

NATIONAL INDIAN GAMING COMMISSION  
2019 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

| 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 % |
|----------------|------|------------------------------------------------------------------------------------------|--------------------|---------------------------------------------|--------------------------|------------------------------------------------------------------------|--------------------------------|---------------------------------------------------|--------------------|
| Agree-disagree | 1    | *I am given a real opportunity to improve my skills in my organization.                  | 77.5%              | 33.3%                                       | 44.2%                    | 16.4%                                                                  | 4.5%                           | 1.5%                                              | 6.1%               |
| Agree-disagree | 2    | I have enough information to do my job well.                                             | 69.2%              | 19.5%                                       | 49.7%                    | 15.3%                                                                  | 12.6%                          | 3.0%                                              | 15.5%              |
| Agree-disagree | 3    | I feel encouraged to come up with new and better ways of doing things.                   | 62.5%              | 26.1%                                       | 36.4%                    | 20.2%                                                                  | 11.0%                          | 6.3%                                              | 17.3%              |
| Agree-disagree | 4    | My work gives me a feeling of personal accomplishment.                                   | 82.4%              | 38.8%                                       | 43.6%                    | 13.1%                                                                  | 1.6%                           | 3.0%                                              | 4.6%               |
| Agree-disagree | 5    | I like the kind of work I do.                                                            | 94.0%              | 55.2%                                       | 38.8%                    | 6.0%                                                                   | 0.0%                           | 0.0%                                              | 0.0%               |
| Agree-disagree | 6    | I know what is expected of me on the job.                                                | 68.5%              | 28.8%                                       | 39.8%                    | 22.2%                                                                  | 7.8%                           | 1.5%                                              | 9.2%               |
| Agree-disagree | 7    | When needed I am willing to put in the extra effort to get a job done.                   | 97.0%              | 72.6%                                       | 24.4%                    | 3.0%                                                                   | 0.0%                           | 0.0%                                              | 0.0%               |
| Agree-disagree | 8    | I am constantly looking for ways to do my job better.                                    | 91.8%              | 55.8%                                       | 36.0%                    | 8.2%                                                                   | 0.0%                           | 0.0%                                              | 0.0%               |
| Agree-disagree | 9    | I have sufficient resources (for example, people, materials, budget) to get my job done. | 76.9%              | 21.5%                                       | 55.4%                    | 8.4%                                                                   | 7.9%                           | 6.8%                                              | 14.7%              |
| Agree-disagree | 10   | *My workload is reasonable.                                                              | 76.8%              | 19.3%                                       | 57.4%                    | 13.9%                                                                  | 7.9%                           | 1.5%                                              | 9.3%               |
| Agree-disagree | 11   | *My talents are used well in the workplace.                                              | 70.6%              | 23.1%                                       | 47.5%                    | 16.1%                                                                  | 11.8%                          | 1.5%                                              | 13.2%              |
| Agree-disagree | 12   | *I know how my work relates to the agency's goals.                                       | 94.0%              | 43.8%                                       | 50.1%                    | 1.5%                                                                   | 4.5%                           | 0.0%                                              | 4.5%               |
| Agree-disagree | 13   | The work I do is important.                                                              | 96.6%              | 62.2%                                       | 34.4%                    | 3.4%                                                                   | 0.0%                           | 0.0%                                              | 0.0%               |

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|----------------|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|---------------------------------------------|--------------------------|------------------------------------------------------------------------|--------------------------------|---------------------------------------------------|--------------------|
| Agree-disagree | 14   | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.                  | 85.3%              | 29.5%                                       | 55.7%                    | 5.6%                                                                   | 6.1%                           | 3.1%                                              | 9.1%               |
| Agree-disagree | 15   | My performance appraisal is a fair reflection of my performance.                                                                                                 | 68.6%              | 23.8%                                       | 44.9%                    | 25.1%                                                                  | 3.2%                           | 3.1%                                              | 6.3%               |
| Agree-disagree | 16   | I am held accountable for achieving results.                                                                                                                     | 86.6%              | 29.8%                                       | 56.9%                    | 11.5%                                                                  | 1.9%                           | 0.0%                                              | 1.9%               |
| Agree-disagree | 17   | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.                                                                   | 65.0%              | 29.3%                                       | 35.6%                    | 13.6%                                                                  | 11.4%                          | 10.1%                                             | 21.5%              |
| Agree-disagree | 18   | My training needs are assessed.                                                                                                                                  | 52.3%              | 22.9%                                       | 29.4%                    | 34.7%                                                                  | 9.7%                           | 3.3%                                              | 13.1%              |
| 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). | 79.2%              | 29.3%                                       | 49.9%                    | 15.6%                                                                  | 5.2%                           | 0.0%                                              | 5.2%               |
| Agree-disagree | 20   | *The people I work with cooperate to get the job done.                                                                                                           | 83.7%              | 29.6%                                       | 54.1%                    | 13.3%                                                                  | 1.5%                           | 1.5%                                              | 3.0%               |
| Agree-disagree | 21   | My work unit is able to recruit people with the right skills.                                                                                                    | 65.4%              | 19.5%                                       | 45.9%                    | 25.8%                                                                  | 5.3%                           | 3.6%                                              | 8.8%               |
| Agree-disagree | 22   | Promotions in my work unit are based on merit.                                                                                                                   | 37.4%              | 13.4%                                       | 24.0%                    | 33.5%                                                                  | 17.0%                          | 12.0%                                             | 29.0%              |

