



2024 FDIC Employee Survey Results

Results for: All Respondents

February 2025

2024 FEVS Survey Background

The 2024 survey is the same as the 2023 survey. Consistent with last year's administration, where applicable, employees had the opportunity to indicate their Division or Office Branch. This year's report is in a new format and includes (1) the new Employee Experience Index, (2) the Dimensions recently identified by OPM for the Federal Employee Viewpoint Survey (FEVS), and (3) Regional and Field Territory levels to ensure that the views of employees across the nation are considered when making changes designed to improve the FDIC.

General Reporting Notes

This report outlines results for the 2024 FDIC Employee Survey. The survey contains the same core content as the 2024 OPM Federal Employee Viewpoint Survey (FEVS), with some FDIC-specific content. Results are provided at the index/dimension and item (question) levels. When available, comparisons to your organization's 2023 survey results are provided.

Significant differences, compared to your organization's 2023 survey results and FDIC's overall result, are highlighted in green (positive difference) or red (negative difference). Significant differences are those larger than the margin of error.

Some items are not reported due to recent Executive Orders. As a result, item numbering may not be consecutive.

Administration Details

Survey Dates: October 16 to December 6, 2024

Population: 6,000

Number of Surveys Completed: 3,695

Response Rate: 61.6%

Margin of Error: +/- 1.0 percentage points

Determining Key Findings

To determine strengths and possible opportunities to improve (or continue improving), take into account the percent favorable of each item and how each item compares to your organization's 2023 survey results (if available) and FDIC's 2024 overall results.

Areas of strength have relatively high percent favorable ratings, including those ratings that are significantly higher than prior year results and/or are higher than FDIC overall ratings.

Possible opportunities for improvement are the opposite; that is, they can be identified by having a relatively low percent favorable and are below your organization's 2023 survey benchmark and/or 2024 FDIC overall.

Contents

Indices

This section presents the results for the FEVS indices and sub-indices. These results provide a high-level summary of overall organizational health.

Dimensions

This section presents the results for the FEVS dimensions and sub-dimensions. The dimensions are intermediate-level outcomes and help explain why the index scores are what they are. OPM created these dimensions based on governmentwide data and the latest research; this report includes the dimensions current as of 2025.

Top and Bottom Items

This section presents the 5 items with the highest percentage favorable and the 5 items with the lowest percentage favorable. This is a good place to begin when identifying your organization's strengths and challenges.

Differences from 2023

This section presents the items with the largest changes from 2023, both in a favorable direction and in an unfavorable direction. Use the results to identify trends in your organization's scores.

Items

This section presents the results for items scored using a scale. The items are organized by survey section.

Non-scale Items

This section presents the results for items that asked for mark-one or mark-all-that-apply responses.

Demographics

This section presents the self-reported demographics of respondents. The results are useful for understanding who responded.

Definitions

Scores

N is the number of respondents to an item; for indices/dimensions, *N* is the average number who responded to the constituent items. Percentage favorable (*Fav*) is the percentage who responded agree/strongly agree or satisfied/very satisfied. Percentage unfavorable (*UnFav*) is the percentage who responded disagree/strongly disagree or dissatisfied/very dissatisfied. Percentage *Neutral* is the percentage who responded neither agree nor disagree or neither satisfied nor dissatisfied. Do not know/No basis to judge (*NBJ*) responses are not factored into the *N* or the percentages favorable, unfavorable, or neutral.

Diff 2023 is the difference in favorability between 2023 and 2024, where positive scores indicate an increase in favorability. *Diff FDIC* is the difference from the overall FDIC score, where positive scores indicate favorability higher than in FDIC overall. Differences larger than the margin of error are shaded green (an increase from 2023 or higher than FDIC overall) or red (a decrease from 2023 or lower than FDIC overall).

Note: Percentages are rounded to one decimal place and may not sum to 100%.

Indices

Global Satisfaction (GSI) measures employees' satisfaction about four aspects of their work: their job, their pay, their organization, and whether they would recommend their organization as a good place to work.

Employee Engagement (EEI) measures conditions that can lead to engagement. The EEI is comprised of three subindices:

Intrinsic Work Experience (IWE): Employees' feelings of motivation and competency relating to the workplace.

Leaders Lead (Lead): Perceptions of the leadership's integrity, communication and motivation.

Supervisors (Sups): Perceptions of the worker/supervisor relationship, including trust, respect, and support.

Performance Confidence (PCI) is defined as "The extent to which employees believe their organization has an outstanding competitive future, based on innovative, high-quality products and services that are highly regarded by the marketplace."

