

October 27, 2015

Dear Colleagues,

The 2015 Federal Employee Viewpoint Survey results are in and they are overwhelmingly positive! We want to thank all of you for your participation. Our continued high participation rate (75.1% of eligible OPIC employees responded, compared with 49.7% of all Federal Government employees), resulted once again in very meaningful results and feedback.

As you will recall, the OPIC Employee Viewpoint Survey was administered by the Office of Personnel Management this past May-June. Only full-time and part-time non-political permanent employees who were on-board as of October 31, 2014, were eligible to take the survey. Of the 197 OPIC employees who were asked to participate in the 2014 survey, 148 employees responded.

Overall, we found the results to reflect very positively on OPIC when compared with the rest of the Federal Government and other Small Agencies. We saw **across the board increases** over the 2014 results, indicating that we are moving in a positive direction. In fact, we saw increases in almost every single question on the survey, with negligible (less than 2%) decreases on only four out of the 71 questions. The attached report provides the OPIC overall 2015 survey results. Some results of particular note:

- OPIC scored above government average on 68 of the 71 questions (96%)
- OPIC saw **significant (greater than 10%) increases** in positive response rates on 17 or 24% of all questions:
  - ↑19% My training needs are assessed. Q. 18
  - ↑18% How satisfied are you with your opportunity to get a better job in your organization? Q. 67
  - ↑17% How satisfied are you with the training you receive for your present job? Q. 68
  - ↑13% Considering everything, how satisfied are you with your pay? Q. 70
  - ↑13% Considering everything, how satisfied are you with your organization? Q. 71
  - ↑12% I am given a real opportunity to improve my skills in my organization. Q. 1
  - ↑12% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. Q.23
  - ↑12% Awards in my work unit depend on how well employees perform their jobs. Q. 25
  - ↑12% Employees in my work unit share job knowledge with each other. Q. 26
  - ↑12%Considering everything, how satisfied are you with your job? Q. 69
  - ↑11% I recommend my organization as a good place to work. Q. 40
  - ↑11% How satisfied are you with the policies and practices of your senior leaders? Q. 66
  - ↑10% Employees are recognized for providing high quality products and services. Q. 31
  - ↑10% Managers promote communication among different work units. Q. 58
  - ↑10% How satisfied are you with your involvement in decisions that affect your work? Q. 63
  - ↑10% I feel encouraged to come up with new and better ways of doing things Q. 3
  - ↑10% My talents are used well in the workplace Q.11

- As noted in previous emails, OPIC is ranked #4 in Employee Engagement and #5 in Global Satisfaction for all small agencies.
- While OPIC scored below government average on only 3 of 71 questions (4%), it is important to note the positive response rate increased compared with 2014 results on each of those questions.
  - My workload is reasonable. Q. 10
  - In most recent performance appraisal, I understood what I had to do to be rated at different levels. Q. 19
  - Considering everything, how satisfied are you with your pay. Q.70

In the coming weeks, HRM will be meeting with every department to check in with you on your interpretation and understanding of the results. We look forward to having a robust discussion and identifying future actions steps that can be taken to capitalize on strengths and address areas where improvement is needed. OPIC is committed to making improvements based on your feedback, and your thoughtful participation at these meetings will be most welcome.

Thank you again for your participation in the survey and all you contribute to a great work environment via innovative ideas, work contributions, and feedback. You have our commitment to consider the results carefully in determining the steps we can take to address areas most needing our attention and to vigorously continue those practices that make this a positive work climate.

We anticipate that the Best Places to Work rankings – which uses input from this survey – will be public in mid-December. As a reminder, I have reattached Liz Barentzen’s email from last month where you can find additional information regarding the FEVS results throughout government.

And one last note- the Employee Engagement Innovation Team has proposed and implemented a new Employee Engagement Committee, tasked with continuing the discussion and generating ideas of Agency improvements that can be made to increase engagement levels amongst OPIC’s workforce. If you are interests in becoming part of this committee, please contact Kendra Woolridge, [Kendra.woolridge@opic.gov](mailto:Kendra.woolridge@opic.gov) at your earliest convenience.

