



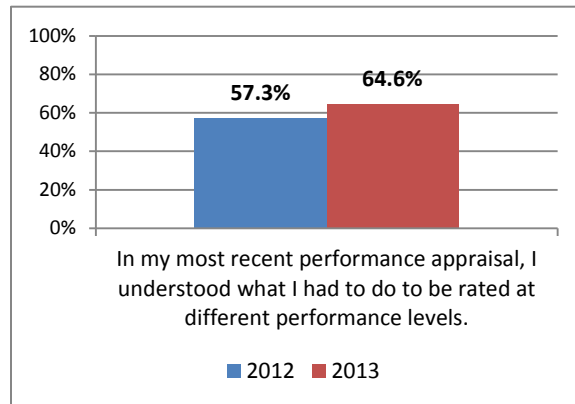
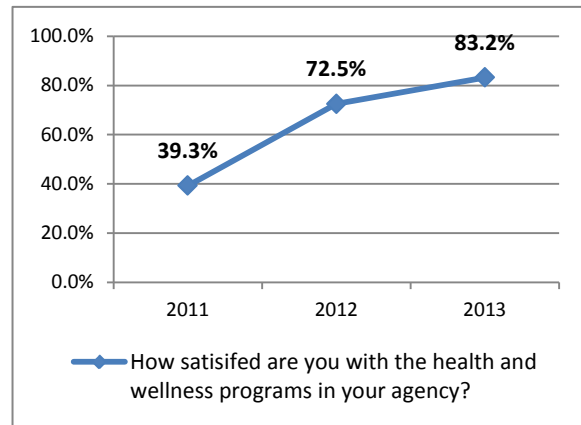
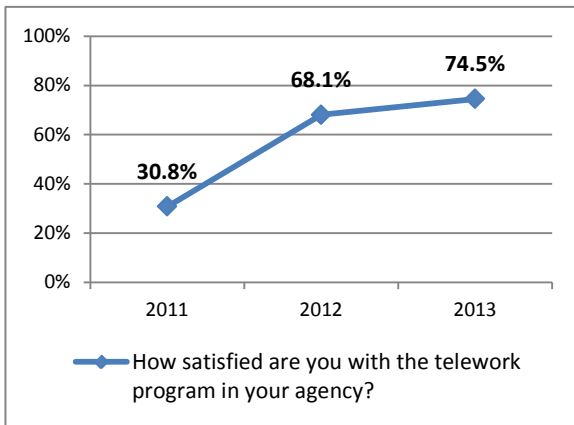
2013 Federal Employee Viewpoint Survey Results

The response rate for the 2013 Federal Employee Viewpoint (FEVS) survey was 65.9% which was well above the Government-wide response rate of 48.2%. The survey was administered between April 23 and June 7, 2013.

ExIm Strengths

HR Programs

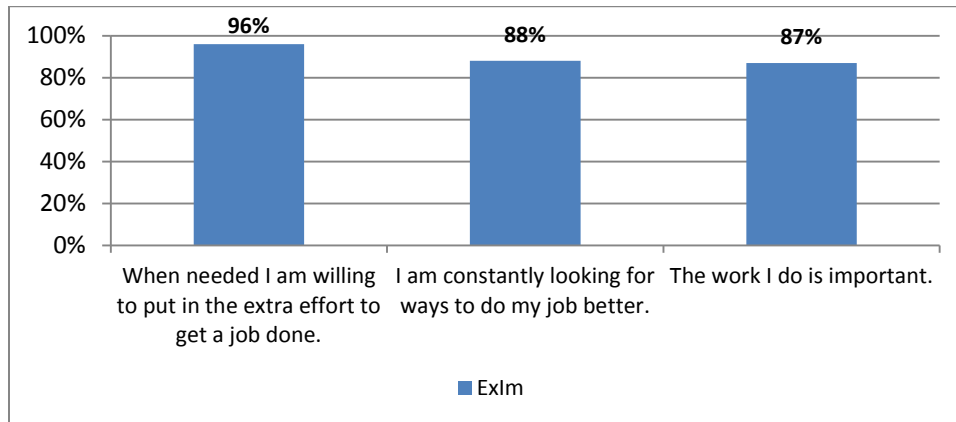
The largest increases in employee attitudes over the 2012 FEVS survey results are related to programs supported by the Office of Human Resources. Employees continue to be increasingly satisfied with the telework (74.5%, +6.4%) and worklife (83.2%, +10.7%) programs. Additionally, they continue to show more positive attitudes to the agency's performance evaluation system with more employees understanding the difference in the Bank's performance appraisal scoring levels (64.6%, +7.3%).





