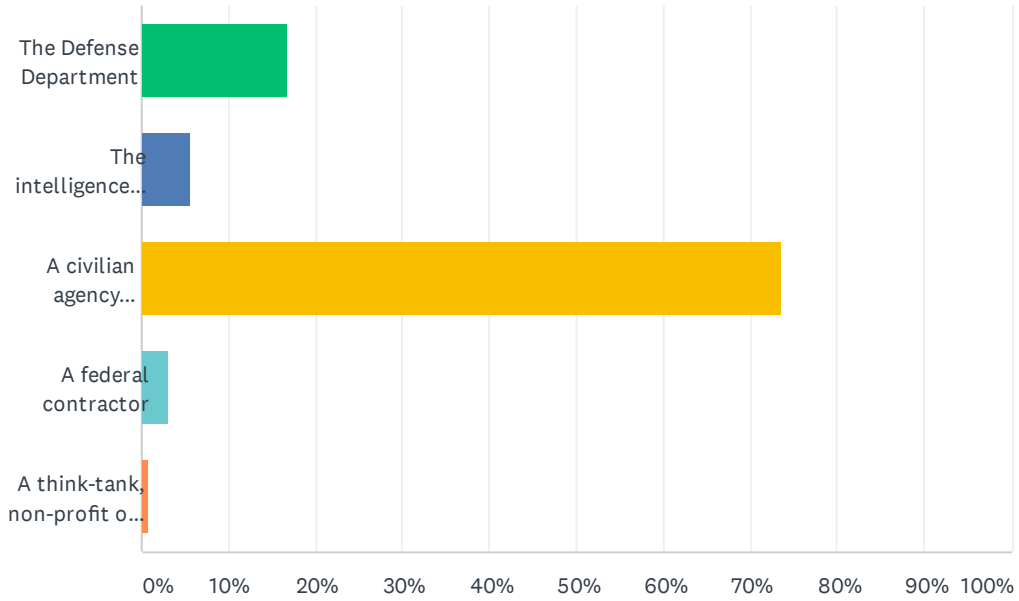


Q1 I work for:

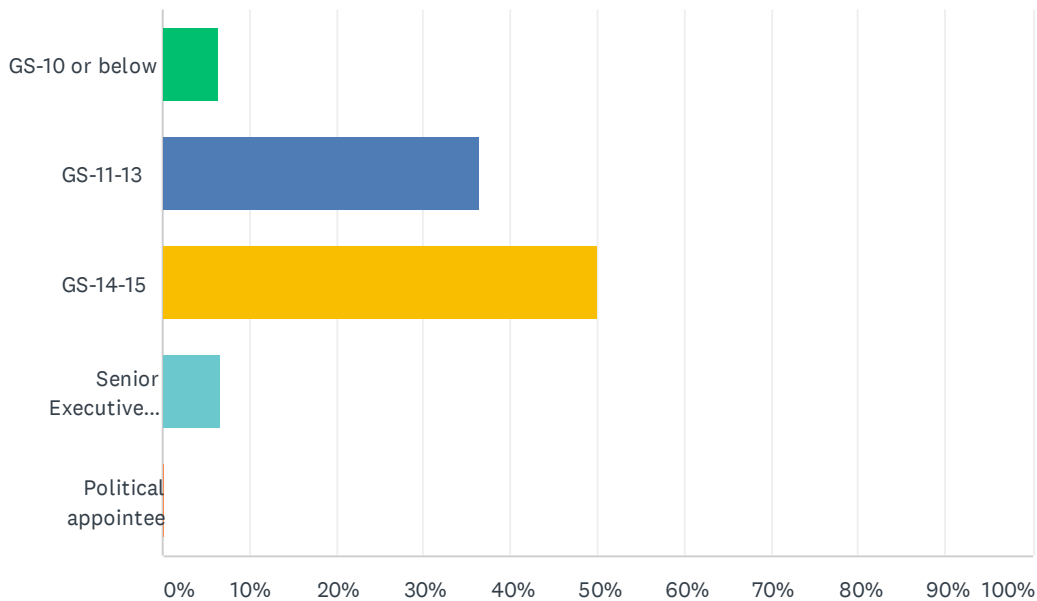
Answered: 857 Skipped: 7



ANSWER CHOICES	RESPONSES	
The Defense Department	16.80%	144
The intelligence community	5.60%	48
A civilian agency (Veterans Affairs, EPA, etc.)	73.63%	631
A federal contractor	3.15%	27
A think-tank, non-profit or academia	0.82%	7
TOTAL		857

Q2 What is your grade or equivalent?

