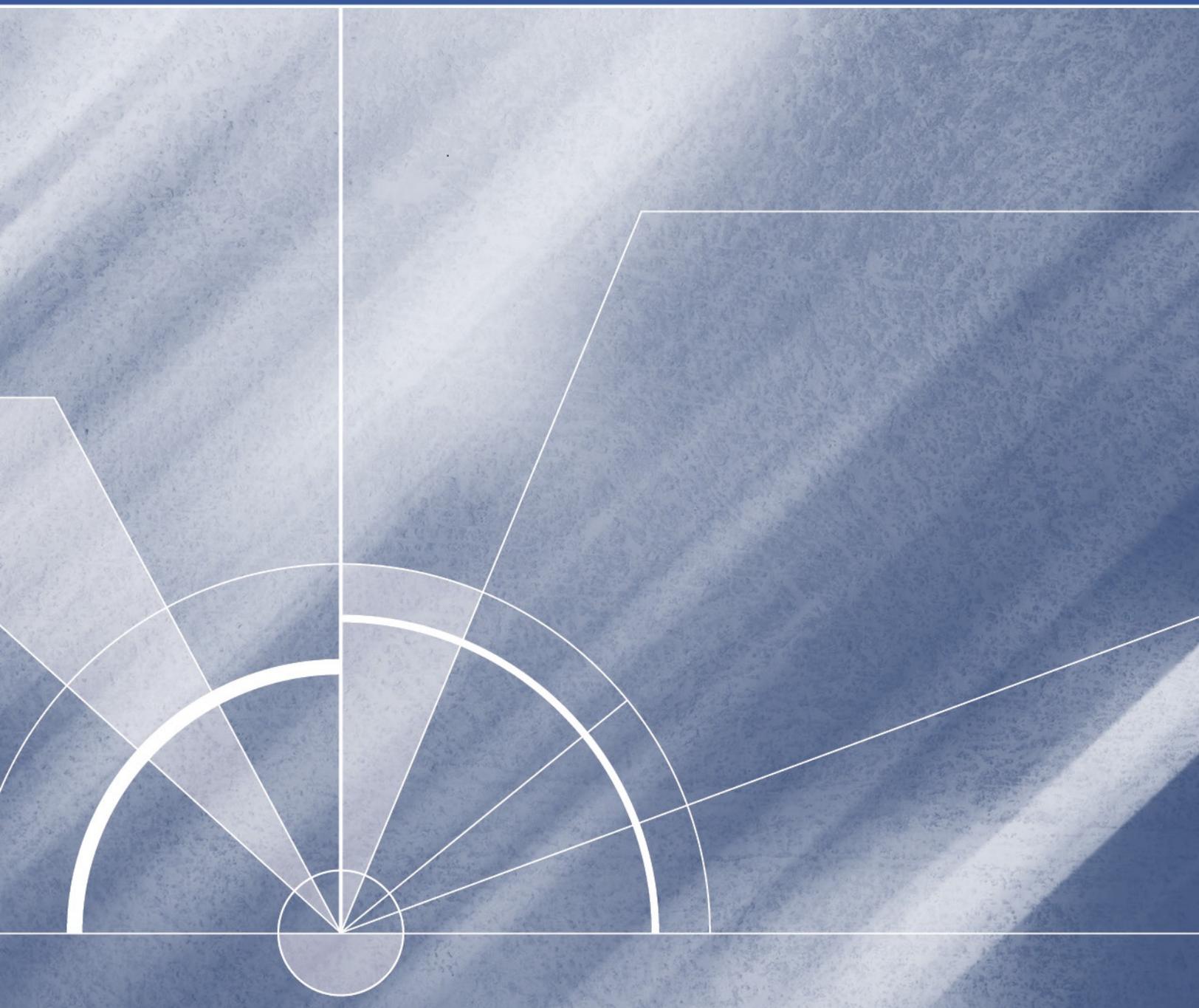


2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

4th Level
Subagency
Report

OSD, Agencies and Activities
JOINT PATHOLOGY CENTER



OSD, Agencies and Activities JOINT PATHOLOGY CENTER *4th Level Subagency Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
OSD, Agencies and Activities	15,922	36.7%
Defense Health Agency	662	28.9%
NCR MEDICAL DIRECTORATE	358	21.2%
JOINT PATHOLOGY CENTER	15	37.5%

Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

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Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