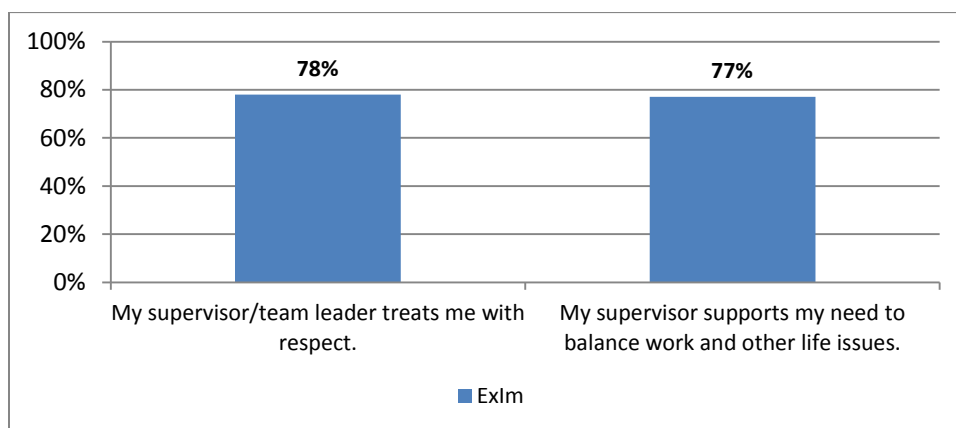
Opinions of Work

Employees continue to report positive attitudes towards the work they do. Bank employees are willing to put in extra effort to get the job done (96% positive), are looking for better ways to do their jobs (88% positive), and think the work they do is important (87% positive). Each of these items is comparable to the government's small agency average.



Supervision

Employees also have positive perceptions of their supervisors. They feel their team leaders treat them with respect (78% positive) and support work life balance (77% positive). These items are also similar to the government's small agency average.

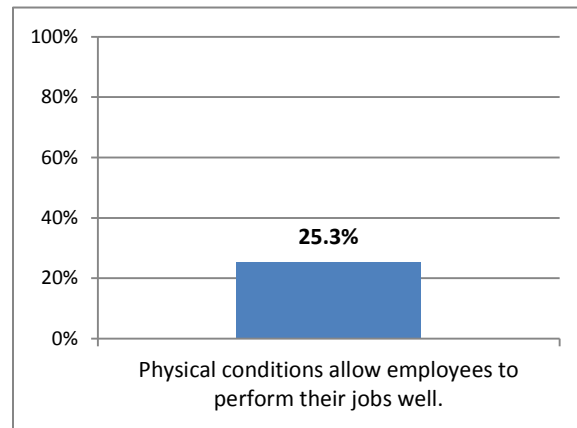




Opportunities for Improvement

Physical Conditions

Satisfaction with the physical conditions of the workplace has fallen (25.3%, -11.5%). Similar to last year, this is due to the ongoing construction. This year's survey was taken shortly before the move to swing space. Employees are encouraged to telework to lessen the influence of the renovation.



Promotional Opportunities in Small Agencies

Employees perceive limited opportunities to get a better job in the agency (20.5%, -13.1%). Yet over the last 18 months, about 60 employees have received internal promotions, including several to management positions. We will work to continue to communicate our successes at the Bank.

