	2006****						
	MSPB 2006 Federal Human Capital Survey Results		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
*1.	I am given a real opportunity to improve my skills in my organization.	N %	79.1	32	47.1	12	4.9
2	I have enough information to do my job well.	N	79.1	32	47.1	12	4.9
		%	89.5	41.2	48.3	4.5	5.2
3.	I feel encouraged to come up with new and better ways of doing things.	N %	64.9	28.8	26.1	17.9	13.2
		N	04.9	20.0	36.1	17.9	15.2
*4.	My work gives me a feeling of personal accomplishment.	%	79.6	40	39.6	10.7	6.5
*5.	I like the kind of work I do.						
		% N	87.7	51.1	36.6	6.2	4.4
6.	I know what is expected of me on the job.	N %					
7.	When needed I am willing to put in the extra effort to get a job	N					
	done.	%					
8.	I am constantly looking for ways to do my job better.	N					
		%				10	- 10
9.	I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	76.2	43 31.8	60 44.5	18 13.7	9.2
		N	70.2	31.8	65	13.7	9.2
*10.	My workload is reasonable.	%	73.7	25.2	48.5	8.0	11.8
*11	My talanta are used well in the workplace	N		38	59	20	11
*11.	My talents are used well in the workplace.	%	73.0	28.8	44.2	15.1	8.1
*12.	I know how my work relates to the agency's goals and priorities.	N		81	46	7	2
		% N	93.2	59.5 76	33.7 47	5.3	1.5
*13.	The work I do is important.	N %	91.0	56.2	34.8	6.7	2.3
*14.	Physical conditions (for example, noise level, temperature,	N		68	50	10	4
	lighting, cleanliness in the workplace) allow employees to perform their jobs well.	%	87.5	50.4	37.1	7.2	3.1
*15.	My performance appraisal is a fair reflection of my performance.	N		43	66	12	9
	31	%	81.4		49.2		
16.	I am held accountable for achieving results.	N %	91.3	57 41.6	68 49.7	9 6.7	2.0
17.	I can disclose a suspected violation of any law, rule or regulation	N	71.5	27	36	32	19
17.	without fear of reprisal.	%	51.2	21.8	29.5	25.7	15.3
*18.	My training needs are assessed.	N		23	52	34	22
	In my most recent performance appraisal, I understood what I had	% N	54.8	16.8	38.0	25.1	16.1
19.	to do to be rated at different performance levels (for example,	%					
*20	The people I work with cooperate to get the job done.	N					
	The people I work with cooperate to get the job done.	% N	92.5	51.4	41.1	4.4	2.1
*21.	My work unit is able to recruit people with the right skills.		75.9	40 30.5	59 45.4	24 18.0	6 4.7
*22	December in many would write and have december 1	% N	13.3	27	52	30	13
	Promotions in my work unit are based on merit.	%	61.8	21.4	40.5	23.3	10.0
*23.	In my work unit, steps are taken to deal with a poor performer who	N	<b>74</b> 0	15	53	35	14
*24.	cannot or will not improve.  In my work unit, differences in performance are recognized in a	% N	54.0	11.6 15	42.4 44	27.7 44	11.5 18
∠4.	meaningful way.	%	45.6	11.4	34.1	34.3	13.8
25.	Awards in my work unit depend on how well employees perform	N		32	55	25	10
	their jobs.	%	67.7	24.7	43.0	19.3	8.1

