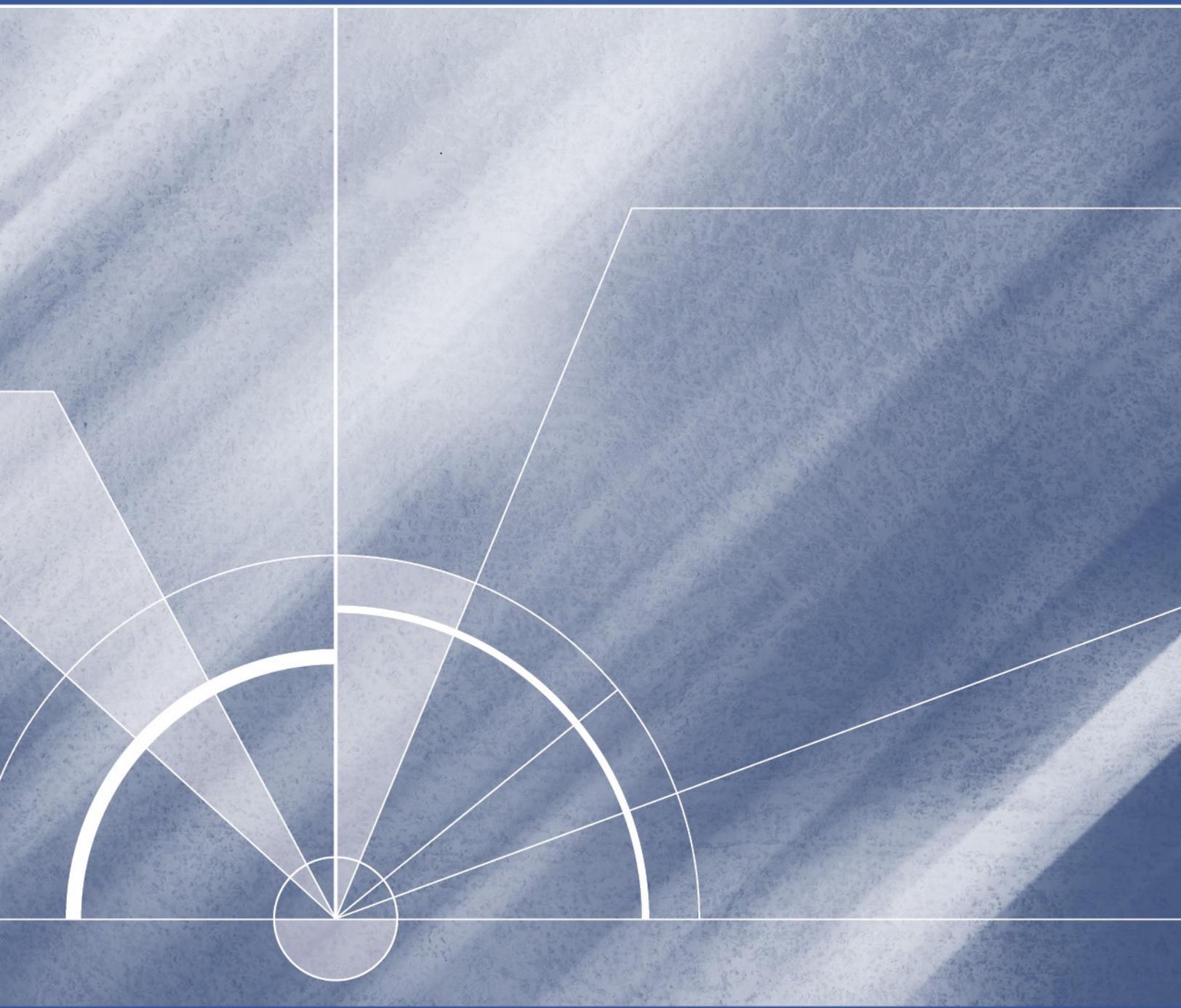


2017

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

4th Level  
Subagency  
Report

Department of Agriculture  
EASTERN REGIONAL OFFICE



**Department of Agriculture**  
**EASTERN REGIONAL OFFICE**  
***4th Level Subagency Report***

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

### Response Summary

	Surveys Completed	Response Rate
MARKETING AND REGULATORY PROGRAMS (MRP)	4,618	57.0%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	353	58.0%
PACKERS & STOCKYARDS PROGRAM	96	72.7%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>64.9%</b>

### Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

### Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

### Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

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**Top 10 Positive & Negative Items**

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

***Highest Percent Positive***

- 96.5% In the last six months, my supervisor has talked with me about my performance. (Q.50)
- 96.1% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 96.1% I am constantly looking for ways to do my job better. (Q.8)
- 95.9% How would you rate the overall quality of work done by your work unit? (Q.28)
- 95.9% My supervisor listens to what I have to say. (Q.48)
- 95.9% My supervisor treats me with respect. (Q.49)
- 95.6% The people I work with cooperate to get the job done. (Q.20)
- 93.5% My supervisor supports my need to balance work and other life issues. (Q.42)
- 91.8% The work I do is important. (Q.13)
- 91.5% Overall, how good a job do you feel is being done by your immediate supervisor? (Q.52)