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|----------------|------|-------------------------------------------------------------------------------------------------------|--------------------|---------------------------------------------|--------------------------|------------------------------------------------------------------------|--------------------------------|---------------------------------------------------|--------------------|
| Agree-disagree | 23   | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.        | 38.8%              | 9.8%                                        | 29.0%                    | 34.6%                                                                  | 15.6%                          | 10.9%                                             | 26.6%              |
| Agree-disagree | 24   | *In my work unit, differences in performance are recognized in a meaningful way.                      | 44.5%              | 12.1%                                       | 32.4%                    | 34.2%                                                                  | 12.1%                          | 9.2%                                              | 21.3%              |
| Agree-disagree | 25   | Awards in my work unit depend on how well employees perform their jobs.                               | 52.1%              | 16.0%                                       | 36.1%                    | 31.5%                                                                  | 11.3%                          | 5.1%                                              | 16.4%              |
| Agree-disagree | 26   | Employees in my work unit share job knowledge with each other.                                        | 78.9%              | 30.8%                                       | 48.0%                    | 13.1%                                                                  | 4.6%                           | 3.4%                                              | 8.1%               |
| Agree-disagree | 27   | The skill level in my work unit has improved in the past year.                                        | 68.6%              | 17.4%                                       | 51.3%                    | 24.4%                                                                  | 5.3%                           | 1.7%                                              | 7.0%               |
| Good-poor      | 28   | How would you rate the overall quality of work done by your work unit?                                | 91.9%              | 41.6%                                       | 50.3%                    | 8.1%                                                                   | 0.0%                           | 0.0%                                              | 0.0%               |
| Agree-disagree | 29   | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 85.6%              | 45.1%                                       | 40.4%                    | 9.3%                                                                   | 3.6%                           | 1.5%                                              | 5.1%               |
| Agree-disagree | 30   | Employees have a feeling of personal empowerment with respect to work processes.                      | 54.3%              | 13.3%                                       | 41.0%                    | 23.2%                                                                  | 8.3%                           | 14.2%                                             | 22.5%              |
| Agree-disagree | 31   | Employees are recognized for providing high quality products and services.                            | 57.7%              | 9.3%                                        | 48.4%                    | 20.6%                                                                  | 13.1%                          | 8.7%                                              | 21.7%              |
| Agree-disagree | 32   | Creativity and innovation are rewarded.                                                               | 48.2%              | 11.5%                                       | 36.7%                    | 34.3%                                                                  | 6.7%                           | 10.9%                                             | 17.5%              |
| Agree-disagree | 33   | Pay raises depend on how well employees perform their jobs.                                           | 35.8%              | 3.7%                                        | 32.1%                    | 34.8%                                                                  | 21.8%                          | 7.6%                                              | 29.5%              |

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|----------------|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|---------------------------------------------|--------------------------|------------------------------------------------------------------------|--------------------------------|---------------------------------------------------|--------------------|
| Agree-disagree | 34   | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).                                                                                 | 64.0%              | 20.5%                                       | 43.5%                    | 27.0%                                                                  | 3.9%                           | 5.1%                                              | 9.0%               |
| Agree-disagree | 35   | Employees are protected from health and safety hazards on the job.                                                                                                                                                                             | 84.9%              | 25.5%                                       | 59.5%                    | 11.4%                                                                  | 3.6%                           | 0.0%                                              | 3.6%               |
| Agree-disagree | 36   | My organization has prepared employees for potential security threats.                                                                                                                                                                         | 57.7%              | 18.7%                                       | 39.0%                    | 31.6%                                                                  | 7.4%                           | 3.3%                                              | 10.7%              |
| Agree-disagree | 37   | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.                                                                                                                                          | 61.4%              | 20.7%                                       | 40.6%                    | 18.9%                                                                  | 6.1%                           | 13.6%                                             | 19.7%              |
| 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. | 67.8%              | 30.2%                                       | 37.5%                    | 17.1%                                                                  | 3.8%                           | 11.4%                                             | 15.1%              |
| Agree-disagree | 39   | My agency is successful at accomplishing its mission.                                                                                                                                                                                          | 89.6%              | 20.0%                                       | 69.6%                    | 5.4%                                                                   | 3.4%                           | 1.7%                                              | 5.0%               |
| Agree-disagree | 40   | *I recommend my organization as a good place to work.                                                                                                                                                                                          | 78.2%              | 30.0%                                       | 48.2%                    | 12.3%                                                                  | 6.3%                           | 3.2%                                              | 9.5%               |

