



**US Department of Energy
National Nuclear Security Administration**

Management Directive 715

Fiscal Year 2008

**National Nuclear Security Administration
FY 2008 MD-715**

EEO Program Status Report

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EEOC FORM

715-01 PART A - D
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2007 to September 30, 2008

PART A Department or Agency Identifying Information	1. Agency		U.S. Department of Energy	
	1a. 2 nd level reporting component		National Nuclear Security Administration	
	1b. 3 rd level reporting component			
	1c. 4 th level reporting component			
	2. Address		1000 Independence Avenue, S.W.	
	3. City, State, Zip Code		Washington, D.C. 20585	
	4. CPDF Code	5. FIPS code(s)		
	1785	8840		
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			2,641
	2. Enter total number of temporary employees			28
	3. Enter total number employees paid from non-appropriated funds			
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			2,669¹
PART C	1. Head of Agency Official Title		Administrator for National Nuclear Security Administration	
	2. Agency Head Designee		Thomas P. D'Agostino	

¹Data contained in this report is current as of September 27, 2008

Agency Officials Responsible For Oversight of EEO Program(s)	3. Principal EEO Director/Official Title/series/grade	Mary Ann Fresco, Director, Office of Diversity and Outreach, Senior Executive Service Yolanda Girón, EEO and Diversity Program Manager, NNSA Service Center, Pay Band IV (GS-260-15)
	4. Title VII Affirmative EEO Program Official	Yolanda Girón, EEO and Diversity Program Manager
	6. Section 501 Affirmative Action Program Official	Yolanda Girón, EEO and Diversity Program Manager
	7. Complaint Processing Program Manager	Poli Marmolejos, Director, Office of Civil Rights & Diversity, Complaint Processing Program Manager for NNSA-HQ Debbie Parrish, Deputy EEO and Diversity Program Manager, Complaint Processing Program for NNSA Service Center, Site Offices, and Office of Secure Transportation
	8. Other Responsible EEO Staff	Debbie Parrish, Deputy EEO & Diversity Program Manager Patricia Padilla, EEO & Diversity Specialist Denise Ramos, EEO & Diversity Specialist

EEOC FORM 715-01 PART A - D <i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	National Nuclear Security Administration	1785	8840

EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	X	² Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	² EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	² EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to CLF	X	² Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	² Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	² Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	² Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	X
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	² Organizational Chart	X

²See Appendices 1-7

**EEOC FORM
715-01 PART E**

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

National Nuclear Security Administration

Period Covering October 1, 2007 to September 30, 2008

EXECUTIVE SUMMARY

I. Mission: Congress formally established the National Nuclear Security Administration (NNSA) as a separately organized agency within the U.S. Department of Energy (DOE) in 2000. The mission of the NNSA is *to strengthen United States' security through the military application of nuclear energy and reduce the global threat from terrorism and weapons of mass destruction*. To leverage resources in support of this mission, NNSA is preparing for a transformation and consolidation of missions and facilities within existing NNSA sites, known as distributed centers of excellence. NNSA's expectations for our nuclear security complex is to be a smaller, more efficient complex that employs best business practices to maximize efficiency, minimize costs, and respond to national and global security challenges.

Managing a complex nuclear weapons program will continue to require a workforce that is "second to none." NNSA's ability to retain and regenerate these experts is essential to its mission. NNSA's vision for transformation includes a streamlined leadership and management structure that will enable the nuclear weapons complex to fully leverage the critical skills of our workforce. To accomplish this transformation, the Office of Personnel Management (OPM) approved NNSA's project plan to implement a Pay Banding and Performance-Based Pay Adjustments Demonstration (DEMO) Project. On March 16, 2008, NNSA implemented its DEMO Project. This DEMO Project is designed to give NNSA managers the state-of-the-art tools and flexibilities needed to gain and maintain a competitive edge in the current and future market place through use of higher entry salaries and faster pay progression of high performing employees. NNSA is confident the DEMO Project will put NNSA in a position to acquire the knowledge and skills that will be needed to meet NNSA's critical mission today and into the future.

II. Summary of Results of NNSA's Annual Self-Assessment against MD-715's Essential Elements:

The agency's self-assessment checklist measuring essential elements was completed. The NNSA has made several accomplishments toward the essential elements of a model EEO program. Overall, NNSA meets the six Essential Elements identified as necessary for a model EEO program. The following strengths and recommendations are noted. Additional information may be found in EEOC Form, Part H and I

1. Element one: Demonstrated Commitment from Agency Leadership
Strength: Diversity policies are well established, in place, and accessible to all employees. Consistent with the Secretary of Energy's EEO and Diversity Policy statement and DOE Order for training, NNSA trained 195 supervisors and 992 employees with an annual EEO update on the complaints process and NNSA's Diversity Strategic vision.
Recommendation: Continue posting policies and expand training modules to include computer-based training video certification.
2. Element two: Integration of EEO into the Agency's Strategic Mission
Strength: NNSA Strategic Plan for EEO and Diversity has been developed. All NNSA employees have been briefed.
Recommendation: Develop Diversity Council Strategic Structure and Implement.
3. Element three: Management and Program Accountability
Strength: The majority of supervisors and employees completed training on complaints process, NNSA's Diversity Strategic Vision, and NNSA's Mediation Program.
Recommendation: An analysis of workforce profiles (by occupations and pay bands) revealed individuals with Targeted Disabilities³ represent less than one percent (.4%). The Federal High of individuals with Targeted Disabilities is 2.23% Recommend providing training to all management officials and supervisors on special hiring authorities for individuals with Targeted Disabilities and reasonable accommodations procedures.
4. Element four: Proactive Prevention
Strength: MD-715 assessment completed for FY 2005, 2006, and 2007.
Recommendation: Acquire MD-715 data collection and analysis tool.
5. Elements five and six: Efficiency and Responsiveness/Legal Compliance
Strength: EEO and Diversity program is in compliance with EEO laws, regulations, and policies.

³See Appendix 5 - Definitions

III. Summary of Results of Analysis of Workforce Profile:

A. Workforce Profile Summary, including net change analysis and comparison to Civilian Labor Force (CLF), Table A1/B1:

The total workforce was compared (by Race and Ethnicity) to the U.S. Census Bureau 2000 National Civilian Labor Force (NCLF), and the number of individuals with Targeted Disabilities was compared to the Federal high of 2.23%. An analysis of the total workforce reflected the following:

- € Total workforce increased by 117, from 2552 in FY 2007 to 2669 in FY 2008.
- € Minorities comprise 31.5% of NNSA's workforce, an increase over FY 2007 of 0.6%.
- € Female representation was 34.2%, an increase of 0.9% from FY 2007, which was 33.3% (CLF is 46.8%).
- € Hispanic representation comprises 16.5%. Hispanic representation, as a proportion of total workforce, fell slightly from 2007, down 0.3% from 16.8% (CLF is 10.7%). The total number of Hispanics increased from 427 to 440.
- € African American representation comprises 8.4% in FY 2008, an increase of .4% (CLF is 10.5%).
- € Asian American/Pacific Islander representation comprises 4.4%, an increase of .3% (CLF is 3.6%).
- € American Indian representation comprises 2.2%, an increase of .4% (CLF is .6%).
- € Individuals with Targeted Disabilities decreased from 12 individuals to 11 in FY 2008. For Targeted Disabilities, there was 1 less in FY 2008 (11) and no change in FY 2007 (12). Individuals with Targeted Disabilities represent less than one percent (0.4%) of the total work force (Federal high 2.23%).
- € For the disabled workforce, there were 4 less in FY 2008 (126), 3 less in FY 2007 (130 total), and 3 less in FY 2006 (127).

For underrepresented groups, there has been a steady increase, with the exception of the individuals with Targeted Disabilities and disabled workforce in general. Underrepresented groups include individuals with Targeted Disabilities, females, African Americans and Asian females.

B. Analysis by Occupational Categories, compared to the National Occupational CLF (NOCLF) Categories, Table A3:

The major occupations (mission related and heavily populated) were also compared to the U.S. Census Bureau 2000 Civilian Labor Force. **Note:** *Due to conversion from General Schedule to Pay Bands, NNSA is unable to refer to any increases or decreases over FY 2007 for the following occupational categories. For each occupational category, underrepresented groups are highlighted.*

Officials and Managers: Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations.

- £ Women held 20.9% of Officials and Managers positions, CLF is 38.6%.
- £ White female participation rate is 14.2%, CLF is 30.6%.
- £ African American females is 1.5%, CLF is 3.5%.

Professionals, Engineers & Scientists: Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

- £ Women held 18.1% of professional positions, CLF is 40.3%.
- £ White females held 11.6%, CLF is 32.2%.
- £ African American males held 3.4%, CLF is 4.0%.
- £ African American females held 1.3%, CLF is 3.7%.

Craft Workers Category (Nuclear Materials Couriers/Federal Agents): Manual workers of relatively high skill level have a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training.

- £ Women held .3% of all Federal Agent positions, CLF is 5.5%.
- £ African American male participation rate is 4.7%; CLF is 6.2%.

**C. Analysis by Senior Executive Service and Pay Bands (compared to Workforce),
Table A4-1/B4-1**

- £ SES positions – 81.7% male, 18.3% female. There is no representation of Hispanic or African American female employees, or Native American male employees.
- £ African American females and African American males were underrepresented in the Engineering and Scientific Career Paths (NN) at Pay Bands 03 and 04.
- £ Hispanic, African American, and Asian females were underrepresented, and Asian males were underrepresented in Nuclear Materials Courier Path/Federal Agents (NV) at Pay Band 01.
- £ There is an opportunity to increase number of females in the SES, Pay Bands NN 03 and 04, and Nuclear Materials Courier Path NV 01.

D. Analysis by Major Occupations (compared to National Occupational CLF), Table A6:

- £ Engineering and Scientific: 82.2% male (CLF is 59.7%), 18.1% female (CLF is 40.3%). There was underrepresentation of White females 11.6% (CLF is 32.2%); African American males 3.4% (CLF is 4.0%); and African American females 1.3%, (CLF 3.7%).
- £ Professional, Technical and Administrative: White females were underrepresented at 27.7%, CLF 40.9%.
- £ Senior Executive Service: Females 18.3%, CLF 34.9%; Hispanic females 0.0%, CLF 2.1%; African American males 2.8%, CLF 6.5%; African American females 0.0%, CLF 3.6%; Asian males and females 1.8%, CLF 3.3%.
- £ Hazardous Materials Removal Workers/Nuclear Materials Couriers/Federal Agents: (refer to Table A3).

E. Analysis of New Hires, Promotions, and Awards, Table A-8/A-11:

- £ There were 318 new hires in FY 2008; 212 new hires in FY 2007.
- £ There was an increase of approximately .3% in female hires (permanent and temporary). There were 39.7% new female hires in FY 2008 and 39.4% in FY 2007.
- £ Minorities filled 34.5% of the permanent positions in FY 2008 and 36.7% in FY 2007.
- £ New hire representation was at or exceeded the Civilian Labor Force in the following areas:
 1. African American males 5.0%, CLF 4.8%; African American females 7.9%, CLF 5.7%; Asian males 1.3%, CLF 1.0%
 2. American Indian males .3%, CLF .3%
 3. American Indian females 2.5%, CLF .3%.

