

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	76.25%	31.75%	44.50%	7.38%	8.67%	7.69%	16.37%	26	36	6	7	6	81	N/A
2	I have enough information to do my job well.	73.45%	22.62%	50.83%	9.08%	9.99%	7.49%	17.47%	18	41	7	8	6	80	N/A
3	I feel encouraged to come up with new and better ways of doing things.	51.66%	16.06%	35.60%	14.01%	17.96%	16.37%	34.33%	13	29	11	15	13	81	N/A
4	*My work gives me a feeling of personal accomplishment.	66.03%	19.70%	46.33%	11.56%	12.59%	9.82%	22.41%	16	38	9	10	8	81	N/A
5	*I like the kind of work I do.	74.92%	33.81%	41.11%	16.37%	3.68%	5.03%	8.71%	27	33	13	3	4	80	N/A
6	I know what is expected of me on the job.	61.81%	18.04%	43.77%	13.99%	13.17%	11.04%	24.21%	14	36	11	11	9	81	N/A
7	When needed I am willing to put in the extra effort to get a job done.	96.18%	62.67%	33.51%	2.66%	0.00%	1.15%	1.15%	51	27	2	0	1	81	N/A
8	I am constantly looking for ways to do my job better.	88.96%	38.24%	50.72%	8.67%	1.21%	1.15%	2.37%	31	41	7	1	1	81	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	62.26%	24.46%	37.80%	14.07%	16.09%	7.57%	23.66%	19	30	11	13	6	79	2
10	*My workload is reasonable.	61.00%	14.09%	46.91%	14.61%	15.09%	9.30%	24.39%	11	38	12	12	7	80	1
11	*My talents are used well in the workplace.	55.90%	13.36%	42.54%	14.55%	16.30%	13.25%	29.55%	10	32	11	12	10	75	3
12	*I know how my work relates to the agency's goals and priorities.	77.90%	30.25%	47.65%	9.94%	4.85%	7.31%	12.16%	24	38	8	4	6	80	1
13	*The work I do is important.	82.69%	42.72%	39.97%	8.53%	8.77%	0.00%	8.77%	34	32	7	7	0	80	1

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	82.23%	50.21%	32.02%	9.70%	3.92%	4.15%	8.07%	40	26	8	3	3	80	1
15	*My performance appraisal is a fair reflection of my performance.	73.04%	28.62%	44.42%	12.34%	4.06%	10.56%	14.62%	22	35	10	3	8	78	2
16	I am held accountable for achieving results.	81.85%	24.09%	57.77%	12.14%	4.79%	1.21%	6.01%	19	47	10	4	1	81	0
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	71.27%	42.63%	28.64%	11.90%	9.12%	7.70%	16.83%	34	23	9	7	6	79	2
18	*My training needs are assessed.	58.67%	26.04%	32.62%	17.48%	14.03%	9.82%	23.85%	21	26	14	11	8	80	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).	60.09%	11.40%	48.70%	18.42%	13.87%	7.61%	21.48%	9	39	15	11	6	80	1
20	*The people I work with cooperate to get the job done.	82.20%	38.48%	43.72%	6.29%	10.06%	1.45%	11.51%	31	36	5	8	1	81	N/A
21	*My work unit is able to recruit people with the right skills.	54.02%	14.00%	40.02%	18.64%	14.86%	12.49%	27.34%	11	32	14	12	10	79	2
22	*Promotions in my work unit are based on merit.	66.67%	18.11%	48.56%	11.23%	9.35%	12.75%	22.10%	13	36	8	7	9	73	8
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	47.62%	8.46%	39.16%	29.13%	10.75%	12.50%	23.25%	6	29	21	8	9	73	8

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
24	*In my work unit, differences in performance are recognized in a meaningful way.	41.20%	10.82%	30.38%	23.94%	18.55%	16.31%	34.86%	8	23	18	14	12	75	6
25	Awards in my work unit depend on how well employees perform their jobs.	45.64%	13.62%	32.03%	24.27%	17.54%	12.55%	30.09%	10	24	18	13	9	74	7
26	Employees in my work unit share job knowledge with each other.	83.69%	43.09%	40.61%	3.82%	7.22%	5.27%	12.49%	35	33	3	6	4	81	0
27	The skill level in my work unit has improved in the past year.	57.12%	21.15%	35.98%	18.71%	11.22%	12.94%	24.17%	17	29	15	9	10	80	1
28	How would you rate the overall quality of work done by your work unit?	82.26%	45.74%	36.52%	16.29%	0.00%	1.45%	1.45%	37	30	13	0	1	81	N/A
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	65.78%	21.39%	44.38%	20.49%	4.97%	8.76%	13.73%	17	35	16	4	7	79	2
30	*Employees have a feeling of personal empowerment with respect to work processes.	36.91%	5.14%	31.78%	17.89%	26.33%	18.87%	45.20%	4	25	14	21	15	79	2
31	Employees are recognized for providing high quality products and services.	53.13%	18.69%	34.44%	16.15%	21.60%	9.12%	30.72%	15	27	13	17	7	79	2
32	*Creativity and innovation are rewarded.	32.62%	9.17%	23.45%	18.62%	31.00%	17.76%	48.76%	7	18	14	24	13	76	4
33	*Pay raises depend on how well employees perform their jobs.	42.16%	8.28%	33.89%	24.35%	16.65%	16.83%	33.49%	6	25	18	12	12	73	8