***Highest Percent Negative***

- 27.8% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 25.6% Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q.58)
- 23.4% Pay raises depend on how well employees perform their jobs. (Q.33)
- 22.0% Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q.60)
- 22.0% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 21.1% My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)
- 20.2% I have a high level of respect for my organization's senior leaders. (Q.61)
- 17.8% My work unit is able to recruit people with the right skills. (Q.21)
- 16.8% How satisfied are you with the information you receive from management on what's going on in your organization? (Q.64)
- 16.4% How satisfied are you with the policies and practices of your senior leaders? (Q.66)

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**Leading Your Comparison Group**

The figure below allows you to see where your subagency results are higher than your comparison group (PACKERS & STOCKYARDS PROGRAM) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.



<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
I recommend my organization as a good place to work. (Q.40)	90.4%	70.8%	+19.6
My agency is successful at accomplishing its mission. (Q.39)	86.7%	67.7%	+19.0
Supervisors work well with employees of different backgrounds. (Q.55)	90.4%	72.4%	+18.0
My supervisor provides me with constructive suggestions to improve my job performance. (Q.46)	86.3%	68.5%	+17.8
I have enough information to do my job well. (Q.2)	90.8%	73.1%	+17.7
How satisfied are you with your involvement in decisions that affect your work? (Q.63)	77.8%	61.0%	+16.8
I feel encouraged to come up with new and better ways of doing things. (Q.3)	69.6%	54.1%	+15.5
The people I work with cooperate to get the job done. (Q.20)	95.6%	80.2%	+15.4
Promotions in my work unit are based on merit. (Q.22)	62.1%	47.1%	+15.0
Supervisors in my work unit support employee development. (Q.47)	90.8%	76.2%	+14.6

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**Trailing Your Comparison Group**

The figure below allows you to see where your subagency results are lower than your comparison group (PACKERS & STOCKYARDS PROGRAM) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.



<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
Physical conditions allow employees to perform their jobs well. (Q.14)	77.3%	81.1%	-3.8
Considering everything, how satisfied are you with your pay? (Q.70)	63.5%	66.6%	-3.1

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**My Work Experience**

***1. I am given a real opportunity to improve my skills in my organization.***

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,612	69.2%	14.6%	16.2%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	352	64.5%	15.8%	19.7%
PACKERS & STOCKYARDS PROGRAM	96	64.9%	18.9%	16.1%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>72.9%</b>	<b>27.1%</b>	<b>0.0%</b>

***2. I have enough information to do my job well.***

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,596	75.2%	12.6%	12.2%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	348	74.4%	12.0%	13.7%
PACKERS & STOCKYARDS PROGRAM	94	73.1%	12.6%	14.3%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>90.8%</b>	<b>9.2%</b>	<b>0.0%</b>

***3. I feel encouraged to come up with new and better ways of doing things.***

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,580	63.9%	17.3%	18.8%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	350	60.2%	18.5%	21.3%
PACKERS & STOCKYARDS PROGRAM	96	54.1%	21.4%	24.6%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>69.6%</b>	<b>17.7%</b>	<b>12.8%</b>

***4. My work gives me a feeling of personal accomplishment.***

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,599	74.2%	14.1%	11.7%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	352	71.6%	14.9%	13.5%
PACKERS & STOCKYARDS PROGRAM	95	68.0%	18.2%	13.8%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>74.5%</b>	<b>21.1%</b>	<b>4.4%</b>

***5. I like the kind of work I do.***

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,585	85.9%	9.6%	4.5%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	351	86.0%	8.9%	5.0%
PACKERS & STOCKYARDS PROGRAM	96	82.1%	13.8%	4.1%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>87.4%</b>	<b>8.2%</b>	<b>4.4%</b>

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**My Work Experience (continued)**

**6. I know what is expected of me on the job.**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,577	82.8%	9.6%	7.6%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	346	78.2%	11.8%	10.1%
PACKERS & STOCKYARDS PROGRAM	94	79.4%	8.0%	12.6%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>88.7%</b>	<b>7.1%</b>	<b>4.3%</b>

**7. When needed I am willing to put in the extra effort to get a job done.**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,595	96.7%	2.0%	1.4%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	351	95.5%	2.1%	2.4%
PACKERS & STOCKYARDS PROGRAM	95	91.6%	4.4%	4.0%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>96.1%</b>	<b>3.9%</b>	<b>0.0%</b>

**8. I am constantly looking for ways to do my job better.**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,589	91.4%	7.1%	1.5%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	349	90.8%	6.3%	2.9%
PACKERS & STOCKYARDS PROGRAM	96	89.0%	5.1%	5.9%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>96.1%</b>	<b>3.9%</b>	<b>0.0%</b>

