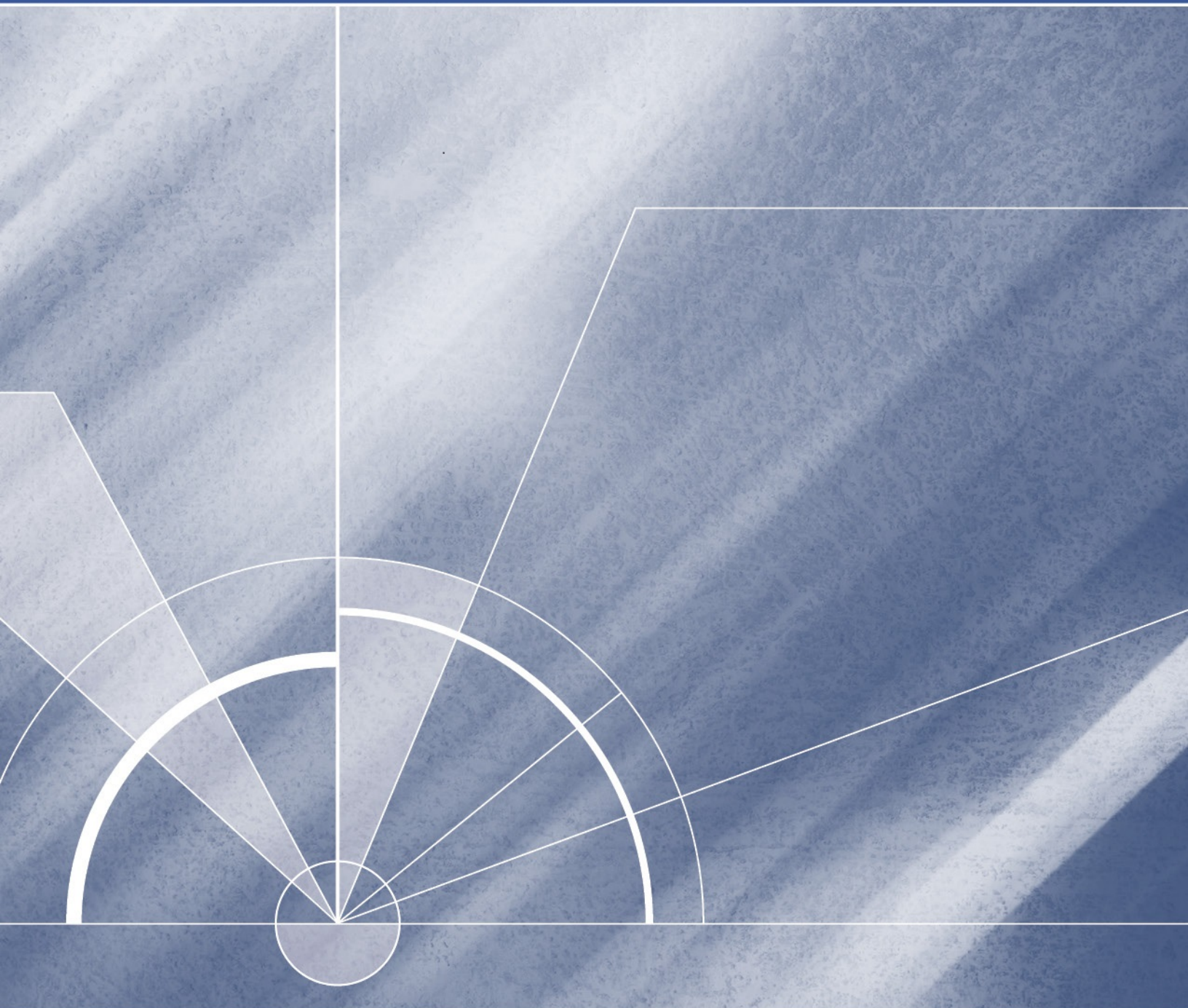


2017

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

5th Level
Subagency
Report

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION



Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th 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 |
|---|-------------------|---------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,211 | 78.1% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 59.5% |
| KANSAS CITY COMMODITY OFFICE | 72 | 59.5% |
| WHSE LIC AND EXAMTN DIVISION | 28 | 54.9% |

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.

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

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

| | |
|-------|---|
| 92.8% | I am constantly looking for ways to do my job better. (Q.8) |
| 92.7% | When needed I am willing to put in the extra effort to get a job done. (Q.7) |
| 92.4% | The work I do is important. (Q.13) |
| 89.3% | I like the kind of work I do. (Q.5) |
| 89.3% | My supervisor supports my need to balance work and other life issues. (Q.42) |
| 89.3% | My supervisor treats me with respect. (Q.49) |
| 88.4% | In the last six months, my supervisor has talked with me about my performance. (Q.50) |
| 85.8% | My supervisor listens to what I have to say. (Q.48) |
| 85.6% | My performance appraisal is a fair reflection of my performance. (Q.15) |
| 85.5% | I have enough information to do my job well. (Q.2) |

Highest Percent Negative

| | |
|-------|--|
| 46.5% | Pay raises depend on how well employees perform their jobs. (Q.33) |
| 40.1% | My work unit is able to recruit people with the right skills. (Q.21) |
| 36.2% | I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9) |
| 34.1% | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23) |
| 30.5% | In my work unit, differences in performance are recognized in a meaningful way. (Q.24) |
| 29.9% | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37) |
| 29.8% | Considering everything, how satisfied are you with your pay? (Q.70) |
| 28.9% | The skill level in my work unit has improved in the past year. (Q.27) |
| 26.4% | How satisfied are you with your opportunity to get a better job in your organization? (Q.67) |
| 26.2% | Promotions in my work unit are based on merit. (Q.22) |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (KANSAS CITY COMMODITY OFFICE) 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.

