

**NATIONAL INDIAN GAMING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

|  |   | 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 | 61.4             | 4              | 40    | 17                         | 7        | 5                 | 73                    | NA                             |
|  | % |                  | 4.9            | 56.4  | 24.0                       | 8.4      | 6.2               | 100.0                 |                                |
| 2. I have enough information to do my job well.  | N | 52.6             | 4              | 34    | 6                          | 20       | 9                 | 73                    | NA                             |
|  | % |                  | 4.8            | 47.8  | 8.0                        | 28.5     | 10.9              | 100.0                 |                                |
| 3. I feel encouraged to come up with new and better ways of doing things.  | N | 42.8             | 5              | 25    | 15                         | 17       | 11                | 73                    | NA                             |
|  | % |                  | 6.2            | 36.6  | 19.3                       | 24.4     | 13.5              | 100.0                 |                                |
| *4. My work gives me a feeling of personal accomplishment.   | N | 58.8             | 9              | 34    | 11                         | 10       | 9                 | 73                    | NA                             |
|  | % |                  | 12.7           | 46.1  | 16.4                       | 13.4     | 11.3              | 100.0                 |                                |
| *5. I like the kind of work I do.  | N | 90.7             | 25             | 41    | 6                          | 0        | 1                 | 73                    | NA                             |
|  | % |                  | 33.4           | 57.2  | 8.2                        | 0.0      | 1.1               | 100.0                 |                                |
| 6. I know what is expected of me on the job.   | N | 56.9             | 9              | 32    | 11                         | 12       | 9                 | 73                    | NA                             |
|  | % |                  | 11.7           | 45.2  | 16.7                       | 16.2     | 10.2              | 100.0                 |                                |
| 7. When needed I am willing to put in the extra effort to get a job done.  | N | 95.6             | 46             | 23    | 2                          | 1        | 1                 | 73                    | NA                             |
|  | % |                  | 61.2           | 34.3  | 2.1                        | 1.2      | 1.1               | 100.0                 |                                |
| 8. I am constantly looking for ways to do my job better.   | N | 89.4             | 30             | 35    | 6                          | 1        | 1                 | 73                    | NA                             |
|  | % |                  | 40.1           | 49.2  | 8.3                        | 1.2      | 1.1               | 100.0                 |                                |
| 9. I have sufficient resources (for example, people, materials, budget) to get my job done.  | N | 49.3             | 3              | 32    | 16                         | 11       | 10                | 72                    | 1                              |
|  | % |                  | 3.8            | 45.5  | 22.2                       | 14.7     | 13.7              | 100.0                 |                                |
| *10. My workload is reasonable.  | N | 77.5             | 5              | 50    | 10                         | 4        | 3                 | 72                    | 1                              |
|  | % |                  | 6.7            | 70.9  | 13.3                       | 4.8      | 4.3               | 100.0                 |                                |
| *11. My talents are used well in the workplace.  | N | 44.4             | 3              | 28    | 13                         | 19       | 9                 | 72                    | 1                              |
|  | % |                  | 3.8            | 40.6  | 19.0                       | 24.6     | 12.1              | 100.0                 |                                |
| *12. I know how my work relates to the agency's goals and priorities.  | N | 62.2             | 7              | 38    | 9                          | 9        | 9                 | 72                    | 1                              |
|  | % |                  | 9.6            | 52.6  | 12.3                       | 14.1     | 11.4              | 100.0                 |                                |
| *13. The work I do is important.   | N | 81.0             | 23             | 36    | 6                          | 4        | 3                 | 72                    | 1                              |
|  | % |                  | 30.7           | 50.3  | 9.0                        | 6.0      | 3.9               | 100.0                 |                                |
| *14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | N | 73.3             | 14             | 37    | 12                         | 5        | 3                 | 71                    | 2                              |
|  | % |                  | 21.5           | 51.8  | 16.1                       | 6.8      | 3.8               | 100.0                 |                                |
| *15. My performance appraisal is a fair reflection of my performance.  | N | 75.4             | 10             | 40    | 12                         | 2        | 3                 | 67                    | 6                              |
|  | % |                  | 13.2           | 62.2  | 17.6                       | 2.9      | 4.1               | 100.0                 |                                |
| 16. I am held accountable for achieving results.   | N | 80.2             | 11             | 46    | 12                         | 2        | 1                 | 72                    | 1                              |
|  | % |                  | 14.9           | 65.3  | 15.6                       | 2.7      | 1.4               | 100.0                 |                                |

