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## Alcohol and Tobacco Tax and Trade Bureau (Treasury)

Index Score: 77.9 (Ranked #7 out of varied totals)

To collect alcohol, tobacco, firearms and ammunition excise taxes, to ensure that these products are labeled, advertised and marketed in accordance with the law, and to administer the laws and regulations in a manner that protects the consumer and the revenue, and promotes voluntary compliance.

### Scores and Rankings by Class

Class	2009 Score	Rank (out of varied totals)
<a href="#">Employee Skills/Mission Match</a>	83.4	12
<a href="#">Strategic Management</a>	71.1	3
<a href="#">Teamwork</a>	80.0	12
<a href="#">Effective Leadership</a>	64.4	7
<a href="#">Effective Leadership - Empowerment</a>	65.3	5
<a href="#">Effective Leadership - Fairness</a>	55.3	17
<a href="#">Effective Leadership - Leaders</a>	62.5	12
<a href="#">Effective Leadership - Supervisors</a>	72.6	16
<a href="#">Performance Based Rewards and Advancement</a>	61.7	7
<a href="#">Training and Development</a>	72.1	16
<a href="#">Support for Diversity</a>	71.8	13
<a href="#">Pay and Benefits</a>	77.5	13
<a href="#">Family Friendly Culture and Benefits</a>	69.4	1
<a href="#">Work/Life Balance</a>	70.9	20

Class	2007 Score	2005 Score	2003 Score
<a href="#">Employee Skills/Mission Match</a>	82.6	78.7	
<a href="#">Strategic Management</a>	69.3	60.0	
<a href="#">Teamwork</a>	78.5	77.4	
<a href="#">Effective Leadership</a>	60.0	54.1	
<a href="#">Performance Based Rewards and Advancement</a>	55.4	47.8	
<a href="#">Training and Development</a>	69.5	59.0	
<a href="#">Support for Diversity</a>	67.9	60.0	
<a href="#">Pay and Benefits</a>	70.0		
<a href="#">Family Friendly Culture and Benefits</a>	64.1		
<a href="#">Work/Life Balance</a>	73.3	66.1	

### Index Scores

Year	Score
2009	77.9
2007	75.3
2005	68.6
2003	71.7

## Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
<a href="#">Female</a>	76.5	9
<a href="#">Male</a>	79.7	8
<a href="#">40 and over</a>	77.8	7
<a href="#">Under 40</a>	78.2	15
<a href="#">Asian</a>		
<a href="#">Black or African-American</a>	79.1	4
<a href="#">Hispanic or Latino</a>		
<a href="#">Multi-racial</a>		
<a href="#">White</a>	77.4	11

Scores by Demographic	2007 Score	2005 Score	2003 Score
<a href="#">Female</a>			
<a href="#">Male</a>			
<a href="#">40 and over</a>	77.8		
<a href="#">Under 40</a>	67.7		
<a href="#">Asian</a>			
<a href="#">Black or African-American</a>	60.5		
<a href="#">Hispanic or Latino</a>			
<a href="#">Multi-racial</a>			
<a href="#">White</a>	79.5		

## Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008
	4,705	4,676	429	506	523	531	520	511

**Employees joined (2008):** 22

**Percentage joined (2008):** 5.27%

**Average joined (2004-2008):** 39

**Employees left (2008):** 30

**Percentage left (2008):** 4.90%

**Average left (2004-2008):** 26

**Rookie ratio (percentage of workforce with less than three years of service):** 3.90%

## More About the Agency

Headquartered in Washington, D.C.

<http://www.ttb.gov/>