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	64.96%	20.70%	44.26%	22.76%	8.21%	4.06%	12.27%	16	34	17	6	3	76	5
35	*Employees are protected from health and safety hazards on the job.	86.66%	52.66%	33.99%	10.98%	2.37%	0.00%	2.37%	43	27	9	2	0	81	0
36	*My organization has prepared employees for potential security threats.	69.09%	22.40%	46.69%	17.22%	9.82%	3.86%	13.69%	18	38	14	8	3	81	0
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	53.18%	16.26%	36.91%	13.79%	16.28%	16.75%	33.03%	13	29	11	13	13	79	2
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.	78.95%	39.08%	39.87%	9.82%	2.63%	8.61%	11.23%	29	29	7	2	6	73	8
39	My agency is successful at accomplishing its mission.	65.62%	18.27%	47.35%	19.03%	12.82%	2.53%	15.35%	14	37	15	10	2	78	3
40	I recommend my organization as a good place to work.	52.66%	16.06%	36.61%	16.65%	20.63%	10.06%	30.69%	13	30	13	17	8	81	N/A
41	I believe the results of this survey will be used to make my agency a better place to work.	37.79%	14.48%	23.31%	24.99%	19.14%	18.08%	37.22%	11	18	19	15	14	77	4

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
42	*My supervisor supports my need to balance work and other life issues.	90.86%	60.16%	30.70%	2.60%	1.21%	5.33%	6.54%	49	25	2	1	4	81	0
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.12%	39.23%	28.89%	14.68%	8.29%	8.91%	17.20%	32	24	11	7	7	81	0
44	*Discussions with my supervisor about my performance are worthwhile.	61.50%	34.38%	27.12%	17.64%	14.32%	6.54%	20.86%	28	22	14	12	5	81	0
45	My supervisor is committed to a workforce representative of all segments of society.	76.73%	42.95%	33.78%	15.78%	2.74%	4.76%	7.49%	30	24	11	2	3	70	11
46	My supervisor provides me with constructive suggestions to improve my job performance.	66.47%	34.48%	32.00%	16.01%	8.61%	8.91%	17.52%	28	26	13	7	7	81	0
47	*Supervisors in my work unit support employee development.	83.46%	48.86%	34.60%	6.18%	5.09%	5.27%	10.36%	40	28	5	4	4	81	0
48	My supervisor listens to what I have to say.	82.54%	56.58%	25.97%	4.79%	6.18%	6.48%	12.66%	46	21	4	5	5	81	N/A
49	My supervisor treats me with respect.	88.79%	64.30%	24.49%	3.58%	1.15%	6.48%	7.63%	52	20	3	1	5	81	N/A
50	In the last six months, my supervisor has talked with me about my performance.	88.65%	62.44%	26.21%	5.09%	3.86%	2.40%	6.26%	50	21	4	3	2	80	N/A
51	*I have trust and confidence in my supervisor.	74.23%	51.29%	22.94%	8.49%	5.95%	11.34%	17.28%	42	18	7	5	9	81	N/A
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	75.38%	51.29%	24.09%	16.01%	3.52%	5.09%	8.61%	42	19	13	3	4	81	N/A

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	25.40%	3.85%	21.56%	25.27%	18.53%	30.79%	49.33%	3	17	20	15	25	80	1
54	My organization's senior leaders maintain high standards of honesty and integrity.	39.09%	11.46%	27.63%	25.23%	14.00%	21.68%	35.68%	9	21	20	11	17	78	3
55	*Supervisors work well with employees of different backgrounds.	57.66%	24.59%	33.07%	21.49%	12.37%	8.48%	20.86%	19	26	17	10	6	78	3
56	*Managers communicate the goals and priorities of the organization.	53.06%	21.21%	31.85%	18.66%	9.65%	18.64%	28.29%	17	26	15	8	15	81	0
57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	59.03%	23.01%	36.02%	21.68%	6.23%	13.06%	19.29%	18	28	17	5	10	78	3
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	42.40%	15.29%	27.11%	23.12%	20.53%	13.95%	34.48%	12	21	18	16	11	78	2
59	Managers support collaboration across work units to accomplish work objectives.	49.78%	16.11%	33.66%	21.50%	15.89%	12.84%	28.72%	13	27	17	13	10	80	1
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	43.51%	15.08%	28.43%	25.00%	16.75%	14.74%	31.49%	12	23	20	14	12	81	0
61	*I have a high level of respect for my organization's senior leaders.	32.88%	8.95%	23.94%	25.28%	17.20%	24.64%	41.84%	7	19	20	14	20	80	0
62	Senior leaders demonstrate support for Work/Life programs.	71.62%	33.16%	38.45%	18.20%	5.33%	4.86%	10.18%	27	31	15	4	4	81	0

