

**NATIONAL LABOR RELATIONS BOARD
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		139	328	95	111	51	724	NA
	%	64.61	18.98	45.63	13.37	15.02	7.00	100.00	
2. I have enough information to do my job well.	N		153	382	86	67	28	716	NA
	%	74.95	21.64	53.31	12.36	8.63	4.06	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		95	219	124	164	106	708	NA
	%	43.86	13.24	30.61	17.59	22.96	15.60	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		212	296	109	68	30	715	NA
	%	70.79	29.49	41.30	15.30	9.53	4.38	100.00	
*5. I like the kind of work I do.	N		247	352	74	29	11	713	NA
	%	83.65	34.42	49.23	10.31	4.53	1.52	100.00	
6. I know what is expected of me on the job.	N		202	353	76	58	20	709	NA
	%	78.21	28.84	49.37	10.54	8.38	2.87	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		483	208	17	7	4	719	NA
	%	95.86	67.01	28.85	2.54	1.05	0.55	100.00	
8. I am constantly looking for ways to do my job better.	N		305	309	82	20	6	722	NA
	%	84.38	42.62	41.75	11.74	3.04	0.84	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		82	277	121	162	82	724	0
	%	49.62	11.18	38.44	16.50	22.71	11.17	100.00	
*10. My workload is reasonable.	N		97	352	124	89	51	713	0
	%	62.66	13.28	49.38	17.68	12.36	7.31	100.00	
*11. My talents are used well in the workplace.	N		110	294	109	123	62	698	5
	%	57.47	15.40	42.07	16.00	17.56	8.97	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		244	378	55	25	15	717	2
	%	86.83	34.39	52.45	7.62	3.57	1.97	100.00	
*13. The work I do is important.	N		346	273	68	16	6	709	2
	%	86.92	48.27	38.65	10.07	2.16	0.86	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		170	351	93	72	32	718	3
	%	72.85	23.72	49.14	12.73	10.18	4.23	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		163	295	110	79	60	707	18
	%	64.26	23.25	41.01	15.67	11.49	8.58	100.00	
16. I am held accountable for achieving results.	N		201	387	88	22	17	715	5
	%	82.00	28.23	53.77	12.32	3.22	2.46	100.00	

Survey Administration Period: April 23, 2013 to June 7, 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: 726

