



*U.S. ELECTION ASSISTANCE COMMISSION  
1335 East West Highway, Suite 4300  
Silver Spring, MD 20910*

## **Annual Employee Survey Results**

1. Interpretation of Results: The 2014 results demonstrate that EAC employees are positive about their personal work experience and understand how it contributes to achieving EAC's mission.

The 48-item survey included 3 new questions that were added to provide feedback about the agency's telework program that was implemented in FY14. In the past, respondents were given the opportunity to discuss EAC's strengths and areas they would like to see changes. Very few people made comments in the last 2 years so the narrative section was removed from the 2014 survey.

Twenty-four items in the survey had positive responses of 65% or more, which is a benchmark set by the Office of Personnel Management (OPM) to identify the strengths in an organization. Highest rated among items in the "Personal Work Experience" section was item 4, "I like the kind of work I do." (87% marked "Strongly Agree" or "Agree".)

Four items in the survey had negative responses of 35% or more (e.g., "Disagree" or "Strongly Disagree"), an indicator of challenges for the organization. The item with the highest negative response was Question 19, "In my work unit, differences in performance are recognized in a meaningful way." (42% negative response)

The 75% response rate demonstrates that employees continue to engage in the annual survey process to assess the leadership and management practices that contribute to agency performance and employee satisfaction. The rate is slightly more than our past performance, 73%, and far exceeds the government-wide response rate of 46.8%.

2. How the survey was conducted: The survey was conducted online from January 12, 2015 through January 30, 2015.
3. Description of sample: All 20 full-time, indefinite employees of the agency were surveyed and there was a 75% response rate.
4. Survey items and response choices: See the tables on the following pages.

**2014 Annual Employee Survey Results for  
Election Assistance Commission  
All Respondents**

Surveys Sent: 20

Surveys Returned: 15

Response Rate: 75%

<b>Prescribed Questions: Personal Work Experiences</b>								
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>		<b>Total</b>
1. The people I work with cooperate to get the job done.	Frequencies	7	5	1	1	0		14
	Percentages	50.0%	35.7%	7.1%	7.1%	0.0%		100.0%
2. I am given a real opportunity to improve my skills in my organization.	Frequencies	5	3	2	3	2		15
	Percentages	33.3%	20.0%	13.3%	20.0%	13.3%		100.0%
3. My work gives me a feeling of personal accomplishment.	Frequencies	5	8	0	0	2		15
	Percentages	33.3%	53.3%	0.0%	0.0%	13.3%		100.0%
4. I like the kind of work I do.	Frequencies	7	6	0	2	0		15
	Percentages	46.7%	40.0%	0.0%	13.3%	0.0%		100.0%
5. I have trust and confidence in my supervisor.	Frequencies	5	5	1	1	3		15
	Percentages	33.3%	33.3%	6.7%	6.7%	20.0%		100.0%
<b>Item Text</b>		<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>		<b>Total</b>
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Frequencies	7	2	3	0	3		15
	Percentages	46.7%	13.3%	20.0%	0.0%	20.0%		100.0%
<b>Prescribed Questions: My Work Unit</b>								
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>Total</b>
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Frequencies	6	6	2	1	0	0	15
	Percentages	40.0%	40.0%	13.3%	6.7%	0.0%		100.0%
8. My work unit is able to recruit people with the right skills.	Frequencies	2	3	6	2	2	0	15
	Percentages	13.3%	20.0%	40.0%	13.3%	13.3%		100.0%
9. I know how my work relates to the agency's goals and priorities.	Frequencies	11	4	0	0	0	0	15
	Percentages	73.3%	26.7%	0.0%	0.0%	0.0%		100.0%
10. The work I do is important.	Frequencies	11	4	0	0	0	0	15
	Percentages	73.3%	26.7%	0.0%	0.0%	0.0%		100.0%
11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Frequencies	7	7	0	1	0	0	15
	Percentages	46.7%	46.7%	0.0%	6.7%	0.0%		100.0%
12. Supervisors/team leaders in my work unit support employee development.	Frequencies	5	3	2	2	3	0	15
	Percentages	33.3%	20.0%	13.3%	13.3%	20.0%		100.0%
13. My talents are used well in the workplace.	Frequencies	5	4	2	2	2	0	15
	Percentages	33.3%	26.7%	13.3%	13.3%	13.3%		100.0%
14. My training needs are assessed.	Frequencies	3	4	4	2	2	0	15
	Percentages	20.0%	26.7%	26.7%	13.3%	13.3%		100.0%