Employee Experience Index (EXI) measures the extent to which employees are engaged by their work and their organization. The EEI is a measure of the conditions for engagement, while the EXI assesses whether employees actually experience the state of engagement.

Dimensions

Note: OPM created these dimensions based on governmentwide data and the latest research; this report includes the dimensions current as of 2025.

Employee-Focused (EF) Organizations are effective when policies and programs support the workforce. Employee-focused dimensions assess whether workplace conditions include employee development, opportunities for employee voice in decision-making, and a focus on employee welfare and work-life needs. The sub-dimensions are:

Employee Development: The organization supports the development of employee skills through training, new assignments, etc. to encourage and strengthen high performance.

Employee Voice: Employee input is sought to influence decisions, management practices and, in general, to feel heard in decision-making.

Employee Welfare: The organization ensures the safety and security of its employees.

Work-Life Support: The organization supports a healthy balance of job and life responsibilities.

Agile (AG) organizations sense and adapt rapidly to new information, requirements, or strategically relevant conditions. Agile workplaces pivot to meet evolving priorities, respond effectively to disruptions, and take advantage of emerging opportunities to perform. Agility has become particularly relevant to performance post-Covid and to the future of work. The sub-dimensions are:

Resilience: Individuals, work units, and the entire organization responds effectively to challenges confronting them, as well as adapt and take advantage of opportunities.

Innovation: The organization supports the development and implementation of new ideas and approaches.

Autonomy: Employees are provided with the freedom to make decisions about how to accomplish their work.

Goal-Oriented (GO) organizations are effective when focused on well-defined objectives with practices and policies that emphasize productivity, goal fulfillment, and performance management. The sub-dimensions are:

Accountability: The organization emphasizes employee responsibility for their performance.

Goal Clarity: The organization clearly defines its goals and priorities, and communicates them to employees.

Performance Feedback: Employees participate in constructive discussions to guide and motivate goal achievement.

Recognition: Employees are acknowledged for their performance and contributions to the organization's mission.

Foundation (F) refers to strong core policies, competencies, capabilities, and dedicated resources to support performance. The sub-dimensions are:

Communication: Management conveys relevant information to its employees.

Cooperation: Employees work together to achieve collective goals.

Customer Responsiveness: The work unit prioritizes understanding and responding to customer needs.

Merit Principles: The organization ensures that Federal personnel management practices support fairness and protect employees.

Performance Resources: The organization supports employees with the necessary resources (i.e., information, staff, skills) required for successful job performance.

Indices

N=number of respondents; Fav=Favorable; UnFav=Unfavorable

Indices	N	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
Global Satisfaction Index (GSI)	3,683	64.5%	16.9%	18.6%		2.5	0.0
Employee Engagement Index (EEI)	3,647	71.5%	13.2%	15.3%		0.5	0.0
EEI - Intrinsic Work Experiences	3,681	73.4%	12.4%	14.3%		1.2	0.0
EEI - Leaders Lead	3,586	56.2%	19.8%	24.0%		-0.2	0.0
EEI - Supervisors	3,675	84.5%	7.6%	8.0%		0.5	0.0
Employee Experience Index (EXI)	3,681	72.2%	14.9%	12.9%		0.9	0.0
EXI - Organizational Engagement	3,681	68.3%	17.1%	14.6%		0.7	0.0
EXI - Work Engagement	3,680	66.6%	17.1%	16.3%		1.7	0.0
EXI - Public Service Motivation	3,682	91.2%	6.1%	2.7%		-0.1	0.0
Performance Confidence (PCI)	3,527	88.0%	9.6%	2.4%		0.1	0.0