100.0%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
91.2%	The work I do is important. (Q.13)
90.8%	I am constantly looking for ways to do my job better. (Q.8)
90.0%	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels. (Q.19)
89.8%	Prohibited Personnel Practices are not tolerated. (Q.38)
88.9%	The people I work with cooperate to get the job done. (Q.20)
88.4%	Discussions with my supervisor about my performance are worthwhile. (Q.44)
85.3%	I know how my work relates to the agency's goals and priorities. (Q.12)
85.3%	I am held accountable for achieving results. (Q.16)
85.3%	My agency is successful at accomplishing its mission. (Q.39)

Highest Percent Negative

75.2%	Pay raises depend on how well employees perform their jobs. (Q.33)
62.8%	My work unit is able to recruit people with the right skills. (Q.21)
60.4%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
54.8%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)
50.1%	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q.14)
48.4%	Considering everything, how satisfied are you with your pay? (Q.70)
48.2%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
45.2%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
42.5%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
40.8%	Employees are recognized for providing high quality products and services. (Q.31)

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Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (NCR MEDICAL DIRECTORATE) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 10.



<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
Discussions with my supervisor about my performance are worthwhile. (Q.44)	88.4%	51.2%	+37.2
Prohibited Personnel Practices are not tolerated. (Q.38)	89.8%	62.3%	+27.5
My supervisor provides me with opportunities to demonstrate my leadership skills. (Q.43)	81.4%	54.6%	+26.8
The people I work with cooperate to get the job done. (Q.20)	88.9%	64.8%	+24.1
Managers support collaboration across work units to accomplish work objectives. (Q.59)	72.0%	48.6%	+23.4
I am given a real opportunity to improve my skills in my organization. (Q.1)	74.3%	52.5%	+21.8
My supervisor provides me with constructive suggestions to improve my job performance. (Q.46)	76.5%	54.8%	+21.7
My supervisor is committed to a workforce representative of all segments of society. (Q.45)	81.4%	59.8%	+21.6
Promotions in my work unit are based on merit. (Q.22)	46.5%	25.7%	+20.8
Considering everything, how satisfied are you with your job? (Q.69)	76.5%	56.6%	+19.9

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Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (NCR MEDICAL DIRECTORATE) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 10.



Survey Item	% Positive Response		Difference
Physical conditions allow employees to perform their jobs well. (Q.14)	33.1%	63.4%	-30.3
I like the kind of work I do. (Q.5)	68.0%	86.9%	-18.9
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)	12.7%	29.1%	-16.4
Pay raises depend on how well employees perform their jobs. (Q.33)	*	16.4%	-16.4
I believe the results of this survey will be used to make my agency a better place to work. (Q.41)	17.9%	34.2%	-16.3
Employees have a feeling of personal empowerment with respect to work processes. (Q.30)	23.5%	39.1%	-15.6
My organization has prepared employees for potential security threats. (Q.36)	64.9%	79.8%	-14.9
I have sufficient resources to get my job done. (Q.9)	25.3%	40.1%	-14.8
My training needs are assessed. (Q.18)	33.7%	44.7%	-11.0
My workload is reasonable. (Q.10)	47.1%	56.5%	-9.4

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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,894	65.2%	15.6%	19.2%
Defense Health Agency	658	57.8%	14.0%	28.3%
NCR MEDICAL DIRECTORATE	356	52.5%	15.2%	32.3%
JOINT PATHOLOGY CENTER	14	74.3%	16.1%	9.6%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,855	69.6%	14.8%	15.5%
Defense Health Agency	660	66.5%	14.4%	19.2%
NCR MEDICAL DIRECTORATE	356	64.6%	14.4%	21.0%
JOINT PATHOLOGY CENTER	14	59.4%	25.7%	14.9%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,806	61.8%	16.2%	22.0%
Defense Health Agency	658	55.3%	16.2%	28.5%
NCR MEDICAL DIRECTORATE	357	52.2%	16.9%	30.9%
JOINT PATHOLOGY CENTER	15	68.9%	13.6%	17.6%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,852	69.7%	14.8%	15.5%
Defense Health Agency	658	69.7%	13.5%	16.8%
NCR MEDICAL DIRECTORATE	356	68.9%	12.1%	19.0%
JOINT PATHOLOGY CENTER	15	67.8%	5.9%	26.3%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,795	80.5%	12.1%	7.4%
Defense Health Agency	657	84.2%	10.4%	5.4%
NCR MEDICAL DIRECTORATE	356	86.9%	8.2%	4.9%
JOINT PATHOLOGY CENTER	15	68.0%	17.3%	14.7%