F. Analysis by Separations (compared to national CLF), Table A14:

- £ Total separations increased from 218 to 244 in FY 2008, of which 65.6% were Male and 34.4% Female. 40.0% of the separations are due to retirement and approximately 53.0% are the result of resignations and transfers to other federal agencies. 16 individuals (6.5%) of the total separations (218) were involuntary (5 deaths), of which 62.5% were male and 37.5% were female.

A summary of A-14 follows:

- £ Total separations of White females increased from 35 in FY 2007 to 44 in FY 2008, increasing the overall percentage of separations for White females from 16.0% to 18.0%.
- £ 40.0% of 244 separations are due to retirement; approximately 53.0% are resignations and transfers to other federal agencies.
- £ Separations of Asian females and males increased from .5% to 1.6% for females and .5% to 2.0% for males in FY 2008.
- £ African American female separations increased from 3.2% to 7.8% in FY 2008.
- £ There was a decrease in the number of employees with disabilities separating, from 19 in FY 2007 to 9 in FY 2008.
- £ Separations of African American males decreased from 5.5% to 4.2% in FY 2008.
- £ One individual with a Targeted Disability separated in FY 2008.

G. Summary of Progress/Needs in Hiring of Persons with Disabilities:

- £ The number of employees with targeted disabilities (deafness, blindness, missing limbs, partial or total paralysis, convulsive disorder, mental illness, and distortion of limb/spine) remains unchanged (12) from FY 2007.
- £ The number of employees with reportable disabilities decreased from 133 to 130, bringing the representation rate of employees with targeted disabilities to .5% and employees with reportable disabilities to 5.1%.

Summary of EEO Objectives/Activities planned to attain essential element(s) of a model EEO program: Objectives and action items for each deficiency have been identified and included in Parts H and I.

**EEOC FORM
715-01 PART F**

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**Certification Of Establishment of Continuing
Equal Employment Opportunity Programs**

Mary Ann Fresco, Director, Office
of Diversity and Outreach, Senior
Executive Service

Principal EEO Director/Official for

National Nuclear Security
Administration

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

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

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

Mary Ann Fresco, Director, Office of Diversity and Outreach, Senior
Executive Service

Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in
compliance with EEO MD-715.

Date

Karen L. Boardman, Director
NNSA Service Center



Signature of Agency Head or Agency Head Designee





Date

**EEOC FORM
715-01 PART G**

U.S. Equal Employment Opportunity Commission

**Federal Agency Annual EEO Program Status Report
Agency Self-Assessment Checklist Measuring Essential Elements**



Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
<p>The Agency Head assumed duties as Administrator August 13, 2007. The EEO policy statement was issued by DOE-HQ April 10, 2007.</p> <p>Was the EEO policy Statement issued within 6-9 months of the installation of the Agency Head? If no, provide an explanation.</p>			X	<p>The EEO Policy Statements are issued by DOE-HQ. The last EEO policy statement was issued April 10, 2007, four months before the Administrator assumed his duties. It is also available via the world wide web 24/7 to NNSA employees.</p>
<p>Are new employees provided a copy of the EEO policy statement during orientation?</p>			X	<p>The NNSA New Employee Orientations is being redesigned under a Six Sigma project. A segment of EEO is being incorporated to include the Agency's EEO policies.</p>



When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?			X	Supervisory training is being conducted with a segment on EEO and Diversity.
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X		
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:			X	
resolve problems/disagreements and other conflicts in their respective work environments as they arise?			X	



address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X		
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X		
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	X		
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior. – Employees informed via briefings and issuance of policy statements.	X		
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X		



Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		
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Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X		
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		

<p>If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?</p>	<p>X</p>			
<p>If not, please describe how EEO program authority is delegated to subordinate reporting components.</p>	<p>X</p>			
<p> Compliance Indicator</p>	<p>The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.</p>	<p>Measure has been met</p>		<p>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</p>
<p> Measures</p>		<p>Yes</p>	<p>No</p>	
<p>Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?</p>	<p>X</p>			
<p>Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it</p>	<p>X</p>			

identified and/or eliminated or reduced the impact of?				
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program		X		



efficiency and/or eliminate identified barriers to the realization of equality of opportunity?				
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?			X	Staff personnel are adequate; however, software which would ensure accuracy in data and reduce time preparation of MD-715 is needed. Current software on complaint processing is acceptable.
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
Federal Women's Program-5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities-Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP-5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	

Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X	NNSA-HQ is pursuing the acquisition of MD-715 software for use during FY 2009, to collect and track data to perform thorough barrier analysis.
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X		
Has funding been secured for publication and distribution of EEO materials (e.g., harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all	X		



managers and supervisors with training and periodic up-dates on their EEO responsibilities:			
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
to provide religious accommodations?	X		
to provide disability accommodations in accordance with the agency's written procedures?	X		
in the EEO discrimination complaint process?	X		
to participate in ADR?	X		



Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY

This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.

 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	X			
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?	X			




→ Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Have timetables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	X			
Have timetables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	X			
Have timetables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	X			
→ Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	X			



Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X			
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	X			
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X			
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X			
Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X			
When barriers are identified, do senior	X			


managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?				
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex, and disability?		X		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex, and disability?		X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex, and disability?		X		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex, and disability?		X		
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?			X	Participation is highly encouraged.



Essential Element E: EFFICIENCY



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





 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	X		
	Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X	NNSA is working on, or expanding the option of, obtaining software to successfully track all MD-715 data.
	Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?	X		
	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?	X		
	Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X	There is no tracking system in place to monitor receipt date of reasonable accommodation requests and decision date.
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report





 Measures	the effectiveness of the agency's EEO Programs.	Yes	No	
Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	X			
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	X			
Does the agency hold contractors accountable for delay in counseling and investigation processing times?	X			
<p>If yes, briefly describe how:</p> <p>As prescribed within the Statement of Work.</p>				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	X			
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	X			
 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report

 Measures	frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Yes	No	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
Does the agency complete the investigations within the applicable prescribed time frame?			X	During FY 2008, investigations were delayed due to procurement issues. Adjustments have been made to ensure that investigations are conducted in a timely manner for FY 2009.
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X	DOE Headquarters Office of Civil Rights will ensure that Agency decisions are issued within 60 days of request during FY 2009.
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		

Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			X	Participation is highly encouraged.
Does the Responsible Management Official (RMO) directly involved in the dispute have settlement authority?			X	Yes, RMO has authority on non-monetary settlements. Monetary settlements require coordination and approval of Counsel, Office of Human Capital Management Services, Site Manager, and/or Director.

 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		

 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		
Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
		X		

 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.			X	This function is performed by the Defense Finance and Accounting Service for NNSA.
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?				
Are procedures in place to promptly process other forms of ordered relief?				
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
If so, please identify the employees by title in the comments section, and state how performance is measured.		EEO and Diversity Program Manager. EEOC orders are administered within the required time or within period identified by EEOC.		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				

Have the involved employees received any formal training in EEO compliance?	X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:			
Attorney Fees: Copy of check issued for attorney fees and/or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report	X		

of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).			
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes:

1. See 29 C.F.R. § 1614.102.
2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See *EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation* (10/20/00), Question 28.

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**Federal Agency Annual EEO Program Status Report
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2008 U.S. Department of Energy, National Nuclear Security Administration	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Element One – Demonstrated Commitment
OBJECTIVE:	<p>Issue a written policy statement expressing agency’s commitment to Equal Employment Opportunity (EEO) and a workplace free of discriminatory harassment. This statement should be issued on an annual basis and disseminated to all employees.</p> <p>Rate managers and supervisors annually on an EEO performance element.</p> <p>Support and collaborate with Special Emphasis Programs by providing adequate training, resources, and advocating attendance at key cultural awareness events.</p>
RESPONSIBLE OFFICIAL:	Poli Marmolejos, Director, Office of Civil Rights and Diversity
DATE OBJECTIVE INITIATED:	October 1, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)

Director of Civil Rights and Diversity will develop EEO and Diversity policy statement for review and signature by the Secretary of Energy	September 2009
Director of Civil Rights and Diversity will develop harassment policy statement for review and signature by the Secretary of Energy.	September 2009
Rate managers and supervisor on EEO and Diversity performance element.	Annually

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Secretary of Energy Samuel Bodman issued DOE EEO and Diversity Policy Statement April 10, 2007.

The Policy was distributed to all employees via e-mail and remains available via a link from the NNSA EEO web site to the DOE web site (http://civilrights.doe.gov/Policy_Statements/policy_statements.html).

2. Secretary of Energy Samuel Bodman issued DOE Policy Statement on the Prevention of Harassment (including Sexual Harassment) and Retaliation on April 10, 2007.

The Policy was distributed to all employees via e-mail and is available via DOE web site.

3. All Managers and Supervisors are rated on the following performance element each year: Leadership - Demonstrates leadership skills by developing effective working relationships; immediately addressing employee issues with professionalism; soliciting the views of others; and engaging employees in advancing the mission or goals in the agency. Guidance – Effectively plans, organizes, and prioritizes work activities to deliver the objective within established timeframes, making successful adjustments as necessary in order to respond to changing situations. Resource Management – Identifies and manages fiscal and human resources effectively. Regularly evaluates organizational operations and recommends appropriate changes. Takes action as required. Human Capital Management – Follows agency guidelines and expectations to 1) Meet management commitments related to merit systems principles and prohibited personnel practices, 2) Identify employees’ developmental needs and address those needs through effective use of mentoring, coaching, formal and informal training, and assignments, 3) Monitor individual staff performance regularly and effectively rewarding high-performing employees by making meaningful performance distinctions and ensuring that awards are reflective of employee contributions, 4) Take appropriate action in addressing performance and conduct issues, grievances, and/or EEO concerns, 5) Demonstrates efforts to resolve issues at the lowest level. Ensures subordinate supervisors (if any) do the same. Maintains appropriate documentation and records of related activities, Ensures all direct reports complete required training in accordance with EEOC, DOE, and NNSA regulations and policy. (EEO, Diversity, No FEAR, Anti-Harassment, Safety, Security, Ethics, etc.). Display commitment of furthering

the Agency's objectives to create a workplace that embraces diversity and provides equal employment opportunity regardless of race, color, age, sex, national origin, religion, disabling condition, or sexual orientation and support the zero tolerance policy of discrimination and harassment.

4. Special Emphasis Programs are provided adequate training and funding to support individual development as well as promote cultural awareness activities.

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**Federal Agency Annual EEO Program Status Report
EEO Plan to Attain the Essential Elements Of A Model EEO Program**

FY 2008 U.S. Department of Energy, National Nuclear Security Administration	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Element Two – Making EEO and Diversity an Integral Part of the Agency’s Strategic Mission
OBJECTIVE:	1. Develop NNSA Strategic Plan for EEO and Diversity 2. Develop Diversity Council Strategic Structure
RESPONSIBLE OFFICIAL:	1. Mary Ann Fresco, Director, Office of Diversity and Outreach 2. Yolanda Girón, EEO and Diversity Program Manager
DATE OBJECTIVE INITIATED:	October 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Develop NNSA Strategic Plan for EEO and Diversity and brief all NNSA employees. This plan will provide a framework to build a diverse work force prepared to meet the mission critical needs necessary to sustain NNSA’s future. 2. Develop Diversity Council Strategic Structure for EEO and Diversity.	September 30, 2009 September 30, 2009

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

1. Develop NNSA Strategic Plan for EEO and Diversity and brief all NNSA employees by September 30, 2009. This plan will provide a framework to build a diverse work force prepared to meet the mission critical needs necessary to sustain NNSA's future.