Dimensions

N=number of respondents; Fav=Favorable; UnFav=Unfavorable

Dimension	N	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
Agile (AG)	3,550	58.3%	21.1%	20.6%		1.6	0.0
AG - Innovation	3,524	56.5%	22.3%	21.2%		1.3	0.0
AG - Resilience	3,510	58.6%	21.6%	19.8%		1.1	0.0
AG - Autonomy	3,684	60.9%	18.0%	21.1%		2.8	0.0
Employee-Focused (EF)	3,636	69.8%	14.1%	16.1%		2.7	0.0
EF - Employee Development	3,686	75.4%	12.1%	12.4%		1.1	0.0
EF - Employee Voice	3,650	50.3%	21.8%	27.8%		4.4	0.0
EF - Employee Welfare	3,594	83.4%	10.1%	6.5%		1.0	0.0
EF - Work-Life Support	3,633	71.5%	12.3%	16.1%		3.5	0.0
Goal-Oriented (GO)	3,628	75.8%	12.7%	11.5%		2.2	0.0
GO - Accountability	3,669	89.1%	7.3%	3.6%		-1.1	0.0
GO - Goal Clarity	3,680	83.1%	9.2%	7.7%		0.2	0.0
GO - Performance Feedback	3,669	75.7%	13.0%	11.3%		0.7	0.0
GO - Recognition	3,524	61.5%	18.6%	19.9%		7.5	0.0
Foundation (F)	3,524	69.8%	14.9%	15.3%		-0.5	0.0
F - Communication	3,576	60.5%	17.4%	22.2%		-0.8	0.0
F - Cooperation	3,678	86.4%	7.0%	6.6%		0.4	0.0
F - Customer Responsiveness	3,345	71.6%	20.0%	8.4%		0.8	0.0
F - Merit Principles	3,410	58.3%	17.2%	24.5%		-5.2	0.0
F - Performance Resources	3,547	77.2%	12.5%	10.3%		1.4	0.0

Differences from 2023

*N=number of respondents; Fav=Favorable; UnFav=Unfavorable; * Wording altered slightly for reporting.*

Top 5 Changes

Item	N	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
75a. How satisfied are you with the Telework program in your agency?	3,664	55.2%	11.9%	32.9%		9.3	0.0
35. Employees are recognized for providing high quality products and services.	3,595	70.6%	13.2%	16.2%		8.3	0.0
65. Senior leaders demonstrate support for Work-Life programs.	3,548	57.2%	19.0%	23.8%		8.0	0.0
69. How satisfied are you w/your involvement in decisions that affect your work?*	3,686	46.8%	24.4%	28.8%		7.5	0.0
71. How satisfied are you with the recognition you receive for doing a good job?	3,674	60.2%	19.8%	20.0%		7.2	0.0

Bottom 5 Changes

Item	N	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	3,459	68.2%	14.2%	17.6%		-7.7	0.0
46. My organization takes effective action to address risk.	3,498	70.4%	17.5%	12.1%		-6.4	0.0
39. My organization shares results (e.g., town halls, email, reports) from the FDIC survey.*	3,442	79.3%	10.1%	10.6%		-6.4	0.0
60. My organization's senior leaders maintain high standards of honesty and integrity.	3,488	51.7%	20.4%	27.9%		-3.9	0.0
47. In my org., arbitrary action, favoritism, and political coercion are not tolerated.*	3,360	48.1%	20.3%	31.6%		-2.6	0.0

Top and Bottom Items

N=number of respondents; Fav=Favorable; UnFav=Unfavorable; * Wording altered slightly for reporting.

Most Favorable Items

Item	N	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
93. It is important to me that my work contribute to the common good.	3,682	91.2%	6.1%	2.7%		-0.1	0.0
55. My supervisor holds me accountable for achieving results.	3,664	90.8%	6.4%	2.8%		-0.9	0.0
21. Employees in my work unit contribute positively to my agency's performance.	3,592	90.8%	7.2%	2.0%		0.6	0.0
20. Employees in my work unit meet the needs of our customers.	3,374	90.8%	7.4%	1.8%		-0.2	0.0
53. My supervisor treats me with respect.	3,681	88.6%	5.2%	6.2%		-0.4	0.0

Most Unfavorable Items

Item	N	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
41. The approval process in my organization allows timely delivery of my work.	3,605	49.8%	18.6%	31.6%		-1.1	0.0
75a. How satisfied are you with the Telework program in your agency?	3,664	55.2%	11.9%	32.9%		9.3	0.0
49. I believe the results of this survey will be used to make my agency a better place to work.	3,455	45.7%	21.1%	33.3%		-0.8	0.0
59. In my org., senior leaders generate high levels of motivation & commitment.*	3,613	44.2%	22.1%	33.7%		5.1	0.0
68. Management involves employees in decisions that affect their work.	3,585	39.2%	22.3%	38.4%		4.0	0.0

Items

*N=number of respondents; NBJ=No Basis to Judge; Fav=Favorable; UnFav=Unfavorable; * Wording altered slightly for reporting.*

