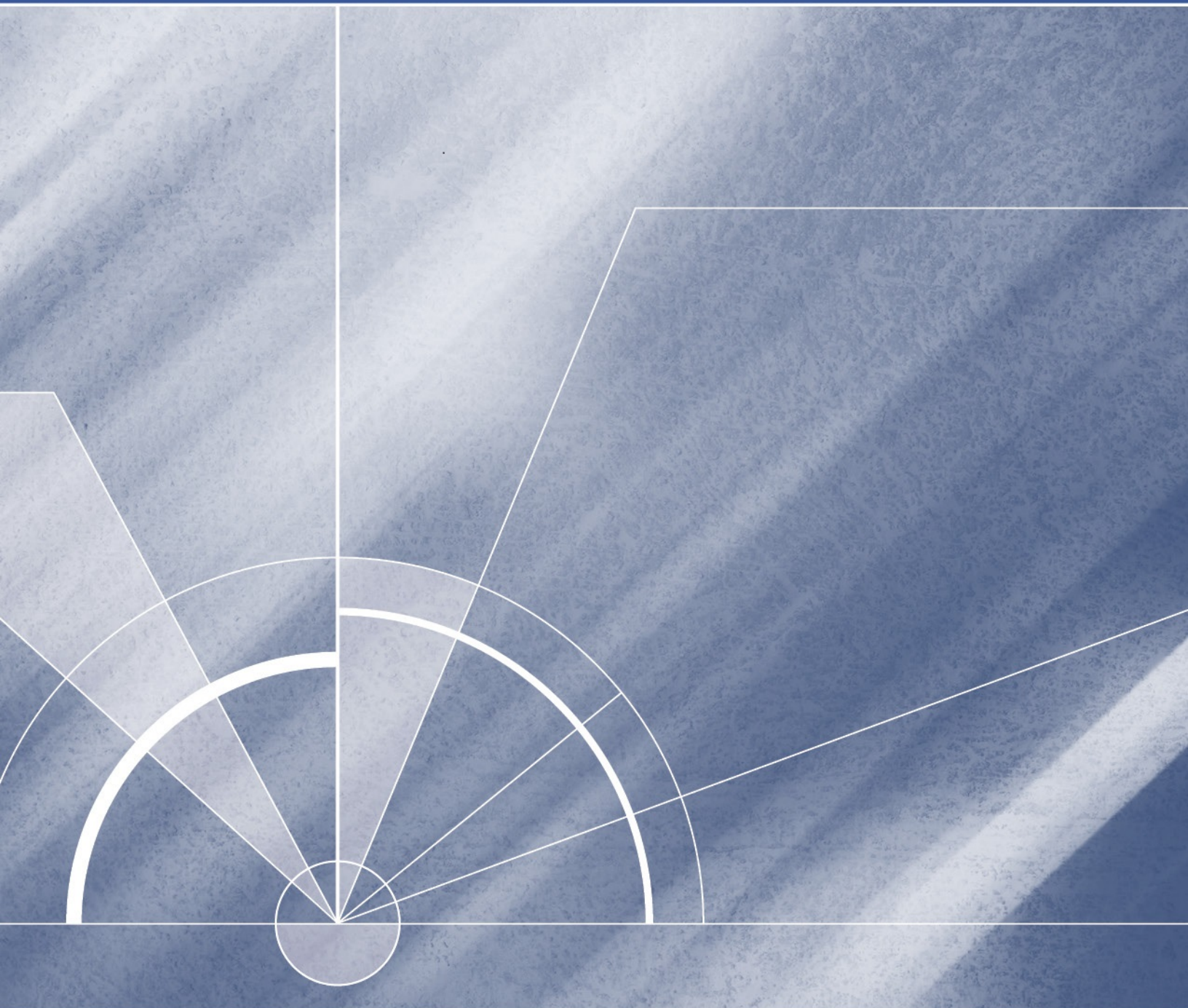


2017

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

5th Level
Subagency
Report

Department of Agriculture
INTERNATIONAL PROCUREMENT DIV



Department of Agriculture
INTERNATIONAL PROCUREMENT DIV
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%
INTERNATIONAL PROCUREMENT DIV	14	63.6%

Your Data

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

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

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

Main Report Results

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

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

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

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

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

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Top 10 Positive & Negative Items

