

2013 Federal Employee Viewpoint Survey Results Overseas Private Investment Corporation (OPIC)

The 2013 Employee Viewpoint Survey results are in and we want to thank all of you for your participation. As a result of our high participation rates, we were once again able to get very meaningful feedback.

Overall, we found the results to reflect positively on OPIC, especially when compared to other Small Agencies. As you will recall, the OPIC Employee Viewpoint Survey was administered by the Office of Personnel Management last April. Only full-time and part-time non-political permanent employees who were on-board as of October 31, 2012, were eligible to take the survey. Of the 191 OPIC employees who were asked to participate in the 2013 survey, 166 employees responded, resulting in a total response rate of 87% - our highest response rate to date, and significantly higher than the government-wide average of only 48.2%. The attached report provides the OPIC overall 2013 survey results.

The ultimate goal of the survey is to provide agencies with information to build off of strengths and identify areas for improvement. OPIC's overall scores remain significantly higher than the rest of Government and other Small Agencies. While we saw a significant increase in one notable area (performance management), we also saw some decreases in several areas – areas that are, unfortunately, largely outside of our control; such as pay and recruitment. Other areas meriting our attention include resources, employee recognition, and how we use this survey to make OPIC a better place to work given our current operating and budgetary constraints. It is notable that our lowest scores still rate equal to or above small Agency averages.

In the coming weeks, HRM will be meeting with every department to discuss these overall results, as well as individual departmental results where they are available. We look forward to having a robust discussion about these results, and gaining more insight into your interpretation, as well as your thoughts and ideas about changes that can be made. OPIC is committed to making improvements based on your feedback, and your thoughtful participation at these meetings will be most welcome.

Thank you again for your participation in the survey. You have our commitment to consider the results carefully in determining the steps we can take to address areas most needing our attention. We anticipate that the Best Places to Work rankings will be public within the next month.

The below charts highlight what you identified as OPIC's areas of strengths, along with areas of progress and opportunities for improvement.

5 highest percent positive items (strengths) and 5 highest percent negative items (challenges)

STRENGTHS	OPIC	Small Agencies	CHALLENGES	OPIC	Small Agencies
When needed I am willing to put the extra effort to get a job done. (Q.7)	95%	97%	Pay raises depend on how well employees perform their jobs. (Q.33)	48%	47%
Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q. 14)	94%	74%	Considering everything, how satisfied are you with your pay? (Q. 70)	39%	30%

Employees are protected from health and safety hazards on the job. (Q. 35)	94%	78%	I have sufficient resources (for example people, materials, budget) to get my job done. (Q. 9)	37%	36%
In the last six months, my supervisor/ team leader has talked to me about my performance. (Q. 50)	92%	81%	How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)	32%	38%
The work I do is important. (Q. 13)	91%	87%	My workload is reasonable. (Q. 10)	27%	24%

Largest changes in ratings for OPIC between the 2012 and 2013 survey administrations

INCREASES	2012	2013	Diff.	DECREASES	2012	2013	Diff.
In the last six months, my supervisor/ team leader has talked to me about my performance. (Q. 50)	83	92	+9	I have sufficient resources (for example people, materials, budget) to get my job done. (Q. 9)	58	42	-16
				I believe the results of this survey will be used to make my agency a better place to work. (Q. 41)	65	55	-10
				Employees are recognized for providing high quality products and services. (Q. 31)	68	59	-9
				I recommend my organization as a good place to work. (Q. 40)	83	74	-9
				My work unit is able to recruit people with the right skills. (Q. 21)	73	65	-8