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|----------------|------|----------------------------------------------------------------------------------------------|--------------------|---------------------------------------------|--------------------------|------------------------------------------------------------------------|--------------------------------|---------------------------------------------------|--------------------|
| Agree-disagree | 41   | *I believe the results of this survey will be used to make my agency a better place to work. | 60.0%              | 17.0%                                       | 43.0%                    | 20.4%                                                                  | 15.8%                          | 3.8%                                              | 19.6%              |
| Agree-disagree | 42   | My supervisor supports my need to balance work and other life issues.                        | 88.3%              | 48.5%                                       | 39.9%                    | 3.7%                                                                   | 1.7%                           | 6.3%                                              | 8.0%               |
| Agree-disagree | 43   | My supervisor provides me with opportunities to demonstrate my leadership skills.            | 73.9%              | 37.7%                                       | 36.1%                    | 12.2%                                                                  | 8.7%                           | 5.2%                                              | 13.9%              |
| Agree-disagree | 44   | Discussions with my supervisor about my performance are worthwhile.                          | 68.7%              | 30.6%                                       | 38.1%                    | 14.2%                                                                  | 9.2%                           | 8.0%                                              | 17.2%              |
| Agree-disagree | 45   | My supervisor is committed to a workforce representative of all segments of society.         | 67.2%              | 35.9%                                       | 31.2%                    | 24.6%                                                                  | 3.3%                           | 4.9%                                              | 8.2%               |
| Agree-disagree | 46   | My supervisor provides me with constructive suggestions to improve my job performance.       | 65.6%              | 29.4%                                       | 36.1%                    | 17.3%                                                                  | 10.9%                          | 6.2%                                              | 17.1%              |
| Agree-disagree | 47   | Supervisors in my work unit support employee development.                                    | 78.8%              | 42.1%                                       | 36.7%                    | 14.9%                                                                  | 1.6%                           | 4.7%                                              | 6.3%               |
| Agree-disagree | 48   | My supervisor listens to what I have to say.                                                 | 78.6%              | 39.7%                                       | 38.9%                    | 10.1%                                                                  | 6.6%                           | 4.7%                                              | 11.3%              |
| Agree-disagree | 49   | My supervisor treats me with respect.                                                        | 81.9%              | 51.9%                                       | 30.0%                    | 10.2%                                                                  | 3.2%                           | 4.7%                                              | 7.9%               |
| Agree-disagree | 50   | In the last six months, my supervisor has talked with me about my performance.               | 72.0%              | 36.0%                                       | 36.0%                    | 17.6%                                                                  | 7.3%                           | 3.1%                                              | 10.4%              |

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|----------------|------|-------------------------------------------------------------------------------------------------------------------|--------------------|---------------------------------------------|--------------------------|------------------------------------------------------------------------|--------------------------------|---------------------------------------------------|--------------------|
| Agree-disagree | 51   | I have trust and confidence in my supervisor.                                                                     | 72.9%              | 44.3%                                       | 28.7%                    | 10.9%                                                                  | 8.4%                           | 7.8%                                              | 16.2%              |
| Good-poor      | 52   | Overall, how good a job do you feel is being done by your immediate supervisor?                                   | 69.3%              | 45.3%                                       | 23.9%                    | 16.5%                                                                  | 9.6%                           | 4.7%                                              | 14.3%              |
| Agree-disagree | 53   | In my organization, senior leaders generate high levels of motivation and commitment in the workforce.            | 52.8%              | 14.4%                                       | 38.4%                    | 25.7%                                                                  | 11.3%                          | 10.1%                                             | 21.4%              |
| Agree-disagree | 54   | My organization's senior leaders maintain high standards of honesty and integrity.                                | 64.0%              | 26.4%                                       | 37.6%                    | 16.4%                                                                  | 9.9%                           | 9.7%                                              | 19.6%              |
| Agree-disagree | 55   | Supervisors work well with employees of different backgrounds.                                                    | 77.3%              | 28.1%                                       | 49.2%                    | 13.2%                                                                  | 5.9%                           | 3.6%                                              | 9.5%               |
| Agree-disagree | 56   | *Managers communicate the goals of the organization.                                                              | 57.7%              | 16.4%                                       | 41.3%                    | 18.1%                                                                  | 18.7%                          | 5.5%                                              | 24.2%              |
| Agree-disagree | 57   | Managers review and evaluate the organization's progress toward meeting its goals and objectives.                 | 54.7%              | 22.6%                                       | 32.2%                    | 31.0%                                                                  | 8.8%                           | 5.5%                                              | 14.3%              |
| Agree-disagree | 58   | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 44.2%              | 19.6%                                       | 24.6%                    | 14.3%                                                                  | 27.7%                          | 13.7%                                             | 41.5%              |
| Agree-disagree | 59   | Managers support collaboration across work units to accomplish work objectives.                                   | 49.9%              | 20.3%                                       | 29.6%                    | 32.3%                                                                  | 6.1%                           | 11.7%                                             | 17.8%              |