**Rita J. Moss**

Vice President of Human Resources

**OVERSEAS PRIVATE INVESTMENT CORPORATION**

*The U.S. Government’s Development Finance Institution*

**OVERSEAS PRIVATE INVESTMENT CORPORATION  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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		59	68	15	3	3	148	NA
	%	85.99	39.44	46.55	9.75	2.03	2.23	100.00	
2. I have enough information to do my job well.	N		40	82	17	5	4	148	NA
	%	82.51	26.83	55.68	11.41	3.42	2.66	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		57	60	14	13	3	147	NA
	%	80.64	38.73	41.91	8.49	8.75	2.11	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		62	67	11	5	3	148	NA
	%	87.23	41.34	45.89	7.11	3.30	2.36	100.00	
*5. I like the kind of work I do.	N		58	74	5	7	1	145	NA
	%	91.32	39.44	51.87	3.27	4.58	0.84	100.00	
6. I know what is expected of me on the job.	N		52	74	11	9	2	148	NA
	%	84.75	35.20	49.55	7.83	5.90	1.51	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		102	42	1	1	1	147	NA
	%	97.82	68.66	29.16	0.66	0.69	0.83	100.00	
8. I am constantly looking for ways to do my job better.	N		75	60	9	2	1	147	NA
	%	91.86	50.22	41.64	5.92	1.39	0.83	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		25	56	22	38	6	147	1
	%	56.66	17.56	39.11	14.34	25.10	3.90	100.00	
*10. My workload is reasonable.	N		22	59	29	29	8	147	1
	%	55.69	15.71	39.99	19.90	19.64	4.77	100.00	
*11. My talents are used well in the workplace.	N		29	69	23	16	7	144	1
	%	68.59	19.90	48.69	15.98	10.60	4.82	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		56	75	7	6	0	144	1
	%	91.09	38.02	53.07	4.63	4.27	0.00	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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\* AES prescribed items

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Sample or Census: Census

Number of surveys completed: 148

Number of surveys administered: 197

Response Rate: 75.1%

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*13. The work I do is important.	N		78	54	12	0	0	144	1
	%	92.67	53.24	39.43	7.33	0.00	0.00	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		86	53	3	4	0	146	1
	%	95.56	58.62	36.94	2.20	2.24	0.00	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		50	54	17	18	5	144	4
	%	72.40	34.34	38.07	11.84	12.03	3.73	100.00	
16. I am held accountable for achieving results.	N		49	77	13	5	1	145	2
	%	87.18	33.89	53.29	8.55	3.37	0.90	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		57	46	21	4	5	133	14
	%	78.50	42.25	36.25	15.04	2.56	3.90	100.00	
*18. My training needs are assessed.	N		44	67	23	9	3	146	2
	%	76.18	29.19	46.99	15.95	5.95	1.92	100.00	
*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		38	55	27	20	4	144	4
	%	65.46	26.35	39.11	18.09	13.81	2.64	100.00	
*20. The people I work with cooperate to get the job done.	N		53	63	19	9	4	148	NA
	%	79.11	36.30	42.81	12.33	5.72	2.85	100.00	
*21. My work unit is able to recruit people with the right skills.	N		23	87	22	12	2	146	2
	%	76.06	15.50	60.56	14.53	7.85	1.56	100.00	
*22. Promotions in my work unit are based on merit.	N		21	50	34	20	9	134	12
	%	52.54	15.60	36.94	26.37	14.52	6.57	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		18	52	33	17	9	129	18
	%	55.15	14.47	40.69	25.83	12.73	6.29	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		17	46	41	24	11	139	8
	%	46.06	13.06	33.01	30.25	16.01	7.68	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		25	51	31	17	6	130	16
	%	59.26	19.47	39.78	24.16	12.28	4.31	100.00	
26. Employees in my work unit share job knowledge with each other.	N		48	76	13	7	1	145	2
	%	86.73	32.95	53.77	8.11	4.62	0.54	100.00	
27. The skill level in my work unit has improved in the past year.	N		38	59	37	8	0	142	6
	%	68.05	26.63	41.42	26.52	5.44	0.00	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 unit?	N		79	49	15	3	1	147	NA
	%	87.11	54.04	33.06	10.63	1.59	0.67	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 accomplish organizational goals.	N		38	95	7	4	0	144	2
	%	92.23	25.89	66.34	5.11	2.67	0.00	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		27	66	25	18	4	140	6
	%	67.31	19.00	48.31	17.29	12.52	2.88	100.00	
31. Employees are recognized for providing high quality products and services.	N		37	70	20	12	4	143	4
	%	75.51	25.75	49.76	13.67	7.97	2.84	100.00	
*32. Creativity and innovation are rewarded.	N		34	53	30	16	9	142	4
	%	61.07	23.74	37.33	21.91	10.64	6.39	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		7	27	38	37	23	132	13
	%	27.21	5.52	21.68	28.49	28.00	16.31	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		36	66	25	9	2	138	10
	%	73.77	25.71	48.06	17.66	6.94	1.64	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		69	68	6	1	0	144	4
	%	95.60	48.46	47.13	3.87	0.53	0.00	100.00	
*36. My organization has prepared employees for potential security threats.	N		55	70	12	5	3	145	2
	%	86.47	38.20	48.27	7.85	3.40	2.28	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		40	50	27	7	7	131	15
	%	68.47	29.69	38.78	20.75	5.26	5.52	100.00	
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		55	53	18	3	2	131	15
	%	82.08	41.19	40.89	13.84	2.34	1.73	100.00	
39. My agency is successful at accomplishing its mission.	N		66	74	7	0	0	147	1
	%	95.40	43.84	51.55	4.60	0.00	0.00	100.00	
40. I recommend my organization as a good place to work.	N		71	61	12	2	1	147	NA
	%	89.94	48.04	41.91	8.13	1.05	0.88	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		43	48	29	10	8	138	10
	%	66.93	31.39	35.54	20.28	6.86	5.93	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		84	50	6	2	3	145	2
	%	92.48	58.24	34.24	4.23	1.36	1.94	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		65	48	20	10	3	146	2
	%	78.07	44.24	33.83	13.49	6.70	1.74	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		52	54	21	16	4	147	1
	%	72.28	34.72	37.56	13.93	10.87	2.92	100.00	