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

Highest Percent Positive

100.0%	I know what is expected of me on the job. (Q.6)
100.0%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
100.0%	The work I do is important. (Q.13)
100.0%	How would you rate the overall quality of work done by your work unit? (Q.28)
100.0%	Employees are protected from health and safety hazards on the job. (Q.35)
100.0%	I recommend my organization as a good place to work. (Q.40)
100.0%	My supervisor listens to what I have to say. (Q.48)
100.0%	My supervisor treats me with respect. (Q.49)
100.0%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
100.0%	I have trust and confidence in my supervisor. (Q.51)

Highest Percent Negative











35.3%	My work unit is able to recruit people with the right skills. (Q.21)
35.3%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
35.3%	Pay raises depend on how well employees perform their jobs. (Q.33)
28.6%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
26.2%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
23.1%	My talents are used well in the workplace. (Q.11)
21.4%	My workload is reasonable. (Q.10)
18.1%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
15.8%	Promotions in my work unit are based on merit. (Q.22)
15.3%	Considering everything, how satisfied are you with your pay? (Q.70)

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Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (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. An '*' in % Positive Response represents a percentage less than 10.

 INTERNATIONAL PROCUREMENT DIV
 KANSAS CITY COMMODITY OFFICE

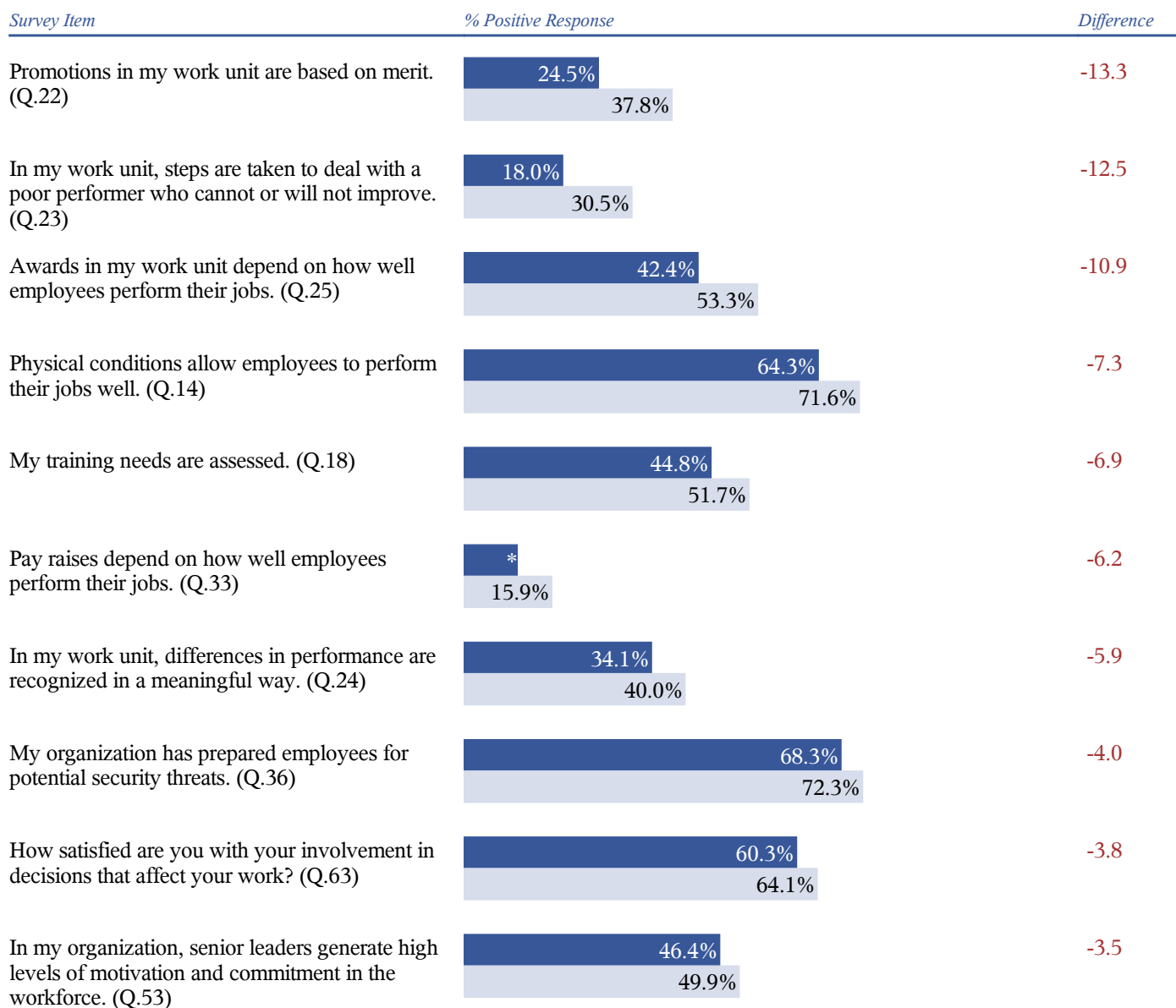
<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
Overall, how good a job do you feel is being done by your immediate supervisor? (Q.52)	 100.0% 73.0%	+27.0
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q.60)	 100.0% 73.8%	+26.2
I recommend my organization as a good place to work. (Q.40)	 100.0% 75.6%	+24.4
I have trust and confidence in my supervisor. (Q.51)	 100.0% 75.8%	+24.2
The people I work with cooperate to get the job done. (Q.20)	 93.2% 70.1%	+23.1
Employees in my work unit share job knowledge with each other. (Q.26)	 92.0% 71.0%	+21.0
Supervisors in my work unit support employee development. (Q.47)	 92.3% 72.5%	+19.8
I know what is expected of me on the job. (Q.6)	 100.0% 81.8%	+18.2
My supervisor listens to what I have to say. (Q.48)	 100.0% 81.9%	+18.1
Employees are protected from health and safety hazards on the job. (Q.35)	 100.0% 82.0%	+18.0