**9. I have sufficient resources (for example, people, materials, budget) to get my job done.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,603	56.9%	15.8%	27.3%	9
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	352	58.8%	14.1%	27.1%	0
PACKERS & STOCKYARDS PROGRAM	96	68.8%	9.2%	22.1%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>70.7%</b>	<b>16.6%</b>	<b>12.8%</b>	<b>0</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,595	64.7%	14.3%	21.1%	7
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	350	65.8%	13.3%	20.9%	1
PACKERS & STOCKYARDS PROGRAM	96	80.3%	10.0%	9.7%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>87.7%</b>	<b>8.2%</b>	<b>4.1%</b>	<b>0</b>

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**My Work Experience (continued)**

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,522	62.2%	16.3%	21.5%	23
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	346	62.8%	17.1%	20.1%	3
PACKERS & STOCKYARDS PROGRAM	93	63.0%	12.1%	24.9%	1
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>69.4%</b>	<b>17.9%</b>	<b>12.8%</b>	<b>0</b>

**12. I know how my work relates to the agency's goals and priorities.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,580	86.5%	8.1%	5.4%	14
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	349	84.5%	9.3%	6.1%	2
PACKERS & STOCKYARDS PROGRAM	96	81.1%	11.0%	7.9%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>88.7%</b>	<b>7.1%</b>	<b>4.3%</b>	<b>0</b>

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,561	91.1%	6.5%	2.4%	10
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	350	89.0%	7.4%	3.5%	1
PACKERS & STOCKYARDS PROGRAM	95	80.9%	15.2%	3.9%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>91.8%</b>	<b>8.2%</b>	<b>0.0%</b>	<b>0</b>

**14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,575	75.8%	12.8%	11.4%	29
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	350	70.2%	13.9%	15.9%	3
PACKERS & STOCKYARDS PROGRAM	93	81.1%	9.6%	9.3%	3
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>77.3%</b>	<b>15.8%</b>	<b>6.9%</b>	<b>0</b>

**15. My performance appraisal is a fair reflection of my performance.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,568	73.6%	12.2%	14.2%	34
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	348	64.9%	13.6%	21.5%	4
PACKERS & STOCKYARDS PROGRAM	95	74.5%	9.5%	16.0%	1
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>87.5%</b>	<b>8.2%</b>	<b>4.3%</b>	<b>0</b>

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**My Work Experience (continued)**

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,574	85.7%	9.8%	4.4%	18
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	348	84.2%	10.4%	5.4%	1
PACKERS & STOCKYARDS PROGRAM	95	84.2%	11.9%	4.0%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>88.5%</b>	<b>7.1%</b>	<b>4.4%</b>	<b>0</b>

**17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,409	64.6%	17.2%	18.1%	183
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	338	67.2%	16.9%	15.9%	11
PACKERS & STOCKYARDS PROGRAM	96	73.6%	13.6%	12.9%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>71.2%</b>	<b>16.1%</b>	<b>12.8%</b>	<b>0</b>

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,566	58.1%	21.5%	20.4%	36
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	350	56.0%	23.3%	20.7%	3
PACKERS & STOCKYARDS PROGRAM	96	61.6%	15.3%	23.1%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>70.7%</b>	<b>25.1%</b>	<b>4.3%</b>	<b>0</b>

**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	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	4,560	73.1%	11.6%	15.3%	53
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	350	67.6%	9.3%	23.1%	2
PACKERS & STOCKYARDS PROGRAM	96	69.1%	10.0%	20.9%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>67.3%</b>	<b>24.5%</b>	<b>8.2%</b>	<b>0</b>

**My Work Unit**

**20. The people I work with cooperate to get the job done.**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,602	77.8%	12.3%	10.0%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	353	74.2%	16.0%	9.8%
PACKERS & STOCKYARDS PROGRAM	96	80.2%	9.6%	10.1%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>95.6%</b>	<b>4.4%</b>	<b>0.0%</b>

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**My Work Unit (continued)**

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	45.4%	24.7%	29.9%	135
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	343	41.3%	23.8%	34.9%	7
PACKERS & STOCKYARDS PROGRAM	93	49.8%	19.2%	30.9%	2
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>53.7%</b>	<b>28.5%</b>	<b>17.8%</b>	<b>0</b>

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,291	38.9%	27.2%	33.9%	299
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	332	36.9%	26.3%	36.8%	20
PACKERS & STOCKYARDS PROGRAM	86	47.1%	24.9%	28.0%	10
<b>EASTERN REGIONAL OFFICE</b>	<b>22</b>	<b>62.1%</b>	<b>37.9%</b>	<b>0.0%</b>	<b>2</b>

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,217	33.3%	27.7%	39.0%	374
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	331	37.1%	23.2%	39.7%	18
PACKERS & STOCKYARDS PROGRAM	86	34.7%	23.2%	42.0%	10
<b>EASTERN REGIONAL OFFICE</b>	<b>22</b>	<b>43.1%</b>	<b>45.3%</b>	<b>11.6%</b>	<b>2</b>