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
63	*How satisfied are you with your involvement in decisions that affect your work?	48.30%	15.20%	33.10%	14.57%	28.66%	8.47%	37.13%	12	27	12	23	7	81	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	42.23%	17.27%	24.96%	24.61%	19.65%	13.51%	33.15%	14	20	20	16	11	81	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	54.35%	9.81%	44.54%	23.04%	10.12%	12.49%	22.61%	8	36	19	8	10	81	N/A
66	*How satisfied are you with the policies and practices of your senior leaders?	28.64%	6.17%	22.47%	21.44%	29.16%	20.75%	49.91%	5	18	17	24	17	81	N/A
67	*How satisfied are you with your opportunity to get a better job in your organization?	46.59%	11.06%	35.53%	24.57%	15.20%	13.64%	28.84%	9	29	20	12	11	81	N/A
68	*How satisfied are you with the training you receive for your present job?	66.54%	27.07%	39.47%	22.36%	2.43%	8.67%	11.10%	22	32	18	2	7	81	N/A
69	*Considering everything, how satisfied are you with your job?	62.88%	13.63%	49.26%	12.31%	14.68%	10.12%	24.80%	11	40	10	12	8	81	N/A
70	*Considering everything, how satisfied are you with your pay?	74.85%	22.57%	52.27%	11.30%	3.93%	9.93%	13.86%	18	42	9	3	8	80	N/A
71	Considering everything, how satisfied are you with your organization?	48.35%	10.90%	37.45%	20.22%	19.18%	12.25%	31.43%	9	30	16	16	10	81	N/A
72	Have you been notified whether or not you are eligible to telework?														
	Yes, I was notified that I was eligible to telework.	92.48%							75						

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
	Yes, I was notified that I was not eligible to telework.	6.07%						5							
	No, I was not notified of my telework eligibility.	0.00%						0							
	Not sure if I was notified of my telework eligibility.	1.45%						1							
73	Please select the response below that BEST describes your current teleworking situation.														
	I telework 3 or more days per week.	4.79%						4							
	I telework 1 or 2 days per week.	22.00%						18							
	I telework, but no more than 1 or 2 days per month.	19.70%						16							
	I telework very infrequently.	39.80%						32							
	I do not telework because I have to be physically present on the job.	3.88%						3							
	I do not telework because I have technical issues.	0.00%						0							
	I do not telework because I did not receive approval to do so.	1.21%						1							
	I do not telework because I choose not to telework.	8.61%						7							
74	Do you participate in the following Work/Life programs? Alternative Work Schedules														
	Yes	26.51%						21							
	No	72.27%						59							
	Not available to me	1.21%						1							
75	Do you participate in the following Work/Life programs? Health and Wellness Programs														
	Yes	32.06%						26							
	No	67.94%						55							

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
	Not available to me	0.00%							0						
76	Do you participate in the following Work/Life programs? Employee Assistance Program														
	Yes	7.56%							6						
	No	90.07%							73						
	Not available to me	2.37%							2						
77	Do you participate in the following Work/Life programs? Child Care Programs														
	Yes	1.51%							1						
	No	78.23%							61						
	Not available to me	20.27%							16						
78	Do you participate in the following Work/Life programs? Elder Care Programs														
	Yes	1.45%							1						
	No	82.48%							67						
	Not available to me	16.07%							13						
79	How satisfied are you with the following Work/Life programs in your agency? Telework	92.84%	50.21%	42.63%	7.16%	0.00%	0.00%	0.00%	34	29	5	0	0	68	1
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	100.00%	56.68%	43.32%	0.00%	0.00%	0.00%	0.00%	11	9	0	0	0	20	1
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)	91.69%	41.93%	49.76%	8.31%	0.00%	0.00%	0.00%	11	13	2	0	0	26	0
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	80.81%	46.56%	34.25%	19.19%	0.00%	0.00%	0.00%	3	2	1	0	0	6	0

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
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)	31.30%	0.00%	31.30%	68.70%	0.00%	0.00%	0.00%	0	1	2	0	0	3	1
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0	0	1	0	0	1	0

* Annual Employee Survey prescribed items