

**FEDERAL DEPOSIT
INSURANCE CORPORATION**

**Federal Agency
Annual EEO Program
Status Report**

Fiscal Year 2022



U.S. Equal Employment Opportunity Commission
 FY 2022 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
 Federal Deposit Insurance Corporation

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 Federal Deposit Insurance Corporation

EEOC FORM 715-01 | PARTS A–D

For period covering October 1, 2021, to September 30, 2022.		
PART A Department or Agency Identifying Information	1. Agency	1. Federal Deposit Insurance Corporation
	1.a. 2 nd 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	4. FD00
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees	5,503
	2. Enter total number of temporary employees	379
	3.TOTAL EMPLOYMENT [add lines B 1 through 2]	5,882
PART C.1 Head Agency and Head of Agency Designee	Head of Agency Official Title	Martin Gruenberg , Chairman
	Agency Head Designee	Nikita Pearson , Deputy to the Chairman for External Affairs and Director, Office of Minority and Women Inclusion
PART C.2 Agency Official(s) Responsible For Oversight of EEO Program(s)	Head of Agency	Martin Gruenberg , Chairman
	Head of Agency Designee/ Principal EEO Director/Official	Nikita Pearson , Deputy to the Chairman for External Affairs and Director, Office of Minority and Women Inclusion
	Principal EEO Deputy Director/ Official	Brian Guy , Senior Deputy Director, Office of Minority and Women Inclusion
	Affirmative Employment Program Manager	Terrian Hicks , Branch Chief, Affirmative Employment Diversity and Inclusion
	Complaint Processing Program Manager	Michael Moran , Branch Chief, Equal Employment Opportunity Compliance and Training
	Hispanic Program Manager	Isaac Hernandez , Branch Chief, Office of Minority and Women Inclusion
	Diversity & Inclusion Officer	Terrian Hicks , Branch Chief, Affirmative Employment Diversity and Inclusion

For period covering October 1, 2021, to September 30, 2022.		
PART C.2 Agency Official(s) Responsible For Oversight of EEO Program(s) (cont'd)	Special Emphasis Program Manager (SEPM)	Joyce Hunter , Special Emphasis Program Manager
	Women's Program Manager (SEPM)	Kara-Renee Pepin , Special Emphasis Program Manager
	Disability Program Manager (SEPM)	Jessica Hill , Special Emphasis Program Manager
	Special Placement Program Coordinator (Individuals with Disabilities)	Roxana Flores , HR Specialist
	Reasonable Accommodation Program Manager	Michelle Curry , Reasonable Accommodation Program Manager
	Anti-Harassment Program Manager	Terrian Hicks , Branch Chief, Affirmative Employment Diversity and Inclusion
	ADR Program Manager	Donald Ballard , EEO Counselor
	Compliance Manager	Michael Moran , Branch Chief, Equal Employment Opportunity Compliance and Training
	Principal MD-715 Preparer	Terrian Hicks , Branch Chief, Affirmative Employment Diversity and Inclusion
	Other EEO Staff	Amy DelValle , EEO Specialist
	Other EEO Staff	Peter Mueller , Senior EEO Specialist
	Other EEO Staff	Stephanie Foster , EEO Specialist
	Other EEO Staff	Theresa Marshall , EEO Specialist
Other EEO Staff	Jared Bruff , EEO Specialist	

For period covering October 1, 2021, to September 30, 2022.			
PART D.1 List of Subordinate Components Covered in This Report	Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.). <input checked="" type="checkbox"/> If the agency does not have any subordinate components, please check the box.		
	Subordinate Component and Location (City/State)	CPDF and FIPS Codes	
PART D.2 Mandatory and Optional Documents for this Report	In the table below, the agency must submit these documents with its MD-715 report.		
	Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
	Organizational Chart	Yes	
	EEO Policy Statement	Yes	
	Agency Strategic Plan	Yes	
	Anti-Harassment Policy and Procedures	Yes	
	Reasonable Accommodation Procedures	Yes	
	Personal Assistance Services Procedures	Yes	
	Alternative Dispute Resolution Procedures	Yes	
	In the table below, the agency may decide whether to submit these documents with its MD-715 report.		
	Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
	Federal Equal Opportunity Recruitment Program (FEORP) Report	No	FDIC is not required to complete this report.
	Disabled Veterans Affirmative Action Program (DVAAP) Report	Yes	
	Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	No	See comment above
	Diversity and Inclusion Plan under Executive Order 13583	Yes	
Diversity Policy Statement	No	See comment above	
Human Capital Strategic Plan	No	See comment above	
EEO Strategic Plan	No	See comment above	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	Yes		

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 Federal Deposit Insurance Corporation

EEOC FORM 715-01 | PART E | EXECUTIVE SUMMARY

PART E.1 - EXECUTIVE SUMMARY: MISSION

The Federal Deposit Insurance Corporation (FDIC) is pleased to deliver its Equal Employment Opportunity (EEO) Program Status report for FY 2022. The FDIC is an independent agency created by the Congress to maintain stability and public confidence in the nation's financial system by: Insuring deposits, examining and supervising financial institutions for safety and soundness and consumer protection, making large and complex financial institutions resolvable, and managing receiverships. The FDIC is the primary federal regulator of state-chartered banks that are not members of the Federal Reserve System, state-chartered savings associations, and foreign banks with an insured branch and is the back-up supervisor for the remaining insured banks and thrift institutions. As of December 31, 2022, the FDIC was the primary federal regulator for 3,050 FDIC-supervised institutions.

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

PART E.2 - EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A – F

The FDIC’s initiatives to strengthen our EEO program through ongoing implementation of the 2021-2023 Diversity, Equity, and Inclusion Strategic Plan (DEI Strategic Plan) continued during the reporting period. As a result we achieved and maintained a Model EEO Program by increasing from 95 percent to 97 percent in overall Essential Elements categories. This section provides representative examples of where FDIC has taken steps to achieve and maintain a model EEO program in relationship to the six essential elements. Highlights in this summary also include proactive actions we have taken to prevent EEO program deficiencies. Finally, we discuss actions that FDIC will take to maintain a model EEO program.

ELEMENT	FY 2022 % OF MEASURES MET^{1*}
A. DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP	93%
B. INTEGRATION OF EEO INTO THE AGENCY’S STRATEGIC MISSION	97%
C. MANAGEMENT AND PROGRAM ACCOUNTABILITY	97%
D. PROACTIVE PREVENTION	100%
E. EFFICIENCY	96%
F. RESPONSIVENESS AND LEGAL COMPLIANCE	92%
TOTAL	97%

**The calculation excludes “Not Applicable” measures in Part G.*

1 These figures are as of September 30, 2022.

SUMMARY OF ACCOMPLISHMENTS TOWARDS ATTAINING A MODEL EEO PROGRAM**Essential Element A: Demonstrated Commitment from Agency Leadership**

FDIC met 14 out of 15 measures for Fiscal Year (FY) 2022. Chairman Gruenberg affirmed his commitment to EEO by issuing an EEO Policy Statement on April 26, 2022. This policy statement expressed FDIC's continued support to diversity, EEO and a workplace culture of dignity and respect free of harassment. The agency assesses and ensures EEO principles are part of its culture by recognizing employees with the Annie D. Moore EEO-DEIA award and using our Federal Employee Viewpoint Survey (FEVS) to develop action plans based on the inclusion quotient and the new DEIA index. The one measure where FDIC is taking new action arises from 29 CFR 1614.102(b)(7), requiring that the business contact information for our Special Emphasis Program Managers be posted and available to employees. We updated information on the internal and external website on April 17, 2023 and now that FDIC employees have returned to the office on a regular basis we are including the contact information on new EEO Posters for our various locations.

Essential Element B: Integration of EEO into the Agency's Strategic Mission

The FDIC met 36 of 37 measures for FY 2022. The Office of Minority and Women Inclusion (OMWI) Director reports directly to the agency head and has regular meetings with executives and other senior leaders to ensure effectiveness, efficiency, and legal compliance. In addition, the OMWI Director controls all aspects of the EEO and DEIA programs and has sufficient budget and staffing to support the EEO Programs. Further, the OMWI Director leads the Diversity and Inclusion Executive Advisory Council (EAC) who advise on and consider ways to accomplish DEIA goals. FDIC managers are involved in implementation of our EEO program by participating in developing DEIA actions plans within their divisions to correct potential barriers. The one measure that FDIC did not meet was for effectively administering our special emphasis programs (SEP). While the FDIC actively recruited to fill permanent positions during FY 2022, there were staff transitions among the special emphasis program managers (SEPMs) and the supervisor who directs their work. In the interim, certain SEPM activities were not effectively administered, such as some analyses and the programmatic parts of the Disability program. On January 30, 2023, a supervisor with extensive expertise joined and implemented corrective measures.

Essential Element C: Management and Program Accountability

The FDIC made progress in this element and met 37 of 38 measures for FY 2022. To ensure accountability in management and programs, OMWI partners with divisions and offices on the implementation of their DEIA actions plans and receives periodic feedback on division and offices' status. FDIC has clear procedures to prevent and address all forms of EEO discrimination and these procedures have been posted and disseminated for all employees. Annually OMWI provides management officials with EEO updates, we provide regional briefings and we seek leadership input at the EAC meetings monthly. In addition, the FDIC has a corporate recruitment partnership with Historically Black Colleges and Universities and Hispanic Serving Institutions and created a Hispanic/Latinx Recruitment and Retention taskforce (HLRRTF). In this element, we have one outstanding Part H action step connected to establishing timetables/schedules to review at regular intervals the merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups. Based on the existing plan, this remaining action will be completed by the due date of June 30, 2023. Once the Part H item is completed, this measure will be met.

Essential Element D: Proactive Prevention

The FDIC met all 14 measures for FY 2022. FDIC has made efforts to prevent discrimination and to identify and eliminate barriers to EEO by monitoring progress for achieving EEO throughout the year. Some of the FDIC Performance Goals (FPGs) for 2022 focused on improving workforce representation, reasonable accommodation efficiency and enhancing EEO complaint procedures. Offices provide quarterly updates on the status of each goal in the performance goal reporting system. SEPMs report quarterly on their engagement with divisions and offices in connection with the DEIA plans tailored to divisional needs and circumstances. These plans supplement the agency-wide DEI Strategic Plan.

Essential Element E: Efficiency

The FDIC met 30 of 31 measures for FY 2022. This element demonstrates the most improvement from FY 2021, increasing the measure of success from 83 to 97 percent because of strategies implemented to improve EEO complaint processing. This includes maintaining an efficient, fair, and impartial complaint process. The average time for the agency to process acceptance letters was 44 days. We met with the contractor working FDIC's EEO complaints several times via conference call to address noted deficiencies and concerns that resulted in less delays in processing complaints without errors. OMWI has two internal attorneys that conduct legal sufficiency reviews for the office to ensure that the agency's EEO function is separate from our defensive function. FDIC continues to encourage the widespread use of Alternative Dispute Resolution with the continued goal of bolstering the overall organizational numbers to resolve conflict early in a dispute at the lowest level possible. The outstanding measure in this section is that the data collection system in place for Reasonable Accommodation did not have all of the elements of an effective and accurate data collection system as set forth in 29 CFR 1614.203(b)(4). The new Reasonable Accommodation Coordinator currently uses SharePoint while FDIC is in the process of building an automated system as required by the EEOC. This system should be completed by the end of FY 2023.

Essential Element F: Responsiveness and Legal Compliance

The FDIC met 11 of 12 measures for FY 2022. We continue to comply with all EEO statutes and EEOC regulations, policy guidance and other written instructions timely. In addition, the agency timely responds and complies with EEOC orders and ensures that complainants' rights are preserved by adequately adjudicating complaints. During FY 2022, FDIC noticed that a few complaint numbers in the No FEAR Act report we submitted to EEOC for FY 2021 were not accurate. As part of the FY 2022 report submitted to EEOC, we addressed those items to ensure an accurate report which has been posted on the FDIC public website.

These examples illustrate that the FDIC's EEO Program is strong and continues to make meaningful progress on the six essential elements of a Model EEO program. The next section will highlight our current workforce representation.

Part E.3 - Executive Summary: Workforce Analyses

The FDIC used several different data sources to prepare the FY 2022 MD-715 report: the National Finance Center (NFC), Monster and FDIC internal data base systems. NFC data is as of September 30, 2022 as required by the EEOC and our internal data base systems utilized FY 2022 data reconciled as of October 14, 2022. Due to the differences with the data pull, some numbers or percentages will not be equal but will be within statistical equivalence. The goal for the FY 2023 report will be to update current codes in NFC and our internal data base so we can get the data from one source along with the applicant data from Monster.

EEOC provided the latest published benchmarks covering census data from years 2014 through 2018, including the civilian labor force (CLF) statistics, which serve as the Federal standard for comparing the participation rates within EEO groups.²

In FY 2022 the Corporation's total workforce decreased by 154 employees bringing the total workforce to 5,882 as of the end of FY 2022. During the reporting period, the number of permanent employees decreased by 121, and temporary employees decreased by 33 compared to the prior fiscal year. The racial and ethnic diversity of the FDIC's permanent workforce was statistically equivalent to FY 2021 percentages. While we have made measurable progress with regard to diverse representation in our workforce, FDIC understands the need to assess current recruitment and retention strategies, including those of Hispanics and consider new ones for White females who had the largest ratio change in representation from the prior year. Below is a summary of the FDIC workforce profile for FY 2022, noting key improvements and ongoing challenges with regard to workforce representation.

² As requested by the EEOC, the FDIC workforce analysis uses the new CLF and focuses on females, Hispanics, senior pay, disability and Science, Technology, Engineering, and Mathematics (STEM) mission critical occupations.

At the end of the FY 2022 reporting cycle, FDIC’s permanent workforce totaled 5,503, down from 5,624 in FY 2021—a decrease of 2.15 percent:

- Personnel on the Corporate Grade (CG) pay scale make up 85.24 percent (4,691) of the permanent workforce: 55.43 percent are male and 44.57 percent are female which is below their CLF of 48.21 percent.
- Personnel on the Leadership pay scale³ make up 14.79 percent (812) of the permanent workforce: 60.71 percent are male and 39.29 percent are female based on the CG pay; this is a lower than expected participation rate of females in the leadership pay scale. Of this group, more than 128 executives and equivalents are represented.
- Hispanics continue to lag behind the CLF within our permanent workforce of 12.98 percent with FY 2022 rate of 4.58 percent which is an increase from FY 2021 of 3.95 percent.
- Personnel receiving senior pay (CG grades 13-15 and above) shows Black females have a less than expected participation rate above the CG-13 pay grade; Black males have a less than expected participation at the CG-15 and CM-02 levels; Asian females have a less than expected participation rate at the CG-13 and CM-01 levels; and White females have a lower than expected participation rate at the CG-15 and CM-01 levels.
- FDIC is exceeding all disability and disability related Section 501 goals.

FEMALES

Table 1 shows workforce distribution for ethnic/racial information (ERI) and sex. “Ethnicity and Race Identification” allows employees and applicants to select multiple racial and ethnic categories for self-identification. Review of the FY 2022 data against the new CLF statistics revealed that Hispanic males, Hispanic females and White females have less-than-expected participation rates across the organization.

The permanent workforce had 56.21 percent males and 43.79 percent females. Within this group, Black females comprise the largest minority group (12.14 percent). When the overall workforce is compared to the CLF, Hispanic males, Hispanic females and White females have a lower representation than their respective benchmark by greater than one percentage point. Table 1 below shows FDIC’s FY 2022 workforce as compared to FY 2021 and the CLF.

TABLE 1. FDIC WORKFORCE, ERI AND GENDER (PERCENT), BY FISCAL YEAR AND CLF						
	MALES			FEMALES		
	FY 2022	FY 2021	CLF	FY 2022	FY 2021	CLF
HISPANIC	2.62	2.36	6.82	1.96	1.69	6.16
WHITE	41.18	41.66	35.65	24.77	25.68	31.82
BLACK	6.29	6.21	5.70	12.14	11.91	6.61
ASIAN	4.58	4.11	2.19	4.11	3.79	2.18
NH/PI	0.09	0.09	0.08	0.04	0.04	0.08
AI/AN	0.56	0.57	0.31	0.29	0.30	0.31
2 OR MORE	0.31	0.23	1.05	0.31	0.31	1.05

Source: NFC MD-715-A1 Permanent Workforce Distribution; highlights shows lower than expected participation rates. (NH/PI stands for Native Hawaiian and Other Pacific Islander; AI/AN stands for American Indian and Alaskan Native; TM stands for 2 or More Races).

3 Leadership Pay consists of Corporate Managers, Corporate Experts, Inspector General, Administrative Law and Executives Managers.

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MD-715 A-1 table reveals female permanent workforce participation rate had a low entry and high exit rate during FY 2022. Specifically, the data shows that females make up 41.84 percent of permanent new hires and 48.28 percent of employee losses. The highest type of employee loss is retirement where females are at 56.03 percent of all retirements. When looking at female retirements, the largest group is White females, who were 35.11 percent of all retirees even though their participation rate stands at 24.77 percent of the permanent workforce and 17.93 percent of permanent new hires. This shows that White females departed at almost double their hiring rate and a 10.34 percent net change below their overall workforce participation rate. White females also had a negative net change of 5.61 from FY 2021 to FY 2022 which was the highest of any group within FDIC.

In alignment with EEOC's yearly improvement objectives, FDIC has made progress with our Hispanic male and Hispanic female categories even though they still fall below their CLF representation. Specifically, within our permanent workforce, Hispanic females increased by 13 employees and Hispanic males increased by 11 employees from FY 2021. This is significant because the permanent workforce decreased from FY 2021 to FY 2022 while the Hispanic workforce increased. FDIC will continue to work on improving our Hispanic recruitment and retention through the HLRRTF and other ongoing strategies.

SENIOR PAY

As related to senior pay, 53.39 percent of FDIC's permanent workforce is represented in CG grades 13–15 and 14.76 percent of the workforce is represented in leadership pay which makes up FDIC total senior pay scale as defined in EEOC's guidance. Workforce data shows that males make up 58.75 percent of FDIC's workforce within CG grades 13-15 and 60.64 percent of our leadership pay. The largest gap for females occurs at the Executive levels that are equivalent to SES in the government and Corporate Manager (CM) positions at FDIC. Black females within our leadership pay grades have a participation rate of 6.85 percent in these grades even though the comparison benchmark for them is 11.81 percent.

Table 2 shows the notably lower representation of Black females within the CG grades 13-15 in contrast to their workforce representation. CG-14 is the most populous grade within FDIC with almost 24 percent of the workforce within this grade. White and Black females are the only two groups with a less than expected participation rate as it relates to their overall representation in FDIC's workforce in this grade. Among bank examiners in the senior pay scale, Black females' representation is lower than expected in CG-15, CM-01 and CM-02 grades. White females' participation is lower than expected in CG-15 and CM-01 grades.

	HISPANIC OR LATINO		WHITE		BLACK		ASIAN		AI OR AN		NH OR PI		TWO OR MORE	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
BENCHMARK	2.89	1.85	41.54	25.02	6.02	11.81	4.16	3.92	0.09	0.04	0.36	0.20	1.18	0.93
OCLF (0570)	3.90	4.60	44.10	32.80	3.00	4.90	2.30	2.30	0.00	0.10	0.10	0.20	0.80	0.90
EXECUTIVES	1.91	0.64	49.68	28.03	7.01	3.82	3.18	3.82	0.00	0.00	0.00	0.00	0.64	1.27
CM-02	1.62	1.62	42.70	31.89	3.24	7.57	3.78	4.86	0.00	0.00	0.00	0.00	2.16	0.54
CM-01	2.53	1.48	50.21	25.95	6.54	7.59	2.32	1.48	0.00	0.00	0.21	0.00	1.05	0.63
CG-15	3.17	0.90	50.38	22.62	3.02	4.53	6.79	5.28	0.30	0.00	0.60	0.30	1.21	0.00
CG-14	2.38	1.73	43.68	23.68	6.35	10.04	4.91	4.98	0.00	0.00	0.58	0.14	0.79	0.72
CG-13	2.63	1.43	40.57	25.66	5.81	14.69	3.62	2.08	0.00	0.22	0.22	0.33	1.32	1.43

Source: FDIC MD-715 Table A4; highlights shows lower than expected participation rates within our Senior Pay.

MISSION CRITICAL OCCUPATIONS

FDIC has five mission critical occupations (MCO), listed below in Table 3 that comprises 63.98 percent of the permanent workforce for FY 2022. The table shows the percentage of FY 2022 permanent workforce. When comparing the Occupational CLF (OCLF) to FDIC's MCOs, Hispanics and White females have a less than expected participation rate within our workforce and MCOs because the majority of our workforce reside in these five positions.

TABLE 3. TOP FIVE MISSION CRITICAL OCCUPATIONS	
JOB SERIES/TITLE	WORKFORCE PERCENT
0570/FINANCIAL INSTITUTION EXAMINING	44.72
2210/INFORMATION TECHNOLOGY MANAGEMENT	7.45
0905/ATTORNEY	5.72
1101/GENERAL BUSINESS & INDUSTRY	5.40
0110/ECONOMIST	1.24

Source: NFC A6P MD715 table

The workforce data table A6-P shows that almost 45 percent of FDIC's permanent workforce is in mission critical occupation Financial Institution Examining (0570). Looking at this workforce breakout, there is a lower than expected participation rate of Hispanic males, Hispanic females and White females as compared to their OCLF. Because a majority of employees in the FDIC's senior pay scale are within this mission critical occupation, we compared their senior pay participation to the OCLF to see if this could explain the less than expected participation rates. White females have a lower than expected participation rate in all our MCOs occupations except Attorneys. Breaking down the females with lower than expected participations rates shows: Hispanics females in occupation series 570, 905 and 1101 while White females have a lower than expected participation rate within 570, 1101, 2210 and 0110. Table 4 below shows a clear breakout of the Hispanic and White female populations within our mission critical occupations that highlights where FDIC could improve our recruitment and retention in these population.

TABLE 4. FDIC FEMALE MISSION CRITICAL OCCUPATIONS (PERCENT), BY ERI AND CATEGORY						
JOB SERIES						
	FEMALES	OCLF	HISPANIC/F	HISPANIC/F OCLF	WHITE/F	WHITE/F OCLF
0570/FINANCIAL INSTITUTION EXAMINING	39.49	45.80	1.61	4.60	28.42	32.80
2210/INFORMATION TECHNOLOGY MANAGEMENT	29.10	27.80	1.22	1.60	9.02	21.60
0905/ATTORNEY	42.59	37.10	1.26	2.50	30.28	28.50
1101/GENERAL BUSINESS & INDUSTRY	37.95	54.30	0.99	5.55	23.10	36.40
0110/ECONOMIST	31.82	32.00	1.52	2.00	10.61	24.10

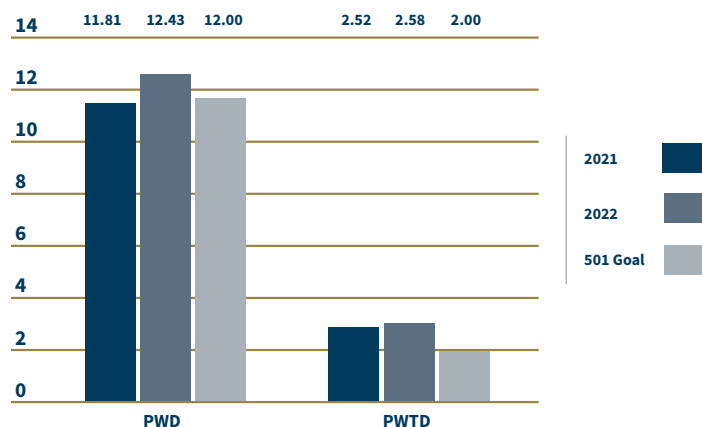
Source: FDIC MD-715 Table A6P; Highlights shows lower than expected participation rates

A deeper dive into the specific race, ethnicity of these females reveals that, the FDIC participation of Hispanic females OCLF is 5.55 percent in General business as compared to FDIC participation rate of 0.99 percent. In addition, Hispanic females also have a less than expected participation rate in the Attorneys and Financial Administration and program occupations. White females have a less than expected participation rate in four of the five mission critical occupations; the exception is the Attorney occupation. Hispanic males have a lower than expected participation rate within the Economist and Financial Institution Examining occupational series. These less than expected participation rates in our MCOs contribute to a less than expected female participation rate within the FDIC permanent workforce. To improve these participation rates, FDIC will work to identify barriers in these areas and monitor this data for trends so that we can assess the effectiveness of our strategies.

DISABILITY

In FY 2022, FDIC continued to exceed the federal sector 501 goals for employing persons with disabilities (PWD) and persons with targeted disabilities (PWTD), as shown in Figure 1. PWTD employees represented 2.58 percent of the FDIC permanent workforce, and PWD employees represented 12.43 percent of the workforce, PWTD had an increase from the FY 2021 participation rate of 2.52 percent and PWD showed an increase also from 11.81 percent in FY 2021. Across the workforce, more than 83 percent (4,605) of permanent employees are coded as not having a disability and 2.47 percent (136) elected not to identify their disability. As related to the Section 501 goals for our disabled permanent workforce in grades 0-10 and 11-SES equivalent, FDIC exceeded these goals for each group.

FIGURE 1. FDIC PERMANENT WORKFORCE, DISABILITY AND TARGETED DISABILITY, BY FISCAL YEAR



Source: NFC MD-715 Table B1

As Disability relates to our MCO workforce, table 6 shows that only General Business industry is meeting the Section 501 Goal. Our most populous MCO, Financial Institution Examining PWD is well below the Section 501 goal of 12 percent. When we look at PWD by grade, representation of both PWD and PWTD is below the Section 501 goal in CG 9, CG 11 and CM2. In the Information Technology and Attorneys categories, the occupational participation rate for PWD falls below the Section 501 goal for PWD. In the majority of our MCOs, representation of PWTDs exceeds the Section 501 goal of 2 percent.

The FDIC monitors workforce statistics on an ongoing basis and takes action to attract, develop, and maintain a diverse workforce representative of the applicant pool. We will analyze the FY 2022 data further as part of our ongoing and future barrier analysis efforts. The accomplishments section below highlights some progress we have made through initiatives developed in part based on FY 2021 data.⁴

PART E.4 - EXECUTIVE SUMMARY: ACCOMPLISHMENTS

The FDIC has developed and implemented strategies for advancing DEIA across the agency. The work our divisions and offices have completed during FY 2022 aligns directly with our DEI Strategic Plan. Highlighted below are some of the notable FDIC accomplishments.

Notable Accomplishments:

- Essential Element Self-Assessment increase from 95 to 97 percent
- Hispanic females' workforce representation increased from FY 2021
- Exceeded Section 501 goals
- Hired Reasonable Accommodation Program Manager

Agency leadership played a significant role in demonstrating and communicating the agency's commitment to DEIA through their engagement on initiatives and ongoing time commitment. The EAC, comprised of the FDIC's most senior leaders, met monthly to discuss DEIA matters. Each month, a representative from an employee resource group (ERG) met with the EAC to share perspectives. ERGs also met directly with the Chairman to communicate their members' insights on fostering DEIA to advance the FDIC mission and bolster employee engagement. The FDIC has executive sponsors who are overseeing specific objectives of the DEI Strategic Plan to support implementation. In addition, Regional Directors discussed DEIA strategies with regional and field office employees. Through these efforts, we continue to demonstrate the importance of DEIA through leadership support.

In an effort to improve the agency's Hispanic workforce representation, the FDIC established an executive level task force, HLRRTF, to address challenges for Hispanic recruitment and retention. While the agency is being intentional in its efforts to reach individuals that self-identify as Hispanic, the FDIC will continue recruiting strategically to reach all available talent in the labor market, providing upward mobility opportunities to current employees, and supporting employee engagement at all levels.

The Chief Financial Officer Organization partnered with stakeholders to create strategies to recruit and hire candidates from populations with lower than expected participation rates within CFOO with a particular emphasis on Hispanic, Asian and PWD/PWTD. They leveraged the Pathways intern program to recruit a diverse group of less senior employees so that they are well positioned for a future of diverse representation. As a result, they hired 14 new Pathways interns in FY 2022.

For FY 2022, Corporate University continued its signature *Cultivating DEI @ CU on Wednesday* programs. During this monthly discussion series, CU covered some of the following topics: The danger of a Single Story, Invisible Disabilities, Promoting Racial Equity in the Workplace, Building/Maintaining a Remote Work Culture, Anti-Asian Bias, and Bias against Working Moms. They completed over seven discussions during FY 2022.

The Division of Insurance and Research (DIR) conducted DEI training and exercises at their Division All-Hands Conference through a session on Respecting Differences for Cultural Competence-An Introduction to Core Identities. Other events included diversity dialogues, a mini-mentoring program and hearing from ERGs throughout the year. Some of DIR's Diversity Dialogues included topics on constructive conflict, disabilities associated with mental illness and three ways to be a better ally in the workforce. These and other events spanned from March 2022 to December 2022.

⁴ Some data integrity issues affected the completeness of the data. For instance, Monster applicant data did not include all required fields to complete Part J. The FDIC template still used outdated mapping codes and did not include all required fields needed to complete the report. For data outside of applicant data, the most complete data set was the NFC data which was provided directly to the EEOC. We will be working with NFC to map supervisory information in accordance with the regulatory requirements for Table 3 and to make sure tables 6-8 calculations reflect EEOC guidance. When evaluating the data for triggers, the FDIC used the standard of one percent or more lower than the corresponding benchmark, to determine whether it is significant enough to require further investigation.

The Legal Division implemented a knowledge-transfer process by offering employees the opportunity to cross-train and increase visibility working on high-profile projects. The Legal Executive Management Shadowing Rotational Program is a 90-day detail assignment that provides exposure to senior FDIC leaders who share insights into business operations while demonstrating how the division resolves complex issues. In addition to business unit and legal subject matter, the program includes training on leadership, communication, staffing, budgeting, and issues such as labor and employment.

The Office of the Ombudsman is using staff meetings to solicit feedback and encourage open discussion by allotting time for “unscripted” staff comments, feedback, and observations regarding the office, FDIC and the general state of the banking industry. Multiple meetings and discussions were held with staff to discuss the results of the 2022 FEVS, with particular focus on those components that reflected material declines compared to previous surveys. The Internal Ombudsman facilitated a staff-only meeting to discuss the findings and to solicit additional feedback on the areas of material decline.

Office of Communications (OCOM) at all staff meetings begins with the “ASL Word of the Day”, where an employee teaches a new sign to staff, elevating her within the team, creating more understanding of Deaf culture and as a way to improve inclusion. OCOM finalized their “To-Be” structure, creating lines of succession for various position series across different functional areas in OCOM. They also worked with employees on desk audits, with management’s support.

The Chief Information Officer Organization (CIOO) implemented a comprehensive and multi-pronged approach to strengthen the CIOO workplace culture, using the Expression of Interest (EOI) program to provide developmental opportunities for aspiring leaders. CIOO has had a significant amount of EOIs involving temporary promotion opportunities, including for leadership roles. CIOO used information and recommendations gained through a 2021 Pulse Survey, Ask Me Anything sessions and other venues to identify ways to strengthen and support a culture of inclusion and excellence.

FDIC moved toward making our buildings and training centers more accessible during FY 2022. These initiatives included:

- Listen Everywhere – Adaptive Listening Capability throughout the training center (in three buildings 2A, 2B and 3B, as well as the Hove auditorium).
 - o Capability was also incorporated into the Bair auditorium.
 - o Allows hearing impaired individuals to use any blue tooth enabled device (hearing aide, BT headphones, iPhones, iPads, laptops, etc.) to receive amplified audio.
- Hove auditorium
 - o Separate access designed to allow wheel chair bound speakers access to the stage area
 - o Size appropriate row dedicated to accommodate wheel chair participants
- ADA compliant ramps installed (vice steps) in areas where the floor level in the hallways is different.

For additional information about specific DEIA activities conducted by FDIC Divisions and Offices, please see our 2022 Section 342 Dodd-Frank Wall Street Reform and Consumer Protection Act Report to Congress included as Attachment L. The next section will discuss our planned activities for FY 2023 as FDIC is committed to sustaining a work environment in which all employees have a fair and equal chance to succeed and will continue to make DEIA our priority in FY 2023.

PART E.5 - EXECUTIVE SUMMARY: PLANNED ACTIVITIES

Our commitment to establishing and maintaining a diverse workforce and accessible and inclusive environment within the FDIC and across financial services industry has been demonstrated over the last year with our numerous accomplishments linked to our DEI Strategic Plan. In FY 2023, we will build upon these efforts our data driven approach to push our efforts forward. We will also continue to implement initiatives in five key areas from the prior barrier analysis:

1. **Recruitment:** The Minority Recruitment Task force will evaluate applicant flow data to identify potential gaps in the recruitment process and solicit feedback from prospective job seekers about their interest in FDIC employment opportunities by surveying applicants;
2. **Hiring:** We are creating a dashboard to analyze the applicant data aggregated and separated to key in on our entry level Financial Institution Specialist positions. This dashboard will include all aspects of the recruitment process to give the Minority Recruitment Task Force members data concerning the hiring process. This will allow for the identification of potential barriers within the hiring process and to see if pandemic- era changes have made any difference;
3. **Talent Management:** Continue to ensure that feedback, opportunities and awards are distributed consistent with criteria that support FDIC's DEIA mission, values and goals. Continue developing the infrastructure that provides timely and effective accommodation for people with disabilities;
4. **Culture:** FDIC is continuing its pay equity program in FY 2023 focusing on supervisory positions. Advertise the support services that FDIC has for eligible dependents and LGBTQ+;
5. **Leadership:** Encourage employees to participate in leadership training programs that were developed to help create a pipeline of promotion-eligible employees such as the Leadership Excellence Acceleration Program and Special Assistant Rotation Program.

Conclusion

The FDIC has taken many steps to achieve and maintain a Model EEO program. The continued implementation of our DEI Strategic Plan, completion of FPGs and newly developed initiatives will further strengthen DEIA and equal employment opportunity at the FDIC. Currently, the FDIC has made internal changes (i.e., HLRRTF, Pay Adjustment Program, EOI Program, etc.) as provided by our DEI Strategic Plan. Because of this, we made significant strides and are working diligently to be even more successful with the continued support of FDIC senior leadership, management, employees and key partners.

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EEOC FORM 715-01 | PART F

CERTIFICATION OF ESTABLISHMENT OF CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS	
<p>I, <u>Nikita Pearson</u>, Deputy to the Chairman for External Affairs and Director, Office of Minority and Women Inclusion, am the Principal EEO Director/Official for the Federal Deposit Insurance Corporation.</p>	
<p>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.</p> <p>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.</p> <p>I certify that proper documentation of this assessment is in place and being maintained for EEOC review upon request.</p>	
Signature of Principal EEO Director/Official Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.	Date 06/01/2023
Signature of Agency Head or Agency Head Designee	Date 06/01/2023



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MD-715 PART G | AGENCY SELF-ASSESSMENT CHECKLIST

The Part G Self-Assessment Checklist is a series of questions designed to provide federal agencies with an effective means for conducting the annual self-assessment required in Part F of MD-715. This self-assessment permits EEO Directors to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the agency must address to comply with MD-715's requirements. Nothing in Part G prevents agencies from establishing additional practices that exceed the requirements set forth in this checklist.

All agencies will be required to submit Part G to EEOC. Although agencies need not submit documentation to support their Part G responses, they must maintain such documentation on file and make it available to EEOC upon request.



The Part G checklist is organized to track the MD-715 essential elements. As a result, a single substantive matter may appear in several different sections, but in different contexts. For example, questions about establishing an anti-harassment policy fall within Element C (Management and Program Accountability), while questions about providing training under the anti-harassment policy are found in Element A (Demonstrated Commitment from Agency Leadership).

For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the agency to answer the measure with "Yes", "No", or "NA;" and the second column for the agency to provide "comments", if necessary. Agencies should briefly explain any "N/A" answer in the comments. For example, many of the sub-component agencies are not responsible for issuing final agency decisions (FADs) in the EEO complaint process, so it may answer questions about FAD timeliness with "NA" and explain in the comments column that the parent agency drafts all FADs.

A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.

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MD-715 PART G | AGENCY SELF-ASSESSMENT CHECKLIST | ESSENTIAL ELEMENT A

ESSENTIAL ELEMENT A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.				
 Compliance Indicator  Measures	A.1 - The agency issues an effective, up-to-date EEO policy statement.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
A.1.a	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency’s commitment to EEO for all employees and applicants? If “yes”, please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	April 26,2022	A.1.a.2
A.1.b	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	Yes		New



MD-715 PART G | AGENCY SELF-ASSESSMENT CHECKLIST | ESSENTIAL ELEMENT A

 Compliance Indicator  Measures	A.2 – The agency has communicated EEO policies and procedures to all employees.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
A.2.a	Does the agency disseminate the following policies and procedures to all employees:			
A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	Yes		New
A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes		New
A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:			
A.2.b.1	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	No	FDIC intranet site was updated 4/17/2023 and the EEO Posters are in the process of being updated.	New
A.2.b.2	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes		A.2.c
A.2.b.3	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes		A.3.c
A.2.c	Does the agency inform its employees about the following topics:	Yes		

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A.2.c.1	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	Yes	Biennial No FEAR Act training and Annual supervisor EEO and Diversity training. Materials Posted throughout FDIC locations.	A.2.a
A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	Biennial No FEAR Act training and Annual supervisor EEO and Diversity training. Materials Posted throughout FDIC locations.	New
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	Yes	Biennial No FEAR Act Training and Annual new supervisor EEO and Diversity training. Also, bi-weekly and quarterly new employee orientations, and bi-monthly supervisor trainings.	New
A.2.c.4	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	Yes	New Supervisor EEO and Diversity and Biennial No FEAR Act Training.	New
A.2.c.5	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.	Yes	Biennial No FEAR Act Training. Supervisor Training	A.3.b

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 Compliance Indicator  Measures	A.3 - The agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
A.3.a	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section.	Yes	Each year the Chairman at the annual awards ceremony presents the Annie D. Moore EEO, Diversity and Inclusion Award to an executive and a non-executive employee Annie D. Moore EEO Diversity and Inclusion Award.	New
A.3.b	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes		New

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ESSENTIAL ELEMENT B: INTEGRATION OF EEO INTO THE AGENCY’S STRATEGIC MISSION				
This element requires that the agency’s EEO programs are structured to maintain a workplace that is free from discrimination and support the agency’s strategic mission.				
 Compliance Indicator  Measures	B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.	Measure Met? (Yes/No/NA)	Comments	
B.1.a	Is the agency head the immediate supervisor of the person (“EEO Director”) who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes		B.1.a
B.1.a.1	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If “yes,” please provide the title of the agency head designee in the comments.	N/A		New
B.1.a.2	Does the agency’s organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes		B.1.d
B.1.b	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency’s EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes		B.2.a



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B.1.c	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	Yes	September 29, 2022	B.2.b
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes		New
 Compliance Indicator  Measures	B.2 - The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No/NA)	Comments	
B.2.a	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes		B.3.a
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes		New
B.2.c	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes		New

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B.2.d	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes		New
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes		F.3.b
B.2.f	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	Yes		New
B.2.g	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	N/A	The FDIC does not have subordinate level components.	New
 Compliance Indicator  Measures	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/ personnel actions.	Measure Met? (Yes/No/NA)	Comments	
B.3.a	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/ career development opportunities? [see MD-715, II(B)]	Yes		B.2.c & B.2.d

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<p>B.3.b</p>	<p>Does the agency’s current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If “yes”, please identify the EEO principles in the strategic plan in the comments column.</p>	<p>Yes</p>	<p>These are two examples of EEO principles within FDIC Diversity, Equity, and Inclusion Strategic Plan for 2021-2023:</p> <p>1.1 Culture of Excellence: Ensure every employee has the opportunity to develop and excel in their career and recognize and reward high performers.</p> <p>2.1 Talent Acquisition: Ensure talent acquisition practices consistently provide equal opportunity and strive to close representation gaps at all levels.</p>	<p>New</p>
<p> Compliance Indicator  Measures</p>	<p>B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.</p>	<p>Measure Met? (Yes/No/NA)</p>	<p>Comments</p>	
<p>B.4.a</p>	<p>Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:</p>			
<p>B.4.a.1</p>	<p>to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]</p>	<p>Yes</p>		<p>B.3.b</p>
<p>B.4.a.2</p>	<p>to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]</p>	<p>Yes</p>		<p>B.4.a</p>



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B.4.a.3	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	Yes		E.5.b
B.4.a.4	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes		B.4.f & B.4.g
B.4.a.5	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	Yes		E.1.c
B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes		B.4.c
B.4.a.7	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes		New



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B.4.a.8	to effectively administer its special emphasis programs (such as, Federal Women’s Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	No	While the FDIC recruited to fill positions during FY 2022, there were staff transitions among the SEPMs and the supervisor who directs their work. Certain activities were not effectively administered, such as some analyses and the programmatic parts of the Disability program. On January 30, 2023, a supervisor with extensive AEP expertise joined and implemented corrective measures.	B.3.c, B.3.c.1, B.3.c.2, & B.3.c.3
B.4.a.9	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes		New
B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes		B.4.d
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes		New
B.4.b	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes		New
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes		B.1.b
B.4.d	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes		E.2.d

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B.4.e	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes		E.2.e
 Compliance Indicator  Measures	B.5 - The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure Met? (Yes/No/NA)	Comments	
B.5.a	Pursuant to 29 CFR § 1614.102(a) (5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:			
B.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	Yes		New
B.5.a.2	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes		A.3.d
B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes		New
B.5.a.4	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes		New
B.5.a.5	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes		E.4.b

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 Compliance Indicator  Measures	B.6 - The agency involves managers in the implementation of its EEO program.	Measure Met? (Yes/No/NA)	Comments	
B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes		New
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes		D.1.a
B.6.c	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	Yes		D.1.b
B.6.d	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes		D.1.c

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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  Measures	C.1 - The agency conducts regular internal audits of its component and field offices.	Measure Met? (Yes/No/NA)	Comments	
C.1.a	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If “yes”, please provide the schedule for conducting audits in the comments section.	N/A		New
C.1.b	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If “yes”, please provide the schedule for conducting audits in the comments section.	N/A		New
C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	N/A		New

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 Compliance Indicator  Measures	C.2 – The agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments	
C.2.a	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC’s enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes		New
C.2.a.1	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes		New
C.2.a.2	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes		New
C.2.a.3	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes		New



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C.2.a.4	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	Yes		New
C.2.a.5	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	Yes		New
C.2.a.6	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes		New
C.2.b	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes		New
C.2.b.1	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes		E.1.d
C.2.b.2	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes		New

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C.2.b.3	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes		New
C.2.b.4	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes		New
C.2.b.5	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests in the comments column.	Yes		E.1.e
C.2.c	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC’s regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes		New
C.2.c.1	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If “yes”, please provide the internet address in the comments column.	Yes	https://www.fdic.gov/about/diversity/pdf/pas.pdf	New



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 Compliance Indicator  Measures	C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Met? (Yes/No/NA)	Comments	
C.3.a	Pursuant to 29 CFR §1614.102(a) (5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes		New
C.3.b	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:			
C.3.b.1	Resolve EEO problems/ disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	Yes		A.3.a.1
C.3.b.2	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	Yes		A.3.a.4
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes		A.3.a.5
C.3.b.4	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	Yes		A.3.a.6



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C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes		A.3.a.7
C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	Yes		A.3.a.8
C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes		New
C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes		A.3.a.2
C.3.b.9	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	Yes		New
C.3.c	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes	There have not been any findings of discrimination.	New
C.3.d	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes		New



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 Compliance Indicator  Measures	C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments	
C.4.a	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	Yes		New
C.4.b	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	No	See, Part H, Plan 5.	C.2.a, C.2.b, & C.2.c
C.4.c	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	Yes		New
C.4.d	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes		New

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C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:			
C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes		New
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes		New
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes		New
C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	Yes		New
C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes		New
 Compliance Indicator  Measures	C.5 - Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No/NA)	Comments	
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)]	Yes		C.3.a.
C.5.b	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	There were no findings of discrimination issued in FY 2022.	C.3.c

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C.5.c	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes		New
 Compliance Indicator  Measures	C.6 - The EEO office advises managers/supervisors on EEO matters.	Measure Met? (Yes/No/NA)	Comments	
C.6.a	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	Yes	Annually. We also conduct regional briefings and share information at the Diversity and Inclusion Executive Advisory Council meetings.	C.1.a
C.6.b	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	Yes		New

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ESSENTIAL ELEMENT D: PROACTIVE PREVENTION				
This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.				
 Compliance Indicator	D.1 - The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure Met? (Yes/No/NA)	Comments	
 Measures				
D.1.a	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes		New
D.1.b	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes		New
D.1.c	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	Yes		New



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 Compliance Indicator  Measures	D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure Met? (Yes/No/NA)	Comments New Indicator	
D.2.a	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes		New
D.2.b	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	Yes		B.2.c.2
D.2.c	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	Yes		B.2.c.1
D.2.d	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If “yes”, please identify the data sources in the comments column.	Yes	The FDIC uses the following sources to find barriers: Applicant Data; Workforce statistics; Federal Employee Viewpoint Survey (FEVS); Employee Resource Groups; special emphasis programs; Chairman's Diversity Advisory Councils; anti-harassment program; reasonable accommodation program; focus groups; and EEO complaint data.	New

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 Compliance Indicator  Measures	D.3 – The agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments New Indicator	
D.3.a.	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	Yes		New
D.3.b	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	N/A	FDIC did not identify any barriers this FY.	New
D.3.c	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes		New

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 Compliance Indicator  Measures	D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Measure Met? (Yes/No/NA)	Comments New Indicator	
D.4.a	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	https://www.fdic.gov/about/diversity/omwireports.html	New
D.4.b	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes		New
D.4.c	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	Yes		New
D.4.d	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes		New

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ESSENTIAL ELEMENT E: EFFICIENCY				
This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency’s EEO programs and an efficient and fair dispute resolution process.				
 Compliance Indicator	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.		Comments	
 Measures				
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes		E.3.a.1
E.1.b	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes		E.3.a.2
E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	Yes		New
E.1.d	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(l)? If so, please provide the average processing time in the comments.	Yes	During the fiscal year, 44 days was the average processing time for acceptance letters.	New
E.1.e	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	Yes		New



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E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	Yes		E.3.a.3
E.1.g	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	N/A		New
E.1.h	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	Yes		E.3.a.4
E.1.i	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge’s decision, pursuant to 29 CFR §1614.110(a)?	Yes		E.3.a.7
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If “yes”, please describe how in the comments column.	Yes	Work with Contracting Officer to address any noted deficiencies. Meet, via conference call, with investigative firm several times during the fiscal year to address any concerns.	E.2.c
E.1.k	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	Yes		New
E.1.l	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	Yes		New



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 Compliance Indicator  Measures	E.2 - The agency has a neutral EEO process.	Measure Met? (Yes/No/NA)	Comments Revised Indicator	
E.2.a	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	Yes		New
E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If “yes”, please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	Yes	There are two attorneys within the EEO office that conduct legal sufficiency reviews.	E.6.a
E.2.c	If the EEO office relies on the agency’s defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	N/A	OMWI does not rely on the agency's defensive function to conduct legal sufficiency reviews.	New
E.2.d	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes		E.6.b
E.2.e	If applicable, are processing time frames incorporated for the legal counsel’s sufficiency review for timely processing of complaints? [see EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)]	N/A	This does not apply to the FDIC.	E.6.c

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 Compliance Indicator  Measures	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments	
E.3.a	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes		E.4.a
E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	Yes		E.4.c
E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes		D.2.a
E.3.d	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes		New
E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes		E.4.d
E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes		New



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 Compliance Indicator  Measures	E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No/NA)	Comments	
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:			
E.4.a.1	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/ complainants, and the involved management official? [see MD-715, II(E)]	Yes		E.5.a
E.4.a.2	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes		E.5.c
E.4.a.3	Recruitment activities? [see MD-715, II(E)]	Yes		E.5.f
E.4.a.4	External and internal applicant flow data concerning the applicants’ race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes		New

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E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	No	The outstanding measure in this section is that the data collection system in place for Reasonable Accommodation did not have all of the elements of an effective and accurate data collection system as set forth in 29 CFR 1614.203(b) (4). The new Reasonable Accommodation Coordinator currently uses SharePoint while FDIC is in the process of building an automated system as required by EEOC. This system should be completed by the end of FY 2023.	New
E.4.a.6	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	Yes		New
E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes		New

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 Compliance Indicator  Measures	E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No/NA)	Comments	
E.5.a	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	Weekly meetings are held with the EEO staff to identify and discuss noted trends within the EEO process. Based on noted trends, the EEO staff revised its standard operating procedures to address timeliness issues within the process.	E.5.e
E.5.b	Does the agency review other agencies’ best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	Benchmarked our EEO ADR program activity against other Federal agencies of similar size and highly ranked agencies in the EEOC’s Annual Report on the Federal sector complaints process. We conducted interviews with the Agency’s EEO ADR Coordinators and researched their websites for ADR marketing and brochures.	E.5.g
E.5.c	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes		

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MD-715 PART G | AGENCY SELF-ASSESSMENT CHECKLIST | ESSENTIAL ELEMENT F

ESSENTIAL ELEMENT F: RESPONSIVENESS AND LEGAL COMPLIANCE				
This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No/NA)	Comments	
 Measures				
F.1.a	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes		F.1.a
F.1.b	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes		E.3.a.6
F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes		F.2.a.1
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes		F.2.a.2
F.1.e	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes		F.3.a.

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 Compliance Indicator  Measures	F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure Met? (Yes/No/NA)	Comments	
F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes		C.3.d
F.2.a.1	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	Yes		E.3.a.5
F.2.a.2	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	Yes		E.3.a.7
F.2.a.3	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC’s Office of Federal Operations? [see 29 CFR §1614.403(e)]	Yes		New
F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes		F.3.d (1 to 9)

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 Compliance Indicator  Measures	F.3 - The agency reports to EEOC its program efforts and accomplishments.	Measure Met? (Yes/No/NA)	Comments	
F.3.a	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	No	There were a few complaint numbers that had inaccurate data for FY 2021, but the FY 2022 report addressed those items and is accurate.	New
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes		New

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MD-715 PART H | AGENCY EEO PLAN TO ATTAIN THE ESSENTIAL ELEMENTS OF A MODEL EEO PROGRAM

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

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

PLEASE DESCRIBE THE STATUS OF EACH PLAN THAT THE AGENCY HAS IMPLEMENTED TO CORRECT DEFICIENCIES IN THE EEO PROGRAM.