My Work Experience

Item	N	NBJ	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
1. I am given a real opportunity to improve my skills in my organization.	3,690	0	78.9%	10.0%	11.1%		0.5	0.0
2. I feel encouraged to come up with new and better ways of doing things.	3,683	0	59.0%	18.4%	22.6%		3.1	0.0
3. My work gives me a feeling of personal accomplishment.	3,678	0	73.9%	13.1%	13.0%		1.2	0.0
4. I know what is expected of me on the job.	3,676	0	80.7%	9.9%	9.4%		0.1	0.0
5. My workload is reasonable.	3,683	0	62.4%	13.0%	24.5%		1.2	0.0
6. My talents are used well in the workplace.	3,682	0	65.7%	14.4%	19.9%		0.9	0.0
7. I know how my work relates to the agency's goals.	3,684	0	87.5%	6.1%	6.4%		0.6	0.0
8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	3,459	219	68.2%	14.2%	17.6%		-7.7	0.0
9. I have enough information to do my job well.	3,688	0	77.9%	10.5%	11.6%		1.2	0.0
10. I receive the training I need to do my job well.	3,681	0	71.9%	14.3%	13.8%		1.6	0.0
11. I am held accountable for the quality of work I produce.	3,674	0	87.4%	8.2%	4.4%		-1.2	0.0
12. I have a clear idea of how well I am doing my job.	3,685	0	77.6%	12.4%	10.0%		2.3	0.0
13. I have the autonomy to decide how I do my job.	3,684	0	65.3%	15.8%	18.9%		3.3	0.0
14. I can make decisions about my work without getting permission first.	3,683	0	56.5%	20.1%	23.4%		2.4	0.0

My Work Unit

Item	N	NBJ	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
15. The people I work with cooperate to get the job done.	3,682	0	87.3%	6.4%	6.2%		0.9	0.0
17. In my work unit, differences in performance are recognized in a meaningful way.	3,304	379	53.0%	23.1%	23.9%		7.0	0.0
18. Employees in my work unit share job knowledge.	3,673	13	85.4%	7.6%	7.0%		-0.1	0.0
19. My work unit has the knowledge and skills necessary to accomplish org. goals.*	3,651	33	84.2%	8.8%	7.0%		0.7	0.0
20. Employees in my work unit meet the needs of our customers.	3,374	298	90.8%	7.4%	1.8%		-0.2	0.0
21. Employees in my work unit contribute positively to my agency's performance.	3,592	79	90.8%	7.2%	2.0%		0.6	0.0
22. Employees in my work unit produce high-quality work.	3,582	88	87.0%	10.8%	2.2%		0.3	0.0
23. Employees in my work unit adapt to changing priorities.	3,560	106	83.7%	12.8%	3.4%		-0.5	0.0
24. New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	3,302	378	68.6%	18.8%	12.6%		2.6	0.0
25. I can influence decisions in my work unit.	3,678	0	64.7%	18.8%	16.5%		1.7	0.0
26. I know what my work unit's goals are.	3,675	0	85.0%	8.4%	6.6%		-0.1	0.0
27. My work unit commits resources to develop new ideas (e.g., budget, staff, time, support).*	3,489	188	54.9%	21.2%	23.9%		1.5	0.0
28. My work unit successfully manages disruptions to our work.	3,535	148	74.0%	14.1%	11.8%		0.4	0.0
29. Emps. in my work unit consistently look for new ways to improve how they do their work.*	3,521	157	63.0%	21.2%	15.8%		1.9	0.0

My Work Unit (continued)

Item	N	NBJ	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
30. Employees in my work unit incorporate new ideas into their work.	3,520	156	62.8%	20.9%	16.3%		1.2	0.0
31. Employees in my work unit approach change as an opportunity.	3,476	196	55.0%	26.4%	18.6%		2.2	0.0
32. Employees in my work unit consider customer needs a top priority.	3,364	313	77.3%	16.2%	6.5%		0.3	0.0
33. Employees in my work unit consistently look for ways to improve customer service.	3,325	354	65.8%	23.8%	10.3%		1.4	0.0
34. Employees in my work unit support my need to balance my work/personal responsibilities.*	3,619	58	77.9%	11.9%	10.2%		3.2	0.0

