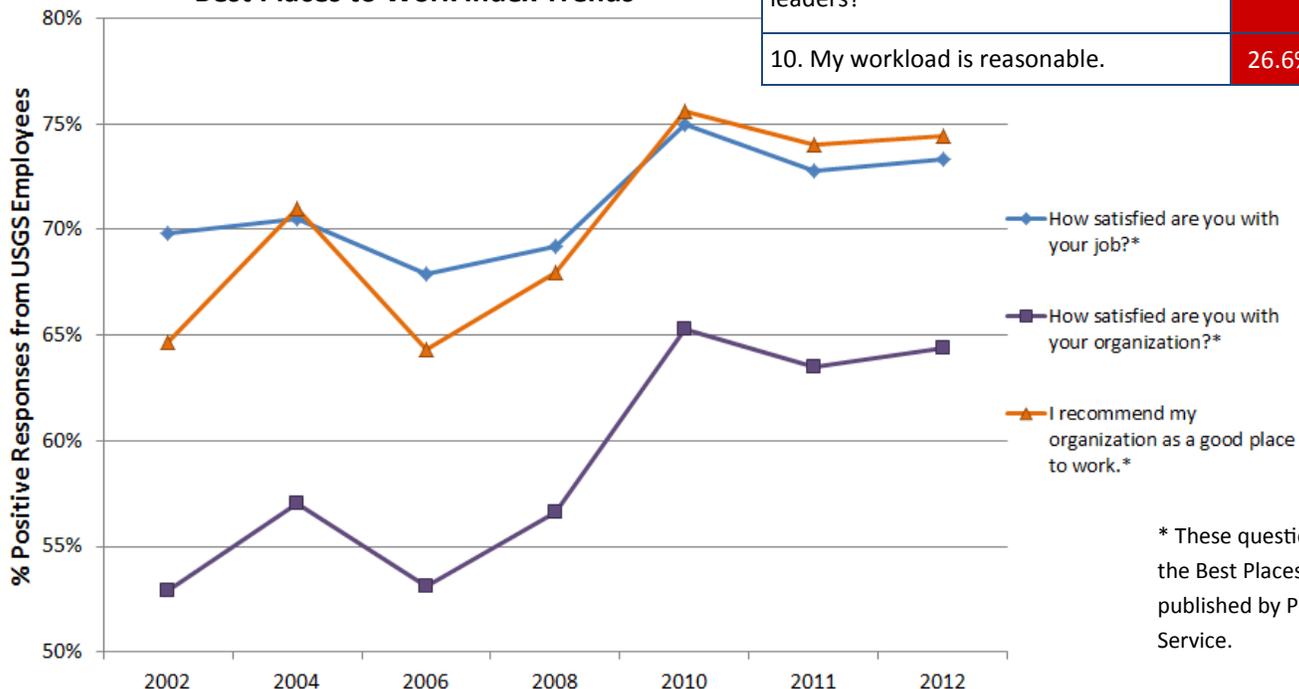


2012 Federal Employee Viewpoint Survey (FEVS) Summary—U.S. Geological Survey

USGS completed 3,800 surveys with a response rate of 53.7%

| TOP POSITIVE RESPONSE ITEMS: The following are % of people who responded in a positive manner (agree or strongly agree) | USGS | DOI | GOV'T WIDE | TOP NEGATIVE RESPONSE ITEMS: The following are % of people who responded in a negative manner (disagree or strongly disagree) | USGS | DOI | GOV'T WIDE |
|--|-------------|------------|-------------------|--|-------------|------------|-------------------|
| 7. When needed I am willing to put in the extra effort to get a job done. | 97.5% | 96.8% | 96.5% | 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 39.3% | 42.8% | 42.8% |
| 8. I am constantly looking for ways to do my job better. | 92.9% | 92% | 91.4% | 9. I have sufficient resources to get my job done. | 36.7% | 43.0% | 35.1% |
| 80. How satisfied are you with the following work/life programs in your agency? AWS | 92.4% | 88.8% | 88.5% | 33. Pay raises depend on how well employees perform their jobs. | 36.4% | 48.1% | 50.2% |
| 13. The work I do is important. | 90.2% | 90.8% | 91.2% | 24. In my work unit, differences in performance are recognized in a meaningful way. | 31.6% | 36.3% | 37.0% |
| 28. How would you rate the overall quality of work done by your work unit? | 89.5% | 83.5% | 83.4% | 21. My work unit is able to recruit people with the right skills. | 30.4% | 31.3% | 29.4% |
| 5. I like the kind of work I do. | 87.9% | 86.6% | 83.8% | 41. I believe the results of this survey will be used to make my agency a better place to work. | 30.4% | 30.5% | 28.4% |
| 16. I am held accountable for achieving results. | 85.9% | 82.6% | 82.8% | 53. In my organization, leaders generate high levels of motivation and commitment in the workforce. | 29.3% | 32.6% | 30.9% |
| 35. Employees are protected from health and safety hazards on the job. | 84.2% | 79.1% | 76.9% | 67. How satisfied are you with your opportunity to get a better job in your organization? | 28.7% | 33.6% | 35.1% |
| 42. My supervisor supports my need to balance work and other life issues. | 83.8% | 79.9% | 76.7% | 66. How satisfied are you with the policies and practices of your senior leaders? | 27.4% | 29.5% | 27.3% |
| 39. My agency is successful at accomplishing its mission. | 83.2% | 73% | 76.4% | 10. My workload is reasonable. | 26.6% | 32.1% | 24.9% |