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

OBJECTIVE(S) AND DATES FOR EEO PLAN

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/21/2019	Establish timetables to review the FDIC’s merit promotion program, employee recognition awards program, and employee development/training program for systemic barriers.	12/31/2019	06/30/2023	

RESPONSIBLE OFFICIAL(S)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Nikita Pearson	Yes
Branch Chief, Affirmative Employment, Diversity and Inclusion (Acting) (OMWI)	Terrian Hicks	Yes
Chief Human Capital Officer (DOA)	Jeff Rosenblum	Yes
Chief, Corporate HR, Performance Management and Compensation (DOA)	Nancy Green	Yes
Deputy Director, Corporate University (CU)	Steve Cooper	No
Assistant Inspector General for Management (OIG)	Bronzwyn M. Palmer	No

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/ dd/yyyy)	Completion Date (mm/ dd/yyyy)
07/21/2019	Schedule and meet with responsible agency officials to discuss the requirement to review the FDIC’s merit promotion program, employee recognition awards program, and employee development/training program for potential barriers.	Y	09/30/2020	02/28/2021
07/21/2019	Identify HR points-of-contact for each program area.	Y	09/30/2020	02/28/2021
08/16/2019	Establish a review timetable for each program area.	Y	09/30/2021	09/30/2021
03/31/2020	Implement the review timetable for the FDIC’s merit promotion, employee recognition awards, and employee development/training programs for systemic barriers.	Y	06/30/2023	
07/30/2020	Analyze results and prepare a report of the review, and make recommendations for improvement, corrections, and remedial actions, if needed (managers, supervisors, or other employees who have failed in their EEO responsibilities).	Y	06/30/2023	

REPORT OF ACCOMPLISHMENTS

Fiscal Year	Accomplishments
2020	Initiated barrier analysis work, which will cover some of these elements.
2021	Identified key stakeholders and a review timetable.

U.S. Equal Employment Opportunity Commission
 FY 2022 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
 Federal Deposit Insurance Corporation

EEOC FORM 715-01 PART J | SPECIAL PROGRAM PLAN FOR THE RECRUITMENT, HIRING, ADVANCEMENT, AND RETENTION OF PERSONS WITH DISABILITIES

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	<p>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.</p> <p>a. Cluster GS-1 to GS-10 (PWD) Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>b. Cluster GS-11 to SES (PWD) Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
	<p>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.</p> <p>a. Cluster GS-1 to GS-10 (PWTD) Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>b. Cluster GS-11 to SES (PWTD) Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
	<p>3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.</p>
	<p>During the recruiting process, HR provides goals to the hiring managers and recruiters.</p>

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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.

<p>Section II</p> <p>A. Plan to Provide Sufficient & Competent Staffing for the Disability Program</p>	<p>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.</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>				
	<p>2. Identify all staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and responsible official.</p>				
	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				Human Resources Branch
	Answering questions from the public about hiring authorities that take disability into account			1	Roxana Flores, Program Analyst, rflores@fdic.gov
	Processing reasonable accommodation requests from applicants and employees	1			Michelle Curry, RA Program Manager, michcurry@fdic.gov
	Section 508 Compliance	1			Brooke Aiken, 508 Program Manager, baiken@fdic.gov
	Architectural Barriers Act Compliance			1	Gwenn Marley, Chief, Space Planning Unit, gmarley@fdic.gov
	Special Emphasis Program for PWD and PWTD	1			Jessica Hill, DPM, jehill@fdic.gov
<p>3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>					
<p>See comment above.</p>					

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<p>Section II B. Plan To Ensure Sufficient Funding for the Disability Program</p>	<p>Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient <i>funding</i> and other <i>resources</i>.</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
<p>Section III: Plan to Recruit and Hire Individuals with Disabilities</p> <p>Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD.</p>	
<p>Section III A. Plan to Identify Job Applicants with Disabilities</p>	<p>1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.</p> <p>The Corporate Recruitment Program has refined the FDIC’s targeted list of collegiate campus resources. The list now includes 202 schools (accounting for 80.8%) that have programs and/or services for persons with disabilities; 46 (or over 18%) of these schools have been recognized for outstanding programs and/or services for persons with disabilities. The agency assigned each school two dedicated recruiters who will establish networks and identify opportunities to connect with qualified people with disabilities.</p> <p>Additionally, FDIC utilizes the Workforce Recruitment Program (WRP) to recruit qualified post-secondary students and recent graduates with disabilities. Trained WRP recruiters conduct informational interviews with interested candidates from colleges and universities across the country to provide federal career advice and enter candidate feedback in a searchable database on the WRP website.</p> <p>2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.</p> <p>The FDIC utilizes Schedule A hiring authority 5 C.F.R. 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 for all merit promotion recruitments external to FDIC.</p> <p>3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual’s application to the relevant hiring officials with an explanation of how and when the individual may be appointed.</p> <p>See comment above</p> <p>Individuals are appointed to temporary, term or permanent positions under the Schedule A hiring authority when there is a bona fide vacant position.</p>

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	<p>4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If “yes”, describe the type(s) of training and frequency. If “no”, describe the agency’s plan to provide this training.</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/></p>
	<p>HR provides guidance on Schedule A and other special hiring authorities to all managers on an ongoing basis during the recruitment and hiring process.</p>
<p>Section III B. Plan to Establish Contacts with Disability Employment Organizations</p>	<p>Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.</p> <p>FDIC partnered with multiple affinity groups and organizations through the Corporate Outreach Program to encourage potential candidates to apply and to increase awareness of the FDIC as an employer of choice. Seven of the 46 Corporate Outreach events targeted individuals with disabilities - this represents approximately 15% of the events.</p> <p>On a weekly basis, the Corporate Recruitment Program provides a notification of vacancy announcements for FDIC positions to multiple sources that target persons with disabilities, including Vocational Rehabilitation Agencies for several states, the DC Department of Disability Services, Career Opportunities for Students with Disabilities, disABLEDPerson.com, Virginia Department for the Blind and Vision Impaired, and Corporate Advocacy Network for Disability Opportunities (CAN DO), an FDIC ERG.</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> <p>a. New Hires for Permanent Workforce (PWD) Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>b. New Hires for Permanent Workforce (PWTD) Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></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> <p>a. New Hires for MCO (PWD) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>b. New Hires for MCO (PWTD) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
	<p>There is a less than expected participation rate for PWD in the Economist, Financial Institution Examining, Attorney, and Information Technology Management occupational series.</p> <p>There is a less than expected participation rate of PWTD in the Information Technology Management occupational series.</p>

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	<p>3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If yes, please describe the triggers below.</p> <p>a. Qualified Applicants for MCO (PWD) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>b. Qualified Applicants for MCO (PWTD) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
	<p>Based on the qualified applicant pool benchmark, triggers exist for PWD among our attorney, Financial Institutional Examining and Economist MCO. In addition, in our attorney MCO a trigger also exist for PWTD.</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> <p>a. Promotions for MCO (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>b. Promotions for MCO (PWTD) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
	<p>See Part E.3 on workforce data adjustments.</p>
<p>Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities</p> <p>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 DEI Strategic Plan identifies that the agency will recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from the available talent pool in American society and will strengthen and broaden relationships with veterans' organizations and other institutions that serve people with disabilities and targeted disabilities. Goals and strategies in the updated plan are designed to increase the applicant pool of qualified individuals with disabilities, with key action items focusing on training selecting officials, interviewers, and Subject Matter Experts to ensure consistency in the hiring process for individuals with disabilities. Additionally, the FDIC provides guidance to managers and recruiters on trends in the advancement and retention of persons with disabilities and progress in implementing the FDIC and Division and Office diversity strategies targeted at persons with disabilities. Discussion of the DEI Strategic Plan is included in Disability training for managers.</p>

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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 Groups (ERGs) for people with disabilities, CAN DO, and the Veterans ERG.						
	2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD-715 report, which is due on February 28, 2019.] <i>Note: The FDIC does not have any requirements that fits the Career Development definition/requirement.</i>						
	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							

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	<p>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.</p> <p>a. Applicants (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/></p> <p>b. Selections (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/></p> <p>EEOC instructed the FDIC that the definition of career development program/opportunities is the same in Part J, requiring competition to participate in training that would qualify employees for a promotion. The FDIC has no career development programs as defined in the instructions to MD-715 and as confirmed by the EEOC. While the FDIC does not have career development programs that, upon completion, necessarily “qualify a participant for a promotion,” all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process.</p> <p>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.</p> <p>a. Applicants (PWTd) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/></p> <p>b. Selections (PWTd) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/></p> <p>Please see response to question 3 above.</p>
<p>Section IV C. Awards</p>	<p>1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTd for any level of the time-off awards, bonuses, or other incentives? If yes, please describe the trigger(s) in the text box.</p> <p>a. Awards, Bonuses, & Incentives (PWD) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>b. Awards, Bonuses, & Incentives (PWTd) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>As shown in Table B9-2, the inclusion rate for Awards for PWD and PWTd was lower than those with no disability across all Award categories except the Cash Award category of \$501-999 where PWTd was slightly higher than both PWD and those with no disability. Those with no disability had a higher inclusion rate than the total workforce percent receiving awards for all categories outside of \$501-999 category. We are looking at Performance Based Pay Awards where PWTd had a higher inclusion rate than PWD but those with no disability had an inclusion rate higher than both groups.</p> <p>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.</p> <p>a. Pay Increases (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>b. Pay Increases (PWTd) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>N/A: The FDIC does not have traditional grades/steps as found in the GS scale, and the FDIC does not award Quality Step Increases (QSIs). FDIC’s performance-based pay system awards bonus shares and since individual employees had the opportunity to receive one or more bonus shares, table B-9 counts the number of shares awarded, not the individuals who received bonus shares.</p>

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	<p>3. If the agency has other types of employee recognition programs, are PWD and/or PWTB recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If yes, describe the employee recognition program and relevant data in the text box.</p> <p>a. Other Types of Recognition (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/></p> <p>b. Other Types of Recognition (PWTB) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/></p>
	N/A
<p>Section IV D. Promotions</p>	<p>1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s) in the text box.</p> <p>a. SES</p> <p> i. Qualified Internal Applicants (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>b. Grade GS-15</p> <p> i. Qualified Internal Applicants (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>c. Grade GS-14</p> <p> i. Qualified Internal Applicants (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>d. Grade GS-13</p> <p> i. Qualified Internal Applicants (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
	See Part E.3 on workforce data adjustments.

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	<p>2. Does your agency have a trigger involving PWTB among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s) in the text box.</p> <p>a. SES</p> <p> i. Qualified Internal Applicants (PWTB) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWTB) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>b. Grade GS-15</p> <p> i. Qualified Internal Applicants (PWTB) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWTB) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>c. Grade GS-14</p> <p> i. Qualified Internal Applicants (PWTB) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWTB) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>d. Grade GS-13</p> <p> i. Qualified Internal Applicants (PWTB) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWTB) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
	<p>See Part E.3 on workforce data adjustments.</p>
	<p>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.</p> <p>a. New Hires to SES (PWD) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>b. New Hires to GS-15 (PWD) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>c. New Hires to GS-14 (PWD) Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>d. New Hires to GS-13 (PWD) Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
	<p>Based on the applicant pool data we received from Monster all senior pay grades are below the 501 goal of 12.00 percent.</p>
	<p>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.</p> <p>a. New Hires to SES (PWTB) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>b. New Hires to GS-15 (PWTB) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>c. New Hires to GS-14 (PWTB)) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>d. New Hires to GS-13 (PWTB)) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
	<p>Based on applicant pool data received from Monster, all senior pay grades are below the 501 goal of 2.00 percent.</p>

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	<p>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.</p> <p>a. Executives</p> <p> i. Qualified Internal Applicants (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>b. Managers</p> <p> i. Qualified Internal Applicants (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>c. Supervisors</p> <p> i. Qualified Internal Applicants (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
	See Part E.3 on workforce data adjustment.
	<p>6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If yes, describe the trigger(s) in the text box.</p> <p>a. Executives</p> <p> i. Qualified Internal Applicants (PWTD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWTD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>b. Managers</p> <p> i. Qualified Internal Applicants (PWTD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWTD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>c. Supervisors</p> <p> i. Qualified Internal Applicants (PWTD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p> ii. Internal Selections (PWTD) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
	See Part E.3 on workforce data adjustment.
	<p>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.</p> <p>a. New Hires for Executives (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>b. New Hires for Managers (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>c. New Hires for Supervisors (PWD) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
	See Part E.3 on workforce data adjustments.

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	<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 <input type="checkbox"/> No <input type="checkbox"/></p> <p>b. New Hires for Managers (PWTB) Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>c. New Hires for Supervisors (PWTB) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
	<p>See Part E.3 on workforce data adjustments.</p>
<p>Section V: Plan to Improve Retention of Persons with Disabilities</p> <p>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>	
<p>Section V 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. Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/></p> <p>See Part E.3 on workforce data adjustments.</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. a. Voluntary Separations (PWD) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> b. Involuntary Separations (PWD) Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>The data shows that employees with a disability are retiring at a higher rate than the total population of employees retiring. Note: the data for involuntary separations is too small to draw a conclusion.</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. a. Voluntary Separations (PWTB) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> b. Involuntary Separations (PWTB) Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>The data shows that PWTB has a higher separation rate in retirement and other separations than the FDIC total of employees separating within the permanent workforce.</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. At this stage, we cannot explain why they left the agency but we will be using the exit interviews during FY 2023 to determine any root causes.</p>

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<p>Section V B. Accessibility of Technology and Facilities</p>	<p>Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.</p>
	<p>1. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.</p>
	<p>https://www.fdic.gov/accessibility/ Complaints alleging violations of Section 508 must be initiated within 180 calendar days of the alleged violation with the Office of Minority and Women Inclusion (OMWI). Contact Michael Moran at MMoran@fdic.gov; or (703) 562-6073.</p> <p>Complaints alleging violations of Section 508 connected to employment must contact an FDIC EEO Counselor within 45 calendar days of the alleged violation. Contact FDIC EEO Counselor Donald Ballard (by mail) at the Federal Deposit Insurance Corporation, Office of Minority and Women Inclusion, 3501 Fairfax Drive, Room E-2076, Arlington, VA 22226; (by telephone) at (703) 562-6082; or (by email) at DoBallard@fdic.gov</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>https://www.fdic.gov/accessibility/</p>
	<p>3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.</p>
	<p>FDIC moved toward making our buildings and training centers more accessible during FY 2022. These initiatives included:</p> <ul style="list-style-type: none"> • Listen Everywhere – Adaptive Listening Capability throughout the training center (in three buildings 2A, 2B and 3B, as well as the Hove auditorium). <ul style="list-style-type: none"> o Capability was also incorporated into the Bair auditorium. o Allows hearing impaired individuals to use any blue tooth enabled device (hearing aide, BT headphones, iPhones, iPads, laptops, etc.) to receive amplified audio. • Hove auditorium <ul style="list-style-type: none"> o Separate access designed to allow wheel chair bound speakers access to the stage area o Size appropriate row dedicated to accommodate wheel chair participants • ADA compliant ramps installed (vice steps) in areas where the floor level in the hallways is different.

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Section V C. Reasonable Accommodation Program	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.
	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.)
	The average time for processing requests during FY 2022 was ten (10) days.
	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.
	In an effort to create more effective practices, the FDIC moved the Reasonable Accommodation Program to the Division of Administration; created a single Deciding Official for all requests; timely provided approved accommodations and conducted training for Division and Office managers and supervisors.
Section V D. Personal Assistance Services Allowing Employees to Participate in the Workplace	Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.
	Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.
	The FDIC has policies in place to process requests for PAS, timely provide services and monitor the requests. We conduct PAS training as part of RA training for supervisors and managers. We did not receive any PAS request for FY 2022, therefore there is no data pertaining to PAS for 2022.
Section VI: EEO Complaint and Findings Data	
Section VI A. EEO Complaint Data Involving Harassment	1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A <input type="checkbox"/>
	2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>
	3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.
	N/A

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Section VI B. EEO Complaint Data Involving Reasonable Accommodation	1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average? Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/>
	2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A <input type="checkbox"/>
	3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.
	N/A

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

Section VII	1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
	2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD? Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/>	
	3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.	
	Trigger 1	
	Barrier(s)	New efforts will be conducted in FY 2023
	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)

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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				

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	4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.
	5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).
	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.



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ATTACHMENT A | FDIC WORKFORCE DATA TABLES

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

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	6036	3374	2662	144	105	2523	1566	361	702	254	229	5	3	35	18	14	18
Total Workforce: Prior FY %	100	55.90	44.10	2.39	1.74	41.80	25.94	5.98	11.63	4.21	3.79	0.08	0.05	0.58	0.30	0.23	0.30
Total Workforce: Current FY #	5882	3314	2568	152	119	2438	1468	354	693	281	241	5	3	34	17	18	17
Total Workforce: Current FY %	100	56.34	43.66	2.58	2.02	41.45	24.96	6.02	11.78	4.78	4.10	0.09	0.05	0.58	0.29	0.31	0.29
Total Workforce: Difference #	-154	-60	-94	8	14	-85	-98	-7	-9	27	12	0	0	-1	-1	4	-1
Total Workforce: Ratio Change %	0.00	0.44	-0.44	0.19	0.28	-0.35	-0.98	0.04	0.15	0.57	0.31	0.01	0.00	0.00	-0.01	0.08	-0.01
Total Workforce: Net Change %	-2.55	-1.78	-3.53	5.56	13.33	-3.37	-6.26	-1.94	-1.28	10.63	5.24	0.00	0.00	-2.86	-5.56	28.57	-5.56
EMPLOYEE GAINS																	
Total Workforce: New Hires #	563	328	235	21	19	218	107	30	64	53	44	0	0	2	0	4	1
Total Workforce: New Hires %	100	58.26	41.74	3.73	3.37	38.72	19.01	5.33	11.37	9.41	7.82	0.00	0.00	0.36	0.00	0.71	0.18
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	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 Workforce: Removal #	7	6	1	0	0	2	0	2	1	1	0	0	0	1	0	0	0
Total Workforce: Removal %	100	85.71	14.29	0.00	0.00	28.57	0.00	28.57	14.29	14.29	0.00	0.00	0.00	14.29	0.00	0.00	0.00
Total Workforce: Resignation #	310	186	124	14	5	133	87	23	10	14	21	0	0	2	0	0	1
Total Workforce: Resignation %	100	60.00	40.00	4.52	1.61	42.90	28.06	7.42	3.23	4.52	6.77	0.00	0.00	0.65	0.00	0.00	0.32
Total Workforce: Retirement #	292	131	161	4	1	107	101	9	43	7	9	0	0	0	2	1	0
Total Workforce: Retirement %	100	44.86	55.14	1.37	0.34	36.64	34.59	3.08	14.73	2.40	3.08	0.00	0.00	0.00	0.68	0.34	0.00
Total Workforce: Other Separations #	98	54	44	0	5	43	16	3	18	7	3	0	0	1	0	0	1
Total Workforce: Other Separations %	100	55.10	44.90	0.00	5.10	43.88	16.33	3.06	18.37	7.14	3.06	0.00	0.00	1.02	0.00	0.00	1.02
Total Workforce: Total Separations #	707	377	330	18	11	285	204	37	72	29	33	0	0	4	2	1	2
Total Workforce: Total Separations %	100	53.32	46.68	2.55	1.56	40.31	28.85	5.23	10.18	4.10	4.67	0.00	0.00	0.57	0.28	0.14	0.28
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	5624	3144	2480	133	95	2343	1444	349	670	231	213	5	2	32	17	13	18
Permanent Workforce: Prior FY %	100	55.90	44.10	2.36	1.69	41.66	25.68	6.21	11.91	4.11	3.79	0.09	0.04	0.57	0.30	0.23	0.32
Permanent Workforce: Current FY #	5503	3093	2410	144	108	2266	1363	346	668	252	226	5	2	31	16	17	17
Permanent Workforce: Current FY %	100	56.21	43.79	2.62	1.96	41.18	24.77	6.29	12.14	4.58	4.11	0.09	0.04	0.56	0.29	0.31	0.31
Permanent Workforce: Difference #	-121	-51	-70	11	13	-77	-81	-3	-2	21	13	0	0	-1	-1	4	-1
Permanent Workforce: Ratio Change %	0.00	0.31	-0.31	0.26	0.27	-0.48	-0.91	0.08	0.23	0.47	0.32	0.00	0.00	-0.01	-0.01	0.08	-0.01
Permanent Workforce: Net Change %	-2.15	-1.62	-2.82	8.27	13.68	-3.29	-5.61	-0.86	-0.30	9.09	6.10	0.00	0.00	-3.12	-5.88	30.77	-5.56

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
EMPLOYEE GAINS																	
Permanent Workforce: New Hires #	435	253	182	19	14	164	78	28	55	37	34	0	0	1	0	4	1
Permanent Workforce: New Hires %	100	58.16	41.84	4.37	3.22	37.70	17.93	6.44	12.64	8.51	7.82	0.00	0.00	0.23	0.00	0.92	0.23
EMPLOYEE LOSSES																	
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Removal #	6	5	1	0	0	1	0	2	1	1	0	0	0	1	0	0	0
Permanent Workforce: Removal %	100	83.33	16.67	0.00	0.00	16.67	0.00	33.33	16.67	16.67	0.00	0.00	0.00	16.67	0.00	0.00	0.00
Permanent Workforce: Resignation #	210	128	82	9	3	93	58	18	6	7	14	0	0	1	0	0	1
Permanent Workforce: Resignation %	100	60.95	39.05	4.29	1.43	44.29	27.62	8.57	2.86	3.33	6.67	0.00	0.00	0.48	0.00	0.00	0.48
Permanent Workforce: Retirement #	282	124	158	4	1	100	99	9	43	7	8	0	0	0	2	1	0
Permanent Workforce: Retirement %	100	43.97	56.03	1.42	0.35	35.46	35.11	3.19	15.25	2.48	2.84	0.00	0.00	0.00	0.71	0.35	0.00
Permanent Workforce: Other Separations #	55	29	26	0	4	23	10	2	8	3	2	0	0	1	0	0	1
Permanent Workforce: Other Separations %	100	52.73	47.27	0.00	7.27	41.82	18.18	3.64	14.55	5.45	3.64	0.00	0.00	1.82	0.00	0.00	1.82
Permanent Workforce: Total Separations #	553	286	267	13	8	217	167	31	58	18	24	0	0	3	2	1	2
Permanent Workforce: Total Separations %	100	51.72	48.28	2.35	1.45	39.24	30.20	5.61	10.49	3.25	4.34	0.00	0.00	0.54	0.36	0.18	0.36
TEMPORARY WORKFORCE																	
Temporary Workforce: Prior FY #	412	230	182	11	10	180	122	12	32	23	16	0	1	3	1	1	0
Temporary Workforce: Prior FY %	100	55.83	44.17	2.67	2.43	43.69	29.61	2.91	7.77	5.58	3.88	0.00	0.24	0.73	0.24	0.24	0.00
Temporary Workforce: Current FY #	379	221	158	8	11	172	105	8	25	29	15	0	1	3	1	1	0
Temporary Workforce: Current FY %	100	58.31	41.69	2.11	2.90	45.38	27.70	2.11	6.60	7.65	3.96	0.00	0.26	0.79	0.26	0.26	0.00
Temporary Workforce: Difference #	-33	-9	-24	-3	1	-8	-17	-4	-7	6	-1	0	0	0	0	0	0
Temporary Workforce: Ratio Change %	0.00	2.48	-2.48	-0.56	0.47	1.69	-1.91	-0.80	-1.17	2.07	0.08	0.00	0.02	0.06	0.02	0.02	0.00
Temporary Workforce: Net Change %	-8.01	-3.91	-13.19	-27.27	10.00	-4.44	-13.93	-33.33	-21.87	26.09	-6.25	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS																	
Temporary Workforce: New Hires #	128	75	53	2	5	54	29	2	9	16	10	0	0	1	0	0	0
Temporary Workforce: New Hires %	100	58.59	41.41	1.56	3.91	42.19	22.66	1.56	7.03	12.50	7.81	0.00	0.00	0.78	0.00	0.00	0.00
EMPLOYEE LOSSES																	
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce: Resignation #	100	58	42	5	2	40	29	5	4	7	7	0	0	1	0	0	0
Temporary Workforce: Resignation %	100	58.00	42.00	5.00	2.00	40.00	29.00	5.00	4.00	7.00	7.00	0.00	0.00	1.00	0.00	0.00	0.00
Temporary Workforce: Retirement #	10	7	3	0	0	7	2	0	0	0	1	0	0	0	0	0	0
Temporary Workforce: Retirement %	100	70.00	30.00	0.00	0.00	70.00	20.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Other Separations #	43	25	18	0	1	20	6	1	10	4	1	0	0	0	0	0	0
Temporary Workforce: Other Separations %	100	58.14	41.86	0.00	2.33	46.51	13.95	2.33	23.26	9.30	2.33	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	154	91	63	5	3	68	37	6	14	11	9	0	0	1	0	0	0
Temporary Workforce: Total Separations %	100	59.09	40.91	3.25	1.95	44.16	24.03	3.90	9.09	7.14	5.84	0.00	0.00	0.65	0.00	0.00	0.00

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

Employment Tenure for Sub-Components	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce #	5511	3099	2412	159	102	2289	1379	332	651	229	216	5	2	20	11	65	51
Permanent Workforce %	100	56.23	43.77	2.89	1.85	41.54	25.02	6.02	11.81	4.16	3.92	0.09	0.04	0.36	0.20	1.18	0.93
Atlanta Regional Office #	425	255	170	7	7	181	84	59	73	4	4	0	1	1	0	3	1
Atlanta Regional Office %	100	56.21	43.79	2.62	1.96	41.18	24.77	6.29	12.14	4.58	4.11	0.09	0.04	0.56	0.29	0.31	0.31
Chicago Regional Office #	445	263	182	11	4	236	147	10	28	4	3	1	0	0	0	1	0
Chicago Regional Office %	100	59.10	40.90	2.47	0.90	53.03	33.03	2.25	6.29	0.90	0.67	0.22	0.00	0.00	0.00	0.22	0.00
Dallas Regional Office #	574	339	235	33	13	238	135	44	65	13	13	2	0	5	1	4	8
Dallas Regional Office %	100	59.06	40.94	5.75	2.26	41.46	23.52	7.67	11.32	2.26	2.26	0.35	0.00	0.87	0.17	0.70	1.39
Kansas City Regional Office #	464	3	2	4	3	278	151	6	9	3	1	0	0	2	1	4	2
Kansas City Regional Office %	100	64.01	35.99	0.86	0.65	59.91	32.54	1.29	1.94	0.65	0.22	0.00	0.00	0.43	0.22	0.86	0.43
New York Regional Office #	545	296	249	19	12	240	190	14	28	18	14	0	0	1	1	4	4
New York Regional Office %	100	54.31	45.69	3.49	2.20	44.04	34.86	2.57	5.14	3.30	2.57	0.00	0.00	0.18	0.18	0.73	0.73
San Francisco Regional Office #	479	307	172	22	9	225	102	16	12	36	45	1	0	0	1	7	3
San Francisco Regional Office %	100	64.09	35.91	4.59	1.88	46.97	21.29	3.34	2.51	7.52	9.39	0.21	0.00	0.00	0.21	1.46	0.63
Headquarters Regional Office #	2579	1342	1237	63	54	891	570	183	436	151	136	1	1	11	7	42	33
Headquarters Regional Office %	100	52.04	47.96	2.44	2.09	34.55	22.10	7.10	16.91	5.85	5.27	0.04	0.04	0.43	0.27	1.63	1.28

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

Occupational Categories	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	5503	3093	2410	144	108	2266	1363	346	668	252	226	5	2	31	16	17	17
Permanent Workforce %	100	56.21	43.79	2.62	1.96	41.18	24.77	6.29	12.14	4.58	4.11	0.09	0.04	0.56	0.29	0.31	0.31
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Management																	
Executives #	130	82	48	4	1	63	37	10	5	5	4	0	0	0	0	0	1
Executives %	100	63.08	36.92	3.08	0.77	48.46	28.46	7.69	3.85	3.85	3.08	0.00	0.00	0.00	0.00	0.00	0.77
Managers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Managers %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Supervisors #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors %	100	0.00	0.00	0.00	0.00	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 Management #	130	82	48	4	1	63	37	10	5	5	4	0	0	0	0	0	1
Total Management %	100	63.08	36.92	3.08	0.77	48.46	28.46	7.69	3.85	3.85	3.08	0.00	0.00	0.00	0.00	0.00	0.77
2. Professionals #	4456	2539	1917	120	86	1851	1069	277	526	222	201	5	2	27	15	13	13
Professionals %	100	56.98	43.02	2.69	1.93	41.54	23.99	6.22	11.80	4.98	4.51	0.11	0.04	0.61	0.34	0.29	0.29
3. Technicians #	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Technicians %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	50.00	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
Sales Workers %	100	0.00	0.00	0.00	0.00	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 Workers #	187	34	153	5	12	8	55	16	75	0	6	0	0	0	1	2	2
Administrative Workers %	100	18.18	81.82	2.67	6.42	4.28	29.41	8.56	40.11	0.00	3.21	0.00	0.00	0.00	0.53	1.07	1.07
6. Craft Workers #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Craft Workers %	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives %	100	0.00	0.00	0.00	0.00	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
Laborers and Helpers %	100	0.00	0.00	0.00	0.00	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 #	49	38	11	2	1	27	8	4	1	4	1	0	0	0	0	1	0
Service Workers %	100	77.55	22.45	4.08	2.04	55.10	16.33	8.16	2.04	8.16	2.04	0.00	0.00	0.00	0.00	2.04	0.00

Table A4: Participation Rates For FDIC Grades by Race/Ethnicity and Sex (Permanent)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	5503	3093	2410	144	108	2266	1363	346	668	252	226	5	2	31	16	17	17
Permanent Workforce %	100	56.21	43.79	2.62	1.96	41.18	24.77	6.29	12.14	4.58	4.11	0.09	0.04	0.56	0.29	0.31	0.31
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03 #	2	1	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0
CG-03 %	100	50.00	50.00	0.00	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
CG-04 #	82	58	24	3	1	46	16	2	2	6	5	0	0	0	0	1	0
CG-04 %	100	70.73	29.27	3.66	1.22	56.10	19.51	2.44	2.44	7.32	6.10	0.00	0.00	0.00	0.00	1.22	0.00
CG-05 #	20	7	13	0	1	2	2	3	9	1	1	0	0	1	0	0	0
CG-05 %	100	35.00	65.00	0.00	5.00	10.00	10.00	15.00	45.00	5.00	5.00	0.00	0.00	5.00	0.00	0.00	0.00
CG-06 #	43	7	36	1	4	1	18	4	10	0	3	0	0	0	0	1	1
CG-06 %	100	16.28	83.72	2.33	9.30	2.33	41.86	9.30	23.26	0.00	6.98	0.00	0.00	0.00	0.00	2.33	2.33
CG-07 #	236	128	108	14	9	79	47	22	39	12	11	0	0	0	1	0	1
CG-07 %	100	54.24	45.76	5.93	3.81	33.47	19.92	9.32	16.53	5.08	4.66	0.00	0.00	0.00	0.42	0.00	0.42
CG-08 #	50	6	44	1	5	2	8	2	28	0	1	0	0	0	0	0	0
CG-08 %	100	12.00	88.00	2.00	10.00	4.00	16.00	4.00	56.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09 #	357	194	163	12	12	127	76	27	55	20	15	2	0	4	1	2	4
CG-09 %	100	54.34	45.66	3.36	3.36	35.57	21.29	7.56	15.41	5.60	4.20	0.56	0.00	1.12	0.28	0.56	1.12
CG-11 #	243	111	132	7	6	70	71	22	43	8	11	0	0	2	0	1	0
CG-11 %	100	45.68	54.32	2.88	2.47	28.81	29.22	9.05	17.70	3.29	4.53	0.00	0.00	0.82	0.00	0.41	0.00
CG-12 #	720	362	358	20	11	264	201	47	112	19	25	1	1	3	5	3	2
CG-12 %	100	50.28	49.72	2.78	1.53	36.67	27.92	6.53	15.56	2.64	3.47	0.14	0.14	0.42	0.69	0.42	0.28
CG-13 #	908	489	419	26	17	360	229	56	138	39	24	0	1	4	5	2	4
CG-13 %	100	53.85	46.15	2.86	1.87	39.65	25.22	6.17	15.20	4.30	2.64	0.00	0.11	0.44	0.55	0.22	0.44
CG-14 #	1366	805	561	27	26	594	318	91	141	71	70	0	0	8	2	3	3
CG-14 %	100	58.93	41.07	1.98	1.90	43.48	23.28	6.66	10.32	5.20	5.12	0.00	0.00	0.59	0.15	0.22	0.22
CG-15 #	664	432	232	16	6	327	150	24	36	48	37	2	0	5	2	3	0
CG-15 %	100	65.06	34.94	2.41	0.90	49.25	22.59	3.61	5.42	7.23	5.57	0.30	0.00	0.75	0.30	0.45	0.00
Total CG Workforce (Permanent) #	4691	2600	2091	127	98	1872	1137	300	613	225	203	5	2	27	16	16	15
Total CG Workforce (Permanent) %	100	55.43	44.57	2.71	2.09	39.91	24.24	6.40	13.07	4.80	4.33	0.11	0.04	0.58	0.34	0.34	0.32
IG #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
IG %	100	0.00	0.00	0.00	0.00	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 A4: Participation Rates For FDIC Grades by Race/Ethnicity and Sex (Temporary)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	379	221	158	8	11	172	105	8	25	29	15	0	1	3	1	1	0
Temporary Workforce %	100	58.31	41.69	2.11	2.90	45.38	27.70	2.11	6.60	7.65	3.96	0.00	0.26	0.79	0.26	0.26	0.00
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-02 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
CG-02 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03 #	3	2	1	0	0	0	1	0	0	2	0	0	0	0	0	0	0
CG-03 %	100	66.67	33.33	0.00	0.00	0.00	33.33	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04 #	68	42	26	0	4	29	13	3	6	9	3	0	0	1	0	0	0
CG-04 %	100	61.76	38.24	0.00	5.88	42.65	19.12	4.41	8.82	13.24	4.41	0.00	0.00	1.47	0.00	0.00	0.00
CG-05 #	11	7	4	0	0	3	1	0	2	4	1	0	0	0	0	0	0
CG-05 %	100	63.64	36.36	0.00	0.00	27.27	9.09	0.00	18.18	36.36	9.09	0.00	0.00	0.00	0.00	0.00	0.00
CG-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07 #	103	64	39	3	1	54	26	1	9	5	2	0	0	0	1	1	0
CG-07 %	100	62.14	37.86	2.91	0.97	52.43	25.24	0.97	8.74	4.85	1.94	0.00	0.00	0.00	0.97	0.97	0.00
CG-08 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
CG-08 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09 #	149	82	67	4	4	64	49	4	6	8	7	0	1	2	0	0	0
CG-09 %	100	55.03	44.97	2.68	2.68	42.95	32.89	2.68	4.03	5.37	4.70	0.00	0.67	1.34	0.00	0.00	0.00
CG-11 #	4	3	1	1	0	2	0	0	0	0	1	0	0	0	0	0	0
CG-11 %	100	75.00	25.00	25.00	0.00	50.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	24	12	12	0	2	12	9	0	1	0	0	0	0	0	0	0	0
CG-12 %	100	50.00	50.00	0.00	8.33	50.00	37.50	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
CG-13 %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	8	4	4	0	0	3	3	0	0	1	1	0	0	0	0	0	0
CG-14 %	100	50.00	50.00	0.00	0.00	37.50	37.50	0.00	0.00	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
CG-15 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total CG Workforce (Temporary) #	377	220	157	8	11	171	104	8	25	29	15	0	1	3	1	1	0
Total CG Workforce (Temporary) %	100	58.36	41.64	2.12	2.92	45.36	27.59	2.12	6.63	7.69	3.98	0.00	0.27	0.80	0.27	0.27	0.00
IG #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
IG %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A4: Participation Rates For General Schedule Grades by Race/Ethnicity and Sex (Permanent)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	5503	3093	2410	144	108	2266	1363	346	668	252	226	5	2	31	16	17	17
Permanent Workforce %	100	56.21	43.79	2.62	1.96	41.18	24.77	6.29	12.14	4.58	4.11	0.09	0.04	0.56	0.29	0.31	0.31
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	100	0.00	0.00	0.00	0.00	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 GS Employees #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GS Employees %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	158	98	60	5	1	77	45	10	5	6	8	0	0	0	0	0	1
Other Senior Pay %	100	62.03	37.97	3.16	0.63	48.73	28.48	6.33	3.16	3.80	5.06	0.00	0.00	0.00	0.00	0.00	0.63
Total Senior Pay #	158	98	60	5	1	77	45	10	5	6	8	0	0	0	0	0	1
Total Senior Pay %	100	62.03	37.97	3.16	0.63	48.73	28.48	6.33	3.16	3.80	5.06	0.00	0.00	0.00	0.00	0.00	0.63

Table A4: Participation Rates For General Schedule Grades by Race/Ethnicity and Sex (Temporary)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	379	221	158	8	11	172	105	8	25	29	15	0	1	3	1	1	0
Temporary Workforce %	100	58.31	41.69	2.11	2.90	45.38	27.70	2.11	6.60	7.65	3.96	0.00	0.26	0.79	0.26	0.26	0.00
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	100	0.00	0.00	0.00	0.00	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 GS Employees #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GS Employees %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Total Senior Pay %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	5503	3093	2410	144	108	2266	1363	346	668	252	226	5	2	31	16	17	17
Permanent Workforce %	100	56.21	43.79	2.62	1.96	41.18	24.77	6.29	12.14	4.58	4.11	0.09	0.04	0.56	0.29	0.31	0.31
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	5	2	3	0	0	1	2	0	1	1	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	40.00	60.00	0.00	0.00	20.00	40.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	80	53	27	2	2	42	12	4	9	3	4	0	0	1	0	1	0
\$40,001-\$50,000 %	100	66.25	33.75	2.50	2.50	52.50	15.00	5.00	11.25	3.75	5.00	0.00	0.00	1.25	0.00	1.25	0.00
\$50,001-\$60,000 #	110	65	45	9	6	43	25	8	6	5	7	0	0	0	0	0	1
\$50,001-\$60,000 %	100	59.09	40.91	8.18	5.45	39.09	22.73	7.27	5.45	4.55	6.36	0.00	0.00	0.00	0.00	0.00	0.91
\$60,001-\$70,000 #	285	163	122	9	10	117	68	19	34	12	7	2	0	2	0	2	3
\$60,001-\$70,000 %	100	57.19	42.81	3.16	3.51	41.05	23.86	6.67	11.93	4.21	2.46	0.70	0.00	0.70	0.00	0.70	1.05
\$70,001-\$80,000 #	187	102	85	7	7	59	36	21	33	13	8	0	0	1	0	1	1
\$70,001-\$80,000 %	100	54.55	45.45	3.74	3.74	31.55	19.25	11.23	17.65	6.95	4.28	0.00	0.00	0.53	0.00	0.53	0.53
\$80,001-\$90,000 #	247	129	118	10	7	89	62	17	37	10	6	0	1	3	3	0	1
\$80,001-\$90,000 %	100	52.23	47.77	4.05	2.83	36.03	25.10	6.88	14.98	4.05	2.43	0.00	0.40	1.21	1.21	0.00	0.40
\$90,001-\$100,000 #	232	114	118	10	4	82	50	11	54	7	8	1	0	1	1	1	0
\$90,001-\$100,000 %	100	49.14	50.86	4.31	1.72	35.34	21.55	4.74	23.28	3.02	3.45	0.43	0.00	0.43	0.43	0.43	0.00
\$100,001-\$110,000 #	256	115	141	9	6	84	71	16	55	4	8	0	0	0	0	1	1
\$100,001-\$110,000 %	100	44.92	55.08	3.52	2.34	32.81	27.73	6.25	21.48	1.56	3.13	0.00	0.00	0.00	0.00	0.39	0.39
\$110,001-\$120,000 #	232	126	106	9	6	92	62	17	28	7	7	0	0	0	1	1	1
\$110,001-\$120,000 %	100	54.31	45.69	3.88	2.59	39.66	26.72	7.33	12.07	3.02	3.02	0.00	0.00	0.00	0.43	0.43	0.43
\$120,001-\$130,000 #	256	127	129	5	5	89	77	22	38	9	7	0	0	1	1	1	1
\$120,001-\$130,000 %	100	49.61	50.39	1.95	1.95	34.77	30.08	8.59	14.84	3.52	2.73	0.00	0.00	0.39	0.39	0.39	0.39
\$130,001-\$140,000 #	342	176	166	9	5	124	91	25	48	10	17	0	0	5	2	2	2
\$130,001-\$140,000 %	100	51.46	48.54	2.63	1.46	36.26	26.61	7.31	14.04	2.92	4.97	0.00	0.00	1.46	0.58	0.58	0.58
\$140,001-\$150,000 #	300	162	138	3	9	109	78	24	42	15	8	0	0	4	1	3	0
\$140,001-\$150,000 %	100	54.00	46.00	1.00	3.00	36.33	26.00	8.00	14.00	5.00	2.67	0.00	0.00	1.33	0.33	1.00	0.00

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 #	338	180	158	12	7	129	81	22	58	14	10	0	0	1	1	0	1
\$150,001-\$160,000 %	100	53.25	46.75	3.55	2.07	38.17	23.96	6.51	17.16	4.14	2.96	0.00	0.00	0.30	0.30	0.00	0.30
\$160,001-\$170,000 #	291	172	119	4	5	125	63	23	39	16	8	0	0	2	2	1	2
\$160,001-\$170,000 %	100	59.11	40.89	1.37	1.72	42.96	21.65	7.90	13.40	5.50	2.75	0.00	0.00	0.69	0.69	0.34	0.69
\$170,001-\$180,000 #	268	138	130	7	5	105	64	14	46	8	12	0	0	2	1	0	1
\$170,001-\$180,000 %	100	51.49	48.51	2.61	1.87	39.18	23.88	5.22	17.16	2.99	4.48	0.00	0.00	0.75	0.37	0.00	0.37
\$180,001 and Greater #	2073	1268	805	39	24	976	521	102	140	118	109	2	1	8	3	3	2
\$180,001 and Greater %	100	61.17	38.83	1.88	1.16	47.08	25.13	4.92	6.75	5.69	5.26	0.10	0.05	0.39	0.14	0.14	0.10

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

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	379	221	158	8	11	172	105	8	25	29	15	0	1	3	1	1	0
Temporary Workforce %	100	58.31	41.69	2.11	2.90	45.38	27.70	2.11	6.60	7.65	3.96	0.00	0.26	0.79	0.26	0.26	0.00
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	29	17	12	0	3	7	4	2	3	7	2	0	0	1	0	0	0
\$30,001-\$40,000 %	100	58.62	41.38	0.00	10.34	24.14	13.79	6.90	10.34	24.14	6.90	0.00	0.00	3.45	0.00	0.00	0.00
\$40,001-\$50,000 #	46	27	19	0	1	19	11	0	5	8	2	0	0	0	0	0	0
\$40,001-\$50,000 %	100	58.70	41.30	0.00	2.17	41.30	23.91	0.00	10.87	17.39	4.35	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	60	38	22	1	1	35	13	1	6	1	2	0	0	0	0	0	0
\$50,001-\$60,000 %	100	63.33	36.67	1.67	1.67	58.33	21.67	1.67	10.00	1.67	3.33	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	132	77	55	4	2	63	47	5	6	3	0	0	0	2	0	0	0
\$60,001-\$70,000 %	100	58.33	41.67	3.03	1.52	47.73	35.61	3.79	4.55	2.27	0.00	0.00	0.00	1.52	0.00	0.00	0.00
\$70,001-\$80,000 #	53	26	27	1	0	19	15	0	4	5	6	0	1	0	1	1	0
\$70,001-\$80,000 %	100	49.06	50.94	1.89	0.00	35.85	28.30	0.00	7.55	9.43	11.32	0.00	1.89	0.00	1.89	1.89	0.00
\$80,001-\$90,000 #	15	12	3	2	1	7	1	0	0	3	1	0	0	0	0	0	0
\$80,001-\$90,000 %	100	80.00	20.00	13.33	6.67	46.67	6.67	0.00	0.00	20.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	4	1	3	0	2	0	0	0	1	1	0	0	0	0	0	0	0
\$90,001-\$100,000 %	100	25.00	75.00	0.00	50.00	0.00	0.00	0.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000 #	3	2	1	0	0	2	0	0	0	0	1	0	0	0	0	0	0
\$100,001-\$110,000 %	100	66.67	33.33	0.00	0.00	66.67	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000 #	5	3	2	0	1	3	1	0	0	0	0	0	0	0	0	0	0
\$110,001-\$120,000 %	100	60.00	40.00	0.00	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000 #	9	5	4	0	0	5	4	0	0	0	0	0	0	0	0	0	0
\$120,001-\$130,000 %	100	55.56	44.44	0.00	0.00	55.56	44.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
\$130,001-\$140,000 %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000 #	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
\$150,001-\$160,000 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$160,001-\$170,000 #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
\$160,001-\$170,000 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
\$170,001-\$180,000 %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	9	5	4	0	0	4	3	0	0	1	1	0	0	0	0	0	0
\$180,001 and Greater %	100	55.56	44.44	0.00	0.00	44.44	33.33	0.00	0.00	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00

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

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
ECONOMIST (0110) #	68	46	22	1	0	37	9	0	4	7	9	0	0	0	0	0	0
ECONOMIST (0110) %	100	67.65	32.35	1.47	0.00	54.41	13.24	0.00	5.88	10.29	13.24	0.00	0.00	0.00	0.00	0.00	0.00
CG-07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-07 %	100	0.00	0.00	0.00	0.00	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 #	3	3	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0
CG-09 %	100	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-11 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
CG-11 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	4	2	2	0	0	2	0	0	2	0	0	0	0	0	0	0	0
CG-12 %	100	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
CG-13 #	6	4	2	0	0	4	0	0	2	0	0	0	0	0	0	0	0
CG-13 %	100	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
CG-14 #	41	30	11	1	0	23	5	0	0	5	6	0	0	0	0	0	0
CG-14 %	100	73.17	26.83	2.44	0.00	56.10	12.20	0.00	0.00	12.20	14.63	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	7	4	3	0	0	3	1	0	0	1	2	0	0	0	0	0	0
CG-15 %	100	57.14	42.86	0.00	0.00	42.86	14.29	0.00	0.00	14.29	28.57	0.00	0.00	0.00	0.00	0.00	0.00
CM-01 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
CM-01 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	2	0	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0
CM-02 %	100	0.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
CX-00 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	68	32	5.3	2	52.3	24.1	3.9	1.7	5.1	3	0.1	0	0.1	0.3	1.2	0.9
ADMINISTRATION AND PROGRAM (0301) #	634	281	353	15	18	181	168	50	131	22	32	0	0	4	1	4	2
ADMINISTRATION AND PROGRAM (0301) %	100	44.32	55.68	2.37	2.84	28.55	26.50	7.89	20.66	3.47	5.05	0.00	0.00	0.63	0.16	0.63	0.32
CG-07 #	3	0	3	0	0	0	0	0	2	0	1	0	0	0	0	0	0
CG-07 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
CG-09 #	39	8	31	0	0	4	10	4	16	0	4	0	0	0	1	0	0
CG-09 %	100	20.51	79.49	0.00	0.00	10.26	25.64	10.26	41.03	0.00	10.26	0.00	0.00	0.00	2.56	0.00	0.00
CG-11 #	30	9	21	1	0	1	6	4	12	2	2	0	0	1	0	0	0
CG-11 %	100	30.00	70.00	3.33	0.00	3.33	20.00	13.33	40.00	6.67	6.67	0.00	0.00	3.33	0.00	0.00	0.00
CG-12 #	76	25	51	2	3	10	18	7	27	5	3	0	0	0	0	0	0
CG-12 %	100	32.89	67.11	2.63	3.95	13.16	23.68	9.21	35.53	6.58	3.95	0.00	0.00	0.00	0.00	0.00	0.00