My Organization

Item	N	NBJ	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
35. Employees are recognized for providing high quality products and services.	3,595	92	70.6%	13.2%	16.2%		8.3	0.0
36. Employees are protected from health and safety hazards on the job.	3,526	159	83.1%	9.5%	7.4%		1.8	0.0
37. My organization is successful at accomplishing its mission.	3,627	48	84.0%	9.7%	6.3%		1.1	0.0
38. I have a good understanding of my organization's priorities.	3,684	0	81.2%	10.1%	8.7%		0.6	0.0
39. My organization shares results (e.g., town halls, email, reports) from the FDIC survey.*	3,442	242	79.3%	10.1%	10.6%		-6.4	0.0
40. Information is openly shared in my organization.	3,627	55	52.2%	20.3%	27.4%		-0.8	0.0
41. The approval process in my organization allows timely delivery of my work.	3,605	73	49.8%	18.6%	31.6%		-1.1	0.0
42. My organization effectively adapts to changing government priorities.	3,441	236	60.9%	22.2%	16.9%		0.8	0.0
43. My organization has prepared me for potential physical security threats.	3,610	72	80.0%	11.9%	8.1%		1.3	0.0
44. My organization has prepared me for potential cybersecurity threats.	3,645	42	87.1%	8.8%	4.0%		-0.1	0.0
45. My organization encourages staff to identify and report risk.	3,654	28	84.7%	9.0%	6.3%		-1.3	0.0
46. My organization takes effective action to address risk.	3,498	171	70.4%	17.5%	12.1%		-6.4	0.0
47. In my org., arbitrary action, favoritism, and political coercion are not tolerated.*	3,360	272	48.1%	20.3%	31.6%		-2.6	0.0
48. I recommend my organization as a good place to work.	3,679	0	69.4%	16.4%	14.2%		1.5	0.0
49. I believe the results of this survey will be used to make my agency a better place to work.	3,455	232	45.7%	21.1%	33.3%		-0.8	0.0

My Supervisor

Item	N	NBJ	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
50. Supervisors in my work unit support employee development.	3,658	21	85.9%	6.5%	7.6%		1.6	0.0
51. My supervisor supports my need to balance work and other life issues.	3,682	0	88.1%	5.6%	6.2%		1.6	0.0
52. My supervisor listens to what I have to say.	3,682	0	85.1%	6.5%	8.4%		-0.3	0.0
53. My supervisor treats me with respect.	3,681	0	88.6%	5.2%	6.2%		-0.4	0.0
54. I have trust and confidence in my supervisor.	3,679	0	80.5%	9.3%	10.2%		1.0	0.0
55. My supervisor holds me accountable for achieving results.	3,664	0	90.8%	6.4%	2.8%		-0.9	0.0
56. Overall, how good a job do you feel is being done by your immediate supervisor?	3,676	0	82.2%	10.4%	7.3%		0.6	0.0
57. My sup. provides me with constructive suggestions to improve my job performance.*	3,679	0	74.1%	14.3%	11.6%		0.5	0.0
58. My supervisor provides me with performance feedback throughout the year.	3,642	39	75.5%	12.3%	12.2%		-0.7	0.0

Leadership

Item	N	NBJ	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
59. In my org., senior leaders generate high levels of motivation & commitment.*	3,613	73	44.2%	22.1%	33.7%		5.1	0.0
60. My organization's senior leaders maintain high standards of honesty and integrity.	3,488	197	51.7%	20.4%	27.9%		-3.9	0.0
61. Managers communicate the goals of the organization.	3,635	36	68.8%	15.4%	15.9%		-0.5	0.0
62. Managers promote communication among different work units (e.g., projects, goals).*	3,550	121	59.8%	17.9%	22.2%		0.4	0.0
63. Overall, how good a job is being done by the mgr. directly above your immediate sup.??*	3,539	140	66.7%	19.2%	14.1%		1.0	0.0
64. I have a high level of respect for my organization's senior leaders.	3,657	25	49.8%	22.0%	28.2%		-2.5	0.0
65. Senior leaders demonstrate support for Work-Life programs.	3,548	132	57.2%	19.0%	23.8%		8.0	0.0
66. Management encourages innovation.	3,565	112	45.4%	25.9%	28.8%		0.7	0.0
67. Management makes effective changes to address challenges facing our organization.	3,586	93	44.8%	23.7%	31.5%		1.2	0.0
68. Management involves employees in decisions that affect their work.	3,585	93	39.2%	22.3%	38.4%		4.0	0.0

My Satisfaction

Item	N	NBJ	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
69. How satisfied are you w/your involvement in decisions that affect your work?*	3,686	0	46.8%	24.4%	28.8%		7.5	0.0
70. How satisfied are you with info. from mgmt. on what's going on in your organization? *	3,684	0	51.5%	20.7%	27.8%		3.6	0.0
71. How satisfied are you with the recognition you receive for doing a good job?	3,674	0	60.2%	19.8%	20.0%		7.2	0.0
72. Considering everything, how satisfied are you with your job?	3,689	0	68.2%	15.9%	15.9%		3.8	0.0
73. Considering everything, how satisfied are you with your pay?	3,684	0	63.7%	15.6%	20.7%		2.7	0.0
74. Considering everything, how satisfied are you with your organization?	3,681	0	56.9%	19.7%	23.5%		2.0	0.0
75a. How satisfied are you with the Telework program in your agency? (See 75b in Non-scale Items section for a breakout of NBJ responses.)	3,664	25	55.2%	11.9%	32.9%		9.3	0.0

