

*United States  
Office of Government Ethics*

**1995 AGENCY ETHICS PROGRAM QUESTIONNAIRE**

Your response to this questionnaire will constitute your annual report for 1995. Section 402(e)(1) of the Ethics in Government Act of 1978, as amended, requires that executive agencies submit an annual report to the Office of Government Ethics (OGE) concerning certain aspects of their ethics programs. This annual report shall be filed with OGE on or before February 1 of each year (5 C.F.R. § 2638.602(a)).

Please respond to each question as completely and accurately as possible. Also, please print or type neatly and try to keep your responses confined to the assigned blocks or spaces. Use an [X] where appropriate. Please attach sheets for narrative responses. Be sure to clearly indicate which question you are answering on all attached sheets. Throughout the questionnaire, "year" refers to the calendar year (i.e., 1/1/95 through 12/31/95) except where specified.

If you have any questions, contact Sandy McKinzy at (202) 208-8000, extension 1212.


**DEADLINE: FEBRUARY 1, 1996**

**ORGANIZATION**

- |    |  |                            |
|----|--|----------------------------|
| 1. | Number of reporting agency   | _____ <u>131</u>           |
| 2. | Number of full-time agency employees (calendar year 1995)  | _____ <u>4,247,868</u>     |
| 3. | How many employees in each category worked in the ethics program in 1995?<br>Include employees who worked in the region. |                            |
|    | a. 80% or more of time spent on ethics .....   | _____ <u>217</u>           |
|    | b. 79% to 50% of time spent on ethics .....  | _____ <u>197</u>           |
|    | c. 49% to 20% of time spent on ethics .....  | _____ <u>1,000</u>         |
|    | d. 19% to 5% of time spent on ethics .....   | _____ <u>3,146</u>         |
|    | e. less than 5% of time spent on ethics .....  | _____ <u>7,498</u>         |
|    | <b>TOTAL .....</b>   | <b>_____ <u>12,058</u></b> |
| 4. | Who is the Designated Agency Ethics Official (DAEO)?   |                            |

---

5. The DAEO's position is in the
- |    |                       |       |           |
|----|-----------------------|-------|-----------|
| a. | Legal office          | ..... | <u>99</u> |
| b. | Ethics office         | ..... | <u>1</u>  |
| c. | Personnel office      | ..... | <u>2</u>  |
| d. | Administrative office | ..... | <u>6</u>  |
| e. | Agency head's office  | ..... | <u>14</u> |
| f. | Other (specify):      | ..... | <u>9</u>  |
6. What is the DAEO's full-time organizational title?  
\_\_\_\_\_
7. What is the DAEO's phone number? \_\_\_\_\_
8. Identify the length of time the DAEO has held this position.
- |    |                  |       |           |
|----|------------------|-------|-----------|
| a. | 10 or more years | ..... | <u>23</u> |
| b. | 5 - 9 years      | ..... | <u>28</u> |
| c. | 1 - 4 years      | ..... | <u>53</u> |
| d. | Less than 1 year | ..... | <u>26</u> |
| e. | Position vacant  | ..... | <u>1</u>  |
9. Approximately what percentage of the DAEO's time is spent on ethics? 17.44%
10. Who is the Alternate DAEO?  
\_\_\_\_\_
11. The Alternate DAEO's position is in the
- |    |                       |       |           |
|----|-----------------------|-------|-----------|
| a. | Legal office          | ..... | <u>89</u> |
| b. | Ethics office         | ..... | <u>2</u>  |
| c. | Personnel office      | ..... | <u>0</u>  |
| d. | Administrative office | ..... | <u>12</u> |
| e. | Agency head's office  | ..... | <u>10</u> |
| f. | Other (specify):      | ..... | <u>6</u>  |
12. What is the Alternate DAEO's full-time organizational title?  
\_\_\_\_\_
13. What is the Alternate DAEO's phone number? \_\_\_\_\_