**24. In my work unit, differences in performance are recognized in a meaningful way.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,339	40.6%	26.8%	32.5%	269
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	342	42.3%	24.3%	33.4%	11
PACKERS & STOCKYARDS PROGRAM	89	44.0%	29.6%	26.4%	7
<b>EASTERN REGIONAL OFFICE</b>	<b>21</b>	<b>53.4%</b>	<b>46.6%</b>	<b>0.0%</b>	<b>3</b>

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,301	49.9%	22.1%	28.0%	287
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	335	47.7%	19.9%	32.4%	14
PACKERS & STOCKYARDS PROGRAM	87	50.0%	23.9%	26.1%	7
<b>EASTERN REGIONAL OFFICE</b>	<b>21</b>	<b>50.2%</b>	<b>39.9%</b>	<b>9.9%</b>	<b>3</b>

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**My Work Unit (continued)**

**26. Employees in my work unit share job knowledge with each other.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,575	75.5%	13.6%	11.0%	18
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	353	73.6%	17.3%	9.1%	0
PACKERS & STOCKYARDS PROGRAM	96	78.6%	11.4%	10.0%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>87.3%</b>	<b>8.3%</b>	<b>4.4%</b>	<b>0</b>

**27. The skill level in my work unit has improved in the past year.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	57.8%	26.4%	15.8%	144
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	340	56.2%	24.3%	19.5%	11
PACKERS & STOCKYARDS PROGRAM	90	55.6%	25.3%	19.0%	5
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>61.7%</b>	<b>25.0%</b>	<b>13.3%</b>	<b>1</b>

**28. How would you rate the overall quality of work done by your work unit?**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,604	86.8%	10.6%	2.6%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	353	84.8%	12.2%	3.0%
PACKERS & STOCKYARDS PROGRAM	96	85.2%	12.9%	1.9%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>95.9%</b>	<b>4.1%</b>	<b>0.0%</b>

**My Agency**

**29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	75.4%	14.4%	10.2%	73
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	341	72.9%	15.4%	11.7%	7
PACKERS & STOCKYARDS PROGRAM	90	73.0%	15.5%	11.5%	3
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>80.0%</b>	<b>20.0%</b>	<b>0.0%</b>	<b>1</b>

**30. Employees have a feeling of personal empowerment with respect to work processes.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,438	52.0%	24.3%	23.6%	112
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	336	49.3%	26.7%	24.1%	13
PACKERS & STOCKYARDS PROGRAM	91	52.6%	25.5%	21.9%	4
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>62.6%</b>	<b>28.3%</b>	<b>9.1%</b>	<b>1</b>

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**My Agency (continued)**

**31. Employees are recognized for providing high quality products and services.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,439	55.7%	22.0%	22.3%	92
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	343	52.5%	21.3%	26.2%	7
PACKERS & STOCKYARDS PROGRAM	93	50.9%	20.0%	29.1%	2
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>58.5%</b>	<b>26.4%</b>	<b>15.1%</b>	<b>1</b>

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,398	45.7%	27.5%	26.9%	137
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	339	41.0%	27.7%	31.3%	11
PACKERS & STOCKYARDS PROGRAM	91	38.1%	33.2%	28.6%	4
<b>EASTERN REGIONAL OFFICE</b>	<b>22</b>	<b>45.3%</b>	<b>50.0%</b>	<b>4.7%</b>	<b>2</b>

**33. Pay raises depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,201	23.0%	28.8%	48.2%	316
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	322	25.6%	24.5%	49.9%	23
PACKERS & STOCKYARDS PROGRAM	85	26.2%	31.0%	42.8%	9
<b>EASTERN REGIONAL OFFICE</b>	<b>20</b>	<b>30.1%</b>	<b>46.5%</b>	<b>23.4%</b>	<b>4</b>

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,357	67.4%	21.7%	10.9%	188
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	338	66.0%	16.7%	17.3%	12
PACKERS & STOCKYARDS PROGRAM	91	70.6%	14.8%	14.6%	4
<b>EASTERN REGIONAL OFFICE</b>	<b>22</b>	<b>73.0%</b>	<b>27.0%</b>	<b>0.0%</b>	<b>2</b>

**35. Employees are protected from health and safety hazards on the job.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,487	79.5%	12.5%	8.1%	59
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	346	73.5%	12.7%	13.8%	2
PACKERS & STOCKYARDS PROGRAM	93	70.8%	17.3%	11.9%	1
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>75.6%</b>	<b>20.0%</b>	<b>4.4%</b>	<b>0</b>

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**My Agency (continued)**

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,465	78.1%	13.6%	8.3%	51
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	345	74.1%	15.1%	10.9%	1
PACKERS & STOCKYARDS PROGRAM	93	72.6%	12.6%	14.8%	1
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>80.3%</b>	<b>15.5%</b>	<b>4.3%</b>	<b>0</b>

