

**FEDERAL DEPOSIT
INSURANCE CORPORATION**

**Federal Agency
Annual EEO Program
Status Report**

Fiscal Year 2019



U.S. Equal Employment Opportunity Commission
FY 2019 FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

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EEOC FORM 715 01 PARTS A D		U.S. Equal Employment Opportunity Commission FY 2019 FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Federal Deposit Insurance Corporation			
For period covering October 1, 2018, to September 30, 2019.					
PART A Department or Agency Identifying Information	1. Agency		1. Federal Deposit Insurance Corporation		
	1.a. 2 nd level reporting component		N/A		
	1.b. 3 rd level reporting component		N/A		
	1.c. 4 th level reporting component		N/A		
	2. Address		2. 550 17th Street NW		
	3. City, State, Zip Code		3. Washington, District of Columbia 20429-9990		
	4. CPDF Code	5. FIPS code(s)	4. FD68	5. 11	
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees				1. 5575
	2. Enter total number of temporary employees				2. 374
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]				4. 5949
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Jelena McWilliams, Chairman		
	2. Agency Head Designee		2. Arleas Upton Kea, Deputy to the Chairman and Chief Operating Officer		
	3. Principal EEO Director/Official Title/series/grade		3. Claire N. Lam, Acting Director, Office of Minority and Women Inclusion		
	4. Title VII Affirmative EEO Program Official		4. Anthony F. Pagano, Branch Chief, Office of Minority and Women Inclusion		
	5. Section 501 Affirmative Action Program Official		5. Monica C. Flint, Disability Program Manager, Office of Minority and Women Inclusion		
	6. Complaint Processing Program Manager		6. Michael P. Moran, Branch Chief, Office of Minority and Women Inclusion		
	7. Other Responsible EEO Staff				

EEOC FORM 715 01 PARTS A D	U.S. Equal Employment Opportunity Commission FY 2019 FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Federal Deposit Insurance Corporation	
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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS Codes	
		CPDF	FIPS
	Atlanta Regional Office (Atlanta / GA)	FD68	13
	Chicago Regional Office (Chicago / IL)	FD68	17
	Dallas Regional Office (Dallas / TX)	FD68	48
	Kansas City Regional Office (Kansas City / MO)	FD68	29
	New York Regional Office (New York / NY)	FD68	36
	San Francisco Regional Office (San Francisco / CA)	FD68	06

EEOC FORMS and Documents Included With This Report	
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*Executive Summary [FORM 715-01 PART E], that includes:	* Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans
Brief paragraph describing the agency's mission and mission-related functions	* Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	* FDIC Organizational Chart
Summary of Analysis of Workforce Profiles including net change analysis and comparison to OCLF	* FDIC Circular 2710.3 – Anti-Harassment Program
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	* FDIC Strategic Plan
Summary of EEO Plan action items implemented or accomplished	* FDIC Alternative Dispute Resolution Procedures
* Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	* FDIC Circular 2710.5 – FDIC Reasonable Accommodation Program
*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	* FDIC Guidance/Procedures for Providing Personal Assistance Services
* EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	* FDIC FY 2019 Disabled Veterans Affirmative Action Program (DVAAP) Report
* Agency EEO Plan to Eliminate Identified Barrier [FORM 715-01 PART I]	* FDIC 2019 Federal Employee Viewpoint Survey Results
* Special Program Plan for the Recruitment, Hiring, and Advancement of Persons With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	

Federal Deposit Insurance Corporation

For period covering October 1, 2018, to September 30, 2019.

EXECUTIVE SUMMARY

Mission and Mission-Related Functions

The Federal Deposit Insurance Corporation (FDIC) preserves and promotes public confidence in the U.S. financial system by insuring deposits in banks and thrift institutions; by identifying, monitoring and addressing risks to the deposit insurance fund; and by limiting the effect on the economy and the financial system when a bank or thrift institution fails. As of September 30, 2019, the FDIC directly examined and supervised 3,384 banks and thrift institutions, more than half of the institutions in the banking system. The FDIC is the primary federal regulator of state-chartered banks that do not join the Federal Reserve System, and is the back-up supervisor for the remaining insured banks and thrift institutions.

Summary of FDIC's Annual Self-Assessment

The FDIC's FY 2019 self-assessment against the MD-715 "Essential Elements" continues to reflect the Chairman's and senior management's strong commitment to workplace equal opportunity and diversity and inclusion as a major strength. It also revealed that the FDIC continued advancing proactive measures to sustain a diverse and inclusive workplace that affords all employees the opportunity to reach their full potential. The FDIC's various diversity and inclusion councils, committees, and working groups remained engaged and continued to collaborate on various initiatives to enhance recruitment efforts, career development opportunities, retention, cross-functional learning opportunities, employee recognition, and broaden platforms that support employee engagement and empowerment. Additionally, the FDIC integrates into its strategic mission, "diversity, inclusion, and the fair and consistent treatment of all employees" as an element within the agency-wide performance goals.

The FDIC's path to achieving a "Model EEO Program," continued. This was evident through the agency's efforts that resulted in successfully addressing multiple program weaknesses identified in the FY 2018 report. The weaknesses addressed included, providing the status of the agency's barrier analysis during the "State of the Agency" briefing, establishing and posting procedures for processing requests for personal assistance services, and implementing recurring meetings between the Human Resources and OMWI Director to assess conformity of personnel programs, policies, and procedures in relation to Equal Employment Opportunity Commission (EEOC) laws, instructions, and management directives. The FDIC will continue to evaluate and strengthen its equal employment opportunity program and diversity and inclusion efforts.

In addition, the assessment reflected that the FDIC remained strongest in relation to Essential Element A: "Demonstrated Commitment from Agency Leadership, and Essential Element F: "Responsiveness and Legal Compliance." During this reporting period, there were no noted weaknesses in the assessment for Essential Element B: "Integration of EEO into the Agency's Strategic Mission." Essential Element C: "Management and Program Accountability," and Essential Element D: "Proactive Prevention" continued to show areas for improvement. Under "Essential Element E: "Efficiency," there were a few new measures identified to address in FY 2020.

While the FDIC addressed multiple program deficiencies in FY 2019, the majority remained under Essential Element C: "Management and Program Accountability." The Agency EEO Plans to Attain the Essential Elements of a Model EEO Program to address the identified deficiencies are detailed in Part H of this report.

Summary of Analysis of Workforce Profiles

As of September 30, 2019, the FDIC had a total workforce of 5,949 a decrease of 86 employees (a net change of -1.43 percent) from the end of FY 2018. Likewise, the number of temporary employees in the FDIC decreased from 430 in FY 2018 to 374 at the end of FY 2019 (a decrease of 56).

Agency-wide, women comprised 44.76 percent of the FDIC workforce, which was 3.40 percent below the Civilian Labor Force (CLF). Women also remained below their overall workforce participation rate at the senior grade levels (Executive Manager (EM), Corporate Manager (CM), and Corporate Grade (CG) 13-15), although only a slight difference at the CG-13 level. Overall, minority representation at the FDIC increased from 29.69 percent in FY 2018 to 30.01 percent in FY 2019, remaining above the national combined CLF for minorities of 27.64 percent. However, the percentage of minorities at the EM, CM, and CG 14-15 grade levels fell below the overall workforce rate. At the CG-13 grade level, the percentage of minorities was slightly above the overall workforce representation. As with most federal agencies, the FDIC continues to have low representation of Hispanics at various grade levels and occupations compared to CLF benchmarks. Overall, Hispanic representation was 4.20 in FY 2019, remaining close to the 4.18 percent participation rate in FY 2018.

While there were modest increases and decreases in individual groups, representation remained relatively close to FY 2018 levels. The percentage of Hispanic men increased slightly, while the percentage of Hispanic women decreased slightly compared to FY 2018. The percentage of White men decreased slightly, while the percentage of White women remained steady compared to FY 2018. The representation of White men remained above the CLF benchmark, while the representation of White women remained below. The representation of Black men and women decreased, but still stands above the CLF benchmarks. The representation of Asian men and women increased slightly compared to FY 2018; both remained above the CLF benchmarks. The representation of Native Hawaiian or Other Pacific Islander and American Indian

or Alaska Native men and women, American Indian or Alaska Native men and women, and men and women of two or more races increased slightly or stayed the same compared to FY 2018.

As the attached Table A1 shows, few groups experienced net change decreases greater than that of the net change decrease for the total workforce (-1.43 percent). Most were not significantly different. Groups that had a higher net change decrease than the total workforce during the reporting period included Hispanic women (-2.80), White men (-2.15 percent), Black men (-2.69 percent), and Black women (-3.17 percent). Groups with no change or change decreases lower than that of the total workforce include White women (-1.41 percent), and Native Hawaiian or Other Pacific Islander men (0.00 percent) and women (0.00 percent). There were a number of groups that experienced a net change increase. These groups include Hispanic men (0.69 percent), Asian men (10.53 percent) and women (1.70 percent), American Indian or Alaska Native men (5.00 percent) and women (7.69 percent), as well as men (4.00) and women (4.55) of two or more races. For some groups, small numbers resulted in large percentages.

The bank examiner occupational series (0570, Financial Institution Examiner) is the most populous and mission critical position within the FDIC. Among permanent employees within this occupational series, the representation of women (38.80 percent) remained below the occupational CLF (OCLF) of 45.25 percent in FY 2019. Where there was an expected participation rate, almost all groups of women were below the individual OCLF benchmarks. The rate of representation among women in this occupational series increased marginally from FY 2018. Minority representation among permanent employees in the examiner occupational series (20.62 percent) also remained below the OCLF benchmark of 27.55 percent, but increased slightly from FY 2018. Individual groups with representation below the OCLF included Hispanic men and women, White women, Black women, Asian men and women, and women of two or more races. The difference for Hispanic men, White women, and women of two or more races was less than one percent. Groups with representation above their OCLF benchmark were White men, Black men, Native Hawaiian or Other Pacific Islander men and women, American Indian or Alaska Native men and women, and men of two or more races. The FDIC monitors statistics for this occupational series on an ongoing basis and takes action to attract and recruit a diverse examiner workforce representative of the labor pool.

Of new employees hired in FY 2019, the following groups were above the CLF benchmark: Women overall, Hispanic men and women, White men, Black women, Asian men and women, and American Indian or Alaska Native men. Men overall, White women, Black men, Native Hawaiian or Other Pacific Islander men and women, American Indian or Alaska Native women, and men and women of two or more races were hired at rates below the CLF benchmarks. The difference for men overall, Native Hawaiian or Other Pacific Islander men and women, American Indian or Alaska Native women, and men and women of two or more races was less than one percent. There were no new hires of Native Hawaiian or Other Pacific Islander men and women of two or more races. The largest differences below the CLF were just over two percent: White women (2.36 percent below the CLF) and Black men (2.05 percent below the CLF).

White men, Asian men, Asian women, Native Hawaiian or other Pacific Islander men and women, American Indian or Alaska Native men and women, and men and women of two or more races separated at rates below their workforce representation. Black women separated at a rate equal to their workforce representation. Hispanic men, White women, and Black men separated at rates less than one percentage point different than their onboard representations. Hispanic women separated at a rate slightly above their workplace representation rate, a 1.24 percentage point difference. Overall, none of the differences are significant. However, as was the case in FY 2018, five involuntary separations for Black women resulted in a removal rate notably higher than the onboard representation rate for this group.

The FDIC continued to see an increase in the representation of persons with disabilities and persons with targeted disabilities in its workforce during FY 2019. The percentage of individuals with disabilities increased from 11.57 percent in FY 2018 to 11.95 percent, which achieves the 12 percent federal goal. For persons with targeted disabilities, there was an increase from 2.25 percent in FY 2018 to 2.35 in FY 2019, maintaining the percentage above the 2 percent federal goal. These increases are mostly attributable to the semiannual resurvey of the FDIC workforce to encourage employees to identify a disability. Disabled veterans with 30 percent or more service-connected disability are included in accordance with EEOC's amendment to 29 CFR 1614.203, clarifying Section 501 of the Rehabilitation Act of 1973, which states an employee may also be classified as an individual with a disability or an individual with a targeted disability on the basis of records relating to the individual's appointment under a hiring authority that takes disability into account.

Barrier Analysis: During FY 2019, the FDIC continued work on the barrier analysis initiated in FY 2017 to determine if any barriers exist for women and minorities at the most senior level, Executive Manager (EM). The analysis began in FY 2017 by reviewing workforce data for the previous five years (FY 2012 to FY 2016) to identify any triggers and notable trends in the permanent workforce in the CG 13-15, CM-01, CM-02, and EM levels. The following most prevalent triggers and trends noted over the past years within the permanent workforce were also evident in FY 2019.

- Women overall, on average, consistently fell below their workforce rate at the CG 13-15, CM-01, CM-02, and EM levels, although only slightly below at the CG-13 level in FY 2019;
- Black women, on average, consistently had the highest rate below their workforce rate at the CG 14, CG 15, CM-01, CM-02, and EM levels, although they were represented at rates well above their expected CLF rate in the overall workforce; and
- There was continued absence of:
 - Native Hawaiian or Pacific Islander men and women, American Indian or Alaska Native women, and men and women of two or more races at the EM level;
 - Native Hawaiian or Pacific Islander men and women, American Indian or Alaska Native men and women at the CM-02 level; and

- Native Hawaiian or Pacific Islander women at the CG-15, CM-01, and CM-02 levels.

The FDIC had representation across all race groups over the past five years, but there were consistently very few Native Hawaiian or Pacific Islander men and women. This contributed to the lower rates for their respective groups throughout various segments of the FDIC's workforce. The Part I, Agency EEO Plan to Eliminate Identified Barrier, to address the identified triggers and trends is included in this report. It is anticipated that the planned activities may also address other triggers identified in the FDIC's workforce data.

Since FY 2012, with the exception of FY 2019, the total number of permanent promotions into the EM level outpaced the number of new hires into this grade level. Thus, planned activities in FY 2020 continue to include review and analysis of selection policies, practices, and procedures for career development and training that support promotion to senior levels. The agency also plans to review policies, practices, and procedures regarding recruitment of new hires into senior level positions.

Accomplishments

In 2019, the FDIC was ranked number four by the Partnership for Public Service as being one of the best places to work among the mid-sized federal agencies on the Best Places to Work in the Federal Government® list. The FDIC's fourth place ranking in 2019 follows eight years of ranking in the top five, with six consecutive years of receiving the number one ranking. Throughout FY 2019, the FDIC continued its longstanding vision to be an employer of choice and commitment to diversity and inclusion. The Office of Minority and Women Inclusion (OMWI) is an important component in these efforts. OMWI supports the FDIC's mission through the pursuit of equal employment opportunity, affirmative employment initiatives, diversity and inclusion, and outreach efforts to ensure, to the maximum extent possible, the fair inclusion and utilization of minority and women owned businesses, law firms, and investors in contracting, business, and investment opportunities.

The FDIC's 2018-2019 Diversity and Inclusion Strategic Plan continued to outline a course for promoting workforce diversity by recruiting from a diverse, qualified group of potential applicants, and cultivating workplace inclusion through collaboration, flexibility, and fairness. The Plan outlined a course for the sustainability of the FDIC's diversity and inclusion initiatives and for equipping leaders with the ability to manage diversity, monitor results, and refine approaches on the basis of actionable data. In 2019, the FDIC began the process of updating the plan for the coming years. The next plan will cover 2020-2022. This plan incorporates the FDIC's currently separate Disability Employment Program Strategic Plan to form a unified plan. The strategic plan will continue to identify agency strategies to promote increased diversity through the FDIC's recruiting and hiring processes. The plan will also continue to ensure the sustainability of the FDIC's diversity and inclusion efforts by equipping leaders with the ability to manage diversity, monitor results, and refine approaches on the basis of actionable data. Specific strategies in the plan will enhance diversity and inclusion at the FDIC through analytics and reporting, training and education, internal and external partnerships, leadership engagement, and accountability.

The FDIC continued to set forth performance goals designed to further promote diversity, inclusion, and equal employment opportunity at the agency. A continuation of one of these goals required the agency's divisions to develop customized strategic plans to identify steps to promote increased diversity throughout the FDIC. As done in the past, each division assessed available workforce data and produced plans with strategies to further their diversity progress and address noted issues. Again, the division level plans were consolidated into an FDIC Plan to Promote Increased Diversity through Division Engagement and have been integrated into the agency's annual strategic planning efforts. To that end, the FDIC continued to engage strategies intended to:

- Enhance focused efforts in further diversifying executive management levels within the agency.
- Analyze workforce data to identify trends and potential barriers to the participation of women and minorities, and develop plans to address any impediments to equal opportunity.
- Increase the number of persons with targeted disabilities in the FDIC workforce through the use of hiring flexibilities such as Schedule A, the Workforce Recruitment Program (WRP), and traditional hiring practices.

The commitment to providing all employees with a work environment that embodies excellence and acknowledges and honors the diversity of its employees remained a priority for the FDIC. To continue advancing diversity and inclusion efforts, the FDIC engaged in the following activities in 2019:

- Participated in the WRP and hired four interns.
- Continued its Mentoring Program, closing the year with 53 pairs.
- FDIC management continued to strongly support the Expressions of Interest (EOI) Program, allowing employees to participate in detail opportunities that provide cross-functional learning experiences.
- OMWI and the FDIC's Corporate University continued their collaboration on administering new manager and supervisor training on equal employment opportunity, and diversity and inclusion, to include unconscious bias and reasonable accommodation, highlighting requirements established by the EEOC.
- FDIC Divisions began utilizing D&I vendor services to train managers and supervisors on unconscious bias and micro-inequities.
- The FDIC held its biennial Chairman's Diversity Advisory Councils (CDAC) Training Conference. Participants included CDAC members from headquarters, regional, and area offices. Diversity and inclusion training topics

included emotional intelligence, unconscious biases and micro-inequities, and engaging everyone in diversity and inclusion.

- The FDIC monitored completions of the *Diversity 101* online training module implemented in 2018, and as of the end of 2019, achieved a completion rate of over 50 percent. The OMWI Director recorded a video message posted on the intranet and held "Lunch and Learn" sessions to encourage training completion.
- OMWI sponsored 10 special observance events through its Diversity and Inclusion Education Series.
- The CDACs hosted diversity and inclusion events at headquarters and regional, area, and field office locations to promote cultural awareness, as well as awareness of the FDIC's current ERGs and the ERG program.
- The FDIC's nine ERGs met throughout the year with the OMWI Director, partnered with the CDACs on several programs, hosted their own programs, and participated in an ERG Open House event at headquarters.
- OMWI continued its open dialogue with FDIC divisions regarding the strengths and weaknesses of their respective D&I plans, and the revision of strategies and action items where warranted.
- OMWI continued collaboration with the Division of Administration, Human Resources Branch, in enhancing awareness about special appointment authorities available to hire persons with disabilities.

In addition to the plans and annual FDIC performance goals designed to promote engagement in FDIC diversity and inclusion initiatives, under provisions of the Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 342, the FDIC submits to Congress an annual report regarding the actions taken toward increasing diversity in the workforce and increasing the participation of minority- and women-owned businesses in all business activities. The FDIC continued to enhance its long-standing commitment to promote diversity and inclusion in employment opportunities and all business areas of the agency. The 2019 Report to Congress issued in March 2020, outlines both successes and challenges in hiring as the FDIC works to ensure its commitment is reflected in carrying out its mission. Together, these plans, goals, and reports help the FDIC achieve and sustain the essential elements of model Title VII and Rehabilitation Act programs: demonstrated commitment from agency leadership; integration of EEO into the agency's strategic mission; management and program accountability; proactive prevention of unlawful discrimination; efficiency; and, responsiveness and legal compliance.

The FDIC continued to maintain its EEO dispute resolution process. Pre-complaint data reflected that 98 percent of counseling sessions conducted closed within the regulatory timeframes. Also, the FDIC offered mediation 92 percent of the time during the pre-complaint process, where applicable. In addition, the FDIC timely completed 97 percent of investigations, and issued 87 percent of all final agency merit decisions within the regulatory timeframes. The FDIC will continue to monitor and participate in the implementation of corrective actions and will report progress to senior leaders via the D&I EAC.

FDIC Strategy

Entry-Level Examiner Hiring: The FDIC continually works to ensure that recruiting sources, hiring decisions, interviewing and assessment processes, training activities, retention efforts, and advancement pools reflect a purposeful and intentional effort to leverage the power of diversity to maintain a high performing examination workforce. A key challenge for the FDIC in promoting diversity at all levels of its workforce continues to be the ability to attract, retain, and advance minorities and women in its bank examiner workforce. Individuals who began their FDIC careers as entry-level examiners tend to occupy a significant percentage of executive and managerial leadership positions and other non-examiner positions in the FDIC. Thus, representation rates within the examiner workforce are key elements to achieving satisfactory representation rates within the broader FDIC workforce.

From 2005 until 2019, the FDIC hired entry-level examiners as Financial Institution Specialists (FIS) through the Corporate Employee Program (CEP). The CEP has trained the FDIC's workforce of FISs, beginning examiners-in-training, in a variety of areas. To reach a broad available audience, in 2019 the FDIC continued to maintain relationships with a wide range of colleges and universities, as well as a number of professional organizations to target a diverse talent pool for the CEP. This included 115 institutions designated as Hispanic Serving Institutions, Historically Black Colleges and Universities (HBCUs), and other minority-serving institutions, tribal colleges and universities, and institutions with significant student populations of women and minorities.

Despite the overall success of the CEP in increasing the percentage of minorities and women in the examiner workforce, those percentages still remain below the CLF for Hispanic men and women, Asian men and women, White Women, Black women, and women of two or more races. With increased retirements anticipated in the near future, and possible gaps in the succession pipeline, the FDIC must identify and prepare future leaders now to fulfill roles in the years to come, while concurrently seizing the opportunity to continue to mold the diversity of the FDIC. The FDIC also recognizes that maintaining an inclusive work environment is critical for minimizing attrition and maintaining diversity.

In 2019, the FDIC closely reviewed current processes, historical and current data, business and staffing needs, time and resource challenges, and costs for hiring entry-level examiners. As a result, several areas were identified for enhancement. The FDIC created an executive level taskforce, which includes the OMWI Director, to strengthen its ability to attract, retain, and advance a diverse pool of examiner candidates. The taskforce conducted a high-level review of available data from OMWI, identified key challenges, and made several recommendations to mature the diversity and inclusion model for the examination workforce. It is anticipated that these recommendations will result in several actions being taken during 2020 and beyond.

OMWI supports the taskforce by providing actionable workforce data to help build a results driven diversity and inclusion strategy. Part of the long-term strategy of the taskforce is to create an annual impact report that effectively measures and communicates the impact of diversity and inclusion efforts on the examiner workforce. OMWI will track hiring, attrition, and other aspects of the employment lifecycle for participants of the new entry-level examiner hiring program to evaluate impacts on diversity and inclusion. The first group of examiners hired under this new program is scheduled to join the FDIC in early 2020.

Recruitment (Outreach): In addition to recruiting for the CEP, FDIC recruiters maintained ongoing partnerships with a variety of colleges and universities during FY 2019, as well as a number of professional organizations for minorities, women, veterans, and persons with disabilities. With regard to targeting professional audiences, FDIC recruiters attended 19 national diversity outreach events and seven regional outreach events to increase awareness of the FDIC as an employer of choice to professionals. The FDIC also met with key leaders in Hispanic, Black, Asian, women's, and veterans' organizations, as well as organizations representing people with disabilities to create awareness of FDIC careers and identify opportunities to expand outreach to their members. For example, the FDIC participated in the National Association of Black Accountants (NABA) 2019 National Convention & Expo and the Hispanic Association of Colleges and Universities (HACU) 33rd Annual Conference. With respect to recruiting students (both traditional and non-traditional), FDIC corporate recruiters participated in 285 college career fairs, 11 information sessions, and other recruitment-related campus activities throughout the United States to brand the FDIC and attract qualified candidates.

Student/Intern Programs: The FDIC continues to help minority and women students, and students with disabilities, prepare for careers in business and finance. During FY 2019, the FDIC recruited student interns through traditional and non-traditional mediums, to include its Diversity Outreach Student Intern Program (DOSIP) and the WRP. The FDIC has continued to use the WRP as a source for student interns with disabilities for the past several years. In FY 2019, the FDIC provided student intern opportunities to four students through the WRP and 15 students through DOSIP.

Persons with Targeted Disabilities: The total number of employees with targeted disabilities increased from 136 in FY 2018 to 140 in FY 2019, resulting in a representation rate of 2.35 percent. Within the permanent workforce, the benchmark of two percent was met for persons with targeted disabilities both above and at/below the GS-10 pay level cluster. However, within the total and permanent workforce, the percentage of new hires who are persons with targeted disabilities stood below the two percent benchmark. OMWI will continue to work with the FDIC's Division of Administration, Human Resources Branch, and other divisions and offices throughout the agency to develop and implement strategies and programs to help improve the new hire rate for persons with disabilities, particularly persons with targeted disabilities.

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Claire N. Lam, Acting Director (Executive Manager), Office of Minority and Women Inclusion, am the Principal EEO Director/Official for the **Federal Deposit Insurance Corporation**.

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its workforce profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Claire N. Lam /s/

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

CLAIRE LAM

Digitally signed by CLAIRE LAM
Date: 2020.06.29 07:58:12
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Date

Arleas Upton Kea /s/

Signature of Agency Head or Agency Head Designee



ARLEAS KEA


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Date: 2020.06.26 10:15:16
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Date



MD-715 - PART G





Agency Self-Assessment Checklist

<p align="center">Essential Element A: Demonstrated Commitment From agency Leadership This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.</p>			
<p> Compliance Indicator</p> <p> Measures</p>		Measure Met? (Yes/No/NA)	Comments
A.1	A.1 - The agency issues an effective, up-to-date EEO policy statement.		
A.1.a	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	November 5, 2019
A.1.b	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	Yes	
A.2	A.2 - The agency has communicated EEO policies and procedures to all employees.		
A.2.a	Does the agency disseminate the following policies and procedures to all employees:		
A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	Yes	



A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes	
A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:		
A.2.b.1	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	Yes	
A.2.b.2	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes	
A.2.b.3	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes	https://www.fdic.gov/about/diversity/pdf/d2710-5.pdf
A.2.c	Does the agency inform its employees about the following topics:		
A.2.c.1	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often.	Yes	Information is communicated throughout the year during: (1) bi-weekly New Employee Orientation; (2) biennial EEO and Diversity training for managers and supervisors; and (3) biennial No FEAR Act training.
A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	Yes	Information is communicated throughout the year during: (1) biennial EEO and Diversity training for managers and supervisors and (2) biennial No FEAR Act training.
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.	Yes	Information is communicated throughout the year during: (1) bi-weekly New Employee Orientation; (2) biennial EEO and Diversity training for managers and supervisors; and (3) biennial No FEAR Act training.
A.2.c.4	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If "yes", please provide how often.	Yes	Information is communicated throughout the year during: (1) biennial EEO and Diversity training for managers and supervisors; and (2) biennial No FEAR Act training.
A.2.c.5	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If "yes", please provide how often.	Yes	Information is communicated throughout the year during: (1) biennial EEO and Diversity training for managers and supervisors; and (2) biennial No FEAR Act training.
	A.3 - The agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No/NA)	Comments




Compliance Indicator  Measures			
A.3.a	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If "yes", provide one or two examples in the comments section.	Yes	FDIC Circular 2420.1 Rewards and Recognition Program Annie D. Moore EEO and Diversity Award: Established to recognize employees who demonstrate a similar dedication, recognizing outstanding achievement in extending equal opportunity to individuals and extraordinary efforts honoring diversity within the Corporation through leadership, skill, imagination, innovation, and perseverance.
A.3.b	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes	
Essential Element B: Integration of EEO into the agency's Strategic Mission This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and support the agency's strategic mission.			
 Compliance Indicator  Measures	B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.	Measure Met? (Yes/No/NA)	Comments
B.1.a	Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	The OMWI Director reports to the FDIC Chairman, and the operations of OMWI fall under the administrative structure of the Chief Operating Officer organization.
B.1.a.1	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	N/A	




B.1.a.2	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
B.1.b	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes	
B.1.c	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	Yes	September 16, 2019
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes	
 Compliance Indicator  Measures	B.2 - The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No/NA)	Comments
B.2.a	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes	
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes	
B.2.c	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	

B.2.d	Is the EEO Director responsible for overseeing the timely issuing final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes	
B.2.f	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	Yes	
B.2.g	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	N/A	The FDIC does not have subordinate level components.
 Compliance Indicator  Measures	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure Met? (Yes/No/NA)	Comments
B.3.a	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	Yes	
B.3.b	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	Yes	The FDIC Strategic Plan for 2018-2022 indicates that the FDIC will develop and implement strategies over the next several years to recruit, train, develop, and maintain a highly skilled and engaged workforce drawn from all segments of U.S. society that embodies at all levels the principles of diversity, inclusion, and workplace excellence.
 Compliance Indicator 	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Measure Met? (Yes/No/NA)	Comments



Measures			
B.4.a	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:		
B.4.a.1	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes	
B.4.a.2	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes	
B.4.a.3	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) - (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	Yes	
B.4.a.4	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes	
B.4.a.5	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	Yes	
B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes	
B.4.a.7	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes	
B.4.a.8	to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	Yes	
B.4.a.9	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious	Yes	



	Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]		
B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes	
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes	
B.4.b	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes	
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes	
B.4.d	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes	
B.4.e	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes	
 Compliance Indicator  Measures	B.5 - The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure Met? (Yes/No/NA)	Comments
B.5.a	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:		
B.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	Yes	
B.5.a.2	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes	



B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes	
B.5.a.4	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes	
B.5.a.5	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes	
 Compliance Indicator  Measures	B.6 - The agency involves managers in the implementation of its EEO program.	Measure Met? (Yes/No/NA)	Comments
B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes	
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes	
B.6.c	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	Yes	
B.6.d	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes	
Essential Element C: Management and Program Accountability This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.			
 Compliance Indicator	C.1 - The agency conducts regular internal audits of its component and field offices.	Measure Met? (Yes/No/NA)	Comments




 Measures			
C.1.a	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	No	See, Part H, Plan 1.
C.1.b	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	No	See, Part H, Plan 2.
C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	N/A	There were no field audits conducted during this reporting period.
 Compliance Indicator  Measures	C.2 - The agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments
C.2.a	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
C.2.a.1	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
C.2.a.2	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes	
C.2.a.3	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see	Yes	




	Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]		
C.2.a.4	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	Yes	
C.2.a.5	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <u>Complainant v. Dep't of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep't of Defense (Defense Commissary Agency)</u> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	No	See, Part H, Plan 3. There were 15 new investigations during the Fiscal Year. The average processing time was 56.2 days.
C.2.a.6	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes	
C.2.b	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes	
C.2.b.1	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes	
C.2.b.2	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes	While the reasonable accommodation program resides within the Office of Minority and Women Inclusion, existing procedures prevent the OMWI Director from involvement in the day-to-day functions of the reasonable accommodation program.
C.2.b.3	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes	
C.2.b.4	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes	
C.2.b.5	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-	Yes	





	715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.		
C.2.c	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes	
C.2.c.1	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	Yes	https://www.fdic.gov/about/diversity/pdf/pas.pdf
 Compliance Indicator  Measures	C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Met? (Yes/No/NA)	Comments
C.3.a	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	No	See Part H – Plan 4. The agency intends to include an EEO element in the performance appraisals of managers and supervisors.
C.3.b	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:		Note: The following highlighted measures are not included as performance elements in the managers and supervisors LPMR and, therefore, cannot be evaluated. See, Part H, Plan 4, addressing these measures.
C.3.b.1	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.]		
C.3.b.2	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]		
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]		

C.3.b.4	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]		
C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]		
C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]		
C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]		
C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]		
C.3.b.9	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]		
C.3.c	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes	
C.3.d	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes	
 Compliance Indicator  Measures	C.4 - The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments
C.4.a	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to	Yes	

	EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]		
C.4.b	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	No	See, Part H, Plan 5.
C.4.c	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	Yes	
C.4.d	Does the HR office timely provide the EEO office have timely access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes	
C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:		
C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes	
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes	
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes	
C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	Yes	
C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes	
 Compliance Indicator 	C.5 - Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No/NA)	Comments



Measures			
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)	Yes	
C.5.b	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	One employee.
C.5.c	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes	
 Compliance Indicator  Measures	C.6 - The EEO office advises managers/supervisors on EEO matters.	Measure Met? (Yes/No/NA)	Comments
C.6.a	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.	Yes	OMWI provides senior officials with regular EEO updates several times a year during Diversity and Inclusion Executive Advisory Council meetings, EEO and Diversity training for managers and supervisors, and other updates to senior management.
C.6.b	Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	Yes	
Essential Element D: Proactive Prevention This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.			
 Compliance Indicator	D.1 - The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure Met? (Yes/No/NA)	Comments



			
Measures			
D.1.a	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes	
D.1.b	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes	
D.1.c	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	No	See, Part H, Plan 6.
 Compliance Indicator  Measures	D.2 - The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure Met? (Yes/No/NA)	Comments
D.2.a	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes	
D.2.b	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	Yes	
D.2.c	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	Yes	
D.2.d	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program	Yes	The FDIC uses the following sources to find barriers: Federal Employee Viewpoint Survey (FEVS); Employee Resource Groups; special emphasis programs; Chairman's Diversity Advisory



	evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.		Councils; anti-harassment program; and reasonable accommodation program.
 Compliance Indicator	D.3 - The agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments
 Measures			
D.3.a.	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	N/A	The FDIC is currently engaged in the barrier analysis process.
D.3.b	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	N/A	The FDIC is currently engaged in the barrier analysis process.
D.3.c	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	N/A	The FDIC is currently engaged in the barrier analysis process.
 Compliance Indicator	D.4 - The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities	Measure Met? (Yes/No/NA)	Comments
 Measures			
D.4.a	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	https://www.fdic.gov/about/diversity/pdf/fy2018md715.pdf
D.4.b	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes	



D.4.c	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	Yes	
D.4.d	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes	





Essential Element E: Efficiency
This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.



 Compliance Indicator	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/NA)	Comments
 Measures			
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes	
E.1.b	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes	
E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	Yes	
E.1.d	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(l)? If so, please provide the average processing time in the comments.	Yes	During this reporting period, the average processing time for acceptance letters/dismissal decisions was approximately 49 days.
E.1.e	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting	Yes	



	routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?		
E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	No	See, Part H, Plan 7. The untimely investigations were for conflict complaints. The FDIC reviewed its conflict complaint procedures to identify areas for improvement to ensure timely processing.
E.1.g	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	No	See, Part H, Plan 8. The untimely investigations were for conflict complaints. The FDIC reviewed its conflict complaint procedures to identify areas for improvement to ensure timely processing.
E.1.h	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	No	See, Part H, Plan 9. The untimely investigations were for conflict complaints. The FDIC reviewed its conflict complaint procedures to identify areas for improvement to ensure timely processing.
E.1.i	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	Yes	
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	Yes	Work with Contracting Officer to address any noted deficiencies. Meet, via conference call or in-person, with investigative firm several times during the fiscal year to address any concerns.
E.1.k	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	Yes	
E.1.l	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	Yes	
 Compliance Indicator  Measures	E.2 - The agency has a neutral EEO process.	Measure Met? (Yes/No/NA)	Comments

E.2.a	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain.	Yes	For non-conflict complaints, all aspects of the EEO complaint process are conducted within the autonomous Equal Opportunity, Compliance and Training Branch. For conflict EEO complaints, the Agency has a dedicated attorney who processes all aspects of the conflict EEO complaints. This attorney does not perform EEO defensive work for the agency.
E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	N/A	OMWI does not seek legal sufficiency reviews from other FDIC divisions/offices.
E.2.c	If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	N/A	The EEO office does not rely on the agency's defensive function to conduct legal sufficiency reviews.
E.2.d	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes	
E.2.e	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)	N/A	This does not apply to the FDIC.
 Compliance Indicator  Measures	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments
E.3.a	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes	
E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	Yes	
E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes	

E.3.d	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes	
E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes	
E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes	
 Compliance Indicator  Measures	E.4 - The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No/NA)	Comments
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:		
E.4.a.1	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes	
E.4.a.2	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes	
E.4.a.3	Recruitment activities? [see MD-715, II(E)]	Yes	
E.4.a.4	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes	
E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes	
E.4.a.6	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	No	See, Part H, Plan 10.

E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes	
 Compliance Indicator  Measures	E.5 - The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No/NA)	Comments
E.5.a	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.	Yes	The FDIC's Diversity and Inclusion analytics dashboard is a system used to collect and maintain accurate information on the race, national origin, sex, and disability status of agency employees. The dashboard provides actionable data to senior leadership on various aspects of the FDIC workforce, which assists in their efforts to support diversity and inclusion in hiring, promotion, and retention, and to identify ways to make improvements over time.
E.5.b	Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.	Yes	FDIC management and EEO staff attend conferences and training, to include EXCEL and Federal Dispute Resolution, and ongoing meetings with other agencies to stay abreast of, and implement as needed, best and effective practices.
E.5.c	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes	
Essential Element F: Responsiveness and Legal Compliance This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.			
 Compliance Indicator  Measures	F.1 - The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No/NA)	Comments
F.1.a	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes	

F.1.b	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes	
F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes	
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes	
F.1.e	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes	
 Compliance Indicator  Measures	F.2 - The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure Met? (Yes/No/NA)	Comments
F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes	
F.2.a.1	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	Yes	
F.2.a.2	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	Yes	
F.2.a.3	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	Yes	
F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes	

 Compliance Indicator  Measures	F.3 - The agency reports to EEOC its program efforts and accomplishments.	Measure Met? (Yes/No/NA)	Comments
F.3.a	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	Yes	
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes	

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan

Type of Program Deficiency	Brief Description of Program Deficiency – B.1.c
B – Integration of EEO into the agency's Strategic Mission	The EEO Director presented to senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program but the status of the barrier analysis process was not covered.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
06/07/2019	Present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process.	09/30/2019		09/16/2019

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Saul Schwartz	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/07/2019	Prepare "State of the Agency" presentation to include the assessment of the agency's EEO program against the six essential elements and the status of the barrier analysis process.	Y	08/15/2019	08/15/2019
06/30/2019	Present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process.	Y	09/16/2019	09/16/2019

Report of Accomplishments

Fiscal Year	Accomplishments
2019	The EEO Director presented to the FDIC Chairman and senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process.

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Statement of Model Program Essential Element Deficiency for Plan - 1

Type of Program Deficiency	Brief Description of Program Deficiency – C.1.a
C – Management and Program Accountability	The agency does not regularly assess its components and field offices for possible EEO program deficiencies.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/01/2019	Regularly assess the FDIC’s headquarters, regions, and field offices for possible EEO program deficiencies.	06/29/2020	12/31/2021	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, Office of Minority and Women Inclusion (OMWI)	Claire N. Lam	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	No
Assistant Director, Facilities Operations, Division of Administration (DOA)	Brian Yellin	No
Regional Manager – San Francisco/Kansas City (DOA)	Laura Lowery	No
Regional Manager – Chicago/New York (DOA)	Dian Fier	No
Regional Manager – Dallas/Atlanta (DOA)	Mark Buck	No

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Director, Strategic and Regional Coordination (DOA)	Julia Goodall/Stephen Beard	No
Deputy Assistant Inspector General for Management, Office of Inspector General (OIG)	Trina Petty	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
07/01/2019	Coordinate meeting with agency stakeholders/responsible agency officials to discuss assessment requirement.	Y	09/30/2020	
08/16/2019	Develop draft assessment criteria to evaluate FDIC headquarters, regional, and field office locations to determine if potential EEO Program deficiencies exist.	Y	10/31/2020	
09/13/2019	Disseminate draft assessment criteria to stakeholders/responsible agency officials for review and input.	Y	12/31/2020	
09/30/2019	Finalize assessment criteria and obtain final approval.	Y	12/31/2020	
10/31/2020	Coordinate meeting with agency stakeholders/responsible agency officials to discuss and establish a schedule to evaluate FDIC headquarters, regional, and field office locations.	Y	01/31/2021	
06/01/2020	Implement assessments of FDIC headquarters, regional, and field office locations to determine if potential EEO Program deficiencies exist.	Y	09/30/2021	
12/31/2020	Develop a report of assessment results for the FDIC Chairman with recommendations for improvement, corrections, and remedial actions, if needed (managers, supervisors, or other employees who have failed in their EEO responsibilities).	Y	12/31/2021	

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Fiscal Year	Accomplishments

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 2

Type of Program Deficiency	Brief Description of Program Deficiency – C.1.b
C – Management and Program Accountability	The agency does not regularly assess its components and field offices on efforts to remove barriers from the workplace.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
08/01/2019	Regularly access FDIC headquarters, regional, and field offices on efforts to remove barriers from the workplace.	06/29/2020	12/31/2021	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, Office of Minority and Women Inclusion (OMWI)	Claire N. Lam	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	No
Assistant Director, Facilities Operations, Division of Administration (DOA)	Brian Yellin	No
Regional Manager – San Francisco/Kansas City (DOA)	Laura Lowery	No
Regional Manager – Chicago/New York (DOA)	Dian Fier	No
Regional Manager – Dallas/Atlanta (DOA)	Mark Buck	No

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Director, Strategic and Regional Coordination (DOA)	Julia Goodall/Stephen Beard	No
Deputy Assistant Inspector General for Management (OIG)	Trina Petty	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
08/01/2019	Develop draft assessment criteria to evaluate FDIC headquarters, regional, and field office locations to determine if barriers exist.	Y	09/30/2020	
09/13/2019	Disseminate draft assessment criteria to stakeholders/responsible agency officials for review and input.	Y	12/31/2020	
09/30/2019	Finalize assessment criteria and obtain final approval.	Y	12/31/2020	
10/31/2019	Coordinate meeting with agency stakeholders/responsible agency officials to discuss and establish schedule to evaluate FDIC headquarters, regional, and field office locations.	Y	01/31/2020	
06/01/2020	Implement assessments of FDIC headquarters, regional, and field office locations to determine if any barriers exist in the workplace.	Y	09/30/2021	
12/31/2020	Develop a report of assessment results for the FDIC Chairman with recommendations for improvement, corrections, and remedial actions, if needed (managers, supervisors, or other employees who have failed in their EEO responsibilities).	Y	12/31/2021	

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 3

Type of Program Deficiency	Brief Description of Program Deficiency – C.2.a.5
C – Management and Program Accountability	The agency did not conduct prompt inquiries (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
03/13/2020	Conduct prompt inquiries (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process.	09/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, Office of Minority and Women Inclusion (OMWI)	Claire N. Lam	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No
Acting Chief, Labor and Employee Relations Section, DOA	Eric Gold	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2020	Develop interim standard operating procedures.	Y		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2020	Revise Anti-Harassment Program Directive to specify time frames to initiate and complete investigations, new roles and responsibilities, and identify who will conduct the investigations (FDIC personnel/contractors).	Y		
12/31/2020	Build or procure Anti-Harassment Program data collection tool or system to track/monitor workplace harassment allegations.	Y		
01/31/2021	Finalize Anti-Harassment Program Directive revisions and SOPs, obtain approval, and notify workforce/post.	Y		
01/31/2021	Fully implement Anti-Harassment Program in accordance with revised Directive.	Y		

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan

Type of Program Deficiency	Brief Description of Program Deficiency – C.2.c
C – Management and Program Accountability	The agency had not finalized procedures for processing requests for Personal Assistance Services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards by the end of FY 2018.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
03/03/2017	Finalize procedure for processing requests for Personal Assistance Services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards.			04/04/2019

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Saul Schwartz	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No
Disability Program Manager, Office of Minority and Women Inclusion (OMWI)	Monica Flint	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2018	Update reasonable accommodation procedures to incorporate PAS requests.	Y		04/04/2019

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Fiscal Year	Accomplishments
2019	FDIC's updated reasonable accommodation procedures, which also apply to PAS requests, were finalized on March 29, 2019, and issued in April 2019.

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan

Type of Program Deficiency	Brief Description of Program Deficiency – C.2.c.1
C – Management and Program Accountability	The agency had not posted its procedures for processing requests for Personal Assistance Services on its public website by the end of FY 2018.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
03/03/17	Post procedures for processing requests for Personal Assistance Services on the agency's public website.			04/04/2019

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Saul Schwartz	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No
Disability Program Manager, Office of Minority and Women Inclusion (OMWI)	Monica Flint	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/31/2018	Post procedures for processing requests for Personal Assistance Services on the agency's public website.	Y		04/04/2019

Report of Accomplishments

Fiscal Year	Accomplishments
2019	FDIC's updated reasonable accommodation procedures, which also apply to PAS requests, were finalized March 29, 2019, and issued and posted on the public website in April 2019.

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If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 4

Type of Program Deficiency	Brief Description of Program Deficiency – C.3.a
C – Management and Program Accountability	Managers and supervisors do not have an element in their appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/01/2019	Establish a performance element for managers and supervisors that evaluate their commitment to agency EEO policies and principles and their participation in the EEO program.	10/01/2020	12/31/2021	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Director and Chief Human Capital Officer (DOA)	William J. White, Jr.	No
Acting Director, Office of Minority and Women Inclusion (OMWI)	Claire N. Lam	No
Chief, Corporate HR, Performance Management and Compensation (DOA)	Nancy Green	No
Deputy Assistant Inspector General for Management (OIG)	Trina Petty	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
07/01/2019	Coordinate meeting with agency stakeholders/responsible agency officials to discuss managers/supervisors EEO performance element requirement.	Y	09/30/2020	
07/26/2019	Develop draft EEO performance element in accordance with MD-715, Section I (III) Element C (c)(2).	Y	10/31/2020	
08/28/2019	Disseminate draft EEO performance element(s) to stakeholders/responsible agency officials for review and input.	Y	11/30/2020	
10/31/2019	Finalize EEO performance element and obtain final approval.	Y	01/31/2021	
12/06/2019	Develop a plan to notify all managers and supervisors of the new EEO performance element.	Y	03/31/2021	
02/14/2020	Implement notification plan.	Y	05/31/2021	
08/28/2020	Revise managers' and supervisors' LPMR to include the EEO performance element.	Y	09/30/2021	
10/01/2020	Implement evaluating managers and supervisors on their commitment to agency EEO policies and principles and their participation in the EEO program.	Y	12/31/2021	

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan

Type of Program Deficiency	Brief Description of Program Deficiency – C.4.a
C – Management and Program Accountability	The HR and OMWI Director do not meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/01/2019	Establish and implement a regular meeting between the HR and OMWI Director to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives.	08/30/2019	06/20/2019	06/20/2019

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Saul Schwartz	No
Deputy Director, Human Resources Branch (DOA)	Ira Kitmacher	No
Deputy Assistant Inspector General for Management (OIG)	Trina Petty	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
07/01/2019	Schedule meeting with responsible agency officials to discuss and establish coordination between OMWI, Human Resources Branch, and the OIG HR programs.	Y		
07/01/2019	Establish a recurring meeting for the purpose of assessing whether FDIC personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives.	Y		
08/30/2019	Implement recurring meetings with OMWI, FDIC HR branch, and the OIG HR programs officials.	Y		

Report of Accomplishments

Fiscal Year	Accomplishments
2019	A regular meeting between the HR and OMWI Director to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives was established and implemented.

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 5

Type of Program Deficiency	Brief Description of Program Deficiency – C.4.b
C – Management and Program Accountability	The agency has not established timetables to review its merit promotion program, employee recognition awards program, and employee development/training program for systemic barriers.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/21/2019	Establish timetables to review the FDIC's merit promotion program, employee recognition awards program, and employee development/training program for systemic barriers.	12/31/2019	09/30/2021	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, Office of Minority and Women Inclusion (OMWI)	Claire N. Lam	No
Deputy Director and Chief Human Capital Officer (DOA)	William J. White, Jr.	No
Chief, Corporate HR, Performance Management and Compensation (DOA)	Nancy Green	No
Deputy Director, Corporate University (CU)	Steve Cooper	No
Deputy Assistant Inspector General for Management (OIG)	Trina Petty	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
07/21/2019	Schedule and meet with responsible agency officials to discuss the requirement to review the FDIC's merit promotion program, employee recognition awards program, and employee development/training program for potential barriers.	Y	09/30/2020	
07/21/2019	Identify HR points-of-contact for each program area.	Y	09/30/2020	
08/16/2019	Establish a review timetable for each program area.	Y	11/30/2020	
03/31/2020	Implement the review timetable for the FDIC's merit promotion, employee recognition awards, and employee development/training programs for systemic barriers.	Y	06/30/2021	
07/30/2020	Analyze results and prepare a report of the review, and make recommendations for improvement, corrections, and remedial actions, if needed (managers, supervisors, or other employees who have failed in their EEO responsibilities).	Y	09/30/2021	

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Fiscal Year	Accomplishments

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 6

Type of Program Deficiency	Brief Description of Program Deficiency – D.1.c
D – Proactive Prevention	The agency's exit survey does not include questions on how the FDIC could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/01/2019	Revise the FDIC's exit survey to include questions on how the FDIC could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities.	12/31/2019	09/30/2021	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Director and Chief Human Capital Officer (DOA)	William J. White, Jr.	No
Acting Director, Office of Minority and Women Inclusion (OMWI)	Claire N. Lam	No
Chief, Corporate HR, Performance Management and Compensation (DOA)	Nancy Green	No
Deputy Assistant Inspector General for Management, Office of Inspector General	Trina Petty	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
07/01/2019	Meet with responsible agency officials to discuss the requirement to include questions on the exit survey questions on how the FDIC could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.	Y	09/30/2020	
09/02/2019	Revise the FDIC's exit survey to include questions on how the FDIC could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.	Y	11/16/2020	
09/02/2019	Implement the FDIC's revised exit survey.	Y	11/30/2020	
04/30/2020	Analyze exit survey results and revise the Affirmative Action Plan where appropriate.	Y	09/30/2021	

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Fiscal Year	Accomplishments

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 7

Type of Program Deficiency	Brief Description of Program Deficiency – E.1.f
E – Efficiency	The agency did not timely complete investigations, pursuant to 29 CFR §1614.108.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
11/01/2019	Timely complete investigations, pursuant to 29 CFR §1614.108.	09/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, Office of Minority and Women Inclusion (OMWI)	Claire N. Lam	No
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	No
Assistant General Counsel, Labor, Employment and Administration Section, Legal Division	Jeffrey Rosenblum	No
Counsel, Labor, Employment and Administration Section, Legal Division	Antonier White	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
11/01/2019	Review conflict procedures to identify areas for improvement to ensure timely processing of investigations.	Y	06/01/2020	
11/01/2019	Meet with Conflict Manager to discuss areas for improvement.	Y	06/30/2020	
11/01/2019	Coordinate with Conflict Manager to assist in developing standard operating procedures (SOPs) for completing conflict complaint investigations within regulatory time requirements.	Y	06/30/2020	
11/01/2019	Implement SOPs.	Y	09/30/2020	
11/01/2019	Implement time tables to conduct Quality Management Review of conflict complaints, procedures, and process to ensure investigations are completed timely, pursuant to 29 CFR §1614.108.	Y	09/30/2020	

Report of Accomplishments

Fiscal Year	Accomplishments
2019	Finalized revised Memorandum of Understanding with investigative services for processing conflict complaints.

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If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 8

Type of Program Deficiency	Brief Description of Program Deficiency – E.1.g
E – Efficiency	The agency did not notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g).

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/31/2018	Notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g).	09/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, Office of Minority and Women Inclusion (OMWI)	Claire N. Lam	No
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	No
Assistant General Counsel, Labor, Employment and Administration Section, Legal Division	Jeffrey Rosenblum	No
Counsel, Labor, Employment and Administration Section, Legal Division	Antonier White	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
11/01/2019	Coordinate with Conflict Manager to assist in developing standard operating procedures (SOPs) for notifying complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit.	Y	06/01/2020	
11/01/2019	Implement SOPs.	Y	09/30/2020	
11/01/2019	Implement time tables to conduct Quality Management Review of conflict complaints, procedures, and process to ensure notifications are issued, pursuant to 29 CFR §1614.108(g).	Y	09/30/2020	

Report of Accomplishments

Fiscal Year	Accomplishments
2019	Finalized 180-day letter to Complainant notifying him/her of his/her right to request a hearing or a lawsuit pursuant to 29 CFR §1614.108(g).

