		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		10	19	10	17	5	61	NA
	%	47.54	16.09	31.45	16.09	28.73	7.64	100.00	
I have enough information to do my job well.	N		4	29	8	14	5	60	NA
2. Thave enough information to do my job well.	%	54.35	6.48	47.87	13.81	22.02	9.82	100.00	
3. I feel encouraged to come up with new and better ways of doing	N		5	17	17	14	6	59	NA
things.	%	37.35	8.26	29.10	28.61	22.08	11.96	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		15	22	13	7	3	60	NA
4. My work gives me a reening of personal accomplishment.	%	60.93	24.02	36.92	20.83	12.01	6.23	100.00	
*F I Die de lière de franche i de	N		24	24	9	1	2	60	NA
*5. I like the kind of work I do.	%	80.20	39.69	40.51	14.88	1.92	3.00	100.00	
	N		9	29	9	11	3	61	NA
6. I know what is expected of me on the job.	%	62.35	14.72	47.63	14.26	17.18	6.21	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		41	18	1	1	0	61	NA
	%	96.63	67.00	29.63	1.85	1.53	0.00	100.00	
O Law and the balling for word to do not lob batter	N		23	28	8	2	0	61	NA
8. I am constantly looking for ways to do my job better.	%	83.93	39.34	44.60	13.01	3.05	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to	N		3	31	8	13	5	60	0
get my job done.	%	55.89	5.78	50.11	13.50	20.88	9.73	100.00	
WO M. III II	N		6	40	7	6	2	61	0
*10. My workload is reasonable.	%	73.36	10.00	63.36	11.24	10.35	5.05	100.00	
	N		3	22	16	7	10	58	0
*11. My talents are used well in the workplace.	%	43.25	5.38	37.87	26.57	12.30	17.88	100.00	
	N		13	31	7	5	5	61	0
*12. I know how my work relates to the agency's goals and priorities.	%	73.06	22.81	50.25	11.24	8.02	7.68	100.00	
	N		28	25	5	2	1	61	0
*13. The work I do is important.	%	87.59	47.84	39.75	7.89	3.05	1.47	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting,	N		15	34	7	3	0	59	2
cleanliness in the workplace) allow employees to perform their jobs well.	%	82.85	25.18	57.67	11.66	5.50	0.00	100.00	
the Manager of the control of the first fi	N		14	32	9	2	4	61	0
*15. My performance appraisal is a fair reflection of my performance.	%	74.49	22.20	52.30	14.28	3.10	8.12	100.00	
40.1 1.11 2.11 4. 11 4. 11	N		12	39	8	1	1	61	0
16. I am held accountable for achieving results.	%	82.59	20.28	62.30	12.79	1.47	3.16	100.00	

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

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 61

Number of surveys administered: 86

<sup>\*</sup> AES prescribed items

<sup>\*\*</sup> Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation	N		7	14	21	8	4	54	5
without fear of reprisal.	%	39.65	12.37	27.28	38.88	14.14	7.32	100.00	
*18. My training needs are assessed.	N		4	17	11	17	10	59	1
10. My training needs are assessed.	%	34.76	6.64	28.13	19.42	29.26	16.56	100.00	
*19. In my most recent performance appraisal, I understood what I had to	N		10	27	14	5	4	60	1
do to be rated at different performance levels (for example, Fully Successful, Outstanding).	%	61.53	16.00	45.53	22.76	7.89	7.81	100.00	
*00 The general Lorentz with a company to get the inch date.	N		12	32	7	8	2	61	NA
*20. The people I work with cooperate to get the job done.	%	71.80	18.39	53.40	11.13	12.44	4.64	100.00	
*O4 M	N		3	16	22	6	6	53	8
1. My work unit is able to recruit people with the right skills.	%	34.56	5.16	29.40	42.17	10.37	12.90	100.00	
*00 Decembrations in accountable write are based on account	N		2	8	19	11	9	49	12
22. Promotions in my work unit are based on merit.	%	19.05	3.80	15.25	40.01	21.27	19.67	100.00	
<ol> <li>In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</li> </ol>	N		2	11	15	11	11	50	10
	%	24.93	3.45	21.47	29.77	22.36	22.95	100.00	
*24. In my work unit, differences in performance are recognized in a	N		1	8	21	15	11	56	5
meaningful way.	%	15.49	1.78	13.71	36.28	26.88	21.35	100.00	
25. Awards in my work unit depend on how well employees perform their	N		1	9	24	6	10	50	10
jobs.	%	19.13	1.76	17.37	48.09	11.13	21.65	100.00	
OC Frankrises in management of the control of the c	N		13	25	10	6	7	61	0
26. Employees in my work unit share job knowledge with each other.	%	62.28	20.53	41.75	15.66	9.40	12.65	100.00	
O7. The still best is second as it has been added to a second	N		6	19	18	9	5	57	4
27. The skill level in my work unit has improved in the past year.	%	43.92	10.18	33.74	31.48	14.62	9.98	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work	N		28	20	9	3	1	61	NA
unit?	%	78.11	45.60	32.51	14.21	4.52	3.16	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to	N		7	32	11	7	2	59	2
accomplish organizational goals.	%	64.71	11.05	53.66	18.58	11.89	4.83	100.00	