**2014 Annual Employee Survey Results for**

**Election Assistance Commission**

**All Respondents**

Surveys Sent: 20

Surveys Returned: 15

Response Rate: 75%

<b>Prescribed Questions: Performance Culture</b>								
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>Total</b>
15. Promotions in my work unit are based on merit.	Frequencies	3	2	6	0	3	1	15
	Percentages	21.4%	14.3%	42.9%	0.0%	21.4%		100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	3	4	4	1	3	0	15
	Percentages	20.0%	26.7%	26.7%	6.7%	20.0%		100.0%
17. Creativity and innovation are rewarded.	Frequencies	3	3	4	1	4	0	15
	Percentages	20.0%	20.0%	26.7%	6.7%	26.7%		100.0%
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Basis to Judge</b>	<b>Total</b>
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	Frequencies	3	3	2	1	0	6	15
	Percentages	33.3%	33.3%	22.2%	11.1%	0.0%		100.0%
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>Total</b>
19. In my work unit, differences in performance are recognized in a meaningful way.	Frequencies	3	0	4	3	2	2	14
	Percentages	25.0%	0.0%	33.3%	25.0%	16.7%		100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	3	2	4	2	2	2	15
	Percentages	23.1%	15.4%	30.8%	15.4%	15.4%		100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	3	4	2	1	2	3	15
	Percentages	25.0%	33.3%	16.7%	8.3%	16.7%		100.0%
22. Discussions with my supervisor/team leader about my performance are worthwhile.	Frequencies	4	2	5	0	3	1	15
	Percentages	28.6%	14.3%	35.7%	0.0%	21.4%		100.0%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	7	3	0	1	3	0	14
	Percentages	50.0%	21.4%	0.0%	7.1%	21.4%		100.0%
24. My supervisor supports my need to balance work and other life issues.	Frequencies	8	5	1	1	0	0	15
	Percentages	53.3%	33.3%	6.7%	6.7%	0.0%		100.0%
<b>Prescribed Questions: Leadership</b>								
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>Total</b>
25. I have a high level of respect for my organization's senior leaders.	Frequencies	7	3	2	2	1	0	15
	Percentages	46.7%	20.0%	13.3%	13.3%	6.7%		100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	5	3	3	3	1	0	15
	Percentages	33.3%	20.0%	20.0%	20.0%	6.7%		100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	4	6	0	1	1	2	14
	Percentages	33.3%	50.0%	0.0%	8.3%	8.3%		100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	6	7	1	0	1	0	15
	Percentages	40.0%	46.7%	6.7%	0.0%	6.7%		100.0%
29. Employees have a feeling of personal empowerment with respect to work processes.	Frequencies	5	4	2	4	0	0	15
	Percentages	33.3%	26.7%	13.3%	26.7%	0.0%		100.0%
30. My workload is reasonable	Frequencies	3	7	1	2	1	0	14
	Percentages	21.4%	50.0%	7.1%	14.3%	7.1%		100.0%
31. Managers communicate the goals and priorities of the organization.	Frequencies	4	7	0	2	2	0	15
	Percentages	26.7%	46.7%	0.0%	13.3%	13.3%		100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	7	8	0	0	0	0	15
	Percentages	46.7%	53.3%	0.0%	0.0%	0.0%		100.0%