OSD, Agencies and Activities
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My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,771	78.6%	11.6%	9.8%
Defense Health Agency	656	74.9%	13.4%	11.7%
NCR MEDICAL DIRECTORATE	354	75.5%	13.3%	11.2%
JOINT PATHOLOGY CENTER	15	76.5%	8.8%	14.7%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,835	95.6%	2.8%	1.6%
Defense Health Agency	659	94.4%	3.2%	2.4%
NCR MEDICAL DIRECTORATE	355	93.3%	4.3%	2.4%
JOINT PATHOLOGY CENTER	15	100.0%	0.0%	0.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,838	91.5%	6.7%	1.8%
Defense Health Agency	661	92.4%	5.6%	2.0%
NCR MEDICAL DIRECTORATE	357	91.7%	6.1%	2.3%
JOINT PATHOLOGY CENTER	14	90.8%	9.2%	0.0%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,863	53.1%	15.9%	30.9%	28
Defense Health Agency	659	42.3%	12.4%	45.2%	2
NCR MEDICAL DIRECTORATE	355	40.1%	12.0%	47.9%	2
JOINT PATHOLOGY CENTER	15	25.3%	14.3%	60.4%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,828	62.9%	14.8%	22.3%	29
Defense Health Agency	659	56.7%	17.4%	25.9%	1
NCR MEDICAL DIRECTORATE	355	56.5%	16.8%	26.7%	1
JOINT PATHOLOGY CENTER	15	47.1%	23.5%	29.5%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,623	58.7%	16.2%	25.1%	67
Defense Health Agency	652	56.2%	14.9%	28.9%	2
NCR MEDICAL DIRECTORATE	353	56.2%	13.9%	30.0%	2
JOINT PATHOLOGY CENTER	15	73.7%	8.8%	17.6%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,801	84.5%	8.6%	6.9%	42
Defense Health Agency	660	80.5%	9.5%	10.0%	0
NCR MEDICAL DIRECTORATE	356	80.2%	8.7%	11.1%	0
JOINT PATHOLOGY CENTER	15	85.3%	0.0%	14.7%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,718	88.5%	7.9%	3.7%	47
Defense Health Agency	658	90.8%	6.9%	2.3%	0
NCR MEDICAL DIRECTORATE	357	90.8%	7.2%	2.1%	0
JOINT PATHOLOGY CENTER	15	91.2%	8.8%	0.0%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,808	71.9%	11.7%	16.4%	42
Defense Health Agency	657	63.5%	12.1%	24.5%	3
NCR MEDICAL DIRECTORATE	355	63.4%	11.1%	25.5%	2
JOINT PATHOLOGY CENTER	15	33.1%	16.8%	50.1%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,626	71.7%	14.5%	13.8%	249
Defense Health Agency	645	72.4%	16.6%	11.0%	14
NCR MEDICAL DIRECTORATE	343	68.2%	19.0%	12.8%	12
JOINT PATHOLOGY CENTER	14	84.4%	6.3%	9.3%	1

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,767	84.8%	10.2%	5.0%	55
Defense Health Agency	656	83.4%	11.0%	5.6%	3
NCR MEDICAL DIRECTORATE	352	82.0%	11.7%	6.3%	3
JOINT PATHOLOGY CENTER	15	85.3%	14.7%	0.0%	0

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,277	65.7%	16.4%	17.9%	557
Defense Health Agency	632	61.6%	18.5%	19.9%	27
NCR MEDICAL DIRECTORATE	337	58.7%	18.8%	22.6%	19
JOINT PATHOLOGY CENTER	14	53.7%	46.3%	0.0%	1

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,746	55.6%	22.1%	22.3%	117
Defense Health Agency	653	45.6%	22.5%	31.8%	6
NCR MEDICAL DIRECTORATE	351	44.7%	25.1%	30.1%	4
JOINT PATHOLOGY CENTER	15	33.7%	57.5%	8.8%	0

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	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	15,547	73.7%	11.7%	14.6%	356
Defense Health Agency	632	74.5%	11.0%	14.5%	30
NCR MEDICAL DIRECTORATE	335	72.7%	10.6%	16.7%	23
JOINT PATHOLOGY CENTER	13	90.0%	0.0%	10.0%	2

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,894	73.5%	12.6%	13.9%
Defense Health Agency	660	68.4%	14.2%	17.4%
NCR MEDICAL DIRECTORATE	357	64.8%	15.4%	19.8%
JOINT PATHOLOGY CENTER	15	88.9%	11.1%	0.0%

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My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,333	44.5%	25.8%	29.7%	557
Defense Health Agency	642	37.2%	23.1%	39.7%	17
NCR MEDICAL DIRECTORATE	345	38.0%	21.0%	40.9%	11
JOINT PATHOLOGY CENTER	14	37.2%	0.0%	62.8%	1

