

FEDERAL DEPOSIT INSURANCE CORPORATION

**Federal Agency Annual
EEO Program Status Report
Fiscal Year 2017**



**U.S. Equal Employment Opportunity Commission
 FY 2017 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
 Federal Deposit Insurance Corporation**

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ATTACHMENTS

- A – FDIC Workforce Data Tables
- B – FDIC EEO Policy Statement
- C – FDIC Organizational Chart
- D – FDIC Circular 2710.3 - Anti-Harassment Program

For period covering October 1, 2016, to September 30, 2017.

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.	
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees				1. 126
	2. Enter total number of temporary employees				2. 7
	3. Enter total number employees paid from non-appropriated funds				3. 6103
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]				4. 6236
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Martin J. Gruenberg, Chairman		
	2. Agency Head Designee		2. Barbara A. Ryan, Deputy to the Chairman and Chief Operating Officer and Chief of Staff		
	3. Principal EEO Director/Official Title/series/grade		3. Saul Schwartz, 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 2017 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Federal Deposit Insurance Corporation		
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	
	Chicago Regional Office (Chicago / IL)	FD68	
	Dallas Regional Office (Dallas / TX)	FD68	
	Kansas City Regional Office (Kansas City / MO)	FD68	
	New York Regional Office (New York / NY)	FD68	
	San Francisco Regional Office (San Francisco / CA)	FD68	

EEOC FORMS and Documents Included With This Report	
*Executive Summary [FORM 715-01 PART E], that includes:	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]
Brief paragraph describing the agency's mission and mission-related functions	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	*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]
Summary of Analysis of Workforce Profiles including net change analysis and comparison to RCLF	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements
Summary of EEO Plan action items implemented or accomplished	*Organizational Chart
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	* FDIC Circular 2710.3 – Anti-Harassment Program

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, 2017, the FDIC directly examined and supervised 3,668 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.

In 2017, the FDIC ranked number three 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 third place ranking in 2017 follows six consecutive years of receiving the number one ranking and reaffirms the vision established in 1999 to become an employer of choice. The FDIC has a long-standing commitment to diversity and inclusion. In 1999, the FDIC published its first Diversity Strategic Plan, which outlined its commitment to recruiting and retaining the most qualified, talented, and motivated employees in the labor market. The FDIC’s 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.

Early in 2017, the FDIC’s Chairman issued the “FDIC 2017 Diversity and Inclusion Strategic Plan” to the workforce. The Plan was updated during the previous year and reflects a continued commitment to diversifying recruitment, retention, and career development, and also enhancing diversity and inclusion, employee engagement, and diversity and inclusion analytics reporting. The updated Plan was a collaborative effort between OMWI and the FDIC Diversity and Inclusion (D&I) Executive Advisory Council (EAC), and included initiatives that were underway as part of the Workforce Development Initiative (WDI). The Plan continues to lay out a course for the sustainability of the FDIC’s diversity and inclusion program and for equipping leaders with the ability to manage diversity, monitor results, and refine approaches on the basis of actionable data. It also reflects relevant FDIC Performance Goals and commitments made by the FDIC to achieve diversity at the senior management level, as a result of the OIG’s report issued in November 2014, entitled *The FDIC’s Efforts to Provide Equal Opportunity and Achieve Senior Management Diversity*. The FDIC D&I EAC will continue its annual review of the Plan and update it as needed to refine the agency’s efforts in promoting diversity and inclusion on an ongoing basis.

The FDIC Chairman 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 and major offices to develop customized strategic plans to identify steps to promote increased diversity throughout the FDIC. As done in the past, each division and major office assessed available workforce data and produced plans with strategies to further their diversity progress and address noted issues. Again, the division and office level plans were consolidated into an FDIC Plan to Promote Increased Diversity through Division/Office Engagement and have been integrated into the agency’s annual strategic planning efforts. To that end, the FDIC continued the implementation of the following FDIC-wide strategies that were previously developed:

- In concert with the Chairman’s Workforce Development Initiative (WDI), ensure minorities and women are integrated into the FDIC’s succession planning efforts, especially within the executive management levels of the agency.
- Conduct workforce data analyses to identify trends and conditions which highlight potential barriers to the participation of women and minorities, and develop plans to address any revealed issues (i.e., eliminate barriers).
- Achieve an increase in the number of persons with targeted disabilities in the FDIC workforce to through the use of hiring flexibilities such as Schedule A, the Workforce Recruitment Program (WRP), and traditional hiring practices.

The FDIC remained committed to providing all employees with a work environment that embodies excellence and that acknowledges and honors the diversity of its employees. To further advance diversity and inclusion efforts, the FDIC engaged in the following activities in 2017:

- Participated in the WRP and hired six interns.
- Continued its Mentoring Program closing the year with 88 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 “The New IQ” and Unconscious Bias.

- OMWI senior management initiated regular meetings with FDIC’s deaf/hard of hearing employees and their supervisors to discuss diversity and inclusion efforts and to help develop action items.
- Identified and selected an online diversity and inclusion training and anticipates delivery to the workforce in FY 2018.
- OMWI sponsored 10 special observance events through its Diversity and Inclusion Education Series Program.
- The Chairman’s Diversity Advisory Councils (CDACs) hosted diversity and inclusion events at headquarters and regional, area, and field office locations that promoted cultural awareness, as well as awareness of the FDIC’s current Employee Resource Groups (ERGs) and the ERG program.
- Approved the establishment of the Corporate Advocacy Network for Disability Opportunities ERG, thereby increasing the number of ERGs (Emerging Leaders, Hispanic Organization for Leadership and Advancement, Partnership of Women in the Workplace, PRIDE, and Veterans) to six.
- Continued addressing national diversity and inclusion issues raised by employees through a collaborative effort between OMWI, the CDACs, the Workplace Excellence (WE) Steering Committee, and the Diversity and Inclusion EAC.
- OMWI continued its open dialogue with FDIC divisions and offices regarding the strengths and weaknesses of their respective D&I plans, and the revision of strategies and action items where warranted.
- The FDIC continued to develop and implement the WDI initiatives designed to address comprehensive succession planning needs and workforce development challenges and opportunities.
- Hired a full-time Selective Placement Coordinator (SPC) to increase efforts of hiring persons with disabilities.

OMWI continued to work with the WDI workgroup to ensure minorities and women are integrated into the FDIC’s succession planning efforts. In addition, OMWI continued efforts in working closely with the Division of Administration in raising awareness about special appointment authorities available to hire persons with disabilities. The FDIC issued its first Disability Employment Program Strategic Plan in March 2017 that will assist in achieving an increase in the percentage of persons with targeted disabilities employed at the agency. The FDIC also will continue to assess its disability program support and ensure compliance with applicable laws and statutes.

In addition to the plans and annual FDIC performance goals designed to promote engagement on 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 continues to enhance its long-standing commitment to promote diversity and inclusion in employment opportunities and all business areas of the agency. The 2016 Report to Congress issued on March 22, 2017, 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.

Summary of FDIC’s Annual Self-Assessment

The FDIC conducted a self-assessment against the MD-715 “Essential Elements” at the close of FY 2017. An overall review revealed one of FDIC’s major strengths is the Chairman’s and senior management’s strong commitment to and avid support for diversity and inclusion and equal employment opportunity. It continues to reflect the FDIC is actively engaged in advancing proactive measures to sustain a diverse and inclusive workplace that affords all employees the opportunity to maximize their full potential. This is evident through the ongoing initiatives carried out by the Diversity and Inclusion EAC, CDACs, WE Steering Committee, and the Workplace Fairness, Diversity, and Inclusion and WDI work groups. The FDIC’s various diversity and inclusion councils, committees, and working groups worked collaboratively on various initiatives that involved expanding recruitment media to increase diversity in applicant pools, enhancing career development, providing cross-functional learning opportunities, optimizing rewards and recognition, increasing platforms that support employee engagement, and refining communication. In addition, improving diversity and inclusion remained integrated into the FDIC’s strategic mission, and is a key agency-wide performance goal.

The FDIC continued to maintain an efficient and effective EEO dispute resolution process. Pre-complaint data reflected that 97.6 percent of counseling sessions conducted closed within the regulatory timeframes. Also, the FDIC offered mediation 100 percent of the time, during the pre-complaint process, where applicable. In addition, the completion of investigations and issuance of final agency decisions met or exceeded regulatory time requirements.

The FDIC continued to employ many activities to maintain establishing a path to achieving a “Model EEO Program,” to include monitoring the implementation of activities that addressed previously identified weaknesses. During FY 2017, OMWI developed its New Employee Orientation (NEO) booklet to ensure new employees receive a copy of the EEO Policy Statement, Reasonable Accommodation Procedures, the No FEAR Act Annual Notice, and other information regarding employees’ rights and related administrative processes. Human Resources incorporated into its standard operating procedures a provision to provide all new employees with a copy of the OMWI NEO booklet during new employee orientation. OMWI will also continue to monitor to ensure Human Resources provide the agency’s EEO Policy Statement to employees promoted into supervisory ranks. The FDIC will continue to assess and explore possibilities to strengthen its diversity and inclusion and equal employment opportunity program.

The WDI initiatives implemented during FY 2015 to address many of the FDIC's workforce capability needs, and in response to the EEOC's previous recommendation to examine the senior grade levels with the same level of analysis used for the Corporate Employee Program (CEP), will remain a top priority. In addition, the initiatives listed below that the FDIC instituted in FY 2015 as a result of the OIG's evaluation report will also remain a primary focus:

1. Formalizing strategic recruiting procedures to better ensure consistent and comprehensive outreach to diverse populations;
2. Establishing processes to measure the success of recruiting efforts;
3. Tracking participation rates by gender and race/ethnicity in FDIC leadership development programs;
4. Implementing policies and procedures for the FDIC Expression of Interest (EOI) programs, as well as a process to track EOI application and selection rates by gender and race/ethnicity; and,
5. Continuing to enhance controls to ensure the reliability of the data reported in the FDIC's *Federal Agency Annual EEO Program Status Report* by updating the *Data Validation and Verification Plan*, as needed.

The FDIC will continue to monitor and participate in the implementation of corrective actions and will report progress to senior leaders via the Diversity and Inclusion EAC.

Summary of Analysis of Workforce Profiles

As of September 30, 2017, the FDIC had a total workforce of 6,236, a decrease of 218 employees (a net change of -3.38 percent) from the end of FY 2016. The number of temporary employees in the FDIC decreased from 732 in FY 2016 to 538 at the end of FY 2017 (a decrease of 194). This reflects the continued decrease in staffing needed to address a reduced number of bank closures, as previously reported.

Agency-wide information revealed that the representation of women at the FDIC was 3.3 percent below the Civilian Labor Force (CLF), and further below their workforce participation rate at the senior grade levels (Executive Manager (EM), Corporate Manager (CM), and Corporate Grade (CG) 13-15). Overall minority representation at the FDIC remained the same at 28.53 percent, which is above the national combined CLF for minorities of 27.64 percent. Conversely, the percentage of minorities at the EM, CM, and CG 14-15 grade levels also fell below the overall workforce rate. As with most federal agencies, Hispanic representation is low throughout the FDIC, at various grade levels and occupations.

The attached data tables illustrate that a few groups experienced net change decreases greater than that of the net change decrease for the total workforce (-3.38 percent). Most were not significantly different, and small numbers resulted in large percentages for one group. During this reporting period, there were fewer groups that had a higher net change decrease and included White men (-4.32 percent) and women (-3.61 percent), Black men (-4.48 percent), American Indian or Alaska Native men (-10.00 percent), and American Indian or Alaska Native women (-16.67 percent). Groups with no change, change decreases lower than that for the total workforce, or net change increases, were Hispanic men (0.69 percent) and women (1.04 percent), Black women (-3.11 percent), Asian men (3.11 percent) and women (1.90 percent), Native Hawaiian or Other Pacific Islander men (0.00 percent) and women (0.0 percent), and two or more races men (0.00 percent) and women (16.13 percent). There was no clear trend based on net change percentages over the past several fiscal years that would require further FDIC action.

The percentage of Hispanic men in the FDIC workforce increased slightly in FY 2017, reversing a trend of decreases that began in FY 2011, and the percentage of Hispanic women also increased. The percentage of White men and women in the FDIC workforce decreased slightly in FY 2017. While the percentage of Black men decreased slightly, the percentage of Black women increased slightly. The percentage of Asian men and women both increased. The percentages of American Indian and Alaska Native men and women decreased slightly. Native Hawaiian and Other Pacific Islander men and women, and men and women of two or more races all had workforce percentages that stayed about the same or increased. None of the changes were particularly significant. The FDIC will continue to monitor the overall percentages and address any issues discovered as trends develop.

Bank Examiner: Within the 0570 Financial Institution Examiner occupation series, the FDIC's most populous and mission-essential occupation, women in general continue to have low participation rates among permanent employees, with women overall and Hispanic, Black, Asian, and women of two or more races were all represented at rates below their availability in the Relevant CLF (RCLF). In FY 2017, the percentage of women in the permanent examiner workforce increased slightly from 37.79 to 38.56 percent. For the fourth consecutive year, the percentage of White women (28.78 percent) in the 0570 Financial Institution Examiner series in FY 2017 was above the RCLF rate (28.34 percent). The participation rate of Black women in the permanent examiner workforce increased slightly from 6.11 percent in FY 2016 to 6.25 percent in FY 2017, but was still below the RCLF rate (8.40 percent) for their group. The rate of Black men slightly decreased from 4.24 to 3.99 percent, but remained above the RCLF (3.41 percent). The percentage of American Indian and Alaska Native men increased slightly from 0.31 to 0.35 percent, while American Indian and Alaska Native women remained constant at 0.23 percent. The rate of men and women of two or more races increased equally by 0.04 percent, but was below the RCLF rate (0.98) for women. These very small percentage changes continue to reflect normal annual fluctuations, and there are no observable trends. Although the percentage of both Hispanic men and women in the permanent examiner workforce increased slightly (2.48 to 2.53 percent and 1.11 to 1.27 percent) in FY 2017, their representation remained below the RCLF percentages of 3.06 percent and 3.65 percent, respectively.

Barrier Analysis: The FDIC initiated a barrier analysis this reporting period to determine if any barriers exist for women and minorities at the most senior level, Executive Manager (EM). The analysis began 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 most prevalent triggers and trends noted over the past five years are:

- Women overall, on average, consistently fell below their workforce rate at the CG 13-15, CM-01, CM-02, and EM levels;
- 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 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; and
 - Native Hawaiian or Pacific Islander women at the CG-15 and 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 group throughout various segments of the FDIC's workforce. A Part I, Agency EEO Plan to Eliminate Identified Barrier, to address the identified triggers and trends is included in this report, and it is anticipated that the planned activities may also address other triggers identified in the FDIC's workforce data.

FDIC Strategy

Corporate Employee Program (CEP): The FDIC continued to promote its commitment to a diverse workforce using a wide variety of methods aimed at attracting, recruiting, and hiring high-performing individuals reflecting all segments of society. The recruitment of examiners, the FDIC's largest occupational group, is conducted primarily through the CEP. The CEP trains the FDIC's workforce of Financial Institution Specialists (FISs), beginning examiners-in-training, in a variety of areas. To reach a broad available audience, in 2017 the FDIC's Corporate Recruitment Program 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.

OMWI continued monitoring the representation and attrition rates for CEP employees based on race, ethnicity, and gender, in an effort to help with the targeted recruitment. In 2017, OMWI reported on every incoming class of CEP hires, and each report included the total CEP employees from the inception of the program, FISs currently onboard, and voluntary and involuntary attrition. At the outset of the CEP in 2004, several racial, ethnic, and gender groups had very low representation rates in the FDIC's examiner workforce. The FDIC continually engaged in proactive recruiting efforts and enhanced recruitment strategies that have been successful in addressing the low representation rates of many racial, ethnic, and gender groups. That progress is especially apparent with respect to the overall percentage of women in the examiner workforce, which has consistently increased since December 31, 2004, from 33.5 percent to 38.8 percent as of September 30, 2017. The CEP recruitment efforts may also have contributed to the percentages being above the RCLF for Black men, Native Hawaiian or Pacific Islander men and women, American Indian or Alaska Native men and women, White men and women, and men of two or more races in the overall examiner workforce. In addition, the CEP hiring rates in FY 2017 were above the percentages in the RCLF for Black women, Asian women, Native Hawaiian or Pacific Islander women, and men and women of two or more races, but lower than the RCLF for Black men, Asian men, Hispanic men and women, and White women.

A key challenge that remains in diversifying senior management levels at the FDIC is attracting and retaining minorities and women in the bank examiner permanent workforce. As previously mentioned, the examiner occupation represents the largest occupational group at the FDIC and accounts for 41.79 percent (2,606) of the total workforce (6,236). Employees who began their FDIC careers as examiners tend to occupy a significant percentage of executive and managerial leadership positions, as well as other non-examiner positions throughout the FDIC. Thus, participation rates within the examiner workforce are vital to achieving satisfactory representation rates within the broader FDIC workforce and senior levels. Despite the overall success of the CEP in increasing the percentage of women and minorities in the examiner workforce, percentages remained below the RCLF for women overall, as well as Asian men and women, Black women, Hispanic men and women, and women of two of more races.

Recruitment (Outreach): In addition to recruiting for the CEP, FDIC recruiters maintained ongoing partnerships with a variety of colleges and universities during 2017, as well as a number of professional organizations for minorities, veterans, women, and persons with disabilities. FDIC corporate recruiters participated in college career fairs, information sessions, and other recruitment-related campus activities throughout the United States to brand the FDIC and attract the best qualified candidates. FDIC recruiters also attended national diversity outreach events and three regional outreach events to increase awareness of the FDIC as an employer of choice to professionals and students

Student/Intern Programs: The FDIC continues to help minority and women students, and students with disabilities, prepare for careers in business and finance. During 2017, the FDIC recruited student interns through traditional and non-traditional mediums, to include its Diversity Outreach Student Intern Program (DOSIP) and through WRP. The FDIC has continued to use

the WRP as a source for intern students with disabilities for the past several years. In 2017, the FDIC provided student intern opportunities to six students through the WRP and one student through DOSIP.

Persons with Targeted Disabilities: The total number of employees with Targeted Disabilities increased significantly from 42 in FY 2016 to 134 in FY 2017. This positive increase is attributable to the disability self-identification resurvey campaign the FDIC employed to more accurately capture reportable disabilities, to include the new targeted disabilities (codes 2, 3, 40, and 93). As a result, the percentage of employees with targeted disabilities more than tripled from 0.65 percent in FY 2016 percent to 2.15 percent in FY 2017, and the net change (219.05 percent) was substantial. The number of permanent employees with Targeted Disabilities at or below the Grade 12 level increased from 27 to 62, and the number above the Grade 12 level increased from 9 to 59, in comparison to FY 2016. There was also an increase in the number of temporary employees with Targeted Disabilities from five in FY 2016 to 13 in FY 2017. Additionally, 0.49 percent (2 of 407) of the new hires during FY 2017 were persons with Targeted Disabilities, an increase from the 0.40 percent (2 of the 495) achieved in FY 2016. The FDIC will modify its strategic approach to increase the participation rate of employees in the workforce and to align with the newly established grade-level cluster goals in an effort to meet or exceed the participation rate of 12 percent for persons in our permanent workforce with disabilities at the comparable CG 1 – 10 and CG 11 – SES levels and 2 percent for persons in our permanent workforce with Targeted Disabilities at the comparable CG 1 – 10 and CG 11 – SES levels. 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 new strategies and programs to accomplish these goals.