NNSA Diversity Vision: To become an employer of choice by providing a diverse, inclusive, respectful work environment that empowers and releases the potential of its leaders and the work force.

Diversity Mission: Provide administrative leadership and technical guidance to create and sustain an internal Diversity infrastructure that will learn, update, teach and preserve a comprehensive, institutionalized NNSA Diversity strategy.

Implement four strategic diversity themes:

Leading Workforce Diversity includes the NNSA specific policies, strategies, and accountability measures to provide enlightened leadership and equitable treatment to our diverse organization.

Managing Strategic Influences addresses the steps to create a sustainable diversity infrastructure that links the organizational "influences" e.g., people, tools, and resources that impact and support diversity, inclusion and EEO.

Educating with Excellence involves acquiring the individual and institutional capacity necessary to integrate and improve the content, quality, and relevance of existing diversity, inclusion and EEO instructional efforts.

Transforming the Culture addresses the cross-functional programs and initiatives that affect how we perceive, think, and feel about diversity, inclusion and EEO. Outreach and information-sharing activities help to sustain our long-term diversity investment.

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**Federal Agency Annual EEO Program Status Report
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2008 U.S. Department of Energy, National Nuclear Security Administration	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Element Three – Management and Program Accountability
OBJECTIVE:	Hold managers, supervisors, and EEO officials and personnel officers accountable for the effective implementation and management of the agency’s program.
RESPONSIBLE OFFICIAL:	Michael Kane, Associate Administrator for Management and Administration
DATE OBJECTIVE INITIATED:	October 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. All Managers and Supervisors are rated on the following element annually: See Page 33	September 30, 2009
2. All DOE nonsupervisory employees must participate in a minimum of 3 hours of EEO/diversity training annually. All DOE	September 2009

<p>supervisory employees must participate in 4 hours of EEO/diversity training annually. Individuals must engage in 4 hours of supervisory EEO/diversity training before (or within 3 months following) appointment to supervisory positions.</p>	
<p>3. Advisory services are being provided to all organizations, and as appropriate, training will be conducted as a proactive measure to improve the work environment. Also continue to recommend mediation as a viable option to resolve workplace disputes.</p>	<p>September 2009</p>
<p>4. All DOE employees must complete Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Training on a biannual basis. This training is not a substitute or replacement for the annual training on EEO and Diversity.</p> <p>5. An analysis of workforce profiles (by occupations and pay bands) revealed individuals with Targeted disabilities represent less than one percent (.4%). The Federal High of individuals with Targeted Disabilities is 2.23%. Provide training to all management officials and supervisors on special hiring authorities for individuals with Targeted disabilities and reasonable accommodations procedures.</p>	<p>December 2009</p> <p>September 2009</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <ul style="list-style-type: none"> • Consistent with the Secretary of Energy’s EEO and Diversity Policy statement and DOE Order for training, NNSA trained 195 supervisors and 992 employees with an annual EEO update on the complaints process, NNSA’s Diversity Strategic vision, and NNSA’s Mediation Program. This training was completed by September 30, 2008. • All Managers and Supervisors are rated annually on a specific performance objective on leadership and management duties. See page 33 for the specific performance measure. • NNSA Special Emphasis Programs conducted monthly educational events during FY 2008. Events are well-attended and training documentation is maintained on DOE Info. All NNSA employees are encouraged to attend with supervisory concurrence. 	

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**Federal Agency Annual EEO Program Status Report
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2008 Department of Energy National Nuclear Security Administration	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Element Four - Proactive Prevention
OBJECTIVE:	<ol style="list-style-type: none"> 1. Completed MD-715 and acquire MD-715 data collection and analysis system to provide for more efficient self-assessment on an annual basis (minimum) to monitor progress, identify areas where barriers may operate to exclude certain groups, and develop strategic plans to eliminate identified barriers. 2. Ensure Reasonable Accommodation Policy is readily available to all NNSA employees. 3. Ensure all employees are briefed on NNSA's Mediation Program. 4. Ensure Director, Office of Diversity and Outreach; and EEO and Diversity Program Manager; attend strategic meetings and have regularly scheduled meetings with key management officials.
RESPONSIBLE OFFICIAL:	<ol style="list-style-type: none"> 1. Mary Ann Fresco, Director, Office of Diversity and Outreach 2. Yolanda Girón, EEO and Diversity Program Manager
DATE OBJECTIVE INITIATED:	October 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Completed MD-715 for FY 2007 and acquire software.	November 2009
Reasonable Accommodation Policy	Ongoing
Alternative Dispute Resolution Program Overview to NNSA Employees	September 30, 2009
EEO Officials attend regularly scheduled and strategic planning meetings.	Ongoing
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<ol style="list-style-type: none"> <li data-bbox="240 739 1354 810">1. The FY 2007 MD-715 Report was completed by December 1, 2007. NNSA will continue to pursue partnering initiative with DOE-HQ to acquire MD-715 software. <li data-bbox="240 848 1432 953">2. NNSA follows the DOE Reasonable Accommodation Policy. The Policy is linked from the DOE web site (http://worklifecenter.doe.gov/disabilityServices.htm) to the NNSA web site. <li data-bbox="240 995 1399 1138">3. A formal Alternative Dispute Resolution Program (ADR) is available to all NNSA employees. The ADR contractor is GenQuest. All NNSA employees may also contact the DOE Office of General Counsel for mediation services. NNSA employees were briefed on the Mediation Program by September 30, 2008. <li data-bbox="240 1180 1425 1323">4. The Director, Diversity and Outreach in HQ, attends all weekly HQ Management Teams. In addition, the EEO and Diversity Manager at the Service Center attends all key leadership and management team meetings. Both EEO officials are a standard contributor to key decisions affecting NNSA employees. 	

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**Federal Agency Annual EEO Program Status Report
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2008 Department of Energy National Nuclear Security Administration	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Element Five – Efficiency and Legal Compliance
OBJECTIVE:	<ol style="list-style-type: none"> 1. Review EEO complaint resolution process to ensure it is efficient, fair, and impartial. Processing times should not exceed those provided for in 29 C.F.R. Part 1614. 2. Add measurable performance objective to EEO staff's plans for submitting complaint documents and annual affirmative employment plans.
RESPONSIBLE OFFICIAL:	Yolanda Girón, EEO and Diversity Program Manager
DATE OBJECTIVE INITIATED:	October 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Complaint process which includes neutral adjudication	September 30, 2009
Alternative Dispute Resolution Program – See element four	September 30, 2009

Tracking and monitoring system of EEO Complaints, ensuring timely and complete compliance with Title VII and the Rehabilitation Act.	September 30, 2009
Add measurable performance objective to ensure complaint documents and annual affirmative employment reports dates are met.	September 30, 2009

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Performance metrics were introduced in 2008 and will continue in 2009: informal counseling to 30-60-90 days, with written extension on mediation. Continue formal processing to 180 days from date of formal complaint, or 270 days with written extension in place.
2. Employees have access to the EEO complaint process through the NNSA Service Center or through the DOE Office of Civil Rights and Diversity, to file EEO complaints.
3. NNSA utilizes iComplaints, a DOE automated system to track and monitor EEO complaints from beginning to end.
4. Measurable performance objectives added to EEO staff's annual performance plan.

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**Federal Agency Annual EEO Program Status Report
EEO Plan to Eliminate Identified Barrier**

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Tables A-1, B-1, A-14, and B-14 – Total Workforce and Separations</p> <p>The total workforce was compared (by Race and Ethnicity) to the National Civilian Labor Force (NCLF), and the number of individuals with Targeted Disabilities was compared to the Federal high of 2.23%. An analysis of the total workforce reflected the following:</p> <ol style="list-style-type: none"> 1. Total workforce increased by 117, from 2552 to 2669, in FY 2008. 40.0% of the separations are due to retirement and approximately 53.0% are the result of resignations and transfers to other federal agencies. 2. Underrepresented groups include White females 18.7%, NCLF 33.7%; African American males 3.3%, NCLF 4.8%; African American females 5.1%, NCLF 5.7%; Asian Females 1.2%, NCLF 1.7%; and the *Targeted Disabled workforce .4%, Federal high 2.23%. 3. Total separations increased from 218 to 244 in FY 2008 (65.8% male, 34.2% female). 9 of the 244 separations had a disability and 1 of the 244 had a Targeted Disability. There were 16 involuntary separations (62.5% male and 37.5% female). 4. A review of A-14 (Separations) indicates total separations of White females increased from 35 in FY 2007 to 44 in FY 2008, increasing the overall percentage of separations for White females from 16.0% to 18.0%. <p>*See Appendix 6 – Definitions</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a</p>	<p>Underrepresented groups include White females 18.7%, NCLF 33.7%; African American males 3.3%, NCLF 4.8%; African American females 5.1%, NCLF 5.7%; Asian Females 1.2%, NCLF 1.7%; and the Targeted Disabled workforce .4% with a</p>

<p>description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Federal high of 2.23%. A review of A-1 indicates an increase in underrepresented groups, except for individuals with Targeted Disabilities, which decreased from 12 individuals to 11 in FY 2008. A summary of results follows:</p> <ul style="list-style-type: none"> • There were 27 additional White females hired (473 in FY 2007 to 500 in FY 2008). • There was an increase of 10 African American males hired (79 in FY 2007 to 89 in FY 2008). • There was an increase of 10 African American females hired (127 in FY 2007 to 137 in FY 2008). • There was an increase of 7 Asian females hired (27 in FY 2007 to 34 in FY 2008). • There was a decrease of 1 individual with Targeted Disabilities (12 in FY 2007 to 11 in FY 2008). <p>Separations:</p> <ul style="list-style-type: none"> • Total separations increased from 218 to 244 in FY 2008, of which 65.6% were Male and 34.4% Female. 40.0% of the separations are due to retirement and approximately 53.0% are the result of resignations and transfers to other federal agencies. 16 (6.5%) of the total separations were involuntary (5 deaths), of which 62.5% were male and 37.5% were female. • A review of A-14 (Separations) indicates total separations of White females increased from 35 in FY 2007 to 44 in FY 2008, increasing the overall percentage of separations for White females from 16.0% to 18.0%. • African American female separations increased from 3.2% to 7.8% in FY 2008. • African American male separations decreased from 5.5% to 3.7% in FY 2008. • There was a decrease (10) in the number of employees with disabilities separating, from 19 in FY 2007 to 9 in FY 2008.
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the</p>	<p>A review of B-1 indicates the number of individuals with targeted disabilities (.5% to .4%) continues to decline and is less than the Federal high of 2.23% targeted disabilities.</p> <p>A review of A-14 shows a total of 244 separations for FY 2008. There were 218 separations in FY 2007.</p>

