

**National Credit Union Administration**  
**2018 Federal Employee Viewpoint Survey**

The NCUA's response rate was 58 percent, significantly higher than the overall federal government rate of 40.6 percent. This illustrates the importance agency employees place on this annual survey, which helps guide managers in their efforts to create a more satisfying and productive work environment.

The NCUA had 41 items identified as strengths and no challenges, and employees gave the agency strong results for satisfaction in 13 areas. Ninety-six percent of NCUA employees participating in the survey said they were willing to put in extra effort to complete a job, and 91 percent said they are constantly looking for ways to do their jobs better.

In an effort to continually improve employee satisfaction, all NCUA offices will be implementing Workforce Engagement Action Plans by the end of 2018. Offices will be focusing on improving Employee Engagement Index results.

NCUA senior leaders take great pride in the professionalism, dedication and commitment of our employees. The NCUA is committed to enhancing employee satisfaction with their jobs and their work/life flexibilities.

NCUA FEVS Results 2018

Response Type	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
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	71.9%	26.5%	45.3%	13.3%	11.7%	3.2%	14.9%	164	284	87	73	21	629	N/A
Agree-disagree	2	I have enough information to do my job well.	69.2%	20.8%	48.5%	12.6%	14.6%	3.6%	18.1%	128	305	77	96	23	629	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	55.2%	21.9%	33.2%	20.0%	16.5%	8.3%	24.8%	141	210	120	105	53	629	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	74.5%	32.4%	42.1%	13.7%	7.7%	4.1%	11.8%	204	263	85	50	27	629	N/A
Agree-disagree	5	I like the kind of work I do.	88.1%	40.7%	47.4%	8.3%	2.6%	1.0%	3.6%	255	300	53	16	7	631	N/A
Agree-disagree	6	I know what is expected of me on the job.	77.3%	26.9%	50.4%	10.4%	8.5%	3.8%	12.2%	167	316	68	54	25	630	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.3%	64.0%	32.4%	2.0%	0.9%	0.8%	1.7%	406	203	12	6	5	632	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	91.1%	48.6%	42.5%	6.9%	1.7%	0.3%	2.0%	308	269	42	11	2	632	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	53.4%	15.2%	38.3%	15.8%	19.9%	10.9%	30.8%	93	241	99	123	70	626	0
Agree-disagree	10	*My workload is reasonable.	58.0%	12.4%	45.6%	14.3%	16.6%	11.2%	27.7%	79	288	87	104	71	629	0
Agree-disagree	11	*My talents are used well in the workplace.	61.7%	18.2%	43.5%	15.8%	14.3%	8.2%	22.5%	114	271	97	90	52	624	2
Agree-disagree	12	*I know how my work relates to the agency's goals.	81.0%	30.9%	50.1%	12.5%	4.2%	2.4%	6.6%	195	314	77	27	15	628	1
Agree-disagree	13	The work I do is important.	89.3%	45.7%	43.6%	7.3%	2.0%	1.4%	3.3%	285	274	46	13	9	627	1
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	65.1%	25.9%	39.2%	22.1%	8.3%	4.5%	12.8%	158	245	136	52	28	619	11
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	71.4%	26.9%	44.5%	12.5%	9.9%	6.1%	16.1%	167	276	76	58	38	615	12
Agree-disagree	16	I am held accountable for achieving results.	87.4%	32.8%	54.6%	8.6%	3.2%	0.9%	4.1%	206	341	56	21	6	630	0
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	74.1%	34.5%	39.6%	11.5%	7.7%	6.7%	14.4%	207	239	69	48	41	604	26