**2014 Annual Employee Survey Results for**

**Election Assistance Commission**

**All Respondents**

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Response Rate: 75%

<b>Prescribed Questions: Job Satisfaction</b>								
<b>Item Text</b>		<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>		<b>Total</b>
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Frequencies	5	6	1	1	2		15
	Percentages	33.3%	40.0%	6.7%	6.7%	13.3%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	4	5	2	1	3		15
	Percentages	26.7%	33.3%	13.3%	6.7%	20.0%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	3	3	3	3	3		15
	Percentages	20.0%	20.0%	20.0%	20.0%	20.0%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	3	6	1	1	3		14
	Percentages	21.4%	42.9%	7.1%	7.1%	21.4%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	6	4	1	2	2		15
	Percentages	40.0%	26.7%	6.7%	13.3%	13.3%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	5	5	2	2	1		15
	Percentages	33.3%	33.3%	13.3%	13.3%	6.7%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	5	5	2	2	1		15
	Percentages	33.3%	33.3%	13.3%	13.3%	6.7%		100.0%
40. Considering everything, how satisfied are you with your pay?	Frequencies	5	4	3	1	2		15
	Percentages	33.3%	26.7%	20.0%	6.7%	13.3%		100.0%
<b>EAC-Specific Items</b>								
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Basis to Judge</b>	<b>Total</b>
41. I recommend my organization as a good place to work.	Frequencies	4	3	2	3	2	0	14
	Percentages	28.6%	21.4%	14.3%	21.4%	14.3%		100.0%
42. I have sufficient resources (for example, people; materials; budget) to get my job done.	Frequencies	6	5	1	1	1	0	14
	Percentages	42.9%	35.7%	7.1%	7.1%	7.1%		100.0%
43. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women; training in awareness of diversity issues; mentoring).	Frequencies	5	4	0	3	2	0	14
	Percentages	35.7%	28.6%	0.0%	21.4%	14.3%		100.0%
44. I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	Frequencies	5	6	0	0	2	1	14
	Percentages	38.5%	46.2%	0.0%	0.0%	15.4%		100.0%
<b>Item Text</b>		<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>		<b>Total</b>
45. Considering everything, how satisfied are you with your organization?	Frequencies	6	3	2	3	0	0	14
	Percentages	42.9%	21.4%	14.3%	21.4%	0.0%		100.0%

**2014 Annual Employee Survey Results for**

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**Telework Items**

46. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	14	100%
Yes, I was notified that I was not eligible to telework.	0	0%
No, I was not notified of my telework eligibility.	0	0%
Not sure if I was notified of my telework eligibility.	0	0%

47. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	2	14%
I telework 1 or 2 days per week.	12	86%
I telework, but no more than 1 or 2 days per month.	0	0%
I telework very infrequently, on an unscheduled or short-term basis.	0	0%
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	0	0%
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	0	0%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	0	0%
I do not telework because I choose not to telework.	0	0%

Item Text		Very Satisfied	Satisfied	Neither	Dissatisfied	Very Dissatisfied		Total
48. How satisfied are you with the telework program in your agency?	Frequencies	9	2	1	2	0		14
	Percentages	64.3%	14.3%	7.1%	14.3%	0.0%		100.0%



## Annual Employee Survey (AES) 3-Year Results Comparison for 2014 vs. 2013/2012

This is a summary of changes in scores for 2014 vs the 2013/2012  
U.S. Election Assistance Commission Annual Employee Survey.  
Differences must be at least 15 percentage points to be considered meaningful (e.g., 55% vs. 70%).

### **Personal Work Experiences (Items 1 - 6)**

There were no marked differences in the percent favorable scores since 2013/2012 for personal work experience items.

### **Recruitment, Development and Selection (Items 7 - 14)**

There was one notable decreases in percent favorable scores for recruitment, development and selection items.

- ▼ Favorability decreased 20 percentage points for item 8: "My work unit is able to recruit people with the right skills." since 2013, and 31 points since 2012.

### **Performance Culture (Items 15 - 24)**

There were two noteworthy decrease in percent favorable scores for performance culture items.

- ▼ Favorability decreased 25 percentage points for item 19: "In my work unit, differences in performance are recognized in a meaningful way." since 2013 and 2012.
- ▼ Favorability decreased 21 percentage points for item 22: "Discussions with my supervisor/ team leader about my performance are worthwhile. " since 2013, and 15 points since 2012.

### **Leadership (Items 25 - 32)**

There was one notable increase and one notable decrease in percent favorable responses for Leadership items.

- ▲ Favorability increased 21 percentage points for item 32: "My organization has prepared employees for potential security threats. " since 2013.

### **Job Satisfaction (Items 33 - 40)**

There were two marked decreases in percent favorable scores for job satisfaction items.

- ▼ Favorability decreased 19 percentage points for item 39: "Considering everything, how satisfied are you with your job?" since 2013, but increased 3 points since 2012.
- ▼ Favorability decreased 26 percentage points for item 40: "Considering everything, how satisfied are you with your pay?" since 2013.

### **Agency-Specific Items (Items 41 - 45)**

There was one notable increase in percent favorable responses for agency-specific items.

- ▲ Favorability increased 28 percentage points for item 44: "I can disclose a suspected violation of any law, rule or regulation without fear of reprisal." since 2013, and 18 points since 2012.