WHSE LIC AND EXAMTN DIVISION
KANSAS CITY COMMODITY OFFICE

| <i>Survey Item</i> | <i>% Positive Response</i> | <i>Difference</i> |
|---|----------------------------|-------------------|
| The people I work with cooperate to get the job done. (Q.20) | 82.3% 70.1% | +12.2 |
| I have a high level of respect for my organization's senior leaders. (Q.61) | 71.4% 60.0% | +11.4 |
| In my work unit, differences in performance are recognized in a meaningful way. (Q.24) | 51.4% 40.0% | +11.4 |
| Employees in my work unit share job knowledge with each other. (Q.26) | 82.1% 71.0% | +11.1 |
| In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53) | 60.6% 49.9% | +10.7 |
| Employees have a feeling of personal empowerment with respect to work processes. (Q.30) | 73.3% 63.9% | +9.4 |
| Managers support collaboration across work units to accomplish work objectives. (Q.59) | 78.0% 68.8% | +9.2 |
| Managers review and evaluate the organization's progress toward meeting its goals and objectives. (Q.57) | 76.6% 67.5% | +9.1 |
| Overall, how good a job do you feel is being done by your immediate supervisor? (Q.52) | 81.8% 73.0% | +8.8 |
| Supervisors work well with employees of different backgrounds. (Q.55) | 78.3% 70.0% | +8.3 |

Department of Agriculture

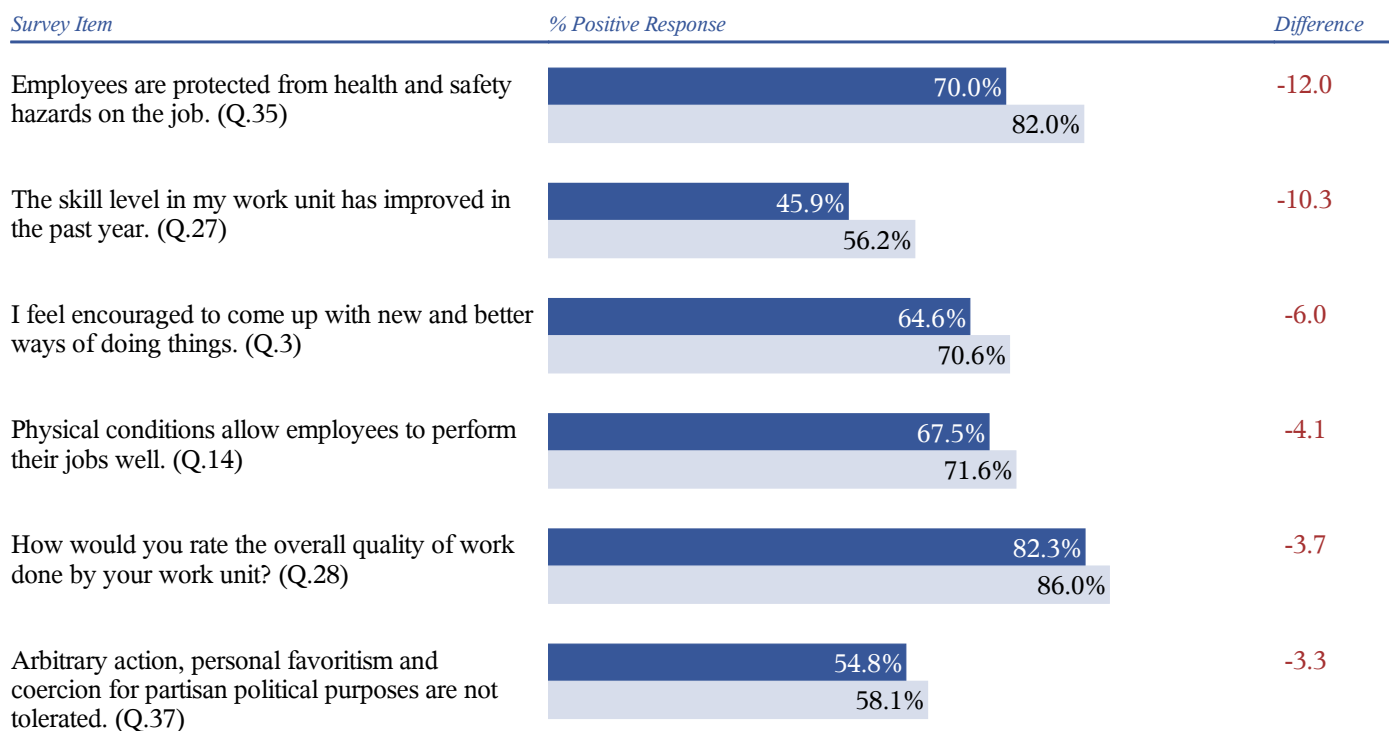
WHSE LIC AND EXAMTN DIVISION

5th Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (KANSAS CITY COMMODITY OFFICE) 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.

