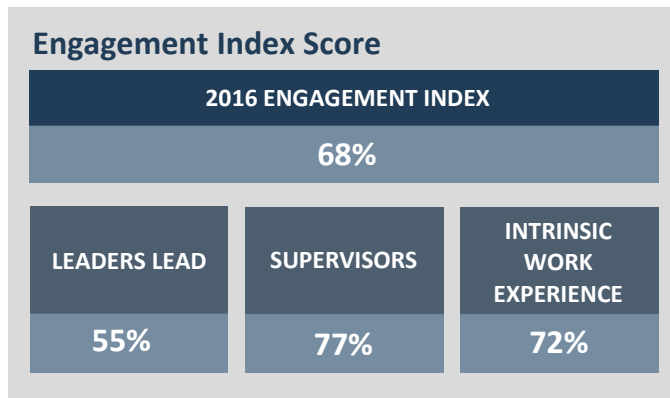




FIELD PERIOD	April 28 - June 9, 2016
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	8,075
NUMBER OF SURVEYS ADMINISTERED	12,508
RESPONSE RATE	64.6%

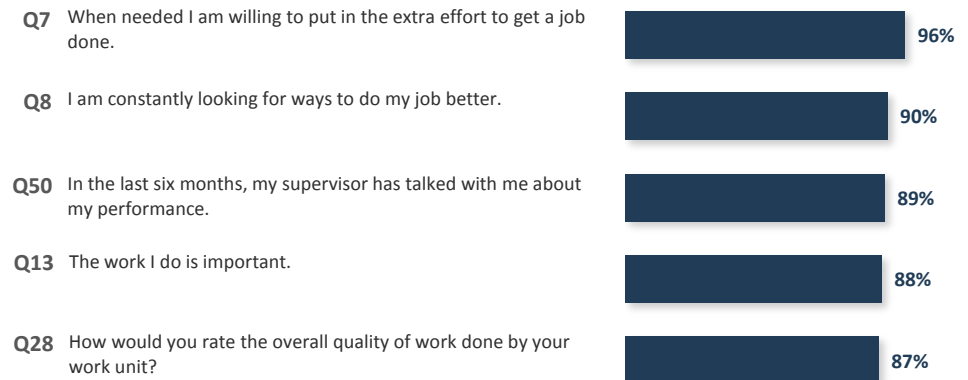
36 items identified as **strengths** (65% positive or higher)

3 items identified as **challenges** (35% negative or higher)



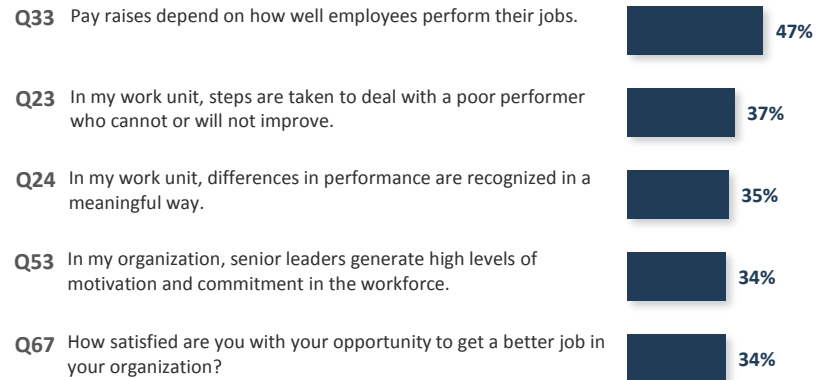
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