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 9

Type of Program Deficiency	Brief Description of Program Deficiency – E.1.h
E – Efficiency	The agency did not timely issue final agency decisions, pursuant to 29 CFR §1614.110(b) when complainants did not request a hearing.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
03/13/2018	Timely issue final agency decisions pursuant to 29 CFR §1614.110(b) when complainants do not request a hearing.	09/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, Office of Minority and Women Inclusion (OMWI)	Claire N. Lam	No
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	No
Assistant General Counsel, Labor, Employment and Administration Section, Legal Division	Jeffrey Rosenblum	No
Counsel, Labor, Employment and Administration Section, Legal Division	Antonier White	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/10/2019	Coordinate with Conflict Manager to assist in developing standard operating procedures (SOPs) for issuing final agency decisions.	Y	06/01/2020	
11/01/2019	Implement SOPs	Y	09/30/2020	
11/01/2019	Implement time tables to conduct Quality Management Review of conflict complaints, procedures, and process to ensure issuance of final agency decisions pursuant to 29 CFR §1614.110(b) when complainants do not request a hearing.	Y	09/30/2020	

Report of Accomplishments

Fiscal Year	Accomplishments
2019	Finalized Delegation of Authority for Legal to issue conflict FADs

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 10

Type of Program Deficiency	Brief Description of Program Deficiency – E.4.a.6
E – Efficiency	The agency does not have effective and accurate data collection systems in place to evaluate the processing of complaints for the Anti-Harassment Program.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
09/01/2020	Establish and implement an effective and accurate data collection systems to evaluate the processing of complaints for the anti-harassment program.	01/31/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, Office of Minority and Women Inclusion (OMWI)	Claire N. Lam	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No
Sr. Information Management Analyst, Office of Minority and Women Inclusion (OMWI)	Earl McJett	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
08/31/2020	Develop requirements for Anti-Harassment Program data collection system.	Y		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
08/31/2020	Meet with stakeholders to discuss requirements for Anti-Harassment Program data collection system.	Y		
09/30/2020	Identify potential data collection tools or systems.	Y		
11/30/2020	Evaluate/test potential data collection tools or systems.	Y		
01/31/2021	Build or procure Anti-Harassment Program data collection tool or system.	Y		
01/31/2021	Implement using Anti-Harassment Program data collection tool or system to track/monitor workplace harassment allegations.	Y		

Report of Accomplishments

Fiscal Year	Accomplishments

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Five-year trend in participation rates for women and minorities at the Executive Manager (EM) Level.	<p>FY 2012–FY 2016 Table A1 – Total Workforce by Race/Ethnicity and Sex and Table A4 – Participation Rates for FDIC Corporate Grades (13-15, Corporate Manager Grades CM-01 and CM-02 and the EM level) by Race/Ethnicity and Sex (Permanent)</p> <p>FY 2012–FY 2016 Table A1 – Permanent Workforce by Race/Ethnicity and Sex; Table A4 – Participation Rates for FDIC Corporate Grades (13-15, Corporate Manager Grades CM-01 and CM-02 and the EM level) by Race/Ethnicity and Sex (Permanent); and Table A5- Participation Rates for Wage Grades by Race/Ethnicity and Sex (Permanent)</p>	Women overall, on average, consistently fell below their workforce rates at in grades 13-15 and at the CM-01, CM-02, and EM levels. Black women, on average, consistently had the highest rate below their workforce rates in grades 14-15 and at the CM-01, CM-02, and EM levels, although they were represented at rates well above their expected CLF rate in the overall workforce; and there was a consistent absence of: Asian women, Native Hawaiian or Pacific Islander men and women, American Indian or Alaska Native women, and men and women of two or more races at the EM level; Native Hawaiian or Pacific Islander men and women, American Indian or Alaska Native men and women, and men of two or more races at the CM-02 level; Native Hawaiian or Pacific Islander women CG-15 and CM-01 – CM-02 levels.

EEO Group(s) Affected by Trigger:

All Men	
All Women	X
Hispanic or Latino Men	X
Hispanic or Latino Women	X
White Men	
White Women	X
Black or African American Men	
Black or African American Women	X
Asian Men	X

Asian Women		X
Native Hawaiian or Other Pacific Islander Men		X
Native Hawaiian or Other Pacific Islander Women		X
American Indian or Alaska Native Men		
American Indian or Alaska Native Women		X
Two or More Races Men		X
Two or More Races Women		X
Barrier Analysis Process		
Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	MD-715 Reports for FY 2012- FY 2016 and FY 2017-FY 2019
Complaint Data (Trends)	Yes	Annual 462 Reports for FY 2012-FY 2016 and FY 2017-FY 2019
Grievance Data (Trends)	No	N/A
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	FY 2012-FY 2016 and FY 2017-FY 2018
Climate Assessment Survey (e.g., FEVS)	Yes	FEVS for FY 2014–FY 2019
Exit Interview Data	No	
Focus Groups	No	N/A
Interviews	No	N/A
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	N/A
Other (Please Describe)	Yes	Internal movement to the CM and EM grade levels through personnel actions other than promotion actions.
Status of Barrier Analysis Process		
Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)	
No	No (barrier analysis ongoing)	
Statement of Identified Barrier(s)		
Description of Policy, Procedure, or Practice		
(Barrier analysis ongoing)		

Objective(s) and Dates for EEO Plan					
Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Increase the participation rate of women and minorities within the FDIC workforce at the EM level.	09/30/2017	09/30/2022	Yes	N/A	Ongoing
Responsible Official(s)					
Title	Name		Performance Standards Address the Plan? (Yes or No)		
Deputy Director, Administrative Management & Operations Division of Depositor and Consumer Protection	Nikita Pearson		No		
Deputy Director, Operations Branch Division of Risk Management Supervision	John Vogel		No		
Assistant Director, Corporate Human Resource Performance & Compensation	Nancy Green		No		
Equal Employment Specialist/Special Emphasis Program Manager	Tammy Stovall		No		
Planned Activities Toward Completion of Objective					
Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)		
08/31/2018	Complete review and analysis of FY 2012-2016 Annual 462 Reports.	N/A	12/20/2018		
08/31/2018	Complete review and analysis FY 2012-2016 FEVS results.	N/A	10/23/2018		
08/31/2018	Review and analyze FY 2012-2016 promotions, new hires and separations data.	N/A	12/12/2018		
10/31/2018	Review and analyze succession planning initiatives.	N/A	09/28/2018		
12/31/18	Review and analyze Grievance data.	09/30/2020			
03/29/2019	Review and analyze policies, practices, and procedures in recruitment, training and career development, and promotions.	03/31/2021			

Report of Accomplishments	
Fiscal Year	Accomplishments
FY 2019	<p>During this reporting period, the FDIC:</p> <ul style="list-style-type: none"> • Reviewed and analyzed discrimination complaints data for the periods of FY 2012-FY 2016 and FY 2017-FY 2018 regarding promotion, performance, pay, and training. • Reviewed and analyzed Executive Manager (EM) workforce data: <ul style="list-style-type: none"> ○ FY 2017-FY 2019 participation rates. ○ "New Hires" at the EM level. ○ Promotions to the EM level. • Reviewed and analyzed internal selections for senior level positions (CM-02, CX, EM and EX) for the periods of FY 2012-FY 2016 and FY 2017-FY 2019. • Reviewed and analyzed CM-01-EM separations for the periods of FY 2012-FY 2016 and FY 2017-FY 2019. • Reviewed and analyzed the External Leadership Development Program selection rates for the period of 2014-2019. • Reviewed and analyzed the FDIC's FEVS diversity dimensions and inclusion quotient results for the period covering 2014-2019. • Met with Human Resources stakeholders to discuss and develop planned activities (Part H) to address identified program deficiencies.

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.

Section I

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If yes, describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWD)	Yes 0	No X
b. Cluster GS-11 to SES (PWD)	Yes 0	No X

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If yes, describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWTD)	Yes 0	No X
b. Cluster GS-11 to SES (PWTD)	Yes 0	No X

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The numeric goals were identified in the introduction of the 2018-2019 Disability Employment Program Strategic Plan, which focused on the employment and retention of individuals with disabilities. The FDIC will include the goals in its new Diversity and Inclusion Strategic Plan for 2020-2022, along with the previously separate Disability Employment Program Strategic Plan. Additionally, the numeric goals are discussed in depth to managers during the required EEO training for managers and supervisors. Employees from OMWI also presented diversity and disability data to FDIC Corporate Recruiters nation-wide and highlighted the importance of recruitment of a diverse workforce, the disability hiring goals, and unconscious bias.

Section II: Model Disability Program

Pursuant to 29 C.F.R. §1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

Section II

A. Plan to provide Sufficient and Competent Staffing for the Disability Program

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If no, describe the agency's plan to improve the staffing for the upcoming year.

Yes X No 0

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

	Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
		Full Time	Part Time	Collateral Duty	
	Processing applications from PWD and PWTD	35			Human Resources Specialists, Human Resources Branch, Division of Administration (DOA)
	Answering questions from the public about hiring authorities that take disability into account	1			Krishawn Demby, Selective Placement Coordinator, Human Resources Branch, DOA, kdemby@fdic.gov
	Processing reasonable accommodation requests from applicants and employees	1			Monica Flint, Disability Program Manager, Office of Minority and Women Inclusion (OMWI), mflint@fdic.gov
	Section 508 Compliance	2			Brooke Aiken, Section 508 Program Manager, DIT, 703-516-5723
	Architectural Barriers Act Compliance	1			Gwenn Marley, Chief, Space Planning Unit, DOA, gmarley@fdic.gov
	Special Emphasis Program for PWD and PWTD	1			Monica Flint, Disability Program Manager, OMWI, mflint@fdic.gov
	<p>3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If yes, describe the training that disability program staff has received. If no, describe the training planned for the upcoming year.</p> <p>Yes X No 0</p>				
	DPM attended the National Employment Law Institute ADA Workshop in September 2019.				
Section II	<p>B. Plan To Ensure Sufficient Funding for the Disability Program</p> <p>Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If no, describe the agency's plan to ensure all aspects of the disability program have sufficient funding and other resources.</p> <p>Yes X No 0</p>				
<p>Section III: Plan to Recruit and Hire Individuals with Disabilities</p> <p>Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTD.</p>					
Section III	1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.				

<p>A. Plan to Identify Job Applicants with Disabilities</p>	<p>In addition to using USAJobs to advertise employment opportunities, the FDIC has more than 250 mission critical employees who serve as Corporate Recruiters. In 2019, they visited many colleges and universities with high population of Veterans with Disabilities. The Corporate Recruitment team provided training to over 300 Corporate Recruiters which highlighted recruiting people with disabilities, including disabled veterans, and the value of diversity and inclusion in the workplace. Corporate Recruiters have been asked to broaden campus outreach activities to veteran organizations, such as Veteran Student Organizations and ROTC organizations. Corporate Recruiters send current vacancy announcements to these campus organizations in an effort to market FDIC employment opportunities to students with disabilities as well as veterans with disabilities. The FDIC Human Resources Branch also sends a bi-weekly list of all vacancy announcements to vocational rehabilitation offices across the United States. The Corporate Recruitment team participated in recruitment events targeting veterans and veterans with disabilities such as the Corporate Gray Veteran Career Fair, MBA Veterans Job Fair, and Recruit Military. The team conducted outreach with Wounded Warriors and their families at the Equal Opportunity Publications Careers & DisAbilities career fair. In addition, the Corporate Recruitment team participated in two virtual career fairs for people with disabilities, including disabled veterans through OPM/Bender Consultants. Corporate Recruiters are also encouraged to reach out to organizations on campuses for students with disabilities to establish relationships and share FDIC career opportunities. The FDIC uses the Workforce Recruitment Program (WRP). The Selective Placement Coordinator (SPC) regularly checks the OPM Shared List of People with Disabilities and the WRP database to locate applicants with needed skill sets for a particular position. FDIC plans to participate in Virtual Career fairs offered by Bender Consulting to expand our field of search to identify qualified candidates.</p>
	<p>2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.</p>
	<p>The FDIC utilizes Schedule A hiring authority 5 CFR 213.3102 (u) for people with intellectual disabilities, severe physical disabilities or psychiatric disabilities. All vacancy announcements state that the agency is an equal opportunity employer and encourages candidates with disabilities to apply. FDIC vacancy announcements and job postings have been widely distributed to attendees of the 2019 CAREERS & the disABLED Magazine's Career Expo and Rochester Institute of Technology National Technical Institute for the Deaf (RIT/NTID) Career Fair. Prospective applicants were provided with contact information for the SPC in order to follow up with job announcements that they wish to apply for and qualified applicants were encouraged to apply for the Corporate Employee Program (CEP) and Financial Management Scholars Program (FMSP).</p>
	<p>3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.</p>
	<p>Schedule A applicants are encouraged to contact the SPC to ensure that the required Schedule A letters are completed accurately before the applicants upload them to the USAjobs.gov database. Once their applications are received by the Human Resources Specialist, they are reviewed for eligibility under Schedule A authority, 5 CFR 213.3102 (u), for people with intellectual disabilities, severe physical disabilities or psychiatric disabilities. Upon meeting the qualification standards for a particular position, the applicant's information is supplied to the hiring official with an explanation of how and when the individual may be appointed, if selected for the position.</p>
	<p>4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If yes, describe the type(s) of training and frequency. If no, describe the agency's plan to provide this training.</p> <p style="text-align: center;"> Yes X No 0 N/A 0 </p>
	<p>Every two years, all managers and supervisors are required to attend the mandatory, biennial EEO and Diversity training that includes topics on diversity and inclusion concepts, reasonable accommodation requests, the Disability Employment Program Strategic Plan, and the Schedule A hiring authority, and various special hiring authorities for Veterans. The previous training cycle covered 2018 through 2019, and 591 managers completed the training before the end of FY 2019. Guidance on Schedule A and other special hiring authorities is provided to all managers on an ongoing basis during the recruitment and hiring process.</p>
<p>Section III</p> <p>B. Plan to Establish Contacts with Disability Employment Organizations</p>	<p>Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.</p> <p>The DPM and SPC continue to network with organizations involved with PWD and PWTD such as the Virginia Department for the Blind and Vision Impaired, Virginia Department for Aging and Rehabilitative Services, District of Columbia Department of Disability Services, and Maryland State Department of Education, Division of Rehabilitation Services. As previously mentioned, the 250 Corporate Recruiters are encouraged to build and maintain networks with organizations that assist persons with disabilities for job seeking purposes. FDIC</p>

	<p>employees with disabilities participate in outreach and recruitment events, such as career fairs at Gallaudet University and Rochester Institute of Technology/National Technical Institution for the Deaf.</p>																								
<p>Section III C. Progression Towards Goals (Recruitment and Hiring)</p>	<p>1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If yes, please describe the triggers below.</p> <table border="0" data-bbox="331 327 1159 380"> <tr> <td>a. New Hires for Permanent Workforce (PWD)</td> <td>Yes X</td> <td>No 0</td> </tr> <tr> <td>b. New Hires for Permanent Workforce (PWTD)</td> <td>Yes X</td> <td>No 0</td> </tr> </table> <p>As shown in Table B1-1, the percentage of new hires of PWD within the permanent workforce was 4.25 percent and the percentage of new hires of PWTD was 0.33 percent. Both were below the benchmarks of 12 percent of PWD and 2 percent of PWTD.</p> <p>2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If yes, please describe the triggers below.</p> <table border="0" data-bbox="331 604 1062 657"> <tr> <td>a. New Hires for MCO (PWD)</td> <td>Yes X</td> <td>No 0</td> </tr> <tr> <td>b. New Hires for MCO (PWTD)</td> <td>Yes X</td> <td>No 0</td> </tr> </table> <p>For the vacancy announcements listed in Table B6P, the new hire selection rate for each of the three mission critical occupations [General Business and Industry (1101), Economist (0110), and Financial Institution Examining (0570)] was lower than the qualification rate for PWTD. The selection rate for PWD in the General Business and Industry (1101) and Economist (0110) occupational series was lower than the qualification rate.</p> <p>3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified <i>internal</i> applicants for any of the mission-critical occupations (MCO)? If yes, please describe the triggers below.</p> <table border="0" data-bbox="331 930 1062 982"> <tr> <td>a. Qualified Applicants for MCO (PWD)</td> <td>Yes 0</td> <td>No X</td> </tr> <tr> <td>b. Qualified Applicants for MCO (PWTD)</td> <td>Yes 0</td> <td>No X</td> </tr> </table> <p>The FDIC has initiated collaboration with applicant flow data service provider, Monster, to obtain more detailed data on applications in order to match with eligible onboard employees for "Relevant Applicant Pool" for future MD-715 reporting.</p> <p>4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If yes, please describe the triggers below.</p> <table border="0" data-bbox="331 1207 1062 1260"> <tr> <td>a. Promotions for MCO (PWD)</td> <td>Yes 0</td> <td>No X</td> </tr> <tr> <td>b. Promotions for MCO (PWTD)</td> <td>Yes 0</td> <td>No X</td> </tr> </table> <p>For the vacancy announcements listed in Table B6P, the General Business and Industry (1101) occupational series had a selection rate of 4.76% for PWD and 0% for PWTD for internal competitive promotions. The percentage of PWD selections were higher than the percentage of applicants in the qualified applicant pool and equal for PWTD. For the Economist occupational series (0110), the qualification and application rates were equal, as there were no PWD and PWTD in the applicant pool. The percentage of selections of PWD and PWTD for internal competitive promotions in the Financial Institution Examining series (0570) was below the percentage of qualified applicants; however, the differences were less than one percent. The FDIC will continue to monitor all MCO selection rates, and where there are trends for PWD or PWTD where MCO selection rates fail to meet the benchmarks, a barrier analysis will be performed.</p>	a. New Hires for Permanent Workforce (PWD)	Yes X	No 0	b. New Hires for Permanent Workforce (PWTD)	Yes X	No 0	a. New Hires for MCO (PWD)	Yes X	No 0	b. New Hires for MCO (PWTD)	Yes X	No 0	a. Qualified Applicants for MCO (PWD)	Yes 0	No X	b. Qualified Applicants for MCO (PWTD)	Yes 0	No X	a. Promotions for MCO (PWD)	Yes 0	No X	b. Promotions for MCO (PWTD)	Yes 0	No X
a. New Hires for Permanent Workforce (PWD)	Yes X	No 0																							
b. New Hires for Permanent Workforce (PWTD)	Yes X	No 0																							
a. New Hires for MCO (PWD)	Yes X	No 0																							
b. New Hires for MCO (PWTD)	Yes X	No 0																							
a. Qualified Applicants for MCO (PWD)	Yes 0	No X																							
b. Qualified Applicants for MCO (PWTD)	Yes 0	No X																							
a. Promotions for MCO (PWD)	Yes 0	No X																							
b. Promotions for MCO (PWTD)	Yes 0	No X																							
<p>Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.</p>																									
<p>Section IV A. Advancement Program Plan</p>	<p>Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.</p> <p>The FDIC has integrated its Disability Employment Program Strategic Plan into the Diversity and Inclusion Strategic Plan. The new FDIC Diversity and Inclusion Strategic Plan will be in place for 2020-2022. The updated D&I Plan identifies that the agency will recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from the available talent pool in American society, and will strengthen and broaden relationships with Veterans' organizations and other institutions that serve people with disabilities and</p>																								

targeted disabilities. Goals and strategies in the updated plan are designed to increase the applicant pool of qualified individuals with disabilities, with key action items focusing on outreach to disabled Veterans organizations and the use of special hiring authorities for persons with disabilities. Additionally, the FDIC provides guidance to managers and recruiters on trends in the recruiting, hiring, advancement, and retention of persons with disabilities, and progress in implementing the FDIC and Division and Office diversity strategies targeted at persons with disabilities. The D&I Plan is included in mandatory training for managers.

Section IV
B. Career Development Opportunities

1. Please describe the career development opportunities that the agency provides to its employees.

The FDIC encourages employees with disabilities to participate in available formal mentoring, career development, leadership and management programs, detail opportunities, and tracks representation. Information about available programs is distributed FDIC-wide through a variety of methods. Additional reminders and notifications are sent to the Employee Resource Group (ERG) for people with disabilities, CAN DO, and the Veterans ERG.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD-715 report, which is due on February 28, 2019.]

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs						
Fellowship Programs						
Mentoring Programs						
Coaching Programs						
Training Programs						
Detail Programs						
Other Career Development Programs						

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If yes, describe the trigger(s) in the text box.

a. Applicants (PWD) Yes 0 No 0 **N/A X**
 b. Selections (PWD) Yes 0 No 0 **N/A X**

EEOC instructed the FDIC that the definition of career development program/opportunities is the same in Part J as in Tables 7 and 8, requiring competition to participate in training that would qualify employees for a promotion. The FDIC has no career development programs as defined in the instructions to MD-715 and as confirmed by EEOC. While the FDIC does not have career development programs that, upon completion, necessarily "qualify a participant for a promotion," all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner's promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex, or disability.

	<p>4. Do triggers exist for PWTB among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If yes, describe the trigger(s) in the text box.</p> <p>a. Applicants (PWTB) Yes 0 No 0 N/A X b. Selections (PWTB) Yes 0 No 0 N/A X</p> <p>Please see response to question 3 above.</p>
<p>Section IV C. Awards</p>	<p>1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTB for any level of the time-off awards, bonuses, or other incentives? If yes, please describe the trigger(s) in the text box.</p> <p>a. Awards, Bonuses, & Incentives (PWD) Yes X No 0 b. Awards, Bonuses, & Incentives (PWTB) Yes X No 0</p> <p>As shown in Table B9-2, the inclusion rate for PWD and PWTB was lower than those for individuals without disabilities at each of the cash award levels. While there were no time-off awards to individual with targeted disabilities, there was a small number of time-off awards (7) during the reporting period.</p> <p>2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTB for quality step increases or performance-based pay increases? If yes, please describe the trigger(s) in the text box.</p> <p>a. Pay Increases (PWD) Yes 0 No X b. Pay Increases (PWTB) Yes 0 No X</p> <p>The FDIC does not have traditional grades/steps as found in the GS scale. Consequently, the FDIC does not award QSIs.</p> <p>3. If the agency has other types of employee recognition programs, are PWD and/or PWTB recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If yes, describe the employee recognition program and relevant data in the text box.</p> <p>a. Other Types of Recognition (PWD) Yes 0 No 0 N/A X b. Other Types of Recognition (PWTB) Yes 0 No 0 N/A X</p> <p>N/A</p>
<p>Section IV D. Promotions</p>	<p>1. Does your agency have a trigger involving PWD among the qualified <i>internal</i> applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified <i>internal</i> applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s) in the text box.</p> <p>a. SES i. Qualified Internal Applicants (PWD) Yes 0 No X ii. Internal Selections (PWD) Yes 0 No X b. Grade GS-15 i. Qualified Internal Applicants (PWD) Yes 0 No X ii. Internal Selections (PWD) Yes 0 No X c. Grade GS-14 i. Qualified Internal Applicants (PWD) Yes 0 No X ii. Internal Selections (PWD) Yes 0 No X d. Grade GS-13 i. Qualified Internal Applicants (PWD) Yes 0 No X ii. Internal Selections (PWD) Yes 0 No X</p> <p>The FDIC has initiated collaboration with applicant flow data service provider, Monster, to obtain more detailed data on applications in order to match with eligible onboard employees for "Relevant Applicant Pool" for future MD-715 reporting.</p> <p>2. Does your agency have a trigger involving PWTB among the qualified <i>internal</i> applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified <i>internal</i> applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s) in the text box.</p> <p>a. SES</p>

	i.	Qualified Internal Applicants (PWTD)	Yes	0	No	X
	ii.	Internal Selections (PWTD)	Yes	0	No	X
b. Grade GS-15						
	i.	Qualified Internal Applicants (PWTD)	Yes	0	No	X
	ii.	Internal Selections (PWTD)	Yes	0	No	X
c. Grade GS-14						
	i.	Qualified Internal Applicants (PWTD)	Yes	0	No	X
	ii.	Internal Selections (PWTD)	Yes	0	No	X
d. Grade GS-13						
	i.	Qualified Internal Applicants (PWTD)	Yes	0	No	X
	ii.	Internal Selections (PWTD)	Yes	0	No	X

The FDIC has initiated collaboration with applicant flow data service provider, Monster, to obtain more detailed data on applications in order to match with eligible onboard employees for "Relevant Applicant Pool" for future MD-715 reporting.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s) in the text box.

a. New Hires to SES (PWD)	Yes	0	No	X
b. New Hires to GS-15 (PWD)	Yes	X	No	0
c. New Hires to GS-14 (PWD)	Yes	0	No	X
d. New Hires to GS-13 (PWD)	Yes	0	No	X

For the vacancy announcements in Table B7, at the GS-15 or Equivalent level, 6.10 percent of qualified applicants identified as a PWD. Of those, 0 percent were selected. The FDIC will monitor to see if this continues as a trend.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s) in the text box.

a. New Hires to SES (PWTD)	Yes	0	No	X
b. New Hires to GS-15 (PWTD)	Yes	X	No	0
c. New Hires to GS-14 (PWTD)	Yes	0	No	X
d. New Hires to GS-13 (PWTD)	Yes	0	No	X

For the vacancy announcements in Table B7, at the GS-15 or Equivalent level, 2.36 percent of qualified applicants identified as an individual with a disability. Of those, 0 percent were selected. The FDIC will monitor to see if this continues as a trend.

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified *internal* applicants and the qualified applicant pool for selectees.) If yes, describe the trigger(s) in the text box.

a. Executives						
	i.	Qualified Internal Applicants (PWD)	Yes	0	No	X
	ii.	Internal Selections (PWD)	Yes	0	No	X
b. Managers						
	i.	Qualified Internal Applicants (PWD)	Yes	0	No	X
	ii.	Internal Selections (PWD)	Yes	0	No	X
c. Supervisors						
	i.	Qualified Internal Applicants (PWD)	Yes	0	No	X
	ii.	Internal Selections (PWD)	Yes	0	No	X

The FDIC has initiated collaboration with applicant flow data service provider, Monster, to obtain more detailed data on applications in order to match with eligible onboard employees for "Relevant Applicant Pool" for future MD-715 reporting.

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified *internal* applicants and the qualified applicant pool for selectees.) If yes, describe the trigger(s) in the text box.

a. Executives						
	i.	Qualified Internal Applicants (PWTD)	Yes	0	No	X
	ii.	Internal Selections (PWTD)	Yes	0	No	X

	b. Managers			
	i. Qualified Internal Applicants (PWTB)	Yes	0	No X
	ii. Internal Selections (PWTB)	Yes	0	No X
	c. Supervisors			
	i. Qualified Internal Applicants (PWTB)	Yes	0	No X
ii. Internal Selections (PWTB)	Yes	0	No X	
The FDIC has initiated collaboration with applicant flow data service provider, Monster, to obtain more detailed data on applications in order to match with eligible onboard employees for "Relevant Applicant Pool" for future MD-715 reporting.				
7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If yes, describe the trigger(s) in the text box.				
a. New Hires for Executives (PWTB)	Yes	0	No X	
b. New Hires for Managers (PWTB)	Yes X		No	X
c. New Hires for Supervisors (PWTB)	Yes X		No	X
For the vacancy announcements in Table B8, the selection rate of new hires for Managers and Supervisors was lower than the qualification rate for PWTB. The FDIC will monitor to see if this continues as a trend.				
8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB among the selectees for new hires to supervisory positions? If yes, describe the trigger(s) in the text box.				
a. New Hires for Executives (PWTB)	Yes	0	No X	
b. New Hires for Managers (PWTB)	Yes X		No	X
c. New Hires for Supervisors (PWTB)	Yes X		No	X
For the vacancy announcements in Table B8, the selection rate of new hires for Managers and Supervisors was lower than the qualification rate for PWTB. The FDIC will monitor to see if this continues as a trend.				

Section V: Plan to Improve Retention of Persons with Disabilities
 To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

Section V A. Voluntary and Involuntary Separations	1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If no, please explain why the agency did not convert all eligible Schedule A employees.			
	Yes	0	No X	N/A 0
	Two Schedule A employees whose probationary periods expired prior to FY 2019 were converted in 2020.			
	2. Using the inclusion rate as the benchmark, did the percentage of PWTB among voluntary and involuntary separations exceed that of persons without disabilities? If yes, describe the trigger below.			
	a. Voluntary Separations (PWTB)	Yes	0	No X
b. Involuntary Separations (PWTB)	Yes	0	No X	
As shown in Table B1-2, in FY 2019, the inclusion rate for PWTB separating from the agency was slightly (0.50 percentage points) higher than the rate for persons without disabilities for separations overall. The rate of resignation among PWTB was lower than that of persons without disabilities. The rate differences between the removal and other separation categories were less than one percentage point. The retirement category was the only one with a rate for PWTB higher than that of persons without disabilities (1.32 percentage points above). FDIC will monitor to see if this gap widens.				
3. Using the inclusion rate as the benchmark, did the percentage of PWTB among voluntary and involuntary separations exceed that of persons without targeted disabilities? If yes, describe the trigger below.				
a. Voluntary Separations (PWTB)	Yes	0	No X	
b. Involuntary Separations (PWTB)	Yes	0	No X	

	<p>As shown in table B1-2, in FY 2019, the inclusion rate for PWTB separating from the agency was lower than the rate for persons without targeted disabilities for separations overall as well as most of the individual separation categories, except for retirement and other separations. In the latter two categories, the rate for PWTB was slightly higher than for persons without targeted disabilities (1.69 percentage points above for retirement and 0.46 percentage points above for other separations). The "other separations" category includes employees who died, transferred to another agency, as well as separation of non-permanent employees due to expiration of appointment.</p>
	<p>4. If a trigger exists involving the separation rate of PWD and/or PWTB, please explain why they left the agency using exit interview results and other data sources.</p>
	<p>N/A</p>
<p>Section V B. Accessibility of Technology and Facilities</p>	<p>Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.</p>
	<p>1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.</p>
	<p>Section 508 Statement: https://www.fdic.gov/about/diversity/fdicaccessibilitystatement.html</p>
	<p>2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.</p>
	<p>Architectural Barriers Act Statement: https://www.fdic.gov/about/diversity/fdicaccessibilitystatement.html</p>
	<p>3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.</p>
	<p>FDIC Directive 2711.1 "Information and Communication Technology (ICT) Accessibility Pursuant to Section 508 of the Rehabilitation Act of 1973" was approved through the Directive Management Center on 1/23/2019. The updated directive implements the updated technical standards, established by the US Access Board, as well as transfers the FDIC Section 508 Program from OMWI to the CIOO. A full time FDIC Section 508 Program Manager was appointed in August 2019. The full time FDIC Section 508 Program Manager provides program updates to the CIO and ensures the Section 508 Center of Excellence is up to date. The FDIC has two version 5.0, Certified Trusted Testers. Version 5.0 is the most up to date certification level received through the DHS Trusted Tester program. An increase in FDIC version 5.0 Trusted Testers will occur throughout 2020.</p>
<p>Section V C. Reasonable Accommodation Program</p>	<p>Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.</p>
	<p>1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)</p>
	<p>During FY 2019, the FDIC averaged 14 days to issue a final decision for reasonable accommodation requests once all pertinent documentation, such as supporting medical documentation from the employee or a response from the Federal Occupational Health Service, was received.</p>
	<p>2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.</p>
	<p>The Disability Program Manager received 153 reasonable accommodation requests during FY 2019, and of the accommodation requests, 129 received a decision. There were 113 (87.6%) final decisions issued that fell within the time frame set forth in FDIC procedures or received a comparable interim accommodation prior to the issuance of the final decision. The 16 (12.4%) requests that did not meet the established time frame and an</p>

	interim accommodation could not be issued involved unique and uncommon situations that required additional consideration such as full-time telework, adjustments to testing or commissioning schedules for Examiners, assistive technology or devices, adjustment or removal of essential functions of a position or relocation. During FY 2019, OMWI included the updated response time frames and recommendations for interim accommodations when corresponding with managers and deciding officials to continue to hold decision-makers accountable for adhering to the timelines set forth in the policy.
Section V D. Personal Assistance Services Allowing Employees to Participate in the Workplace	Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.
	Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.
	The FDIC issued a PAS policy memo in March 2019, that outlined the proper procedures for employees with targeted disabilities for requesting and processing a PAS. The policy memo was issued in conjunction with the issuance of the finalized updated reasonable accommodation directive. Once PAS requests are received the effectiveness of the program will be evaluated.
Section VI: EEO Complaint and Findings Data	
Section VI A. EEO Complaint Data Involving Harassment	1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average? Yes 0 No X N/A 0
	2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement? Yes 0 No X N/A 0
	3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.
	N/A
Section VI B. EEO Complaint Data Involving Reasonable Accommodation	1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average? Yes 0 No X N/A 0
	2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement? Yes 0 No X N/A 0
	3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.
	N/A
Section VII: Identification and Removal of Barriers Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.	
Section VII	1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD? Yes 0 No X
	2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD? Yes 0 No 0 N/A X

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

Trigger 1	The FDIC identified a trigger for PWD and PWTB regarding cash awards of \$501+ in FY 2018, which continued in FY 2019. New detailed FY 2019 data show that the inclusion rate for PWD and PWTB was lower than those for individuals without disabilities at each of the cash award levels.			
Barrier(s)	None yet identified			
Objective(s)	FDIC will review the trigger identified based on MD-715 workforce data tables and will conduct further analysis to identify where there may be a barrier.			
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
Nancy Green, Assistant Director, Corporate Human Resources Performance & Compensation, DOA		No		
Karen S. Rigby, Program Analyst, OMWI		No		
Monica Flint, Disability Program Manager, OMWI		No		
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)		
No		No		
Sources of Data	Sources Reviewed? (Yes or No)		Identify Information Collected	
Workforce Data Tables	X			
Complaint Data (Trends)				
Grievance Data (Trends)				
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)				
Climate Assessment Survey (e.g., FEVS)				
Exit Interview Data				
Focus Groups				
Interviews				
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)				
Other (Please Describe)				
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

		(Yes or No)		
9/30/2020	Begin review of other sources of information to gain additional insights relative to trigger identified.	Yes		
Fiscal Year	Accomplishments			
2019	N/A			
Trigger 2	The FDIC identified a trigger for PWD and PWTD among new hires in the permanent workforce.			
Barrier(s)	None yet identified			
Objective(s)	The FDIC will review the trigger identified based on MD-715 workforce data tables and will conduct further analysis to identify where there may be a barrier.			
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
Cathy Grossman, Assistant Director, HR Service Center, DOA		No		
Alyssa Asonye, Chief, Staffing Policy, Recruiting and Corporate Employee Program Operations, DOA		No		
Monica Flint, Disability Program Manager, OMWI		No		
Krishawn Demby, Selective Placement Coordinator, DOA		No		
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)		
No		No		
Sources of Data		Sources Reviewed? (Yes or No)		
Workforce Data Tables	X		Identify Information Collected	
Complaint Data (Trends)				
Grievance Data (Trends)				
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)				
Climate Assessment Survey (e.g., FEVS)				
Exit Interview Data				
Focus Groups				

Interviews			
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)			
Other (Please Describe)			
Target Date (mm/dd/yyyy)		Planned Activities	
9/30/2020	Begin review of other sources of information to gain additional insights relative to trigger identified.	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy) Completion Date (mm/dd/yyyy)
		Yes	
Fiscal Year	Accomplishments		
2019	N/A		
4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.	As indicated in the FY 2018 MD-715 report, planned activities to begin in FY 2020.		
The FDIC has not identified any barriers that affect employment opportunities for PWD and/or PWTD, but will review the identified triggers and will conduct further analysis to identify the possible existence of a barrier.			
5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).			
The FDIC has not identified any barriers that affect employment opportunities for PWD and/or PWTD, but will review the identified triggers and will conduct further analysis to identify the possible existence of a barrier.			
6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.			
The FDIC has not identified any barriers that affect employment opportunities for PWD and/or PWTD, but will review the identified triggers and will conduct further analysis to identify the possible existence of a barrier.			

ATTACHMENT A

FDIC Workforce Data Tables

Table A1: TOTAL WORKFORCE Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
CLF (2010)	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.38	6.41	1.83	1.78	0.07	0.07	0.32	0.32	0.75	0.75
Alternative Benchmark	%																	
TOTAL WORKFORCE																		
Prior FY	#	6035	3329	2706	145	107	2606	1637	334	725	171	176	3	4	20	13	50	44
	%	100.00	55.16	44.84	2.40	1.77	43.18	27.13	5.53	12.01	2.83	2.92	0.05	0.07	0.33	0.22	0.83	0.73
Current FY	#	5949	3286	2663	146	104	2550	1614	325	702	189	179	3	4	21	14	52	46
	%	100.00	55.24	44.76	2.45	1.75	42.86	27.13	5.46	11.80	3.18	3.01	0.05	0.07	0.35	0.24	0.87	0.77
Difference	#	-86	-43	-43	1	-3	-56	-23	-9	-23	18	3	0	0	1	1	2	2
Ratio Change	%	0.00	0.07	-0.07	0.05	-0.02	-0.32	0.01	-0.07	-0.21	0.34	0.09	0.00	0.00	0.02	0.02	0.05	0.04
Net Change	%	-1.43	-1.29	-1.59	0.69	-2.80	-2.15	-1.41	-2.69	-3.17	10.53	1.70	0.00	0.00	5.00	7.69	4.00	4.55
EMPLOYEE GAINS																		
New Hires	#	480	245	235	27	31	184	152	16	38	15	13	0	0	2	1	1	0
	%	100.00	51.04	48.96	5.63	6.46	38.33	31.67	3.33	7.92	3.13	2.71	0.00	0.00	0.42	0.21	0.21	0.00
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	13	4	9	0	0	3	4	1	5	0	0	0	0	0	0	0	0
	%	100.00	30.77	69.23	0.00	0.00	23.08	30.77	7.69	38.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	201	109	92	2	5	86	65	11	10	8	9	0	0	1	0	1	3
	%	100.00	54.23	45.77	1.00	2.49	42.79	32.34	5.47	4.98	3.98	4.48	0.00	0.00	0.50	0.00	0.50	1.49

Retirement	#	249	132	117	8	9	111	66	11	38	2	4	0	0	0	0	0	0
	%	100.00	53.01	46.99	3.21	3.61	44.58	26.51	4.42	15.26	0.80	1.61	0.00	0.00	0.00	0.00	0.00	0.00
Other Separations	#	105	60	45	4	3	41	23	12	14	3	4	0	0	0	0	0	1
	%	100.00	57.14	42.86	3.81	2.86	39.05	21.90	11.43	13.33	2.86	3.81	0.00	0.00	0.00	0.00	0.00	0.95
Total Separations	#	568	305	263	14	17	241	158	35	67	13	17	0	0	1	0	1	4
	%	100.00	53.70	46.30	2.46	2.99	42.43	27.82	6.16	11.80	2.29	2.99	0.00	0.00	0.18	0.00	0.18	0.70
PERMANENT WORKFORCE																		
Prior FY	#	5605	3097	2508	133	97	2419	1518	315	680	163	158	3	4	20	12	44	39
	%	100.00	55.25	44.75	2.37	1.73	43.16	27.08	5.62	12.13	2.91	2.82	0.05	0.07	0.36	0.21	0.79	0.70
Current FY	#	5575	3083	2492	137	96	2386	1505	314	666	174	166	3	4	20	14	49	41
	%	100.00	55.30	44.70	2.46	1.72	42.80	27.00	5.63	11.95	3.12	2.98	0.05	0.07	0.36	0.25	0.88	0.74
Difference	#	-30	-14	-16	4	-1	-33	-13	-1	-14	11	8	0	0	0	2	5	2
Ratio Change	%	0.00	0.05	-0.05	0.08	-0.01	-0.36	-0.09	0.01	-0.19	0.21	0.16	0.00	0.00	0.00	0.04	0.09	0.04
Net Change	%	-0.54	-0.45	-0.64	3.01	-1.03	-1.36	-0.86	-0.32	-2.06	6.75	5.06	0.00	0.00	0.00	16.67	11.36	5.13
EMPLOYEE GAINS																		
New Hires	#	306	160	146	22	25	118	87	10	23	9	11	0	0	1	0	0	0
	%	100.00	52.29	47.71	7.19	8.17	38.56	28.43	3.27	7.52	2.94	3.59	0.00	0.00	0.33	0.00	0.00	0.00
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	12	4	8	0	0	3	4	1	4	0	0	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	0.00	25.00	33.33	8.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	129	74	55	2	2	58	40	8	8	5	2	0	0	1	0	0	3
	%	100.00	57.36	42.64	1.55	1.55	44.96	31.01	6.20	6.20	3.88	1.55	0.00	0.00	0.78	0.00	0.00	2.33
Retirement	#	223	118	105	6	9	99	58	11	34	2	4	0	0	0	0	0	0
	%	100.00	52.91	47.09	2.69	4.04	44.39	26.01	4.93	15.25	0.90	1.79	0.00	0.00	0.00	0.00	0.00	0.00
Other Separations	#	37	23	14	1	1	17	7	4	4	1	1	0	0	0	0	0	1
	%	100.00	62.16	37.84	2.70	2.70	45.95	18.92	10.81	10.81	2.70	2.70	0.00	0.00	0.00	0.00	0.00	2.70

Total Separations	#	401	219	182	9	12	177	109	24	50	8	7	0	0	1	0	0	4
	%	100.00	54.61	45.39	2.24	2.99	44.14	27.18	5.99	12.47	2.00	1.75	0.00	0.00	0.25	0.00	0.00	1.00
TEMPORARY WORKFORCE																		
Prior FY	#	430	232	198	12	10	187	119	19	45	8	18	0	0	0	1	6	5
	%	100.00	53.95	46.05	2.79	2.33	43.49	27.67	4.42	10.47	1.86	4.19	0.00	0.00	0.00	0.23	1.40	1.16
Current FY	#	374	203	171	9	8	164	109	11	36	15	13			1	0	3	5
	%	100.00	54.28	45.72	2.41	2.14	43.85	29.14	2.94	9.63	4.01	3.48	0.00	0.00	0.27	0.00	0.80	1.34
Difference	#	-56	-29	-27	-3	-2	-23	-10	-8	-9	7	-5	0	0	1	-1	-3	0
Ratio Change	%	0.00	0.32	-0.32	-0.38	-0.19	0.36	1.47	-1.48	-0.84	2.15	-0.71	0.00	0.00	0.27	-0.23	-0.59	0.17
Net Change	%	-13.02	-12.50	-13.64	-25.00	-20.00	-12.30	-8.40	-42.11	-20.00	87.50	-27.78	0.00	0.00	0.00	-100.00	-50.00	0.00
EMPLOYEE GAINS																		
New Hires	#	174	85	89	5	6	66	65	6	15	6	2	0	0	1	1	1	0
	%	100.00	48.85	51.15	2.87	3.45	37.93	37.36	3.45	8.62	3.45	1.15	0.00	0.00	0.57	0.57	0.57	0.00
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	72	35	37	0	3	28	25	3	2	3	7	0	0	0	0	1	0
	%	100.00	48.61	51.39	0.00	4.17	38.89	34.72	4.17	2.78	4.17	9.72	0.00	0.00	0.00	0.00	1.39	0.00
Retirement	#	26	14	12	2	0	12	8	0	4	0	0	0	0	0	0	0	0
	%	100.00	53.85	46.15	7.69	0.00	46.15	30.77	0.00	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Separations	#	68	37	31	3	2	24	16	8	10	2	3	0	0	0	0	0	0
	%	100.00	54.41	45.59	4.41	2.94	35.29	23.53	11.76	14.71	2.94	4.41	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	167	86	81	5	5	64	49	11	17	5	10	0	0	0	0	1	0
	%	100.00	51.50	48.50	2.99	2.99	38.32	29.34	6.59	10.18	2.99	5.99	0.00	0.00	0.00	0.00	0.60	0.00

Table A2: PERMANENT WORKFORCE BY COMPONENT Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure for Sub Components		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
CLF 2010	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.38	6.41	1.83	1.78	0.07	0.07	0.32	0.32	0.75	0.75
Alternative Benchmark	%																	
Permanent Workforce	#	5575	3083	2492	137	96	2386	1505	314	666	174	166	3	4	20	14	49	41
	%	100.00	55.30	44.70	2.46	1.72	42.80	27.00	5.63	11.95	3.12	2.98	0.05	0.07	0.36	0.25	0.88	0.74
Atlanta Regional Office	#	454	263	191	10	6	186	98	58	77	3	5	0	1	3	0	3	4
	%	100.00	57.93	42.07	2.20	1.32	40.97	21.59	12.78	16.96	0.66	1.10	0.00	0.22	0.66	0.00	0.66	0.88
Chicago Regional Office	#	497	276	221	7	4	247	178	16	34	3	3	1	0	0	0	2	2
	%	100.00	55.53	44.47	1.41	0.80	49.70	35.81	3.22	6.84	0.60	0.60	0.20	0.00	0.00	0.00	0.40	0.40
Dallas Regional Office	#	774	447	327	38	15	332	206	50	89	14	8	0	2	7	1	6	6
	%	100.00	57.75	42.25	4.91	1.94	42.89	26.61	6.46	11.50	1.81	1.03	0.00	0.26	0.90	0.13	0.78	0.78
Kansas City Regional Office	#	485	310	175	7	4	289	163	6	7	2	0	0	0	2	1	4	0
	%	100.00	63.92	36.08	1.44	0.82	59.59	33.61	1.24	1.44	0.41	0.00	0.00	0.00	0.41	0.21	0.82	0.00
New York Regional Office	#	570	307	263	17	18	262	198	13	33	10	10	0	0	0	1	5	3
	%	100.00	53.86	46.14	2.98	3.16	45.96	34.74	2.28	5.79	1.75	1.75	0.00	0.00	0.00	0.18	0.88	0.53
San Francisco Regional Office	#	439	276	163	16	12	224	103	5	10	24	34	1	0	1	3	5	1
	%	100.00	62.87	37.13	3.64	2.73	51.03	23.46	1.14	2.28	5.47	7.74	0.23	0.00	0.23	0.68	1.14	0.23
Headquarters Offices	#	2356	1204	1152	42	37	846	559	166	416	118	106	1	1	7	8	24	25
	%	100.00	51.10	48.90	1.78	1.57	35.91	23.73	7.05	17.66	5.01	4.50	0.04	0.04	0.30	0.34	1.02	1.06

Table A3: OCCUPATIONAL CATEGORIES Distribution by Race, Ethnicity, and Sex (Participation Rate)

Occupational Categories		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
Permanent Workforce	#	5575	3083	2492	137	96	2386	1505	314	666	174	166	3	4	20	14	49	41	
	%	100.00	55.30	44.70	2.46	1.72	42.80	27.00	5.63	11.95	3.12	2.98	0.05	0.07	0.36	0.25	0.88	0.74	
Alternative Benchmark	%																		
1. Management																			
Executives	#	133	82	51	2	0	69	43	10	7	0	1	0	0	1	0	0	0	
	%	100.00	61.65	38.35	1.50	0.00	51.88	32.33	7.52	5.26	0.00	0.75	0.00	0.00	0.75	0.00	0.00	0.00	
Managers	#	196	111	85	2	3	89	65	8	8	10	8	0	0	0	0	2	1	
	%	100.00	56.63	43.37	1.02	1.53	45.41	33.16	4.08	4.08	5.10	4.08	0.00	0.00	0.00	0.00	1.02	0.51	
Supervisors	#	478	293	185	15	5	231	135	33	38	10	6	0	0	1	0	3	1	
	%	100.00	61.30	38.70	3.14	1.05	48.33	28.24	6.90	7.95	2.09	1.26	0.00	0.00	0.21	0.00	0.63	0.21	
Total Management	#	807	486	321	19	8	389	243	51	53	20	15	0	0	2	0	5	2	
	%	100.00	60.22	39.78	2.35	0.99	48.20	30.11	6.32	6.57	2.48	1.86	0.00	0.00	0.25	0.00	0.62	0.25	
2. Professionals	#	4392	2508	1884	107	70	1955	1141	236	480	150	140	3	4	17	13	40	36	
	%	100.00	57.10	42.90	2.44	1.59	44.51	25.98	5.37	10.93	3.42	3.19	0.07	0.09	0.39	0.30	0.91	0.82	
3. Technicians	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	
	%	100.00	0.00	100.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

5. Administrative Support Workers	#	325	51	274	8	17	15	113	23	129	1	11	0	0	1	1	3	3
	%	100.00	15.69	84.31	2.46	5.23	4.62	34.77	7.08	39.69	0.31	3.38	0.00	0.00	0.31	0.31	0.92	0.92
6. Craft Workers	#	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers	#	46	35	11	3	1	27	7	1	3	3	0	0	0	0	0	1	0
	%	100.00	76.09	23.91	6.52	2.17	58.70	15.22	2.17	6.52	6.52	0.00	0.00	0.00	0.00	0.00	2.17	0.00

**Table A4P: SENIOR PAY & CORPORATE GRADED (CG) GRADES Distribution by Race, Ethnicity, and Sex
(Participation Rate)**

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	5575	3083	2492	137	96	2386	1505	314	666	174	166	3	4	20	14	49	41
	%	100.00	55.30	44.70	2.46	1.72	42.80	27.00	5.63	11.95	3.12	2.98	0.05	0.07	0.36	0.25	0.88	0.74
Alternative Benchmark	%																	
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03	#	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04	#	77	41	36	1	5	32	24	5	3	2	1	0	0	0	0	1	3
	%	100.00	53.25	46.75	1.30	6.49	41.56	31.17	6.49	3.90	2.60	1.30	0.00	0.00	0.00	0.00	1.30	3.90
CG-05	#	21	5	16	0	1	2	3	3	12	0	0	0	0	0	0	0	0
	%	100.00	23.81	76.19	0.00	4.76	9.52	14.29	14.29	57.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	109	14	95	2	5	4	59	7	25	0	5	0	0	0	0	1	1
	%	100.00	12.84	87.16	1.83	4.59	3.67	54.13	6.42	22.94	0.00	4.59	0.00	0.00	0.00	0.00	0.92	0.92
CG-07	#	275	123	152	7	11	78	75	20	53	13	7	0	0	1	2	4	4
	%	100.00	44.73	55.27	2.55	4.00	28.36	27.27	7.27	19.27	4.73	2.55	0.00	0.00	0.36	0.73	1.45	1.45
CG-08	#	68	7	61	2	5	2	18	2	36	0	2	0	0	1	0	0	0
	%	100.00	10.29	89.71	2.94	7.35	2.94	26.47	2.94	52.94	0.00	2.94	0.00	0.00	1.47	0.00	0.00	0.00
CG-09	#	213	90	123	5	4	64	51	14	52	3	9	0	2	0	2	4	3
	%	100.00	42.25	57.75	2.35	1.88	30.05	23.94	6.57	24.41	1.41	4.23	0.00	0.94	0.00	0.94	1.88	1.41
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