WHSE LIC AND EXAMTN DIVISION
 KANSAS CITY COMMODITY OFFICE



Department of Agriculture

WHSE LIC AND EXAMTN DIVISION

5th Level Subagency Report

My Work Experience

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,197 | 65.5% | 20.2% | 14.3% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 66.6% | 19.9% | 13.5% |
| KANSAS CITY COMMODITY OFFICE | 72 | 70.1% | 18.9% | 11.1% |
| WHSE LIC AND EXAMTN DIVISION | 28 | 67.3% | 22.2% | 10.5% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,178 | 64.0% | 19.6% | 16.4% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 74.6% | 17.5% | 7.9% |
| KANSAS CITY COMMODITY OFFICE | 72 | 78.6% | 14.3% | 7.1% |
| WHSE LIC AND EXAMTN DIVISION | 28 | 85.5% | 14.5% | 0.0% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,119 | 58.3% | 23.7% | 18.0% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 77 | 68.4% | 17.1% | 14.5% |
| KANSAS CITY COMMODITY OFFICE | 72 | 70.6% | 17.0% | 12.4% |
| WHSE LIC AND EXAMTN DIVISION | 28 | 64.6% | 21.4% | 14.0% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,157 | 78.4% | 14.0% | 7.6% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 76.3% | 14.9% | 8.8% |
| KANSAS CITY COMMODITY OFFICE | 72 | 79.2% | 11.2% | 9.7% |
| WHSE LIC AND EXAMTN DIVISION | 28 | 78.7% | 10.7% | 10.5% |

5. I like the kind of work I do.

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|-------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,162 | 88.6% | 8.3% | 3.1% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 86.9% | 9.3% | 3.8% |
| KANSAS CITY COMMODITY OFFICE | 72 | 87.3% | 8.5% | 4.2% |
| WHSE LIC AND EXAMTN DIVISION | 28 | 89.3% | 6.9% | 3.8% |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

My Work Experience (continued)

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,135 | 84.3% | 10.4% | 5.3% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 83.5% | 10.1% | 6.4% |
| KANSAS CITY COMMODITY OFFICE | 72 | 81.8% | 11.1% | 7.1% |
| WHSE LIC AND EXAMTN DIVISION | 28 | 85.1% | 11.1% | 3.8% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|-------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,158 | 97.9% | 1.5% | 0.5% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 94.7% | 3.9% | 1.4% |
| KANSAS CITY COMMODITY OFFICE | 72 | 94.2% | 4.3% | 1.5% |
| WHSE LIC AND EXAMTN DIVISION | 28 | 92.7% | 3.5% | 3.8% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|-------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,172 | 92.9% | 6.3% | 0.8% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 93.4% | 6.6% | 0.0% |
| KANSAS CITY COMMODITY OFFICE | 72 | 92.7% | 7.3% | 0.0% |
| WHSE LIC AND EXAMTN DIVISION | 28 | 92.8% | 7.2% | 0.0% |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,184 | 39.6% | 19.1% | 41.3% | 6 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 49.7% | 9.2% | 41.1% | 0 |
| KANSAS CITY COMMODITY OFFICE | 72 | 49.4% | 8.6% | 42.0% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 28 | 53.3% | 10.5% | 36.2% | 0 |

10. My workload is reasonable.

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,163 | 51.7% | 17.7% | 30.6% | 9 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 77 | 63.5% | 14.1% | 22.4% | 0 |
| KANSAS CITY COMMODITY OFFICE | 71 | 63.3% | 14.0% | 22.6% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 62.9% | 18.3% | 18.8% | 0 |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

My Work Experience (continued)

11. My talents are used well in the workplace.

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,039 | 67.9% | 18.5% | 13.6% | 17 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 58.9% | 18.3% | 22.8% | 0 |
| KANSAS CITY COMMODITY OFFICE | 72 | 63.3% | 16.9% | 19.9% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 28 | 63.9% | 21.4% | 14.7% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,132 | 88.0% | 8.9% | 3.1% | 16 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 83.3% | 12.8% | 3.8% | 0 |
| KANSAS CITY COMMODITY OFFICE | 72 | 81.6% | 14.1% | 4.2% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 28 | 78.7% | 21.3% | 0.0% | 0 |

13. The work I do is important.

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|-------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,102 | 93.9% | 4.6% | 1.5% | 8 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 77 | 89.0% | 7.0% | 4.0% | 0 |
| KANSAS CITY COMMODITY OFFICE | 71 | 90.0% | 5.6% | 4.4% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 92.4% | 3.6% | 3.9% | 0 |

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 |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,159 | 70.4% | 13.4% | 16.1% | 13 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 71.4% | 20.7% | 7.8% | 0 |
| KANSAS CITY COMMODITY OFFICE | 72 | 71.6% | 21.3% | 7.0% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 28 | 67.5% | 25.4% | 7.2% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,135 | 73.8% | 14.2% | 12.0% | 34 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 79.2% | 13.4% | 7.4% | 0 |
| KANSAS CITY COMMODITY OFFICE | 72 | 80.3% | 11.5% | 8.2% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 28 | 85.6% | 10.7% | 3.7% | 0 |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

My Work Experience (continued)

16. I am held accountable for achieving results.

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,143 | 88.6% | 8.6% | 2.7% | 11 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 83.4% | 12.8% | 3.8% | 0 |
| KANSAS CITY COMMODITY OFFICE | 72 | 81.7% | 14.1% | 4.2% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 28 | 85.4% | 10.8% | 3.8% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,953 | 67.2% | 19.3% | 13.5% | 192 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 74 | 59.5% | 17.6% | 22.9% | 3 |
| KANSAS CITY COMMODITY OFFICE | 69 | 61.1% | 17.5% | 21.4% | 3 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 66.5% | 22.5% | 11.0% | 1 |

18. My training needs are assessed.

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,119 | 52.5% | 27.6% | 19.9% | 46 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 77 | 50.1% | 28.8% | 21.1% | 1 |
| KANSAS CITY COMMODITY OFFICE | 71 | 51.7% | 27.0% | 21.2% | 1 |
| WHSE LIC AND EXAMTN DIVISION | 28 | 53.4% | 25.1% | 21.5% | 0 |