26. Employees in my work unit share jook knowledge with each other.   5,   81,1   39,3   41,7   93   77,2     27. The skill level in my work unit has improved in the past year.   6,   57,4   22,3   35,1   35,4   47,   6,   6,   74,								
27.   The skill level in my work unit has improved in the past year.   N	26.	Employees in my work unit share job knowledge with each other.		01.1				10
27, The skill level in my work unth has improved in the pust year.				81.1				
28. How would you rate the overall quality of work done by your work unit?   99, 94.0, 59.4, 33.6, 5.1, 0.9	27.	The skill level in my work unit has improved in the past year.		57.4			-	
muit	28.	How would you rate the overall quality of work done by your work		37.4			7	1
### 27 The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.  ### 30. Employees have a feeling of personal empowerment with respect to work processes.  ### 31. Employees are recognized for providing high quality products and services.  ### 32. Creativity and innovation are rewarded.  ### 33. Pay mises depend on how well employees perform their jobs.  ### 47. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness with a case of the case of the providing minorities and women, training in awareness with the provided of the provid				94.0			5.1	0.9
Diagonal programme   Comparization   Compari	*29.						7	0
1.   1.   1.   1.   1.   1.   1.   1.		*	%	93.6	41.5	52.1	5.4	0.0
231   Employees are recognized for providing high quality products and with the services.   N	*30.	Employees have a feeling of personal empowerment with respect	N		31	53	30	15
Services			%	62.9	23.2	39.7	22.7	11.2
### 22 Creativity and innovation are rewarded.  ### 32	31.	Employees are recognized for providing high quality products and						
**22. Creativity and innovation are rewared.**  **33. Pay raises depend on how well employees perform their jobs.**  **34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness.**  **54. Policies and programs promote diversity in the workplace (for N N 43 55 26 4 4 1 20.0 3.1.  **55. Employees are protected from health and safety hazards on the job.**  **56. Taylory of the programs promote diversity in the workplace (for N N 49 72 11 0.0 4 1 20.0 3.1.  **57. Employees are protected from health and safety hazards on the job.**  **58. Employees are protected from health and safety hazards on the job.**  **58. Atbitrary action, personal favoritism and coercion for partisan N 30 70 20 9 4 threats.**  **56. Taylory action, personal favoritism and coercion for partisan N 37 45 25 15 political purposes are not telerated.**  **57. Atbitrary action, personal favoritism and coercion for partisan N 37 45 25 15 political purposes are not telerated.**  **58. Prohibited Personnel Practices (for example, illegally N 48 850 21 5 5 15 political purposes are not telerated.**  **59. My agency is successful at accomplishing its mission.**  **40. I recommend my organization as a good place to work.**  **41. I believe the results of this survey will be used to make my agency N a better place to work.**  **42. My supervisor supports my need to balance work and other life N 78.9 45.2 33.7 13.6 2.9		services.		70.7				
## 33. Pay raises depend on how well employees perform their jobs.  **N	*32.	Creativity and innovation are rewarded.		/				
**35. Pay raises depend on how well employees perform their jobs.  34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness  **6 73.0 32.9 40.1 20.0 3.1  **85. Employees are protected from health and safety hazards on the job.  **86 89.4 36.3 53.1 8.3 0.0  **87. Employees are protected from health and safety hazards on the job.  **89.4 36.3 53.1 8.3 0.0  **89.4 36.3 53.1 8.3 0.0  **80 70 20 99  **threats.  **50 74.3 22.3 52.0 15.0 6.8  **37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.  **56 61.6 27.8 33.8 19.3 11.5  **38. Prohibited Personnel Practices (for example, illegally November 19.1 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1	-			57.6				
34.   Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness   N	*33.	Pay raises depend on how well employees perform their jobs.		47.2				
example, recruiting minorities and women, training in awareness   96	24	Policies and programs promote diversity in the workplace (for		47.3				10.5
Semployees are protected from health and safety hazards on the job.   Semployees	34.			73.0				3.1
### ### #### #########################		example, recruiting innorties and women, training in awareness		73.0				
1   1   1   1   2   2   2   3   3   7   2   2   3   3   3   3   3   3   4   3   3   3	*35.	Employees are protected from health and safety hazards on the job.		89.4				, ,
threats.			70	07.4	30.3	33.1	0.3	0.0
37	*36.	My organization has prepared employees for potential security	N		30	70	20	9
political purposes are not tolerated.   %   61.6   27.8   33.8   19.3   11.5		threats.	%	74.3	22.3	52.0	15.0	6.8
38	37.	Arbitrary action, personal favoritism and coercion for partisan	N		37	45	25	15
discriminating for or against any employee/applicant, obstructing a   %   75.7   37.2   38.5   15.8   3.8     39. My agency is successful at accomplishing its mission.   N			%	61.6	27.8	33.8	19.3	11.5
39. My agency is successful at accomplishing its mission.   N	38.		N		48			5
40.   I recommend my organization as a good place to work.   N		discriminating for or against any employee/applicant, obstructing a		75.7	37.2	38.5	15.8	3.8
40. I recommend my organization as a good place to work.  41. I believe the results of this survey will be used to make my agency a better place to work.  *42. My supervisor supports my need to balance work and other life issues.  *43. My supervisor/team leader provides me with opportunities to sare worthwhile.  *44. Discussions with my supervisor/team leader about my performance are worthwhile.  *45. My supervisor/team leader is committed to a workforce Northwhile.  *46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.  *47. Supervisors/team leaders in my work unit support employee Northwhile.  *48. My supervisor/team leader is committed to a workforce Northwhile.  *49. My supervisor/team leader provides me with constructive Northwhile.  *40. My supervisor/team leader provides me with constructive Northwhile.  *41. Supervisor/team leader provides me with constructive Northwhile.  *42. My supervisor/team leader provides me with constructive Northwhile.  *44. My supervisor/team leader provides me with constructive Northwhile.  *45. My supervisor/team leader provides me with constructive Northwhile.  *46. My supervisor/team leader provides me with constructive Northwhile.  *47. Supervisors/team leaders in my work unit support employee Northwhile.  *48. My supervisor/team leader listens to what I have to say.  *49. My supervisor/team leader treats me with respect.  *50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your mimmediate supervisor/team leader?  *52. Overall, how good a job do you feel is being done by your mimmediate supervisor/team leader?  *53. In my organization, leaders generate high levels of motivation and Northwhile.  *54. Assume the feet of workforce.  *55. I have trust and confidence in my supervisor.  *65. Assume the feet of worthwhile.  *65. Assume the feet of worthwhile.  *65. Assume the f	39.	My agency is successful at accomplishing its mission.						
40.   Trecommend my organization as a good place to work.		,						
41. I believe the results of this survey will be used to make my agency   N	40.	I recommend my organization as a good place to work.		<b>=</b> 0.0				4
a better place to work.	41	T1 1' d 16 Cd' '111 16 1		/8.9	45.2	33.7	13.6	2.9