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,286	59.4%	19.4%	21.2%	240
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	328	56.6%	18.8%	24.6%	22
PACKERS & STOCKYARDS PROGRAM	90	56.6%	15.4%	28.0%	5
<b>EASTERN REGIONAL OFFICE</b>	<b>22</b>	<b>57.6%</b>	<b>29.1%</b>	<b>13.2%</b>	<b>2</b>

**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	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,177	72.4%	15.4%	12.3%	332
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	311	67.3%	14.8%	17.9%	30
PACKERS & STOCKYARDS PROGRAM	85	71.4%	11.7%	16.9%	8
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>83.1%</b>	<b>16.9%</b>	<b>0.0%</b>	<b>1</b>

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,462	82.5%	12.2%	5.3%	71
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	344	77.1%	14.3%	8.5%	4
PACKERS & STOCKYARDS PROGRAM	94	67.7%	20.1%	12.2%	1
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>86.7%</b>	<b>13.3%</b>	<b>0.0%</b>	<b>1</b>

**40. I recommend my organization as a good place to work.**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,532	71.1%	17.4%	11.5%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	348	66.7%	19.5%	13.8%
PACKERS & STOCKYARDS PROGRAM	94	70.8%	17.1%	12.2%
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>90.4%</b>	<b>9.6%</b>	<b>0.0%</b>

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**My Agency (continued)**

**41. I believe the results of this survey will be used to make my agency a better place to work.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,178	50.5%	25.1%	24.3%	362
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	314	49.7%	19.7%	30.7%	34
PACKERS & STOCKYARDS PROGRAM	90	39.2%	22.0%	38.8%	5
<b>EASTERN REGIONAL OFFICE</b>	<b>22</b>	<b>52.1%</b>	<b>35.1%</b>	<b>12.8%</b>	<b>2</b>

**My Supervisor**

**42. My supervisor supports my need to balance work and other life issues.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,522	84.3%	8.3%	7.3%	13
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	347	76.9%	12.1%	10.9%	1
PACKERS & STOCKYARDS PROGRAM	95	86.4%	10.8%	2.8%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>93.5%</b>	<b>6.5%</b>	<b>0.0%</b>	<b>0</b>

**43. My supervisor provides me with opportunities to demonstrate my leadership skills.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,513	72.2%	15.3%	12.5%	16
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	347	71.8%	15.1%	13.1%	1
PACKERS & STOCKYARDS PROGRAM	95	71.8%	14.8%	13.4%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>84.7%</b>	<b>10.9%</b>	<b>4.4%</b>	<b>0</b>

**44. Discussions with my supervisor about my performance are worthwhile.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,486	69.4%	16.0%	14.6%	26
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	344	66.1%	16.2%	17.7%	4
PACKERS & STOCKYARDS PROGRAM	94	69.2%	20.5%	10.3%	1
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>81.9%</b>	<b>13.7%</b>	<b>4.4%</b>	<b>0</b>

**45. My supervisor is committed to a workforce representative of all segments of society.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,233	75.1%	17.8%	7.1%	278
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	321	72.4%	16.3%	11.2%	25
PACKERS & STOCKYARDS PROGRAM	86	81.9%	9.8%	8.3%	8
<b>EASTERN REGIONAL OFFICE</b>	<b>21</b>	<b>89.9%</b>	<b>10.1%</b>	<b>0.0%</b>	<b>3</b>

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**My Supervisor (continued)**

**46. My supervisor provides me with constructive suggestions to improve my job performance.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,495	69.1%	17.0%	13.9%	17
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	345	67.5%	16.8%	15.7%	2
PACKERS & STOCKYARDS PROGRAM	94	68.5%	19.2%	12.3%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>86.3%</b>	<b>9.3%</b>	<b>4.4%</b>	<b>0</b>

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,475	72.7%	15.1%	12.1%	48
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	343	68.9%	16.3%	14.8%	3
PACKERS & STOCKYARDS PROGRAM	92	76.2%	11.1%	12.8%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>90.8%</b>	<b>4.6%</b>	<b>4.6%</b>	<b>0</b>

**48. My supervisor listens to what I have to say.**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,523	81.2%	10.2%	8.6%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	349	81.2%	12.2%	6.6%
PACKERS & STOCKYARDS PROGRAM	95	85.4%	8.8%	5.8%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>95.9%</b>	<b>4.1%</b>	<b>0.0%</b>

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,510	85.1%	8.0%	6.8%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	346	86.3%	7.1%	6.6%
PACKERS & STOCKYARDS PROGRAM	94	88.8%	5.2%	6.0%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>95.9%</b>	<b>4.1%</b>	<b>0.0%</b>

**50. In the last six months, my supervisor has talked with me about my performance.**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,509	89.5%	5.4%	5.1%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	349	82.8%	7.2%	10.0%
PACKERS & STOCKYARDS PROGRAM	95	90.1%	4.1%	5.8%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>96.5%</b>	<b>3.5%</b>	<b>0.0%</b>