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 |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,120 | 71.6% | 14.0% | 14.4% | 72 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 74.5% | 15.3% | 10.2% | 0 |
| KANSAS CITY COMMODITY OFFICE | 72 | 73.5% | 15.3% | 11.2% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 28 | 74.5% | 14.2% | 11.3% | 0 |

My Work Unit

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,180 | 81.9% | 9.9% | 8.2% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 69.9% | 15.1% | 15.1% |
| KANSAS CITY COMMODITY OFFICE | 72 | 70.1% | 15.1% | 14.9% |
| WHSE LIC AND EXAMTN DIVISION | 28 | 82.3% | 17.7% | 0.0% |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

My Work Unit (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,949 | 37.1% | 30.5% | 32.5% | 238 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 30.3% | 23.0% | 46.7% | 3 |
| KANSAS CITY COMMODITY OFFICE | 70 | 30.8% | 23.4% | 45.8% | 2 |
| WHSE LIC AND EXAMTN DIVISION | 28 | 38.9% | 21.0% | 40.1% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,787 | 38.2% | 32.2% | 29.6% | 363 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 71 | 38.8% | 33.8% | 27.4% | 7 |
| KANSAS CITY COMMODITY OFFICE | 65 | 37.8% | 37.6% | 24.6% | 7 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 36.5% | 37.4% | 26.2% | 1 |

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 |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,635 | 33.3% | 32.6% | 34.1% | 521 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 70 | 31.3% | 32.9% | 35.8% | 8 |
| KANSAS CITY COMMODITY OFFICE | 65 | 30.5% | 32.6% | 36.9% | 7 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 32.5% | 33.3% | 34.1% | 1 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,852 | 38.9% | 32.8% | 28.4% | 303 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 73 | 40.7% | 30.5% | 28.8% | 5 |
| KANSAS CITY COMMODITY OFFICE | 67 | 40.0% | 29.7% | 30.3% | 5 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 51.4% | 18.2% | 30.5% | 1 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,829 | 49.2% | 26.4% | 24.5% | 314 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 73 | 52.8% | 23.1% | 24.1% | 5 |
| KANSAS CITY COMMODITY OFFICE | 67 | 53.3% | 23.9% | 22.7% | 5 |
| WHSE LIC AND EXAMTN DIVISION | 28 | 60.1% | 21.6% | 18.3% | 0 |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

My Work Unit (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,148 | 80.0% | 11.3% | 8.6% | 11 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 68.9% | 10.2% | 20.9% | 0 |
| KANSAS CITY COMMODITY OFFICE | 72 | 71.0% | 11.2% | 17.7% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 28 | 82.1% | 10.7% | 7.2% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,047 | 64.9% | 25.8% | 9.3% | 133 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 55.4% | 22.1% | 22.5% | 3 |
| KANSAS CITY COMMODITY OFFICE | 69 | 56.2% | 20.5% | 23.3% | 3 |
| WHSE LIC AND EXAMTN DIVISION | 28 | 45.9% | 25.2% | 28.9% | 0 |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,183 | 91.2% | 7.8% | 1.0% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 78 | 84.1% | 15.9% | 0.0% |
| KANSAS CITY COMMODITY OFFICE | 72 | 86.0% | 14.0% | 0.0% |
| WHSE LIC AND EXAMTN DIVISION | 28 | 82.3% | 17.7% | 0.0% |

My Agency

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,055 | 70.4% | 19.7% | 9.9% | 67 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 74 | 75.7% | 18.7% | 5.6% | 2 |
| KANSAS CITY COMMODITY OFFICE | 68 | 76.3% | 19.1% | 4.6% | 2 |
| WHSE LIC AND EXAMTN DIVISION | 26 | 80.4% | 15.6% | 4.1% | 1 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,013 | 54.0% | 27.6% | 18.4% | 102 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 61.2% | 19.2% | 19.6% | 1 |
| KANSAS CITY COMMODITY OFFICE | 69 | 63.9% | 17.8% | 18.3% | 1 |
| WHSE LIC AND EXAMTN DIVISION | 26 | 73.3% | 23.1% | 3.6% | 1 |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

My Agency (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,995 | 51.6% | 26.2% | 22.2% | 107 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 73 | 58.3% | 24.2% | 17.5% | 2 |
| KANSAS CITY COMMODITY OFFICE | 67 | 59.3% | 23.0% | 17.7% | 2 |
| WHSE LIC AND EXAMTN DIVISION | 26 | 65.1% | 19.5% | 15.4% | 0 |

32. Creativity and innovation are rewarded.

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,934 | 37.2% | 36.0% | 26.8% | 157 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 74 | 41.0% | 36.6% | 22.4% | 2 |
| KANSAS CITY COMMODITY OFFICE | 69 | 43.0% | 34.3% | 22.7% | 1 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 43.7% | 41.8% | 14.5% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,824 | 26.8% | 30.5% | 42.6% | 271 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 69 | 14.3% | 43.4% | 42.4% | 7 |
| KANSAS CITY COMMODITY OFFICE | 63 | 15.9% | 41.1% | 43.0% | 7 |
| WHSE LIC AND EXAMTN DIVISION | 26 | 18.9% | 34.5% | 46.5% | 1 |