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

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 61

Number of surveys administered: 86

<sup>\*</sup> AES prescribed items

<sup>\*\*</sup> Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to	N		2	13	12	21	9	57	4
work processes.	%	26.30	3.30	23.00	21.42	34.83	17.45	100.00	
31. Employees are recognized for providing high quality products and	N		2	11	19	15	9	56	5
services.	%	22.68	3.52	19.16	34.36	25.45	17.51	100.00	
*20. Constitute and innovation are remarked	N		0	8	24	18	8	58	3
*32. Creativity and innovation are rewarded.	%	14.21	0.00	14.21	39.46	30.93	15.40	100.00	
+00. Because described by the second	N		1	9	15	15	10	50	9
*33. Pay raises depend on how well employees perform their jobs.	%	19.59	1.98	17.61	29.20	30.13	21.08	100.00	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		5	20	17	4	6	52	9
	%	50.05	9.79	40.26	31.92	7.19	10.84	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		7	37	10	1	0	55	5
	%	79.75	13.03	66.72	18.59	1.66	0.00	100.00	
36. My organization has prepared employees for potential security threats.	N		3	29	15	5	2	54	6
	%	58.38	4.95	53.43	27.22	9.09	5.31	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political	N		2	16	18	9	9	54	7
purposes are not tolerated.	%	32.95	3.48	29.48	33.38	16.34	17.33	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating	N		2	25	10	5	8	50	10
for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	%	55.30	3.77	51.53	20.22	9.53	14.95	100.00	
	N		3	30	14	6	3	56	5
39. My agency is successful at accomplishing its mission.	%	59.83	4.98	54.86	23.25	11.93	4.98	100.00	
	N		6	25	17	9	3	60	NA
40. I recommend my organization as a good place to work.	%	51.78	9.84	41.94	27.25	15.98	4.98	100.00	
41. I believe the results of this survey will be used to make my agency a	N		4	7	12	14	11	48	12
better place to work.	%	24.09	8.22	15.87	25.50	28.89	21.53	100.00	
*42. My supervisor supports my need to balance work and other life	N		25	26	8	1	1	61	0
issues.	%	81.81	39.98	41.82	14.83	1.90	1.47	100.00	
43. My supervisor/team leader provides me with opportunities to	N		8	29	14	5	5	61	0
demonstrate my leadership skills.	%	60.49	12.82	47.68	22.10	7.78	9.63	100.00	
*44. Discussions with my supervisor/team leader about my performance	N		7	21	21	5	5	59	2
are worthwhile.	%	47.95	11.79	36.16	34.05	8.05	9.95	100.00	