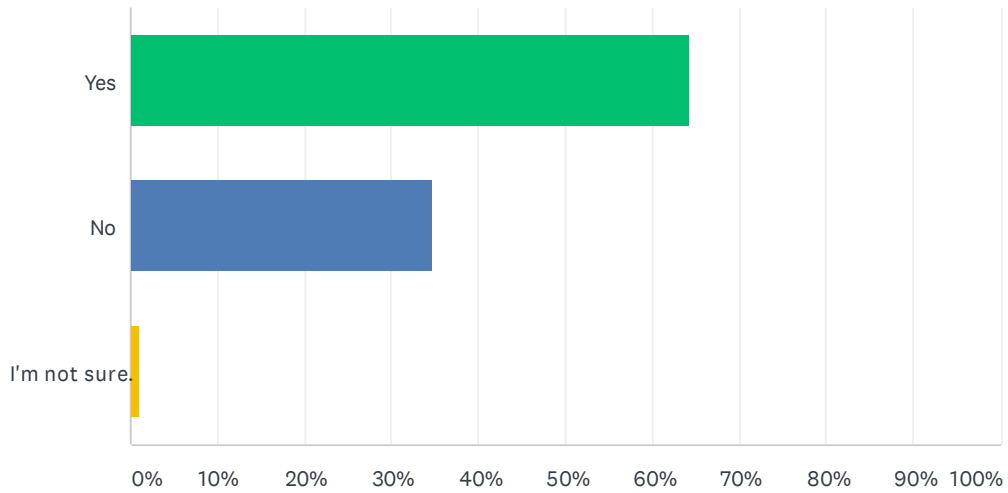
Answered: 809 Skipped: 55



ANSWER CHOICES	RESPONSES	
GS-10 or below	6.55%	53
GS-11-13	36.46%	295
GS-14-15	50.06%	405
Senior Executive Service	6.80%	55
Political appointee	0.12%	1
TOTAL		809

Q3 Are you currently eligible to retire?

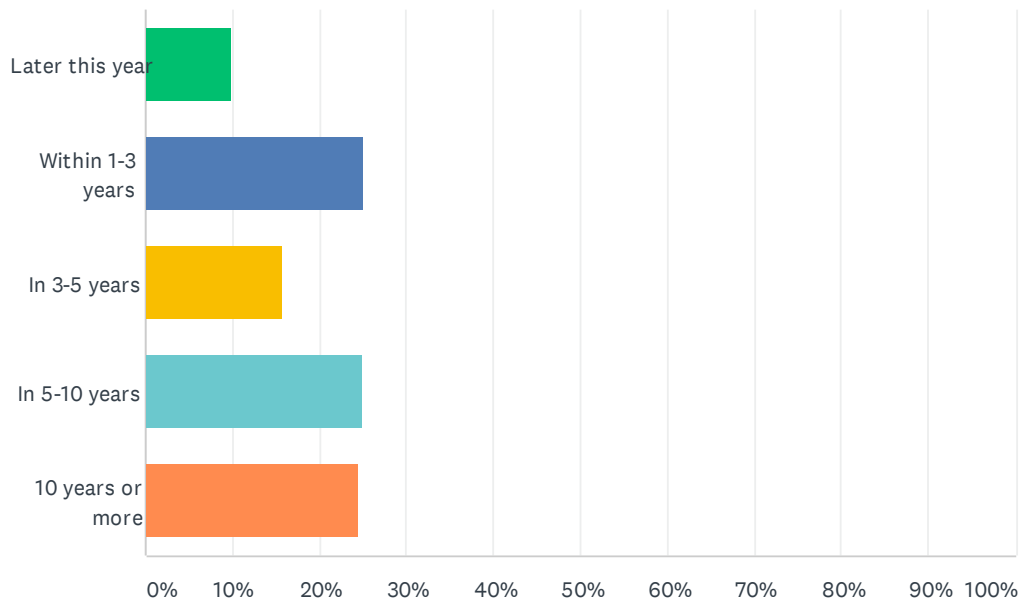
Answered: 812 Skipped: 52



ANSWER CHOICES	RESPONSES	
Yes	64.29%	522
No	34.73%	282
I'm not sure.	0.99%	8
TOTAL		812

Q4 If you're not currently eligible to retire, when will you be?