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 96

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|---|---|------------------|----------------|-------|----------------------------|----------|-------------------|-----------------------|--------------------------------|
| 17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.   | N |                  | 5              | 26    | 18                         | 7        | 9                 | 65                    | 7                              |
|   | % | 48.1             | 7.0            | 41.1  | 28.1                       | 11.2     | 12.6              | 100.0                 |                                |
| *18. My training needs are assessed.  | N |                  | 5              | 20    | 23                         | 14       | 8                 | 70                    | 3                              |
|   | % | 34.3             | 6.4            | 27.9  | 35.1                       | 18.7     | 12.0              | 100.0                 |                                |
| *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 |                  | 8              | 38    | 11                         | 5        | 3                 | 65                    | 8                              |
|   | % | 69.4             | 11.9           | 57.5  | 18.3                       | 7.8      | 4.5               | 100.0                 |                                |
| *20. The people I work with cooperate to get the job done.  | N |                  | 13             | 31    | 12                         | 7        | 3                 | 66                    | NA                             |
|   | % | 66.8             | 18.9           | 47.8  | 18.7                       | 10.7     | 3.8               | 100.0                 |                                |
| *21. My work unit is able to recruit people with the right skills.  | N |                  | 3              | 20    | 21                         | 15       | 10                | 69                    | 4                              |
|   | % | 33.1             | 4.6            | 28.4  | 31.9                       | 20.9     | 14.1              | 100.0                 |                                |
| *22. Promotions in my work unit are based on merit.   | N |                  | 0              | 7     | 28                         | 11       | 13                | 59                    | 14                             |
|   | % | 12.7             | 0.0            | 12.7  | 46.8                       | 16.5     | 23.9              | 100.0                 |                                |
| *23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.   | N |                  | 0              | 15    | 24                         | 12       | 8                 | 59                    | 14                             |
|   | % | 25.7             | 0.0            | 25.7  | 39.4                       | 21.3     | 13.6              | 100.0                 |                                |
| *24. In my work unit, differences in performance are recognized in a meaningful way.  | N |                  | 0              | 15    | 30                         | 10       | 9                 | 64                    | 9                              |
|   | % | 23.6             | 0.0            | 23.6  | 48.5                       | 14.4     | 13.5              | 100.0                 |                                |
| 25. Awards in my work unit depend on how well employees perform their jobs.   | N |                  | 1              | 10    | 23                         | 13       | 7                 | 54                    | 18                             |
|   | % | 20.4             | 2.0            | 18.4  | 43.5                       | 24.2     | 12.0              | 100.0                 |                                |
| 26. Employees in my work unit share job knowledge with each other.  | N |                  | 17             | 33    | 13                         | 6        | 3                 | 72                    | 1                              |
|   | % | 69.1             | 23.0           | 46.2  | 17.1                       | 7.7      | 6.1               | 100.0                 |                                |
| 27. The skill level in my work unit has improved in the past year.  | N |                  | 5              | 24    | 31                         | 6        | 4                 | 70                    | 3                              |
|   | % | 40.5             | 7.6            | 32.9  | 44.5                       | 8.2      | 6.8               | 100.0                 |                                |
|   |   | Percent Positive | Very Good      | Good  | Fair                       | Poor     | Very Poor         | Item Response Total** | Do Not Know/ No Basis to Judge |
| 28. How would you rate the overall quality of work done by your work unit?  | N |                  | 23             | 36    | 10                         | 2        | 2                 | 73                    | NA                             |
|   | % | 79.6             | 32.6           | 47.0  | 14.9                       | 2.9      | 2.5               | 100.0                 |                                |
|   |   | Percent Positive | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know/ No Basis to Judge |
| *29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.  | N |                  | 10             | 36    | 11                         | 7        | 7                 | 71                    | 1                              |
|   | % | 64.3             | 13.1           | 51.1  | 17.1                       | 9.0      | 9.7               | 100.0                 |                                |