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,784	36.9%	27.7%	35.4%	1,058
Defense Health Agency	600	25.6%	30.6%	43.8%	56
NCR MEDICAL DIRECTORATE	324	25.7%	27.0%	47.3%	29
JOINT PATHOLOGY CENTER	12	46.5%	28.2%	25.3%	2

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,331	31.1%	27.9%	41.0%	1,519
Defense Health Agency	605	28.8%	26.4%	44.8%	52
NCR MEDICAL DIRECTORATE	332	29.1%	23.1%	47.9%	22
JOINT PATHOLOGY CENTER	13	12.7%	44.8%	42.5%	2

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,954	39.1%	27.1%	33.8%	898
Defense Health Agency	627	29.4%	29.4%	41.2%	32
NCR MEDICAL DIRECTORATE	341	29.3%	25.0%	45.7%	15
JOINT PATHOLOGY CENTER	13	28.5%	38.8%	32.6%	2

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,794	47.8%	23.3%	28.9%	1,026
Defense Health Agency	603	36.8%	28.8%	34.4%	55
NCR MEDICAL DIRECTORATE	326	34.2%	27.1%	38.7%	29
JOINT PATHOLOGY CENTER	12	44.9%	34.1%	21.0%	3

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My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,800	72.1%	13.6%	14.3%	38
Defense Health Agency	658	65.9%	14.2%	19.9%	0
NCR MEDICAL DIRECTORATE	355	64.1%	14.4%	21.5%	0
JOINT PATHOLOGY CENTER	15	58.9%	23.0%	18.0%	0

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,325	57.4%	26.2%	16.3%	539
Defense Health Agency	640	45.3%	32.8%	21.9%	21
NCR MEDICAL DIRECTORATE	343	43.1%	32.0%	24.9%	15
JOINT PATHOLOGY CENTER	13	39.5%	60.5%	0.0%	2

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,860	81.4%	15.0%	3.6%
Defense Health Agency	659	79.5%	14.6%	5.9%
NCR MEDICAL DIRECTORATE	357	78.7%	15.5%	5.7%
JOINT PATHOLOGY CENTER	15	79.6%	20.4%	0.0%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,415	70.2%	16.7%	13.1%	202
Defense Health Agency	641	63.3%	17.5%	19.2%	4
NCR MEDICAL DIRECTORATE	345	60.9%	18.4%	20.7%	1
JOINT PATHOLOGY CENTER	15	67.5%	8.8%	23.7%	0

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,303	49.0%	23.1%	27.8%	293
Defense Health Agency	633	40.2%	23.9%	35.9%	14
NCR MEDICAL DIRECTORATE	340	39.1%	20.2%	40.7%	7
JOINT PATHOLOGY CENTER	14	23.5%	21.7%	54.8%	1

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My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,292	54.0%	21.7%	24.3%	285
Defense Health Agency	631	42.4%	23.6%	34.0%	15
NCR MEDICAL DIRECTORATE	338	36.5%	22.7%	40.8%	9
JOINT PATHOLOGY CENTER	13	45.5%	13.6%	40.8%	1

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,072	44.2%	27.3%	28.5%	501
Defense Health Agency	625	30.5%	29.6%	39.9%	21
NCR MEDICAL DIRECTORATE	339	29.2%	22.9%	47.9%	8
JOINT PATHOLOGY CENTER	14	43.2%	22.8%	34.0%	1

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,426	25.1%	28.8%	46.0%	1,121
Defense Health Agency	572	20.4%	29.0%	50.6%	70
NCR MEDICAL DIRECTORATE	304	16.4%	23.5%	60.1%	39
JOINT PATHOLOGY CENTER	13	0.0%	24.8%	75.2%	2

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,605	61.3%	24.3%	14.4%	963
Defense Health Agency	599	47.0%	31.2%	21.8%	46
NCR MEDICAL DIRECTORATE	326	48.0%	29.3%	22.7%	21
JOINT PATHOLOGY CENTER	14	59.7%	12.6%	27.7%	1

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,395	83.1%	9.8%	7.1%	192
Defense Health Agency	636	80.7%	11.2%	8.1%	11
NCR MEDICAL DIRECTORATE	342	78.0%	12.5%	9.6%	4
JOINT PATHOLOGY CENTER	15	73.7%	0.0%	26.3%	0

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My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,421	84.8%	9.5%	5.8%	104
Defense Health Agency	639	80.3%	10.7%	8.9%	5
NCR MEDICAL DIRECTORATE	342	79.8%	11.4%	8.8%	2
JOINT PATHOLOGY CENTER	15	64.9%	8.8%	26.3%	0