<p>undesired condition.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ol style="list-style-type: none"> 1. Increase management officials' awareness of *special hiring authorities, and benefits of using these authorities, to actively recruit qualified individuals with targeted disabilities. 2. Implementation of Pay Banding and Performance-Based Pay Adjustments gives NNSA the flexibility needed to gain and maintain a competitive edge in retaining and motivating employees to remain with the agency. 3. Improve coordination between the Office of Human Capital Management Services' Selective Placement Coordinator (SPC) and the Committee for People with Disabilities (CPWD) Manager to actively recruit qualified individuals with targeted disabilities from educational institutions and organizations. 4. Report progress, by SPC and/or CPWD Manager, two times each year, at the Diversity Advisory Council meeting, on actions taken to support hiring, advancing and retaining people with targeted disabilities. 5. Continue using the DOE Reasonable Accommodation Policy. 6. Conduct exit interviews to determine specifics on employee separations. 7. Continue analysis of separations and total workforce in FY08 and report progress on hiring individuals with Targeted Disabilities. <p><i>*Schedule A appointing authority, 5 CFR 213.3102(u), revised by consolidating 3 separate appointing authorities, expanding proof of disability and applicant's job readiness certification, and clarifying the following: appointment options, that agencies may also make temporary time-limited and permanent appointments, the distinction between proof of disability and certification of job readiness.</i></p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Managers, Supervisors, Office of Human Capital Management, and the EEO and Diversity Office</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2007</p>

**TARGET DATE
FOR
COMPLETION
OF OBJECTIVE:**

September 30, 2009

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<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Tables A3-1 and B3-1 – Occupational Categories</p> <p>The major occupations (mission related and heavily populated) were compared to the Civilian Labor Force for the following occupations:</p> <ul style="list-style-type: none">ε Officials and Managersε Professionals, Engineers & Scientistsε Professionals, Technical, and Administrative <p>An analysis reflected the following:</p> <p>Female underrepresentation for 1) Officials and Managers, 2) Professionals, Engineers & Scientists; and 3) Craft Workers (Nuclear Material Couriers/Federal Agents)</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p><u>Officials and Managers:</u> Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency’s operations.</p> <p>Lower participation rate was noted in the following areas:</p> <p>Total women 20.9% , CLF is 39.0%. White female participation rate is 14.2%, CLF is 31%. African American female 1.5%, CLF 4.0%.</p> <p><u>Professionals, Engineers & Scientists:</u> Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.</p> <p>Women held 18.2% of professional positions, CLF is 54.0%</p> <p><u>Craft Workers Category (Nuclear Materials Couriers/Federal Agents):</u> Manual workers of relatively high skill level have a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training.</p>

	<p>Women held .3% of all Federal Agent positions, CLF is 5.0% African American male participation rate is 5.2%; CLF 6.0%</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Applications are not tracked by disability, race, or ethnicity.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ol style="list-style-type: none"> 1. Hiring projections for Federal Agents are estimated at 50 new hires for FY 2009. In addition, external hiring opportunities are anticipated under the Future Leaders Program and the Student Career Employment Program, which encompass all occupational categories and grade levels. 2. Continue networking with Minority Serving Institutions, community groups, and advertisement in minority publications to provide employment information for hiring Federal Agents, as well as the Future Leaders Program and Student Career Employment Program, with support from the Special Emphasis Programs.
<p>RESPONSIBLE OFFICIAL:</p>	<p>Craig Tucker, Assistant Deputy Administrator for Secure Transportation, Mary Ann Fresco Director, Office of Diversity and Outreach Yolanda Girón, EEO and Diversity Program Manager Arelene Sambrano, HR Manager, Office of Human Capital Management Services Future Leaders Program: Jerry Truax, FLP Program Manager Managers and Supervisors</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2007</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2009</p>

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FY 2008 U.S. Department of Energy, National Nuclear Security Administration	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Tables A4-1, A4-2, B4-1 and B4-2 – Pay Bands and Senior Executive Service (SES) The following pay bands and SES occupations were compared to the total NNSA workforce. An analysis reflected the following: <ol style="list-style-type: none">1. SES positions – 82.0% male. Opportunity to increase number of females. There is no representation of Hispanic or African American female employees, or American Indian male employees.2. Female underrepresentation in Engineering and Scientific Career Paths (NN) Pay Bands 03 and 04, and African American males at both pay bands.3. Female and African American males underrepresentation in Nuclear Materials Courier Career Path (NV) – Pay Band 01.

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

Analyzed participation rates for FY 2008.

Of the total work force, 4% held **Senior Executive Service (SES)** pay level positions. Following is an analysis of SES pay level positions.

1. Females occupied 18.3%, down from 19.1% in FY 2007.
2. Hispanics occupied 7.3%, down from 10.1% in FY 2007.
3. Whites occupied 87.1%, up from 85.1% in FY 2007.
4. African Americans occupied 2.8%, no change from FY 2007.
5. Asians occupied 1.8% in FY 2008, no change from 1.8% in FY 2007.
6. American Indians occupied .9% in FY 2008 and .9 in FY 2007.

Engineering and Scientific Career Path (NN) – Pay Band

03. Total employees: 62.

1. 77.4% male and 22.6% female (total female workforce is 34.1%).
2. Hispanic females 3.2% (total Hispanic female workforce is 7.8%).
3. White females 8.1% (total White female workforce is 18.7%).

Engineering and Scientific Career Path (NN) – Pay Band

04. Total employees: 316.

1. 82.3% male and 17.7% female (total female workforce is 34.1%).
2. Hispanic females 2.5% (total Hispanic female workforce is 7.8%).
3. White females 12.0% (total White female workforce is 18.7%).

	<p><u>Professional, Technical, and Administrative Career Path (NQ) – Pay Band 02.</u> Total employees: 315.</p> <ol style="list-style-type: none"> 1. 32.7% male and 67.3% female (total male workforce is 65.8%). 2. Hispanic males 8.0% (total Hispanic male workforce is 9.0%). 3. White females 21.0% (total White male workforce is 51.0%). <p><u>Professional, Technical, and Administrative Career Path (NQ) – Pay Band 03.</u> Total employees: 645.</p> <ol style="list-style-type: none"> 1. 53.5% male and 46.5% female (total male workforce is 65.8%). 2. White males 39.5% (total White male workforce is 49.8%). 3. Asian male 1.4% (total Asian male workforce is 3.1%). <p><u>Professional, Technical, and Administrative Career Path (NQ) – Pay Band 04.</u> Total employees: 229.</p> <ol style="list-style-type: none"> 1. 59.4% male and 40.6% female (total male workforce is 65.8%). 2. Hispanic males 7.0% (total Hispanic male workforce is 8.7%). 3. Hispanic female 6.1% (total Hispanic female workforce is 7.8%). <p><u>Nuclear Materials Courier Career Path (NV) – Pay Band 01.</u> Total employees: 215.</p> <p>99.5% male and .5% female (total male workforce is 65.8%).</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to</p>	<ol style="list-style-type: none"> 1. Hiring projections for Nuclear Materials Couriers (Federal agents) alone involve approximately 50 new positions, of which the majority will be males. Aggressive recruitment efforts will continue to employ more females and minorities.

<p>correct the undesired condition.</p>	<p>Future recruitment opportunities requiring internal and/or external hiring in order to reach projected ceiling allocations are estimated at approximately 150 positions. As the projected numbers of eligible employees retire, continue aggressive recruitment efforts to recruit a diverse workforce.</p> <ol style="list-style-type: none"> 2. Continue efforts to seek out female and minority applicants for Pay Band I Courier positions. 3. Increase applicant pools, with participation from Special Emphasis Program members, at underrepresented groups using the Future Leaders Program and the Student Career Employment Program, which brings in participants at lower pay bands, with significant career opportunities to higher pay bands. 4. Utilize succession planning and programs to develop current and potential executive level employees: Federal Executive Institute, Executive Potential Program, and Mid-Level Developmental Program.
<p>RESPONSIBLE OFFICIAL:</p>	<p>Succession Planning and Development: Arlene Sambrano, HR Manager, Office of Human Capital Management Services</p> <p>Nuclear Materials Courier (Federal Agents), Pay Band I: Craig Tucker, Assistant Deputy Administrator for Secure Transportation, NNSA</p> <p>Future Leaders Program: Jerry Truax, FLP Program Manager</p> <p>Special Emphasis Program Members: Mary Ann Fresco Director, Office of Diversity and Outreach Yolanda Girón, EEO and Diversity Program Manager</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2007</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>Nuclear Materials Courier (Federal Agents), Pay Band I, recruitment will be ongoing.</p> <p>Future Leaders Program is an annual ongoing program.</p>

Succession planning will be an ongoing initiative.

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<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Tables A6 and B6 - Participation Rates for Major Occupations</p> <p>Underrepresentation exists for females in Engineering and Scientific; Senior Technical and Administrative; and Senior Executive Service.</p> <p>There is varying minority underrepresentation in the major occupations (see barrier analysis).</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Compared participation rates against 2000 Census Bureau Occupational CLF by Race/Ethnicity and Gender. An analysis revealed the under representation as follows:</p> <ol style="list-style-type: none">1. Engineering and Scientific (NN), total females 18.1%, CLF is 40.3%; White females 11.6%, CLF 32.2%; and African American males 3.4% and females 1.3%, CLF 4.0% and 3.7% respectively.2. Professional, Technical & Administrative (NQ), White males 36.0%; CLF 39.9%; white females, 27.7%, CLF 40.9%.3. EJ/EK/EN/EX (Senior Technical/Professional), females, 17.8%, CLF 66.7%, Hispanic females 3.4%, CLF 5.0%; White females, 9.9%, CLF 49.9%; African American females 2.7%, CLF 8.5%.