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Agree-disagree	18	My training needs are assessed.	61.1%	18.9%	42.2%	18.6%	12.6%	7.7%	20.2%	120	262	118	81	49	630	0
Agree-disagree	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).	69.0%	29.6%	39.4%	12.3%	11.7%	7.1%	18.7%	188	245	76	70	47	626	5
Agree-disagree	20	*The people I work with cooperate to get the job done.	82.7%	36.6%	46.1%	10.3%	4.9%	2.1%	7.0%	231	288	66	33	14	632	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	57.7%	14.8%	43.0%	21.3%	13.8%	7.1%	20.9%	94	261	129	85	42	611	22
Agree-disagree	22	Promotions in my work unit are based on merit.	47.4%	14.6%	32.8%	24.9%	14.7%	13.0%	27.7%	87	192	143	88	77	587	44
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	41.6%	12.5%	29.1%	25.6%	17.1%	15.7%	32.8%	67	159	142	99	89	556	76
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	44.3%	13.5%	30.8%	24.3%	19.7%	11.7%	31.4%	78	179	142	119	69	587	43
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	48.8%	16.1%	32.7%	19.2%	16.4%	15.6%	32.0%	94	193	113	99	92	591	39
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	84.0%	35.2%	48.8%	8.0%	5.1%	2.9%	8.0%	219	306	51	34	19	629	1
Agree-disagree	27	The skill level in my work unit has improved in the past year.	64.2%	25.0%	39.2%	21.9%	9.6%	4.3%	13.9%	153	236	138	60	27	614	16
Good-poor	28	How would you rate the overall quality of work done by your work unit?	87.6%	45.7%	41.9%	10.1%	1.9%	0.4%	2.3%	289	262	65	12	3	631	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.4%	38.3%	47.1%	8.5%	4.8%	1.4%	6.2%	239	295	52	31	9	626	5
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	53.8%	11.3%	42.4%	18.5%	17.2%	10.5%	27.7%	71	257	113	108	68	617	8
Agree-disagree	31	Employees are recognized for providing high quality products and services.	57.4%	14.7%	42.7%	19.0%	15.1%	8.5%	23.6%	89	264	118	91	54	616	7
Agree-disagree	32	Creativity and innovation are rewarded.	44.7%	12.6%	32.1%	26.5%	16.6%	12.2%	28.9%	76	197	158	102	76	609	14
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	51.6%	13.2%	38.4%	20.1%	14.9%	13.3%	28.3%	79	230	121	90	81	601	24
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	74.1%	25.9%	48.2%	17.1%	4.8%	4.1%	8.8%	153	279	99	26	24	581	43
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	70.0%	25.1%	44.8%	18.1%	8.2%	3.7%	12.0%	157	276	110	49	22	614	12
Agree-disagree	36	My organization has prepared employees for potential security threats.	76.4%	27.8%	48.6%	15.0%	5.3%	3.3%	8.6%	175	304	90	31	19	619	6

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Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	58.4%	20.0%	38.5%	22.5%	9.8%	9.2%	19.0%	117	222	130	58	55	582	43
Agree-disagree	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.	72.4%	32.6%	39.8%	17.0%	5.0%	5.6%	10.6%	181	218	96	27	32	554	71
Agree-disagree	39	My agency is successful at accomplishing its mission.	79.4%	26.1%	53.3%	15.5%	2.9%	2.2%	5.1%	159	328	94	18	14	613	11
Agree-disagree	40	*I recommend my organization as a good place to work.	71.0%	27.2%	43.8%	18.4%	7.2%	3.4%	10.6%	170	272	114	45	22	623	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	51.3%	18.4%	32.9%	20.8%	14.8%	13.0%	27.8%	109	189	123	87	76	584	39
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	80.5%	39.9%	40.6%	9.4%	5.2%	4.9%	10.1%	249	245	56	34	32	616	6
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	71.9%	34.6%	37.2%	14.7%	7.1%	6.3%	13.4%	215	227	90	44	40	616	5
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	65.8%	31.1%	34.7%	14.3%	11.2%	8.8%	19.9%	191	209	88	68	56	612	8
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	73.6%	35.0%	38.6%	19.2%	3.9%	3.3%	7.2%	195	213	106	22	19	555	66
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	69.2%	29.3%	39.9%	13.7%	10.9%	6.2%	17.1%	181	241	85	68	40	615	5
Agree-disagree	47	Supervisors in my work unit support employee development.	73.4%	33.2%	40.3%	13.9%	7.2%	5.4%	12.6%	203	243	87	44	35	612	8
Agree-disagree	48	My supervisor listens to what I have to say.	79.9%	42.4%	37.5%	8.8%	7.4%	3.9%	11.3%	262	231	55	48	25	621	N/A
Agree-disagree	49	My supervisor treats me with respect.	83.4%	46.4%	37.0%	8.8%	4.9%	2.9%	7.8%	287	228	56	31	19	621	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	91.3%	44.5%	46.8%	4.0%	3.0%	1.8%	4.8%	274	289	26	20	11	620	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	72.6%	40.5%	32.1%	13.3%	8.2%	5.9%	14.1%	251	195	85	52	38	621	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.8%	42.7%	32.1%	15.7%	6.0%	3.5%	9.5%	264	194	99	39	23	619	N/A

