14  | 2,433                 | 0.0%                  | 4.4%                                   | 2.7%                           | 12.4%                    | 7.9%               | 41.0%             | 25.8%           | 5.8%                          | 12.3%      | 87.7% | 68.6%                     | 1.2%                                    | 11.5%   | 18.8%                   |
|                | '13  | 2,222                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 10.8%      | 89.2% | ---                       | ---                                     | ---     | ---                     |
| Air Force      | 2015 | 18,776                | 0.1%                  | 3.6%                                   | 3.1%                           | 20.3%                    | 14.5%              | 27.0%             | 29.0%           | 2.4%                          | 25.1%      | 74.9% | 29.2%                     | 10.8%                                   | 43.9%   | 16.1%                   |
|                | '14  | 19,168                | 0.1%                  | 3.9%                                   | 3.2%                           | 20.4%                    | 15.2%              | 27.6%             | 27.5%           | 2.2%                          | 25.6%      | 74.4% | 29.2%                     | 10.2%                                   | 43.7%   | 16.9%                   |
|                | '13  | 12,129                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 22.2%      | 77.8% | ---                       | ---                                     | ---     | ---                     |
| Army‡          | 2015 | 16,697                | 0.1%                  | 5.0%                                   | 3.3%                           | 20.3%                    | 13.0%              | 28.8%             | 25.4%           | 4.0%                          | 26.3%      | 73.7% | 38.1%                     | 5.3%                                    | 35.4%   | 21.3%                   |
|                | '14  | 19,981                | 0.1%                  | 5.6%                                   | 3.6%                           | 21.9%                    | 12.9%              | 28.4%             | 23.8%           | 3.7%                          | 26.7%      | 73.3% | 38.2%                     | 5.0%                                    | 35.1%   | 21.7%                   |
|                | '13  | 19,908                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 25.7%      | 74.3% | ---                       | ---                                     | ---     | ---                     |
| Navy‡          | 2015 | 16,210                | 0.1%                  | 6.2%                                   | 3.4%                           | 19.7%                    | 11.5%              | 32.9%             | 22.8%           | 3.4%                          | 20.8%      | 79.2% | 47.4%                     | 1.6%                                    | 32.2%   | 18.8%                   |
|                | '14  | 17,745                | 0.1%                  | 6.3%                                   | 3.4%                           | 20.7%                    | 11.4%              | 32.0%             | 22.3%           | 3.9%                          | 20.0%      | 80.0% | 47.7%                     | 1.5%                                    | 31.7%   | 19.0%                   |
|                | '13  | 17,426                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 18.2%      | 81.8% | ---                       | ---                                     | ---     | ---                     |
| Marine Corps   | 2015 | 1,681                 | 0.0%                  | 7.6%                                   | 4.6%                           | 24.9%                    | 10.8%              | 27.2%             | 23.1%           | 1.7%                          | 27.5%      | 72.5% | 30.7%                     | 2.1%                                    | 42.8%   | 24.4%                   |
|                | '14  | 1,716                 | 0.1%                  | 7.1%                                   | 4.5%                           | 27.0%                    | 9.4%               | 27.9%             | 21.8%           | 2.2%                          | 27.0%      | 73.0% | 32.6%                     | 2.0%                                    | 42.5%   | 22.9%                   |
|                | '13  | 2,092                 | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 24.2%      | 75.8% | ---                       | ---                                     | ---     | ---                     |
| DOD 4th Estate | 2015 | 15,249                | 0.1%                  | 4.3%                                   | 1.7%                           | 14.6%                    | 7.2%               | 35.5%             | 33.4%           | 3.2%                          | 16.4%      | 83.6% | 59.2%                     | 1.9%                                    | 20.6%   | 18.3%                   |
|                | '14  | 13,982                | 0.1%                  | 5.1%                                   | 1.6%                           | 15.3%                    | 7.2%               | 36.7%             | 30.4%           | 3.5%                          | 15.8%      | 84.2% | 62.3%                     | 1.7%                                    | 18.4%   | 17.7%                   |
|                | '13  | 11,230                | ---                   | ---                                    | ---                            | ---                      | ---                | ---               | ---             | ---                           | 16.5%      | 83.5% | ---                       | ---                                     | ---     | ---                     |

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.



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