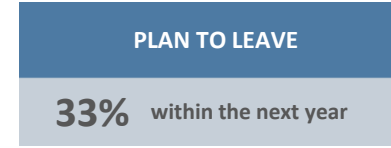
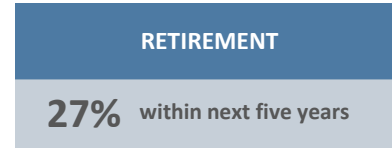
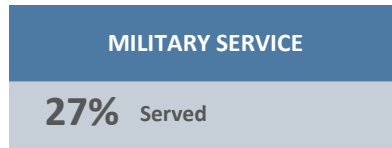
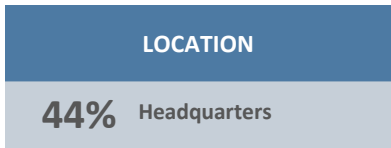
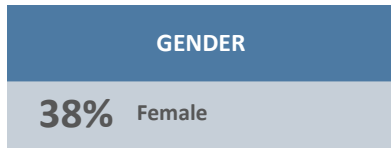
2016

Federal Employee Viewpoint Survey



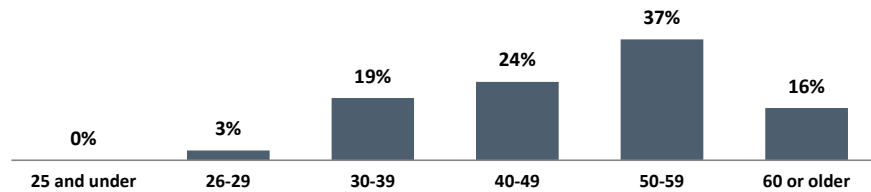
Annual Employee Survey (AES) Report

Department of Energy



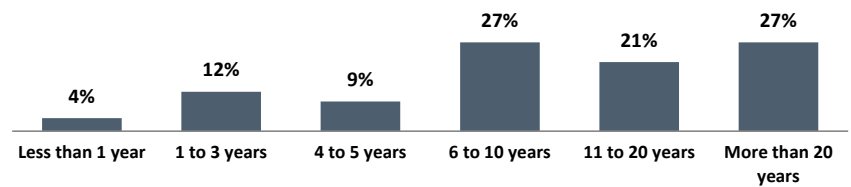
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade



Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	69.96%	24.30%	45.66%	13.95%	11.04%	5.06%	16.09%	1,999	3,666	1,122	875	403	8,065	N/A
Agree -disagree	2	I have enough information to do my job well.	71.64%	19.71%	51.93%	13.96%	10.53%	3.87%	14.40%	1,611	4,163	1,097	841	309	8,021	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	64.06%	25.94%	38.12%	15.85%	12.72%	7.38%	20.09%	2,110	3,024	1,260	1,000	580	7,974	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	73.44%	29.24%	44.20%	13.47%	7.93%	5.16%	13.09%	2,369	3,514	1,082	638	413	8,016	N/A
Agree -disagree	5	*I like the kind of work I do.	83.57%	38.24%	45.34%	10.59%	3.75%	2.08%	5.84%	3,063	3,610	851	305	167	7,996	N/A
Agree -disagree	6	I know what is expected of me on the job.	76.83%	27.63%	49.20%	12.35%	7.21%	3.61%	10.82%	2,230	3,912	986	578	289	7,995	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.70%	63.88%	31.82%	2.66%	0.78%	0.86%	1.63%	5,169	2,520	205	61	65	8,020	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	89.75%	46.15%	43.61%	7.84%	1.56%	0.84%	2.40%	3,744	3,468	628	126	63	8,029	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.86%	12.00%	39.86%	15.33%	21.22%	11.58%	32.81%	973	3,206	1,221	1,711	928	8,039	15
Agree -disagree	10	*My workload is reasonable.	59.40%	11.58%	47.83%	16.18%	15.93%	8.49%	24.42%	941	3,834	1,267	1,272	687	8,001	15
Agree -disagree	11	*My talents are used well in the workplace.	60.61%	17.66%	42.95%	15.92%	13.69%	9.78%	23.47%	1,420	3,359	1,242	1,079	764	7,864	33
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	83.44%	32.38%	51.06%	9.65%	4.08%	2.83%	6.91%	2,630	4,071	752	320	219	7,992	24
Agree -disagree	13	*The work I do is important.	88.14%	45.74%	42.40%	7.99%	2.01%	1.86%	3.87%	3,639	3,353	636	164	147	7,939	26
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.03%	24.95%	45.08%	13.42%	10.61%	5.94%	16.55%	2,030	3,572	1,061	872	478	8,013	20
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	68.86%	23.98%	44.89%	14.55%	9.16%	7.43%	16.59%	1,954	3,548	1,151	712	567	7,932	98
Agree -disagree	16	I am held accountable for achieving results.	82.53%	29.36%	53.17%	11.78%	3.68%	2.01%	5.69%	2,384	4,233	926	279	153	7,975	33