Number of surveys administered: 1,556

Response Rate: 46.7%

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		146	228	154	78	55	661	60
	%	57.25	22.96	34.29	22.75	11.94	8.06	100.00	
*18. My training needs are assessed.	N		74	203	196	150	82	705	14
	%	39.54	10.86	28.68	28.04	21.21	11.22	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		128	253	109	128	78	696	28
	%	54.14	18.16	35.98	15.72	18.90	11.24	100.00	
*20. The people I work with cooperate to get the job done.	N		195	362	83	68	17	725	NA
	%	77.06	26.93	50.13	11.37	9.34	2.23	100.00	
*21. My work unit is able to recruit people with the right skills.	N		85	253	175	113	64	690	35
	%	49.28	12.24	37.03	25.40	16.31	9.01	100.00	
*22. Promotions in my work unit are based on merit.	N		79	207	151	121	106	664	57
	%	42.73	11.82	30.91	23.21	18.05	16.01	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		27	131	162	173	133	626	90
	%	25.45	4.41	21.04	25.62	27.56	21.38	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		36	161	165	196	113	671	50
	%	29.43	5.29	24.14	24.44	29.07	17.05	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		64	192	149	131	118	654	63
	%	38.52	9.86	28.67	23.03	20.69	17.76	100.00	
26. Employees in my work unit share job knowledge with each other.	N		210	349	84	50	27	720	2
	%	78.09	29.66	48.43	11.72	6.67	3.52	100.00	
27. The skill level in my work unit has improved in the past year.	N		93	245	224	71	41	674	49
	%	49.80	13.58	36.22	33.51	10.67	6.02	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		336	297	76	10	2	721	NA
	%	87.58	46.39	41.20	10.73	1.47	0.21	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		140	439	72	33	14	698	15
	%	83.08	20.09	62.99	10.42	4.63	1.87	100.00	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		54	182	170	181	106	693	20
	%	34.73	8.02	26.71	24.22	26.13	14.92	100.00	
31. Employees are recognized for providing high quality products and services.	N		66	240	143	166	84	699	13
	%	43.86	9.36	34.50	20.99	23.54	11.60	100.00	
*32. Creativity and innovation are rewarded.	N		37	149	165	189	134	674	28
	%	27.35	5.50	21.86	24.65	27.95	20.04	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		22	104	174	197	155	652	56
	%	19.38	3.19	16.19	26.52	30.19	23.90	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		98	274	161	78	56	667	41
	%	57.04	15.19	41.85	23.80	11.23	7.93	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		138	371	119	42	21	691	20
	%	73.75	20.87	52.88	17.27	6.17	2.81	100.00	
*36. My organization has prepared employees for potential security threats.	N		126	353	126	60	31	696	10
	%	69.64	18.55	51.09	17.68	8.41	4.27	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		106	212	139	115	99	671	38
	%	47.78	16.17	31.60	20.74	16.95	14.53	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		149	273	119	45	44	630	77
	%	67.47	24.24	43.23	18.81	6.96	6.76	100.00	
39. My agency is successful at accomplishing its mission.	N		134	362	131	53	19	699	8
	%	70.87	19.36	51.51	18.71	7.81	2.61	100.00	
40. I recommend my organization as a good place to work.	N		124	290	169	80	44	707	NA
	%	58.96	17.97	40.99	23.59	11.21	6.24	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		63	141	178	141	119	642	69
	%	31.92	9.92	22.00	27.81	21.51	18.76	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		253	303	65	44	35	700	3
	%	79.24	35.80	43.44	9.30	6.26	5.20	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		158	259	122	94	62	695	8
	%	60.76	22.56	38.20	17.45	13.15	8.64	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		155	255	133	79	69	691	11
	%	59.69	22.34	37.35	19.24	11.16	9.91	100.00	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		167	250	137	37	35	626	71
	%	66.72	26.53	40.19	22.06	5.70	5.53	100.00	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		139	284	131	83	64	701	1
	%	60.52	19.73	40.79	18.57	11.82	9.10	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		153	270	128	81	60	692	9
	%	61.66	21.81	39.85	18.28	11.30	8.76	100.00	
48. My supervisor/team leader listens to what I have to say.	N		233	302	69	62	35	701	NA
	%	76.14	33.05	43.09	10.07	8.82	4.98	100.00	
49. My supervisor/team leader treats me with respect.	N		270	288	68	42	32	700	NA
	%	79.47	38.83	40.64	10.06	6.15	4.31	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		178	261	106	115	38	698	NA
	%	63.28	25.92	37.36	15.29	16.34	5.09	100.00	
*51. I have trust and confidence in my supervisor.	N		226	234	106	73	59	698	NA
	%	65.55	32.14	33.41	15.62	10.45	8.37	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		270	229	118	43	40	700	NA
	%	71.19	38.11	33.08	16.86	6.13	5.82	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		57	186	171	158	120	692	6
	%	35.74	8.22	27.52	24.23	22.56	17.48	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		119	257	150	79	70	675	23
	%	55.66	17.87	37.79	22.43	11.82	10.09	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		103	286	148	61	57	655	37
	%	59.66	16.24	43.42	22.47	9.40	8.46	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		97	330	147	67	48	689	5
	%	62.33	14.26	48.07	21.05	9.57	7.04	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		98	315	145	45	39	642	54
	%	64.51	15.58	48.92	22.38	6.99	6.12	100.00	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		79	226	156	116	91	668	28
	%	45.77	11.96	33.81	23.63	17.00	13.60	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		87	238	149	98	91	663	31
	%	49.06	13.38	35.68	22.81	14.39	13.74	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		177	230	150	56	62	675	24
	%	59.87	25.61	34.25	22.69	8.36	9.08	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		141	217	156	106	78	698	1
	%	51.14	20.37	30.76	22.32	14.98	11.56	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		112	223	135	93	84	647	52
	%	51.32	17.04	34.28	21.05	13.99	13.64	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		83	255	163	140	53	694	NA
	%	48.77	11.83	36.94	23.79	19.96	7.48	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		78	249	169	142	54	692	NA
	%	47.17	11.39	35.78	24.87	20.31	7.65	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		95	217	150	150	78	690	NA
	%	44.75	13.79	30.96	22.37	21.47	11.41	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		67	207	196	151	71	692	NA
	%	40.05	10.02	30.03	27.47	22.16	10.32	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		61	156	191	158	123	689	NA
	%	31.79	9.01	22.78	27.77	22.74	17.70	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		75	260	169	122	64	690	NA
	%	48.56	11.13	37.44	24.97	17.24	9.23	100.00	