	<p>4. Senior Executive Service, females 18.3%, CLF 34.9%, Hispanic females 0.0%, CLF 2.1%; White females, 16.5%, CLF 27.4%, African American males 2.8%, CLF 6.5%.</p> <p>5. Future Leaders (NF), Males 46.7%, CLF 52.9%; white females 20.0%, CLF 34.1%.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Not capturing data on new hire applications (Table A-8 and B-8) for gender, disability status, and race/ethnicity prevents an accurate assessment of data which would tell us if recruitment and advertising are reaching underrepresented groups.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>See Object A-4-1.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>See Objective A-4-1.</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2008</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2009</p>

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<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Tables A8 and B8 –New Hires</p> <p>An analysis of FY 2008 new hire underrepresentation was noted for females and Asian males and females.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>318 new hires in FY08</p> <p>Males 60.7%, Civilian Labor Force (CLF) = 53.2% Females 39.3%, CLF = 46.8% White females 18.9%, CLF = 33.7% Asian males 1.3%, CLF = 1.9% Asian females 2.5%, CLF = 1.7% Targeted Disability 0.0% (no change)</p> <p>Hispanic males and females exceeded CLF new hires (7.5%, CLF 6.2% males and 4.5% females). African American males and females exceeded CLF of 5.0% to 4.8% and 7.9% to 5.7% CLF respectively.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct</p>	<p>The system used to hire does not require data gathering for applicants' gender, race/ethnicity, and disability. Therefore, a determination on the effectiveness of recruitment and advertising efforts to underrepresented groups cannot be made.</p>

statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Determine applicant gender, race/ethnicity and disability status in order to measure recruitment and advertising effectiveness. Then be able to analyze further for underrepresented group, non-referral or referral for interview, and reasons for non-selection.
RESPONSIBLE OFFICIAL:	Michael Kane, Associate Administrator for Management and Administration
DATE OBJECTIVE INITIATED:	October 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009

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<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Table A-11/B-11 Internal Selections for Senior Level Positions</p> <p>Underrepresentation with adequate applicant pools at the next lower level exists for some groups for selections at the Pay Band III level and above.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Engineering & Scientific Career Path - NN – Pay Band III and IV:</p> <ul style="list-style-type: none"> • Females 25.0%, males 75.0% • Hispanic females 4.2%; males 8.3% • White females 12.5%; males 54.2% • African American females 0.0%; males 8.3% • Asian Pacific females 0.0%; males 4.2% • American Indian/Alaska Native females 8.3%, males 0.0% • Targeted Disabilities 0.0% <p>Professional Technical, and Administrative Path - NQ – Pay Band III and IV:</p> <ul style="list-style-type: none"> • Females 49.0%, males 51.0% • Hispanic females 18.6%; males 8.8% • White females 22.5%; males 38.2% • African American females 5.9%; males 1.0%

	<ul style="list-style-type: none"> • Asian Pacific females 1.0%; males 2.9% • American Indian/Alaska Native females 1.0%, males 0.0% • Targeted Disabilities 0.0% <p>Technicians & Administrative Support Path - NU – Pay Band III:</p> <ul style="list-style-type: none"> • Females 0.0%, males 100.0% • Hispanic females 0.0%; males 50.0% • White females 0.0%; males 50.0% • African American females 0.0%; males 0.0% • Asian Pacific females 0.0%; males 0.0% • American Indian/Alaska Native females 0.0%, males 0.0% • Targeted Disabilities 0.0% <p>Other Senior Engineering and Scientific – Pay Band IV and above (EJ/EK/EN/ES):</p> <ul style="list-style-type: none"> • Females 10.0%, males 90.0% • Hispanic females 0.0%; males 0.0% • White females 10.0%; males 70.0% • African American females 0.0%; males 20.0% • Asian Pacific females 0.0%; males 0.0% • American Indian/Alaska Native females 0.0%, Males 0.0% • Targeted Disabilities 0.0%
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Applicant data is not available for race/ethnicity, gender, or disability status. Therefore, a determination on recruitment for Pay Band III and above positions cannot be made.</p> <p>The applicant pools at each level are present and adequate to fill the next level. However, absent specific applicant data, a more specific barrier on selections cannot be made.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired</p>	<p>Continue analysis to determine who is applying, by race/ethnicity, gender and disability in order to assess the effectiveness of outreach to underrepresented groups.</p>

condition.	
RESPONSIBLE OFFICIAL:	Yolanda Girón, EEO and Diversity Program Manager
DATE OBJECTIVE INITIATED:	October 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009

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<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Tables A12 and B12 – Participation in Career Development by Race/Ethnicity</p> <p>An analysis of individuals participating in agency or government-wide career development programs reflect the following:</p> <p>Pay Band II – 2 participants; 1 African American female and 1 American Indian female.</p> <p>Pay Band III – 11 total participants; 9 males (81.9%) and 2 females (18.1%); 1 Hispanic female (9.1%); 6 White males (54.5%); 1 African American female (9.1%); 1 Asian male and 1 Asian females (9.1%); and 1 American Indian male (9.1%).</p> <p>Pay Band IV – 28 participants; 19 males (67.9%) and 9 females (32.1%); 3 Hispanic males (10.7%); 16 White males (57.1%); 5 White females (17.9%); 3 African American females (10.7%); 1 Asian female (3.6%)</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analysis shows:</p> <ol style="list-style-type: none"> 1. Pay Band III – 0.0% representation of Hispanic males, 0.0% White females; 0.0% African American males; and 0.0% American Indian males. 2. Pay Band IV – 0.0% representation of Hispanic females; 0.0% African American males; 0.0% Asian males; and 0.0% American Indian males and females.

<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Applicant data is not available for race/ethnicity, gender, or disability status. Therefore, a determination on recruitment for Pay Band II-IV positions cannot be made.</p> <p>The applicant pools at each level are present and adequate. However, absent specific applicant data, a more specific barrier on selections cannot be made.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ol style="list-style-type: none"> 1. Monitor applicants to address underrepresented groups. 2. Review data with Office of Human Capital Management Services Department to determine whether underrepresented groups are applying for career development programs and explore avenues to recruit individuals within NNSA. 3. Continue to advertise all Career Development Programs to all NNSA employees.
<p>RESPONSIBLE OFFICIAL:</p>	<p>Arlene Sambrano, HR Manager, Office of Human Capital Management Services</p> <p>Yolanda Girón, EEO and Diversity Program Manager</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2007</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2009</p>

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<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Tables A-13/B-13 – Employee Recognition and Awards</p> <p>At the various award levels, there are some groups below the average award for that particular category.</p> <p>For cash awards, \$501+, males exceed the average; females and minorities are below the average.</p> <p>Time-Off Awards, 1-9 hours: Average hours remained consistent for FY 2008 = 6. males below the average; females and minorities are above the average.</p> <p>Time-Off Awards, 9+ hours: Average hours = 18. Males averaged 18. All other gender, race/ethnicity, and disability employees were at or above the 18-hour average, with the exception of American Indians females (0 hours) and males (17 hours).</p> <p>Quality Step Increase: NNSA implemented a Pay Banding and Performance-Based Pay Adjustments DEMO Project in March 2008, and QSIs no longer exist within pay bands. NNSA’s database does not track pay band increases.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Absent focus groups, survey, interview or some other method to determine supervisors’ and managers’ individual philosophies on the granting of awards to their employees, we cannot state a specific barrier that addresses those race/ethnicity, gender, or disability employees that did not achieve the average award for a particular award category.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p>	

<p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Provide leadership overview on workforce diversity within NNSA, including awards program, distribution, and supervisor role regarding employee award recognition for FY 2009.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>a. Arlene Sambrano, HR Manager, Office of Human Capital Management Services b. Yolanda Girón, EEO and Diversity Program Manager</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2007</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2009</p>

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Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities

PART I Department or Agency Information	1. Agency		1. U.S. Department of Energy							
	1a. 2 nd Level Component		1a. National Nuclear Security Administration							
	1b. 3 rd Level or lower		1b.							
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	2007 beginning of FY		2008 end of FY		Net Change				
		Number	%	Number	%	Number	Rate of Change			
	Total Work Force	2,552	100%	2,669	100%	117	4.6%			
	Reportable Disability	130	100%	126	100%	-4	-3.1%			
	Targeted Disability*	12	100%	11	100%	1	0%			
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).									
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						Not tracked			
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						0			
PART III Participation Rates In Agency Employment Programs										
Other Employment/ Personnel Programs	Total	Reportable Disability		Targeted Disability		Not Identified	No Disability			
		#	%	#	%	#	%	#	%	
3. Competitive Promotions	169	8	4	1	.5	3	1	158	93	
4. Non-Competitive Promotions	84	2	2	0	0	1	1	81	96	
5. Employee Career Development Programs	71	1	1	0	0	1	1	69	97	

5a. Grades 5 - 12	33	0	0	0	0	0	0	33	100
5b. Grades 13 – 14	7	0	0	0	0	0	0	7	100
5c. Grade 15/SES	31	1	3	0	0	1	3	29	93
6. Employee Recognition and Awards									
6a. Time-Off Awards (Total hrs awarded)	10622	332	3	37	0.3	221	2	10032	94
6b. Cash Awards (total \$\$\$ awarded)	7.6 M	300K	3	18K	0.2	349K	3	7.0M	92
6c. Quality-Step Increase	NA								
EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
Part IV Identification and Elimination of Barriers	<p>Underrepresented groups include the Targeted Disabled workforce .4%, Federal high 2.23%. Also, a review of A-1 shows a decrease of individuals with Targeted Disabilities, from 12 individuals in FY 2007 to 11 in FY 2008.</p> <p>Separations: A review of B-1 indicates the number of individuals with targeted disabilities (.5% to .4%) continues to decline and is less than the Federal high of 2.23% targeted disabilities.</p>								
	<ol style="list-style-type: none"> 1. Increase management officials' awareness of **special hiring authorities, and benefits of using these authorities, to actively recruit qualified individuals with targeted disabilities. 2. Implementation of Pay Banding and Performance-Based Pay Adjustments gives NNSA the flexibility needed to gain and maintain a competitive edge in retaining and motivating employees to remain with the agency. 3. Improve coordination between the Office of Human Capital Management Services' Selective Placement Coordinator (SPC) and the Committee for People with Disabilities (CPWD) Manager to actively recruit qualified individuals with targeted disabilities from educational institutions and organizations. 4. Report progress, by SPC and/or CPWD Manager, two times each year, at the Diversity Advisory Council meeting, on actions taken to support hiring, advancing and retaining people with targeted disabilities. <p><i>*Schedule A appointing authority, 5 CFR 213.3102(u), revised by consolidating 3 separate appointing authorities, expanding proof of disability and applicant's job</i></p>								

readiness certification, and clarifying the following: appointment options, that agencies may also make temporary time-limited and permanent appointments, the distinction between proof of disability and certification of job readiness.

5. Continue using the DOE Reasonable Accommodation Policy.

6. Conduct exit interviews to determine specifics on employee separations.

7. Continue analysis of separations and total workforce in FY09 and report progress on hiring individuals with Targeted Disabilities.

Facility Accessibility Results
(to support action plan for building renovation projects)

The following actions were completed in support of the Americans with Disabilities Act (ADA) at the NNSA Service Center:

- Installed parking bumpers at Building 20389 to meet egress requirements, including ADA.
- Stripped the old paint and re-painted with slip resistant paint at entrances to NNSA Service Center (Building 20380).
- Patched damage asphalt around ADA parking lot at NNSA Service Center (Building 20392).
- Replaced several counter tops and faucets in restrooms for ADA compliance.


Appendix 1:
EEO and Diversity Policy Statement



The Secretary of Energy
Washington, D.C. 20585

April 10, 2007

MEMORANDUM FOR ALL DEPARTMENT OF ENERGY EMPLOYEES

FROM: SAMUEL W. BODMAN 
SUBJECT: Equal Employment Opportunity and Diversity
Policy Statement

The Department of Energy's (DOE) mission is of critical importance to this Nation. We are charged with the responsibility for advancing our country's national and energy security, promoting scientific and technical innovation, and ensuring the environmental cleanup of the national nuclear weapons complex.

I know that DOE Federal and Contractor employees are committed to excellence and have a strong record of performance. Indeed, I am continually impressed by the commitment that DOE Federal and Contractor employees show on a daily basis to accomplishing our missions. But if we are to be fully successful, we must constantly strive to attract and retain the best employees from all walks of life. To do so, we must embrace the concepts of Equal Employment Opportunity (EEO) and diversity, utilize those concepts to meet the professional aspirations of our employees and applicants for employment, and integrate them into the everyday culture of the Department.