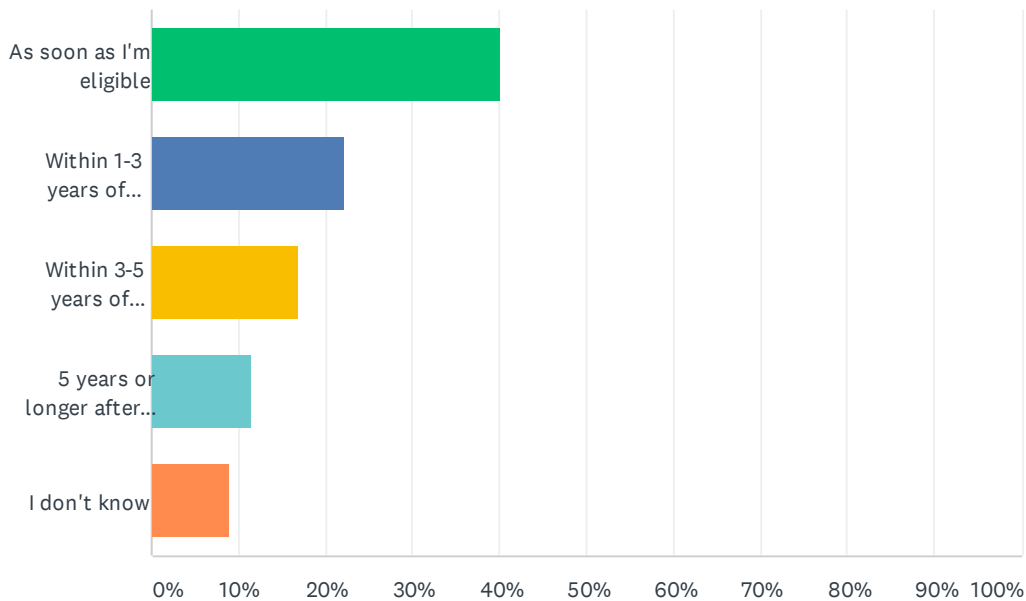
Answered: 274 Skipped: 590



ANSWER CHOICES	RESPONSES	
Later this year	9.85%	27
Within 1-3 years	25.18%	69
In 3-5 years	15.69%	43
In 5-10 years	24.82%	68
10 years or more	24.45%	67
TOTAL		274

Q5 When do you plan on retiring once you're eligible?