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

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 61

Number of surveys administered: 86

<sup>\*</sup> AES prescribed items

<sup>\*\*</sup> Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative	N		6	22	18	3	1	50	11
of all segments of society.	%	56.36	11.71	44.65	36.38	5.41	1.84	100.00	
46. My supervisor/team leader provides me with constructive suggestion	N		11	19	20	7	3	60	1
to improve my job performance.	%	51.48	18.21	33.26	32.95	11.11	4.46	100.00	
*47. Supervisors/team leaders in my work unit support employee	N		8	25	16	4	5	58	2
development.	%	57.25	14.03	43.22	26.33	6.31	10.11	100.00	
40. My synamics with any loader listens to what I have to say	N		15	27	12	5	1	60	NA
48. My supervisor/team leader listens to what I have to say.	%	69.58	24.94	44.65	19.60	9.26	1.56	100.00	
40. My synamics with any loader treats may with respect	N		20	27	8	4	1	60	NA
49. My supervisor/team leader treats me with respect.	%	77.81	32.78	45.02	14.09	6.55	1.56	100.00	
50. In the last six months, my supervisor/team leader has talked with me	N		15	28	6	10	0	59	NA
about my performance.	%	71.52	24.26	47.26	10.67	17.81	0.00	100.00	
*F4	N		15	16	16	9	4	60	NA
*51. I have trust and confidence in my supervisor.	%	52.06	25.19	26.87	25.41	15.97	6.56	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate	N		16	16	16	10	2		
supervisor/team leader?	%				10		2	60	NA
		53.59	27.15	26.44	26.05	16.88	3.49	60 100.00	NA
		Percent Positive	27.15 Strongly Agree	-	_	-	_		NA  Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and	N	Percent	Strongly Agree	26.44 Agree	Neither Agree nor Disagree	Disagree	3.49 Strongly Disagree	100.00  Item Response Total**	Do Not Know/ No Basis to
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	Percent	Strongly Agree	26.44	26.05  Neither Agree nor Disagree	16.88  Disagree	3.49 Strongly Disagree	100.00  Item Response Total**	Do Not Know/ No Basis to
commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and		Percent Positive	Strongly Agree	26.44 Agree	Neither Agree nor Disagree	Disagree	3.49 Strongly Disagree	100.00  Item Response Total**	Do Not Know/ No Basis to
commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and integrity.	% N %	Percent Positive	Strongly Agree 1 1.66	26.44  Agree  12 20.78	Neither Agree nor Disagree	16.88  Disagree  19 30.02	3.49 Strongly Disagree  10 17.85	100.00  Item Response Total**  60 100.00 58 100.00	Do Not Know/ No Basis to Judge
commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and integrity.  *55. Managers/supervisors/team leaders work well with employees of	% N	Percent Positive	Strongly Agree 1 1.66	26.44  Agree  12 20.78 25	Neither Agree nor Disagree  18 29.70 17	16.88  Disagree  19 30.02 7	3.49  Strongly Disagree  10 17.85 7	100.00  Item Response Total**  60 100.00 58	Do Not Know/ No Basis to Judge
commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and integrity.  *55. Managers/supervisors/team leaders work well with employees of different backgrounds.	% N %	Percent Positive	Strongly Agree  1 1.66 2 3.23	26.44  Agree  12 20.78 25 43.76 21 39.08	26.05  Neither Agree nor Disagree  18 29.70 17 27.84	16.88  Disagree  19 30.02  7 13.64	3.49  Strongly Disagree  10 17.85 7 11.53	100.00  Item Response Total**  60 100.00 58 100.00 54 100.00	Do Not Know/ No Basis to Judge
commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and integrity.  *55. Managers/supervisors/team leaders work well with employees of	% N % N	Percent Positive 22.44 46.99	Strongly Agree  1 1.66 2 3.23 4	26.44  Agree  12 20.78 25 43.76 21	26.05  Neither Agree nor Disagree  18 29.70 17 27.84 19	16.88  Disagree  19 30.02 7 13.64 5	3.49  Strongly Disagree  10 17.85 7 11.53 5	100.00  Item Response Total**  60 100.00 58 100.00 54	Do Not Know/ No Basis to Judge
commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and integrity.  *55. Managers/supervisors/team leaders work well with employees of different backgrounds.	% N % N %	Percent Positive 22.44 46.99	Strongly Agree  1 1.66 2 3.23 4 7.23	26.44  Agree  12 20.78 25 43.76 21 39.08	26.05  Neither Agree nor Disagree  18 29.70 17 27.84 19 34.70	16.88  Disagree  19 30.02  7 13.64  5 10.25	3.49  Strongly Disagree  10 17.85 7 11.53 5 8.74	100.00  Item Response Total**  60 100.00 58 100.00 54 100.00	Do Not Know/ No Basis to Judge  1  3
commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and integrity.  *55. Managers/supervisors/team leaders work well with employees of different backgrounds.  *56. Managers communicate the goals and priorities of the organization.  *57. Managers review and evaluate the organization's progress toward	% N % N %	Percent Positive 22.44 46.99 46.31	Strongly Agree  1 1.66 2 3.23 4 7.23	26.44  Agree  12 20.78 25 43.76 21 39.08 29	26.05  Neither Agree nor Disagree  18 29.70 17 27.84 19 34.70 16	16.88  Disagree  19 30.02 7 13.64 5 10.25 7	3.49  Strongly Disagree  10 17.85 7 11.53 5 8.74 6	100.00  Item Response Total**  60 100.00 58 100.00 54 100.00 59	Do Not Know/ No Basis to Judge  1  3
commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and integrity.  *55. Managers/supervisors/team leaders work well with employees of different backgrounds.  *56. Managers communicate the goals and priorities of the organization.	% N % N % N	Percent Positive 22.44 46.99 46.31	Strongly Agree  1 1.66 2 3.23 4 7.23 1 1.68	26.44  Agree  12 20.78 25 43.76 21 39.08 29 49.73	26.05  Neither Agree nor Disagree  18 29.70 17 27.84 19 34.70 16 25.68	16.88  Disagree  19 30.02  7 13.64  5 10.25  7 11.33	3.49  Strongly Disagree  10 17.85 7 11.53 5 8.74 6 11.58	100.00  Item Response Total**  60 100.00 58 100.00 54 100.00 59 100.00	Do Not Know/ No Basis to Judge  1  3  6