Employee Experience

Item	N	NBJ	Fav	Neutral	UnFav	Chart	Diff 2023	Diff FDIC
89. My job inspires me.	3,680	0	59.0%	21.2%	19.8%		2.5	0.0
90. The work I do gives me a sense of accomplishment.	3,679	0	74.2%	12.9%	12.9%		1.0	0.0
91. I feel a strong personal attachment to my organization.	3,680	0	56.7%	21.7%	21.6%		1.6	0.0
92. I identify with the mission of my organization.	3,682	0	79.8%	12.6%	7.6%		-0.3	0.0
93. It is important to me that my work contribute to the common good.	3,682	0	91.2%	6.1%	2.7%		-0.1	0.0

Non-scale Items

16. In my work unit poor performers usually: Choose all that apply.

Item	N	%	Chart
Remain in the work group and improve their performance over time	527	14.3%	
Remain in the work group and continue to underperform	1,331	36.1%	
Leave the work group - removed or transferred	386	10.5%	
Leave the work group - quit	293	8.0%	
There are no poor performers in my work group	896	24.3%	
Do not know	798	21.7%	

75b. How satisfied are you with the Telework program in your agency? (Note: See item 75a in the Items section for satisfaction of those who participate in the program.)

Item	N	%	Chart
Participates in program (see 75a)	3,664	99.3%	
I choose not to participate in this program	11	0.3%	
This program is not available to me	13	0.4%	
I am unaware of this program	1	0.0%	

94. Please select the response that BEST describes your current work schedule.

Item	N	%	Chart
I telework every work day (i.e., remote work agreement)	613	16.7%	
I telework 3 or 4 days per week	1,677	45.7%	
I telework 1 or 2 days per week	1,017	27.7%	
I telework, but only about 1 or 2 days per month	97	2.6%	
I telework very infrequently, on an unscheduled or short term basis	232	6.3%	
I do not telework because I have to be physically present on the job	12	0.3%	
I do not telework because of technical issues	2	0.1%	
I do not telework because I choose not to telework	21	0.6%	

Demographics

N=number of respondents; %=percentage of item respondents; * Wording altered slightly for reporting.

95. What is your location? (All locations except for Headquarters are Regional Offices)

Item	N	%	Chart
Headquarters	1,382	38.4%	
Atlanta	285	7.9%	
Chicago	295	8.2%	
Dallas	594	16.5%	
Kansas City	321	8.9%	
New York/Boston	397	11.0%	
San Francisco	323	9.0%	

96. In which Division/Office do you currently work?

Item	N	%	Chart
Chairman/Executive Offices	5	0.1%	
Chief Financial Officer Organization (CFOO/DOF)	110	3.0%	
Chief Information Officer Organization (CIO, DIT, OCISO)	212	5.9%	
Corporate University (CU)	58	1.6%	
Division of Administration (DOA) & Chief Operating Officer (COO)	233	6.4%	
Division of Complex Institution Supervision and Resolution (CISR)	209	5.8%	
Division of Depositor and Consumer Protection (DCP)	519	14.4%	
Division of Insurance and Research (DIR)	133	3.7%	
Division of Resolutions and Receiverships (DRR)	287	7.9%	
Division of Risk Management Supervision (RMS)	1,410	39.0%	
Legal Division (Legal)	288	8.0%	
Office of Communications (OCOM)	31	0.9%	
Office of Inspector General (OIG)	89	2.5%	
Not Reported/All Others	111	0.2%	

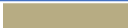
Where do you work within the Chief Financial Officer Organization (CFOO/DOF)?

Item	N	%	Chart
Corporate Planning and Performance Management Branch	14	13.2%	
Controller Branch	27	25.5%	
Financial Operations Branch	19	17.9%	
Treasury Branch	9	8.5%	
Office of Risk Management and Internal Controls (ORMIC)	17	16.0%	
I do not report to any of the options listed	20	18.9%	

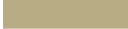
Where do you work within the Chief Information Officer Organization (CIO, DIT, OCISO)?