With increased retirements being likely in the near future, and gaps noted in the succession pipeline, the FDIC Chairman recognizes the importance of identifying and preparing 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.

A previous review of FDIC career development opportunities revealed a considerable number of resources for employees, but far fewer for managers. In an effort to realize the Chairman's vision to provide opportunities for both managers and employees through in-depth, integrated initiatives to continue support of managers' development while also building on the successful programs already in place for employees, the following was achieved in 2017 through the WDI:

- Developed and conducted a comprehensive assessment of the FDIC's leadership and management talent through an annual cross-divisional Succession Planning Review (SPR) that encompassed all CM-1s, CM-2s, EMs, and CG supervisors in all divisions, offices, and regions, which yielded a 89 percent response rate;
- Developed and administered a survey of non-supervisory employees to assess interest in seeking management positions and identify potential areas of focus for future succession planning efforts;
- Launched a pilot program to hire and develop Presidential Management Fellows, resulting in one hire; and
- Offered career path and professional skills training targeted at developing administrative staff for potential bridge roles.

The WDI remains key in advancing FDIC human capital and D&I programs such as leadership mentoring and succession planning to strengthen the management ranks, while also offering programs such as career paths to expand opportunities for employees who wish to enhance their current capabilities and potentially aspire to supervisory roles. OMWI will continue to monitor and track participation in WDI programs by race/ethnicity and gender.

In summary, the FDIC will continue to oversee the implementation of current and newly developed initiatives to preserve its commitment to diversity and inclusion, affirmative employment, and equal employment opportunity.

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Saul Schwartz, 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.

Saul Schwartz /s/

March 30, 2018

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

Date

Barbara Ryan /s/

March 30, 2018







Signature of Agency Head or Agency Head Designee

Date

Agency Self-Assessment Checklist Measuring Essential Elements

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP





Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.





 Compliance Indicator	A.1. EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
<p>A.1.a. The Agency Head was installed on November 15, 2012. An updated EEO policy statement was issued on March 7, 2017.</p> <p>Was the EEO policy Statement issued within 6-9 months of the installation of the Agency Head? If no, provide an explanation.</p>	X			
<p>A.1.b. During the former Agency Head's tenure, was the EEO policy statement re-issued annually since required in 2004? If no, provide an explanation.</p>	X			
<p>A.1.c. Are new employees provided a copy of the EEO policy statement during orientation?</p>	X			
<p>A.1.d. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?</p>	X			
 Compliance Indicator	A.2. EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
<p>A.2.a. Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?</p>			N/A – FDIC does not have subordinate reporting components.	
<p>A.2.b. Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?</p>	X			
<p>A.2.c. Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]</p>	X			
 Compliance Indicator	A.3. Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
<p>A.3.a. Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:</p>	X		The FDIC has contracted with a consultant to update performance goals and behavioral expectations under	

			the Leadership Performance Management and Recognition program (LPMR). One of the current goals under LPMR is to "support attainment of applicable FDIC performance goals (FPGs), or division, region, branch or work unit goals." One of FDIC's current priority initiatives is "promote diversity, inclusion and workplace excellence." As such, all managers are accountable for this goal.
A.3.a.1. resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X		
A.3.a.2. address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X		
A.3.a.3. support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X		
A.3.a.4. ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		
A.3.a.5. ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
A.3.a.6. ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	X		
A.3.a.7. ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
A.3.a.8. ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		
A.3.b. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.	X		Inappropriate behaviors and possible disciplinary actions are described in FDIC Circular 2710.1, Equal Opportunity Policy and Circular 2710.3, Anti-Harassment Program
A.3.c. Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X		
A.3.d. Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION

Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.







 Compliance Indicator	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 has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
B.1.a. Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)	X			The OMWI Director reports to the Office of the Chairman.
B.1.b. Are the duties and responsibilities of EEO officials clearly defined?	X			
B.1.c. Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	X			
B.1.d. If the agency has 2nd level reporting components , are there organizational charts that clearly define the reporting structure for EEO programs?				N/A. The FDIC does not have 2nd level reporting components.
B.1.e. If the agency has 2nd level reporting components , does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?				N/A. The FDIC does not have 2nd level reporting components.
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 Compliance Indicator	B.2. The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
B.2.a. Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?	X			
B.2.b. Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	X			
B.2.c. Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	X			
B.2.c.1. 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 re-alignments?	X			

B.2.c.2. Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		
B.2.d. Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 Compliance Indicator	B.3. The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
B.3.a. Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
B.3.b. Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
B.3.c. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
B.3.c.1. Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
B.3.c.2. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
B.3.c.3. People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
B.3.d. Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
 Compliance Indicator	B.4. The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
B.4.a. Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		
B.4.b. Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X		

B.4.c. Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
B.4.d. Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		
B.4.e. Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		
B.4.f. Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
B.4.f.1. Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
B.4.f.2. Is there sufficient funding to ensure that all employees have access to this training and information?	X		
B.4.g. Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
B.4.g.1. for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
B.4.g.2. to provide religious accommodations?	X		
B.4.g.3. to provide disability accommodations in accordance with the agency's written procedures?	X		
B.4.g.4. in the EEO discrimination complaint process?	X		
B.4.g.5. to participate in ADR?	X		

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. EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
	C.1.a. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	X		
	C.1.b. Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief Information Officer?	X		
 Compliance Indicator	C.2. The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
	C.2.a. Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	X		
	C.2.b. Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	X		
	C.2.c. Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	X		
 Compliance Indicator	C.3. When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
	C.3.a. Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	X		
	C.3.b. Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X		
	C.3.c. Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	X		A letter of admonishment was issued to one manager/supervisor during FY 2017.
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				

C.3.d. Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		
C.3.e. Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X		





Essential Element D: PROACTIVE PREVENTION

Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

 Compliance Indicator	D.1. Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
	D.1.a. Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X		
	D.1.b. When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	X		
	D.1.c. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X		
	D.1.d. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X		
	D.1.e. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X		
	D.1.f. Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X		
	D.1.g. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X		
	D.1.h. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X		
 Compliance Indicator	D.2. The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
	D.2.a. Are all employees encouraged to use ADR?	X		
	D.2.b. Is the participation of supervisors and managers in the ADR process required?	X		

Essential Element E: EFFICIENCY

Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.







 Compliance Indicator	E.1. The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
E.1.a. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
E.1.b. Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
E.1.c. Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
E.1.d. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
E.1.e. Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?			X	Of 172 accommodation requests, 135 (78.5%) were processed within the time frame set forth in FDIC procedures for reasonable accommodation, and 37 (21.5%) were not.
 Compliance Indicator	E.2. The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
E.2.a. Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
E.2.b. Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
E.2.c. Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
If yes, briefly describe how: FDIC representatives monitor contract counselors and investigators for delays and have not experienced any past difficulties in this regard. If dissatisfied with a contract counselor or investigator due to delays in processing, the FDIC may choose not to use the contractor again.				
E.2.d. Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive		X		

MD-110?				
E.2.e. Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
→ Compliance Indicator	E.3. The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination..	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
↓ Measures		Yes	No	
E.3.a. Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
E.3.a.1. Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?			X	This matter involved the processing of a conflict case. Contact for counseling occurred during the period when the FDIC was establishing a Memorandum of Understanding with another federal agency for processing conflict cases. The FDIC is reviewing its procedures and will revise where appropriate to ensure the timely processing of future conflict cases.
E.3.a.2. Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
E.3.a.3. Does the agency complete the investigations within the applicable prescribed time frame?		X		
E.3.a.4. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X		
E.3.a.5. When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
E.3.a.6. When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
E.3.a.7. Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
→ Compliance Indicator	E.4. There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
↓ Measures		Yes	No	
E.4.a. In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		

E.4.b. Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		
E.4.c. After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		
E.4.d. Does the responsible management official directly involved in the dispute have settlement authority?			X	IAW MD-110
➔ Compliance Indicator	E.5. The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
⬇ Measures		Yes	No	
E.5.a. Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
E.5.b. Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X		
E.5.c. Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
E.5.d. Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
E.5.e. Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
E.5.f. Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
E.5.g. Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
➔ Compliance Indicator	E.6. The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
⬇ Measures		Yes	No	
E.6.a. Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
E.6.b. Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
E.6.c. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

 Compliance Indicator	F.1. Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
F.1.a. Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		X		
 Compliance Indicator	F.2. The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
F.2.a. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		
F.2.a.1. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
F.2.a.2. Are procedures in place to promptly process other forms of ordered relief?		X		
 Compliance Indicator	F.3. Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
F.3.a. Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
F.3.a.1. If so, please identify the employees by title in the comments section, and state how performance is measured.		Chief, Complaints Processing Branch and Staff. Untimely compliance is noted in annual performance evaluations.		
F.3.b. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		
F.3.b.1. If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
F.3.c. Have the involved employees received any formal training in EEO compliance?		X		
F.3.d. Does the agency promptly provide to the EEOC the following documentation for completing compliance:				

F.3.d.1. Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
F.3.d.2. Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
F.3.d.3. Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X		
F.3.d.4. Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
F.3.d.5. Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
F.3.d.6. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
F.3.d.7. Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
F.3.d.8. Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
F.3.d.9. Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
F.3.d.10. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
F.3.d.11. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
F.3.d.12. Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (10/20/00), Question 28.

FY 2017

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.	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)	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
Complaint Data (Trends)	Yes (began reviewing 462 reports)	Annual 462 reports for FY 2012 – FY 2016
Grievance Data (Trends)	No	N/A
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	N/A
Climate Assessment Survey (e.g., FEVS)	Yes (began reviewing FEVS)	FEVS for FY 2012–FY 2016
Exit Interview Data	No	N/A
Focus Groups	No	N/A
Interviews	No	N/A
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	N/A
Other (Please Describe)	N/A	N/A
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)		
Corporate Employee Program Director	Wayne Evans		No		
Deputy Director, Corporate University	Steven Cooper		No		
Assistant Director, Corporate Human Resource Performance & Compensation	Nancy Green		No		
Equal Employment Specialist/Special Emphasis Program Manager	Netosha Washington		Yes		
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		
08/31/2018	Complete review and analysis FY 2012-2016 FEVS results.		N/A		
08/31/2018	Review and analyze FY 2012-2016 promotions, new hires and separations data.		N/A		
10/31/2018	Review and analyze succession planning initiatives.		N/A		
12/31/18	Review and analyze Grievance data.		N/A		
03/29/2019	Review and analyze policies, practices, and procedures in recruitment, training and career development, and promotions.		N/A		
Report of Accomplishments					
Fiscal Year	Accomplishments				

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

Of the 385 permanent employees who fall within the GS-1 to GS-10 pay cluster, 16.36% (63) are identified as having a disability, and of the 5,253 permanent employees who fall within the GS-11 to SES pay cluster, 9.96% (523) are identified as having a disability. The benchmark of 12% for individuals above the GS-10 pay level cluster was not met; however, overall, the FDIC workforce participation rate of persons with disabilities has improved dramatically from 5.81% in FY 2016 to 10.39% in FY 2017.

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

Of the 385 permanent employees who fall within the GS-1 to GS-10 pay cluster, 3.90% (15) are identified as having a targeted disability, and of the 5,253 permanent employees who fall within the GS-11 to SES pay cluster, 2.02% (106) are identified as having a targeted disability. The benchmark of 2% for persons with targeted disabilities both above and at/below the GS-10 pay level cluster was met.

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

In April 2017, the FDIC Chairman announced the FDIC's first Disability Employment Program Strategic Plan which was issued in March 2017. The Chairman advised all employees of increased efforts to hire and retain people with disabilities and people with targeted disabilities. In addition, the updated goals were provided to all employees by the Chairman in a September 2017 global e-mail message encouraging employees to update their self-identification of disabilities.

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

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
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Program	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 Specialist, Human Resource Branch, Division of Administration (DOA)
	Answering questions from the public about hiring authorities that take disability into account	1			Richard Ellis, Selective Placement Coordinator, Human Resources Branch, DOA, riellis@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			Earl McJett, Sr. Information Management Analyst/Section 508 Coordinator, OMWI, emcjett@fdic.gov
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
	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 style="text-align: center;">Yes X No 0</p>				
The DPM attended the National Employment Law Institute ADA & FMLA Compliance update in March 2017 and the National ADA Conference in May 2017. In June 2017, Anupa Iyer of the EEOC gave a presentation to OMWI staff that provided clarification and answered questions regarding the amended Federal regulations (29 CFR. § 1614.203) and disability data tracking. The Selective Placement Coordinator (SPC) completed the Selective Placement Program Coordinator Online Training offered by HR University in March 2017.					
Section II B. Plan To Ensure Sufficient Funding for the Disability Program	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 style="text-align: center;">Yes X No 0</p>				

Section III: Plan to Recruit and Hire Individuals with Disabilities

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.

**Section III
A. Plan to Identify Job Applicants with Disabilities**

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

The FDIC plans to continue the use of the Workforce Recruitment Program (WRP). In addition to using USAJobs to advertise employment opportunities, the FDIC has more than 250 mission critical employees who serve as Corporate Recruiters. In 2017, they visited many colleges and universities with high population of Veterans with Disabilities. Corporate Recruiters are encouraged to reach out to student organizations on campuses to establish relationships and share FDIC career opportunities. Bender Consulting Services has undertaken a process to ensure the OPM Shared List of People with Disabilities is continuously updated. FDIC, HRB staff and the SPC, regularly checks the list to locate applicants that have expressed an interest in FDIC or use the list to locate those applicants with needed skill sets for a particular position. Virtual Career fairs offered by Bender Consulting are another option to expand our field of search to identify qualified candidates.

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.

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 2017 CAREERS & the disABLED Magazine's Career Expo. 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 our Corporate Employee Program (CEP) and Financial Management Scholars Program (FMSP).

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.

Schedule A applicants are encouraged to contact the SPC to ensure that their Schedule A letter is completed accurately before the applicant uploads it to the USAjobs.gov database. Once their application is received by the Human Resources Specialist, it is reviewed for accuracy and the applicant is determined eligible for the position 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. Hiring managers are encouraged to reach out to the agency contact and SPC, if they should have any questions about Schedule A.

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.

Yes X No 0 N/A 0

In 2017, Human Resources personnel conducted training on the Schedule A hiring authority to senior management and Division directors. Guidance on Schedule A is provided to all managers on an ongoing basis during the recruitment and hiring process.

**Section III
B. Plan to Establish Contacts with Disability Employment Organizations**

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

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. The FDIC’s Chairman’s Diversity Advisory Councils (CDACs) have worked with organizations near Field and Regional Offices to create a culture of diversity and inclusion for persons with disabilities. As previously mentioned, the 250 Corporate Recruiters are

	<p>encouraged to build and maintain networks with organizations that assist persons with disabilities for job seeking purposes. The FDIC will also encourage employees with disabilities to participate in outreach and recruitment events.</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="391 369 1523 426"> <tr> <td>a. New Hires for Permanent Workforce (PWD)</td> <td>Yes 0</td> <td>No X</td> </tr> <tr> <td>b. New Hires for Permanent Workforce (PWTD)</td> <td>Yes 0</td> <td>No X</td> </tr> </table> <p>The percentage of new hires for the permanent workforce of PWD increased from 1.02% in FY 2016 to 3.59% in FY 2017. The percentage of new hires for the permanent workforce of PWTD also increased from 0.41% in FY 2016 to 0.51% in FY2017. While the fiscal year data shows FDIC below the benchmarks, improvements have been made from FY 2016. A greater emphasis has been placed on using the SPC to expand outreach and recruitment efforts for PWD and PWTD in FY 2017. If data in future years show a downward trend, further analysis will be conducted.</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="391 747 1523 804"> <tr> <td>a. New Hires for MCO (PWD)</td> <td>Yes 0</td> <td>No X</td> </tr> <tr> <td>b. New Hires for MCO (PWTD)</td> <td>Yes 0</td> <td>No X</td> </tr> </table> <p>The new hire data based on persons with disabilities and targeted disabilities, broken out by the mission-critical occupations, was not available in the current data tables.</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="391 1020 1523 1077"> <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 "Relevant Applicant Pool" could not be computed using the data available to the FDIC.</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="391 1272 1523 1329"> <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>In FY 2017, General Business and Industry, 1101, had a selection rate of 17.24% of PWD and 3.45% of PWTD; both selection rate percentages were higher than the percentage of qualified applicant pool for PWD and PWTD. In FY 2017 the percentage of new hires with disabilities and targeted disabilities in the Financial Institution Examining series, 0570, is slightly below the percentage of qualified applicants. However, the selection rate for both PWD and PWTD, in this series, has been above the rate of qualified applicants in FY 2015 and FY 2016. While the selection rate for both PWD and PWTD falls below the rate of qualified applicants in the Administration and Program series, 0301, in FY 2017, the selection rates for both PWD and PWTD have been above or very close to the qualified applicant rates since FY 2014. The FDIC will continue to monitor all MCO selection rates, and if trends exist where MCO selection rates fail to meet the benchmarks, a barrier analysis will be performed.</p>	a. New Hires for Permanent Workforce (PWD)	Yes 0	No X	b. New Hires for Permanent Workforce (PWTD)	Yes 0	No X	a. New Hires for MCO (PWD)	Yes 0	No X	b. New Hires for MCO (PWTD)	Yes 0	No X	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 0	No X																							
b. New Hires for Permanent Workforce (PWTD)	Yes 0	No X																							
a. New Hires for MCO (PWD)	Yes 0	No X																							
b. New Hires for MCO (PWTD)	Yes 0	No X																							
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 will develop and provide guidance to managers and recruiters on trends in the recruiting,</p>																								

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.

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 for people with disabilities - the Corporate Advocacy Network for Disability Opportunities (CAN DO).

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 X**
 b. Selections (PWD) Yes 0 **No X**

FY 2018 Data

4. Do triggers exist for PWTD 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.

a. Applicants (PWTD) Yes 0 **No X**
 b. Selections (PWTD) Yes 0 **No X**

FY 2018 Data

Section IV C. Awards	1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If yes, please describe the trigger(s) in the text box.			
	a. Awards, Bonuses, & Incentives (PWD)		Yes 0	No X
	b. Awards, Bonuses, & Incentives (PWTD)		Yes 0	No X
	2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If yes, please describe the trigger(s) in the text box.			
	a. Pay Increases (PWD)		Yes 0	No X
b. Pay Increases (PWTD)		Yes 0	No X	
The FDIC does not have traditional grades/steps as found in the GS scale. Consequently, the FDIC does not award QSIs.				
3. If the agency has other types of employee recognition programs, are PWD and/or PWTD 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.				
a. Other Types of Recognition (PWD)		Yes 0	No 0	N/A X
b. Other Types of Recognition (PWTD)		Yes 0	No 0	N/A X
Section IV D. Promotions	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.			
	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	
The "Relevant Applicant Pool" could not be computed using the data available to the FDIC.				
2. Does your agency have a trigger involving PWTD 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.				
a. SES				
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 "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

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

No associated data tables for new hires to the senior grade levels.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB 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 (PWTB)	Yes 0	No X
b. New Hires to GS-15 (PWTB)	Yes 0	No X
c. New Hires to GS-14 (PWTB)	Yes 0	No X
d. New Hires to GS-13 (PWTB)	Yes 0	No X

No associated data tables for new hires to the senior grade levels.

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 "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

6. Does your agency have a trigger involving PWTB 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 (PWTB)	Yes 0	No X
ii.	Internal Selections (PWTB)	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 "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

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 (PWD)	Yes 0	No X
b. New Hires for Managers (PWD)	Yes 0	No X
c. New Hires for Supervisors (PWD)	Yes 0	No X

	No associated data tables for new hires to the senior grade levels.
	<p>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.</p> <p>a. New Hires for Executives (PWTB) Yes 0 No X</p> <p>b. New Hires for Managers (PWTB) Yes 0 No X</p> <p>c. New Hires for Supervisors (PWTB) Yes 0 No X</p>
	No associated data tables for new hires to the senior grade levels.