**OVERSEAS PRIVATE INVESTMENT CORPORATION
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		59	65	23	10	9	166	NA
	%	73.94	34.60	39.34	14.35	6.32	5.39	100.00	
2. I have enough information to do my job well.	N		55	75	19	8	7	164	NA
	%	78.51	32.60	45.91	12.11	4.81	4.56	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		58	51	27	14	13	163	NA
	%	65.31	34.99	30.32	18.10	8.67	7.92	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		56	76	18	7	8	165	NA
	%	78.90	34.43	44.46	12.13	4.11	4.87	100.00	
*5. I like the kind of work I do.	N		73	69	10	6	2	160	NA
	%	88.31	45.23	43.08	6.87	3.53	1.29	100.00	
6. I know what is expected of me on the job.	N		60	76	17	6	7	166	NA
	%	81.22	35.45	45.77	10.90	3.49	4.39	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		113	43	7	0	1	164	NA
	%	95.07	68.63	26.44	4.11	0.00	0.83	100.00	
8. I am constantly looking for ways to do my job better.	N		92	59	10	3	2	166	NA
	%	90.52	55.27	35.25	6.45	1.69	1.34	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		22	47	33	45	19	166	0
	%	42.45	14.12	28.33	20.17	26.04	11.34	100.00	
*10. My workload is reasonable.	N		25	60	35	30	15	165	0
	%	51.69	15.94	35.75	21.29	17.80	9.23	100.00	
*11. My talents are used well in the workplace.	N		31	73	26	17	16	163	0
	%	62.31	18.45	43.85	16.84	11.03	9.82	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		70	68	18	5	3	164	1
	%	84.37	41.59	42.78	11.16	2.85	1.62	100.00	
*13. The work I do is important.	N		90	57	9	5	0	161	0
	%	91.33	56.22	35.11	6.00	2.67	0.00	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		94	61	5	1	3	164	0
	%	94.33	56.94	37.39	3.16	0.60	1.91	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		51	72	20	14	6	163	3
	%	74.95	30.60	44.35	12.48	8.71	3.86	100.00	
16. I am held accountable for achieving results.	N		58	75	21	6	1	161	3
	%	82.03	36.60	45.42	13.53	3.75	0.69	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: 166

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	70.65	60	49	30	8	7	154	12
	%		38.50	32.14	18.78	5.76	4.81	100.00	
*18. My training needs are assessed.	N	57.46	39	56	35	25	10	165	0
	%		23.58	33.88	21.32	15.05	6.17	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	66.29	39	66	31	13	11	160	5
	%		24.12	42.18	18.72	7.96	7.03	100.00	
*20. The people I work with cooperate to get the job done.	N	76.18	47	79	23	14	2	165	NA
	%		27.69	48.50	14.23	8.16	1.42	100.00	
*21. My work unit is able to recruit people with the right skills.	N	64.75	42	62	30	16	10	160	6
	%		25.51	39.23	19.54	9.61	6.10	100.00	
*22. Promotions in my work unit are based on merit.	N	47.53	29	46	47	18	15	155	9
	%		17.99	29.53	30.56	12.05	9.86	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	46.98	24	46	42	22	13	147	18
	%		16.16	30.82	29.26	14.98	8.78	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N	40.86	23	43	52	23	19	160	6
	%		13.96	26.90	32.55	14.74	11.85	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N	47.97	26	49	45	17	16	153	12
	%		16.65	31.32	29.70	11.36	10.96	100.00	
26. Employees in my work unit share job knowledge with each other.	N	75.05	46	79	19	17	4	165	1
	%		27.27	47.77	11.79	10.69	2.47	100.00	
27. The skill level in my work unit has improved in the past year.	N	57.76	29	63	50	13	3	158	8
	%		18.20	39.57	31.49	8.77	1.97	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	89.98	87	64	14	0	1	166	NA
	%		51.65	38.33	9.20	0.00	0.82	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N	81.43	49	86	25	2	2	164	1
	%		29.30	52.13	16.33	1.14	1.10	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		32	58	32	28	9	159	6
	%	56.52	19.33	37.18	19.88	17.95	5.65	100.00	
31. Employees are recognized for providing high quality products and services.	N		38	58	37	19	9	161	3
	%	58.72	23.49	35.23	24.02	11.61	5.65	100.00	
*32. Creativity and innovation are rewarded.	N		37	52	39	18	15	161	3
	%	54.40	23.17	31.24	25.23	11.54	8.82	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		11	23	42	41	28	145	18
	%	23.40	7.05	16.35	28.78	28.32	19.49	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		35	71	40	5	5	156	9
	%	66.71	21.46	45.25	26.22	3.04	4.04	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		74	78	9	0	0	161	3
	%	94.12	44.57	49.55	5.88	0.00	0.00	100.00	
*36. My organization has prepared employees for potential security threats.	N		66	81	17	2	0	166	0
	%	88.83	39.62	49.21	10.06	1.11	0.00	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		42	55	31	13	11	152	13
	%	62.88	26.59	36.29	20.89	8.43	7.80	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		60	59	20	4	4	147	18
	%	79.91	39.37	40.54	14.04	2.60	3.45	100.00	
39. My agency is successful at accomplishing its mission.	N		70	79	11	2	2	164	0
	%	90.20	42.38	47.82	7.61	1.09	1.10	100.00	
40. I recommend my organization as a good place to work.	N		63	59	25	12	3	162	NA
	%	74.37	37.81	36.55	15.28	8.40	1.95	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		41	46	38	23	9	157	7
	%	54.82	26.18	28.64	25.25	14.33	5.61	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		87	54	13	6	4	164	0
	%	85.61	51.46	34.15	8.09	3.59	2.70	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		66	60	19	13	5	163	0
	%	77.01	39.52	37.50	11.86	7.80	3.33	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		61	58	24	12	6	161	1
	%	73.85	36.81	37.04	15.14	7.03	3.99	100.00	