CG-11	#	287	150	137	11	9	114	76	18	43	3	6	0	0	0	0	4	3
	%	100.00	52.26	47.74	3.83	3.14	39.72	26.48	6.27	14.98	1.05	2.09	0.00	0.00	0.00	0.00	1.39	1.05
CG-12	#	953	509	444	30	12	383	285	56	118	24	17	1	0	5	2	10	10
	%	100.00	53.41	46.59	3.15	1.26	40.19	29.91	5.88	12.38	2.52	1.78	0.10	0.00	0.52	0.21	1.05	1.05
CG-13	#	919	514	405	19	13	407	233	54	128	25	21	0	1	1	2	8	7
	%	100.00	55.93	44.07	2.07	1.41	44.29	25.35	5.88	13.93	2.72	2.29	0.00	0.11	0.11	0.22	0.87	0.76
CG-14	#	1227	751	476	26	15	586	291	67	111	55	48	1	1	8	5	8	5
	%	100.00	61.21	38.79	2.12	1.22	47.76	23.72	5.46	9.05	4.48	3.91	0.08	0.08	0.65	0.41	0.65	0.41
CG-15	#	638	395	243	16	8	326	160	18	37	27	34	1	0	2	1	5	3
	%	100.00	61.91	38.09	2.51	1.25	51.10	25.08	2.82	5.80	4.23	5.33	0.16	0.00	0.31	0.16	0.78	0.47
All other (unspecified CG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total CG Employees	#	4789	2599	2190	119	88	1998	1275	264	619	152	151	3	4	18	14	45	39
	%	100.00	54.27	45.73	2.48	1.84	41.72	26.62	5.51	12.93	3.17	3.15	0.06	0.08	0.38	0.29	0.94	0.81
AL	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	442	277	165	14	5	221	121	29	32	10	6	0	0	1	0	2	1
	%	100.00	62.67	37.33	3.17	1.13	50.00	27.38	6.56	7.24	2.26	1.36	0.00	0.00	0.23	0.00	0.45	0.23
CM-02	#	196	111	85	2	3	89	65	8	8	10	8	0	0	0	0	2	1
	%	100.00	56.63	43.37	1.02	1.53	45.41	33.16	4.08	4.08	5.10	4.08	0.00	0.00	0.00	0.00	1.02	0.51
CX	#	11	10	1	0	0	8	1	0	0	2	0	0	0	0	0	0	0
	%	100.00	90.91	9.09	0.00	0.00	72.73	9.09	0.00	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	131	81	50	2	0	68	42	10	7	0	1	0	0	1	0	0	0
	%	100.00	61.83	38.17	1.53	0.00	51.91	32.06	7.63	5.34	0.00	0.76	0.00	0.00	0.76	0.00	0.00	0.00
Other Senior Pay	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay	#	783	481	302	18	8	388	230	47	47	22	15	0	0	2	0	4	2
	%	100.00	61.43	38.57	2.30	1.02	49.55	29.37	6.00	6.00	2.81	1.92	0.00	0.00	0.26	0.00	0.51	0.26

Table A4T: SENIOR PAY & CORPORATE GRADED (CG) GRADES Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Temporary Workforce	#	374	203	171	9	8	164	109	11	36	15	13	0	0	1	0	3	5
	%	100.00	54.28	45.72	2.41	2.14	43.85	29.14	2.94	9.63	4.01	3.48	0.00	0.00	0.27	0.00	0.80	1.34
Alternative Benchmark	%																	
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03	#	7	3	4	0	0	3	4	0	0	0	0	0	0	0	0	0	0
	%	100.00	42.86	57.14	0.00	0.00	42.86	57.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04	#	123	65	58	3	5	46	31	5	15	9	6	0	0	1	0	1	1
	%	100.00	52.85	47.15	2.44	4.07	37.40	25.20	4.07	12.20	7.32	4.88	0.00	0.00	0.81	0.00	0.81	0.81
CG-05	#	8	4	4	0	0	2	2	2	2	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	25.00	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	4	0	4	0	1	0	2	0	1	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	25.00	0.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07	#	114	63	51	4	1	53	37	1	8	3	3	0	0	0	0	2	2
	%	100.00	55.26	44.74	3.51	0.88	46.49	32.46	0.88	7.02	2.63	2.63	0.00	0.00	0.00	0.00	1.75	1.75
CG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	95	55	40	1	1	48	27	3	8	3	3	0	0	0	0	0	1
	%	100.00	57.89	42.11	1.05	1.05	50.53	28.42	3.16	8.42	3.16	3.16	0.00	0.00	0.00	0.00	0.00	1.05
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

CG-11	#	9	4	5	0	0	4	2	0	2	0	0	0	0	0	0	0	1
	%	100.00	44.44	55.56	0.00	0.00	44.44	22.22	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified CG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total CG Employees	#	369	200	169	9	8	161	108	11	36	15	12	0	0	1	0	3	5
	%	100.00	54.20	45.80	2.44	2.17	43.63	29.27	2.98	9.76	4.07	3.25	0.00	0.00	0.27	0.00	0.81	1.36
AL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	3	2	1	0	0	2	0	0	0	0	1	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	66.67	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay	#	5	3	2	0	0	3	1	0	0	0	1	0	0	0	0	0	0
	%	100.00	60.00	40.00	0.00	0.00	60.00	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A4P: WAGE GRADE (WG) Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	5575	3083	2492	137	96	2386	1505	314	666	174	166	3	4	20	14	49	41
	%	100.00	55.30	44.70	2.46	1.72	42.80	27.00	5.63	11.95	3.12	2.98	0.05	0.07	0.36	0.25	0.88	0.74
Alternative Benchmark	%																	
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-08	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified WG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Employees	#	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A4T: WAGE GRADE (WG) Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	374	203	171	9	8	164	109	11	36	15	13	0	0	1	0	3	5
	%	100.00	54.28	45.72	2.41	2.14	43.85	29.14	2.94	9.63	4.01	3.48	0.00	0.00	0.27	0.00	0.80	1.34
Alternative Benchmark	%																	
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified WG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Employees	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A5P: SALARY Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	5575	3083	2492	137	96	2386	1505	314	666	174	166	3	4	20	14	49	41
	%	100.00	55.30	44.70	2.46	1.72	42.80	27.00	5.63	11.95	3.12	2.98	0.05	0.07	0.36	0.25	0.88	0.74
Alternative Benchmark	%																	
Up to \$20,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000	#	10	4	6	0	1	0	1	2	2	1	1	0	0	0	0	1	1
	%	100.00	40.00	60.00	0.00	10.00	0.00	10.00	20.00	20.00	10.00	10.00	0.00	0.00	0.00	0.00	10.00	10.00
\$40,001-\$50,000	#	87	37	50	0	2	31	30	6	15	0	1	0	0	0	0	0	2
	%	100.00	42.53	57.47	0.00	2.30	35.63	34.48	6.90	17.24	0.00	1.15	0.00	0.00	0.00	0.00	0.00	2.30
\$50,001-\$60,000	#	187	93	94	6	8	61	56	13	21	8	4	0	0	1	1	4	4
	%	100.00	49.73	50.27	3.21	4.28	32.62	29.95	6.95	11.23	4.28	2.14	0.00	0.00	0.53	0.53	2.14	2.14
\$60,001-\$70,000	#	213	97	116	7	5	69	65	11	38	6	3	0	2	0	1	4	2
	%	100.00	45.54	54.46	3.29	2.35	32.39	30.52	5.16	17.84	2.82	1.41	0.00	0.94	0.00	0.47	1.88	0.94
\$70,001-\$80,000	#	190	84	106	4	12	62	59	14	32	4	1	0	0	0	1	0	1
	%	100.00	44.21	55.79	2.11	6.32	32.63	31.05	7.37	16.84	2.11	0.53	0.00	0.00	0.00	0.53	0.00	0.53
\$80,001-\$90,000	#	266	121	145	4	4	91	75	18	48	2	13	0	0	3	2	3	3
	%	100.00	45.49	54.51	1.50	1.50	34.21	28.20	6.77	18.05	0.75	4.89	0.00	0.00	1.13	0.75	1.13	1.13
\$90,001-\$100,000	#	322	156	166	14	5	112	89	14	65	5	6	1	0	3	0	7	1
	%	100.00	48.45	51.55	4.35	1.55	34.78	27.64	4.35	20.19	1.55	1.86	0.31	0.00	0.93	0.00	2.17	0.31
\$100,001-\$110,000	#	327	176	151	9	4	125	79	28	55	9	7	0	0	1	0	4	6
	%	100.00	53.82	46.18	2.75	1.22	38.23	24.16	8.56	16.82	2.75	2.14	0.00	0.00	0.31	0.00	1.22	1.83
\$110,001-\$120,000	#	282	150	132	7	8	106	78	22	39	8	3	0	0	1	0	6	4
	%	100.00	53.19	46.81	2.48	2.84	37.59	27.66	7.80	13.83	2.84	1.06	0.00	0.00	0.35	0.00	2.13	1.42
	#	359	207	152	4	7	174	94	21	35	6	12	0	0	1	1	1	3

\$120,001- \$130,000	%	100.00	57.66	42.34	1.11	1.95	48.47	26.18	5.85	9.75	1.67	3.34	0.00	0.00	0.28	0.28	0.28	0.84
	#	284	143	141	5	6	102	72	22	54	10	6	0	0	2	0	2	3
\$130,001- \$140,000	%	100.00	50.35	49.65	1.76	2.11	35.92	25.35	7.75	19.01	3.52	2.11	0.00	0.00	0.70	0.00	0.70	1.06
	#	290	154	136	13	1	116	80	18	47	6	4	0	0	1	1	0	3
\$140,001- \$150,000	%	100.00	53.10	46.90	4.48	0.34	40.00	27.59	6.21	16.21	2.07	1.38	0.00	0.00	0.34	0.34	0.00	1.03
	#	336	196	140	8	6	152	84	18	40	14	8	1	0	1	1	2	1
\$150,001- \$160,000	%	100.00	58.33	41.67	2.38	1.79	45.24	25.00	5.36	11.90	4.17	2.38	0.30	0.00	0.30	0.30	0.60	0.30
	#	254	141	113	8	5	113	53	13	42	6	11	0	0	1	1	0	1
\$161,001- \$170,000	%	100.00	55.51	44.49	3.15	1.97	44.49	20.87	5.12	16.54	2.36	4.33	0.00	0.00	0.39	0.39	0.00	0.39
	#	350	193	157	9	4	150	102	15	32	14	17	0	1	1	0	4	1
\$170,001- \$180,000	%	100.00	55.14	44.86	2.57	1.14	42.86	29.14	4.29	9.14	4.00	4.86	0.00	0.29	0.29	0.00	1.14	0.29
	#	1818	1131	687	39	18	922	488	79	101	75	69	1	1	4	5	11	5
\$180,001 and Greater	%	100.00	62.21	37.79	2.15	0.99	50.72	26.84	4.35	5.56	4.13	3.80	0.06	0.06	0.22	0.28	0.61	0.28
	#																	

Table A5T: SALARY Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Temporary Workforce	#	374	203	171	9	8	164	109	11	36	15	13	0	0	1	0	3	5
	%	100.00	54.28	45.72	2.41	2.14	43.85	29.14	2.94	9.63	4.01	3.48	0.00	0.00	0.27	0.00	0.80	1.34
Alternative Benchmark	%																	
Up to \$20,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000	#	38	18	20	0	0	13	8	2	12	2	0	0	0	0	0	1	0
	%	100.00	47.37	52.63	0.00	0.00	34.21	21.05	5.26	31.58	5.26	0.00	0.00	0.00	0.00	0.00	2.63	0.00
\$40,001-\$50,000	#	97	50	47	3	6	37	29	4	6	5	5	0	0	1	0	0	1
	%	100.00	51.55	48.45	3.09	6.19	38.14	29.90	4.12	6.19	5.15	5.15	0.00	0.00	1.03	0.00	0.00	1.03
\$50,001-\$60,000	#	86	48	38	2	1	36	27	3	6	5	3	0	0	0	0	2	1
	%	100.00	55.81	44.19	2.33	1.16	41.86	31.40	3.49	6.98	5.81	3.49	0.00	0.00	0.00	0.00	2.33	1.16
\$60,001-\$70,000	#	87	52	35	3	0	47	25	2	8	0	1	0	0	0	0	0	1
	%	100.00	59.77	40.23	3.45	0.00	54.02	28.74	2.30	9.20	0.00	1.15	0.00	0.00	0.00	0.00	0.00	1.15
\$70,001-\$80,000	#	39	19	20	0	1	16	14	0	2	3	2	0	0	0	0	0	1
	%	100.00	48.72	51.28	0.00	2.56	41.03	35.90	0.00	5.13	7.69	5.13	0.00	0.00	0.00	0.00	0.00	2.56
\$80,001-\$90,000	#	8	3	5	0	0	3	2	0	1	0	1	0	0	0	0	0	1
	%	100.00	37.50	62.50	0.00	0.00	37.50	25.00	0.00	12.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	12.50
\$90,001-\$100,000	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000	#	3	2	1	0	0	2	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	66.67	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

\$120,001-\$130,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$161,001-\$170,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000	#	4	3	1	1	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	25.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater	#	6	4	2	0	0	4	1	0	0	0	1	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	66.67	16.67	0.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00

Table A6P: MISSION CRITICAL OCCUPATIONS (PERMANENT) Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
General Business and Industry (1101)	#	275	182	93	8	1	139	64	16	19	14	7	0	0	1	0	4	2
	%	100.00	66.18	33.82	2.91	0.36	50.55	23.27	5.82	6.91	5.09	2.55	0.00	0.00	0.36	0.00	1.45	0.73
Occupational CLF/SOC Code	%	100.00	36.71	63.29	2.86	5.87	27.06	43.84	3.56	8.77	2.41	3.24	0.03	0.05	0.17	0.39	0.62	1.14
CG-09	#	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-11	#	3	3	0	0	0	2	0	0	0	0	0	0	0	0	0	1	0
	%	100.00	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00
CG-12	#	22	14	8	3	0	6	6	4	2	0	0	0	0	0	0	1	0
	%	100.00	63.64	36.36	13.64	0.00	27.27	27.27	18.18	9.09	0.00	0.00	0.00	0.00	0.00	0.00	4.55	0.00
CG-13	#	33	19	14	0	0	15	9	3	5	1	0	0	0	0	0	0	0
	%	100.00	57.58	42.42	0.00	0.00	45.45	27.27	9.09	15.15	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	95	68	27	2	1	53	16	8	6	3	3	0	0	1	0	1	1
	%	100.00	71.58	28.42	2.11	1.05	55.79	16.84	8.42	6.32	3.16	3.16	0.00	0.00	1.05	0.00	1.05	1.05
CG-15	#	51	33	18	2	0	23	11	1	3	7	3	0	0	0	0	0	1
	%	100.00	64.71	35.29	3.92	0.00	45.10	21.57	1.96	5.88	13.73	5.88	0.00	0.00	0.00	0.00	0.00	1.96
CM-01	#	28	15	13	1	0	14	12	0	1	0	0	0	0	0	0	0	0
	%	100.00	53.57	46.43	3.57	0.00	50.00	42.86	0.00	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	39	28	11	0	0	24	10	0	0	3	1	0	0	0	0	1	0
	%	100.00	71.79	28.21	0.00	0.00	61.54	25.64	0.00	0.00	7.69	2.56	0.00	0.00	0.00	0.00	2.56	0.00
CX	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Internal Competitive Promotions																		
Vacancy Announcements	#	13																
Relevant Applicant Pool	%																	
Internal Applications	#	125	87	38	12	1	48	24	21	9	6	3	0	0	0	1	0	0
	%	100.00	69.60	30.40	9.60	0.80	38.40	19.20	16.80	7.20	4.80	2.40	0.00	0.00	0.00	0.80	0.00	0.00
Qualified Internal Applicants	#	84	59	25	7	0	39	18	11	4	2	3	0	0	0	0	0	0
	%	100.00	70.24	29.76	8.33	0.00	46.43	21.43	13.10	4.76	2.38	3.57	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	82	55	27	7	0	37	19	9	5	2	3	0	0	0	0	0	0
	%	100.00	67.07	32.93	8.54	0.00	45.12	23.17	10.98	6.10	2.44	3.66	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	17	8	9	1	0	6	7	1	2	0	0	0	0	0	0	0	0
	%	100.00	47.06	52.94	5.88	0.00	35.29	41.18	5.88	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	18																
Voluntarily Identified Applicants	#	534	296	238	32	26	124	62	85	129	43	11	0	0	7	0	5	10
	%	100.00	55.43	44.57	5.99	4.87	23.22	11.61	15.92	24.16	8.05	2.06	0.00	0.00	1.31	0.00	0.94	1.87
Qualified External Applicants	#	277	144	133	19	7	70	47	38	68	11	8	0	0	3	0	3	3
	%	100.00	51.99	48.01	6.86	2.53	25.27	16.97	13.72	24.55	3.97	2.89	0.00	0.00	1.08	0.00	1.08	1.08
Referred Applicants	#	81	53	28	5	0	30	15	10	11	6	1	0	0	2	0	0	1
	%	100.00	65.43	34.57	6.17	0.00	37.04	18.52	12.35	13.58	7.41	1.23	0.00	0.00	2.47	0.00	0.00	1.23
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	14	8	6	1	0	5	5	0	1	2	0	0	0	0	0	0	0
	%	100.00	57.14	42.86	7.14	0.00	35.71	35.71	0.00	7.14	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Economist (0110)	#	68	49	19	3	0	42	10	1	2	3	7	0	0	0	0	0	0
	%	100.00	72.06	27.94	4.41	0.00	61.76	14.71	1.47	2.94	4.41	10.29	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	%	100.00	67.07	32.93	3.34	1.85	55.79	25.20	2.84	2.66	4.40	2.66	0.00	0.05	0.16	0.10	0.55	0.41
CG-09	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

CG-11	#	4	3	1	0	0	2	1	1	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	6	5	1	0	0	5	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	83.33	16.67	0.00	0.00	83.33	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	6	4	2	0	0	4	0	0	1	0	1	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	66.67	0.00	0.00	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	39	31	8	2	0	26	5	0	0	3	3	0	0	0	0	0	0
	%	100.00	79.49	20.51	5.13	0.00	66.67	12.82	0.00	0.00	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	6	2	4	0	0	2	2	0	0	0	2	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	0.00	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	4	2	2	0	0	2	1	0	0	0	1	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	25.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	2																
Relevant Applicant Pool	%																	
Internal Applications	#	8	6	2	0	0	3	0	1	0	2	2	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	37.50	0.00	12.50	0.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	6	5	1	0	0	3	0	1	0	1	1	0	0	0	0	0	0
	%	100.00	83.33	16.67	0.00	0.00	50.00	0.00	16.67	0.00	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	6	5	1	0	0	3	0	1	0	1	1	0	0	0	0	0	0
	%	100.00	83.33	16.67	0.00	0.00	50.00	0.00	16.67	0.00	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	3																
Voluntarily Identified Applicants	#	31	24	7	4	1	11	3	5	0	3	3	1	0	0	0	0	0
	%	100.00	77.42	22.58	12.90	3.23	35.48	9.68	16.13	0.00	9.68	9.68	3.23	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#	7	4	3	0	0	4	1	0	0	0	2	0	0	0	0	0	0
	%	100.00	57.14	42.86	0.00	0.00	57.14	14.29	0.00	0.00	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	7	4	3	0	0	4	1	0	0	0	2	0	0	0	0	0	0
	%	100.00	57.14	42.86	0.00	0.00	57.14	14.29	0.00	0.00	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Financial Institution Examining (0570)	#	2575	1576	999	69	41	1316	728	105	161	53	45	2	3	11	7	20	14
	%	100.00	61.20	38.80	2.68	1.59	51.11	28.27	4.08	6.25	2.06	1.75	0.08	0.12	0.43	0.27	0.78	0.54
Occupational CLF/SOC Code	%	100.00	54.75	45.25	3.06	3.65	44.11	28.34	3.41	8.40	3.53	3.69	0.00	0.00	0.08	0.20	0.55	0.98
CG-07	#	191	108	83	5	6	73	55	13	14	12	4	0	0	1	1	4	3
	%	100.00	56.54	43.46	2.62	3.14	38.22	28.80	6.81	7.33	6.28	2.09	0.00	0.00	0.52	0.52	2.09	1.57
CG-09	#	132	72	60	4	2	58	33	5	16	2	3	0	2	0	2	3	2
	%	100.00	54.55	45.45	3.03	1.52	43.94	25.00	3.79	12.12	1.52	2.27	0.00	1.52	0.00	1.52	2.27	1.52
CG-11	#	132	83	49	4	5	72	33	6	8	0	2	0	0	0	0	1	1
	%	100.00	62.88	37.12	3.03	3.79	54.55	25.00	4.55	6.06	0.00	1.52	0.00	0.00	0.00	0.00	0.76	0.76
CG-12	#	675	395	280	22	6	323	216	23	38	16	12	1	0	4	2	6	6
	%	100.00	58.52	41.48	3.26	0.89	47.85	32.00	3.41	5.63	2.37	1.78	0.15	0.00	0.59	0.30	0.89	0.89
CG-13	#	442	287	155	12	7	249	123	16	22	6	3	0	0	1	0	3	0
	%	100.00	64.93	35.07	2.71	1.58	56.33	27.83	3.62	4.98	1.36	0.68	0.00	0.00	0.23	0.00	0.68	0.00
CG-14	#	539	330	209	10	7	281	141	21	45	10	12	1	1	5	2	2	1
	%	100.00	61.22	38.78	1.86	1.30	52.13	26.16	3.90	8.35	1.86	2.23	0.19	0.19	0.93	0.37	0.37	0.19
CG-15	#	143	95	48	5	3	82	34	5	5	2	6	0	0	0	0	1	0
	%	100.00	66.43	33.57	3.50	2.10	57.34	23.78	3.50	3.50	1.40	4.20	0.00	0.00	0.00	0.00	0.70	0.00
CM-01	#	264	174	90	7	4	152	70	14	12	1	3	0	0	0	0	0	1
	%	100.00	65.91	34.09	2.65	1.52	57.58	26.52	5.30	4.55	0.38	1.14	0.00	0.00	0.00	0.00	0.00	0.38
CM-02	#	56	32	24	0	1	26	22	2	1	4	0	0	0	0	0	0	0

	%	100.00	57.14	42.86	0.00	1.79	46.43	39.29	3.57	1.79	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	99																
Relevant Applicant Pool	%																	
Internal Applications	#	594	395	199	66	13	241	117	54	53	24	13	1	0	4	3	5	0
	%	100.00	66.50	33.50	11.11	2.19	40.57	19.70	9.09	8.92	4.04	2.19	0.17	0.00	0.67	0.51	0.84	0.00
Qualified Internal Applicants	#	560	369	191	63	12	227	116	51	49	18	12	1	0	4	2	5	0
	%	100.00	65.89	34.11	11.25	2.14	40.54	20.71	9.11	8.75	3.21	2.14	0.18	0.00	0.71	0.36	0.89	0.00
Referred Applicants	#	514	339	175	55	8	210	106	47	47	18	12	1	0	3	2	5	0
	%	100.00	65.95	34.05	10.70	1.56	40.86	20.62	9.14	9.14	3.50	2.33	0.19	0.00	0.58	0.39	0.97	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	132	82	50	13	3	46	34	11	12	8	1	1	0	1	0	2	0
	%	100.00	62.12	37.88	9.85	2.27	34.85	25.76	8.33	9.09	6.06	0.76	0.76	0.00	0.76	0.00	1.52	0.00
New Hires																		
Vacancy Announcements	#	8																
Voluntarily Identified Applicants	#	868	489	379	73	38	233	119	132	193	31	22	0	1	10	2	10	4
	%	100.00	56.34	43.66	8.41	4.38	26.84	13.71	15.21	22.24	3.57	2.53	0.00	0.12	1.15	0.23	1.15	0.46
Qualified External Applicants	#	545	307	238	52	23	153	86	75	111	16	16	0	0	6	2	5	0
	%	100.00	56.33	43.67	9.54	4.22	28.07	15.78	13.76	20.37	2.94	2.94	0.00	0.00	1.10	0.37	0.92	0.00
Referred Applicants	#	167	113	54	14	3	63	26	24	20	4	4	0	0	4	1	4	0
	%	100.00	67.66	32.34	8.38	1.80	37.72	15.57	14.37	11.98	2.40	2.40	0.00	0.00	2.40	0.60	2.40	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	31	18	13	4	1	11	8	1	3	1	1	0	0	1	0	0	0
	%	100.00	58.06	41.94	12.90	3.23	35.48	25.81	3.23	9.68	3.23	3.23	0.00	0.00	3.23	0.00	0.00	0.00

Table A6T: MISSION CRITICAL OCCUPATIONS (TEMPORARY) Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
General Business and Industry (1101)	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	%	100.00	36.71	63.29	2.86	5.87	27.06	43.84	3.56	8.77	2.41	3.24	0.03	0.05	0.17	0.39	0.62	1.14
CG-12	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	1																
Relevant Applicant Pool	%																	
Internal Applications	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	0																
Voluntarily Identified Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Economist (0110)	#	13	9	4	0	0	5	3	1	1	3	0	0	0	0	0	0	0
	%	100.00	69.23	30.77	0.00	0.00	38.46	23.08	7.69	7.69	23.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	%	100.00	67.07	32.93	3.34	1.85	55.79	25.20	2.84	2.66	4.40	2.66	0.00	0.05	0.16	0.10	0.55	0.41
CG-07	#	4	3	1	0	0	1	1	0	0	2	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	25.00	25.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	9	6	3	0	0	4	2	1	1	1	0	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	44.44	22.22	11.11	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Internal Competitive Promotions

Vacancy Announcements	#	0																
Relevant Applicant Pool	%																	
Internal Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires																		
Vacancy Announcements	#	0																
Voluntarily Identified Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Financial Institution Examining (0570)	#	184	103	81	5	2	93	58	1	12	2	5	0	0	0	0	2	4
	%	100.00	55.98	44.02	2.72	1.09	50.54	31.52	0.54	6.52	1.09	2.72	0.00	0.00	0.00	0.00	1.09	2.17
Occupational CLF/SOC Code	%	100.00	54.75	45.25	3.06	3.65	44.11	28.34	3.41	8.40	3.53	3.69	0.00	0.00	0.08	0.20	0.55	0.98
CG-07	#	98	56	42	4	1	49	32	0	5	1	2	0	0	0	0	2	2
	%	100.00	57.14	42.86	4.08	1.02	50.00	32.65	0.00	5.10	1.02	2.04	0.00	0.00	0.00	0.00	2.04	2.04
CG-09	#	83	47	36	1	1	44	24	1	7	1	3	0	0	0	0	0	1
	%	100.00	56.63	43.37	1.20	1.20	53.01	28.92	1.20	8.43	1.20	3.61	0.00	0.00	0.00	0.00	0.00	1.20
CG-11	#	3	0	3	0	0	0	2	0	0	0	0	0	0	0	0	0	1
	%	100.00	0.00	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33
Internal Competitive Promotions																		
Vacancy Announcements	#	28																
Relevant Applicant Pool	%																	
Internal Applications	#	169	108	61	12	6	73	26	17	24	4	3	0	0	1	2	1	0
	%	100.00	63.91	36.09	7.10	3.55	43.20	15.38	10.06	14.20	2.37	1.78	0.00	0.00	0.59	1.18	0.59	0.00
Qualified Internal Applicants	#	157	103	54	12	6	69	22	17	21	3	3	0	0	1	2	1	0
	%	100.00	65.61	34.39	7.64	3.82	43.95	14.01	10.83	13.38	1.91	1.91	0.00	0.00	0.64	1.27	0.64	0.00
Referred Applicants	#	134	90	44	9	5	61	21	16	16	3	1	0	0	0	1	1	0
	%	100.00	67.16	32.84	6.72	3.73	45.52	15.67	11.94	11.94	2.24	0.75	0.00	0.00	0.00	0.75	0.75	0.00

Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	27	15	12	1	1	11	11	3	0	0	0	0	0	0	0	0	0
	%	100.00	55.56	44.44	3.70	3.70	40.74	40.74	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	0																
Voluntarily Identified Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) (PERMANENT)

Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Upward Mobility Benchmark	%	100.00	61.68	38.32	2.26	1.21	49.93	25.92	4.82	7.48	3.54	3.12	0.07	0.07	0.36	0.16	0.69	0.36
Alternative Benchmark	%																	
Total Senior Grades	#	3567	2141	1426	79	44	1707	914	186	323	129	118	2	2	13	8	25	17
	%	100.00	60.02	39.98	2.21	1.23	47.86	25.62	5.21	9.06	3.62	3.31	0.06	0.06	0.36	0.22	0.70	0.48
SES or Equivalent:	#	144	92	52	2	0	77	44	10	7	2	1	0	0	1	0	0	0
	%	100.00	63.89	36.11	1.39	0.00	53.47	30.56	6.94	4.86	1.39	0.69	0.00	0.00	0.69	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	6																
Relevant Applicant Pool	%																	
Internal Applications	#	40	27	13	1	2	13	4	5	3	8	4	0	0	0	0	0	0
	%	100.00	67.50	32.50	2.50	5.00	32.50	10.00	12.50	7.50	20.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	26	17	9	0	1	9	4	3	2	5	2	0	0	0	0	0	0
	%	100.00	65.38	34.62	0.00	3.85	34.62	15.38	11.54	7.69	19.23	7.69	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	26	17	9	0	1	9	4	3	2	5	2	0	0	0	0	0	0
	%	100.00	65.38	34.62	0.00	3.85	34.62	15.38	11.54	7.69	19.23	7.69	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	7																
Voluntarily Identified Applicants	#	320	174	146	15	14	80	54	61	67	13	7	0	0	2	1	3	3
	%	100.00	54.38	45.63	4.69	4.38	25.00	16.88	19.06	20.94	4.06	2.19	0.00	0.00	0.63	0.31	0.94	0.94
Qualified External Applicants	#	78	33	45	2	4	18	14	12	23	1	3	0	0	0	0	0	1
	%	100.00	42.31	57.69	2.56	5.13	23.08	17.95	15.38	29.49	1.28	3.85	0.00	0.00	0.00	0.00	0.00	1.28
Referred Applicants	#	31	18	13	0	1	12	6	5	5	1	1	0	0	0	0	0	0
	%	100.00	58.06	41.94	0.00	3.23	38.71	19.35	16.13	16.13	3.23	3.23	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GS-15 or Equivalent:	#	1277	784	493	32	16	637	346	55	77	47	48	1	0	3	1	9	5
	%	100.00	61.39	38.61	2.51	1.25	49.88	27.09	4.31	6.03	3.68	3.76	0.08	0.00	0.23	0.08	0.70	0.39

Internal Competitive Promotions

Vacancy Announcements	#	55																
Relevant Applicant Pool	%																	
Internal Applications	#	271	182	89	23	7	114	48	19	18	24	13	0	0	1	1	1	2
	%	100.00	67.16	32.84	8.49	2.58	42.07	17.71	7.01	6.64	8.86	4.80	0.00	0.00	0.37	0.37	0.37	0.74
Qualified Internal Applicants	#	220	145	75	21	5	97	44	12	16	13	9	0	0	1	0	1	1
	%	100.00	65.91	34.09	9.55	2.27	44.09	20.00	5.45	7.27	5.91	4.09	0.00	0.00	0.45	0.00	0.45	0.45
Referred Applicants	#	214	137	77	21	4	92	45	11	17	11	10	0	0	1	0	1	1
	%	100.00	64.02	35.98	9.81	1.87	42.99	21.03	5.14	7.94	5.14	4.67	0.00	0.00	0.47	0.00	0.47	0.47
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	48	22	26	1	2	18	14	1	7	1	3	0	0	0	0	1	0
	%	100.00	45.83	54.17	2.08	4.17	37.50	29.17	2.08	14.58	2.08	6.25	0.00	0.00	0.00	0.00	2.08	0.00

New Hires

Vacancy Announcements	#	38																
Voluntarily Identified Applicants	#	1429	985	444	99	49	423	127	252	191	191	63	0	1	8	5	12	8
	%	100.00	68.93	31.07	6.93	3.43	29.60	8.89	17.63	13.37	13.37	4.41	0.00	0.07	0.56	0.35	0.84	0.56
Qualified External Applicants	#	453	306	147	26	9	154	53	70	60	53	21	0	0	1	2	2	2
	%	100.00	67.55	32.45	5.74	1.99	34.00	11.70	15.45	13.25	11.70	4.64	0.00	0.00	0.22	0.44	0.44	0.44
Referred Applicants	#	302	211	91	19	9	109	38	48	28	33	12	0	0	1	2	1	2
	%	100.00	69.87	30.13	6.29	2.98	36.09	12.58	15.89	9.27	10.93	3.97	0.00	0.00	0.33	0.66	0.33	0.66
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	36	20	16	1	2	15	8	2	1	2	5	0	0	0	0	0	0
	%	100.00	55.56	44.44	2.78	5.56	41.67	22.22	5.56	2.78	5.56	13.89	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GS-14 or Equivalent:	#	1227	751	476	26	15	586	291	67	111	55	48	1	1	8	5	8	5
	%	100.00	61.21	38.79	2.12	1.22	47.76	23.72	5.46	9.05	4.48	3.91	0.08	0.08	0.65	0.41	0.65	0.41

Internal Competitive Promotions

Vacancy Announcements	#	43																
Relevant Applicant Pool	%																	
Internal Applications	#	260	160	100	23	7	94	44	31	39	9	7	1	0	2	2	0	1
	%	100.00	61.54	38.46	8.85	2.69	36.15	16.92	11.92	15.00	3.46	2.69	0.38	0.00	0.77	0.77	0.00	0.38
Qualified Internal Applicants	#	198	125	73	19	5	78	36	20	29	6	3	1	0	1	0	0	0
	%	100.00	63.13	36.87	9.60	2.53	39.39	18.18	10.10	14.65	3.03	1.52	0.51	0.00	0.51	0.00	0.00	0.00
Referred Applicants	#	191	121	70	18	4	75	35	20	28	6	3	1	0	1	0	0	0
	%	100.00	63.35	36.65	9.42	2.09	39.27	18.32	10.47	14.66	3.14	1.57	0.52	0.00	0.52	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	53	32	21	3	1	19	15	4	4	4	1	1	0	1	0	0	0
	%	100.00	60.38	39.62	5.66	1.89	35.85	28.30	7.55	7.55	7.55	1.89	1.89	0.00	1.89	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	37																
Voluntarily Identified Applicants	#	1782	1137	645	114	65	444	162	313	326	242	76	1	0	13	6	10	10
	%	100.00	63.80	36.20	6.40	3.65	24.92	9.09	17.56	18.29	13.58	4.26	0.06	0.00	0.73	0.34	0.56	0.56
Qualified External Applicants	#	642	378	264	36	22	143	73	103	124	89	36	1	0	4	5	2	4
	%	100.00	58.88	41.12	5.61	3.43	22.27	11.37	16.04	19.31	13.86	5.61	0.16	0.00	0.62	0.78	0.31	0.62
Referred Applicants	#	466	269	197	28	19	98	54	71	93	66	24	0	0	3	5	3	2
	%	100.00	57.73	42.27	6.01	4.08	21.03	11.59	15.24	19.96	14.16	5.15	0.00	0.00	0.64	1.07	0.64	0.43
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	30	18	12	1	1	10	7	2	3	4	1	0	0	0	0	1	0
	%	100.00	60.00	40.00	3.33	3.33	33.33	23.33	6.67	10.00	13.33	3.33	0.00	0.00	0.00	0.00	3.33	0.00

Career Development Program

Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GS-13 or Equivalent:	#	919	514	405	19	13	407	233	54	128	25	21	0	1	1	2	8	7
	%	100.00	55.93	44.07	2.07	1.41	44.29	25.35	5.88	13.93	2.72	2.29	0.00	0.11	0.11	0.22	0.87	0.76

Internal Competitive Promotions																		
Vacancy Announcements	#	78																
Relevant Applicant Pool	%																	
Internal Applications	#	421	263	158	49	8	144	95	44	40	22	12	0	0	2	3	2	0
	%	100.00	62.47	37.53	11.64	1.90	34.20	22.57	10.45	9.50	5.23	2.85	0.00	0.00	0.48	0.71	0.48	0.00
Qualified Internal Applicants	#	380	240	140	46	5	134	90	35	32	21	11	0	0	2	2	2	0
	%	100.00	63.16	36.84	12.11	1.32	35.26	23.68	9.21	8.42	5.53	2.89	0.00	0.00	0.53	0.53	0.53	0.00
Referred Applicants	#	348	219	129	41	4	123	81	32	31	21	11	0	0	1	2	1	0
	%	100.00	62.93	37.07	11.78	1.15	35.34	23.28	9.20	8.91	6.03	3.16	0.00	0.00	0.29	0.57	0.29	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	99	59	40	12	2	31	27	8	8	6	3	0	0	1	0	1	0
	%	100.00	59.60	40.40	12.12	2.02	31.31	27.27	8.08	8.08	6.06	3.03	0.00	0.00	1.01	0.00	1.01	0.00
New Hires																		
Vacancy Announcements	#	36																
Voluntarily Identified Applicants	#	2047	1256	791	138	80	441	164	395	427	248	94	0	1	13	3	21	22
	%	100.00	61.36	38.64	6.74	3.91	21.54	8.01	19.30	20.86	12.12	4.59	0.00	0.05	0.64	0.15	1.03	1.07
Qualified External Applicants	#	689	354	335	38	30	144	73	98	182	63	40	0	0	6	1	5	9
	%	100.00	51.38	48.62	5.52	4.35	20.90	10.60	14.22	26.42	9.14	5.81	0.00	0.00	0.87	0.15	0.73	1.31
Referred Applicants	#	437	232	205	26	19	96	42	60	115	43	25	0	0	4	0	3	4
	%	100.00	53.09	46.91	5.95	4.35	21.97	9.61	13.73	26.32	9.84	5.72	0.00	0.00	0.92	0.00	0.69	0.92
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	34	19	15	2	0	11	3	2	7	4	5	0	0	0	0	0	0
	%	100.00	55.88	44.12	5.88	0.00	32.35	8.82	5.88	20.59	11.76	14.71	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Slots for Career Development Program		#																
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: EEOC instructed the FDIC that the definition of career development program/opportunities for this table requires competition to participate in training that would qualify employees for a promotion. The FDIC has no career development programs as defined in the instructions to MD-715 and as confirmed by EEOC. While the FDIC does not have career development programs that, upon completion, necessarily “qualify a participant for a promotion,” all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner’s promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex, or disability.

Table A8: MANAGEMENT POSITIONS (PERMANENT) Distribution by Race, Ethnicity, and Sex (Participation Rate)

Upward Mobility To Management Positions		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
Upward Mobility To Management Positions	%	100.00	60.79	39.21	2.31	1.09	49.12	29.85	6.11	6.11	2.44	2.04	0.00	0.00	0.14	0.00	0.68	0.14	
Alternative Benchmark	%																		
Total Management	#	807	486	321	19	8	389	243	51	53	20	15	0	0	2	0	5	2	
	%	100.00	60.22	39.78	2.35	0.99	48.20	30.11	6.32	6.57	2.48	1.86	0.00	0.00	0.25	0.00	0.62	0.25	
Executives	#	133	82	51	2	0	69	43	10	7	0	1	0	0	1	0	0	0	
	%	100.00	61.65	38.35	1.50	0.00	51.88	32.33	7.52	5.26	0.00	0.75	0.00	0.00	0.75	0.00	0.00	0.00	
EM	#	131	81	50	2	0	68	42	10	7	0	1	0	0	1	0	0	0	
	%	100.00	61.83	38.17	1.53	0.00	51.91	32.06	7.63	5.34	0.00	0.76	0.00	0.00	0.76	0.00	0.00	0.00	
EX	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	#	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Internal Competitive Promotions																		
Vacancy Announcements	#	5																
Relevant Applicant Pool	%																	
Internal Applications	#	19	15	4	0	0	7	2	2	0	6	2	0	0	0	0	0	0
	%	100.00	78.95	21.05	0.00	0.00	36.84	10.53	10.53	0.00	31.58	10.53	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	16	12	4	0	0	6	2	1	0	5	2	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	37.50	12.50	6.25	0.00	31.25	12.50	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	16	12	4	0	0	6	2	1	0	5	2	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	37.50	12.50	6.25	0.00	31.25	12.50	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	6																
Voluntarily Identified Applicants	#	304	163	141	15	14	75	52	58	64	10	7	0	0	2	1	3	3
	%	100.00	53.62	46.38	4.93	4.61	24.67	17.11	19.08	21.05	3.29	2.30	0.00	0.00	0.66	0.33	0.99	0.99
Qualified External Applicants	#	75	32	43	2	4	18	12	12	23	0	3	0	0	0	0	0	1
	%	100.00	42.67	57.33	2.67	5.33	24.00	16.00	16.00	30.67	0.00	4.00	0.00	0.00	0.00	0.00	0.00	1.33
Referred Applicants	#	28	17	11	0	1	12	4	5	5	0	1	0	0	0	0	0	0
	%	100.00	60.71	39.29	0.00	3.57	42.86	14.29	17.86	17.86	0.00	3.57	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Managers	#	196	111	85	2	3	89	65	8	8	10	8	0	0	0	0	2	1
	%	100.00	56.63	43.37	1.02	1.53	45.41	33.16	4.08	4.08	5.10	4.08	0.00	0.00	0.00	0.00	1.02	0.51
CM-02	#	196	111	85	2	3	89	65	8	8	10	8	0	0	0	0	2	1
	%	100.00	56.63	43.37	1.02	1.53	45.41	33.16	4.08	4.08	5.10	4.08	0.00	0.00	0.00	0.00	1.02	0.51
Pay Plan/Grade Level	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Internal Competitive Promotions																		
Vacancy Announcements	#	14																
Relevant Applicant Pool	%																	
Internal Applications	#	55	30	25	2	1	19	14	3	3	6	6	0	0	0	1	0	0
	%	100.00	54.55	45.45	3.64	1.82	34.55	25.45	5.45	5.45	10.91	10.91	0.00	0.00	0.00	1.82	0.00	0.00
Qualified Internal Applicants	#	42	23	19	2	0	17	12	2	2	2	5	0	0	0	0	0	0
	%	100.00	54.76	45.24	4.76	0.00	40.48	28.57	4.76	4.76	4.76	11.90	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	44	24	20	2	0	18	13	2	2	2	5	0	0	0	0	0	0
	%	100.00	54.55	45.45	4.55	0.00	40.91	29.55	4.55	4.55	4.55	11.36	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	10	3	7	0	0	3	5	0	0	0	2	0	0	0	0	0	0
	%	100.00	30.00	70.00	0.00	0.00	30.00	50.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	9																
Voluntarily Identified Applicants	#	56	23	33	3	5	9	10	10	15	1	2	0	0	0	1	0	0
	%	100.00	41.07	58.93	5.36	8.93	16.07	17.86	17.86	26.79	1.79	3.57	0.00	0.00	0.00	1.79	0.00	0.00
Qualified External Applicants	#	21	6	15	0	2	3	6	3	6	0	0	0	0	0	1	0	0
	%	100.00	28.57	71.43	0.00	9.52	14.29	28.57	14.29	28.57	0.00	0.00	0.00	0.00	0.00	4.76	0.00	0.00
Referred Applicants	#	22	7	15	0	2	4	6	3	6	0	0	0	0	0	1	0	0
	%	100.00	31.82	68.18	0.00	9.09	18.18	27.27	13.64	27.27	0.00	0.00	0.00	0.00	0.00	4.55	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	6	2	4	0	0	2	2	0	1	0	1	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	0.00	33.33	33.33	0.00	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Slots for Career Development Program		#																	
Eligible for Career Development Program		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Applicants for Career Development Program		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Selections for Career Development Program		#																	
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Supervisors		#	478	293	185	15	5	231	135	33	38	10	6	0	0	1	0	3	1
		%	100.00	61.30	38.70	3.14	1.05	48.33	28.24	6.90	7.95	2.09	1.26	0.00	0.00	0.21	0.00	0.63	0.21
CG-12		#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
		%	100.00	0.00	100.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13		#	16	6	10	0	0	4	8	2	2	0	0	0	0	0	0	0	0
		%	100.00	37.50	62.50	0.00	0.00	25.00	50.00	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14		#	17	9	8	1	0	5	5	2	3	0	0	0	0	0	0	1	0
		%	100.00	52.94	47.06	5.88	0.00	29.41	29.41	11.76	17.65	0.00	0.00	0.00	0.00	0.00	0.00	5.88	0.00
CG-15		#	1	1		0	0	1	0	0	0	0	0	0	0	0	0	0	0
		%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01		#	442	277	165	14	5	221	121	29	32	10	6	0	0	1	0	2	1
		%	100.00	62.67	37.33	3.17	1.13	50.00	27.38	6.56	7.24	2.26	1.36	0.00	0.00	0.23	0.00	0.45	0.23

Internal Competitive Promotions																		
Vacancy Announcements	#	20																
Relevant Applicant Pool	%																	
Internal Applications	#	97	72	25	9	1	46	17	12	5	4	1	0	0	0	0	1	1
	%	100.00	74.23	25.77	9.28	1.03	47.42	17.53	12.37	5.15	4.12	1.03	0.00	0.00	0.00	0.00	1.03	1.03
Qualified Internal Applicants	#	83	59	24	8	1	40	17	9	4	1	1	0	0	0	0	1	1
	%	100.00	71.08	28.92	9.64	1.20	48.19	20.48	10.84	4.82	1.20	1.20	0.00	0.00	0.00	0.00	1.20	1.20
Referred Applicants	#	83	56	27	8	1	38	19	8	5	1	1	0	0	0	0	1	1
	%	100.00	67.47	32.53	9.64	1.20	45.78	22.89	9.64	6.02	1.20	1.20	0.00	0.00	0.00	0.00	1.20	1.20
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	20	12	8	0	0	10	6	1	2	0	0	0	0	0	0	1	0
	%	100.00	60.00	40.00	0.00	0.00	50.00	30.00	5.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	0.00
New Hires																		
Vacancy Announcements	#	11																
Voluntarily Identified Applicants	#	687	413	274	49	34	155	51	146	157	56	23	0	0	3	4	4	5
	%	100.00	60.12	39.88	7.13	4.95	22.56	7.42	21.25	22.85	8.15	3.35	0.00	0.00	0.44	0.58	0.58	0.73
Qualified External Applicants	#	248	145	103	14	7	56	17	60	66	13	9	0	0	1	2	1	2
	%	100.00	58.47	41.53	5.65	2.82	22.58	6.85	24.19	26.61	5.24	3.63	0.00	0.00	0.40	0.81	0.40	0.81
Referred Applicants	#	187	106	81	11	6	40	13	45	52	8	6	0	0	1	2	1	2
	%	100.00	56.68	43.32	5.88	3.21	21.39	6.95	24.06	27.81	4.28	3.21	0.00	0.00	0.53	1.07	0.53	1.07
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	9	3	6	0	1	3	1	0	2	0	2	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	11.11	33.33	11.11	0.00	22.22	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Career Development Program																		
Slots for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: EEOC instructed the FDIC that the definition of career development program/opportunities for this table requires competition to participate in training that would qualify employees for a promotion. The FDIC has no career development programs as defined in the instructions to MD-715 and as confirmed by EEOC. While the FDIC does not have career development programs that, upon completion, necessarily “qualify a participant for a promotion,” all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner’s promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex, or disability.