Core Survey

Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.74%	29.63%	36.11%	15.66%	8.57%	10.03%	18.60%	2,348	2,774	1,180	638	738	7,678	333
Agree -disagree	18	*My training needs are assessed.	55.07%	16.56%	38.51%	21.95%	14.95%	8.04%	22.99%	1,345	3,070	1,745	1,179	626	7,965	61
Agree -disagree	19	*In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	61.62%	22.63%	38.99%	15.39%	13.05%	9.94%	22.99%	1,836	3,077	1,210	1,034	773	7,930	134
Agree -disagree	20	*The people I work with cooperate to get the job done.	80.47%	32.82%	47.65%	10.22%	6.54%	2.77%	9.31%	2,661	3,823	826	528	224	8,062	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	47.20%	10.25%	36.95%	22.40%	18.94%	11.45%	30.39%	819	2,895	1,729	1,467	881	7,791	261
Agree -disagree	22	*Promotions in my work unit are based on merit.	41.08%	10.90%	30.18%	27.18%	15.34%	16.41%	31.75%	846	2,274	1,988	1,131	1,184	7,423	599
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.13%	7.13%	27.00%	29.08%	19.54%	17.24%	36.78%	526	1,931	2,057	1,403	1,209	7,126	906
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	36.89%	8.12%	28.77%	28.36%	20.21%	14.54%	34.75%	635	2,188	2,124	1,525	1,073	7,545	491
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	44.53%	10.24%	34.28%	25.19%	15.87%	14.41%	30.28%	795	2,586	1,853	1,171	1,045	7,450	568
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	78.04%	27.58%	50.46%	10.95%	6.74%	4.27%	11.01%	2,220	4,026	880	544	340	8,010	29
Agree -disagree	27	The skill level in my work unit has improved in the past year.	58.47%	18.09%	40.38%	26.21%	9.89%	5.43%	15.32%	1,431	3,098	2,022	767	414	7,732	305
Good -poor	28	How would you rate the overall quality of work done by your work unit?	86.89%	47.08%	39.82%	10.42%	1.85%	0.83%	2.68%	3,816	3,192	828	147	67	8,050	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	73.90%	16.62%	57.28%	14.92%	8.00%	3.18%	11.18%	1,339	4,471	1,161	621	242	7,834	143
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	47.94%	10.79%	37.14%	22.86%	19.05%	10.16%	29.20%	867	2,888	1,754	1,491	788	7,788	183
Agree -disagree	31	Employees are recognized for providing high quality products and services.	51.75%	12.46%	39.28%	22.76%	16.29%	9.20%	25.49%	1,001	3,072	1,751	1,261	701	7,786	163
Agree -disagree	32	*Creativity and innovation are rewarded.	41.47%	10.49%	30.97%	28.20%	18.52%	11.81%	30.33%	836	2,398	2,147	1,405	898	7,684	249
Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	24.01%	5.25%	18.76%	28.89%	25.00%	22.10%	47.11%	407	1,420	2,111	1,801	1,584	7,323	609