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.

<p>Section V</p> <p>A. Voluntary and Involuntary Separations</p>	<p>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.</p> <p style="text-align: center;">Yes X No 0 N/A 0</p>
	<p>2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If yes, describe the trigger below.</p> <p>a. Voluntary Separations (PWD) Yes 0 No X</p> <p>b. Involuntary Separations (PWD) Yes 0 No X</p>
	<p>There were 61 employees with disabilities who voluntarily separated from the FDIC in FY 2017. Using the number of PWD who voluntarily separated, divided by the total number of PWD onboard (562), the inclusion rate for voluntary separations for PWD is 10.85%. This rate is higher than the inclusion rate of individuals who separated without disabilities at 8.6%. There were 3 persons with disabilities who involuntarily separated in FY 2017. The inclusion rate of 0.53% for involuntary separations for PWD was also greater than rate for individuals who involuntarily separated without disabilities at 0.18%. However, the gap between inclusion rates for PWD and individuals without a disability for involuntary and voluntary separations has closed significantly from FY 2016.</p>
	<p>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.</p> <p>a. Voluntary Separations (PWTB) Yes 0 No X</p> <p>b. Involuntary Separations (PWTB) Yes 0 No X</p>
	<p>There were 17 employees with targeted disabilities who voluntarily separated from the FDIC in FY 2017. Using the number of PWTB who voluntarily separated, divided by the total number of PWTB onboard (134), the inclusion rate for voluntary separations for PWD is 12.68%. This rate is higher than the inclusion rate of individuals who voluntarily separated without disabilities at 9.64%. The inclusion rate for involuntary separations for PWTB was slightly higher than the rate for individuals without disabilities at 0.75% and 0.2% respectively. No significant trend has been identified from FY 2015 through FY 2017. The FDIC will evaluate how re-surveying the workforce for self-identification of a disability and updating data codes will impact the data in future years.</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>No trigger exists.</p>

<p>Section V</p> <p>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>Applicants: https://www.fdic.gov/about/jobs/jobs_disabilities.html and https://www.fdic.gov/about/jobs/jobs_rightsprotections.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>The FDIC has taken steps to identify and hire a full-time Section 508 program coordinator who will report to the Chief Information Officer. The move of the program from OMWI to the CIOO and the appointment of a full-time coordinator will provide a more streamlined approach to satisfying Section 508 requirements.</p>
<p>Section V</p> <p>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 2017, the FDIC averaged of 19 days to process initial reasonable accommodation requests once all pertinent documentation was received, such as supporting medical documentation or a response from the Federal Occupational Health Service.</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 current policies and procedures have been effective in encouraging the interactive process and have allowed for the processing of 172 reasonable accommodation requests in FY 2017, with a decision reached in 135 cases during that timeframe. The FDIC will update its Reasonable Accommodation procedures to meet all EEOC requirements, and will continue to provide training to Headquarters and Regional staff involved in the decision making process. Of the 172 accommodation requests, 135 (78.5%) were processed within the time frame set forth in FDIC procedures for reasonable accommodation, and 37 (21.5%) were not. A majority of the 37 requests that did not meet the established time frame involved unique and uncommon situations that required additional consideration such as full-time telework, adjustments to testing or commissioning schedules for Examiners, or relocation. To remedy this, during FY 2018, OMWI will include response timeframes in emails to managers and deciding officials to continue to hold decision-makers accountable for adhering to the timelines set forth in the policy. Notices of updated timelines will be distributed to all deciding officials after changes in the new reasonable accommodation policy are approved. FDIC will also implement a tracking system that will assist in notifying deciding officials of the response timeframe.</p>
<p>Section V</p> <p>D. Personal</p>	<p>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.</p>

Assistance Services Allowing Employees to Participate in the Workplace	<p>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.</p> <p>In FY 2018, the FDIC will establish a policy on providing FDIC employees with targeted disabilities with PAS in accordance with EEOC regulations, and provide guidance on the proper procedures for requesting and processing requests for PAS.</p>				
Section VI: EEO Complaint and Findings Data					
Section VI A. EEO Complaint Data Involving Harassment	<p>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?</p> <p style="text-align: center;">Yes 0 No X N/A 0</p> <hr/> <p>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?</p> <p style="text-align: center;">Yes 0 No X N/A 0</p> <hr/> <p>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.</p>				
Section VI B. EEO Complaint Data Involving Reasonable Accommodation	<p>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?</p> <p style="text-align: center;">Yes 0 No X N/A 0</p> <hr/> <p>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?</p> <p style="text-align: center;">Yes X No 0 N/A 0</p> <hr/> <p>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.</p> <p>The agency settled one claim of discrimination involving the failure to provide a reasonable accommodation. FDIC will continue to engage in the interactive process when a reasonable accommodation request is made to better identify alternative accommodations that still allow an employee to perform the essential elements of the position.</p>				
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	<p>1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?</p> <p style="text-align: center;">Yes 0 No X</p> <hr/> <p>2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?</p> <p style="text-align: center;">Yes 0 No 0 N/A X</p> <hr/> <p>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.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">Trigger 1</td> <td></td> </tr> <tr> <td>Barrier(s)</td> <td></td> </tr> </table>	Trigger 1		Barrier(s)	
Trigger 1					
Barrier(s)					

	Objective(s)				
	Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
	Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)		
	Sources of Data	Sources Reviewed? (Yes or No)		Identify Information Collected	
	Workforce Data Tables				
	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 (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	Fiscal Year	Accomplishments			
4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.					
As noted in the response, the FDIC has not yet identified any barriers that affect employment opportunities for PWD and/or PWTD.					

	<p>5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).</p>
	<p>As noted in the response, the FDIC has not yet identified any barriers that affect employment opportunities for PWD and/or PWTD. Therefore, there currently are no planned activities.</p>
	<p>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.</p>
	<p>As noted in the response, the FDIC has not yet identified any barriers that affect employment opportunities for PWD and/or PWTD. Therefore, there currently are no planned activities.</p>

ATTACHMENT A

FDIC Workforce Data Tables

Table A1: Total Workforce - Distribution by Race/Ethnicity and Sex

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total																		
Prior FY	#	6454	3575	2879	144	96	2846	1799	357	772	161	158	3	5	20	18	44	31
	%	100.0	55.39	44.61	2.23	1.49	44.10	27.87	5.53	11.96	2.49	2.45	0.05	0.08	0.31	0.28	0.68	0.48
Current FY	#	6236	3440	2796	145	97	2723	1734	341	748	166	161	3	5	18	15	44	36
	%	100.0	55.16	44.84	2.33	1.56	43.67	27.81	5.47	11.99	2.66	2.58	0.05	0.08	0.29	0.24	0.71	0.58
CLF % (2010)		100.0	51.86	48.14	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
Difference	#	-218	-135	-83	1	1	-123	-65	-16	-24	5	3	0	0	-2	-3	0	5
Ratio Change	%	0.00	-0.23	0.23	0.09	0.07	-0.43	-0.07	-0.06	0.03	0.17	0.13	0.00	0.00	-0.02	-0.04	0.02	0.10
Net Change	%	-3.38	-3.78	-2.88	0.69	1.04	-4.32	-3.61	-4.48	-3.11	3.11	1.90	0.00	0.00	-10.00	-16.67	0.00	16.13
Permanent																		
Prior FY	#	118	68	50	2	2	53	30	7	17	4	1	0	0	1	0	1	0
	%	100.0	57.63	42.37	1.69	1.69	44.92	25.42	5.93	14.41	3.39	0.85	0.00	0.00	0.85	0.00	0.85	0.00
Current FY	#	126	74	52	2	2	57	32	8	16	5	2	0	0	1	0	1	0
	%	100.0	58.73	41.27	1.59	1.59	45.24	25.40	6.35	12.70	3.97	1.59	0.00	0.00	0.79	0.00	0.79	0.00
Difference	#	8	6	2	0	0	4	2	1	-1	1	1	0	0	0	0	0	0
Ratio Change	%	0.00	1.10	-1.10	-0.11	-0.11	0.32	-0.03	0.42	-1.71	0.58	0.74	0.00	0.00	-0.05	0.00	-0.05	0.00
Net Change	%	6.78	8.82	4.00	0.00	0.00	7.55	6.67	14.29	-5.88	25.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00
Temporary																		
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Current FY	#	7	2	5	0	1	2	3	0	1	0	0	0	0	0	0	0	0
	%	100.0	28.57	71.43	0.00	14.29	28.57	42.86	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	6	1	5	0	1	2	3	0	1	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	28.57	71.43	0.00	14.29	28.57	42.86	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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

Table A1: Total Workforce - Distribution by Race/Ethnicity and Sex

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Non-Appropriated																		
Prior FY	#	6336	3507	2829	142	94	2793	1769	350	755	157	157	3	5	19	18	43	31
	%	100.0	55.35	44.65	2.24	1.48	44.08	27.92	5.52	11.92	2.48	2.48	0.05	0.08	0.30	0.28	0.68	0.49
Current FY	#	6103	3364	2739	143	94	2664	1699	333	731	161	159	3	5	17	15	43	36
	%	100.0	55.12	44.88	2.34	1.54	43.65	27.84	5.46	11.98	2.64	2.61	0.05	0.08	0.28	0.25	0.70	0.59
Difference	#	-233	-143	-90	1	0	-129	-70	-17	-24	4	2	0	0	-2	-3	0	5
Ratio Change	%	0.00	-0.23	0.23	0.10	0.06	-0.43	-0.08	-0.07	0.06	0.16	0.13	0.00	0.00	-0.02	-0.04	0.03	0.10
Net Change	%	-3.68	-4.08	-3.18	0.70	0.00	-4.62	-3.96	-4.86	-3.18	2.55	1.27	0.00	0.00	-10.53	-16.67	0.00	16.13

Table A2: Total Workforce by Component - Distribution by Race/Ethnicity and Sex

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Current FY	#	6236	3440	2796	145	97	2723	1734	341	748	166	161	3	5	18	15	44	36
	%	100.0	55.16	44.84	2.33	1.56	43.67	27.81	5.47	11.99	2.66	2.58	0.05	0.08	0.29	0.24	0.71	0.58
CLF (2010)	%	100.0	51.86	48.14	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
Atlanta Region	#	512	290	222	13	7	203	121	63	85	5	6	0	1	3	0	3	2
	%	100.0	56.64	43.36	2.54	1.37	39.65	23.63	12.30	16.60	0.98	1.17	0.00	0.20	0.59	0.00	0.59	0.39
Chicago Region	#	550	316	234	7	4	279	192	21	36	5	2	1	0	0	0	3	0
	%	100.0	57.45	42.55	1.27	0.73	50.73	34.91	3.82	6.55	0.91	0.36	0.18	0.00	0.00	0.00	0.55	0.00
Dallas Region	#	928	527	401	45	17	410	259	55	105	9	9	0	2	5	3	3	6
	%	100.0	56.79	43.21	4.85	1.83	44.18	27.91	5.93	11.31	0.97	0.97	0.00	0.22	0.54	0.32	0.32	0.65
Kansas City Region	#	522	325	197	4	4	309	187	7	5	1	0	0	0	2	1	2	0
	%	100.0	62.26	37.74	0.77	0.77	59.20	35.82	1.34	0.96	0.19	0.00	0.00	0.00	0.38	0.19	0.38	0.00
New York Region	#	633	347	286	21	22	283	209	22	36	16	14	0	0	0	1	5	4
	%	100.0	54.82	45.18	3.32	3.48	44.71	33.02	3.48	5.69	2.53	2.21	0.00	0.00	0.00	0.16	0.79	0.63
San Francisco Region	#	506	330	176	17	7	271	120	8	11	27	33	1	0	1	3	5	2
	%	100.0	65.22	34.78	3.36	1.38	53.56	23.72	1.58	2.17	5.34	6.52	0.20	0.00	0.20	0.59	0.99	0.40
Headquarters Offices	#	2585	1305	1280	38	36	968	646	165	470	103	97	1	2	7	7	23	22
	%	100.0	50.48	49.52	1.47	1.39	37.45	24.99	6.38	18.18	3.98	3.75	0.04	0.08	0.27	0.27	0.89	0.85

Table A3-1: Occupational Categories - Distribution by Race/Ethnicity and Sex

Occupational Categories		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive/Senior Level (Grades CM-02, CX, EM)	#	339	214	125	3	4	179	93	20	18	10	9	0	0	1	0	1	1
	%	100.0	63.13	36.87	0.88	1.18	52.80	27.43	5.90	5.31	2.95	2.65	0.00	0.00	0.29	0.00	0.29	0.29
- Mid-Level (Grades 13-15, CM-01)	#	488	303	185	13	7	243	144	36	29	8	5	0	0	1	0	2	0
	%	100.0	62.09	37.91	2.66	1.43	49.80	29.51	7.38	5.94	1.64	1.02	0.00	0.00	0.20	0.00	0.41	0.00
- First-Level (Grades 12 and Below)	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.0	0.00	100.0	0.00	0.00	0.00	0.00	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Other	#	4043	2288	1755	100	55	1857	1119	192	443	98	98	1	3	14	11	26	26
	%	100.0	56.59	43.41	2.47	1.36	45.93	27.68	4.75	10.96	2.42	2.42	0.02	0.07	0.35	0.27	0.64	0.64
Officials and Managers TOTAL	#	4871	2805	2066	116	66	2279	1356	248	491	116	112	1	3	16	11	29	27
	%	100.0	57.59	42.41	2.38	1.35	46.79	27.84	5.09	10.08	2.38	2.30	0.02	0.06	0.33	0.23	0.60	0.55
2. Professionals	#	876	514	362	17	8	384	221	54	91	47	35	1	0	1	3	10	4
	%	100.0	58.68	41.32	1.94	0.91	43.84	25.23	6.16	10.39	5.37	4.00	0.11	0.00	0.11	0.34	1.14	0.46
3. Technicians	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.0	0.00	100.0	0.00	0.00	0.00	0.00	0.00	100.0	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
	%	100.0	0.00	0.00	0.00	0.00	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	#	437	79	358	10	22	31	152	30	162	2	14	1	2	1	1	4	5
	%	100.0	18.08	81.92	2.29	5.03	7.09	34.78	6.86	37.07	0.46	3.20	0.23	0.46	0.23	0.23	0.92	1.14
6. Craft Workers	#	7	7	0	0	0	0	0	7	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	0.00	0.00	100.0	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
	%	100.0	0.0	0.00	0.00	0.00	0.00	0.00	0.0	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
	%	100.0	0.00	0.00	0.00	0.00	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	#	44	35	9	2	1	29	5	2	3	1	0	0	0	0	0	1	0
	%	100.0	79.55	20.45	4.55	2.27	65.91	11.36	4.55	6.82	2.27	0.00	0.00	0.00	0.00	0.00	2.27	0.00

Table A3-2: Occupational Categories - Distribution by Race/Ethnicity and Sex

Occupational Categories	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
1. Officials and Managers - Executive/Senior Level (Grades CM-02, CX, EM)	#	339	214	125	3	4	179	93	20	18	10	9	0	0	1	0	1	1
	%	5.44	5.99	4.34	2.08	4.17	6.29	5.17	5.60	2.33	6.21	5.70	0.00	0.00	5.00	0.00	2.27	3.23
- Mid-Level (Grades 13-15, CM-01)	#	488	303	185	13	7	243	144	36	29	8	5	0	0	1	0	2	0
	%	7.83	8.48	6.43	9.03	7.29	8.54	8.00	10.08	3.76	4.97	3.16	0.00	0.00	5.00	0.00	4.55	0.00
- First-Level (Grades 12 and Below)	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	0.02	0.00	0.03	0.00	0.00	0.00	0.00	0.00	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Other	#	4043	2288	1755	100	55	1857	1119	192	443	98	98	1	3	14	11	26	26
	%	64.83	64.00	60.96	69.44	57.29	65.25	62.20	53.78	57.38	60.87	62.03	33.33	60.00	70.00	61.11	59.09	83.87
Officials and Managers TOTAL	#	4871	2805	2066	116	66	2279	1356	248	491	116	112	1	3	16	11	29	27
	%	78.11	78.46	71.76	80.56	68.75	80.08	75.38	69.47	63.60	72.05	70.89	33.33	60.00	80.00	61.11	65.91	87.10
2. Professionals	#	876	514	362	17	8	384	221	54	91	47	35	1	0	1	3	10	4
	%	14.05	14.38	12.57	11.81	8.33	13.49	12.28	15.13	11.79	29.19	22.15	33.33	0.00	5.00	16.67	22.73	12.90
3. Technicians	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	0.02	0.00	0.03	0.00	0.00	0.00	0.00	0.00	0.13	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
	%	0.00	0.00	0.00	0.00	0.00	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	#	437	79	358	10	22	31	152	30	162	2	14	1	2	1	1	4	5
	%	7.01	2.21	12.43	6.94	22.92	1.09	8.45	8.40	20.98	1.24	8.86	33.33	40.00	5.00	5.56	9.09	16.13
6. Craft Workers	#	7	7	0	0	0	0	0	7	0	0	0	0	0	0	0	0	0
	%	0.11	0.20	0.00	0.00	0.00	0.00	0.00	1.96	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
	%	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	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	#	44	35	9	2	1	29	5	2	3	1	0	0	0	0	0	1	0
	%	0.71	0.98	0.31	1.39	1.04	1.02	0.28	0.56	0.39	0.62	0.00	0.00	0.00	0.00	0.00	2.27	0.00
Total Workforce	#	6236	3575	2879	144	96	2846	1799	357	772	161	158	3	5	20	18	44	31
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A4-1P: Participation Rates for Corporate Graded (CG) Grades - Permanent - by Race/Ethnicity and Sex

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
		Male	Female	White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
				All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	#	32	26	6	5	1	19	4	1	0	0	1	0	0	0	0	0	1	0
	%	100.0	81.25	18.75	15.63	3.13	59.38	12.50	3.13	0.00	0.00	3.13	0.00	0.00	0.00	0.00	0.00	3.13	0.00
CG-05	#	26	6	20	0	1	2	5	4	14	0	0	0	0	0	0	0	0	0
	%	100.0	23.08	76.92	0.00	3.85	7.69	19.23	15.38	53.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	133	16	117	3	9	4	66	7	36	1	6	0	0	0	0	0	1	0
	%	100.0	12.03	87.97	2.26	6.77	3.01	49.62	5.26	27.07	0.75	4.51	0.00	0.00	0.00	0.00	0.00	0.75	0.00
CG-07	#	263	112	151	4	7	86	76	15	53	3	6	0	3	0	2	4	4	
	%	100.0	42.59	57.41	1.52	2.66	32.70	28.90	5.70	20.15	1.14	2.28	0.00	1.14	0.00	0.76	1.52	1.52	
CG-08	#	78	7	71	2	4	1	20	2	44	0	2	0	0	1	0	1	1	
	%	100.0	8.97	91.03	2.56	5.13	1.28	25.64	2.56	56.41	0.00	2.56	0.00	0.00	1.28	0.00	1.28	1.28	
CG-09	#	232	106	126	6	5	75	57	18	59	2	4	0	0	1	1	4	0	
	%	100.0	45.69	54.31	2.59	2.16	32.33	24.57	7.76	25.43	0.86	1.72	0.00	0.00	0.43	0.43	1.72	0.00	
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	#	309	168	141	11	6	121	77	18	47	15	8	0	0	0	1	3	2	
	%	100.0	54.37	45.63	3.56	1.94	39.16	24.92	5.83	15.21	4.85	2.59	0.00	0.00	0.00	0.32	0.97	0.65	
CG-12	#	1094	583	511	28	16	457	339	60	130	26	17	1	0	3	1	8	8	
	%	100.0	53.29	46.71	2.56	1.46	41.77	30.99	5.48	11.88	2.38	1.55	0.09	0.00	0.27	0.09	0.73	0.73	
CG-13	#	899	499	400	18	9	398	233	51	133	19	17	0	0	5	2	8	6	
	%	100.0	55.51	44.49	2.00	1.00	44.27	25.92	5.67	14.79	2.11	1.89	0.00	0.00	0.56	0.22	0.89	0.67	
CG-14	#	1180	711	469	28	16	574	305	60	96	44	44	0	2	2	4	3	2	
	%	100.0	60.25	39.75	2.37	1.36	48.64	25.85	5.08	8.14	3.73	3.73	0.00	0.17	0.17	0.34	0.25	0.17	
CG-15	#	592	365	227	13	5	304	157	16	34	23	26	1	0	4	3	4	2	
	%	100.0	61.66	38.34	2.20	0.84	51.35	26.52	2.70	5.74	3.89	4.39	0.17	0.00	0.68	0.51	0.68	0.34	