Employees of DOE and its contractors are responsible not only for complying with EEO laws, but also for treating each other and all DOE stakeholders with respect and dignity. If we do so, and I believe we must do so, I am confident that we can maintain our world-class leadership, make DOE the employer of choice in the Federal Government, and more effectively accomplish the extraordinarily important and difficult missions that the President and the American people have entrusted to us.

In order to effectively abide by EEO and diversity concepts in their daily work, everyone must know what those concepts mean. Equal Employment Opportunity ensures that applicants and employees are not subjected to prohibited discrimination in any aspect of employment, including but not limited to recruitment, hiring, merit promotion, transfer, reassignment, training, career development, benefits, and separation. Prohibited discrimination includes discrimination or reprisal on the basis of race, color, sex, religion, national origin, age, disability (physical or mental), or sexual orientation. EEO mandates that all employment-related decisions be based on merit, and not on prohibited discriminatory factors. Prohibited discrimination is counterproductive to our mission and will not be tolerated at the Department of Energy.



Where discrimination is found to have occurred, appropriate corrective and/or disciplinary action will be taken.

Diversity is a broader concept than compliance with EEO requirements. Diversity involves fostering an environment that promotes inclusion, equity and respect, and enhances the potential and contribution of all employees. It allows for enhanced creativity, new ideas, fresh approaches to problem-solving, and access to different points of view. Studies have shown that diverse groups of people, working together, solve problems more quickly, more efficiently, and at lower cost than non-diverse groups. Diversity allows us to better reflect the rich tapestry of our great Nation, and thereby better serve our stakeholders and the public. I am personally committed to fostering a culture of inclusion and respect that values, embraces, and promotes diversity within the Department, and I expect all DOE Federal and Contractor employees to have that same level of commitment.

In that regard, it is not enough to simply say that we are an equal opportunity employer; I expect managers and supervisors to be proactive in preventing unlawful discrimination and in identifying and reporting known incidents of discrimination to their superiors or to their local DOE Office of Civil Rights and Diversity. DOE managers and supervisors also must exercise leadership and innovation in ensuring that EEO and diversity are important considerations in every aspect of employment, including recruitment and hiring. To that end, all barriers to equality of opportunity must be eliminated, and we must make sure appropriate effort is made to recruit and retain employees from all different backgrounds. DOE's Chief Human Capital Officer and the Director of DOE's Office of Civil Rights and Diversity are jointly developing and implementing mandatory training for supervisors to ensure understanding and compliance with relevant laws and directives.

I call upon each of you to become a personal leader in attaining a workplace of respect and inclusion and in creating an environment where all employees have an equal opportunity to reach their full potential.

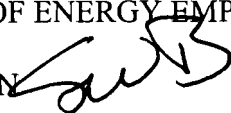
Appendix 2:
Policy Statement on Prevention of Harassment
(including Sexual Harassment) and Retaliation



The Secretary of Energy
Washington, D.C. 20585

April 10, 2007

MEMORANDUM FOR ALL DEPARTMENT OF ENERGY EMPLOYEES

FROM: SAMUEL W. BODMAN 

SUBJECT: Prevention of Harassment (Including Sexual Harassment) and
Retaliation Policy Statement

The purpose of this policy statement is to affirm the Department of Energy's responsibility to maintain a workplace free from harassment (including sexual harassment) and retaliation, and to ensure that all employees are aware of my personal commitment to this goal.

Harassment is any unwelcome verbal, written, or physical conduct that either denigrates or shows hostility or aversion towards a person on the basis of race, color, national origin, religion, sex, sexual orientation, disability, or age that: (1) has the purpose or effect of creating an intimidating, hostile, or offensive work environment; (2) has the purpose or effect of unreasonably interfering with an employee's work performance; or (3) affects an employee's employment opportunities or compensation.

Sexual harassment is defined as unwelcome behavior of a sexual nature, including but not limited to, unwelcome sexual advances, requests for sexual favors, physical conduct of a sexual nature, or other similar behavior. Sexual harassment is not limited to prohibited conduct by a male employee toward a female employee. A male, as well as a female, may be the victim of sexual harassment. Similarly, sexual harassment is not limited to the actions of a supervisory employee toward a non-supervisory employee; the harasser may be an agent of the employer, a supervisory employee who does not supervise the victim, a coworker or even a non-employee.

Employees who take action to report or stop prohibited harassment (sexual or non-sexual) are legally entitled to be free from retaliation. Retaliation is a form of discrimination where an employee is subjected to an adverse employment action or harassment that creates a hostile or abusive work environment, solely because he or she opposed an unlawful employment practice. "Opposing" an unlawful employment practice includes filing a charge of discrimination, participating in an investigation, proceeding or hearing, or taking other, similar action in opposition to the unlawful practice.

I strongly encourage employees to address harassment before it becomes severe or pervasive. An individual being harassed may confront the harasser directly if he or she feels comfortable doing so, but is never required to confront the harasser directly. In the alternative, the individual



being harassed may report the harassment to any management official, or directly to the Equal Employment Opportunity (EEO) Office at his or her workplace.

Employees who wish to file a formal complaint of discrimination regarding harassment or retaliation must contact an EEO Counselor within 45 days of the alleged discriminatory action, or within 45 days of the date on which they reasonably become aware of the discrimination. The complaint process provides for a prompt, thorough, and impartial investigation. The Department will seek to protect the confidentiality of harassment and retaliation allegations, to the extent possible, and will share information only with those who have a need to know in the performance of their official duties.

Supervisory employees are responsible for informing their respective management of any conduct that they know or have been informed may constitute harassment within the Department of Energy. Supervisory employees who have knowledge of an act of possible harassment should contact the Office of Civil Rights and Diversity for guidance, even if they have been asked to keep the matter confidential. They are also responsible for taking immediate and appropriate corrective action, including disciplinary action, with respect to any matter involving an allegation of harassment, as advised by their local EEO Office.

Every employee has the right to work in an environment free from unlawful harassment and unlawful retaliation. Any employee of the Department of Energy who engages in harassment or retaliation in violation of the law or of this policy is subject to disciplinary action, which may include suspension or dismissal.

For more information regarding harassment in the workplace, or information on how to file an EEO complaint, you may consult <http://civilrights.doe.gov>.

Appendix 3:
National Nuclear Security Administration
Organizational Chart

Administrator & Under Secretary for Nuclear Security

Thomas P. D'Agostino

Chief of Staff

William L. Barker, Jr.

NA-1



Effective: November 2008

Deputy Under Secretary for Counterterrorism

Steven Aoki

NA-4

Principal Deputy Administrator

William Ostendorff

Associate Principal Deputy Administrator
James Cavanagh

Executive Staff Director
Chief Information Officer
General Counsel
Director, Policy Planning, Assessment, & Analysis
Environment, Safety, & Health Advisor
Science Advisor

Administrator's Staff

Director, Congressional, Intergovernmental and Public Affairs
Chief, Defense Nuclear Safety

Deputy Admin. for Defense Programs
Robert L. Smolen
Prin. Asst. Dep. Admin. for Military Application
Brig Gen Jonathan George
Science Advisor
Dr. Gregory Simonson
NA-10

Deputy Admin. for Defense Nuclear Nonproliferation
William H. Tobey
Prin. Asst. Dep. Admin.
Kenneth Baker
NA-20

Deputy Admin. for Naval Reactors
ADM K. H. Donald, USN
Prin. Asst. Dep. Admin.
Stephen Trautman
NA-30

Associate Admin. for Emergency Operations
Joseph Krol
Dep. Assoc. Admin.
Carl Pavetto
NA-40

Associate Admin. for Infrastructure & Environment
Thad Konopnicki
Dep. Assoc. Admin.
(Vacant)
NA-50

Associate Admin. for Management & Administration
Michael Kane
Dep. Assoc. Admin.
James Lambert
NA-60

Associate Admin. for Defense Nuclear Security
Brad Peterson
Dep. Assoc. Admin.
Doug Fremont (Acting)
NA-70

NNSA Service Center Director
Karen Boardman
Deputy Director
Dennis Martinez

Asst. Dep. Admin. for Science, Engineering & Production Programs
W. Steven Goodrum
NA-12

Asst. Dep. Admin. for Global Threat Reduction
Andrew Bieniawski
NA-21

Asst. Dep. Admin. for Strategic Planning, Resources & Integration
Deborah Monette
NA-14

Asst. Dep. Admin. for Nonproliferation Research & Development
Jan Cerveny
NA-22

Asst. Dep. Admin. for Secure Transportation
Craig A. Tucker
NA-15

Asst. Dep. Admin. for Nuclear Risk Reduction
Trish Dedik
NA-23

Asst. Dep. Admin. for Nuclear Safety & Operations
Gerald L. Talbot, Jr.
NA-17

Asst. Dep. Admin. for Nonproliferation & International Security
Adam Scheinman
NA-24

Asst. Dep. Admin. for International Material Protection & Cooperation
David Huizenga
NA-25

Asst. Dep. Admin. for Fissile Materials Disposition
Ken Bromberg
NA-26

Office of Emergency Management
James Fairbent
NA-41

Office of Emergency Response
Deborah Wilber
NA-42

Office of Emergency Management Implementation
Jose Maisonet
NA-43

Office of Emergency Operations Support
Floyd McCloud
NA-44

Office of National Technical Nuclear Forensics
Thomas Black
NA-45

Office of International Emergency Management & Cooperation
Vincent McClelland
NA-46

Office of Nuclear Counterterrorism
Randall R. Weidman
NA-47

Office of Infrastructure & Facilities Management
Robert Herrera
NA-52

Office of Project Management & Systems Support
(Vacant)
NA-54

Office of Environmental Projects & Operations
John Lehr (Acting)
NA-56

Office of Nuclear Materials Integration
Patrick Edgerton (Acting)
NA-58

Office of Diversity Programs
Mary Ann Fresco
NA-61

Office of Planning, Programming, Budgeting & Evaluation
Kathleen Foley
NA-62

Office of Acquisition & Supply Management
David Boyd
NA-63

Office of Human Capital Management Programs
David Amaral
NA-64

Office of Business Operations
Teresa Tyner
NA-66

Office of Security Operations & Performance Assurance
(Vacant)
NA-71

Office of Field Support
Kevin Leitheit (Acting)
NA-72

Kansas City Site Office
Steve C. Taylor

Livermore Site Office
Alice C. Williams

Los Alamos Site Office
Donald L. Winchell, Jr.

Nevada Site Office
Stephen A. Mellington

Pantex Site Office
Steve Erhart

Sandia Site Office
Kim Davis (Acting)

Savannah River Site Office
Kevin Hall (Acting)

Y-12 Site Office
Theodore D. Sherry

Appendix 4:
462 Report (attached)

AGENCY OR DEPARTMENT: _____ REPORTING PERIOD: FY _____

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. TOTAL COMPLETED/ENDED COUNSELINGS		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
D. COUNSELING ACTIVITIES		
	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD		
2. INITIATED DURING THE REPORTING PERIOD		
3. COMPLETED/ENDED COUNSELINGS		
a. SETTLEMENTS (MONETARY AND NON-MONETARY)		
b. WITHDRAWALS/NO COMPLAINT FILED		
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD		
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD		

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FROTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			
6.			
7.			