United States Election Assistance Commission Annual Employee Survey



Annual Employee Survey (AES) Results						
Overall Results by Year						
This is a comparison report of the U.S. Election Assistance Commission's 2012, 2013 and 2014 Annual Employee Survey results. This report displays results by Favorable, Neutral, and Unfavorable responses. As shown below, for each response scale two responses are categorized as "Favorable," one response is categorized as "Neutral," and two are categorized as "Unfavorable." All of the data in this report is considered unweighted.						
Category	Item #	Item	Year	Favorable	Neutral	Unfavorable
Personal Work Experiences	1	The people I work with cooperate to get the job done.	2014	86%	7%	7%
			2013	87%	7%	7%
			2012	86%	14%	0%
	2	I am given a real opportunity to improve my skills in my organization.	2014	53%	13%	33%
			2013	53%	20%	27%
			2012	64%	14%	21%
	3	My work gives me a feeling of personal accomplishment.	2014	87%	0%	13%
			2013	80%	7%	13%
			2012	86%	7%	7%
	4	I like the kind of work I do.	2014	87%	0%	13%
			2013	80%	7%	13%
			2012	93%	0%	7%
	5	I have trust and confidence in my supervisor.	2014	67%	7%	27%
			2013	67%	7%	27%
			2012	64%	21%	14%
	6	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	2014	60%	20%	20%
			2013	67%	7%	27%
			2012	64%	29%	7%
Recruitment, Development, & Retention	7	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	2014	80%	13%	7%
			2013	87%	7%	7%
			2012	71%	21%	7%
	8	My work unit is able to recruit people with the right skills.	2014	33%	40%	27%
			2013	53%	20%	27%
			2012	64%	29%	7%
	9	I know how my work relates to the agency's goals and priorities.	2014	100%	0%	0%
			2013	93%	0%	7%
			2012	100%	0%	0%
	10	The work I do is important.	2014	100%	0%	0%
			2013	93%	0%	7%
			2012	93%	0%	7%
	11	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	2014	93%	0%	7%
			2013	80%	13%	7%
2012			93%	0%	7%	
12	Supervisors/team leaders in my work unit support employee development.	2014	53%	13%	33%	
		2013	60%	13%	27%	
		2012	69%	15%	15%	
13	My talents are used well in the workplace.	2014	60%	13%	27%	
		2013	60%	13%	27%	
		2012	57%	14%	29%	
14	My training needs are assessed.	2014	47%	27%	27%	
		2013	60%	7%	33%	
		2012	64%	14%	21%	
Performance Culture	15	Promotions in my work unit are based on merit.	2014	36%	43%	21%
			2013	43%	36%	21%
			2012	45%	36%	18%
	16	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	2014	47%	27%	27%
			2013	43%	21%	36%
			2012	62%	15%	23%
	17	Creativity and innovation are rewarded.	2014	40%	27%	33%
			2013	50%	17%	33%
			2012	50%	29%	21%
	18	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	2014	67%	22%	11%
			2013	54%	38%	8%
			2012	69%	23%	8%
	19	In my work unit, differences in performance are recognized in a meaningful way.	2014	25%	33%	42%
			2013	50%	29%	21%
			2012	50%	42%	8%
	20	Pay raises depend on how well employees perform their jobs.	2014	38%	31%	31%
2013			42%	33%	25%	
2012			50%	30%	20%	
21	My performance appraisal is a fair reflection of my performance.	2014	58%	17%	25%	
		2013	62%	23%	15%	
		2012	67%	25%	8%	
22	Discussions with my supervisor/ team leader about my performance are worthwhile.	2014	43%	36%	21%	
		2013	64%	7%	29%	
		2012	58%	33%	8%	
23	Managers/supervisors/team leaders work well with employees of different backgrounds.	2014	71%	0%	29%	
		2013	60%	13%	27%	
		2012	69%	15%	15%	
24	My supervisor supports my need to balance work and family issues.	2014	87%	7%	7%	
		2013	80%	13%	7%	
		2012	86%	14%	0%	