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

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 61

Number of surveys administered: 86

<sup>\*</sup> AES prescribed items

<sup>\*\*</sup> Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for	N		2	16	13	13	12	56	5
example, about projects, goals, needed resources).	%	33.54	3.52	30.02	22.97	21.60	21.89	100.00	
59. Managers support collaboration across work units to accomplish	N		2	22	13	9	10	56	5
work objectives.	%	42.89	3.52	39.37	23.32	15.28	18.51	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager	N		5	14	18	7	9	53	7
directly above your immediate supervisor/team leader?	%	36.58	9.56	27.02	33.07	12.33	18.02	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
61. I have a high level of respect for my organization's senior leaders.	N		6	14	20	9	9	58	2
	%	34.93	10.32	24.61	33.50	15.02	16.55	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		10	28	14	1	3	56	4
02. Senior leaders demonstrate support for Work Life programs.	%	66.28	18.38	47.90	26.78	1.60	5.34	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect	N		4	14	23	15	4	60	NA
your work?	%	30.81	6.72	24.09	36.97	26.06	6.17	100.00	
*64. How satisfied are you with the information you receive from	N		1	10	14	25	9	59	NA
management on what's going on in your organization?	%	19.46	1.68	17.78	23.79	42.18	14.57	100.00	
*65. How satisfied are you with the recognition you receive for doing a	N		4	12	20	17	7	60	NA
good job?	%	25.80	7.10	18.71	32.83	29.91	11.46	100.00	
*66. How satisfied are you with the policies and practices of your senior	N		1	11	24	17	7	60	NA
leaders?	%	20.72	1.65	19.07	38.71	29.59	10.98	100.00	
*67. How satisfied are you with your opportunity to get a better job in your	N		1	4	27	13	15	60	NA
organization?	%	8.78	1.65	7.13	44.80	21.93	24.49	100.00	
*68. How satisfied are you with the training you receive for your present	N		3	18	15	19	4	59	NA
job?	%	35.68	4.93	30.75	24.99	33.01	6.31	100.00	

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

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 61

Number of surveys administered: 86

<sup>\*</sup> AES prescribed items

<sup>\*\*</sup> Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		7	28	13	10	1	59	NA
03. Considering everything, now satisfied are you with your job:	%	59.10	12.59	46.51	21.15	18.17	1.58	100.00	
*70. Considering everything how estisfied are you with your new?	N		12	19	14	10	4	59	NA
*70. Considering everything, how satisfied are you with your pay?	%	50.22	20.24	29.98	26.26	16.48	7.04	100.00	
71. Considering everything, how satisfied are you with your organization?	N		6	22	18	9	5	60	NA
	%	47.09	10.85	36.24	28.81	16.00	8.10	100.00	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

		,,,
Yes	57	94.41
No	1	2.22
Not sure	2	3.38
Total	60	100.00

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

	N	%
I telework 3 or more days per week.	10	15.25
I telework 1 or 2 days per week.	23	40.18
I telework, but no more than 1 or 2 days per month.	5	8.21
I telework very infrequently, on an unscheduled or short-term basis.	11	17.51
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	2	3.87
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	0	0.00
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	4	6.49
I do not telework because I choose not to telework.	5	8.48
Total	60	100.00

Schedules (AWS)		N	%
	Yes	34	55.8
	No	23	41.0
	Not available to me	2	3.05
	Total	59	100.0
<ol> <li>Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</li> </ol>		N	%
Smoking programs/	Yes	1	3.29
	res No	34	3.28 57.2
	Not available to me	24	37.2 39.4
	Total	59	100.0
	Total	59	100.
6. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		N	%
	Yes	9	15.8
	No	49	82.4
	Not available to me	1	1.68
	Total	59	100.0
7. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support	ort		0/
groups)	<del>.</del>	N	%
	Yes	1	2.22
	No	36	60.5
	Not available to me	23	37.2
	Total	60	100.0
B. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)		N	%
	Yes	0	0.00
	No	39	65.8

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

Sample or Number of surve

Number of surveys a

Respc

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		20	24	2	2	0	48	0
	%	92.47	39.80	52.68	3.75	3.78	0.00	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		18	9	5	0	0	32	1
	%	83.86	54.94	28.92	16.14	0.00	0.00	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		0	2	0	0	0	2	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your	N		1	3	2	1	0	7	3
agency? Employee Assistance Program (EAP)	%	55.78	11.38	44.40	29.83	14.39	0.00	100.00	
83. How satisfied are you with the following Work/Life programs in your	N		0	1	0	0	0	1	0
agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your	N		0	0	0	0	0	0	0
agency? Elder Care Programs (for example, support groups, speakers)	%								

<sup>\*\*</sup> Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'