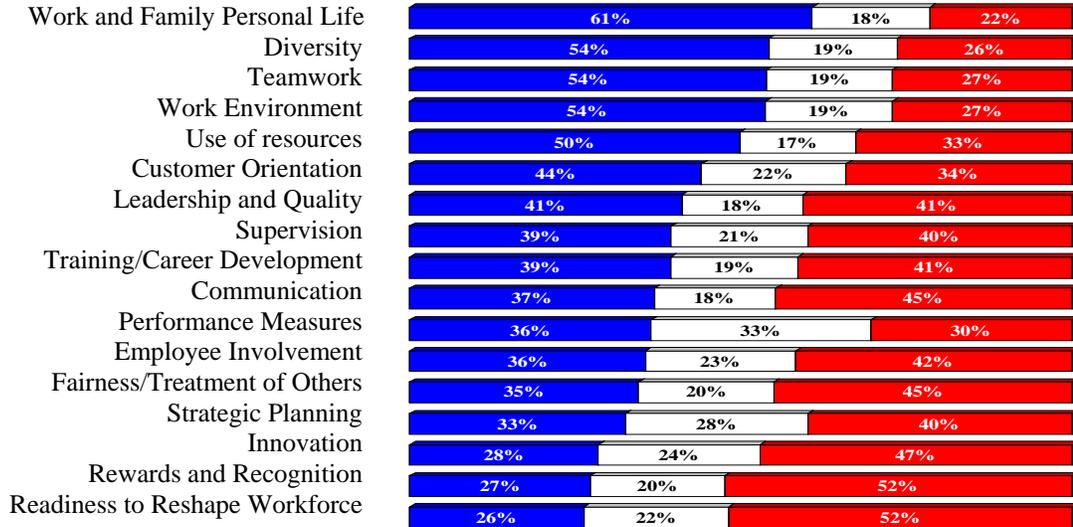


The Organizational Assessment Survey

The Organizational Assessment Survey (OAS) enabled GIPSA employees to provide their perceptions about the Agency's climate and culture. The results are to be used to help us work together to effect changes needed to build a better GIPSA. Further, the results provide a baseline for measuring cultural changes over time. The 129 questions of the survey covered 17 dimensions or qualities. Dimensions are considered a strength if 60% or more respondents give a favorable response and are considered a developmental area if 33% or more respondents give an unfavorable response.

17 OAS Dimensions:



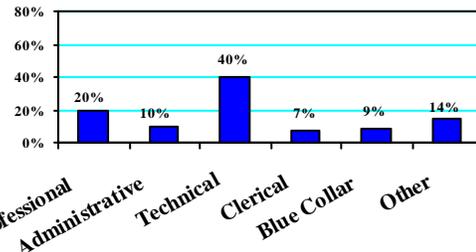
Who Responded? (As identified by respondents)

Supervisory Responsibility: 15 % Managers or Supervisors

85 % Non-supervisory

Race: 70 % White; 25% Black/African American; 5% Other
(No one indicated they were American Indian or Alaskan Native or Asian or this category was less than one percent)

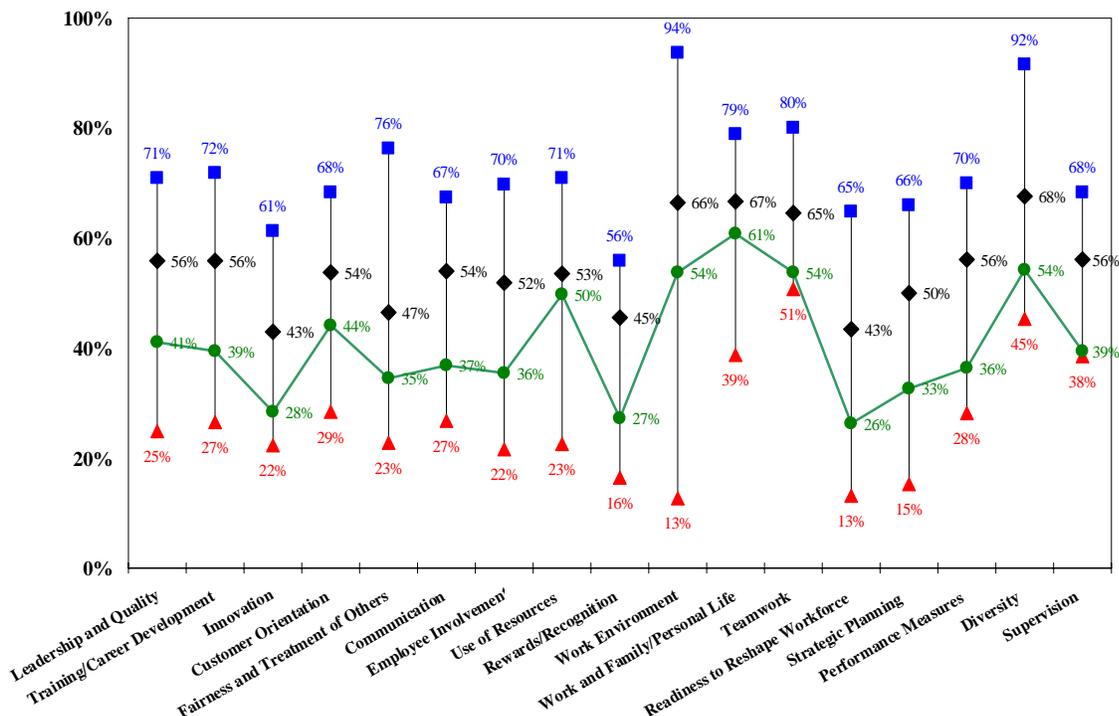
Respondents by Job Category:



Performance America Benchmark:

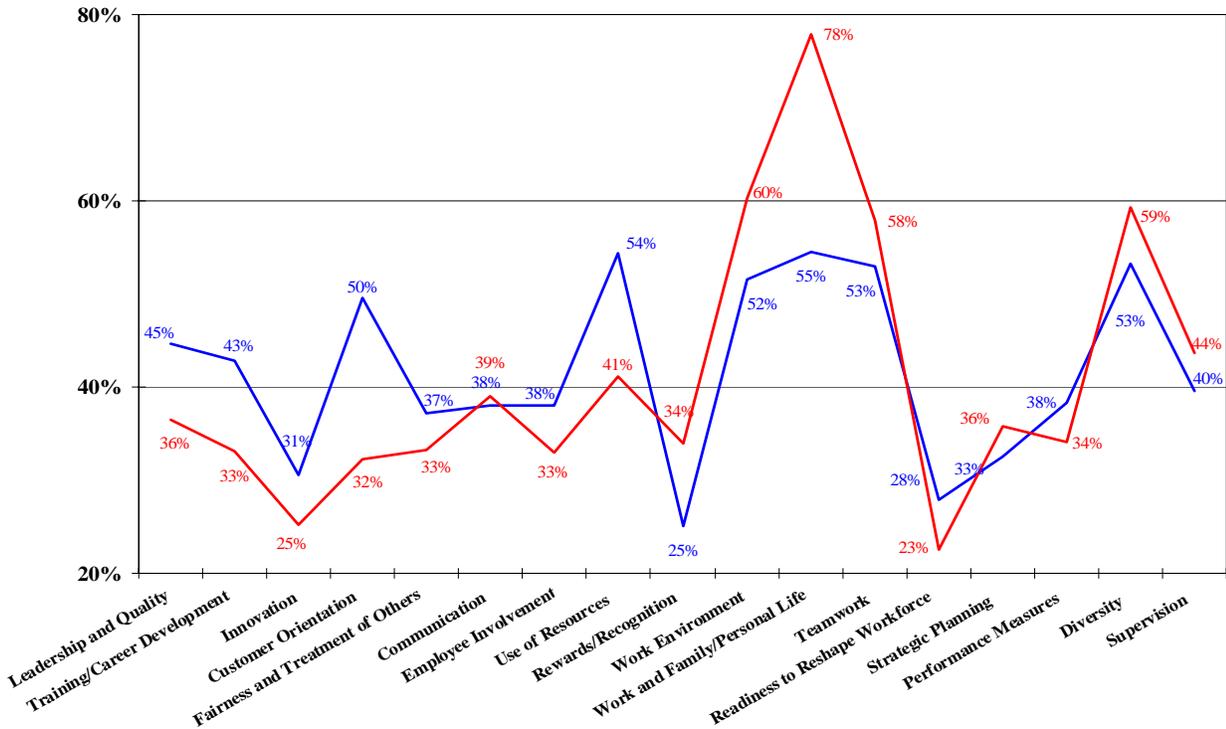
(Generally the results were below the median when compared with other Federal Agencies.)

▲ Low benchmark ■ High Benchmark ● GIPSA 2006 ◆ Median



Group Comparison (FGIS v. P&SP)

— FGIS — P & SP



Comparison of Top 5 Dimensions for FGIS to P&SP*

Federal Grain Inspection Service (FGIS)			Packers & Stockyards Program (P&SP)		
Dimension	Favorability	Ranking FGIS vs. P&SP	Dimension	Favorability	Ranking P&SP vs. FGIS
Work & Family/Personal Life	54%	1 - 1	Work & Family/Personal Life	78%	1 - 1
Use of Resources	54%	2 - 6	Work Environment	60%	2 - 5
Diversity	53%	3 - 3	Diversity	59%	3 - 3
Teamwork	53%	4 - 4	Teamwork	58%	4 - 4
Work Environment	52%	5 - 2	Supervision	43%	5 - 9

Comparison of 5 Lowest Ranked Dimensions*

Federal Grain Inspection Service (FGIS)			Packers & Stockyards Program (P&SP)		
Dimension	Unfavorable	Ranking FGIS vs. P&SP	Dimension	Unfavorable	Ranking P&SP vs. FGIS
Rewards and Recognition	55%	17 - 11	Innovation	54%	17 - 14
Readiness to Reshape Workforce	52%	16 - 16	Readiness to Reshape Workforce	53%	16 - 16
Communication	44%	15 - 9	Employee Involvement	48%	15 - 11
Innovation	43%	14 - 17	Fairness and Treatment of Others	47%	14 - 13
Fairness and Treatment of others	43%	13 - 14	Training and Career Development	46%	13 - 9

*Generally the results from both program areas were fairly similar