Table A9: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) Distribution by Race, Ethnicity, and Sex (Participation Rate)

Awards		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	5575	3083	2492	137	96	2386	1505	314	666	174	166	3	4	20	14	49	41
	%	100.00	55.30	44.70	2.46	1.72	42.80	27.00	5.63	11.95	3.12	2.98	0.05	0.07	0.36	0.25	0.88	0.74
Alternative Benchmark	%																	
Time Off Awards																		
Time-Off Awards: 1-10 hours	#	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	25	0	25	0	0	0	16	0	9	0	0	0	0	0	0	0	0
Average Hours	#	8.33	0.00	8.33	0.00	0.00	0.00	8.00	0.00	9.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 11-20 hours	#	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	47	0	47	0	0	0	47	0	0	0	0	0	0	0	0	0	0
Average Hours	#	15.50	0.00	15.50	0.00	0.00	0.00	15.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 21-30 hours	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	27	0	27	0	0	0	27	0	0	0	0	0	0	0	0	0	0
Average Hours	#	27.00	0.00	27.00	0.00	0.00	0.00	27.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 31-40 hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Time-Off Awards: 41 or more hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Cash Awards

Cash Awards: \$500 and Under	#	5525	2850	2675	145	112	2222	1667	287	687	121	137	3	1	24	21	48	50
	%	100.00	51.58	48.42	2.62	2.03	40.22	30.17	5.19	12.43	2.19	2.48	0.05	0.02	0.43	0.38	0.87	0.90
Total Amount	\$	1766604	921679	844925	47500	35660	72049	519253	90876	221125	42259	47871	900	250	6869	6225	12866	14541
Average Amount	\$	319.75	323.40	315.86	327.59	318.39	324.22	311.49	316.64	321.87	349.25	349.42	300.00	250.00	286.21	296.43	268.04	290.82
Cash Awards: \$501 - \$999	#	265	132	133	4	10	89	64	18	48	19	9	1	0	1	1	0	1
	%	100.00	49.81	50.19	1.51	3.77	33.58	24.15	6.79	18.11	7.17	3.40	0.38	0.00	0.38	0.38	0.00	0.38
Total Amount	\$	205258	101337	103921	3050	8023	68223	50416	13900	36656	14664	7176	750	0	750	750	0	900
Average Amount	\$	774.56	767.71	781.36	762.50	802.30	766.55	787.75	772.22	763.67	771.79	797.33	750.00	0.00	750.00	750.00	0.00	900.00
Cash Awards: \$1000 - \$1999	#	1441	756	685	34	29	593	410	62	188	47	47	1	0	5	3	14	8
	%	100.00	52.46	47.54	2.36	2.01	41.15	28.45	4.30	13.05	3.26	3.26	0.07	0.00	0.35	0.21	0.97	0.56
Total Amount	\$	1869609	975518	894091	45873	38066	769473	537318	79015	244653	56776	59167	1500	0	7380	4381	15500	10506
Average Amount	\$	1297.44	1290.37	1305.24	1349.21	1312.62	1297.59	1310.53	1274.44	1301.35	1208.00	1258.87	1500.00	0.00	1476.00	1460.33	1107.14	1313.25
Cash Awards: \$2000 - \$2999	#	535	281	254	10	10	229	151	25	75	13	15	1	0	1	0	2	3
	%	100.00	52.52	47.48	1.87	1.87	42.80	28.22	4.67	14.02	2.43	2.80	0.19	0.00	0.19	0.00	0.37	0.56
Total Amount	\$	1257085	659319	597766	25595	24540	536721	355305	59599	175231	28762	35928	2000	0	2392	0	4250	6762
Average Amount	\$	2349.69	2346.33	2353.41	2559.50	2454.00	2343.76	2353.01	2383.96	2336.41	2212.46	2395.20	2000.00	0.00	2392.00	0.00	2125.00	2254.00
Cash Awards: \$3000 - \$3999	#	274	157	117	7	0	133	91	8	15	5	8	0	0	2	2	2	1
	%	100.00	57.30	42.70	2.55	0.00	48.54	33.21	2.92	5.47	1.82	2.92	0.00	0.00	0.73	0.73	0.73	0.36
Total Amount	\$	949775	550417	399358	24689	0	467754	312752	26918	49351	17005	26884	0	0	6763	6908	7288	3463
Average Amount	\$	3466.33	3505.84	3413.32	3527.00	0.00	3516.95	3436.84	3364.75	3290.07	3401.00	3360.50	0.00	0.00	3381.50	3454.00	3644.00	3463.00
Cash Awards: \$4000 - \$4999	#	295	176	119	9	5	154	82	9	21	4	10	0	0	0	1	0	0

	%	100.00	59.66	40.34	3.05	1.69	52.20	27.80	3.05	7.12	1.36	3.39	0.00	0.00	0.00	0.34	0.00	0.00
Total Amount	\$	13083 18	775883	532435	39111	22370	68032 3	367231	38603	93210	17846	44670	0	0	0	4954	0	0
Average Amount	\$	4434.9 8	4408.4 3	4474.24	4345.67	4474.00	4417. 68	4478.4 3	4289.22	4438.57	4461. 50	4467.0 0	0.00	0.00	0.00	4954.00	0.00	0.00
Cash Awards: \$5000 or more	#	465	288	177	6	5	245	137	16	21	18	14	0	0	1	0	2	0
	%	100.00	61.94	38.06	1.29	1.08	52.69	29.46	3.44	4.52	3.87	3.01	0.00	0.00	0.22	0.00	0.43	0.00
Total Amount	\$	31550 83	192974 6	1225337	35146	31737	16326 85	930675	113028	173517	12370 9	89408	0	0	6321	0	18857	0
Average Amount	\$	6785.1 2	6700.5 1	6922.81	5857.67	6347.40	6664. 02	6793.2 5	7064.25	8262.71	6872. 72	6386.2 9	0.00	0.00	6321.00	0.00	9428. 50	0.00
Other Awards																		
Quality Step Increases (QSI)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit	\$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Performance Based Pay Increase	#	5442	3821	3151	172	125	3014	1948	361	828	196	189	3	4	23	17	52	40
	%	100.00	70.21	57.90	3.16	2.30	55.38	35.80	6.63	15.21	3.60	3.47	0.06	0.07	0.42	0.31	0.96	0.74
Total Benefit	\$	18867 161	108437 33	8023428	467362	269406	84912 92	515127 2	1049521	1898128	62295 5	538818	11991	12601	61236	39746	13937 6	113457
Average Benefit	\$	3466.9 5	2837.9 3	2546.31	2717.22	2155.25	2817. 28	2644.3 9	2907.26	2292.43	3178. 34	2850.8 9	3997.00	3150.25	2662.43	2338.00	2680. 31	2836.43

Table B1 1: TOTAL WORKFORCE Distribution by Disability Status (Participation Rate)

Employment Tenure by Sub Component		Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
		TOTAL WORKFORCE																
Prior FY	#	6035	5225	112	698	136	1	4	62	17	2	15	12	6	0	15	0	2
	%	100.00	86.58	1.86	11.57	2.25	0.02	0.07	1.03	0.28	0.03	0.25	0.20	0.10	0.00	0.25	0.00	0.03
Current FY	#	5949	5115	123	711	140	2	9	64	18	2	12	10	7	0	14	0	2
	%	100.00	85.98	2.07	11.95	2.35	0.03	0.15	1.08	0.30	0.03	0.20	0.17	0.12	0.00	0.24	0.00	0.03
501 Goal	%				12.00	2.00												
Difference	#	-86	-110	11	13	4	1	5	2	1	0	-3	-2	1	0	-1	0	1
Ratio Change	%	0.00	-0.60	0.21	0.39	0.10	0.02	0.09	0.05	0.02	0.00	-0.05	-0.03	0.02	0.00	-0.01	0.00	0.02
Net Change	%	-1.43	-2.11	9.82	1.86	2.94	100.00	125.00	3.23	5.88	0.00	-20.00	-16.67	16.67	0.00	-6.67	0.00	100.00
EMPLOYEE GAINS																		
New Hires	#	480	459	4	17	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	95.63	0.83	3.54	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.21	0.00	0.00
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	13	11	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	84.62	0.00	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	201	182	5	14	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00	90.55	2.49	6.97	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.00
Retirement	#	249	207	4	38	8	0	0	2	1	0	3	1	0	0	1	0	0
	%	100.00	83.13	1.61	15.26	3.21	0.00	0.00	0.80	0.40	0.00	1.20	0.40	0.00	0.00	0.40	0.00	0.00

Other Separations	#	105	84	4	17	3	0	0	1	0	0	0	0	0	0	2	0	0
	%	100.00	80.00	3.81	16.19	2.86	0.00	0.00	0.95	0.00	0.00	0.00	0.00	0.00	0.00	1.90	0.00	0.00
Total Separations	#	568	484	13	71	12	0	0	3	1	0	3	2	0	0	3	0	0
	%	100.00	85.21	2.29	12.50	2.11	0.00	0.00	0.53	0.18	0.00	0.53	0.35	0.00	0.00	0.53	0.00	0.00
PERMANENT WORKFORCE																		
Prior FY	#	5605	4865	94	646	128	1	4	59	14	2	15	12	6	0	13	0	2
	%	100.00	86.80	1.68	11.53	2.28	0.02	0.07	1.05	0.25	0.04	0.27	0.21	0.11	0.00	0.23	0.00	0.04
Current FY	#	5575	4797	104	674	135	2	9	63	16	2	12	10	7	0	12	0	2
	%	100.00	86.04	1.87	12.09	2.42	0.04	0.16	1.13	0.29	0.04	0.22	0.18	0.13	0.00	0.22	0.00	0.04
Difference	#	-30	-68	10	28	7	1	5	4	2	0	-3	-2	1	0	-1	0	0
Ratio Change	%	0.00	-0.75	0.19	0.56	0.14	0.02	0.09	0.08	0.04	0.00	-0.05	-0.03	0.02	0.00	-0.02	0.00	0.00
Net Change	%	-0.54	-1.40	10.64	4.33	5.47	100.00	125.00	6.78	14.29	0.00	-20.00	-16.67	16.67	0.00	-7.69	0.00	0.00
EMPLOYEE GAINS																		
New Hires	#	306	289	4	13	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	94.44	1.31	4.25	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.33	0.00	0.00
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	12	10	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	83.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	129	118	2	9	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00	91.47	1.55	6.98	0.78	0.00	0.00	0.00	0.00	0.00	0.00	0.78	0.00	0.00	0.00	0.00	0.00
Retirement	#	223	193	2	28	7	0	0	2	0	0	3	1	0	0	1	0	0
	%	100.00	86.55	0.90	12.56	3.14	0.00	0.00	0.90	0.00	0.00	1.35	0.45	0.00	0.00	0.45	0.00	0.00
Other Separations	#	37	31	1	5	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00	83.78	2.70	13.51	5.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.41	0.00	0.00
Total Separations	#	401	352	5	44	10	0	0	2	0	0	3	2	0	0	3	0	0
	%	100.00	87.78	1.25	10.97	2.49	0.00	0.00	0.50	0.00	0.00	0.75	0.50	0.00	0.00	0.75	0.00	0.00

TEMPORARY WORKFORCE																		
Prior FY	#	430	360	18	52	8	0	0	3	3	0	0	0	0	0	2	0	0
	%	100.00	83.72	4.19	12.09	1.86	0.00	0.00	0.70	0.70	0.00	0.00	0.00	0.00	0.00	0.47	0.00	0.00
Current FY	#	374	318	19	37	5	0	0	1	2	0	0	0	0	0	2	0	0
	%	100.00	85.03	5.08	9.89	1.34	0.00	0.00	0.27	0.53	0.00	0.00	0.00	0.00	0.00	0.53	0.00	0.00
Difference	#	-56	-42	1	-15	-3	0	0	-2	-1	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	1.31	0.89	-2.20	-0.52	0.00	0.00	-0.43	-0.16	0.00	0.00	0.00	0.00	0.00	0.07	0.00	0.00
Net Change	%	-13.02	-11.67	5.56	-28.85	-37.50	0.00	0.00	-66.67	-33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS																		
New Hires	#	174	170	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	97.70	0.00	2.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	72	64	3	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	88.89	4.17	6.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Retirement	#	26	14	2	10	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	53.85	7.69	38.46	3.85	0.00	0.00	0.00	3.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Separations	#	68	53	3	12	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	77.94	4.41	17.65	1.47	0.00	0.00	1.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	167	132	8	27	2	0	0	1	1	0	0	0	0	0	0	0	0
	%	100.00	79.04	4.79	16.17	1.20	0.00	0.00	0.60	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																		
Prior FY	#	39	6	2	31	13	0	0	6	1	0	0	1	1	0	3	0	1
	%	100.00	15.38	5.13	79.49	33.33	0.00	0.00	15.38	2.56	0.00	0.00	2.56	2.56	0.00	7.69	0.00	2.56

Current FY	#	46	7	4	35	10	0	0	4	0	0	0	0	1	0	4	0	1		
	%	100.00	15.22	8.70	76.09	21.74	0.00	0.00	8.70	0.00	0.00	0.00	0.00	2.17	0.00	8.70	0.00	2.17		
Difference	#	7	1	2	4	-3	0	0	-2	-1	0	0	-1	0	0	1	0	0		
Ratio Change	%	0.00	-0.17	3.57	-3.40	-11.59	0.00	0.00	-6.69	-2.56	0.00	0.00	-2.56	-0.39	0.00	1.00	0.00	-0.39		
Net Change	%	17.95	16.67	100.00	12.90	-23.08	0.00	0.00	-33.33	-	100.00	0.00	0.00	-	100.00	0.00	0.00	33.33	0.00	0.00
EMPLOYEE GAINS																				
New Hires	#	7	0	2	5	2	0	0	0	0	0	0	0	0	0	2	0	0		
	%	100.00	0.00	28.57	71.43	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.57	0.00	0.00		
EMPLOYEE LOSSES																				
Total Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

NOTE: Disability designations for Schedule A employees in the permanent workforce is as self-reported by the employees on the SF-256. While all of these employees were required to prove an intellectual disability, severe physical disability, or psychiatric disability prior to appointment under the Schedule A hiring authority for persons with disabilities, some chose not to self-identify on the SF-256.

Table B1 2: TOTAL WORKFORCE Distribution by Disability Status (Inclusion Rate)

Employment Tenure by Sub Component	Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02 03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
TOTAL WORKFORCE																			
Prior FY	#	6035	5337	5225	112	698	136	1	4	62	17	2	15	12	6	0	15	0	2
	%	100.00	88.43	86.58	1.86	11.57	2.25	0.02	0.07	1.03	0.28	0.03	0.25	0.20	0.10	0.00	0.25	0.00	0.03
Current FY	#	5949	5238	5115	123	711	140	2	9	64	18	2	12	10	7	0	14	0	2
	%	100.00	88.05	85.98	2.07	11.95	2.35	0.03	0.15	1.08	0.30	0.03	0.20	0.17	0.12	0.00	0.24	0.00	0.03
501 Goal	%					12.00	2.00												
Difference	#	-86	-99	-110	11	13	4	1	5	2	1	0	-3	-2	1	0	-1	0	1
Ratio Change	%	0.00	-0.39	-0.60	0.21	0.39	0.10	0.02	0.09	0.05	0.02	0.00	-0.05	-0.03	0.02	0.00	-0.01	0.00	0.02
Net Change	%	-1.43	-1.85	-2.11	9.82	1.86	2.94	100.00	125.00	3.23	5.88	0.00	-20.00	-16.67	16.67	0.00	-6.67	0.00	100.00
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	480	463	459	4	17	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	8.84	8.97	3.25	2.39	0.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.14	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																			
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	13	11	11	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.21	0.22	0.00	0.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	201	187	182	5	14	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00	3.57	3.56	4.07	1.97	0.71	0.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00
Retirement	#	249	211	207	4	38	8	0	0	2	1	0	3	1	0	0	1	0	0
	%	100.00	4.03	4.05	3.25	5.34	5.71	0.00	0.00	3.13	5.56	0.00	25.00	10.00	0.00	0.00	7.14	0.00	0.00

Other Separations	#	105	88	84	4	17	3	0	0	1	0	0	0	0	0	0	2	0	0
	%	100.00	1.68	1.64	3.25	2.39	2.14	0.00	0.00	1.56	0.00	0.00	0.00	0.00	0.00	0.00	14.29	0.00	0.00
Total Separations	#	568	497	484	13	71	12	0	0	3	1	0	3	2	0	0	3	0	0
	%	100.00	9.49	9.46	10.57	9.99	8.57	0.00	0.00	4.69	5.56	0.00	25.00	20.00	0.00	0.00	21.43	0.00	0.00
PERMANENT WORKFORCE																			
Prior FY	#	5605	4959	4865	94	646	128	1	4	59	14	2	15	12	6	0	13	0	2
	%	100.00	88.47	86.80	1.68	11.53	2.28	0.02	0.07	1.05	0.25	0.04	0.27	0.21	0.11	0.00	0.23	0.00	0.04
Current FY	#	5575	4901	4797	104	674	135	2	9	63	16	2	12	10	7	0	12	0	2
	%	100.00	87.91	86.04	1.87	12.09	2.42	0.04	0.16	1.13	0.29	0.04	0.22	0.18	0.13	0.00	0.22	0.00	0.04
Difference	#	-30	-58	-68	10	28	7	1	5	4	2	0	-3	-2	1	0	-1	0	0
Ratio Change	%	0.00	-0.56	-0.75	0.19	0.56	0.14	0.02	0.09	0.08	0.04	0.00	-0.05	-0.03	0.02	0.00	-0.02	0.00	0.00
Net Change	%	-0.54	-1.17	-1.40	10.64	4.33	5.47	100.00	125.00	6.78	14.29	0.00	-20.00	-16.67	16.67	0.00	-7.69	0.00	0.00
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	306	293	289	4	13	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	5.98	6.02	3.85	1.93	0.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.33	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																			
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	12	10	10	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.20	0.21	0.00	0.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	129	120	118	2	9	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00	2.45	2.46	1.92	1.34	0.74	0.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00
Retirement	#	223	195	193	2	28	7	0	0	2	0	0	3	1	0	0	1	0	0
	%	100.00	3.98	4.02	1.92	4.15	5.19	0.00	0.00	3.17	0.00	0.00	25.00	10.00	0.00	0.00	8.33	0.00	0.00
Other Separations	#	37	32	31	1	5	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00	0.65	0.65	0.96	0.74	1.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00
Total Separations	#	401	357	352	5	44	10	0	0	2	0	0	3	2	0	0	3	0	0
	%	100.00	7.28	7.34	4.81	6.53	7.41	0.00	0.00	3.17	0.00	0.00	25.00	20.00	0.00	0.00	25.00	0.00	0.00

TEMPORARY WORKFORCE																			
Prior FY	#	430	378	360	18	52	8	0	0	3	3	0	0	0	0	0	2	0	0
	%	100.00	87.91	83.72	4.19	12.09	1.86	0.00	0.00	0.70	0.70	0.00	0.00	0.00	0.00	0.00	0.47	0.00	0.00
Current FY	#	374	337	318	19	37	5	0	0	1	2	0	0	0	0	0	2	0	0
	%	100.00	90.11	85.03	5.08	9.89	1.34	0.00	0.00	0.27	0.53	0.00	0.00	0.00	0.00	0.00	0.53	0.00	0.00
Difference	#	-56	-41	-42	1	-15	-3	0	0	-2	-1	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	2.20	1.31	0.89	-2.20	-0.52	0.00	0.00	-0.43	-0.16	0.00	0.00	0.00	0.00	0.00	0.07	0.00	0.00
Net Change	%	-13.02	-10.85	-11.67	5.56	-28.85	-37.50	0.00	0.00	-66.67	-33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	174	170	170	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.45	53.46	0.00	10.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

EMPLOYEE LOSSES (Inclusion Rate)																			
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.30	0.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	72	67	64	3	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	19.88	20.13	15.79	13.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Retirement	#	26	16	14	2	10	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	4.75	4.40	10.53	27.03	20.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Separations	#	68	56	53	3	12	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	16.62	16.67	15.79	32.43	20.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	167	140	132	8	27	2	0	0	1	1	0	0	0	0	0	0	0	0
	%	100.00	41.54	41.51	42.11	72.97	40.00	0.00	0.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																			
Prior FY	#	39	8	6	2	31	13	0	0	6	1	0	0	1	1	0	3	0	1
	%	100.00	20.51	15.38	5.13	79.49	33.33	0.00	0.00	15.38	2.56	0.00	0.00	2.56	2.56	0.00	7.69	0.00	2.56
Current FY	#	46	11	7	4	35	10	0	0	4	0	0	0	0	1	0	4	0	1

	%	100.00	23.91	15.22	8.70	76.09	21.74	0.00	0.00	8.70	0.00	0.00	0.00	0.00	2.17	0.00	8.70	0.00	2.17
Difference	#	7	3	1	2	4	-3	0	0	-2	-1	0	0	-1	0	0	1	0	0
Ratio Change	%	0.00	3.40	-0.17	3.57	-3.40	-11.59	0.00	0.00	-6.69	-2.56	0.00	0.00	-2.56	-0.39	0.00	1.00	0.00	-0.39
Net Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	7	2	0	2	5	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00	0.04	0.00	1.92	0.74	1.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																			
Total Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Disability designations for Schedule A employees in the permanent workforce is as self-reported by the employees on the SF-256. While all of these employees were required to prove an intellectual disability, severe physical disability, or psychiatric disability prior to appointment under the Schedule A hiring authority for persons with disabilities, some chose not to self-identify on the SF-256.

Table B2: PERMANENT WORKFORCE BY COMPONENT Distribution by Disability Status (Participation Rate)

Employment Tenure		Total	No Disability (05)	Not Identified (01)	Disability (02, 03, 06, 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
Permanent Workforce	#	5575	4797	104	674	135	2	9	63	16	2	12	10	7	0	12	0	2
	%	100.00	86.04	1.87	12.09	2.42	0.04	0.16	1.13	0.29	0.04	0.22	0.18	0.13	0.00	0.22	0.00	0.04
Atlanta Regional Office	#	454	395	4	55	11	0	0	5	0	0	0	3	1	0	2	0	0
	%	100.00	87.00	0.88	12.11	2.42	0.00	0.00	1.10	0.00	0.00	0.00	0.66	0.22	0.00	0.44	0.00	0.00
Chicago Regional Office	#	497	433	4	60	12	0	0	7	1	0	1	0	1	0	2	0	0
	%	100.00	87.12	0.80	12.07	2.41	0.00	0.00	1.41	0.20	0.00	0.20	0.00	0.20	0.00	0.40	0.00	0.00
Dallas Regional Office	#	774	637	14	123	18	0	1	10	4	0	0	2	0	0	1	0	0
	%	100.00	82.30	1.81	15.89	2.33	0.00	0.13	1.29	0.52	0.00	0.00	0.26	0.00	0.00	0.13	0.00	0.00
Kansas City Regional Office	#	485	430	8	47	13	0	0	6	2	0	1	1	2	0	1	0	0
	%	100.00	88.66	1.65	9.69	2.68	0.00	0.00	1.24	0.41	0.00	0.21	0.21	0.41	0.00	0.21	0.00	0.00
New York Regional Office	#	570	514	9	47	13	0	4	5	0	0	3	0	0	0	0	0	1
	%	100.00	90.18	1.58	8.25	2.28	0.00	0.70	0.88	0.00	0.00	0.53	0.00	0.00	0.00	0.00	0.00	0.18
San Francisco Regional Office	#	439	390	7	42	10	0	1	4	1	2	0	0	1	0	1	0	0
	%	100.00	88.84	1.59	9.57	2.28	0.00	0.23	0.91	0.23	0.46	0.00	0.00	0.23	0.00	0.23	0.00	0.00
Headquarters Offices	#	2356	1998	58	300	58	2	3	26	8	0	7	4	2	0	5	0	1
	%	100.00	84.80	2.46	12.73	2.46	0.08	0.13	1.10	0.34	0.00	0.30	0.17	0.08	0.00	0.21	0.00	0.04

Table B3: OCCUPATIONAL CATEGORIES Distribution by Disability (Participation Rate)

Occupational Categories		Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
501 Goal	%				12.00	2.00													
1. Management																			
Executives	#	133	118	2	13	2	0	0	1	0	0	0	0	0	0	0	0	0	1
	%	100.00	88.72	1.50	9.77	1.50	0.00	0.00	0.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.75
Managers	#	196	171	4	21	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.24	2.04	10.71	0.51	0.00	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Supervisors	#	478	425	3	50	12	0	0	6	3	0	2	1	0	0	0	0	0	0
	%	100.00	88.91	0.63	10.46	2.51	0.00	0.00	1.26	0.63	0.00	0.42	0.21	0.00	0.00	0.00	0.00	0.00	0.00
Total Management	#	807	714	9	84	15	0	1	7	3	0	2	1	0	0	0	0	0	1
	%	100.00	88.48	1.12	10.41	1.86	0.00	0.12	0.87	0.37	0.00	0.25	0.12	0.00	0.00	0.00	0.00	0.00	0.12
2. Professionals	#	4392	3780	87	525	107	1	8	50	11	2	9	8	7	0	11	0	0	0
	%	100.00	86.07	1.98	11.95	2.44	0.02	0.18	1.14	0.25	0.05	0.20	0.18	0.16	0.00	0.25	0.00	0.00	0.00
3. Technicians	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	325	254	8	63	12	1	0	6	2	0	1	0	0	0	1	0	0	1
	%	100.00	78.15	2.46	19.38	3.69	0.31	0.00	1.85	0.62	0.00	0.31	0.00	0.00	0.00	0.31	0.00	0.00	0.31
6. Craft Workers	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers	#	46	45	0	1	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00	97.83	0.00	2.17	2.17	0.00	0.00	0.00	0.00	0.00	0.00	2.17	0.00	0.00	0.00	0.00	0.00

Table B4P: GENERAL SCHEDULE (GS) GRADES (PERMANENT) Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02 03 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0		0		0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0		0		0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03	#	2	2	0	0	0	0	0	0	0	0	0	0	0		0		0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04	#	77	70	3	4	0	0	0	0	0	0	0	0	0		0		0
	%	100.00	90.91	3.90	5.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-05	#	21	17	1	3	2	0	0	2	0	0	0	0	0		0		0
	%	100.00	80.95	4.76	14.29	9.52	0.00	0.00	9.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	109	85	2	22	5	0	0	2	1	0	1	0	0		1		0
	%	100.00	77.98	1.83	20.18	4.59	0.00	0.00	1.83	0.92	0.00	0.92	0.00	0.00	0.00	0.92	0.00	0.00
CG-07	#	275	237	6	32	6	0	0	3	0	0	0	0	0		2		1
	%	100.00	86.18	2.18	11.64	2.18	0.00	0.00	1.09	0.00	0.00	0.00	0.00	0.00	0.00	0.73	0.00	0.36
CG-08	#	68	53	0	15	3	1	0	2	0	0	0	0	0		0		0
	%	100.00	77.94	0.00	22.06	4.41	1.47	0.00	2.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	213	175	8	30	6	0	0	2	0	0	1	0	1		2		0
	%	100.00	82.16	3.76	14.08	2.82	0.00	0.00	0.94	0.00	0.00	0.47	0.00	0.47	0.00	0.94	0.00	0.00
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0		0		0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-11	#	287	236	7	44	8	0	0	3	3	0	0	0	1		1		0
	%	100.00	82.23	2.44	15.33	2.79	0.00	0.00	1.05	1.05	0.00	0.00	0.00	0.35	0.00	0.35	0.00	0.00

CG-12	#	953	797	17	139	30	0	5	15	3	1	2	2	2		0		0
	%	100.00	83.63	1.78	14.59	3.15	0.00	0.52	1.57	0.31	0.10	0.21	0.21	0.21	0.00	0.00	0.00	0.00
CG-13	#	919	781	19	119	28	0	0	12	0	0	5	4	2		5		0
	%	100.00	84.98	2.07	12.95	3.05	0.00	0.00	1.31	0.00	0.00	0.54	0.44	0.22	0.00	0.54	0.00	0.00
CG-14	#	1227	1078	18	131	22	1	2	7	6	1	1	3	1		0		0
	%	100.00	87.86	1.47	10.68	1.79	0.08	0.16	0.57	0.49	0.08	0.08	0.24	0.08	0.00	0.00	0.00	0.00
CG-15	#	638	567	13	58	12	0	1	8	1	0	0	1	0		1		0
	%	100.00	88.87	2.04	9.09	1.88	0.00	0.16	1.25	0.16	0.00	0.00	0.16	0.00	0.00	0.16	0.00	0.00
Total CG Employees	#	4789	4098	94	597	122	2	8	56	14	2	10	10	7	0	12	0	1
	%	100.00	85.57	1.96	12.47	2.55	0.04	0.17	1.17	0.29	0.04	0.21	0.21	0.15	0.00	0.25	0.00	0.02
AL	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	442	396	3	43	10	0	0	6	2	0	2	0	0	0	0	0	0
	%	100.00	89.59	0.68	9.73	2.26	0.00	0.00	1.36	0.45	0.00	0.45	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	196	171	4	21	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.24	2.04	10.71	0.51	0.00	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX	#	11	10	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	90.91	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	131	116	2	13	2	0	0	1	0	0	0	0	0	0	0	0	1
	%	100.00	88.55	1.53	9.92	1.53	0.00	0.00	0.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.76
Other Senior Pay	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay	#	783	696	10	77	13	0	1	7	2	0	2	0	0	0	0	0	1
	%	100.00	88.89	1.28	9.83	1.66	0.00	0.13	0.89	0.26	0.00	0.26	0.00	0.00	0.00	0.00	0.00	0.13
CG-1 to CG-10	#	765	639	20	106	22	1	0	11	1	0	2	0	1	0	5	0	1
	%	100.00	83.53	2.61	13.86	2.88	0.13	0.00	1.44	0.13	0.00	0.26	0.00	0.13	0.00	0.65	0.00	0.13
CG-11 to Senior Pay	#	4807	4155	84	568	113	1	9	52	15	2	10	10	6	0	7	0	1
	%	100.00	86.44	1.75	11.82	2.35	0.02	0.19	1.08	0.31	0.04	0.21	0.21	0.12	0.00	0.15	0.00	0.02

Table B4P: WAGE GRADE (WG) (PERMANENT) Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-08	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Employees	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B4T: GENERAL SCHEDULE (GS) GRADES (TEMPORARY) Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04	#	123	108	6	9	3	0	0	0	2	0	0	0	0	0	1	0	0
	%	100.00	87.80	4.88	7.32	2.44	0.00	0.00	0.00	1.63	0.00	0.00	0.00	0.00	0.00	0.81	0.00	0.00
CG-05	#	8	5	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	62.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07	#	114	93	9	12	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	81.58	7.89	10.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	95	84	2	9	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00	88.42	2.11	9.47	2.11	0.00	0.00	1.05	0.00	0.00	0.00	0.00	0.00	0.00	1.05	0.00	0.00
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-11	#	9	6	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total CG Employees	#	369	314	19	36	5	0	0	1	2	0	0	0	0	0	2	0	0
	%	100.00	85.09	5.15	9.76	1.36	0.00	0.00	0.27	0.54	0.00	0.00	0.00	0.00	0.00	0.54	0.00	0.00
AL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-1 to CG-10	#	351	300	19	32	5	0	0	1	2	0	0	0	0	0	2	0	0
	%	100.00	85.47	5.41	9.12	1.42	0.00	0.00	0.28	0.57	0.00	0.00	0.00	0.00	0.00	0.57	0.00	0.00
CG-11 to Senior Pay	#	23	18	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	78.26	0.00	21.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B4T: WAGE GRADE (WG) (TEMPORARY) Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Employees	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B5P: SALARY (PERMANENT) Distribution by Disability (Participation Rate)

Salary Range		Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
Up to \$20,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000	#	10	7	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	70.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000	#	87	81	1	5	1	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00	93.10	1.15	5.75	1.15	0.00	0.00	0.00	0.00	0.00	1.15	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000	#	187	158	4	25	5	0	0	1	1	0	0	0	0	0	3	0	0
	%	100.00	84.49	2.14	13.37	2.67	0.00	0.00	0.53	0.53	0.00	0.00	0.00	0.00	0.00	1.60	0.00	0.00
\$60,001-\$70,000	#	213	178	9	26	5	0	0	3	0	0	0	0	0	0	2	0	0
	%	100.00	83.57	4.23	12.21	2.35	0.00	0.00	1.41	0.00	0.00	0.00	0.00	0.00	0.00	0.94	0.00	0.00
\$70,001-\$80,000	#	190	158	2	30	9	0	0	5	1	0	1	0	1	0	0	0	1
	%	100.00	83.16	1.05	15.79	4.74	0.00	0.00	2.63	0.53	0.00	0.53	0.00	0.53	0.00	0.00	0.00	0.53
\$80,001-\$90,000	#	266	226	2	38	10	0	0	6	1	0	0	1	2	0	0	0	0
	%	100.00	84.96	0.75	14.29	3.76	0.00	0.00	2.26	0.38	0.00	0.00	0.38	0.75	0.00	0.00	0.00	0.00
\$90,001-\$100,000	#	322	260	8	54	10	1	0	7	0	0	0	0	0	0	2	0	0
	%	100.00	80.75	2.48	16.77	3.11	0.31	0.00	2.17	0.00	0.00	0.00	0.00	0.00	0.00	0.62	0.00	0.00
\$100,001-\$110,000	#	327	274	5	48	5	0	0	4	0	0	0	0	0	0	1	0	0
	%	100.00	83.79	1.53	14.68	1.53	0.00	0.00	1.22	0.00	0.00	0.00	0.00	0.00	0.00	0.31	0.00	0.00
\$110,001-\$120,000	#	282	240	9	33	7	0	0	2	2	0	0	1	2	0	0	0	0
	%	100.00	85.11	3.19	11.70	2.48	0.00	0.00	0.71	0.71	0.00	0.00	0.35	0.71	0.00	0.00	0.00	0.00
	#	359	295	8	56	10	0	4	1	2	0	0	2	0	0	1	0	0

\$120,001- \$130,000	%	100.00	82.17	2.23	15.60	2.79	0.00	1.11	0.28	0.56	0.00	0.00	0.56	0.00	0.00	0.28	0.00	0.00
\$130,001- \$140,000	#	284	248	5	31	5	0	1	1	0	0	2	1	0	0	0	0	0
	%	100.00	87.32	1.76	10.92	1.76	0.00	0.35	0.35	0.00	0.00	0.70	0.35	0.00	0.00	0.00	0.00	0.00
\$140,001- \$150,000	#	290	245	6	39	8	0	1	5	1	0	0	1	0	0	0	0	0
	%	100.00	84.48	2.07	13.45	2.76	0.00	0.34	1.72	0.34	0.00	0.00	0.34	0.00	0.00	0.00	0.00	0.00
\$150,001- \$160,000	#	336	293	7	36	10	0	1	3	0	0	3	1	1	0	1	0	0
	%	100.00	87.20	2.08	10.71	2.98	0.00	0.30	0.89	0.00	0.00	0.89	0.30	0.30	0.00	0.30	0.00	0.00
\$161,001- \$170,000	#	254	220	3	31	7	0	0	4	0	1	1	0	0	0	1	0	0
	%	100.00	86.61	1.18	12.20	2.76	0.00	0.00	1.57	0.00	0.39	0.39	0.00	0.00	0.00	0.39	0.00	0.00
\$170,001- \$180,000	#	350	308	9	33	6	0	0	2	1	1	2	0	0	0	0	0	0
	%	100.00	88.00	2.57	9.43	1.71	0.00	0.00	0.57	0.29	0.29	0.57	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater	#	1818	1606	24	188	37	1	2	19	7	0	2	3	1	0	1	0	1
	%	100.00	88.34	1.32	10.34	2.04	0.06	0.11	1.05	0.39	0.00	0.11	0.17	0.06	0.00	0.06	0.00	0.06

Table B5T: SALARY (TEMPORARY) Distribution by Disability (Participation Rate)

Salary Range		Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
Up to \$20,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000	#	38	34	0	4	2	0	0	0	1	0	0	0	0	0	1	0	0
	%	100.00	89.47	0.00	10.53	5.26	0.00	0.00	0.00	2.63	0.00	0.00	0.00	0.00	0.00	2.63	0.00	0.00
\$40,001-\$50,000	#	97	84	7	6	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	86.60	7.22	6.19	1.03	0.00	0.00	0.00	1.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000	#	86	69	6	11	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	80.23	6.98	12.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000	#	87	74	4	9	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00	85.06	4.60	10.34	2.30	0.00	0.00	1.15	0.00	0.00	0.00	0.00	0.00	0.00	1.15	0.00	0.00
\$70,001-\$80,000	#	39	35	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	89.74	5.13	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000	#	8	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

\$120,001- \$130,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001- \$140,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001- \$150,000	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001- \$160,000	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$161,001- \$170,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001- \$180,000	#	4	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B6P: MISSION CRITICAL OCCUPATIONS (PERMANENT) Distribution by Disability (Participation Rate)

Mission Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
501 Goal	%				12.00	2.00													
General Business and Industry (1101)	#	275	216	3	56	7	0	0	4	0	0	1	1	1		0	0	0	
	%	100.00	78.55	1.09	20.36	2.55	0.00	0.00	1.45	0.00	0.00	0.36	0.36	0.36	0.00	0.00	0.00	0.00	
CG-09	#	2	1	1	0	0	0	0	0	0	0	0	0	0		0	0	0	
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CG-11	#	3	3	0	0	0	0	0	0	0	0	0	0	0		0	0	0	
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CG-12	#	22	15	1	6	0	0	0	0	0	0	0	0	0		0	0	0	
	%	100.00	68.18	4.55	27.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CG-13	#	33	19	1	13	1	0	0	1	0	0	0	0	0		0	0	0	
	%	100.00	57.58	3.03	39.39	3.03	0.00	0.00	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CG-14	#	95	75	0	20	3	0	0	1	0	0	1	0	1		0	0	0	
	%	100.00	78.95	0.00	21.05	3.16	0.00	0.00	1.05	0.00	0.00	1.05	0.00	1.05	0.00	0.00	0.00	0.00	
CG-15	#	51	43	0	8	2	0	0	1	0	0	0	1	0		0	0	0	
	%	100.00	84.31	0.00	15.69	3.92	0.00	0.00	1.96	0.00	0.00	0.00	1.96	0.00	0.00	0.00	0.00	0.00	
CM-01	#	28	24	0	4	1	0	0	1	0	0	0	0	0		0	0	0	
	%	100.00	85.71	0.00	14.29	3.57	0.00	0.00	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CM-02	#	39	34	0	5	0	0	0	0	0	0	0	0	0		0	0	0	
	%	100.00	87.18	0.00	12.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CX	#	1	1	0	0	0	0	0	0	0	0	0	0	0		0	0	0	

	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Internal Competitive Promotions

Vacancy Announcements	#	13																	
Relevant Applicant Pool	%																		
Internal Applications	#	147	72	64	11	1	0	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	48.98	43.54	7.48	0.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.68	0.00	0.00
Qualified Internal Applicants	#	96	47	45	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	48.96	46.88	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	90	44	42	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	48.89	46.67	4.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	21	10	10	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	47.62	47.62	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	18																
Voluntarily Identified	#	613	341	177	95	42	0	13	8	8	0	4	4	3	0	17	0	0
	%	100.00	55.63	28.87	15.50	6.85	0.00	2.12	1.31	1.31	0.00	0.65	0.65	0.49	0.00	2.77	0.00	0.00
Qualified External Applicants	#	308	187	73	48	13	0	3	4	2	0	3	3	2	0	1	0	0
	%	100.00	60.71	23.70	15.58	4.22	0.00	0.97	1.30	0.65	0.00	0.97	0.97	0.65	0.00	0.32	0.00	0.00
Referred Applicants	#	92	42	28	22	7	0	2	3	1	0	1	2	0	0	1	0	0

	%	100.00	45.65	30.43	23.91	7.61	0.00	2.17	3.26	1.09	0.00	1.09	2.17	0.00	0.00	1.09	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	18	7	9	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	38.89	50.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Economist (0110)	#	68	56	4	8	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	82.35	5.88	11.76	1.47	0.00	0.00	0.00	1.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-11	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	6	4	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	83.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	39	31	3	5	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	79.49	7.69	12.82	2.56	0.00	0.00	0.00	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Internal Competitive Promotions

Vacancy Announcements	#	2																
Relevant Applicant Pool	%																	
Internal Applications	#	11	4	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	36.36	63.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	9	3	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	9	3	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	3																
Voluntarily Identified	#	39	17	16	6	4	0	0	1	0	0	1	0	0	0	2	0	0
	%	100.00	43.59	41.03	15.38	10.26	0.00	0.00	2.56	0.00	0.00	2.56	0.00	0.00	0.00	5.13	0.00	0.00
Qualified External Applicants	#	11	4	5	2	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	36.36	45.45	18.18	9.09	0.00	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	11	4	5	2	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	36.36	45.45	18.18	9.09	0.00	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

External Selections	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Financial Institution Examining (0570)	#	2575	2285	37	253	57	1	5	31	5	2	3	3	3	0	4	0	0
	%	100.00	88.74	1.44	9.83	2.21	0.04	0.19	1.20	0.19	0.08	0.12	0.12	0.12	0.00	0.16	0.00	0.00
CG-07	#	191	166	5	20	4	0	0	2	0	0	0	0	0	0	2	0	0
	%	100.00	86.91	2.62	10.47	2.09	0.00	0.00	1.05	0.00	0.00	0.00	0.00	0.00	0.00	1.05	0.00	0.00
CG-09	#	132	111	6	15	1	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00	84.09	4.55	11.36	0.76	0.00	0.00	0.00	0.00	0.00	0.76	0.00	0.00	0.00	0.00	0.00	0.00
CG-11	#	132	114	1	17	3	0	0	2	1	0	0	0	0	0	0	0	0
	%	100.00	86.36	0.76	12.88	2.27	0.00	0.00	1.52	0.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	675	575	9	91	20	0	4	10	2	1	0	1	2	0	0	0	0
	%	100.00	85.19	1.33	13.48	2.96	0.00	0.59	1.48	0.30	0.15	0.00	0.15	0.30	0.00	0.00	0.00	0.00
CG-13	#	442	403	7	32	10	0	0	6	0	0	1	0	1	0	2	0	0
	%	100.00	91.18	1.58	7.24	2.26	0.00	0.00	1.36	0.00	0.00	0.23	0.00	0.23	0.00	0.45	0.00	0.00
CG-14	#	539	494	7	38	10	1	1	3	2	1	0	2	0	0	0	0	0
	%	100.00	91.65	1.30	7.05	1.86	0.19	0.19	0.56	0.37	0.19	0.00	0.37	0.00	0.00	0.00	0.00	0.00
CG-15	#	143	127	1	15	4	0	0	4	0	0	0	0	0	0	0	0	0
	%	100.00	88.81	0.70	10.49	2.80	0.00	0.00	2.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	264	242	1	21	5	0	0	4	0	0	1	0	0	0	0	0	0
	%	100.00	91.67	0.38	7.95	1.89	0.00	0.00	1.52	0.00	0.00	0.38	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	56	52	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	92.86	0.00	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Internal Competitive Promotions																		
Vacancy Announcements	#	99																
Relevant Applicant Pool	%																	
Internal Applications	#	781	373	384	24	17	2	4	5	1	0	0	0	1	0	10	0	0
	%	100.00	47.76	49.17	3.07	2.18	0.26	0.51	0.64	0.13	0.00	0.00	0.00	0.13	0.00	1.28	0.00	0.00
Qualified Internal Applicants	#	741	353	369	19	15	1	4	5	1	0	0	0	1	0	8	0	0
	%	100.00	47.64	49.80	2.56	2.02	0.13	0.54	0.67	0.13	0.00	0.00	0.00	0.13	0.00	1.08	0.00	0.00
Referred Applicants	#	683	324	342	17	13	1	4	5	0	0	0	0	1	0	7	0	0
	%	100.00	47.44	50.07	2.49	1.90	0.15	0.59	0.73	0.00	0.00	0.00	0.00	0.15	0.00	1.02	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	177	75	98	4	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00	42.37	55.37	2.26	1.13	0.00	0.00	0.56	0.00	0.00	0.00	0.00	0.00	0.00	0.56	0.00	0.00
New Hires																		
Vacancy Announcements	#	8																
Voluntarily Identified	#	941	581	283	77	43	2	3	10	6	0	5	7	1	0	14	1	0
	%	100.00	61.74	30.07	8.18	4.57	0.21	0.32	1.06	0.64	0.00	0.53	0.74	0.11	0.00	1.49	0.11	0.00
Qualified External Applicants	#	574	362	169	43	24	1	0	7	5	0	2	3	1	0	6	1	0
	%	100.00	63.07	29.44	7.49	4.18	0.17	0.00	1.22	0.87	0.00	0.35	0.52	0.17	0.00	1.05	0.17	0.00
Referred Applicants	#	178	100	57	21	9	0	0	2	3	0	1	2	0	0	1	0	0
	%	100.00	56.18	32.02	11.80	5.06	0.00	0.00	1.12	1.69	0.00	0.56	1.12	0.00	0.00	0.56	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	35	18	14	3	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	51.43	40.00	8.57	2.86	0.00	0.00	0.00	2.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B6T: MISSION CRITICAL OCCUPATIONS (TEMPORARY) Distribution by Disability (Participation Rate)

Mission Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02 03 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (62)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
501 Goal	%				12.00	2.00													
General Business and Industry (1101)	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CG-12	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CG-14	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Internal Competitive Promotions																			
Vacancy Announcements	#	1																	
Relevant Applicant Pool	%																		
Internal Applications	#	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Qualified Internal Applicants	#	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Referred Applicants	#	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

	%	100.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	0																
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Economist (0110)	#	13	11	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	84.62	0.00	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	9	7	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	77.78	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Internal Competitive Promotions

Vacancy Announcements	#	0																
Relevant Applicant Pool	%																	
Internal Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	0																
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Financial Institution Examining (0570)	#	184	157	11	16	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00	85.33	5.98	8.70	1.09	0.00	0.00	0.54	0.00	0.00	0.00	0.00	0.00	0.00	0.54	0.00	0.00
CG-07	#	98	79	9	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	80.61	9.18	10.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	83	75	2	6	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00	90.36	2.41	7.23	2.41	0.00	0.00	1.20	0.00	0.00	0.00	0.00	0.00	0.00	1.20	0.00	0.00
CG-11	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	28																
Relevant Applicant Pool	%																	
Internal Applications	#	250	128	118	4	2	0	1	1	0	0	0	0	0	0	0	0	0
	%	100.00	51.20	47.20	1.60	0.80	0.00	0.40	0.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	233	122	107	4	2	0	1	1	0	0	0	0	0	0	0	0	0
	%	100.00	52.36	45.92	1.72	0.86	0.00	0.43	0.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	201	106	92	3	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	52.74	45.77	1.49	0.50	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	37	19	17	1	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	51.35	45.95	2.70	2.70	0.00	2.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

New Hires																		
Vacancy Announcements	#	0																
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B7: SENIOR GRADE LEVELS (PERMANENT) Distribution by Disability (Participation Rate)

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
501 Goal	%				12.00	2.00													
Total Senior Grades	#	3567	3122	60	385	75	1	4	34	9	1	8	8	3	0	6	0	1	
	%	100.00	87.52	1.68	10.79	2.10	0.03	0.11	0.95	0.25	0.03	0.22	0.22	0.08	0.00	0.17	0.00	0.03	
Internal Competitive Promotions																			
SES or Equivalent:	#	144	128	3	13	2	0	0	1	0	0	0	0	0	0	0	0	0	1
	%	100.00	88.89	2.08	9.03	1.39	0.00	0.00	0.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.69
Internal Competitive Promotions																			
Vacancy Announcements	#	6																	
Relevant Applicant Pool	%																		
Internal Applications	#	43	25	16	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	58.14	37.21	4.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	29	17	11	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	58.62	37.93	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	29	17	11	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	58.62	37.93	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	7																
Voluntarily Identified	#	412	205	179	28	13	1	3	2	2	0	1	1	0	0	4	0	0
	%	100.00	49.76	43.45	6.80	3.16	0.24	0.73	0.49	0.49	0.00	0.24	0.24	0.00	0.00	0.97	0.00	0.00
Qualified External Applicants	#	103	57	46	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	55.34	44.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	47	25	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	53.19	46.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	6	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GS-15 or Equivalent:	#	1277	1135	20	122	23	0	2	14	3	0	2	1	0	0	1	0	0
	%	100.00	88.88	1.57	9.55	1.80	0.00	0.16	1.10	0.23	0.00	0.16	0.08	0.00	0.00	0.08	0.00	0.00

Internal Competitive Promotions

Vacancy Announcements	#	55																
Relevant Applicant Pool	%																	
Internal Applications	#	368	145	209	14	5	2	1	1	0	0	1	0	1	1	2	0	0
	%	100.00	39.40	56.79	3.80	1.36	0.54	0.27	0.27	0.00	0.00	0.27	0.00	0.27	0.27	0.54	0.00	0.00
Qualified Internal Applicants	#	295	118	169	8	3	0	1	1	0	0	1	0	1	1	0	0	0
	%	100.00	40.00	57.29	2.71	1.02	0.00	0.34	0.34	0.00	0.00	0.34	0.00	0.34	0.34	0.00	0.00	0.00
Referred Applicants	#	282	116	159	7	3	0	1	1	0	0	1	0	1	1	0	0	0
	%	100.00	41.13	56.38	2.48	1.06	0.00	0.35	0.35	0.00	0.00	0.35	0.00	0.35	0.35	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	65	30	34	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	46.15	52.31	1.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	38																
Voluntarily Identified	#	1662	881	641	140	62	0	6	7	8	0	5	6	6	1	34	0	4
	%	100.00	53.01	38.57	8.42	3.73	0.00	0.36	0.42	0.48	0.00	0.30	0.36	0.36	0.06	2.05	0.00	0.24
Qualified External Applicants	#	508	275	202	31	12	0	1	1	0	0	2	1	3	0	4	0	0
	%	100.00	54.13	39.76	6.10	2.36	0.00	0.20	0.20	0.00	0.00	0.39	0.20	0.59	0.00	0.79	0.00	0.00
Referred Applicants	#	358	187	153	18	7	0	1	0	0	0	1	0	3	0	2	0	0
	%	100.00	52.23	42.74	5.03	1.96	0.00	0.28	0.00	0.00	0.00	0.28	0.00	0.84	0.00	0.56	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	39	22	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	56.41	43.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GS-14 or Equivalent:	#	1227	1078	18	131	22	1	2	7	6	1	1	3	1	0	0	0	0
	%	100.00	87.86	1.47	10.68	1.79	0.08	0.16	0.57	0.49	0.08	0.08	0.24	0.08	0.00	0.00	0.00	0.00

Internal Competitive Promotions

Vacancy Announcements	#	43																
Relevant Applicant Pool	%																	
Internal Applications	#	332	165	155	12	8	2	0	4	0	0	0	0	0	0	4	0	0
	%	100.00	49.70	46.69	3.61	2.41	0.60	0.00	1.20	0.00	0.00	0.00	0.00	0.00	0.00	1.20	0.00	0.00
Qualified Internal Applicants	#	254	121	123	10	6	2	0	4	0	0	0	0	0	0	2	0	0
	%	100.00	47.64	48.43	3.94	2.36	0.79	0.00	1.57	0.00	0.00	0.00	0.00	0.00	0.00	0.79	0.00	0.00
Referred Applicants	#	242	116	116	10	6	2	0	4	0	0	0	0	0	0	2	0	0
	%	100.00	47.93	47.93	4.13	2.48	0.83	0.00	1.65	0.00	0.00	0.00	0.00	0.00	0.00	0.83	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	68	25	39	4	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	36.76	57.35	5.88	1.47	0.00	0.00	1.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	37																
Voluntarily Identified	#	2201	1140	879	182	67	0	10	14	12	0	13	3	6	1	24	0	5
	%	100.00	51.79	39.94	8.27	3.04	0.00	0.45	0.64	0.55	0.00	0.59	0.14	0.27	0.05	1.09	0.00	0.23
Qualified External Applicants	#	818	395	358	65	20	0	1	3	4	0	5	2	1	1	7	0	0
	%	100.00	48.29	43.77	7.95	2.44	0.00	0.12	0.37	0.49	0.00	0.61	0.24	0.12	0.12	0.86	0.00	0.00
Referred Applicants	#	605	285	269	51	18	0	1	1	4	0	4	2	1	1	7	0	0
	%	100.00	47.11	44.46	8.43	2.98	0.00	0.17	0.17	0.66	0.00	0.66	0.33	0.17	0.17	1.16	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	43	14	24	5	2	0	0	0	1	0	0	0	0	0	1	0	0
	%	100.00	32.56	55.81	11.63	4.65	0.00	0.00	0.00	2.33	0.00	0.00	0.00	0.00	0.00	2.33	0.00	0.00

Career Development Program

Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GS-13 or Equivalent:	#	919	781	19	119	28	0	0	12	0	0	5	4	2	0	5	0	0
	%	100.00	84.98	2.07	12.95	3.05	0.00	0.00	1.31	0.00	0.00	0.54	0.44	0.22	0.00	0.54	0.00	0.00

Internal Competitive Promotions

Vacancy Announcements	#	78																
Relevant Applicant Pool	%																	
Internal Applications	#	532	264	246	22	8	0	2	1	1	0	0	0	0	0	6	0	0
	%	100.00	49.62	46.24	4.14	1.50	0.00	0.38	0.19	0.19	0.00	0.00	0.00	0.00	0.00	1.13	0.00	0.00
Qualified Internal Applicants	#	482	237	230	15	7	0	2	1	1	0	0	0	0	0	5	0	0
	%	100.00	49.17	47.72	3.11	1.45	0.00	0.41	0.21	0.21	0.00	0.00	0.00	0.00	0.00	1.04	0.00	0.00
Referred Applicants	#	447	217	217	13	5	0	2	1	0	0	0	0	0	0	4	0	0
	%	100.00	48.55	48.55	2.91	1.12	0.00	0.45	0.22	0.00	0.00	0.00	0.00	0.00	0.00	0.89	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	125	62	61	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	49.60	48.80	1.60	0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.80	0.00	0.00

New Hires

Vacancy Announcements	#	36																
Voluntarily Identified	#	2436	1343	891	202	69	0	11	20	10	1	11	3	5	0	20	0	3
	%	100.00	55.13	36.58	8.29	2.83	0.00	0.45	0.82	0.41	0.04	0.45	0.12	0.21	0.00	0.82	0.00	0.12
Qualified External Applicants	#	843	460	319	64	16	0	4	7	3	0	2	0	0	0	4	0	0
	%	100.00	54.57	37.84	7.59	1.90	0.00	0.47	0.83	0.36	0.00	0.24	0.00	0.00	0.00	0.47	0.00	0.00
Referred Applicants	#	539	281	206	52	11	0	2	6	1	0	2	0	0	0	3	0	0
	%	100.00	52.13	38.22	9.65	2.04	0.00	0.37	1.11	0.19	0.00	0.37	0.00	0.00	0.00	0.56	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	38	20	14	4	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	52.63	36.84	10.53	2.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.63	0.00	0.00

Career Development Program

Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Note: EEOC instructed the FDIC that the definition of career development program/opportunities for this table requires competition to participate in training that would qualify employees for a promotion. The FDIC has no career development programs as defined in the instructions to MD-715 and as confirmed by EEOC. While the FDIC does not have career development programs that, upon completion, necessarily “qualify a participant for a promotion,” all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner’s promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex, or disability.