14. Identify the length of time the Alternate DAEO has held this position.
- |    |                  |    |
|----|------------------|----|
| a. | 10 or more years | 16 |
| b. | 5 - 9 years      | 33 |
| c. | 1 - 4 years      | 49 |
| d. | Less than 1 year | 21 |
| e. | Position vacant  | 12 |
15. Approximately what percentage of the Alternate DAEO's time is spent on ethics? 27.92%
16. Does your agency have regional ethics officials?
- 38 YES                      93 NO (go to Resources section)
-  If yes, please identify where these positions are located in the regional or field offices. Mark more than one, if appropriate.
- |    |                  |    |
|----|------------------|----|
| a. | Legal office     | 28 |
| b. | Personnel office | 9  |
| c. | Other (specify): | 16 |
17. How many regional ethics officials do you have? 2,082

## RESOURCES

1. Please rank the following elements of your ethics program from one (1) being the most time spent to administer to seven (7) being the least time spent to administer. If certain of these elements do not exist within your agency or other elements take more time to administer, please explain and rank on a separate sheet. **Please use each ranking (i.e., number) one time.**
- |  |   |
|--|---|
| Public financial disclosure system   | 4 |
| Confidential financial disclosure system   | 2 |
| Outside activity approval system   | 5 |
| Written opinions and counseling  | 3 |
| Education and training   | 1 |
| Disciplinary process for violations  | 6 |
| Special Government employees' activities (see page 15 for definition of special Government employee) | 7 |

2. Do you contract out any part(s) of your ethics program (exclude Small Agency Council Training and videotape production)?

5 YES                      126 NO (go to question 3)



If yes, what part(s): \_\_\_\_\_



If yes, may we share this information with other Federal agencies?

\_\_\_ YES                      \_\_\_ NO

3. Have you automated part(s) of your ethics program?

44 YES                      87 NO (go to question 4)



If yes, what part(s): \_\_\_\_\_



If yes, may we share this information with other Federal agencies?

YES                       NO

4. Does the Inspector General (IG) or another internal authority review the agency's ethics program at least every five years?

25 YES                      104 NO (go to question 5)    2 N/A (go to question 5)



If yes, please answer a and b.

a. Mark if the review is continuous or provide the date of the last review.

Continuous                      Date of last review: \_\_\_\_\_

b. Were written reports with recommendations issued?

11 YES                      14 NO (go to question 5)



If yes, does the IG or other authority follow up on these written recommendations?

10 YES                      1 NO

5. Does the DAEO or his/her designee perform a self-evaluation (i.e., program review) of the agency's ethics program?

84 YES                      47 NO (go to Agency Authority section)



If yes, please answer a and b.

a. Mark if the review is continuous or provide the date of the last review.

Continuous                      Date of last review: \_\_\_\_\_

b. Were written reports with recommendations issued?

11 YES                      73 NO (go to next question)



If yes, does the DAEO or designee follow up on these written recommendations?

11 YES                      0 NO

## AGENCY AUTHORITY

1. Does your agency have statutory gift acceptance authority (in addition to the authority to accept payments for travel expenses under 31 U.S.C. § 1353)?

68 YES                      63 NO



If yes, please provide the citation to both the statutory authority and agency regulations implementing the statutory authority.

Statutory authority: \_\_\_\_\_  
Implementing regulations: \_\_\_\_\_

## ENFORCEMENT OF CRIMINAL AND CIVIL STATUTES

1. Does one office within your agency coordinate all referrals of potential violations of the criminal conflict of interest statutes, 18 U.S.C. §§ 203, 205, 207, 208, and 209, to the Department of Justice (DOJ), including offices of U.S. Attorneys?