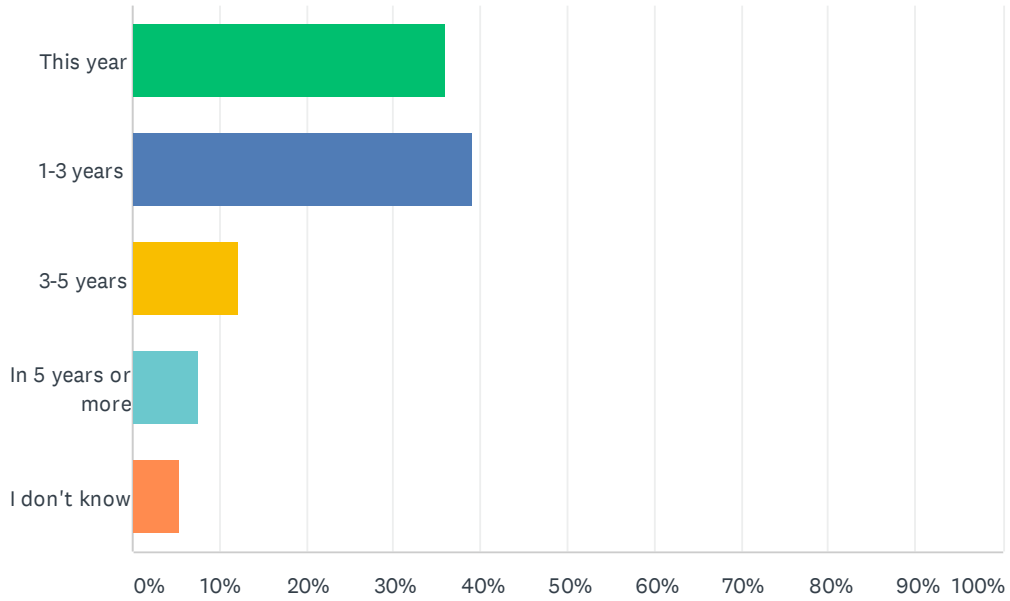
Answered: 276 Skipped: 588



ANSWER CHOICES	RESPONSES	
As soon as I'm eligible	40.22%	111
Within 1-3 years of retirement eligibility	22.10%	61
Within 3-5 years of retirement eligibility	17.03%	47
5 years or longer after retirement eligibility	11.59%	32
I don't know	9.06%	25
TOTAL		276

Q6 When do you plan to retire?

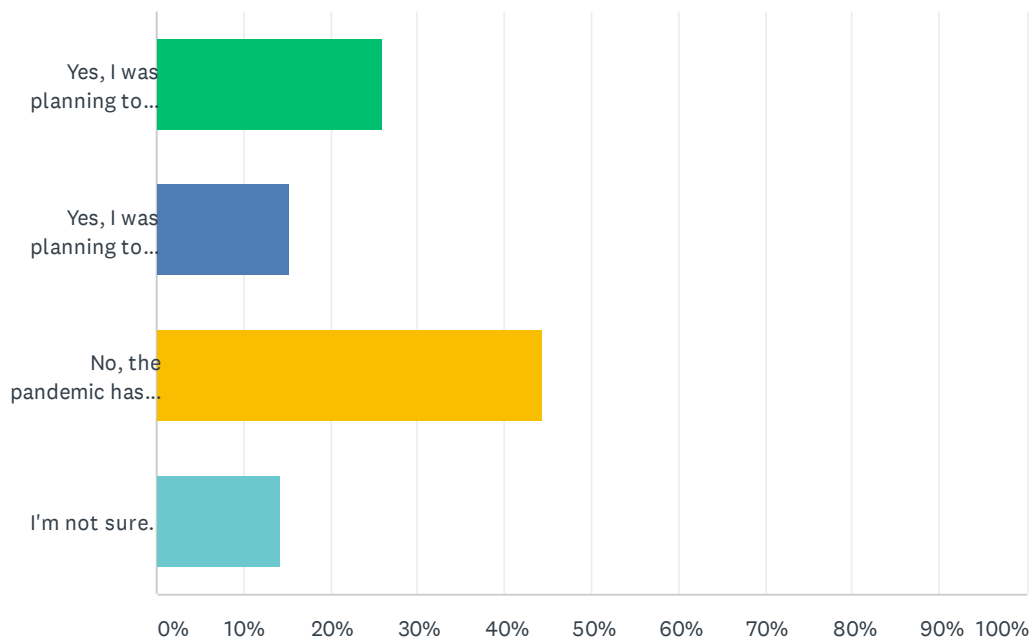
Answered: 481 Skipped: 383



ANSWER CHOICES	RESPONSES	
This year	35.97%	173
1-3 years	39.09%	188
3-5 years	12.06%	58
In 5 years or more	7.48%	36
I don't know	5.41%	26
TOTAL		481

Q7 Has the pandemic played any role in your future retirement plans?