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FROTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			
6.			
7.			

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: _____ **REPORTING PERIOD: FY** _____

PART II - FORMAL COMPLAINT ACTIVITIES

A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD

B. COMPLAINTS FILED

C. REMANDS (sum of lines C1+C2+C3)

C.1. REMANDS (NOT INCLUDED IN A. OR B.)

C.2. REMANDS (INCLUDED IN A. OR B.)

C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1. OR C.2. ABOVE

C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS

D. TOTAL COMPLAINTS (sum of lines A+B+C1)

E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED

F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD

G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED

H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD

I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F + H)) + [(C2 + C3) - C4]

J. INDIVIDUALS FILING COMPLAINTS

K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
1. WORK FORCE				
a. TOTAL WORK FORCE				
b. PERMANENT EMPLOYEES				
2. COUNSELOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
3. INVESTIGATOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
4. COUNSELOR/INVESTIGATOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS						
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						

C. REPORTING LINE

1. EEO DIRECTOR'S NAME: _____

1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD? YES NO

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
PERSON: _____
TITLE: _____

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
PERSON: _____
TITLE: _____

4. WHO DOES THAT PERSON REPORT TO?
PERSON: _____
TITLE: _____

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

1. TITLE VII
2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
3. REHABILITATION ACT
4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)			
1. WITHDRAWALS			
a. NON-ADR WITHDRAWALS			
b. ADR WITHDRAWALS			
2. SETTLEMENTS			
a. NON-ADR SETTLEMENTS			
b. ADR SETTLEMENTS			
3. FINAL AGENCY DECISIONS (B+C)			
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)			
1. FINDING DISCRIMINATION			
2. FINDING NO DISCRIMINATION			
3. DISMISSAL OF COMPLAINTS			
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)			
1. AJ DECISION FULLY IMPLEMENTED (a+b)			
(a) FINDING DISCRIMINATION			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)			
(a) FINDING DISCRIMINATION (i+ii+iii)			
i. AGENCY APPEALED FINDING BUT NOT REMEDY			
ii. AGENCY APPEALED REMEDY BUT NOT FINDING			
iii. AGENCY APPEALED BOTH FINDING AND REMEDY			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

AGENCY OR DEPARTMENT: _____ **REPORTING PERIOD: FY** _____

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)			
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST			
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD			
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)			
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION			
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION			

PART VII - SUMMARY OF COMPLAINTS CLOSED BY TYPES OF BENEFITS

DURING FORMAL COMPLAINT STAGE			AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS			
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT			\$
1. BACK PAY/FRONT PAY			\$
2. LUMP SUM PAYMENT			\$
3. COMPENSATORY DAMAGES			\$
C. CLOSURES WITH ATTORNEY FEES AND COSTS			\$
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)			\$
E. CLOSURES WITH NON-MONETARY BENEFITS			
F. TYPES OF BENEFITS		NUMBER OF CLOSURES	NUMBER OF CLOSURES WITH
		WITH MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12. LUMP SUM PAYMENT			
13.			
14.			

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)				
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgment)				
2. COMPLAINTS PENDING IN INVESTIGATION				
3. COMPLAINTS PENDING IN HEARINGS				
4. COMPLAINTS PENDING A FINAL AGENCY ACTION				

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

		TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	(1+3)			
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	(a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS				
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS				
1. TIMELY COMPLETED INVESTIGATIONS				
2. UNTIMELY COMPLETED INVESTIGATIONS				
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS				
2. AGENCY INVESTIGATION COSTS		\$		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS	(a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS				
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS				
1. TIMELY COMPLETED INVESTIGATIONS				
2. UNTIMELY COMPLETED INVESTIGATIONS				
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS				
4. CONTRACTOR INVESTIGATION COSTS		\$		

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
1. ADR OFFERED BY AGENCY				
2. REJECTED BY COUNSELEE				
3. REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)				
4. TOTAL ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS				
1. INHOUSE				
2. ANOTHER FEDERAL AGENCY				
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4. MULTIPLE RESOURCES USED (Please specify in a comment box)				
5. FEDERAL EXECUTIVE BOARD				
6.				
7.				
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS				
1. MEDIATION				
2. SETTLEMENT CONFERENCES				
3. EARLY NEUTRAL EVALUATIONS				
4. FACTFINDING				
5. FACILITATION				
6. OMBUDSMAN				
7. PEER REVIEW				
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)				
9.				
10.				
11.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED				
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b. NO FORMAL COMPLAINT FILED				
c. NO RESOLUTION (COMPLAINT FILED)				
d. NO ADR ATTEMPT (COMPLAINT FILED)				
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD				
2. OPEN INVENTORY - ADR PENDING				

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD					
B. ADR ACTIONS IN COMPLAINT CLOSURES					
1.	ADR OFFERED BY AGENCY				
2.	REJECTED BY COMPLAINANT				
3.	REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)				
4.	TOTAL ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCES USED IN COMPLAINT CLOSURES					
1.	INHOUSE				
2.	ANOTHER FEDERAL AGENCY				
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)				
5.	FEDERAL EXECUTIVE BOARD				
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES					
1.	MEDIATION				
2.	SETTLEMENT CONFERENCES				
3.	EARLY NEUTRAL EVALUATIONS				
4.	FACTFINDING				
5.	FACILITATION				
6.	OMBUDSMAN				
7.	MINI-TRIALS				
8.	PEER REVIEW				
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)				
10.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED				
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b.	WITHDRAWAL FROM EEO PROCESS				
c.	NO RESOLUTION				
d.	NO ADR ATTEMPT				
2.	OPEN INVENTORY - ADR PENDING				
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTAL)			\$	
a.	COMPENSATORY DAMAGES			\$	
b.	BACKPAY/FRONTPAY			\$	
c.	LUMP SUM			\$	
d.	ATTORNEY FEES AND COSTS			\$	
e.				\$	
f.				\$	
g.				\$	
2.	NON-MONETARY (INSERT TOTAL)				
a.	HIRES				
i.	RETROACTIVE				
ii.	NON-RETROACTIVE				
b.	PROMOTIONS				
i.	RETROACTIVE				
ii.	NON-RETROACTIVE				
c.	EXPUNGEMENTS				
d.	REASSIGNMENTS				
e.	REMOVALS RESCINDED				
i.	REINSTATEMENT				
ii.	VOLUNTARY RESIGNATION				
f.	ACCOMMODATIONS				
g.	TRAINING				
h.	APOLOGY				
i.	DISCIPLINARY ACTIONS				
i.	RESCINDED				
ii.	MODIFIED				
j.	PERFORMANCE EVALUATION MODIFIED				
k.	LEAVE RESTORED				
l.					
m.					

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR TRAINING AND RESOURCES

	NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
A. BASIC EEO ADR ORIENTATION TRAINING		
1. MANAGERS		
2. EMPLOYEES		
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR		
C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)		
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)		
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)		
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)		
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)		
D. ADR FUNDING SPENT	AMOUNT	
	\$	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, through September 30, are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL:

SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature)

TYPED NAME AND TITLE OF PREPARER:

SIGNATURE OF PREPARER:

DATE: TELEPHONE NUMBER: E-MAIL: FAX:

This report is due to the following address on or before October 31st.

Appendix A - Comments

APPENDIX 5
DEFINITIONS

The following definitions apply to this Directive:

Applicant: A person who applies for employment.

Applicant Flow Data: Information reflecting characteristics of the pool of individuals applying for an employment opportunity.

Barrier: An agency policy, principle, practice or condition that limits or tends to limit employment opportunities for members of a particular gender, race or ethnic background or for an individual (or individuals) based on disability status.

Disability: For the purpose of statistics, recruitment, and targeted goals, the number of employees in the workforce who have indicated having a disability on an Office of Personnel Management Standard Form (SF) 256. For all other purposes, the definition contained in 29 C.F.R. § 1630.2 applies.

Civilian Labor Force (CLF): Persons 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.

Employees: Members of the agency's permanent or temporary work force, whether full or part-time and whether in competitive or excepted service positions.

Employment Decision: Any decision affecting the terms and conditions of an individual's employment, including but not limited to hiring, promotion, demotion, disciplinary action and termination.

Feeder Group or Pool: Occupational group(s) from which selections to a particular job are typically made.

Fiscal Year: The period from October 1 of one year to September 30 of the following year.

Goal: Under the Rehabilitation Act, an identifiable objective set by an agency to address or eliminate barriers to equal employment opportunity or to address the lingering effects of past discrimination.

Major Occupations: Agency occupations that are mission related and heavily populated, relative to other occupations within the agency.

Onsite Program Review: Visit by EEOC representatives to an agency to evaluate the agency's compliance with the terms of this Directive and/or to provide technical assistance.

Reasonable Accommodation: Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by similarly situated individuals without a disability. For a more complete definition, see 29 C.F.R. § 1630.2(o). See also, EEOC's Enforcement Guidance on Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act, No. 915.002 (October 17, 2002).

Relevant Labor Force: The source from which an agency draws or recruits applicants for employment or an internal selection such as a promotion.

Section 501 Program: The affirmative program plan that each agency is required to maintain under Section 501 of the Rehabilitation Act to provide individuals with disabilities adequate hiring, placement, and advancement opportunities.

Section 717 Program: The affirmative program of equal employment opportunity that each agency is required to maintain for all employees and applicants for employment under Section 717 of Title VII.

Selection Procedure: Any employment policy or practice that is used as a basis for an employment decision.

Special Recruitment Program: A program designed to monitor recruitment of, and track applications from, persons with targeted disabilities.

Targeted Disabilities: Disabilities that the federal government, as a matter of policy, has identified for special emphasis in affirmative action programs. They are: 1) deafness; 2) blindness; 3) missing extremities; 4) partial paralysis; 5) complete paralysis; 6) convulsive disorders; 7) mental retardation; 8) mental illness; and 9) distortion of limb and/or spine.

Technical Assistance: Training, assistance or guidance provided by the EEOC in writing, over the telephone or in person.

Appendix 6

Legend

NNSA Pay Band

NNSA Demonstration Project Career Path/Pay Band Table

Career Path	Pay Band I	Pay Band II	Pay Band III	Pay Band IV	Pay Band V
Engineering & Scientific (NN)	GS-5 – GS-8	GS-9 – GS-11	GS-12 – GS-13	GS-14 – GS-15	GS-14 – GS-15
Professional, Technical & Administrative (NQ)	GS-5 - GS-8	GS-9 - GS-12	GS-13 – GS-14	GS-15	GS-15
Nuclear Materials Courier (NV)	GS-8 - GS-10	GS-11	GS-12	GS-13	GS-13
Technician & Administrative Support (NU)	GS-1 - GS-4	GS-5 – GS-8	GS-9	N/A	N/A
Future Leaders (NF)	GS-5 - GS-8	GS-9 – GS-11	GS-12 - GS-13	N/A	N/A
Excepted Service (EN, EJ, and EK)	NA	GS-5 – GS-11	GS-12 - GS-13	GS-14 – GS-15	>GS-15
Senior Executive Service (ES)	NA	NA	NA	NA	NA

Engineering and Scientific Career Path (NN) - All professional positions in the GS-800 engineering family and GS-1300 physical sciences family.