108 YES



If yes, what office is that (mark only one)? **If the DAEO is the General Counsel, please mark DAEO.**

DAEO .....	<u>59</u>
Agency Head .....	<u>5</u>
IG .....	<u>31</u>
General Counsel .....	<u>10</u>
Other (specify): .....	<u>3</u>

23 NO



If no, which offices refer such matters directly to DOJ/U.S. Attorney? **If the DAEO is the General Counsel, please mark DAEO.**

DAEO .....	<u>12</u>
Agency Head .....	<u>3</u>
IG .....	<u>4</u>
General Counsel .....	<u>0</u>
Other (specify): .....	<u>4</u>

2. If an office(s) other than the DAEO's office coordinates such referrals to DOJ/U.S. Attorney or refers such matters directly, does that office(s) notify the DAEO of all such referrals made?

58 YES

14 NO

## EDUCATION AND TRAINING

1. In providing the initial ethics orientation to new employees, did your agency provide any training beyond the distribution of required materials?

101 YES                      24 NO (go to question 2)                      6 N/A



If yes, please identify the type of training provided. Mark more than one, if appropriate.

- a. Verbal briefing ..... 87
- b. Videos/films:
  - OGE-produced ..... 57
  - Agency-produced ..... 36
- c. Ethics course ..... 23
- d. Summary of regulations ..... 62
- e. Agency supplemental regulations ..... 27
- f. Computer-based training ..... 11
- g. Handbooks/pamphlets ..... 62
- h. Case studies ..... 25
- i. Other (specify): ..... 12

2. How often do you provide initial ethics orientation?

- a. Every 90 days ..... 9
- b. On an as needed basis ..... 100
- c. Other (specify): ..... 28

3. How many annual ethics training classes did your agency provide during 1995? Do not include initial ethics orientation sessions. [If your annual training was conducted by the Small Agency Council, report "0."]

13,649

4. Report the total number of agency employees required to receive annual ethics training in 1995 and the total number of employees who actually received annual ethics training.

# Required To Receive	# Who Actually Received
387,587	397,385

- a. If the number of employees required to receive annual training is not the same as the number of employees who actually received training, please mark the appropriate reason(s) for the discrepancy. Otherwise, go to question 5.

Employee terminated service . . . . .	<u>47</u>
Employee on leave . . . . .	<u>40</u>
Employee deceased . . . . .	<u>13</u>
Agency exceeded training requirement . . . . .	<u>24</u>
Other (specify): . . . . .	<u>63</u>

5. How many covered regular employees received annual ethics training by means of written materials under the exception at 5 C.F.R. § 2638.704(d)(2)(i)? 13,343
6. How many covered special Government employees received annual ethics training by means of written materials under the exception at 5 C.F.R. § 2638.704(d)(2)(ii)? 3,712
7. How many covered officers in the uniformed services who serve on active duty for 30 or fewer consecutive days received annual ethics training by means of written materials under the exception at 5 C.F.R. § 2638.704(d)(2)(iii)? 183
8. What kind(s) of training methods and materials did you use for your annual ethics training? Mark more than one, if appropriate.

Copies of the Standards of Ethical Conduct and/or agency supplemental regulations . . . . .	<u>0</u>
Summary of the Standards of Ethical Conduct . . . . .	<u>0</u>
Slides/overheads . . . . .	<u>41</u>
Videos/films:	
OGE-produced . . . . .	<u>62</u>
Agency-produced . . . . .	<u>48</u>
Lectures . . . . .	<u>81</u>
Computer-based training . . . . .	<u>11</u>
Handbooks/pamphlets . . . . .	<u>66</u>
Case studies . . . . .	<u>62</u>
Newsletters/bulletins . . . . .	<u>39</u>
Teleconferencing . . . . .	<u>16</u>
Satellite . . . . .	<u>0</u>
Other (specify): . . . . .	<u>34</u>



## ETHICS OPINIONS, ADVICE, AND COUNSELING

1. Please rank the following topics from **1** being the most frequent type of advice rendered to **10** being the least frequent type of advice rendered. If a topic is not applicable, please mark **N/A**. If N/A is marked, please renumber accordingly (e.g., if N/A is used once, then use the numbers **1** through **9**, etc.). If other types of ethics opinions are rendered more frequently, please identify and rank on a separate sheet. **Please use each ranking (i.e., number) one time.**