Table B8: MANAGEMENT POSITIONS (PERMANENT) Distribution by Disability (Participation Rate)

Upward Mobility to Management Positions		Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
Total Management	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Executives	#	133	118	2	13	2	0	0	1	0	0	0	0	0	0	0	0	1
	%	100.00	88.72	1.50	9.77	1.50	0.00	0.00	0.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.75
EM	#	131	116	2	13	2	0	0	1	0	0	0	0	0	0	0	0	1
	%	100.00	88.55	1.53	9.92	1.53	0.00	0.00	0.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.76
EX	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	5																
Relevant Applicant Pool	%																	
Internal Applications	#	19	10	7	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	52.63	36.84	10.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	17	9	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	52.94	41.18	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	17	9	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	52.94	41.18	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	6																
Voluntarily Identified	#	395	196	174	25	11	1	3	0	2	0	1	1	0	0	4	0	0
	%	100.00	49.62	44.05	6.33	2.78	0.25	0.76	0.00	0.51	0.00	0.25	0.25	0.00	0.00	1.01	0.00	0.00
Qualified External Applicants	#	99	54	45	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	54.55	45.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	43	22	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	51.16	48.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	5	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	40.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Managers	#	196	171	4	21	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.24	2.04	10.71	0.51	0.00	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	196	171	4	21	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.24	2.04	10.71	0.51	0.00	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Internal Competitive Promotions

Vacancy Announcements	#	14																
Relevant Applicant Pool	%																	
Internal Applications	#	78	26	50	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	33.33	64.10	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	60	21	38	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	35.00	63.33	1.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	62	22	39	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	35.48	62.90	1.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	14	9	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	64.29	35.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	9																
Voluntarily Identified	#	67	30	29	8	5	0	0	1	0	0	1	1	0	1	2	0	0
	%	100.00	44.78	43.28	11.94	7.46	0.00	0.00	1.49	0.00	0.00	1.49	1.49	0.00	1.49	2.99	0.00	0.00
Qualified External Applicants	#	31	11	16	4	1	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00	35.48	51.61	12.90	3.23	0.00	0.00	0.00	0.00	0.00	3.23	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	31	12	15	4	1	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00	38.71	48.39	12.90	3.23	0.00	0.00	0.00	0.00	0.00	3.23	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	9	4	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	44.44	55.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Supervisors																		
Supervisors	#	478	425	3	50	12	0	0	6	3	0	2	1	0	0	0	0	0
	%	100.00	88.91	0.63	10.46	2.51	0.00	0.00	1.26	0.63	0.00	0.42	0.21	0.00	0.00	0.00	0.00	0.00
CG-12																		
CG-12	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13																		
CG-13	#	16	12	0	4	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00	75.00	0.00	25.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00	0.00	0.00	0.00	0.00
CG-14																		
CG-14	#	17	14	0	3	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	82.35	0.00	17.65	5.88	0.00	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15																		
CG-15	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01																		
CM-01	#	442	396	3	43	10	0	0	6	2	0	2	0	0	0	0	0	0
	%	100.00	89.59	0.68	9.73	2.26	0.00	0.00	1.36	0.45	0.00	0.45	0.00	0.00	0.00	0.00	0.00	0.00

Internal Competitive Promotions

Vacancy Announcements	#	20																
Relevant Applicant Pool	%																	
Internal Applications	#	122	59	60	3	2	0	1	0	0	0	1	0	1	1	0	0	0
	%	100.00	48.36	49.18	2.46	1.64	0.00	0.82	0.00	0.00	0.00	0.82	0.00	0.82	0.82	0.00	0.00	0.00
Qualified Internal Applicants	#	104	50	52	2	2	0	1	0	0	0	1	0	1	1	0	0	0
	%	100.00	48.08	50.00	1.92	1.92	0.00	0.96	0.00	0.00	0.00	0.96	0.00	0.96	0.96	0.00	0.00	0.00
Referred Applicants	#	102	48	51	3	2	0	1	0	0	0	1	0	1	1	0	0	0
	%	100.00	47.06	50.00	2.94	1.96	0.00	0.98	0.00	0.00	0.00	0.98	0.00	0.98	0.98	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	25	9	15	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	36.00	60.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	11																
Voluntarily Identified	#	842	419	354	69	26	0	2	6	2	0	2	2	2	0	12	0	2
	%	100.00	49.76	42.04	8.19	3.09	0.00	0.24	0.71	0.24	0.00	0.24	0.24	0.24	0.00	1.43	0.00	0.24
Qualified External Applicants	#	301	149	133	19	4	0	1	1	0	0	1	0	0	0	1	0	0
	%	100.00	49.50	44.19	6.31	1.33	0.00	0.33	0.33	0.00	0.00	0.33	0.00	0.00	0.00	0.33	0.00	0.00
Referred Applicants	#	232	110	110	12	2	0	1	0	0	0	0	0	0	0	1	0	0
	%	100.00	47.41	47.41	5.17	0.86	0.00	0.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.43	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	10	4	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	40.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Career Development Program																		
Slots for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Note: EEOC instructed the FDIC that the definition of career development program/opportunities for this table requires competition to participate in training that would qualify employees for a promotion. The FDIC has no career development programs as defined in the instructions to MD-715 and as confirmed by EEOC. While the FDIC does not have career development programs that, upon completion, necessarily “qualify a participant for a promotion,” all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner’s promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex, or disability.

Table B9 1: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) Distribution by Disability (Participation Rate)

Recognition and Awards		Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Time Off Awards																		
Time-Off Awards: 1-10 hours	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	25	17	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	8.33	8.50	0.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 11-20 hours	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	47	35	0	12	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	15.50	17.25	0.00	12.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 21-30 hours	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	27	27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	27.00	27.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 31-40 hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 41 or more hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Cash Awards

Cash Awards: \$500 and Under	#	5525	4882	98	545	119	2	6	55	13	1	15	8	10	0	9	0	0
	%	100.00	88.36	1.77	9.86	2.15	0.04	0.11	1.00	0.24	0.02	0.27	0.14	0.18	0.00	0.16	0.00	0.00
Total Amount	\$	1766604	1564243	27585	174776	39450	550	1950	18900	4300	250	4500	2850	2900	0	3250	0	0
Average Amount	\$	319.75	320.41	281.48	320.69	331.51	275.00	325.00	343.64	330.77	250.00	300.00	356.25	290.00	0.00	361.11	0.00	0.00
Cash Awards: \$501 - \$999	#	265	233	5	27	5	0	2	3	0	0	0	0	0	0	0	0	0
	%	100.00	87.92	1.89	10.19	1.89	0.00	0.75	1.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	205258	180330	3750	21178	4153	0	1500	2653	0	0	0	0	0	0	0	0	0
Average Amount	\$	774.56	773.95	750.00	784.37	830.60	0.00	750.00	884.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$1000 - \$1999	#	1441	1282	21	138	26	1	2	13	4	0	3	2	1	0	0	0	0
	%	100.00	88.97	1.46	9.58	1.80	0.07	0.14	0.90	0.28	0.00	0.21	0.14	0.07	0.00	0.00	0.00	0.00
Total Amount	\$	1869609	1657568	29359	182682	33882	1236	3195	17651	5050	0	3200	2050	1500	0	0	0	0
Average Amount	\$	1297.44	1292.95	1398.05	1323.78	1303.15	1236.00	1597.50	1357.77	1262.50	0.00	1066.67	1025.00	1500.00	0.00	0.00	0.00	0.00
Cash Awards: \$2000 - \$2999	#	535	475	3	57	9	0	1	5	1	1	0	1	0	0	0	0	0
	%	100.00	88.79	0.56	10.65	1.68	0.00	0.19	0.93	0.19	0.19	0.00	0.19	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	1257085	1115907	6513	134665	22324	0	2500	12754	2472	2598	0	2000	0	0	0	0	0
Average Amount	\$	2349.69	2349.28	2171.00	2362.54	2480.44	0.00	2500.00	2550.80	2472.00	2598.00	0.00	2000.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$3000 - \$3999	#	274	238	3	33	9	0	0	4	0	0	1	1	2	0	1	0	0
	%	100.00	86.86	1.09	12.04	3.28	0.00	0.00	1.46	0.00	0.00	0.36	0.36	0.73	0.00	0.36	0.00	0.00
Total Amount	\$	949775	821521	10257	117997	30939	0	0	13393	0	0	3228	3929	7036	0	3353	0	0
Average Amount	\$	3466.33	3451.77	3419.00	3575.67	3437.67	0.00	0.00	3348.25	0.00	0.00	3228.00	3929.00	3518.00	0.00	3353.00	0.00	0.00
Cash Awards: \$4000 - \$4999	#	295	272	3	20	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	92.20	1.02	6.78	0.34	0.00	0.00	0.00	0.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	1308318	1207948	13524	86846	4410	0	0	0	4410	0	0	0	0	0	0	0	0

Average Amount	\$	4434.98	4440.99	4508.00	4342.30	4410.00	0.00	0.00	0.00	4410.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more	#	465	425	3	37	8	0	1	3	1	0	0	2	0	0	0	0	1
	%	100.00	91.40	0.65	7.96	1.72	0.00	0.22	0.65	0.22	0.00	0.00	0.43	0.00	0.00	0.00	0.00	0.22
Total Amount	\$	3155083	2904435	17310	233338	50760	0	7249	18394	6493	0	0	11814	0	0	0	0	6810
Average Amount	\$	6785.12	6833.96	5770.00	6306.43	6345.00	0.00	7249.00	6131.33	6493.00	0.00	0.00	5907.00	0.00	0.00	0.00	0.00	6810.00
Other Awards																		
Quality Step Increases (QSI)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit	\$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Average Benefit	\$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Performance Based Pay Increase	#	5442	4751	104	587	131	2	8	60	15	2	11	12	7	0	12	0	2
	%	100.00	87.30	1.91	10.79	2.41	0.04	0.15	1.10	0.28	0.04	0.20	0.22	0.13	0.00	0.22	0.00	0.04
Total Benefit	\$	1886716 1	1655711 4	371969	1938077	451901	5843	27594	197428	67276	5363	54372	33078	17354	0	34599	0	8994
Average Benefit	\$	3466.95	3484.97	3576.63	3301.67	3449.63	2921.50	3449.25	3290.47	4485.07	2681.50	4942.91	2756.50	2479.14	0.00	2883.25	0.00	4497.00

Table B9 2: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) Distribution by Disability (Inclusion Rate)

Recognition and Awards		Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02, 03, 06, 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Permanent Workforce	#	5575	4901	4797	104	674	135	2	9	63	16	2	12	10	7	0	12	0	2
Time Off Awards																			
Time-Off Awards: 1-10 hours	#	3	2	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.04	0.04	0.00	0.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	25	17	17	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.45	0.35	0.35	0.00	1.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 11-20 hours	#	3	2	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.04	0.04	0.00	0.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	47	35	35	0	12	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.84	0.71	0.72	0.00	1.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 21-30 hours	#	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.02	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	27	27	27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.48	0.55	0.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 31-40 hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Time-Off Awards: 41 or more hours	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards																			
Cash Awards: \$500 and Under	#	5525	4980	4882	98	545	119	2	6	55	13	1	15	8	10	0	9	0	0
	%	100.00	101.61	101.77	94.23	80.86	88.15	100.00	66.67	87.30	81.25	50.00	125.00	80.00	142.86	0.00	75.00	0.00	0.00
Total Amount	\$	1766604	1591828	1564243	27585	174776	39450	550	1950	18900	4300	250	4500	2850	2900	0	3250	0	0
Average Amount	\$	31687.96	32479.66	32608.78	26524.04	25931.16	29222.22	27500.00	21666.67	30000.00	26875.00	12500.00	37500.00	28500.00	41428.57	0.00	27083.33	0.00	0.00
Cash Awards: \$501 - \$999	#	265	238	233	5	27	5	0	2	3	0	0	0	0	0	0	0	0	0
	%	100.00	4.86	4.86	4.81	4.01	3.70	0.00	22.22	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	205258	184080	180330	3750	21178	4153	0	1500	2653	0	0	0	0	0	0	0	0	0
Average Amount	\$	3681.77	3755.98	3759.23	3605.77	3142.14	3076.30	0.00	16666.67	4211.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$1000 - \$1999	#	1441	1303	1282	21	138	26	1	2	13	4	0	3	2	1	0	0	0	0
	%	100.00	26.59	26.73	20.19	20.47	19.26	50.00	22.22	20.63	25.00	0.00	25.00	20.00	14.29	0.00	0.00	0.00	0.00
Total Amount	\$	1869609	1686927	1657568	29359	182682	33882	1236	3195	17651	5050	0	3200	2050	1500	0	0	0	0
Average Amount	\$	33535.58	34420.05	34554.25	28229.81	27104.15	25097.78	61800.00	35500.00	28017.46	31562.50	0.00	26666.67	20500.00	21428.57	0.00	0.00	0.00	0.00
Cash Awards: \$2000 - \$2999	#	535	478	475	3	57	9	0	1	5	1	1	0	1	0	0	0	0	0
	%	100.00	9.75	9.90	2.88	8.46	6.67	0.00	11.11	7.94	6.25	50.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	1257085	1122420	1115907	6513	134665	22324	0	2500	12754	2472	2598	0	2000	0	0	0	0	0
Average Amount	\$	22548.61	22901.86	23262.60	6262.50	19979.97	16536.30	0.00	27777.78	20244.44	15450.00	129900.00	0.00	20000.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$3000 - \$3999	#	274	241	238	3	33	9	0	0	4	0	0	1	1	2	0	1	0	0
	%	100.00	4.92	4.96	2.88	4.90	6.67	0.00	0.00	6.35	0.00	0.00	8.33	10.00	28.57	0.00	8.33	0.00	0.00
Total Amount	\$	949775	831778	821521	10257	117997	30939	0	0	13393	0	0	3228	3929	7036	0	3353	0	0
Average Amount	\$	17036.32	16971.60	17125.72	9862.50	17506.97	22917.78	0.00	0.00	21258.73	0.00	0.00	26900.00	39290.00	100514.29	0.00	27941.67	0.00	0.00
Cash Awards: \$4000 - \$4999	#	295	275	272	3	20	1	0	0	0	1	0	0	0	0	0	0	0	0

	%	100.00	5.61	5.67	2.88	2.97	0.74	0.00	0.00	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	1308318	1221472	1207948	13524	86846	4410	0	0	0	4410	0	0	0	0	0	0	0	0
Average Amount	\$	23467.59	24922.91	25181.32	13003.85	12885.16	3266.67	0.00	0.00	0.00	27562.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more	#	465	428	425	3	37	8	0	1	3	1	0	0	2	0	0	0	0	1
	%	100.00	8.73	8.86	2.88	5.49	5.93	0.00	11.11	4.76	6.25	0.00	0.00	20.00	0.00	0.00	0.00	0.00	50.00
Total Amount	\$	3155083	2921745	2904435	17310	233338	50760	0	7249	18394	6493	0	0	11814	0	0	0	0	6810
Average Amount	\$	56593.42	59615.28	60546.90	16644.23	34619.88	37600.00	0.00	80544.44	29196.83	40581.25	0.00	0.00	118140.00	0.00	0.00	0.00	0.00	340500.00

Other Awards

Quality Step Increases (QSI)	#		0																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit	\$		0.00																
Average Benefit	\$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Performance Based Pay Increase	#	5442	4855	4751	104	587	131	2	8	60	15	2	11	12	7	0	12	0	2
	%	100.00	99.06	99.04	100.00	87.09	97.04	100.00	88.89	95.24	93.75	100.00	91.67	120.00	100.00	0.00	100.00	0.00	100.00
Total Benefit	\$	18867161	16929083	16557114	371969	1938077	451901	5843	27594	197428	67276	5363	54372	33078	17354	0	34599	0	8994
Average Benefit	\$	338424.41	345421.00	345155.60	357662.50	287548.59	334741.48	292150.00	306600.00	313377.78	420475.00	268150.00	453100.00	330780.00	247914.29	0.00	288325.00	0.00	449700.00

NOTE: While the FDIC does not have career development programs that, upon completion, necessarily “qualify a participant for a promotion,” all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner’s promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex or disability. Since the FDIC does not have career development programs that, upon completion, “qualify a participant for a promotion,” an EEOC Technical Advisor advised the FDIC to include blank Tables A9 and B9 and annotate the tables with a note to the effect that FDIC has no career development programs as defined in the instructions to MD-715.

ATTACHMENT B

FDIC EEO Policy Statement



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

November 5, 2019

The FDIC's greatest asset is its employees, with their subject matter expertise and dedication to the agency's vital mission.

I am proud to reaffirm my commitment to the principles of equal opportunity, non-discrimination, diversity and inclusion, and equal access for all individuals across all our activities.


As an agency, we must ensure equal opportunity for all employees and applicants for employment regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, disability, age, genetic information, and status as a parent. These protections extend to all management practices and decisions, including recruitment and hiring, appraisals, promotions, transfers, reassignments, training and career development, benefits, separation, and retention efforts.

We are also committed to a fair and level playing field for all. As such, the FDIC provides reasonable accommodations to employees and applicants with disabilities, and for religious observances and practices.

The FDIC does not tolerate discrimination, harassment (including sexual harassment), or retaliation. Every allegation of these unlawful behaviors is taken seriously. Managers and supervisors will address harassment allegations immediately and appropriately. Retaliation against individuals for participating in the EEO complaint process or opposing discriminatory practices is prohibited.

We will continue to work together to cultivate an FDIC that is accessible, inclusive, and diverse—treating everyone with dignity and respect, while embracing our differences.

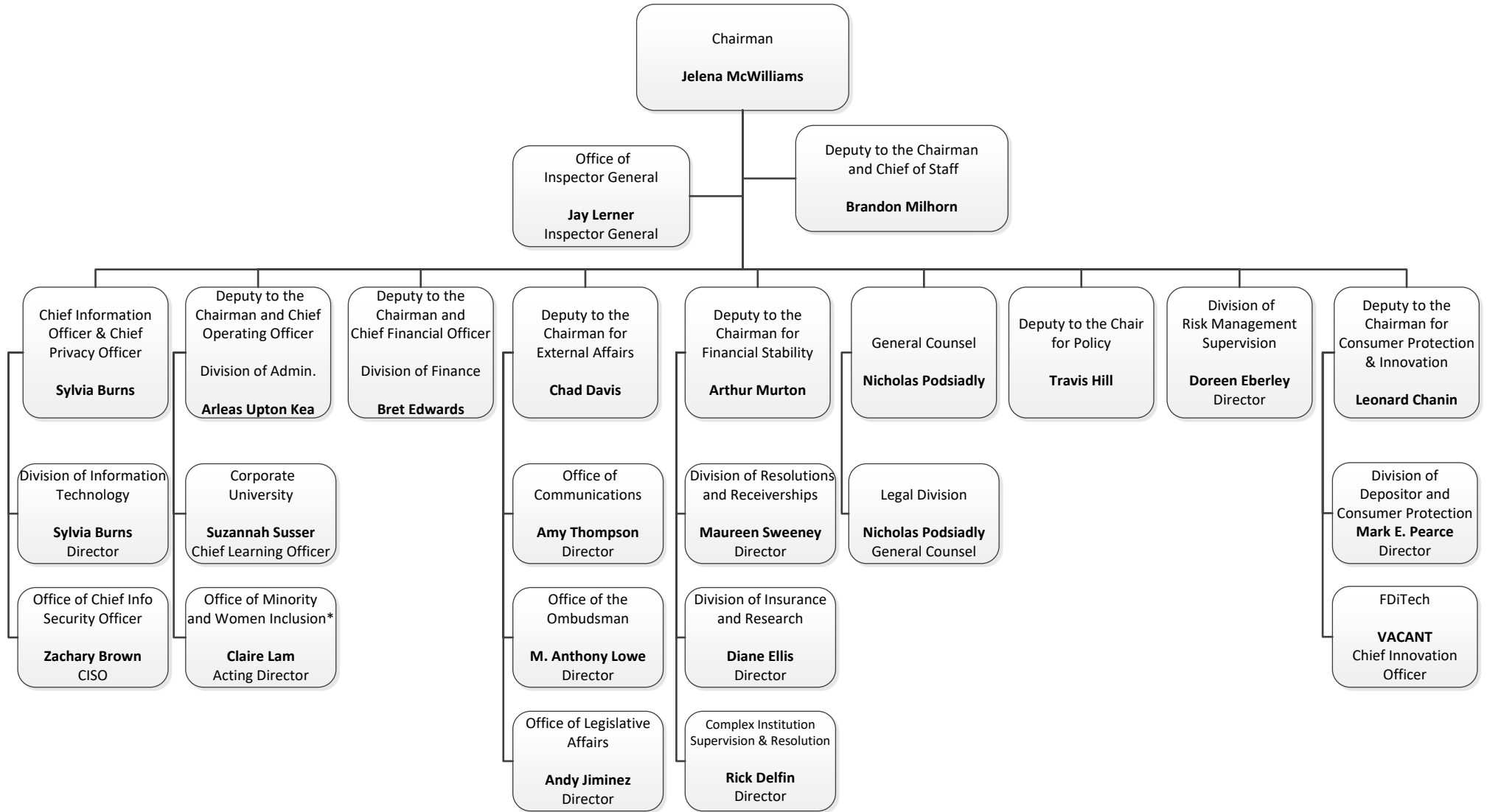
For more information on the FDIC's Equal Opportunity Policy and the Anti-Harassment Program, I encourage you to read [Circular 2710.1](#) and [Circular 2710.3](#). Bargaining unit employees may wish to review the grievance procedures included in the FDIC-NTEU Collective Bargaining Agreement related to equal employment opportunity.


Jelena McWilliams
Chairman

ATTACHMENT C

FDIC Organizational Chart

Federal Deposit Insurance Corporation



* OMWI Director reports directly to the Chairman

ATTACHMENT D

FDIC Circular 2710.3 - Anti-Harassment Program



FEDERAL DEPOSIT INSURANCE CORPORATION

DIRECTIVE SYSTEM

TYPE AND NUMBER

Circular 2710.3

CONTACT

Tony Pagano

TELEPHONE NUMBER

(703) 562-6062

DATE

December 8, 2015

DATE OF CANCELLATION (*Bulletins Only*)

TO: All Employees and Contractors

FROM: Segundo Pereira
Director, Office of Minority and Women Inclusion

SUBJECT: Anti-Harassment Program

1. Purpose

To document the Federal Deposit Insurance Corporation's (FDIC) Anti-Harassment Program and outline the requirements for FDIC employees to report allegations of harassment. To describe managers' and supervisors' responsibilities to maintain a harassment-free workplace and to take prompt and effective action when allegations of harassment arise. Also, to identify roles and responsibilities for the coordination of anti-harassment efforts at FDIC, and provide guidance and instruction to FDIC supervisors and managers on receiving, coordinating, reviewing, processing, and resolving allegations of unlawful harassment.

It is important that all employees understand FDIC's policy prohibiting harassment and take all steps within their power to ensure that this form of discrimination does not exist in the FDIC.

2. Revision

FDIC Circular 2710.3, FDIC's Anti-Harassment Program, dated February 4, 2015, is hereby revised and superseded.

3. Scope

The Anti-Harassment Program applies to all employees and covers harassment between supervisors and subordinates, between employees, by employees conducting business for the FDIC outside the workplace, and non-employees while conducting business in the FDIC's workplace.

The Anti-Harassment Program is implemented in accordance with the legal requirements of the applicable laws, regulations, and guidance promulgated by the U.S. Equal Employment Opportunity Commission (EEOC).

4. Background

The FDIC is committed to providing its employees with a workplace that is free of harassment. The Director, Office of Minority and Women Inclusion (OMWI), has the delegated responsibility for the FDIC diversity and inclusion, civil rights, and minority and women outreach programs. These programs seek to ensure that the FDIC workplace is inclusive, free from unlawful discrimination and harassment, and provides equal opportunity and access to all employment and business activities.

5. Definitions

Terms used in this Circular are defined below:

- a. **Anti-Harassment Program Coordinator.** The designated OMWI employee who is responsible for overseeing the implementation of the Anti-Harassment Program.
- b. **Fact-Finder.** An individual who may be assigned by the Division of Administration (DOA), Human Resources Branch (HRB), Labor and Employee Relations Section (LERS), to conduct a prompt, independent, thorough, and impartial investigation into an alleged harassment.
- c. **Harassment/Harassing Conduct.** Whether in violation of federal law or regulation, is defined as unwelcome verbal or physical misconduct. Examples of harassing conduct prohibited by the Anti-Harassment Program may include, but are not limited to, the following:
 - (1) Threatening that rejection of sexual overtures will affect assignments, appointments, promotions, transfers, or evaluations;
 - (2) Belittling caricatures or objects depicting persons of a particular race, national origin, religion, or other protected class;
 - (3) Telling derogatory religious, racial, or ethnic jokes or stories;
 - (4) Teasing, mimicking, or repeatedly commenting on an individual's disability, accent, or other protected class;
 - (5) Making offensive comments, jokes, or suggestions about an employee's gender;
 - (6) Making obscene or lewd comments, slurs, jokes, epithets, suggestions, or gestures;

Definitions (cont.)

(7) Commenting repeatedly on an employee's body or sexual characteristics;

(8) Displaying nude or sexually suggestive objects, pictures, images, or cartoons;

(9) Continuing prohibited behavior after a co-worker has objected;

(10) Laughing at, ignoring, or retaliating against an employee who raises a harassment allegation; or

(11) Engaging in bullying, intimidating, or threatening behavior with respect to an individual's protected class.

d. **Protected Class.** An individual's membership in a group characterized by race, color, religion, sex (including pregnancy, equal pay, gender identity and sexual orientation), national origin, disability, age, genetic information, status as a parent, or participation in protected activity under anti-discrimination statutes or Executive Orders.

e. **Unlawful Harassment/Hostile Work Environment.** Involves discriminatory conduct on the basis of an individual's membership in a protected class, where such conduct is so objectively offensive as to alter the conditions of the victim's employment (i.e., the harassment culminates in a tangible employment action or was sufficiently severe or pervasive to create a hostile work environment).

6. Authorities

Unlawful Harassment is a form of discrimination that is prohibited under Title VII of the Civil Rights Act of 1964, as amended; the Rehabilitation Act, as amended; the Age Discrimination in Employment Act, as amended; and the Genetic Information Nondiscrimination Act of 2008. FDIC policy prohibits harassment pursuant to Executive Order 13087 (May 28, 1998), prohibiting discrimination in employment based on sexual orientation and Executive Order 13152 (May 2, 2000), prohibiting discrimination in employment based on status as a parent.

7. Policy

It is FDIC's policy to strictly prohibit harassment in the workplace, including unlawful harassment in the workplace based on a prohibited basis: race, color, religion, gender (including sexual or nonsexual, pregnancy, gender identity or sexual orientation), national origin, disability (physical and/or mental), age (40 years or older), genetic information (information about an individual's genetic tests, or the manifestation of a disease or disorder in the individual's family members), status as a parent, and retaliation

Policy (cont.)

(for participating in the EEO complaint process or opposing discriminatory practices).

The FDIC will not condone harassment in any form. Any employee who is found to have harassed anyone while conducting FDIC business shall be subject to disciplinary action, up to and including removal from FDIC employment. Managers and supervisors who participate in or fail to take immediate and appropriate action on reported incidents of harassment, or who retaliate against employees who report such incidents or who file harassment complaints, are also subject to appropriate (including disciplinary) action for failure to perform their managerial or supervisory duties.

The FDIC will not tolerate retaliation against any employee for reporting harassment under this or any other non-discrimination policy or process. Neither will FDIC tolerate retaliation against any employee for assisting or participating in a fact-finding inquiry or investigation about a reported harassment.

8. Roles and Responsibilities

Specific roles and responsibilities pertaining to the Anti-Harassment Program are as follows:

a. **Employees.** It is the responsibility of every employee, regardless of position, grade, or occupation to refrain from engaging in harassing conduct. An employee can prevent or eliminate harassment by:

- (1) Examining his/her behavior on the job, or when conducting FDIC business, by eliminating inappropriate conduct;
- (2) Supporting and meeting the requirements of the Anti-Harassment Program; and
- (3) Identifying and taking individual action to stop inappropriate behavior by communicating directly and immediately with the person(s) whose behavior is offensive, or immediately bringing the matter to the attention of supervisory or managerial officials, or in the case of unlawful harassment, the Anti-Harassment Program Coordinator, OMWI.

Note: Employees must cooperate in any fact-finding inquiry or investigation regarding an allegation of harassment.

b. **Supervisors and Managers.** It is the responsibility of all supervisors and managers to maintain a work environment free of harassment and to take all allegations of harassment seriously. To this end, supervisors and managers are required to take

Roles and Responsibilities (cont.)

immediate action to assess whether or not the alleged harassment occurred. Supervisors and managers must:

- (1) Prevent and take appropriate action with respect to any alleged prohibited conduct that can be construed as harassment;
- (2) Take prompt, appropriate, and effective action when presented with an allegation of harassment; and
- (3) Seek assistance in conducting an inquiry or investigation, if necessary, and how best to correct the problem, by consulting with:
 - (a) The Anti-Harassment Program Coordinator, OMWI; and/or
 - (b) A Human Resources Specialist in LERS, HRB, DOA

(Note: Office of Inspector General (OIG) supervisors and managers should consult with the OIG Human Resources in the OIG); and/or

 - (c) The Assistant General Counsel, any Senior or Field Counsel, in the Labor, Employment & Administration Section (LEAS), Legal Division.

c. Anti-Harassment Program Coordinator. The Anti-Harassment Program Coordinator is responsible for:

- (1) Coordinating program implementation with LERS, DOA; LEAS, Legal Division, and other Divisions and Offices as appropriate;
- (2) Advising and providing technical assistance to managers and supervisors in preventing and addressing allegations of unlawful harassment;
- (3) Monitoring the effectiveness of the Anti-Harassment Program by maintaining information on the number of allegations of unlawful harassment, bases for the allegations, actions taken, and assessing trends and patterns to develop prevention strategies;
- (4) Recommending program changes to enhance the Anti-Harassment Program;
- (5) Working with other FDIC program officials to effectively prevent and eliminate unlawful harassment in the workplace through a continuing education program; and

Roles and Responsibilities (cont.)

(6) Ensuring that the Anti-Harassment Program policies and procedures are posted on the OMWI website and publicized throughout FDIC, including dissemination of the policy and procedures to employees through written informational materials.

d. **Fact-Finder.** The Fact-Finder is responsible for:

- (1) Conducting an expedited investigation into the alleged harassment;
- (2) Preparing a report of factual findings, as necessary, and submitting the report to the appropriate management official; and
- (3) Maintaining all documents collected relevant to the fact-finding inquiry in accordance with [FDIC Circular 1210.1](#), [FDIC Records and Information Management \(RIM\) Policy Manual](#).

9. Anti-Harassment Complaint Procedures

The procedures outlined in this Section will assist FDIC in fulfilling its obligations to: (a) prevent harassment before it becomes severe or pervasive; (b) conduct a prompt, thorough, and impartial inquiry or investigation into allegations of harassment; and (c) take prompt and appropriate corrective action when FDIC determines that harassing conduct has occurred.

a. **Initiator Action.** Any employee who believes that he/she has been subjected to harassment prohibited by this policy is expected to report the matter immediately to:

- (1) A supervisor or manager in his/her chain of supervision; or
- (2) The Anti-Harassment Program Coordinator, OMWI.

To the maximum extent possible, FDIC will protect the confidentiality of employees who allege harassment. Since FDIC cannot conduct an effective fact-finding inquiry or investigation without revealing certain information to the alleged harasser and potential witnesses, FDIC cannot guarantee complete confidentiality. However, FDIC will share information and records about the allegation only with those who have a need to know.

b. **Management Action.** Upon receiving an allegation of harassment or witnessing conduct that may be perceived as harassment, the supervisor and/or manager (or other official to whom the harassment was reported) must immediately assess the situation to determine the severity of the alleged misconduct

**Anti-Harassment
Complaint
Procedures (cont.)**

and whether any immediate interim corrective action is required to ensure that further prohibited harassment does not occur. Examples of such interim measures may include, but are not limited to:

- (1) Making schedule changes to avoid contact between the parties;
- (2) Transferring the alleged harasser; or
- (3) Placing the alleged harasser on non-disciplinary leave with pay pending the conclusion of the inquiry or investigation.

It is important that the supervisor and manager (or other official to whom the harassment was reported) promptly consult with a Human Resources Specialist, LERS, DOA; the Anti-Harassment Program Coordinator, OMWI, and/or LEAS Assistant General Counsel or Senior or Field Counsel, Legal Division and request assistance in conducting a fact-finding inquiry, investigation, or other action (including interim measures), as appropriate. Management should ensure that the individual who conducts an inquiry will objectively gather the relevant facts. The alleged harasser should **not** have supervisory authority over the individual who conducts the inquiry and should **not** have any direct or indirect control over the inquiry.

Where it is appropriate, an independent Fact-Finder will be assigned to conduct a prompt, thorough, and impartial investigation into the alleged harassment. The Fact-Finder will commence the investigation within five (5) business days of assignment.

The Chief, LERS, DOA, will advise the Anti-Harassment Program Coordinator, OMWI that an investigation is being conducted for coordination purposes.

Upon completion of the investigation, a report of findings may be prepared (as appropriate) and provided to the office requesting the investigation and/or to the person responsible for taking corrective action.

c. **Agency Action.** The management official receiving the report will review the results and determine, in consultation with the Human Resources Specialist, LERS, DOA, the appropriate action (including disciplinary) to be taken.

The responsible management official will take prompt and appropriate remedial measures, including disciplinary action; whenever it is determined that harassment has occurred in violation of this policy. Remedial measures should be designed

**Anti-Harassment
Complaint
Procedures (cont.)**

to stop the harassment, correct its effects on the affected employee, and ensure that the harassment does not recur. The remedial measures need not be those that the affected employee requests or prefers, as long as they are effective.

After the fact-finding inquiry or investigation is completed, the management official and/or Human Resources Specialist, LERS, DOA, will notify the employee raising the alleged harassment and the individual involved in the alleged harassing conduct, in writing, of the completion of the investigation, consistent with the Privacy Act.

**10. Relationship to
Other
Complaint
Procedures**

The Anti-Harassment Program complaint procedures contained in this policy are separate and apart from the Federal EEOC Discrimination Complaint Procedures ([FDIC Circular 2710.2](#)) and the FDIC Discrimination Complaint Procedures ([FDIC Circular 2710.4](#)). Allegations of harassment will be addressed as described in this policy with the intent of taking prompt and appropriate corrective action to eliminate harassing conduct. An inquiry or investigation conducted pursuant to the Anti-Harassment Program may occur or continue, regardless of whether the employee has initiated the EEO complaint process.

11. Training

The OMWI conducts or provides training for managers, supervisors, and employees on the Anti-Harassment Program. The training includes information on the legal definition of unlawful harassment, conduct that constitutes harassment, the anti-harassment complaint process, and the responsibilities of employees, supervisors, and managers when an allegation of prohibited harassment has been reported. The training also reinforces FDIC's policy against retaliation as a result of reporting or participating in a fact-finding inquiry or investigation regarding a reported allegation of prohibited harassment.

**12. Reporting
Requirements**

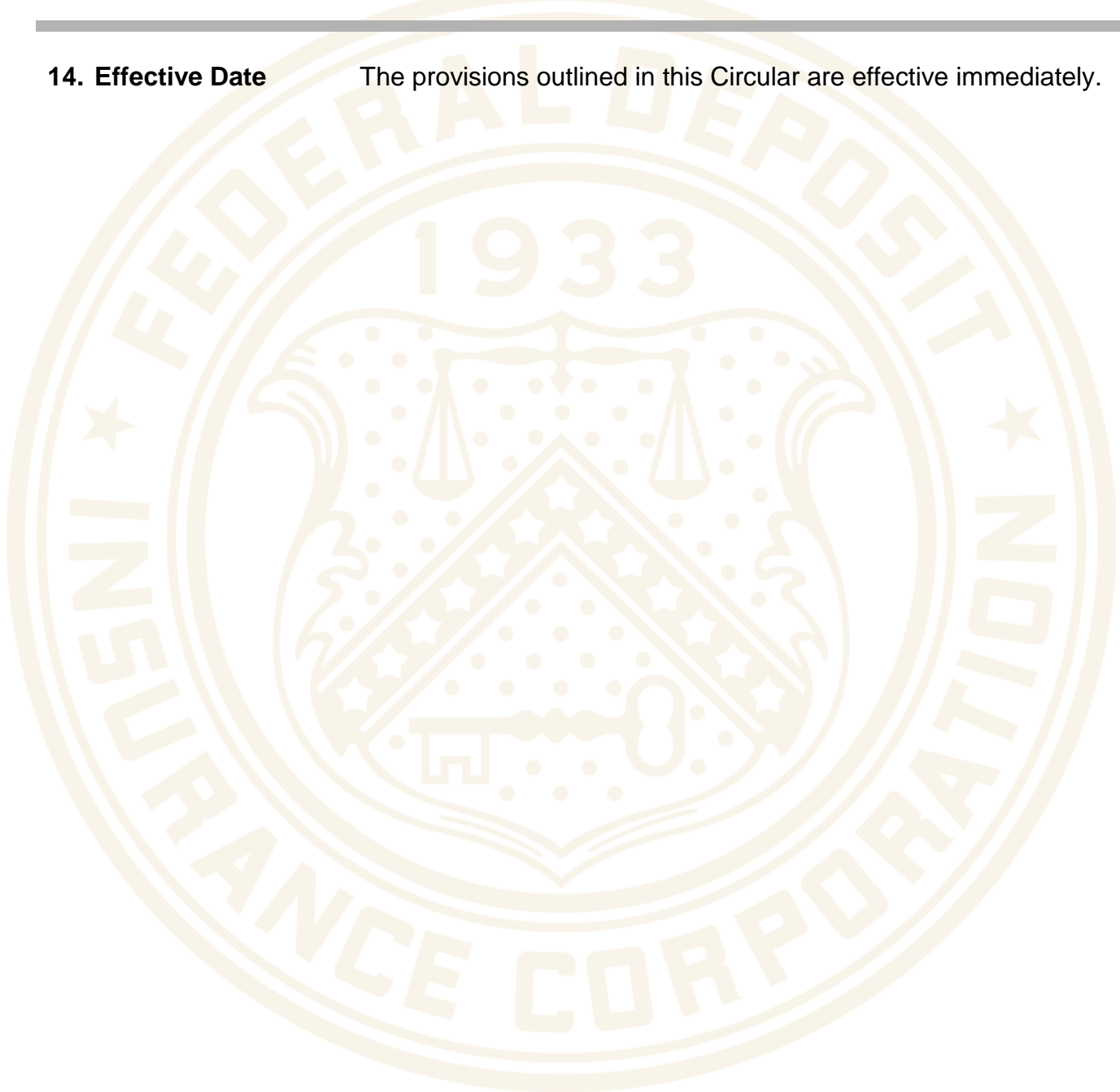
The Anti-Harassment Program Coordinator, OMWI, will obtain information from LERS, DOA and/or LEAS, Legal Division on a quarterly basis on the number of unlawful harassment complaints, the bases and issues, and the actions taken. He/she will use the information to assess patterns and trends for identifying prevention methodologies and training needs for reporting purposes.

13. Contacts

Questions concerning the Anti-Harassment Program may be directed to the Anti-Harassment Program Coordinator at (703) 562-6062, or the FDIC's Complaints Processing Branch, OMWI at (703) 562-6073 or for TTY (703) 562-2473, or by email at AntiHarassment@fdic.gov.

14. Effective Date

The provisions outlined in this Circular are effective immediately.



U.S. Equal Employment Opportunity Commission
FY 2019 FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT E

FDIC Strategic Plan

**FEDERAL DEPOSIT
INSURANCE CORPORATION**

FDIC Strategic Plan

2018 – 2022

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CHAIRMAN’S MESSAGE

I am pleased to present the *FDIC Strategic Plan, 2018 – 2022*, which was approved by the Board of Directors on January 25, 2018. The plan has been updated in accordance with the requirements of the Government Performance and Results Act (GPRA) of 1993 (as amended) and the GPRA Modernization Act of 2010, and supersedes the *FDIC Strategic Plan, 2015 – 2019*, which was approved in April 2015.

The plan sets forth the FDIC’s long-term strategic goals and objectives for carrying out its core mission responsibilities for insuring depositors, supervising insured institutions, and resolving the failure of insured institutions. It describes the means and strategies that will be employed in pursuit of these goals and objectives and identifies factors outside the FDIC’s control that could potentially affect their achievement. The FDIC pursues these goals and objectives through annual performance goals that are established each year and published in the agency’s *Annual Performance Plan*. The FDIC reports on its performance against the annual performance goals in its *Annual Report*.

For more than 80 years, the FDIC has carried out its mission of maintaining public confidence and stability in the nation’s financial system. The FDIC is committed to carrying forward that mission as outlined in this *Strategic Plan*.

Martin J. Gruenberg
Chairman

MISSION, VISION, AND VALUES

MISSION

The Federal Deposit Insurance Corporation (FDIC) is an independent agency created by the Congress to maintain stability and public confidence in the nation’s financial system by:

- Insuring deposits,
- Examining and supervising financial institutions for safety and soundness and consumer protection,
- Making large and complex financial institutions resolvable, and
- Managing receiverships.

VISION

The FDIC is a recognized leader in promoting sound public policies; addressing risks in the nation’s financial system; and carrying out its insurance, supervisory, consumer protection, resolution planning, and receivership management responsibilities.

VALUES

The FDIC and its employees have a tradition of distinguished public service. Six core values guide us in accomplishing our mission:

<i>Integrity</i>	We adhere to the highest ethical and professional standards.
<i>Competence</i>	We are a highly skilled, dedicated, and diverse workforce that is empowered to achieve outstanding results.
<i>Teamwork</i>	We communicate and collaborate effectively with one another and with other regulatory agencies.
<i>Effectiveness</i>	We respond quickly and successfully to risks in insured depository institutions and the financial system.
<i>Accountability</i>	We are accountable to each other and to our stakeholders to operate in a financially responsible and operationally effective manner.
<i>Fairness</i>	We respect individual viewpoints and treat one another and our stakeholders with impartiality, dignity, and trust.

THE FDIC AND THE BANKING INDUSTRY: PERSPECTIVE AND OUTLOOK

Introduction

Congress created the FDIC in the Banking Act of 1933 to maintain stability and public confidence in the nation's banking system. The statute provided a federal government guarantee of deposits in U.S. depository institutions so that depositors' funds, within certain limits, would be safe and available to them in the event of a financial institution failure. In addition to its role as insurer, the FDIC is the primary federal regulator of federally insured state-chartered banks that are not members of the Federal Reserve System. The FDIC also acts as receiver for insured depository institutions (IDIs) that fail, and has resolution planning responsibilities (jointly with the Federal Reserve Board) for large and complex financial companies.

The FDIC carries out its mission through three major programs: insurance, supervision, and receivership management.

- The Insurance Program encompasses the activities undertaken by the FDIC to administer the Deposit Insurance Fund (DIF), which is funded through assessments on IDIs as well as investment income, and to provide depositors with access to their insured funds when an IDI fails.
- The Supervision Program encompasses the activities undertaken by the FDIC to promote safe and sound operations and compliance with fair lending, consumer protection, and other applicable statutes and regulations by IDIs for which the FDIC is the primary federal regulator (in cooperation with state banking agencies). The FDIC also has backup supervisory responsibility for other IDIs for which the Board of Governors of the Federal Reserve System (FRB) and the Office of the Comptroller of the Currency (OCC) are the primary federal regulators.

Primary Federal Regulator	Number of Institutions	Total Assets (Dollars in Millions)
FDIC	3,668	\$2,881,537
OCC	1,247	\$11,689,460
FRB	822	\$2,671,406
TOTAL	5,737	\$17,242,403
Source: Quarterly Banking Profile. Data as of 9/30/2017.		

In addition, the FDIC and the FRB have joint responsibility for reviewing resolution plans submitted by large bank holding companies and designated nonbank financial companies that demonstrate how they would be resolved in a rapid and orderly manner under the U.S. Bankruptcy Code in the event of financial distress.

- The Receivership Management Program encompasses activities undertaken by the FDIC, in its capacity as receiver, to resolve failed IDIs in the least costly manner to the DIF; maximize net recoveries to the creditors of receiverships; and, under specified circumstances, administer the orderly liquidations of covered financial companies.

Over the next four years, the FDIC will face numerous issues and challenges in each of these major programs due to changing economic conditions, continuing changes in the nature of the financial services industry, expected changes in financial services regulation, and emerging consumer protection issues that affect the financial services industry. Some of the major issues and challenges are addressed in more detail below.

The Impact of the Economy

The performance of the economy directly affects the performance of individual financial institutions and the overall banking industry. Interest rates, inflation, unemployment, the business cycle, and shocks to specific sectors like agriculture, energy, housing, or commercial real estate all influence lending and funding strategies of IDIs. Economic and financial conditions abroad also have an impact on the U.S. economy and on the performance of banks.

The United States is in the midst of one of the longest recorded economic expansions. Economic growth has been subdued but sustained since the last recession ended in mid-2009. Household balance sheets have recovered from the financial crisis, as household wealth has increased from rising home prices and stock market valuations. While residential fixed investment remains below pre-crisis levels, business investment has returned to long-term trends. The economic outlook is for continued moderate growth, although downside risks remain.

Banks generally have improved their asset quality and capital and liquidity ratios. Although annual loan growth has slowed in recent quarters, all major loan categories continue to grow. Industry-wide profitability (as measured by return on assets) has been trending up, and the majority of banks report year-over-year growth in their quarterly net income. The number of problem institutions has fallen dramatically from the post-crisis high and is at its lowest level since 2008.

While the banking industry continues to perform well, the interest-rate environment and competitive lending conditions continue to pose challenges for many institutions. Some banks have responded to this environment by investing in longer-term or higher-risk assets. In some cases, banks may be entering unfamiliar business lines or offering new products to increase profitability. For these reasons, banking institutions remain vulnerable to interest-rate risk when interest rates eventually normalize to their longer-run levels. Overall, the industry must manage interest-rate risk, liquidity risk, and credit risk carefully to remain on a long-run, sustainable growth path.

Other Major Strategic Challenges

In addition to the challenges posed by the economy, the FDIC expects to face other challenges that will shape its priorities over the next four years.

- **Future of Community Banking.** The FDIC is the primary federal regulator for most community banks, which make up 92 percent of FDIC-insured bank and thrift charters (up from 87 percent in 1984); hold a majority of deposits in rural and “micropolitan” counties (those with populations up to 50,000 people), including more than 600 U.S. counties where community banks hold 100 percent of all bank deposits; and account for 46 percent of the industry’s small loans to farms and businesses.¹ Despite their long-term resilience and continuing importance as a source of credit to the vital small business sector, community bankers remain concerned about their competitive position vis-à-vis larger non-community banks.
- **Large and Complex Financial Institutions.** Although the FDIC is not the primary federal regulator for most large and complex IDIs, it has both insurance and back-up supervisory responsibilities for those institutions and acts as receiver for those that fail. The assets within the banking industry are concentrated today in a small number of large, complex banks and other financial institutions that have highly diverse business strategies and complex legal and business structures that make it difficult for the management of these companies to fully understand and manage their risks. These risks are intertwined among both their insured and uninsured subsidiaries, and the largest and most complex of these companies often have global footprints and interdependent counterparty relationships with one another that increase their complexity and risk.
- **Information Technology and Cybersecurity.** Cybersecurity threats continue to pose risks to banks, businesses, consumers, financial markets, and the FDIC. In addition to addressing cybersecurity threats internally, the FDIC works collaboratively with other federal and state agencies to help ensure that FDIC-insured institutions also take appropriate steps to address this risk.
- **Economic Inclusion.** Based on a 2015 FDIC survey, more than one-quarter of U.S. households do not have an account at an IDI or obtain financial services and products from alternative, nonbank financial firms.²

¹ Based on the definition of community banks in the *FDIC Community Banking Study*, 2012.

² *2015 National Survey of Unbanked and Underbanked Households*, October 2016. The survey reported that 7.0 percent of U.S. households (9.0 million households) had no relationship with a mainstream financial institution and that another 19.9 percent of U.S. households (24.5 million households) were underbanked (“underbanked” households were defined as those that had a bank account but had also obtained during the 12-month period prior to the survey financial services or products from alternative financial services providers outside of the banking system).

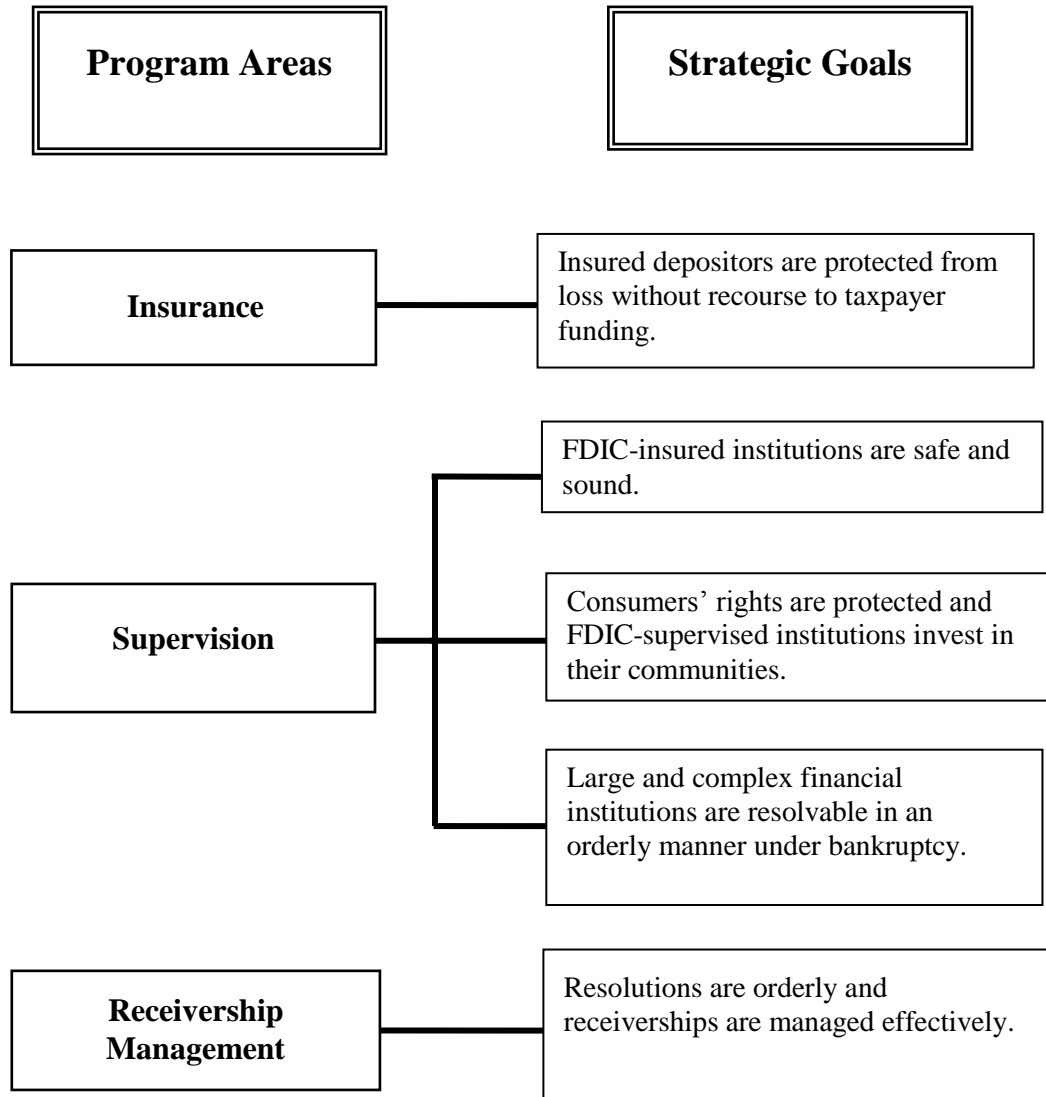
The FDIC recognizes that public confidence in the banking system is strengthened when households effectively use the mainstream banking system to deposit funds securely, conduct basic financial transactions, accumulate savings, and access credit on safe and affordable terms. The FDIC will continue to pursue the challenge of expanding the access of underserved households and communities to the products and services of FDIC-insured institutions. This requires engagement with both large and small banks across the country as well as with local governments and community leaders to understand business and partnership opportunities and promote financial education. By helping connect banks and communities in new ways and increasing awareness and use of safe and affordable banking services, the FDIC expects that it can strengthen the country's banking system and communities nationwide.

- **Workforce Management and Development.** The FDIC depends upon the talents and skills of its employees to accomplish its mission. Much of the FDIC's current workforce will transition into retirement over the next decade, even as the need for employees with advanced technical skills continues to increase. To address these challenges, the FDIC will develop and implement strategies over the next several years to recruit, train, develop, and maintain a highly skilled and engaged workforce drawn from all segments of U.S. society that embodies at all levels the principles of diversity, inclusion, and workplace excellence.³

³ The FDIC has issued (and updates annually, as needed) a *Diversity and Inclusion Strategic Plan* that guides its efforts in this area.

THE FDIC'S MAJOR PROGRAMS

The FDIC has three major program areas or lines of business. The agency's strategic goals for each of these programs are presented in the diagram below.



Insurance Program

Program Description

Deposit insurance is a fundamental component of the FDIC's role in maintaining stability and public confidence in the U.S. financial system. By promoting industry and consumer awareness of deposit insurance, the FDIC protects depositors at banks and savings associations of all sizes. When these IDIs fail, the FDIC ensures that the customers have timely access to their insured deposits and other services. The basic limit of federal deposit insurance coverage is currently \$250,000 per depositor. To keep pace with the evolving banking industry and maintain its readiness to protect insured depositors, the FDIC prepares and maintains contingency plans to promptly address a variety of IDI failures and conducts large scale simulations to test its plans.

The DIF must remain viable so that adequate funds are available to protect insured depositors in the event of an institution's failure. The FDIC maintains a sufficient DIF balance by collecting risk-based insurance premiums from IDIs and through prudent fund investment strategies. The FDIC continually evaluates the adequacy of the DIF. It identifies risks to the insurance fund by analyzing regional, national, and global economic, financial, and financial institution developments, and by collecting and evaluating information through the supervisory process.