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CG-13 #	109	40	69	4	5	22	28	10	30	2	5	0	0	1	0	1	1
CG-13 %	100	36.70	63.30	3.67	4.59	20.18	25.69	9.17	27.52	1.83	4.59	0.00	0.00	0.92	0.00	0.92	0.92
CG-14 #	132	64	68	5	4	38	36	12	19	5	9	0	0	1	0	1	0
CG-14 %	100	48.48	51.52	3.79	3.03	28.79	27.27	9.09	14.39	3.79	6.82	0.00	0.00	0.76	0.00	0.76	0.00
CG-15 #	68	40	28	0	2	32	13	2	12	4	1	0	0	0	0	1	0
CG-15 %	100	58.82	41.18	0.00	2.94	47.06	19.12	2.94	17.65	5.88	1.47	0.00	0.00	0.00	0.00	1.47	0.00
CM-01 #	54	24	30	0	2	16	20	5	7	2	1	0	0	0	0	0	0
CM-01 %	100	44.44	55.56	0.00	3.70	29.63	37.04	9.26	12.96	3.70	1.85	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	33	17	16	0	1	14	8	1	3	0	4	0	0	1	0	1	0
CM-02 %	100	51.52	48.48	0.00	3.03	42.42	24.24	3.03	9.09	0.00	12.12	0.00	0.00	3.03	0.00	3.03	0.00
CX-00 #	5	2	3	1	0	1	2	0	0	0	1	0	0	0	0	0	0
CX-00 %	100	40.00	60.00	20.00	0.00	20.00	40.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
EM-00 #	84	51	33	2	1	42	27	5	3	2	1	0	0	0	0	0	1
EM-00 %	100	60.71	39.29	2.38	1.19	50.00	32.14	5.95	3.57	2.38	1.19	0.00	0.00	0.00	0.00	0.00	1.19
EX-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EX-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EX-04 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
EX-04 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
IG-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
IG-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	45.7	54.3	4.4	5.5	32.5	36.4	4	7.2	3.5	3.5	0.1	0.1	0.2	0.3	0.9	1.3
FINANCIAL ADMINISTRATION AND PROGRAM (0501) #	128	67	61	2	1	46	24	12	31	6	5	0	0	1	0	0	0
FINANCIAL ADMINISTRATION AND PROGRAM (0501) %	100	52.34	47.66	1.56	0.78	35.94	18.75	9.38	24.22	4.69	3.91	0.00	0.00	0.78	0.00	0.00	0.00
CG-09 #	9	1	8	0	0	1	2	0	5	0	1	0	0	0	0	0	0
CG-09 %	100	11.11	88.89	0.00	0.00	11.11	22.22	0.00	55.56	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00
CG-11 #	7	2	5	1	0	0	2	1	3	0	0	0	0	0	0	0	0
CG-11 %	100	28.57	71.43	14.29	0.00	0.00	28.57	14.29	42.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	10	4	6	0	0	2	1	2	5	0	0	0	0	0	0	0	0
CG-12 %	100	40.00	60.00	0.00	0.00	20.00	10.00	20.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	19	10	9	0	0	9	1	0	8	1	0	0	0	0	0	0	0
CG-13 %	100	52.63	47.37	0.00	0.00	47.37	5.26	0.00	42.11	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	44	25	19	1	1	19	10	2	4	3	4	0	0	0	0	0	0
CG-14 %	100	56.82	43.18	2.27	2.27	43.18	22.73	4.55	9.09	6.82	9.09	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	9	7	2	0	0	6	0	1	2	0	0	0	0	0	0	0	0
CG-15 %	100	77.78	22.22	0.00	0.00	66.67	0.00	11.11	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CM-01 #	21	11	10	0	0	6	6	3	4	1	0	0	0	1	0	0	0
CM-01 %	100	52.38	47.62	0.00	0.00	28.57	28.57	14.29	19.05	4.76	0.00	0.00	0.00	4.76	0.00	0.00	0.00
CM-02 #	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0
CM-02 %	100	100.00	0.00	0.00	0.00	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM-00 #	6	4	2	0	0	2	2	1	0	1	0	0	0	0	0	0	0
EM-00 %	100	66.67	33.33	0.00	0.00	33.33	33.33	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	54.2	45.8	3.9	4.6	44.1	32.8	3	4.9	2.3	2.3	0	0.1	0.1	0.2	0.8	0.9
ACCOUNTANTS AND AUDITORS (0510) #	49	20	29	0	1	14	14	2	6	4	7	0	0	0	0	0	1
ACCOUNTANTS AND AUDITORS (0510) %	100	40.82	59.18	0.00	2.04	28.57	28.57	4.08	12.24	8.16	14.29	0.00	0.00	0.00	0.00	0.00	2.04
CG-07 #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
CG-07 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09 #	3	1	2	0	0	0	0	0	0	1	1	0	0	0	0	0	1
CG-09 %	100	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33
CG-12 #	3	1	2	0	1	1	0	0	0	0	1	0	0	0	0	0	0
CG-12 %	100	33.33	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	23	13	10	0	0	9	6	1	2	3	2	0	0	0	0	0	0
CG-13 %	100	56.52	43.48	0.00	0.00	39.13	26.09	4.35	8.70	13.04	8.70	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	15	4	11	0	0	3	5	1	3	0	3	0	0	0	0	0	0
CG-14 %	100	26.67	73.33	0.00	0.00	20.00	33.33	6.67	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
CG-15 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX-00 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	39	61	2.7	5.1	29.7	42.9	2.7	5.7	3.1	5.7	0	0.1	0.1	0.3	0.6	1.1
FINANCIAL OFFICER (0570) #	2431	1469	962	60	39	1196	685	112	166	65	54	2	1	14	7	3	4
FINANCIAL OFFICER (0570) %	100	60.43	39.57	2.47	1.60	49.20	28.18	4.61	6.83	2.67	2.22	0.08	0.04	0.58	0.29	0.12	0.16
CG-07 #	139	89	50	8	5	61	26	10	15	10	4	0	0	0	0	0	0
CG-07 %	100	64.03	35.97	5.76	3.60	43.88	18.71	7.19	10.79	7.19	2.88	0.00	0.00	0.00	0.00	0.00	0.00
CG-09 #	205	128	77	9	9	87	46	15	13	13	7	0	0	3	0	1	2
CG-09 %	100	62.44	37.56	4.39	4.39	42.44	22.44	7.32	6.34	6.34	3.41	0.00	0.00	1.46	0.00	0.49	0.98
CG-11 #	103	59	44	1	1	48	35	4	4	5	4	0	0	1	0	0	0
CG-11 %	100	57.28	42.72	0.97	0.97	46.60	33.98	3.88	3.88	4.85	3.88	0.00	0.00	0.97	0.00	0.00	0.00
CG-12 #	476	274	202	11	4	227	145	20	33	9	13	1	1	1	5	1	1
CG-12 %	100	57.56	42.44	2.31	0.84	47.69	30.46	4.20	6.93	1.89	2.73	0.21	0.21	0.21	1.05	0.21	0.21

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CG-13 #	403	237	166	14	3	197	132	13	25	10	3	0	0	1	1	0	1
CG-13 %	100	58.81	41.19	3.47	0.74	48.88	32.75	3.23	6.20	2.48	0.74	0.00	0.00	0.25	0.25	0.00	0.25
CG-14 #	597	352	245	10	13	292	167	26	52	12	11	0	0	5	1	1	0
CG-14 %	100	58.96	41.04	1.68	2.18	48.91	27.97	4.36	8.71	2.01	1.84	0.00	0.00	0.84	0.17	0.17	0.00
CG-15 #	169	116	53	2	2	99	38	6	5	2	7	1	0	3	0	0	0
CG-15 %	100	68.64	31.36	1.18	1.18	58.58	22.49	3.55	2.96	1.18	4.14	0.59	0.00	1.78	0.00	0.00	0.00
CM-01 #	278	186	92	4	1	162	69	16	16	2	4	0	0	0	0	0	0
CM-01 %	100	66.91	33.09	1.44	0.36	58.27	24.82	5.76	5.76	0.72	1.44	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	57	26	31	1	1	21	25	2	3	2	1	0	0	0	0	0	0
CM-02 %	100	45.61	54.39	1.75	1.75	36.84	43.86	3.51	5.26	3.51	1.75	0.00	0.00	0.00	0.00	0.00	0.00
CX-00 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM-00 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
EM-00 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	54.2	45.8	3.9	4.6	44.1	32.8	3	4.9	2.3	2.3	0	0.1	0.1	0.2	0.8	0.9
ATTORNEY (0905) #	315	181	134	5	3	150	96	13	20	8	14	0	0	2	1	1	0
ATTORNEY (0905) %	100	57.46	42.54	1.59	0.95	47.62	30.48	4.13	6.35	2.54	4.44	0.00	0.00	0.63	0.32	0.32	0.00
CG-11 #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
CG-11 %	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	8	3	5	0	0	3	4	0	1	0	0	0	0	0	0	0	0
CG-13 %	100	37.50	62.50	0.00	0.00	37.50	50.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	68	40	28	0	1	34	16	3	4	3	7	0	0	0	0	0	0
CG-14 %	100	58.82	41.18	0.00	1.47	50.00	23.53	4.41	5.88	4.41	10.29	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	165	89	76	4	1	73	58	5	10	3	6	0	0	2	1	1	0
CG-15 %	100	53.94	46.06	2.42	0.61	44.24	35.15	3.03	6.06	1.82	3.64	0.00	0.00	1.21	0.61	0.61	0.00
CM-01 #	16	12	4	0	0	11	3	0	1	0	0	0	0	0	0	0	0
CM-01 %	100	75.00	25.00	0.00	0.00	68.75	18.75	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	28	15	13	0	1	14	8	0	3	1	1	0	0	0	0	0	0
CM-02 %	100	53.57	46.43	0.00	3.57	50.00	28.57	0.00	10.71	3.57	3.57	0.00	0.00	0.00	0.00	0.00	0.00
CX-00 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM-00 #	25	19	6	1	0	13	5	4	1	1	0	0	0	0	0	0	0
EM-00 %	100	76.00	24.00	4.00	0.00	52.00	20.00	16.00	4.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	62.9	37.1	3.1	2.5	54.7	28.5	2.2	3	1.9	2.1	0	0	0.1	0.1	0.9	0.8

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
LEGAL ASSISTANCE (0986) #	5	1	4	0	0	0	3	1	0	0	1	0	0	0	0	0	0
LEGAL ASSISTANCE (0986) %	100	20.00	80.00	0.00	0.00	0.00	60.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06 #	5	1	4	0	0	0	3	1	0	0	1	0	0	0	0	0	0
CG-06 %	100	20.00	80.00	0.00	0.00	0.00	60.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	19.6	80.4	2.7	10.7	13.2	58.9	1.9	6.5	1.1	2.2	0	0.1	0.1	0.4	0.5	1.6
GENERAL BUSINESS AND INDUSTRY (1101) #	297	184	113	14	4	129	68	23	27	16	13	0	0	1	1	1	0
GENERAL BUSINESS AND INDUSTRY (1101) %	100	61.95	38.05	4.71	1.35	43.43	22.90	7.74	9.09	5.39	4.38	0.00	0.00	0.34	0.34	0.34	0.00
CG-07 #	11	4	7	3	1	1	3	0	1	0	2	0	0	0	0	0	0
CG-07 %	100	36.36	63.64	27.27	9.09	9.09	27.27	0.00	9.09	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00
CG-09 #	8	3	5	0	0	1	2	1	2	1	1	0	0	0	0	0	0
CG-09 %	100	37.50	62.50	0.00	0.00	12.50	25.00	12.50	25.00	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00
CG-11 #	21	9	12	1	1	6	7	2	3	0	1	0	0	0	0	0	0
CG-11 %	100	42.86	57.14	4.76	4.76	28.57	33.33	9.52	14.29	0.00	4.76	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	24	11	13	2	0	3	6	4	6	2	1	0	0	0	0	0	0
CG-12 %	100	45.83	54.17	8.33	0.00	12.50	25.00	16.67	25.00	8.33	4.17	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	23	13	10	1	0	11	6	1	3	0	0	0	0	0	1	0	0
CG-13 %	100	56.52	43.48	4.35	0.00	47.83	26.09	4.35	13.04	0.00	0.00	0.00	0.00	0.00	4.35	0.00	0.00
CG-14 #	100	72	28	3	1	53	18	13	7	2	2	0	0	1	0	0	0
CG-14 %	100	72.00	28.00	3.00	1.00	53.00	18.00	13.00	7.00	2.00	2.00	0.00	0.00	1.00	0.00	0.00	0.00
CG-15 #	48	31	17	1	0	20	10	2	3	7	4	0	0	0	0	1	0
CG-15 %	100	64.58	35.42	2.08	0.00	41.67	20.83	4.17	6.25	14.58	8.33	0.00	0.00	0.00	0.00	2.08	0.00
CM-01 #	29	17	12	3	0	14	9	0	2	0	1	0	0	0	0	0	0
CM-01 %	100	58.62	41.38	10.34	0.00	48.28	31.03	0.00	6.90	0.00	3.45	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	30	22	8	0	1	19	7	0	0	3	0	0	0	0	0	0	0
CM-02 %	100	73.33	26.67	0.00	3.33	63.33	23.33	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX-00 #	3	2	1	0	0	1	0	0	0	1	1	0	0	0	0	0	0
CX-00 %	100	66.67	33.33	0.00	0.00	33.33	0.00	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	45.7	54.3	4.4	5.5	32.5	36.4	4	7.2	3.5	3.5	0.1	0.1	0.2	0.3	0.9	1.3
DATA SCIENTIST (1560) #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
DATA SCIENTIST (1560) %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
CG-15 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INFORMATION TECHNOLOGY MANAGEMENT (2210) #	410	296	114	15	5	179	37	34	37	60	30	3	1	2	1	1	3
INFORMATION TECHNOLOGY MANAGEMENT (2210) %	100	72.20	27.80	3.66	1.22	43.66	9.02	8.29	9.02	14.63	7.32	0.73	0.24	0.49	0.24	0.24	0.73
CG-07 #	9	8	1	1	0	6	0	0	0	1	1	0	0	0	0	0	0
CG-07 %	100	88.89	11.11	11.11	0.00	66.67	0.00	0.00	0.00	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CG-09 #	23	20	3	0	0	14	0	2	3	2	0	2	0	0	0	0	0
CG-09 %	100	86.96	13.04	0.00	0.00	60.87	0.00	8.70	13.04	8.70	0.00	8.70	0.00	0.00	0.00	0.00	0.00
CG-11 #	8	5	3	1	0	2	1	1	0	1	2	0	0	0	0	0	0
CG-11 %	100	62.50	37.50	12.50	0.00	25.00	12.50	12.50	0.00	12.50	25.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	13	7	6	0	0	3	0	3	4	1	1	0	0	0	0	0	1
CG-12 %	100	53.85	46.15	0.00	0.00	23.08	0.00	23.08	30.77	7.69	7.69	0.00	0.00	0.00	0.00	0.00	7.69
CG-13 #	112	85	27	4	1	55	8	15	11	11	5	0	1	0	0	0	1
CG-13 %	100	75.89	24.11	3.57	0.89	49.11	7.14	13.39	9.82	9.82	4.46	0.00	0.89	0.00	0.00	0.00	0.89
CG-14 #	152	105	47	3	3	62	16	9	15	27	13	0	0	1	0	1	0
CG-14 %	100	69.08	30.92	1.97	1.97	40.79	10.53	5.92	9.87	17.76	8.55	0.00	0.00	0.66	0.00	0.66	0.00
CG-15 #	46	34	12	2	0	21	7	1	1	9	3	1	0	0	1	0	0
CG-15 %	100	73.91	26.09	4.35	0.00	45.65	15.22	2.17	2.17	19.57	6.52	2.17	0.00	0.00	2.17	0.00	0.00
CM-01 #	27	18	9	1	1	9	4	2	2	5	1	0	0	1	0	0	1
CM-01 %	100	66.67	33.33	3.70	3.70	33.33	14.81	7.41	7.41	18.52	3.70	0.00	0.00	3.70	0.00	0.00	3.70
CM-02 #	8	6	2	2	0	1	1	1	1	2	0	0	0	0	0	0	0
CM-02 %	100	75.00	25.00	25.00	0.00	12.50	12.50	12.50	12.50	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX-00 #	5	4	1	0	0	4	0	0	0	0	1	0	0	0	0	0	0
CX-00 %	100	80.00	20.00	0.00	0.00	80.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
EM-00 #	7	4	3	1	0	2	0	0	0	1	3	0	0	0	0	0	0
EM-00 %	100	57.14	42.86	14.29	0.00	28.57	0.00	0.00	0.00	14.29	42.86	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	70.9	29.1	4.5	1.6	54.3	21.6	3.6	2.5	7	2.6	0.1	0	0.1	0.1	1.3	0.7

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

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
ECONOMIST (0110) #	13	8	5	0	0	5	4	1	0	2	1	0	0	0	0	0	0
ECONOMIST (0110) %	100	61.54	38.46	0.00	0.00	38.46	30.77	7.69	0.00	15.38	7.69	0.00	0.00	0.00	0.00	0.00	0.00
CG-07 #	4	2	2	0	0	1	1	0	0	1	1	0	0	0	0	0	0
CG-07 %	100	50.00	50.00	0.00	0.00	25.00	25.00	0.00	0.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09 #	9	6	3	0	0	4	3	1	0	1	0	0	0	0	0	0	0
CG-09 %	100	66.67	33.33	0.00	0.00	44.44	33.33	11.11	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	68	32	5.3	2	52.3	24.1	3.9	1.7	5.1	3	0.1	0	0.1	0.3	1.2	0.9
ADMINISTRATION AND PROGRAM (0301) #	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
ADMINISTRATION AND PROGRAM (0301) %	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
CG-15 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
CM-02 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	0.00	0.00	0.00	0.00	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-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EM-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
IG-00 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
IG-00 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	45.7	54.3	4.4	5.5	32.5	36.4	4	7.2	3.5	3.5	0.1	0.1	0.2	0.3	0.9	1.3
FINANCIAL OFFICER (0570) #	240	143	97	7	4	118	75	4	10	11	7	0	1	2	0	1	0
FINANCIAL OFFICER (0570) %	100	59.58	40.42	2.92	1.67	49.17	31.25	1.67	4.17	4.58	2.92	0.00	0.42	0.83	0.00	0.42	0.00
CG-07 #	88	59	29	3	0	50	24	1	5	4	0	0	0	0	0	1	0
CG-07 %	100	67.05	32.95	3.41	0.00	56.82	27.27	1.14	5.68	4.55	0.00	0.00	0.00	0.00	0.00	1.14	0.00
CG-09 #	137	74	63	4	4	58	46	3	5	7	7	0	1	2	0	0	0
CG-09 %	100	54.01	45.99	2.92	2.92	42.34	33.58	2.19	3.65	5.11	5.11	0.00	0.73	1.46	0.00	0.00	0.00
CG-12 #	13	8	5	0	0	8	5	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	61.54	38.46	0.00	0.00	61.54	38.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
CG-14 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	54.2	45.8	3.9	4.6	44.1	32.8	3	4.9	2.3	2.3	0	0.1	0.1	0.2	0.8	0.9

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
ATTORNEY (0905) #	9	4	5	0	1	4	4	0	0	0	0	0	0	0	0	0	0
ATTORNEY (0905) %	100	44.44	55.56	0.00	11.11	44.44	44.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	8	4	4	0	1	4	3	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	50.00	50.00	0.00	12.50	50.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
CG-14 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	62.9	37.1	3.1	2.5	54.7	28.5	2.2	3	1.9	2.1	0	0	0.1	0.1	0.9	0.8
GENERAL BUSINESS AND INDUSTRY (1101) #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GENERAL BUSINESS AND INDUSTRY (1101) %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
CG-13 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	45.7	54.3	4.4	5.5	32.5	36.4	4	7.2	3.5	3.5	0.1	0.1	0.2	0.3	0.9	1.3
INFORMATION TECHNOLOGY MANAGEMENT (2210) #	7	2	5	0	1	2	0	0	3	0	1	0	0	0	0	0	0
INFORMATION TECHNOLOGY MANAGEMENT (2210) %	100	28.57	71.43	0.00	14.29	28.57	0.00	0.00	42.86	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
CG-07 #	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
CG-07 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-09 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
CG-12 %	100	0.00	100.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
CG-13 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
CG-14 %	100	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
Occupational CLF %	100	70.9	29.1	4.5	1.6	54.3	21.6	3.6	2.5	7	2.6	0.1	0	0.1	0.1	1.3	0.7

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

Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	5503	3093	2410	144	108	2266	1363	346	668	252	226	5	2	31	16	17	17
Permanent Workforce %	100	56.21	43.79	2.62	1.96	41.18	24.77	6.29	12.14	4.58	4.11	0.09	0.04	0.56	0.29	0.31	0.31
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 Hours: Awards Given #	7	3	4	0	0	1	3	0	1	0	0	0	0	0	0	1	0
Time-Off Awards 1 - 10 hours: Awards Given %	100	42.86	57.14	0.00	0.00	14.29	42.86	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	14.29	0.00
Time-Off Awards 1 - 10 Hours: Total Hours #	52	24	28	0	0	8	22	0	6	0	0	0	0	0	0	8	0
Time-Off Awards 1 - 10 Hours: Average Hours #	7	8	7	0	0	8	7	0	6	0	0	0	0	0	0	8	0
Time-Off Awards 11 - 20 Hours: Awards Given #	6	2	4	0	0	1	2	0	2	1	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 Hours: Awards Given %	100	33.33	66.67	0.00	0.00	16.67	33.33	0.00	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	89	28	61	0	0	12	28	0	33	16	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	14	14	15	0	0	12	14	0	16	16	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Awards Given #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Awards Given %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	49	0	49	0	0	0	49	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	24	0	24	0	0	0	24	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Awards Given #	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Awards Given %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	80	40	40	0	0	0	0	0	40	40	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	40	40	40	0	0	0	0	0	40	40	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CASH AWARDS																	
Cash Awards \$500 and Under: Awards Given #	2928	1558	1370	66	55	1227	891	141	314	90	90	7	4	11	9	5	4
Cash Awards \$500 and Under: Awards Given %	100	53.21	46.79	2.25	1.88	41.91	30.43	4.82	10.72	3.07	3.07	0.24	0.14	0.38	0.31	0.17	0.14
Cash Awards \$500 and Under: Total Amount \$	976770	533141	443629	23035	18038	424499	293001	46943	98410	27665	27728	2065	1606	4198	2850	1412	1004
Cash Awards \$500 and Under: Average Amount \$	333.6	342.2	323.82	349.02	327.96	345.96	328.85	332.93	313.41	307.39	308.09	295	401.5	381.64	316.67	282.4	251
Cash Awards: \$501 - \$999: Awards Given #	3042	1671	1371	83	73	1282	841	136	309	131	121	4	1	15	9	6	8
Cash Awards: \$501 - \$999: Awards Given %	100	54.93	45.07	2.73	2.40	42.14	27.65	4.47	10.16	4.31	3.98	0.13	0.03	0.49	0.30	0.20	0.26
Cash Awards: \$501 - \$999: Total Amount \$	2062664	1131069	931595	56306	50647	864388	567490	92258	211925	91069	83424	2943	585	10519	5634	4154	5766
Cash Awards: \$501 - \$999: Average Amount \$	678	676	679	678	693	674	674	678	685	695	689	735	585	701	626	692	720
Cash Awards: \$1000 - \$1999: Awards Given #	1226	689	537	29	16	514	311	63	143	68	61	1	0	3	1	7	3
Cash Awards: \$1000 - \$1999: Awards Given %	100	56.20	43.80	2.37	1.31	41.92	25.37	5.14	11.66	5.55	4.98	0.08	0.00	0.24	0.08	0.57	0.24
Cash Awards: \$1000 - \$1999: Total Amount \$	1513281	851076	662205	33763	18000	642770	386699	75910	177212	80050	72669	1500	0	3200	1000	8300	3750
Cash Awards: \$1000 - \$1999: Average Amount \$	1234	1235	1233	1164	1125	1250	1243	1204	1239	1177	1191	1500	0	1066	1000	1185	1250
Cash Awards: \$2000 - \$2999: Awards Given #	297	150	147	6	2	103	96	12	30	25	17	0	0	2	1	2	1
Cash Awards: \$2000 - \$2999: Awards Given %	100	50.51	49.49	2.02	0.67	34.68	32.32	4.04	10.10	8.42	5.72	0.00	0.00	0.67	0.34	0.67	0.34
Cash Awards: \$2000 - \$2999: Total Amount \$	663668	333369	330299	13500	4250	228744	216349	28000	66750	55000	38450	0	0	4000	2500	4125	2000
Cash Awards: \$2000 - \$2999: Average Amount \$	2234	2222	2246	2250	2125	2220	2253	2333	2225	2200	2261	0	0	2000	2500	2062	2000
Cash Awards: \$3000 - \$3999: Awards Given #	49	20	29	2	1	13	17	4	8	1	3	0	0	0	0	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	100	40.82	59.18	4.08	2.04	26.53	34.69	8.16	16.33	2.04	6.12	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	154000	63000	91000	6000	3500	41250	52500	12750	26000	3000	9000	0	0	0	0	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3142	3150	3137	3000	3500	3173	3088	3187	3250	3000	3000	0	0	0	0	0	0

Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Cash Awards: \$4000 - \$4999: Awards Given #	4	3	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Awards Given %	100	75.00	25.00	0.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount \$	17000	12500	4500	0	0	8500	4500	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Average Amount \$	4250	4166	4500	0	0	4250	4500	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given #	4	2	2	0	0	0	1	1	1	1	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given %	100	50.00	50.00	0.00	0.00	0.00	25.00	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	20000	10000	10000	0	0	0	5000	5000	5000	5000	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Average Amount \$	5000	5000	5000	0	0	0	5000	5000	5000	5000	0	0	0	0	0	0	0
OTHER AWARDS																	
Total QSIs Awarded #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total QSIs Awarded %	100	0.00	0.00	0.00	0.00	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

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

Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	6036	5166	169	701	149	3	11	66	14	2	8	5	9	0	28	0	3
Total Workforce: Prior FY %	100	85.59	2.80	11.61	2.47	0.05	0.18	1.09	0.23	0.03	0.13	0.08	0.15	0.00	0.46	0.00	0.05
Total Workforce: Current FY #	5882	4956	202	724	146	2	12	59	17	3	8	4	11	2	25	0	3
Total Workforce: Current FY %	100	84.26	3.43	12.31	2.48	0.03	0.20	1.00	0.29	0.05	0.14	0.07	0.19	0.03	0.43	0.00	0.05
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	-154	-210	33	23	-3	-1	1	-7	3	1	0	-1	2	2	-3	0	0
Total Workforce: Ratio Change %	0.00	-1.33	0.63	0.70	0.01	-0.02	0.02	-0.09	0.06	0.02	0.01	-0.01	0.04	0.03	-0.03	0.00	0.00
Total Workforce: Net Change %	-2.55	-4.07	19.53	3.28	-2.01	-33.33	9.09	-10.61	21.43	50.00	0.00	-20.00	22.22	0.00	-10.71	0.00	0.00
EMPLOYEE GAINS																	
Total Workforce: New Hires #	563	433	43	87	17	1	2	0	5	1	1	0	2	2	3	0	0
Total Workforce: New Hires %	100	76.91	7.64	15.45	3.02	0.18	0.36	0.00	0.89	0.18	0.18	0.00	0.36	0.36	0.53	0.00	0.00
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	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 Workforce: Removal #	7	5	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	100	71.43	0.00	28.57	0.00	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 Workforce: Resignation #	310	272	13	25	6	1	0	2	0	0	0	0	0	0	3	0	0
Total Workforce: Resignation %	100	87.74	4.19	8.06	1.94	0.32	0.00	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.97	0.00	0.00
Total Workforce: Retirement #	292	243	4	45	11	1	0	5	2	0	1	1	0	0	1	0	0
Total Workforce: Retirement %	100	83.22	1.37	15.41	3.77	0.34	0.00	1.71	0.68	0.00	0.34	0.34	0.00	0.00	0.34	0.00	0.00
Total Workforce: Other Separations #	98	78	5	15	5	0	1	1	0	0	1	0	0	0	2	0	0
Total Workforce: Other Separations %	100	79.59	5.10	15.31	5.10	0.00	1.02	1.02	0.00	0.00	1.02	0.00	0.00	0.00	2.04	0.00	0.00
Total Workforce: Total Separations #	707	598	22	87	22	2	1	8	2	0	2	1	0	0	6	0	0
Total Workforce: Total Separations %	100	84.58	3.11	12.31	3.11	0.28	0.14	1.13	0.28	0.00	0.28	0.14	0.00	0.00	0.85	0.00	0.00
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	5624	4805	155	664	142	2	10	63	14	2	8	5	9	0	26	0	3
Permanent Workforce: Prior FY %	100	85.44	2.76	11.81	2.52	0.04	0.18	1.12	0.25	0.04	0.14	0.09	0.16	0.00	0.46	0.00	0.05
Permanent Workforce: Current FY #	5503	4631	188	684	142	2	11	59	16	3	8	4	9	2	25	0	3
Permanent Workforce: Current FY %	100	84.15	3.42	12.43	2.58	0.04	0.20	1.07	0.29	0.05	0.15	0.07	0.16	0.04	0.45	0.00	0.05
Permanent Workforce: Difference #	-121	-174	33	20	0	0	1	-4	2	1	0	-1	0	2	-1	0	0
Permanent Workforce: Ratio Change %	0.00	-1.29	0.66	0.62	0.06	0.00	0.02	-0.05	0.04	0.01	0.01	-0.02	0.00	0.04	-0.01	0.00	0.00
Permanent Workforce: Net Change %	-2.15	-3.62	21.29	3.01	0.00	0.00	10.00	-6.35	14.29	50.00	0.00	-20.00	0.00	0.00	-3.85	0.00	0.00

EMPLOYEE GAINS

Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
Permanent Workforce: New Hires #	435	334	34	67	12	1	1	0	3	1	1	0	0	2	3	0	0
Permanent Workforce: New Hires %	100	76.78	7.82	15.40	2.76	0.23	0.23	0.00	0.69	0.23	0.23	0.00	0.00	0.46	0.69	0.00	0.00
EMPLOYEE LOSSES																	
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Removal #	6	4	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Removal %	100	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Resignation #	210	182	10	18	4	0	0	1	0	0	0	0	0	0	3	0	0
Permanent Workforce: Resignation %	100	86.67	4.76	8.57	1.90	0.00	0.00	0.48	0.00	0.00	0.00	0.00	0.00	0.00	1.43	0.00	0.00
Permanent Workforce: Retirement #	282	237	4	41	9	1	0	4	1	0	1	1	0	0	1	0	0
Permanent Workforce: Retirement %	100	84.04	1.42	14.54	3.19	0.35	0.00	1.42	0.35	0.00	0.35	0.35	0.00	0.00	0.35	0.00	0.00
Permanent Workforce: Other Separations #	55	42	3	10	4	0	0	1	0	0	1	0	0	0	2	0	0
Permanent Workforce: Other Separations %	100	76.36	5.45	18.18	7.27	0.00	0.00	1.82	0.00	0.00	1.82	0.00	0.00	0.00	3.64	0.00	0.00
Permanent Workforce: Total Separations #	553	465	17	71	17	1	0	6	1	0	2	1	0	0	6	0	0
Permanent Workforce: Total Separations %	100	84.09	3.07	12.84	3.07	0.18	0.00	1.08	0.18	0.00	0.36	0.18	0.00	0.00	1.08	0.00	0.00
TEMPORARY WORKFORCE																	
Temporary Workforce: Prior FY #	412	361	14	37	7	1	1	3	0	0	0	0	0	0	2	0	0
Temporary Workforce: Prior FY %	100	87.62	3.40	8.98	1.70	0.24	0.24	0.73	0.00	0.00	0.00	0.00	0.00	0.00	0.49	0.00	0.00
Temporary Workforce: Current FY #	379	325	14	40	4	0	1	0	1	0	0	0	2	0	0	0	0
Temporary Workforce: Current FY %	100	85.75	3.69	10.55	1.06	0.00	0.26	0.00	0.26	0.00	0.00	0.00	0.53	0.00	0.00	0.00	0.00
Temporary Workforce: Difference #	-33	-36	0	3	-3	-1	0	-3	1	0	0	0	2	0	-2	0	0
Temporary Workforce: Ratio Change %	0.00	-1.87	0.29	1.57	-0.64	-0.24	0.02	-0.73	0.26	0.00	0.00	0.00	0.53	0.00	-0.49	0.00	0.00
Temporary Workforce: Net Change %	-8.01	-9.97	0.00	8.11	-42.86	-100.00	0.00	-100.00	0.00	0.00	0.00	0.00	0.00	0.00	-100.00	0.00	0.00
EMPLOYEE GAINS																	
Temporary Workforce: New Hires #	128	99	9	20	5	0	1	0	2	0	0	0	2	0	0	0	0
Temporary Workforce: New Hires %	100	77.34	7.03	15.63	3.91	0.00	0.78	0.00	1.56	0.00	0.00	0.00	1.56	0.00	0.00	0.00	0.00
EMPLOYEE LOSSES																	
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	100	90	3	7	2	1	0	1	0	0	0	0	0	0	0	0	0
Temporary Workforce: Resignation %	100	90.00	3.00	7.00	2.00	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Retirement #	10	6	0	4	2	0	0	1	1	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	100	60.00	0.00	40.00	20.00	0.00	0.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
Temporary Workforce: Other Separations #	43	36	2	5	1	0	1	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	100	83.72	4.65	11.63	2.33	0.00	2.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	154	133	5	16	5	1	1	2	1	0	0	0	0	0	0	0	0
Temporary Workforce: Total Separations %	100	86.36	3.25	10.39	3.25	0.65	0.65	1.30	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																	
EMPLOYEE GAINS																	
EMPLOYEE LOSSES																	

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

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
TOTAL WORKFORCE (Participation Rate)																		
Total Workforce: Prior FY #	6036	5335	5166	169	701	149	3	11	66	14	2	8	5	9	0	28	0	3
Total Workforce: Prior FY %	100	88.39	85.59	2.80	11.61	2.47	0.05	0.18	1.09	0.23	0.03	0.13	0.08	0.15	0.00	0.46	0.00	0.05
Total Workforce: Current FY #	5882	5158	4956	202	724	146	2	12	59	17	3	8	4	11	2	25	0	3
Total Workforce: Current FY %	100	87.69	84.26	3.43	12.31	2.48	0.03	0.20	1.00	0.29	0.05	0.14	0.07	0.19	0.03	0.43	0.00	0.05
Total Workforce: 501 Goal %					12.00	2.00												
Total Workforce: Difference #	-154	-177	-210	33	23	-3	-1	1	-7	3	1	0	-1	2	2	-3	0	0
Total Workforce: Ratio Change %	0.00	-0.70	-1.33	0.63	0.70	0.01	-0.02	0.02	-0.09	0.06	0.02	0.01	-0.01	0.04	0.03	-0.03	0.00	0.00
Total Workforce: Net Change %	-2.55	-3.32	-4.07	19.53	3.28	-2.01	-33.33	9.09	-10.61	21.43	50.00	0.00	-20.00	22.22	0.00	-10.71	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		
Total Workforce: New Hires #	563	476	433	43	87	17	1	2	0	5	1	1	0	2	2	3	0	0
Total Workforce: New Hires %	100	84.55	76.91	7.64	15.45	3.02	0.18	0.36	0.00	0.89	0.18	0.18	0.00	0.36	0.36	0.53	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	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 Workforce: Removal #	7	5	5	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	0.12	0.10	0.10	0.00	0.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	310	285	272	13	25	6	1	0	2	0	0	0	0	0	0	3	0	0
Total Workforce: Resignation %	5.27	5.53	5.49	6.44	3.45	4.11	50.00	0.00	3.39	0.00	0.00	0.00	0.00	0.00	0.00	12.00	0.00	0.00
Total Workforce: Retirement #	292	247	243	4	45	11	1	0	5	2	0	1	1	0	0	1	0	0
Total Workforce: Retirement %	4.96	4.79	4.90	1.98	6.22	7.53	50.00	0.00	8.47	11.76	0.00	12.50	25.00	0.00	0.00	4.00	0.00	0.00
Total Workforce: Other Separations #	98	83	78	5	15	5	0	1	1	0	0	1	0	0	0	2	0	0
Total Workforce: Other Separations %	1.67	1.61	1.57	2.48	2.07	3.42	0.00	8.33	1.69	0.00	0.00	12.50	0.00	0.00	0.00	8.00	0.00	0.00
Total Workforce: Total Separations #	707	620	598	22	87	22	2	1	8	2	0	2	1	0	0	6	0	0
Total Workforce: Total Separations %	12.02	12.02	12.07	10.89	12.02	15.07	100.00	8.33	13.56	11.76	0.00	25.00	25.00	0.00	0.00	24.00	0.00	0.00
PERMANENT WORKFORCE (Participation Rate)																		
Permanent Workforce: Prior FY #	5624	4960	4805	155	664	142	2	10	63	14	2	8	5	9	0	26	0	3
Permanent Workforce: Prior FY %	100	88.19	85.44	2.76	11.81	2.52	0.04	0.18	1.12	0.25	0.04	0.14	0.09	0.16	0.00	0.46	0.00	0.05
Permanent Workforce: Current FY #	5503	4819	4631	188	684	142	2	11	59	16	3	8	4	9	2	25	0	3
Permanent Workforce: Current FY %	100	87.57	84.15	3.42	12.43	2.58	0.04	0.20	1.07	0.29	0.05	0.15	0.07	0.16	0.04	0.45	0.00	0.05
Permanent Workforce: Difference #	-121	-141	-174	33	20	0	0	1	-4	2	1	0	-1	0	2	-1	0	0
Permanent Workforce: Ratio Change %	0.00	-0.62	-1.29	0.66	0.62	0.06	0.00	0.02	-0.05	0.04	0.01	0.01	-0.02	0.00	0.04	-0.01	0.00	0.00
Permanent Workforce: Net Change %	-2.15	-2.84	-3.62	21.29	3.01	0.00	0.00	10.00	-6.35	14.29	50.00	0.00	-20.00	0.00	0.00	-3.85	0.00	0.00

EMPLOYEE GAINS (Participation Rate)

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
Permanent Workforce: New Hires #	435	368	334	34	67	12	1	1	0	3	1	1	0	0	2	3	0	0
Permanent Workforce: New Hires %	100	84.60	76.78	7.82	15.40	2.76	0.23	0.23	0.00	0.69	0.23	0.23	0.00	0.00	0.46	0.69	0.00	0.00

EMPLOYEE LOSSES (Inclusion Rate)

Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Removal #	6	4	4	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Removal %	0.11	0.08	0.09	0.00	0.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Resignation #	210	192	182	10	18	4	0	0	1	0	0	0	0	0	0	3	0	0
Permanent Workforce: Resignation %	3.82	3.98	3.93	5.32	2.63	2.82	0.00	0.00	1.69	0.00	0.00	0.00	0.00	0.00	0.00	12.00	0.00	0.00
Permanent Workforce: Retirement #	282	241	237	4	41	9	1	0	4	1	0	1	1	0	0	1	0	0
Permanent Workforce: Retirement %	5.12	5.00	5.12	2.13	5.99	6.34	50.00	0.00	6.78	6.25	0.00	12.50	25.00	0.00	0.00	4.00	0.00	0.00
Permanent Workforce: Other Separations #	55	45	42	3	10	4	0	0	1	0	0	1	0	0	0	2	0	0
Permanent Workforce: Other Separations %	1.00	0.93	0.91	1.60	1.46	2.82	0.00	0.00	1.69	0.00	0.00	12.50	0.00	0.00	0.00	8.00	0.00	0.00
Permanent Workforce: Total Separations #	553	482	465	17	71	17	1	0	6	1	0	2	1	0	0	6	0	0
Permanent Workforce: Total Separations %	9.40	9.34	9.38	8.42	9.81	11.64	50.00	0.00	10.17	5.88	0.00	25.00	25.00	0.00	0.00	24.00	0.00	0.00

TEMPORARY WORKFORCE (Participation Rate)

Temporary Workforce: Prior FY #	412	375	361	14	37	7	1	1	3	0	0	0	0	0	0	2	0	0
Temporary Workforce: Prior FY %	100	91.02	87.62	3.40	8.98	1.70	0.24	0.24	0.73	0.00	0.00	0.00	0.00	0.00	0.00	0.49	0.00	0.00
Temporary Workforce: Current FY #	379	339	325	14	40	4	0	1	0	1	0	0	0	2	0	0	0	0
Temporary Workforce: Current FY %	100	89.45	85.75	3.69	10.55	1.06	0.00	0.26	0.00	0.26	0.00	0.00	0.00	0.53	0.00	0.00	0.00	0.00
Temporary Workforce: Difference #	-33	-36	-36	0	3	-3	-1	0	-3	1	0	0	0	2	0	-2	0	0
Temporary Workforce: Ratio Change %	0.00	-1.57	-1.87	0.29	1.57	-0.64	-0.24	0.02	-0.73	0.26	0.00	0.00	0.00	0.53	0.00	-0.49	0.00	0.00
Temporary Workforce: Net Change %	-8.01	-9.60	-9.97	0.00	8.11	-42.86	-100.00	0.00	-100.00	0.00	0.00	0.00	0.00	0.00	0.00	-100.00	0.00	0.00

EMPLOYEE GAINS (Participation Rate)

Temporary Workforce: New Hires #	128	108	99	9	20	5	0	1	0	2	0	0	0	2	0	0	0	0
Temporary Workforce: New Hires %	100	84.38	77.34	7.03	15.63	3.91	0.00	0.78	0.00	1.56	0.00	0.00	0.00	1.56	0.00	0.00	0.00	0.00

EMPLOYEE LOSSES (Inclusion Rate)

Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	0.26	0.29	0.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	100	93	90	3	7	2	1	0	1	0	0	0	0	0	0	0	0	0
Temporary Workforce: Resignation %	26.39	27.43	27.69	21.43	17.50	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Retirement #	10	6	6	0	4	2	0	0	1	1	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	2.64	1.77	1.85	0.00	10.00	50.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE (Participation Rate)
EMPLOYEE GAINS (Participation Rate) EMPLOYEE LOSSES (Inclusion Rate)**

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
Temporary Workforce: Other Separations #	43	38	36	2	5	1	0	1	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	11.35	11.21	11.08	14.29	12.50	25.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	154	138	133	5	16	5	1	1	2	1	0	0	0	0	0	0	0	0
Temporary Workforce: Total Separations %	2.62	2.68	2.68	2.48	2.21	3.42	50.00	8.33	3.39	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Subordinate Component	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
501 Goal %				12.00	2.00												
Permanent Workforce #	5511	5605	136	770	136	1	10	58	16	2	5	5	9	3	24	0	3
Permanent Workforce %	100	83.56	2.47	13.97	2.35	0.02	0.17	1.00	0.28	0.03	0.09	0.09	0.16	0.05	0.42	0.00	0.05
Atlanta Regional Office #	425	367	3	55	9	0	0	3	1	0	0	1	0	0	4	0	0
Atlanta Regional Office %	100	86.35	0.71	12.94	2.03	0.00	0.00	0.68	0.23	0.00	0.00	0.23	0.00	0.00	0.90	0.00	0.00
Chicago Regional Office #	445	381	6	58	8	0	0	4	1	0	0	0	1	0	2	0	0
Chicago Regional Office %	100	85.62	1.35	13.03	1.74	0.00	0.00	0.87	0.22	0.00	0.00	0.00	0.22	0.00	0.43	0.00	0.00
Dallas Regional Office #	574	460	15	99	20	0	0	8	5	0	2	1	1	0	3	0	0
Dallas Regional Office %	100	80.14	2.61	17.25	3.26	0.00	0.00	1.30	0.81	0.00	0.33	0.16	0.16	0.00	0.49	0.00	0.00
Kansas City Regional Office #	464	415	7	42	7	0	0	4	0	0	0	1	2	0	0	0	0
Kansas City Regional Office %	100	89.44	1.51	9.05	1.46	0.00	0.00	0.84	0.00	0.00	0.00	0.21	0.42	0.00	0.00	0.00	0.00
New York Regional Office #	545	482	16	47	10	0	3	2	0	1	1	0	1	0	1	0	1
New York Regional Office %	100	88.44	2.94	8.62	1.77	0.00	0.53	0.35	0.00	0.18	0.18	0.00	0.18	0.00	0.18	0.00	0.18
San Francisco Regional Office #	479	413	11	55	12	1	1	3	1	1	0	0	1	0	4	0	0
San Francisco Regional Office %	100	86.22	2.30	11.48	2.39	0.20	0.20	0.60	0.20	0.20	0.00	0.00	0.20	0.00	0.80	0.00	0.00
Headquarters Regional Office #	2579	2087	78	414	70	0	6	34	8	0	2	2	3	3	10	0	2
Headquarters Regional Office %	100	80.92	3.02	16.05	2.57	0.00	0.22	1.25	0.29	0.00	0.07	0.07	0.11	0.11	0.37	0.00	0.07

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

Occupational Categories	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
501 Goal %				12.00	2.00												
1. Management																	
Executives #	130	114	6	10	1	0	0	1	0	0	0	0	0	0	0	0	0
Executives %	100	87.69	4.62	7.69	0.77	0.00	0.00	0.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Managers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Managers %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Supervisors #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors %	100	0.00	0.00	0.00	0.00	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 Management #	130	114	6	10	1	0	0	1	0	0	0	0	0	0	0	0	0
Total Management %	100	87.69	4.62	7.69	0.77	0.00	0.00	0.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2. Professionals #	4456	3745	157	554	115	2	9	46	11	3	6	4	9	2	21	0	2
Professionals %	100	84.04	3.52	12.43	2.58	0.04	0.20	1.03	0.25	0.07	0.13	0.09	0.20	0.04	0.47	0.00	0.04
3. Technicians #	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians %	100	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4. Sales Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers %	100	0.00	0.00	0.00	0.00	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 Workers #	187	145	2	40	10	0	0	4	1	0	1	0	0	0	3	0	1
Administrative Workers %	100	77.54	1.07	21.39	5.35	0.00	0.00	2.14	0.53	0.00	0.53	0.00	0.00	0.00	1.60	0.00	0.53
6. Craft Workers #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives %	100	0.00	0.00	0.00	0.00	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
Laborers and Helpers %	100	0.00	0.00	0.00	0.00	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 #	49	47	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers %	100	95.92	2.04	2.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B4: Participation Rates For FDIC Grades by Disability (Permanent)

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
501 Goal %				12.00	2.00												
CG-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-03 %	100	100.00	0.00	0.00	0.00	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 #	82	74	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-04 %	100	90.24	4.88	4.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-05 #	20	15	0	5	3	0	0	2	0	0	0	0	0	0	1	0	0
CG-05 %	100	75.00	0.00	25.00	15.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	0.00	0.00
CG-06 #	43	36	0	7	3	0	0	1	0	0	1	0	0	0	1	0	0
CG-06 %	100	83.72	0.00	16.28	6.98	0.00	0.00	2.33	0.00	0.00	2.33	0.00	0.00	0.00	2.33	0.00	0.00
CG-07 #	236	191	10	35	13	1	0	4	2	1	0	0	0	0	4	0	1
CG-07 %	100	80.93	4.24	14.83	5.51	0.42	0.00	1.69	0.85	0.42	0.00	0.00	0.00	0.00	1.69	0.00	0.42
CG-08 #	50	38	0	12	1	0	0	1	0	0	0	0	0	0	0	0	0
CG-08 %	100	76.00	0.00	24.00	2.00	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09 #	357	291	13	53	10	0	0	1	1	1	0	0	1	1	5	0	0
CG-09 %	100	81.51	3.64	14.85	2.80	0.00	0.00	0.28	0.28	0.28	0.00	0.00	0.28	0.28	1.40	0.00	0.00
CG-11 #	243	201	9	33	9	0	0	4	2	0	0	0	1	0	2	0	0
CG-11 %	100	82.72	3.70	13.58	3.70	0.00	0.00	1.65	0.82	0.00	0.00	0.00	0.41	0.00	0.82	0.00	0.00
CG-12 #	720	600	24	96	20	0	5	9	1	0	2	1	0	0	2	0	0
CG-12 %	100	83.33	3.33	13.33	2.78	0.00	0.69	1.25	0.14	0.00	0.28	0.14	0.00	0.00	0.28	0.00	0.00
CG-13 #	908	750	34	124	23	0	1	10	0	0	2	0	4	0	5	0	1
CG-13 %	100	82.60	3.74	13.66	2.53	0.00	0.11	1.10	0.00	0.00	0.22	0.00	0.44	0.00	0.55	0.00	0.11
CG-14 #	1366	1158	45	163	28	1	1	11	6	1	0	3	3	1	1	0	0
CG-14 %	100	84.77	3.29	11.93	2.05	0.07	0.07	0.81	0.44	0.07	0.00	0.22	0.22	0.07	0.07	0.00	0.00
CG-15 #	664	582	23	59	15	0	2	7	1	0	2	0	0	0	3	0	0
CG-15 %	100	87.65	3.46	8.89	2.26	0.00	0.30	1.05	0.15	0.00	0.30	0.00	0.00	0.00	0.45	0.00	0.00
Total CG Workforce (Permanent) #	4691	3938	162	591	125	2	9	50	13	3	7	4	9	2	24	0	2
Total CG Workforce (Permanent) %	100	83.95	3.45	12.60	2.66	0.04	0.19	1.07	0.28	0.06	0.15	0.09	0.19	0.04	0.51	0.00	0.04
IG #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
IG %	100	0.00	0.00	0.00	0.00	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 B4: Participation Rates For FDIC Grades by Disability (Temporary)

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
501 Goal %				12.00	2.00												
CG-02 #	1	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0
CG-02 %	100	0.00	0.00	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03 #	3	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-03 %	100	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04 #	68	58	2	8	2	0	0	0	0	0	0	0	2	0	0	0	0
CG-04 %	100	85.29	2.94	11.76	2.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.94	0.00	0.00	0.00	0.00
CG-05 #	11	7	2	2	1	0	1	0	0	0	0	0	0	0	0	0	0
CG-05 %	100	63.64	18.18	18.18	9.09	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07 #	103	91	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-07 %	100	88.35	5.83	5.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-08 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-08 %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09 #	149	133	2	14	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-09 %	100	89.26	1.34	9.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-11 #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-11 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	24	22	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	91.67	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-13 %	100	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	8	5	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-14 %	100	62.50	12.50	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-15 %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total CG Workforce (Temporary) #	377	324	13	40	4	0	1	0	1	0	0	0	2	0	0	0	0
Total CG Workforce (Temporary) %	100	85.94	3.45	10.61	1.06	0.00	0.27	0.00	0.27	0.00	0.00	0.00	0.53	0.00	0.00	0.00	0.00
IG #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
IG %	100	100.00	0.00	0.00	0.00	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 B4: Participation Rates For General Schedule Grades by Disability (Permanent)

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
501 Goal %				12.00	2.00												
Total GS Employees #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GS Employees %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	158	135	8	15	2	0	0	1	0	0	0	0	0	0	0	0	1
Other Senior Pay %	100	85.44	5.06	9.49	1.27	0.00	0.00	0.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.63
Total Senior Pay #	158	135	8	15	2	0	0	1	0	0	0	0	0	0	0	0	1
Total Senior Pay %	100	85.44	5.06	9.49	1.27	0.00	0.00	0.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.63

Table B4: Participation Rates For General Schedule Grades by Disability (Temporary)

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
501 Goal %				12.00	2.00												
Total GS Employees #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GS Employees %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Pay %	100	100.00	0.00	0.00	0.00	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 BSP: SALARY - Distribution by Disability (Participation Rate)