Honoraria .....	<u>8</u>
Outside employment/activities (other than honoraria) .....	<u>2</u>
Post-employment restrictions .....	<u>4</u>
Conflicting financial interests .....	<u>3</u>
Awards .....	<u>7</u>
Impartiality in performance of official duties .....	<u>6</u>
Misuse of position, Government resources, information .....	<u>5</u>
Travel, subsistence, and related expenses from non-Federal sources .....	<u>9</u>
Gift acceptance, excluding awards and travel, subsistence, and related expenses from non-Federal sources .....	<u>1</u>
Opinions issued under 48 C.F.R. § 3.104-8(e) (Procurement Integrity "safe-harbor" opinions) .....	<u>10</u>

2. Has your agency issued any Procurement Integrity "safe-harbor" opinions under 48 C.F.R. § 3.104-8(e) during 1995?

14 YES



If yes, please identify the number of opinions issued. 648

104 NO      13 N/A (if not covered under 48 C.F.R. § 3.104-8(e))

3. Who is authorized to provide written advice on standards of conduct and conflict of interest statutes? Mark more than one, if appropriate. **If the DAEO is the General Counsel, please mark DAEO.**

DAEO/Alternate DAEO/Deputies/Ethics Officials .....	<u>127</u>
General Counsel/Regional Counsels/Staff Attorneys .....	<u>40</u>
Supervisors .....	<u>2</u>
Directors of Personnel/staff .....	<u>6</u>
Agency Head .....	<u>6</u>
Other (specify): .....	<u>8</u>

## ENFORCEMENT OF STANDARDS OF ETHICAL CONDUCT

1. Report the number of disciplinary actions taken in 1995 based wholly or in part upon violations of the standards of ethical conduct provisions (5 C.F.R. part 2635). For purposes of this question, disciplinary actions include removals, demotions, suspensions, and written reprimands or their equivalents. Do not, however, include cautionary warnings and actions based on time and attendance violations.

a.	Gifts from outside sources	64
b.	Gifts between employees	13
c.	Conflicting financial interests	77
d.	Impartiality in performance of official duties	93
e.	Seeking other employment	24
f.	Misuse of position, Government resources, information	1,650
g.	Conflicting outside activities	100
h.	Compensation for teaching, speaking, and writing	14
i.	Compensation from non-Federal sources	16
j.	Indebtedness	677
k.	General provisions	2,184
l.	Provision(s) in agency supplemental regulation	222
m.	Other (specify):	157
	<b>TOTAL</b>	<b>5,291</b>

## PUBLIC FINANCIAL DISCLOSURE

- Report the total number of public financial disclosure reports (SF 278) required to be filed in 1995 by permanent full-time employees, *excluding special Government employees*, and the total number of reports actually filed. Derive totals for required new entrant/termination reports from the number of appointments to and the number of terminations from positions during 1995. Some totals may include late filings actually received in 1996.

	PAS <sup>1</sup>		Career Senior Service (CSS) <sup>2</sup>		Other <sup>3</sup>		TOTAL	
	required	filed	required	filed	required	filed	required	filed
Nominee/ New Entrant	166	166	866	819	967	962	1,999	1,947
Annual	780	779	9,553	9,549	6,966	6,994	17,299	17,322
Termination	59	57	1,039	1,017	669	639	1,767	1,713
Combined <sup>4</sup>	21	20	333	333	176	174	530	527
<b>TOTAL</b>	1,026	1,022	11,791	11,718	8,778	8,769	21,595	21,509

---

<sup>1</sup> Presidential appointees confirmed by the Senate.

<sup>2</sup> SES, Senior Foreign Service, Senior Cryptologic Service, Defense Intelligence Senior Executive Service. This definition also applies to questions 2 and 3.