*42.         My supervisor supports my need to balance work and other life issues.         N         74         40         15         5           43.         My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.         N         34         58         28         8           *44.         Discussions with my supervisor/team leader about my performance are worthwhile.         N         32         57         26         15           45.         My supervisor/team leader is committed to a workforce are worthwhile.         N         37         56         29         4           45.         My supervisor/team leader is committed to a workforce representative of all segments of society.         N         37         56         29         4           46.         My supervisor/team leader provides me with constructive suggestions to improve my job performance.         N         23         67         28         14           *47.         Supervisors/team leaders in my work unit support employee development.         %         66.6         17.3         49.3         20.4         10.3           *48.         My supervisor/team leader listens to what I have to say.         N         38         68         16         6           49.         My supervisor/team leader treats me with respect.         N         N	41.							
issues.	*42				74	40	15	5
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	42.			84.4			-	
demonstrate my leadership skills.	43.			04.4				
*44. Discussions with my supervisor/team leader about my performance are worthwhile.       N       32       57       26       15         45. My supervisor/team leader is committed to a workforce representative of all segments of society.       N       37       56       29       4         46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.       N       23       67       28       14         *47. Supervisors/team leaders in my work unit support employee development.       N       38       68       16       6         48. My supervisor/team leader listens to what I have to say.       N       38       68       16       6         49. My supervisor/team leader treats me with respect.       N       N       8       10       6         50. In the last six months, my supervisor/team leader has talked with me about my performance.       N       N       0        0       0       0       0       0       0       0       0       0       0       0       0       0       0       0				69.3			_	
are worthwhile.	*44.		N					15
representative of all segments of society.			%	65.2	23.4	41.8	19.1	10.7
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.  *47. Supervisors/team leaders in my work unit support employee development.  *48. My supervisor/team leader listens to what I have to say.  *49. My supervisor/team leader treats me with respect.  *50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  N	45.	My supervisor/team leader is committed to a workforce	N		37	56	29	4
suggestions to improve my job performance.  *47. Supervisors/team leaders in my work unit support employee development.  *48. My supervisor/team leader listens to what I have to say.  *49. My supervisor/team leader treats me with respect.  *50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  *66.6  17.3  49.3  49.3  66.6  17.3  49.3  49.3  68  16  6  6  7  7  8  6  9  7  8  6  6  6  6  6  6  7  7  8  6  7  8  8			%	70.9	28.5	42.5	22.0	3.1
*47. Supervisors/team leaders in my work unit support employee development.       N       38       68       16       6         48. My supervisor/team leader listens to what I have to say.       N       N       12.2       4.5         49. My supervisor/team leader treats me with respect.       N <td< td=""><td>46.</td><td></td><td>N</td><td></td><td>23</td><td>67</td><td>28</td><td>14</td></td<>	46.		N		23	67	28	14
development.		suggestions to improve my job performance.	%	66.6	17.3	49.3	20.4	10.3
development.	11. 457				20		1.0	
48. My supervisor/team leader listens to what I have to say.  49. My supervisor/team leader treats me with respect.  50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  N  N  69.9  37.6  32.3  16.1  6.3  *52  48  19  13  50  42  20  48.3  11.2  37.2  30.9  14.5	*47.			F0.4				6
48. My supervisor/team leader listens to what I have to say.  49. My supervisor/team leader treats me with respect.  50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  *54. Overall, how good a job do you feel is being done by your my commitment in the workforce.  *55. Overall, how good a job do you feel is being done by your my commitment in the workforce.  *57. Overall, how good a job do you feel is being done by your my commitment in the workforce.  *58. Overall, how good a job do you feel is being done by your my commitment in the workforce.  *59. Overall, how good a job do you feel is being done by your my commitment in the workforce.  *50. Overall, how good a job do you feel is being done by your my commitment in the workforce.		development.		78.6	28.3	50.3	12.2	4.5
49. My supervisor/team leader treats me with respect.    N   %	48.	My supervisor/team leader listens to what I have to say.						
49. My supervisor/team leader treats me with respect.  50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  *54. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *55. In my organization, leaders generate high levels of motivation and commitment in the workforce.  *56. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *57. In my organization, leaders generate high levels of motivation and commitment in the workforce.								
50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  *54. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *55. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *56. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *57. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *58. In my organization, leaders generate high levels of motivation and commitment in the workforce.  *59. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *50. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *50. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *50. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *50. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *50. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *58. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *59. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *50. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *50. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *50. Overall, how good a job do you feel is being done by your immediate s	49.	My supervisor/team leader treats me with respect.						
me about my performance.   %	50	In the last six months, my supervisor/team leader has talked with						
*51. I have trust and confidence in my supervisor.    N								
*51. I have trust and confidence in my supervisor.    **52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?   **52. Overall, how good a job do you feel is being done by your   N   **52   48   19   13   13   14.0   9.3   15.3   15.3   15.3   15.4   15.5	*F1							
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  N  52  48  19  13  *53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  N  15  50  42  20  48  19  13  11.2  37.2  30.9  14.5	*51.	nave trust and confidence in my supervisor.		69.9	37.6	32.3	16.1	6.3
immediate supervisor/team leader? % 73.2 38.1 35.1 14.0 9.3  *53. In my organization, leaders generate high levels of motivation and commitment in the workforce. % 48.3 11.2 37.2 30.9 14.5	*52.	Overall, how good a job do you feel is being done by your						13
commitment in the workforce.			%	73.2	38.1	35.1	14.0	9.3
	*53.		N		15	50	42	20
54. My organization's leaders maintain high standards of honesty and N 26 46 32 19			%	48.3	11.2	37.2	30.9	14.5
	54.	My organization's leaders maintain high standards of honesty and	N		26	46	32	19