Best Places to Work Index Trends

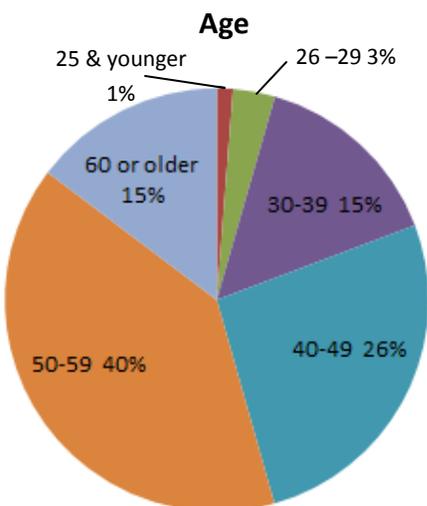


* These questions are used to create the Best Places to Work rankings as published by Partnership for Public Service.

| USGS Biggest Increases: Work/Life Programs | % Positive 2012 | % Positive 2011 | Change |
|--|------------------------|------------------------|---------------|
| 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) | 79.70% | 23.40% | 56.30% |
| 84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) | 71.20% | 20.50% | 50.70% |
| 82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) | 80.60% | 47.80% | 32.80% |
| 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) | 79.30% | 47.30% | 32.00% |
| 79. How satisfied are you with the following Work/Life programs in your agency? Telework | 77.40% | 56.20% | 21.20% |
| 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) | 92.40% | 76.00% | 16.40% |

| USGS Biggest Increases | % Positive 2012 | % Positive 2011 | Change |
|---|------------------------|------------------------|---------------|
| 64. How satisfied are you with the information you receive from management on what's going on in your organization? | 48.50% | 43.70% | 4.80% |
| 21. My work unit is able to recruit people with the right skills. | 43.00% | 38.40% | 4.60% |
| 54. My organization's leaders maintain high standards of honesty and integrity. | 62.60% | 58.20% | 4.40% |
| 9. I have sufficient resources (for example, people, materials, budget) to get my job done. | 45.00% | 41.20% | 3.80% |
| 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | 75.00% | 71.40% | 3.60% |
| 66. How satisfied are you with the policies and practices of your senior leaders? | 38.70% | 35.10% | 3.60% |
| 27. The skill level in my work unit has improved in the past year. | 56.70% | 53.20% | 3.50% |

| USGS Biggest Decreases | % Positive 2012 | % Positive 2011 | Change |
|---|------------------------|------------------------|---------------|
| 36. My organization has prepared employees for potential security threats. | 72.00% | 75.80% | -3.80% |
| 24. In my work unit, differences in performance are recognized in a meaningful way. | 36.50% | 39.60% | -3.10% |
| 70. Considering everything, how satisfied are you with your pay? | 61.90% | 64.70% | -2.80% |



Who Responded?
3,800 USGS Employees