<sup>3</sup> Other includes members of the uniformed services, non-career Senior Service, Administrative Law Judges, Schedule C's, etc. This definition also applies to questions 2 and 3.

<sup>4</sup> Reports used for both annual and termination, as well as nominee and annual filings.

- a. If the number of required public financial disclosure reports is not the same as the number of reports actually filed, please mark the appropriate reason(s) for the discrepancy. Otherwise, go to question 2.

Extension granted .....	8
In process of collecting forms .....	18
Employee failed to file .....	8
Administrative problems .....	4
Employee on extended sick leave or TDY .....	4
Employee deceased .....	3
Other (specify): .....	11

2. Report the total number of specific corrective or remedial (nondisciplinary) actions taken in regard to public financial disclosure reports filed by permanent full-time, non-PAS filers in 1995. Consider as a separate action each holding which has been divested, each outside position which has been terminated, and each written document detailing a specific disqualification (i.e., recusal) or 18 U.S.C. § 208(b) waiver.

	CSS	Other	TOTAL
Divestiture	126	102	228
Resignation from outside position	21	23	44
Written disqualification	337	176	513
18 U.S.C. § 208(b) waiver	34	64	98
Reassignment	2	3	5
<b>TOTAL</b>	520	368	888

3. Report the total number of delinquent public financial disclosure filers subject to the \$200 late filing fee. **If none, please report "0" and go to the next section.**

PAS	CSS	Other	TOTAL
4	157	129	290

- a. Of those reported delinquent filers, how many actually paid the late filing fee and how many received a waiver from OGE?

PAS		CSS		Other		TOTAL	
Paid	Waived	Paid	Waived	Paid	Waived	Paid	Waived
1	2	29	88	23	55	53	145

- b. If the totals for PAS, CSS, Other and TOTAL reported in 3a do not equal those reported in question 3, please explain below.

---



---

**CONFIDENTIAL FINANCIAL DISCLOSURE**

1. Report the total number of confidential financial disclosure reports required to be filed in 1995 by permanent full-time employees, *excluding special Government employees*, and the total number of reports actually filed. Totals for required reports should include entries to covered positions during 1995. Some totals may include late filings actually received in 1996. **If your agency does not have any uniformed military personnel, please report "0."**

	Reports Required	Reports Filed
<b>CIVILIANS</b>	260,732	249,566
<b>UNIFORMED MILITARY PERSONNEL</b>	28,007	27,358
<b>TOTAL</b>	288,739	276,924

- a. If the number of required confidential financial disclosure reports is not the same as the number of reports actually filed, please mark the appropriate reason(s) for the discrepancy. Otherwise, go to question 2.

Extension granted . . . . .	23
In process of collecting forms . . . . .	35
Employee failed to file . . . . .	20
Administrative problems . . . . .	18
Employee on extended sick leave or TDY . . . . .	22
Employee deceased . . . . .	11
Other (specify): . . . . .	26

2. Report the total number of specific corrective or remedial (nondisciplinary) actions taken in regard to confidential financial disclosure reports filed by permanent full-time, non-PAS filers in 1995. Consider as a separate action each holding which has been divested, each outside position which has been terminated, and each written document detailing a specific disqualification (i.e., recusal) or 18 U.S.C. § 208(b) waiver.

	CIVILIANS	UNIFORMED MILITARY PERSONNEL	TOTAL
Divestiture	332	1	333
Resignation from outside position	75	11	86
Written disqualification	4510	136	4646
18 U.S.C. § 208(b) waiver	110	10	120
Reassignment	59	1	60
<b>TOTAL</b>	<b>5086</b>	<b>159</b>	<b>5245</b>

## SPECIAL GOVERNMENT EMPLOYEES<sup>5</sup>

1. Does your agency have special Government employees (SGE)?  
76 YES                      55 NO (go to Waivers section)
  
2. Report the total number of SGEs who served as advisory committee members or as experts/consultants and who were required to file financial disclosure reports in 1995. Include the total number who actually filed.