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 |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,861 | 65.5% | 27.2% | 7.3% | 241 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 69 | 58.2% | 34.3% | 7.6% | 6 |
| KANSAS CITY COMMODITY OFFICE | 63 | 63.0% | 30.9% | 6.1% | 6 |
| WHSE LIC AND EXAMTN DIVISION | 23 | 60.9% | 30.7% | 8.4% | 3 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,081 | 81.3% | 12.4% | 6.3% | 45 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 74 | 82.3% | 15.0% | 2.7% | 2 |
| KANSAS CITY COMMODITY OFFICE | 68 | 82.0% | 15.0% | 3.0% | 2 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 70.0% | 22.6% | 7.4% | 0 |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

My Agency (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,059 | 80.3% | 13.2% | 6.5% | 32 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 73.5% | 19.7% | 6.9% | 0 |
| KANSAS CITY COMMODITY OFFICE | 70 | 72.3% | 20.1% | 7.6% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 74.1% | 25.9% | 0.0% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,885 | 64.3% | 21.2% | 14.4% | 211 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 58.4% | 20.1% | 21.5% | 1 |
| KANSAS CITY COMMODITY OFFICE | 70 | 58.1% | 20.3% | 21.6% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 54.8% | 15.3% | 29.9% | 0 |

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 |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,782 | 78.7% | 14.9% | 6.4% | 289 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 72 | 67.9% | 19.4% | 12.7% | 4 |
| KANSAS CITY COMMODITY OFFICE | 67 | 68.5% | 19.5% | 12.0% | 3 |
| WHSE LIC AND EXAMTN DIVISION | 26 | 69.6% | 19.0% | 11.5% | 1 |

39. My agency is successful at accomplishing its mission.

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,025 | 83.4% | 13.6% | 3.0% | 76 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 84.0% | 13.2% | 2.8% | 1 |
| KANSAS CITY COMMODITY OFFICE | 69 | 85.6% | 13.0% | 1.4% | 1 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 85.3% | 14.7% | 0.0% | 0 |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,121 | 78.1% | 14.8% | 7.1% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 73.4% | 17.4% | 9.2% |
| KANSAS CITY COMMODITY OFFICE | 70 | 75.6% | 15.8% | 8.6% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 73.8% | 15.2% | 11.0% |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

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 |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,607 | 53.7% | 29.3% | 17.0% | 519 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 69 | 48.9% | 30.7% | 20.4% | 7 |
| KANSAS CITY COMMODITY OFFICE | 63 | 54.6% | 24.4% | 21.0% | 7 |
| WHSE LIC AND EXAMTN DIVISION | 25 | 55.0% | 28.1% | 16.9% | 2 |

My Supervisor

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,116 | 87.4% | 7.6% | 5.0% | 15 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 88.4% | 5.3% | 6.4% | 0 |
| KANSAS CITY COMMODITY OFFICE | 69 | 87.2% | 5.8% | 7.0% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 89.3% | 10.7% | 0.0% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,096 | 72.9% | 17.2% | 9.9% | 16 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 69.4% | 14.9% | 15.7% | 0 |
| KANSAS CITY COMMODITY OFFICE | 70 | 71.7% | 13.1% | 15.2% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 74.5% | 18.5% | 7.0% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,034 | 69.4% | 18.1% | 12.6% | 46 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 71.5% | 15.8% | 12.7% | 0 |
| KANSAS CITY COMMODITY OFFICE | 70 | 71.7% | 14.3% | 14.0% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 74.6% | 14.4% | 11.0% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,823 | 75.1% | 19.2% | 5.7% | 257 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 72 | 70.2% | 21.7% | 8.2% | 4 |
| KANSAS CITY COMMODITY OFFICE | 67 | 73.2% | 17.9% | 8.9% | 3 |
| WHSE LIC AND EXAMTN DIVISION | 25 | 80.6% | 15.6% | 3.8% | 2 |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

My Supervisor (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,065 | 69.5% | 18.6% | 11.9% | 20 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 67.7% | 19.2% | 13.1% | 0 |
| KANSAS CITY COMMODITY OFFICE | 69 | 68.0% | 17.5% | 14.5% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 26 | 73.1% | 19.1% | 7.7% | 0 |

47. Supervisors in my work unit support employee development.

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,053 | 73.6% | 17.8% | 8.6% | 54 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 70.1% | 20.1% | 9.8% | 1 |
| KANSAS CITY COMMODITY OFFICE | 69 | 72.5% | 18.8% | 8.7% | 1 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 74.1% | 15.0% | 10.9% | 0 |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|-------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,119 | 81.7% | 10.7% | 7.6% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 82.1% | 8.8% | 9.0% |
| KANSAS CITY COMMODITY OFFICE | 70 | 81.9% | 9.8% | 8.4% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 85.8% | 7.2% | 7.0% |

49. My supervisor treats me with respect.

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|-------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,093 | 85.8% | 8.7% | 5.5% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 85.6% | 6.7% | 7.7% |
| KANSAS CITY COMMODITY OFFICE | 69 | 85.7% | 5.8% | 8.5% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 89.3% | 7.2% | 3.5% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,107 | 87.6% | 7.1% | 5.3% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 89.4% | 6.7% | 3.8% |
| KANSAS CITY COMMODITY OFFICE | 69 | 88.3% | 7.4% | 4.3% |
| WHSE LIC AND EXAMTN DIVISION | 26 | 88.4% | 11.6% | 0.0% |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,103 | 74.1% | 15.5% | 10.4% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 75.1% | 14.7% | 10.2% |
| KANSAS CITY COMMODITY OFFICE | 70 | 75.8% | 12.9% | 11.3% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 81.8% | 11.1% | 7.1% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,097 | 76.7% | 16.1% | 7.2% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 72.3% | 20.1% | 7.6% |
| KANSAS CITY COMMODITY OFFICE | 70 | 73.0% | 18.6% | 8.4% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 81.8% | 14.7% | 3.5% |