Department of Agriculture
INTERNATIONAL PROCUREMENT DIV
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. An '*' in % Positive Response represents a percentage less than 10.

 INTERNATIONAL PROCUREMENT DIV
 KANSAS CITY COMMODITY OFFICE



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INTERNATIONAL PROCUREMENT DIV
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%
INTERNATIONAL PROCUREMENT DIV	14	76.6%	16.3%	7.1%

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%
INTERNATIONAL PROCUREMENT DIV	14	76.6%	15.4%	8.0%

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%
INTERNATIONAL PROCUREMENT DIV	14	70.5%	22.7%	6.8%

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%
INTERNATIONAL PROCUREMENT DIV	14	92.4%	7.6%	0.0%

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%
INTERNATIONAL PROCUREMENT DIV	14	92.4%	7.6%	0.0%

Department of Agriculture
INTERNATIONAL PROCUREMENT DIV
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%
INTERNATIONAL PROCUREMENT DIV	14	100.0%	0.0%	0.0%

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%
INTERNATIONAL PROCUREMENT DIV	14	100.0%	0.0%	0.0%

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%
INTERNATIONAL PROCUREMENT DIV	14	92.0%	8.0%	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
INTERNATIONAL PROCUREMENT DIV	14	63.1%	8.3%	28.6%	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
INTERNATIONAL PROCUREMENT DIV	14	71.6%	7.1%	21.4%	0

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INTERNATIONAL PROCUREMENT DIV
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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
INTERNATIONAL PROCUREMENT DIV	14	62.5%	14.4%	23.1%	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
INTERNATIONAL PROCUREMENT DIV	14	84.9%	15.1%	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
INTERNATIONAL PROCUREMENT DIV	14	100.0%	0.0%	0.0%	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
INTERNATIONAL PROCUREMENT DIV	14	64.3%	28.9%	6.8%	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
INTERNATIONAL PROCUREMENT DIV	14	85.0%	15.0%	0.0%	0

Department of Agriculture
INTERNATIONAL PROCUREMENT DIV
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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
INTERNATIONAL PROCUREMENT DIV	14	92.0%	8.0%	0.0%	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
INTERNATIONAL PROCUREMENT DIV	12	75.9%	16.3%	7.8%	2

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
INTERNATIONAL PROCUREMENT DIV	13	44.8%	46.6%	8.6%	1

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
INTERNATIONAL PROCUREMENT DIV	14	85.0%	15.0%	0.0%	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%
INTERNATIONAL PROCUREMENT DIV	14	93.2%	6.8%	0.0%

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
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
INTERNATIONAL PROCUREMENT DIV	14	35.0%	29.7%	35.3%	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
INTERNATIONAL PROCUREMENT DIV	12	24.5%	59.7%	15.8%	2

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
INTERNATIONAL PROCUREMENT DIV	11	18.0%	46.7%	35.3%	3

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
INTERNATIONAL PROCUREMENT DIV	12	34.1%	47.8%	18.1%	2

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
INTERNATIONAL PROCUREMENT DIV	12	42.4%	31.4%	26.2%	2