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Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	41.8%	9.5%	32.3%	24.6%	20.7%	12.9%	33.6%	60	192	145	126	79	602	11
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	51.7%	14.8%	36.9%	27.0%	11.0%	10.3%	21.3%	87	211	155	64	60	577	35
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	69.2%	22.2%	47.0%	17.6%	6.3%	6.9%	13.2%	129	264	99	38	39	569	43
Agree-disagree	56	*Managers communicate the goals of the organization.	67.3%	19.0%	48.3%	16.8%	9.9%	6.0%	15.9%	115	287	99	62	38	601	9
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	65.9%	18.7%	47.2%	22.2%	6.8%	5.1%	11.9%	108	270	125	42	30	575	39
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	54.4%	15.3%	39.1%	22.6%	13.8%	9.3%	23.1%	90	227	132	83	56	588	26
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	59.4%	17.8%	41.6%	21.9%	10.2%	8.6%	18.8%	103	245	128	61	53	590	22
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.2%	27.4%	36.8%	21.9%	7.0%	6.9%	13.9%	160	209	125	43	40	577	36
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	53.0%	20.4%	32.6%	24.9%	12.4%	9.8%	22.2%	125	195	148	78	60	606	7
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	54.8%	17.5%	37.3%	22.6%	12.9%	9.8%	22.6%	102	213	128	73	57	573	40
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	51.3%	14.7%	36.5%	21.2%	19.5%	8.1%	27.6%	93	218	127	121	51	610	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	54.5%	15.3%	39.2%	21.3%	17.1%	7.0%	24.2%	98	234	129	107	45	613	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	50.8%	15.5%	35.3%	22.7%	17.4%	9.1%	26.5%	97	214	137	107	55	610	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	47.1%	11.9%	35.2%	29.6%	16.0%	7.3%	23.2%	76	213	180	99	45	613	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	40.2%	12.1%	28.1%	26.5%	20.3%	13.0%	33.3%	76	165	163	125	81	610	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	60.5%	18.1%	42.4%	19.5%	14.7%	5.4%	20.1%	111	251	121	91	35	609	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	71.0%	23.5%	47.5%	16.2%	8.9%	3.9%	12.7%	145	286	102	55	25	613	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	71.9%	27.4%	44.5%	14.9%	8.4%	4.9%	13.3%	170	270	91	52	29	612	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	65.6%	19.0%	46.7%	18.9%	11.3%	4.2%	15.5%	117	282	117	68	26	610	N/A

\* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

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

Percentages are weighted to represent the Agency's population.