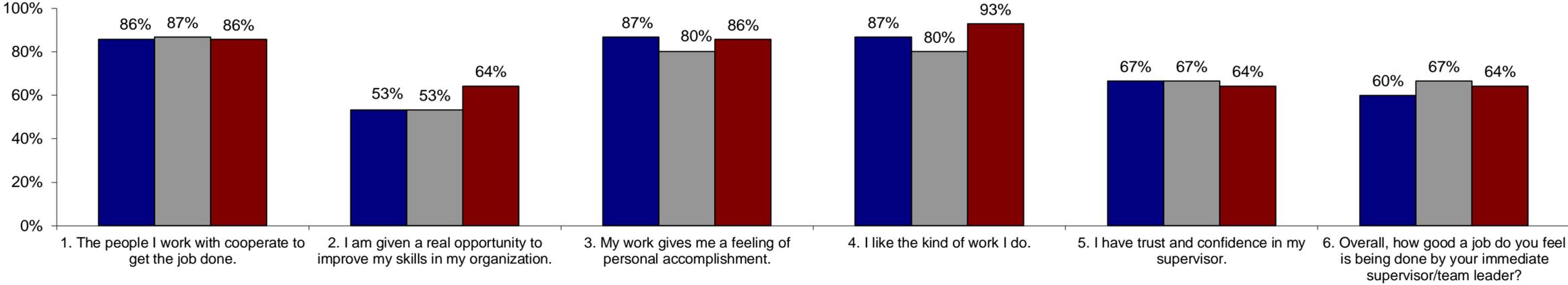
Annual Employee Survey (AES) Results						
Overall Results by Year						
This is a comparison report of the U.S. Election Assistance Commission's 2012, 2013 and 2014 Annual Employee Survey results. This report displays results by Favorable, Neutral, and Unfavorable responses. As shown below, for each response scale two responses are categorized as "Favorable," one response is categorized as "Neutral," and two are categorized as "Unfavorable." All of the data in this report is considered unweighted.						
Category	Item #	Item	Year	Favorable	Neutral	Unfavorable
Leadership	25	I have a high level of respect for my organization's senior leaders.	2014	67%	13%	20%
			2013	67%	13%	20%
			2012	64%	21%	14%
	26	In my organization, leaders generate high levels of motivation and commitment in the workforce.	2014	53%	20%	27%
			2013	53%	20%	27%
			2012	54%	31%	15%
	27	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	2014	83%	0%	17%
			2013	69%	15%	15%
			2012	69%	15%	15%
	28	Employees are protected from health and safety hazards on the job.	2014	87%	7%	7%
			2013	100%	0%	0%
			2012	93%	7%	0%
29	Employees have a feeling of personal empowerment with respect to work processes.	2014	60%	13%	27%	
		2013	73%	7%	20%	
		2012	71%	21%	7%	
30	My workload is reasonable.	2014	71%	7%	21%	
		2013	79%	7%	14%	
		2012	92%	8%	0%	
31	Managers communicate the goals and priorities of the organization.	2014	73%	0%	27%	
		2013	60%	7%	33%	
		2012	71%	14%	14%	
32	My organization has prepared employees for potential security threats.	2014	100%	0%	0%	
		2013	79%	7%	14%	
		2012	93%	7%	0%	
Job Satisfaction	33	How satisfied are you with the information you receive from management on what's going on in your organization?	2014	73%	7%	20%
			2013	60%	13%	27%
			2012	71%	0%	29%
	34	How satisfied are you with your involvement in decisions that affect your work?	2014	60%	13%	27%
			2013	60%	13%	27%
			2012	71%	0%	29%
	35	How satisfied are you with your opportunity to get a better job in your organization?	2014	40%	20%	40%
			2013	43%	29%	29%
			2012	46%	31%	23%
	36	How satisfied are you with the recognition you receive for doing a good job?	2014	64%	7%	29%
			2013	67%	7%	27%
			2012	64%	7%	29%
37	How satisfied are you with the policies and practices of your senior leaders?	2014	67%	7%	27%	
		2013	60%	20%	20%	
		2012	64%	21%	14%	
38	How satisfied are you with the training you receive for your present job?	2014	67%	13%	20%	
		2013	71%	0%	29%	
		2012	79%	14%	7%	
39	Considering everything, how satisfied are you with your job?	2014	67%	13%	20%	
		2013	86%	7%	7%	
		2012	64%	14%	21%	
40	Considering everything, how satisfied are you with your pay?	2014	60%	20%	20%	
		2013	86%	14%	0%	
		2012	64%	14%	21%	
Agency-Specific Items	41	I recommend my organization as a good place to work.	2014	50%	14%	36%
			2013	53%	20%	27%
			2012	57%	21%	21%
	42	I have sufficient resources (for example, people; materials; budget) to get my job done.	2014	79%	7%	14%
			2013	80%	7%	13%
			2012	71%	21%	7%
	43	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women; training in awareness of diversity issues; mentoring).	2014	64%	0%	36%
			2013	71%	7%	21%
			2012	92%	0%	8%
	44	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	2014	85%	0%	15%
2013			57%	21%	21%	
2012			67%	17%	17%	
45	Considering everything, how satisfied are you with your organization?	2014	64%	14%	21%	
		2013	67%	7%	27%	
		2012	71%	14%	14%	