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,785	55.2%	21.4%	23.4%	768
Defense Health Agency	615	51.5%	23.3%	25.1%	30
NCR MEDICAL DIRECTORATE	331	54.2%	20.2%	25.6%	15
JOINT PATHOLOGY CENTER	15	59.2%	23.2%	17.6%	0

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	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,317	68.6%	18.3%	13.1%	1,198
Defense Health Agency	587	65.5%	19.1%	15.3%	58
NCR MEDICAL DIRECTORATE	316	62.3%	18.0%	19.7%	29
JOINT PATHOLOGY CENTER	13	89.8%	10.2%	0.0%	2

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,338	78.3%	14.5%	7.2%	243
Defense Health Agency	636	69.8%	18.1%	12.0%	9
NCR MEDICAL DIRECTORATE	339	71.7%	13.9%	14.3%	7
JOINT PATHOLOGY CENTER	15	85.3%	5.9%	8.8%	0

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,568	65.2%	19.3%	15.5%
Defense Health Agency	648	54.4%	23.0%	22.5%
NCR MEDICAL DIRECTORATE	346	52.2%	24.4%	23.4%
JOINT PATHOLOGY CENTER	15	59.2%	8.6%	32.2%

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My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,475	45.4%	25.7%	28.9%	1,108
Defense Health Agency	597	38.3%	25.6%	36.1%	51
NCR MEDICAL DIRECTORATE	323	34.2%	30.0%	35.8%	23
JOINT PATHOLOGY CENTER	14	17.9%	37.0%	45.2%	1

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,488	81.2%	9.2%	9.6%	63
Defense Health Agency	642	76.8%	11.0%	12.3%	2
NCR MEDICAL DIRECTORATE	341	66.0%	15.5%	18.5%	1
JOINT PATHOLOGY CENTER	15	76.7%	14.5%	8.8%	0

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,468	67.2%	15.8%	16.9%	52
Defense Health Agency	643	64.0%	13.1%	22.9%	1
NCR MEDICAL DIRECTORATE	341	54.6%	15.5%	29.9%	1
JOINT PATHOLOGY CENTER	14	81.4%	0.0%	18.6%	1

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,297	65.0%	17.1%	17.9%	179
Defense Health Agency	632	58.2%	20.8%	20.9%	10
NCR MEDICAL DIRECTORATE	337	51.2%	21.7%	27.2%	5
JOINT PATHOLOGY CENTER	15	88.4%	11.6%	0.0%	0

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,407	70.2%	19.2%	10.6%	1,087
Defense Health Agency	603	64.7%	21.8%	13.5%	41
NCR MEDICAL DIRECTORATE	323	59.8%	21.1%	19.1%	20
JOINT PATHOLOGY CENTER	14	81.4%	9.3%	9.3%	1

OSD, Agencies and Activities
JOINT PATHOLOGY CENTER
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My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,416	63.9%	17.8%	18.3%	78
Defense Health Agency	639	60.7%	18.0%	21.4%	4
NCR MEDICAL DIRECTORATE	339	54.8%	21.2%	24.0%	2
JOINT PATHOLOGY CENTER	15	76.5%	5.9%	17.6%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,310	67.6%	16.6%	15.9%	209
Defense Health Agency	636	60.0%	18.8%	21.2%	8
NCR MEDICAL DIRECTORATE	341	53.1%	17.8%	29.1%	2
JOINT PATHOLOGY CENTER	14	66.1%	6.2%	27.7%	1

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,520	76.8%	11.5%	11.8%
Defense Health Agency	644	73.1%	12.1%	14.8%
NCR MEDICAL DIRECTORATE	343	68.5%	11.3%	20.2%
JOINT PATHOLOGY CENTER	15	82.4%	0.0%	17.6%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,488	81.4%	9.3%	9.3%
Defense Health Agency	644	75.9%	11.1%	13.0%
NCR MEDICAL DIRECTORATE	343	68.8%	13.4%	17.8%
JOINT PATHOLOGY CENTER	15	82.4%	8.8%	8.8%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,483	77.9%	9.2%	12.9%
Defense Health Agency	643	71.7%	8.9%	19.5%
NCR MEDICAL DIRECTORATE	342	70.1%	7.5%	22.4%
JOINT PATHOLOGY CENTER	15	82.7%	8.6%	8.8%