Table A4-1P: Participation Rates for Corporate Graded (CG) Grades - Permanent - by Race/Ethnicity and Sex

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AL	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	456	289	167	13	7	233	129	33	26	8	5	0	0	0	0	2	0
	%	100.0	63.38	36.62	2.85	1.54	51.10	28.29	7.24	5.70	1.75	1.10	0.00	0.00	0.00	0.00	0.44	0.00
CM-02	#	195	118	77	2	2	98	55	10	11	8	8	0	0	0	0	0	1
	%	100.0	60.51	39.49	1.03	1.03	50.26	28.21	5.13	5.64	4.10	4.10	0.00	0.00	0.00	0.00	0.00	0.51
CX	#	8	8	0	0	0	7	0	0	0	1	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	87.50	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	132	85	47	1	2	72	38	10	7	1	0	0	0	1	0	0	0
	%	100.0	64.39	35.61	0.76	1.52	54.55	28.79	7.58	5.30	0.76	0.00	0.00	0.00	0.76	0.00	0.00	0.00
Total	#	5631	3101	2530	134	90	2453	1561	305	690	151	144	2	5	17	14	39	26
	%	100.0	55.07	44.93	2.38	1.60	43.56	27.72	5.42	12.25	2.68	2.56	0.04	0.09	0.30	0.25	0.69	0.46

Table A4-1T: Participation Rates for Corporate Graded (CG) Grades - Temporary - by Race/Ethnicity and Sex

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
					Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	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
	%	100.0	0.00	0.00	0.00	0.00	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	#	9	3	6	0	0	1	1	0	3	2	1	0	0	0	0	0	1
	%	100.0	33.33	66.67	0.00	0.00	11.11	11.11	0.00	33.33	22.22	11.11	0.00	0.00	0.00	0.00	0.00	11.11
CG-04	#	138	66	72	2	3	49	43	9	16	3	6	1	0	1	0	1	4
	%	100.0	47.83	52.17	1.45	2.17	35.51	31.16	6.52	11.59	2.17	4.35	0.72	0.00	0.72	0.00	0.72	2.90
CG-05	#	7	1	6	0	1	1	1	0	4	0	0	0	0	0	0	0	0
	%	100.0	14.29	85.71	0.00	14.29	14.29	14.29	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	9	3	6	0	1	1	3	2	2	0	0	0	0	0	0	0	0
	%	100.0	33.33	66.67	0.00	11.11	11.11	33.33	22.22	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07	#	142	82	60	1	1	77	41	3	12	1	3	0	0	0	1	0	2
	%	100.0	57.75	42.25	0.70	0.70	54.23	28.87	2.11	8.45	0.70	2.11	0.00	0.00	0.00	0.70	0.00	1.41
CG-08	#	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	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-09	#	80	44	36	2	1	37	27	3	4	2	2	0	0	0	0	0	2
	%	100.0	55.00	45.00	2.50	1.25	46.25	33.75	3.75	5.00	2.50	2.50	0.00	0.00	0.00	0.00	0.00	2.50
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	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	#	50	33	17	1	0	25	15	5	1	2	0	0	0	0	0	0	1
	%	100.0	66.00	34.00	2.00	0.00	50.00	30.00	10.00	2.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00
CG-12	#	22	9	13	0	0	9	9	0	3	0	1	0	0	0	0	0	0
	%	100.0	40.91	59.09	0.00	0.00	40.91	40.91	0.00	13.64	0.00	4.55	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	57	32	25	3	0	22	13	3	9	2	3	0	0	0	0	2	0
	%	100.0	56.14	43.86	5.26	0.00	38.60	22.81	5.26	15.79	3.51	5.26	0.00	0.00	0.00	0.00	3.51	0.00
CG-14	#	47	31	16	1	0	25	12	2	4	3	0	0	0	0	0	0	0
	%	100.0	65.96	34.04	2.13	0.00	53.19	25.53	4.26	8.51	6.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	26	21	5	0	0	18	5	2	0	0	0	0	0	0	0	1	0
	%	100.0	80.77	19.23	0.00	0.00	69.23	19.23	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.85	0.00

Table A4-1T: Participation Rates for Corporate Graded (CG) Grades - Temporary - by Race/Ethnicity and Sex

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
					Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	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	#	5	3	2	0	0	3	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	60.00	40.00	0.00	0.00	60.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	2	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0
	%	100.0	100.0	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
CX	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	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	#	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
	%	100.0	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	#	598	332	266	11	7	270	173	29	58	15	17	1	0	1	1	5	10
	%	100.0	55.52	44.48	1.84	1.17	45.15	28.93	4.85	9.70	2.51	2.84	0.17	0.00	0.17	0.17	0.84	1.67

Table A4-2P: Participation Rates for Corporate Graded (CG) Grades - Permanent - by Race/Ethnicity and Sex

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		Male	Female	White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
				All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	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	
	%	0.00	0.00	0.00	0.00	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	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	#	32	26	6	5	1	19	4	1	0	0	1	0	0	0	0	1	
	%	0.57	0.84	0.24	3.73	1.11	0.77	0.26	0.33	0.00	0.00	0.69	0.00	0.00	0.00	0.00	2.56	
CG-05	#	26	6	20	0	1	2	5	4	14	0	0	0	0	0	0	0	
	%	0.46	0.19	0.79	0.00	1.11	0.08	0.32	1.31	2.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CG-06	#	133	16	117	3	9	4	66	7	36	1	6	0	0	0	0	1	
	%	2.36	0.52	4.62	2.24	10.00	0.16	4.23	2.30	5.22	0.66	4.17	0.00	0.00	0.00	0.00	2.56	
CG-07	#	263	112	151	4	7	86	76	15	53	3	6	0	3	0	2	4	
	%	4.67	3.61	5.97	2.99	7.78	3.51	4.87	4.92	7.68	1.99	4.17	0.00	60.00	0.00	14.29	10.26	
CG-08	#	78	7	71	2	4	1	20	2	44	0	2	0	0	1	0	1	
	%	1.39	0.23	2.81	1.49	4.44	0.04	1.28	0.66	6.38	0.00	1.39	0.00	0.00	5.88	0.00	2.56	
CG-09	#	232	106	126	6	5	75	57	18	59	2	4	0	0	1	1	4	
	%	4.12	3.42	4.98	4.48	5.56	3.06	3.65	5.90	8.55	1.32	2.78	0.00	0.00	5.88	7.14	10.26	
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	0.00	0.00	0.00	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	#	309	168	141	11	6	121	77	18	47	15	8	0	0	0	1	3	
	%	5.49	5.42	5.57	8.21	6.67	4.93	4.93	5.90	6.81	9.93	5.56	0.00	0.00	0.00	7.14	7.69	
CG-12	#	1094	583	511	28	16	457	339	60	130	26	17	1	0	3	1	8	
	%	19.43	18.80	20.20	20.90	17.78	18.63	21.72	19.67	18.84	17.22	11.81	50.00	0.00	17.65	7.14	20.51	
CG-13	#	899	499	400	18	9	398	233	51	133	19	17	0	0	5	2	8	
	%	15.97	16.09	15.81	13.43	10.00	16.23	14.93	16.72	19.28	12.58	11.81	0.00	0.00	29.41	14.29	20.51	
CG-14	#	1180	711	469	28	16	574	305	60	96	44	44	0	2	2	4	3	
	%	20.96	22.93	18.54	20.90	17.78	23.40	19.54	19.67	13.91	29.14	30.56	0.00	40.00	11.76	28.57	7.69	
CG-15	#	592	365	227	13	5	304	157	16	34	23	26	1	0	4	3	4	
	%	10.51	11.77	8.97	9.70	5.56	12.39	10.06	5.25	4.93	15.23	18.06	50.00	0.00	23.53	21.43	10.26	

Table A4-2P: Participation Rates for Corporate Graded (CG) Grades - Permanent - by Race/Ethnicity and Sex

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
					Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AL	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.06	0.00	0.00	0.00	0.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	456	289	167	13	7	233	129	33	26	8	5	0	0	0	0	2	0
	%	8.10	9.32	6.60	9.70	7.78	9.50	8.26	10.82	3.77	5.30	3.47	0.00	0.00	0.00	0.00	5.13	0.00
CM-02	#	195	118	77	2	2	98	55	10	11	8	8	0	0	0	0	0	1
	%	3.46	3.81	3.04	1.49	2.22	4.00	3.52	3.28	1.59	5.30	5.56	0.00	0.00	0.00	0.00	0.00	3.85
CX	#	8	8	0	0	0	7	0	0	0	1	0	0	0	0	0	0	0
	%	0.14	0.26	0.00	0.00	0.00	0.29	0.00	0.00	0.00	0.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	132	85	47	1	2	72	38	10	7	1	0	0	0	1	0	0	0
	%	2.34	2.74	1.86	0.75	2.22	2.94	2.43	3.28	1.01	0.66	0.00	0.00	0.00	5.88	0.00	0.00	0.00
Total	#	5631	3101	2530	134	90	2453	1561	305	690	151	144	2	5	17	14	39	26
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A4-2T: Participation Rates for Corporate Graded (CG) Grades - Temporary - by Race/Ethnicity and Sex

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		Male	Female	White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
				All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	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	#	9	3	6	0	0	1	1	0	3	2	1	0	0	0	0	0	1
	%	1.51	0.90	2.26	0.00	0.00	0.37	0.58	0.00	5.17	13.33	5.88	0.00	0.00	0.00	0.00	0.00	10.00
CG-04	#	138	66	72	2	3	49	43	9	16	3	6	1	0	1	0	1	4
	%	23.08	19.88	27.07	18.18	42.86	18.15	24.86	31.03	27.59	20.00	35.29	100.0	0.00	100.0	0.00	20.00	40.00
CG-05	#	7	1	6	0	1	1	1	0	4	0	0	0	0	0	0	0	0
	%	1.17	0.30	2.26	0.00	14.29	0.37	0.58	0.00	6.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	9	3	6	0	1	1	3	2	2	0	0	0	0	0	0	0	0
	%	1.51	0.90	2.26	0.00	14.29	0.37	1.73	6.90	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07	#	142	82	60	1	1	77	41	3	12	1	3	0	0	0	1	0	2
	%	23.75	24.70	22.56	9.09	14.29	28.52	23.70	10.34	20.69	6.67	17.65	0.00	0.00	0.00	100.0	0.00	20.00
CG-08	#	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.33	0.30	0.38	9.09	0.00	0.00	0.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	80	44	36	2	1	37	27	3	4	2	2	0	0	0	0	0	2
	%	13.38	13.25	13.53	18.18	14.29	13.70	15.61	10.34	6.90	13.33	11.76	0.00	0.00	0.00	0.00	0.00	20.00
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0
CG-11	#	50	33	17	1	0	25	15	5	1	2	0	0	0	0	0	0	1
	%	8.36	9.94	6.39	9.09	0.00	9.26	8.67	17.24	1.72	13.33	0.00	0.00	0.00	0.00	0.00	0.00	10.00
CG-12	#	22	9	13	0	0	9	9	0	3	0	1	0	0	0	0	0	0
	%	3.68	2.71	4.89	0.00	0.00	3.33	5.20	0.00	5.17	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	57	32	25	3	0	22	13	3	9	2	3	0	0	0	0	2	0
	%	9.53	9.64	9.40	27.27	0.00	8.15	7.51	10.34	15.52	13.33	17.65	0.00	0.00	0.00	0.00	40.00	0.00
CG-14	#	47	31	16	1	0	25	12	2	4	3	0	0	0	0	0	0	0
	%	7.86	9.34	6.02	9.09	0.00	9.26	6.94	6.90	6.90	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	26	21	5	0	0	18	5	2	0	0	0	0	0	0	0	1	0
	%	4.35	6.33	1.88	0.00	0.00	6.67	2.89	6.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00

Table A4-2T: Participation Rates for Corporate Graded (CG) Grades - Temporary - by Race/Ethnicity and Sex

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
					Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	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	#	5	3	2	0	0	3	2	0	0	0	0	0	0	0	0	0	0
	%	0.84	0.90	0.75	0.00	0.00	1.11	1.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	2	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0
	%	0.33	0.60	0.00	0.00	0.00	0.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00
CX	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	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	#	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
	%	0.33	0.30	0.38	0.00	0.00	0.37	0.00	0.00	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00
Total	#	598	332	266	11	7	270	173	29	58	15	17	1	0	1	1	5	10
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A5-1P: Participation Rates for Wage Grades - Permanent - by Race/Ethnicity and Sex

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
		Male	Female	White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
				All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	#	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	0.00	0.00	100.0	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	0
	%	100.0	0.0	0.00	0.00	0.00	0.00	0.00	0.0	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	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	#	4	4	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	0.00	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	0.00	0.00	100.0	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	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	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 A5-1P: Participation Rates for Wage Grades - Permanent - by Race/Ethnicity and Sex

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	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	#	7	7	0	0	0	0	0	7	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	0.00	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A5-1T: Participation Rates for Wages Grades - Temporary - by Race/Ethnicity and Sex

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		Male	Female	White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
				All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A5-1T: Participation Rates for Wages Grades - Temporary - by Race/Ethnicity and Sex

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total WG	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A5-2P: Participation Rates for Wage Grades - Permanent - by Race/Ethnicity and Sex

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		Male	Female	White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
				All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	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	#	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0
	%	42.86	42.86	0.00	0.00	0.00	0.00	0.00	42.86	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
	%	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	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	#	4	4	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0
	%	57.14	57.14	0.00	0.00	0.00	0.00	0.00	57.14	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
	%	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	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
	%	0.00	0.00	0.00	0.00	0.00	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 A5-2P: Participation Rates for Wage Grades - Permanent - by Race/Ethnicity and Sex

WD/WG, WL/WS, & Other Wage Grades		Total Employees					Race/Ethnicity											
							Hispanic or Latino		Non - Hispanic or Latino									
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.00	0.00	0.00	0.00	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	#	7	7	0	0	0	0	0	7	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A5-2T: Participation Rates for Wage Grades - Temporary - by Race/Ethnicity and Sex

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
		All	Male	Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	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 A5-2T: Participation Rates for Wage Grades - Temporary - by Race/Ethnicity and Sex

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.00	0.00	0.00	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.00	0.00	0.00	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 A6P: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex

Job Title/Series Agency Rate Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Economist (0110)	#	54	39	15	1	0	36	10	0	2	2	3	0	0	0	0	0	0
	%	100.0	72.22	27.78	1.85	0.00	66.67	18.52	0.00	3.70	3.70	5.56	0.00	0.00	0.00	0.00	0.00	0.00
Economist CLF	%	100	67.07	32.93	3.34	1.85	55.79	25.2	2.84	2.66	4.4	2.66	0	0.05	0.16	0.1	0.55	0.41
Administration and Program (0301)	#	592	256	336	11	9	180	179	50	122	11	20	0	0	3	1	1	5
	%	100.0	43.24	56.76	1.86	1.52	30.41	30.24	8.45	20.61	1.86	3.38	0.00	0.00	0.51	0.17	0.17	0.84
Administration and Program CLF	%	100	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
Financial Administration and Program (0501)	#	161	86	75	2	2	66	29	11	38	6	5	0	0	0	1	1	0
	%	100.0	53.42	46.58	1.24	1.24	40.99	18.01	6.83	23.60	3.73	3.11	0.00	0.00	0.00	0.62	0.62	0.00
Financial Administration and Program CLF	%	100	43.75	56.25	4.04	5.78	32.5	38.61	4.66	7.51	1.68	2.96	0	0.06	0.25	0.35	0.62	0.98
Accountants (0510)	#	91	42	49	0	0	31	21	7	21	2	7	0	0	0	0	2	0
	%	100.0	46.15	53.85	0.00	0.00	34.07	23.08	7.69	23.08	2.20	7.69	0.00	0.00	0.00	0.00	2.20	0.00
Accountants and Auditors CLF	%	100	39.91	60.09	2.19	3.93	31.79	44.23	2.44	5.57	2.92	5.3	0.02	0.06	0.1	0.27	0.44	0.73
Financial Institution Examining (0570)	#	2606	1601	1005	66	33	1354	750	104	163	49	41	1	2	9	6	18	10
	%	100.0	61.44	38.56	2.53	1.27	51.96	28.78	3.99	6.25	1.88	1.57	0.04	0.08	0.35	0.23	0.69	0.38
Financial Institution Examining CLF	%	100	54.75	45.25	3.06	3.65	44.11	28.34	3.41	8.4	3.53	3.69	0	0	0.08	0.2	0.55	0.98
Attorney (0905)	#	325	185	140	7	5	161	108	9	14	5	11	0	0	1	1	2	1
	%	100.0	56.92	43.08	2.15	1.54	49.54	33.23	2.77	4.31	1.54	3.38	0.00	0.00	0.31	0.31	0.62	0.31
Attorney CLF	%	100	66.70	33.30	2.52	1.85	59.68	26.68	2.08	2.52	1.63	1.56	0.02	0.01	0.13	0.13	0.63	0.55
General Business & Industry (1101)	#	275	172	103	7	3	140	73	12	19	9	7	0	0	1	0	3	1
	%	100.0	62.55	37.45	2.55	1.09	50.91	26.55	4.36	6.91	3.27	2.55	0.00	0.00	0.36	0.00	1.09	0.36
General Business & Industry CLF	%	100	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
Computer Specialist (2210)	#	352	234	118	8	4	156	65	31	31	36	15	1	0	0	2	2	1
	%	100.0	66.48	33.52	2.27	1.14	44.32	18.47	8.81	8.81	10.23	4.26	0.28	0.00	0.00	0.57	0.57	0.28
Computer Specialist CLF	%	100	63.31	36.69	3.22	1.81	48.41	26.35	4.69	4.38	5.91	3.42	0.05	0.05	0.17	0.11	0.88	0.58