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*69. Considering everything, how satisfied are you with your job?	N		134	307	118	88	42	689	NA
	%	63.96	19.34	44.62	16.76	13.12	6.16	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		89	279	107	137	83	695	NA
	%	52.72	12.62	40.10	15.79	19.77	11.72	100.00	
71. Considering everything, how satisfied are you with your organization?	N		98	287	150	120	42	697	NA
	%	55.46	14.01	41.45	21.36	17.07	6.11	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	378	53.95
No	272	40.29
Not sure	39	5.75
Total	689	100.00

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

	N	%
I telework 3 or more days per week.	26	3.59
I telework 1 or 2 days per week.	61	7.73
I telework, but no more than 1 or 2 days per month.	76	11.48
I telework very infrequently, on an unscheduled or short-term basis.	143	21.37
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	65	9.77
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	21	2.95
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.	152	23.10
I do not telework because I choose not to telework.	136	20.01
Total	680	100.00

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

	N	%
Yes	309	45.76
No	312	44.91
Not available to me	64	9.33
Total	685	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	189	26.73
No	432	63.75
Not available to me	63	9.52
Total	684	100.00

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

	N	%
Yes	73	10.59
No	586	86.76
Not available to me	18	2.65
Total	677	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	2.85
No	510	74.90
Not available to me	155	22.24
Total	684	100.00

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

	N	%
Yes	10	1.41
No	512	75.45
Not available to me	164	23.14
Total	686	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		53	79	48	61	62	303	17
	%	42.14	16.88	25.27	15.34	21.11	21.41	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		79	139	28	41	20	307	5
	%	71.15	25.14	46.01	9.01	13.42	6.42	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		35	94	45	4	0	178	18
	%	72.79	20.08	52.71	24.98	2.23	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		17	43	12	1	2	75	12
	%	81.18	22.38	58.80	14.86	1.25	2.71	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		5	8	7	1	0	21	8
	%	58.25	22.61	35.64	34.56	7.19	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		1	3	3	2	0	9	8
	%	40.55	13.09	27.46	35.57	23.88	0.00	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	209	30.20
Field	483	69.80
Total	692	100.00

*86. What is your supervisory status?	N	%
Non-Supervisor	480	69.36
Team Leader	25	3.61
Supervisor	96	13.87
Manager	63	9.10
Executive	28	4.05
Total	692	100.00

*87. Are you:	N	%
Male	228	33.24
Female	458	66.76
Total	686	100.00

*88. Are you Hispanic or Latino?	N	%
Yes	71	10.33
No	616	89.67
Total	687	100.00

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	3	0.45
Asian	24	3.61
Black or African American	142	21.39
Native Hawaiian or Other Pacific Islander	3	0.45
White	466	70.18
Two or more races	26	3.92
Total	664	100.00

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90. What is your age group?

	N	%
25 and under	16	2.35
26-29	40	5.87
30-39	123	18.04
40-49	156	22.87
50-59	215	31.52
60 or older	132	19.35
Total	682	100.00

91. What is your pay category/grade?

	N	%
Federal Wage System	3	0.43
GS 1-6	65	9.39
GS 7-12	183	26.45
GS 13-15	407	58.82
Senior Executive Service	29	4.19
Senior Level (SL) or Scientific or Professional (ST)	0	0.00
Other	5	0.72
Total	692	100.00

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

	N	%
Less than 1 year	8	1.16
1 to 3 years	80	11.59
4 to 5 years	39	5.65
6 to 10 years	87	12.61
11 to 14 years	100	14.49
15 to 20 years	66	9.57
More than 20 years	310	44.93
Total	690	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	17	2.48
1 to 3 years	105	15.31
4 to 5 years	33	4.81
6 to 10 years	92	13.41
11 to 20 years	171	24.93
More than 20 years	268	39.07
Total	686	100.00

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

	N	%
No	474	69.40
Yes, to retire	60	8.78
Yes, to take another job within the Federal Government	89	13.03
Yes, to take another job outside the Federal Government	35	5.12
Yes, other	25	3.66
Total	683	100.00

95. I am planning to retire:

	N	%
Within one year	35	5.12
Between one and three years	84	12.28
Between three and five years	75	10.96
Five or more years	490	71.64
Total	684	100.00

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96. Self-Identify as:	N	%
Heterosexual or Straight	573	86.43
Gay, Lesbian, Bisexual, or Transgender	33	4.98
I prefer not to say	57	8.60
Total	663	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	60	8.73
No	627	91.27
Total	687	100.00

98. Are you an individual with a disability?	N	%
Yes	69	10.03
No	619	89.97
Total	688	100.00