

**EXPORT-IMPORT BANK OF THE UNITED STATES  
2013 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		39	88	39	42	19	227	NA
	%	54.99	16.56	38.43	17.66	19.15	8.21	100.00	
2. I have enough information to do my job well.	N		35	112	33	36	11	227	NA
	%	64.62	14.96	49.66	15.04	15.79	4.54	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		42	70	39	52	22	225	NA
	%	48.26	17.73	30.53	18.86	23.53	9.36	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		68	99	30	17	13	227	NA
	%	72.62	28.93	43.70	13.93	7.72	5.73	100.00	
*5. I like the kind of work I do.	N		83	107	18	12	3	223	NA
	%	85.05	36.02	49.03	8.10	5.31	1.54	100.00	
6. I know what is expected of me on the job.	N		69	108	21	17	9	224	NA
	%	79.11	30.08	49.03	9.54	7.29	4.07	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		141	73	5	1	3	223	NA
	%	95.69	62.24	33.46	2.36	0.41	1.54	100.00	
8. I am constantly looking for ways to do my job better.	N		100	101	18	5	4	228	NA
	%	87.90	42.63	45.27	8.11	2.09	1.91	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		8	70	28	53	68	227	1
	%	34.80	3.43	31.37	12.62	23.51	29.06	100.00	
*10. My workload is reasonable.	N		20	82	34	51	38	225	0
	%	45.78	9.36	36.43	15.47	23.00	15.74	100.00	
*11. My talents are used well in the workplace.	N		38	83	29	40	31	221	1
	%	54.37	16.46	37.90	12.98	18.58	14.07	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		71	121	19	10	6	227	0
	%	84.33	30.56	53.77	8.80	4.51	2.37	100.00	
*13. The work I do is important.	N		104	91	18	4	7	224	1
	%	87.37	46.54	40.83	7.79	1.79	3.06	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		15	42	26	53	89	225	2
	%	25.32	6.51	18.81	12.54	23.17	38.97	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		36	111	28	25	22	222	4
	%	65.44	16.10	49.33	12.59	11.83	10.14	100.00	
16. I am held accountable for achieving results.	N		53	115	34	19	6	227	1
	%	73.35	22.39	50.96	15.76	8.43	2.47	100.00	

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

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Sample or Census: Census

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		32	74	49	29	22	206	20
	%	50.23	14.99	35.24	25.07	14.39	10.31	100.00	
*18. My training needs are assessed.	N		18	57	58	54	33	220	6
	%	33.59	8.06	25.54	27.10	24.15	15.16	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		42	100	36	23	20	221	7
	%	64.63	18.91	45.72	15.71	10.58	9.08	100.00	
*20. The people I work with cooperate to get the job done.	N		52	108	34	25	9	228	NA
	%	69.70	22.72	46.98	15.76	10.62	3.93	100.00	
*21. My work unit is able to recruit people with the right skills.	N		17	76	53	46	26	218	9
	%	42.42	7.37	35.05	25.29	20.96	11.33	100.00	
*22. Promotions in my work unit are based on merit.	N		18	65	45	33	40	201	25
	%	40.30	8.33	31.97	22.14	17.02	20.54	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		6	56	58	32	33	185	42
	%	32.60	3.05	29.55	31.88	17.81	17.71	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		9	52	60	46	37	204	23
	%	29.26	4.25	25.01	29.42	23.66	17.66	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		19	60	52	27	45	203	25
	%	38.00	8.97	29.03	26.12	13.49	22.39	100.00	
26. Employees in my work unit share job knowledge with each other.	N		40	122	30	15	17	224	1
	%	71.55	17.04	54.51	13.78	6.59	8.07	100.00	
27. The skill level in my work unit has improved in the past year.	N		23	91	66	22	15	217	10
	%	51.73	10.16	41.57	31.30	10.19	6.79	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		112	84	31	0	1	228	NA
	%	85.54	47.73	37.82	13.98	0.00	0.48	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		30	125	35	23	9	222	5
	%	69.71	13.65	56.07	16.01	10.15	4.13	100.00	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		13	62	45	62	40	222	5
	%	33.44	5.50	27.94	20.51	28.83	17.22	100.00	
31. Employees are recognized for providing high quality products and services.	N		18	68	48	49	38	221	5
	%	38.55	7.71	30.84	22.33	22.63	16.50	100.00	
*32. Creativity and innovation are rewarded.	N		9	48	53	62	45	217	9
	%	25.31	3.81	21.50	25.35	29.61	19.73	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		6	24	47	55	66	198	27
	%	14.56	2.85	11.71	24.55	27.97	32.93	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		19	68	64	28	22	201	26
	%	42.06	9.15	32.91	32.61	14.23	11.09	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		21	66	39	39	53	218	8
	%	40.35	9.06	31.29	18.60	17.35	23.70	100.00	
*36. My organization has prepared employees for potential security threats.	N		24	109	49	24	12	218	8
	%	61.26	10.38	50.87	22.79	10.37	5.58	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		17	68	50	24	28	187	36
	%	45.48	8.49	36.98	27.06	13.08	14.38	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		30	77	45	9	14	175	49
	%	59.33	15.88	43.45	26.94	5.42	8.31	100.00	
39. My agency is successful at accomplishing its mission.	N		62	124	27	7	5	225	1
	%	81.14	26.53	54.61	13.57	2.98	2.31	100.00	
40. I recommend my organization as a good place to work.	N		30	84	51	39	23	227	NA
	%	50.53	12.54	37.99	22.18	17.21	10.08	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		15	52	42	52	42	203	24
	%	32.84	7.01	25.83	21.48	25.43	20.25	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		79	93	24	11	16	223	2
	%	77.03	34.06	42.98	10.30	5.18	7.48	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		53	87	40	24	20	224	1
	%	61.52	22.88	38.64	18.03	10.92	9.53	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		46	83	43	27	20	219	3
	%	57.79	20.06	37.72	19.94	12.79	9.48	100.00	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		51	82	42	15	12	202	22
	%	64.16	24.04	40.12	21.82	7.72	6.30	100.00	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		51	74	48	23	22	218	4
	%	56.64	22.55	34.09	22.01	10.93	10.42	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		49	83	41	13	31	217	5
	%	59.38	21.77	37.62	19.57	6.04	15.00	100.00	
48. My supervisor/team leader listens to what I have to say.	N		75	94	23	15	16	223	NA
	%	75.20	32.79	42.40	10.04	7.25	7.52	100.00	
49. My supervisor/team leader treats me with respect.	N		89	87	21	12	14	223	NA
	%	78.16	38.82	39.34	9.38	6.00	6.46	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		63	103	20	25	12	223	NA
	%	73.62	27.24	46.38	9.44	11.01	5.93	100.00	
*51. I have trust and confidence in my supervisor.	N		72	76	37	14	23	222	NA
	%	65.77	31.34	34.43	16.41	7.26	10.57	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/team leader?	N		78	72	44	13	15	222	NA
	%	66.63	34.04	32.59	19.87	6.31	7.19	100.00	
		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		14	48	51	49	56	218	2
	%	28.46	5.88	22.58	24.08	22.05	25.41	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		18	69	58	32	28	205	17
	%	42.10	8.75	33.35	28.51	15.31	14.09	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		21	91	64	20	14	210	10
	%	53.14	9.84	43.30	30.36	9.42	7.07	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		24	99	42	30	22	217	4
	%	55.84	10.31	45.54	19.82	13.40	10.94	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		20	104	52	16	16	208	12
	%	58.21	9.14	49.07	25.96	7.84	7.98	100.00	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		12	59	50	56	40	217	5
	%	32.08	5.01	27.07	23.59	25.88	18.46	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		14	64	57	43	37	215	7
	%	36.25	5.96	30.29	26.27	20.67	16.82	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/team leader?	N		46	66	52	34	17	215	6
	%	51.28	20.49	30.79	24.77	16.05	7.90	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		26	57	51	39	46	219	1
	%	38.17	11.41	26.77	23.35	17.92	20.55	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		31	69	57	34	22	213	7
	%	47.04	14.04	33.00	27.00	15.81	10.15	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		21	75	47	51	25	219	NA
	%	44.08	8.96	35.11	20.86	23.98	11.08	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		15	69	60	56	20	220	NA
	%	37.60	6.41	31.19	27.83	25.71	8.86	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		20	70	39	56	33	218	NA
	%	41.50	8.81	32.69	17.91	25.44	15.15	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		13	43	65	61	37	219	NA
	%	24.80	5.61	19.19	30.09	28.42	16.69	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		11	34	69	57	45	216	NA
	%	20.52	4.76	15.76	32.02	26.06	21.40	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		22	66	65	43	24	220	NA
	%	38.63	9.69	28.94	30.75	19.83	10.79	100.00	