Item	N	%	Chart
DIT Director, Office of the Chief Information Officer (OCIO), Chief Data Officer Staff (CDOS)	47	23.2%	
Deputy Chief Information Officer Management (DCIOM)	31	15.3%	
Deputy Chief Information Officer Technology (DCIOT)	92	45.3%	
Office of the Chief Information Security Officer (OCISO)	26	12.8%	
I do not report to any of the options listed	7	3.4%	

Where do you work within Corporate University?

Item	N	%	Chart
Examiner Learning Programs (ELP)	16	28.6%	
Corporate Learning Programs (CLP)	7	12.5%	
Course Design and Maintenance, Support Services, or the Dallas Learning Center	25	44.6%	
I do not report to any of the options listed	8	14.3%	

Where do you work within the Division of Administration (DOA) & Chief Operating Officer (COO)?

Item	N	%	Chart
Acquisition Services Branch	42	18.3%	
Corporate Services Branch	65	28.3%	
Operations & Regional Coordination Branch	28	12.2%	
Human Resources Organization	77	33.5%	
I do not report to any of the options listed	18	7.8%	

Where do you work within the Division of Complex Institution Supervision and Resolution (CISR)?

Item	N	%	Chart
Institution Risk Branch	61	29.8%	
Resolution Readiness Branch	46	22.4%	
Systemic Risk Branch	65	31.7%	
Operations Branch	26	12.7%	
I do not report to any of the options listed	7	3.4%	

Do you work in Consumer Affairs or Community Affairs? (DCP)

Item	N	%	Chart
Yes	56	10.9%	
No	457	89.1%	

Where do you work within the Division of Depositor and Consumer Protection (DCP)?

Item	N	%	Chart
DCP – Reporting to Headquarters	76	16.8%	
DCP – Reporting to Region	64	14.2%	
DCP – Reporting to Field	312	69.0%	

Where do you work within the Division of Depositor and Consumer Protection (DCP) headquarters?

Item	N	%	Chart
Administrative Management and Operations Branch	28	37.8%	
Compliance and CRA Examinations Branch	18	24.3%	
Policy and Research Branch	26	35.1%	
I do not report to any of the options listed	2	2.7%	

Where do you work within the Division of Insurance and Research (DIR)?

Item	N	%	Chart
Data and Resource Management	33	25.8%	
Deposit Insurance and Risk Analysis	45	35.2%	
Research and Regulatory Analysis	33	25.8%	
I do not report to any of the options listed	17	13.3%	

Where do you work within the Division of Resolutions and Receiverships (DRR)?

Item	N	%	Chart
Office of the Director	20	7.2%	
Asset Marketing and Management	70	25.3%	
Financial Services and Technology	70	25.3%	
Receivership Operations	70	25.3%	
Resolution Strategy	33	11.9%	
I do not report to any of the options listed	14	5.1%	

Where do you work within the Division of Risk Management Supervision (RMS)?

Item	N	%	Chart
RMS – Reporting to Headquarters	158	11.4%	
RMS – Reporting to Region	304	21.9%	
RMS – Reporting to Field	927	66.7%	

Where do you work within the Division of Risk Management Supervision (RMS) headquarters?

Item	N	%	Chart
Operations Branch	34	22.2%	
Supervision and Policy Branch	66	43.1%	
Capital Markets & Accounting Policy Branch	25	16.3%	
Operational Risk Branch	18	11.8%	
Office of the Director/Office of Minority and Community Development Banking	5	3.3%	
I do not report to any of the options listed	5	3.3%	

Where do you work within the Legal Division (Legal)?

Item	N	%	Chart
Office of the General Counsel	16	5.8%	
Corporate Operations Branch	68	24.8%	
Litigation Branch	47	17.2%	
Resolution & Receivership Branch	32	11.7%	
Supervision, Legislation and Enforcement Branch	99	36.1%	
I do not report to any of the options listed	12	4.4%	

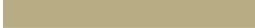
Where do you work within the Office of Inspector General (OIG)?

Item	N	%	Chart
Office of Audits, Evaluations, and Cyber	27	32.1%	
Office of Investigations	36	42.9%	
Support Components: Immediate Office, Office of IT, Office of Management Services*	17	20.2%	
I do not report to any of the options listed	4	4.8%	

124. What is your supervisory status?

Item	N	%	Chart
Senior Leader: Senior Leader/Executive (EMs)*	93	2.7%	
Supervisor or Manager (CM)*	478	13.9%	
Team Leader*	314	9.1%	
Non-Supervisor*	2,552	74.3%	

125. What is your current grade level?

Item	N	%	Chart
Grade 1-8	194	5.4%	
Grade 9-11	408	11.4%	
Grade 12	370	10.3%	
Grade 13-15	2,015	56.2%	
CM	483	13.5%	
EM/CX	100	2.8%	
Other	18	0.5%	