**Worklife/Telework Results**

<b>72. Please select the response below that BEST describes your current</b>	<b>N</b>	<b>%</b>
I telework very infrequently, on an unscheduled or short-term	158	26.7%
I telework, but only about 1 or 2 days per month	94	15.8%
I telework 1 or 2 days per week	88	14.4%
I telework 3 or 4 days per week	18	2.9%
I telework every work day	79	13.9%
I do not telework because I have to be physically present on the	65	11.7%
I do not telework because of technical issues that prevent me from	6	1.0%
I do not telework because I did not receive approval to do so, even	33	5.8%
I do not telework because I choose not to telework	44	7.8%
<b>Total</b>	<b>585</b>	<b>100.0%</b>

<b>73. How satisfied are you with the following Work/Life programs in your agency? Telework</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	107	23.3%	18.0%
Satisfied	178	40.1%	30.0%
Neither Satisfied nor Dissatisfied	79	18.3%	13.3%
Dissatisfied	52	11.5%	8.8%
Very Dissatisfied	31	6.8%	5.2%
<b>Item Response Total</b>	<b>447</b>	<b>100.0%</b>	<b>75.4%</b>
I choose not to participate in these programs	23	--	3.9%
These programs are not available to me	115	--	19.4%
I am unaware of these programs	8	--	1.3%
<b>Total</b>	<b>593</b>	<b>100.0%</b>	<b>100.0%</b>

<b>74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	248	43.4%	41.1%
Satisfied	233	41.8%	38.6%
Neither Satisfied nor Dissatisfied	52	9.4%	8.6%
Dissatisfied	19	3.2%	3.1%
Very Dissatisfied	12	2.1%	2.0%
<b>Item Response Total</b>	<b>564</b>	<b>100.0%</b>	<b>93.4%</b>
I choose not to participate in these programs	15	--	2.5%
These programs are not available to me	20	--	3.3%
I am unaware of these programs	5	--	0.8%
<b>Total</b>	<b>604</b>	<b>100.0%</b>	<b>100.0%</b>

<b>75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs</b>		<b>Satisfaction</b>	<b>All Response</b>
	<b>N</b>	<b>%</b>	<b>Options %</b>
Very Satisfied	116	24.9%	19.0%
Satisfied	157	36.0%	25.7%
Neither Satisfied nor Dissatisfied	125	28.2%	20.5%
Dissatisfied	31	7.0%	5.1%
Very Dissatisfied	17	3.9%	2.8%
<b>Item Response Total</b>	<b>446</b>	<b>100.0%</b>	<b>73.1%</b>
I choose not to participate in these programs	54	--	8.9%
These programs are not available to me	87	--	14.3%
I am unaware of these programs	23	--	3.8%
<b>Total</b>	<b>610</b>	<b>100.0%</b>	<b>100.0%</b>

<b>76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program</b>		<b>Satisfaction</b>	<b>All Response</b>
	<b>N</b>	<b>%</b>	<b>Options %</b>
Very Satisfied	62	16.9%	10.2%
Satisfied	92	25.5%	15.1%
Neither Satisfied nor Dissatisfied	169	48.2%	27.8%
Dissatisfied	19	5.2%	3.1%
Very Dissatisfied	14	4.2%	2.3%
<b>Item Response Total</b>	<b>356</b>	<b>100.0%</b>	<b>58.6%</b>
I choose not to participate in these programs	187	--	30.8%
These programs are not available to me	6	--	1.0%
I am unaware of these programs	59	--	9.7%
<b>Total</b>	<b>608</b>	<b>100.0%</b>	<b>100.0%</b>

<b>77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs</b>		<b>Satisfaction</b>	<b>All Response</b>
	<b>N</b>	<b>%</b>	<b>Options %</b>
Very Satisfied	13	6.0%	2.1%
Satisfied	41	20.7%	6.8%
Neither Satisfied nor Dissatisfied	121	59.7%	19.9%
Dissatisfied	12	6.0%	2.0%
Very Dissatisfied	15	7.5%	2.5%
<b>Item Response Total</b>	<b>202</b>	<b>100.0%</b>	<b>33.3%</b>
I choose not to participate in these programs	196	--	32.3%
These programs are not available to me	104	--	17.1%
I am unaware of these programs	105	--	17.3%
<b>Total</b>	<b>607</b>	<b>100.0%</b>	<b>100.0%</b>