Answered: 482 Skipped: 382



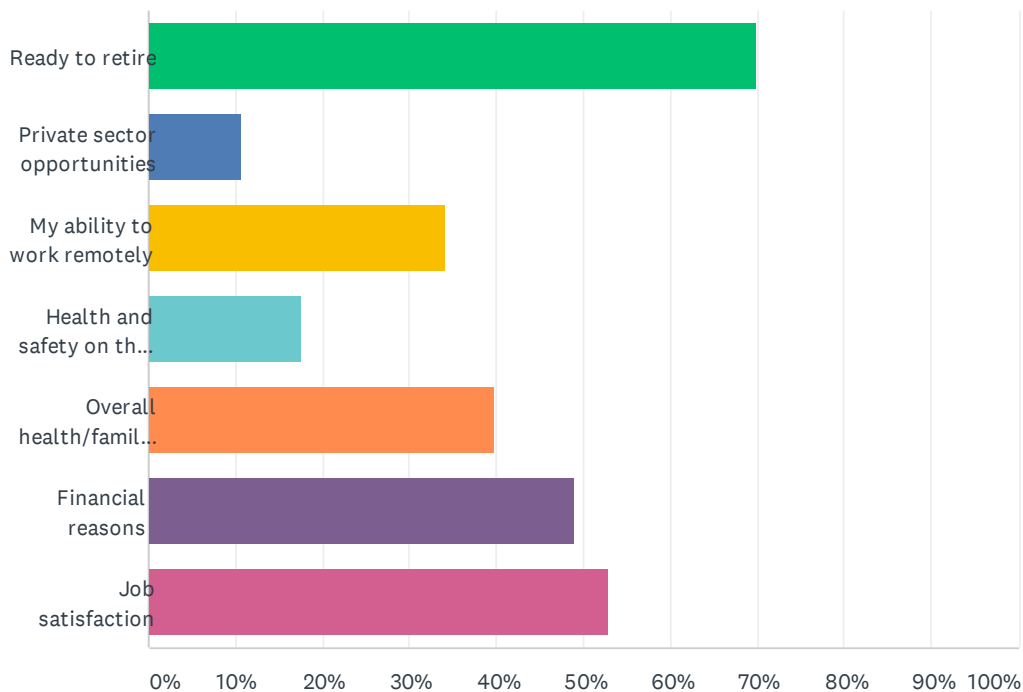
ANSWER CHOICES	RESPONSES	
Yes, I was planning to retire in 2020 or 2021 but will delay to a later date.	25.93%	125
Yes, I was planning to leave in a couple years but will retire earlier than I initially expected.	15.35%	74
No, the pandemic has not or will not have an impact on my retirement plans.	44.40%	214
I'm not sure.	14.32%	69
TOTAL		482

Q8 How has the pandemic affected your future retirement plans?

Answered: 380 Skipped: 484

Q9 In general, what factors influence your decision to retire? (Check all that apply.)

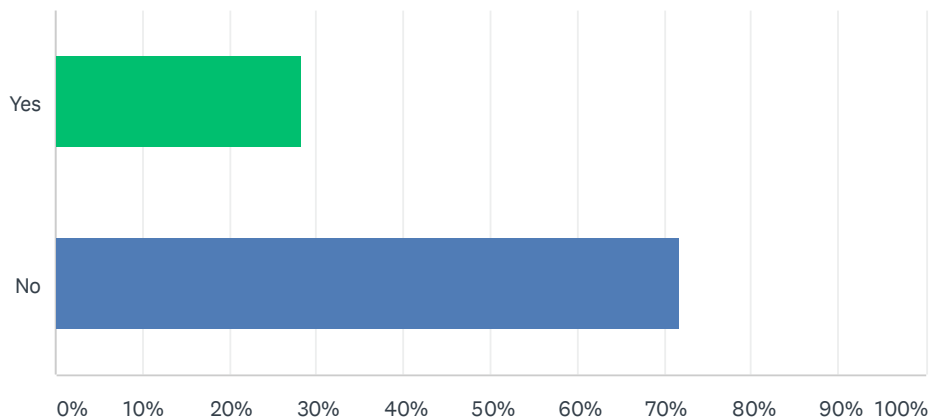
Answered: 726 Skipped: 138



ANSWER CHOICES	RESPONSES	
Ready to retire	69.97%	508
Private sector opportunities	10.61%	77
My ability to work remotely	34.02%	247
Health and safety on the job	17.63%	128
Overall health/family reasons	39.67%	288
Financial reasons	49.04%	356
Job satisfaction	53.03%	385
Total Respondents: 726		

Q10 Did the change in administration influence your thoughts about retirement?

Answered: 731 Skipped: 133



ANSWER CHOICES	RESPONSES	
Yes	28.32%	207
No	71.68%	524
TOTAL		731

Q11 Please add any additional comments about your retirement decision and the factors impacting your plans.

Answered: 225 Skipped: 639