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Item	N								
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N	80.75	59	62	25	3	2	151	12
	%		38.05	42.70	15.85	1.77	1.63	100.00	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N	71.45	53	64	30	12	5	164	0
	%		31.36	40.10	18.35	6.91	3.28	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N	78.74	62	67	20	10	4	163	1
	%		37.31	41.43	12.43	5.90	2.94	100.00	
48. My supervisor/team leader listens to what I have to say.	N	88.00	79	65	11	6	3	164	NA
	%		46.89	41.12	6.41	3.55	2.03	100.00	
49. My supervisor/team leader treats me with respect.	N	89.19	87	59	11	2	5	164	NA
	%		51.73	37.46	6.25	1.20	3.36	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N	92.31	73	76	9	3	1	162	NA
	%		43.97	48.34	5.40	1.61	0.68	100.00	
*51. I have trust and confidence in my supervisor.	N	82.98	80	56	15	6	7	164	NA
	%		47.20	35.78	9.22	3.43	4.37	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
Item	N								
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N	85.17	87	52	16	3	6	164	NA
	%		51.67	33.50	9.17	1.86	3.80	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
Item	N								
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	54.72	34	55	39	22	11	161	3
	%		20.73	33.99	25.34	13.05	6.90	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N	69.03	45	64	30	8	9	156	7
	%		27.83	41.21	19.59	5.56	5.82	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	77.67	39	84	28	3	4	158	5
	%		24.15	53.52	17.89	1.81	2.63	100.00	
*56. Managers communicate the goals and priorities of the organization.	N	80.42	48	83	20	6	5	162	2
	%		28.64	51.78	12.88	3.47	3.22	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	78.86	49	76	25	5	3	158	6
	%		30.37	48.49	16.44	2.85	1.85	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %		70.00	40 23.88	75 46.12	27 16.55	14 8.48	8 4.97	164 100.00
59. Managers support collaboration across work units to accomplish work objectives.	N %	69.52	36 21.69	76 47.84	26 15.89	12 7.58	11 7.01	161 100.00	3
		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 %		64.93	46 29.09	58 35.84	31 20.36	11 6.52	13 8.19	159 100.00
		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 %		66.29	41 24.43	68 41.86	35 21.94	10 5.81	10 5.96	164 100.00
62. Senior leaders demonstrate support for Work/Life programs.	N %	78.70	62 37.37	65 41.33	25 15.82	5 3.11	4 2.37	161 100.00	3
		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 %		59.55	32 19.35	65 40.20	34 21.06	26 15.57	6 3.83	163 100.00
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	65.43	38 22.84	69 42.60	34 21.45	17 9.90	5 3.21	163 100.00	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	55.29	37 22.37	54 32.91	38 24.10	21 13.27	12 7.34	162 100.00	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	55.58	36 21.49	55 34.09	44 26.41	21 13.25	8 4.76	164 100.00	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	36.40	26 15.73	34 20.67	53 32.07	36 22.46	15 9.07	164 100.00	NA
*68. How satisfied are you with the training you receive for your present job?	N %	62.19	35 21.46	68 40.73	40 24.58	15 9.44	6 3.79	164 100.00	NA

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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		44	73	30	11	6	164	NA
	%	70.53	25.80	44.73	18.50	7.03	3.94	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		18	46	35	38	25	162	NA
	%	39.42	11.35	28.07	21.49	23.67	15.42	100.00	
71. Considering everything, how satisfied are you with your organization?	N		50	67	28	14	5	164	NA
	%	70.84	30.18	40.66	16.91	9.26	2.99	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	149	91.15
No	8	4.99
Not sure	6	3.86
Total	163	100.00

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

	N	%
I telework 3 or more days per week.	0	0.00
I telework 1 or 2 days per week.	37	22.12
I telework, but no more than 1 or 2 days per month.	29	18.48
I telework very infrequently, on an unscheduled or short-term basis.	44	27.61
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	2	1.32
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	0.73
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.	5	3.09
I do not telework because I choose not to telework.	43	26.65
Total	161	100.00