Table A6T: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex

Job Title/Series Agency Rate Occupational CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Economist (0110)	#	15	8	7	0	0	7	6	1	1	0	0	0	0	0	0	0	0
	%	100.0	53.33	46.67	0.00	0.00	46.67	40.00	6.67	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Economist CLF	%	100	67.07	32.93	3.34	1.85	55.79	25.2	2.84	2.66	4.4	2.66	0	0.05	0.16	0.1	0.55	0.41
Administration and Program (0301)	#	25	10	15	0	0	9	9	0	3	1	3	0	0	0	0	0	0
	%	100.0	40.00	60.00	0.00	0.00	36.00	36.00	0.00	12.00	4.00	12.00	0.00	0.00	0.00	0.00	0.00	0.00
Administration and Program CLF	%	100	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
Financial Administration and Program (0501)	#	15	7	8	1	0	6	7	0	0	0	1	0	0	0	0	0	0
	%	100.0	46.67	53.33	6.67	0.00	40.00	46.67	0.00	0.00	0.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00
Financial Administration and Program CLF	%	100	43.75	56.25	4.04	5.78	32.5	38.61	4.66	7.51	1.68	2.96	0	0.06	0.25	0.35	0.62	0.98
Accountants and Auditors (0510/0511)	#	7	5	2	0	0	3	1	1	1	0	0	0	0	0	0	1	0
	%	100.0	71.43	28.57	0.00	0.00	42.86	14.29	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	14.29	0.00
Accountants and Auditors CLF	%	100	39.91	60.09	2.19	3.93	31.79	44.23	2.44	5.57	2.92	5.3	0.02	0.06	0.1	0.27	0.44	0.73
Financial Institution Examining (0570)	#	190	111	79	3	2	102	56	4	12	2	4	0	0	0	1	0	4
	%	100.0	58.42	41.58	1.58	1.05	53.68	29.47	2.11	6.32	1.05	2.11	0.00	0.00	0.00	0.53	0.00	2.11
Financial Institution Examining CLF	%	100	54.75	45.25	3.06	3.65	44.11	28.34	3.41	8.4	3.53	3.69	0	0	0.08	0.2	0.55	0.98
Attorney (0905)	#	33	25	8	0	0	22	7	2	1	0	0	0	0	0	0	1	0
	%	100.0	75.76	24.24	0.00	0.00	66.67	21.21	6.06	3.03	0.00	0.00	0.00	0.00	0.00	0.00	3.03	0.00
Attorney CLF	%	100	66.70	33.30	2.52	1.85	59.68	26.68	2.08	2.52	1.63	1.56	0.02	0.01	0.13	0.13	0.63	0.55
General Business & Industry (1101)	#	58	36	22	1	0	31	17	1	5	2	0	0	0	0	1	0	
	%	100.0	62.07	37.93	1.72	0.00	53.45	29.31	1.72	8.62	3.45	0.00	0.00	0.00	0.00	1.72	0.00	
General Business & Industry CLF	%	100.0	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
Computer Specialist (2210)	#	20	15	5	1	0	8	1	3	3	2	1	0	0	0	1	0	
	%	100.0	75.00	25.00	5.00	0.00	40.00	5.00	15.00	15.00	10.00	5.00	0.00	0.00	0.00	5.00	0.00	
Computer Specialist CLF	%	100.0	63.31	36.69	3.22	1.81	48.41	26.35	4.69	4.38	5.91	3.42	0.05	0.05	0.17	0.11	0.88	0.58

Table A7P: Applicants and Selections for Major Occupations - Permanent - Distribution by Race/Ethnicity and Sex

	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: Economist/0110																			
Total Received	#											254	191	5	7	37	25	36	68
Voluntarily Identified	#																		
	%	100.0	50.26	49.74	6.47	5.04	21.11	12.45	15.93	26.32	5.17	3.89	0.10	0.14	0.75	0.51	0.73	1.38	
Qualified of Those Identified	#	3089	1489	1600	191	160	609	419	472	838	173	124	4	6	17	15	23	38	
	%	100.0	48.20	51.80	6.18	5.18	19.72	13.56	15.28	27.13	5.60	4.01	0.13	0.19	0.55	0.49	0.74	1.23	
Selected of Those Identified	#	54	24	30	1	1	17	17	2	11	3	1	0	0	0	0	1	0	
	%	100.0	44.44	55.56	1.85	1.85	31.48	31.48	3.70	20.37	5.56	1.85	0.00	0.00	0.00	0.00	1.85	0.00	
CLF	%	100.0	67.07	32.93	3.34	1.85	55.79	25.2	2.84	2.66	4.4	2.66	0	0.05	0.16	0.1	0.55	0.41	

	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: Administration and Program/0301																			
Total Received	#	5147																	
Voluntarily Identified	#	3585	1827	1758	269	251	804	450	501	891	187	102	2	2	30	16	34	46	
	%	100.0	50.96	49.04	7.50	7.00	22.43	12.55	13.97	24.85	5.22	2.85	0.06	0.06	0.84	0.45	0.95	1.28	
Qualified of Those Identified	#	1959	894	1065	125	125	416	268	225	582	92	61	1	1	18	10	17	18	
	%	100.0	45.64	54.36	6.38	6.38	21.24	13.68	11.49	29.71	4.70	3.11	0.05	0.05	0.92	0.51	0.87	0.92	
Selected of Those Identified	#	37	20	17	3	2	13	10	4	4	0	1	0	0	0	0	0	0	
	%	100.0	54.05	45.95	8.11	5.41	35.14	27.03	10.81	10.81	0.00	2.70	0.00	0.00	0.00	0.00	0.00	0.00	
CLF	%	100.0	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	

Table A7P: Applicants and Selections for Major Occupations - Permanent - Distribution by Race/Ethnicity and Sex (cont.)

	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: Financial Administration and Program/0501																			
Total Received	#	950																	
Voluntarily Identified	#	639	356	283	44	22	153	81	104	151	45	18	0	1	3	0	7	10	
	%	100.0	55.71	44.29	6.89	3.44	23.94	12.68	16.28	23.63	7.04	2.82	0.00	0.16	0.47	0.00	1.10	1.56	
Qualified of Those Identified	#	367	200	167	28	11	87	52	52	87	26	11	0	1	2	0	5	5	
	%	100.0	54.50	45.50	7.63	3.00	23.71	14.17	14.17	23.71	7.08	3.00	0.00	0.27	0.54	0.00	1.36	1.36	
Selected of Those Identified	#	14	6	8	1	2	4	4	1	2	0	0	0	0	0	0	0	0	
	%	100.0	42.86	57.14	7.14	14.29	28.57	28.57	7.14	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CLF %		100.0	43.75	56.25	4.04	5.78	32.5	38.61	4.66	7.51	1.68	2.96	0	0.06	0.25	0.35	0.62	0.98	

	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: Accountant/0510																			
Total Received	#	134																	
Voluntarily Identified	#	101	53	48	5	1	21	16	17	22	10	7	0	0	0	0	0	0	2
	%	100.0	52.48	47.52	4.95	0.99	20.79	15.84	16.83	21.78	9.90	6.93	0.00	0.00	0.00	0.00	0.00	0.00	1.98
Qualified of Those Identified	#	33	12	21	1	1	6	6	1	10	4	4	0	0	0	0	0	0	
	%	100.0	36.36	63.64	3.03	3.03	18.18	18.18	3.03	30.30	12.12	12.12	0.00	0.00	0.00	0.00	0.00	0.00	
Selected of Those Identified	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.00	0.00	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CLF	%	100.0	39.91	60.09	2.19	3.93	31.79	44.23	2.44	5.57	2.92	5.3	0.02	0.06	0.1	0.27	0.44	0.73	

Table A7P: Applicants and Selections for Major Occupations - Permanent - Distribution by Race/Ethnicity and Sex (cont.)

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: Financial Institution Examining/0570																		
Total Received	#	601																
Voluntarily Identified	#	408	266	142	26	18	192	71	37	40	7	10	0	0	2	2	2	1
	%	100.0	65.20	34.80	6.37	4.41	47.06	17.40	9.07	9.80	1.72	2.45	0.00	0.00	0.49	0.49	0.49	0.25
Qualified of Those Identified	#	115	68	47	6	5	54	32	7	8	0	2	0	0	0	0	1	0
	%	100.0	59.13	40.87	5.22	4.35	46.96	27.83	6.09	6.96	0.00	1.74	0.00	0.00	0.00	0.00	0.87	0.00
Selected of Those Identified	#	12	3	9	0	0	1	6	2	2	0	1	0	0	0	0	0	0
	%	100.0	25.00	75.00	0.00	0.00	8.33	50.00	16.67	16.67	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00
CLF	%	100	66.7	33.3	2.52	1.85	59.68	26.68	2.08	2.52	1.63	1.56	0.02	0.01	0.13	0.13	0.63	0.55

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: Attorney/0905																		
Total Received	#	6624																
Voluntarily Identified	#	5226	3058	2168	465	292	1663	772	591	916	253	133	7	3	58	26	21	26
	%	100.0	58.52	41.48	8.90	5.59	31.82	14.77	11.31	17.53	4.84	2.54	0.13	0.06	1.11	0.50	0.40	0.50
Qualified of Those Identified	#	3181	1892	1289	280	176	1092	505	311	504	153	76	4	2	41	16	11	10
	%	100.0	59.48	40.52	8.80	5.53	34.33	15.88	9.78	15.84	4.81	2.39	0.13	0.06	1.29	0.50	0.35	0.31
Selected of Those Identified	#	226	139	87	12	7	102	55	17	16	4	7	0	1	4	1	0	0
	%	100.0	61.50	38.50	5.31	3.10	45.13	24.34	7.52	7.08	1.77	3.10	0.00	0.44	1.77	0.44	0.00	0.00
CLF	%	100	54.75	45.25	3.06	3.65	44.11	28.34	3.41	8.4	3.53	3.69	0	0	0.08	0.2	0.55	0.98

Table A7P: Applicants and Selections for Major Occupations - Permanent - Distribution by Race/Ethnicity and Sex (cont.)

	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: General Business and Industry/1101																			
Total Received	#	950																	
Voluntarily Identified	#	669	409	260	45	20	234	112	96	116	27	6	1	0	2	3	4	3	
	%	100.0	61.14	38.86	6.73	2.99	34.98	16.74	14.35	17.34	4.04	0.90	0.15	0.00	0.30	0.45	0.60	0.45	
Qualified of Those Identified	#	517	310	207	35	16	188	93	62	89	23	5	1	0	1	2	0	2	
	%	100.0	59.96	40.04	6.77	3.09	36.36	17.99	11.99	17.21	4.45	0.97	0.19	0.00	0.19	0.39	0.00	0.39	
Selected of Those Identified	#	28	20	8	0	1	15	5	3	2	2	0	0	0	0	0	0	0	
	%	100.0	71.43	28.57	0.00	3.57	53.57	17.86	10.71	7.14	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CLF	%	100	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	

	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: Computer Specialists/2210																			
Total Received	#	6842																	
Voluntarily Identified	#	5005	4079	926	479	83	1633	221	1035	386	805	197	10	0	56	14	61	25	
	%	100.0	81.50	18.50	9.57	1.66	32.63	4.42	20.68	7.71	16.08	3.94	0.20	0.00	1.12	0.28	1.22	0.50	
Qualified of Those Identified	#	2487	2003	484	212	34	819	115	512	202	399	110	4	0	27	10	30	13	
	%	100.0	80.54	19.46	8.52	1.37	32.93	4.62	20.59	8.12	16.04	4.42	0.16	0.00	1.09	0.40	1.21	0.52	
Selected of Those Identified	#	21	15	6	1	0	8	1	3	3	3	2	0	0	0	0	0	0	
	%	100.0	71.43	28.57	4.76	0.00	38.10	4.76	14.29	14.29	14.29	9.52	0.00	0.00	0.00	0.00	0.00	0.00	
CLF	%	100	63.31	36.69	3.22	1.81	48.41	26.35	4.69	4.38	5.91	3.42	0.05	0.05	0.17	0.11	0.88	0.58	

Table A7T: Applicants and Selections for Major Occupations - Temporary - Distribution by Race/Ethnicity and Sex

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Title/Series: Economist/0110																		
Total Received	#																	
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	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 of Those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of Those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF	%	100.0	67.07	32.93	3.34	1.85	55.79	25.2	2.84	2.66	4.4	2.66	0	0.05	0.16	0.1	0.55	0.41

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Title/Series: Administration and Program/0301																		
Total Received	#	108																
Voluntarily Identified	#	65	18	47	0	2	11	17	4	24	1	4	0	0	1	0	1	0
	%	100.0	27.69	72.31	0.00	3.08	16.92	26.15	6.15	36.92	1.54	6.15	0.00	0.00	1.54	0.00	1.54	0.00
Qualified of Those Identified	#	47	11	36	0	1	8	14	2	17	0	4	0	0	1	0	0	0
	%	100.0	23.40	76.60	0.00	2.13	17.02	29.79	4.26	36.17	0.00	8.51	0.00	0.00	2.13	0.00	0.00	0.00
Selected of Those Identified	#	10	3	7	0	0	3	6	0	1	0	0	0	0	0	0	0	0
	%	100.0	30.00	70.00	0.00	0.00	30.00	60.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF	%	100.0	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

Table A7T: Applicants and Selections for Major Occupations - Temporary - Distribution by Race/Ethnicity and Sex (cont.)

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
Job Title/Series: Financial Administration and Program/0501																		
Total Received	#	0																
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	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 of Those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of Those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %		100	43.75	56.25	4.04	5.78	32.5	38.61	4.66	7.51	1.68	2.96	0	0.06	0.25	0.35	0.62	0.98

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
Job Title/Series: Accountant/0510																		
Total Received	#	71																
Voluntarily Identified	#	44	22	22	2	2	6	5	12	7	2	6	0	1	0	0	0	1
	%	100.0	50.00	50.00	4.55	4.55	13.64	11.36	27.27	15.91	4.55	13.64	0.00	2.27	0.00	0.00	0.00	2.27
Qualified of Those Identified	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.0	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
Selected of Those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	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	0.00
CLF	%	100.0	43.75	56.25	4.04	5.78	32.50	38.61	4.66	7.51	1.68	2.96	0.00	0.06	0.25	0.35	0.62	0.98

Table A7T: Applicants and Selections for Major Occupations - Temporary - Distribution by Race/Ethnicity and Sex (cont.)

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: Financial Institution Examining/0570																		
Total Received	#	492																
Voluntarily Identified	#	286	184	102	15	1	145	58	14	34	5	4	0	0	4	5	1	0
	%	100.0	64.34	35.66	5.24	0.35	50.70	20.28	4.90	11.89	1.75	1.40	0.00	0.00	1.40	1.75	0.35	0.00
Qualified of Those Identified	#	275	175	100	14	1	139	57	12	33	5	4	0	0	4	5	1	0
	%	100.0	63.64	36.36	5.09	0.36	50.55	20.73	4.36	12.00	1.82	1.45	0.00	0.00	1.45	1.82	0.36	0.00
Selected of Those Identified	#	34	22	12	1	0	19	9	1	2	1	1	0	0	0	0	0	0
	%	100.0	64.71	35.29	2.94	0.00	55.88	26.47	2.94	5.88	2.94	2.94	0.00	0.00	0.00	0.00	0.00	0.00
CLF	%	100.0	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

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: Attorney/0905																		
Total Received	#	25																
Voluntarily Identified	#	16	13	3	0	1	12	1	1	1	0	0	0	0	0	0	0	0
	%	100.0	81.25	18.75	0.00	6.25	75.00	6.25	6.25	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of Those Identified	#	9	8	1	0	0	8	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	88.89	11.11	0.00	0.00	88.89	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of Those Identified	#	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	0.00
CLF	%	100.0	66.70	33.30	2.52	1.85	59.68	26.68	2.08	2.52	1.63	1.56	0.02	0.01	0.13	0.13	0.63	0.55

Table A7T: Applicants and Selections for Major Occupations - Temporary - Distribution by Race/Ethnicity and Sex (cont.)

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
Male				Female	Male			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: General Business and Industry/1101																		
Total Received	#	22																
Voluntarily Identified	#	16	12	4	0	1	11	2	1	1	0	0	0	0	0	0	0	0
	%	100.0	75.00	25.00	0.00	6.25	68.75	12.50	6.25	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of Those Identified	#	11	9	2	0	1	9	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	81.82	18.18	0.00	9.09	81.82	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of Those Identified	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF	%	100.0	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

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
Male				Female	Male			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: Computer Specialists/2210																		
Total Received	#	437																
Voluntarily Identified	#	276	224	52	29	3	82	9	69	31	39	8	1	0	1	1	3	0
	%	100.0	81.16	18.84	10.51	1.09	29.71	3.26	25.00	11.23	14.13	2.90	0.36	0.00	0.36	0.36	1.09	0.00
Qualified of Those Identified	#	94	73	21	7	1	28	4	23	13	14	3	0	0	0	0	1	0
	%	100.0	77.66	22.34	7.45	1.06	29.79	4.26	24.47	13.83	14.89	3.19	0.00	0.00	0.00	0.00	1.06	0.00
Selected of Those Identified	#	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF	%	100.0	63.31	36.69	3.22	1.81	48.41	26.35	4.69	4.38	5.91	3.42	0.05	0.05	0.17	0.11	0.88	0.58

Table A8: New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex

Type of Appointment	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Permanent	#	12	8	4	0	0	6	3	1	0	1	1	0	0	0	0	0	0
	%	100.0	66.67	33.33	0.00	0.00	50.00	25.00	8.33	0.00	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00
Temporary	#	5	1	4	0	1	1	2	0	1	0	0	0	0	0	0	0	0
	%	100.0	20.00	80.00	0.00	20.00	20.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non-Appropriated	#	390	201	189	25	22	150	119	13	34	11	13	1	0	1	1	0	0
	%	100.0	51.54	48.46	6.41	5.64	38.46	30.51	3.33	8.72	2.82	3.33	0.26	0.00	0.26	0.26	0.00	0.00
Total	#	407	210	197	25	23	157	124	14	35	12	14	1	0	1	1	0	0
	%	100.0	51.60	48.40	6.14	5.65	38.57	30.47	3.44	8.60	2.95	3.44	0.25	0.00	0.25	0.25	0.00	0.00
CLF	%	100.0	51.86	48.14	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

Table A9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Race/Ethnicity and Sex

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Series of Vacancy: Economist/0110																		
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	#																	
	%	100.0																
Selected	#																	
	%	100.0																
Relevant Applicant Pool	%																	
Job Series of Vacancy: Administration and Program/0301																		
Total Applications Received	#	362	139	223	11	14	74	80	32	110	13	12	0	0	4	3	5	4
Qualified	#	259	96	163	7	7	57	61	20	80	6	10	0	0	4	3	2	2
	%	100.0	37.07	62.93	2.70	2.70	22.01	23.55	7.72	30.89	2.32	3.86	0.00	0.00	1.54	1.16	0.77	0.77
Selected	#	27	14	13	0	0	14	10	0	3	0	0	0	0	0	0	0	0
	%	100.0	51.85	48.15	0.00	0.00	51.85	37.04	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%																	
Job Series of Vacancy: Financial Administration and Program/0501																		
Total Applications Received	#	46	18	28	1	1	11	16	4	10	1	1	0	0	1	0	0	0
Qualified	#	39	15	24	0	1	11	15	3	7	1	1	0	0	0	0	0	0
	%	100.0	38.46	61.54	0.00	2.56	28.21	38.46	7.69	17.95	2.56	2.56	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	6	2	4	0	1	2	2	0	1	0	0	0	0	0	0	0	0
	%	100.0	33.33	66.67	0.00	16.67	33.33	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%																	

NOTE: The "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

Table A9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Race/Ethnicity and Sex

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Series of Vacancy: Accountants and Auditors/0510-0511																		
Total Applications Received	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
Qualified	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%																	
Job Series of Vacancy: Job Series of Vacancy: Financial Institution Examining/0570																		
Total Applications Received	#	1018	680	338	61	14	517	194	60	108	25	14	0	1	15	7	2	0
Qualified	#	966	638	328	59	14	485	189	53	104	24	14	0	0	15	7	2	0
	%	100.0	66.05	33.95	6.11	1.45	50.21	19.57	5.49	10.77	2.48	1.45	0.00	0.00	1.55	0.72	0.21	0.00
Selected	#	153	93	60	5	3	75	44	9	10	3	3	0	0	1	0	0	0
	%	100.0	60.78	39.22	3.27	1.96	49.02	28.76	5.88	6.54	1.96	1.96	0.00	0.00	0.65	0.00	0.00	0.00
Relevant Applicant Pool	%																	
Job Series of Vacancy: Attorney/0905																		
Total Applications Received	#	15	6	9	0	1	6	8	0	0	0	0	0	0	0	0	0	0
Qualified	#	15	6	9	0	1	6	8	0	0	0	0	0	0	0	0	0	0
	%	100.0	40.00	60.00	0.00	6.67	40.00	53.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	100.0	0.00	0.00	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%																	

NOTE: The "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

Table A9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Race/Ethnicity and Sex (cont.)