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**My Supervisor (continued)**

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,511	72.9%	13.0%	14.1%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	347	70.2%	15.2%	14.5%
PACKERS & STOCKYARDS PROGRAM	94	78.4%	11.0%	10.7%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>81.9%</b>	<b>9.6%</b>	<b>8.5%</b>

**52. Overall, how good a job do you feel is being done by your immediate supervisor?**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,519	75.3%	15.3%	9.4%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	347	74.1%	15.3%	10.6%
PACKERS & STOCKYARDS PROGRAM	94	78.7%	13.1%	8.2%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>91.5%</b>	<b>4.4%</b>	<b>4.1%</b>

**Leadership**

**53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,325	44.0%	26.5%	29.4%	173
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	331	40.4%	26.3%	33.3%	16
PACKERS & STOCKYARDS PROGRAM	88	33.2%	26.6%	40.2%	5
<b>EASTERN REGIONAL OFFICE</b>	<b>22</b>	<b>33.4%</b>	<b>38.9%</b>	<b>27.8%</b>	<b>2</b>

**54. My organization's senior leaders maintain high standards of honesty and integrity.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,130	54.3%	24.9%	20.8%	371
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	312	55.4%	18.5%	26.1%	34
PACKERS & STOCKYARDS PROGRAM	83	46.4%	22.5%	31.2%	11
<b>EASTERN REGIONAL OFFICE</b>	<b>22</b>	<b>54.8%</b>	<b>24.1%</b>	<b>21.1%</b>	<b>2</b>

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,275	72.4%	17.0%	10.6%	203
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	328	76.4%	11.8%	11.8%	15
PACKERS & STOCKYARDS PROGRAM	85	72.4%	13.1%	14.5%	5
<b>EASTERN REGIONAL OFFICE</b>	<b>21</b>	<b>90.4%</b>	<b>5.0%</b>	<b>4.6%</b>	<b>1</b>

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**Leadership (continued)**

**56. Managers communicate the goals and priorities of the organization.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,393	65.7%	18.2%	16.1%	92
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	332	62.6%	17.1%	20.3%	12
PACKERS & STOCKYARDS PROGRAM	89	61.9%	16.4%	21.8%	3
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>71.1%</b>	<b>15.7%</b>	<b>13.3%</b>	<b>1</b>

**57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,089	63.9%	22.7%	13.4%	389
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	318	63.0%	22.7%	14.3%	26
PACKERS & STOCKYARDS PROGRAM	85	66.4%	16.8%	16.9%	6
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>66.4%</b>	<b>24.9%</b>	<b>8.7%</b>	<b>1</b>

**58. Managers promote communication among different work units (for example, about projects, goals, needed resources).**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,280	57.7%	21.1%	21.2%	203
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	332	56.4%	18.0%	25.6%	13
PACKERS & STOCKYARDS PROGRAM	89	60.1%	9.6%	30.3%	4
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>59.5%</b>	<b>14.8%</b>	<b>25.6%</b>	<b>1</b>

**59. Managers support collaboration across work units to accomplish work objectives.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,277	60.8%	20.9%	18.3%	204
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	327	57.4%	20.0%	22.6%	18
PACKERS & STOCKYARDS PROGRAM	89	55.9%	16.2%	27.8%	3
<b>EASTERN REGIONAL OFFICE</b>	<b>22</b>	<b>63.6%</b>	<b>22.6%</b>	<b>13.9%</b>	<b>1</b>

**60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,212	63.0%	20.5%	16.6%	275
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	325	54.6%	22.1%	23.3%	19
PACKERS & STOCKYARDS PROGRAM	90	49.5%	22.3%	28.2%	3
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>61.1%</b>	<b>17.0%</b>	<b>22.0%</b>	<b>1</b>

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**Leadership (continued)**

**61. I have a high level of respect for my organization's senior leaders.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,392	57.0%	22.1%	20.9%	99
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	335	53.0%	23.1%	23.9%	9
PACKERS & STOCKYARDS PROGRAM	90	41.0%	26.5%	32.5%	2
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>54.2%</b>	<b>25.7%</b>	<b>20.2%</b>	<b>0</b>

**62. Senior leaders demonstrate support for Work/Life programs.**

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,020	62.8%	24.6%	12.6%	473
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	309	57.4%	23.7%	19.0%	35
PACKERS & STOCKYARDS PROGRAM	83	58.1%	30.1%	11.8%	10
<b>EASTERN REGIONAL OFFICE</b>	<b>22</b>	<b>65.2%</b>	<b>27.6%</b>	<b>7.2%</b>	<b>2</b>

**My Satisfaction**

**63. How satisfied are you with your involvement in decisions that affect your work?**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,485	57.2%	21.0%	21.8%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	343	55.9%	19.6%	24.5%
PACKERS & STOCKYARDS PROGRAM	92	61.0%	15.0%	24.0%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>77.8%</b>	<b>18.2%</b>	<b>3.9%</b>