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
501 Goal %				12.00	2.00												
Up to \$20,000 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	80	70	4	6	1	0	0	0	0	0	0	0	0	0	1	0	0
\$40,001-\$50,000 %	100	87.50	5.00	7.50	1.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.25	0.00	0.00
\$50,001-\$60,000 #	110	91	5	14	6	0	0	3	0	1	0	0	0	0	2	0	0
\$50,001-\$60,000 %	100	82.73	4.55	12.73	5.45	0.00	0.00	2.73	0.00	0.91	0.00	0.00	0.00	0.00	1.82	0.00	0.00
\$60,001-\$70,000 #	285	244	7	34	9	1	0	2	1	1	0	0	0	0	4	0	0
\$60,001-\$70,000 %	100	85.61	2.46	11.93	3.16	0.35	0.00	0.70	0.35	0.35	0.00	0.00	0.00	0.00	1.40	0.00	0.00
\$70,001-\$80,000 #	187	154	10	23	7	0	0	0	1	0	1	0	0	1	4	0	0
\$70,001-\$80,000 %	100	82.35	5.35	12.30	3.74	0.00	0.00	0.00	0.53	0.00	0.53	0.00	0.00	0.53	2.14	0.00	0.00
\$80,001-\$90,000 #	247	217	6	24	8	0	0	3	2	0	0	0	1	0	1	0	1
\$80,001-\$90,000 %	100	87.85	2.43	9.72	3.24	0.00	0.00	1.21	0.81	0.00	0.00	0.00	0.40	0.00	0.40	0.00	0.40
\$90,001-\$100,000 #	232	179	6	47	11	0	0	7	0	0	1	0	1	0	2	0	0
\$90,001-\$100,000 %	100	77.16	2.59	20.26	4.74	0.00	0.00	3.02	0.00	0.00	0.43	0.00	0.43	0.00	0.86	0.00	0.00
\$100,001-\$110,000 #	256	205	12	39	8	0	0	6	0	0	1	0	0	0	1	0	0
\$100,001-\$110,000 %	100	80.08	4.69	15.23	3.13	0.00	0.00	2.34	0.00	0.00	0.39	0.00	0.00	0.00	0.39	0.00	0.00
\$110,001-\$120,000 #	232	192	5	35	4	0	0	2	0	0	0	0	1	0	1	0	0
\$110,001-\$120,000 %	100	82.76	2.16	15.09	1.72	0.00	0.00	0.86	0.00	0.00	0.00	0.00	0.43	0.00	0.43	0.00	0.00
\$120,001-\$130,000 #	256	209	6	41	8	0	2	3	2	0	0	0	0	0	0	0	1
\$120,001-\$130,000 %	100	81.64	2.34	16.02	3.13	0.00	0.78	1.17	0.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.39
\$130,001-\$140,000 #	342	291	11	40	12	1	1	3	1	0	0	1	2	1	2	0	0
\$130,001-\$140,000 %	100	85.09	3.22	11.70	3.51	0.29	0.29	0.88	0.29	0.00	0.00	0.29	0.58	0.29	0.58	0.00	0.00
\$140,001-\$150,000 #	300	248	15	37	3	0	0	1	1	0	0	0	0	0	1	0	0
\$140,001-\$150,000 %	100	82.67	5.00	12.33	1.00	0.00	0.00	0.33	0.33	0.00	0.00	0.00	0.00	0.00	0.33	0.00	0.00
\$150,001-\$160,000 #	338	292	14	32	6	0	2	2	0	0	0	1	1	0	0	0	0
\$150,001-\$160,000 %	100	86.39	4.14	9.47	1.78	0.00	0.59	0.59	0.00	0.00	0.00	0.30	0.30	0.00	0.00	0.00	0.00
\$160,001-\$170,000 #	291	239	9	43	10	0	3	2	2	0	2	1	0	0	0	0	0
\$160,001-\$170,000 %	100	82.13	3.09	14.78	3.44	0.00	1.03	0.69	0.69	0.00	0.69	0.34	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000 #	268	225	6	37	5	0	1	1	0	0	0	0	1	0	2	0	0
\$170,001-\$180,000 %	100	83.96	2.24	13.81	1.87	0.00	0.37	0.37	0.00	0.00	0.00	0.00	0.37	0.00	0.75	0.00	0.00
\$180,001 and Greater #	2073	1770	72	231	44	0	2	24	6	1	3	1	2	0	4	0	1
\$180,001 and Greater %	100	85.38	3.47	11.14	2.12	0.00	0.10	1.16	0.29	0.05	0.14	0.05	0.10	0.00	0.19	0.00	0.05

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

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
501 Goal %				12.00	2.00												
Up to \$20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	29	21	1	7	2	0	0	0	1	0	0	0	1	0	0	0	0
\$30,001-\$40,000 %	100	72.41	3.45	24.14	6.90	0.00	0.00	0.00	3.45	0.00	0.00	0.00	3.45	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	46	37	3	6	2	0	1	0	0	0	0	0	1	0	0	0	0
\$40,001-\$50,000 %	100	80.43	6.52	13.04	4.35	0.00	2.17	0.00	0.00	0.00	0.00	0.00	2.17	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	60	53	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0
\$50,001-\$60,000 %	100	88.33	8.33	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	132	114	3	15	0	0	0	0	0	0	0	0	0	0	0	0	0
\$60,001-\$70,000 %	100	86.36	2.27	11.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$70,001-\$80,000 #	53	50	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
\$70,001-\$80,000 %	100	94.34	0.00	5.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000 #	15	14	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$80,001-\$90,000 %	100	93.33	0.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$90,001-\$100,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$100,001-\$110,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000 #	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$110,001-\$120,000 %	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000 #	9	8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$120,001-\$130,000 %	100	88.89	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$130,001-\$140,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000 #	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150,001-\$160,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$160,001-\$170,000 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$160,001-\$170,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170,001-\$180,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	9	4	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180,001 and Greater %	100	44.44	22.22	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
501 Goal %				12.00	2.00												
ECONOMIST (0110) #	68	56	4	8	3	0	0	1	2	0	0	0	0	0	0	0	0
ECONOMIST (0110) %	100	82.35	5.88	11.76	4.41	0.00	0.00	1.47	2.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-07 %	100	0.00	0.00	0.00	0.00	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 #	3	1	0	2	1	0	0	0	1	0	0	0	0	0	0	0	0
CG-09 %	100	33.33	0.00	66.67	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-11 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-11 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	4	3	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
CG-12 %	100	75.00	0.00	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-13 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	41	33	3	5	1	0	0	0	1	0	0	0	0	0	0	0	0
CG-14 %	100	80.49	7.32	12.20	2.44	0.00	0.00	0.00	2.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CM-01 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CM-02 %	100	100.00	0.00	0.00	0.00	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-00 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ADMINISTRATION AND PROGRAM (0301) #	634	508	33	93	17	0	1	5	0	0	1	1	3	0	5	0	1
ADMINISTRATION AND PROGRAM (0301) %	100	80.13	5.21	14.67	2.68	0.00	0.16	0.79	0.00	0.00	0.16	0.16	0.47	0.00	0.79	0.00	0.16
CG-07 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-07 %	100	100.00	0.00	0.00	0.00	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 #	39	27	1	11	3	0	0	1	0	0	0	0	1	0	1	0	0
CG-09 %	100	69.23	2.56	28.21	7.69	0.00	0.00	2.56	0.00	0.00	0.00	0.00	2.56	0.00	2.56	0.00	0.00
CG-11 #	30	25	1	4	1	0	0	1	0	0	0	0	0	0	0	0	0
CG-11 %	100	83.33	3.33	13.33	3.33	0.00	0.00	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	76	54	6	16	4	0	1	0	0	0	1	1	0	0	1	0	0
CG-12 %	100	71.05	7.89	21.05	5.26	0.00	1.32	0.00	0.00	0.00	1.32	1.32	0.00	0.00	1.32	0.00	0.00
CG-13 #	109	83	5	21	3	0	0	0	0	0	0	0	1	0	1	0	1
CG-13 %	100	76.15	4.59	19.27	2.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.92	0.00	0.92	0.00	0.92

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
CG-14 #	132	110	4	18	2	0	0	0	0	0	0	0	1	0	1	0	0
CG-14 %	100	83.33	3.03	13.64	1.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.76	0.00	0.76	0.00	0.00
CG-15 #	68	59	6	3	1	0	0	1	0	0	0	0	0	0	0	0	0
CG-15 %	100	86.76	8.82	4.41	1.47	0.00	0.00	1.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01 #	54	43	3	8	1	0	0	1	0	0	0	0	0	0	0	0	0
CM-01 %	100	79.63	5.56	14.81	1.85	0.00	0.00	1.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	33	27	3	3	1	0	0	0	0	0	0	0	0	0	1	0	0
CM-02 %	100	81.82	9.09	9.09	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.03	0.00	0.00
CX-00 #	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	60.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM-00 #	84	73	3	8	1	0	0	1	0	0	0	0	0	0	0	0	0
EM-00 %	100	86.90	3.57	9.52	1.19	0.00	0.00	1.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EX-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EX-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EX-04 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EX-04 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
IG-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
IG-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FINANCIAL ADMINISTRATION AND PROGRAM (0501) #	128	108	4	16	3	0	0	1	2	0	0	0	0	0	0	0	0
FINANCIAL ADMINISTRATION AND PROGRAM (0501) %	100	84.38	3.13	12.50	2.34	0.00	0.00	0.78	1.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09 #	9	8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-09 %	100	88.89	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-11 #	7	5	0	2	1	0	0	1	0	0	0	0	0	0	0	0	0
CG-11 %	100	71.43	0.00	28.57	14.29	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	19	15	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-13 %	100	78.95	5.26	15.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	44	35	2	7	1	0	0	0	1	0	0	0	0	0	0	0	0
CG-14 %	100	79.55	4.55	15.91	2.27	0.00	0.00	0.00	2.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	9	8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-15 %	100	88.89	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01 #	21	19	1	1	1	0	0	0	1	0	0	0	0	0	0	0	0
CM-01 %	100	90.48	4.76	4.76	4.76	0.00	0.00	0.00	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CM-02 %	100	100.00	0.00	0.00	0.00	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-00 #	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
EM-00 %	100	83.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
ACCOUNTANTS AND AUDITORS (0510) #	49	36	3	10	2	0	0	2	0	0	0	0	0	0	0	0	0
ACCOUNTANTS AND AUDITORS (0510) %	100	73.47	6.12	20.41	4.08	0.00	0.00	4.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07 #	2	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
CG-07 %	100	50.00	0.00	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
CG-09 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-09 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	23	16	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-13 %	100	69.57	8.70	21.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	15	13	0	2	1	0	0	1	0	0	0	0	0	0	0	0	0
CG-14 %	100	86.67	0.00	13.33	6.67	0.00	0.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-15 %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX-00 #	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FINANCIAL OFFICER (0570) #	2431	2135	57	239	54	2	5	23	5	2	3	2	4	0	8	0	0
FINANCIAL OFFICER (0570) %	100	87.82	2.34	9.83	2.22	0.08	0.21	0.95	0.21	0.08	0.12	0.08	0.16	0.00	0.33	0.00	0.00
CG-07 #	139	119	6	14	5	1	0	0	1	0	0	0	0	0	3	0	0
CG-07 %	100	85.61	4.32	10.07	3.60	0.72	0.00	0.00	0.72	0.00	0.00	0.00	0.00	0.00	2.16	0.00	0.00
CG-09 #	205	177	8	20	4	0	0	0	0	1	0	0	0	0	3	0	0
CG-09 %	100	86.34	3.90	9.76	1.95	0.00	0.00	0.00	0.00	0.49	0.00	0.00	0.00	0.00	1.46	0.00	0.00
CG-11 #	103	93	5	5	1	0	0	0	0	0	0	0	0	0	1	0	0
CG-11 %	100	90.29	4.85	4.85	0.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.97	0.00	0.00
CG-12 #	476	406	10	60	11	0	4	4	1	0	1	0	0	0	1	0	0
CG-12 %	100	85.29	2.10	12.61	2.31	0.00	0.84	0.84	0.21	0.00	0.21	0.00	0.00	0.00	0.21	0.00	0.00
CG-13 #	403	360	8	35	10	0	0	5	0	0	2	0	3	0	0	0	0
CG-13 %	100	89.33	1.99	8.68	2.48	0.00	0.00	1.24	0.00	0.00	0.50	0.00	0.74	0.00	0.00	0.00	0.00
CG-14 #	597	534	15	48	14	1	1	6	2	1	0	2	1	0	0	0	0
CG-14 %	100	89.45	2.51	8.04	2.35	0.17	0.17	1.01	0.34	0.17	0.00	0.34	0.17	0.00	0.00	0.00	0.00
CG-15 #	169	152	1	16	4	0	0	4	0	0	0	0	0	0	0	0	0
CG-15 %	100	89.94	0.59	9.47	2.37	0.00	0.00	2.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01 #	278	238	4	36	5	0	0	4	1	0	0	0	0	0	0	0	0
CM-01 %	100	85.61	1.44	12.95	1.80	0.00	0.00	1.44	0.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	57	52	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0
CM-02 %	100	91.23	0.00	8.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
CX-00 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	100.00	0.00	0.00	0.00	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-00 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EM-00 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTORNEY (0905) #	315	268	12	35	7	0	1	2	2	0	0	0	0	0	2	0	0
ATTORNEY (0905) %	100	85.08	3.81	11.11	2.22	0.00	0.32	0.63	0.63	0.00	0.00	0.00	0.00	0.00	0.63	0.00	0.00
CG-11 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-11 %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-13 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	68	53	3	12	1	0	0	0	1	0	0	0	0	0	0	0	0
CG-14 %	100	77.94	4.41	17.65	1.47	0.00	0.00	0.00	1.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	165	141	6	18	6	0	1	2	1	0	0	0	0	0	2	0	0
CG-15 %	100	85.45	3.64	10.91	3.64	0.00	0.61	1.21	0.61	0.00	0.00	0.00	0.00	0.00	1.21	0.00	0.00
CM-01 #	16	13	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CM-01 %	100	81.25	12.50	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	28	27	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CM-02 %	100	96.43	0.00	3.57	0.00	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-00 #	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM-00 #	25	23	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
EM-00 %	100	92.00	4.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LEGAL ASSITANCE (0986) #	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
LEGAL ASSITANCE (0986) %	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06 #	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-06 %	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GENERAL BUSINESS AND INDUSTRY (1101) #	297	225	6	66	8	0	1	5	0	0	0	0	1	0	1	0	0
GENERAL BUSINESS AND INDUSTRY (1101) %	100	75.76	2.02	22.22	2.69	0.00	0.34	1.68	0.00	0.00	0.00	0.00	0.34	0.00	0.34	0.00	0.00
CG-07 #	11	8	1	2	2	0	0	1	0	0	0	0	0	0	1	0	0
CG-07 %	100	72.73	9.09	18.18	18.18	0.00	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	9.09	0.00	0.00
CG-09 #	8	4	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-09 %	100	50.00	12.50	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-11 #	21	17	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-11 %	100	80.95	0.00	19.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	24	16	1	7	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	66.67	4.17	29.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
CG-13 #	23	16	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-13 %	100	69.57	0.00	30.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	100	71	3	26	4	0	0	3	0	0	0	0	1	0	0	0	0
CG-14 %	100	71.00	3.00	26.00	4.00	0.00	0.00	3.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00
CG-15 #	48	42	0	6	1	0	1	0	0	0	0	0	0	0	0	0	0
CG-15 %	100	87.50	0.00	12.50	2.08	0.00	2.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01 #	29	23	0	6	1	0	0	1	0	0	0	0	0	0	0	0	0
CM-01 %	100	79.31	0.00	20.69	3.45	0.00	0.00	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	30	26	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
CM-02 %	100	86.67	0.00	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX-00 #	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
DATA SCIENTIST (1560) #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DATA SCIENTIST (1560) %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INFORMATION TECHNOLOGY MANAGEMENT (2210) #	410	348	20	42	8	0	0	4	1	0	1	0	1	0	1	0	0
INFORMATION TECHNOLOGY MANAGEMENT (2210) %	100	84.88	4.88	10.24	1.95	0.00	0.00	0.98	0.24	0.00	0.24	0.00	0.24	0.00	0.24	0.00	0.00
CG-07 #	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-07 %	100	100.00	0.00	0.00	0.00	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 #	23	22	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-09 %	100	95.65	4.35	0.00	0.00	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 #	8	5	0	3	2	0	0	0	1	0	0	0	1	0	0	0	0
CG-11 %	100	62.50	0.00	37.50	25.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00
CG-12 #	13	11	0	2	2	0	0	2	0	0	0	0	0	0	0	0	0
CG-12 %	100	84.62	0.00	15.38	15.38	0.00	0.00	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	112	89	5	18	3	0	0	2	0	0	0	0	0	0	1	0	0
CG-13 %	100	79.46	4.46	16.07	2.68	0.00	0.00	1.79	0.00	0.00	0.00	0.00	0.00	0.00	0.89	0.00	0.00
CG-14 #	152	131	7	14	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-14 %	100	86.18	4.61	9.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	46	39	4	3	1	0	0	0	0	0	1	0	0	0	0	0	0
CG-15 %	100	84.78	8.70	6.52	2.17	0.00	0.00	0.00	0.00	0.00	2.17	0.00	0.00	0.00	0.00	0.00	0.00
CM-01 #	27	24	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CM-01 %	100	88.89	7.41	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	8	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CM-02 %	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
CX-00 #	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	100.00	0.00	0.00	0.00	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-00 #	7	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EM-00 %	100	85.71	14.29	0.00	0.00	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 B6T: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate)

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
501 Goal %				12.00	2.00												
ECONOMIST (0110) #	13	9	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
ECONOMIST (0110) %	100	69.23	7.69	23.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07 #	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-07 %	100	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09 #	9	7	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-09 %	100	77.78	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ADMINISTRATION AND PROGRAM (0301) #	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATION AND PROGRAM (0301) %	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-15 %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CM-02 %	100	100.00	0.00	0.00	0.00	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-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CX-00 %	100	0.00	0.00	0.00	0.00	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-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EM-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
IG-00 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
IG-00 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FINANCIAL OFFICER (0570) #	240	215	7	18	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL OFFICER (0570) %	100	89.58	2.92	7.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07 #	88	78	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-07 %	100	88.64	5.68	5.68	0.00	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 #	137	123	2	12	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-09 %	100	89.78	1.46	8.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
CG-12 #	13	12	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	92.31	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-14 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTORNEY (0905) #	9	8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ATTORNEY (0905) %	100	88.89	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	8	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-14 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GENERAL BUSINESS AND INDUSTRY (1101) #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GENERAL BUSINESS AND INDUSTRY (1101) %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-13 %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INFORMATION TECHNOLOGY MANAGEMENT (2210) #	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
INFORMATION TECHNOLOGY MANAGEMENT (2210) %	100	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	0.00	0.00	0.00
CG-07 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-07 %	100	100.00	0.00	0.00	0.00	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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-09 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-12 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-13 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14 #	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CG-14 %	100	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

TIME OFF AWARDS

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
Time-Off Awards 1 - 10 hours: Awards Given #	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 1 - 10 hours: Awards Given %	100	71.43	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 1 - 10 Hours: Total Hours #	52	40	8	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 1 - 10 Hours: Average Hours #	7	8	8	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	89	89	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	49	49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	24	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	80	0	0	80	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	40	0	0	40	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

CASH AWARDS

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
Cash Awards \$500 and Under: Awards Given %	100	86.44	3.11	10.45	1.74	0.03	0.14	0.82	0.10	0.00	0.20	0.10	0.03	0.00	0.31	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	976770	844495	31021	101254	16135	292	1296	7260	1085	0	2071	714	438	0	2979	0	0
Cash Awards \$500 and Under: Average Amount \$	333.6	333.66	340.89	330.9	316.37	292	324	302.5	361.67	0	345	238	438	0	331	0	0
Cash Awards: \$501 - \$999: Awards Given #	3042	2635	87	320	74	0	1	36	4	1	5	7	9	1	9	0	1
Cash Awards: \$501 - \$999: Awards Given %	100	86.62	2.86	10.52	2.43	0.00	0.03	1.18	0.13	0.03	0.16	0.23	0.30	0.03	0.30	0.00	0.03
Cash Awards: \$501 - \$999: Total Amount \$	2062664	1784355	59155	219154	51314	0	585	25690	2810	731	3283	4741	6019	731	6139	0	585
Cash Awards: \$501 - \$999: Average Amount \$	678	677	679	684	693	0	585	713	702	731	656	677	668	731	682	0	585
Cash Awards: \$1000 - \$1999: Awards Given #	1226	1059	27	140	28	0	4	14	1	2	0	0	2	0	5	0	0
Cash Awards: \$1000 - \$1999: Awards Given %	100	86.38	2.20	11.42	2.28	0.00	0.33	1.14	0.08	0.16	0.00	0.00	0.16	0.00	0.41	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount \$	1513281	1311750	33200	168331	31741	0	4841	15950	1200	2000	0	0	2250	0	5500	0	0
Cash Awards: \$1000 - \$1999: Average Amount \$	1234	1238	1229	1202	1133	0	1210	1139	1200	1000	0	0	1125	0	1100	0	0
Cash Awards: \$2000 - \$2999: Awards Given #	297	257	4	36	11	0	3	5	1	0	1	0	0	0	1	0	0
Cash Awards: \$2000 - \$2999: Awards Given %	100	86.53	1.35	12.12	3.70	0.00	1.01	1.68	0.34	0.00	0.34	0.00	0.00	0.00	0.34	0.00	0.00

OTHER AWARDS

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
Cash Awards: \$2000 - \$2999: Total Amount \$	663668	575568	9000	79100	24000	0	6500	11000	2000	0	2000	0	0	0	2500	0	0
Cash Awards: \$2000 - \$2999: Average Amount \$	2234	2239	2250	2197	2181	0	2166	2200	2000	0	2000	0	0	0	2500	0	0
Cash Awards: \$3000 - \$3999: Awards Given #	49	45	0	4	1	0	0	1	0	0	0	0	0	0	0	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	100	91.84	0.00	8.16	2.04	0.00	0.00	2.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	154000	141750	0	12250	3000	0	0	3000	0	0	0	0	0	0	0	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3142	3150	0	3062	3000	0	0	3000	0	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Awards Given #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Awards Given %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount \$	17000	17000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Average Amount \$	4250	4250	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	20000	20000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Average Amount \$	5000	5000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total QSIs Awarded #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total QSIs Awarded %	100	0.00	0.00	0.00	0.00	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

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

TIME OFF AWARDS

Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
Time-Off Awards 1 - 10 hours: Awards Given #	7	6	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 1 - 10 hours: Awards Given %	0.13	0.12	0.11	0.53	0.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 1 - 10 Hours: Total Hours #	52	48	40	8	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 1 - 10 Hours: Average Hours #	7	3	8	8	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	6	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	0.11	0.12	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	89	89	89	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	14	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	0.04	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	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	49	49	49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	24	24	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	0.04	0.00	0.00	0.00	0.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	80	0	0	0	80	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	40	0	0	0	40	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

CASH AWARDS

Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
Cash Awards \$500 and Under: Awards Given #	2928	2622	2531	91	306	51	1	4	24	3	0	6	3	1	0	9	0	0
Cash Awards \$500 and Under: Awards Given %	53.21	54.41	54.65	48.40	44.74	35.92	50.00	36.36	40.68	18.75	0.00	75.00	75.00	11.11	0.00	36.00	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	976770	875516	844495	31021	101254	16135	292	1296	7260	1085	0	2071	714	438	0	2979	0	0
Cash Awards \$500 and Under: Average Amount \$	333.6	2	333.66	340.89	330.9	316.37	292	324	302.5	361.67	0	345	238	438	0	331	0	0
Cash Awards: \$501 - \$999: Awards Given #	3042	2722	2635	87	320	74	0	1	36	4	1	5	7	9	1	9	0	1
Cash Awards: \$501 - \$999: Awards Given %	55.28	56.48	56.90	46.28	46.78	52.11	0.00	9.09	61.02	25.00	33.33	62.50	175.00	100.00	50.00	36.00	0.00	33.33
Cash Awards: \$501 - \$999: Total Amount \$	2062664	1843510	1784355	59155	219154	51314	0	585	25690	2810	731	3283	4741	6019	731	6139	0	585
Cash Awards: \$501 - \$999: Average Amount \$	678	-6	677	679	684	693	0	585	713	702	731	656	677	668	731	682	0	585
Cash Awards: \$1000 - \$1999: Awards Given #	1226	1086	1059	27	140	28	0	4	14	1	2	0	0	2	0	5	0	0
Cash Awards: \$1000 - \$1999: Awards Given %	22.28	22.54	22.87	14.36	20.47	19.72	0.00	36.36	23.73	6.25	66.67	0.00	0.00	22.22	0.00	20.00	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount \$	1513281	1344950	1311750	33200	168331	31741	0	4841	15950	1200	2000	0	0	2250	0	5500	0	0
Cash Awards: \$1000 - \$1999: Average Amount \$	1234	32	1238	1229	1202	1133	0	1210	1139	1200	1000	0	0	1125	0	1100	0	0
Cash Awards: \$2000 - \$2999: Awards Given #	297	261	257	4	36	11	0	3	5	1	0	1	0	0	0	1	0	0
Cash Awards: \$2000 - \$2999: Awards Given %	5.40	5.42	5.55	2.13	5.26	7.75	0.00	27.27	8.47	6.25	0.00	12.50	0.00	0.00	0.00	4.00	0.00	0.00

OTHER AWARDS

Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
Cash Awards: \$2000 - \$2999: Total Amount \$	663668	584568	575568	9000	79100	24000	0	6500	11000	2000	0	2000	0	0	0	2500	0	0
Cash Awards: \$2000 - \$2999: Average Amount \$	2234	37	2239	2250	2197	2181	0	2166	2200	2000	0	2000	0	0	0	2500	0	0
Cash Awards: \$3000 - \$3999: Awards Given #	49	45	45	0	4	1	0	0	1	0	0	0	0	0	0	0	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	0.89	0.93	0.97	0.00	0.58	0.70	0.00	0.00	1.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	154000	141750	141750	0	12250	3000	0	0	3000	0	0	0	0	0	0	0	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3142	80	3150	0	3062	3000	0	0	3000	0	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Awards Given #	4	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Awards Given %	0.07	0.08	0.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount \$	17000	17000	17000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Average Amount \$	4250	4250	4250	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given #	4	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given %	0.07	0.08	0.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	20000	20000	20000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Average Amount \$	5000	5000	5000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total QSIs Awarded #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total QSIs Awarded %	0.00	0.00	0.00	0.00	0.00	0.00	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	0
Average Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



U.S. Equal Employment Opportunity Commission
FY 2022 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT A | FDIC APPLICANT FLOW DATA

NONPUBLIC//FDIC BUSINESS

41 Table A4-1P: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex - Permanent

GS/GM/GL Grades		Total	Male	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more		
					Male	Female	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		
	%	0.0	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		
	%	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	#	2	1	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0		
	%	100.0	50.00	50.00	0.00	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		
CG-04	#	83	59	24	4	1	47	16	1	2	5	5	0	0	0	0	2	0		
	%	100.0	71.08	28.92	4.82	1.20	56.63	19.28	1.20	2.41	6.02	6.02	0.00	0.00	0.00	0.00	2.41	0.00		
CG-05	#	20	7	13	0	1	2	3	3	8	1	1	0	0	0	0	1	0		
	%	100.0	35.00	65.00	0.00	5.00	10.00	15.00	15.00	40.00	5.00	5.00	0.00	0.00	0.00	0.00	5.00	0.00		
CG-06	#	43	7	36	1	2	1	19	4	10	0	3	0	0	0	0	1	2		
	%	100.0	16.28	83.72	2.33	4.65	2.33	44.19	9.30	23.26	0.00	6.98	0.00	0.00	0.00	0.00	2.33	4.65		
CG-07	#	230	123	107	16	6	75	48	20	39	11	10	0	0	0	1	1	3		
	%	100.0	53.48	46.52	6.96	2.61	32.61	20.87	8.70	16.96	4.78	4.35	0.00	0.00	0.00	0.43	0.43	1.30		
CG-08	#	50	6	44	1	7	2	8	2	28	0	1	0	0	1	0	0	0		
	%	100.0	12.00	88.00	2.00	14.00	4.00	16.00	4.00	56.00	0.00	2.00	0.00	0.00	2.00	0.00	0.00	0.00		
CG-09	#	364	200	164	12	12	132	76	27	56	18	14	2	0	3	1	6	5		
	%	100.0	54.95	45.05	3.30	3.30	36.26	20.88	7.42	15.38	4.95	3.85	0.55	0.00	0.82	0.27	1.65	1.37		
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	0.00		
CG-11	#	241	113	128	7	6	73	69	22	40	6	10	0	0	1	0	4	3		
	%	100.0	46.89	53.11	2.90	2.49	30.29	28.63	9.13	16.60	2.49	4.15	0.00	0.00	0.41	0.00	1.66	1.24		
CG-12	#	699	345	354	22	13	252	201	43	103	18	26	1	0	0	2	9	9		
	%	100.0	49.36	50.64	3.15	1.86	36.05	28.76	6.15	14.74	2.58	3.72	0.14	0.00	0.00	0.29	1.29	1.29		
CG-13	#	912	494	418	24	13	370	234	53	134	33	19	0	2	2	3	12	13		
	%	100.0	54.17	45.83	2.63	1.43	40.57	25.66	5.81	14.69	3.62	2.08	0.00	0.22	0.22	0.33	1.32	1.43		

NONPUBLIC//FDIC BUSINESS

CG-14	#	1385	813	572	33	24	605	328	88	139	68	69	0	0	8	2	11	10
	%	100.0	58.70	41.30	2.38	1.73	43.68	23.68	6.35	10.04	4.91	4.98	0.00	0.00	0.58	0.14	0.79	0.72
CG-15	#	663	434	229	21	6	334	150	20	36	45	35	2	0	4	2	8	0
	%	100.0	65.46	34.54	3.17	0.90	50.38	22.62	3.02	5.43	6.79	5.28	0.30	0.00	0.60	0.30	1.21	0.00
Total:	#	4692	2602	2090	141	91	1893	1153	283	595	206	193	5	2	19	11	55	45
	%	100.0	55.4561	44.5439	3.01	1.94	40.35	24.57	6.03	12.68	4.39	4.11	0.11	0.04	0.40	0.23	1.17	0.96

NONPUBLIC//FDIC BUSINESS

		Total	Male	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AL	#	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
	%	100.0	50.0	50.0	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
CM-01	#	474	298	176	12	7	238	123	31	36	11	7	0	0	1	0	5	3
	%	100.0	62.9	37.1	2.53	1.48	50.21	25.95	6.54	7.59	2.32	1.48	0.00	0.00	0.21	0.00	1.05	0.63
CM-02	#	185	99	86	3	3	79	59	6	14	7	9	0	0	0	0	4	1
	%	100.0	53.5	46.5	1.62	1.62	42.70	31.89	3.24	7.57	3.78	4.86	0.00	0.00	0.00	0.00	2.16	0.54
CX	#	28	16	12	1	0	14	9	0	0	1	2	0	0	0	0	0	1
	%	100.0	57.1	42.9	3.57	0.00	50.00	32.14	0.00	0.00	3.57	7.14	0.00	0.00	0.00	0.00	0.00	3.57
EM	#	128	81	47	2	1	63	35	11	6	4	4	0	0	0	0	1	1
	%	100.0	63.3	36.7	1.56	0.78	49.22	27.34	8.59	4.69	3.13	3.13	0.00	0.00	0.00	0.00	0.78	0.78
EX	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
IG	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	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
Total Senior Pay	#	818	496	322	18	11	396	226	48	56	23	23	0	0	1	0	10	6
	%	100.0	60.6357	39.3643	2.20	1.34	48.41	27.63	5.87	6.85	2.81	2.81	0.00	0.00	0.12	0.00	1.22	0.73

NONPUBLIC//FDIC BUSINESS

Wage Graded		Total	Male	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	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-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NONPUBLIC//FDIC BUSINESS

WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	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 Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	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 Wage Graded	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NONPUBLIC//FDIC BUSINESS

42 Table A4-1T: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex - Temporary

GS/GM/GL Grades		Total	Male	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
					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
	%	0.0	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	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.0	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03	#	3	2	1	0	0	0	1	0	0	2	0	0	0	0	0	0	0
	%	100.0	66.67	33.33	0.00	0.00	0.00	33.33	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04	#	68	42	26	0	3	29	12	3	7	8	3	0	0	0	1	2	0
	%	100.0	61.76	38.24	0.00	4.41	42.65	17.65	4.41	10.29	11.76	4.41	0.00	0.00	0.00	1.47	2.94	0.00
CG-05	#	11	7	4	0	0	3	1	0	2	4	1	0	0	0	0	0	0
	%	100.0	63.64	36.36	0.00	0.00	27.27	9.09	0.00	18.18	36.36	9.09	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	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
CG-07	#	96	61	35	3	1	51	24	0	8	5	1	0	0	0	1	2	0
	%	100.0	63.54	36.46	3.13	1.04	53.13	25.00	0.00	8.33	5.21	1.04	0.00	0.00	0.00	1.04	2.08	0.00
CG-08	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	156	85	71	4	4	68	52	4	7	7	6	0	1	1	0	1	1
	%	100.0	54.49	45.51	2.56	2.56	43.59	33.33	2.56	4.49	4.49	3.85	0.00	0.64	0.64	0.00	0.64	0.64
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	0.00
CG-11	#	4	3	1	1	0	2	0	0	0	0	1	0	0	0	0	0	0
	%	100.0	75.00	25.00	25.00	0.00	50.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	25	15	10	0	0	15	9	0	1	0	0	0	0	0	0	0	0
	%	100.0	60.00	40.00	0.00	0.00	60.00	36.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	4	2	2	0	1	2	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	50.00	50.00	0.00	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NONPUBLIC//FDIC BUSINESS

CG-14	#	8	4	4	0	0	3	3	0	0	1	1	0	0	0	0	0	0
	%	100.0	50.00	50.00	0.00	0.00	37.50	37.50	0.00	0.00	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total:	#	379	223	156	8	9	175	104	7	26	27	13	0	1	1	2	5	1
	%	100.0	58.8391	41.1609	2.11	2.37	46.17	27.44	1.85	6.86	7.12	3.43	0.00	0.26	0.26	0.53	1.32	0.26

NONPUBLIC//FDIC BUSINESS

		Total	Male	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
					Male	Female	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	0.0	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
CM-01	#	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	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.00	0.0	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	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
EX	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.00	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
IG	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.00	0.0	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	66.6667	33.3333	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NONPUBLIC//FDIC BUSINESS

Wage Graded		Total	Male	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	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-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	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 Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	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 Wage Graded	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NONPUBLIC//FDIC BUSINESS

61 Table A6-1P: Mission Critical Occupations - Permanent - Distribution by Race, Ethnicity and Sex

Mission-Critical Occupations	Total	Males	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
General Business & Industry (1101)	303	188	115	12	3	136	70	20	28	15	11	0	0	0	0	5	3
CG-07	11	4	7	3	1	1	3	0	1	0	2	0	0	0	0	0	0
CG-09	8	3	5	0	0	1	2	1	2	1	1	0	0	0	0	0	0
CG-11	21	9	12	1	1	6	7	2	3	0	1	0	0	0	0	0	0
CG-12	24	11	13	2	0	3	6	4	6	2	1	0	0	0	0	0	0
CG-13	22	13	9	1	0	11	6	1	3	0	0	0	0	0	0	0	0
CG-14	101	71	30	1	1	54	19	11	7	2	1	0	0	0	0	3	2
CG-15	51	33	18	1	0	24	11	1	3	6	4	0	0	0	0	1	0
CM-01	27	16	11	3	0	13	9	0	2	0	0	0	0	0	0	0	0
CM-02	35	26	9	0	0	22	7	0	1	3	1	0	0	0	0	1	0
CX	3	2	1	0	0	1	0	0	0	1	0	0	0	0	0	0	1
Mission-Critical Occupations	Total	Males	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
Attorney (0905)	317	182	135	7	4	150	96	14	19	7	14	0	0	1	1	3	1
CG-11	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
CG-12	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
CG-13	7	2	5	0	0	2	4	0	1	0	0	0	0	0	0	0	0
CG-14	70	41	29	0	1	34	17	4	3	3	7	0	0	0	0	0	1
CG-15	164	89	75	5	2	73	57	5	10	3	5	0	0	1	1	2	0
CM-01	16	12	4	1	0	11	3	0	1	0	0	0	0	0	0	0	0
CM-02	30	15	15	0	0	14	10	0	3	0	2	0	0	0	0	1	0
CX	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
EM	24	19	5	1	0	13	4	4	1	1	0	0	0	0	0	0	0
Mission-Critical Occupations	Total	Males	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
Economist (0110)	66	45	21	2	1	37	7	0	3	5	9	0	0	0	0	1	1
CG-09	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
CG-11	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
CG-12	4	2	2	0	0	2	0	0	2	0	0	0	0	0	0	0	0
CG-13	5	3	2	0	0	3	0	0	1	0	0	0	0	0	0	0	1
CG-14	42	31	11	2	1	25	4	0	0	3	6	0	0	0	0	1	0
CG-15	5	3	2	0	0	2	0	0	0	1	2	0	0	0	0	0	0
CM-01	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
CM-02	2	0	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0
CX	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0

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Mission-Critical Occupations	Total	Males	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Financial Administration and Program (0501)	128	67	61	3	1	46	24	11	31	6	5	0	0	0	0	1	0
CG-09	9	1	8	0	0	1	2	0	5	0	1	0	0	0	0	0	0
CG-11	7	2	5	1	0	0	2	1	3	0	0	0	0	0	0	0	0
CG-12	9	4	5	1	0	2	1	1	4	0	0	0	0	0	0	0	0
CG-13	21	11	10	0	0	10	1	0	9	1	0	0	0	0	0	0	0
CG-14	45	26	19	1	1	20	9	2	5	3	4	0	0	0	0	0	0
CG-15	9	7	2	0	0	6	0	1	2	0	0	0	0	0	0	0	0
CM-01	19	9	10	0	0	4	7	3	3	1	0	0	0	0	0	1	0
CM-02	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0
EM	6	4	2	0	0	2	2	1	0	1	0	0	0	0	0	0	0

NONPUBLIC//FDIC BUSINESS

Mission-Critical Occupations	Total	Males	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Financial Institution Examining (0570)	2421	1465	956	70	39	1199	688	106	158	59	52	2	1	11	3	18	15
CG-07	137	87	50	8	3	59	27	10	16	9	4	0	0	0	0	1	0
CG-09	210	133	77	9	9	91	46	15	13	11	5	0	0	3	0	4	4
CG-11	100	58	42	1	1	47	33	4	4	4	4	0	0	0	0	2	0
CG-12	452	257	195	11	4	215	145	18	26	9	13	1	0	0	2	3	5
CG-13	414	244	170	15	3	207	136	12	24	7	2	0	1	0	0	3	4
CG-14	598	352	246	14	12	292	169	25	51	13	12	0	0	6	1	2	1
CG-15	172	120	52	6	2	103	38	4	5	2	7	1	0	2	0	2	0
CM-01	277	185	92	5	3	161	67	16	17	2	4	0	0	0	0	1	1
CM-02	57	27	30	1	2	22	25	2	2	2	1	0	0	0	0	0	0
CX	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
EM	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

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62 Table A6-1T: Mission Critical Occupations - Temporary - Distribution by Race, Ethnicity and Sex

Mission-Critical Occupations	Total	Males	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
General Business & Industry (1101)	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
CG-13	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Mission-Critical Occupations	Total	Males	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Attorney (0905)	7	3	4	0	0	3	4	0	0	0	0	0	0	0	0	0	0
CG-12	6	3	3	0	0	3	3	0	0	0	0	0	0	0	0	0	0
CG-14	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Mission-Critical Occupations	Total	Males	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Economist (0110)	13	8	5	0	0	5	4	1	0	1	1	0	0	0	0	1	0
CG-07	4	2	2	0	0	1	1	0	0	1	1	0	0	0	0	0	0
CG-09	9	6	3	0	0	4	3	1	0	0	0	0	0	0	0	1	0

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Misson-Critical Occupations	Total	Males	Female	Hispanic	Hispanic	White	White	Black, not of Hispanic Origin	Black, not of Hispanic Origin	Asian	Asian	Asian/Pacific Islander	Asian/Pacific Islander	American Indian/Alaskan Native	American Indian/Alaskan Native	2 or more	2 or more
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Financial Institution Examining (0570)	244	147	97	7	4	123	75	3	10	11	6	0	1	1	0	2	1
CG-07	81	56	25	3	0	47	21	0	4	4	0	0	0	0	0	2	0
CG-09	144	77	67	4	4	62	49	3	6	7	6	0	1	1	0	0	1
CG-12	17	12	5	0	0	12	5	0	0	0	0	0	0	0	0	0	0
CG-14	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0

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41 Table B4-1P GENERAL SCHEDULE (GS) GRADES - Distribution by Disability - Permanent

GS/GM, SES, and Related Grade		Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Significant Disfigurement [93]
CG-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	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04	#	83	75	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	90.36	4.82	4.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-05	#	20	15	0	5	3	0	0	2	0	0	0	0	0	0	1	0
	%	100.0	75.00	0.00	25.00	11.54	0.00	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	3.85	0.00
CG-06	#	43	35	0	8	3	0	0	1	0	0	1	0	0	0	1	0
	%	100.0	81.40	0.00	18.60	6.12	0.00	0.00	2.04	0.00	0.00	2.04	0.00	0.00	0.00	2.04	0.00
CG-07	#	230	182	8	40	12	1	0	4	2	0	0	0	0	0	4	1
	%	100.0	79.13	3.48	17.39	4.72	0.39	0.00	1.57	0.79	0.00	0.00	0.00	0.00	0.00	1.57	0.39
CG-08	#	50	38	0	12	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.0	76.00	0.00	24.00	1.92	0.00	0.00	1.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	364	290	9	65	10	0	0	1	1	1	0	0	1	1	5	0
	%	100.0	79.67	2.47	17.86	2.60	0.00	0.00	0.26	0.26	0.26	0.00	0.00	0.26	0.26	1.30	0.00
CG-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	0.00	0.00	0.00
CG-11	#	241	192	7	42	8	0	0	4	1	0	0	0	1	0	2	0
	%	100.0	79.67	2.90	17.43	3.11	0.00	0.00	1.56	0.39	0.00	0.00	0.00	0.39	0.00	0.78	0.00
CG-12	#	699	569	17	113	20	0	4	10	2	0	2	1	0	0	1	0
	%	100.0	81.40	2.43	16.17	2.71	0.00	0.54	1.35	0.27	0.00	0.27	0.14	0.00	0.00	0.14	0.00
CG-13	#	912	746	20	146	23	0	2	10	0	0	0	1	3	1	5	1
	%	100.0	81.80	2.19	16.01	2.40	0.00	0.21	1.04	0.00	0.00	0.00	0.10	0.31	0.10	0.52	0.10
CG-14	#	1385	1171	36	178	28	0	1	11	6	1	0	3	4	1	1	0
	%	100.0	84.55	2.60	12.85	1.94	0.00	0.07	0.76	0.42	0.07	0.00	0.21	0.28	0.07	0.07	0.00
CG-15	#	663	582	17	64	13	0	1	7	1	0	1	0	0	0	3	0
	%	100.0	87.78	2.56	9.65	1.89	0.00	0.15	1.02	0.15	0.00	0.15	0.00	0.00	0.00	0.44	0.00

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Total:		#	4692	3897	118	677	121	1	8	51	13	2	4	5	9	3	23	2
		%	100.0	83.06	2.51	14.43	2.45	0.02	0.16	1.03	0.26	0.04	0.08	0.10	0.18	0.06	0.47	0.04
GS/GM, SES, and Related Grade		Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Significant Mobility Impairment [40]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]				
AL	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	474	404	8	62	12	0	1	7	3	1	0	0	0	0	0	0	0
	%	100.0	85.23	1.69	13.08	2.41	0.00	0.20	1.41	0.60	0.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	185	164	4	17	2	0	1	0	0	0	1	0	0	0	0	0	0
	%	100.0	88.65	2.16	9.19	1.06	0.00	0.53	0.00	0.00	0.00	0.53	0.00	0.00	0.00	0.00	0.00	0.00
CX	#	28	22	1	5	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.0	78.57	3.57	17.86	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.33
EM	#	128	114	5	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	89.06	3.91	7.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EX	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
IG	#	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:	#	818	707	18	93	15	0	2	7	3	1	1	0	1	0	0	0	1
	%	100.0	86.43	2.20	11.37	1.77	0.00	0.24	0.83	0.35	0.12	0.12	0.00	0.12	0.00	0.00	0.00	0.12
Wage Graded		Total	[05] No Disability															
WG-03	#	1	1															
	%	100.0	100.00															
Total:	#	1	1															
	%	100.0	100.00															

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42 Table B4-1T: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability - Temporary

GS/GM, SES, and Related Grade		Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Significant Mobility Impairment [40]	Epilepsy or Other Seizure Disorders [82]	Significant Psychiatric Disorder [91]
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
CG-02	#	1	0	0	1	1	0	0	0	1	0	0	0
	%	0.3	0.00	0.00	2.27	14.29	0.00	0.00	0.00	50.00	0.00	0.00	0.00
CG-03	#	3	1	0	2	0	0	0	0	0	0	0	0
	%	0.8	0.31	0.00	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04	#	68	56	2	10	3	0	0	0	0	0	3	0
	%	17.9	17.39	15.38	22.73	42.86	0.00	0.00	0.00	0.00	0.00	100.00	0.00
CG-05	#	11	7	2	2	1	0	1	0	0	0	0	0
	%	2.9	2.17	15.38	4.55	14.29	0.00	100.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	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
CG-07	#	96	85	5	6	1	0	0	0	0	0	0	1
	%	25.3	26.40	38.46	13.64	14.29	0.00	0.00	0.00	0.00	0.00	0.00	100.00
CG-08	#	1	0	0	1	0	0	0	0	0	0	0	0
	%	0.3	0.00	0.00	2.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	156	138	3	15	0	0	0	0	0	0	0	0
	%	41.2	42.86	23.08	34.09	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
CG-11	#	4	4	0	0	0	0	0	0	0	0	0	0
	%	1.1	1.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	25	22	0	3	1	0	0	0	1	0	0	0
	%	6.6	6.83	0.00	6.82	14.29	0.00	0.00	0.00	50.00	0.00	0.00	0.00
CG-13	#	4	3	0	1	0	0	0	0	0	0	0	0
	%	1.1	0.93	0.00	2.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	8	6	1	1	0	0	0	0	0	0	0	0
	%	2.1	1.86	7.69	2.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	2	0	0	2	0	0	0	0	0	0	0	0
	%	0.5	0.00	0.00	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total:	#	379	322	13	44	7	0	1	0	2	0	3	1
	%	100.0	100.00	100.00	100.00	100.00	0.00	100.00	0.00	100.00	0.00	100.00	100.00

GS/GM, SES, and Related Grade		Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
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
CM-01	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	33.3	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	33.3	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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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
EM	#	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
EX	#	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
IG	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	33.3	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total:	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Wage Grades		Total
	#	0
	%	0.0
Total:	#	0
	%	0.0

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61 Table B6-1P: Mission Critical Occupations - Permanent - Distribution by Race, Ethnicity and Sex

Mission-Critical Occupations	Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Significant Mobility Impairment [40]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]
General Business & Industry (1101)	303	223	4	76	9	0	0	6	0	0	1	1	1
CG-07	11	8	1	2	2	0	0	1	0	0	0	0	1
CG-09	8	4	0	4	0	0	0	0	0	0	0	0	0
CG-11	21	17	0	4	0	0	0	0	0	0	0	0	0
CG-12	24	14	0	10	0	0	0	0	0	0	0	0	0
CG-13	22	15	0	7	1	0	0	0	0	0	0	1	0
CG-14	101	68	2	31	5	0	0	4	0	0	1	0	0
CG-15	51	42	0	9	0	0	0	0	0	0	0	0	0
CM-01	27	23	0	4	1	0	0	1	0	0	0	0	0
CM-02	35	30	1	4	0	0	0	0	0	0	0	0	0
CX	3	2	0	1	0	0	0	0	0	0	0	0	0
Mission-Critical Occupations	Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Significant Mobility Impairment [40]	Significant Psychiatric Disorder [91]		
Attorney (0905)	317	270	11	36	7	0	1	2	2	0	2		
CG-11	1	0	0	1	0	0	0	0	0	0	0		
CG-12	2	1	0	1	0	0	0	0	0	0	0		
CG-13	7	7	0	0	0	0	0	0	0	0	0		
CG-14	70	56	3	11	1	0	0	0	1	0	0		
CG-15	164	139	5	20	6	0	1	2	1	0	2		
CM-01	16	13	2	1	0	0	0	0	0	0	0		
CM-02	30	28	0	2	0	0	0	0	0	0	0		
CX	3	3	0	0	0	0	0	0	0	0	0		
EM	24	23	1	0	0	0	0	0	0	0	0		
Mission-Critical Occupations	Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Significant Mobility Impairment [40]	Significant Psychiatric Disorder [91]		
Economist (0110)	66	55	4	7	2	0	0	0	2	0	0		
CG-09	2	1	0	1	1	0	0	0	1	0	0		
CG-11	3	2	0	1	0	0	0	0	0	0	0		
CG-12	4	4	0	0	0	0	0	0	0	0	0		
CG-13	5	5	0	0	0	0	0	0	0	0	0		
CG-14	42	34	3	5	1	0	0	0	1	0	0		
CG-15	5	5	0	0	0	0	0	0	0	0	0		
CM-01	1	1	0	0	0	0	0	0	0	0	0		
CM-02	2	2	0	0	0	0	0	0	0	0	0		
CX	2	1	1	0	0	0	0	0	0	0	0		
Mission-Critical Occupations	Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Significant Mobility Impairment [40]	Significant Psychiatric Disorder [91]		

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Financial Administration and Program (0501)	128	108	2	18	3	0	0	1	2	0	0			
CG-09	9	8	0	1	0	0	0	0	0	0	0			
CG-11	7	5	0	2	1	0	0	1	0	0	0			
CG-12	9	8	0	1	0	0	0	0	0	0	0			
CG-13	21	17	1	3	0	0	0	0	0	0	0			
CG-14	45	38	1	6	1	0	0	0	1	0	0			
CG-15	9	8	0	1	0	0	0	0	0	0	0			
CM-01	19	16	0	3	1	0	0	0	1	0	0			
CM-02	3	3	0	0	0	0	0	0	0	0	0			
EM	6	5	0	1	0	0	0	0	0	0	0			
Mission-Critical Occupations	Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Significant Psychiatric Disorder [91]
Financial Institution Examining (0570)	2421	2119	42	260	51	1	5	22	5	2	1	3	4	8
CG-07	137	114	4	19	5	1	0	0	1	0	0	0	0	3
CG-09	210	176	6	28	4	0	0	0	0	1	0	0	0	3
CG-11	100	90	5	5	1	0	0	0	0	0	0	0	0	1
CG-12	452	378	9	65	10	0	3	4	1	0	1	0	0	1
CG-13	414	368	4	42	9	0	1	5	0	0	0	1	2	0
CG-14	598	538	11	49	13	0	1	5	2	1	0	2	2	0
CG-15	172	156	1	15	4	0	0	4	0	0	0	0	0	0
CM-01	277	242	2	33	5	0	0	4	1	0	0	0	0	0
CM-02	57	53	0	4	0	0	0	0	0	0	0	0	0	0
CX	3	3	0	0	0	0	0	0	0	0	0	0	0	0
EM	1	1	0	0	0	0	0	0	0	0	0	0	0	0

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61 Table B6-1T: Mission Critical Occupations - Permanent - Distribution by Race, Ethnicity and Sex

Mission-Critical Occupations	Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Significant Mobility Impairment [40]	Epilepsy or Other Seizure Disorders [82]	Significant Psychiatric Disorder [91]
General Business & Industry (1101)	1	0	0	1	0	0	0	0	0	0	0	0
CG-13	1	0	0	1	0	0	0	0	0	0	0	0
Mission-Critical Occupations	Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Significant Mobility Impairment [40]	Epilepsy or Other Seizure Disorders [82]	Significant Psychiatric Disorder [91]
Attorney (0905)	7	7	0	0	0	0	0	0	0	0	0	0
CG-12	6	6	0	0	0	0	0	0	0	0	0	0
CG-14	1	1	0	0	0	0	0	0	0	0	0	0
Mission-Critical Occupations	Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Significant Mobility Impairment [40]	Epilepsy or Other Seizure Disorders [82]	Significant Psychiatric Disorder [91]
Economist (0110)	13	9	1	3	0	0	0	0	0	0	0	0
CG-07	4	2	1	1	0	0	0	0	0	0	0	0
CG-09	9	7	0	2	0	0	0	0	0	0	0	0
Mission-Critical Occupations	Total	[05] No Disability	[01] Not Identified	[02-03,06-99] Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Significant Mobility Impairment [40]	Epilepsy or Other Seizure Disorders [82]	Significant Psychiatric Disorder [91]
Financial Institution Examining (0570)	244	216	7	21	2	0	0	0	1	0	0	1
CG-07	81	72	4	5	1	0	0	0	0	0	0	1
CG-09	144	128	3	13	0	0	0	0	0	0	0	0
CG-12	17	14	0	3	1	0	0	0	1	0	0	0
CG-14	2	2	0	0	0	0	0	0	0	0	0	0



U.S. Equal Employment Opportunity Commission
FY 2022 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT B | FDIC EEO POLICY



Federal Deposit Insurance Corporation
550 17th Street NW, Washington, DC 20429

Office of the Acting Chairman

DATE: April 26, 2022
TO: All FDIC Employees
FROM: Martin J. Gruenberg *MJG*
Acting Chairman
SUBJECT: Equal Employment Opportunity (EEO) Policy Statement

Once again, I am pleased to reaffirm the FDIC's commitment to the principles of equal employment opportunity for all employees and applicants for employment, regardless of race, religion, color, sex (including pregnancy, gender identity and sexual orientation), national origin, age, genetic information, or disability. It is the FDIC's policy to provide every individual with an equal opportunity in all our employment programs, management practices, decisions, and business activities and to prohibit discrimination in all aspects of personnel operations (including but not limited to recruitment, hiring, merit promotion, transfer, reassignment, training and career development, benefits, and separation).