	Confidential Reports		Public Reports	
	required	filed	required	filed
Advisory Committee Members	10,363	10,134	14	14
Experts/consultants	2,838	2,630	85	89
Board Members	153	139	24	24
Commissioners	35	33	14	12
Other (specify): _____	445	284	6	6
<b>TOTAL</b>	<b>13,834</b>	<b>13,220</b>	<b>143</b>	<b>145</b>

---

<sup>5</sup> For purposes of this questionnaire, the term "special Government employee" (SGE) means an officer or employee who is retained, designated, appointed, or employed to perform temporary duties either on a full-time or intermittent basis, with or without compensation, for not more than 130 days during any period of 365 consecutive days. In addition to these officers and employees, the term includes:

- Part-time United States commissioners
- Part-time United States magistrates
- Independent counsels appointed under chapter 40 of title 28 and any person appointed by those independent counsels under section 594(c) of title 28, regardless of the number of days of appointment for either of these positions
- Reserve officers of the Armed Forces
- Officers of the National Guard of the United States, unless otherwise officers or employees of the United States, while on active duty solely for training

The terms "officer or employee" and "SGE" shall not include enlisted members of the Armed Forces.

- a. If the number of required financial disclosure reports is not the same as the number of reports actually filed, please mark the appropriate reason(s). Otherwise, go to question 3.

Extension granted . . . . .	<u>5</u>
In process of collecting forms . . . . .	<u>13</u>
Employee failed to file . . . . .	<u>5</u>
Administrative problems . . . . .	<u>8</u>
Employee on extended sick leave or TDY . . . . .	<u>2</u>
Employee deceased . . . . .	<u>3</u>
Other (specify): . . . . .	<u>7</u>

3. Were any SGEs not required to file a financial disclosure report in 1995?

25 YES                      51 NO



If yes, **how many** were not required to file reports?

Advisory committee members . . . . .	<u>558</u>
Experts/consultants . . . . .	<u>31</u>
Other (specify): . . . . .	<u>164</u>

## WAIVERS

1. Report the total number of waivers granted under 18 U.S.C. § 208(b)(1) during 1995. Consider as a separate action each written document detailing a specific 18 U.S.C. § 208(b) waiver. 355
- a. Of this total, how many were granted to public financial disclosure filers? 116
- b. Of this total, how many were granted to confidential financial disclosure filers? 197
2. How many waivers were granted to special Government employees?
- |                       |              |
|-----------------------|--------------|
| § 208(b)(1) . . . . . | <u>84</u>    |
| § 208(b)(3) . . . . . | <u>1,074</u> |



**LIST OF REPORTING AGENCIES FOR THE 1995 AND 1994 ANNUAL AGENCY ETHICS PROGRAM QUESTIONNAIRES**

**AGENCY**

Administrative Conference of the U.S.<sup>1</sup>  
Advisory Commission on Intergovernmental Relations  
Advisory Council on Historic Preservation  
African Development Foundation  
Agency for International Development  
American Battle Monuments Commission  
Appalachian Regional Commission  
Architectural and Transportation Barriers Compliance (Access) Board  
Armed Forces Retirement Home (U.S. Naval Home)  
Armed Services Board of Contract Appeals  
Assassination Records Review Board<sup>2</sup>  
Barry M. Goldwater Scholarship & Excellence in Education Foundation<sup>2</sup>  
Board for International Broadcasting<sup>1</sup>  
Central Intelligence Agency  
Christopher Columbus Quincentenary Coin Fellowship Foundation<sup>2</sup>  
Commission of Fine Arts  
Commission on Civil Rights  
Commission on Roles & Capabilities of the U.S. Intelligence<sup>2</sup> Community  
Committee for Purchase From People Who Are Blind or Severely Disabled  
Commodity Futures Trading Commission  
Consumer Product Safety Commission  
Corporation for National and Community Service  
Council of Economic Advisors  
Council on Environmental Quality  
Defense Base Closure Commission<sup>1</sup>  
Defense Commissary Agency  
Defense Contract Audit Agency  
Defense Finance and Accounting Service  
Defense Information Systems Agency  
Defense Intelligence Agency  
Defense Investigative Service  
Defense Logistics Agency  
Defense Mapping Agency  
Defense Nuclear Agency  
Defense Nuclear Facilities Safety Board  
Department of Agriculture  
Department of the Air Force  
Department of the Army  
Department of Commerce  
Department of Defense Inspector General