Leadership

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,795 | 46.9% | 32.5% | 20.6% | 285 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 72 | 48.1% | 25.3% | 26.5% | 3 |
| KANSAS CITY COMMODITY OFFICE | 66 | 49.9% | 24.6% | 25.5% | 3 |
| WHSE LIC AND EXAMTN DIVISION | 23 | 60.6% | 26.3% | 13.1% | 3 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,539 | 57.3% | 29.5% | 13.1% | 534 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 70 | 52.2% | 30.2% | 17.6% | 6 |
| KANSAS CITY COMMODITY OFFICE | 64 | 54.5% | 29.9% | 15.6% | 6 |
| WHSE LIC AND EXAMTN DIVISION | 24 | 62.3% | 29.2% | 8.5% | 3 |

55. Supervisors work well with employees of different backgrounds.

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,733 | 74.5% | 20.1% | 5.4% | 295 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 71.0% | 22.6% | 6.4% | 1 |
| KANSAS CITY COMMODITY OFFICE | 70 | 70.0% | 23.0% | 7.0% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 78.3% | 21.7% | 0.0% | 0 |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

Leadership (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|-------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,904 | 70.2% | 20.5% | 9.2% | 117 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 74 | 71.0% | 12.9% | 16.1% | 2 |
| KANSAS CITY COMMODITY OFFICE | 68 | 73.4% | 10.5% | 16.0% | 2 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 81.4% | 7.6% | 11.0% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,703 | 68.8% | 22.8% | 8.4% | 309 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 69 | 69.8% | 18.8% | 11.4% | 6 |
| KANSAS CITY COMMODITY OFFICE | 65 | 67.5% | 20.2% | 12.3% | 4 |
| WHSE LIC AND EXAMTN DIVISION | 26 | 76.6% | 15.5% | 7.8% | 1 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,838 | 64.5% | 22.0% | 13.4% | 185 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 72 | 63.5% | 21.7% | 14.8% | 4 |
| KANSAS CITY COMMODITY OFFICE | 67 | 64.0% | 19.8% | 16.2% | 3 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 66.5% | 18.9% | 14.5% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,846 | 66.4% | 22.2% | 11.4% | 200 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 73 | 66.7% | 20.1% | 13.1% | 2 |
| KANSAS CITY COMMODITY OFFICE | 67 | 68.8% | 16.6% | 14.6% | 2 |
| WHSE LIC AND EXAMTN DIVISION | 27 | 78.0% | 11.1% | 10.9% | 0 |

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 |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,689 | 69.8% | 21.0% | 9.2% | 378 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 70 | 72.7% | 16.1% | 11.2% | 6 |
| KANSAS CITY COMMODITY OFFICE | 65 | 73.8% | 15.7% | 10.5% | 5 |
| WHSE LIC AND EXAMTN DIVISION | 26 | 81.1% | 11.5% | 7.4% | 1 |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

Leadership (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|--------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,861 | 61.3% | 26.2% | 12.5% | 203 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 73 | 61.8% | 20.6% | 17.6% | 3 |
| KANSAS CITY COMMODITY OFFICE | 68 | 60.0% | 22.5% | 17.5% | 2 |
| WHSE LIC AND EXAMTN DIVISION | 25 | 71.4% | 16.6% | 12.0% | 2 |

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

| | N | Positive | Neutral | Negative | DNK |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,441 | 63.4% | 28.1% | 8.5% | 628 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 70 | 64.2% | 27.2% | 8.7% | 6 |
| KANSAS CITY COMMODITY OFFICE | 64 | 61.8% | 30.3% | 7.9% | 6 |
| WHSE LIC AND EXAMTN DIVISION | 24 | 66.1% | 33.9% | 0.0% | 3 |

My Satisfaction

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,065 | 60.5% | 23.9% | 15.6% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 63.0% | 19.0% | 18.0% |
| KANSAS CITY COMMODITY OFFICE | 70 | 64.1% | 17.6% | 18.3% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 70.1% | 15.3% | 14.5% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,056 | 53.7% | 25.8% | 20.5% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 52.6% | 24.0% | 23.4% |
| KANSAS CITY COMMODITY OFFICE | 70 | 52.6% | 23.3% | 24.1% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 59.1% | 30.0% | 10.9% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,034 | 54.2% | 25.5% | 20.4% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 63.9% | 21.9% | 14.2% |
| KANSAS CITY COMMODITY OFFICE | 70 | 65.6% | 18.7% | 15.7% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 66.6% | 18.6% | 14.9% |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

My Satisfaction (continued)

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,039 | 47.7% | 35.2% | 17.1% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 46.8% | 34.9% | 18.4% |
| KANSAS CITY COMMODITY OFFICE | 70 | 48.3% | 33.1% | 18.7% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 51.3% | 37.7% | 11.0% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,039 | 41.1% | 32.8% | 26.1% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 45.2% | 32.2% | 22.7% |
| KANSAS CITY COMMODITY OFFICE | 70 | 44.4% | 34.0% | 21.7% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 48.0% | 25.6% | 26.4% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|-------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,029 | 51.8% | 25.7% | 22.5% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 58.7% | 28.6% | 12.8% |
| KANSAS CITY COMMODITY OFFICE | 70 | 59.8% | 26.1% | 14.1% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 59.2% | 33.4% | 7.4% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,044 | 77.5% | 14.6% | 8.0% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 76.1% | 13.7% | 10.1% |
| KANSAS CITY COMMODITY OFFICE | 70 | 77.0% | 11.8% | 11.2% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 74.3% | 14.8% | 10.9% |