	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Series of Vacancy: General Business and Industry/1101																		
Total Applications Received	#	169	116	53	10	3	89	38	10	12	5	0	0	0	1	0	1	0
Qualified	#	138	95	43	8	2	75	34	8	7	4	0	0	0	0	0	0	0
	%	100.0	68.84	31.16	5.80	1.45	54.35	24.64	5.80	5.07	2.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	21	13	8	0	1	12	5	1	2	0	0	0	0	0	0	0	0
	%	100.0	61.90	38.10	0.00	4.76	57.14	23.81	4.76	9.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%																	
Job Series of Vacancy: Computer Specialists/2210																		
Total Applications Received	#	13	7	6	0	1	7	1	0	2	0	1	0	0	0	0	0	1
Qualified	#	9	5	4	0	1	5	1	0	1	0	1	0	0	0	0	0	0
	%	100.0	55.56	44.44	0.00	11.11	55.56	11.11	0.00	11.11	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	3	2	1	0	0	2	0	0	1	0	0	0	0	0	0	0	0
	%	100.0	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
Relevant Applicant Pool	%																	

NOTE: The "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

Table A10: Non-Competitive Promotions - Time in Grade - Distribution by Race/Ethnicity and Sex

Type of Appointment		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
Total Employees in Career Ladder	#	832	488	344	16	13	396	216	39	82	25	18	0	2	3	4	9	9
	%	100.0	58.65	41.35	1.92	1.56	47.60	25.96	4.69	9.86	3.00	2.16	0.00	0.24	0.36	0.48	1.08	1.08
Time in grade in excess of minimum																		
1 - 12 Months	#	281	163	118	7	1	127	82	15	25	11	4	0	1	1	2	2	3
	%	100.0	58.01	41.99	2.49	0.36	45.20	29.18	5.34	8.90	3.91	1.42	0.00	0.36	0.36	0.71	0.71	1.07
13 - 24 Months	#	37	22	15	0	3	18	10	4	2	0	0	0	0	0	0	0	0
	%	100.0	59.46	40.54	0.00	8.11	48.65	27.03	10.81	5.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25 + Months	#	33	24	9	0	1	18	5	2	3	4	0	0	0	0	0	0	0
	%	100.0	72.73	27.27	0.00	3.03	54.55	15.15	6.06	9.09	12.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A11: Internal Selections For Senior Level Positions (CG-13/14, CG-15, CM -1, CM-2, CX, and EM) - Distribution by Race/Ethnicity and Sex

Grade Vacancy	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade(s) of Vacancy: CG-13																		
Total Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applications Received	%	100.0	0.00	0.00	0.00	0.00	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool																		
Grade(s) of Vacancy: CG-14																		
Total Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applications Received	%	100.0	0.00	0.00	0.00	0.00	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool																		

NOTE: The "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

Table A11: Internal Selections For Senior Level Positions (CG-13/14, CG-15, CM -1, CM-2, CX, and EM) - Distribution by Race/Ethnicity and Sex (cont.)

Grade Vacancy	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade(s) of Vacancy: CG-15 and CM-01																			
Total Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applications Received	%	100.0	0.00	0.00	0.00	0.00	0.00	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool																			
Grade(s) of Vacancy: CM-02, CX, EM and EX																			
Total Applications	#	63	48	15	1	1	29	11	10	1	7	2	0	0	1	0	0	0	0
Applications Received	%	100.0	76.19	23.81	1.59	1.59	46.03	17.46	15.87	1.59	11.11	3.17	0.00	0.00	1.59	0.00	0.00	0.00	0.00
Qualified	#	52	38	14	1	1	24	10	8	1	4	2	0	0	1	0	0	0	0
	%	100.0	73.08	26.92	1.92	1.92	46.15	19.23	15.38	1.92	7.69	3.85	0.00	0.00	1.92	0.00	0.00	0.00	0.00
Selected	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool																			

NOTE: The "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

Table A12: Participation in Career Development by Race/Ethnicity and Sex

Career Development Programs for GS 5 - 12, 13 - 15, and SES		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Career Development Programs for GS 5 - 12:																		
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Career Development Programs for GS 13 - 14:																		
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Career Development Programs for GS 15 and SES:																		
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

NOTE: Relevant Pool includes all employees in the pay grades eligible for the career development program.

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 A12 and B12 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.

Table A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

Recognition or Award Program # Awards Given Total Cash	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Time-Off awards - 1-9 Hours																		
Total Time-Off Awards Given	#	7	2	5	0	0	1	2	1	3	0	0	0	0	0	0	0	0
	%	100.0	28.57	71.43	0.00	0.00	14.29	28.57	14.29	42.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	53	12	41	0	0	4	17	8	24	0	0	0	0	0	0	0	0
Average Hours	#	7.6	6.0	8.2	0.0	0.0	4.0	8.5	8.0	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Time-Off awards - 9+ Hours																		
Total Time-Off Awards Given	#	3	2	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	66.67	33.33	0.00	0.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	46	32	14	0	0	14	32	0	0	0	0	0	0	0	0	0	0
Average Hours	#	15.3	16.0	14.0	0.0	0.0	14.0	16.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Cash Awards - \$100-\$500																		
Total Cash Awards Given	#	5721	3068	2653	77	133	1766	2488	658	262	106	129	2	0	16	18	28	38
	%	100.0	53.63	46.37	1.35	2.32	30.87	43.49	11.50	4.58	1.85	2.25	0.03	0.00	0.28	0.31	0.49	0.66
Total Amount	#	1919480	1039080	880400	25450	45273	573469	842906	227605	86322	37526	47379	800	0	5900	5000	9650	12200
Average Amount	#	335.5	338.7	331.9	330.5	340.4	324.7	338.8	345.9	329.5	354.0	367.3	400.0	0.0	368.8	277.8	344.6	321.1
Cash Awards - \$501+																		
Total Cash Awards Given	#	3217	1769	1448	52	65	934	1472	354	130	87	76	2	1	11	11	8	14
	%	100.0	54.99	45.01	1.62	2.02	29.03	45.76	11.00	4.04	2.70	2.36	0.06	0.03	0.34	0.34	0.25	0.44
Total Amount	#	6832323	3921123	2911200	82293	140798	2042042	3337619	568942	234335	181879	153630	2616	1000	21760	20528	11668	33215
Average Amount	#	2123.8	2216.6	2010.5	1582.6	2166.1	2186.3	2267.4	1607.2	1802.6	2090.6	2021.4	1308.0	1000.0	1978.2	1866.2	1458.5	2372.5
Quality Step Increases (QSI):																		
Total QSIs Awarded	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	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	#	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

NOTE: The FDIC does not have traditional grades/steps as found in the GS scale. Consequently, the FDIC does not award QSIs.

Table A14: Separations by Type of Separation - Permanent - Distribution by Race/Ethnicity and Sex

Type of Separation	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Voluntary	#	612	353	259	12	8	281	159	36	69	15	16	1	0	3	4	5	3
	%	100.0	57.68	42.32	1.96	1.31	45.92	25.98	5.88	11.27	2.45	2.61	0.16	0.00	0.49	0.65	0.82	0.49
Involuntary	#	14	7	7	0	0	5	4	2	3	0	0	0	0	0	0	0	0
	%	100.0	50.00	50.00	0.00	0.00	35.71	28.57	14.29	21.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	626	360	266	12	8	286	163	38	72	15	16	1	0	3	4	5	3
	%	100.0	57.51	42.49	1.92	1.28	45.69	26.04	6.07	11.50	2.40	2.56	0.16	0.00	0.48	0.64	0.80	0.48
Total Workforce	#	6236	3440	2796	145	97	2723	1734	341	748	166	161	3	5	18	15	44	36
	%	100.0	55.16	44.84	2.33	1.56	43.67	27.81	5.47	11.99	2.66	2.58	0.05	0.08	0.29	0.24	0.71	0.58

Table B1: Total Workforce - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Total															
Prior FY	#	6454	5966	113	375	42	14	4	2	7	1	6	2	6	0
	%	100.0	92.44	1.75	5.81	0.65	0.22	0.06	0.03	0.11	0.02	0.09	0.03	0.09	0.00
Current FY	#	6236	5548	126	562	134	64	17	3	0	11	6	2	15	0
	%	100.0	88.97	2.02	9.01	2.15	1.03	0.27	0.05	0.00	0.18	0.10	0.03	0.24	0.00
Difference	#	-218	-418	13	187	92	50	13	1	-7	10	0	0	9	0
Ratio Change	%	0.00	-3.47	0.27	3.20	1.50	0.81	0.21	0.02	-0.11	0.16	0.00	0.00	0.15	0.00
Net Change	%	-3.38	-7.01	11.50	49.87	219.05	357.14	325.0	50.00	-100.0	1000.0	0.00	0.00	150.0	0.00
Permanent															
Prior FY	#	118	112	3	3	0	0	0	0	0	0	0	0	0	0
	%	100.0	94.92	2.54	2.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Current FY	#	126	117	4	5	1	0	0	0	0	1	0	0	0	0
	%	100.0	92.86	3.17	3.97	0.79	0.00	0.00	0.00	0.00	0.79	0.00	0.00	0.00	0.00
Difference	#	8	5	1	2	1	0	0	0	0	1	0	0	0	0
Ratio Change	%	0.00	-2.06	0.63	1.43	0.79	0.00	0.00	0.00	0.00	0.79	0.00	0.00	0.00	0.00
Net Change	%	6.78	4.46	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary															
Prior FY	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Current FY	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	6.00	7.00	-1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Ratio Change	%	0	100	-100	0	0	0	0	0	0	0	0	0	0	0
Net Change	%	600.0	0.0	-100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B1: Total Workforce - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Non-Appropriated															
Prior FY	#	6336	5854	110	372	42	14	4	2	7	1	6	2	6	0
	%	100.00	92.39	1.74	5.87	0.66	0.22	0.06	0.03	0.11	0.02	0.09	0.03	0.09	0.00
Current FY	#	6103	5424	122	557	133	64	17	3	0	10	6	2	15	0
	%	100.00	88.87	2.00	9.13	2.18	1.05	0.28	0.05	0.00	0.16	0.10	0.03	0.25	0.00
Difference	#	-233	-430	12	185	91	50	13	1	-7	9	0	0	9	0
Ratio Change	%	0	-0.53	0.24	0.29	0.01	0.01	-0.01	0.02	0	-0.01	-0.01	0	0.02	0
Net Change	%	-3.68	-7.35	10.91	49.73	216.67	357.14	325.00	50.00	-100.00	900.00	0.00	0.00	150.00	0.0

Table B2: Total Workforce by Component - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Total															
Total Workforce	#	6236	5548	126	562	134	64	17	3	0	11	6	2	15	0
	%	100.0	88.97	2.02	9.01	2.15	1.03	0.27	0.05	0.00	0.18	0.10	0.03	0.24	0.00
Federal High for Targeted Disabilities: 2.27%															
Atlanta Region	#	512	462	4	46	9	4	0	0	0	2	1	1	1	0
	%	100.0	90.23	0.78	8.98	1.76	0.78	0.00	0.00	0.00	0.39	0.20	0.20	0.20	0.00
Chicago Region	#	550	483	9	58	12	9	1	0	0	0	1	0	1	0
	%	100.0	87.82	1.64	10.55	2.18	1.64	0.18	0.00	0.00	0.00	0.18	0.00	0.18	0.00
Dallas Region	#	928	795	14	119	25	14	2	0	0	4	0	0	5	0
	%	100.0	85.67	1.51	12.82	2.69	1.51	0.22	0.00	0.00	0.43	0.00	0.00	0.54	0.00
Kansas City Region	#	522	478	7	37	13	6	2	0	0	1	1	0	1	0
	%	100.0	91.57	1.34	7.09	2.49	1.15	0.38	0.00	0.00	0.19	0.19	0.00	0.19	0.00
New York Region	#	633	579	15	39	11	5	0	1	0	0	0	0	1	0
	%	100.0	91.47	2.37	6.16	1.74	0.79	0.00	0.16	0.00	0.00	0.00	0.00	0.16	0.00
San Francisco Region	#	506	461	8	37	9	4	2	2	0	0	1	0	0	0
	%	100.0	91.11	1.58	7.31	1.78	0.79	0.40	0.40	0.00	0.00	0.20	0.00	0.00	0.00
Headquarters Offices	#	2585	2290	69	226	55	22	10	0	0	4	2	1	6	0
	%	100.0	88.59	2.67	8.74	2.13	0.85	0.39	0.00	0.00	0.15	0.08	0.04	0.23	0.00

Table B3-1: Occupational Categories - Distribution by Disability

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
1. Officials and Managers - Executive/Senior Level (Grades CM-02, CX, EM)	#	339	303	8	28	2	1	0	0	0	0	0	0	1	0
	%	100.0	89.38	2.36	8.26	0.59	0.29	0.00	0.00	0.00	0.00	0.00	0.00	0.29	0.00
- Mid-Level (Grades 13-15, CM-01)	#	488	448	1	39	7	3	2	0	0	1	0	0	1	0
	%	100.0	91.80	0.20	7.99	1.43	0.61	0.41	0.00	0.00	0.20	0.00	0.00	0.20	0.00
- First-Level (Grades 12 and Below)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	#	4043	3601	93	349	85	40	9	2	0	6	6	0	10	0
	%	100.0	89.07	2.30	8.63	2.10	0.99	0.22	0.05	0.00	0.15	0.15	0.00	0.25	0.00
Officials and Managers TOTAL	#	4871	4353	102	416	94	44	11	2	0	7	6	0	12	0
	%	100.0	89.37	2.09	8.54	1.93	0.90	0.23	0.04	0.00	0.14	0.12	0.00	0.25	0.00
2. Professionals	#	876	782	15	79	21	11	3	0	0	2	0	0	2	0
	%	100.0	89.27	1.71	9.02	2.40	1.26	0.34	0.00	0.00	0.23	0.00	0.00	0.23	0.00
3. Technicians	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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
	%	100.0	0.00	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	#	437	364	8	65	18	9	3	1	0	1	0	2	1	0
	%	100.0	83.30	1.83	14.87	4.12	2.06	0.69	0.23	0.00	0.23	0.00	0.46	0.23	0.00
6. Craft Workers	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	85.71	0.00	14.29	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
	%	100.0	0.00	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
	%	100.0	0.00	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	#	44	42	1	1	1	0	0	0	0	1	0	0	0	0
	%	100.0	95.45	2.27	2.27	2.27	0.00	0.00	0.00	0.00	2.27	0.00	0.00	0.00	0.00

Table B3-2: Occupational Categories - Distribution by Disability

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
1. Officials and Managers - Executive/Senior Level (Grades CM-02, CX, EM)	#	339	303	8	28	2	1	0	0	0	0	0	0	1	0
	%	5.44	5.46	6.35	4.98	1.49	1.56	0.00	0.00	0.0	0.00	0.00	0.00	6.67	0.0
- Mid-Level (Grades 13-15, CM-01)	#	488	448	1	39	7	3	2	0	0	1	0	0	1	0
	%	7.83	8.07	0.79	6.94	5.22	4.69	11.76	0.00	0.0	9.09	0.00	0.00	6.67	0.0
- First-Level (Grades 12 and Below)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.02	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.0
- Other	#	4043	3601	93	349	85	40	9	2	0	6	6	0	10	0
	%	64.83	64.91	73.81	62.10	63.43	62.50	52.94	66.67	0.0	54.55	100.0	0.00	66.67	0.0
Officials and Managers TOTAL	#	4871	4353	102	416	94	44	11	2	0	7	6	0	12	0
	%	78.11	78.46	80.95	74.02	70.15	68.75	64.71	66.67	0.0	63.64	100.0	0.00	80.00	0.0
2. Professionals	#	876	782	15	79	21	11	3	0	0	2	0	0	2	0
	%	14.05	14.10	11.90	14.06	15.67	17.19	17.65	0.00	0.0	18.18	0.00	0.00	13.33	0.0
3. Technicians	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.02	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.0
5. Administrative Support Workers	#	437	364	8	65	18	9	3	1	0	1	0	2	1	0
	%	7.01	6.56	6.35	11.57	13.43	14.06	17.65	33.33	0.0	9.09	0.00	100.0	6.67	0.0
6. Craft Workers	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.11	0.11	0.00	0.18	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.0
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.0
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.0
9. Service Workers	#	44	42	1	1	1	0	0	0	0	1	0	0	0	0
	%	0.71	0.76	0.79	0.18	0.75	0.00	0.00	0.00	0.0	9.09	0.00	0.00	0.00	0.0
Total Workforce	#	6236	5548	126	562	134	64	17	3	0	11	6	2	15	0
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table B4-1P: Participation Rates for Corporate Graded (CG) Grades - Permanent - by Disability

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.00	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	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	#	32	28	0	4	1	0	0	0	0	0	1	0	0	
	%	100.0	87.50	0.00	12.50	3.13	0.00	0.00	0.00	0.00	0.00	3.13	0.00	0.00	
CG-05	#	26	22	0	4	2	2	0	0	0	0	0	0	0	
	%	100.0	84.62	0.00	15.38	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CG-06	#	133	110	2	21	7	2	1	1	0	1	0	1	0	
	%	100.0	82.71	1.50	15.79	5.26	1.50	0.75	0.75	0.00	0.75	0.00	0.75	0.00	
CG-07	#	263	226	11	26	8	5	0	0	0	0	0	1	0	
	%	100.0	85.93	4.18	9.89	3.04	1.90	0.00	0.00	0.00	0.00	0.00	0.38	0.00	
CG-08	#	78	65	0	13	3	2	1	0	0	0	0	0	0	
	%	100.0	83.33	0.00	16.67	3.85	2.56	1.28	0.00	0.00	0.00	0.00	0.00	0.00	
CG-09	#	232	204	5	23	7	4	1	0	0	1	0	1	0	
	%	100.0	87.93	2.16	9.91	3.02	1.72	0.43	0.00	0.00	0.43	0.00	0.43	0.00	
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	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	#	309	262	10	37	9	5	1	0	0	1	0	1	0	
	%	100.0	84.79	3.24	11.97	2.91	1.62	0.32	0.00	0.00	0.32	0.00	0.32	0.00	
CG-12	#	1094	982	20	92	25	15	2	1	0	1	2	0	1	
	%	100.0	89.76	1.83	8.41	2.29	1.37	0.18	0.09	0.00	0.09	0.18	0.00	0.09	
CG-13	#	899	804	16	79	21	8	0	0	0	4	1	0	4	
	%	100.0	89.43	1.78	8.79	2.34	0.89	0.00	0.00	0.00	0.44	0.11	0.00	0.44	
CG-14	#	1180	1064	14	102	22	6	6	1	0	4	0	0	1	
	%	100.0	90.17	1.19	8.64	1.86	0.51	0.51	0.08	0.00	0.34	0.00	0.00	0.08	
CG-15	#	592	546	10	36	9	5	1	0	0	1	0	0	1	
	%	100.0	92.23	1.69	6.08	1.52	0.84	0.17	0.00	0.00	0.17	0.00	0.00	0.17	