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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
INTERNATIONAL PROCUREMENT DIV	14	92.0%	8.0%	0.0%	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
INTERNATIONAL PROCUREMENT DIV	12	74.0%	18.0%	8.0%	2

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%
INTERNATIONAL PROCUREMENT DIV	14	100.0%	0.0%	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
INTERNATIONAL PROCUREMENT DIV	12	83.4%	16.6%	0.0%	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
INTERNATIONAL PROCUREMENT DIV	13	68.3%	16.7%	15.0%	0

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INTERNATIONAL PROCUREMENT DIV
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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
INTERNATIONAL PROCUREMENT DIV	13	61.2%	38.8%	0.0%	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
INTERNATIONAL PROCUREMENT DIV	13	46.2%	46.4%	7.4%	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
INTERNATIONAL PROCUREMENT DIV	11	9.7%	55.0%	35.3%	2

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
INTERNATIONAL PROCUREMENT DIV	12	65.7%	34.3%	0.0%	1

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
INTERNATIONAL PROCUREMENT DIV	13	100.0%	0.0%	0.0%	0

Department of Agriculture
INTERNATIONAL PROCUREMENT DIV
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
INTERNATIONAL PROCUREMENT DIV	13	68.3%	22.6%	9.1%	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
INTERNATIONAL PROCUREMENT DIV	13	68.5%	31.5%	0.0%	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
INTERNATIONAL PROCUREMENT DIV	12	74.0%	26.0%	0.0%	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
INTERNATIONAL PROCUREMENT DIV	13	92.6%	7.4%	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%
INTERNATIONAL PROCUREMENT DIV	13	100.0%	0.0%	0.0%

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
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
INTERNATIONAL PROCUREMENT DIV	11	63.1%	28.0%	8.9%	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
INTERNATIONAL PROCUREMENT DIV	12	92.0%	0.0%	8.0%	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
INTERNATIONAL PROCUREMENT DIV	13	84.3%	8.3%	7.4%	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
INTERNATIONAL PROCUREMENT DIV	13	85.0%	7.7%	7.4%	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
INTERNATIONAL PROCUREMENT DIV	12	82.3%	17.7%	0.0%	1

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
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
INTERNATIONAL PROCUREMENT DIV	13	85.5%	14.5%	0.0%	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
INTERNATIONAL PROCUREMENT DIV	13	92.3%	7.7%	0.0%	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%
INTERNATIONAL PROCUREMENT DIV	13	100.0%	0.0%	0.0%

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%
INTERNATIONAL PROCUREMENT DIV	13	100.0%	0.0%	0.0%

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%
INTERNATIONAL PROCUREMENT DIV	13	100.0%	0.0%	0.0%

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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%
INTERNATIONAL PROCUREMENT DIV	13	100.0%	0.0%	0.0%

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%
INTERNATIONAL PROCUREMENT DIV	13	100.0%	0.0%	0.0%

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
INTERNATIONAL PROCUREMENT DIV	13	46.4%	39.1%	14.5%	0

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
INTERNATIONAL PROCUREMENT DIV	13	61.4%	31.4%	7.2%	0

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
INTERNATIONAL PROCUREMENT DIV	13	75.9%	24.1%	0.0%	0

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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
INTERNATIONAL PROCUREMENT DIV	13	83.8%	16.2%	0.0%	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
INTERNATIONAL PROCUREMENT DIV	13	68.4%	31.6%	0.0%	0

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
INTERNATIONAL PROCUREMENT DIV	13	75.9%	24.1%	0.0%	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
INTERNATIONAL PROCUREMENT DIV	13	68.2%	31.8%	0.0%	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
INTERNATIONAL PROCUREMENT DIV	12	100.0%	0.0%	0.0%	1

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
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
INTERNATIONAL PROCUREMENT DIV	13	76.4%	23.6%	0.0%	0

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
INTERNATIONAL PROCUREMENT DIV	11	73.8%	26.2%	0.0%	2

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%
INTERNATIONAL PROCUREMENT DIV	13	60.3%	32.4%	7.4%

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%
INTERNATIONAL PROCUREMENT DIV	13	61.4%	23.9%	14.7%

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%
INTERNATIONAL PROCUREMENT DIV	13	76.4%	23.6%	0.0%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
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%
INTERNATIONAL PROCUREMENT DIV	13	46.4%	53.6%	0.0%

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%
INTERNATIONAL PROCUREMENT DIV	13	45.2%	54.8%	0.0%

