

**BROADCASTING BOARD OF GOVERNORS
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		173	462	220	189	107	1,151	NA
	%	54.87	14.70	40.17	19.22	16.60	9.30	100.00	
2. I have enough information to do my job well.	N		187	549	189	150	65	1,140	NA
	%	64.55	16.24	48.31	16.83	13.03	5.59	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		199	381	220	194	133	1,127	NA
	%	51.05	17.18	33.87	19.79	17.43	11.73	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		332	482	162	97	65	1,138	NA
	%	71.60	28.99	42.61	14.29	8.46	5.65	100.00	
*5. I like the kind of work I do.	N		507	486	83	37	19	1,132	NA
	%	87.82	44.88	42.93	7.44	3.14	1.61	100.00	
6. I know what is expected of me on the job.	N		362	524	115	79	50	1,130	NA
	%	78.41	31.93	46.47	10.39	6.92	4.29	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		785	322	25	6	11	1,149	NA
	%	96.32	68.08	28.24	2.20	0.50	0.98	100.00	
8. I am constantly looking for ways to do my job better.	N		642	420	69	9	10	1,150	NA
	%	92.16	55.46	36.71	6.19	0.78	0.87	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		88	314	210	305	230	1,147	3
	%	35.12	7.63	27.49	18.70	26.42	19.76	100.00	
*10. My workload is reasonable.	N		110	562	205	167	98	1,142	3
	%	59.29	9.74	49.55	18.04	14.41	8.26	100.00	
*11. My talents are used well in the workplace.	N		165	440	204	161	131	1,101	9
	%	54.69	14.91	39.78	18.81	14.56	11.94	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		356	537	108	79	44	1,124	10
	%	79.22	31.51	47.71	9.72	7.11	3.94	100.00	
*13. The work I do is important.	N		565	449	75	26	13	1,128	8
	%	89.82	50.15	39.67	6.77	2.25	1.16	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		181	416	201	188	147	1,133	12
	%	52.13	15.59	36.54	18.15	16.76	12.95	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		219	467	219	97	88	1,090	56
	%	62.91	19.79	43.11	20.11	8.89	8.09	100.00	
16. I am held accountable for achieving results.	N		271	573	180	62	44	1,130	11
	%	74.63	23.65	50.99	16.11	5.39	3.86	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

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* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 1,156