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,053 | 65.1% | 16.8% | 18.1% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 76 | 60.6% | 17.0% | 22.3% |
| KANSAS CITY COMMODITY OFFICE | 70 | 59.9% | 15.4% | 24.7% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 59.3% | 10.9% | 29.8% |

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

My Satisfaction (continued)

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

| | N | Positive | Neutral | Negative |
|---|-----------|--------------|--------------|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,052 | 69.5% | 20.2% | 10.3% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 69.6% | 17.2% | 13.2% |
| KANSAS CITY COMMODITY OFFICE | 69 | 71.4% | 15.6% | 13.0% |
| WHSE LIC AND EXAMTN DIVISION | 27 | 74.5% | 14.5% | 11.0% |

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 |
|---|-----------|-------------------|-----------------------|--------------|-------------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,028 | 29.0% | 40.2% | 19.4% | 11.5% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 74 | 66.8% | 20.1% | 9.2% | 3.9% |
| KANSAS CITY COMMODITY OFFICE | 68 | 63.2% | 22.3% | 10.2% | 4.3% |
| WHSE LIC AND EXAMTN DIVISION | 25 | 60.2% | 20.0% | 15.9% | 3.9% |

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

| | N | 3+ Days Per Week | 1-2 Days Per Week | Telework No More Than 1-2 Days Per Month | Infrequently |
|---|-----------|------------------|-------------------|---|--------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,705 | 2.4% | 9.5% | 2.7% | 8.6% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 74 | 14.6% | 29.1% | 0.0% | 18.6% |
| KANSAS CITY COMMODITY OFFICE | 68 | 16.1% | 30.5% | 0.0% | 11.5% |
| WHSE LIC AND EXAMTN DIVISION | 25 | 8.3% | 28.3% | 0.0% | 12.0% |

(continued)

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

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 |
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,705 | 36.5% | 5.1% | 20.3% | 14.9% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 74 | 10.8% | 1.2% | 13.4% | 12.3% |
| KANSAS CITY COMMODITY OFFICE | 68 | 12.0% | 1.4% | 14.8% | 13.7% |
| WHSE LIC AND EXAMTN DIVISION | 25 | 28.3% | 3.7% | 7.8% | 11.5% |

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

| | N | Yes | No | Not Available To Me |
|---|-----------|--------------|--------------|---------------------|
| | | | | |
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,013 | 61.0% | 31.8% | 7.2% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 40.5% | 52.9% | 6.5% |
| KANSAS CITY COMMODITY OFFICE | 69 | 35.8% | 56.9% | 7.2% |
| WHSE LIC AND EXAMTN DIVISION | 26 | 31.2% | 53.7% | 15.1% |

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 |
|---|-----------|--------------|--------------|---------------------|
| | | | | |
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,009 | 27.5% | 57.6% | 14.9% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 26.2% | 70.0% | 3.9% |
| KANSAS CITY COMMODITY OFFICE | 69 | 25.5% | 70.2% | 4.3% |
| WHSE LIC AND EXAMTN DIVISION | 26 | 22.2% | 66.7% | 11.2% |

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

| | N | Yes | No | Not Available To Me |
|---|-----------|-------------|--------------|---------------------|
| | | | | |
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,976 | 14.8% | 80.5% | 4.7% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 73 | 18.9% | 74.4% | 6.7% |
| KANSAS CITY COMMODITY OFFICE | 67 | 19.1% | 75.1% | 5.8% |
| WHSE LIC AND EXAMTN DIVISION | 24 | 3.8% | 84.1% | 12.1% |

Department of Agriculture

WHSE LIC AND EXAMTN DIVISION

5th Level Subagency Report

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 |
|---|-----------|-------------|--------------|---------------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 9,007 | 2.0% | 75.4% | 22.6% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 75 | 2.9% | 81.7% | 15.4% |
| KANSAS CITY COMMODITY OFFICE | 69 | 1.4% | 81.6% | 17.0% |
| WHSE LIC AND EXAMTN DIVISION | 26 | 0.0% | 69.7% | 30.3% |

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 |
|---|-----------|-------------|--------------|---------------------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 8,977 | 2.3% | 77.2% | 20.5% |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 74 | 5.7% | 83.9% | 10.4% |
| KANSAS CITY COMMODITY OFFICE | 68 | 4.5% | 84.0% | 11.5% |
| WHSE LIC AND EXAMTN DIVISION | 25 | 0.0% | 76.3% | 23.7% |

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

| | N | Positive | Neutral | Negative | NBJ |
|---|-----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 1,795 | 74.1% | 15.2% | 10.7% | 337 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 42 | 59.6% | 28.4% | 12.0% | 5 |
| KANSAS CITY COMMODITY OFFICE | 36 | 68.8% | 20.3% | 10.9% | 5 |
| WHSE LIC AND EXAMTN DIVISION | 10 | 40.6% | 59.4% | 0.0% | 3 |

**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 |
|---|----------|--------------|--------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 5,407 | 93.9% | 4.5% | 1.6% | 95 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 28 | 92.8% | 7.2% | 0.0% | 0 |
| KANSAS CITY COMMODITY OFFICE | 23 | 90.9% | 9.1% | 0.0% | 0 |
| WHSE LIC AND EXAMTN DIVISION | 7 | 84.8% | 15.2% | 0.0% | 0 |