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|--|--------|------------------|----------------|------------|----------------------------|------------|-------------------|-----------------------|--------------------------------|
| *30. Employees have a feeling of personal empowerment with respect to work processes.  | N<br>% | 18.9             | 1<br>1.5       | 13<br>17.4 | 21<br>31.3                 | 17<br>26.1 | 18<br>23.7        | 70<br>100.0           | 2                              |
| 31. Employees are recognized for providing high quality products and services.   | N<br>% | 20.0             | 1<br>1.3       | 14<br>18.8 | 30<br>46.1                 | 12<br>17.6 | 13<br>16.3        | 70<br>100.0           | 2                              |
| *32. Creativity and innovation are rewarded.   | N<br>% | 11.5             | 0<br>0.0       | 8<br>11.5  | 28<br>45.5                 | 16<br>22.5 | 14<br>20.4        | 66<br>100.0           | 5                              |
| *33. Pay raises depend on how well employees perform their jobs.   | N<br>% | 12.4             | 0<br>0.0       | 7<br>12.4  | 25<br>44.1                 | 12<br>19.7 | 14<br>23.8        | 58<br>100.0           | 14                             |
| 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).   | N<br>% | 51.6             | 4<br>6.7       | 29<br>44.9 | 16<br>24.8                 | 9<br>13.3  | 7<br>10.3         | 65<br>100.0           | 7                              |
| *35. Employees are protected from health and safety hazards on the job.  | N<br>% | 79.0             | 5<br>7.3       | 51<br>71.7 | 13<br>19.8                 | 1<br>1.2   | 0<br>0.0          | 70<br>100.0           | 2                              |
| *36. My organization has prepared employees for potential security threats.  | N<br>% | 57.1             | 3<br>4.6       | 33<br>52.5 | 16<br>23.9                 | 9<br>14.4  | 3<br>4.6          | 64<br>100.0           | 7                              |
| 37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.  | N<br>% | 28.1             | 4<br>6.1       | 14<br>21.9 | 20<br>33.0                 | 9<br>15.7  | 17<br>23.2        | 64<br>100.0           | 8                              |
| 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<br>% | 40.4             | 4<br>6.1       | 20<br>34.3 | 24<br>38.6                 | 4<br>6.8   | 10<br>14.2        | 62<br>100.0           | 10                             |
| 39. My agency is successful at accomplishing its mission.  | N<br>% | 48.1             | 0<br>0.0       | 32<br>48.1 | 19<br>29.3                 | 5<br>8.9   | 10<br>13.8        | 66<br>100.0           | 6                              |
| 40. I recommend my organization as a good place to work.   | N<br>% | 42.0             | 5<br>7.3       | 24<br>34.7 | 20<br>27.2                 | 13<br>19.6 | 9<br>11.2         | 71<br>100.0           | NA                             |
| 41. I believe the results of this survey will be used to make my agency a better place to work.  | N<br>% | 32.8             | 3<br>4.7       | 18<br>28.0 | 18<br>28.7                 | 15<br>27.4 | 8<br>11.2         | 62<br>100.0           | 10                             |
| *42. My supervisor supports my need to balance work and other life issues.   | N<br>% | 85.7             | 31<br>45.0     | 30<br>40.7 | 7<br>9.3                   | 1<br>1.6   | 3<br>3.4          | 72<br>100.0           | 0                              |
| 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.  | N<br>% | 72.4             | 18<br>26.3     | 33<br>46.1 | 11<br>13.4                 | 4<br>6.5   | 6<br>7.7          | 72<br>100.0           | 0                              |
| *44. Discussions with my supervisor/team leader about my performance are worthwhile.   | N<br>% | 66.3             | 17<br>24.8     | 29<br>41.5 | 14<br>21.2                 | 3<br>4.3   | 6<br>8.1          | 69<br>100.0           | 3                              |