Number of surveys administered: 1,563

Response Rate: 74.0%

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		180	324	266	144	164	1,078	63
	%	46.69	16.53	30.16	25.11	13.18	15.02	100.00	
*18. My training needs are assessed.	N		109	329	301	219	161	1,119	24
	%	39.07	9.57	29.50	27.19	19.31	14.43	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		242	388	209	97	70	1,006	148
	%	62.70	24.08	38.62	20.87	9.46	6.97	100.00	
*20. The people I work with cooperate to get the job done.	N		256	550	182	113	52	1,153	NA
	%	70.08	22.23	47.85	16.07	9.54	4.31	100.00	
*21. My work unit is able to recruit people with the right skills.	N		78	309	281	239	207	1,114	38
	%	34.63	7.04	27.59	25.47	21.36	18.54	100.00	
*22. Promotions in my work unit are based on merit.	N		80	235	303	181	281	1,080	68
	%	28.52	7.20	21.32	28.39	16.87	26.21	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		59	214	284	237	266	1,060	76
	%	25.28	5.49	19.78	27.47	22.40	24.85	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		67	259	276	235	254	1,091	51
	%	29.52	6.10	23.42	25.67	21.51	23.30	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		86	286	261	194	263	1,090	58
	%	33.76	7.81	25.95	24.28	17.72	24.25	100.00	
26. Employees in my work unit share job knowledge with each other.	N		184	557	200	118	83	1,142	8
	%	64.64	15.99	48.65	17.77	10.46	7.13	100.00	
27. The skill level in my work unit has improved in the past year.	N		171	433	282	122	99	1,107	39
	%	54.11	15.09	39.02	25.99	11.01	8.90	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		439	443	200	47	23	1,152	NA
	%	76.58	37.62	38.96	17.44	3.88	2.09	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		90	521	258	169	81	1,119	22
	%	54.86	8.08	46.78	23.16	14.94	7.04	100.00	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		66	318	298	262	160	1,104	34
	%	34.63	5.87	28.76	27.29	23.65	14.43	100.00	
31. Employees are recognized for providing high quality products and services.	N		86	367	242	237	179	1,111	25
	%	40.46	7.55	32.90	21.94	21.52	16.09	100.00	
*32. Creativity and innovation are rewarded.	N		83	254	299	264	202	1,102	31
	%	30.11	7.38	22.73	27.22	24.24	18.44	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		40	124	261	283	357	1,065	71
	%	15.38	3.70	11.68	24.40	26.50	33.71	100.00	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		100	417	337	93	99	1,046	98
	%	49.11	9.50	39.61	32.57	8.98	9.34	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		123	543	234	126	81	1,107	32
	%	59.50	10.85	48.66	21.58	11.68	7.24	100.00	
*36. My organization has prepared employees for potential security threats.	N		138	527	243	114	74	1,096	43
	%	60.34	12.44	47.91	22.49	10.40	6.77	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		115	299	266	172	223	1,075	61
	%	38.01	10.50	27.51	25.15	16.23	20.61	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		138	395	259	99	122	1,013	119
	%	52.38	13.41	38.97	26.02	9.60	12.00	100.00	
39. My agency is successful at accomplishing its mission.	N		154	468	269	118	91	1,100	42
	%	56.38	13.80	42.58	24.64	10.58	8.40	100.00	
40. I recommend my organization as a good place to work.	N		114	414	314	163	140	1,145	NA
	%	46.42	10.08	36.34	27.66	13.92	11.99	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		171	331	255	139	147	1,043	106
	%	48.34	16.50	31.84	24.49	13.33	13.83	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		352	482	134	77	80	1,125	19
	%	73.86	30.84	43.02	12.28	6.89	6.97	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		275	386	221	130	119	1,131	12
	%	57.68	23.72	33.96	20.07	11.65	10.60	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		247	392	236	118	109	1,102	29
	%	57.33	21.94	35.39	21.89	10.97	9.81	100.00	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		242	378	296	57	79	1,052	86
	%	58.33	22.41	35.92	28.71	5.42	7.54	100.00	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		229	380	259	135	115	1,118	10
	%	54.01	19.94	34.07	23.45	12.32	10.22	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		236	396	245	123	122	1,122	18
	%	55.69	20.48	35.21	22.26	11.16	10.89	100.00	
48. My supervisor/team leader listens to what I have to say.	N		337	463	168	105	68	1,141	NA
	%	69.92	29.08	40.84	14.91	9.31	5.86	100.00	
49. My supervisor/team leader treats me with respect.	N		406	463	139	73	61	1,142	NA
	%	75.84	35.22	40.62	12.55	6.36	5.24	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		261	485	162	146	79	1,133	NA
	%	65.39	22.68	42.72	14.47	13.20	6.94	100.00	
*51. I have trust and confidence in my supervisor.	N		313	371	222	121	112	1,139	NA
	%	59.82	27.09	32.73	19.82	10.66	9.69	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		367	324	251	107	88	1,137	NA
	%	60.56	31.99	28.58	22.40	9.35	7.69	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		72	293	292	249	214	1,120	18
	%	32.36	6.39	25.97	26.43	22.33	18.87	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		102	351	284	165	183	1,085	51
	%	41.79	9.37	32.42	26.43	15.18	16.60	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		125	429	309	105	104	1,072	62
	%	51.52	11.50	40.03	29.15	9.77	9.56	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		104	418	277	168	149	1,116	17
	%	46.69	9.18	37.51	25.00	15.11	13.19	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		97	388	305	127	146	1,063	68
	%	45.62	8.95	36.67	28.83	11.95	13.59	100.00	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		85	391	264	195	176	1,111	24
	%	42.53	7.48	35.05	24.19	17.55	15.72	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		94	428	275	149	155	1,101	33
	%	47.32	8.33	38.98	25.26	13.48	13.95	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		219	312	276	144	128	1,079	57
	%	49.23	20.14	29.09	25.90	13.37	11.51	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		152	362	262	158	191	1,125	10
	%	45.75	13.38	32.37	23.42	13.97	16.86	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		131	372	311	121	96	1,031	107
	%	48.41	12.62	35.79	30.30	11.88	9.41	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		112	409	241	261	113	1,136	NA
	%	45.41	9.67	35.74	21.60	23.16	9.83	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		92	350	287	253	150	1,132	NA
	%	38.99	8.05	30.94	25.54	22.25	13.22	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		126	348	255	233	165	1,127	NA
	%	41.77	11.00	30.77	22.69	21.02	14.53	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		67	302	336	242	173	1,120	NA
	%	32.81	5.92	26.88	30.25	21.58	15.36	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		68	236	351	253	217	1,125	NA
	%	26.87	5.84	21.03	31.41	22.31	19.42	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		100	407	316	195	108	1,126	NA
	%	44.73	8.62	36.11	28.16	17.47	9.64	100.00	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		184	539	208	128	68	1,127	NA
	%	64.31	16.44	47.87	18.55	11.26	5.88	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		169	477	213	187	85	1,131	NA
	%	57.21	14.98	42.24	19.00	16.26	7.52	100.00	
71. Considering everything, how satisfied are you with your organization?	N		102	430	275	198	127	1,132	NA
	%	47.30	9.03	38.27	24.41	17.30	10.99	100.00	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	507	43.50
No	554	49.69
Not sure	75	6.81
Total	1,136	100.00