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

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

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 |
|---|----------|---------------|-------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 2,355 | 78.8% | 18.9% | 2.3% | 157 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 19 | 83.8% | 5.9% | 10.2% | 1 |
| KANSAS CITY COMMODITY OFFICE | 17 | 81.6% | 6.8% | 11.7% | 1 |
| WHSE LIC AND EXAMTN DIVISION | 6 | 100.0% | 0.0% | 0.0% | 0 |

**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 |
|---|----------|---------------|-------------|-------------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 1,245 | 79.5% | 18.2% | 2.3% | 151 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 13 | 85.0% | 15.0% | 0.0% | 3 |
| KANSAS CITY COMMODITY OFFICE | 12 | 83.4% | 16.6% | 0.0% | 3 |
| WHSE LIC AND EXAMTN DIVISION | 1 | 100.0% | 0.0% | 0.0% | 2 |

**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 |
|---|----------|-----------|-----------|-----------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 162 | 68.0% | 28.0% | 3.9% | 78 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 1 | 100.0% | 0.0% | 0.0% | 1 |
| KANSAS CITY COMMODITY OFFICE | 0 | -- | -- | -- | 1 |
| WHSE LIC AND EXAMTN DIVISION | 0 | -- | -- | -- | 0 |

**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 |
|---|----------|-----------|-----------|-----------|----------|
| FARM AND FOREIGN AGRICULTURAL SERVICES (FFAS) | 181 | 63.2% | 33.8% | 3.0% | 111 |
| DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS | 2 | 100.0% | 0.0% | 0.0% | 3 |
| KANSAS CITY COMMODITY OFFICE | 1 | 100.0% | 0.0% | 0.0% | 3 |
| WHSE LIC AND EXAMTN DIVISION | 0 | -- | -- | -- | 1 |

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

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

Demographic Questions

Where do you work?

| | N | % |
|--------------|----|-------|
| Headquarters | 10 | 38.5% |
| Field | 16 | 61.5% |

What is your supervisory status?

| | N | % |
|----------------|----|-------|
| Non-Supervisor | 18 | 69.2% |
| Team Leader | 3 | 11.5% |
| Supervisor | 3 | 11.5% |
| Manager | 2 | 7.7% |
| Senior Leader | 0 | 0.0% |

Are you:

| | N | % |
|--------|----|-------|
| Male | 20 | 76.9% |
| Female | 6 | 23.1% |

Are you Hispanic or Latino?

| | N | % |
|-----|----|--------|
| Yes | 0 | 0.0% |
| No | 26 | 100.0% |

Race

| | N | % |
|---|----|-------|
| American Indian or Alaska Native | 0 | 0.0% |
| Asian | 0 | 0.0% |
| Black or African American | 2 | 8.0% |
| Native Hawaiian or Other Pacific Islander | 0 | 0.0% |
| White | 23 | 92.0% |
| Two or more races | 0 | 0.0% |

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

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 | 2 | 7.7% |
| Trade or Technical Certificate | 0 | 0.0% |
| Some College (no degree) | 3 | 11.5% |
| Associate's Degree (e.g., AA, AS) | 2 | 7.7% |
| Bachelor's Degree (e.g., BA, BS) | 16 | 61.5% |
| Master's Degree (e.g., MA, MS, MBA) | 3 | 11.5% |
| Doctoral/Professional Degree (e.g., Ph.D., MD, JD) | 0 | 0.0% |

What is your pay category/grade?

| | N | % |
|--|----|-------|
| Federal Wage System | 0 | 0.0% |
| GS 1-6 | 0 | 0.0% |
| GS 7-12 | 23 | 88.5% |
| GS 13-15 | 3 | 11.5% |
| 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 | 1 | 3.8% |
| 1 to 3 years | 3 | 11.5% |
| 4 to 5 years | 2 | 7.7% |
| 6 to 10 years | 6 | 23.1% |
| 11 to 14 years | 3 | 11.5% |
| 15 to 20 years | 4 | 15.4% |
| More than 20 years | 7 | 26.9% |

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

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 | 3.8% |
| 1 to 3 years | 3 | 11.5% |
| 4 to 5 years | 3 | 11.5% |
| 6 to 10 years | 5 | 19.2% |
| 11 to 20 years | 9 | 34.6% |
| More than 20 years | 5 | 19.2% |

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

| | N | % |
|---|----|-------|
| No | 18 | 69.2% |
| Yes, to retire | 2 | 7.7% |
| Yes, to take another job within the Federal Government | 1 | 3.8% |
| Yes, to take another job outside the Federal Government | 1 | 3.8% |
| Yes, other | 4 | 15.4% |

I am planning to retire:

| | N | % |
|------------------------------|----|-------|
| Within one year | 1 | 3.8% |
| Between one and three years | 5 | 19.2% |
| Between three and five years | 1 | 3.8% |
| Five or more years | 19 | 73.1% |

What is your US military service status?

| | N | % |
|---|----|-------|
| No Prior Military Service | 21 | 80.8% |
| Currently in National Guard or Reserves | 0 | 0.0% |
| Retired | 2 | 7.7% |
| Separated or Discharged | 3 | 11.5% |

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
WHSE LIC AND EXAMTN DIVISION
5th Level Subagency Report

Demographic Questions (continued)

Are you an individual with a disability?

| | N | % |
|-----|----|-------|
| Yes | 2 | 7.7% |
| No | 24 | 92.3% |

What is your age group?

| | N | % |
|--------------|---|-------|
| 25 and under | 1 | 3.6% |
| 26-29 | 3 | 10.7% |
| 30-39 | 9 | 32.1% |
| 40-49 | 3 | 10.7% |
| 50-59 | 6 | 21.4% |
| 60 or older | 6 | 21.4% |

Note: Percentages for demographic questions are unweighted.