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		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 is committed to a workforce representative of all segments of society.	N		63	45	28	0	0	136	11
	%	80.25	45.86	34.39	19.75	0.00	0.00	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		55	57	18	13	2	145	1
	%	77.28	37.31	39.97	12.43	8.91	1.39	100.00	
*47. Supervisors in my work unit support employee development.	N		71	57	14	3	1	146	2
	%	87.49	48.29	39.21	9.42	2.20	0.89	100.00	
48. My supervisor listens to what I have to say.	N		74	53	12	8	1	148	NA
	%	86.07	49.46	36.61	7.51	5.75	0.67	100.00	
49. My supervisor treats me with respect.	N		86	47	10	4	1	148	NA
	%	89.68	57.85	31.84	7.12	2.53	0.67	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		72	65	7	3	0	147	NA
	%	93.16	48.08	45.08	4.56	2.28	0.00	100.00	
*51. I have trust and confidence in my supervisor.	N		76	40	23	6	3	148	NA
	%	78.37	51.10	27.26	15.48	3.98	2.18	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 supervisor?	N		83	35	26	2	1	147	NA
	%	81.02	56.21	24.81	16.95	1.36	0.67	100.00	

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		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, senior leaders generate high levels of motivation and commitment in the workforce.	N		37	61	26	18	4	146	1
	%	67.90	25.77	42.13	17.89	11.56	2.65	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		38	62	28	7	3	138	7
	%	73.44	27.72	45.72	19.75	4.71	2.10	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		48	63	20	4	0	135	10
	%	83.42	35.88	47.54	13.91	2.67	0.00	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		50	71	16	5	2	144	2
	%	84.60	35.29	49.32	11.00	3.18	1.22	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		51	71	16	4	2	144	3
	%	85.25	35.56	49.69	10.67	2.86	1.22	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		52	62	14	13	4	145	3
	%	79.36	35.95	43.40	9.54	8.53	2.58	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		47	62	21	9	3	142	6
	%	77.95	33.37	44.58	13.68	6.43	1.93	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 directly above your immediate supervisor?	N		65	45	24	3	6	143	5
	%	77.29	45.79	31.50	16.62	2.00	4.08	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		49	61	28	5	4	147	1
	%	75.92	33.63	42.29	18.34	3.09	2.65	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
62. Senior leaders demonstrate support for Work/Life programs.	N		58	63	15	6	0	142	6
	%	85.48	40.75	44.73	10.61	3.91	0.00	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 your work?	N		32	72	22	17	5	148	NA
	%	71.20	21.60	49.60	14.84	10.85	3.11	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		46	67	23	7	5	148	NA
	%	76.51	30.92	45.59	15.53	4.87	3.10	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		37	57	24	24	5	147	NA
	%	65.35	24.73	40.62	16.45	15.15	3.05	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		32	64	34	13	3	146	NA
	%	66.66	21.80	44.85	22.84	8.53	1.97	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		20	47	40	23	17	147	NA
	%	45.99	13.90	32.09	28.11	15.23	10.68	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		51	67	23	6	0	147	NA
	%	80.19	33.94	46.25	15.48	4.33	0.00	100.00	
*69. Considering everything, how satisfied are you with your job?	N		52	71	12	11	2	148	NA
	%	83.31	34.82	48.49	8.10	7.38	1.20	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		19	43	28	41	17	148	NA
	%	42.25	13.11	29.13	19.51	27.48	10.77	100.00	
71. Considering everything, how satisfied are you with your organization?	N		49	77	17	5	0	148	NA
	%	85.61	33.03	52.57	11.25	3.14	0.00	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	129	87.25
Yes, I was notified that I was not eligible to telework.	5	3.70
No, I was not notified of my telework eligibility.	5	3.52
Not sure if I was notified of my telework eligibility.	8	5.53
<b>Total</b>	<b>147</b>	<b>100.00</b>