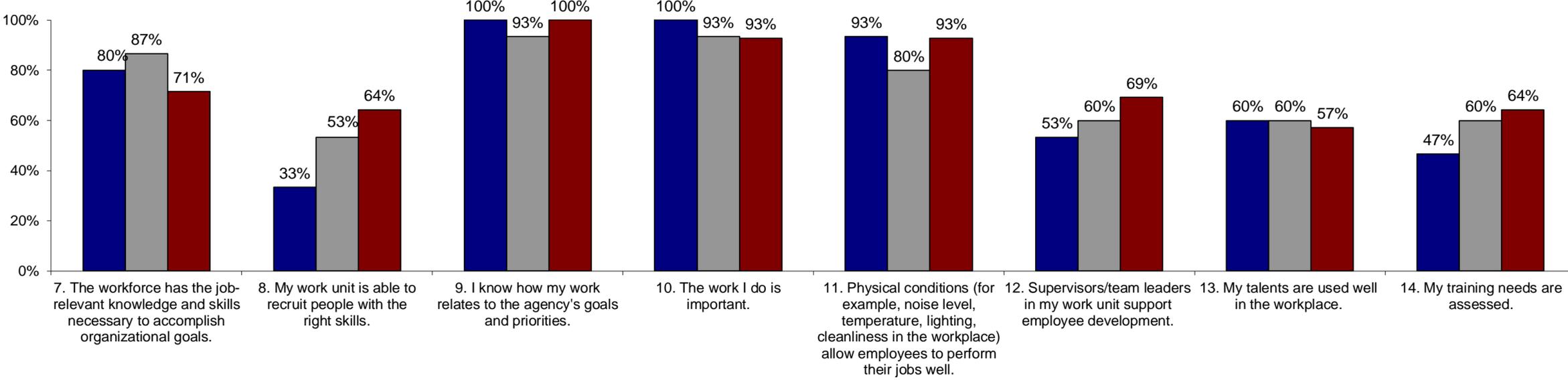
**Annual Employee Survey (AES) Results**  
*Percentage Favorable by Year*

This is a comparison report of the 2014, 2013 and 2012 U.S. Election Assistance Commission's Annual Employee Survey results. This report displays the % favorable for each item by year. The data in this report are unweighted. Differences between 2014 and 2013/2012 need to be at least 15 percentage points to be considered meaningful (e.g., 55% vs. 70%).

**Personal Work Experiences**  
*Percentage Favorable*



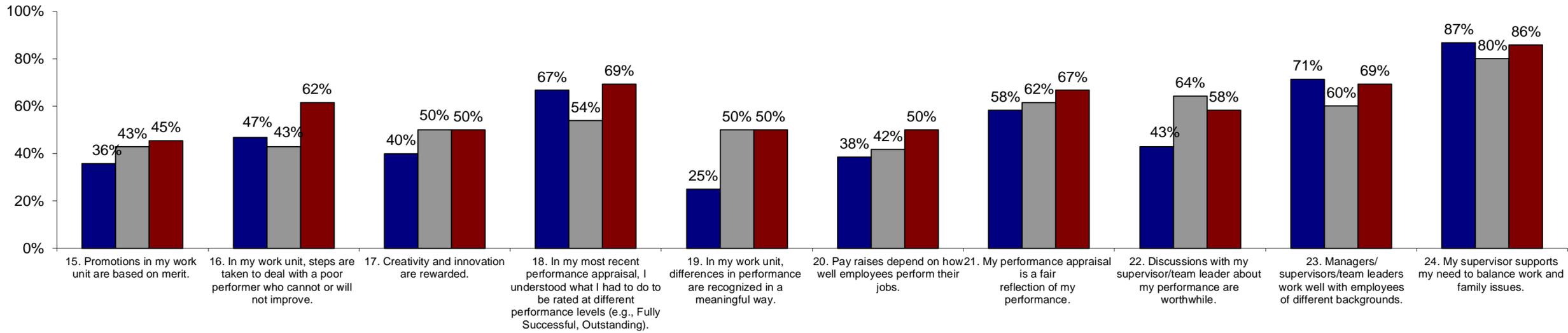
**Recruitment, Development and Retention**  
*Percentage Favorable*