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

	N	%
Yes	34	22.16
No	126	76.08
Not available to me	3	1.76
Total	163	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	116	72.35
No	44	27.65
Not available to me	0	0.00
Total	160	100.00

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

	N	%
Yes	17	11.10
No	142	87.16
Not available to me	2	1.75
Total	161	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	10	6.73
No	140	85.48
Not available to me	13	7.79
Total	163	100.00

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

	N	%
Yes	5	3.54
No	142	86.60
Not available to me	17	9.86
Total	164	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
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	85.93	53 46.99	42 38.95	12 10.60	4 3.47	0 0.00	111 100.00	2
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	97.42	23 70.92	7 26.50	1 2.58	0 0.00	0 0.00	31 100.00	2
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 %	93.64	63 54.49	46 39.15	6 4.91	2 1.45	0 0.00	117 100.00	2
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	79.75	9 52.23	5 27.52	4 20.25	0 0.00	0 0.00	18 100.00	2
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 %	88.87	5 66.48	2 22.40	1 11.13	0 0.00	0 0.00	8 100.00	3
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	100.00	2 52.07	2 47.93	0 0.00	0 0.00	0 0.00	4 100.00	1

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

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

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Census

Number of surveys completed: 166

Number of surveys administered: 191

Response Rate: 86.9%

**OVERSEAS PRIVATE INVESTMENT CORPORATION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?	N	%
Headquarters	160	99.38
Field	1	0.62
Total	161	100.00

*86. What is your supervisory status?	N	%
Non-Supervisor	95	57.93
Team Leader	16	9.76
Supervisor	35	21.34
Manager	11	6.71
Executive	7	4.27
Total	164	100.00

*87. Are you:	N	%
Male	75	46.30
Female	87	53.70
Total	162	100.00

*88. Are you Hispanic or Latino?	N	%
Yes	7	4.35
No	154	95.65
Total	161	100.00

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	0	0.00
Asian	9	5.96
Black or African American	29	19.21
Native Hawaiian or Other Pacific Islander	1	0.66
White	108	71.52
Two or more races	4	2.65
Total	151	100.00

Survey Administration Period: April 23, 2013 to June 7, 2013
Percentages are weighted to represent the Agency's population.
* AES prescribed items

Sample or Census: Census
Number of surveys completed: 166
Number of surveys administered: 191
Response Rate: 86.9%

**OVERSEAS PRIVATE INVESTMENT CORPORATION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?

	N	%
25 and under	1	0.63
26-29	6	3.77
30-39	31	19.50
40-49	47	29.56
50-59	52	32.70
60 or older	22	13.84
Total	159	100.00

91. What is your pay category/grade?

	N	%
Federal Wage System	0	0.00
GS 1-6	1	0.62
GS 7-12	30	18.52
GS 13-15	124	76.54
Senior Executive Service	0	0.00
Senior Level (SL) or Scientific or Professional (ST)	6	3.70
Other	1	0.62
Total	162	100.00

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

	N	%
Less than 1 year	6	3.73
1 to 3 years	17	10.56
4 to 5 years	25	15.53
6 to 10 years	26	16.15
11 to 14 years	26	16.15
15 to 20 years	35	21.74
More than 20 years	26	16.15
Total	161	100.00

**OVERSEAS PRIVATE INVESTMENT CORPORATION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
Less than 1 year	16	9.94
1 to 3 years	30	18.63
4 to 5 years	27	16.77
6 to 10 years	28	17.39
11 to 20 years	48	29.81
More than 20 years	12	7.45
Total	161	100.00

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

	N	%
No	109	69.87
Yes, to retire	6	3.85
Yes, to take another job within the Federal Government	13	8.33
Yes, to take another job outside the Federal Government	18	11.54
Yes, other	10	6.41
Total	156	100.00

95. I am planning to retire:

	N	%
Within one year	1	0.64
Between one and three years	15	9.62
Between three and five years	15	9.62
Five or more years	125	80.13
Total	156	100.00

**OVERSEAS PRIVATE INVESTMENT CORPORATION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

96. Self-Identify as:	N	%
Heterosexual or Straight	124	81.58
Gay, Lesbian, Bisexual, or Transgender	5	3.29
I prefer not to say	23	15.13
Total	152	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	11	6.92
No	148	93.08
Total	159	100.00

98. Are you an individual with a disability?	N	%
Yes	8	4.97
No	153	95.03
Total	161	100.00