Insurance Program

STRATEGIC GOAL 1

Insured depositors are protected from loss without recourse to taxpayer funding.

Strategic Objectives

- 1.1 Customers of failed IDIs have timely access to insured funds and financial services.**
- 1.2 The FDIC promptly identifies and responds to potential risks to the DIF.**
- 1.3 The DIF and system remain strong and adequately financed.**
- 1.4 The FDIC resolves failed IDIs in the manner least-costly to the DIF.**
- 1.5 The public and FDIC-insured depository institutions have access to accurate and easily understood information about federal deposit insurance coverage.**

The means and strategies used to achieve these strategic objectives and the external factors that could impact their achievement are described below.

- 1.1 Customers of failed IDIs have timely access to insured funds and financial services.**

Means & Strategies: When an institution fails, the FDIC facilitates the transfer of the institution's insured deposits to an assuming institution or pays insured depositors directly. The FDIC's goal is to provide customers with access to their insured deposits within one to two business days.

The FDIC continually monitors changes in financial institution operations and products to ensure the FDIC's ability to handle potential financial institution failures. The FDIC develops, tests, and maintains contingency plans to ensure it is prepared to handle a wide range of potential failure scenarios, including the failure of a large financial institution; simultaneous, multiple failures; the failure of an institution with large international holdings; and the failure of an insured institution that operates primarily through the internet.

External Factors: The goal of providing customers of failed institutions with access to their insured deposits within one to two business days is well established, but might be difficult to achieve in the case of an extremely large or complex institution or a sudden and unexpected failure. However, even if it took somewhat longer to complete all deposit insurance determinations, no depositor would ultimately lose any portion of an insured deposit.

1.2 The FDIC promptly identifies and responds to potential risks to the DIF.

Means & Strategies: The FDIC, in cooperation with the other primary federal regulators, proactively identifies and evaluates the risk and financial condition of individual IDIs. It also identifies broader economic and financial risk factors that affect all insured institutions. It accomplishes these objectives through a wide variety of activities, including the following:

- A risk-based deposit insurance assessment system, whereby institutions that pose greater risk to the DIF pay higher premiums;
- A strong examination and enforcement program;
- Collection and publication of detailed banking data and statistics;
- A vigorous research program;
- An off-site monitoring system that analyzes and assesses changes in banking profiles, activities, and risk factors;
- A comprehensive ongoing analysis of the risks in financial institutions with more than \$10 billion in assets through the Large Insured Depository Institution Program and Institution Monitoring Program for IDIs held by U.S. Global Systemically Important Banks;
- Thorough and timely review of deposit insurance applications and other applications from IDIs; and
- A comprehensive framework for continually assessing risks to the banking industry.

External Factors: In spite of the comprehensive efforts undertaken by the FDIC to identify and respond to potential risks to the DIF, natural disasters, public policy changes, and sudden economic or financial market crises could cause broad losses within the financial services industry and the DIF. In addition, a fraud perpetrated on a financial institution could result in a sudden and unforeseen loss to the DIF.

1.3 The DIF and system remain strong and adequately financed.

Means & Strategies: The FDIC's continued status as an independent agency is crucial to its ability to objectively assess risks and set appropriate assessment rates. The FDIC maintains the viability of the DIF by investing the fund, monitoring and responding to changes in the reserve ratio, collecting risk-based premiums, and evaluating the deposit insurance system in light of an evolving financial services industry. It regularly analyzes the growth or shrinkage of estimated insured deposits, the current assessment base, loss

expectations, interest income earned on the fund, and operating expenses. This information is used to develop a schedule of risk-based assessment rates.

Banks generally have improved their asset quality and capital and liquidity ratios. Although annual loan growth has slowed in recent quarters, all major loan categories continue to grow. Industry-wide profitability (as measured by return on assets) has been trending up, and the majority of banks report year-over-year growth in their quarterly net income. The number of problem institutions has fallen dramatically from the post-crisis high and is at its lowest level since 2008.

Recent trends in banking industry performance have been generally positive. The DIF balance has risen for the past eight years and stood at \$90.5 billion on September 30, 2017, up from \$83.2 billion at the end of 2016. The reserve ratio stood at 1.28 percent at September 30, 2017, up from 1.20 percent at the end of 2016.

The FDIC Board of Directors is statutorily required to establish a Designated Reserve Ratio (DRR) for the DIF that is not less than 1.35 percent, and set assessment rates to meet that target no later than September 30, 2020. But it may also establish a higher DRR and has set the DRR at 2.0 percent for every year since 2011. The FDIC is operating under a DIF Restoration Plan that provides, among other things, that the reserve ratio will reach 1.35 percent by the statutory deadline. The Restoration Plan requires the FDIC to update DIF income and loss projections at least semiannually, which allows the Board of Directors to evaluate whether growth in the DIF under current assessment rates is likely to be sufficient to meet the statutory requirement. Because institutions with total assets of \$10 billion or more are required by statute to bear the cost of increasing the reserve ratio from 1.15 percent to 1.35 percent, the FDIC Board of Directors imposed a temporary surcharge on these larger institutions that began in the third quarter of 2016 and will continue until the reserve ratio reaches 1.35 percent.

External Factors: Projections for the DIF are subject to considerable uncertainty arising from the economic outlook. Key risks to the economic outlook include the effects of interest rate increases on economic growth and adverse global developments. A slowdown in the U.S. economic recovery could result in more bank failures than projected and a decline in the value of failed bank assets. In addition, future assessment revenue could diverge from staff projections depending on changes in bank risk profiles and in the projected growth in the industry assessment base.

1.4 The FDIC resolves failed IDIs in the manner least-costly to the DIF.

Means & Strategies: When an institution fails, the FDIC facilitates an orderly, least-cost resolution.⁴ Using an estimated value of the failing institution's assets and liabilities, the FDIC markets the institution to potential bidders. After analyzing the bids received, the FDIC conducts a least-cost test determination and selects the least-cost strategy to pursue.

⁴ In resolving a failing institution, the FDIC calculates the estimated cost of various resolution options and selects the option resulting in the lowest total estimated cost to the DIF.

External Factors: In accordance with law, if a failure threatens serious adverse systemic effects on economic conditions or financial stability, resolution strategies other than the least-cost resolution may be employed.

1.5 The public and FDIC-insured depository institutions have access to accurate and easily understood information about federal deposit insurance coverage.

Means & Strategies: To inform consumers and FDIC-insured institutions about federal deposit insurance coverage, the FDIC provides financial institutions with a variety of educational tools and materials designed to help customers understand their deposit insurance coverage.

In addition, the FDIC uses several other approaches to disseminate information on deposit insurance coverage, including the following:

- Operation of a toll-free call center⁵ staffed by specialists who respond to questions from depositors and bankers,
- Training and other educational opportunities to help bank employees better understand the FDIC’s deposit insurance rules,
- An array of web-based educational resources for consumers and bankers, and
- A wide range of publications and videos explaining how FDIC deposit insurance works.

External Factors: A significant rise in the volume of bank failures, or publicity that raises public concerns about the possibility of significant bank failures, could result in bank runs by misinformed depositors or public avoidance of an insured depository institution. Timely, accurate, and understandable information is essential to alleviating these risks. An increased volume of bank failures and public concern about the possibility of additional failures could also result in substantial increases in the demand for information about FDIC insurance coverage that could temporarily exceed the FDIC’s capacity to provide such information. In such cases, the FDIC would augment staff resources for this function as quickly as possible.

⁵ 877-ASK-FDIC (877-275-3342); 800-925-4618 (TDD-for hearing impaired)

Supervision Program

Program Description

Although the FDIC is the insurer for all IDIs in the United States, it is the primary federal supervisor only for state-chartered banks and savings institutions that are not members of the Federal Reserve System.⁶ Nonetheless, the FDIC's roles as an insurer and primary supervisor are complementary, and many activities undertaken by the FDIC support both the insurance and supervision programs. Through review of examination reports, use of off-site monitoring tools, and participation in examinations conducted by other federal regulators (either through agreements with these regulators or, in limited circumstances, under the exercise of the FDIC's authority to conduct special (backup) examination activities), the FDIC regularly monitors the potential risks at all insured institutions, including those for which it is not the primary federal supervisor. The FDIC also takes into account supervisory considerations in the exercise of its authority to review and approve applications for deposit insurance from new institutions and other applications from IDIs, regardless of the chartering authority.

In addition, the FDIC has statutory responsibilities for certain bank holding companies and nonbank financial companies that are designated as systemically important. The FDIC and FRB have joint responsibility for reviewing and assessing resolution plans developed by these companies that demonstrate how they would be resolved in a rapid and orderly manner under the U.S. Bankruptcy Code in the event of financial distress.

The FDIC pursues the following three strategic goals in fulfilling its supervisory responsibilities as the primary federal supervisor for state non-member banks and savings institutions, the backup supervisor for other FDIC-insured institutions, and the reviewer of resolution plans:

- FDIC-insured institutions are safe and sound.
- Consumers' rights are protected and FDIC-supervised institutions invest in their communities.
- Large and complex financial institutions are resolvable in an orderly manner under bankruptcy.

The FDIC promotes safe and sound financial institution practices through regular risk management examinations, publication of guidance and policy, ongoing communication with industry officials, and the review of applications submitted by FDIC-supervised institutions to expand their activities or locations. When appropriate, the FDIC has a range of informal and formal enforcement options available to resolve safety-and-soundness problems identified at these institutions. The FDIC also has staff dedicated to administering off-site monitoring programs and to enhancing the agency's ability to timely identify emerging safety-and-soundness issues.

⁶ This includes state-licensed insured branches of foreign banks. As of 9/30/17, the FDIC had primary supervisory responsibility for 3,668 FDIC-insured, state-chartered commercial banks and savings institutions that are not members of the Federal Reserve System (generally referred to as "state non-member" institutions).

The FDIC promotes compliance by FDIC-supervised institutions with consumer protection, fair lending, and community reinvestment laws through a variety of activities, including ongoing communication with industry officials, regular compliance and Community Reinvestment Act (CRA) examinations, dissemination of information to consumers about their rights and required disclosures, and investigation and resolution of consumer complaints regarding FDIC-supervised institutions. The FDIC also has a range of informal and formal enforcement options available to resolve compliance problems identified at these institutions and their institution-affiliated parties.

Supervision Program – Risk Management

STRATEGIC GOAL 2

FDIC-insured institutions are safe and sound.

Strategic Objective

2.1 The FDIC exercises its statutory authority, in cooperation with other primary federal regulators and state agencies, to ensure that all FDIC-insured institutions appropriately manage risk.

Means & Strategies: As noted above, the FDIC is the primary federal supervisor for all state non-member banks and state-chartered savings institutions. For those institutions, the FDIC performs risk management (safety and soundness), trust, Bank Secrecy Act/Anti-Money Laundering, and information technology (IT) examinations in cooperation with state banking regulators. Most state banking agencies participate in an examination program under which certain examinations are performed on an alternating basis by the state agency and the FDIC. In addition, the FDIC, OCC, and FRB conduct IT examinations of third-party technology service providers that provide a range of services to IDIs. As the threat of cyberattacks continues to be prominent, the FDIC engages with other regulators and the private sector to exercise and refine protocols for addressing cyber events.

Risk management examinations are conducted according to statutorily established timeframes. These examinations assess an institution's overall financial condition, management practices and policies, compliance with applicable laws and regulations, and the adequacy of management and internal control systems to identify, measure, and control risks. Examination procedures may also detect the presence of fraud or insider abuse. In addition, the FDIC reviews the risk management capabilities of those FDIC-supervised institutions that apply for permission to engage in new or expanded business activities.

Communication and corrective action are important components of the FDIC's strategy for ensuring the safety and soundness of the institutions it supervises. Risks identified during an examination are discussed with the institution's management and board of directors. If an examination reveals serious weaknesses in the operations of the institution or indicates that the institution is operating in a weakened financial condition, the FDIC may issue formal or informal enforcement actions that remain in effect until corrective actions are taken and the identified weaknesses are addressed. In the case of severe problems, the institution may be instructed to seek additional capital, merge with another institution, or liquidate.

The FDIC's statutory authority also gives it a degree of supervisory responsibility in its role as insurer for insured depository institutions for which it is *not* the primary federal supervisor. The agency has staff in each of its regional offices that regularly review examination reports and other available information from the primary federal regulators for those institutions.

The FDIC also performs off-site monitoring of those institutions on an ongoing basis, particularly for institutions with more than \$10 billion in assets. In addition, the FDIC has the authority to conduct special (backup) examination activities for institutions for which it is not the primary federal regulator. Under this authority, the FDIC participates in examinations of certain IDIs that present heightened risk to the DIF and designated large, complex IDIs.

Ensuring the safety and soundness of FDIC-insured institutions over the next four years will require an effective supervisory program that incorporates the lessons learned from past financial crises, identifies potential new risks that emerge, and responds quickly to such issues. As the current economic expansion has progressed, more banks have been growing their loan portfolios and, in some cases, have been funding this growth with sources other than stable core deposits. These trends have the potential to give rise to heightened credit risk and liquidity risk. In addition, an extended period of historically low interest rates and tightening net interest margins has created incentives for IDIs to reach for yield in their lending and investment portfolios by extending portfolio durations, heightening their vulnerability to interest-rate risk.

Through regular on-site examinations and interim contacts with state non-member institutions, FDIC staff will actively engage in a constructive dialogue with banks to ensure that their policies to manage credit risk, liquidity risk, and interest-rate risk are effective, and, where appropriate, FDIC staff will work closely with institutions that have significant exposure to these risks and encourage them to take appropriate steps to mitigate risks. The FDIC will use off-site monitoring to help identify institutions with outsized risk exposures and follow up with individual institutions to better understand their risk profiles.

Cybersecurity is a risk area that will continue to receive particular attention. During this period, the FDIC will refine its IT examination program for insured institutions and major technology service providers, and increase its collaboration with other regulators, law enforcement, and security agencies. In addition, in light of the risks posed to the DIF by large and complex banks and the FDIC's new responsibilities for systemically important financial institutions (SIFIs), the agency will continue to enhance its supervisory monitoring program for large and complex banks.

The FDIC dedicates significant resources to the continuing identification of emerging issues. It regularly reviews supervisory information from the thousands of examinations that are conducted annually as well as information from a variety of external data sources to identify and, where appropriate, initiate supervisory responses to newly identified areas of risk. For example, the FDIC is currently monitoring trends, opportunities, and risks in

financial technology (fintech); evaluating fintech’s impact on banking, deposit insurance, oversight, inclusion, and consumer protection; and formulating strategy to respond to opportunities and challenges presented by fintech to supervised institutions.

The FDIC has established and consults regularly with the Advisory Committee on Community Banking, which advises the FDIC on the impact of FDIC supervisory policies and practices on community banks. Members of the Advisory Committee have a wide range of knowledge and experience related to community banks.

External Factors: Several factors outside of the FDIC’s control could affect the successful achievement of this strategic objective. In accordance with statutorily established time frames, most risk management examinations of well-capitalized and well-managed state non-member institutions are point-in-time examinations that occur at 18-month intervals. Between examinations, institutions may enter new lines of business, extend their lending programs into riskier areas, or implement new technologies without the knowledge of the FDIC or state regulatory agencies. Major changes in economic conditions could also affect institutions between examinations. The FDIC will continue to improve off-site tools to monitor potential risks in institutions on a continuing basis between examinations.

Under the alternating examination program, certain examinations are conducted in alternating periods by the state supervisory authority. Resource constraints outside of the FDIC’s control sometimes affect the timely completion of examinations by these state authorities. In such cases, the FDIC will conduct the examination itself within a reasonable timeframe after the originally scheduled examination date if the state agency is unable to do so.

Supervision Program – Compliance and Consumer Protection

STRATEGIC GOAL 3

Consumers’ rights are protected, and FDIC-supervised institutions invest in their communities.

Strategic Objectives

- 3.1 FDIC-supervised institutions comply with consumer protection, CRA, and fair lending laws and do not engage in unfair or deceptive practices.**
- 3.2 Consumers have access to accurate and easily understood information about their rights and the disclosures due them under consumer protection and fair lending laws.**
- 3.3 The public has access to safe and affordable products and services from IDIs and the opportunity to benefit from a banking relationship.**

The means and strategies used to achieve these strategic objectives and the external factors that could impact their achievement are described below.

- 3.1 FDIC-supervised institutions comply with consumer protection, CRA, and fair lending laws and do not engage in unfair or deceptive practices.**

Means & Strategies: The FDIC pursues this strategic objective primarily through compliance and CRA examinations of all FDIC-supervised institutions. CRA examinations are subject to statutory timelines, while compliance examinations are conducted according to timeframes established by FDIC policy. These examinations evaluate the compliance of institutions with consumer protection, privacy, CRA, and fair lending laws and regulations. If an examination reveals serious violations, the FDIC may implement either formal or informal enforcement actions to correct the identified violations. In unusual cases, non-compliance with consumer laws may subject the institution to significant legal risk, and could result in administrative enforcement actions or private litigation. In addition, when the FDIC has reason to believe that a “pattern or practice” of violations of fair lending laws has occurred at an institution, the FDIC is required by statute to refer the matter to the Department of Justice. An institution’s failure to comply with consumer protection, CRA, or fair lending laws and regulations might also affect the application of an FDIC-supervised institution seeking to engage in new or expanded business activities.

The FDIC sponsors or participates in numerous outreach and technical assistance activities designed to facilitate better understanding of and compliance with CRA, consumer protection, and fair lending laws and regulations by FDIC-supervised institutions. In addition, it actively participates in interagency policy development efforts and issues policy guidance. The FDIC focuses its examinations and other supervisory activities on those industry products, services, and practices that have the highest potential risk for violations of law that may result in potential harm to consumers.

External Factors: Most compliance and CRA examinations are point-in-time examinations that occur at scheduled intervals in accordance with FDIC policy. Between examinations, institutions may implement new products, services, or practices that hold significant potential risk for consumer harm without the knowledge of the FDIC. In addition, major changes in economic conditions could also affect institutions between examinations. During economic downturns, institutions sometimes elect to reduce costs by decreasing their internal resources dedicated to compliance.

3.2 Consumers have access to accurate and easily understood information about their rights and the disclosures due them under consumer protection and fair lending laws.

Means & Strategies: The FDIC provides information about consumer protection and fair lending laws and regulations to help consumers understand their rights. This information is disseminated through brochures and other media, including the FDIC’s website (www.fdic.gov). In addition, the FDIC frequently conducts or participates in educational seminars and conferences on consumer protection and fair lending issues to help both consumers and insured institutions better understand consumer protection, CRA, and fair lending laws and regulations.

The FDIC maintains a toll-free call center for consumer complaints and inquiries about FDIC-supervised institutions and has established target timeframes for investigating and responding to these complaints. It is also a leader in promoting greater financial literacy, primarily through its award-winning *Money Smart* curriculum. The agency will continue to enhance its outreach with this product over the next several years by updating the curriculum to address new consumer products and services and adapting the basic curriculum to additional target audiences.

External Factors: Although the FDIC makes information available to a broad array of consumers, individual consumers may not always use it. In addition, increasing complexity and aggressive and targeted marketing increase the challenges consumers face in evaluating alternatives in the marketplace.

3.3 The public has access to safe and affordable products and services from IDIs and the opportunity to benefit from a banking relationship.

Means and Strategies: The FDIC has played a national leadership role in recent years in promoting broader economic inclusion of unbanked and underbanked households within the nation’s banking system through the availability of safe and affordable transaction and saving accounts, as well as the opportunity to build credit profiles and borrow money to meet their needs. The FDIC’s *Money Smart* financial literacy curriculum is a key tool for pursuing this objective by seeking to educate a wide variety of target populations about basic financial principles and how they can be harnessed to achieve financial goals. The FDIC also sponsors or conducts research and demonstration projects, develops policy proposals, facilitates partnerships, and participates in targeted outreach and technical

assistance activities with both the institutions it supervises and various community-based organizations to further this objective.

The FDIC established and supports the Advisory Committee on Economic Inclusion to inform and support its research, demonstrations, and pilot projects and to promote sound supervisory and public policies to help ensure that underserved households have access to mainstream financial products and services that are affordable, easy to understand, and not subject to unfair or unforeseen fees. In addition, on a biennial basis, the FDIC conducts jointly with the U.S. Census Bureau the only comprehensive, nationwide research survey of unbanked and underbanked households in the United States to determine the extent to which these households are being served by the U.S. banking industry. The FDIC also engages banks; other federal, state and local government agencies; and non-profit organizations serving a broad spectrum of consumers and small businesses in building locally based coalitions to participate in financial education and information sharing. These coalitions promote local economic inclusion opportunities in communities where financial health has lagged the rest of the country.

Over the next several years, the FDIC will continue to pursue several multi-year initiatives to promote broader economic inclusion. It will continue to promote adoption of its model transaction account product (SAFE accounts); pursue strategies to improve financial resilience; build savings and improve credit records; and evaluate whether mobile financial services and other new technologies can be responsibly used to expand banking services to the unbanked and underbanked population. The FDIC also will continue to work with federal and local partners to facilitate community development through affordable housing, small business development, and related initiatives.

External Factors: The access of underserved households to credit from mainstream financial institutions could be disproportionately affected during economic downturns or periods of economic stress. Changing technological and market conditions could also positively or negatively affect opportunities to expand economic inclusion in the nation's banking system.

Supervision Program – Resolution Planning

STRATEGIC GOAL 4

Large and complex financial institutions are resolvable in an orderly manner under bankruptcy.

Strategic Objective

4.1 Large and complex financial institutions are resolvable under the Bankruptcy Code.

Means and Strategies: Certain large financial companies are required to prepare and submit annually to the FDIC and FRB resolution plans, or “living wills,” demonstrating that they could be resolved in a rapid and orderly manner under the Bankruptcy Code (or other applicable insolvency regime) in the event of material financial distress or failure. Among other things, the resolution plans must identify each firm’s critical operations, core business lines, and the key obstacles to a rapid and orderly resolution. The FDIC and FRB share responsibility for reviewing the plans, assessing informational completeness and resolvability under the Bankruptcy Code, identifying and requiring firms to address any shortcomings, and providing firms with guidance on the submission of future plans. The FDIC has a complementary rule that requires certain IDIs to periodically submit resolution plans that would enable the FDIC, as receiver, to resolve their failure in an orderly, least-costly manner.

The FDIC’s review of resolution plans is intended to improve the resolvability of bank holding companies (and other designated financial companies) through the bankruptcy process and their subsidiary IDIs through the FDIC’s traditional resolution processes as deposit insurer. These reviews enhance the FDIC’s ability to prepare for possible large resolutions and its understanding of how the FDIC’s resolution authorities could be best used. The FDIC has established on- and off-site monitoring and risk assessment programs that support the FDIC’s review of the resolution plans submitted by these companies. In addition, the FDIC employs multidisciplinary teams that include both supervisory and receivership management expertise in the review of these plans. The FDIC also collaborates closely with the primary federal supervisors for the affected IDIs in the review of these plans.

External Factors: The rapid and orderly resolution of a large and complex financial institution under either bankruptcy or Orderly Liquidation Authority may be complicated by legal and operational concerns that stem from the cross-border operations of many large, complex financial institutions. The FDIC actively works with foreign authorities to address these issues.

In addition, the sheer size and complexity of these firms pose legal and operational challenges to their resolution. Preplanning and structural and operational reforms by these companies are essential to achieving a rapid and orderly resolution under any legal framework.

Receivership Management Program

Program Description

When an IDI fails, the FDIC is ordinarily appointed receiver. In that capacity, it assumes responsibility for efficiently recovering the maximum amount possible from the disposition of the receivership's assets and the pursuit of the receivership's claims. Funds that are collected from the sale of assets and the disposition of valid claims are distributed to the receivership's creditors according to priorities set by law.

The FDIC seeks to terminate receiverships in an orderly and expeditious manner. Once the FDIC has completed the disposition of the receivership's assets and has resolved all obligations, claims, and other legal impediments, the receivership is terminated, and a final distribution is made to its creditors. Receivership creditors may include secured creditors, unsecured creditors (including general trade creditors), subordinate debt holders, shareholders, uninsured depositors, and the DIF (as subrogee). The FDIC, in its corporate capacity, is often the largest creditor of the receivership.

The FDIC may also be called upon to resolve the failure of a large, systemically important financial company if failure under the Bankruptcy Code would threaten U.S. financial stability. In such circumstances, the authority now exists to place a failed or failing financial company into an FDIC receivership process if no viable private-sector alternative is available to prevent the default of the company. The FDIC's Orderly Liquidation Authority (OLA) is intended to ensure the rapid and orderly resolution of the failure of the covered financial company in accordance with statutory mandates. The FDIC has been actively engaged in, and will continue over the next several years to pursue, resolution planning and operational readiness initiatives to make sure that it is prepared, if necessary, to fulfill this responsibility.

The FDIC's assessment of the resolution plans submitted by bank holding companies, other covered companies, and IDIs helps develop and improve its capabilities to administer large resolutions under any of the available authorities. The actions firms take to address the shortcomings identified in their plans and the direction to address those shortcomings will improve the likelihood that the firms will be resolvable under bankruptcy and/or traditional FDIC resolution processes, and will enhance the FDIC's ability to conduct a rapid and orderly resolution under the OLA, if necessary, to protect U.S. financial stability.

Receivership Management Program

STRATEGIC GOAL 5

Resolutions are orderly and receiverships are managed effectively.

Strategic Objectives

- 5.1 Receiverships are managed to maximize net return and terminated in an orderly and timely manner.**
- 5.2 Potential recoveries, including claims against professionals, are investigated and pursued if deemed to be meritorious and expected to be cost-effective.**
- 5.3 Resolution of the failure of a large, complex financial institution is carried out in an orderly manner in accordance with statutory mandates.**

The means and strategies used to achieve these strategic objectives and the external factors that could impact their achievement are described below.

- 5.1 Receiverships are managed to maximize net return and terminated in an orderly and timely manner.**

Means & Strategies: Under the Federal Deposit Insurance (FDI) Act, the FDIC, in its receivership capacity, manages the assets of failed IDI receiverships to preserve their value and disposes of them as quickly as possible, consistent with the objective of maximizing the net return on those assets. The oversight and prompt termination of receiverships preserves value for the uninsured depositors and other receivership claimants by reducing overhead and other holding costs. By quickly returning the assets of a failed institution to the private sector, the FDIC maximizes net recoveries and minimizes disruption to the local community. In addition, the FDIC has a new rule that requires IDIs with large numbers of deposit accounts to implement information technology and recordkeeping enhancements to improve the FDIC's ability to pay deposit insurance rapidly and resolve such institutions at the least cost to the DIF.

In fulfilling its responsibilities to creditors of failed institutions, the FDIC, as receiver, manages and sells the receivership assets using a variety of strategies, and identifies and collects monies due to the receivership. Given adequate time, the FDIC prepares in advance an information package and an asset valuation review for each failing IDI to help solicit bidders and sell as many of the institution's assets as possible at resolution or shortly thereafter. The FDIC manages the remaining assets in a cost-effective manner to preserve value until they can be marketed. Most of the remaining assets are marketed within 120 days after an insured institution fails. The failed institution's assets are often grouped into pools to be most appealing to acquirers and are marketed through an internet-based platform.

External Factors: A severe economic downturn could lead to more institution failures and could affect the pace at which the FDIC markets assets and terminates receiverships. Economic and other factors, such as extended litigation and problems resolving environmentally tainted receivership properties, might also delay the termination of a receivership.

5.2 Potential recoveries, including claims against professionals, are investigated and pursued if deemed to be meritorious and expected to be cost-effective.

Means & Strategies: When an insured depository institution fails, the FDIC, as receiver, acquires a group of legal rights, titles, and privileges generally known as professional liability claims. The FDIC's attorneys and investigators work together to identify and pursue claims arising from the failure of an insured institution that are deemed to be meritorious and expected to be cost-effective. The team conducts a factual investigation of the events that contributed to losses at the institution as well as legal research and analysis of the facts and potential claims. For each potential claim, the team recommends whether the claim should be pursued based on an assessment of the merits of the claim and likelihood of a recovery exceeding the estimated cost of pursuing the claim. The timely investigation and evaluation of potential claims against professionals who may have caused losses to the institution enables the FDIC to identify opportunities to maximize recoveries to each receivership and to hold accountable directors, officers, and professionals who cause losses to insured financial institutions. This process also enhances industry awareness of sound corporate governance standards.

External Factors: Potential claims are generally subject to statutes of limitations that establish time limits for the claim to be filed. A substantial increase in the number of failures could make it difficult to complete investigations of all potential claims and to decide within the established time limit whether to pursue any claims. The same problem could occur with very complex investigations or claims. Other obstacles to timely investigation and evaluation of claims include difficulty accessing critical information or witnesses. In such cases, the FDIC may seek to enter into tolling agreements with the potential defendants to extend the allowable timeframe for the claims to be filed.

5.3 Resolution of the failure of a large, complex financial institution is carried out in an orderly manner in accordance with statutory mandates.

Means & Strategies: Large, complex financial institutions in the United States historically have been organized under a holding company structure, with a top-tier parent and operating subsidiaries that comprise hundreds, or even thousands, of interconnected entities that share funding and support services and span legal and regulatory jurisdictions across international borders. Functions and core business lines often are not aligned with individual legal entity structures, and critical operations cross legal entities and jurisdictions, with funding dispersed among affiliates as needs arise. These integrated legal structures present obstacles to the orderly resolution of one part of the company without

triggering a costly collapse of the entire company and potentially transmitting adverse effects throughout the financial system.

To improve the ability of firms to be resolved in bankruptcy, the FDIC and FRB have worked closely with firms, and provided detailed feedback regarding key issues and obstacles to orderly resolution in bankruptcy. In response, firms have made significant changes to their operations and legal structure. The agencies also have fostered significant public transparency surrounding the resolution planning process to improve the public's understanding of the progress that has been made. In addition to taking steps to improve resolvability under bankruptcy, the FDIC has been preparing contingency plans for firms to be resolved under the OLA, should that be necessary to protect U.S. financial stability.

To ensure the FDIC's operational readiness to conduct the resolution of a large, complex financial institution, the FDIC continues to update and refine its firm-specific contingency plans. In addition, the FDIC is developing operational procedures for administration of a receivership, if necessary. The FDIC conducts simulations and tabletop exercises and undertakes joint contingency planning with other U.S. and foreign regulatory authorities to enhance communications and operational readiness, and it is exploring other opportunities to collaborate with U.S. and foreign authorities to ensure effective coordination and cooperation in a resolution. In addition, the FDIC, together with other U.S. financial regulatory agencies, continues to develop its relationships with key regulatory authorities in other countries to facilitate closer coordination and cooperation in the event of the failure of a global SIFI. The FDIC also analyzes emerging issues and is enhancing its understanding of the legal and policy structures in other countries that might affect a rapid and orderly resolution.

The FDIC established the Systemic Resolution Advisory Committee, to advise on the potential effects the failure of a large, complex financial institution would have on financial stability and economic conditions. Members of the Advisory Committee bring a wide range of knowledge and experience to resolution-related issues, including expertise in managing complex firms, administering bankruptcies, working within different legal jurisdictions, and understanding the application of accounting rules and practices.

External Factors: The specific facts surrounding the failure of a large, complex financial institution may affect the FDIC's ability to execute a resolution as planned, especially considering the complex and interconnected nature and global reach of these firms. As part of its contingency planning efforts, the FDIC will seek to mitigate this risk by collecting and maintaining comprehensive, up-to-date information on these institutions that will support a rapid and orderly resolution, if that becomes necessary.

OFFICE OF INSPECTOR GENERAL

The FDIC’s Office of Inspector General (OIG) is an independent organizational unit established under the Inspector General Act of 1978, as amended, that conducts audits, evaluations, investigations, and other reviews of FDIC programs and operations. The OIG’s mission is to promote the economy, efficiency, and effectiveness of FDIC programs and operations, and to prevent, deter, and detect waste, fraud, abuse, and misconduct in FDIC programs and operations.

The OIG aims to drive change and make a difference by prompting and encouraging improvements and efficiencies at the FDIC, help preserve the integrity of the agency and the banking system, and protect depositors and financial consumers. To accomplish its mission and achieve its vision, the OIG has established the following six goals:

- Conduct superior, high-quality audits, evaluations, and reviews;
- Investigate significant matters of wrongdoing and misconduct relating to FDIC employees, contractors, and institutions;
- Strengthen relations with partners and stakeholders;
- Administer resources prudently, safely, securely, and efficiently;
- Exercise leadership skills at all levels within the organization; and
- Promote teamwork within the Office.

The OIG also has developed internal objectives to accomplish these goals.

Appendix: The FDIC’s Strategic Planning Process

Introduction

The FDIC is subject to the requirements of the Government Performance and Results Act (GPRA) as modified by the GPRA Modernization Act of 2010. In accordance with the requirements of these statutes, the FDIC reviews and updates its *Strategic Plan* every four years, publishes *Annual Performance Plans* and *Performance Reports*, and conducts program evaluations to assess whether the agency’s programs are achieving their stated purposes.

Annual Performance Plan and Report

The FDIC’s *Strategic Plan* is implemented through annual performance plans. The annual plans identify annual performance goals, indicators, and targets for each strategic objective. The FDIC submits an *Annual Report* to Congress in February of each year that compares actual performance to the annual performance goals for the prior year. This report is also made available to FDIC stakeholders and the public through the FDIC’s website.

The FDIC’s long-term strategic goals and objectives are expressed in outcome terms, and selected outcome measures are included in the agency’s annual performance plans. However, many of the performance indicators in these annual plans are process measures (for example, completing required examinations). It is often difficult to establish a direct causal relationship between the agency’s activities and the outcomes experienced by insured institutions. The FDIC continues to work with the other regulatory agencies to improve its performance measures.

Corporate Planning and Performance Management Process

The FDIC establishes performance goals annually through an integrated planning and budgeting process. In formulating these performance goals, the agency considers the external economic environment, the condition of the banking and financial services industry (including potential risks), projected workload requirements, and other corporate priorities. The FDIC’s plans also may be influenced by the results of program evaluations and management studies, prior year performance results, and other factors. Based on this information, planning guidance is established by senior management with input from program personnel.

After annual performance goals are established, a proposed annual corporate operating budget is developed, taking into account the financial, human capital, technological, and other resources required to accomplish the FDIC's core mission responsibilities and other annual performance goals. The budget is typically approved by the Board of Directors in December.

Annual performance goals are communicated to employees through established supervisory channels, the internal FDIC website, the *FDIC News*, and other means. Staff prepares progress reports, and senior management conducts performance reviews quarterly.

Stakeholder Consultation

The FDIC requested comment from stakeholders and the public on a draft of this strategic plan through a posting on the FDIC website for a 14-day period in November–December 2017. All comments and suggestions were carefully reviewed and changes made to the plan where appropriate.

Program Evaluations

The Risk Management and Internal Control Branch in the Division of Finance coordinates the evaluation of the FDIC's programs and issues follow-up reports. Program evaluations are interdivisional, collaborative efforts, and they involve management and staff from all affected divisions and offices. Such participation is critical to fully understanding the program being evaluated. It also gives the divisions and offices a stake in the process. Division and office directors use the results of the program evaluations to assure the Chairman that operations are effective and efficient, financial data and reporting are reliable, laws and regulations are followed, and internal controls are adequate. These results also are considered in strategic planning for the FDIC. During the period covered by this *Strategic Plan*, the FDIC will continue to perform risk-based reviews in each strategic area of the agency.

ATTACHMENT F

FDIC Alternative Dispute Resolution Procedures



OFFICE OF MINORITY AND WOMEN INCLUSION

INTERNAL POLICY

TYPE AND NUMBER

CPB 2000.1

CONTACT

Michael Moran

TELEPHONE NUMBER

(703) 562-6073

DATE: March 26, 2018

DATE OF CANCELLATION *(Bulletins Only)*

TO: Office of Minority and Women Inclusion Staff

FROM: Saul Schwartz
Director, Office of Minority and Women Inclusion

SUBJECT: Equal Employment Opportunity Alternative Dispute Resolution Program

1. Purpose To establish and define guidelines and procedures for the administration of and participation in the Federal Deposit Insurance Corporation’s (FDIC or Agency) Equal Employment Opportunity (EEO) Alternative Dispute Resolution (ADR) program.

2. Policy It is the policy of the FDIC to use mediation, a form of ADR, as appropriate, to resolve informal and formal EEO complaints at the earliest opportunity within the EEO complaint process.

3. Background The U.S. Equal Employment Opportunity Commission’s (EEOC) revised regulation at 29 C.F.R. §1614.102(b)(2) requires Federal agencies to establish or make available an ADR program in conjunction with the processing of complaints of employment discrimination.

This internal policy was developed to: (1) provide an informal alternative to the EEO process; and (2) provide employees with an opportunity for a confidential and informal attempt to resolve their concerns at the lowest possible level, while allowing the parties to participate actively in the resolution of the dispute.

The Office of Minority and Women Inclusion (OMWI), Complaints Processing Branch (CPB) manages the EEO ADR program.

4. Authority Section 3 of Public Law 101-552, as amended by the Administrative Dispute Resolution Act of 1996 (Public Law 104-320, 5 U.S.C. §§571-584) (ADR Act).

EEOC regulations at 29 C.F.R. §1614.102(b)(2).

5. Complaints Processing Branch ADR Program

The FDIC is dedicated to diversity and inclusion and equal opportunity in all its employment policies, practices, and programs.

ADR has proven to be an effective tool for resolving workplace disputes faster, more economically, and in a non-adversarial forum. Mediation is one form of ADR, and is a problem solving technique which uses neutral third parties to resolve disputes. The use of mediation encourages and facilitates early resolution of workplace disputes by the good faith participation of management and aggrieved employees.

Mediation promotes principles and practices that facilitate open communication and improve working relationships. Using mediation to resolve workplace disputes demonstrates the agency's commitment to providing a confidential non-adversarial approach to problem solving, while promoting joint ownership of solutions.

Mediation is available throughout the EEO complaint process. OMWI uses certified contract mediators who are trained in various ADR techniques.

a. Mediation is Voluntary, Neutral and Confidential

EEO mediation is voluntary for an aggrieved party/complainant and the mediation discussions are confidential.

The mediator is a contract neutral who will not take sides with either party, but will assist in facilitating a resolution of the claims at issue in the EEO complaint, as well as other issues that may come up during the mediation session.

The FDIC requires managers and supervisors to make every effort to resolve workplace disputes with their employees. Thus, if an aggrieved party/complainant elects to use mediation in lieu of EEO Counseling, or during the formal EEO complaint stage to resolve an EEO complaint, management is required to participate in the mediation session, the appropriate management official is required to participate in the process and attempt to resolve the dispute in good faith.

Confidentiality is essential to the success of all ADR proceedings. All ADR processes will assure information is not disclosed consistent with the provisions of the ADR Act. This will enable parties to be forthcoming and candid, without fear that their statements may later be used against them. The parties will not discuss confidential

communications outside the mediation process. Neutrals will not reveal to the Agency staff or management, confidential communications disclosed during the mediation session.

b. Stages of the EEO Complaint Process when EEO Mediation is Available

Mediation is available during informal counseling stage; during the processing at the formal complaint stage; and during the hearing stage of the EEO complaint. The EEOC oversees mediations during the hearing stage. Most mediations occur during the informal counseling stage.

OMWI has discretion to determine whether a given dispute is appropriate for EEO mediation. At the informal stage, an aggrieved person may elect mediation instead of EEO counseling. At the formal stage, OMWI may offer mediation at any time, up until the final agency decision is issued.

c. Timeframes of the EEO Administrative Process and the EEO ADR Process

The informal EEO counseling stage takes place within 30 calendar days from an aggrieved individual's first contact with OMWI or the EEO Counselor. If mediation is deemed to be appropriate, the aggrieved individual will be afforded the opportunity to elect EEO mediation. Examples of matters that may be appropriate for mediation include, but are not limited to, denial of promotion, harassment, unfavorable performance rating, and disciplinary action.

If mediation is elected, the timeframe for the informal EEO process is extended an additional 60 calendar days; however, OMWI will attempt to schedule mediation within 30-60 calendar days from the aggrieved person's initial contact with OMWI or the EEO Counselor. The total timeframe of the informal EEO stage, if mediation is elected, should not exceed 90 calendar days.

During the formal stage, if mediation is deemed appropriate and offered by OMWI, and accepted by the complainant, attempts will be made to schedule mediation within 30 calendar days from the date it is accepted. OMWI may initiate mediation at complainant's and/or the Agency's request.

A mediation session may take four to six hours and is normally conducted face-to-face when possible. If not possible or feasible, the mediation session may be conducted via VTC or conference call.

At any point in the process after the aggrieved party/complainant has decided to enter mediation, the aggrieved party/complainant may terminate the mediation process and resume the EEO complaint process.

d. Right to Representation during Mediation

Each party is entitled to a representative during the EEO complaint process. In general, representation is not required for mediation and either party may decide not to have a representative present during a mediation session. Since the purpose of the mediation is to facilitate open and meaningful communication between the aggrieved party and the designated management official, the role of the representative in the mediation session is to encourage dialogue between the parties, and not to promote an adversarial process.

It is inconsistent with their neutral roles for EEO counselors, EEO investigators, EEO officers, and EEO program managers to serve as representatives for agencies or complainants. Therefore, persons in these positions cannot serve as representatives for complainants or for agencies in connection with the processing of discrimination complaints.

If an aggrieved party/complainant elects to be represented by an attorney, management may elect to request an Agency attorney to accompany management at the mediation. Due to confidentiality requirements and conflicts of interest, both the aggrieved party/complainant and the management official must designate their representative in writing before the start of the mediation. If it is determined that a conflict of interest exists, the aggrieved party/complainant and/or the management representative must re-designate the representative. The Agency attorney should not be the same attorney representing the Agency at hearing before the EEOC.

If an aggrieved party/complainant does not elect to be represented by an attorney at the mediation, management may not have an Agency attorney at the mediation.

e. FDIC Resolving Official Attending Mediation

The appropriate resolving official should have settlement authority to bind the Agency at mediation. The manager who is directly involved with the EEO claim should not act as the manager with settlement authority at the mediation.

f. Settlements and Enforceability

Any settlement of an EEO complaint must be entered into voluntarily.

If a settlement is reached through the ADR process, the parties will draft a settlement agreement that is acceptable to all parties and their representative(s), if any. A settlement agreement becomes binding, final, and effective upon the review, concurrence, approval, and signature of the FDIC Legal Division. The Director, OMWI provides concurrence only. Signed settlement agreements are binding on both parties. The terms of the settlement agreement are enforceable and any breach of the agreement should be reported to the Director, OMWI pursuant to 29 CFR §1614.504.

If a settlement is not reached, the employee can continue the pursuit of his/her matter through the EEO formal complaint process.

g. Exceptions to ADR Program

The majority of matters are appropriate for EEO ADR. However, the EEOC recognizes that there are instances in which EEO ADR may not be appropriate or feasible; and therefore, Agencies may decline to offer EEO ADR for particular issues.

The FDIC has determined that certain situations (i.e., claims growing out of a reduction-in-force, claims involving non-selection of non-FDIC employees (applicants), or where the same, similar or related claims filed by the same individual have been mediated in previous informal or formal complaints) are not appropriate for mediation. Other specific reasons are determined on a case-by-case basis.

6. Training

Training will be provided for employees and managers on the EEO ADR program, their roles and responsibilities in the mediation process, and the benefit of using mediation to resolve workplace disputes.

Training and an ongoing review and evaluation of the EEO ADR program will be essential in order to determine whether the program has

	achieved its goals and how the program might be improved to be more efficient and achieve better results.
7. Recordkeeping Requirements	Records shall be maintained in accordance with FDIC Circular 1210.1, FDIC Records and Information Management (RIM) Policy Manual. Records shall be maintained for annual reporting (Form 462) to the EEOC.
8. Effective Date	This internal policy is effective immediately.

ATTACHMENT G

FDIC Circular 2710.5 – FDIC Reasonable Accommodation Program



FDIC DIRECTIVE

2710.5

Saul Schwartz
Director
Office of Minority and Women Inclusion

See approval(s) on Action Log

Reasonable Accommodation Program

PURPOSE

To provide the Federal Deposit Insurance Corporation's (FDIC or Corporation) policy on providing reasonable accommodation to qualified employees and applicants for employment with disabilities consistent with Title 29 Code of Federal Regulations (CFR) Part 1614, including revisions dated January 3, 2017.

SCOPE

The provisions of this Directive apply to all employees and applicants for employment with the FDIC.

AUTHORITIES

- Federal Regulations (29 C.F.R. §§ 1614, 1630) require Federal agencies to provide reasonable accommodations to qualified employees and applicants for employment with disabilities.
- The Americans with Disabilities Act (ADA) of 1990, as amended (42 U.S.C. § 12101 et seq.)
- The Rehabilitation Act of 1973, as amended (29 U.S.C. § 701 et seq.)

FORM(S)

- [FDIC 2710/02, Request for Reasonable Accommodation](#)
- Standard Form (SF) 256, Self-identification of Disability

REVISION(S)

This Directive supersedes Circular 2710.5, Procedures for Providing Reasonable Accommodation to Individuals with Disabilities, dated December 15, 2014.

Action Log

Submission Type <i>(New, Pedestrian Change, Revision)</i>	Date	Approved through Directives Management Center
Revision	03/29/2019	Saul Schwartz

Summary of Changes (if applicable)

Substantial changes being made to bring the Directive into compliance with the federal regulations promulgated by the Equal Employment Opportunity Commission (EEOC) on January 3, 2017.



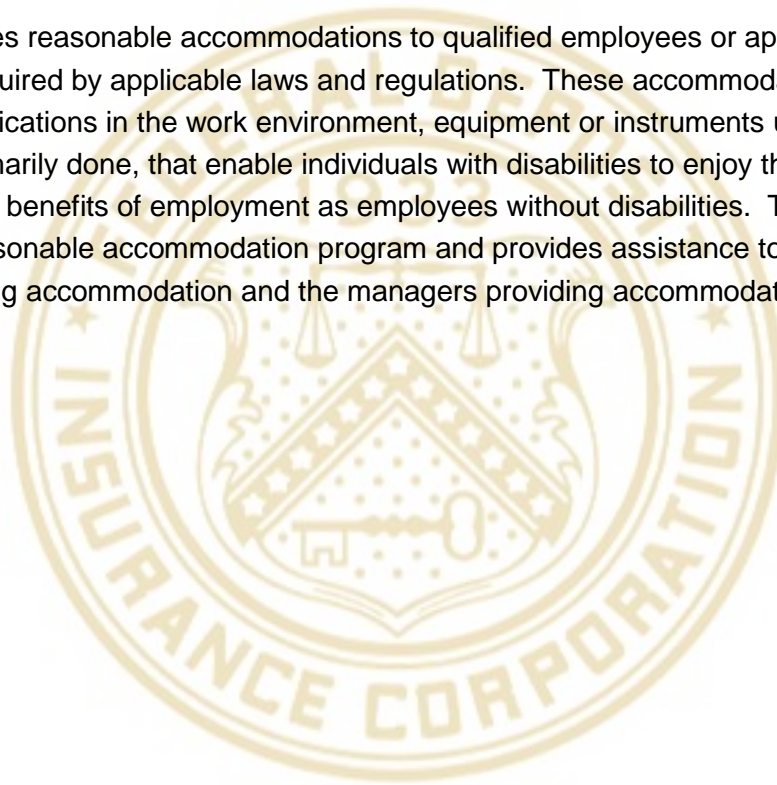
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Background

The FDIC is committed to the principles of equal opportunity in all of its programs, policies, and practices, and to promoting diversity and inclusion in its workforce, as well as in its programs and activities. The Office of Minority and Women Inclusion (OMWI) is responsible for the FDIC's diversity and inclusion, civil rights, accessibility, and minority and women outreach programs. These programs ensure that the FDIC's workplace is inclusive, free from unlawful discrimination and retaliation, and provides equal opportunity and access to all.

The FDIC provides reasonable accommodations to qualified employees or applicants with disabilities as required by applicable laws and regulations. These accommodations are changes or modifications in the work environment, equipment or instruments used, or the way things are customarily done, that enable individuals with disabilities to enjoy the same opportunities and benefits of employment as employees without disabilities. The OMWI oversees the reasonable accommodation program and provides assistance to individuals with disabilities seeking accommodation and the managers providing accommodations.



Policy

The FDIC has a longstanding commitment to ensuring equal opportunity for all persons regardless of race, color, national origin, sex (including pregnancy, equal pay, gender identity and sexual orientation), religion, age, disability, genetic information, or status as a parent, and to preventing prohibited retaliation against individuals for participating in the EEO complaint process or opposing discriminatory practices. With this commitment, the FDIC meets its obligation to provide reasonable accommodation for known physical and mental disabilities of qualified employees and applicants for employment, unless the FDIC can show that a particular accommodation would impose an undue hardship on the operation of its programs and activities.

When appropriate, the FDIC may grant an accommodation to an employee or an applicant for employment, even though the Corporation may not be legally required to do so. Therefore, the FDIC's approval of an accommodation request does not necessarily constitute a determination by the Corporation that an employee or applicant for employment is legally entitled to the accommodation or the accommodation granted.

A. Requests for Reasonable Accommodation

1. Initial Requests

An individual with a disability may request a reasonable accommodation at any time, even if he or she has not previously disclosed the existence of a disability. Disclosing a medical condition or medication, which may or may not impact the employee's work environment or ability to perform his or her job, may also indicate the potential need for reasonable accommodation. Requests:

- a. May be made orally or in writing and do not have to include any special words such as "reasonable accommodation," "disability," or "Rehabilitation Act;"
- b. Do not require the completion of a specific form for the interactive process to begin, and the employee is not required to have a particular accommodation in mind before making the request; and

- c. May be made or submitted to the employee's first-line supervisor, another supervisor or manager in the employee's chain of command, the Division/Office Director, or the Disability Program Manager.

If an approved accommodation is needed on a repeated basis, the employee needs only to make a summary request for the accommodation, either orally or in writing when a subsequent need arises.

For employees with intellectual disabilities, a Support Coordinator can be made available for the purpose of assisting the employee and promoting the employee's best interest in the workplace. While supervisors should take all necessary precautions to maintain the confidentiality of employees with intellectual disabilities, a supervisor may be required to discuss the employee's disability in order to provide them a reasonable workplace accommodation.

The Support Coordinator, in conjunction with any legal guardian, if applicable, will ordinarily be involved in all aspects of the reasonable accommodation process or any other process for determining appropriate workplace assistance. The Disability Program Manager should be contacted for information on accommodations available for employees with intellectual disabilities.

In the case of an applicant for employment, the applicant's request for a reasonable accommodation is made or submitted to the HR Specialist responsible for recruitment of the position. Applicants should submit requests for reasonable accommodation as early in the hiring process as possible to afford the FDIC a reasonable time to process the requests. For example, an applicant may require a sign language interpreter to be available during interviews in the hiring process. Such accommodations can be provided without delay if planned in advance of the requirement.

2. Communication

Communication is a priority throughout the reasonable accommodation process. As soon as practicable following a request for a reasonable accommodation, whether made orally or in writing, the individual making the request and management shall engage in the interactive process. This process involves discussions between the individual making the request and management regarding the request, the process for determining whether an accommodation will be provided, and potential accommodations.

Management should communicate with the individual making the request early in the process and periodically throughout the process. The interactive process is especially important when impairment is not obvious or an effective accommodation is not clear.

While the Deciding Official makes the ultimate decision on a request for reasonable accommodation, that decision may be made in consultation with the Disability Program Manager and the Federal Occupational Health (FOH) Service, when necessary.

3. Medical Documentation

When a disability or need for an accommodation is not obvious, the Deciding Official, other supervisor or manager in the requesting employee's chain of command, or Disability Program Manager may ask the employee requesting an accommodation to provide sufficient medical documentation from a healthcare provider. If the employee does not want to provide medical documentation to anyone at the FDIC, the employee or the employee's healthcare provider may choose to send it to FOH directly. If this option is chosen, the employee must inform the Disability Program Manager of this decision, and the Disability Program Manager will send the appropriate forms to the employee and FOH to initiate the process.