Table B4-1P: Participation Rates for Corporate Graded (CG) Grades - Permanent - by Disability

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
AL	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	#	456	422	1	33	5	3	1	0	0	0	0	0	1	0
	%	100.0	92.54	0.22	7.24	1.10	0.66	0.22	0.00	0.00	0.00	0.00	0.00	0.22	0.00
CM-02	#	195	173	5	17	0	0	0	0	0	0	0	0	0	0
	%	100.0	88.72	2.56	8.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	87.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	132	119	2	11	2	1	0	0	0	0	0	0	1	0
	%	100.0	90.15	1.52	8.33	1.52	0.76	0.00	0.00	0.00	0.00	0.00	0.00	0.76	0.00
Total	#	5631	5036	97	498	121	58	14	3	0	11	5	1	13	0
	%	100.0	89.43	1.72	8.84	2.15	1.03	0.25	0.05	0.00	0.20	0.09	0.02	0.23	0.00

Table B4-1T: Participation Rates for Corporate Graded (CG) Grades - Temporary - by Disability

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.00	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	0.00	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	#	9	7	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	77.78	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04	#	138	113	18	7	3	1	1	0	0	0	1	0	0	0
	%	100.0	81.88	13.04	5.07	2.17	0.72	0.72	0.00	0.00	0.00	0.72	0.00	0.00	0.00
CG-05	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	85.71	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	9	6	0	3	1	0	0	0	0	0	0	1	0	0
	%	100.0	66.67	0.00	33.33	11.11	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00	0.00
CG-07	#	142	129	4	9	3	1	0	0	0	0	0	0	2	0
	%	100.0	90.85	2.82	6.34	2.11	0.70	0.00	0.00	0.00	0.00	0.00	0.00	1.41	0.00
CG-08	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	#	80	77	0	3	1	1	0	0	0	0	0	0	0	0
	%	100.0	96.25	0.00	3.75	1.25	1.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.00	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	#	50	42	4	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	84.00	8.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	22	18	0	4	1	1	0	0	0	0	0	0	0	0
	%	100.0	81.82	0.00	18.18	4.55	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	57	39	0	18	3	2	1	0	0	0	0	0	0	0
	%	100.0	68.42	0.00	31.58	5.26	3.51	1.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	47	37	1	9	1	0	1	0	0	0	0	0	0	0
	%	100.0	78.72	2.13	19.15	2.13	0.00	2.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	26	22	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	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

Table B4-1T: Participation Rates for Corporate Graded (CG) Grades - Temporary - by Disability

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
AL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.00	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	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	80.0	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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
	%	100.0	0.0	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	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	#	598	506	29	63	13	6	3	0	0	0	1	1	2	0
	%	100.0	84.62	4.85	10.54	2.17	1.00	0.50	0.00	0.00	0.00	0.17	0.17	0.33	0.00

Table B4-2P: Participation Rates for Corporate Graded (CG) Grades - Permanent - by Disability

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	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
	%	0.00	0.00	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	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	#	32	28	0	4	1	0	0	0	0	0	1	0	0	
	%	0.57	0.56	0.00	0.80	0.83	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	
CG-05	#	26	22	0	4	2	2	0	0	0	0	0	0	0	
	%	0.46	0.44	0.00	0.80	1.65	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CG-06	#	133	110	2	21	7	2	1	1	0	1	0	1	0	
	%	2.36	2.18	2.06	4.22	5.79	3.45	7.14	33.33	0.0	9.09	0.00	0.00	7.69	
CG-07	#	263	226	11	26	8	5	0	0	0	0	0	1	0	
	%	4.67	4.49	11.34	5.22	6.61	8.62	0.00	0.00	0.00	0.00	0.00	7.69	0.00	
CG-08	#	78	65	0	13	3	2	1	0	0	0	0	0	0	
	%	1.39	1.29	0.00	2.61	2.48	3.45	7.14	0.00	0.00	0.00	0.00	0.00	0.00	
CG-09	#	232	204	5	23	7	4	1	0	0	0	1	0	1	
	%	4.12	4.05	5.15	4.62	5.79	6.90	7.14	0.00	0.00	0.00	20.00	0.00	7.69	
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00	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	#	309	262	10	37	9	5	1	0	0	0	1	0	1	
	%	5.49	5.20	10.31	7.43	7.44	8.62	7.14	0.00	0.00	0.00	20.00	0.00	7.69	
CG-12	#	1094	982	20	92	25	15	2	1	0	1	2	0	1	
	%	19.43	19.50	20.62	18.47	20.66	25.86	14.29	33.33	0.0	9.09	40.00	0.00	7.69	
CG-13	#	899	804	16	79	21	8	0	0	0	4	1	0	4	
	%	15.97	15.97	16.49	15.86	17.36	13.79	0.00	0.00	0.00	36.36	20.00	0.00	30.77	
CG-14	#	1180	1064	14	102	22	6	6	1	0	4	0	0	1	
	%	20.96	21.13	14.43	20.48	18.18	10.34	42.86	33.33	0.00	36.36	0.00	0.00	7.69	
CG-15	#	592	546	10	36	9	5	1	0	0	1	0	0	1	
	%	10.51	10.84	10.31	7.23	7.44	8.62	7.14	0.00	0.00	9.09	0.00	0.00	7.69	

Table B4-2P: Participation Rates for Corporate Graded (CG) Grades - Permanent - by Disability

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
AL	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.04	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	#	456	422	1	33	5	3	1	0	0	0	0	0	1	0
	%	8.10	8.38	1.03	6.63	4.13	5.17	7.14	0.00	0.0	0.00	0.00	0.00	7.69	0.0
CM-02	#	195	173	5	17	0	0	0	0	0	0	0	0	0	0
	%	3.46	3.44	5.15	3.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0
CX	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.14	0.14	1.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0
EM	#	132	119	2	11	2	1	0	0	0	0	0	0	1	0
	%	2.34	2.36	2.06	2.21	1.65	1.72	0.00	0.00	0.00	0.00	0.00	0.00	7.69	0.0
Total	#	5631	5036	97	498	121	58	14	3	0	11	5	1	13	0
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table B4-2T: Participation Rates for Corporate Graded (CG) Grades - Temporary - by Disability

GS/GM, SES, and Related Grade	Total	Total by Disability Status					Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	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
	%	0.00	0.00	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	#	9	7	2	0	0	0	0	0	0	0	0	0	0	0
	%	1.51	1.38	6.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04	#	138	113	18	7	3	1	1	0	0	0	1	0	0	0
	%	23.08	22.33	62.07	11.11	23.08	16.67	33.33	0.00	0.00	0.00	100.0	0.00	0.00	0.00
CG-05	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	1.17	1.19	0.00	1.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	9	6	0	3	1	0	0	0	0	0	0	1	0	0
	%	1.51	1.19	0.00	4.76	7.69	0.00	0.00	0.00	0.00	0.00	0.00	100.0	0.00	0.00
CG-07	#	142	129	4	9	3	1	0	0	0	0	0	0	2	0
	%	23.75	25.49	13.79	14.29	23.08	16.67	0.00	0.00	0.00	0.00	0.00	0.00	100.0	0.00
CG-08	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.33	0.40	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	#	80	77	0	3	1	1	0	0	0	0	0	0	0	0
	%	13.38	15.22	0.00	4.76	7.69	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	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	#	50	42	4	4	0	0	0	0	0	0	0	0	0	0
	%	8.36	8.30	13.79	6.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	22	18	0	4	1	1	0	0	0	0	0	0	0	0
	%	3.68	3.56	0.00	6.35	7.69	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	57	39	0	18	3	2	1	0	0	0	0	0	0	0
	%	9.53	7.71	0.00	28.57	23.08	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	47	37	1	9	1	0	1	0	0	0	0	0	0	0
	%	7.86	7.31	3.45	14.29	7.69	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	26	22	0	4	0	0	0	0	0	0	0	0	0	0
	%	4.35	4.35	0.00	6.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B4-2T: Participation Rates for Corporate Graded (CG) Grades - Temporary - by Disability

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
AL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.00	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	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.84	0.79	0.00	1.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.33	0.40	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
	%	0.00	0.00	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	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.33	0.40	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	#	598	506	29	63	13	6	3	0	0	0	1	1	2	0
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table B5-1P: Participation Rates for Wage Grades - Permanent - by Disability

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.00	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	0.00	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	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	0.00	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	0.00	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	0.00	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	0.00	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	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	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
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	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	0.00	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	0.00	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	0.00	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	0.00	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	0.00	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	0.00	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 B5-1P: Participation Rates for Wage Grades - Permanent - by Disability

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0
Total WG	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	85.71	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B5-1T: Participation Rates for Wage Grades - Temporary - by Disability

WD/WG, WL/WS, & Other Wage Grades	Total		Total by Disability Status				Detail for Targeted Disabilities									
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B5-1T: Participation Rates for Wage Grades - Temporary - by Disability

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total WG	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B5-2P: Participation Rates for Wage Grades - Permanent - by Disability

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	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	0.0	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	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	42.86	50.00	0.0	0.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	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	0.0	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	0.0	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	0.0	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	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0
	%	57.14	50.00	0.00	100.0	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	0.0	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	0.0	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	0.0	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	0.0	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	0.0	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	0.0	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	0.0	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 B5-2P: Participation Rates for Wage Grades - Permanent - by Disability

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.00	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	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table B5-2T: Participation Rates for Wage Grades - Temporary - by Disability

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B5-2T: Participation Rates for Wage Grades - Temporary - by Disability

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total WG	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table B6P: Participation Rates for Major Occupations - Permanent - Distribution by Disability

Job Title/Series Agency Rate Occupational CLF	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Economist (0110)	#	54	42	4	8	1	0	1	0	0	0	0	0	0	0
	%	100.0	77.78	7.41	14.81	1.85	0.00	1.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Administration and Program (0301)	#	592	515	17	60	12	5	0	0	0	2	2	0	1	0
	%	100.0	86.99	2.87	10.14	2.03	0.84	0.00	0.00	0.00	0.34	0.34	0.00	0.17	0.00
Financial Administration and Program (0501)	#	161	143	4	14	4	0	3	0	0	0	0	0	1	0
	%	100.0	88.82	2.48	8.70	2.48	0.00	1.86	0.00	0.00	0.00	0.00	0.00	0.62	0.00
Accountants and Auditors (0510/0511)	#	91	80	1	10	4	3	0	0	0	1	0	0	0	0
	%	100.0	87.91	1.10	10.99	4.40	3.30	0.00	0.00	0.00	1.10	0.00	0.00	0.00	0.00
Financial Institution Examining (0570)	#	2606	2372	39	195	52	27	5	2	0	2	3	0	6	0
	%	100.0	91.02	1.50	7.48	2.00	1.04	0.19	0.08	0.00	0.08	0.12	0.00	0.23	0.00
Attorney (0905)	#	325	302	7	16	5	0	2	0	0	0	0	0	3	0
	%	100.0	92.92	2.15	4.92	1.54	0.00	0.62	0.00	0.00	0.00	0.00	0.00	0.92	0.00
General Business & Industry (1101)	#	275	227	3	45	6	3	0	0	0	2	0	0	1	0
	%	100.0	82.55	1.09	16.36	2.18	1.09	0.00	0.00	0.00	0.73	0.00	0.00	0.36	0.00
Computer Specialist (2210)	#	352	321	5	26	8	4	0	0	0	1	0	0	0	0
	%	100.0	91.19	1.42	7.39	2.27	1.14	0.00	0.00	0.00	0.28	0.00	0.00	0.00	0.00

Table B6T: Participation Rates for Major Occupations - Temporary - Distribution by Disability

Job Title/Series Agency Rate Occupational CLF	Total	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Economist (0110)	#	15	14	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	93.33	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Administration and Program (0301)	#	25	24	0	1	1	0	1	0	0	0	0	0	0
	%	100.0	96.00	0.00	4.00	4.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00
Financial Administration and Program (0501)	#	15	11	1	3	0	0	0	0	0	0	0	0	0
	%	100.0	73.33	6.67	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Accountants and Auditors (0510/0511)	#	7	2	0	5	1	1	0	0	0	0	0	0	0
	%	100.0	28.57	0.00	71.43	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Financial Institution Examining (0570)	#	190	175	3	12	4	2	0	0	0	0	0	2	0
	%	100.0	92.11	1.58	6.32	2.11	1.05	0.00	0.00	0.00	0.00	0.00	1.05	0.00
Attorney (0905)	#	33	30	0	3	0	0	0	0	0	0	0	0	0
	%	100.0	90.91	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
General Business & Industry (1101)	#	58	40	1	17	2	1	1	0	0	0	0	0	0
	%	100.0	68.97	1.72	29.31	3.45	1.72	1.72	0.00	0.00	0.00	0.00	0.00	0.00
Computer Specialist (2210)	#	20	16	0	4	0	0	0	0	0	0	0	0	0
	%	100.0	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B7P: Applicants and Selections - Permanent - Distribution by Disability

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Schedule A															
Applications	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections	#	1	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100.0	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	21248	11384	8728	1136	486	85	49	1	0	33	11	8	217	0
	%	100.0	53.58	41.08	5.35	2.29	0.40	0.23	0.00	0.00	0.16	0.05	0.04	1.02	0.00
Selections	#	458	224	222	12	2	0	1	0	0	0	0	0	1	0
	%	100.0	48.91	48.47	2.62	0.44	0.00	0.22	0.00	0.00	0.00	0.00	0.00	0.22	0.00

NOTE: Applicants do not specify disability beyond Targeted Disability.

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Occupation Series Code (Four Digits): 0110															
Total Received	#	0													
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	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 of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	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 B7P: Applicants and Selections - Permanent - Distribution by Disability

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Occupation Series Code (Four Digits): 0301															
Total Received	#	5147													
Voluntarily Identified	#	5147	2442	2421	284	112	18	17	0	0	5	1	2	52	0
	%	100.0	47.45	47.04	5.52	2.18	0.35	0.33	0.00	0.00	0.10	0.02	0.04	1.01	0.00
Qualified of those Identified	#	2769	1323	1304	142	57	10	8	0	0	2	0	2	27	0
	%	100.0	47.78	47.09	5.13	2.06	0.36	0.29	0.00	0.00	0.07	0.00	0.07	0.98	0.00
Selected of those Identified	#	60	24	34	2	1	0	1	0	0	0	0	0	0	0
	%	100.0	40.00	56.67	3.33	1.67	0.00	1.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Occupation Series Code (Four Digits): 0501															
Total Received	#	950													
Voluntarily Identified	#	950	424	481	45	18	1	4	0	0	0	0	1	8	0
	%	100.0	44.63	50.63	4.74	1.89	0.11	0.42	0.00	0.00	0.00	0.00	0.11	0.84	0.00
Qualified of those Identified	#	553	252	276	25	8	1	3	0	0	0	0	0	3	0
	%	100.0	45.57	49.91	4.52	1.45	0.18	0.54	0.00	0.00	0.00	0.00	0.00	0.54	0.00
Selected of those Identified	#	18	6	11	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	33.33	61.11	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B7P: Applicants and Selections - Permanent - Distribution by Disability

	Total	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Occupation Series Code (Four Digits): 0510/0511														
Total Received	#	134												
Voluntarily Identified	#	134	79	52	3	0	0	0	0	0	0	0	0	0
	%	100.0	58.96	38.81	2.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	43	26	16	1	0	0	0	0	0	0	0	0	0
	%	100.0	60.47	37.21	2.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	2	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	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	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Occupation Series Code (Four Digits): 0570														
Total Received	#	6624												
Voluntarily Identified	#	6624	4176	2136	312	160	22	10	1	0	12	6	0	81
	%	100.0	63.04	32.25	4.71	2.42	0.33	0.15	0.02	0.00	0.18	0.09	0.00	1.22
Qualified of those Identified	#	4085	2576	1357	152	83	15	4	0	0	6	6	0	36
	%	100.0	63.06	33.22	3.72	2.03	0.37	0.10	0.00	0.00	0.15	0.15	0.00	0.88
Selected of those Identified	#	324	167	152	5	1	0	0	0	0	0	0	0	1
	%	100.0	51.54	46.91	1.54	0.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.31

Table B7P: Applicants and Selections - Permanent - Distribution by Disability

	Total	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Occupation Series Code (Four Digits): 0905														
Total Received	#	601												
Voluntarily Identified	#	601	292	292	17	10	3	1	0	0	1	0	0	4
	%	100.0	48.59	48.59	2.83	1.66	0.50	0.17	0.00	0.00	0.17	0.00	0.00	0.67
Qualified of those Identified	#	172	75	94	3	2	1	1	0	0	0	0	0	0
	%	100.0	43.60	54.65	1.74	1.16	0.58	0.58	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	20	8	12	0	0	0	0	0	0	0	0	0	0
	%	100.0	40.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

	Total	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Occupation Series Code (Four Digits): 1101														
Total Received	#	950												
Voluntarily Identified	#	950	427	403	120	31	12	4	0	0	1	1	0	10
	%	100.0	44.95	42.42	12.63	3.26	1.26	0.42	0.00	0.00	0.11	0.11	0.00	1.05
Qualified of those Identified	#	725	330	305	90	23	7	3	0	0	1	1	0	8
	%	100.0	45.52	42.07	12.41	3.17	0.97	0.41	0.00	0.00	0.14	0.14	0.00	1.10
Selected of those Identified	#	37	14	16	7	1	0	0	0	0	0	0	1	0
	%	100.0	37.84	43.24	18.92	2.70	0.00	0.00	0.00	0.00	0.00	0.00	2.70	0.00

Table B7P: Applicants and Selections - Permanent - Distribution by Disability

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Occupation Series Code (Four Digits): 2210															
Total Received	#	6842													
Voluntarily Identified	#	6842	3544	2943	355	155	29	13	0	0	14	3	5	62	0
	%	100.0	51.80	43.01	5.19	2.27	0.42	0.19	0.00	0.00	0.20	0.04	0.07	0.91	0.00
Qualified of those Identified	#	3389	1785	1439	165	75	22	7	0	0	5	1	0	27	0
	%	100.0	52.67	42.46	4.87	2.21	0.65	0.21	0.00	0.00	0.15	0.03	0.00	0.80	0.00
Selected of those Identified	#	30	14	16	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	46.67	53.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B7T: Applicants and Selections - Temporary - Distribution by Disability

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Schedule A															
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	714	292	403	19	12	5	2	0	0	1	0	1	3	0
	%	100.0	40.90	56.44	2.66	1.68	0.70	0.28	0.00	0.00	0.14	0.00	0.14	0.42	0.00
Selections	#	82	38	42	2	2	1	0	0	0	0	0	0	1	0
	%	100.0	46.34	51.22	2.44	2.44	1.22	0.00	0.00	0.00	0.00	0.00	0.00	1.22	0.00

NOTE: Applicants do not specify disability beyond Targeted Disability.