	integrity.	%	54.9	19.7	35.2	24.4	14.5
	Managers/supervisors/team leaders work well with employees of	N	31.7	42	65	16	4
	different backgrounds.	%	80.8	31.9	48.9	12.0	3.2
*56.	Managers communicate the goals and priorities of the	N	00.0	27	73	24	8
	organization.	%	73.0	19.6	53.4	17.9	6.0
*57.	Managers review and evaluate the organization's progress toward	N		32	68	24	5
	meeting its goals and objectives.	%	77.5	24.8	52.7	18.7	3.8
58.	Managers promote communication among different work units (for	N		24	50	32	15
	example, about projects, goals, needed resources).	%	57.7	18.8	38.8	24.6	11.4
59.	Managers support collaboration across work units to accomplish	N					
	work objectives.	%					
60.	Overall, how good a job do you feel is being done by the manager	N					
	directly above your immediate supervisor/team leader?	%	73.2	38.1	35.1	14	9.3
<b>*</b> <1	I have a high level of respect for my organization's senior leaders.	N		18	56	32	19
*61.		%	55.5	13.5	42.0	23.9	14.3
-	Senior leaders demonstrate support for Work/Life programs	N					
62.		%					
*63.	How satisfied are you with your involvement in decisions that	N					
	affect your work?	%	62.9	19.9	43	19.2	15.5
*64.	How satisfied are you with the information you receive from	N					
	management on what's going on in your organization?	%	60.6	16.7	43.9	20.6	15.4
*65.	How satisfied are you with the recognition you receive for doing a	N					
	good job?	%	70.1	24.9	45.2	14.4	13.2
*66.	How satisfied are you with the policies and practices of your senior	N					
	leaders?	%	47.9	10.4	37.5	29.3	18.3
*67.	How satisfied are you with your opportunity to get a better job in	N					
	your organization?	%	32.7	10.5	22.2	38.3	18.9
*68.	How satisfied are you with the training you receive for your	N					
	present job?	%	64.5	22.8	41.7	24.5	6.5
*69.	Considering everything, how satisfied are you with your job?	N					
	Considering everything, now satisfied are you with your job?		78.1	35.4	42.7	11	6.2
*70.	Considering everything, how satisfied are you with your pay?	N					
	considering everything, now satisfied are you with your pay?		64.3	22.5	41.8	20	11.1
71.	Considering everything, how satisfied are you with your	N					
	organization?	%	76.1	28.4	48.3	11.4	8