OSD, Agencies and Activities
JOINT PATHOLOGY CENTER
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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,506	68.1%	15.5%	16.4%
Defense Health Agency	643	64.9%	12.6%	22.5%
NCR MEDICAL DIRECTORATE	343	57.1%	14.4%	28.6%
JOINT PATHOLOGY CENTER	15	64.4%	14.7%	20.9%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,500	70.7%	17.0%	12.2%
Defense Health Agency	642	65.8%	18.7%	15.4%
NCR MEDICAL DIRECTORATE	343	57.1%	21.9%	21.0%
JOINT PATHOLOGY CENTER	15	70.3%	20.9%	8.8%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,164	46.3%	22.2%	31.6%	276
Defense Health Agency	630	41.1%	22.1%	36.8%	9
NCR MEDICAL DIRECTORATE	333	39.8%	21.2%	39.0%	6
JOINT PATHOLOGY CENTER	15	42.6%	22.5%	34.9%	0

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,527	57.1%	22.9%	20.1%	889
Defense Health Agency	600	53.6%	23.8%	22.6%	38
NCR MEDICAL DIRECTORATE	314	52.2%	24.6%	23.2%	24
JOINT PATHOLOGY CENTER	15	65.1%	8.8%	26.1%	0

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,725	68.2%	19.5%	12.3%	611
Defense Health Agency	605	60.8%	23.8%	15.4%	25
NCR MEDICAL DIRECTORATE	322	55.1%	23.0%	21.9%	12
JOINT PATHOLOGY CENTER	14	53.8%	27.8%	18.4%	0

OSD, Agencies and Activities
JOINT PATHOLOGY CENTER
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Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,161	63.5%	18.1%	18.4%	174
Defense Health Agency	630	57.5%	19.8%	22.7%	5
NCR MEDICAL DIRECTORATE	335	55.2%	19.9%	24.8%	2
JOINT PATHOLOGY CENTER	15	73.9%	8.8%	17.3%	0

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,496	64.1%	21.0%	15.0%	854
Defense Health Agency	605	55.0%	22.6%	22.3%	28
NCR MEDICAL DIRECTORATE	324	55.3%	21.3%	23.4%	14
JOINT PATHOLOGY CENTER	13	69.9%	10.1%	20.0%	2

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,955	55.9%	19.8%	24.3%	423
Defense Health Agency	618	47.9%	22.1%	30.0%	16
NCR MEDICAL DIRECTORATE	325	45.7%	21.6%	32.7%	11
JOINT PATHOLOGY CENTER	15	60.5%	17.3%	22.1%	0

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,957	59.3%	19.8%	20.9%	420
Defense Health Agency	620	51.8%	21.9%	26.3%	14
NCR MEDICAL DIRECTORATE	326	48.6%	21.7%	29.7%	10
JOINT PATHOLOGY CENTER	15	72.0%	14.5%	13.6%	0

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,726	60.5%	21.6%	17.9%	672
Defense Health Agency	589	51.9%	24.7%	23.4%	46
NCR MEDICAL DIRECTORATE	310	50.3%	24.8%	24.9%	27
JOINT PATHOLOGY CENTER	13	50.3%	10.4%	39.3%	2

OSD, Agencies and Activities
JOINT PATHOLOGY CENTER
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Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,216	58.4%	22.8%	18.8%	169
Defense Health Agency	624	54.7%	23.8%	21.5%	9
NCR MEDICAL DIRECTORATE	330	54.9%	24.5%	20.7%	4
JOINT PATHOLOGY CENTER	15	59.2%	14.5%	26.3%	0

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,528	63.4%	21.4%	15.2%	873
Defense Health Agency	581	54.8%	25.2%	20.0%	55
NCR MEDICAL DIRECTORATE	298	49.3%	25.9%	24.8%	38
JOINT PATHOLOGY CENTER	15	60.3%	22.1%	17.6%	0

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,343	54.5%	21.8%	23.6%
Defense Health Agency	636	48.3%	20.7%	31.0%
NCR MEDICAL DIRECTORATE	337	45.9%	20.8%	33.3%
JOINT PATHOLOGY CENTER	15	54.6%	23.0%	22.3%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,341	53.3%	21.5%	25.2%
Defense Health Agency	636	44.9%	23.7%	31.4%
NCR MEDICAL DIRECTORATE	337	41.4%	25.8%	32.8%
JOINT PATHOLOGY CENTER	15	45.4%	36.8%	17.8%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,295	51.9%	22.6%	25.5%
Defense Health Agency	635	41.8%	24.8%	33.5%
NCR MEDICAL DIRECTORATE	337	37.5%	23.3%	39.1%
JOINT PATHOLOGY CENTER	15	36.8%	28.7%	34.5%