<b>78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs</b>		<b>Satisfaction</b>	<b>All Response</b>
	<b>N</b>	<b>%</b>	<b>Options %</b>
Very Satisfied	11	5.7%	1.8%
Satisfied	17	9.8%	2.8%
Neither Satisfied nor Dissatisfied	132	73.0%	21.7%
Dissatisfied	9	4.8%	1.5%
Very Dissatisfied	12	6.7%	2.0%
<b>Item Response Total</b>		<b>181</b>	<b>100.0%</b>
I choose not to participate in these programs	197	--	32.4%
These programs are not available to me	88	--	14.5%
I am unaware of these programs	142	--	23.4%
<b>Total</b>	<b>608</b>	<b>100.0%</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

**Demographics**

<b>Where do you work?</b>		<b>%</b>
Central		35.3%
Field		64.7%
<b>Total</b>		<b>100.0%</b>

<b>What is your supervisory status?</b>		<b>%</b>
Non-Supervisor		73.1%
Team Leader		8.6%
Supervisor		12.9%
Manager		1.3%
Senior Leader		4.1%
<b>Total</b>		<b>100.0%</b>

<b>Are you:</b>		<b>%</b>
Male		55.7%
Female		44.3%
<b>Total</b>		<b>100.0%</b>

<b>Are you Hispanic or Latino?</b>		<b>%</b>
Yes		8.1%
No		91.9%
<b>Total</b>		<b>100.0%</b>



**Please select the racial category or categories with which you most closely identify.**

**%**

American Indian or Alaska Native	--
Asian	--
Black or African American	--
Native Hawaiian or Other Pacific Islander	--
White	--
Two or more races	--
Total	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

**What is the highest degree or level of education you have completed?**

**%**

Less than High School	--
High School Diploma/GED or equivalent	--
Trade or Technical Certificate	--
Some College (no degree)	--
Associate's Degree (e.g., AA, AS)	--
Bachelor's Degree (e.g., BA, BS)	--
Master's Degree (e.g., MA, MS, MBA)	--
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	--
Total	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

**What is your pay category/grade?** %

Federal Wage System	1.2%
GS 1-6	--
GS 7-12	34.8%
GS 13-15	39.8%
Senior Executive Service	4.3%
Senior Level (SL) or Scientific or Professional (ST)	--
Other	19.4%
Total	100.0%

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

**How long have you been with the Federal Government (excluding military service)?** %

Less than 1 year	--
1 to 3 years	--
4 to 5 years	--
6 to 10 years	--
11 to 14 years	--
15 to 20 years	--
More than 20 years	--
Total	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

**How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?** %

Less than 1 year	0.8%
1 to 3 years	14.1%
4 to 5 years	13.3%
6 to 10 years	27.6%
11 to 20 years	23.0%
More than 20 years	21.1%
Total	100.0%

**Are you considering leaving your organization within the next year, and if so, why?** %

No	71.5%
Yes, to retire	6.2%
Yes, to take another job within the Federal Government	13.8%
Yes, to take another job outside the Federal Government	4.8%
Yes, other	3.7%
Total	100.0%

<b>I am planning to retire:</b>		<b>%</b>
Within one year		3.5%
Between one and three years		8.7%
Between three and five years		10.2%
Five or more years		77.6%
Total		100.0%

<b>Are you transgender?</b>		<b>%</b>
Yes		--
No		--
Total		--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

<b>Which one of the following do you consider yourself to be?</b>		<b>%</b>
Straight, that is not gay or lesbian		95.0%
Gay or Lesbian		2.0%
Bisexual		0.9%
Something else		2.2%
Total		100.0%

**What is your US military service status?**

%

No Prior Military Service	79.0%
Currently in National Guard or Reserves	1.2%
Retired	6.3%
Separated or Discharged	13.5%
Total	100.0%

**Are you an individual with a disability?**

%

Yes	13.1%
No	86.9%
Total	100.0%

**What is your age group?**

%

25 and under	--
26-29 years old	--
30-39 years old	--
40-49 years old	--
50-59 years old	--
60 years or older	--
Total	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

Percentages for demographic questions are unweighted.