The FDIC has the right to have medical documentation reviewed by a qualified medical professional appointed by the FDIC. Under a contractual agreement with the FDIC, FOH physicians can review requests for reasonable accommodation and, when necessary, may consult with the requesting employee's healthcare provider(s) concerning the employee's disability and the appropriate reasonable accommodations. The FOH physicians may also request relevant supplemental medical documentation if the information submitted by the employee requesting an accommodation is insufficient. Depending on their complexity, reasonable accommodation requests may or may not necessitate FOH review.

The medical documentation should address:

- a. The nature, severity, and duration of the impairment;
- b. The activity or activities that the impairment limits;
- c. The extent to which the impairment limits the ability to perform the activity or activities (*i.e.* job function); and

- d. Why the employee requires reasonable accommodation or the particular reasonable accommodation requested, as well as how the requested accommodation will assist an applicant to apply for a job, perform the essential functions of the job, or enjoy a privilege or benefit of employment.

The healthcare provider's statement must be legible, on the healthcare provider's letterhead, and signed with an original signature. When the need for a reasonable accommodation remains unclear, or when the individual requesting an accommodation has not provided sufficient medical information to clarify the need, the FDIC has the right to request additional information.

The FDIC is obligated to keep medical information confidential in accordance with the confidentiality requirements under the Americans with Disabilities Act and other applicable laws and regulations and the limited circumstances under which such information may be disclosed. The FDIC may be unable to provide a timely response to a request for reasonable accommodation if an individual's healthcare provider fails to provide needed documentation in a timely manner. Failure to provide necessary requested documentation may result in denial of a reasonable accommodation request. [Recordkeeping Requirements](#) provides recordkeeping requirements for medical documentation.

B. Reviewing Requests for Reasonable Accommodation

1. Initial Considerations

An employee's request for reasonable accommodation may include a request for a change in policy, practice, work modification, or other assistance that relates to the employee's employment because of his or her medical condition. Supervisors are often the first people employees contact when making requests for accommodation. Although the employee seeking an accommodation generally has the burden of initiating the request, the request may be initiated by a spouse, caregiver, or someone else representing the employee.

To assist in recognizing a request for an accommodation, the Deciding Official should consider the following questions:

- a. Is the employee talking about some type of medical condition that is impacting his or her work?

- b. Has the employee mentioned some sort of physical/intellectual/psychiatric challenge that is impacting his or her work?
- c. Is the employee requesting an adjustment or change to the workplace?
- d. Has the employee openly disclosed a disability, medical condition, or medication?
- e. Has the employee stated that he or she needs assistance performing a job function?
- f. Is the employee known to have a disability and a family member, friend, coworker, or healthcare provider has requested an accommodation on his or her behalf?

When a request for a reasonable accommodation has been made, various individuals are accountable for reviewing, processing, and implementing the request.

2. Processing

The Deciding Official processes requests for reasonable accommodation in accordance with the timeframes outlined in this Directive. Additionally, in coordination with other supervisors in an employee's chain of command as appropriate, he or she will:

- a. Begin the interactive communication process with the person requesting the reasonable accommodation, communicate periodically throughout the process, and provide the individual with his or her contact information;
- b. Verify, within applicable delegations of authority, his or her authority to grant or deny requests for reasonable accommodation. If he or she does not have the authority to grant or deny the reasonable accommodation requested, he or she shall refer the request to the appropriate official who has the authority to make the determination;
- c. Confirm that the individual is requesting a reasonable accommodation when a family member, healthcare provider, or representative requests a reasonable accommodation on an individual's behalf;
- d. Notify the Disability Program Manager when a request for a reasonable accommodation is received and provide the Disability Program Manager with a copy of form FDIC 2710/02 submitted by the employee, or on his or her behalf;

- e. Collaborate with the Disability Program Manager, who can refer the Deciding Official to the appropriate resources, including budget sources, individuals, and Divisions/Offices able to provide assistance in making the decision or that may be involved in the implementation of the accommodation;
- f. Consult with the appropriate Divisions/Offices, which may include, but are not limited to the:
 - 1) Division of Administration (DOA)/Human Resources Branch (HRB), including the Labor and Employee Relations Section, on issues that might impact human resources policy, employee relations, and bargaining unit matters;
 - 2) Division of Information Technology (DIT) regarding the availability and feasibility of certain computer equipment, hardware, peripherals, software, and training;
 - 3) DOA/Health, Safety and Environmental Unit, Corporate Services Branch, regarding the availability and feasibility of certain accommodation requests such as building accessibility, ergonomic furniture, etc.; and
 - 4) Legal Division/Labor, Employment and Administration Section (LEAS).

NOTE: For requests made by employees in, or applicants for employment with, the Office of Inspector General (OIG), the Deciding Official should consult with the OIG Office of Management, Human Resources Team, who will coordinate with the OIG Office of General Counsel.

- g. Request medical documentation, when needed, to support the request for a reasonable accommodation, including when supplemental information is needed to determine an effective accommodation, if any.

In reaching a decision on a request for a reasonable accommodation, the FDIC will consider all resources available to the FDIC as a whole, excluding those designated by statute for a specific purpose that does not include reasonable accommodation. Management consults with the Disability Program Manager, as well as appropriate officials in DOA, Legal, or DIT, as needed, to obtain all available agency resources to provide reasonable accommodations.

3. Reassignment

If the Deciding Official determines that no reasonable accommodation will permit the requesting employee to perform the essential functions of his or her current position, the Deciding Official must consider reassignment to a vacant, funded position for which the employee is qualified. Reassignment will only be considered if no other reasonable accommodations are available to enable an employee to perform the essential functions of his or her current job, or if the only effective accommodation would cause undue hardship on the FDIC. In considering whether there are positions available for reassignment without competition, the Deciding Official and the Disability Program Manager will work with DOA/HRB and the employee needing the reassignment to identify:

- a. Vacant, funded positions throughout the FDIC for which the employee qualifies and can perform, with or without reasonable accommodation; and
- b. Positions within the FDIC that DOA/HRB or the Division/Office has reason to believe will become vacant within a reasonable amount of time from the date the search is initiated and for which the employee may be qualified.

If considering reassignment, the FDIC will first attempt to locate positions at the employee's current grade level in his or her current commuting area. If no position exists at the employee's current grade level, the FDIC will search for positions at a lower grade level. Positions at a higher grade level or with a higher promotion potential than currently held will not be considered for non-competitive reassignment as a reasonable accommodation, though employees seeking reasonable accommodation may choose to apply for positions through the competitive hiring process. Reassignment may be made to a vacant position outside of the employee's commuting area if he or she is willing to relocate (at his or her expense, pursuant to FDIC travel policy). If no vacancies for which the employee qualifies are available or anticipated within a reasonable amount of time, the search will conclude and the results will be conveyed to the employee.

4. Timeframes for Processing a Request for Reasonable Accommodation

a. No Extenuating Circumstances

Absent extenuating circumstances, the maximum amount of time from the accommodation request to either provide a requested accommodation or deny the request is 30 calendar days.

Upon receipt of a request for a reasonable accommodation, whether oral or in writing, the Deciding Official processes the request and shall not wait for receipt of form FDIC 2710/02 to begin processing the request.

When a request for a reasonable accommodation can be processed by the Deciding Official and medical documentation is not required, and no extenuating circumstances exist, the request will be processed and the accommodation, if granted, will be provided within 30 calendar days. Failure to provide the accommodation in a prompt manner when there are no extenuating circumstances causing the delay may result in a violation of the Rehabilitation Act.

If the Deciding Official believes that it is necessary to obtain medical documentation, he or she, another appropriate supervisor, or the Disability Program Manager will request the information before the expiration of the 30 calendar day period;

After the requested medical documentation is received, and if there are no further extenuating circumstances, the request for reasonable accommodation will continue to be processed and a decision will be provided within 15 calendar days;

b. Expedited Processing

The FDIC will process some requests in shorter timeframes when necessary, such as when an applicant needs accommodations to adhere to hiring schedules, or an employee needs an accommodation to participate in an upcoming meeting.

c. Extenuating Circumstances

When extenuating circumstances exist, the timeframe for processing the request for reasonable accommodation and providing the accommodation will be extended as reasonably necessary. Examples of extenuating circumstances include, but are not limited to:

- 1) A follow-up request for medical documentation;
- 2) The need for a qualified medical professional to evaluate the medical documentation;
- 3) The purchase of equipment not readily available; or

- 4) The completion of a personnel action.
- 5) When extenuating circumstances delay processing a request for reasonable accommodation beyond 30 calendar days, the Deciding Official will provide written notification to both the individual making the request and the Disability Program Manager of the reason for the delay, in an accessible format, if needed, and the approximate date by which a decision or provision of the reasonable accommodation is expected. Any further delays or changes will be promptly communicated to the individual making the request and the Disability Program Manager.
- 6) Where it is determined that it is reasonably likely that an individual will be entitled to a reasonable accommodation while the request is being considered, the Deciding Official will notify the individual, including any extenuating circumstances that justify a delayed decision, and provide an interim accommodation, absent undue hardship, that will allow an employee to perform some or all of the essential functions of his or her job or an applicant to complete the application process.
- 7) The individual making the request may contact the Deciding Official or the Disability Program Manager concerning the tracking or status of his or her reasonable accommodation request.
- 8) The FDIC will not be expected to adhere to its usual timeframes if an individual's healthcare provider fails to provide needed medical documentation in a timely manner.

C. Denial of Requests for Reasonable Accommodation

1. Written Notice

If a request for reasonable accommodation is denied, the Deciding Official prepares a written notice, in an accessible format, if needed, completes Section II of form FDIC 2710/02 explaining in detail the reason for the denial, provides written instructions on how to submit a request for reconsideration of the denial, and gives a copy to the individual requesting the accommodation and to the Disability Program Manager. In the written notice, the Deciding Official informs the individual of the right to challenge the denial by filing a complaint of discrimination; provides instructions on how to file such a complaint; and explains that, pursuant to the Equal Employment Opportunity (EEO) complaint processing procedures, the right to file a complaint will be lost unless the

individual initiates contact with an EEO Counselor within 45 calendar days of the denial. Upon receipt of a written denial, the individual requesting the accommodation may submit a written request for reconsideration, along with any supporting documentation, to the Reviewing Official within 15 calendar days, with a copy to the Disability Program Manager.

2. Reconsideration

An employee may submit a written request for reconsideration along with supporting documentation to the Reviewing Official or his/her designee. The Reviewing Official processes the request in accordance with the instructions outlined in Reviewing Requests for Reasonable Accommodation > [Processing](#), [Reassignment](#), and [Timeframes for Processing a Request for Reasonable Accommodation](#), as appropriate, within 30 calendar days. The Reviewing Official may uphold, modify, or reverse the decision to deny the reasonable accommodation. If the Reviewing Official decides to deny the request for reasonable accommodation, he or she prepares a written notice, in an accessible format, if needed, that:

- a. Explains the reasons for the denial;
- b. Informs the individual of the right to challenge the denial by filing a complaint of discrimination;
- c. Provides instructions on how to file such a complaint; and
- d. Explains that, pursuant to the EEO complaint processing procedures, the right to file a complaint will be lost unless the individual initiates contact with an EEO Counselor within 45 calendar days of the denial.

The Reviewing Official provides a copy of his or her written decision and the completed Section III of form FDIC 2710/02 to the individual and the Disability Program Manager.

D. EEO Complaints and Grievances

Individuals denied reasonable accommodation may initiate an EEO complaint, as delineated in [FDIC Directive 2710.2, EEOC Discrimination Complaint Procedures](#), by contacting an FDIC EEO Counselor within 45 calendar days of receipt of the initial written denial or receipt of the denial after reconsideration. The FDIC encourages the use of alternative dispute resolution (ADR) to resolve employment-related disputes, including issues concerning requests for reasonable accommodation. Employees may seek participation in the ADR

process by contacting an FDIC EEO Counselor in OMWI. Additional information on ADR is located on the OMWI website.

Bargaining unit employees alleging discrimination as the basis for the denial of a reasonable accommodation request may file a grievance under the collective bargaining agreement within 20 business days of receipt of the initial written denial or receipt of the reconsideration decision; or, file a formal EEO complaint as outlined in Directive 2710.2 and described above, but not both.

E. Freedom from Retaliation

The FDIC prohibits retaliation or taking an adverse action against individuals based on requests for or perceived need for a reasonable accommodation.

F. Confidentiality Requirements

Medical documentation relating to requests for reasonable accommodation must be kept confidential and shared only with those who have a valid need to know (e.g., decision makers who make employment decisions consistent with the ADA for necessary accommodation of the individual, first aid and safety personnel during an emergency, and government officials investigating compliance with the regulations, including the OIG). Medical documentation related to requests for accommodations must be kept in files separate from the employee's official personnel file, or any other files kept by managers or the Corporation. Employees who obtain or receive medical documentation are strictly bound by this confidentiality requirement.

G. Recordkeeping Requirements

1. Once a decision has been made on the individual's request or after the reasonable accommodation process is complete, the Deciding Official will:
 - a. Complete Section II of Form 2710/02; and
 - b. Forward the complete case file, including notes, correspondence, medical documentation, and all other associated materials, to the Disability Program Manager.
2. For recordkeeping purposes and to facilitate clear communication, oral requests for a reasonable accommodation should be followed by the requestor completing Section I of

form FDIC 2710/02, Request FDIC for Reasonable Accommodation or Barrier Removal and the requestor will be asked to voluntarily complete the Office of Personnel Management's (OPM) Standard Form (SF) 256, Self-Identification of Disability. Form FDIC 2710/02 and the SF 256 are available in alternative formats accessible to individuals with disabilities. The SF 256 data is essential for effective data collection and analysis of the FDIC's Disability Employment Program and may be submitted, by the employee, by updating their disability status through the personnel system. While, self-identification is voluntary and is not required to request and receive an accommodation, cooperation in providing accurate information is critical to these efforts. The FDIC is obligated to keep medical information confidential. If necessary, a hard copy of the form FDIC 2710/02 can be submitted to the Disability Program Manager and the SF 256 can be submitted to the employee's servicing HR Specialist. For applicants with disabilities, form FDIC 2710/02 will be completed by the HR Specialist.

3. The Disability Program Manager maintains custody of all records, including medical documentation and forms FDIC 2710/02 and SF 256, upon completion of the processing of requests for reasonable accommodation. Absent a legitimate, business need, management does not retain medical documentation associated with requests for reasonable accommodation after forwarding the complete file to the Disability Program Manager. The Disability Program Manager collects and maintains the original files on all requests for reasonable accommodation, which will be used to:
 - a. Protect confidentiality and privacy of the individual;
 - b. Ensure consistency in the handling of requests for reasonable accommodation;
 - c. Measure the FDIC's efforts in supporting its Disability Employment Program; and
 - d. Track the FDIC's processing of requests for reasonable accommodations for purposes of reporting to the U.S. Equal Employment Opportunity Commission.

Responsibilities

A. Employee/Applicant

1. Submits request for reasonable accommodation;
2. Provides medical documentation, upon request from the Deciding Official, Supervisor, or the Disability Program Manager; and
3. Engages in the interactive communication process with the Deciding Official, Supervisor, or Disability Program Manager, as appropriate.

B. Support Coordinator (For Employees with Intellectual disabilities)

1. Assists employees (or applicants for employment) in participating in the reasonable accommodation process; and
2. Promotes the individual's best interest in the workplace.

C. Disability Program Manager

1. Coordinates the reasonable accommodation process;
2. Provides guidance to managers and individuals in seeking and providing reasonable accommodations;
3. Serves as a neutral advisor on requests for reasonable accommodation; and
4. Maintains the original files on requests for reasonable accommodations.

D. Reviewing Official

1. Reviews the Deciding Official's decision when a request for reasonable accommodation is denied and a request for reconsideration is filed by the employee (or applicant for employment);
 - a. Employees – the Reviewing Official is the Deciding Official's first line supervisor;

- b. Applicants in Headquarters – the Reviewing Official is the DOA/HRB Deputy Director;
 - c. Applicants in Regional, Area, and Field Offices – the Reviewing Official is the Regional Human Resources (HR) Manager;
 - d. Applicants with the OIG – the reviewing Official is the Deputy Assistant Inspector General for Management.
2. Has the authority to uphold, modify, or reverse the decision to deny the reasonable accommodation.

E. Deciding Official

1. Decides whether an individual is provided a reasonable accommodation and is responsible for approving an effective reasonable accommodation that does not impose an undue burden on the agency, but is not required to approve the specific accommodation(s) requested by an employee or his or her health care provider:
 - a. Employees – the Deciding Official may be the first level supervisor or another manager in the employee’s chain of command; or
 - b. Applicant – the Deciding Official is the Human Resources (HR) Specialist identified in the vacancy announcement.
2. Analyzes the particular job involved, including reviewing the relevant position description and determining its purpose and essential functions;
3. Consults with the individual requesting an accommodation to ascertain the precise job-related limitations imposed by the individual's disability and how those limitations could be overcome with a reasonable accommodation;
4. Identifies potential accommodations and assess the effectiveness each would have in enabling the individual to perform the essential functions of the position, in consultation with the individual requesting the accommodation;

5. Considers the preference of the individual requesting an accommodation as well as the needs of the FDIC, and selects an appropriate accommodation; and
6. Validates with the employee that the accommodation is effective as implemented.

F. Implementing Office

1. Implements the reasonable accommodation once approval of the reasonable accommodation is received;
2. Indicates the actions taken after full implementation of the approved reasonable accommodation by completing Section IV of form FDIC 2710/02; and
3. Forwards the original form FDIC 2710/02 to the Disability Program Manager and a copy to the Deciding Official.



Appendix

Reasonable Accommodation Resources

FDIC Office of Minority and Women Inclusion

3501 Fairfax Drive
Arlington, VA 22226

- Disability Program Manager for assistance with reasonable accommodation matters; (703) 562-2096; mflint@fdic.gov or DisabilityProgram@fdic.gov.
- Sign Language Interpreting Services for obtaining interpreters; InterpreterDC@fdic.gov.
- Alternative Dispute Resolution for mediation assistance in dispute resolution; (703) 562-6073; mmoran@fdic.gov.
- FDIC EEO Counselor and the EEO Complaint Process for initiating an EEO complaint outlined in 2710.2, EEOC Discrimination Complaint Procedures; (703) 562-6082; (571) 355-1240; or DoBallard@fdic.gov.
- [Disability Employment Program Resources](#) information located at FDICnet > Office of Minority and Women Inclusion (OMWI) > Diversity and Affirmative Employment.

FDIC Division of Administration

Corporate Services Branch
3501 Fairfax Drive
Arlington, VA 22226

- Building and facility accessibility.
- Ergonomic workspaces, furniture and equipment; Ergonomic Help Desk at (703) 562-2600 or ergohelpdesk@fdic.gov.

FDIC Division of Information Technology

3501 Fairfax Drive
Arlington, VA 22226

- Computer hardware, software.
- Telecommunication equipment.
- Access to electronic information.

ADA Disability and Business Technical Assistance Centers (DBTACs)

(800) 949-4232 Voice/TTY

The DBTACs consist of 10 federally funded regional centers that provide information, training, and technical assistance on the ADA. Each center works with local businesses and disability, governmental, rehabilitation, and other professional networks to provide current ADA information and assistance. The DBTACs can provide information on reasonable accommodation and make referrals to local sources of expertise in reasonable accommodation.

Department of Defense's Computer Assistance/Electronic Accommodations Program

(833) 227-3272 Voice; (571) 384-5629 Videophone

<http://www.cap.mil/Default.aspx>

Established by the Department of Defense (DoD) in 1990, CAP provides assistive technology and reasonable accommodations to people with disabilities and wounded Service members. CAP's mission is to ensure that people with disabilities and wounded Service members have equal access to the information environment and opportunities in the DoD and throughout the Federal government. FDIC is a CAP partner agency.

Job Accommodation Network

(800) 232-9675 Voice/TTY

<http://janweb.icdi.wvu.edu/>

A service of the Office of Disability Employment Policy, Department of Labor, JAN can provide information, free-of-charge, about many types of reasonable accommodations, personal assistance services, and referrals to other organizations that may have particular information about accommodations for persons with disabilities.

Registry of Interpreters for the Deaf

(301) 608-0050 Voice/TTY

The Registry offers information on locating and using interpreters and transliteration services.

RESNA Technical Assistance Project

(703) 524-6686 Voice; (703) 524-6639 TTY

<http://www.resna.org>

RESNA, the Rehabilitation Engineering and Assistive Technology Society of North America, can refer individuals to projects in all 50 states and the six territories offering technical assistance on technology-related services for individuals with disabilities. Services may include:

- Information and referral centers to help determine what devices may assist a person with a disability (including access to large data bases containing information on thousands of commercially available assistive technology products);
- Centers where individuals can try out devices and equipment;
- Assistance in obtaining funding for and repairing devices; and
- Equipment exchange and recycling programs.

U.S. Equal Employment Opportunity Commission

(800) 669-3362 Voice; (800) 800-3302 TTY

EEOC has published many ADA and Rehabilitation Act-related documents that may assist both individuals requesting reasonable accommodation as well as those involved in the decision-making process. Most of these documents are available at www.eeoc.gov.

EEOC guidance documents and resource materials also include:

- The Disability-Related Inquiries and Medical Examinations of Employees Under the Americans with Disabilities Act (July 27, 2000) at <https://www.eeoc.gov/policy/docs/guidance-inquiries.html>; and
- Reasonable Accommodation and Undue Hardship Under the Americans with Disabilities Act (revised October 17, 2002) at <https://www.eeoc.gov/policy/docs/accommodation.html>.

Glossary of Terms

Term	Definition
Accessible Format	Formats that are an alternative to standard print and are accessible to individuals with disabilities, e.g., large print, recorded audio and electronic formats, and Braille.
Deciding Official	The management official who decides whether an individual will be provided a reasonable accommodation. For employees, the Deciding Official may be the first-level supervisor of the individual requesting the accommodation, or another supervisor or manager in an individual's chain of command. For applicants for employment, the Deciding Official is the Human Resources (HR) Specialist identified in the vacancy announcement or as otherwise designated.
Disability	<ul style="list-style-type: none"> ▪ A physical or mental impairment that substantially limits one or more of the major life activities of an individual; ▪ A record of such impairment; or ▪ Being regarded as having such impairment.
Disability Program Manager	The FDIC employee who coordinates the reasonable accommodation process, provides guidance to managers and individuals in seeking and providing reasonable accommodations, and serves as a neutral advisor on requests for reasonable accommodation.
Essential Functions	<p>Job duties fundamental to the position that an individual holds or desires. A job function may be considered "essential" for several reasons including, but not limited to:</p> <ul style="list-style-type: none"> ▪ The position exists to perform the specific job function; ▪ There are a limited number of other employees who could perform the job function; or

	<ul style="list-style-type: none"> ▪ The job function is specialized and the individual is hired based on his/her ability to perform that function.
Term	Definition
Federal Occupational Health (FOH)	A non-appropriated agency within the Program Support Center of the U.S. Department of Health and Human Services. The FOH works in partnership with federal organizations to design and deliver comprehensive occupational health solutions exclusively to federal employees. Under a contractual agreement with the FDIC, FOH physicians review some requests for reasonable accommodation, and, when necessary, consult with the requesting individual's healthcare provider(s) concerning the individual's disability and appropriate reasonable accommodations. Depending on their complexity, reasonable accommodation requests may be referred to the FOH for review at the request of the Deciding Official or other appropriate officials.
Has a Record of Such Impairment	The individual has a history of, or has been classified as having, a mental or physical impairment that substantially limits one or more major life activities.
Implementing Office	The Division/Office responsible for providing the accommodation, acquiring equipment or services, or making the facilities readily accessible to accommodate individuals with disabilities. For example, DIT is the Implementing Office for computer hardware and software, OMWI provides sign language interpreting services, and DOA ensures facility accessibility and provides ergonomic assessments of employee work spaces, furniture, and equipment.
Individual	Employee or applicant for employment.

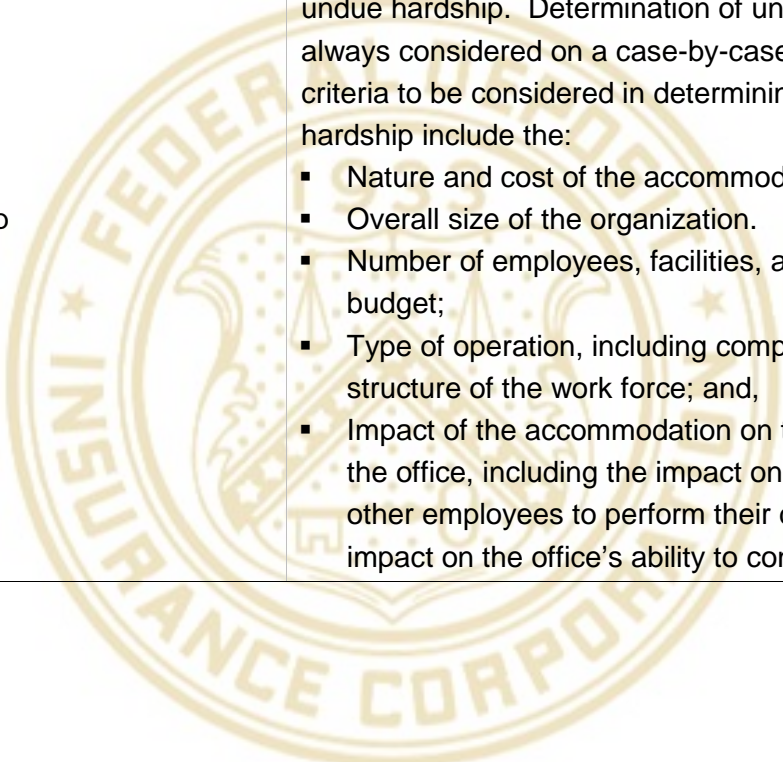
Term	Definition
Interactive Process	<p>Flexible communication between management and the individual requesting a reasonable accommodation to identify the precise limitations resulting from the disability, and potential reasonable accommodations that could overcome those limitations. Once an individual has requested a reasonable accommodation, management:</p> <ul style="list-style-type: none"> ▪ Analyzes the particular job involved, including reviewing the relevant position description and determining its purpose and essential functions; ▪ Consults with the individual requesting an accommodation to ascertain the precise job-related limitations imposed by the individual's disability and how those limitations could be overcome with a reasonable accommodation; ▪ In consultation with the individual requesting an accommodation, identifies potential accommodations and assess the effectiveness each would have in enabling the individual to perform the essential functions of the position; and, ▪ Considers the preference of the individual requesting an accommodation as well as the needs of the FDIC, and selects and implements an appropriate accommodation, which may or may not be the requested accommodation. <p>In some instances, the appropriate reasonable accommodation may be so obvious that it may be unnecessary to proceed in this step-by-step fashion; for example, if an employee who uses a wheelchair requests that his or her desk be placed on blocks to elevate the desktop. In other instances, however, neither the individual requesting the accommodation nor management may be able to readily identify an appropriate accommodation. Under such circumstances, it may be necessary for management to initiate a problem-solving process, such as the step-by-step interactive process described above, as part of the effort to identify an appropriate reasonable accommodation.</p>

Term	Definition
Major Life Activities	Include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. A major life activity also includes the operation of a major bodily function, including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.
Mental Impairment	A mental or psychological disorder, such as intellectual disabilities, organic brain syndrome, emotional or mental illness, and specific learning disabilities.
Physical Impairment	A physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin, and endocrine.
Qualified Individual with a Disability	<p>One who:</p> <ul style="list-style-type: none"> ▪ Satisfies the requisite skill, experience, education, and other job-related requirements of the position the individual holds or desires; and ▪ Is able to perform the essential functions of the position with or without a reasonable accommodation.

Term	Definition
Reasonable Accommodation	<p>Modifications/adjustments:</p> <ul style="list-style-type: none"> ▪ To the job application process to enable a qualified applicant with a disability to be considered for the position he or she desires; ▪ To the work environment, or the way in which the position held or desired is customarily performed, to enable a qualified individual with a disability to perform the essential functions of the position; or ▪ That enable an employee with a disability to enjoy equal benefits and privileges of employment. <p>Such modifications/adjustments may include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Making existing facilities readily accessible to, and usable by, individuals with disabilities; and ▪ Job restructuring; part-time or modified work schedules; reassignment to a vacant, funded position; acquisition or modification of equipment or devices; appropriate adjustment or modification of examinations, training materials, or policies; the provision of qualified readers or interpreters; and other similar accommodations for individuals with disabilities.
Reassignment	<p>A reasonable accommodation of last resort that, absent undue hardship, the FDIC will consider if it determines that no other reasonable accommodation would permit an employee to perform the essential functions of his or her current job. The placement of an employee in a vacant, funded position, without competition, for which the employee is qualified and can perform the essential functions, regardless of geographic location. If a position of an equal grade is not available, an employee may voluntarily accept a change to a lower grade, vacant, funded position, regardless of geographic location, for which the employee is qualified.</p>

Term	Definition
Reviewing Official	<p>The management official who reviews the Deciding Official's decision when a request for reasonable accommodation is denied and the individual requesting the accommodation files a request for reconsideration. The Reviewing Official has the authority to uphold, modify, or reverse the decision to deny the reasonable accommodation.</p> <p>For reasonable accommodation requests from employees, the Reviewing Official is the Deciding Official's first level supervisor or designee. For applicants for employment in Headquarters offices, the Reviewing Official is the Deputy Director, Human Resources Branch (HRB), DOA, or designee. For Regional, Area and Field Office applicants, the Reviewing Official is the Regional HR Officer. For applicants for employment with the OIG, the Reviewing Official is the Deputy Assistant Inspector General for Management or his/her designee.</p>
Substantially Limits	<p>The person is:</p> <ul style="list-style-type: none"> ▪ Unable to perform a major life activity that an average person in the general public can perform; ▪ Significantly restricted as to the condition, manner, or duration under which an individual can perform a particular major life activity as compared to the general population. <p>The following factors are considered in determining whether an individual is substantially limited in a major life activity:</p> <ul style="list-style-type: none"> ▪ The nature and severity of the impairment; ▪ The duration or expected duration of the impairment; and ▪ The permanent or long-term impact or the expected permanent or long-term impact of the impairment.

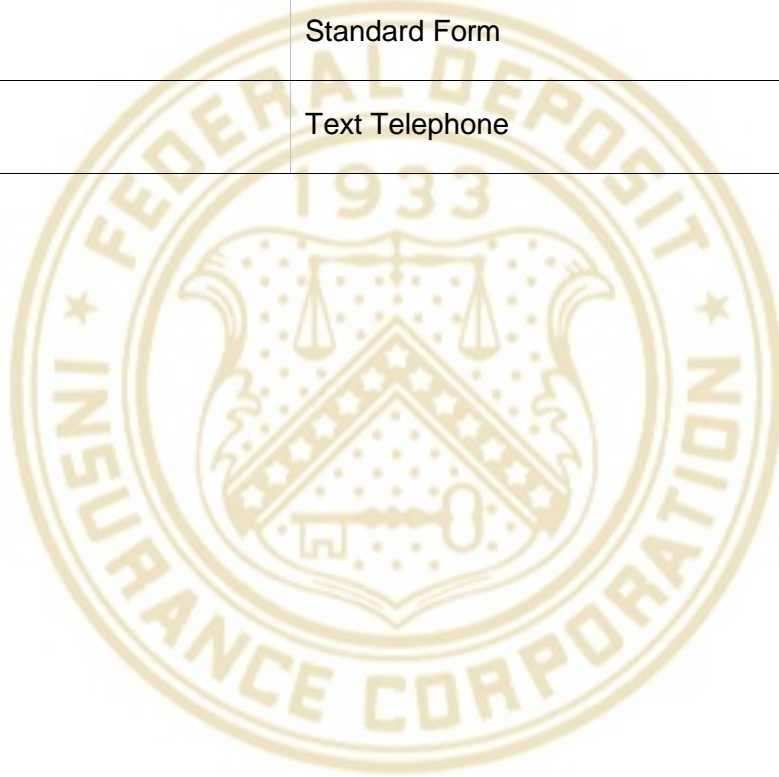
Term	Definition
Support Coordinator	<p>An individual assigned to:</p> <ul style="list-style-type: none"> ▪ Assist employees with intellectual disabilities in participating in the reasonable accommodation process; and ▪ Promote the employee’s best interest in the workplace.
Undue Hardship	<p>Significant difficulty or expense the FDIC would incur if it provided a particular accommodation. The FDIC is not required to provide an accommodation that causes undue hardship. Determination of undue hardship is always considered on a case-by-case basis. The criteria to be considered in determining undue hardship include the:</p> <ul style="list-style-type: none"> ▪ Nature and cost of the accommodation; ▪ Overall size of the organization. ▪ Number of employees, facilities, and size of the budget; ▪ Type of operation, including composition and structure of the work force; and, ▪ Impact of the accommodation on the operation of the office, including the impact on the ability of other employees to perform their duties, and the impact on the office’s ability to conduct business.



Glossary of Acronyms

Acronym	Definition
ADA	Americans with Disabilities Act
ADR	Alternative Dispute Resolution
CAP	Computer/Electronic Accommodations Program
DBTACs	ADA Disability and Business Technical Assistance Centers
DIT	Division of Information Technology
DOA	Division of Administration
DoD	Department of Defense
EEO	Equal Employment Opportunity
EEOC	Equal Employment Opportunity Commission
FOH	Federal Occupational Health
HR	Human Resources
HRB	Human Resources Branch
JAN	Job Accommodation Network
LEAS	Labor, Employment, and Administration Section

Acronym	Definition
LERS	Labor and Employee Relations Section
OIG	Office of Inspector General
OMWI	Office of Minority and Women Inclusion
RESNA	Rehabilitation Engineering and Assistive Technology Society of North America
SF	Standard Form
TTY	Text Telephone



ATTACHMENT H

FDIC Guidance/Procedures for Providing Personal Assistance Services



March 29, 2019

MEMORADUM TO: All Employees

FROM: Saul Schwartz
Director
Office of Minority and Women Inclusion

SUBJECT: Guidance/Procedures for Providing Personal Assistance Services

This memorandum provides guidance on the proper procedures for requesting and processing requests for Personal Assistance Services (PAS) and providing PAS to FDIC employees with targeted disabilities in accordance with Equal Employment Opportunity Commission (EEOC) regulations.

On January 3, 2017, the EEOC amended the regulations implementing Section 501 of the Rehabilitation Act of 1973, the law that prohibits the Federal Government from discriminating in employment on the basis of disability and requires it to engage in affirmative action for people with disabilities. Federal agencies are required by the new regulations to provide PAS to employees who need them because of targeted disabilities. Individuals with “targeted disabilities” are particularly identified by the U.S. Office of Personnel Management as having difficulty finding employment. The purpose of focusing on targeted disabilities is to encourage the hiring, placement, and advancement of individuals with targeted disabilities in affirmative action planning. The current list of targeted disabilities can be found on [SF 256, Self-Identification of Disability](#).

When appropriate, the FDIC will provide PAS to employees with targeted disabilities. PAS are non-medical assistance with performing activities of daily living, such as assistance with removing and putting on clothing, eating, and using the restroom. These services are needed by individuals whose specific targeted disabilities make it difficult for them to perform such activities on their own. They differ from services that help the individual perform job-related tasks, such as sign language interpreters for individuals who are deaf or readers for individuals who are blind or have learning disabilities, which are already required as reasonable accommodations.

In addition to reasonable accommodations that may be needed, the FDIC will provide an employee with a targeted disability with PAS during work hours and job-related travel if:

1. The employee requires such services because of a targeted disability;
2. Provision of such services would, together with any reasonable accommodation, enable the employee to perform the essential functions of his or her position; and

3. Provision of such services would not impose undue hardship on the FDIC.

In providing PAS, the FDIC:

1. Will ensure that PAS are performed by qualified personal assistance service providers, employees, or independent contractors whose primary job functions include provision of PAS;
2. May require PAS providers to provide PAS to more than one individual;
3. May require PAS providers to perform tasks unrelated to PAS, but only to the extent that doing so does not result in failure to provide PAS to the individual; and
4. When selecting someone who will provide PAS to a single individual, give primary consideration to the individual's preferences to the extent permitted by law. However, it may not be possible to honor the individual's preferences in all circumstances.

While they are not requests for reasonable accommodation, requests for PAS will be processed under the same procedures and delegated authority used for processing requests for reasonable accommodation, as described in FDIC Circular [2710.5, Reasonable Accommodation Program](#).

ATTACHMENT I

FDIC FY 2019 Disabled Veterans Affirmative Action Program (DVAAP) Report

Federal Deposit Insurance Corporation

Disabled Veterans Affirmative Action Program

Fiscal Year 2019 Accomplishment Report

Fiscal Year 2020 Plan



Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency	Federal Deposit Insurance Corporation	2. FY	2019
3. POC Name	Monica C. Flint	4. Phone	(703) 562-2096

5. Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

In FY 2019, the FDIC attended 10 diversity recruiting events targeted to Veterans and Veterans with Disabilities, including events hosted by the Recruit Military Veterans and Careers & the disABLED events. FDIC recruiters specifically targeted Veterans with Disabilities with the education and experience required to qualify for employment as Financial Institution Specialists, a career track which includes a three and one half-year training program that may lead to permanent commissioned financial institution risk and compliance examiner positions. Participation rates within the examiner workforce have a direct influence on achieving higher participation rates within the broader FDIC workforce, to include management. The FDIC's recruitment strategy for Veterans with Disabilities ensures they have opportunities to apply for entry-level Financial Institution Specialists.

During FY 2019, the Corporate Employee Program (CEP) hired a total of 162 employees. Of those hired, 6.2 percent (10) were Veterans, and 2.5 percent (4) were identified as Veterans with Disabilities of 30% or more. The 2019 CEP hiring data decreased from last year; however, FDIC is transitioning the CEP program into the New Examiner Hiring program and hiring practices and data will be evaluated and monitored to identify any trends.

In 2019, the FDIC placed advertisements for the Financial Institution Specialist (FIS) position in veteran targeted publications, such as Equal Opportunity Publication: CAREERS & the disABLED magazine and RecruitMilitary: Search and Employ magazine. The FDIC also sends its vacancy announcements to National veteran's organizations such as Vetjobs, American GI Forum, and Operation Warfighter.

The FDIC continued to utilize the Department of Labor's Workforce Recruitment Program (WRP), and other resources for identifying individuals with disabilities. Standard Operating Procedures were followed to ensure Veterans' preference was followed in the selection of WRP interns. All of the FDIC's Job Opportunity Announcements (JOAs) have information on Veterans' preference and provide information for applicants eligible under the Veterans Employment Opportunity Act of 1998, as amended, Veterans Recruitment Appointments, and Veterans with Disabilities of 30% or more. These efforts contributed to 18 percent of our total applicant pool being represented by veterans and applicants eligible under Sole Survivorship Preference.

6. OPM DVAAP Manager Official Use Only: Is there an explanation of the recruitment and employment methods they have used?

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	
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**7. Methods used to provide or improve internal advancement opportunities for disabled veterans
(Attach supporting addendums if needed)**

Demonstrating its commitment to providing and improving internal advancement opportunities for Veterans with Disabilities, in FY 2019, the FDIC used several initiatives, including Career Development Plans (CDP), Professional Learning Accounts (PLA), Mentoring, Leadership Development, and detail assignments filled by Expressions of Interest (EOIs). These initiatives are discussed in more detail below.

The CDP is a personal development strategy covering a wide variety of activities designed to facilitate employees' career development. Of the 2,509 employees who had completed a CDP by the end of FY 2019, 4.7 percent (117) were Veterans with Disabilities, and 2.7 percent (68) were Veterans with Disabilities of 30% or more, which is an increase over the 2018 CDP participation rates of 3.9 percent of Veterans with Disabilities and 2.0 percent of Veterans with Disabilities of 30% or more. These percentages are above or equal to the FDIC's employee representation in the workforce of 4.0 and 2.6 percent, respectively.

The PLA provides a specified annual amount of funds for eligible employees to support their learning and developmental needs. Of the 2260 employees who used their PLA funds during FY 2019, 3.7 percent (83) were Veterans with Disabilities, and 2.2 percent (49) were Veterans with Disabilities of 30% or more. These percentages are only slightly below the representation of Veterans with Disabilities and Veterans with Disabilities of 30% or more in the FDIC's workforce and those who completed a CDP, respectively.

Under the FDIC's Career Management Program, the 18th cycle of the Mentoring Program began in March 2019, and will conclude in March 2020. During this program cycle, the FDIC paired 53 mentees with mentors, for a total employee participation of 106. Of the participants, 8.5 percent (9) were Veterans and 1.9 percent (2) were Veterans with Disabilities of 30% or more. The percentage for participation of Veterans and Veterans with Disabilities of 30% or more are only slightly below their representation in the workforce of 8.7 and 2.6 percent, respectively. Both percentages are significantly above the FY 2018 Mentoring Program participation rates of 3.1 percent Veterans and 0.6 percent of Veterans with Disabilities of 30% or more. Additionally, the Leadership Mentoring Program (LMP) supports emerging leaders through one-on-one guidance in pursuit of their career goals and professional aspirations. There were no Veterans with Disabilities of the 26 participants, including both mentors and mentees, in the FY 2019 LMP. This is below the percentage of Veterans and Veterans with Disabilities of 30% or more in the FDIC executive manager and corporate manager grade levels based on FY 2019 onboard data. Executive Managers at the FDIC are in the EM grade level; Corporate Managers are at the CM-1 and CM-2 grade levels and the rest of the workforce is in the Corporate Grade levels (CG). Going forward, FDIC will encourage EM and CM employees who are Veterans to apply for this program.

During FY 2019, 21 employees were selected to participate in the FDIC's Leadership Development Programs, which include: Aspiring Leader Program for grades CG 4-6; New Leader Program for grades CG 7-10; Executive Leadership Program for grades CG 11-13; Executive Potential Program for grades CG 14-CM 1; and, Master of Business Administration Degree Program for grades CM or EM, Capitol Hill Fellowship Program for grades CG 13-15, Senior Executive Fellows for CM 1 and CM 2, and Senior Managers in Government for EM levels. One Veteran with Disabilities of 30% or more (4.7 percent) was selected to participate in the Executive Leadership Program. Although this number is above the representation of Veterans with Disabilities of 30% or more in the workforce and above the FY 2018 participation rate, the FDIC will continue to encourage members of the Veterans Employee Resource Group (ERG) to apply for these programs, and managers will be encouraged to support the applications of Veterans with Disabilities.

8. OPM DVAAP Manager Official Use Only: Does agency explain the career advancement methods they have used?

Yes Somewhat No

9. A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated (Attach supporting addendums if needed)

The FDIC's Office of Minority and Women Inclusion (OMWI) made the FY 2018 DVAAP available to all managers, supervisors, and employees via the FDIC intranet, and provided technical assistance to supervisors and managers regarding Veterans with Disabilities and reasonable accommodations. Workforce profiles were also generated throughout the year via the FDIC's Diversity and Inclusion Analytics Dashboard and other data sources. This allows for the review, evaluation, and monitoring of progress being made with regard to the hiring of Veterans with Disabilities in Headquarters, Regional, Area, and Field Offices.

The FDIC reviews the DVAAP as part of its overall diversity and inclusion initiatives, and has established a goal of recruiting from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from all segments of American society. This goal is directly related to the agency's overarching goal of recruiting, promoting, retaining, and advancing Veterans with Disabilities as outlined in the DVAAP. In many respects, the goals and objectives of the DVAAP and the Diversity and Inclusion Strategic Plan are interrelated because the FDIC's achievement of the goals and objectives of one plan are fulfilled when the goals and objectives of the other plan are realized.

TEAM FDIC replaced the Workplace Excellence (WE) Steering Committee in 2019. Still focused on employee engagement, and championed by Chairman McWilliams, TEAM FDIC is a new initiative that empowers employees to identify and implement short-term projects that positively impact the FDIC workplace and support the FDIC's mission. TEAM FDIC is led by an advisory group of employees and executives at various grade levels. The Advisory Group identifies projects which have been submitted by employees that will positively impact the workplace. All employees at the FDIC, including Veterans, have the opportunity to become more engaged by submitting project ideas to TEAM FDIC or volunteering for one of the Integrated Project Teams to work on the selected projects.

During FY 2019, FDIC executives, managers, and supervisors at Headquarters, Regional, and Field Offices maintained responsibility for complying with the DVAAP, as well as the Affirmative Employment Program, which includes a plan for qualified individuals with disabilities and Veterans with Disabilities. They also were responsible for developing and maintaining a diverse workplace that actively encourages equal employment opportunities for all employees. To assist them in satisfying these requirements, a total of 605 managers and supervisors attended in-person EEO and Diversity Workshop for Supervisors training (EEO Training) during FY 2018-2019.

The FDIC continued to implement the FY 2018-2019 Disability Employment Program Strategic Plan (Plan) and focused on the employment and retention of individuals with disabilities. Goal 1, Strategy 1.2 of the Plan identified key action items focused on outreach to disabled Veterans and the use of special hiring authorities for Veterans and Veterans with Disabilities. One of the four modules in the EEO Training was dedicated to understanding the goals and activities of the Plan.

10. OPM DVAAP Manager Official Use Only: Does agency describe how they monitored, reviewed and evaluated their DVAAP Activities? (If applicable as well as for major operating components and field installations)

Yes Somewhat No

**11. An explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress
(Attach supporting addendums if needed)**

In FY 2019, the FDIC's Division of Administration (DOA), Human Resources Branch (HRB) continued to use existing procedures to identify employment applications received from Veterans with Disabilities. The FDIC maintained its commitment to support the objectives of Executive Order 13548 to increase the opportunity for individuals with disabilities to be employed by the Federal government. The Corporate Recruitment team provided training to over 300 Corporate Recruiters which highlighted recruiting people with disabilities, including disabled veterans, and the value of diversity and inclusion in the workplace. Corporate Recruiters have been asked to broaden campus outreach activities to veteran organizations, such as Veteran Student Organizations and ROTC organizations. Corporate Recruiters send current vacancy announcements to these campus organizations in an effort to market FDIC employment opportunities to students with disabilities as well as veterans with disabilities. The HRB also sends a bi-weekly list of all vacancy announcements to vocational rehabilitation offices across the United States. The Corporate Recruitment team participated in recruitment events targeting veterans and veterans with disabilities such as the Corporate Gray Veteran Career Fair, MBA Veterans Job Fair, and Recruit Military. The team conducted outreach with Wounded Warriors and their families at the Equal Opportunity Publications Careers & DisAbilities career fair. In addition, the Corporate Recruitment team participated in two virtual career fairs for people with disabilities, including disabled veterans through OPM/Bender Consultants.

Of the 480 new hires in FY 2019, 30 were Veterans (6.3%), 16 (3.3%) were Veterans with Disabilities, and 11 (2.3%) were Veterans with Disabilities of 30% or more. Although the new hire data is less than the new hire data reported in FY 2018, it is above the onboard representation and the CLF workforce percentage rate for Veterans with Disabilities and Veterans with Disabilities of 30% or more. In addition, the FDIC improved the promotion rates for both Veterans with Disabilities and Veterans with Disabilities of 30% or more. Additionally, both Veterans with Disabilities and Veterans with Disabilities of 30% or more left the agency at a lower rate than previous years.

The FDIC continues to work with the Veterans and the Corporate Advocacy Network for Disability Opportunities (CAN DO) Employee Resource Groups (ERGs). These two groups have partnered with OMWI to raise awareness for individuals and Veterans with Disabilities throughout the agency. The FDIC Reasonable Accommodation Program policy, which outlines the procedures for requesting a reasonable accommodation, was approved and began implementation in March 2019.

Bank examiner positions represent the FDIC's largest occupational group, and have extensive travel/physical requirements that can make it difficult for individuals with disabilities, including Veterans with Disabilities, to perform the essential functions of the positions. Despite this challenge, the FDIC explored innovative and effective ways to accommodate individuals with disabilities in these positions, to include: modified travel schedules; increased telework options; and additional options for portable ergonomic equipment. OMWI and FDIC Ergonomics personnel have made presentations to bank examiners and managers nationwide to increase awareness of the reasonable accommodation process and new ergonomic offerings. Other modules in EEO Training address reasonable accommodation requests and special hiring authorities for Veterans to help increase hiring efforts and retention rates for Veterans and Veterans with Disabilities.

12. OPM DVAAP Manager Official Use Only: Does agency explain the progress in implementing DVAAP? If there was no progress, were there reasons for the lack of progress or challenges and specific plans for overcoming their challenges?

Yes	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>
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**13. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

Designated DVAAP POC:

Name: Monica C. Flint

Title: Disability Program Manager, Diversity and Affirmative Employment Branch, OMWI

Email: mflint@fdic.gov

Phone: (703) 562-2096

Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency	Federal Deposit Insurance Corporation	2. FY	2019
3. POC Name	Monica C. Flint	4. Phone	(703) 562-2096

5. A statement of the agency's policy with regard to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

Pursuant to FDIC Directive 2710.1, Equal Opportunity Policy, dated November 20, 2015, it is the policy of the FDIC to promote diversity in its workforce and inclusion in all of its programs and activities, and provide employees with a work environment that embodies excellence and that acknowledges and honors the diversity of its employees. All aspects of personnel operations, including recruitment, hiring, promotions, training, awards, reorganizations, and retention of employees, shall be conducted consistent with equal employment opportunity principles, FDIC policies, applicable Federal laws, regulations, and executive orders.

The FDIC is in the process of integrating the FDIC 2018-2019 Disability Employment Program Strategic Plan into the 2018-2019 Diversity and Inclusion Strategic Plan. The new FDIC Diversity and Inclusion Strategic Plan (D&I Plan) will be in place for 2020-2022. While still being finalized, the updated D&I Plan identifies that the agency will recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from the available talent pool in American society, and will strengthen and broaden relationships with Veterans' organizations and other institutions that serve diverse populations. Goals and strategies in the updated plan are designed to increase the applicant pool of qualified individuals with disabilities, with key action items focusing on outreach to disabled Veterans organizations and the use of special hiring authorities for Veterans.

In FY 2020, the FDIC will maintain the use of its Affirmative Employment Program (AEP), which helps ensure equal access to employment for all qualified individuals. The AEP includes: an expressed commitment to equal employment opportunity; collection of data relevant to the participation of individuals identified by race, ethnicity, sex, disability, and disabled Veterans; self-assessment; identification and elimination of barriers; and reporting. Overall program responsibility for the development and implementation of the FDIC's DVAAP is assigned to the Office of Minority and Women Inclusion (OMWI). The Chief, Affirmative Employment, Diversity and Inclusion Branch, and Disability Program Manager are responsible for evaluating and monitoring the DVAAP. FDIC Division and Office Directors, as well as FDIC managers, including Regional Directors, are responsible for working with OMWI on the development, implementation, oversight, and success of the DVAAP. They are also responsible for ensuring that qualified Veterans with Disabilities are provided equal opportunities in all facets of employment, including hiring, training, development, advancement, and retention.

6. OPM DVAAP Manager Official Use Only: Did agency provide a policy outline in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled?

Yes	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>
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7. An assessment of the current status of disabled veteran employment within the agency, with emphasis on those veterans who are 30 percent or more disabled (Attach supporting graphs/charts if needed)

8. Total # Employees	5,949	9. # Of Veterans	521	10. # Of Disabled Veterans	240	11. # Of 30% Or More Disabled Veterans	158
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As of September 30, 2019, the FDIC's total workforce was 5949 employees, representing a decrease of 86 employees from the FY 2018 total of 6,035. Veterans comprised 8.8 percent of the total workforce, which is the same onboard rate from FY 2018. Veterans without Disabilities made up 4.7 percent of the workforce, a decrease of 0.1 percentage points from the 4.8 percent rate in FY 2018. However, the representation of Veterans with Disabilities increased from 3.9 percent in FY 2018 to 4.0 percent in FY 2019, and continues to be well above the Civilian Labor Force (CLF) workforce percentage of 1.4 percent. The FDIC's percentage of Veterans with Disabilities of 30% or more increased by 0.1 percent from 2.6 percent in FY 2018 to 2.7 percent in 2019, and is well above the CLF rate of 1.4 percent.