OSD, Agencies and Activities
JOINT PATHOLOGY CENTER
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My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,289	48.5%	26.6%	24.8%
Defense Health Agency	631	39.3%	32.0%	28.7%
NCR MEDICAL DIRECTORATE	333	38.1%	35.3%	26.6%
JOINT PATHOLOGY CENTER	15	45.2%	33.9%	20.9%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,310	37.7%	25.9%	36.4%
Defense Health Agency	634	22.1%	32.2%	45.6%
NCR MEDICAL DIRECTORATE	336	22.4%	29.0%	48.6%
JOINT PATHOLOGY CENTER	15	40.2%	11.6%	48.2%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,312	54.8%	22.0%	23.2%
Defense Health Agency	634	43.4%	27.2%	29.5%
NCR MEDICAL DIRECTORATE	335	42.6%	22.2%	35.2%
JOINT PATHOLOGY CENTER	14	56.7%	18.8%	24.5%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,309	66.6%	17.1%	16.3%
Defense Health Agency	635	61.3%	16.3%	22.3%
NCR MEDICAL DIRECTORATE	336	56.6%	15.3%	28.1%
JOINT PATHOLOGY CENTER	15	76.5%	0.0%	23.5%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,328	66.5%	15.8%	17.7%
Defense Health Agency	635	52.2%	18.8%	29.0%
NCR MEDICAL DIRECTORATE	337	39.9%	20.4%	39.7%
JOINT PATHOLOGY CENTER	15	39.7%	11.8%	48.4%

OSD, Agencies and Activities
JOINT PATHOLOGY CENTER
4th Level Subagency Report

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,336	60.4%	20.0%	19.6%
Defense Health Agency	633	47.4%	23.7%	29.0%
NCR MEDICAL DIRECTORATE	336	46.8%	20.3%	33.0%
JOINT PATHOLOGY CENTER	15	50.6%	17.1%	32.2%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
OSD, Agencies and Activities	15,240	68.5%	12.4%	14.3%	4.8%
Defense Health Agency	634	52.5%	19.5%	22.5%	5.5%
NCR MEDICAL DIRECTORATE	335	23.1%	31.3%	37.4%	8.2%
JOINT PATHOLOGY CENTER	15	49.3%	18.4%	32.2%	0.0%

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
OSD, Agencies and Activities	15,276	10.2%	25.5%	6.1%	17.8%
Defense Health Agency	633	4.8%	20.0%	9.0%	15.3%
NCR MEDICAL DIRECTORATE	333	0.8%	6.9%	2.2%	9.0%
JOINT PATHOLOGY CENTER	15	0.0%	0.0%	0.0%	49.3%

(continued)

OSD, Agencies and Activities
JOINT PATHOLOGY CENTER
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Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
OSD, Agencies and Activities	15,276	15.8%	2.7%	10.0%	11.9%
Defense Health Agency	633	22.3%	2.4%	16.7%	9.6%
NCR MEDICAL DIRECTORATE	333	41.2%	2.6%	28.4%	8.9%
JOINT PATHOLOGY CENTER	15	31.2%	0.0%	19.5%	0.0%

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

	N	Yes	No	Not Available To Me
Defense Health Agency	634	45.0%	39.3%	15.8%
NCR MEDICAL DIRECTORATE	335	38.1%	35.5%	26.3%
JOINT PATHOLOGY CENTER	15	65.1%	34.9%	0.0%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Defense Health Agency	634	30.3%	62.7%	7.1%
NCR MEDICAL DIRECTORATE	334	21.5%	67.1%	11.3%
JOINT PATHOLOGY CENTER	15	0.0%	85.5%	14.5%

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

	N	Yes	No	Not Available To Me
Defense Health Agency	625	10.4%	85.4%	4.2%
NCR MEDICAL DIRECTORATE	330	14.0%	81.2%	4.9%
JOINT PATHOLOGY CENTER	15	8.8%	91.2%	0.0%

OSD, Agencies and Activities
JOINT PATHOLOGY CENTER
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Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	15,223	3.5%	82.8%	13.7%
Defense Health Agency	628	3.1%	84.0%	12.9%
NCR MEDICAL DIRECTORATE	330	5.0%	79.0%	16.0%
JOINT PATHOLOGY CENTER	15	0.0%	94.3%	5.7%

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

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	15,226	2.0%	83.8%	14.2%
Defense Health Agency	631	1.5%	84.7%	13.8%
NCR MEDICAL DIRECTORATE	332	2.4%	81.3%	16.3%
JOINT PATHOLOGY CENTER	15	0.0%	94.3%	5.7%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	10,292	81.1%	10.1%	8.8%	143
Defense Health Agency	299	77.0%	9.1%	13.9%	6
NCR MEDICAL DIRECTORATE	76	67.0%	18.5%	14.5%	5
JOINT PATHOLOGY CENTER	7	75.8%	0.0%	24.2%	0