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|--|---|------------------|----------------|-------|----------------------------|----------|-------------------|-----------------------|--------------------------------|
| 45. My supervisor/team leader is committed to a workforce representative of all segments of society.   | N |                  | 12             | 32    | 13                         | 4        | 5                 | 66                    | 6                              |
|  | % | 65.7             | 18.8           | 46.8  | 20.8                       | 6.7      | 6.9               | 100.0                 |                                |
| 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance. | N |                  | 15             | 28    | 17                         | 5        | 7                 | 72                    | 0                              |
|  | % | 59.3             | 19.8           | 39.5  | 25.4                       | 5.9      | 9.5               | 100.0                 |                                |
| *47. Supervisors/team leaders in my work unit support employee development.                            | N |                  | 15             | 36    | 14                         | 3        | 3                 | 71                    | 1                              |
|  | % | 71.1             | 20.9           | 50.2  | 20.7                       | 4.3      | 3.9               | 100.0                 |                                |
| 48. My supervisor/team leader listens to what I have to say.   | N |                  | 27             | 30    | 10                         | 2        | 3                 | 72                    | NA                             |
|  | % | 78.8             | 38.1           | 40.7  | 15.5                       | 2.3      | 3.4               | 100.0                 |                                |
| 49. My supervisor/team leader treats me with respect.  | N |                  | 30             | 27    | 7                          | 4        | 4                 | 72                    | NA                             |
|  | % | 80.1             | 43.2           | 36.9  | 9.0                        | 6.1      | 4.8               | 100.0                 |                                |
| 50. In the last six months, my supervisor/team leader has talked with me about my performance.         | N |                  | 19             | 28    | 9                          | 13       | 3                 | 72                    | NA                             |
|  | % | 66.5             | 27.2           | 39.3  | 13.7                       | 16.4     | 3.4               | 100.0                 |                                |
| *51. I have trust and confidence in my supervisor.   | N |                  | 25             | 24    | 11                         | 6        | 6                 | 72                    | NA                             |
|  | % | 68.9             | 35.3           | 33.6  | 14.8                       | 8.4      | 7.9               | 100.0                 |                                |
|  |   | Percent Positive | Very Good      | Good  | Fair                       | Poor     | Very Poor         | Item Response Total** | Do Not Know/ No Basis to Judge |
| *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?       | N |                  | 26             | 26    | 10                         | 5        | 5                 | 72                    | NA                             |
|  | % | 71.9             | 34.2           | 37.6  | 14.3                       | 7.6      | 6.2               | 100.0                 |                                |
|  |   | Percent Positive | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know/ No Basis to Judge |
| *53. In my organization, leaders generate high levels of motivation and commitment in the workforce.   | N |                  | 0              | 16    | 18                         | 18       | 20                | 72                    | 0                              |
|  | % | 21.1             | 0.0            | 21.1  | 26.1                       | 27.9     | 24.9              | 100.0                 |                                |
| 54. My organization's leaders maintain high standards of honesty and integrity.                        | N |                  | 5              | 22    | 21                         | 7        | 10                | 65                    | 7                              |
|  | % | 39.7             | 9.3            | 30.3  | 36.3                       | 10.6     | 13.4              | 100.0                 |                                |
| *55. Managers/supervisors/team leaders work well with employees of different backgrounds.              | N |                  | 3              | 33    | 13                         | 8        | 9                 | 66                    | 6                              |
|  | % | 57.5             | 4.2            | 53.4  | 16.7                       | 13.1     | 12.7              | 100.0                 |                                |
| *56. Managers communicate the goals and priorities of the organization.                                | N |                  | 7              | 32    | 11                         | 9        | 13                | 72                    | 0                              |
|  | % | 57.4             | 10.7           | 46.7  | 14.4                       | 11.4     | 16.8              | 100.0                 |                                |
| *57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. | N |                  | 3              | 25    | 18                         | 9        | 10                | 65                    | 7                              |
|  | % | 44.1             | 4.3            | 39.9  | 28.4                       | 13.9     | 13.6              | 100.0                 |                                |