I expect every FDIC employee – staff and supervisors alike – to continue our steadfast efforts to ensure that the FDIC is a model workplace and employer of choice. A core strength of the FDIC is its extraordinary staff who are dedicated to accomplishing the FDIC's statutory mission. It is essential that we continue to cultivate a workplace culture of excellence that is inclusive and supportive of diversity, and is safe and free from hostility or harassment. We must continue to conduct ourselves with professional courtesy and advance the principles of workplace access and inclusion.

Such a workplace treats everyone with dignity and respect, embraces our differences, and allows the freedom to compete equally on a fair and level playing field. That is something we must work toward daily, and I ask all FDIC employees to assist in accomplishing this goal. I am confident that all of you will become familiar with, and adhere to, the EEO principles and I affirm our zero tolerance for prohibited, discriminatory behavior. Managers and supervisors will address discrimination and harassment allegations immediately and appropriately.

Workplace harassment, and reprisal against one who engages in protected activity, will not be tolerated. The FDIC will correct any harassing conduct before it becomes severe or pervasive, and will support employees who exercise their rights under the civil rights statutes.

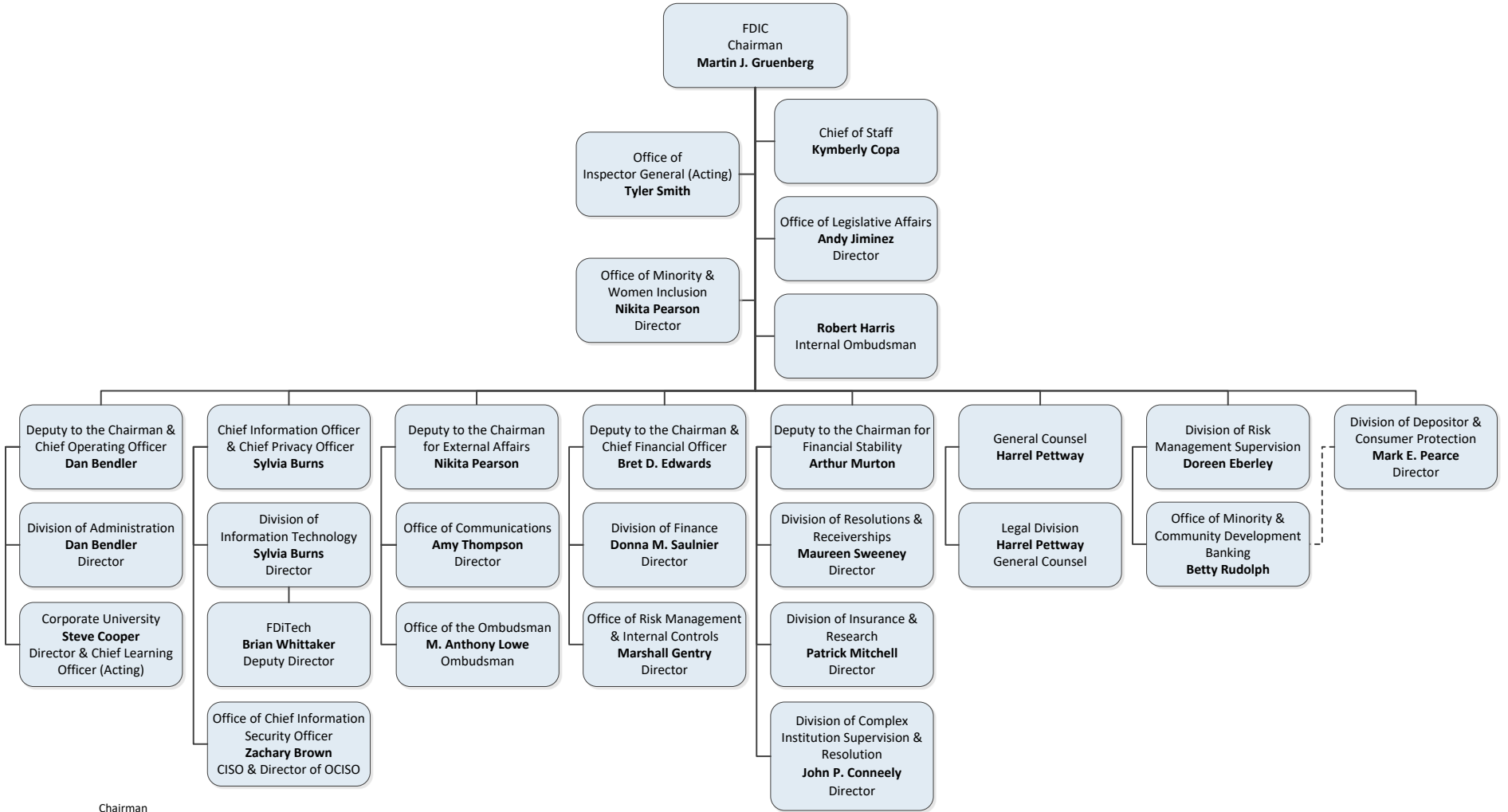
For more information about the FDIC Equal Employment Opportunity and Anti-Harassment programs, including information on freedom from reprisal for those who engage in protected activity, please take the time to read [Circular 2710.1](#) and [Circular 2710.03](#). Bargaining unit employees may wish to review the grievance procedures included in the FDIC-NTEU Collective Bargaining Agreement related to equal employment opportunity.



U.S. Equal Employment Opportunity Commission
FY 2022 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT C | FDIC ORGANIZATIONAL CHART

Federal Deposit Insurance Corporation



Chairman
Rev.01/30/2023



U.S. Equal Employment Opportunity Commission
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Federal Deposit Insurance Corporation

ATTACHMENT D | FDIC CIRCULAR 2710.03 – ANTI-HARASSMENT PROGRAM



FDIC DIRECTIVE

2710.03

Nikita Pearson
Director
Office of Minority and Women Inclusion

See approval(s) on Action Log

Anti-Harassment Program

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

PURPOSE

This Directive establishes the policies regarding anti-harassment in the workplace or at FDIC-sanctioned activities and events, including those outside of the workplace. This Directive supports the FDIC's commitment to maintaining a workplace free from harassment.

SCOPE

This Directive applies to all FDIC Divisions/Offices.

AUTHORITIES

See [Appendix - Authorities](#)

FORM(S)

None.

REVISION(S)

This Directive supersedes FDIC 2710.3, Anti-Harassment Program, dated March 29, 2021.

Action Log

Submission Type <i>(New, Pedestrian Change, Revision)</i>	Date	Approved through Directives Management Center
Revision	03/29/2021	Nikita Pearson
Pedestrian Change	06/13/2021	Nikita Pearson

Summary of Changes (if applicable)

Updated to:

- Include terminology related to sexual harassment in the examples provided in the definition of harassment.
- Include Labor and Employee Relations Section (LERS) HR Specialists as points of contact to report harassment.
- Correct contact information for the Anti-Harassment Program Coordinator.
- Clearly identify the Anti-Harassment Program Coordinator roles and responsibilities.
- Include Legal Division responsibilities.
- Provide for notification to the person reporting the harassment and alleged harasser that the investigation has been completed.
- Take preventive/corrective action, as appropriate, no later than 60 days of receiving notice of a report of harassment.
- Initiate an investigation within ten calendar days of receiving the report of harassment.
- Upon approval, this Directive will be renumbered to 2710.03.

Pedestrian Change to:

- Update “gender” to “sex” in the Policy Section; and
- Update “prompt” to “immediate” in the Policy Section B.3.

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Background

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

The goal of this Directive is to provide employees with an internal process to report harassment. Employees need not assert that the harassment rises to a level prohibited by Title VII of the Civil Rights Act or other civil rights statutes, or that the harassment is based on membership in a protected class. This Directive provides examples of conduct that could constitute harassment prohibited by this Directive, and explains the rights and responsibilities of all employees and the FDIC's system of accountability for violations of this Directive.

Policy

A. General Policy

It is the policy of the FDIC to maintain a workplace free from all forms of harassment, including but not limited to harassment based on race, color, religion, sex (including sexual or nonsexual, pregnancy, gender identity, or sexual orientation), national origin, disability (physical and mental), age (40 years or older), genetic information (information about an individual's genetic tests, or the manifestation of a disease or disorder in the individual's family members), status as a parent, and retaliation (for participating in the EEO complaint process or opposing discriminatory practices). The FDIC will not tolerate harassment by or against any applicant, employee, or contractor. Similarly, the FDIC will not tolerate retaliation against any applicant, employee, or contractor for opposing harassment, reporting harassment, or participating or assisting in any inquiry, investigation, lawsuit, or other proceeding concerning harassment. The FDIC expects anyone who witnesses or is the alleged victim of harassment to report it immediately, consistent with the [Reporting Process](#) provided.

Harassment is any verbal or non-verbal conduct that is unwelcome to the individual and objectively offensive. For workplace harassment to be illegal, it must be either severe or pervasive, and based on a characteristic protected by a law enforced by the EEOC (e.g., Title VII of the Civil Rights Act). However, conduct need not rise to the level of illegal harassment to be prohibited by this Directive. For purposes of this Directive, this conduct will be referred to as "harassment."

The following are some examples of harassment prohibited by this Directive:

- Offensive jokes, comments, objects, or pictures.
- Unwelcome questions about a person's identity (e.g., disability status, gender identity, sexual orientation, national origin, religion).
- Undue and unwelcome attention.
- Ridicule or mockery.
- Displaying offensive objects or pictures.
- Insults or put-downs.
- Unwelcome touching or contact.
- Unwelcome sexual advances.

- Requests for sexual favors.
- Other verbal or physical harassment of a sexual nature.
- Slurs, epithets, or name-calling.
- Threats or other forms of intimidation.
- Physical or sexual assault.
- Engaging in bullying, intimidating, or threatening behavior.

To maintain a workplace free from harassment, FDIC management will take appropriate actions to address allegations of harassment made against non-employees such as staff at examination sites, contract workers, security guards, and delivery or maintenance staff.

Any FDIC employee who engages in conduct prohibited by this Directive is subject to disciplinary action, up to and including removal from Federal service.

In most cases, harassment does not include ordinary supervisory actions, such as telling an employee that they are not performing a job adequately. Generally, allegations concerning performance issues, impolite behavior, or personality conflicts will not fall under this Directive. Also, occasional and innocuous compliments generally will not constitute harassment, but rather reflect the reality of human experience and common courtesy.

This Directive is not intended to stand in isolation of other policies and tools available to remedy workplace disputes. FDIC employees involved in a workplace dispute may raise such issues through alternative means, such as the Internal Ombudsman's Office, FDIC's Alternative Dispute Resolution program, or the negotiated or administrative grievance procedures.

B. Reporting Process

1. Reporting Alleged Harassment

- a. Individuals who observe, experience, or otherwise learn about harassment covered under this Directive are expected to promptly report the conduct to any of the following:
 - 1) The alleged victim's immediate supervisor;
 - 2) The supervisor of the person responsible for the alleged conduct;
 - 3) Any management official with supervisory responsibility;

- 4) Anti-Harassment Program Coordinator (AHPC);
- 5) LERS Assistant Director; or
- 6) Any LERS Specialist.

When allegations of harassment are received, notify AHPC immediately.

- b. To fulfill the objectives of this Directive, an individual who has alleged harassment in connection with an EEO complaint, a negotiated or administrative grievance, a complaint filed with the Office of Special Counsel, or an appeal filed with the Merit Systems Protection Board, will be deemed to have reported alleged harassment under this Directive.

If employees raise allegations of harassment to the Internal Ombudsman's Office (IOO), they will be provided with a safe place to explore their concerns, advised to review this Directive, and referred to the AHPC, as appropriate. However, because of the unique role of the IOO, raising allegations of harassment with the IOO does not constitute notice to the FDIC under this policy.

2. Processing/Investigation of Allegations

- a. When the AHPC receives a report of harassment, the AHPC:
 - 1) Contacts the individual making the report to explain the investigative process and schedule an intake call to gather preliminary information about the allegations.
 - 2) Once the intake process is completed and the allegations are received, refers the matter to LERS.
 - 3) Reports allegations related to the Office of Inspector General (OIG) to OIG's Director, Office of Human Resources for appropriate action pursuant to OIG procedure.
 - 4) Notifies the appropriate contracting officer of allegations of harassment involving contract workers.
- b. LERS and Labor, Employment and Administration Section (LEAS) review the allegations to determine whether they are covered by this Directive. If so, LERS and LEAS, in consultation with the appropriate management official(s), must determine whether immediate corrective action is necessary to address the allegations. If such action is necessary, it will be effectuated as promptly as possible.

In consultation with the appropriate management official(s), LERS and LEAS determines whether additional investigation of the allegations is appropriate. If so, they initiate an investigation no later than 10 calendar days of receiving the report of harassment. All parties—including the reporting party (and the alleged victim of the alleged harassing conduct, if different from the reporting party), the alleged harasser, and any others involved—are required to cooperate with an investigation so it can be conducted in a prompt, thorough, and fair manner. A witness who fails to cooperate may be subject to disciplinary action, up to and including removal from Federal service.

The identity of the person reporting the harassment, the alleged harasser, and other witnesses interviewed in connection with an investigation under this Directive, as well as the information they provide during the investigation, are kept confidential to the extent possible. However, confidentiality cannot be guaranteed in light of the Agency's obligations to conduct a thorough and comprehensive investigation and maintain a harassment-free workplace.

An individual who reports harassment under this Directive may still pursue statutory, administrative, or collective bargaining remedies regarding an alleged act of harassment (e.g., EEO complaint). Such other remedial processes use different procedures, have different rules, requirements, and timeframes, and may provide different remedies than are available under this Directive. Reporting harassment under this Directive does not satisfy the requirements or delay the time limits or deadlines applicable for initiating or pursuing redress through other processes. For more information on filing an EEO complaint, employees should visit the OMWI website, <http://fdic01/division/OMWI/compl.html>. Individuals can find contact information for the FDIC's Equal Opportunity Compliance and Training Branch in OMWI at <https://fdicnet.fdic.gov/content/omwi/home/eeo/anti-harrasment.html>.

Within five business days of the conclusion of an investigation, the Fact Finder notifies the person reporting the harassment and the alleged harasser that the investigation has been completed. Such notifications are retained in the official investigative file. Consistent with the Privacy Act, information about decisions to take or not take disciplinary action generally are not disclosed.

3. Preventive/Corrective Action

The Fact Finder provides the investigative findings to the appropriate management official. In most cases, this will be the alleged harasser's immediate supervisor. However, the matter may be referred to a manager outside of the alleged harasser's chain of command. FDIC management, in consultation with LERS and LEAS, determines what, if any, action to take as a result of the findings. If harassment has

occurred, the FDIC takes immediate, appropriate action. The FDIC takes action no later than 60 calendar days of receiving notice of a report of harassment, as appropriate.



Responsibilities

A. Managers/Supervisors:

1. Do not engage in harassment or retaliatory conduct;
2. Immediately report allegations of harassment to the AHPC;
3. Participate and cooperate in the investigation process;
4. Take immediate action to stop/correct any harassment or retaliatory conduct;
5. Attend mandatory anti-harassment training;
6. Fully cooperate in an inquiry or fact-finding concerning an allegation of harassment; and
7. Comply with all applicable guidance and procedures referenced in this Directive.

B. Employees:

1. Do not engage in harassment;
2. Immediately report allegations of harassment to a management official, the AHPC, or a LERS Human Resources (HR) Specialist; and
3. Fully cooperate in an inquiry or fact-finding concerning an allegation of harassment.

C. AHPC:

1. Oversees the FDIC's Anti-Harassment Program;
2. Serves as a subject matter expert about issues related to this Directive;
3. Provides mandatory training for all managers and supervisors on how to identify and respond to incidents of harassment in the workplace;
4. Provides training for all employees about the anti-harassment policy and reporting procedures;
5. Coordinates program implementation with LERS, LEAS, and other Divisions/Offices, as appropriate;

6. Advises and provides technical assistance to managers and supervisors in preventing and addressing allegations of harassment;
7. Monitors program effectiveness by maintaining a system to track allegations and actions taken;
8. Recommends program changes for enhancement;
9. Works with other FDIC program officials to effectively prevent and eliminate harassment in the workplace through a continuing education program;
10. Develops preventive strategies based on any identified trends, and maintains relevant documents collected in the fact finding inquiry in accordance with FDIC Directive [1210.01, Records and Information Management Program](#);
11. Receives, gathers, and provides data required for reporting on allegations of harassment to the EEOC, other oversight agencies, or Congress; and
12. Ensures the Anti-Harassment Program policies and procedures are posted on the FDIC internal website and publicized throughout FDIC, including providing the policy and procedures to employees.

D. LERS:

1. In collaboration with LEAS, serves as Fact Finder to conduct investigations of allegations of harassment, where appropriate;
2. In collaboration with LEAS, provides advice and guidance to management on appropriate preventive or corrective action(s) to take in connection with allegations of harassment;
3. In collaboration with LEAS, notifies the AHPC when an investigation has been concluded within five business days after its completion, provides the AHPC with a summary of the findings, and identifies what, if any, corrective action was taken; and
4. Notifies the individual reporting the harassment and the alleged harasser when an investigation has been concluded within five business days after its completion.

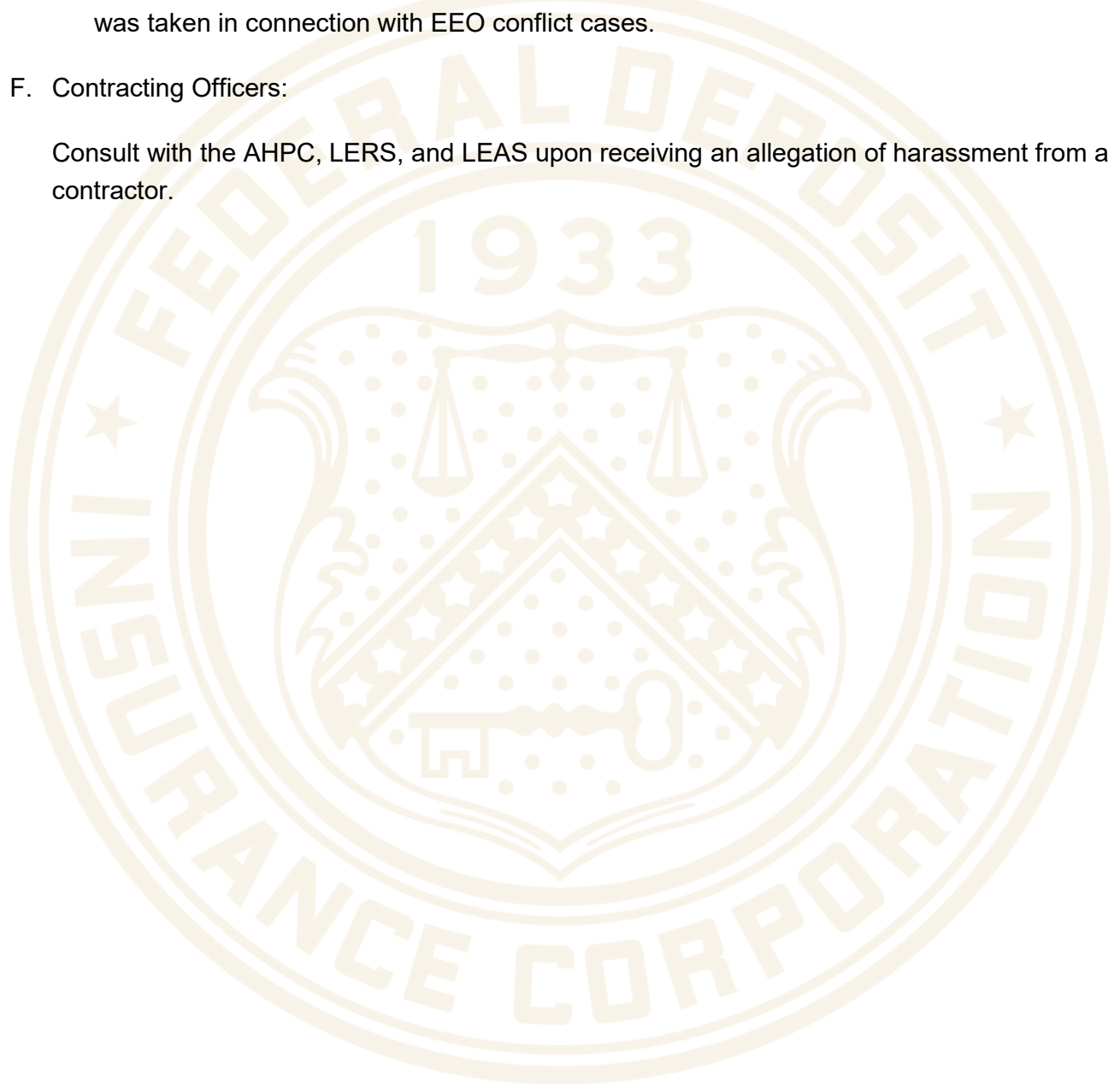
E. LEAS:

1. In collaboration with LERS, serves as Fact Finder to conduct investigations of allegations of harassment, where appropriate;

2. In collaboration with LERS, provides advice and guidance to management on appropriate preventive or corrective action(s) to take in connection with allegations of harassment; and
3. In collaboration with LERS, notifies the AHPC when the investigation of an allegation of harassment is completed, a summary of the findings, and what, if any, corrective action was taken in connection with EEO conflict cases.

F. Contracting Officers:

Consult with the AHPC, LERS, and LEAS upon receiving an allegation of harassment from a contractor.



Appendix - Authorities

- Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 715
- Section 717, of Title VII of the Civil Rights Act of 1964, as amended, 42 United States Code (U.S.C.) § 2000e-16
- Section 501, of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 791
- The Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. §§ 621-634
- Genetic Information Nondiscrimination Act of 2008
- The Federal Labor-Management Relations Statute; 5 U.S.C. §§ 7101-7135
- Uniformed Services Employment and Reemployment Act of 1994; 38 U.S.C. §§ 4301-4335
- Executive Order (E.O.) 11478, Equal Employment Opportunity in the Federal Government
- E.O. 13087, Further Amendment to Executive Order 11478, Equal Employment Opportunity in the Federal Government
- E.O. 13145, To Prohibit Discrimination in Federal Employment Based on Genetic Information
- E.O. 13152, Further Amendment to Executive Order 11478, Equal Employment Opportunity in Federal Government
- E.O. 13672, Prohibiting Discrimination Based on Sexual Orientation and Gender Identity by Contractors and Subcontractors

Appendix - Contact Information

Employees can contact the AHPC at Anti-Harassment@fdic.gov, and can find additional contact information on the FDIC internal website at <https://fdicnet.fdic.gov/content/omwi/home/eo/anti-harrassment.html>.

FDIC's Equal Opportunity Compliance and Training Branch in OMWI is available on the FDIC internal website at <https://fdicnet.fdic.gov/content/omwi/home/eo/anti-harrassment.html>.

For information on filing an EEO complaint, employees should visit the OMWI website, <http://fdic01/division/OMWI/compl.html> (FDIC internal website) or <https://www.fdic.gov/about/diversity/eo/formalpro.html> (FDIC.gov – FDIC external website).

Glossary of Terms

Term	Definition
Anti-Harassment Program Coordinator (AHPC)	The designated employee responsible for overseeing the implementation of the Anti-Harassment Program.
Conduct Prohibited by this Directive (“Harassment”)	<p>Verbal or non-verbal conduct which is unwelcome to the individual and objectively offensive. For workplace harassment to be illegal, it must be either severe or pervasive, and based on a characteristic protected by a law enforced by the EEOC (e.g., Title VII of the Civil Rights Act). However, conduct need not rise to the level of illegal harassment to be prohibited by this Directive. For purposes of this Directive, this conduct will be referred to as “harassment.”</p> <p>The following are some examples of harassment prohibited by this Directive:</p> <ul style="list-style-type: none"> ▪ Offensive jokes, comments, objects, or pictures. ▪ Unwelcome questions about a person’s identity (e.g., disability status, gender identity, sexual orientation, national origin, religion). ▪ Undue and unwelcome attention. ▪ Ridicule or mockery. ▪ Displaying offensive objects or pictures. ▪ Insults or put-downs. ▪ Unwelcome touching or contact. ▪ Unwelcome sexual advances. ▪ Requests for sexual favors. ▪ Other verbal or physical harassment of a sexual nature. ▪ Slurs, epithets, or name-calling.

Term	Definition
	<ul style="list-style-type: none"> ▪ Threats or other forms of intimidation. ▪ Physical or sexual assault. ▪ Engaging in bullying, intimidating, or threatening behavior.
Fact Finder	<p>An individual assigned to conduct a prompt, independent, thorough, and impartial investigation into alleged harassment. The Fact Finder generally will be a Human Resources Specialist in LERS, but a Fact Finder may also be another appropriate official depending on the circumstances, e.g., conflict of interest situations.</p>

Glossary of Acronyms

Acronym	Definition
AHPC	Anti-Harassment Program Coordinator
EEOC	Equal Employment Opportunity Commission
LEAS	Labor, Employment and Administration Section (Legal Division)
LERS	Labor and Employee Relations Section (Division of Administration)
OIG	Office of Inspector General
OMWI	Office of Minority and Women Inclusion



U.S. Equal Employment Opportunity Commission
FY 2022 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT E | FDIC STRATEGIC PLAN



2022-2026

**STRATEGIC
PLAN**

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CHAIRMAN'S MESSAGE

The Federal Deposit Insurance Corporation's *2022–2026 Strategic Plan* will guide our efforts to carry out the agency's mission, including maintaining stability and public confidence in the nation's financial system by insuring deposits, examining and supervising financial institutions for safety and soundness and consumer protection, making large and complex financial institutions resolvable, and managing receiverships. This plan was approved by the Board of Directors on December 14, 2021.

This strategic plan comes at a moment of inflection for the agency and for our country as we move into our “new normal” amidst the ever-evolving pandemic. Since FDIC insurance began in 1934, we have protected bank depositors and buttressed trust in our banking system as our nation faced challenges large and small.

In this *2022–2026 Strategic Plan*, we outline our strategic goals and objectives, and the means and strategies we will use to achieve them. We also identify challenges associated with a post-pandemic economy in the years to come. In turn, this strategic plan will be implemented through annual performance plans with goals, indicators, and targets for each strategic objective. Our goals are ambitious and our success is crucial to individuals, households, businesses, and communities across the country.

I want to thank the FDIC workforce for their continued dedication and resilience during the pandemic. Their hard work has allowed the agency to achieve its mission during these unprecedented times and to move forward on important new initiatives, including encouraging innovation, supporting community and mission-driven banks, and fostering a banking system that can meet the needs of business and consumers across our nation.

Jelena McWilliams
Chairman

MISSION, VISION, AND VALUES

Mission

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

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

Vision

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

Values

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

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

THE FDIC AND THE BANKING INDUSTRY: PERSPECTIVE AND OUTLOOK

Introduction

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

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

The Insurance Program encompasses the activities undertaken by the FDIC to administer the Deposit Insurance Fund (DIF), which is funded through assessments on IDIs as well as investment income, to resolve failed IDIs in the manner least costly to the DIF, and to provide depositors with timely access to their insured funds when an IDI fails.

The Supervision Program encompasses the activities undertaken by the FDIC to promote safe and sound operations and compliance with fair lending, consumer protection, and other applicable statutes and regulations by IDIs for which the FDIC is the primary federal regulator (in cooperation with state banking agencies). The FDIC also has backup supervisory responsibility for other IDIs for which the Board of Governors of the Federal Reserve System (FRB) and the Office of the Comptroller of the Currency (OCC) are the primary federal regulators.

PRIMARY FEDERAL REGULATOR	NUMBER OF INSTITUTIONS	TOTAL ASSETS (DOLLARS IN MILLIONS)
FDIC	3,171	\$4,206,831
OCC	1,019	\$15,082,333
FRB	724	\$3,962,496
TOTAL	4,914	\$23,251,660

Source: [Quarterly Banking Profile](#). Data as of 9/30/2021.

The FDIC is responsible for monitoring and assessing risks posed by, and planning for the resolution of, large, complex financial institutions (LCFIs) under authority derived from the Federal Deposit Insurance Act (FDI Act) and the Wall Street Reform and Consumer Protection Act (Dodd-Frank Act). As part of this work, the FDIC and the FRB have joint responsibility for reviewing resolution plans submitted by large bank holding companies and designated nonbank financial companies that demonstrate how they would be resolved in a rapid and orderly manner in the event of financial distress; and, under specified circumstances, administer the orderly liquidations of covered financial companies.

The Receivership Management Program encompasses activities undertaken by the FDIC, in its capacity as receiver, to maximize net recoveries to the creditors of receiverships.

Over the next four years, the FDIC will face numerous issues and challenges in each of these major programs associated with a post-pandemic economy and related impacts to the financial services industry and consumer and business preferences. Some of the major issues and challenges are addressed in more detail below.

The Impact of the Economy

The performance of the economy directly affects the performance of individual financial institutions and the overall banking industry. Interest rates, inflation, unemployment, the business cycle, and shocks to specific sectors

like agriculture, energy, housing, or commercial real estate all influence lending and funding strategies of IDIs. Economic and financial conditions abroad also have an impact on the U.S. economy and on the performance of banks.

As of third quarter 2021, the United States had regained the output lost from a deep recession that occurred in early 2020 caused by the Coronavirus Disease 2019 (COVID-19) pandemic. Significant government stimulus for individuals and small businesses in 2020 and 2021 helped support the economy, with most programs ending in third quarter 2021. Restrictions on economic activity eased and vaccination rates improved in 2021, which further contributed to stronger economic growth. Consumer spending remains strong. In aggregate, household balance sheets remained resilient and household wealth increased from rising home prices and stock market valuations. Business investment continued to recover and returned to pre-pandemic levels. However, business and economic activity were constrained by supply chain bottlenecks and shortages. These factors along with stronger consumer demand contributed to higher inflation in 2021. Overall, the economic outlook is for continued moderate growth, although uncertainty remains, as lingering supply chain issues feed into inflationary pressures and businesses and individuals adjust to changes as the pandemic evolves.

Banks generally entered this period of disruption with strong asset quality and capital

and liquidity ratios, and were able to serve as a source of strength for the economy, individuals and small businesses throughout the global health epidemic.

Although loan balances contracted between the first quarter 2020 and the first quarter 2021, the first such annual contraction since the third quarter 2011, financial institutions supported the economic recovery with lending through the first and second rounds of the Paycheck Protection Program and by working with impacted borrowers. The decline in loan volume and the persistent low interest rate environment caused contraction in the average net interest margin, which set three record lows over the past year. In contrast, deposits grew at unprecedented rates over the same period. In third quarter 2021, banks reported modest improvement in the average net interest margin supported by loan growth.

Despite these challenges, the banking industry remains resilient. Strong capital and liquidity levels support lending and help protect against potential losses. Industry-wide profitability (as measured by return on assets) remains strong. The number of problem institutions has fallen dramatically from the post-crisis high and is at its lowest level since 2008.

While the banking industry continues to perform well, the interest-rate environment and economic uncertainty continue to pose challenges for many institutions.

Overall, the industry must manage interest-rate risk, liquidity risk, and credit risk carefully to remain on a long-term, sustainable growth path.

The United States experienced the sharpest economic contraction in the post-WWII period in early 2020 with the sudden onset of the COVID-19 pandemic, and the unemployment rate reached double-digit levels. The resulting recession ended a period of subdued but sustained economic growth since the last recession ended in mid-2009. The subsequent labor market weakness, business closures, and lower interest rates all posed challenges to banks. Conditions improved considerably in 2021, helped by expansive fiscal and monetary policy implemented in 2020 and 2021 to support businesses and consumers, the rollout of vaccines, and reduced pandemic-related restrictions in economic activity. However, this economic environment has posed several key challenges for the banking industry. The economic outlook remains uncertain and depends on the path of the pandemic as well as the outlook for fiscal and monetary policy in their effects on economic activity and interest rates.

As of third quarter 2021, banks generally maintained strong asset quality, capital, and liquidity positions. Annual loan growth slowed in recent quarters; however, remains positive. Industry-wide profitability (as measured by the return on assets ratio) has been trending up, and the majority of banks report year-over-year growth in quarterly net income. The growth in net income is due to reductions in

provisions for credit losses. The number of problem institutions remains near the lowest level since 2008.

Other Major Strategic Challenges

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

Future of Community Banking. The FDIC is the primary federal regulator for most community banks, which make up 91 percent of FDIC-insured bank and thrift charters (up from 87 percent in 1984); hold a majority of deposits in rural and “micropolitan” counties (those with populations up to 50,000 people), including more than 600 U.S. counties where community banks hold 100 percent of all bank deposits; and account for 39 percent of the industry’s small loans to farms and businesses.¹ Despite their long-term resilience and continuing importance as a source of credit to the vital small business sector, community banks continue to face competitive challenges from non-community banks and non-bank financial technology competitors.

Regional Banks

Regional banks have continued to grow in number, assets, and complexity. FDIC supervises a growing percentage of the regional bank universe, as community banks continue to merge and grow organically. FDIC also has both insurance risk monitoring and back-up supervisory responsibilities for the remaining regional banks. Similar to community bankers, regional banks face competitive challenges from large, complex financial institutions and non-bank technology competitors. An increasing number of regional banks have less traditional business models, including for example monoline operations, concentrated lending or funding operations, nationwide lending platforms, and other niche activities.

Large, Complex Financial Institutions

(LCFIs). Although the FDIC is not the primary federal regulator for most large, complex IDIs, it has both insurance and back-up supervisory responsibilities for those institutions and acts as receiver for those that fail. The assets within the banking industry are concentrated today in a small number of large, complex banks that have highly diverse business strategies and complex legal and business structures that necessitate ongoing monitoring of their risks. These risks are intertwined among both their insured and

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

uninsured subsidiaries, and the largest and most complex of these companies have significant international operations and interdependent counterparty relationships with one another that increase their complexity and risk.

Innovation, Information Technology, and Cybersecurity. Some banks have responded to the previously discussed economic challenges by investing in innovative technologies to boost profitability through reduced overhead expenses. Others are offering new services to their customers by partnering with technology companies on the front lines of innovation, or by adopting new technologies themselves. Cybersecurity threats continue to pose risks to banks, businesses, consumers, financial markets, and the FDIC. Some institutions are leveraging innovative technology solutions to enhance their resilience to a cybersecurity attack. In addition to addressing cybersecurity threats internally, the FDIC works collaboratively with other federal and state agencies to help ensure that FDIC-insured institutions also take appropriate steps to address this risk.

Economic Inclusion. Based on a 2019 FDIC survey, 5.4 percent of U.S. households did not have an account at an IDI.²

The FDIC recognizes that public confidence in the banking system is strengthened when

households effectively use the mainstream banking system to deposit funds securely, conduct basic financial transactions, accumulate savings, and access credit on safe and affordable terms. The FDIC will continue to promote greater economic inclusion and financial well-being by helping more underserved households and communities benefit from the products and services of FDIC-insured institutions. The FDIC's #GetBanked initiative encourages consumers to start a banking relationship. The FDIC also communicates directly with banks to promote the importance of offering safe and affordable bank accounts, such as checkless checking accounts. FDIC's Money Smart program provides people with practical knowledge, skills-building opportunities, and resources to manage finances with confidence.

This work requires engagement with banks of all sizes, as well as with local governments and community leaders. FDIC facilitates business and partnership opportunities and promotes financial education. By helping to connect banks and communities in new ways, and increasing awareness and use of affordable banking services, the FDIC strengthens the banking system and communities nationwide.

² 2015 *National Survey of Unbanked and Underbanked Households*, October 2016, October 2020. The survey found that 5.4 percent of U.S. households (7.1 million households) did not have a bank or credit union account in 2019.

Workforce Management and

Development. The FDIC depends upon the talents and skills of its employees to accomplish its mission. Much of the FDIC's current workforce is eligible to retire over the next decade, creating an opportunity to transform both the workforce and the manner in which the FDIC meets its mission. To address this workplace reality, the FDIC will continue to enhance its data collection and analysis efforts to inform development and implementation of succession management strategies over the next several years. These efforts will include specific recruitment and development strategies to support a high performing workforce that reflects the communities we serve by optimizing experiences throughout an employee's career. These actions will ensure that the FDIC workplace is inclusive, free from unlawful discrimination, and provides equal opportunity and accessibility in all its employment and business activities. The FDIC has issued a [2021-2023 Diversity, Equity, and Inclusion Strategic Plan](#) that guides its efforts. Strategies also include the modernization of learning and development by transforming the FDIC's use of virtual learning, enhancing learning technology, and modernizing the training center.

THE FDIC'S MAJOR PROGRAMS

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

Program Areas	Strategic Goals
Insurance	FDIC-insured deposits are protected from loss without recourse to taxpayer funding.
Supervision	FDIC-insured institutions are safe and sound.
	FDIC-supervised institutions comply with federal consumer protection laws, including fair lending laws, and the Community Reinvestment Act (CRA).
	Large, complex financial institutions are resolvable in an orderly manner.
Receivership Management	Resolutions are orderly and receiverships are managed effectively.

Insurance Program

Program Description

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

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

Strategic Goal 1

FDIC-insured deposits are protected from loss without recourse to taxpayer funding.

Strategic Objectives

1.1 The FDIC provides customers of failed insured depository institutions (IDIs) timely access to insured funds and financial services.

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

The FDIC continually monitors changes in financial institution operations and innovation within products and delivery channels to ensure the FDIC's ability to handle potential financial institution failures. The FDIC develops, tests, and maintains contingency plans to ensure it is prepared to handle a wide range of potential failure scenarios, including the failure of a large financial institution; simultaneous, multiple failures; the failure of an institution with large international holdings; and the failure of an insured institution that operates primarily through digital channels. The FDIC also looks for ways to clarify deposit insurance regulations to meet industry changes and to expedite the insurance determination process.

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

1.2 The FDIC promptly identifies and responds to potential risks to the Deposit Insurance Fund (DIF).

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

- A risk-based deposit insurance assessment system, whereby institutions that pose greater risk to the DIF pay higher premiums;
- A strong examination and enforcement program;
- Collection and publication of detailed banking data and statistics;
- A vigorous research program;
- An off-site monitoring system that employs sophisticated predictive tools to analyze

and assess changes in banking profiles, activities, and risk factors;

- A comprehensive ongoing analysis of the risks in financial institutions with more than \$10 billion in assets through the Large IDI Program and Institution Monitoring Program for LCFIs, including IDIs with assets above \$100 billion for which the FDIC is not the primary federal regulator;
- Thorough and timely review of deposit insurance applications and other applications from IDIs; and
- A comprehensive framework for continually assessing risks to the banking industry.

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

1.3 The FDIC maintains a strong and adequately financed DIF.

Means and Strategies: The FDIC maintains the viability of the DIF by investing the fund, monitoring and responding to changes in the reserve ratio, collecting risk-based premiums, and evaluating the deposit insurance system in light of an evolving financial services industry.

It regularly analyzes the growth or shrinkage of estimated insured deposits, the current assessment base, loss expectations, interest income earned on the fund, and operating expenses. This information is used to develop a schedule of risk-based assessment rates.

The banking industry remained resilient through 2021, despite the extraordinary challenges of the pandemic. As of September 30, 2021, banks held a higher amount and quality of capital than just prior to the 2008-2013 banking crisis.

The DIF balance has risen every quarter since the end of 2009, and stood at a record \$121.9 billion on September 30, 2021, up from \$117.9 billion at the end of 2020. The reserve ratio stood at 1.27 percent at September 30, 2021, down from 1.29 percent at the end of 2020.

Extraordinary growth in insured deposits during the first and second quarters of 2020 caused the reserve ratio to decline below the statutory minimum. As of June 30, 2020, the reserve ratio stood at 1.30 percent. On September 15, 2020, the Board adopted a Restoration Plan, as required by the FDI Act, to restore the DIF to at least 1.35 percent within eight years. Under the Restoration Plan, the FDIC maintained the schedule of assessment rates in place at the time for all IDIs and is monitoring deposit balance trends, potential losses, and other factors that affect the reserve ratio. Staff must update the Board at least semiannually. The most recent update was provided on June 15, 2021.

The FDIC Board of Directors is statutorily required to establish a Designated Reserve Ratio (DRR) for the DIF that is not less than 1.35 percent. But it may also establish a higher DRR and has set the DRR at 2.0 percent for every year since 2011. The FDIC views the 2.0 percent DRR as a long-term goal and the minimum level needed to withstand future crises of the magnitude of past crises.

External Factors: Projections for the DIF are subject to considerable uncertainty. The FDIC will monitor deposit balance trends, potential losses, and other factors that affect the reserve ratio. The economic outlook has strengthened, and the banking system appears better positioned to withstand losses compared to prior periods of stress. Several factors, such as slower than expected economic growth, market volatility, or additional fiscal and monetary stimulus could result in increased insured deposit growth or losses to the fund.

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

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

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

1.5 The FDIC provides the public and IDIs access to clear and accurate information about federal deposit insurance coverage.

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

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

- Operation of a National Center for Consumer and Depositor Assistance staffed by specialists who respond to questions from depositors and bankers³,
- Training and other educational opportunities to help bank employees better understand the FDIC's deposit insurance rules,
- An array of web-based educational resources for consumers and bankers, and

- A wide range of publications and videos explaining how FDIC deposit insurance works.

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

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

Supervision Program

Program Description

The FDIC is the insurer for all IDIs in the United States, and the primary federal supervisor for state-chartered banks and savings institutions that are not members of the Federal Reserve System.⁴ The FDIC's roles as an insurer and primary supervisor are complementary, and many activities undertaken by the FDIC support both the insurance and supervision programs. Through conducting examinations, review of examination reports, use of off-site monitoring tools, and participation in examinations conducted by other federal regulators (either through agreements with these regulators or, in limited circumstances, under the exercise of the FDIC's authority to conduct special (backup) examination activities), the FDIC regularly monitors the potential risks at all insured institutions, including those for which it is not the primary federal supervisor. The FDIC also takes into account supervisory considerations in the exercise of its authority to review and approve applications for deposit insurance from new institutions and other applications from IDIs, regardless of the chartering authority.

In addition, the FDIC has statutory responsibilities for certain bank holding companies and nonbank financial companies that are designated as systemically important.

The FDIC and FRB have joint responsibility for reviewing and assessing resolution plans developed by these companies that demonstrate how they would be resolved in a rapid and orderly manner in the event of financial distress.

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

- FDIC-insured institutions are safe and sound.
- FDIC-supervised institutions are compliant with applicable laws, including federal consumer protection laws, fair lending laws, and the Community Reinvestment Act (CRA).
- Large, complex financial institutions are resolvable in an orderly manner.

The FDIC promotes safe and sound financial institution practices through regular risk management examinations; publication of regulations, guidance and policy; ongoing communication with industry officials; and the review of applications submitted by FDIC-supervised institutions, and in certain cases, non FDIC-supervised institutions, to expand

⁴ This includes state-licensed insured branches of foreign banks. As of 3/31/21, the FDIC had primary supervisory responsibility for 3,209 FDIC-insured, state-chartered commercial banks and savings institutions that are not members of the Federal Reserve System (generally referred to as "state non-member" institutions).

their activities or locations. The FDIC also evaluates deposit insurance applications for de novo institutions, regardless of charter type. When appropriate, the FDIC has a range of informal and formal options available to require management to resolve safety-and-soundness problems identified at troubled institutions. The FDIC also has staff dedicated to administering off-site monitoring programs and to enhancing the agency's ability to timely identify emerging safety-and-soundness issues.

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

The FDIC's assessment of the resolution plans submitted by bank holding companies, other covered companies, and IDIs helps develop

and improve its capabilities to administer large resolutions under any of the available authorities. For example, the actions firms take to address the shortcomings identified by the FDIC and the Federal Reserve Board in their resolution plans are intended to address potential impediments to resolvability under the Bankruptcy Code. That work in turn informs the FDIC's strategic planning to conduct an orderly liquidation under the FDI Act or the Orderly Liquidation Authority (OLA), if necessary, to protect U.S. financial stability.

The FDIC may be called upon to resolve the failure of a large, systemically important financial company if failure under the Bankruptcy Code would threaten U.S. financial stability. In such circumstances, the authority exists to place the failed or failing financial company into an FDIC receivership process if no viable private-sector alternative is available to prevent the default of the company. The OLA is intended to ensure the rapid and orderly resolution of the failure of such a financial company in accordance with statutory mandates. The FDIC actively engages in, and will continue to refine, resolution plans and strategies and operational readiness initiatives to ensure that it is prepared, if necessary, to fulfill this responsibility.

Supervision Program – Risk Management

Strategic Goal 2

FDIC-insured institutions are safe and sound.

Strategic Objective

2.1 The FDIC exercises its statutory authority, in cooperation with other primary federal regulators and state agencies, to promote safe and sound practices at FDIC-insured institutions, including appropriate risk management.

Means and Strategies: As noted above, the FDIC is the primary federal supervisor for all state non-member banks and state-chartered savings institutions. For those institutions, the FDIC performs risk management (safety and soundness), trust, Bank Secrecy Act/Anti-Money Laundering, and Information Technology (IT) examinations in cooperation with state banking regulators. Most state banking agencies participate in an examination program under which certain community bank examinations are performed on an alternating basis by the state agency and the FDIC. The FDIC supervises regional banks jointly with the applicable states under a continuous examination model.

In addition, the FDIC, OCC, and FRB conduct IT examinations of third-party technology service providers that provide a range of services to IDIs. As the threat of cyberattacks continues to be prominent, the FDIC engages with other regulators and the private sector to encourage IDIs and service providers to implement strong

preventive programs and to exercise and refine protocols for addressing cyber events when preventive programs are overcome.

Risk management examinations are conducted according to statutorily established timeframes. Regional bank examinations are conducted on a continuous basis throughout the calendar year. Both community bank and regional bank examinations assess an institution's overall financial condition, management practices and policies, compliance with applicable laws and regulations, and the adequacy of management and internal control systems to identify, measure, and control risks. Examination procedures may also detect the presence of fraud or insider abuse. In addition, the FDIC reviews the risk management capabilities of those FDIC-supervised institutions that apply for permission to engage in new or expanded business activities, including those associated with innovative technologies.

Communication and corrective action are important components of the FDIC's strategy for promoting the safety and soundness of the institutions it supervises. Risks identified during an examination are discussed with the institution's management and board of directors. If an examination reveals serious weaknesses in the operations of the institution or indicates that the institution is operating in a weakened financial condition, the FDIC may issue formal or informal enforcement actions that remain in effect until corrective actions are taken and the identified weaknesses are addressed.

In the case of severe problems, the institution may be instructed to seek additional capital, merge with another institution, or liquidate.

The FDIC monitors individual institutions it supervises between examinations, and emerging trends across institutions, by analyzing Call Report data and examination findings relative to the emerging trends. To perform this analysis, the FDIC uses a combination of traditional analytical tools, and machine learning techniques. The FDIC's statutory authority also gives it a degree of supervisory responsibility in its role as insurer for IDIs for which it is not the primary federal supervisor. The agency has staff in each of its regional offices that regularly review examination reports and other available information from the primary federal regulators for those institutions.

The FDIC also performs off-site monitoring of those institutions on an ongoing basis. In addition, certain larger, more complex institutions are subject to more frequent onsite reviews and more robust off-site and ongoing monitoring. The FDIC also has the authority to conduct special (backup) examination activities for institutions for which is not the primary federal regulator. Under this authority, the FDIC participates in examinations of certain IDIs that present heightened risk to the DIF and designated large, complex IDIs.

Ensuring the safety and soundness of FDIC-insured institutions over the next four years will require an effective supervisory program

that incorporates the lessons learned from past financial crises and the recent health pandemic, identifies potential new risks that emerge, and responds quickly to such issues in an effective manner that maximizes the use of technology. The economic impact of the pandemic and potential longer-term shifts in demand for various property types, products and services create significant uncertainty for the coming period. Government stimulus programs have helped prevent asset quality deterioration, thus far, and have led to significant deposit inflows at institutions of all sizes. The low interest rate environment has negatively impacted institutions' earnings, with net interest margins falling to historic lows. These factors combine to create a challenging operating environment for institutions. The pandemic-related shift to working from home also led to an increase in cybersecurity threats and attacks across all industries. Innovation creates opportunities for managing through these changes, including in creating more resilient information technology infrastructures.