Core Survey

Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	59.16%	17.00%	42.16%	26.11%	7.49%	7.24%	14.73%	1,282	3,121	1,899	553	526	7,381	583
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	84.68%	32.64%	52.04%	9.55%	3.34%	2.43%	5.77%	2,620	4,050	736	262	180	7,848	94
Agree -disagree	36	*My organization has prepared employees for potential security threats.	81.90%	26.68%	55.22%	10.77%	4.77%	2.56%	7.34%	2,154	4,346	831	351	187	7,869	65
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.58%	20.76%	36.82%	19.94%	10.73%	11.75%	22.48%	1,599	2,771	1,459	791	858	7,478	470
Agree -disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	68.98%	27.69%	41.28%	16.98%	6.22%	7.82%	14.04%	2,067	2,992	1,197	436	544	7,236	673
Agree -disagree	39	My agency is successful at accomplishing its mission.	77.86%	23.57%	54.29%	15.57%	4.13%	2.44%	6.57%	1,866	4,228	1,194	324	184	7,796	159
Agree -disagree	40	I recommend my organization as a good place to work.	65.92%	23.49%	42.42%	18.09%	10.35%	5.64%	15.99%	1,891	3,365	1,442	823	444	7,965	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	42.71%	13.62%	29.09%	25.50%	16.97%	14.83%	31.79%	1,059	2,216	1,880	1,241	1,071	7,467	506
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	85.99%	49.57%	36.43%	7.65%	3.19%	3.17%	6.36%	3,991	2,857	598	250	247	7,943	30
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.15%	35.11%	37.04%	14.12%	8.03%	5.69%	13.73%	2,841	2,899	1,100	632	447	7,919	29
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	67.35%	30.65%	36.69%	16.35%	9.11%	7.19%	16.30%	2,441	2,871	1,271	714	551	7,848	66
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	71.04%	33.62%	37.42%	20.80%	3.83%	4.33%	8.16%	2,437	2,677	1,446	269	302	7,131	806
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	66.11%	27.95%	38.17%	18.14%	9.24%	6.51%	15.75%	2,244	3,017	1,408	730	504	7,903	33
Agree -disagree	47	*Supervisors in my work unit support employee development.	73.83%	32.61%	41.21%	14.23%	6.16%	5.78%	11.94%	2,607	3,224	1,108	473	439	7,851	106
Agree -disagree	48	My supervisor listens to what I have to say.	80.80%	42.80%	38.00%	9.69%	6.06%	3.46%	9.52%	3,459	2,998	759	475	267	7,958	N/A

Core Survey

Agree -disagree	49	My supervisor treats me with respect.	84.45%	48.69%	35.76%	8.43%	3.78%	3.34%	7.12%	3,916	2,797	656	301	262	7,932	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	88.85%	44.46%	44.38%	5.44%	3.90%	1.82%	5.71%	3,586	3,494	424	305	137	7,946	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	72.80%	40.50%	32.29%	13.02%	7.74%	6.44%	14.18%	3,275	2,539	1,026	607	502	7,949	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	74.80%	44.81%	29.99%	15.43%	5.57%	4.20%	9.78%	3,605	2,376	1,211	432	327	7,951	N/A
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42.35%	11.46%	30.88%	23.33%	18.91%	15.42%	34.33%	938	2,446	1,804	1,469	1,177	7,834	109
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.91%	17.90%	36.01%	23.10%	10.76%	12.23%	22.99%	1,406	2,723	1,699	792	889	7,509	417
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	65.47%	19.40%	46.07%	21.00%	6.91%	6.62%	13.53%	1,475	3,395	1,514	502	473	7,359	505
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	63.70%	17.44%	46.25%	18.17%	10.15%	7.98%	18.13%	1,416	3,597	1,400	791	614	7,818	65
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	63.81%	17.58%	46.23%	21.09%	8.35%	6.75%	15.10%	1,339	3,413	1,535	624	479	7,390	501
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	55.01%	15.33%	39.68%	20.79%	13.79%	10.40%	24.19%	1,236	3,050	1,582	1,058	788	7,714	201
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	59.85%	17.24%	42.61%	20.14%	11.45%	8.55%	20.00%	1,378	3,288	1,533	869	643	7,711	208
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	61.78%	26.66%	35.12%	22.24%	8.33%	7.65%	15.97%	2,080	2,662	1,662	617	565	7,586	339
Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	52.65%	19.37%	33.28%	23.67%	12.93%	10.75%	23.68%	1,594	2,613	1,818	1,002	821	7,848	73
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	64.42%	22.94%	41.48%	21.90%	7.60%	6.08%	13.68%	1,749	3,068	1,591	558	442	7,408	535
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	55.84%	17.09%	38.75%	20.14%	16.92%	7.10%	24.01%	1,395	3,073	1,565	1,332	549	7,914	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	54.39%	15.30%	39.08%	21.33%	16.82%	7.45%	24.28%	1,259	3,082	1,641	1,321	589	7,892	N/A