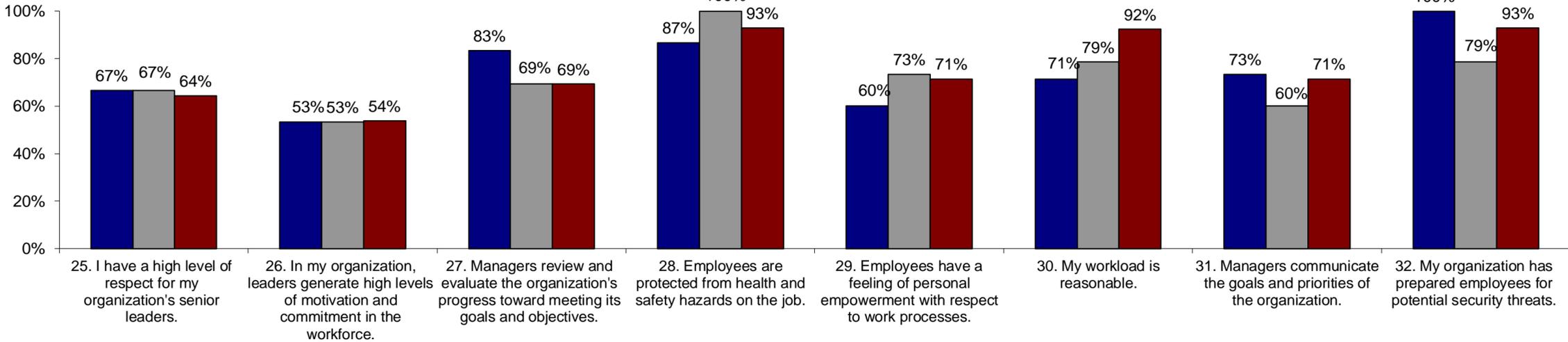


**Annual Employee Survey (AES) Results**  
*Percentage Favorable by Year*

**Performance Culture**  
*Percentage Favorable*



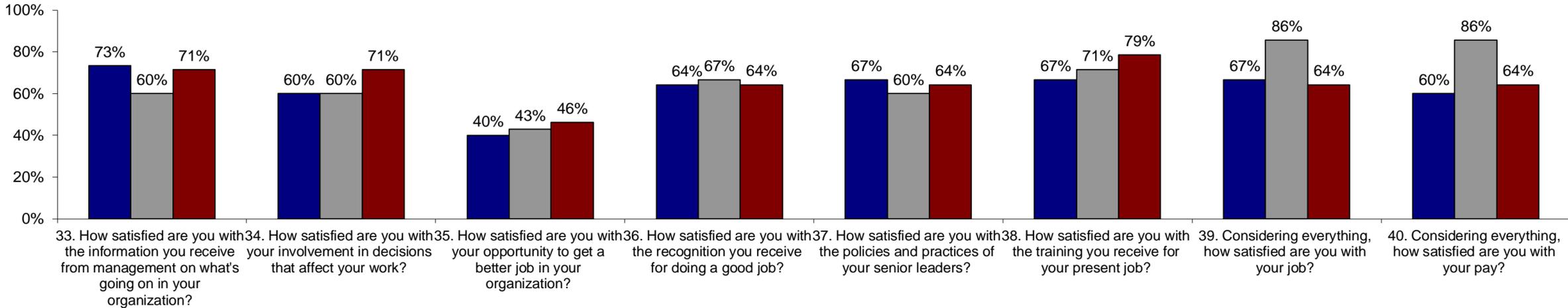
**Leadership**  
*Percentage Favorable*





**Annual Employee Survey (AES) Results**  
*Percentage Favorable by Year*

**Job Satisfaction**  
*Percentage Favorable*



**Agency Specific Items**  
*Percentage Favorable*