Through regular on-site examinations and interim contacts with state non-member institutions, FDIC staff will actively engage in a constructive dialogue with banks to ensure that their policies to manage financial and operational risks are effective, and, where appropriate, FDIC staff will work closely with institutions that have significant exposure to these risks and encourage them to take appropriate steps to mitigate risks.

The FDIC will use off-site monitoring to help identify institutions with outsized risk exposures and follow up with individual institutions to better understand their risk profiles.

Additionally, the FDIC will continue its efforts to promote offsite examination work where possible, by leveraging technologies used and lessons learned while examining through the pandemic. Cybersecurity is a risk area that will continue to receive particular attention. During this period, the FDIC will refine its IT examination program for insured institutions and major technology service providers, and increase its already robust collaboration with other regulators, law enforcement, and security agencies. In addition, in light of the risks posed to the DIF by large and complex banks and the FDIC's responsibilities for systemically important financial institutions (SIFIs), the agency will continue to enhance its supervisory monitoring program for large and complex banks.

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

inclusion, and consumer protection; and formulating strategy to respond to opportunities and challenges presented by technological innovation to supervised institutions.

The FDIC also dedicates significant resources to developing and implementing supervisory technology (SupTech). Examples of SupTech that will be expanded over the coming years are a machine learning tool that identifies trends across examinations and pertinent weaknesses at individual institutions, an off-site monitoring tool that analyzes Call Report data to identify institutions vulnerable to financial deterioration, and analytical tools derived from a rapid prototyping competition that will allow analysis of more granular bank data on a more regular basis between examinations, supporting earlier identification of any problems at the institutions, across the financial sector, or in particular economic areas.

The FDIC promotes safety and soundness through the development of or modification to regulatory policy. Identification of new or emerging risks may lead to a variety of policy responses depending on the nature and severity of the risk. The FDIC devotes significant resources to both domestic and international policy development and works collaboratively with other regulatory bodies in an effort to bolster the financial resilience of the banking system.

While banks generally performed well through the global health crisis, the period of disruption offers an opportunity to evaluate policy effectiveness while also addressing any identified weaknesses.

The FDIC actively works to fulfill five statutory goals to support the preservation of minority depository institutions (MDIs). In addition to its outreach, technical assistance, and training and education programs, the FDIC facilitates engagement with MDIs and other mission-driven institutions; highlights the role they play in community development; promotes public and private partnerships to provide tools and resources to support these institutions; and explores ways to remove barriers to adoption of innovative technologies by these banks.

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

External Factors: Several factors outside of the FDIC's control could affect the successful achievement of this strategic objective. In accordance with statutorily established time frames, most risk management examinations of well-capitalized and well-managed state non-member institutions are point-in-time

examinations that occur at 18-month intervals. Between examinations, institutions may enter new lines of business, extend their lending programs into riskier areas, or implement new technologies without the knowledge of the FDIC or state regulatory agencies. Major changes in economic conditions could also affect institutions between examinations. The FDIC will continue to improve off-site tools to analyze potential risks that may develop between examinations at individual institutions or across the financial sector.

Supervision Program – Consumer Protection and Economic Inclusion

Strategic Goal 3

FDIC-supervised institutions are compliant with federal consumer protection laws, including fair lending laws, and the Community Reinvestment Act (CRA).

Strategic Objectives

3.1 The FDIC supervises institutions for compliance with applicable federal consumer protection laws, including fair lending laws; the law against unfair and deceptive practices; and the CRA.

3.2 The FDIC provides clear and accessible information to consumers about their rights under federal consumer protection and fair lending laws and regulations, including applicable disclosures.

3.3 The FDIC encourages IDIs to offer affordable checking and savings accounts and loan products that meet the needs of consumers.

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

3.1 The FDIC supervises institutions for compliance with applicable federal consumer protection laws, including fair lending laws; the law against unfair and deceptive practices; and the CRA.

Means and Strategies: The FDIC pursues this strategic objective primarily through compliance and CRA examinations of all FDIC-supervised institutions. CRA examinations are subject to statutory timelines, while compliance examinations are conducted according to timeframes established by FDIC policy. These examinations evaluate institutions' compliance with consumer protection laws, unfair and deceptive acts or practices, CRA, and fair lending laws and regulations.

If an examination reveals violations, the FDIC may implement either formal or informal enforcement actions to correct the identified violations. In unusual cases, non-compliance with consumer laws may subject the institution to significant legal risk, and could result in administrative enforcement actions or private litigation. In addition, when the FDIC has reason to believe that a "pattern or practice" of violations of fair lending laws has occurred at an institution, the FDIC is required by statute to refer the matter to the Department of Justice. An institution's failure to comply with consumer protection, CRA, or fair lending laws and regulations might also affect the application of an FDIC-supervised institution seeking to engage in new or expanded business activities.

The FDIC sponsors or participates in numerous outreach and technical assistance activities designed to facilitate better understanding of and compliance with CRA, consumer protection, and fair lending laws and regulations by FDIC-supervised institutions.

In addition, it actively participates in interagency policy development efforts and issues policy guidance. The FDIC focuses its examinations and other supervisory activities on those industry products, services, and practices that have the highest potential risk for violations of law that may result in potential harm to consumers.

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

3.2 The FDIC provides clear and accessible information to consumers about their rights under applicable federal consumer protection and fair lending laws and regulations, including applicable disclosures.

Means and Strategies: The FDIC provides information about consumer protection and fair lending laws and regulations to help consumers understand their rights. This information is disseminated through brochures and other venues including social media, and the FDIC's website

(<https://www.fdic.gov>). The FDIC Consumer News is a monthly online newsletter for consumers, providing practical guidance on becoming a smarter, safer user of financial services. In addition, the FDIC frequently conducts or participates in educational seminars and conferences on consumer protection and fair lending issues to help both consumers and insured institutions better understand consumer protection, CRA, and fair lending laws and regulations.

The FDIC maintains a National Center for Consumer and Depositor Assistance for investigating and responding to consumer complaints about FDIC-supervised institutions and deposit insurance inquiries under established target timeframes. FDIC also promotes greater financial education and well-being, primarily through its award-winning *Money Smart* curriculum. The FDIC will continue to keep the Money Smart content relevant and research-based, while expanding collaborative relationships that result in its use.

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

3.3 The FDIC encourages IDIs to offer affordable checking and savings accounts and loan products that meet the needs of consumers.

Means and Strategies: The FDIC has played a leadership role in recent years in promoting broader economic inclusion of underserved households within the nation’s banking system through the availability of safe and affordable transaction and saving accounts, as well as the opportunity to build credit profiles and borrow money to meet their needs. Most recently, FDIC Launched #GetBanked, a public awareness campaign encouraging consumers to open an account, harnessing the opportunity for millions of unbanked Americans to receive COVID-19 relief government payments safely and securely. Also, the FDIC’s *Money Smart* financial education curriculum is a key tool for pursuing this objective by helping target populations gain practical knowledge, skills-building opportunities, and resources they can use to manage their finances with confidence. The FDIC also sponsors or conducts research and demonstration projects, develops policy proposals, facilitates partnerships, and participates in targeted outreach and technical assistance activities with both the institutions it supervises and various community-based organizations to further this objective.

The FDIC established and supports the Advisory Committee on Economic Inclusion to inform and support its economic inclusion strategies and to promote sound supervisory and public policies to help ensure that

underserved households have access to mainstream financial products and services that are affordable, easy to understand, and not subject to unfair or unforeseen fees. In addition, on a biennial basis, the FDIC conducts jointly with the U.S. Census Bureau the only comprehensive, nationwide research survey called “How America Banks” regarding the number of banked and unbanked households in the U.S. The FDIC also engages banks; other federal, state and local government agencies; and non-profit organizations serving a broad spectrum of consumers and small businesses in building locally based coalitions to participate in financial education and information sharing. These coalitions promote local economic inclusion opportunities in communities where financial health and well-being has lagged the rest of the country. In each state and territory in the US, at least one FDIC Community Affairs specialist has responsibilities to promote economic inclusion. Some markets also have an Alliance for Economic Inclusion.

The FDIC will continue to pursue multi-year initiatives to support broader economic inclusion such as promoting account opening, strategies to improve financial well-being, build savings and improve credit records, and evaluate new technologies that can be responsibly used to expand banking services to underserved populations. The FDIC also will continue to work with federal and local partners to facilitate community development through affordable housing, small business development, and related initiatives.

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

Supervision Program – Resolution Planning

Strategic Goal 4

Large, complex financial institutions are resolvable in an orderly manner.

Strategic Objective

4.1 Large, complex financial institutions are resolvable under the bankruptcy code or, for covered IDIs, the Federal Deposit Insurance (FDI) Act, as applicable.

4.2 In the event of the failure of a large, complex financial institution, the FDIC carries out the resolution in an orderly manner in accordance with statutory mandates.

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

4.1 Large, complex financial institutions are resolvable under the bankruptcy code or, for covered IDIs, the Federal Deposit Insurance (FDI) Act, as applicable.

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

The FDIC’s review of resolution plans is intended to improve the resolvability of bank holding companies (and other designated financial companies) through the bankruptcy process and their subsidiary IDIs through the FDIC’s traditional resolution processes as deposit insurer. These reviews enhance the FDIC’s ability to prepare for possible large resolutions and its understanding of how the FDIC’s resolution authorities could be best used. The FDIC has established on- and off-site monitoring and risk assessment programs that support the FDIC’s review of the resolution plans submitted by these companies.

In addition, the FDIC employs multidisciplinary teams that include both supervisory and receivership management expertise in the review of these plans. The FDIC also collaborates closely with the primary federal supervisors for the affected IDIs in the review of these plans.

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

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

4.2 In the event of the failure of a large, complex financial institution, the FDIC carries out the resolution in an orderly manner in accordance with statutory mandates.

Means and Strategies: Large, complex financial institutions in the United States historically have been organized under a holding company structure, with a top-tier parent and operating subsidiaries that comprise hundreds, or even thousands, of interconnected entities that share funding and

support services and span legal and regulatory jurisdictions across international borders. Functions and core business lines often are not aligned with individual legal entity structures, and critical operations cross legal entities and jurisdictions, with funding dispersed among affiliates as needs arise. These integrated legal structures present obstacles to the orderly resolution of one part of the company without triggering a costly collapse of the entire company and potentially transmitting adverse effects throughout the financial system.

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

To ensure the FDIC's operational readiness to conduct the resolution of a large, complex financial institution, the FDIC continues to update and refine its firm-specific contingency plans. In addition, the FDIC is developing operational procedures for administration of a receivership, if necessary.

The FDIC conducts simulations and tabletop exercises and undertakes joint contingency planning with other U.S. and foreign regulatory authorities to enhance communications and operational readiness, and it is exploring other opportunities to collaborate with U.S. and foreign authorities to ensure effective coordination and cooperation in a resolution.

In addition, the FDIC, together with other U.S. financial regulatory agencies, continues to develop its relationships with key regulatory authorities in other countries to facilitate closer coordination and cooperation in the event of the failure of a global SIFI. The FDIC also analyzes emerging issues and is enhancing its understanding of the legal and policy structures in other countries that might affect a rapid and orderly resolution.

The FDIC established the Systemic Resolution Advisory Committee to advise on the potential effects the failure of a large, complex financial

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

External Factors: The specific facts surrounding the failure of a large, complex financial institution may affect the FDIC's ability to execute a resolution as planned, especially considering the complex and

interconnected nature and global reach of these firms. As part of its contingency planning efforts, the FDIC will seek to mitigate this risk by collecting and maintaining comprehensive, up-to-date information on these institutions that will support a rapid and orderly resolution, if that becomes necessary.

Receivership Management Program

Program Description

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

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

Strategic Goal 5

Resolutions are orderly and receiverships are managed effectively.

Strategic Objectives

5.1 The FDIC manages receiverships to maximize net return and terminates them in an orderly and timely manner.

5.2 The FDIC investigates potential recoveries, including claims against professionals, and pursues them if deemed to be meritorious and expected to be cost-effective.

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

5.1 The FDIC manages receiverships to maximize net return and terminates them in an orderly and timely manner.

Means and Strategies: Under the FDIC Act, the FDIC, in its receivership capacity, manages the assets of failed IDI receiverships to preserve their value and to dispose of them as quickly as possible, consistent with the objective of maximizing the net return on those assets. The oversight and prompt termination of receiverships preserves value for the uninsured depositors and other receivership claimants by reducing overhead and other holding costs. By quickly returning the assets of a failed institution to the private sector, the FDIC maximizes net recoveries and minimizes disruption to the local community.

In fulfilling its responsibilities to creditors of failed institutions, the FDIC, as receiver, manages and sells the receivership assets using a variety of strategies. Given adequate time to prepare for a resolution, the FDIC develops a virtual data room and an asset valuation review to solicit bidders and sell as many of the IDI's assets as possible at closing or shortly thereafter. The FDIC manages the remaining assets in a cost-effective manner to preserve value until they can be marketed and sold. Most of the remaining assets are marketed within 120 days after an IDI fails unless they are identified for an alternative disposition strategy (i.e., joint venture or securitization).

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

5.2 The FDIC investigates potential recoveries, including claims against professionals, and pursues them if deemed to be meritorious and expected to be cost-effective.

Means and Strategies: When an IDI fails, the FDIC, as receiver, acquires a group of legal rights, titles, and privileges generally known as professional liability claims. The FDIC's attorneys and investigators work together to identify and pursue claims arising from the

failure of an IDI that are deemed to be meritorious and expected to be cost-effective. The team conducts a factual investigation of the events that contributed to losses at the IDI as well as legal research and analysis of the facts and potential claims. Innovative data capture and analytics techniques are used to gain efficiencies throughout the investigative process. For each potential claim, the team recommends whether the claim should be pursued based on an assessment of its merits and the likelihood of a recovery exceeding the estimated cost of pursuing the claim. The timely investigation and evaluation of potential claims enables the FDIC to identify opportunities to maximize recoveries to each receivership and to hold accountable directors, officers, and professionals who cause losses to IDIs. This process also enhances industry awareness of sound corporate governance standards.

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

OFFICE OF INSPECTOR GENERAL

The Office of Inspector General

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

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

- Conduct superior, high-quality audits, evaluations, and reviews;
- Investigate significant matters of wrongdoing and misconduct relating to FDIC employees, contractors, and institutions;
- Strengthen relations with partners and stakeholders;

- Administer resources prudently, safely, securely, and efficiently;
- Exercise leadership skills at all levels within the organization; and
- Promote teamwork within the Office.

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

Additional information about the OIG, including a copy of the OIG's Strategic Plan, can be found at <https://www.fdicigo.gov>.

APPENDICES

Appendix A: The FDIC's Strategic Planning Process

Introduction

The FDIC is subject to the requirements of the *Government Performance and Results Act (GPRA)* as modified by the *GPRA Modernization Act of 2010* and certain provisions of Title I, Federal Evidence-Building Activities of the *Foundations for Evidence-Based Policymaking Act of 2018*. In accordance with the requirements of these statutes, the FDIC reviews and updates its Strategic Plan every four years, publishes Annual Performance Plans and Performance Reports, and conducts program evaluations to assess whether the agency's programs are achieving their stated purposes.

Annual Performance Plan and Report

The FDIC Strategic Plan is implemented through annual performance plans. The annual plans identify annual performance goals, indicators, and targets for each strategic objective. The FDIC submits an Annual Report to Congress in February of each year that compares actual performance to the annual performance goals for the prior year. This report is also made available to FDIC stakeholders and the public through <https://www.fdic.gov>.

Long-term strategic goals and objectives are expressed in outcome terms, and selected outcome measures are included in the

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

Corporate Planning and Performance Management Process

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

After annual performance goals are established, a proposed annual corporate operating budget is developed, taking into account the financial, human capital, technological, and other resources required to accomplish core mission responsibilities and other annual performance goals.

The budget is typically approved by the Board of Directors in December.

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

Stakeholder Consultation

The FDIC requested comment from stakeholders and the public on a draft of this strategic plan through a posting on the FDIC website for a 14-day period in August 2021. All comments and suggestions were carefully reviewed and changes made to the plan where appropriate.

Appendix B: Enterprise Risk Management

Enterprise Risk Management

Enterprise Risk Management (ERM) is a way to better anticipate, prioritize, and manage risks across an agency. The FDIC's ERM program aims to address the full spectrum of significant internal and external risks facing the agency and the combined impact of those risks as an interrelated portfolio.

The FDIC integrates ERM into its strategic planning and budgeting processes to inform decision-making and resource deployment. Each year, the FDIC develops funding requests and corporate-wide goals that consider identified risks. Higher rated risks may warrant increases to financial or personnel resources.

Key ERM program components include the Risk Appetite Statement, Risk Profile, and Risk Inventory. The Risk Appetite Statement serves as a guide for setting strategic goals and objectives and communicates the Corporation's views about the level of risk taking that is acceptable across various agency programs and operations. The Risk Appetite Statement considers the following eight risk categories: strategic, compliance, reporting, operational, reputational, financial, technological, and external risks.

FDIC's Risk Inventory is a comprehensive, detailed list of risks that could hamper the FDIC's ability to achieve its goals and

objectives. Divisions and offices identify risks through risk assessments, internal reviews, audits and evaluations, risk committees, and ORMIC research and reviews. Divisions and offices assign residual risk level ratings based on the impact and likelihood of the risk occurring, identify risk mitigations for higher-rated risks, and track mitigation activities to completion.

The Risk Profile is a prioritized inventory of the most significant risks identified and assessed through the risk assessment process. ORMIC maps underlying Risk Inventory items to higher-level Risk Profile items then assigns a mitigation coverage level, risk trend, and residual risk level to each Risk Profile item. ORMIC vets this information with the divisions and offices and deputies to the Chairman. The Risk Inventory and Risk Profile are living documents that are updated as needed and formally validated each summer. The CRO presents the Risk Profile to the FDIC Operating Committee—the FDIC's ERM oversight body—for review, discussion, and annual confirmation. The CRO also provides quarterly ERM briefings to the Chairman and Operating Committee and semiannual briefings to the FDIC Audit Committee, a standing committee of the FDIC Board of Directors.

Appendix C: The FDIC's Use of Research, Data, and Analysis to Support Evidence-Based Policy Making and Program Management

The *Foundations for Evidence-Based Policymaking Act of 2018* requires the FDIC to assess as part of its strategic plan the coverage, quality, methods, effectiveness, and independence of the statistics, evaluation, research, and analysis efforts of the FDIC. The FDIC has long recognized that data is one of its most important resources for accomplishing its mission responsibilities, both for internal use and for dissemination to the financial industry and other stakeholders. The FDIC collects and utilizes data from individual financial institutions and other sources to assess risks and establish risk-based insurance premiums for insured depository institutions (IDIs), conduct bank examination and other supervisory activities for FDIC-supervised IDIs, evaluate the resolution plans of large and systemically important IDIs, and resolve IDI failures at the least cost to the Deposit Insurance Fund. It is essential that this information on which the FDIC relies in performing these functions be complete and accurate.

Statistics, Data Collection, and Analysis

The FDIC relies on the collection and analysis of data from FDIC-insured institutions and other sources to carry out virtually all of its

core business processes. These data are aggregated and maintained in multiple systems and databases used by employees throughout the agency to perform their day-to-day duties and responsibilities. The major systems/databases include the following:

- Central Data Repository (CDR), which maintains core financial information collected quarterly from all FDIC-insured institutions for use by all federal bank regulatory agencies.
- Institution Directory (ID), which contains comprehensive, up-to-date financial and demographic data for every FDIC-insured institution.
- Structure Information Management System (SIMS), which holds detailed location and demographic information on offices and branches of FDIC-insured institutions.
- Statistics on Depository Institutions (SDI), which maintains the latest comprehensive financial and demographic data for every FDIC-insured institution.
- Summary of Deposits (SOD), which collects and maintains annually information on branch office deposits for all FDIC-insured institutions, including insured U.S. branches of foreign banks.
- Survey of Household Use of Banking and Financial Services, which collects information biennially from U.S. households (in partnership with the U.S. Bureau of the Census) on bank account ownership, the primary

methods banked households use to access their bank accounts, bank branch visits, use of prepaid cards and nonbank financial transaction services, and use of bank and nonbank credit.

- Small Business Lending Survey, a nationally representative survey of U.S. banks and their small business lending practices.
- Failed Bank Data, a unique research database that contains detailed financial and other information collected by the FDIC during the resolution of FDIC-insured institution failures.
- Enterprise Data Warehouse, which provides FDIC employees a centrally managed, high-quality, and highly secure data platform for corporate and divisional data analysis, reporting, and decision-making.

The FDIC makes its data and risk analysis available to the public through a variety of regular publications, including the *Quarterly Bank Profile*, *FDIC Quarterly*, *Supervisory Insights Journal*, *Consumer Compliance Supervisory Highlights*, and *How America Banks*. It also makes this data available to the public for research and other purposes on its website through *Bank Find Suite*, a database that identifies whether an institution is FDIC-insured and provides detailed historical information on the institution, including past mergers and acquisitions. The FDIC is modernizing its public-facing data and analytical tools to improve functionality and ease of user access.

Research and Evaluation Activities

As a preeminent banking research organization, the FDIC maintains a vigorous research and publications program, managed by its Division of Insurance and Research (DIR), on an array of issues and topics of importance to the banking industry. This includes extensive and ongoing analysis of the economy and potential risks to the banking industry, sectors of that industry, or individual financial institutions. Sound economic analysis is critical to prudently managing the Deposit Insurance Fund and fulfilling the FDIC's deposit insurance mission. It also permits the FDIC to focus its supervisory efforts on the areas of greatest risk and to resolve IDI failures at the least cost to the Deposit Insurance Fund. The FDIC's economic analyses are evaluated and discussed on an ongoing basis through the interdivisional Risk Analysis Center in Washington and interdivisional Regional Risk Committees in each of the FDIC's regional offices.

Much of DIR's formal research program is conducted in collaboration with the academic community through the Center for Financial Research (CFR), which was established in 2004. The purpose of the CFR's research program is to expand knowledge and understanding and to prompt discussion among the FDIC's many stakeholders on issues affecting the banking system. The research focuses on banking industry developments, risk measurement and management methods, regulatory policy, and related topics. Research findings are disseminated through meetings of the

Advisory Committee on Community Banking and the Advisory Committee on Economic Inclusion, *CFR Working Papers*, *FDIC Staff Studies*, survey reports, articles in independent, peer-reviewed professional journals, and presentations at professional and academic conferences and other events. Completed studies can be found on [fdic.gov](https://www.fdic.gov).

Other FDIC divisions and offices also continually perform research, program analysis, and evaluation activities both to assess their organizational performance and to identify program and process improvements that would enhance their effectiveness in meeting strategic and annual goals and objectives, and employee perspectives are collected and analyzed through the annual Federal Employee Viewpoint Survey. Research and analysis are often shared across divisions and offices in a consultative process and are used operationally to inform organizational learning, program management, and performance management. In addition, the Office of Program Audits and Evaluations, in the FDIC's independent Office of Inspector General, conducts program evaluations and performance audits to assess the effectiveness and efficiency of FDIC programs and operations. The Office of Risk Management and Internal Controls also performs independent audits and evaluations of FDIC programs and operations to ensure that they are operating efficiently and effectively and accomplishing their intended objectives. Program evaluations are collaborative efforts that may involve management and staff from multiple divisions and offices.

Data Management and Governance

The FDIC seeks to manage its data as a corporate resource. This is fundamental to empowering FDIC staff at all levels of the organization to perform their responsibilities. In 2020, the FDIC appointed a new Chief Data Officer (CDO) and launched the Enterprise Data Governance Group to develop an enterprise data management strategy and implement a new enterprise data governance framework. In conjunction with that initiative, the CDO is leading a corporate-wide effort to establish a target data architecture for a new cloud data platform, implement a data literacy program, and create an enterprise data catalog. The CDO is also collaborating with the FDIC's Corporate University (CU) to develop training for employees on the use of these new tools. CU provides employees in all disciplines with career-long learning and development opportunities to equip them to meet the Corporation's current and future skills needs, including data analysis skills that are central to each of the FDIC's major business programs.

The FDIC is also pursuing data security initiatives to protect confidential and sensitive data from unauthorized access or misuse. The FDIC's multi-year IT Modernization Program initiated in 2020 includes initiatives intended to mature the Corporation's cybersecurity capabilities to ensure the continued confidentiality, availability, and integrity of FDIC systems and data. The FDIC will continue to implement current and emerging federal information security regulations, policies, and practices, including those governing the

collection, access, and use of data generated by the FDIC in the execution of its mission.

Technology and Innovation

The FDIC established the FDIC Tech Lab (FDITECH) in 2019 to promote experimentation with innovative emerging technologies and, where appropriate, accelerate their adoption by both FDIC-insured and supervised institutions and by the FDIC. Many initiatives being pursued by FDITECH in partnership with FDIC business divisions hold the promise of increasing the FDIC's analytical capabilities. For example, the FDIC is experimenting with the application of artificial intelligence and machine learning technologies to its bank examination reports to identify cross-cutting risks. It is also planning to pilot a number of third-party proposals that emerged from a Rapid Phased Prototyping competition completed in 2021 that would provide the FDIC access to supplemental bank information (e.g., loan information) that could facilitate continuous offsite monitoring and analysis of risk in individual institutions.



U.S. Equal Employment Opportunity Commission
FY 2022 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT F | FDIC ALTERNATIVE DISPUTE RESOLUTION PROCEDURES



OFFICE OF MINORITY AND WOMEN INCLUSION

INTERNAL POLICY

TYPE AND NUMBER

CPB 2000.1

CONTACT

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DATE: March 26, 2018

DATE OF CANCELLATION *(Bulletins Only)*

TO: Office of Minority and Women Inclusion Staff

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

SUBJECT: Equal Employment Opportunity Alternative Dispute Resolution Program

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

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

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

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

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

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

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

5. Complaints Processing Branch ADR Program

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

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

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

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

a. Mediation is Voluntary, Neutral and Confidential

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

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

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

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

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

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

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

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

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

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

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

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

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

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

d. Right to Representation during Mediation

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

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

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

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

e. FDIC Resolving Official Attending Mediation

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

f. Settlements and Enforceability

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

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

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

g. Exceptions to ADR Program

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

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

6. Training

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

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

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



U.S. Equal Employment Opportunity Commission
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Federal Deposit Insurance Corporation

**ATTACHMENT G | FDIC CIRCULAR 2710.5 – FDIC REASONABLE
ACCOMMODATION PROGRAM**



FDIC DIRECTIVE

2710.05

Daniel Bendler
Deputy to the Chairperson and Chief Operating Officer

See approval(s) on Action Log

Reasonable Accommodation Program

PURPOSE

To provide policy on providing reasonable accommodations to qualified employees and applicants for employment with disabilities.

SCOPE

This Directive applies to all Divisions/Offices, including all employees and applicants for employment with the FDIC.

AUTHORITIES

- Title 10, United States Code (U.S.C.), Section 701, The Rehabilitation Act of 1973, as amended
- Title 42, U.S.C., Section 12101, The Americans with Disabilities Act (ADA) of 1990, as amended
- Title 29, Code of Federal Regulations (CFR), Part 1614, Federal Sector Equal Employment Opportunity
- Title 29, CFR, Part 1630, Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act

FORM(S)

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

REVISION(S)

This Directive supersedes Directive 2710.5, Reasonable Accommodation Program, dated March 29, 2019.

Action Log

Submission Type <i>(New, Pedestrian Change, Revision)</i>	Date	Approved through the Directives Management Center
Revision	03/23/2023	Daniel Bendler

Summary of Changes

This Directive has been:

- Reformatted into the new template;
- Transferred from the Office of Minority and Women Inclusion (OMWI) to the Division of Administration (DOA) in May 2022;
- Revised substantially to reflect updated Reasonable Accommodation processes in the Policy, including the transfer of decision-making authority from the requestor's supervisor/manager to the Reasonable Accommodation Program Manager (RAPM);
- Changed to transfer responsibilities from the Disability Program Manager to the RAPM;
- Changed to transfer responsibilities from the Deciding Official and Reviewing Official to the Chief Human Capital Officer (CHCO), First-Line Supervisor, Human Resources (HR) Specialist, and Office of Inspector General (OIG);
- Updated to include the CHCO, Legal Division, OIG, RAPM, First Line Supervisor, HR Specialist, Labor and Employee Relations Section (LERS), and Division of Information Technology (DIT) in the Responsibilities Section per the substantially revised Reasonable Accommodation process; and
- Changed to include Reasonable Accommodation procedures in Appendix A.

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Background

The FDIC is committed to the principles of equal opportunity in all of its programs, policies, and practices, and to promoting diversity, equity, inclusion, and accessibility in its workforce, programs, and activities. These programs ensure that the FDIC's workplace is inclusive, free from unlawful discrimination and retaliation, and provides equal opportunity and access to all.

In accordance with Title 29 CFR 1614 and 1630, the FDIC provides reasonable accommodations to qualified employees or applicants with disabilities. These accommodations are changes or modifications in the work environment, equipment or instruments used, or the way things are customarily done, that enable individuals with disabilities to enjoy the same opportunities and benefits of employment as employees without disabilities. DOA oversees the Reasonable Accommodation Program, which offers assistance to individuals with disabilities seeking accommodations and supervisors/managers providing accommodations.

For more information on reasonable accommodation, see [Appendix B – Reasonable Accommodation Resources](#).

Policy

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

It is FDIC policy to comply with all the reasonable accommodation requirements of the Rehabilitation Act of 1973 and all other applicable federal laws, statutes, regulations, and guidance. The FDIC is committed to providing reasonable accommodations to its employees and applicants to ensure that individuals with disabilities have full access to equal employment opportunities.

A. Overview

1. The FDIC provides reasonable accommodations to:
 - a. Enable a job applicant with a disability to have an equal opportunity to participate in the application process and/or be considered for a job;
 - b. Enable an employee with a disability to perform the essential functions of a position or access the workplace;
 - c. Allow an employee with a disability to enjoy equal benefits and privileges of employment similar to employees without disabilities; and
 - d. Allow employees, whose religious beliefs conflict with work requirements, the ability of religious observance or practice.
2. The FDIC must provide reasonable accommodations to employees or applicants with disabilities or religious beliefs, and is entitled to choose the accommodation, as long as it is effective. Employees may not receive the exact accommodation sought, or their preferred accommodation.
3. When appropriate, the FDIC may grant an accommodation to an employee or an applicant for employment, even though the FDIC may not be legally required to do so.

Therefore, the FDIC's approval of an accommodation request does not necessarily constitute a determination by the Corporation that an employee or applicant for employment is legally entitled to the accommodation granted.

B. Requests for Reasonable Accommodation

1. Requests for a reasonable accommodation are processed at any time, even without prior disclosure to the existence of a disability. Disclosing a medical condition or medication may also indicate the potential need for reasonable accommodation, whether or not the medical condition or medication affects the individual's ability to perform a job or apply for a position.
2. The Reasonable Accommodation Program Manager (RAPM) must be contacted for the purpose of processing reasonable accommodation requests.
3. Those receiving requests for reasonable accommodation should take all necessary precautions to maintain the confidentiality of employees with disabilities. As discussed in the [Interactive Process](#) section, a supervisor/manager or Human Resources (HR) Specialist is required to discuss the employee or applicant's disability with the RAPM in order to provide a reasonable accommodation.
4. An employee or applicant making a request:
 - a. May make the request orally or in writing and does not have to include any special words such as "reasonable accommodation," "disability," or "Rehabilitation Act;"
 - b. Is not required to complete a specific form for the interactive process to begin, and the individual is not required to have a particular accommodation in mind before making the request; and
 - c. May have the request made on their behalf by a family member, friend, health care provider, or other representative. If possible, the employee or applicant is contacted to confirm the request for an accommodation.
5. An employee with intellectual or targeted disabilities may receive assistance in making a reasonable accommodation request from a Support Coordinator from OMWI. The need for a Support Coordinator is part of the interactive process, and may be recommended by the RAPM, the employee, the employee's supervisor/manager, or other persons referenced in this section.

C. Interactive Process

1. As soon as practicable following a request for a reasonable accommodation, the individual making the request and the RAPM engages in the interactive process. The

interactive process is especially important when an impairment is not obvious, an effective accommodation is not clear, and/or different forms of reasonable accommodation are being considered. The RAPM communicates with the individual making the request early in, and periodically throughout, the process and the individual may contact the RAPM concerning the status of their request.

2. All individuals seeking a reasonable accommodation must participate in the interactive process in good faith. An employee or applicant who fails to engage in the interactive process may risk receiving an ineffective accommodation or having an accommodation request denied due to lack of information.
3. During the interactive process, the RAPM consults with the employee's first-line supervisor, or any other supervisor/manager in the employee's chain of command, regarding the essential functions of the position.
4. In the case of a reasonable accommodation request made by an applicant, the RAPM consults with the HR Specialist listed in the Job Opportunity Announcement (JOA).
5. Where appropriate, the RAPM also may consult with the Legal Division, Labor, Employment, and Administration Section (LEAS); the DOA, Labor and Employee Relations Section (LERS); the Division of Information Technology (DIT); or the Office of the Chief Information Security Officer (OCISO).
6. The interactive process may include, but is not limited to, discussing:
 - a. The employee's disability or medical condition and the limitations experienced by the employee as a result;
 - b. The effect of the disability on the employee's ability to perform the essential functions of the job or enjoy a privilege or benefit of employment, or the applicant's ability to apply for the position;
 - c. The process for determining whether an accommodation will be provided; and
 - d. Potential accommodations.

D. Medical Documentation

1. In order to provide an effective accommodation, the FDIC may need medical documentation from the requesting employee or applicant. A request for medical documentation is part of the interactive process.
2. The RAPM may ask for supporting medical documentation from a healthcare provider when:

- a. The functional limitations caused by the disability and the need for an accommodation is not obvious or has not been disclosed previously;
 - b. The information submitted is insufficient to document the disability, the functional limitation caused by the disability, or the need for a reasonable accommodation;
 - c. The effectiveness of a requested accommodation is unclear;
 - d. The medical condition may have changed substantially since the most recent documentation was received; or
 - e. Other circumstances warrant, provided they are in accordance with the Rehabilitation Act of 1973.
3. For more information on the reasonable accommodation request process, see [Appendix A – Reasonable Accommodation Procedures](#).

E. Confidentiality and Privacy

1. The FDIC is obligated to keep medical information confidential in accordance with the confidentiality requirements under the Americans with Disabilities Act, the Rehabilitation Act, and other applicable laws and regulations and the limited circumstances under which such information may be disclosed.
2. Medical documentation relating to requests for reasonable accommodation are kept in files separate from the employee's official personnel file, or any other files kept by supervisors/managers or the FDIC. This medical documentation is confidential and is to be shared only with those who have a valid need to know.¹ Individuals who obtain or receive medical documentation are strictly bound by these confidentiality requirements.

F. Freedom from Retaliation

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

¹ Individuals with a valid need to know include: decision makers who make employment decisions consistent with the ADA for necessary accommodation of the individual; first aid, medical, and safety personnel during an emergency; FDIC attorneys advising on legal issues; and government and other authorized officials investigating compliance with laws and regulations, including the FDIC's Office of Inspector General.

G. Creation and Maintenance of Records for the Reasonable Accommodation Program

1. When requesting a reasonable accommodation, the following sections are completed in Form [2710/02, Request for Reasonable Accommodation or Barrier Removal](#):
 - a. Section I (Requester Information) should be completed by the employee or applicant requesting a reasonable accommodation. This section may also be completed by the RAPM upon receipt of oral and written requests for reasonable accommodation and requests for accommodations needed on a repeated basis;
 - b. Section II (Deciding Official Information) for requested and alternative accommodations; and
 - c. Section III (Reviewing Official Information) if a final decision on reconsideration of denial is requested.
2. In the records management system, the RAPM enters all written decisions, reports, and other information relevant to reasonable accommodation requests, with the exception of medical records.
3. An employee or applicant also may be asked to voluntarily complete the Office of Personnel Management (OPM) [Standard Form \(SF\) 256, Self-Identification of Disability](#). While self-identification of a disability is voluntary and is not required to request or receive an accommodation, cooperation in providing accurate information is critical for effective data collection and analysis of the FDIC's Disability Employment Program and Equal Employment Opportunity Commission (EEOC) reporting purposes.
4. Form [2710/02](#) and [SF 256](#) are available in formats accessible to individuals with disabilities, and are submitted to the RAPM.
5. A Reasonable Accommodation Database is maintained by the RAPM for EEOC reporting purposes, pursuant to 29 CFR Section 1614.203(8).
6. The RAPM collects and oversees the custody of all records (including medical documentation, Form [2710/02](#), and [SF 256](#)) upon completion of the processing of requests for reasonable accommodation.
7. All records generated as part of the Reasonable Accommodation Program will be maintained per Directive [1210.01, Records and Information Management Program](#).

Responsibilities

A. Deputy Director and Chief Human Capital Officer (CHCO), Human Resources Branch (HRB):

1. Oversees the Reasonable Accommodation Program Manager (RAPM); and
2. Has the authority to uphold, modify, or reverse the decision to deny reasonable accommodation requests.

B. Labor, Employment, and Administration Section, Legal Division:

Consults with, and provides legal advice to, the RAPM during the evaluation of requests for reasonable accommodation, as necessary.

C. Office of Inspector General:

Reviews requests for reasonable accommodation of employees and applicants for employment with the FDIC's Office of Inspector General (OIG). OIG's Director of Human Resources (or designee) serves as OIG's Reasonable Accommodation Program Manager (RAPM).

D. Reasonable Accommodation Program Manager:

1. Implements, administers, and monitors the Reasonable Accommodation Program in accordance with applicable federal laws, regulations, policies, and guidelines;
2. Ensures consistency in the handling of requests for reasonable accommodation;
3. Serves as the Deciding Official on reasonable accommodation requests, and collects, stores, and reviews documentation for reasonable accommodation requests from employees and applicants;
4. Provides guidance on reasonable accommodation matters, including researching and identifying possible accommodations;
5. Notifies requestors of their rights and responsibilities with respect to reasonable accommodation;
6. Decides whether an employee or applicant is provided a reasonable accommodation in consultation with the employee's first-line supervisor, LERS, and/or the Section 508 Program Manager, as appropriate;

7. Approves effective reasonable accommodations that do not impose an undue hardship to the FDIC, but is not required to approve the specific accommodation(s) requested by an applicant, an employee, or their health care provider;
8. Works with the CHCO to provide direction, training, and guidance on the implementation of this Directive;
9. Tracks reasonable accommodation requests or decisions and the maintenance of records; and
10. Tracks the FDIC's processing of requests for reasonable accommodations for the purposes of reporting to the EEOC.

E. First-Line Supervisor or Supervisors/Managers:

1. Consult with the RAPM, as appropriate, about the decision whether an employee is provided a reasonable accommodation;
2. Analyze the particular job involved, including reviewing the relevant position description and determining its purpose and essential functions, when necessary;
3. Consult with the employee requesting an accommodation, in conjunction with the RAPM, to ascertain the precise job-related limitations imposed by the individual's disability and how those limitations could be overcome with a reasonable accommodation;
4. Consider the preference of the individual requesting an accommodation as well as the needs of the FDIC, and consult with the RAPM regarding an appropriate accommodation; and
5. Validate with the employee that the accommodation is effective as implemented in conjunction with the RAPM.

F. Human Resources (HR) Specialist or Designee, DOA:

1. Consults with an applicant requesting an accommodation to ascertain the precise limitation(s) imposed by the applicant's disability and how those limitations could be overcome with a reasonable accommodation; and
2. Assists with the implementation of any reasonable accommodations provided to applicants.

G. Labor and Employee Relations Specialist, DOA:

Consults with and provides advice to the RAPM during the evaluation of requests for reasonable accommodation, as necessary.

H. Section 508 Program Manager, DIT:

Consults with and provides advice on accommodations for information technology-based assistive technology.

I. Support Coordinator (For Employees with Targeted or Intellectual Disabilities):

Assists employees or applicants for employment in participating in the reasonable accommodation process, as necessary.

J. Divisions/Offices or Implementing Offices:

1. Implement reasonable accommodations once approval of the reasonable accommodation is received;
2. Inform the RAPM and the employee's first-line supervisor of the actions taken after full implementation of the approved reasonable accommodation; and
3. Complete Section IV of Form [2710/02](#).

K. Employee or Applicant:

1. Communicates and/or submits a request for reasonable accommodation;
2. Provides sufficient medical documentation, upon request from the RAPM; and
3. Engages in the interactive communication process with the RAPM, first-line supervisor or any other supervisor/manager in the employee's chain of command, as appropriate, or the HR Specialist identified in the JOA (or designee).

Appendix A – Reasonable Accommodation Procedures

A. Initial Considerations for Reasonable Accommodation Requests

1. An employee or applicant's request for reasonable accommodation may include a request for a change in policy, practice, work modification, or other assistance that relates to the employment or application for employment because of their medical condition.
2. Supervisors/managers are often the first people employees contact when making requests for accommodation. To assist in recognizing a request for an accommodation, the employee's first-line supervisor, another supervisor/manager in the employee's chain of command, or the RAPM should consider the following questions:
 - a. Does the employee have a medical condition or physical/intellectual/psychiatric challenge that is impacting their work?
 - b. Is the employee requesting an adjustment or change to the workplace?
 - c. Has the employee openly disclosed a disability, medical condition, or medication?
 - d. Has the employee stated that they need assistance performing a job function?
 - e. Is the employee known to have a disability and a family member, friend, coworker, healthcare provider, or other representative has requested an accommodation on their behalf?

B. Requesting a Reasonable Accommodation

1. Job Applicants
 - a. In the case of an applicant for employment, the applicant's request for a reasonable accommodation is made or submitted to the HR Specialist identified in the JOA or designated designee.
 - b. The HR Specialist (or designee) in receipt of an applicant's reasonable accommodation request, is responsible for submitting the request to the RAPM as soon as possible, but no later than two business days after receipt.

- c. Applicants should submit requests for reasonable accommodation as early in the hiring process as possible to afford the FDIC reasonable time to process the requests.² All JOAs include instructions for requesting reasonable accommodations as well as a link to Form [2710/02, Request for Reasonable Accommodation or Barrier Removal](#).

2. Employees

- a. Once an employee or applicant has identified a need for a reasonable accommodation, the RAPM is contacted to discuss the need.
- b. If an employee makes a request for a reasonable accommodation to a supervisor/manager, Division/Office Director, or HR Specialist (in the case of an applicant), the recipient of the request is responsible for submitting the request to the RAPM as soon as possible, but no later than two business days after receipt.
- c. Reasonable accommodation requests may be made or submitted to the employee's first-line supervisor, another supervisor/manager in the employee's chain of command, the Division/Office Director, the RAPM, or submitted by emailing ReasonableAccommodationRequests@FDIC.gov or submitting through a successor portal or location.

- 3. Employees or applicants seeking a reasonable accommodation will be asked to complete Form [2710/02](#) or a successor tracking form. Completion of this form is not required to process the request.

C. Processing the Request

1. Interactive Process

- a. The RAPM processes requests for reasonable accommodation in accordance with the timeframes outlined in this Directive. Additionally, as appropriate, the RAPM will:
 - 1) Begin the interactive communication process with the person requesting the reasonable accommodation, and communicate periodically throughout the process; and

² For example, an applicant may require a sign language interpreter to be available during interviews in the hiring process. Such accommodations can be provided without delay if planned in advance of the requirement.

- 2) Consult with appropriate Divisions/Offices, which may include, but are not limited to:
 - a) DOA, LERS on issues that might impact human resources policy, employee relations, and bargaining unit matters;
 - b) DOA, Facilities Operations Section, Health, Safety, and Environmental Unit regarding the availability and feasibility of certain accommodation requests, such as building accessibility and ergonomic furniture;
 - c) DOA, Support Services Section regarding parking;
 - d) DIT regarding the availability and feasibility of certain computer equipment, hardware, peripherals, software, and training;
 - e) DIT, Section 508 Program Manager to ensure IT reasonable accommodation requests are appropriate;
 - f) Office of the Chief Information Security Officer (OCISO) regarding approvals for FDIC network usage; and
 - g) LEAS regarding legal issues and the reasonable accommodation process.
- 3) For requests made by employees in OIG, or applicants for employment with the OIG, the OIG Reasonable Accommodation Program Manager consults with the Assistant Inspector General for Management who will coordinate with the OIG Office of General Counsel, as appropriate.

2. Supporting Medical Documentation

- a. Medical documentation from an employee or applicant's treating physician or healthcare provider may be requested by the RAPM in order to support the request for reasonable accommodation. Requests for documentation are part of the interactive process. Failure to provide such documentation may lead to the denial of a request for reasonable accommodation, or the inability of the RAPM to determine effective accommodations.
- b. The medical documentation must address, where applicable:
 - 1) The nature of the job;
 - 2) The diagnosis or diagnoses from the medical provider;

- 3) The nature, severity, and duration of the impairment (e.g., functional limitations, symptoms, side effects, or any treatments);
 - 4) The activity or activities that the impairment limits;
 - 5) The extent to which the impairment limits the ability to perform an activity or activities (i.e., job function);
 - 6) The reason why the employee or applicant requires the accommodation or the particular reason the accommodation is requested;
 - 7) How the requested accommodation will assist in the performance of essential job functions or the privileges and benefits of employment; and
 - 8) The basis for the health care professional's medical conclusion.
- c. The healthcare provider's statement must be legible on the healthcare provider's letterhead and signed with an original or acceptable electronic signature.
 - d. When the need for a reasonable accommodation remains unclear, or when the employee or applicant requesting an accommodation has not provided sufficient medical information to clarify the need, the FDIC has the right to request supplemental medical documentation, which may be reviewed by a qualified medical professional as part of the interactive process.
 - e. The FDIC may be unable to provide a timely response to a request for reasonable accommodation if an individual's healthcare provider fails to provide necessary documentation in a timely manner. Failure to provide requested documentation may result in denial of a reasonable accommodation request.
 - f. If the individual does not want to provide medical documentation to the RAPM, the individual may choose to send it to the third-party contracted health service provider (HSP) directly or request that their healthcare provider do so. If this option is chosen, the employee or applicant must inform the RAPM of this decision, and the RAPM will send the appropriate forms to the individual and the HSP to initiate the process. In accordance with the Genetic Information and Nondiscrimination Act of 2008, the FDIC will not request that an employee or applicant provide genetic information.
 - g. Review of Medical Documentation
 - 1) The RAPM will review medical documentation submitted by the employee or applicant in support of a request for reasonable accommodation. The RAPM

may also consult with LERS or LEAS as part of the review of medical documentation.

- 2) Depending on the complexity, reasonable accommodation requests may or may not necessitate review by physicians at HSP. Where the RAPM determines that HSP review of medical documentation is necessary as part of the interactive process, the RAPM will notify the employee or applicant and request that an authorization form be completed for the HSP review. An employee must complete the authorization form in its entirety, and failure to complete the authorization form may result in the inability of the FDIC to evaluate appropriate accommodations, or a delay in the implementation of accommodations for the employee.
- 3) Under a contractual agreement with the FDIC, HSP physicians can review requests for reasonable accommodation and, when necessary, may consult with the requesting employee or applicant's healthcare provider(s) concerning the disability and the appropriate reasonable accommodations. HSP physicians also may request relevant supplemental medical documentation if the information submitted by the individual requesting an accommodation is insufficient.

3. Timeframes for Processing a Request for Reasonable Accommodation

a. No Extenuating Circumstances

- 1) When a request for a reasonable accommodation can be processed by the RAPM and medical documentation is not required, and no other extenuating circumstances exist, a requested accommodation should either be provided or denied within 30 calendar days.
- 2) If the RAPM believes that it is necessary to obtain medical documentation, the RAPM will request the information before the expiration of the 30-calendar-day period. In making the decision to obtain medical documentation, they may consult with LERS, LEAS, and/or HSP.

- b. After the requested medical documentation is received, and if there are no further extenuating circumstances, the request for reasonable accommodation will continue to be processed and a decision will be provided within 15 calendar days of receipt of the documentation. The FDIC will not be expected to adhere to its usual timeframes if an individual's healthcare provider fails to provide needed medical documentation in a timely manner.

c. Expedited Processing

- 1) The FDIC will process some requests in shorter timeframes when necessary, such as when an applicant needs accommodations to adhere to hiring schedules, or an employee needs an accommodation to participate in an upcoming meeting or training program.
- 2) If an accommodation is needed for a hiring event, meeting, or training schedule, the requesting employee, applicant, or supervisor/manager should forward the request to the RAPM as soon as possible, but ordinarily no later than three work days prior to the start of the event, meeting, or training. Employees and supervisors/managers should consider whether any accommodations are needed when scheduling or accepting attendance for an event, meeting, or training.
- 3) Expedited processing timeframes are generally not available if there is an extenuating circumstance (see the [Extenuating Circumstances](#) section).

d. Extenuating Circumstances

- 1) When extenuating circumstances exist, the timeframe for processing the request for reasonable accommodation and providing the accommodation is extended as reasonably necessary. Examples of extenuating circumstances include, but are not limited to:
 - a) A follow-up request for medical documentation;
 - b) The need for a qualified medical professional to evaluate the medical documentation;
 - c) The purchase of equipment not readily available;
 - d) The testing of equipment, programs, or services on a trial basis to determine if they meet the needs of the requester and FDIC before purchase or lease;
 - e) The removal of architectural barriers; or
 - f) The completion of a personnel action.
- 2) When extenuating circumstances delay processing a request for reasonable accommodation beyond 30 calendar days, the RAPM will provide written notification in an accessible format, if needed, to the individual making the request, of the reason for the delay and the approximate date by which a decision

or provision of the reasonable accommodation is expected. Any further delays or changes are communicated to the individual making the request.

D. Interim Accommodations

1. When the RAPM determines that it is reasonably likely that an employee or applicant will be entitled to a reasonable accommodation, the RAPM may provide an interim accommodation while the reasonable accommodation request and medical documentation is evaluated.
2. Where the RAPM determines that an interim accommodation is appropriate, the RAPM will provide notice of and the reasons for the interim accommodation in writing to the employee or applicant.
3. Receipt of an interim accommodation does not mean that the requester is entitled to a reasonable accommodation as a matter of law.