126. What type of appointment do you have?

Item	N	%	Chart
Permanent	3,384	92.7%	
Non-Permanent (Term, Temporary, or other time limited appointment)	263	7.2%	
Student Intern/Financial Management Scholar	2	0.1%	

127. Do you work:

Item	N	%	Chart
Full Time	3,615	98.9%	
Part Time	42	1.1%	

128. Are you a Bargaining Unit position?

Item	N	%	Chart
Yes	2,138	59.9%	
No	1,434	40.1%	

129. What is your job category or Occupational Series?

Item	N	%	Chart
Attorney (0905)	233	6.6%	
Economist (0110)	61	1.7%	
Examiner or Financial Institution Specialist (0570)	1,595	45.0%	
General Business and Industry Specialist (1101)	214	6.0%	
Financial Analyst (1160)	212	6.0%	
IT Specialist (2210)	259	7.3%	
Program or Management Analyst (03XX, e.g., 0301, 0303, 0340, 0343)	340	9.6%	
Other	628	17.7%	

130. Which of the following best describes your most recent position within the 0570 Occupational Series?

Item	N	%	Chart
Financial Institution Specialist	340	21.9%	
Commissioned Examiner (Compliance)	220	14.1%	
Commissioned Examiner (Community Banks)	476	30.6%	
Commissioned Examiner (Large Financial Institutions)	195	12.5%	
Specialist Commissioned Examiner (Trust, IT, CM, or AML/BSA)*	120	7.7%	
Other Examiner	204	13.1%	

131. What is your U.S. military service status?

Item	N	%	Chart
No Prior Military Service	3,170	88.8%	
Currently in National Guard or Reserves	22	0.6%	
Retired	79	2.2%	
Separated or Discharged	299	8.4%	

132. Are you:

Item	N	%	Chart
The spouse of a current active-duty service member of the U.S. Armed Forces	8	0.2%	
The spouse of a Veteran who retired or separated with a disability rating of 100 percent*	32	0.9%	
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	1	0.0%	
None of the categories listed.	3,508	98.8%	

133. Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

Item	N	%	Chart
Yes	2	4.9%	
No	39	95.1%	

134. How long have you been with the Federal Government (excluding military service)?

Item	N	%	Chart
Less than 1 year	158	4.4%	
1 to 3 years	362	10.1%	
4 to 5 years	210	5.9%	
6 to 10 years	481	13.5%	
11 to 14 years	557	15.6%	
15 to 20 years	731	20.5%	
More than 20 years	1,071	30.0%	

135. How long have you been with FDIC?

Item	N	%	Chart
Less than 1 year	272	7.6%	
1 to 3 years	615	17.3%	
4 to 5 years	305	8.6%	
6 to 10 years	516	14.5%	
11 to 14 years	543	15.2%	
15 to 20 years	509	14.3%	
More than 20 years	803	22.5%	

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

Item	N	%	Chart
No	2,504	69.5%	
Yes, to retire	319	8.9%	
Yes, to take another job within the Federal Government	320	8.9%	
Yes, to take another job outside the Federal Government	209	5.8%	
Yes, other	250	6.9%	

137. Has your work unit's telework or remote work options influenced your intent to leave?

Item	N	%	Chart
Yes	682	62.7%	
No	405	37.3%	

138. I am planning to retire:

Item	N	%	Chart
Less than 1 year	156	4.4%	
1 year	147	4.1%	
2 years	211	5.9%	
3 years	167	4.7%	
4 years	106	3.0%	
5 years	227	6.4%	
More than 5 years	2,533	71.4%	

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

Item	N	%	Chart
Less than High School	1	0.0%	
High School Diploma/GED or equivalent	29	0.8%	
Trade or Technical Certificate	9	0.3%	
Some College (no degree)	99	2.9%	
Associate's Degree (e.g., AA, AS)	56	1.6%	
Bachelor's Degree (e.g., BA, BS)	1,739	50.3%	
Master's Degree (e.g., MA, MS, MBA)	1,143	33.1%	
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	379	11.0%	

148. If you would like to submit a suggestion for improving your workplace, select YES. Otherwise, select NO.*

Item	N	%	Chart
Yes	1,138	31.6%	
No	2,463	68.4%	

150. If you would like to provide a response on what you like best about working at the FDIC, select YES. Otherwise, select NO.*

Item	N	%	Chart
Yes	645	18.3%	
No	2,888	81.7%	