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*69. Considering everything, how satisfied are you with your job?	N		33	101	35	32	18	219	NA
	%	61.50	14.50	46.99	15.69	14.43	8.39	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		9	75	33	52	50	219	NA
	%	38.83	3.84	34.99	14.38	23.60	23.18	100.00	
71. Considering everything, how satisfied are you with your organization?	N		19	82	50	48	20	219	NA
	%	45.38	8.41	36.97	23.24	22.37	9.01	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).

	N	%
<b>Yes</b>	158	72.33
<b>No</b>	47	21.80
<b>Not sure</b>	13	5.87
<b>Total</b>	218	100.00

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	3.47
<b>I telework 1 or 2 days per week.</b>	54	24.87
<b>I telework, but no more than 1 or 2 days per month.</b>	14	6.16
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	48	21.94
<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>	14	6.47
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	9	4.09
<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>	28	12.46
<b>I do not telework because I choose not to telework.</b>	42	20.54
<b>Total</b>	217	100.00

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

	N	%
<b>Yes</b>	50	24.63
<b>No</b>	133	60.52
<b>Not available to me</b>	35	14.86
<b>Total</b>	218	100.00

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>	89	40.46
<b>No</b>	123	57.94
<b>Not available to me</b>	4	1.60
<b>Total</b>	216	100.00

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

	N	%
<b>Yes</b>	23	11.17
<b>No</b>	179	84.87
<b>Not available to me</b>	9	3.96
<b>Total</b>	211	100.00

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>	8	3.97
<b>No</b>	185	85.77
<b>Not available to me</b>	23	10.27
<b>Total</b>	216	100.00

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

	N	%
<b>Yes</b>	6	2.88
<b>No</b>	176	82.02
<b>Not available to me</b>	33	15.10
<b>Total</b>	215	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	74.49	39 31.53	52 42.96	22 17.43	5 4.57	4 3.51	122 100.00	3
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	91.54	23 43.58	24 47.96	4 8.46	0 0.00	0 0.00	51 100.00	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)	N %	83.24	26 31.72	42 51.52	11 13.36	2 2.25	1 1.15	82 100.00	8
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	77.54	5 19.99	13 57.55	5 22.46	0 0.00	0 0.00	23 100.00	9
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 %	62.76	2 23.01	3 39.75	3 37.24	0 0.00	0 0.00	8 100.00	4
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	72.26	2 26.04	3 46.22	2 27.74	0 0.00	0 0.00	7 100.00	4

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

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