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	2	1.56
I telework 1 or 2 days per week.	38	25.45
I telework, but no more than 1 or 2 days per month.	23	15.32
I telework very infrequently, on an unscheduled or short-term basis.	50	33.97
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	1	0.67
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	3	2.26
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.	3	1.82
I do not telework because I choose not to telework.	27	18.95
<b>Total</b>	<b>147</b>	<b>100.00</b>

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	28	19.16
No	113	76.26
Not available to me	7	4.58
<b>Total</b>	<b>148</b>	<b>100.00</b>

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	91	61.98
No	56	37.35
Not available to me	1	0.67
<b>Total</b>	<b>148</b>	<b>100.00</b>

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	12	8.83
No	130	88.81
Not available to me	3	2.36
<b>Total</b>	<b>145</b>	<b>100.00</b>

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	%
Yes	13	8.72
No	126	85.17
Not available to me	9	6.11
<b>Total</b>	<b>148</b>	<b>100.00</b>

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	7	5.31
No	130	87.02
Not available to me	11	7.67
<b>Total</b>	<b>148</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 148  
Number of surveys administered: 197  
Response Rate: 75.1%



**OVERSEAS PRIVATE INVESTMENT CORPORATION  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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		42	51	15	4	0	112	2
	%	83.41	36.91	46.50	13.44	3.16	0.00	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		16	9	1	1	0	27	1
	%	93.51	61.83	31.69	3.61	2.87	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		35	45	8	0	0	88	1
	%	91.41	40.76	50.66	8.59	0.00	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		8	4	1	0	0	13	2
	%	92.99	62.95	30.04	7.01	0.00	0.00	100.00	
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		4	6	1	0	0	11	1
	%	89.09	34.40	54.69	10.91	0.00	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		2	4	0	0	0	6	0
	%	100.00	33.67	66.33	0.00	0.00	0.00	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Census

Number of surveys completed: 148

Number of surveys administered: 197

Response Rate: 75.1%

**OVERSEAS PRIVATE INVESTMENT CORPORATION  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	143	99.31
Field	1	0.69
<b>Total</b>	<b>144</b>	<b>100.00</b>

*What is your supervisory status?	N	%
Non-Supervisor	86	58.50
Team Leader	18	12.24
Supervisor	32	21.77
Manager	7	4.76
Senior Leader	4	2.72
<b>Total</b>	<b>147</b>	<b>100.00</b>

*Are you:	N	%
Male	68	47.22
Female	76	52.78
<b>Total</b>	<b>144</b>	<b>100.00</b>

*Are you Hispanic or Latino?	N	%
Yes	8	5.80
No	130	94.20
<b>Total</b>	<b>138</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

\* AES prescribed items

Sample or Census: Census

Number of surveys completed: 148

Number of surveys administered: 197

Response Rate: 75.1%

**OVERSEAS PRIVATE INVESTMENT CORPORATION  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>*Please select the racial category or categories with which you most closely identify.</b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	0	0.00
Asian	8	6.02
Black or African American	26	19.55
Native Hawaiian or Other Pacific Islander	0	0.00
White	93	69.92
Two or more races	6	4.51
<b>Total</b>	<b>133</b>	<b>100.00</b>

<b>What is the highest degree or level of education you have completed?</b>	<b>N</b>	<b>%</b>
Less than High School	0	0.00
High School Diploma/GED or equivalent	3	2.08
Trade or Technical Certificate	2	1.39
Some College (no degree)	7	4.86
Associate's Degree (e.g., AA, AS)	3	2.08
Bachelor's Degree (e.g., BA, BS)	15	10.42
Master's Degree (e.g., MA, MS, MBA)	94	65.28
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	20	13.89
<b>Total</b>	<b>144</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

\* AES prescribed items

Sample or Census: Census

Number of surveys completed: 148

Number of surveys administered: 197

Response Rate: 75.1%