Department of Education (covers National Commission on Libraries  
and Information Science)  
Department of Energy  
Department of Health and Human Services  
Department of Housing and Urban Development  
Department of the Interior  
Department of Justice  
Department of Labor (covers National Commission for Employment  
Policy)  
Department of the Navy  
Department of State  
Department of Transportation  
Department of the Treasury  
Department of Veterans Affairs  
Environmental Protection Agency  
Equal Employment Opportunity Commission  
Export-Import Bank of the United States  
Farm Credit Administration  
Farm Credit System Insurance Corporation  
Federal Communications Commission  
Federal Deposit Insurance Corporation  
Federal Election Commission  
Federal Emergency Management Agency  
Federal Energy Regulatory Commission  
Federal Financial Institutions Examination Council  
Federal Housing Finance Board  
Federal Labor Relations Authority  
Federal Maritime Commission  
Federal Mediation and Conciliation Service  
Federal Mine Safety and Health Review Commission  
Federal Reserve System--Board of Governors  
Federal Retirement Thrift Investment Board  
Federal Trade Commission  
General Services Administration  
Harry S. Truman Scholarship Foundation  
Institute of Museum Services  
Inter-American Foundation  
International Boundary and Water Commission  
International Joint Commission  
International Boundary Commission (Canada)  
International Trade Commission  
Interstate Commerce Commission<sup>1</sup>  
James Madison Foundation<sup>2</sup>  
Japan-U.S. Friendship Commission  
Marine Mammal Commission  
Merit Systems Protection Board  
Morris K. Udall Foundation<sup>2</sup>  
National Aeronautics and Space Administration  
National Archives and Records Administration  
National Capital Planning Commission

National Credit Union Administration  
National Endowment for the Arts  
National Endowment for the Humanities  
National Labor Relations Board  
National Mediation Board  
National Science Foundation  
National Security Agency  
National Security Council  
National Transportation Safety Board  
Nuclear Regulatory Commission  
Nuclear Waste Technical Review Board  
Occupational Safety and Health Review Commission  
Office of Administration  
Office of Government Ethics  
Office of Management and Budget  
Office of National Drug Control Policy  
Office of Navajo and Hopi Indian Relocation  
Office of Personnel Management  
Office of Science and Technology Policy  
Office of the Secretary of Defense  
Office of Special Counsel  
Office of the U.S. Trade Representative  
Office of the Vice President  
Overseas Private Investment Corporation  
Panama Canal Commission  
Peace Corps  
Pennsylvania Avenue Development Corporation  
Pension Benefit Guaranty Corporation  
Postal Rate Commission  
Railroad Retirement Board  
Resolution Trust Corporation  
Securities and Exchange Commission  
Selective Service System  
Small Business Administration  
Social Security Administration<sup>1</sup>  
Soldiers' and Airmen's Home  
Southwestern Pennsylvania Heritage Preservation<sup>2</sup>  
Commission  
Tennessee Valley Authority  
The White House Office  
Thrift Depositor Protection Oversight Board  
Trade and Development Agency  
Uniformed Services University of the Health Sciences  
U.S. Arms Control and Disarmament Agency  
U.S. Arctic Research Commission<sup>2</sup>  
U.S. Enrichment Corporation  
U.S. Information Agency  
U.S. Postal Service

<sup>1</sup> Reported in 1994 but not 1995

<sup>2</sup> Reported in 1995 but not 1994