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%
INTERNATIONAL PROCUREMENT DIV	13	75.0%	25.0%	0.0%

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%
INTERNATIONAL PROCUREMENT DIV	13	84.3%	8.3%	7.4%

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%
INTERNATIONAL PROCUREMENT DIV	13	68.7%	16.0%	15.3%

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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%
INTERNATIONAL PROCUREMENT DIV	13	84.3%	15.7%	0.0%

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%
INTERNATIONAL PROCUREMENT DIV	13	61.9%	30.9%	7.1%	0.0%

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

	N	3+ Days Per Week	1-2 Days Per Week	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%
INTERNATIONAL PROCUREMENT DIV	13	22.4%	14.8%	0.0%	7.3%

(continued)

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Work/Life (continued)

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

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
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%
INTERNATIONAL PROCUREMENT DIV	13	0.0%	0.0%	30.7%	24.7%

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%
INTERNATIONAL PROCUREMENT DIV	13	7.3%	85.0%	7.6%

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%
INTERNATIONAL PROCUREMENT DIV	13	0.0%	100.0%	0.0%

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%
INTERNATIONAL PROCUREMENT DIV	13	7.4%	92.6%	0.0%

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Work/Life (continued)

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

	N	Yes	No	Not Available To Me
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%
INTERNATIONAL PROCUREMENT DIV	13	0.0%	100.0%	0.0%

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%
INTERNATIONAL PROCUREMENT DIV	13	0.0%	100.0%	0.0%

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
INTERNATIONAL PROCUREMENT DIV	5	100.0%	0.0%	0.0%	1

**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
INTERNATIONAL PROCUREMENT DIV	1	100.0%	0.0%	0.0%	0

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

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Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
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
INTERNATIONAL PROCUREMENT DIV	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
INTERNATIONAL PROCUREMENT DIV	1	100.0%	0.0%	0.0%	0

**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
INTERNATIONAL PROCUREMENT DIV	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
INTERNATIONAL PROCUREMENT DIV	0	--	--	--	0

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

Department of Agriculture
INTERNATIONAL PROCUREMENT DIV
5th Level Subagency Report

Demographic Questions

Where do you work?

	N	%
Headquarters	8	66.7%
Field	4	33.3%

What is your supervisory status?

	N	%
Non-Supervisor	11	84.6%
Team Leader	0	0.0%
Supervisor	1	7.7%
Manager	1	7.7%
Senior Leader	0	0.0%

Are you:

	N	%
Male	6	50.0%
Female	6	50.0%

Are you Hispanic or Latino?

	N	%
Yes	0	0.0%
No	12	100.0%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	0	0.0%
Black or African American	1	8.3%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	11	91.7%
Two or more races	0	0.0%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
INTERNATIONAL PROCUREMENT DIV
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	15.4%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	2	15.4%
Associate's Degree (e.g., AA, AS)	0	0.0%
Bachelor's Degree (e.g., BA, BS)	7	53.8%
Master's Degree (e.g., MA, MS, MBA)	2	15.4%
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	1	7.7%
GS 7-12	9	69.2%
GS 13-15	3	23.1%
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	3	23.1%
1 to 3 years	1	7.7%
4 to 5 years	0	0.0%
6 to 10 years	1	7.7%
11 to 14 years	0	0.0%
15 to 20 years	1	7.7%
More than 20 years	7	53.8%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
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Demographic Questions (continued)

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

	N	%
Less than 1 year	3	23.1%
1 to 3 years	1	7.7%
4 to 5 years	0	0.0%
6 to 10 years	1	7.7%
11 to 20 years	1	7.7%
More than 20 years	7	53.8%

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

	N	%
No	11	84.6%
Yes, to retire	1	7.7%
Yes, to take another job within the Federal Government	0	0.0%
Yes, to take another job outside the Federal Government	0	0.0%
Yes, other	1	7.7%

I am planning to retire:

	N	%
Within one year	1	7.7%
Between one and three years	1	7.7%
Between three and five years	2	15.4%
Five or more years	9	69.2%

What is your US military service status?

	N	%
No Prior Military Service	11	84.6%
Currently in National Guard or Reserves	0	0.0%
Retired	2	15.4%
Separated or Discharged	0	0.0%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	1	7.7%
No	12	92.3%

What is your age group?

	N	%
25 and under	2	14.3%
26-29	1	7.1%
30-39	2	14.3%
40-49	2	14.3%
50-59	4	28.6%
60 or older	3	21.4%

Note: Percentages for demographic questions are unweighted.