Of the 480 new hires during FY 2019, 30 were Veterans, for an overall rate of 6.3 percent. Veterans with Disabilities (16) represented 3.3 percent of all new hires, which is lower than their current FDIC workforce representation of 4.0 percent, but significantly above the CLF rate of 1.4 percent. Veterans with Disabilities of 30% or more (11) made up 2.3 percent of all new hires, which is less than their FDIC workforce representation of 2.7 percent, but also exceeds the CLF rate of 1.4 percent.

Of the 566 employees who separated from the FDIC during FY 2019, 46 were Veterans, for an overall rate of 8.1 percent, which is significantly lower than the 12.3 percent who separated in FY 2018, and is below their representation in the workforce of 8.7 percent. Veterans with Disabilities (19) separated from the FDIC at a rate of 3.4 percent during FY 2019, which is lower than the separation rate of 4.9 percent in FY 2018, and lower than their workforce representation of 4.0 percent. Veterans with Disabilities of 30% or more (14) separated at a rate of 2.5 percent, which is less than their workforce representation of 2.7 percent and a slight increase in the separation rate of 2.4 in FY 2018.

Overall, the FDIC increased onboard percentages for Veterans with Disabilities and Veterans with Disabilities of 30% or more in FY 2019. The overall separation rate for Veterans in FY 2019 (8.1 percent) was significantly lower than in FY 2018 (12.3 percent) and FY 2017 (14.1 percent). While the separation rate for Veterans with Disabilities of 30% or more increased slightly in FY 2019, the FDIC will continue to monitor the separation rates. If a negative trend is identified, the FDIC will conduct an analysis to determine why Veterans and Veterans with Disabilities are leaving, and identify specific actions to attempt to mitigate the attrition.

12. OPM DVAAP Manager Official Use Only: Did agency provide an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled?

Yes Somewhat No

13. A description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled (Attach supporting addendums if needed)

During FY 2020, the FDIC will continue to hire qualified Veterans with Disabilities using both competitive and noncompetitive hiring authorities. The FDIC will continue to include in their vacancy announcements detailed information on special hiring authorities for recruitment and selection of Veterans with Disabilities and how to request a reasonable accommodation. Additionally, the FDIC will use the Workforce Recruitment Program (WRP) to identify Disabled Veterans for non-competitive appointments. The Department of Labor (DOL) WRP program managers will present on the benefits of the WRP to interested Human Resources (HR) Specialists, Administrative Officers, supervisors and managers to launch the updated WRP database. The Disability Program Manager and the Selective Placement Coordinator will assist managers and offices in searching for disabled Veterans through the WRP database. The FDIC will also participate in Pathways Programs to provide internship opportunities for college students with disabilities, including Veterans with Disabilities, and will also exhibit at career fairs and similar events that are targeted to Veterans and Veterans with Disabilities. The FDIC's OMWI will continue to work closely with the Division of Administration's Selective Placement Coordinator and other DOA staff in these efforts.

In addition to targeted recruitment and outreach efforts at colleges and universities, the FDIC's Corporate Recruitment team will continue its tradition of participating in diversity recruiting events with agencies, organizations, and groups that work with, and provide services for Veterans and Veterans with Disabilities. These efforts may include events with the Department of Veterans Affairs, U.S. Chamber of Commerce, local chapters of Veterans Service Organizations such as Wounded Warrior Project Operation Warfighter; American Veterans; Disabled American Veterans; Iraq and Afghanistan Veterans of America; Military Officers Association of America, and other organizations whose primary mission is to support Veterans and Veterans with Disabilities by working to help them obtain employment. Corporate Recruitment plans to continue its participation in career fairs, Hire our Heroes events, Recruit Military Veterans Job Fairs, and job fairs/forums for transitioning service members at D.C. area military installations. The HRB will continue to provide its vacancy announcements to American GI Forum, Operation Warfighter, and Vetjobs. In addition, the HRB will work with Operation Warfighter to explore providing a work opportunity to a veteran in the D.C. area who is being treated at a medical facility such as a VA Hospital or Walter Reed Medical Center.

14. OPM DVAAP Manager Official Use Only: Did agency provide a description of recruiting methods that they will use to seek out disabled veterans?

Yes	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>
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15. OPM DVAAP Manager Official Use Only: Did agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?

Yes	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>
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16. A description of how the agency will provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

A review of available information reveals that Veterans at the FDIC were promoted at a rate of 12.3 percent during FY 2019, which is slightly below the 12.7 percent rate during FY 2018, but higher than their current representation in the workforce of 8.7 percent. Veterans with Disabilities were promoted at a rate of 6.6 percent, a decrease over the rate of 7.5 percent in FY 2018, and above their current workforce representation of 4.0 percent. Veterans with Disabilities of 30% or more were promoted at a rate of 4.4 percent in FY 2019, which is lower than the 4.6 percent rate achieved in FY 2018, but above their current workforce representation of 2.7 percent. This information indicates that while there is a marginal decrease in the promotion rate for Veterans, there is no identifiable decreasing trend. The FDIC will continue to provide internal advancement opportunities for both Veterans and Veterans with disabilities during FY 2020.

To provide internal advancement opportunities during FY 2020, the FDIC will offer programs to facilitate promoting and developing Veterans with Disabilities and Veterans with Disabilities of 30% or more. Eligible employees will be encouraged to work with their supervisors to develop Career Development Plans, and training and learning opportunities will be available to eligible employees through the Professional Learning Account Program. The FDIC will provide developmental opportunities to interested Veterans with Disabilities through the 19th cycle of the Mentoring Program. The Veterans Employee Resource Group (ERG) and the Corporate Advocacy Network for Disability Opportunities (CAN DO) ERG will help raise awareness of personal development tools available to Disabled Veterans. Corporate University will support participation by Veterans with Disabilities in the FDIC's external leadership development programs. Eligible employees, including Veterans with Disabilities, will be provided the opportunity to apply for, and participate in detail opportunities via the FDIC's Expression of Interest Program. The Veterans ERG will be encouraged to meet with Career Management Program (CMP) personnel to ensure they are using all available tools for promotion and advancement.

In FY 2020, the FDIC will continue its use of an Employee Counseling Service to ensure that Veterans with Disabilities have access to counseling services. Training resources and articles for re-integration and workplace advancement will be provided to assist Veterans with Disabilities. Additionally, when Reserve and/or Guard members return from deployment, the staff of FDIC's WorkLife Program will continue its use of Employee Counseling Services to provide access to counseling services to all employees, as well as their family members and significant others. These services are provided by WorkLife Connections at no cost to FDIC employees, including Veterans and Veterans with Disabilities, and provide a short-term confidential counseling program accessible 24 hours a day. The WorkLife program will continue to update the external FDIC Reserve and Guard website, which houses several articles, including "Returning to Family Life After Military Deployment," "Returning to Work Following Military Duty," and "Coping with Post-Traumatic Stress." The program will also promote the recently added transition guides, as well as update relevant web resources to each Reserve and Guard member to offer services and share the updated link.

17. OPM DVAAP Manager Official Use Only: Did agency provide a description of how they will provide internal advancement opportunities for disabled veterans?

Yes Somewhat No

18. OPM DVAAP Manager Official Use Only: If needed, is there a plan of how the agency will improve internal advancement opportunities for disabled veterans?

Yes Somewhat No Not Needed

19. A description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans (Attach supporting addendums if needed)

To achieve its planned objectives, the FDIC will continue to provide extensive information on special hiring authorities (Veterans Recruitment Appointments, Veterans Employment Opportunity Act of 1998, as amended, Veterans with Disabilities of 30% or more, and Schedule A) for hiring qualified Veterans with Disabilities in its required EEO training for managers and supervisors. An electronic message will be sent through the FDIC's personnel system to senior leadership and managers/supervisors at all levels encouraging them to utilize, to the extent possible, special hiring authorities to hire qualified Veterans with Disabilities.

Once it is finalized and approved, the FDIC will implement the integrated D&I Plan. OMWI will hold regular meetings with key agency stakeholders to identify areas of the D&I Plan and Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities (Part J of the MD-715) that can be implemented to promote the employment and advancement of Veterans with Disabilities. Additionally, OMWI will continue to work with the Chairman's Diversity Advisory Councils across the country to host disability awareness events and information exchange sessions on the reasonable accommodation process, Schedule A, and other special hiring authorities. These programs will help to encourage understanding and awareness of individuals with disabilities, including Veterans with Disabilities, as well as encourage the use of reasonable accommodation, while removing preconceived stereotypes about individuals with disabilities.

OMWI will continue to resurvey the FDIC's workforce twice per year using OPM's Standard Form 256 (SF-256, Self-Identification of Disability). This updated information will be used with existing personnel data on Veterans status to improve the accuracy of FDIC data on Veterans with Disabilities who have not otherwise self-identified their disabilities. The Disability Program Manager will continue promote the self-identification process to the Regional and Field Offices through email notifications, posters, and discussions with Assistant Regional Directors and Field Office Supervisors. The regularly updated data will allow the FDIC to better evaluate the effectiveness of efforts to hire, train, promote, award, and retain individuals with disabilities, including Veterans with Disabilities.

OMWI will use the resources of the Veterans and CAN DO ERGs to offer employees an opportunity to network, address common issues and concerns, and receive support from those who share similar backgrounds, experiences or interests. OMWI and WorkLife will coordinate with the CAN DO and Veterans ERGs to highlight various disability-related observance days and months throughout the year, and highlight disabilities prevalent among the Veteran community. OMWI will continue to conduct a national Veterans Day Program as part of its Diversity and Inclusion Education Series programs. This program will be held at the FDIC's headquarters office in Arlington, Virginia, but is accessible to all FDIC employees nationwide. OMWI will also distribute and promote the updated "Reasonable Accommodation" brochure to reflect the updated Reasonable Accommodation Directive and procedures, and launch an updated Reasonable Accommodation Computer-Based Instruction that trains users on processing reasonable accommodation requests.

20. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will inform their operating components and field installations, on responsibilities such as the employment and advancement of disabled veterans? (Not Applicable for agencies that do not have operating components or field installations)

Yes Somewhat No Not Applicable

21. A description of how the agency will monitor, review, and evaluate its planned efforts, including implementation at operating component and field installation levels during the period covered by the plan (Attach supporting addendums if needed)

During FY 2020, the FDIC will maintain its goal of being an “employer of choice” for recruiting, hiring, retaining, and advancing all employees, including Veterans with Disabilities. To support this goal, the Veterans ERG will be asked to present to the Diversity and Inclusion Executive Advisory Committee to engage senior executives on Veterans issues. In addition, the OMWI Director will continue to meet with Employee resource Groups, including the Veterans ERG throughout the year. To ensure continued achievement of this goal, the FDIC will analyze and monitor its workforce profiles on a quarterly basis, as well as review and evaluate the initiatives delineated in the DVAAP to ensure they are being carried out as planned. OMWI will follow up with the representatives in Headquarters, Regional, Area, and Field Offices to ensure that planned initiatives are being successfully implemented at all levels.

22. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will monitor, review and evaluate its planned efforts? (If applicable as well as for major operating components and field installations)

Yes Somewhat No

**23. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

Designated DVAAP POC:

Name: Monica C. Flint

Title: Disability Program Manager, Affirmative Employment, Diversity and Inclusion Branch, OMWI

Email: mflint@fdic.gov

Phone: (703) 562-2096

Plan Certification

The plans shall cover a time period of not less than one year, and may cover a longer period if concurrent with the agency's Section 501(b) Plan. Each plan must specify the period of time it covers.

Agency must have a plan covering all of its operating components and field installations. The plan shall include instructions assigning specific responsibilities on affirmative actions to be taken by the agency's operating components and field installations to promote the employment and advancement of disabled veterans. OPM must be informed when headquarters offices require plans at the field or installation level.

Agency operating components and field installations must have a copy of the plan covering them, and must implement their responsibilities under the plan. OPM may require operating components and field installations to develop separate plans in accordance with program guidance and/or instructions.

Certification

The below certification indicates that the program is being implemented as required by 5 CFR Part 720, Subpart C and appropriate guidance issued by the U.S. Office of Personnel Management. Additionally, this agency has a current plan as required by the regulation.

Please type or print clearly. After an original signature is obtained, scan and return this sheet.

24. Dates of the Period of Time the Plan is Covered	From	10/01/2019	To	09/30/2020
25. Agency Name	Federal Deposit Insurance Corporation			
26. DVAAP POC's Name	Monica C. Flint			
27. Title	Disability Program Manager			
28. Telephone Number	(703) 562-2096	29. Email	mflint@fdic.gov	
30. Date Plan Last Amended	10/01/2018	31. Date Effective	10/01/2018	
32. DVAAP Certifying Official's Name	Saul Schwartz			
33. Title	Director, OMWI			
34. Telephone Number	(703) 562-2305	35. Email	sschwartz@fdic.gov	
36. DVAAP Certifying Official Signature	SAUL SCHWARTZ	<small>Digitally signed by SAUL SCHWARTZ Date: 2019.11.27 08:03:03 -05'00'</small>	37. Date	

ATTACHMENT J

FDIC 2019 Federal Employee Viewpoint Survey Results



FDIC 2019 OPM Federal Employee Viewpoint Survey Results

Results for:
FDIC Overall

August 2019

U.S. Office of Personnel Management





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How to Use this Report

General

- ▶ This report outlines results for the FDIC 2019 OPM Federal Employee Viewpoint Survey. Data is provided at the dimension and item (question) level. In addition, when available, comparisons are provided to previous survey results.
- ▶ Significant differences compared to previous survey results and FDIC overall results are highlighted in green (positive difference) and red (negative difference). Significance is determined based on the maximum margin of error.

Dimension Results

- ▶ This section summarizes your organization's scores on the FDIC dimensions. The statistics are the same as those in the Item Results sections, and are calculated as the average of item scores.
- ▶ The information in this section is useful for benchmarking and for identifying broad areas of strength and opportunity.

Top 10 and Bottom 10 Differences Compared to 2018 Survey Results

- ▶ This section shows the top 10 differences compared to 2018, and the bottom 10 differences compared to 2018.
- ▶ Use this section to quickly identify actionable strengths and challenges.

Item Results

- ▶ This section shows detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option.
- ▶ The information in this section is useful for identifying specific strengths and targeting specific areas for improvement.

Interpreting the Results

- ▶ Survey Dates: May 13, 2019 through June 28, 2019
- ▶ Population: 5819
- ▶ Number of Surveys Completed: 3666
- ▶ Response Rate: 63%
- ▶ Maximum Margin of Error: +- 1%

Determining Key Findings

- ▶ To determine Strengths and Possible Opportunities to improve (or continue improving), take into account the percent favorable of each item, and comparison of items to previous survey results (if available).
- ▶ Areas of strength can be identified by having a relatively high percent favorable rating, and at the same time, being significantly higher than the 2018 survey benchmark.
- ▶ Possible opportunities for improvement are the opposite; that is, they can be identified by having a relatively low percent favorable, and are below the 2018 survey benchmark.

FDIC 2019 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3666

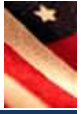


DIMENSION RESULTS

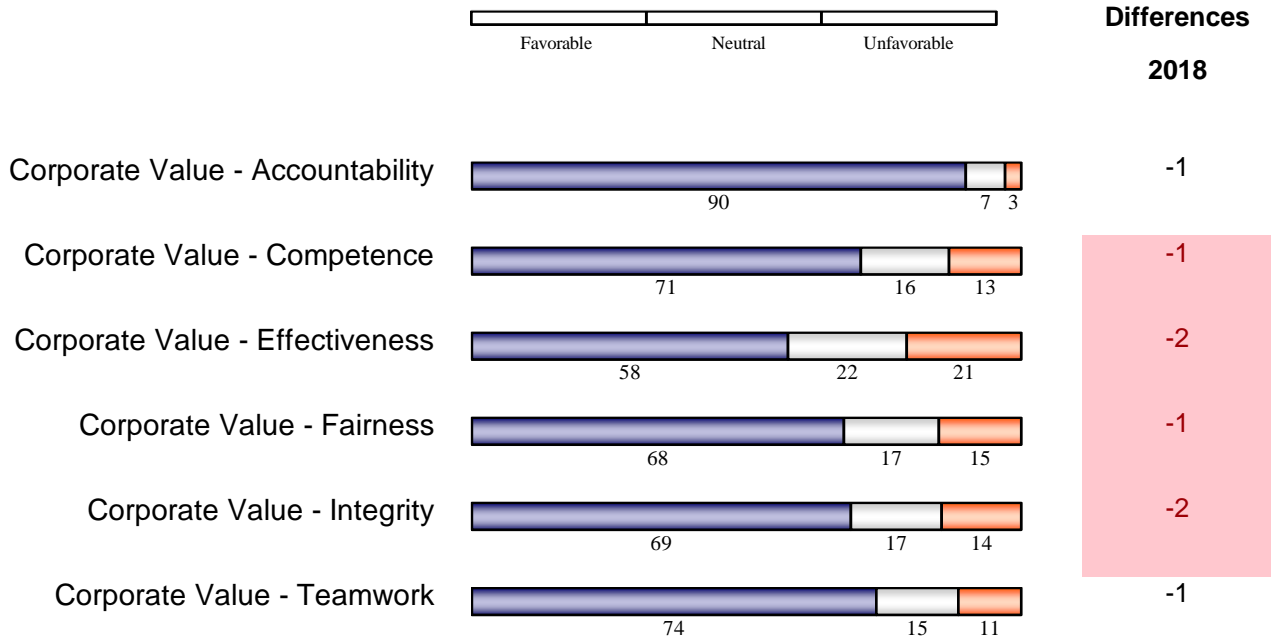


FDIC 2019 OPM Federal Employee Viewpoint Survey Results

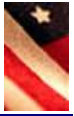
Results for: FDIC Overall, N=3666



DIMENSION RESULTS



FDIC 2019 OPM Federal Employee Viewpoint Survey Results

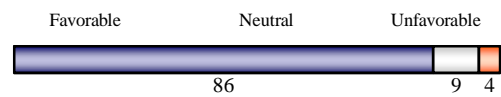


Results for: FDIC Overall, N=3666

Top 10 and Bottom 10 Differences Compared to 2018 Survey Results

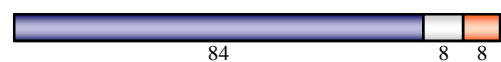
Top 10

113. How would you rate: The training and support you have received to effectively manage people?



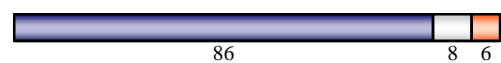
Differences
2018
2

31. Employees in my work unit share job knowledge with each other.



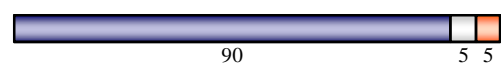
1

14. Physical conditions allow employees to perform their jobs well.



1

64. In the last six months, my supervisor has talked with me about my performance.



0

74. Managers review and evaluate the organization's progress toward meeting its goals and objectives.



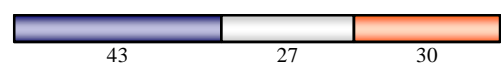
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112. I am allocated sufficient time to conduct bank examinations.



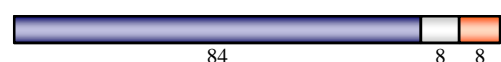
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28. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.



0

62. My supervisor listens to what I have to say.



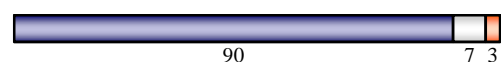
0

40. Policies and programs promote diversity in the workplace.



0

41. Employees are protected from health and safety hazards on the job.



0

Bottom 10

49. How would you rate FDIC on: Having a reporting structure that is conducive to timely decision making?



-6

55. Decisions are made at the appropriate level of the organization.



-5

48. How would you rate FDIC on: Communicating information downward to all levels of FDIC?



-4

81. How satisfied are you with the information you receive from management on what's going on in your organization?



-3

52. How would you rate FDIC on: Informing employees about reasons behind decisions that affect them?



-3

54. When changes are made at the FDIC, communications are handled well.



-3

80. How satisfied are you with your involvement in decisions that affect your work?



-3

36. Employees have a feeling of personal empowerment with respect to work processes.



-3

88. Considering everything, how satisfied are you with your organization?



-3

85. How satisfied are you with the training you receive for your present job?



-3

FDIC 2019 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3666



DIMENSION ITEM RESULTS

Differences
2018

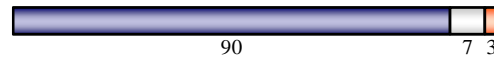
Empowerment & Decision Making

3. I feel encouraged to come up with new and better ways of doing things.



0

16. I am held accountable for achieving results.



-1

36. Employees have a feeling of personal empowerment with respect to work processes.



-3

38. Creativity and innovation are rewarded.



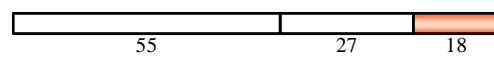
-2

49. How would you rate FDIC on: Having a reporting structure that is conducive to timely decision making?



-6

51. How would you rate FDIC on: Adopting good ideas regardless of where they come from or who suggests them?



-3

55. Decisions are made at the appropriate level of the organization.



-5

80. How satisfied are you with your involvement in decisions that affect your work?



-3

Fairness & Diversity

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.



-2

40. Policies and programs promote diversity in the workplace.



0

43. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.



-1

50. How would you rate FDIC on: Applying policies and rules consistently to all employees?



-3

59. My supervisor is committed to a workforce representative of all segments of society.



0

72. Supervisors work well with employees of different backgrounds.



-2

FDIC 2019 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3666



DIMENSION ITEM RESULTS

	Favorable	Neutral	Unfavorable	Differences 2018
Immediate Supervision				
56. My supervisor supports my need to balance work and other life issues.	88	6	6	-1
57. My supervisor provides me with opportunities to demonstrate my leadership skills.	77	12	11	0
61. Supervisors in my work unit support employee development.	81	10	9	-1
62. My supervisor listens to what I have to say.	84	8	8	0
63. My supervisor treats me with respect.	87	7	6	0
65. I have trust and confidence in my supervisor.	75	12	13	-1
66. How would you rate your immediate supervisor on: Valuing individual skills, experience, and knowledge?	79	11	10	-1
67. How would you rate your immediate supervisor on: Soliciting and using your input when making decisions?	74	14	12	-1
68. How would you rate your immediate supervisor on: Providing you with clear and regular feedback about your job performance?	70	16	13	0
69. Overall, how good a job do you feel is being done by your immediate supervisor?	77	13	9	-1
Leadership Overall				
70. In my organization, leaders generate high levels of motivation and commitment in the workforce.	54	26	20	-2
71. My organization's leaders maintain high standards of honesty and integrity.	69	19	12	-2
74. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	77	15	7	0
76. Managers support collaboration across work units to accomplish work objectives.	70	18	13	0
77. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69	18	13	-1
78. I have a high level of respect for my organization's senior leaders.	68	19	12	-2
79. Senior leaders demonstrate support for Work/Life programs.	74	16	10	-3
83. How satisfied are you with the policies and practices of your senior leaders?	59	25	15	-2

FDIC 2019 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3666

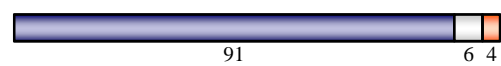


DIMENSION ITEM RESULTS

Differences
2018

Mission & Strategy

12. I know how my work relates to the agency's goals.



-1

Open Communications

20. I can freely express my views without fear of retribution.



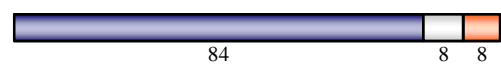
-2

21. Employees are encouraged to provide feedback and suggestions up the line (even if bad news).



-3

31. Employees in my work unit share job knowledge with each other.



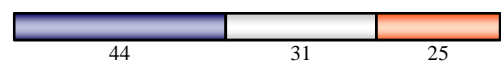
1

48. How would you rate FDIC on: Communicating information downward to all levels of FDIC?



-4

52. How would you rate FDIC on: Informing employees about reasons behind decisions that affect them?



-3

53. How would you rate FDIC on: Communications between Headquarters and the field?



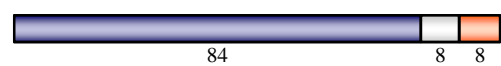
-3

54. When changes are made at the FDIC, communications are handled well.



-3

62. My supervisor listens to what I have to say.



0

73. Managers communicate the goals of the organization.



-1

75. Managers promote communication among different work units.



0

81. How satisfied are you with the information you receive from management on what's going on in your organization?



-3

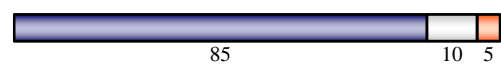
Overall Satisfaction

4. My work gives me a feeling of personal accomplishment.



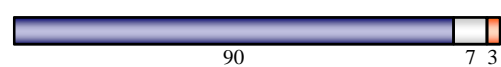
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5. I like the kind of work I do.



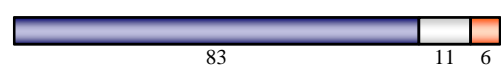
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13. The work I do is important.



-1

46. I recommend my organization as a good place to work.



-2

86. Considering everything, how satisfied are you with your job?



-2

88. Considering everything, how satisfied are you with your organization?



-3

FDIC 2019 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3666



DIMENSION ITEM RESULTS



FDIC 2019 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3666



DIMENSION ITEM RESULTS

Differences

2018

Rewards, Recognition & Advancement

27. Promotions in my work unit are based on merit.



0

30. Awards in my work unit depend on how well employees perform their jobs.



-1

82. How satisfied are you with the recognition you receive for doing a good job?



-1

84. How satisfied are you with your opportunity to get a better job in your organization?



0

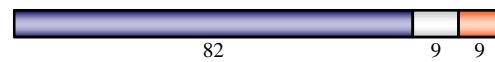
87. Considering everything, how satisfied are you with your pay?



-2

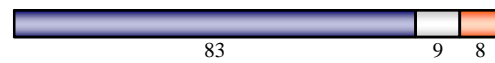
Training & Development

1. I am given a real opportunity to improve my skills in my organization.



-1

2. I have enough information to do my job well.



-1

18. My training needs are assessed.



-2

22. How would you rate: The training new employees receive to do their jobs?



-3

23. How would you rate: Training to help you qualify for a better job?



-3

24. How would you rate: Your opportunities for career development other than promotions?



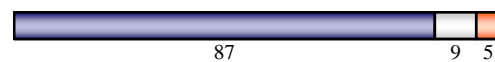
-3

32. The skill level in my work unit has improved in the past year.



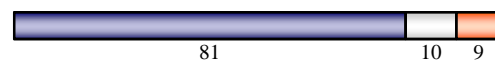
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35. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.



-1

61. Supervisors in my work unit support employee development.



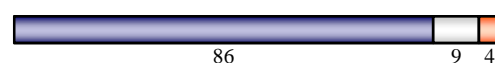
-1

85. How satisfied are you with the training you receive for your present job?



-3

113. How would you rate: The training and support you have received to effectively manage people?



2

FDIC 2019 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3666



DIMENSION ITEM RESULTS

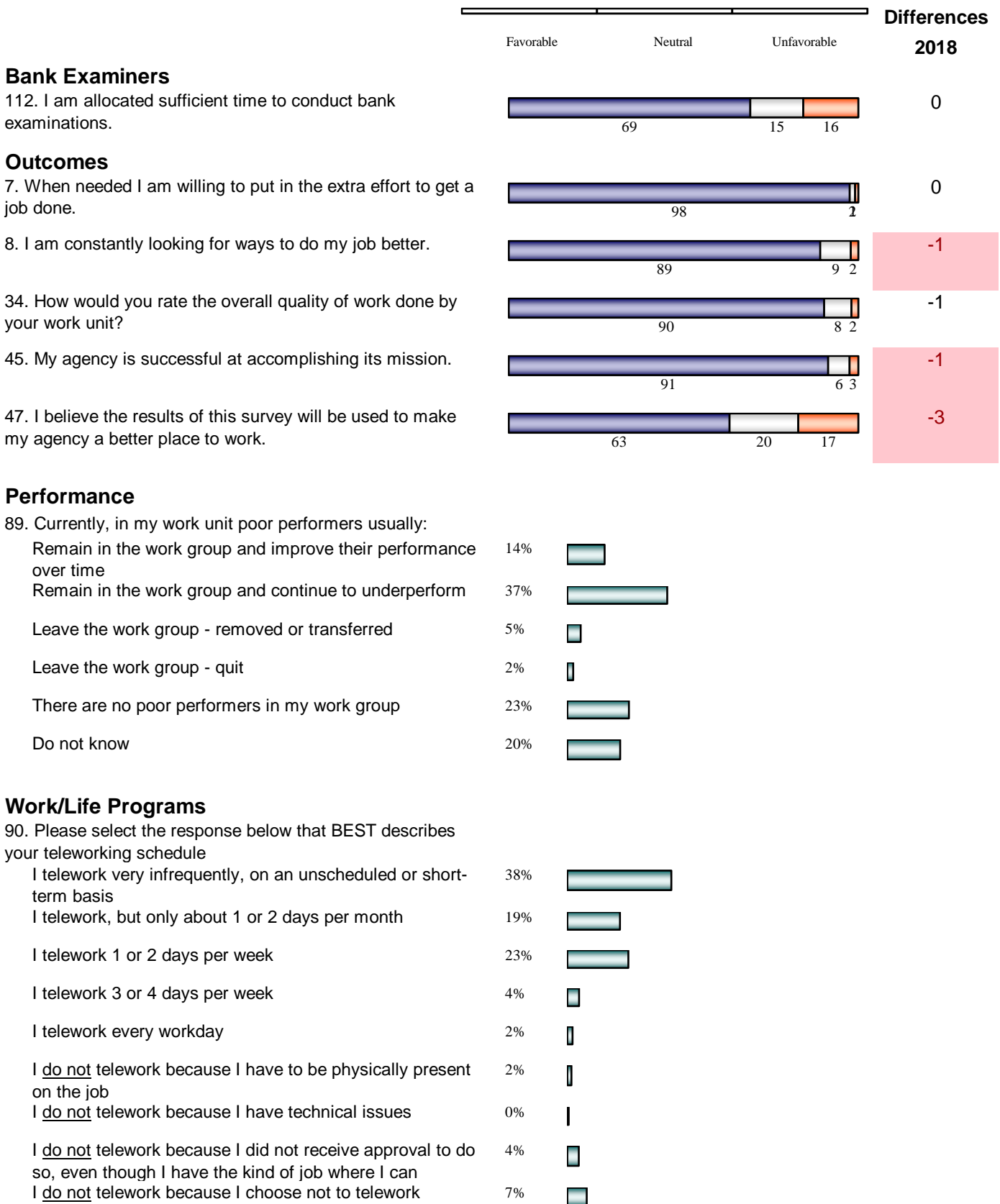


FDIC 2019 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3666



ADDITIONAL ITEM RESULTS

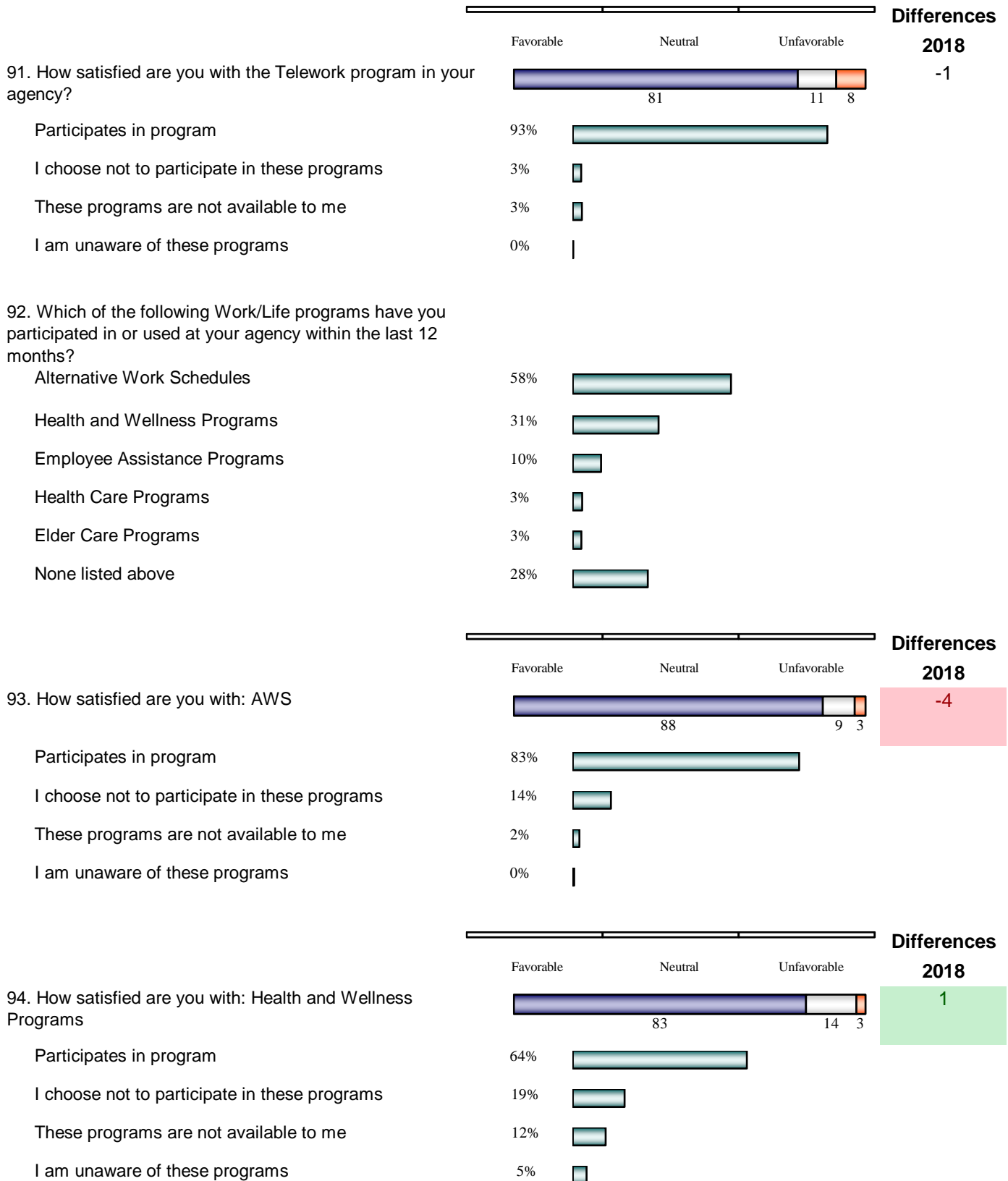


FDIC 2019 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3666



ADDITIONAL ITEM RESULTS

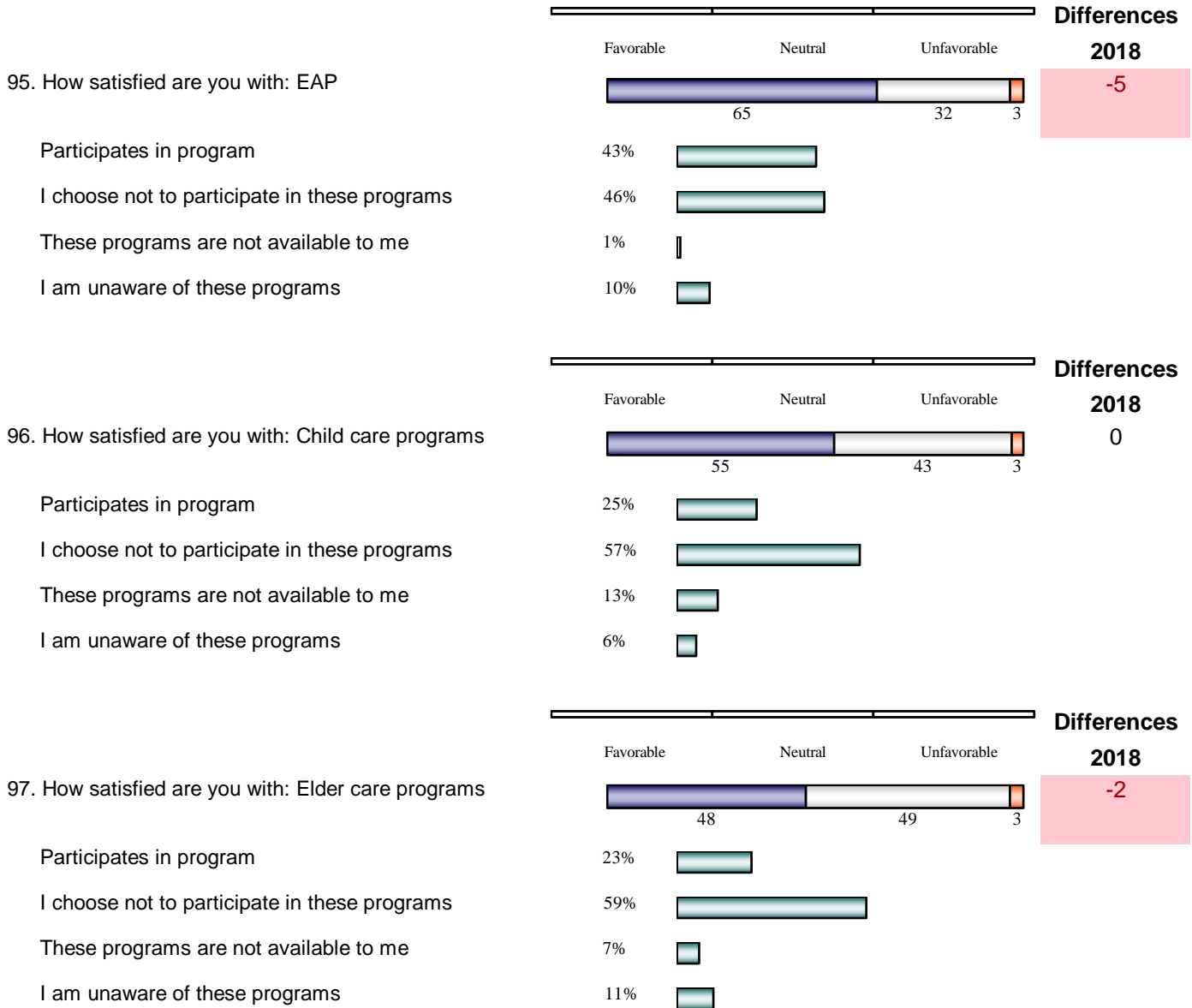


FDIC 2019 OPM Federal Employee Viewpoint Survey Results

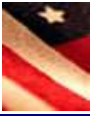
Results for: FDIC Overall, N=3666



ADDITIONAL ITEM RESULTS

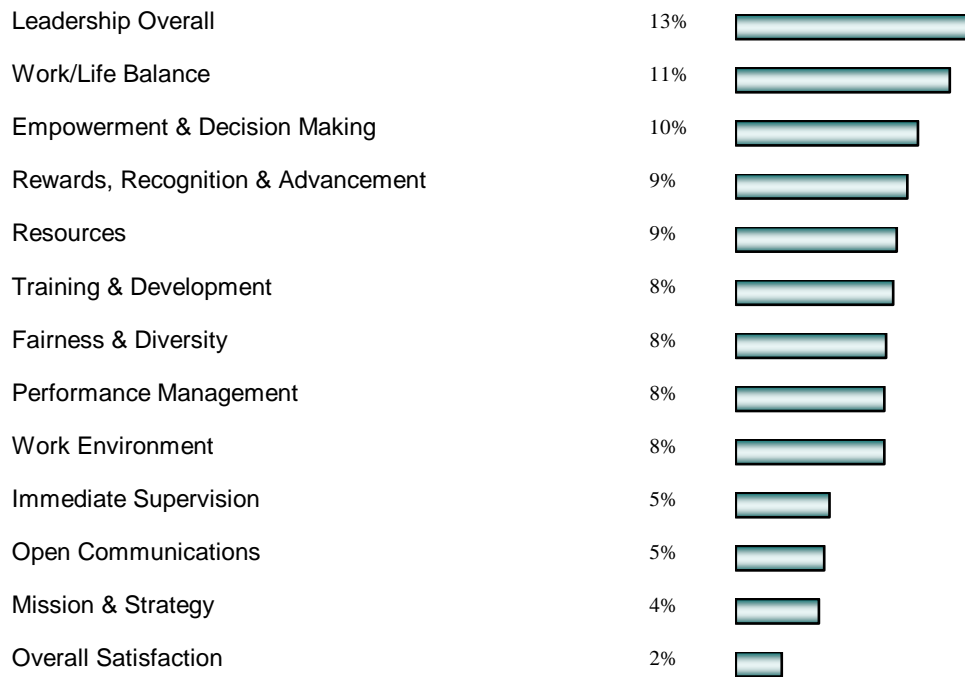


FDIC 2019 OPM Federal Employee Viewpoint Survey Results



Results for: FDIC Overall, N=3666

COMMENT CATEGORIZATIONS



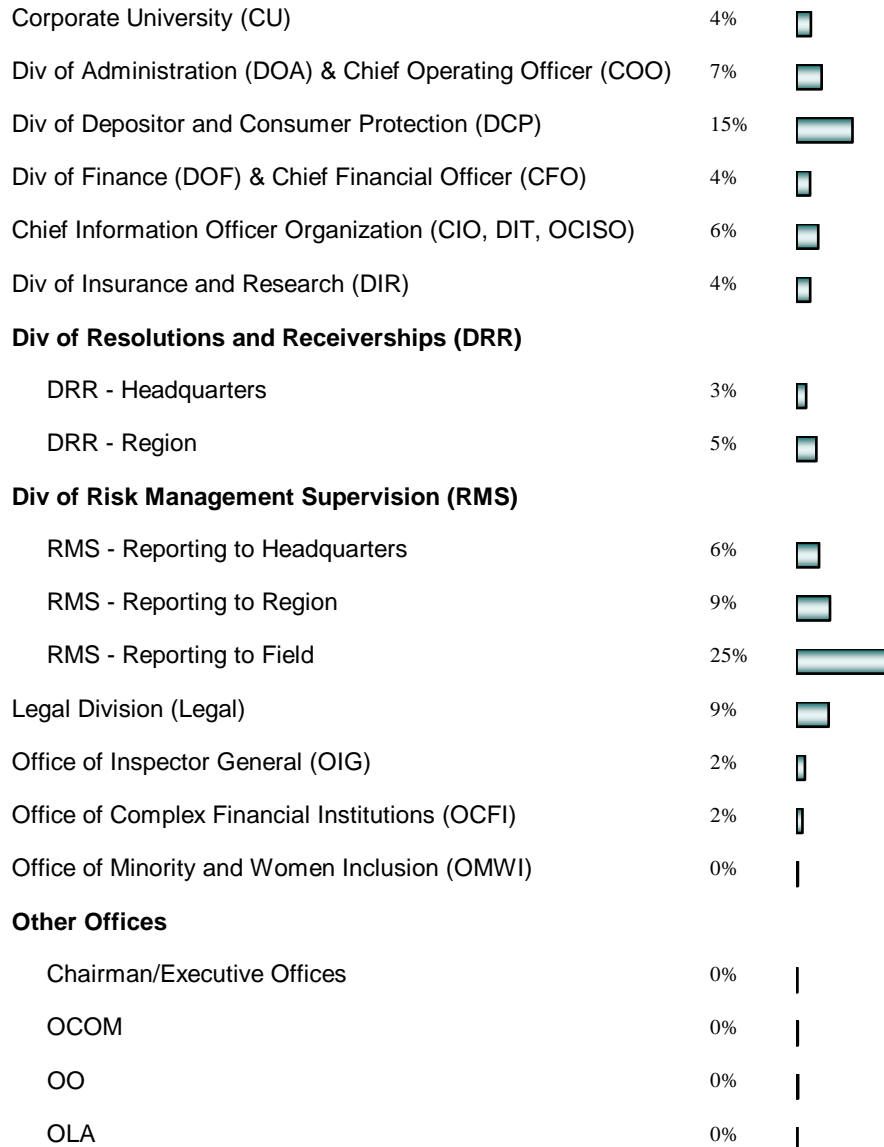
FDIC 2019 OPM Federal Employee Viewpoint Survey Results



Results for: FDIC Overall, N=3666

RESPONDENT DEMOGRAPHICS

98. In which Division/Office do you currently work?



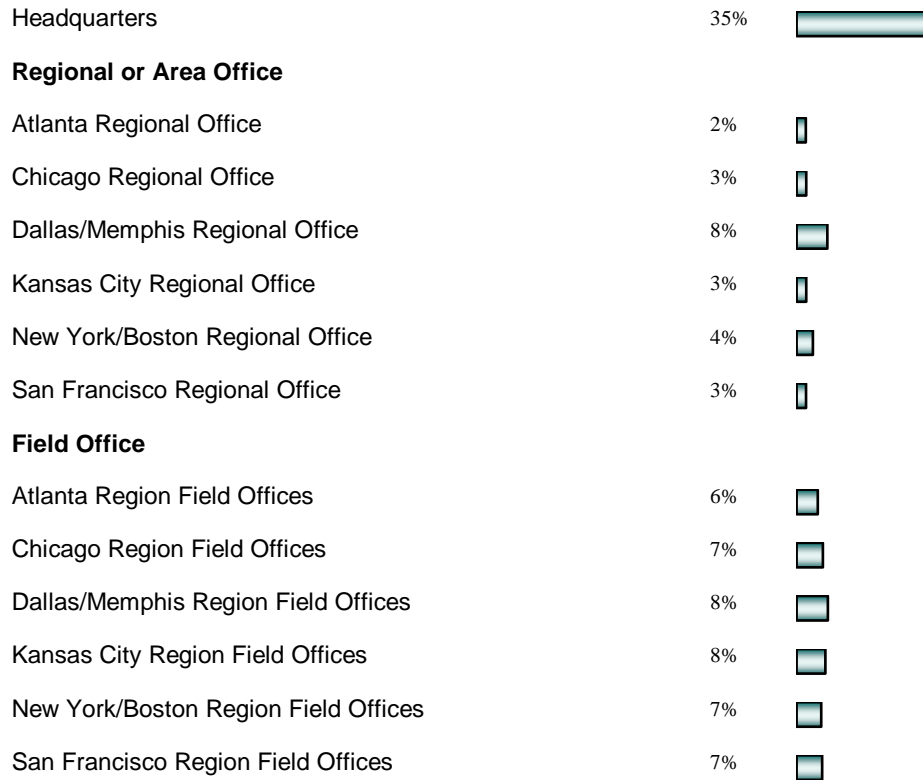
FDIC 2019 OPM Federal Employee Viewpoint Survey Results



Results for: FDIC Overall, N=3666

RESPONDENT DEMOGRAPHICS

99. What is your location?



100. What is your supervisory status?



FDIC 2019 OPM Federal Employee Viewpoint Survey Results



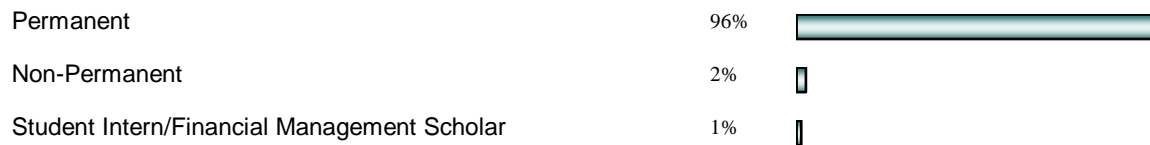
Results for: FDIC Overall, N=3666

RESPONDENT DEMOGRAPHICS

101. What is your current grade level?



102. What type of appointment do you have?



103. Do you work (Full or Part Time):



104. Are you in a Bargaining Unit position?



105. Do you work in Consumer Affairs or Community Affairs?



106. Are you currently in the 0570 Occupational Group?



FDIC 2019 OPM Federal Employee Viewpoint Survey Results



Results for: FDIC Overall, N=3666

RESPONDENT DEMOGRAPHICS

107. What is your US Military Service Status?



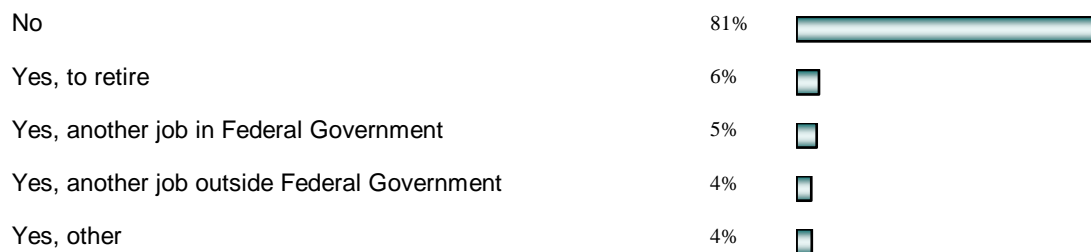
108. How long have you been with the Federal Government (excluding military service)?



109. How long have you been with FDIC?



110. Are you considering leaving your organization within the next year, and if so, why?



FDIC 2019 OPM Federal Employee Viewpoint Survey Results



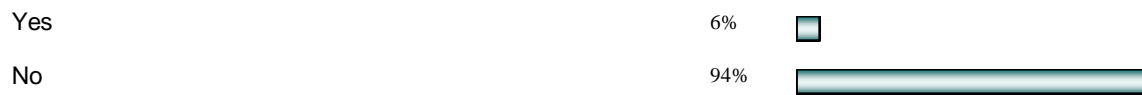
Results for: FDIC Overall, N=3666

RESPONDENT DEMOGRAPHICS

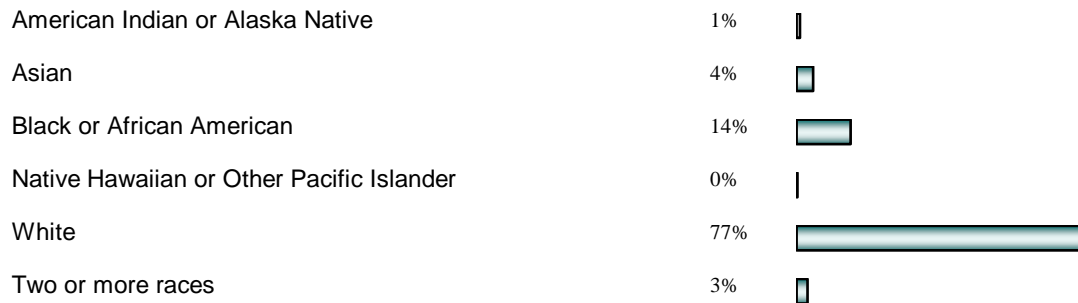
111. I am planning to retire:



114. Are you Hispanic or Latino?



115. Please select the racial category or categories with which you most closely identify.



116. What is your age group?



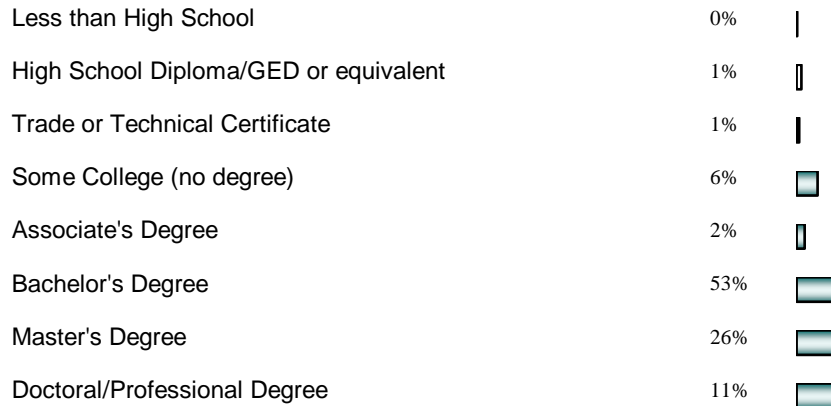
FDIC 2019 OPM Federal Employee Viewpoint Survey Results



Results for: FDIC Overall, N=3666

RESPONDENT DEMOGRAPHICS

117. What is the highest degree or level of education you have completed?



118. Are you an individual with a disability?



119. Are you (Gender):



120. Are you transgender?



121. Do you consider yourself to be one or more of the following?