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Occupation Series Code (Four Digits): 0110															
Total Received	#	0													
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	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 of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	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 B7T: Applicants and Selections - Temporary - Distribution by Disability

	Total	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Occupation Series Code (Four Digits): 0301														
Total Received	#	108												
Voluntarily Identified	#	108	34	73	1	0	0	0	0	0	0	0	0	0
	%	100.0	31.48	67.59	0.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	79	28	51	0	0	0	0	0	0	0	0	0	0
	%	100.0	35.44	64.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	13	9	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	69.23	30.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

	Total	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Occupation Series Code (Four Digits): 0501														
Total Received	#	0												
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	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 of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	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 B7T: Applicants and Selections - Temporary - Distribution by Disability

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Occupation Series Code (Four Digits): 0510/0511															
Total Received	#	71													
Voluntarily Identified	#	71	35	32	4	1	0	0	0	0	1	0	0	0	
	%	100.0	49.30	45.07	5.63	1.41	0.00	0.00	0.00	0.00	1.41	0.00	0.00	0.00	
Qualified of those Identified	#	4	2	1	1	0	0	0	0	0	0	0	0	0	
	%	100.0	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	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	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Occupation Series Code (Four Digits): 0570															
Total Received	#	492													
Voluntarily Identified	#	492	206	279	7	7	4	0	0	0	0	0	3	0	
	%	100.00	41.87	56.71	1.42	1.42	0.81	0.00	0.00	0.00	0.00	0.00	0.61	0.00	
Qualified of those Identified	#	470	197	266	7	7	4	0	0	0	0	0	3	0	
	%	100.0	41.91	56.60	1.49	1.49	0.85	0.00	0.00	0.00	0.00	0.00	0.64	0.00	
Selected of those Identified	#	59	26	31	2	2	1	0	0	0	0	0	1	0	
	%	100.0	44.07	52.54	3.39	3.39	1.69	0.00	0.00	0.00	0.00	0.00	1.69	0.00	

Table B7T: Applicants and Selections - Temporary - Distribution by Disability

	Total	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Occupation Series Code (Four Digits): 0905														
Total Received	#	21												
Voluntarily Identified	#	21	11	8	2	1	0	0	0	0	0	0	1	0
	%	100.0	52.38	38.10	9.52	4.76	0.00	0.00	0.00	0.00	0.00	0.00	4.76	0.00
Qualified of those Identified	#	13	5	6	2	1	0	0	0	0	0	0	1	0
	%	100.0	38.46	46.15	15.38	7.69	0.00	0.00	0.00	0.00	0.00	0.00	7.69	0.00
Selected of those Identified	#	4	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	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	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Occupation Series Code (Four Digits): 1101														
Total Received	#	22												
Voluntarily Identified	#	22	6	11	5	3	1	2	0	0	0	0	0	0
	%	100.0	27.27	50.00	22.73	13.64	4.55	9.09	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	16	4	8	4	2	1	1	0	0	0	0	0	0
	%	100.0	25.00	50.00	25.00	12.50	6.25	6.25	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	7	2	5	0	0	0	0	0	0	0	0	0	0
	%	100.0	28.57	71.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B7T: Applicants and Selections - Temporary - Distribution by Disability

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Occupation Series Code (Four Digits): 2210															
Total Received	#	0													
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	100.0	0.00	100.0	0.00	100.0	0.00	100.0	0.00	100.0	0.00	100.0	0.00
Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	100.0	0.00	100.0	0.00	100.0	0.00	100.0	0.00	100.0	0.00	100.0	0.00
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	100.0	0.00	100.0	0.00	100.0	0.00	100.0	0.00	100.0	0.00	100.0	0.00

Table B8: New Hires by Type of Appointment - Distribution by Disability

Type of Appointment	Total	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Permanent	#	12	11	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	91.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary	#	5	5	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non - Appropriated	#	390	373	3	14	2	0	1	0	0	0	0	0	0
	%	100.0	95.64	0.77	3.59	0.51	0.00	0.26	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	407	389	4	14	2	0	1	0	0	0	0	0	0
	%	100.0	95.58	0.98	3.44	0.49	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.00
Prior Year	%	100.0	98.18	0.81	1.01	0.40	0.20	0.20	0	0	0	0	0	0

Table B9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Disability

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Job Series of Vacancy: Economist/0110															
Total Applications Received	#														
	%	100.0													
Qualified	#														
	%	100.0													
Selected	#														
	%	100.0													
Relevant Applicant Pool	%														
Job Series of Vacancy: Administration and Program/0301															
Total Applications Received	#	564	205	337	22	11	3	0	0	0	0	0	4	0	0
	%	100.0	36.35	59.75	3.90	1.95	0.53	0.00	0.00	0.00	0.00	0.00	0.71	0.00	0.00
Qualified	#	421	145	264	12	7	1	0	0	0	2	0	0	3	0
	%	100.0	34.44	62.71	2.85	1.66	0.24	0.00	0.00	0.00	0.48	0.00	0.00	0.71	0.00
Selected	#	43	16	27	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	37.21	62.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%														
Job Series of Vacancy: Financial Administration and Program/0501															
Total Applications Received	#	59	28	26	5	0	0	0	0	0	0	0	0	0	0
	%	100.0	47.46	44.07	8.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	49	25	20	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	51.02	40.82	8.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	10	4	6	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	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
Relevant Applicant Pool	%														

NOTE: The "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

Table B9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Disability

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Job Series of Vacancy: Accountants and Auditors/0510-0511															
Total Applications Received	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	#	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Selected	#	2	1	1	0	0	0	0	0	0	0	0	0	0	
	%	100.0	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Relevant Applicant Pool	%														
Job Series of Vacancy: Financial Institution Examining/0570															
Total Applications Received	#	1712	705	969	38	31	6	0	0	0	2	1	0	18	0
	%	100.0	41.18	56.60	2.22	1.81	0.35	0.00	0.00	0.00	0.12	0.06	0.00	1.05	0.00
Qualified	#	1607	674	902	31	28	6	0	0	0	2	1	0	16	0
	%	100.0	41.94	56.13	1.93	1.74	0.37	0.00	0.00	0.00	0.12	0.06	0.00	1.00	0.00
Selected	#	241	106	132	3	2	1	0	0	0	0	0	0	1	0
	%	100.0	43.98	54.77	1.24	0.83	0.41	0.00	0.00	0.00	0.00	0.00	0.00	0.41	0.00
Relevant Applicant Pool	%														
Job Series of Vacancy: Attorney/0905															
Total Applications Received	#	16	11	4	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	68.75	25.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	16	11	4	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	68.75	25.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%														

NOTE: The "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

Table B9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Disability

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Job Series of Vacancy: General Business and Industry/1101															
Total Applications Received	#	251	98	125	28	4	0	0	0	0	0	0	0	4	0
	%	100.0	39.04	49.80	11.16	1.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.59	0.00
Qualified	#	209	80	107	22	4	0	0	0	0	0	0	4	0	
	%	100.0	38.28	51.20	10.53	1.91	0.00	0.00	0.00	0.00	0.00	0.00	1.91	0.00	
Selected	#	29	12	12	5	1	0	0	0	0	0	0	1	0	
	%	100.0	41.38	41.38	17.24	3.45	0.00	0.00	0.00	0.00	0.00	0.00	3.45	0.00	
Relevant Applicant Pool	%														
Job Series of Vacancy: Computer Specialist/2210															
Total Applications Received	#	17	6	10	1	1	0	0	0	0	0	0	0	1	0
	%	100.0	35.29	58.82	5.88	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.88	0.00
Qualified	#	12	3	9	0	0	0	0	0	0	0	0	0	0	
	%	100.0	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Selected	#	3	2	1	0	0	0	0	0	0	0	0	0	0	
	%	100.0	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Relevant Applicant Pool	%														

NOTE: The "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

Table B10: Non-Competitive Promotions - Time in Grade - Distribution by Disability

Time In Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Total Employees Eligible for Career Ladder Promotions	#	832	732	27	73	22	13	1	0	0	0	1	0	4	0
	%	100.0	87.98	3.25	8.77	2.64	1.56	0.12	0.00	0.00	0.00	0.12	0.00	0.48	0.00
Time in grade in excess of minimum															
1 - 12 months	#	281	247	11	23	8	6	0	0	0	0	0	0	1	0
	%	100.0	87.90	3.91	8.19	2.85	2.14	0.00	0.00	0.00	0.00	0.00	0.00	0.36	0.00
13 - 24 months	#	37	31	1	5	2	0	0	0	0	0	0	0	1	0
	%	100.0	83.78	2.70	13.51	5.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.70	0.00
25 + months	#	33	29	1	3	1	1	0	0	0	0	0	0	0	0
	%	100.0	87.88	3.03	9.09	3.03	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B11: Internal Selections for Senior Level Positions (CG-13, CG-14, CG-15, CM-1, CM-2, CX, EM) - Distribution by Disability

Time In Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Grade(s) of Vacancy: CG-13															
Relevant Pool															
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade(s) of Vacancy: CG-14															
Relevant Pool															
Total Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	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: Applicants do not specify disability beyond Targeted Disability. The "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

Table B11: Internal Selections for Senior Level Positions (CG-13, CG-14, CG-15, CM-1, CM-2, CX, EM) - Distribution by Disability

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Grade(s) of Vacancy: CG-15 and CM-01															
Relevant Pool															
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade(s) of Vacancy: CM-2, CX, EM and EX															
Relevant Pool															
Total Applications	#	103	36	65	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	34.95	63.11	1.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	86	29	56	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	33.72	65.12	1.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	10	2	8	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	20.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Applicants do not specify disability beyond Targeted Disability. The "Relevant Applicant Pool" could not be computed using the data available to the FDIC.

Table B12: Participation in Career Development by Distribution by Disability

Career Development Programs for GS 5 - 12, 13 - 15, and SES	Total	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Career Development Programs for GS 5 - 12:														
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Career Development Programs for GS 13 - 14:														
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Career Development Programs for GS 15 and SES:														
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

NOTE: Relevant Pool includes all employees in the pay grades eligible for the career development program.

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 A12 and B12 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.

Table B13: Employee Recognition and Awards Distribution by Disability

Recognition or Award Program # Awards Given Total Cash	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Time-Off awards - 1-9 Hours															
Total Time-Off Awards Given	#	7	0	7	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	100.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	53	0	53	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	7.6	0.0	7.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Time-Off awards - 9+ Hours															
Total Time-Off Awards Given	#	3	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	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
Total Hours	#	46	0	30	16	0	0	0	0	0	0	0	0	0	0
Average Hours	#	15.3	0.0	15.0	16.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Cash Awards - \$100-\$500															
Total Cash Awards Given	#	5721	92	5117	512	152	79	18	7	2	13	9	1	9	0
	%	100.0	1.61	89.44	8.95	2.66	1.38	0.31	0.12	0.03	0.23	0.16	0.02	0.16	0.00
Total Amount	#	1919480	27975	1723130	168375	48938	24613	5750	2500	650	3675	2200	500	3300	0
Average Amount	#	335.5	304.1	336.7	328.9	322.0	311.6	319.4	357.1	325.0	282.7	244.4	500.0	366.7	0.0
Cash Awards - \$501+															
Total Cash Awards Given	#	3217	34	2910	273	63	27	14	1	1	9	2	0	3	0
	%	100.0	1.06	90.46	8.49	1.96	0.84	0.44	0.03	0.03	0.28	0.06	0.00	0.09	0.00
Total Amount	#	6832323	59056	6248574	524693	124170	55193	25479	1812	1000	20824	2152	0	5981	0
Average Amount	#	2123.8	1736.9	2147.3	1922.0	1971.0	2044.2	1819.9	1812.0	1000.0	2313.8	1076.0	0.0	1993.7	0.0
Quality Step Increases (QSI):															
Total QSIs Awarded	#														
	%														
Total Benefit	#														
Average Benefit	#														

NOTE: See note for table A13.

Table B14: Separations by Type of Separation - Permanent - Distribution by Disability

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Voluntary	#	612	535	16	61	17	5	3	1	4	0	1	0	1	0
	%	100.0	87.42	2.61	9.97	2.78	0.82	0.49	0.16	0.65	0.00	0.16	0.00	0.16	0.00
Involuntary	#	14	11	0	3	1	1	0	0	0	0	0	0	0	0
	%	100.0	78.57	0.00	21.43	7.14	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	626	546	16	64	18	6	3	1	4	0	1	0	1	0
	%	100.0	87.22	2.56	10.22	2.88	0.96	0.48	0.16	0.64	0.00	0.16	0.00	0.16	0.00
Total workforce	#	6236	5548	126	562	134	64	17	3	0	11	6	2	15	0
	%	100.0	88.97	2.02	9.01	2.15	1.03	0.27	0.05	0.00	0.18	0.10	0.03	0.24	0.00

ATTACHMENT B

FDIC EEO Policy Statement



March 6, 2017

MEMORANDUM FOR ALL FDIC EMPLOYEES

FROM: Martin J. Gruenberg
Chairman

SUBJECT: Equal Employment Opportunity Policy Statement

I am pleased to once again emphasize the FDIC's commitment to the principles of equal employment opportunity. It is the FDIC's policy to provide every individual with an equal opportunity in all of our employment programs and business activities and to prohibit discrimination in all aspects of our personnel operations (including recruitment, hiring, promotions, training, awards, reorganizations and employee retention).

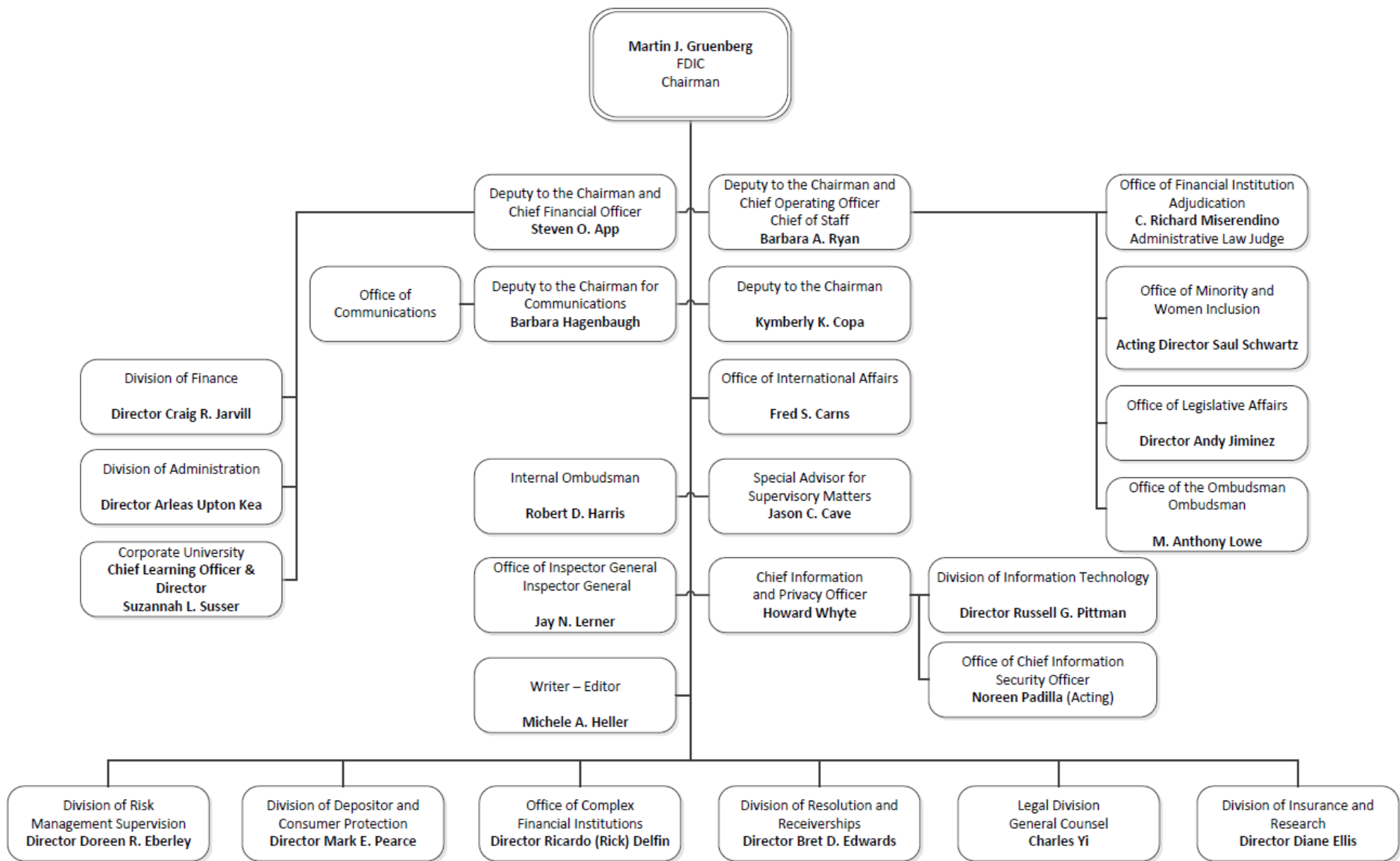
I expect every employee - staff and supervisors - to ensure that the FDIC maintains the highest standards for inclusiveness and to continue our efforts to strengthen and sustain our position as a model workplace and employer of choice. Therefore, I ask each of you to take responsibility for knowing the FDIC's equal employment policies and cooperating fully in their implementation. It is essential that we continue to cultivate and foster a workplace culture of excellence that is inclusive and supportive of diversity and safe and free from hostility or harassment. In such a workplace, we embrace our differences; everyone is treated with dignity and respect and has the freedom to compete on a fair and level playing field on an equal basis.

I am confident that all of you will become familiar with and adhere to the EEO principles and affirm our zero tolerance for prohibited, discriminatory behavior. We must continue to conduct ourselves with professional courtesy and advance the principles of workplace access and inclusion.

For more information about equal employment opportunity and freedom from reprisal for those who engage in protected activity, please take the time to review the FDIC's Equal Opportunity Policy (Circular 2710.1 dated November 20, 2015) at <https://fdicnet.fdic.gov/content/dam/DOA/documents/rim/directives/2000/2710-1.pdf> Further, I encourage you to review the FDIC's Anti-Harassment Program (Circular 2710.3 dated December 8, 2015) at <https://fdicnet.fdic.gov/content/dam/DOA/documents/rim/directives/2000/2710-3.pdf>, and report acts of harassment to the appropriate officials.

ATTACHMENT C

FDIC Organizational Chart



U.S. Equal Employment Opportunity Commission
FY 2016 - FEDERAL AGENCY ANNUALEEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT D

FDIC Circular 2710.3 - Anti-Harassment Program



FEDERAL DEPOSIT INSURANCE CORPORATION

DIRECTIVE SYSTEM

TYPE AND NUMBER Circular 2710.3	
CONTACT Melodee Brooks	TELEPHONE NUMBER (703) 562-6225
DATE December 8, 2015	
DATE OF CANCELLATION <i>(Bulletins Only)</i>	

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

Policy (cont.)

individual's family members), status as a parent, and retaliation (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

Roles and Responsibilities (cont.)

harassment and to take all allegations of harassment seriously. To this end, supervisors and managers are required to take 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

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

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 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.

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

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 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) 562-6225, 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.