Core Survey

Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	53.33%	16.62%	36.70%	22.07%	15.85%	8.74%	24.60%	1,353	2,893	1,715	1,246	674	7,881	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	44.67%	11.48%	33.19%	27.95%	17.71%	9.68%	27.38%	954	2,634	2,174	1,382	741	7,885	N/A
Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	37.75%	11.40%	26.35%	28.51%	19.23%	14.51%	33.74%	931	2,065	2,246	1,510	1,136	7,888	N/A
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	59.19%	17.61%	41.58%	22.57%	12.48%	5.76%	18.24%	1,419	3,279	1,770	975	446	7,889	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	68.89%	22.95%	45.94%	16.05%	10.21%	4.85%	15.06%	1,853	3,592	1,260	809	379	7,893	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	65.34%	20.96%	44.38%	15.43%	12.55%	6.68%	19.23%	1,702	3,501	1,202	975	511	7,891	N/A
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	60.54%	17.48%	43.06%	19.67%	13.08%	6.71%	19.79%	1,432	3,380	1,537	1,028	526	7,903	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	79.46%	37.71%	41.75%	12.16%	5.90%	2.48%	8.38%	1,726	1,876	541	264	111	4,518	71
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	93.94%	55.47%	38.47%	4.33%	1.20%	0.53%	1.73%	2,360	1,592	174	47	23	4,196	30
Satisfied -dissatisfied	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)	83.15%	31.96%	51.19%	12.52%	3.29%	1.04%	4.33%	815	1,268	297	77	26	2,483	120
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	79.09%	31.32%	47.77%	17.88%	1.57%	1.46%	3.03%	321	474	171	16	15	997	147
Satisfied -dissatisfied	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)	75.21%	36.79%	38.42%	22.00%	1.89%	0.90%	2.79%	73	73	40	4	2	192	89
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	69.06%	27.45%	41.61%	27.76%	1.65%	1.54%	3.19%	49	71	47	3	3	173	69

* AES prescribed items

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

Work Life-Telework

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	5,616	69.44%
Yes, I was notified that I was not eligible to telework.	840	11.38%
No, I was not notified of my telework eligibility.	956	13.04%
Not sure if I was notified of my telework eligibility.	470	6.15%
Total	7,882	100.00%

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	120	1.52%
I telework 1 or 2 days per week.	1,273	15.91%
I telework, but no more than 1 or 2 days per month.	879	10.98%
I telework very infrequently.	2,297	28.25%
I do not telework because I have to be physically present on the job.	861	12.30%
I do not telework because I have technical issues.	228	3.03%
I do not telework because I did not receive approval to do so.	707	9.29%
I do not telework because I choose not to telework.	1,516	18.71%
Total	7,881	100.00%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	4,229	52.45%
No	3,029	39.31%
Not available to me	599	8.23%
Total	7,857	100.00%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	2,565	32.95%
No	4,764	60.49%
Not available to me	518	6.56%
Total	7,847	100.00%

76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
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Work Life-Telework

Yes	1,044	13.56%
No	6,564	83.91%
Not available to me	191	2.52%
Total	7,799	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	231	2.87%
No	6,476	82.17%
Not available to me	1,154	14.96%
Total	7,861	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	204	2.57%
No	6,522	82.82%
Not available to me	1,145	14.61%
Total	7,871	100.00%

Percentages are weighted to represent the Agency's population.