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	7,038	92.5%	5.1%	2.4%	81
Defense Health Agency	287	91.8%	4.7%	3.5%	3
NCR MEDICAL DIRECTORATE	134	87.4%	7.3%	5.3%	2
JOINT PATHOLOGY CENTER	11	91.2%	8.8%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

OSD, Agencies and Activities
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Work/Life (continued)

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	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	6,006	90.0%	8.0%	2.0%	241
Defense Health Agency	177	85.6%	13.9%	0.6%	7
NCR MEDICAL DIRECTORATE	66	86.5%	13.5%	0.0%	5
JOINT PATHOLOGY CENTER	0	--	--	--	0

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	1,612	80.0%	16.0%	4.0%	261
Defense Health Agency	59	70.8%	26.0%	3.2%	11
NCR MEDICAL DIRECTORATE	35	62.7%	35.6%	1.7%	8
JOINT PATHOLOGY CENTER	1	0.0%	100.0%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

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	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	316	71.3%	21.8%	6.9%	136
Defense Health Agency	15	72.8%	23.0%	4.2%	8
NCR MEDICAL DIRECTORATE	12	65.8%	28.2%	5.9%	6
JOINT PATHOLOGY CENTER	0	--	--	--	0

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	222	61.6%	36.7%	1.7%	120
Defense Health Agency	11	31.6%	68.4%	0.0%	4
NCR MEDICAL DIRECTORATE	8	49.9%	50.1%	0.0%	4
JOINT PATHOLOGY CENTER	0	--	--	--	0

**The results for this item only include employees who indicated that they participated in this program.*

OSD, Agencies and Activities
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Demographic Questions

Where do you work?

	N	%
Headquarters	6	40.0%
Field	9	60.0%

What is your supervisory status?

	N	%
Non-Supervisor	6	40.0%
Team Leader	2	13.3%
Supervisor	3	20.0%
Manager	2	13.3%
Senior Leader	2	13.3%

Are you:

	N	%
Male	11	73.3%
Female	4	26.7%

Are you Hispanic or Latino?

	N	%
Yes	6	40.0%
No	9	60.0%

Race

	N	%
American Indian or Alaska Native	1	6.7%
Asian	0	0.0%
Black or African American	4	26.7%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	10	66.7%
Two or more races	0	0.0%

Note: Percentages for demographic questions are unweighted.

OSD, Agencies and Activities
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Demographic Questions (continued)

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

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	0	0.0%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	3	20.0%
Associate's Degree (e.g., AA, AS)	0	0.0%
Bachelor's Degree (e.g., BA, BS)	3	20.0%
Master's Degree (e.g., MA, MS, MBA)	3	20.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	6	40.0%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	5	33.3%
GS 13-15	8	53.3%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	2	13.3%

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

	N	%
Less than 1 year	1	6.7%
1 to 3 years	2	13.3%
4 to 5 years	2	13.3%
6 to 10 years	2	13.3%
11 to 14 years	3	20.0%
15 to 20 years	0	0.0%
More than 20 years	5	33.3%

Note: Percentages for demographic questions are unweighted.

OSD, Agencies and Activities
JOINT PATHOLOGY CENTER
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Demographic Questions (continued)

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

	N	%
Less than 1 year	2	13.3%
1 to 3 years	2	13.3%
4 to 5 years	4	26.7%
6 to 10 years	5	33.3%
11 to 20 years	2	13.3%
More than 20 years	0	0.0%

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

	N	%
No	8	53.3%
Yes, to retire	2	13.3%
Yes, to take another job within the Federal Government	5	33.3%
Yes, to take another job outside the Federal Government	0	0.0%
Yes, other	0	0.0%

I am planning to retire:

	N	%
Within one year	0	0.0%
Between one and three years	4	26.7%
Between three and five years	4	26.7%
Five or more years	7	46.7%

What is your US military service status?

	N	%
No Prior Military Service	6	40.0%
Currently in National Guard or Reserves	0	0.0%
Retired	5	33.3%
Separated or Discharged	4	26.7%

Note: Percentages for demographic questions are unweighted.

OSD, Agencies and Activities
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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	4	26.7%
No	11	73.3%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	0	0.0%
30-39	1	6.7%
40-49	3	20.0%
50-59	9	60.0%
60 or older	2	13.3%

Note: Percentages for demographic questions are unweighted.