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|------------------------|------|------------------------------------------------------------------------------------------------------------------|--------------------|---------------------------------------------|--------------------------|------------------------------------------------------------------------|--------------------------------|---------------------------------------------------|--------------------|
| Good-poor              | 60   | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?       | 66.8%              | 29.1%                                       | 37.8%                    | 18.0%                                                                  | 9.4%                           | 5.8%                                              | 15.2%              |
| Agree-disagree         | 61   | I have a high level of respect for my organization's senior leaders.                                             | 75.7%              | 39.2%                                       | 36.5%                    | 12.3%                                                                  | 7.1%                           | 4.9%                                              | 12.0%              |
| Agree-disagree         | 62   | Senior leaders demonstrate support for Work-Life programs.                                                       | 78.7%              | 40.3%                                       | 38.4%                    | 10.4%                                                                  | 3.5%                           | 7.4%                                              | 10.9%              |
| Satisfied-dissatisfied | 63   | *How satisfied are you with your involvement in decisions that affect your work?                                 | 56.1%              | 12.2%                                       | 43.9%                    | 29.4%                                                                  | 12.9%                          | 1.6%                                              | 14.5%              |
| Satisfied-dissatisfied | 64   | *How satisfied are you with the information you receive from management on what's going on in your organization? | 45.2%              | 12.2%                                       | 33.0%                    | 25.3%                                                                  | 24.6%                          | 4.9%                                              | 29.5%              |
| Satisfied-dissatisfied | 65   | *How satisfied are you with the recognition you receive for doing a good job?                                    | 62.5%              | 18.1%                                       | 44.4%                    | 24.2%                                                                  | 5.3%                           | 8.1%                                              | 13.4%              |
| Satisfied-dissatisfied | 66   | How satisfied are you with the policies and practices of your senior leaders?                                    | 57.5%              | 13.7%                                       | 43.8%                    | 25.3%                                                                  | 10.8%                          | 6.4%                                              | 17.2%              |
| Satisfied-dissatisfied | 67   | How satisfied are you with your opportunity to get a better job in your organization?                            | 34.1%              | 15.3%                                       | 18.9%                    | 38.3%                                                                  | 14.2%                          | 13.4%                                             | 27.5%              |
| Satisfied-dissatisfied | 68   | How satisfied are you with the training you receive for your present job?                                        | 66.3%              | 15.2%                                       | 51.0%                    | 25.5%                                                                  | 6.6%                           | 1.6%                                              | 8.2%               |

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|------------------------|------|------------------------------------------------------------------------|--------------------|---------------------------------------------|--------------------------|------------------------------------------------------------------------|--------------------------------|---------------------------------------------------|--------------------|
| Satisfied-dissatisfied | 69   | *Considering everything, how satisfied are you with your job?          | 79.5%              | 35.8%                                       | 43.8%                    | 12.4%                                                                  | 6.5%                           | 1.6%                                              | 8.1%               |
| Satisfied-dissatisfied | 70   | Considering everything, how satisfied are you with your pay?           | 82.7%              | 30.1%                                       | 52.6%                    | 5.4%                                                                   | 8.2%                           | 3.6%                                              | 11.8%              |
| Satisfied-dissatisfied | 71   | *Considering everything, how satisfied are you with your organization? | 75.6%              | 28.2%                                       | 47.4%                    | 13.0%                                                                  | 6.5%                           | 4.9%                                              | 11.4%              |

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.