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|--|--------|------------------|----------------|------------|------------------------------------|--------------|-------------------|-----------------------|--------------------------------|
| 58. Managers promote communication among different work units (for example, about projects, goals, needed resources).      | N<br>% | 27.9             | 3<br>3.9       | 17<br>24.0 | 19<br>29.3                         | 11<br>17.0   | 19<br>25.8        | 69<br>100.0           | 3                              |
| 59. Managers support collaboration across work units to accomplish work objectives.  | N<br>% | 30.4             | 4<br>6.4       | 18<br>24.0 | 22<br>34.4                         | 10<br>13.6   | 16<br>21.6        | 70<br>100.0           | 2                              |
|  |        | Percent Positive | Very Good      | Good       | Fair                               | Poor         | Very Poor         | Item Response Total** | Do Not Know/ No Basis to Judge |
| 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader? | N<br>% | 35.6             | 8<br>10.9      | 17<br>24.7 | 20<br>29.3                         | 13<br>18.0   | 13<br>17.1        | 71<br>100.0           | 1                              |
|  |        | 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<br>% | 35.7             | 4<br>5.3       | 22<br>30.4 | 16<br>25.8                         | 14<br>19.8   | 15<br>18.6        | 71<br>100.0           | 1                              |
| 62. Senior leaders demonstrate support for Work/Life programs.   | N<br>% | 44.6             | 4<br>5.4       | 23<br>39.2 | 21<br>32.9                         | 6<br>8.1     | 11<br>14.5        | 65<br>100.0           | 7                              |
|  |        | Percent Positive | Very Satisfied | Satisfied  | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** | Do Not Know/ No Basis to Judge |
| *63. How satisfied are you with your involvement in decisions that affect your work?                                       | N<br>% | 35.8             | 2<br>2.7       | 23<br>33.1 | 16<br>23.1                         | 21<br>28.9   | 10<br>12.2        | 72<br>100.0           | NA                             |
| *64. How satisfied are you with the information you receive from management on what's going on in your organization?       | N<br>% | 31.0             | 2<br>2.7       | 19<br>28.4 | 16<br>22.0                         | 20<br>28.6   | 15<br>18.3        | 72<br>100.0           | NA                             |
| *65. How satisfied are you with the recognition you receive for doing a good job?  | N<br>% | 19.6             | 2<br>2.7       | 12<br>16.9 | 30<br>44.1                         | 21<br>27.9   | 7<br>8.4          | 72<br>100.0           | NA                             |
| *66. How satisfied are you with the policies and practices of your senior leaders?   | N<br>% | 19.8             | 1<br>1.4       | 13<br>18.4 | 26<br>36.9                         | 15<br>21.2   | 17<br>22.0        | 72<br>100.0           | NA                             |
| *67. How satisfied are you with your opportunity to get a better job in your organization?                                 | N<br>% | 12.6             | 0<br>0.0       | 9<br>12.6  | 24<br>34.4                         | 17<br>23.7   | 22<br>29.3        | 72<br>100.0           | NA                             |
| *68. How satisfied are you with the training you receive for your present job?   | N<br>% | 41.6             | 4<br>4.8       | 26<br>36.8 | 27<br>36.9                         | 11<br>16.3   | 4<br>5.2          | 72<br>100.0           | NA                             |

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|---|---|------------------|----------------|-----------|------------------------------------|--------------|-------------------|---------------------|--------------------------------|
| *69. Considering everything, how satisfied are you with your job?         | N |                  | 7              | 30        | 16                                 | 13           | 6                 | 72                  | NA                             |
|   | % | 52.4             | 10.2           | 42.2      | 23.9                               | 16.4         | 7.3               | 100.0               |                                |
| *70. Considering everything, how satisfied are you with your pay?         | N |                  | 12             | 29        | 16                                 | 12           | 3                 | 72                  | NA                             |
|   | % | 59.7             | 16.6           | 43.0      | 22.1                               | 14.5         | 3.7               | 100.0               |                                |
| 71. Considering everything, how satisfied are you with your organization? | N |                  | 5              | 24        | 17                                 | 15           | 11                | 72                  | NA                             |
|   | % | 41.8             | 7.2            | 34.7      | 24.8                               | 19.7         | 13.7              | 100.0               |                                |

| 72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel). |  | N  | %     |
|---|--|----|-------|
| <b>Yes</b>  |  | 40 | 56.6  |
| <b>No</b>   |  | 24 | 31.7  |
| <b>Not sure</b>   |  | 8  | 11.7  |
| <b>Total</b>  |  | 72 | 100.0 |