Demographics

<i>Where do you work?</i>	N	%
Headquarters	3,485	44.48%
Field	4,350	55.52%
Total	7,835	100.00%

<i>*What is your supervisory status?</i>	N	%
Non-Supervisor	5,318	67.76%
Team Leader	982	12.51%
Supervisor	939	11.96%
Manager	396	5.05%
Senior Leader	213	2.71%
Total	7,848	100.00%

<i>*Are you:</i>	N	%
Male	4,785	62.05%
Female	2,926	37.95%
Total	7,711	100.00%

<i>*Are you Hispanic or Latino?</i>	N	%
Yes	566	7.44%
No	7,045	92.56%
Total	7,611	100.00%

<i>*Please select the racial category or categories with which you most closely identify.</i>	N	%
American Indian or Alaska Native	98	1.33%
Asian	293	3.97%
Black or African American	625	8.48%
Native Hawaiian or Other Pacific Islander	26	0.35%
White	6,054	82.11%
Two or more races	277	3.76%
Total	7,373	100.00%

Demographics

<i>What is the highest degree or level of education you have completed?</i>	N	%
Less than High School	0	0.00%
High School Diploma/GED or equivalent	217	2.80%
Trade or Technical Certificate	194	2.50%
Some College (no degree)	726	9.37%
Associate's Degree (e.g., AA, AS)	404	5.22%
Bachelor's Degree (e.g., BA, BS)	2,840	36.66%
Master's Degree (e.g., MA, MS, MBA)	2,683	34.64%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	682	8.80%
Total	7,746	100.00%

<i>What is your pay category/grade?</i>	N	%
Federal Wage System	258	3.32%
GS 1-6	34	0.44%
GS 7-12	1,608	20.67%
GS 13-15	4,881	62.73%
Senior Executive Service	288	3.70%
Senior Level (SL) or Scientific or Professional (ST)	54	0.69%
Other	658	8.46%
Total	7,781	100.00%

<i>How long have you been with the Federal Government (excluding military service)?</i>	N	%
Less than 1 year	171	2.19%
1 to 3 years	497	6.38%
4 to 5 years	526	6.75%
6 to 10 years	1,893	24.29%
11 to 14 years	948	12.16%
15 to 20 years	936	12.01%
More than 20 years	2,823	36.22%
Total	7,794	100.00%

Demographics

<i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i>	N	%
Less than 1 year	334	4.29%
1 to 3 years	972	12.49%
4 to 5 years	677	8.70%
6 to 10 years	2,082	26.75%
11 to 20 years	1,630	20.94%
More than 20 years	2,088	26.83%
Total	7,783	100.00%

<i>Are you considering leaving your organization within the next year, and if so, why?</i>	N	%
No	5,192	66.74%
Yes, to retire	514	6.61%
Yes, to take another job within the Federal Government	1,316	16.92%
Yes, to take another job outside the Federal Government	388	4.99%
Yes, other	370	4.76%
Total	7,780	100.00%

<i>I am planning to retire:</i>	N	%
Within one year	315	4.08%
Between one and three years	888	11.49%
Between three and five years	888	11.49%
Five or more years	5,639	72.95%
Total	7,730	100.00%

<i>Self-Identify as:</i>	N	%
Heterosexual or Straight	6,098	83.32%
Gay, Lesbian, Bisexual, or Transgender	175	2.39%
I prefer not to say	1,046	14.29%
Total	7,319	100.00%

<i>What is your US military service status?</i>	N	%
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Demographics

No Prior Military Service	5,559	72.68%
Currently in National Guard or Reserves	106	1.39%
Retired	627	8.20%
Separated or Discharged	1,357	17.74%
Total	7,649	100.00%

Are you an individual with a disability?

	N	%
Yes	802	10.45%
No	6,871	89.55%
Total	7,673	100.00%

What is your age group?

	N	%
25 and under	37	0.46%
26-29	231	2.86%
30-39	1,500	18.58%
40-49	1,967	24.36%
50-59	3,018	37.37%
60 or older	1,322	16.37%
Total	8,075	100.00%

Percentages for demographic questions are unweighted.

* AES prescribed items