E. Deciding Requests for Reasonable Accommodation

1. Deciding Officials

- a. The ultimate decision on an employee's request for reasonable accommodation will be made by the RAPM, in consultation with the employee's first-line supervisor, HSP, and/or others listed in this Directive, as appropriate.
- b. The ultimate decision on an applicant's request for reasonable accommodation will be made by the RAPM, in consultation with the HR Specialist identified in the JOA, and/or others listed in this Directive, as appropriate.
- c. In reaching a decision on a request for a reasonable accommodation, the FDIC will consider all available agency resources, excluding those designated by statute for a specific purpose that does not include reasonable accommodation.

2. Communication of Decisions on Requests for Reasonable Accommodation

- a. The RAPM will be responsible for communicating decisions on reasonable accommodation request(s) in writing to the employee or applicant making the request. The written communication will be made in an accessible format, if needed.
- b. The RAPM also will be responsible for communicating decisions on reasonable accommodation requests to first-line supervisors or implementing Divisions/Offices, when necessary, to implement the decision on the request for reasonable accommodation.

F. Reassignment

1. If it is determined that no reasonable accommodation will permit the requesting employee to perform the essential functions of their current position, the employer must consider reassignment to a vacant, funded position for which the employee is qualified and able to perform the essential functions of the position, with or without a reasonable accommodation.
2. Reassignment generally will only be considered if no other accommodations are available to enable an employee to perform the essential functions of their current job, or if the only effective accommodation would cause undue hardship on the FDIC.
3. A reassignment as a reasonable accommodation is completed without competition. The RAPM will work with HRB and the employee needing the reassignment to identify:
 - a. Vacant, funded positions throughout the FDIC for which the employee qualifies and can perform, with or without reasonable accommodation;
 - b. Positions within the FDIC that HRB or the Division/Office has reason to believe will become vacant within 30 business days from the date the search is initiated and for which the employee may be qualified;
 - c. Positions at or below the employee's current grade level. If no position exists at the employee's current grade level, the FDIC searches for positions at a lower grade level and/or outside of the employee's current commuting area. Positions at a higher grade level or with a higher promotion potential than currently held will not be considered for non-competitive reassignment as a reasonable accommodation, though employees seeking reasonable accommodation may choose to apply for positions through the competitive hiring process;
 - d. Reassignments that may be made to a vacant position outside of the employee's commuting area if the employee is willing to relocate (at the employee's expense, pursuant to FDIC travel policy). An employee may be offered a lower-graded position for which they are qualified if there are no accommodations that would enable the employee to remain in their current position and there are no vacant, funded equivalent positions at the employee's grade level for which the individual is qualified with or without a reasonable accommodation. The FDIC is not required to promote an individual, create a new position, move others from their positions, or provide an employee with a new supervisor/manager as a reasonable accommodation; and
 - e. If a position for which the employee is qualified is identified, the RAPM notifies the employee and offers a reassignment to that position in writing. The employee must

notify the RAPM of their unconditional acceptance of the vacant position within 10 business days of being offered the position. If the employee declines the reassignment, the FDIC has no further duty to accommodate the employee and no other or additional offers of noncompetitive reassignment will be made.

If no vacancies for which the employee qualifies are available or anticipated to be, the search concludes and a written report is prepared by the HR Official conducting the search to provide to the RAPM. The results are conveyed to the employee by the RAPM.

G. Denial of Requests for Reasonable Accommodation

1. Written Notice

If a request for reasonable accommodation is denied, the RAPM prepares a written notice in an accessible format, if needed, and gives a copy of the written notice to the individual requesting the accommodation. The written notice must:

- a. Explain the reason(s) for the denial;
 - b. Explain the reason(s) why the offered accommodation was believed to be effective if an alternative accommodation was offered;
 - c. Provide written instructions on how to submit a request for reconsideration of the denial;
 - d. Inform the individual of the right to challenge the denial by filing a complaint of discrimination and provide instructions on how to file such a complaint; and
 - e. Explain that, pursuant to EEO complaint processing procedures, the right to file a complaint is lost unless the individual initiates contact with an EEO Counselor within 45 calendar days of the denial.
2. The RAPM is responsible for notifying the first-line supervisor of a denial of a requested accommodation, as appropriate.

H. Reconsideration

1. Upon receipt of a written denial, if the individual requesting the accommodation would like the decision to be reconsidered, the individual may submit a written request for reconsideration, along with the reason(s) for believing the decision was incorrect and any new or additional supporting documentation, to the CHCO within 15 calendar days, with a copy to the RAPM.

2. The CHCO (or designee) will process the request within 30 calendar days, unless the CHCO (or designee) determines that extenuating circumstances exist. The CHCO (or designee) may uphold, modify, or reverse the decision to deny the reasonable accommodation. If the CHCO (or designee) decides to deny the request for reasonable accommodation, the CHCO (or designee) prepares a written notice, in an accessible format, if needed, that:
 - a. Explains the reasons for the denial;
 - b. Informs the individual of the right to challenge the denial by filing a complaint of discrimination and provides instructions on how to file such a complaint; and
 - c. Explains that, pursuant to the EEO complaint processing procedures, the right to file a complaint is lost unless the individual initiates contact with an EEO Counselor within 45 calendar days of the denial of the reconsideration.

I. Implementation of Reasonable Accommodations

1. Once a final decision on an employee's request for reasonable accommodation is issued, the RAPM will work with all appropriate individuals and Divisions/Offices to ensure that the accommodation is properly implemented. This may include one or more implementing offices, including:
 - a. The Division/Office of the employee;
 - b. The Chief Information Officer Organization, including the Section 508 Program;
 - c. OMWI;
 - d. DOA; and
 - e. Any other Division/Office, as appropriate.
2. If an approved accommodation is needed on a repeated basis, where feasible, the employee notifies the RAPM at least ten business days before the date when the recurring accommodation is needed.

J. Equal Employment Opportunity Complaints, Merit Systems Protection Board Appeals, and Grievances

1. Individuals denied reasonable accommodation may initiate an EEO complaint in accordance with Directive [2710.2, EEOC Discrimination Complaint Procedures](#) by contacting an FDIC EEO Counselor within 45 calendar days of receipt of the initial written denial or receipt of the denial after reconsideration.

2. If an individual believes the denial of a reasonable accommodation resulted in an adverse action appealable to the Merit Systems Protection Board, the individual may initiate a mixed case complaint by contacting an FDIC EEO Counselor within 30 calendar days of receipt of the initial written denial or receipt of the denial after reconsideration.
3. Bargaining unit employees alleging discrimination as the basis for the denial of a reasonable accommodation request may file a:
 - a. Grievance under the collective bargaining agreement within 20 business days of receipt of the initial written denial or receipt of the reconsideration decision; or
 - b. Formal EEO complaint as outlined in Directive [2710.2](#).
4. The FDIC encourages the use of alternative dispute resolution (ADR) to resolve employment-related disputes, including issues concerning requests for reasonable accommodation. Employees may seek participation in the ADR process by contacting an FDIC EEO Counselor in OMWI, or the Legal Division, ADR Unit. Contacting the ADR Unit does not constitute contact with an EEO Counselor for the purposes of the 45-day timeframe. Additional information on ADR is located on OMWI and Legal Division websites.

Appendix B – Reasonable Accommodation Resources

FDIC Division of Administration

Human Resources Branch

3501 Fairfax Drive
Arlington, VA 22226

- Reasonable Accommodation Program Manager for assistance with reasonable accommodation matters - ReasonableAccommodationRequests@fdic.gov.

FDIC Division of Administration

Corporate Services Branch

3501 Fairfax Drive
Arlington, VA 22226

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

FDIC Division of Information Technology

3501 Fairfax Drive
Arlington, VA 22226

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

ADA Disability and Business Technical Assistance Centers (DBTACs)

(800) 949-4232 Voice/Text Telephone (TTY)

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

Department of Defense's Computer Assistance/Electronic Accommodations Program (CAP)

(833) 227-3272 Voice

(571) 384-5629 Videophone

<https://www.cap.mil>

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

Job Accommodation Network (JAN)

(800) 232-9675 Voice/TTY

www.askjan.org

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

Registry of Interpreters for the Deaf

(301) 608-0050 Voice/TTY

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

RESNA (Rehabilitation Engineering and Assistive Technology Society of North America)

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

<http://www.resna.org>

The Rehabilitation Engineering and Assistive Technology Society of North America (RESNA), can refer individuals to projects in all 50 states and the 6 territories offering technical assistance on technology-related services for individuals with disabilities. Services may include:

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

U.S. Equal Employment Opportunity Commission (EEOC)

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

www.eeoc.gov

The EEOC has published many ADA and Rehabilitation Act-related documents that may assist both individuals requesting reasonable accommodation as well as those involved in the decision-making process.

EEOC guidance documents and resource materials also include:

- [The Disability-Related Inquiries and Medical Examinations of Employees Under the Americans with Disabilities Act](#) (July 27, 2000); and
- [Reasonable Accommodation and Undue Hardship Under the Americans with Disabilities Act](#) (revised October 17, 2002).

Glossary of Terms

Term	Definition
Accessible Format	Configurations that are an alternative to standard print and are accessible to individuals with disabilities (e.g., large print, recorded audio, electronic arrangements, and Braille).
Chief Human Capital Officer	The management official who has the authority to review, or delegate to another employee to review, a denial of a request for reasonable accommodation when the individual requesting the accommodation files a request for reconsideration.
Disability	<ul style="list-style-type: none"> ▪ A physical or mental impairment that substantially limits an individual; ▪ A record of such impairment;³ or ▪ Being regarded as having such impairment.
Essential Functions	<p>Job duties fundamental to the position that an individual holds or desires and may be considered necessary for several reasons including, but not limited to:</p> <ul style="list-style-type: none"> ▪ The position exists to perform the specific job function; ▪ There are a limited number of other employees who could perform the job function; or ▪ The job function is specialized and the individual is hired based on their ability to perform that function.

³ A record of impairment means that the individual has a history of, or has been classified as having, a mental or physical impairment that substantially limits one or more major life activities.

Term	Definition
First-Line Supervisor	The management official who consults with the RAPM regarding whether an employee will be provided a reasonable accommodation.
Healthcare Provider	A medical professional, such as a doctor, psychiatrist, psychologist, physical therapist, occupational therapist, speech therapist, vocational rehabilitation specialist, or licensed mental health professional.
Implementing Office	<p>The Division/Office responsible for providing the accommodation, acquiring equipment or services, or making the facilities readily accessible to accommodate individuals with disabilities.</p> <p>For example, DIT is the implementing office for computer hardware and software, OMWI provides sign language interpreting services, and DOA ensures facility accessibility and provides ergonomic assessments of employee work spaces, furniture, and equipment.</p>
Interactive Process	Flexible communication between the RAPM, the individual requesting a reasonable accommodation, and management or HR Specialist identified in the JOA (or designee) to identify the precise limitations resulting from the disability and potential reasonable accommodations that could overcome those limitations.
Mental Impairment	A mental or psychological disorder, such as intellectual disabilities, brain syndromes, emotional or mental illnesses, and specific learning disabilities.
Physical Impairment	A physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, immune, circulatory, hemic, lymphatic, skin, and endocrine.

Term	Definition
Qualified Individual	Employee or applicant for employment eligible for reasonable accommodation.
Reasonable Accommodation	<p>Modifications or adjustments:</p> <ul style="list-style-type: none"> ▪ To the job application process to enable a qualified applicant with a disability to be considered for the position desired; ▪ To the work environment, or the way in which the position held or desired is customarily performed, to enable a qualified individual with a disability to perform the essential functions of the position or to allow an employee to practice their religious beliefs; or ▪ That enable an employee with a disability to enjoy equal benefits and privileges of employment. <p>Such modifications or adjustments may include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Making existing facilities readily accessible to, and usable by, individuals with disabilities; ▪ Schedule changes or leave for religious observances; ▪ Job restructuring; ▪ Part-time or modified work schedules; ▪ Reassignment to a vacant, funded position; ▪ Acquisition or modification of equipment or devices; ▪ Adjustment or modification of examinations, training materials, or policies; ▪ Provision of qualified readers or interpreters; and ▪ Other similar accommodations for individuals with disabilities.

Term	Definition
Reasonable Accommodation Program Manager	An FDIC employee who coordinates the reasonable accommodation process, provides guidance to supervisors/managers and individuals in seeking and providing reasonable accommodations, and decides whether an individual will be provided a reasonable accommodation.
Reassignment	A reasonable accommodation of last resort that, absent undue hardship, is considered if the FDIC determines that no other reasonable accommodation would permit an employee to perform the essential functions of their current job.
Substantially Limits	<p>Factors that determine whether an individual is:</p> <ul style="list-style-type: none"> ▪ Unable to perform a major life activity that an average person in the general public can perform; and ▪ Significantly restricted as to the condition, manner, or duration under which an individual can perform a particular major life activity as compared to the general population.⁴
Support Coordinator	An individual assigned to assist individuals with intellectual disabilities (as defined by the EEOC) in participating in the reasonable accommodation process.

⁴ These factors may include: the nature and severity of the impairment, the duration or expected duration of the impairment, and the permanent or long-term impact of the impairment.

Term	Definition
Targeted Disabilities	Defined by the EEOC as a subset of the larger disability category to include developmental disabilities, traumatic brain injuries, deafness or serious difficulty hearing, blindness or serious difficulty seeing, missing extremities, significant mobility impairments, partial or complete paralysis, epilepsy and other seizure disorders, intellectual disabilities, significant psychiatric disorders, dwarfism, and significant disfigurement.
Third-Party Contracted Health Service Provider	A medical professional who works in partnership with the FDIC to design and deliver comprehensive occupational health solutions exclusively to employees.
Undue Hardship	<p>Significant difficulty or cost the FDIC would incur if it provided a particular accommodation. The criteria considered in determining significant difficulty or cost include the:</p> <ul style="list-style-type: none"> ▪ Nature and expense of the accommodation; ▪ Overall size of the organization; ▪ Number of employees, facilities, and size of the budget; ▪ Type of operation, including composition and structure of the work force; and ▪ Impact of the accommodation on the operation of the Division/Office, including the impact on the ability of other employees to perform their duties, and the impact on the Division's/Office's ability to conduct business.

Glossary of Acronyms

Acronym	Definition
ADA	Americans with Disabilities Act
ADR	Alternative Dispute Resolution
CAP	Computer/Electronic Accommodations Program
CHCO	Chief Human Capital Officer
DBTAC	Disability and Business Technical Assistance Center
DIT	Division of Information Technology
DOA	Division of Administration
DOD	Department of Defense
EEO	Equal Employment Opportunity
EEOC	Equal Employment Opportunity Commission
HR	Human Resources
HRB	Human Resources Branch
HSP	Health Service Provider
JAN	Job Accommodation Network
JOA	Job Opportunity Announcement

Acronym	Definition
LEAS	Labor, Employment, and Administration Section
LERS	Labor and Employee Relations Section
OCISO	Office of the Chief Information Security Officer
OIG	Office of Inspector General
OMWI	Office of Minority and Women Inclusion
RAPM	Reasonable Accommodation Program Manager
RESNA	Rehabilitation Engineering and Assistive Technology Society of North America
SF	Standard Form
TTY	Text Telephone



U.S. Equal Employment Opportunity Commission
FY 2022 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT H | FDIC GUIDANCE/PROCEDURES FOR PROVIDING PERSONAL ASSISTANCE SERVICES



March 29, 2019

MEMORADUM TO: All Employees

FROM: Saul Schwartz
Director
Office of Minority and Women Inclusion

SUBJECT: Guidance/Procedures for Providing Personal Assistance Services

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

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

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

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

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

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

In providing PAS, the FDIC:

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

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



U.S. Equal Employment Opportunity Commission
FY 2022 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT I | FDIC FY 2021 DISABLED VETERANS AFFIRMATIVE ACTION PROGRAM (DVAAP)

Federal Deposit Insurance Corporation

Disabled Veterans Affirmative Action Program

Fiscal Year 2022 Accomplishment

Report Fiscal Year 2023 Plan



Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency	Federal Deposit Insurance Corporation	2. FY	2022
3. POC Name	Jessica P. Hill	4. Phone	(703) 562-2256

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

In FY 2022, the FDIC attended seven diversity events as part of efforts to recruit more veterans and veterans with disabilities. The FDIC also attended events hosted by Recruit Military, MBA Veterans Network, American Public University Corporate Gray, and Equal Opportunity Publications. FDIC recruiters specifically focused on veterans with disabilities who had the education and experience required to qualify for employment as grade CG-07 Financial Institution Specialists (FIS), a career track which includes three and a one-half year training program that may lead to permanent commissioned financial institution risk and compliance examiner positions up to grade CG-12. Veteran participation rates within the examiner workforce have a direct influence on achieving higher veteran participation rates within the broader FDIC workforce, including management roles. The FDIC's recruitment strategy for veterans with disabilities ensures they have opportunities to apply for entry-level FIS positions.

The FDIC conducted outreach to multiple National Affinity Groups, Veteran Organizations, Federal Executive Boards, state Departments of Vocational Rehabilitation, 600 plus Colleges/Universities, and the FDIC's internal Employee Resource Groups in order to attract a diverse applicant pool by sending its vacancy announcements to these groups on a weekly basis. Throughout the calendar year, the FDIC posted all job advertisements in USAJobs as well as Corporate Gray's job board. Corporate Gray is an organization that helps transitioning military personnel connect with civilian employers. In addition, the FDIC advertised several positions through an existing partnership with Recruit Military, including targeted email campaigns for FIS positions. As in the past, all of the FDIC's Job Opportunity Announcements include information on veterans' preference and provide information for applicants eligible under the Veterans Employment Opportunity Act of 1998, as amended, Veterans Recruitment Appointments, and Veterans with Disabilities of 30 percent or more.

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

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

The FDIC used a variety of methods to provide or improve internal advancement opportunities for disabled veterans. Provided below are notable accomplishments.

More veterans with disabilities are completing career development plans (CDP). Employees are encouraged to work with their supervisors and FDIC's Career Management Program to create a personal development strategy covering a wide variety of activities designed to facilitate employees' career development. Of the 1,828 employees who had completed a CDP by the end of FY 2022, 6.1 percent (112 employees) were veterans with disabilities, and 3.9 percent (71 employees) were veterans with disabilities of 30 percent or more. This represents an increase over the FY 2021 CDP participation rates of 4.7 percent of veterans with disabilities and 2.7 percent for veterans with disabilities of 30 percent or more. Further, it exceeds both groups' representation in the FDIC employee workforce of 4.9 and 3.5 percent, respectively.

More veterans with disabilities are using training funds provided through the FDIC's Professional Learning Account (PLA). The PLA provides a specified annual amount of funds for eligible employees to support their learning and developmental needs. Of the 1,401 employees who used their PLA funds during FY 2022, 5.8 percent (81 employees) were veterans with disabilities and 3.7 percent (52 employees) were veterans with disabilities of 30 percent or more. These percentages also exceed both groups' representation in the FDIC workforce.

The percentage of veterans with disabilities participating in the FDIC's Mentoring Program has increased. During the 2022 Mentoring Program cycle, the FDIC paired 84 mentees with mentors, for a total employee participation amount of 168. Among the participants, 7.1 percent (12 employees) were veterans and 4.2 percent (7 employees) were veterans with disabilities. Although the percentages were below their representation in the FDIC's workforce, the participation of veterans and veterans with disabilities increased from 4.1 percent and 1.8 percent, respectively in FY 2021. The Leadership Mentoring Program (LMP) supports emerging leaders through individual guidance in pursuit of their career goals and professional aspirations. Out of the 26 mentors and mentees in the FY 2022 LMP, 7.7 percent (2 participants) were veterans and none were veterans with disabilities. The FDIC will explore ways to encourage EM and CM employees who are veterans to apply for this program.

Veterans and veterans with disabilities participated in external leadership development programs at a rate that exceeded their representation in the FDIC workforce. During FY 2022, the FDIC selected 17 employees to participate in the following leadership development programs: Executive Leadership Program for grades CG 11-13; Executive Potential Program for grades CG 14-CM 1; Senior Executive Fellows for CM 1 and CM 2; and Senior Managers in Government for EM levels. Within this group of 17 selectees, 17.6 percent (3 employees) were veterans and 11.8 percent (2 employees) were veterans with disabilities.

The representation of veterans and veterans with disabilities of 30% or more in the Special Assistant Rotational Program exceeded their onboard representation rate when participants were selected. This leadership development program provided cross-functional experiences to rising FDIC leaders from August 2021 through October 2022. Out of 23 participants, 13.0 percent (3 employees) were veterans and 8.7 percent (2 employees) were veterans with disabilities of 30% or more, outpacing their onboard percentages when participants were selected, which were 9.1 percent and 3.3 percent, respectively. By contrast, veterans and veterans with disabilities do not have reported representation in the Leadership Excellence Acceleration Program (LEAP), which is designed to give interested employees the tools to

become the FDIC's leaders of the future. Of the 15 FDIC employees selected in the first LEAP cohort that ran through FY 2022, none were veterans or veterans with disabilities. Similarly, out of the 15 selectees for the cohort that began October 12, 2022, none reported being a veteran or veterans with a disability. The FDIC will consider strategies to encourage veterans to apply for these programs and practical ways for their managers to support their applications.

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

Yes

Somewhat

No

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

The FDIC's Office of Minority and Women Inclusion (OMWI) made the FY 2021 DVAAP available to all managers, supervisors, and employees via the FDIC intranet and provided technical assistance to supervisors and managers regarding veterans with disabilities. OMWI also generated workforce analytics through the FDIC's Diversity and Inclusion Analytics Dashboard and other data sources. To improve the accuracy of employee demographic data, the FDIC periodically sends employees a notice reminding them that they can update information on file, including information about disability status and veteran status. Employee self-reported demographic data helps the FDIC to analyze its hiring and talent management processes and track its progress in advancing diversity, equity, inclusion, and accessibility (DEIA).

The FDIC continued to implement its 2021 – 2023 Diversity, Equity and Inclusion Strategic Plan (DEI Strategic Plan) to build DEIA into all aspects of our workforce and communities we serve. Goal 2, Career, of the DEI Strategic Plan, outlines the FDIC's efforts to "recruit, hire, and develop a high-performing workforce that reflects the communities we serve by optimizing experiences throughout an employee's career." Strategy 2.1.a of this goal required each FDIC Division and Office Director to develop and implement a Diversity, Equity, and Inclusion Strategic Plan tailored to the specific needs and focus areas of their Division or Office. In FY 2022, Divisions and Offices finalized and began to implement those plans, with guidance from OMWI's Disability Program Manager and Special Emphasis Program Managers. Through these initiatives, FDIC executives, managers, and supervisors at Headquarters, Regional, and Field Offices bolster and supplement the DVAAP and the Affirmative Employment Program, which includes a plan for qualified individuals with disabilities and veterans with disabilities.

The FDIC hired internal review personnel to enhance OMWI's ability to monitor, review, and evaluate the effectiveness of its DEIA programs, including the DVAAP. These personnel are developing a plan to regularly review existing policies and programs in agency Headquarters, Regional Offices, and Field Offices for potential barriers to equal opportunity. This project is a key element of Goal 4.1 of the DEI Strategic Plan, which outlines steps the FDIC is taking to "[f]oster a work environment without barriers to equal opportunity, where all employees feel welcomed, valued, respected, and engaged, and can effectively participate in and bring their unique talents, skills, and perspectives."

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

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	
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11. An explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress (Attach supporting addendums if needed)

FDIC employment of disabled veterans, including those veterans who are 30 percent or more disabled, continues to demonstrate steady progress primarily due to veterans continuing to be well-represented among new hires and improved veteran retention. As illustrated in Appendix A, Chart 1a, the representation of veterans, including those with disabilities and those who are 30 percent or more disabled, has increased from FY 2019 to FY 2022. Veteran representation remained at 9.1 percent of the workforce in FY 2022, but represents a slight increase from FY 2019. Veterans with disabilities and those who are 30 percent or more disabled experienced an upward trend during the same time period. Veterans with disabilities increased to 4.9 percent, compared to 4.8 percent in FY 2021 and 4.2 percent in FY 2019. Veterans with disabilities of 30 percent or more increased to 3.5 percent, compared to 3.3 percent in FY 2021 and 2.7 percent in FY 2019.

The FDIC is hiring veterans with disabilities, including veterans who are 30 percent or more disabled, at rates that exceed their onboard representation. Veterans with disabilities were 5.3 percent of new hires (30 new hires), which is higher than the group's current FDIC workforce representation of 4.9 percent. Veterans with disabilities of 30 percent or more made up 4.3 percent of new hires (24 new hires), which is higher than their FDIC workforce representation of 3.5 percent. Overall, veterans continue to be well-represented among agency hires although slightly below their onboard representation. Of the 563 new hires during FY 2022, 8.9 percent (50 employees) were veterans, which is slightly below their representation rate of 9.1 percent.

Veteran retention has improved with FY 2022 veteran separation rates below FY 2021 numbers. During FY 2022, 9.2 percent of employees who separated from the FDIC were veterans (65 of 706 employees). The percentage is well below the 12.5 percent who separated in FY 2021. Similarly, 5.1 percent of veterans with disabilities (36 employees) separated from the FDIC during FY 2022, which is lower than the 5.8 percent that separated in FY 2021. Veterans with disabilities of 30 percent or more separated at a rate of 3.5 percent in FY 2022 (25 employees), which is a decrease from the 4.5 percent who separated in FY 2021.

While the participation of veterans in career-enhancing opportunities is promising, there is an opportunity to increase the selection rate of veterans for promotional opportunities. Of the 1,176 promotions among all employees at FDIC during FY 2022, 7.4 percent (87 employees) were veterans. The FDIC's promotion rate among veterans in FY 2022 is below the 10.7 percent held during FY 2021, and lower than the group's current representation in the workforce of 9.1 percent. Similarly, veterans with disabilities represented 4.1 percent (60 employees) of FDIC employees who received promotions in FY 2022. This promotion rate is lower than FY 2021 promotion rate of 6.2 percent and the group's current workforce representation of 4.9 percent. Veterans with disabilities of 30 percent or more were 2.3 percent of FDIC employees promoted in FY 2022 (27 employees), which is lower than the 5.0 percent achieved in FY 2021, and also below their current workforce representation of 3.5 percent.

The FDIC DVAAP plan includes initiatives to address covered categories in FY 2023.

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

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

Designated DVAAP POC:

Name: Jessica P. Hill

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

Email: jehill@fdic.gov

Phone: (703) 562-2256

Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency	Federal Deposit Insurance Corporation	2. FY	2023
3. POC Name	Jessica P. Hill	4. Phone	(703) 562-2256
5. A statement of the agency's policy with regard to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)			
<p>The FDIC is committed to recruiting, hiring, retaining, advancing, and supporting disabled veterans. The agency's commitment to equal employment opportunities is outlined in FDIC Corporate Directive 2710.1 and the FDIC's 2021 – 2023 Diversity, Equity, and Inclusion Strategic Plan (DEI Strategic Plan). These policies are executed as a part of the FDIC's Affirmative Employment Program (AEP) strategies. Overall program responsibility for the development and implementation of the FDIC's DVAAP is assigned to the Office of Minority and Women Inclusion (OMWI). Within OMWI, the Chief of the Affirmative Employment, Diversity and Inclusion Branch, and the Disability Program Manager are responsible for evaluating and monitoring the DVAAP. FDIC Deputies to the Chairman, Division and Office Directors, Regional Directors, and other FDIC managers and supervisors are responsible for working with OMWI to develop, implement, oversee, and promote the success of the DVAAP. They are also responsible for ensuring that qualified veterans with disabilities are provided equal opportunities in all facets of employment, including hiring, training, development, advancement, and retention.</p> <p>FDIC Corporate Directive 2710.1, Equal Opportunity Policy, dated November 20, 2015, states that it is the policy of the FDIC to promote diversity and inclusion in its workforce and in all of its programs and activities and provide employees with a work environment that embodies excellence and acknowledges and honors the diversity of its employees. All aspects of personnel operations, including recruitment, hiring, promotions, training, awards, reorganizations, and retention of employees, shall be conducted consistent with equal employment opportunity principles, FDIC policies, and applicable Federal laws and regulations.</p> <p>The DEI Strategic Plan states that the agency will recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from the available talent pool in American society, and will strengthen and broaden relationships with veterans' organizations and other institutions that serve diverse populations. The DEI Strategic Plan discusses goals and strategies designed to increase the applicant pool of qualified individuals with disabilities and promote retention of these diverse employees by enhancing inclusion and accessibility.</p> <p>In FY 2023, the FDIC will continue its AEP strategies, which helps ensure equal access to employment for all qualified individuals. The AEP includes: an expressed commitment to equal employment opportunity; collection of data relevant to the participation of individuals identified by race, ethnicity, sex, disability, and disabled veteran status; self-assessment; identification and elimination of barriers; and reporting.</p>			
6. OPM DVAAP Manager Official Use Only: Did agency provide a policy outline in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled?			
Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	

7. An assessment of the current status of disabled veteran employment within the agency, with emphasis on those veterans who are 30 percent or more disabled (Attach supporting graphs/charts if needed)

8. Total # Employees	5,891	9. # Of Veterans	536	10. # Of Disabled Veterans	291	11. # Of 30% Or More Disabled Veterans	207
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FDIC employment of disabled veterans, including those veterans who are 30 percent or more disabled, continues to make steady progress primarily due to veterans continuing to be well-represented among new hires and improved veteran retention. As illustrated in Appendix A, Chart 1a, the representation of veterans, including those with disabilities and those who are 30 percent or more disabled, has increased from FY 2019 to FY 2022. Veteran representation remained at 9.1 percent of the workforce in FY 2022, but represents a slight increase from FY 2019. Veterans with disabilities and those who are 30 percent or more disabled experienced an upward trend during the same time period. Veterans with disabilities increased to 4.9 percent, compared to 4.8 percent in FY 2021 and 4.2 percent in FY 2019. Veterans with disabilities of 30 percent or more increased to 3.5 percent, compared to 3.3 percent in FY 2021 and 2.7 percent in FY 2019.

The FDIC is hiring veterans with disabilities, including veterans who are 30 percent or more disabled, at rates that exceed their onboard representation. Veterans with disabilities were 5.3 percent of new hires (30 new hires), which is higher than the group's current FDIC workforce representation of 4.9 percent. Veterans with disabilities of 30 percent or more made up 4.3 percent of new hires (24 new hires), which is higher than their FDIC workforce representation of 3.5 percent. Overall, veterans continue to be well-represented among agency hires although slightly below their onboard representation. Of the 563 new hires during FY 2022, 8.9 percent (50 employees) were veterans, which is slightly below their representation rate of 9.1 percent.

Veteran retention has improved with FY 2022 veteran separation rates below FY 2021 numbers. During FY 2022, 9.2 percent of employees who separated from the FDIC were veterans (65 of 706 employees). The percentage is well below the 12.5 percent who separated in FY 2021. Similarly, 5.1 percent of veterans with disabilities (36 employees) separated from the FDIC during FY 2022, which is lower than the 5.8 percent that separated in FY 2021. Veterans with disabilities of 30 percent or more separated at a rate of 3.5 percent in FY 2022 (25 employees), which is a decrease from the 4.5 percent who separated in FY 2021.

FDIC leadership continues to engage with employees who are veterans. Internally, OMWI provides opportunities for the Veterans Employee Resource Group (VERG) and the Corporate Advocacy Network for Disability Opportunities (CAN DO) employee resource group (ERG) to engage with senior agency leadership about their work to give employees an opportunity to network, address common issues and concerns, and receive support from those who share similar backgrounds, experiences or interests. Representatives from these groups have met with the Acting Chairman, the Diversity and Inclusion Executive Advisory Council, regional leaders and others. OMWI and the FDIC's Division of Administration (DOA) also coordinate with both ERGs to highlight various disability-related observance days and months throughout the year and highlight disabilities prevalent among the veteran community. Externally, the FDIC's Office of Communications highlights VERG and CAN DO members on the agency's social media channels. In addition, the FDIC's Division of Depositor and Consumer Protection provides consumer resources focused on veterans to employees and the public.

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

Yes Somewhat No

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

The FDIC will seek out disabled veteran applicants by continuing to participate in recruiting events with agencies, organizations, and groups that work with, and provide services for, veterans and veterans with disabilities. These efforts may include events with the Department of Veterans Affairs, U.S. Chamber of Commerce, local chapters of Veteran Service Organizations; American Veterans; Disabled American Veterans; Iraq and Afghanistan Veterans of America Military Officers Association of America, and other organizations whose primary mission is to support veterans and veterans with disabilities by working to help them obtain employment. The FDIC Corporate Recruitment personnel plan to continue their participation in career fairs, Recruit Military Veterans Job Fairs, and job fairs/forums for transitioning service members at D.C. area military installations. The Human Resources Branch will continue to provide vacancy announcements to American GI Forum, Operation Warfighter, and VetJobs.

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

The FDIC's DEI Strategic Plan also includes the following initiatives that will help better recruit disabled Veterans.

- Ensure hiring managers certify their review of Schedule A rosters for potential selections.
- Develop and implement a comprehensive reasonable accommodation information system to improve the efficiency and effectiveness of processing requests and compiling data.
- Train selecting officials, interviewers, and Subject Matter Experts on ensuring consistency in the hiring process, including requirements of the Americans with Disabilities Act of 1990, the Rehabilitation Act of 1973, and Title VII of the Civil Rights Act of 1964.
- Provide toolkits and other educational and learning opportunities for hiring officials regarding use of special hiring authorities for persons with disabilities.
- Conduct mock interviews for both hiring officials and employees with disabilities to increase comfort with, and the effectiveness of, the hiring process.

A combination of all these efforts should position the Agency to improve its ability to recruit, hire, and retain disabled Veterans.

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

Yes Somewhat No

15. OPM DVAAP Manager Official Use Only: Did agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?

Yes

Somewhat

No

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16. A description of how the agency will provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

The FDIC provides several resources to prepare employees, including disabled veterans, for internal advancement. Through the FDIC's Career Management Program, the agency offers:

- **Career Planning.** Help guide individuals, as needed, through a process of self-assessment, exploration of options, and decision-making.
- **Educational Exploration.** Help explore developmental opportunities or post-secondary options.
- **Job Search.** Provide networking strategies to get and stay connected, targeting resumes to specific job announcements, and preparing for and practicing for structured interviewing.
- **Professional Development.** Help navigate preparing a career development plan that is required to request Professional Learning Account funds to support learning and development goals.
- **Coaching.** Provide private, action-driven, and confidential sessions using a strength-based, solution-focused model that support individuals as they develop the interpersonal and communication skills, professional presence, or leadership skills needed to advance and succeed in their career.
- **Mentoring.** Support less experienced employees (mentees) by drawing upon the experience and knowledge of more experienced employees (mentors) to improve mentees' skills, organizational knowledge and self-confidence.
- **Webinars and Workshops.** Provide 30-60 minute recorded video presentations on various career-enhancing topics.

The FDIC also provides a number of other career-enhancing programs such as:

- **External Leadership Development Programs.** Help participants to increase the capacity of their current leadership skills and abilities.
- **First Gen Program.** Provide tools and resources to help employees achieve professional and personal goals.
- **Special Assistant Rotation Program.** Provide cross functional experience to rising FDIC leaders, promoting a culture of excellence that supports and sustains high performance, and improving career development and succession management at the FDIC.
- **Leadership Excellence Acceleration Program.** Provide ambitious, high-performing non-supervisory employees the knowledge and experience to take on managerial roles.

While there are a number of resources available, data suggests there is opportunity to increase the selection rate of veterans for promotional opportunities. Of the 1,176 promotions among all employees at FDIC during FY 2022, 7.4 percent (87 employees) were veterans. The FDIC's promotion rate among veterans in FY 2022 is below the 10.7 percent held during FY 2021, and lower than the group's current representation in the workforce of 9.1 percent. Similarly, veterans with disabilities represented 4.1 percent (60 employees) of FDIC employees who received promotions in FY 2022. This promotion rate is lower than FY 2021 promotion rate of 6.2 percent and the group's current workforce representation of 4.9 percent. Veterans with disabilities of 30 percent or more were 2.3 percent of FDIC employees promoted in FY 2022 (27 employees), which is lower than the 5.0 percent achieved in FY 2021, and also below their current workforce representation of 3.5 percent.

As mentioned above under item 13, the FDIC's DEI Strategic Plan outline a number of initiatives that should improve internal advancement opportunities for veterans. The FDIC will continue to offer various career development opportunities and highlight promotion opportunities so that both veterans and veterans with disabilities are well positioned for these opportunities during FY 2023.

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

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	
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18. OPM DVAAP Manager Official Use Only: If needed, is there a plan of how the agency will improve internal advancement opportunities for disabled veterans?

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	Not Needed <input type="checkbox"/>	
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19. A description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans (Attach supporting addendums if needed)

The FDIC uses a variety of methods to inform operating components and field installations of their responsibilities for employing and advancing diversity, equity, inclusion, and accessibility (DEIA) initiatives, including employing and advancing disabled veterans. They include, but are not limited to:

- **Division and Office Meetings.** Periodically, OMWI meets with division and office leadership as they implement operational plans to support corporate DEIA goals and their unique business needs.
- **Regional Office Presentations.** Periodically, OMWI meets with regional and field office management to share pertinent DEIA data and strategies to support their progress.
- **Diversity and Inclusion Executive Advisory Council.** Monthly, OMWI meets with senior executive leadership to discuss DEIA strategies, including presentations by VERG related to workplace topics impacting veterans.
- **Chairman’s Diversity Advisory Councils (CDACs).** Through OMWI, CDACs engage with CAN DO and VERG ERGs to host programs that encourage understanding and awareness of individuals with disabilities, including veterans with disabilities, dispel any stereotypes about individuals with disabilities, and provide information on the FDIC’s reasonable accommodation process.
- **Global Messaging.** At least annually, the Chairman issues a statement expressing the FDIC’s commitment to equal employment opportunities and related responsibilities. In addition, OMWI shares annual reports with all FDIC employees and the public regarding the employment of disabled veterans.

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

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	Not Applicable <input type="checkbox"/>	
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21. A description of how the agency will monitor, review, and evaluate its planned efforts, including implementation at operating component and field installation levels during the period covered by the plan (Attach supporting addendums if needed)

During FY 2023, the FDIC will maintain its goal of being an “employer of choice” for recruiting, hiring, retaining, and advancing all employees, including Veterans with Disabilities. The FDIC will monitor, review, and evaluate its planned efforts through various mechanisms.

- **Data Collection.** OMWI will regularly ask FDIC employees to update/confirm their diversity data and use that data with existing personnel data on veteran status to improve the accuracy of FDIC data on veterans with disabilities. Also, the Disability Program Manager will continue to promote self-identification process by employees in regional and field offices through email notifications and discussions with Assistant Regional Directors and Field Supervisors. Promoting regular review and updates to data will help the FDIC to better evaluate the effectiveness of efforts to hire, train, promote, award, and retain individuals with disabilities, including veterans with disabilities.
- **Data Analysis.** To identify opportunities to enhance its appeal, the FDIC will analyze and monitor its workforce profiles quarterly and review and evaluate DVAAP initiatives to ensure they are being carried out as planned.
- **Part J of the MD-715.** OMWI will continue to meet regularly with key agency stakeholders to identify and implement areas of the Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities that promote the employment and advancement of veterans with disabilities.
- **Division and Office DEI Strategic Plans.** The Disability Program Manager and Special Emphasis Program Managers in OMWI will monitor the progress of each Division’s and Office’s DEI Strategic Plans in regular meetings with representatives in Headquarters, Regional, Area, and Field Offices.
- **Internal Review Program.** The FDIC recently hired internal review personnel in OMWI to enhance its ability to monitor, review, and evaluate the effectiveness of its DEIA programs, including the DVAAP. These personnel are developing a plan to regularly review existing policies and programs in agency Headquarters, Regional Offices, and Field Offices for potential barriers to equal opportunity.

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

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	
------------------------------	-----------------------------------	-----------------------------	--

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

Designated DVAAP POC:

Name: Jessica P. Hill

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

OMWI Email: jehill@fdic.gov

Phone: (703) 562-2256

Plan Certification

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

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

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

Certification

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

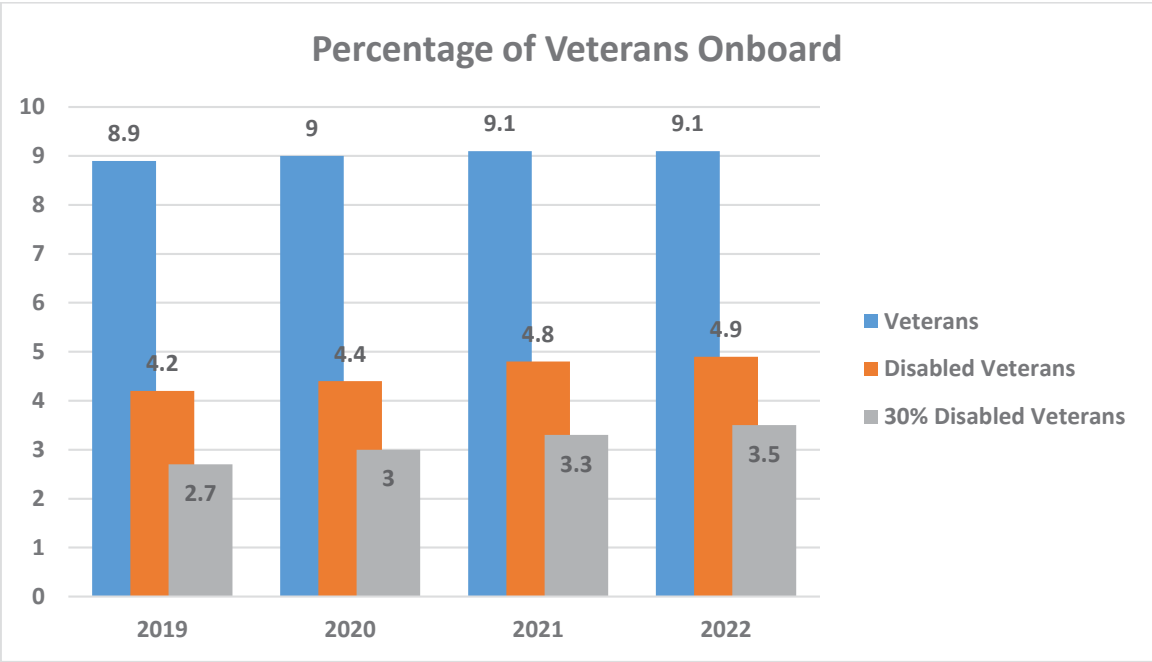
Please type or print clearly. After an original signature is obtained, scan and return this sheet.

24. Dates of the Period of Time the Plan is Covered	From 10/01/2022	To 11/30/2023
25. Agency Name	Federal Deposit Insurance Corporation	
26. DVAAP POC's Name	Jessica P. Hill	
27. Title	Disability Program Manager	
28. Telephone Number	(703) 562-2256	29. Email jehill@fdic.gov
30. Date Plan Last Amended	12/01/2021	31. Date Effective 12/01/2022
32. DVAAP Certifying Official's Name	Nikita Pearson	
33. Title	Deputy to the Chairman for External Affairs and Director, OMWI	
34. Telephone Number	(202) 898-6977	35. Email npearson@fdic.gov
36. DVAAP Certifying Official Signature:		

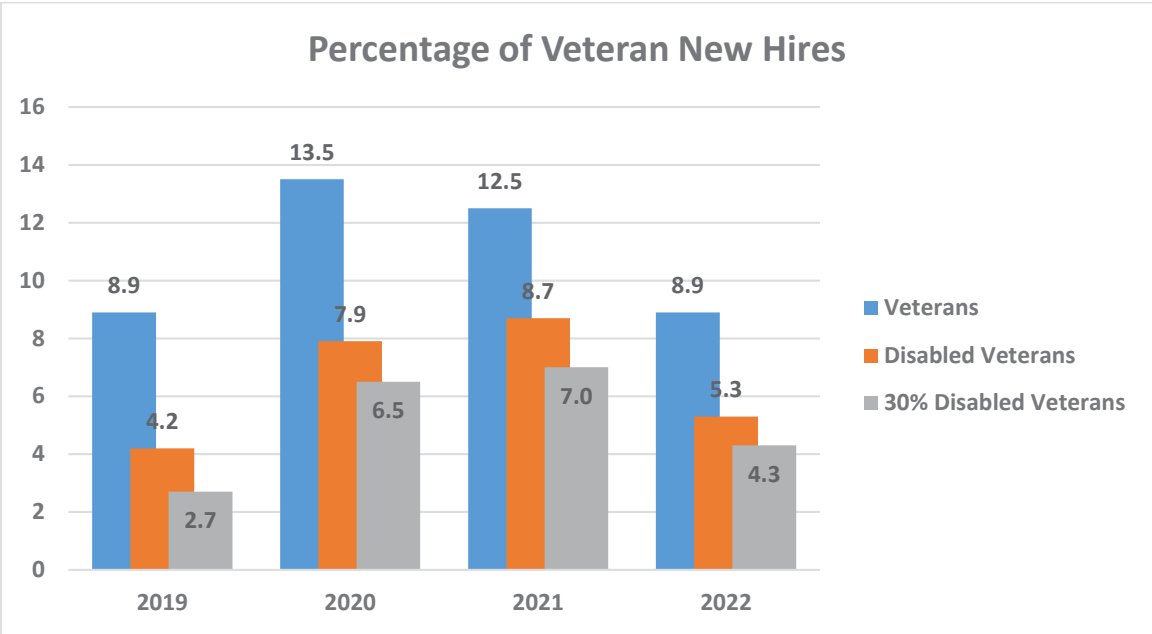
2022 DVAAP Report

Appendix A, Charts 1a and 1b.

1a.



1b.





U.S. Equal Employment Opportunity Commission
FY 2022 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT J | FDIC FY 2021 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS



FDIC 2022 OPM Federal Employee Viewpoint Survey Results

Results for:
FDIC Overall

December 2022

U.S. Office of Personnel Management





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How to Use this Report

2022 FEVS Survey Background

- ▶ This year, the Office of Personnel Management (OPM) added new content to gauge employees' views on their agency's response to the COVID-19 pandemic, telework, and the return to on-site work. OPM has also included new content related to Diversity, Equity, Inclusion, & Accessibility (DEIA), Employee Experience, and Paid Parental Leave. In addition, where applicable, employees had the opportunity to indicate their Division or Office Branch.

General Reporting Notes

- ▶ This report outlines results for the FDIC 2022 OPM Federal Employee Viewpoint Survey (FEVS). Data is provided at the OPM index and item (question) level. When available, comparisons to FDIC's 2021 survey results are provided.
- ▶ Significant differences, compared to FDIC's 2021 survey results, are highlighted in green (positive difference) and red (negative difference). Significance is determined based on the margin of error.

OPM Index Results

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

Top 5 and Bottom 5 Differences Compared to 2021 Survey Results

- ▶ This section shows the top 5 differences compared to 2021, and the bottom 5 differences compared to 2021.
- ▶ Use this section to quickly identify actionable strengths and opportunities.

Item Results

- ▶ These sections show detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option.
- ▶ Item Results are divided into the two major sections included on the survey: FEVS Items and Demographic Items.
- ▶ The information in these sections is useful for identifying specific strengths and targeting specific areas for improvement.

Administration Details

- ▶ Survey Dates: August 8, 2022 through September 30, 2022
- ▶ Population: 5936
- ▶ Number of Surveys Completed: 3710
- ▶ Response Rate: 62.5%
- ▶ Margin of Error: +- 1%

Determining Key Findings

- ▶ To determine strengths and possible opportunities to improve (or continue improving), take into account the percent favorable of each item, and how each item compares to FDIC's 2021 survey results.
- ▶ Areas of strength can be identified by having a relatively high percent favorable rating, and at the same time, being significantly higher than FDIC's 2021 survey benchmark.
- ▶ Possible opportunities for improvement are the opposite; that is, they can be identified by having a relatively low percent favorable, and are below FDIC's 2021 survey benchmark.

FDIC 2022 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3710

OPM INDEX RESULTS

	Favorable	Neutral	Unfavorable	Differences 2021
Global Satisfaction Index Items: 51,79,80,81	64	16	19	-10
Employee Engagement Index (EEI)	75	13	12	-4
EEI - Intrinsic Work Experience Items: 2,3,4,6,7	74	13	13	-3
EEI - Leaders Lead Items: 64,66,67,70,71	64	18	18	-7
EEI - Supervisors Items: 54,56,57,58,61	85	8	7	-1
Performance Confidence Index Items: 21,22,23,24	90	9	1	-1
DEIA Index	77	13	10	--
Diversity Items: 83,84	81	12	8	--
Equity Items: 85,86,87	72	13	15	--
Inclusion Items: 89,90,91,92,93	80	12	8	--
Accessibility Items: 94,95,96	75	16	9	--

Global Satisfaction measures employees' satisfaction about four aspects of their work: their job, their pay, their organization, and whether they would recommend their organization as a good place to work.

Employee Engagement measures conditions that can lead to engagement. The EEI is comprised of three subindices:

-Intrinsic Work Experience: Employees' feelings of motivation & competency relating to the workplace.

-Leaders Lead: Perceptions of the leadership's integrity, communication & motivation.

-Supervisor: Perceptions of the worker/supervisor relationship, including trust, respect, & support.

Performance Confidence is defined as "The extent to which employees believe their organization has an outstanding competitive future, based on innovative, high-quality products and services that are highly regarded by the marketplace."

DEIA Index is comprised of the following four subindices:

-Diversity: The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.

-Equity: The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.

-Inclusion: The recognition, appreciation, and use of the talents and skills of employees of all backgrounds.

-Accessibility: The design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.

	Favorable	Neutral	Unfavorable	Differences 2021
Inclusion Quotient (IQ) Index	70	15	15	-4
IQ - Cooperative Items: 68,69	70	16	14	-4
IQ - Empowering Items: 2,6,9,37	64	17	19	-5
IQ - Fair Items: 15,17,18,49,50	56	22	22	-6
IQ - Open Items: 39,40,53,65	71	16	13	-4
IQ - Supportive Items: 55,56,57,60,62	85	8	7	-2

Inclusion Quotient identifies behaviors that help create an inclusive environment. The IQ is comprised of five subindices:

- Cooperative: Does management encourage communication and collaboration?
- Empowering: Do employees have the resources and support needed to excel?
- Fair: Are all employees treated equitably?
- Open: Does management support diversity in all ways?
- Supportive: Do supervisors value employees?