| 73. Please select the response below that BEST describes your current teleworking situation:  |  | N  | %     |
|---|--|----|-------|
| <b>I telework 3 or more days per week.</b>  |  | 8  | 12.4  |
| <b>I telework 1 or 2 days per week.</b>   |  | 8  | 12.1  |
| <b>I telework, but no more than 1 or 2 days per month.</b>  |  | 9  | 11.8  |
| <b>I telework very infrequently, on an unscheduled or short-term basis.</b>   |  | 20 | 27.7  |
| <b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b> |  | 4  | 5.3   |
| <b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>           |  | 4  | 5.1   |
| <b>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.</b>                  |  | 15 | 20.4  |
| <b>I do not telework because I choose not to telework.</b>  |  | 4  | 5.3   |
| <b>Total</b>  |  | 72 | 100.0 |

**NATIONAL INDIAN GAMING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

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

|                            | N  | %     |
|----------------------------|----|-------|
| <b>Yes</b>                 | 4  | 5.5   |
| <b>No</b>                  | 28 | 40.3  |
| <b>Not available to me</b> | 40 | 54.1  |
| <b>Total</b>               | 72 | 100.0 |

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

|                            | N  | %     |
|----------------------------|----|-------|
| <b>Yes</b>                 | 2  | 2.4   |
| <b>No</b>                  | 43 | 59.6  |
| <b>Not available to me</b> | 27 | 38.1  |
| <b>Total</b>               | 72 | 100.0 |

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

|                            | N  | %     |
|----------------------------|----|-------|
| <b>Yes</b>                 | 6  | 7.1   |
| <b>No</b>                  | 60 | 85.0  |
| <b>Not available to me</b> | 6  | 7.9   |
| <b>Total</b>               | 72 | 100.0 |

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

|                            | N  | %     |
|----------------------------|----|-------|
| <b>Yes</b>                 | 2  | 4.0   |
| <b>No</b>                  | 49 | 69.2  |
| <b>Not available to me</b> | 21 | 26.8  |
| <b>Total</b>               | 72 | 100.0 |

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

|                            | N  | %     |
|----------------------------|----|-------|
| <b>Yes</b>                 | 0  | 0.0   |
| <b>No</b>                  | 49 | 71.1  |
| <b>Not available to me</b> | 22 | 28.9  |
| <b>Total</b>               | 71 | 100.0 |

**NATIONAL INDIAN GAMING COMMISSION**  
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|  |   | Percent Positive | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** | Do Not Know/ No Basis to Judge |
|--|---|------------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|--------------------------------|
| 79. How satisfied are you with the following Work/Life programs in your agency? Telework   | N |                  | 9              | 15        | 18                                 | 10           | 4                 | 56                    | 16                             |
|  | % | 44.0             | 16.7           | 27.3      | 31.5                               | 17.9         | 6.7               | 100.0                 |                                |
| 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)   | N |                  | 3              | 2         | 8                                  | 6            | 9                 | 28                    | 41                             |
|  | % | 18.0             | 10.8           | 7.2       | 32.5                               | 19.1         | 30.5              | 100.0                 |                                |
| 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              | 4         | 17                                 | 5            | 2                 | 28                    | 44                             |
|  | % | 13.6             | 0.0            | 13.6      | 61.6                               | 18.8         | 5.9               | 100.0                 |                                |
| 82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)  | N |                  | 0              | 7         | 18                                 | 0            | 1                 | 26                    | 44                             |
|  | % | 25.3             | 0.0            | 25.3      | 71.6                               | 0.0          | 3.1               | 100.0                 |                                |
| 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 |                  | 0              | 1         | 13                                 | 0            | 1                 | 15                    | 57                             |
|  | % | 7.1              | 0.0            | 7.1       | 88.2                               | 0.0          | 4.7               | 100.0                 |                                |
| 84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)                                    | N |                  | 0              | 1         | 12                                 | 0            | 2                 | 15                    | 57                             |
|  | % | 7.6              | 0.0            | 7.6       | 81.7                               | 0.0          | 10.7              | 100.0                 |                                |

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 96

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 73  
Response Rate: 76.0%