**64. How satisfied are you with the information you receive from management on what's going on in your organization?**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,480	54.3%	22.7%	23.0%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	345	50.3%	20.6%	29.1%
PACKERS & STOCKYARDS PROGRAM	93	51.2%	15.9%	32.9%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>61.5%</b>	<b>21.7%</b>	<b>16.8%</b>

**65. How satisfied are you with the recognition you receive for doing a good job?**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,467	56.0%	21.1%	22.9%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	342	51.5%	20.0%	28.6%
PACKERS & STOCKYARDS PROGRAM	92	57.0%	22.0%	21.0%
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>70.4%</b>	<b>22.8%</b>	<b>6.8%</b>

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**My Satisfaction** (continued)

**66. How satisfied are you with the policies and practices of your senior leaders?**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,457	45.7%	30.7%	23.6%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	343	42.3%	29.0%	28.7%
PACKERS & STOCKYARDS PROGRAM	92	38.6%	28.8%	32.6%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>47.9%</b>	<b>35.6%</b>	<b>16.4%</b>

**67. How satisfied are you with your opportunity to get a better job in your organization?**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,471	39.3%	26.4%	34.3%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	344	42.0%	23.5%	34.5%
PACKERS & STOCKYARDS PROGRAM	93	39.1%	25.8%	35.0%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>42.9%</b>	<b>35.1%</b>	<b>22.0%</b>

**68. How satisfied are you with the training you receive for your present job?**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,470	61.4%	20.6%	18.0%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	340	58.0%	18.6%	23.4%
PACKERS & STOCKYARDS PROGRAM	92	62.0%	14.9%	23.1%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>74.5%</b>	<b>12.6%</b>	<b>12.9%</b>

**69. Considering everything, how satisfied are you with your job?**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,475	73.1%	14.8%	12.1%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	345	68.3%	18.4%	13.4%
PACKERS & STOCKYARDS PROGRAM	93	73.5%	16.0%	10.5%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>82.2%</b>	<b>17.8%</b>	<b>0.0%</b>

**70. Considering everything, how satisfied are you with your pay?**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	61.6%	15.4%	23.1%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	345	58.4%	18.6%	22.9%
PACKERS & STOCKYARDS PROGRAM	93	66.6%	15.8%	17.5%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>63.5%</b>	<b>26.5%</b>	<b>10.0%</b>

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**My Satisfaction** (continued)

**71. Considering everything, how satisfied are you with your organization?**

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,468	64.9%	19.4%	15.7%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	341	58.4%	21.7%	19.9%
PACKERS & STOCKYARDS PROGRAM	93	64.2%	18.2%	17.6%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>70.1%</b>	<b>21.6%</b>	<b>8.3%</b>

**Work/Life**

**72. Have you been notified whether or not you are eligible to telework?**

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
MARKETING AND REGULATORY PROGRAMS (MRP)	4,457	75.2%	17.3%	4.1%	3.5%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	339	53.8%	35.8%	5.4%	5.0%
PACKERS & STOCKYARDS PROGRAM	91	91.3%	6.9%	1.8%	0.0%
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>89.5%</b>	<b>3.6%</b>	<b>6.8%</b>	<b>0.0%</b>

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	17.5%	21.7%	5.5%	16.2%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	341	4.5%	14.1%	9.0%	18.5%
PACKERS & STOCKYARDS PROGRAM	91	14.6%	9.1%	20.3%	30.0%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>12.7%</b>	<b>5.2%</b>	<b>8.1%</b>	<b>47.3%</b>

(continued)

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**Work/Life (continued)**

**73. Please select the response below that BEST describes your current teleworking situation. (continued)**

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	20.8%	1.9%	5.9%	10.5%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	341	32.1%	3.3%	7.9%	10.6%
PACKERS & STOCKYARDS PROGRAM	91	2.2%	0.0%	4.8%	19.0%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>0.0%</b>	<b>0.0%</b>	<b>6.5%</b>	<b>20.2%</b>

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

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,461	32.4%	53.5%	14.1%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	344	54.2%	32.5%	13.4%
PACKERS & STOCKYARDS PROGRAM	93	83.0%	13.8%	3.2%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>88.7%</b>	<b>6.7%</b>	<b>4.6%</b>

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

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,437	21.7%	68.0%	10.3%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	338	15.0%	70.7%	14.3%
PACKERS & STOCKYARDS PROGRAM	90	13.6%	66.2%	20.2%
<b>EASTERN REGIONAL OFFICE</b>	<b>23</b>	<b>0.0%</b>	<b>82.0%</b>	<b>18.0%</b>

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

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,431	17.8%	78.5%	3.8%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	340	15.0%	79.7%	5.3%
PACKERS & STOCKYARDS PROGRAM	93	13.5%	81.7%	4.8%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>21.2%</b>	<b>74.9%</b>	<b>3.9%</b>