<sup>\*--</sup>OPM-weighted data, DKs had already been calculated out

<sup>\*\*--</sup>MSPB data, unweighted, DKs calculated out from frequencies

<sup>\*\*\*--</sup>OPM data, unweighted (original data was weighted), DKs calculated out from frequencies

<sup>\*\*\*\*--</sup>MSPB data, unweighted, DK was not an option on survey

<sup>\*\*\*\*\*-</sup>OPM data, weighting unknown, DKs caluclated out from percentages (not provided frequencies)

Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
3.9	136	
0.8	100.0	
4	100.0	
3.2	136	
1.7	136	
1	134	2
0.8	100.0 135	1
6.6	100.00	0.8
5	134	2
3.8	100.00	1.6
0	136	0
0.0	100.00	0.0
0.0	136	0.0
0.0	100.00	
3	135	1
2.2	100.00	0.8
4	135	1
3.0	100.00	1.1
0	136	0
0.0	100.0	
10	124	12
7.8	100.0	
5 4.0	136 100.00	0.0
4.0	100.00	0.0
0.9	136	
2	131	5
1.4	100.00	4.1
6	129	7
4.9	100.00	5.7
8	125	11
6.7	100.00	8.7
8 6.4	128	5.0
6.4 6	100.00 129	5.9 7
4.9	100.0	/
7.7	100.0	

3	136	0
2.4	100.0	
3	131	5
2.5	100.0	
0	136	
0.0	100.0	
		1
1	135	1
0.9	100.00	0.8
4	134	2
3.1	100.00	1.5
		0
3.9	99.9	
8	134	2
6.0	100.00	1.5
6	129	7
4.7	100.00	5.7
5	132	4
3.9	100.0	4
		0
3	136	0
2.3	100.00	0.0
5	135	1
3.9	100.00	0.7
10	132	4
7.6	100.0	
6	130	6
4.7	100.0	
6	136	0
4.6	100.0	Ü
7.0	100.0	
1	105	1
1	135	1
0.7	100.00	0.8
5	134	2
4.0	100.0	
7	135	1
5.0	100.00	0.4
5	131	5
3.9	100.0	
4	135	1
2.7	100.0	
2.,,	200.0	
6	135	1
4.7	100.00	0.7
7.7	100.00	0.7
7.7	136	
5	136	0
3.5	100.0	
8	135	1
6.2	100.00	0.7
8	130	6
0	150	U

6.2	100.0	
5	132	4
3.9	100.00	3.0
4	136	0
3.1	100.00	0.0
0	129	6
0.0	100.00	4.9
8	129	7
6.3	100.0	
3.5	136	
9	134	2
6.4	100.00	1.3
2.4	136	
3.4	136	
2.2	136	
4.5	136	
10.1	136	
4.4	136	
4.7	136	
4.6	136	
3.9	136	