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	13	1.22
I telework 1 or 2 days per week.	139	12.30
I telework, but no more than 1 or 2 days per month.	50	4.45
I telework very infrequently, on an unscheduled or short-term basis.	151	12.90
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	307	28.27
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	95	8.72
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	223	19.75
I do not telework because I choose not to telework.	139	12.38
Total	1,117	100.00

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
Yes	178	15.23
No	655	58.28
Not available to me	289	26.49
Total	1,122	100.00

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

	N	%
Yes	297	25.77
No	720	64.78
Not available to me	99	9.46
Total	1,116	100.00

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

	N	%
Yes	78	6.87
No	902	81.28
Not available to me	127	11.84
Total	1,107	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
Yes	19	1.63
No	899	80.00
Not available to me	206	18.37
Total	1,124	100.00

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

	N	%
Yes	17	1.44
No	913	80.78
Not available to me	200	17.78
Total	1,130	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		87	155	50	36	17	345	22
	%	70.44	25.72	44.72	14.63	9.92	5.01	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		53	73	24	8	2	160	27
	%	78.78	33.39	45.38	14.79	5.10	1.33	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		79	156	45	3	3	286	29
	%	82.13	27.76	54.36	15.80	0.97	1.11	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		16	39	21	2	0	78	28
	%	70.59	21.04	49.55	27.07	2.34	0.00	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		2	6	10	1	0	19	12
	%	39.87	10.74	29.13	55.55	4.57	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		2	6	6	0	2	16	7
	%	50.83	13.22	37.61	37.57	0.00	11.60	100.00	

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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85. Where do you work?

	N	%
Headquarters	1,061	93.89
Field	69	6.11
Total	1,130	100.00

*86. What is your supervisory status?

	N	%
Non-Supervisor	652	57.60
Team Leader	164	14.49
Supervisor	213	18.82
Manager	85	7.51
Executive	18	1.59
Total	1,132	100.00

*87. Are you:

	N	%
Male	668	60.23
Female	441	39.77
Total	1,109	100.00

*88. Are you Hispanic or Latino?

	N	%
Yes	97	8.76
No	1,010	91.24
Total	1,107	100.00

*89. Please select the racial category or categories with which you most closely identify.

	N	%
American Indian or Alaska Native	3	0.28
Asian	212	19.78
Black or African American	226	21.08
Native Hawaiian or Other Pacific Islander	3	0.28
White	604	56.34
Two or more races	24	2.24
Total	1,072	100.00

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* AES prescribed items

Sample or Census: Census
Number of surveys completed: 1,156
Number of surveys administered: 1,563
Response Rate: 74.0%

**BROADCASTING BOARD OF GOVERNORS
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90. What is your age group?

	N	%
25 and under	6	0.54
26-29	17	1.53
30-39	158	14.26
40-49	274	24.73
50-59	411	37.09
60 or older	242	21.84
Total	1,108	100.00

91. What is your pay category/grade?

	N	%
Federal Wage System	43	3.83
GS 1-6	10	0.89
GS 7-12	520	46.35
GS 13-15	524	46.70
Senior Executive Service	12	1.07
Senior Level (SL) or Scientific or Professional (ST)	1	0.09
Other	12	1.07
Total	1,122	100.00

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	9	0.80
1 to 3 years	110	9.79
4 to 5 years	104	9.25
6 to 10 years	202	17.97
11 to 14 years	149	13.26
15 to 20 years	105	9.34
More than 20 years	445	39.59
Total	1,124	100.00

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

	N	%
Less than 1 year	15	1.34
1 to 3 years	124	11.11
4 to 5 years	119	10.66
6 to 10 years	223	19.98
11 to 20 years	258	23.12
More than 20 years	377	33.78
Total	1,116	100.00

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

	N	%
No	825	73.60
Yes, to retire	67	5.98
Yes, to take another job within the Federal Government	125	11.15
Yes, to take another job outside the Federal Government	49	4.37
Yes, other	55	4.91
Total	1,121	100.00

95. I am planning to retire:

	N	%
Within one year	29	2.64
Between one and three years	116	10.56
Between three and five years	124	11.29
Five or more years	829	75.50
Total	1,098	100.00

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96. Self-Identify as:

	N	%
Heterosexual or Straight	924	85.56
Gay, Lesbian, Bisexual, or Transgender	20	1.85
I prefer not to say	136	12.59
Total	1,080	100.00

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	113	10.12
No	1,004	89.88
Total	1,117	100.00

98. Are you an individual with a disability?

	N	%
Yes	52	4.66
No	1,065	95.34
Total	1,117	100.00