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**Work/Life (continued)**

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

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,455	1.7%	82.1%	16.3%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	344	1.8%	75.5%	22.6%
PACKERS & STOCKYARDS PROGRAM	93	0.0%	73.2%	26.8%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>0.0%</b>	<b>78.9%</b>	<b>21.1%</b>

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

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,454	1.9%	83.2%	14.9%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	343	1.7%	78.2%	20.1%
PACKERS & STOCKYARDS PROGRAM	93	0.8%	77.2%	21.9%
<b>EASTERN REGIONAL OFFICE</b>	<b>24</b>	<b>0.0%</b>	<b>82.2%</b>	<b>17.8%</b>

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	2,786	83.3%	10.5%	6.2%	54
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	162	74.0%	15.9%	10.1%	6
PACKERS & STOCKYARDS PROGRAM	63	73.3%	12.9%	13.8%	3
<b>EASTERN REGIONAL OFFICE</b>	<b>16</b>	<b>80.9%</b>	<b>12.5%</b>	<b>6.6%</b>	<b>1</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	1,449	91.2%	6.5%	2.3%	27
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	185	86.3%	7.8%	6.0%	2
PACKERS & STOCKYARDS PROGRAM	74	93.9%	1.4%	4.7%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>20</b>	<b>92.3%</b>	<b>0.0%</b>	<b>7.7%</b>	<b>0</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

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**Work/Life (continued)**

**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	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	936	80.0%	17.9%	2.1%	65
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	47	74.7%	21.6%	3.7%	7
PACKERS & STOCKYARDS PROGRAM	12	93.2%	0.0%	6.8%	3
<b>EASTERN REGIONAL OFFICE</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>1</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)**

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	782	81.3%	14.5%	4.1%	55
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	48	72.3%	23.4%	4.3%	3
PACKERS & STOCKYARDS PROGRAM	12	75.7%	15.6%	8.8%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>5</b>	<b>79.3%</b>	<b>0.0%</b>	<b>20.7%</b>	<b>0</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**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	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	66	71.4%	28.6%	0.0%	36
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	4	71.1%	28.9%	0.0%	1
PACKERS & STOCKYARDS PROGRAM	0	--	--	--	0
<b>EASTERN REGIONAL OFFICE</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>0</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	74	79.1%	17.6%	3.3%	42
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	6	66.1%	33.9%	0.0%	1
PACKERS & STOCKYARDS PROGRAM	1	0.0%	100.0%	0.0%	0
<b>EASTERN REGIONAL OFFICE</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>0</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

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**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	3	12.5%
Field	21	87.5%

***What is your supervisory status?***

	N	%
Non-Supervisor	16	66.7%
Team Leader	4	16.7%
Supervisor	3	12.5%
Manager	0	0.0%
Senior Leader	1	4.2%

***Are you:***

	N	%
Male	14	60.9%
Female	9	39.1%

***Are you Hispanic or Latino?***

	N	%
Yes	2	9.1%
No	20	90.9%

***Race***

	N	%
American Indian or Alaska Native	0	0.0%
Asian	1	4.3%
Black or African American	6	26.1%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	12	52.2%
Two or more races	4	17.4%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

***What is the highest degree or level of education you have completed?***

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	0	0.0%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	1	4.2%
Associate's Degree (e.g., AA, AS)	0	0.0%
Bachelor's Degree (e.g., BA, BS)	14	58.3%
Master's Degree (e.g., MA, MS, MBA)	7	29.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2	8.3%

***What is your pay category/grade?***

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	18	75.0%
GS 13-15	6	25.0%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	2	8.3%
4 to 5 years	0	0.0%
6 to 10 years	7	29.2%
11 to 14 years	0	0.0%
15 to 20 years	2	8.3%
More than 20 years	13	54.2%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

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

	N	%
Less than 1 year	1	4.2%
1 to 3 years	1	4.2%
4 to 5 years	0	0.0%
6 to 10 years	9	37.5%
11 to 20 years	5	20.8%
More than 20 years	8	33.3%

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

	N	%
No	19	79.2%
Yes, to retire	3	12.5%
Yes, to take another job within the Federal Government	1	4.2%
Yes, to take another job outside the Federal Government	0	0.0%
Yes, other	1	4.2%

***I am planning to retire:***

	N	%
Within one year	3	13.0%
Between one and three years	3	13.0%
Between three and five years	3	13.0%
Five or more years	14	60.9%

***What is your US military service status?***

	N	%
No Prior Military Service	20	83.3%
Currently in National Guard or Reserves	1	4.2%
Retired	0	0.0%
Separated or Discharged	3	12.5%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

***Are you an individual with a disability?***

	N	%
Yes	3	12.5%
No	21	87.5%

***What is your age group?***

	N	%
25 and under	0	0.0%
26-29	0	0.0%
30-39	4	16.7%
40-49	5	20.8%
50-59	10	41.7%
60 or older	5	20.8%

Note: Percentages for demographic questions are unweighted.