Note: This is the last year FDIC will include reporting on the IQ Index, as OPM no longer includes the IQ Index in its official FEVS government-wide reporting. FDIC included the IQ items and indices this year to allow for consistent measuring and in alignment with strategic goals.

FDIC 2022 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3710

Top 5 and Bottom 5 Differences Compared to 2021 Survey Results

	Favorable	Neutral	Unfavorable	Differences 2021
Top 5				
53. My supervisor is committed to a workforce representative of all segments of society.	87	8	5	1
54. Supervisors in my work unit support employee development.	87	7	6	0
110. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.	87	7	6	0
60. In the last six months, my supervisor has talked with me about my performance.	86	6	8	0
14. The people I work with cooperate to get the job done.	88	6	5	0
Bottom 5				
82. How satisfied are you with the Telework program in your agency?	72	8	19	-18
76. How satisfied are you with your involvement in decisions that affect your work?	46	26	28	-17
107. My organization's senior leaders support policies and procedures to protect employee health and safety.	75	12	13	-16
80. Considering everything, how satisfied are you with your pay?	52	16	33	-14
108. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.	62	13	25	-14

FDIC 2022 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3710

FEVS ITEM RESULTS

My Work Experience				Differences 2021
	Favorable	Neutral	Unfavorable	
1. I am given a real opportunity to improve my skills in my organization.	79	11	10	-4
2. I feel encouraged to come up with new and better ways of doing things.	60	19	21	-6
3. My work gives me a feeling of personal accomplishment.	74	15	11	-2
4. I know what is expected of me on the job.	83	9	8	-1
5. My workload is reasonable.	64	12	24	-6
6. My talents are used well in the workplace.	66	16	18	-4
7. I know how my work relates to the agency's goals.	89	6	5	-2
8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	79	11	10	-1
9. I have enough information to do my job well.	80	11	9	-1
10. I receive the training I need to do my job well.	73	15	12	--
11. I am held accountable for the quality of work I produce.	89	7	4	--
12. Continually changing work priorities make it hard for me to produce high quality work. *see note below	38	24	37	--
13. I have a clear idea of how well I am doing my job.	76	15	9	--

NOTE: Based on the wording of Item 12, responses are **reverse scored**, meaning that responses that indicate disagreement (i.e., Strongly Disagree and Disagree) are treated as Favorable and responses that indicate agreement (Strongly Agree and Agree) are treated as Unfavorable.

My Work Unit

14. The people I work with cooperate to get the job done.



**Differences
2021**

0

15. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.



-3

16. In my work unit poor performers usually: Choose all that apply.

Remain in the work group and improve their performance over time



Remain in the work group and continue to underperform



Leave the work group - removed or transferred



Leave the work group - quit



There are no poor performers in my work group



Do not know



**Differences
2021**

17. In my work unit, differences in performance are recognized in a meaningful way.



-7

18. Awards in my work unit depend on how well employees perform their jobs.



-4

19. Employees in my work unit share job knowledge.



--

20. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.



-1

21. Employees in my work unit meet the needs of our customers.



-1

22. Employees in my work unit contribute positively to my agency's performance.



-1

23. Employees in my work unit produce high-quality work.



-1

24. Employees in my work unit adapt to changing priorities.



0

My Work Unit - continued

	Favorable	Neutral	Unfavorable	Differences 2021
25. New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	67	21	12	--
26. I can influence decisions in my work unit.	64	21	15	--
27. I know what my work unit's goals are.	86	8	6	--
28. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	55	23	23	--
29. My work unit successfully manages disruptions to our work.	75	15	9	--
30. Employees in my work unit consistently look for new ways to improve how they do their work.	62	23	15	--
31. Employees in my work unit incorporate new ideas into their work.	65	22	13	--
32. Employees in my work unit approach change as an opportunity.	55	28	17	--
33. Employees in my work unit consider customer needs a top priority.	76	18	6	--
34. Employees in my work unit consistently look for ways to improve customer service.	63	28	9	--
35. Employees in my work unit support my need to balance my work and personal responsibilities.	79	13	9	--
36. Employees in my work unit are typically under too much pressure to meet work goals. *see note below	43	26	30	--

My Organization

	Favorable	Neutral	Unfavorable	Differences 2021
37. Employees have a feeling of personal empowerment with respect to work processes.	50	22	27	-11
38. Employees are recognized for providing high quality products and services.	61	18	21	-8

NOTE: Based on the wording of Item 36, responses are **reverse scored**, meaning that responses that indicate disagreement (i.e., Strongly Disagree and Disagree) are treated as Favorable and responses that indicate agreement (Strongly Agree and Agree) are treated as Unfavorable.

My Organization - continued

	Favorable	Neutral	Unfavorable	Differences 2021
39. Creativity and innovation are rewarded.	44	27	29	-10
40. Policies and programs promote diversity in the workplace.	77	14	10	-1
41. Employees are protected from health and safety hazards on the job.	82	11	8	-10
42. My organization is successful at accomplishing its mission.	87	8	4	-5
43. I have a good understanding of my organization's priorities.	85	9	6	--
44. My organization effectively adapts to changing government priorities.	73	16	11	--
45. My organization has prepared me for potential physical security threats.	80	12	8	--
46. My organization has prepared me for potential cybersecurity threats.	87	8	5	--
47. My organization encourages staff to identify and report risk.	87	8	5	--
48. My organization takes effective action to address risk.	79	14	8	--
49. In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	55	21	24	-13
50. Prohibited Personnel Practices are not tolerated.	75	16	9	-6
51. I recommend my organization as a good place to work.	74	15	10	-8
52. I believe the results of this survey will be used to make my agency a better place to work.	55	20	24	-6

My Supervisor

	Favorable	Neutral	Unfavorable	Differences 2021
53. My supervisor is committed to a workforce representative of all segments of society.	87	8	5	1

My Supervisor - continued

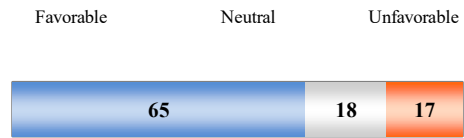
	Favorable	Neutral	Unfavorable	Differences 2021
54. Supervisors in my work unit support employee development.	87	7	6	0
55. My supervisor supports my need to balance work and other life issues.	89	6	5	-2
56. My supervisor listens to what I have to say.	87	7	7	0
57. My supervisor treats me with respect.	90	5	5	-1
58. I have trust and confidence in my supervisor.	81	10	9	-1
59. My supervisor holds me accountable for achieving results.	91	6	3	--
60. In the last six months, my supervisor has talked with me about my performance.	86	6	8	0
61. Overall, how good a job do you feel is being done by your immediate supervisor?	83	11	6	-1
62. My supervisor provides me with constructive suggestions to improve my job performance.	73	16	11	-5
63. My supervisor provides me with performance feedback throughout the year.	77	12	11	--

Leadership

	Favorable	Neutral	Unfavorable	Differences 2021
64. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47	23	30	-11
65. Supervisors work well with employees of different backgrounds.	76	14	10	-4

Leadership - continued

66. My organization's senior leaders maintain high standards of honesty and integrity.



**Differences
2021**

-7

67. Managers communicate the goals of the organization.



-3

68. Managers promote communication among different work units.(for example, about projects, goals, needed resources).



-5

69. Managers support collaboration across work units to accomplish work objectives.



-4

70. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?



-5

71. I have a high level of respect for my organization's senior leaders.



-10

72. Senior leaders demonstrate support for Work-Life programs.



-12

73. Management encourages innovation.



--

74. Management makes effective changes to address challenges facing our organization.



--

75. Management involves employees in decisions that affect their work.



--

My Satisfaction

76. How satisfied are you with your involvement in decisions that affect your work?



-17

77. How satisfied are you with the information you receive from management on what's going on in your organization?



-12

78. How satisfied are you with the recognition you receive for doing a good job?



-12

79. Considering everything, how satisfied are you with your job?



-6

**Differences
2021**

My Satisfaction - continued

80. Considering everything, how satisfied are you with your pay?



81. Considering everything, how satisfied are you with your organization?



82. How satisfied are you with the Telework program in your agency?



Participates in program



I choose not to participate in this program

0%

This program is not available to me

0%

I am unaware of this program

0%

**Differences
2021**

-14

-11

-18

Diversity, Equity, Inclusion, & Accessibility

83. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).



--

84. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).



--

85. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.



--

86. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).



--

87. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).



--

88. Employees in my work unit treat me as a valued member of the team.



--

89. Employees in my work unit make me feel I belong.



--

90. Employees in my work unit care about me as a person.



--

91. I am comfortable expressing opinions that are different from other employees in my work unit.



--

**Differences
2021**

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Diversity, Equity, Inclusion, & Accessibility - continued

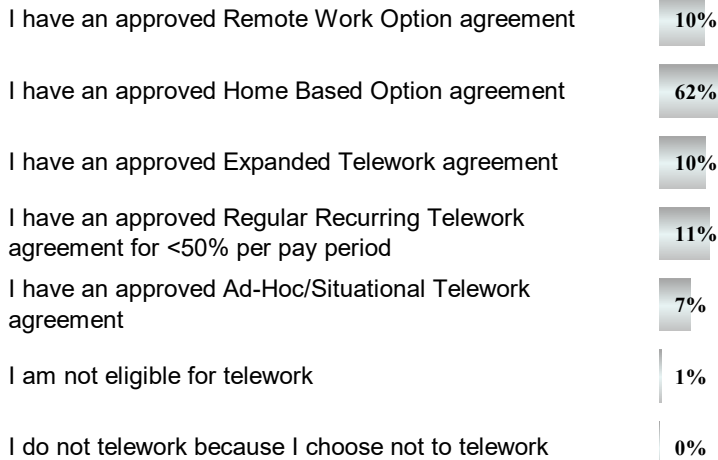
	Favorable	Neutral	Unfavorable	Differences 2021
92. In my work unit, people's differences are respected.	79	12	8	--
93. I can be successful in my organization being myself.	76	14	11	--
94. I can easily make a request of my organization to meet my accessibility needs.	76	14	10	--
95. My organization responds to my accessibility needs in a timely manner.	73	18	9	--
96. My organization meets my accessibility needs.	75	16	9	--

Employee Experience

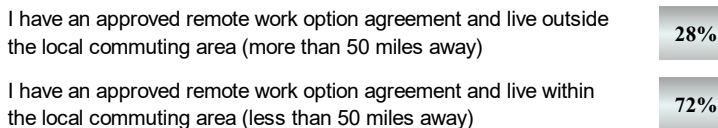
	Favorable	Neutral	Unfavorable	Differences 2021
97. My job inspires me.	57	25	18	--
98. The work I do gives me a sense of accomplishment.	75	14	11	--
99. I feel a strong personal attachment to my organization.	59	23	17	--
100. I identify with the mission of my organization.	82	13	5	--
101. It is important to me that my work contribute to the common good.	92	6	2	--

**Pandemic, Transition to the Worksite,
Workplace Flexibilities**

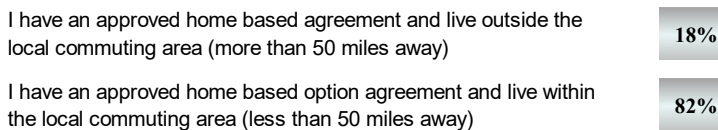
102. Please select the response that BEST describes your current work schedule.



102a. What is your current remote work option status?



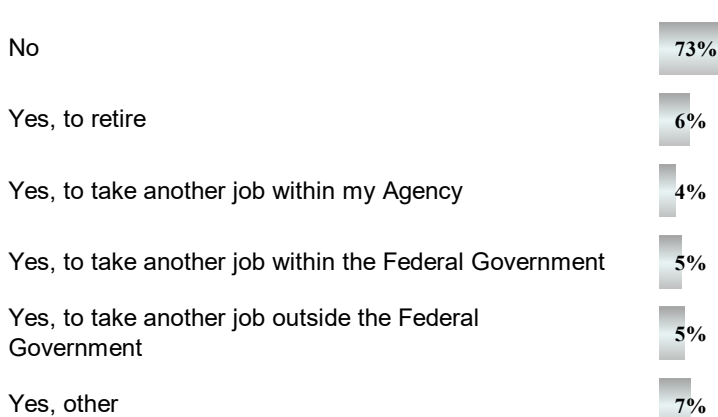
102b. What is your current home based option work status?



103. Did you have an approved telework agreement before the 2020 COVID-19 pandemic?



104. Based on your work unit's current telework, remote work, or home based options, are you considering leaving your organization, and if so, why?



Pandemic, Transition to the Worksite, Workplace Flexibilities - continued

105. My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

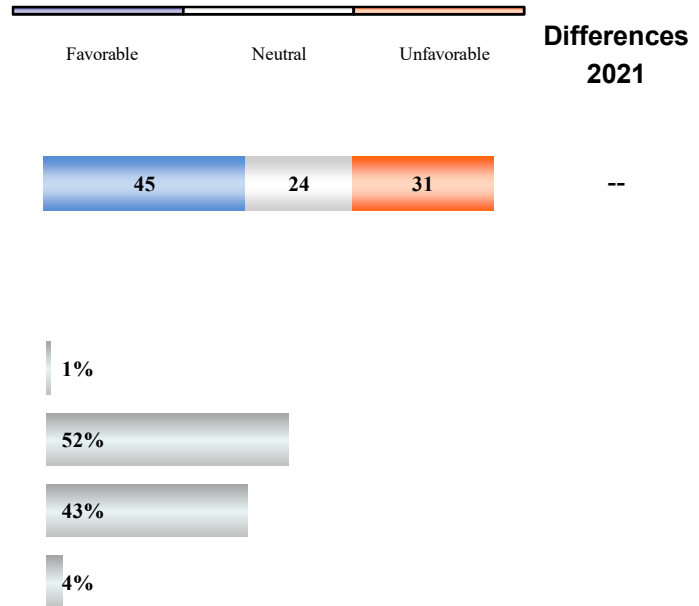
106. Please select the response that BEST describes how employees in your work unit currently report to work:

All employees in my work unit are physically present on the worksite

Some employees are physically present on the worksite and others telework or work remotely

No employees in my work unit are physically present on the worksite, we all work remotely

Other

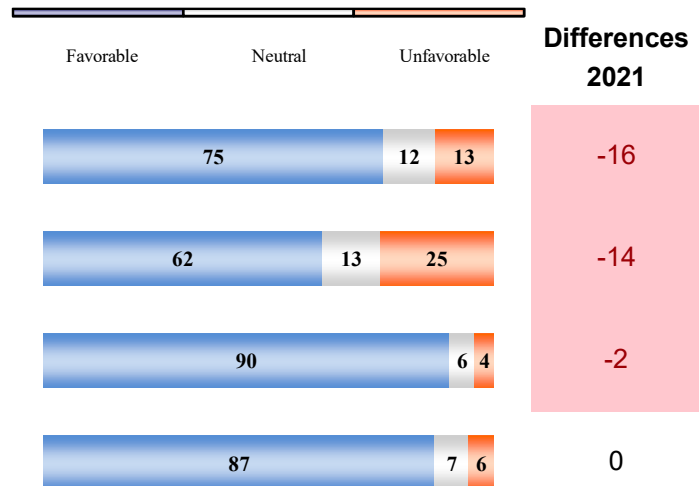


107. My organization's senior leaders support policies and procedures to protect employee health and safety.

108. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

109. My supervisor supports my efforts to stay healthy and safe while working.

110. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.



Paid Parental Leave

Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?

Yes

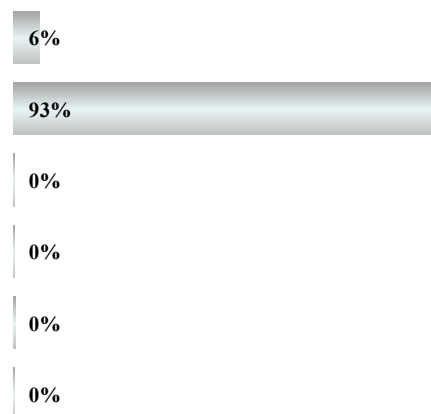
No, did not have a qualifying event

No, I was not aware of the leave although I had a qualifying event

No, I chose not to use the leave although I had a qualifying event

No, I had a qualifying event, but was not eligible to use the leave

No, I had a qualifying event, but I used all my FMLA leave previously



Paid Parental Leave - continued

For what purpose did you use Paid Parental Leave?

Choose all that apply.

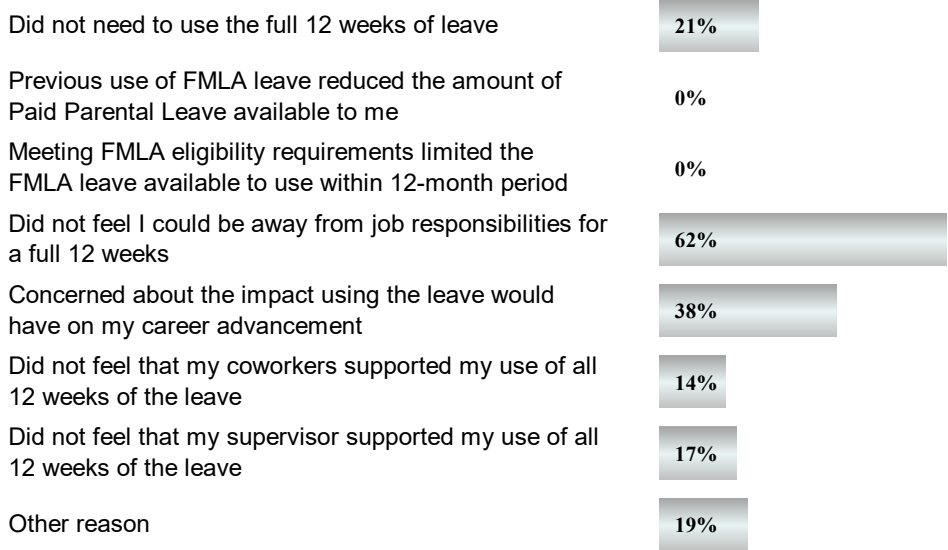


How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event?



What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Choose all that apply.



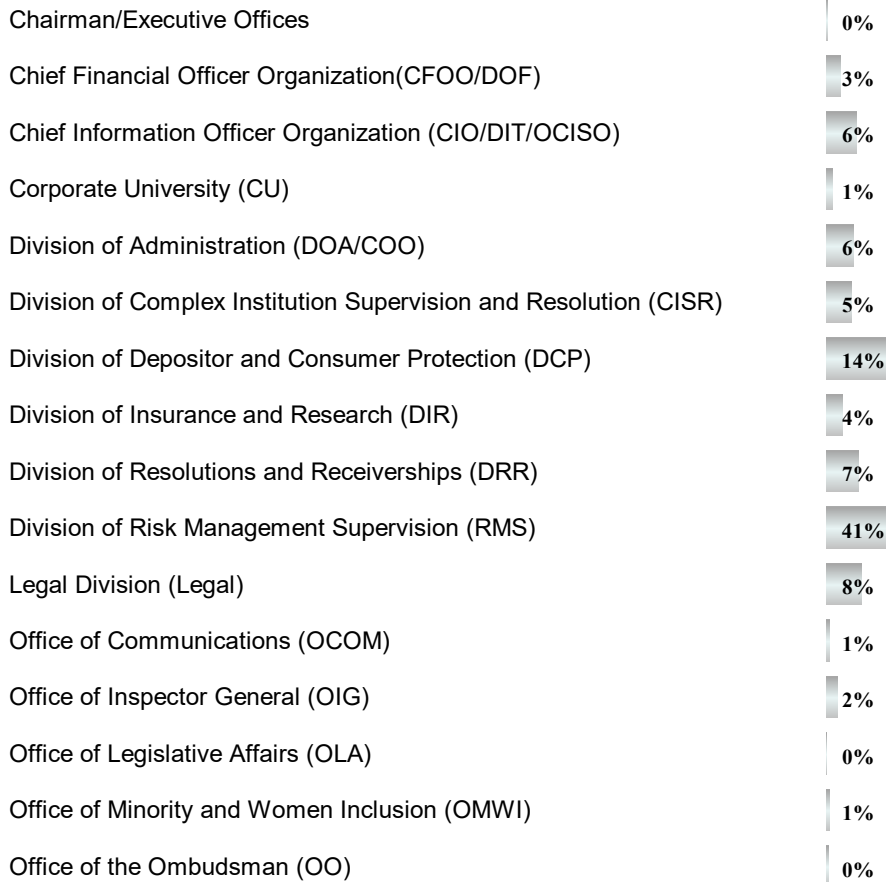
FDIC 2022 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3710

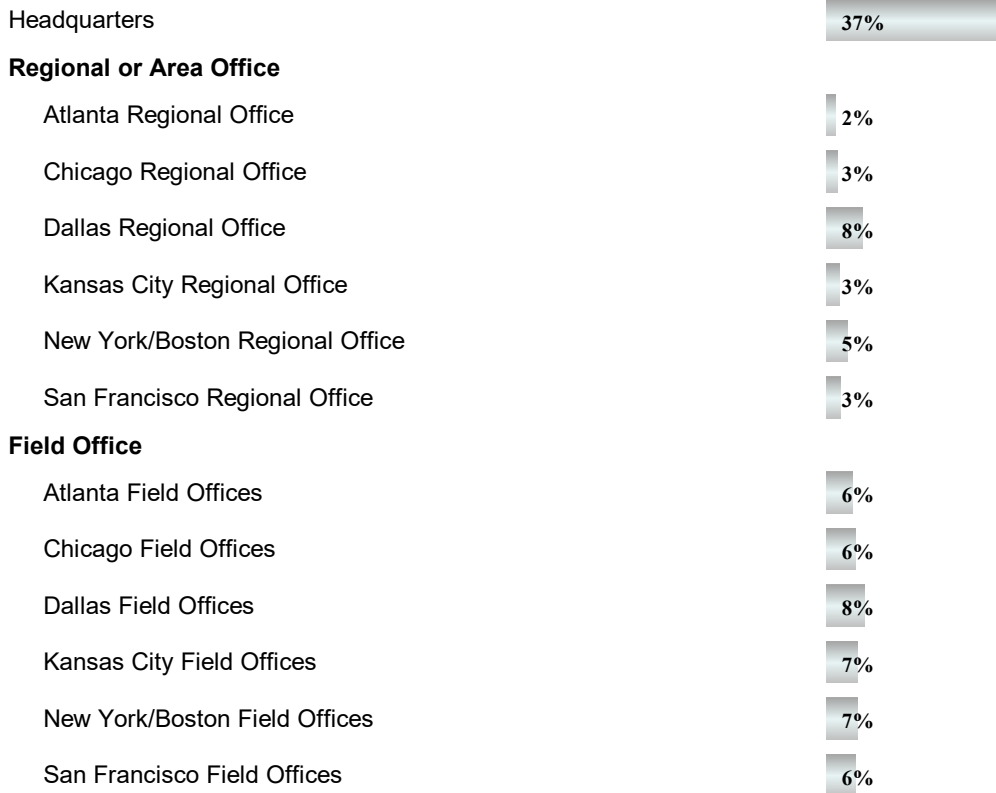
DEMOGRAPHIC ITEM RESULTS

Employment Demographics

In which Division/Office do you currently work?



What is your location?



What is your supervisory status?



What is your current grade level?



What type of appointment do you have?



Do you work:



Are you in a Bargaining Unit position?



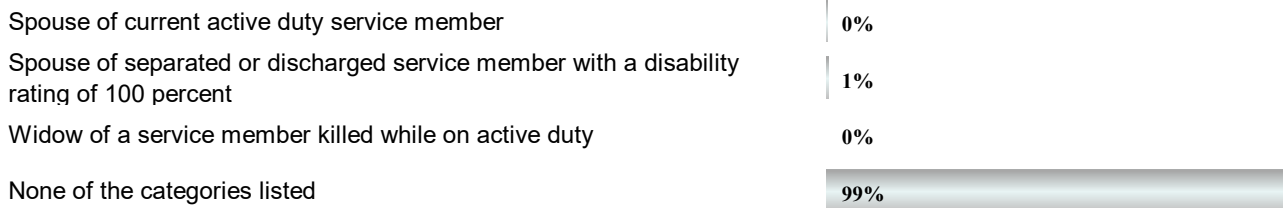
Are you currently in the 0570 Occupational Group?



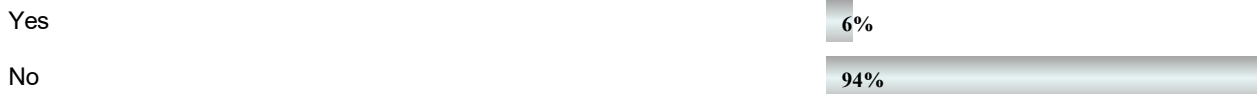
What is your US military service status?



Are you:



Have you been hired under the Military Spouse Non-Competitive Hiring Authority?



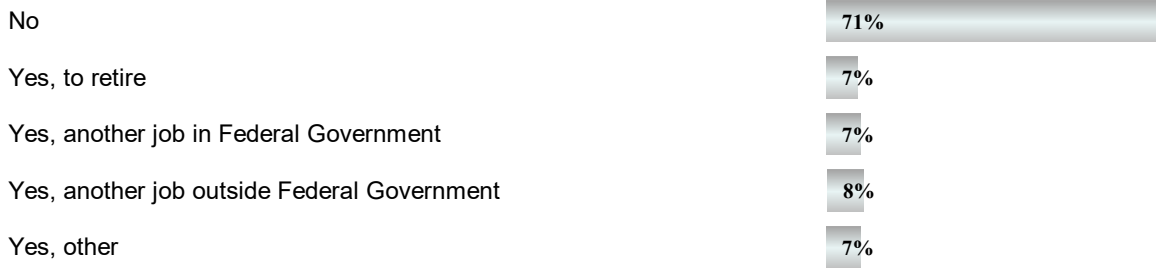
How long have you been with the Federal Government (excluding military service)?



How long have you been with FDIC?



Are you considering leaving your organization within the next year, and if so, why?

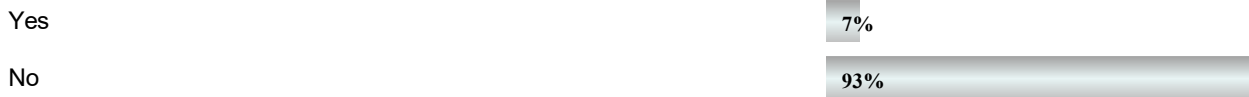


I am planning to retire:

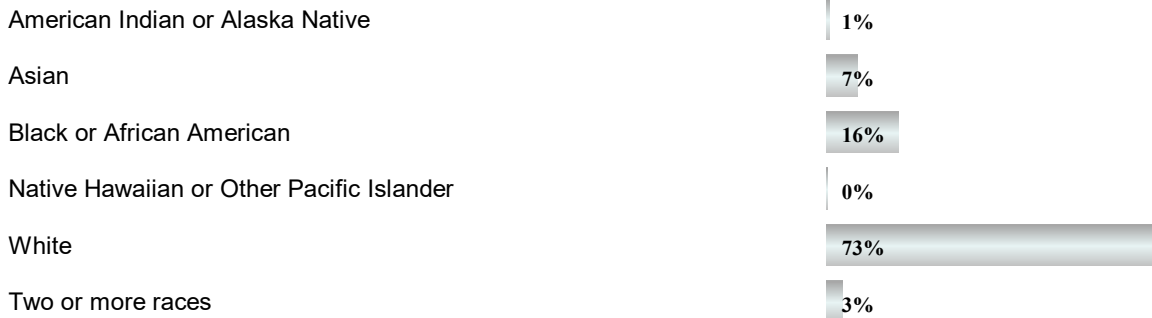


Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?



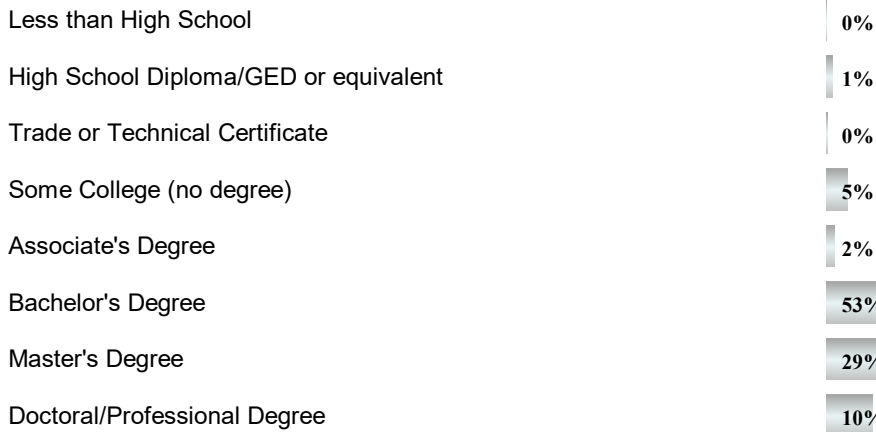
Please select the racial category or categories with which you most closely identify.



What is your age group?



What is the highest degree or level of education you have completed?



Are you an individual with a disability?



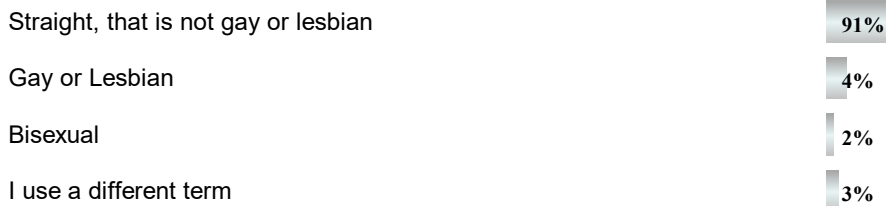
Are you?



Are you transgender?



Which one of the following best represents how you think of yourself?





U.S. Equal Employment Opportunity Commission
FY 2022 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT K | FDIC DIVERSITY, EQUITY, AND INCLUSION STRATEGIC PLAN 2021-2023



DIVERSITY EQUITY AND INCLUSION

2021–23
Strategic Plan

CULTURE

CAREER

COMMUNICATION

CONSISTENCY

COMMUNITY

FDIC 

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A MESSAGE FROM THE CHAIRMAN



Twenty-seven years ago, a colleague at a car dealership said to me, “You know, you won’t succeed in America if you don’t lose your accent.” Many jobs later, I became Chairman of the Federal Deposit Insurance Corporation (FDIC), and as of this writing, I still speak with an accent. That was an early lesson in what it feels like to not belong at a workplace, despite my best effort.

It should not come as a surprise that at subsequent jobs, especially once I had an opportunity to lead and shape the workforce culture, I focused on bridging the gap between colleagues who feel like they belong and those who do not. When I was initially briefed on diversity and inclusion efforts at the FDIC, I was presented with data, statistics, tables, and progress reports. I reviewed the briefing materials and said, “All this is helpful, but how do people feel?” So I started talking with our employees and learned that we have much work to do.

As FDIC Chairman, my goal is to build and maintain a workforce that is talented, diverse, and committed to fostering a safe, fair, and inclusive workplace and banking system. We have made progress in these areas over the past two-and-a-half years, but I know we can do more. My vision is built on a recognition of our current progress and a clear grasp of what could be.

To execute on this vision, we took a comprehensive look at how to (i) ensure that our decision-making reflects

and respects the diversity in the nation, (ii) support diversity in the financial institutions we supervise, and (iii) build a culture that enhances, values, and capitalizes on the diversity in our workforce.

We reached one conclusion: we must and can do more.

This *Strategic Plan* is a key step in that process. It is organized around five strategic goals — culture, career, communication, consistency, and community. Our high-level goals are augmented by actionable steps that provide a clear map forward for the agency. Internally, the plan further integrates diversity, equity, and inclusion (DEI) into our hiring, training, and career development programs. It calls on leaders at all levels of the organization to develop operational plans reflective of their current DEI performance and business realities and will hold them accountable for advancing their plans and achieving results. Externally, the plan will improve DEI in FDIC contracting opportunities, enhance our ability to assess diversity policies and practices at financial institutions, and provide additional support for Minority Depository Institutions.

To be successful, our DEI efforts must be led and managed as an organizational priority. This plan – in combination with our first-ever corporate performance goal dedicated to improving DEI – does just that. This plan will guide our work over the next few years, help us measure our progress, and hold us accountable.

I hope many of you will recognize that this plan is unlike others we have had in the past. I hope you will also recognize its potential and the will – at all levels of the organization – to make lasting changes. I stand behind it with my commitment to you that, until the day my chairmanship ends, I will work toward an inclusive FDIC where all feel that they belong.

To create a culture of belonging will require all-hands-on-deck. Please join me.

A MESSAGE FROM THE DIRECTOR OF THE OFFICE OF MINORITY AND WOMEN INCLUSION



a choice: the pain of change or the pain of staying the same.

This plan is our call to action. It sets forth how the FDIC will work to transform our workforce and how our efforts will ultimately help make the banking system safer, fairer, and more inclusive. As Chairman McWilliams noted in her message, this plan is unlike any other we have had before. It tackles the very core of who we are as an agency. It takes a deep dive into root causes of our culture, ethics, and history, as a society and as a venerable agency. It is brutally honest in the assessment of our successes and past failures on issues that matter on an intrinsic level to us, as a people, and as colleagues.

Eight minutes, 46 seconds. I have never been able to watch the entire video of George Floyd being killed in police custody. It is too painful. Every time I hear Breonna Taylor’s name I think of the many nights I have watched my daughters sleep peacefully in their beds, trusting that they are safe. I reflect on the many days I jogged in my home state of Georgia and was blessed to return home safely, unlike Ahmaud Arbery.

And when you take a holistic, introspective look and are willing—and ready—to make real change, you end up with the plan before you. The steps outlined embrace the growing pains of addressing longstanding challenges by embedding DEI into every aspect of our operations. We will support our workforce and our communities to reach their full potential. We will promote inclusive prosperity by including minority- and women-owned businesses, law firms, and investors in our business activities. We will partner with our supervised institutions to identify and promote DEI policies and practices to make their communities more inclusive.

These horrendous events may feel personal to me as a Black woman, but I am painfully aware that many individuals and communities feel disenfranchised, regardless of their skin color. What I never anticipated is that I would be writing about such important matters to introduce a *Strategic Plan* at the FDIC. While those events have forced a long-overdue national conversation about race in America, our view of diversity, equity, and inclusion (DEI) must be broad and it must be bold. That realization formed the very foundation of this *Strategic Plan*.

During my 22-year tenure with the FDIC, I have never been more proud to work for this agency than I am today. This plan will drive meaningful progress. We will hold ourselves accountable for the execution and the results. Most importantly, we will no longer accept the status quo.

We examined our data and listened to our colleagues to gain a better understanding of what needs to be done. We had honest conversations about the significant commitment needed to be successful. We listened. And then we listened some more. The more we listened, the clearer it became that the FDIC faces

Join us on the journey.

Nikita Pearson

DIVERSITY, EQUITY, AND INCLUSION VISION, MISSION, AND VALUES

DEI Vision

Our workforce is talented, diverse, and committed to fostering a safe, fair, and inclusive workplace and banking system.

DEI Mission

To foster a culture that exemplifies teamwork, embraces innovation, and values diversity, equity, and inclusion to achieve mission excellence.

DEI Values

The following values hold true to our vision, shape how we carry out our mission, and guide how we are expected to treat one another.

- *We take* the broadest possible view of diversity, including seen and unseen qualities.
- *We acknowledge* life experiences that make individuals unique.
- *We encourage* all employees to use their unique perspectives to help advance our mission.
- *We require* fair treatment, accessibility, and opportunity for advancement for all employees.
- *We expect* our workplace to be an inclusive environment built on mutual trust, respect, and dignity.
- *We incorporate* diversity, equity, and inclusion in our daily work.
- *We commit* to building a workplace where all employees feel safe bringing their authentic selves to work.
- *We pledge* to identify and eliminate barriers to equal opportunity in the workplace.
- *We will foster* diversity, equity, and inclusion in the banking system consistent with our mandate.

SUMMARY OF DIVERSITY, EQUITY, AND INCLUSION GOALS

Goal 1. Culture

Ensure that leaders at all levels promote the vision and business case for DEI by taking actions to increase diversity and equity in the workforce and maintain an inclusive workplace.

Goal 2. Career

Recruit, hire, and develop a high-performing workforce that reflects the communities we serve by optimizing experiences throughout an employee's career.

Goal 3. Communication

Develop compelling messages, including opportunities for dialogue, that encourage all employees to see the importance of DEI to their personal success and the success of the FDIC.

Goal 4. Consistency

Mature the DEI model to improve the consistency of desired outcomes by strengthening policies and procedures, utilizing technology, and enhancing training.

Goal 5. Community

Encourage DEI in FDIC business activities and at regulated financial institutions, and foster financial inclusion in the banking system.

1. Culture

Ensure that leaders at all levels promote the vision and business case for DEI by taking actions to increase diversity and equity in the workforce and maintain an inclusive workplace.

1.1 Culture of Excellence. Ensure every employee has the opportunity to develop and excel in their career and recognize and reward high performers.

- a.** Fully implement a new performance standard for supervisors and managers that focuses on employee career development and the cultivation of an inclusive, constructive work environment that is committed to Equal Employment Opportunity (EEO) policies and principles and is built upon transparent communication, mutual trust, and respect.
- b.** Conduct analysis to identify root causes of any barriers to equal employment opportunities, establish timelines to regularly review programs for systemic barriers, and take action to remedy the policies, procedures, or practices that created the barriers.
- c.** Develop and implement a plan to provide all managers access to services to receive employee feedback and coaching for inclusion at work.
- d.** After all appeals have been exhausted, include a notation in the personnel record of an employee who was subject to an adverse action, under 5 U.S.C. §7512, as a result of an act of discrimination and/or retaliation.

1.2 Data Excellence. Build a results-oriented DEI strategy based on actionable data.

- a.** Modernize the Diversity and Inclusion Analytics Dashboard to provide actionable management data in an easy-to-read format.
- b.** Identify key performance indicators that measure success and identify opportunities, and report at least quarterly to the Diversity and Inclusion Executive Advisory Council.
- c.** Track and analyze applications and selections for Expressions of Interest (EOIs) and other career development programs to evaluate and improve inclusion.

1.3 Best Practices. Select and implement DEI best practices that would be most effective at the FDIC.

- a.** Complete the review of applications submitted under the Pay Adjustment Program to assess potential pay inequities and implement approved pay changes.
- b.** Develop diverse interview panel guidance and require hiring managers to certify that it was followed for all selections.
- c.** Require hiring managers to include at least one interview question to assess management candidates on their ability to foster DEI.
- d.** Benchmark other agencies and the private sector for best practices in preventing and addressing discrimination and retaliation.

2. Career

Recruit, hire, and develop a high-performing workforce that reflects the communities we serve by optimizing experiences throughout an employee’s career.

2.1 Talent Acquisition. Ensure talent acquisition practices consistently provide equal opportunity and strive to close representation gaps at all levels.

- a. Ensure Division/Office Directors develop and implement a plan in 2021, in partnership with the Office of Minority and Women Inclusion (OMWI), to promote increased diversity and improve their 2020 Federal Employee Viewpoint Survey (FEVS) inclusion quotient no later than 2023.
- b. Ensure hiring managers certify their review of Schedule A rosters for potential selections.
- c. Assign an OMWI representative to serve as an equal employment opportunity advisor to the Executive Review Panels for Financial Management Scholars (FMS) Program and Entry-Level Examiner Hiring.
- d. Reduce the average number of days for examiner travel from the average reported in 2019, using technology, to improve retention.
- e. Implement a First Generation Professionals Initiative as a Special Emphasis Program to include events, workshops, and programming that serve as resources to promote equitable access and opportunities.
- f. Identify opportunities to strengthen engagement with diverse groups, such as partnering with the White House Initiative on Historically Black Colleges and Universities (HBCUs), Hispanic Association of Colleges and Universities (HACUs), Council on Legal Education Opportunity (CLEO), Leadership Education and Development (LEAD) for Life, community-based organizations, and civil rights organizations to improve the effectiveness of our recruitment strategies.

2.2 Career Development. Maintain a diverse leadership pipeline including a framework for holding managers accountable for actively promoting career development and advancement opportunities for their employees.

- a. Develop and implement a new leadership development framework that includes a corporate-wide succession management program focused on the development of a broad, diverse, and talented cadre of future FDIC leaders.
- b. Improve access to developmental opportunities by reforming the Expression of Interest (EOI) Program to eliminate the need for supervisor approval.
- c. Implement a new, rotational Special Assistant Program to provide developmental opportunities for aspiring leaders.

2.3 Employee Engagement. Increase opportunities for employees to be engaged in achieving DEI goals.

- a. Update the Chairman’s Diversity Advisory Council (CDAC) and Employee Resource Group (ERG) directives to reflect organizational priorities and support the groups’ contributions to the FDIC’s DEI mission.
- b. Host a training conference for CDACs and ERGs on how to get the most out of programming that results in changed behavior and/or measurable outcomes.
- c. Pilot a Diversity Ambassador Program where representatives from CDACs and ERGs will provide support to new employees regarding DEI at the FDIC.
- d. Pilot an event designed to educate immediate family members of FDIC employees on benefits and services available to support work-life balance and career management to help the family feel more connected and engaged with the FDIC and ultimately improve retention.

3. Communication

Develop compelling messages, including opportunities for dialogue, that encourage all employees to see the importance of DEI to their personal success and the success of the FDIC.

3.1 Trust through Transparency. Provide clear, consistent, and regular messaging of the DEI vision and actions being taken to achieve desired outcomes.

- a. Host annual OMWI Town Halls with all FDIC employees to review the *DEI Strategic Plan*, acknowledge past accomplishments, identify key challenges, and highlight areas of focus for the coming year.
- b. Ensure Division/Office Directors discuss their divisional DEI plans at least annually at an all-hands meeting.
- c. Ensure Regional Directors discuss their regional plans to support DEI at least annually at an all-hands meeting.
- d. Conduct semiannual meetings between OMWI and Division/Office leadership to discuss DEI best practices and identified gaps in their DEI performance.
- e. Share key points of DEI public filings (e.g., MD-715) with all employees via global messaging.
- f. After all appeals have been exhausted, provide notice on the public website (www.fdic.gov) of any final finding of discrimination and/or retaliation made against the agency as required by the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2019.
- g. Post data regarding each class-action complaint filed against the agency alleging discrimination and/or retaliation.

3.2 Branding. Partner with the Office of Communications (OCOM) to use meaningful context to turn DEI data into compelling narratives that make messaging more impactful and demonstrate the necessity for continued efforts in DEI.

- a. Update internal and external webpages with compelling messages that illustrate our commitment to DEI in our workforce, our business activities, and our supervised banks.
- b. Create an annual impact report that accurately measures and communicates the effectiveness of our DEI efforts and any actions that must be taken to achieve better outcomes.
- c. Develop and implement a social media and marketing campaign to engage a broad and diverse talent pool and communicate key initiatives and programs.

3.3 Reinforcement. Integrate DEI into communications.

- a. Coordinate with stakeholders to include DEI when crafting and issuing internal and external agency communications and building or acquiring information technology solutions (e.g., Section 508 compliance, inclusive visuals and language, reasonable accommodation language, etc.).

4. Consistency

Mature the DEI model to improve the consistency of desired outcomes by strengthening policies and procedures, utilizing technology, and enhancing training.

4.1 Inclusive Environment. Foster a work environment without barriers to opportunity, where all employees feel welcomed, valued, respected, and engaged, and can effectively participate and bring their unique talents, skills, and perspectives.

- a. Develop and implement a program to conduct regular internal audits of regional, field, and headquarters offices to identify EEO program deficiencies and evaluate barrier analysis efforts as recommended by the Equal Employment Opportunity Commission (EEOC).
- b. Update telework, work-in-place, and remote work policies to better support inclusion by increasing, as appropriate, flexibilities available to meet employee needs.
- c. Expand the Anti-Harassment Program directive to include guidance for reporting issues to appropriate FDIC offices and other authorities if an employee experiences issues while interacting with external stakeholders on official duty.
- d. Enhance current assessment tools (e.g., exit surveys) to measure attrition, identify reasons for attrition, and address barriers to equal employment opportunities.
- e. Update the Anti-Harassment Program directive to require investigation of harassment complaints to commence within 10 days, and corrective action be taken within 60 days, of receipt of the complaint.

4.2 Technology Enhancements. Apply technology solutions to improve the efficiency and effectiveness of DEI efforts.

- a. Implement online assessments to mitigate the potential for discrimination or bias in entry-level examiner hiring.

- b. Implement a voluntary internal survey mechanism for gender identity, sexual orientation, and other key identifiers to provide a full picture of diversity in our workforce.
- c. Develop and implement a comprehensive reasonable accommodation information system to improve the efficiency and effectiveness of processing requests and compiling data.

4.3 Training Plan. Promote workshops and learning sessions designed to increase cultural competencies and skills in promoting equal opportunity.

- a. Conduct empathy-based training for all managers and employees.
- b. Train selecting officials, interviewers, and Subject Matter Experts (SMEs) on ensuring consistency in the hiring process, including requirements of the Americans with Disabilities Act of 1990, the Rehabilitation Act of 1973, and Title VII of the Civil Rights Act of 1964.
- c. Provide toolkits and other educational and learning opportunities for hiring officials regarding use of special hiring authorities for persons with disabilities.
- d. Conduct mock interviews for both hiring officials and employees with disabilities to increase comfort with, and the effectiveness of, the hiring process.

5. Community

Encourage DEI in FDIC business activities and at regulated financial institutions, and foster financial inclusion in the banking system.

5.1 Economic Opportunity. Identify barriers that underserved communities and individuals may face in taking advantage of FDIC procurement and contracting opportunities and ensure the inclusion, to the maximum extent possible, of minorities and women, and entities owned by minorities and women, including financial institutions, investors, underwriters, accountants, and providers of legal services, in contracts entered into by the FDIC.

- a. Implement a series of technical assistance events to educate and equip minority- and women-owned businesses (MWOBs) with the tools they need to compete for contracts.
- b. Host “Pitch Days” where MWOBs may share their companies’ capabilities and learn about the FDIC’s procurement process.
- c. Review the selection process for historically marginalized attorneys and minority- and women-owned law firms (MWOLFs) to determine if there are opportunities to enhance the selection process, within existing guidelines, for legal referral services.
- d. Partner with the Division of Resolutions and Receiverships (DRR) to host a joint ventures virtual conference and provide technical assistance to minority- and women-owned investors (MWOIs).
- e. Determine whether new policies, regulations, or guidance documents may be necessary to advance equity in agency actions and programs and procurement and contracting opportunities.

5.2 Technology Solutions. Implement automated tools to improve the efficiency and effectiveness of the FDIC’s ability to assess diversity policies and practices at regulated entities and within the contractor workforce.

- a. Streamline and enhance the Financial Institution Diversity Self-Assessment (FID-SA) Application to increase and improve submissions by regulated entities.
- b. Develop and implement a portal in support of OMWI vendor outreach activities.
- c. Implement and enhance the automated tool for performing good faith effort reviews of the contractor workforce.

5.3 DEI Advisor. Provide advice on matters with the goal of supporting financial inclusion in the development and implementation of FDIC policies, including those which promote diversity and inclusion of historically underserved and marginalized populations.

- a.** Explore creation of a non-profit to provide technical assistance to minority depository institutions (MDIs) on digital transformation.
- b.** Explore mechanisms to support internships at MDIs, Community Development Financial Institutions (CDFIs), and other interested financial institutions for students from HBCUs and other Minority-Serving Institutions (MSIs) with established technology programs.
- c.** Train examiners on examining unique business models of MDIs.
- d.** Provide DEI perspective for public awareness campaigns to ensure goals are met and prevent unintended consequences.
- e.** Create a network roadmap illustrating and connecting activities that the FDIC conducts to enhance outreach potential of all programs and initiatives that support DEI.

APPENDIX – KEY CONCEPTS AND TERMS

Authentic Self	Who an individual is as a person, demonstrating different experiences, perspectives, cultures, history, etc., without being forced to conform to the majority culture in the workplace. The work culture must value a wide range of talents, skills, and experiences to create a sense of belonging for everyone without causing harm to others.
Cultural Competency	The ability to understand, accept, and interact with individuals of different backgrounds and cultures.
Disability	A physical or mental impairment that substantially limits one or more major life activities.
Disabled Veteran	A person who has served on active duty in the armed forces, has separated under honorable conditions, and has established the present existence of a service-connected disability or is receiving compensation, disability retirement benefits, or pension because of a public statute administered by the Department of Veterans Affairs or a military department.
Diversity	Diversity encompasses the range of similarities and differences each individual brings to the workplace, including but not limited to, national origin, language, race, color, disability, ethnicity, gender, age, religion and belief, sexual orientation, gender identity, socioeconomic status, veteran status, family structure, and diversity of thought, all of which is shaped by culture, background, experiences, and other elements.
Equity	Consistent, systematic, fair, just, and impartial treatment, access, opportunity, and advancement for all individuals, including individuals who historically have been denied such treatment, while striving to identify and eliminate barriers that might prevent any employee’s full and equitable participation in the workplace.
Inclusion	Inclusion is a set of behaviors (e.g., welcoming new employees, paying attention and extending an invitation, seeking and respecting other perspectives, etc.) that promote equal access to opportunities and resources for individuals who might otherwise be excluded or marginalized.

Individual/Person with a Disability	A person with a physical or mental impairment that substantially limits one or more major life activities (such as walking, talking, seeing, hearing, or learning), has a record of such impairment, or is regarded as having an impairment unless the impairment is both transitory and minor.
Reasonable Accommodation	Any change in the work environment (or in the way things are usually done) to help a person with a disability apply for a job, perform the essential duties of a job, or enjoy the benefits and privileges of employment.
Self-Identification of Disability	The voluntary completion and submission of information from the Office of Personnel Management's (OPM's) Standard Form 256 (SF 256) identifying that a person has a disability, either by hard copy of the SF 256 to the servicing Human Resources Branch personnel in the Division of Administration, or electronically through the MyEPP system using the appropriate code from the SF 256.
Talent Acquisition	Long-term human resources planning and finding appropriate candidates for positions that require specific skillsets to fulfill a business need.
Targeted Disability	Specific, severe disabilities targeted for emphasis in affirmative action planning that include, but are not limited to, developmental disabilities, traumatic brain injury, deafness, blindness, missing extremities, partial paralysis, complete paralysis, epilepsy, intellectual disabilities, psychiatric disabilities, dwarfism, and significant disfigurement.
Underserved Communities	Populations sharing a particular characteristic, as well as a geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civil life.
Unseen Diversity Characteristic	Non-visible personal characteristics such as background, culture, and personality, as well as protected classes such as disability, sexual orientation, and religion and belief.