Professional, Technical, and Administrative Career Path (NQ) - All OPM-recognized professional occupations (except GS-800 engineers and GS-1300 physical scientists) requiring positive education requirements, and all other subject-matter, business, and administrative occupations characterized by a traditional two-grade interval pattern of grade progression (i.e., GS-5/7/9/11).

Nuclear Materials Courier Career Path (NV) - All positions in the GS-084 job series.

Technician and Administrative Support Career Path (NU) - All technician, secretarial, assistant, and clerical occupations, and similar positions characterized by a traditional one-grade interval pattern of grade progression (i.e., GS-5/6/7/8).

Future Leaders Career Path (NF) - All interns enrolled in NNSA's two-year Future Leaders Program in various engineering, scientific, professional, technical, and administrative positions.

EJ, EK and EN positions are Excepted Service positions authorized under Title 32 of the National Defense Authorization Act for FY 2000. Public Law 106-65, Section 3241 (NNSA Act).

ES positions are Senior Executive Service (SES) positions managed by the U.S. Office of Personnel Management.

DATA TABLES

A1 – A14

B1 – B14

Note: NNSA does not give employees the option of electing the Race/Ethnicity categories of:

- £ Native Hawaiian or Other Pacific Islander
- £ Two or more races

Therefore, the categories referenced above will always show no entry on the applicable tables.

Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex

GS/GM, SES, AND RELATED GRADES (Career Paths/Pay Band)		TOTAL EMPLOYEES				RACE/ETHNICITY													
						Hispanic or Latino		Non-Hispanic or Latino											
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
								male	female	male	female	male	female	male	female	male	female	male	female
EJ/EK/EN/EX	#	443	364	79	39	15	277	44	14	12	29	6			5	2			
	%	100%	82.2%	17.8%	8.8%	3.4%	62.5%	9.9%	3.2%	2.7%	6.5%	1.4%	0.0%	0.0%	1.1%	0.5%	0.0%	0.0%	
Senior Ex. Service	#	109	89	20	8	0	77	18	3	0	1	1			0	1			
	%	100%	81.7%	18.3%	7.3%	0.0%	70.6%	16.5%	2.8%	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%	
GS 8-15	#	7	3	4	0	0	3	0	0	3	0	1			0	0			
	%	100%	42.9%	57.1%	0.0%	0.0%	42.9%	0.0%	0.0%	42.9%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#																		
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#																		
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#																		
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#																		
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#																		
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#																		
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#																		
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Workforce	#	2669	1757	912	233	207	1329	500	89	137	83	34			23	34			
	%	100%	65.8%	34.2%	8.7%	7.8%	49.8%	18.7%	3.3%	5.1%	3.1%	1.3%	0.0%	0.0%	0.9%	1.3%	0.0%	0.0%	

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
													male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
NN PB-01(5-8)	#	5	3	2	1	0	2	0	0	0	0	0			0	0		
	%	100%	0.2%	0.2%	0.4%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NN PB-02(9-11)	#	3	3	0	0	0	2	0	1	0	0	0			0	0		
	%	100%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NN PB-03 (12-13)	#	62	48	14	2	2	40	5	1	3	4	1			1	3		
	%	100%	2.7%	1.5%	0.9%	1.0%	3.0%	1.0%	1.1%	2.2%	4.8%	2.9%	0.0%	0.0%	4.3%	8.8%	0.0%	0.0%
NN PB-04 (14-15)	#	316	260	56	28	8	196	38	9	4	26	5			1	1		
	%	100%	14.8%	6.1%	12.0%	3.9%	14.7%	7.6%	10.1%	2.9%	31.3%	14.7%	0.0%	0.0%	4.3%	2.9%	0.0%	0.0%
NQ PB-01 (5-8)	#	11	4	7	4	4	0	1	0	2	0	0			0	0		
	%	100%	0.2%	0.8%	1.7%	1.9%	0.0%	0.2%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NQ PB-02 (9-12)	#	315	103	212	21	58	67	100	10	42	3	5			2	7		
	%	100%	5.9%	23.2%	9.0%	28.0%	5.0%	20.0%	11.2%	30.7%	3.6%	14.7%	0.0%	0.0%	8.7%	20.6%	0.0%	0.0%
NQ PB-03 (13-14)	#	645	345	300	53	80	255	166	22	40	9	8			5	7		
	%	100%	19.6%	32.9%	22.7%	38.6%	19.2%	33.2%	24.7%	29.2%	10.8%	23.5%	0.0%	0.0%	21.7%	20.6%	0.0%	0.0%
NQ PB-04 (15)	#	229	136	93	16	14	110	67	5	11	3	1			2	0		
	%	100%	7.7%	10.2%	6.9%	6.8%	8.3%	13.4%	5.6%	8.0%	3.6%	2.9%	0.0%	0.0%	8.7%	0.0%	0.0%	0.0%
NF PB-01 (5-8)	#	12	7	5	1	0	5	3	0	0	1	1			0	1		
	%	100%	0.4%	0.5%	0.4%	0.0%	0.4%	0.6%	0.0%	0.0%	1.2%	2.9%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%
NF PB-02 (9-11)	#	33	14	19	4	4	7	6	3	6	0	3			0	0		
	%	100%	0.8%	2.1%	1.7%	1.9%	0.5%	1.2%	3.4%	4.4%	0.0%	8.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NU PB-01 (1-4)	#	29	5	24	0	6	4	7	0	6	1	0			0	5		
	%	100%	0.3%	2.6%	0.0%	2.9%	0.3%	1.4%	0.0%	4.4%	1.2%	0.0%	0.0%	0.0%	0.0%	14.7%	0.0%	0.0%
NU PB-02 (5-8)	#	85	8	77	2	16	4	41	2	10	0	2			0	8		
	%	100%	0.5%	8.4%	0.9%	7.7%	0.3%	8.2%	2.2%	7.3%	0.0%	5.9%	0.0%	0.0%	0.0%	23.5%	0.0%	0.0%
NU PB-03 (9)	#	2	1	1	0	0	1	1	0	0	0	0			0	0		
	%	100%	0.1%	0.1%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NV PB01 (8-10)	#	215	214	1	32	0	165	1	9	0	5	0			3	0		
	%	100%	12.2%	0.1%	1.8%	0.0%	9.4%	0.1%	0.5%	0.0%	0.3%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%
NV PB02 (11)	#	74	74	0	9	0	57	0	6	0	1	0			1	0		
	%	100%	4.2%	0.0%	3.9%	0.0%	4.3%	0.0%	6.7%	0.0%	1.2%	0.0%	0.0%	0.0%	4.3%	0.0%	0.0%	0.0%
NV PB03 (12)	#	58	58	0	9	0	46	0	1	0	0	0			2	0		
	%	100%	3.3%	0.0%	3.9%	0.0%	3.5%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	8.7%	0.0%	0.0%	0.0%
NV PB04 (13)	#	16	16	0	4	0	11	1	0	0	0	0			0	0		
	%	100%	0.9%	0.0%	1.7%	0.0%	0.8%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	2669	1757	912	233	207	1329	500	89	137	83	34			23	34		
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex

GS/GM, SES, AND RELATED GRADES Career Path/Pay Band		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
EJ/EK/EN/EX	#	443	364	79	39	15	277	44	14	12	29	6			5	2		
	%	100%	20.7%	8.7%	16.7%	7.2%	20.8%	8.8%	15.7%	8.8%	34.9%	7.1%	0.0%	0.0%	21.7%	5.9%	0.0%	0.0%
Senior Ex. Service	#	109	89	20	8	0	77	18	3	0	1	1			0	1		
	%	100%	5.1%	2.2%	3.4%	0.0%	5.8%	3.6%	3.4%	0.0%	1.2%	1.2%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%
GS 8-15	#	7	3	4	0	0	3	0	0	3	0	1			0	0		
	%	100%	0.2%	0.4%	0.0%	0.0%	0.2%	0.0%	0.0%	2.2%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#																	
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#																	
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#																	
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#																	
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#																	
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#																	
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#																	
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	2669	1757	912	233	207	1329	500	89	137	83	84			23	34		
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table A5-2: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex

WD/WG, WL/WS & OTHER Wage Grades	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Non- Hispanic or Latino														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				All	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-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%
Grade-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%
Grade-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%
Grade-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%
Grade-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%
Grade-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%
Grade-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%
Grade-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%
Grade-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%
Grade-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%
Grade-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%
Grade-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%
Grade-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%
Grade-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%
Grade-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 Wage Grades	#																	
	%	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	#																	

NOTE: Percentages computed down columns and NOT across rows.

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
Engineering and Scientific (NN)	#	387	318	70	31	10	241	45	13	5	30	6			2	4		
	%	100%	82.2%	18.1%	8.0%	2.6%	62.3%	11.6%	3.4%	1.3%	7.8%	1.6%	0.0%	0.0%	0.5%	1.0%	0.0%	0.0%
Occupational CLF			59.7%	40.3%	3.4%	2.4%	49.8%	32.2%	4.0%	3.7%	1.3%	1.1%	0.1%	0.0%	0.3%	0.2%	0.4%	0.3%
Professional, Technical & Administrative (NQ)	#	1205	590	615	94	156	434	334	37	97	15	15			10	13		
	%	100%	49.0%	51.0%	7.8%	12.9%	36.0%	27.7%	3.1%	8.0%	1.2%	1.2%	0.0%	0.0%	0.8%	1.1%	0.0%	0.0%
Occupational CLF			48.7%	51.3%	3.5%	4.2%	39.9%	40.9%	2.5%	4.7%	1.2%	0.9%	0.1%	0.0%	0.2%	0.4%	0.4%	0.4%
Technician & Administrative Support (NU)	#	117	14	103	2	22	9	49	2	17	1	2			0	13		
	%	100%	12.0%	88.0%	1.7%	18.8%	7.7%	41.9%	1.7%	14.5%	0.9%	1.7%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%
Occupational CLF			46.8%	53.1%	2.9%	3.2%	39.8%	42.7%	2.5%	4.8%	1.0%	1.3%	0.0%	0.1%	0.2%	0.3%	0.2%	0.4%
Future Leaders (NF)	#	45	21	24	5	4	12	9	3	6	1	4			0	1		
	%	100%	46.7%	53.3%	11.1%	8.9%	26.7%	20.0%	6.7%	13.3%	2.2%	8.9%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%
Occupational CLF			52.9%	47.1%	4.2%	3.5%	41.3%	34.1%	4.6%	6.9%	1.7%	1.4%	0.1%	0.0%	0.4%	0.4%	0.2%	0.3%
EJ/EK/EN/EX	#	443	364	79	39	15	277	44	14	12	29	6			5	2		
	%	100%	82.2%	17.8%	8.8%	3.4%	62.5%	9.9%	3.2%	2.7%	6.5%	1.4%	0.0%	0.0%	1.1%	0.5%	0.0%	0.0%
Occupational CLF			33.3%	66.7%	2.7%	5.0%	25.5%	49.9%	3.6%	8.5%	0.8%	1.7%	0.0%	0.1%	0.2%	0.4%	0.0%	0.4%
SES	#	109	89	20	8	0	77	18	3	0	1	1			0	1		
	%	100%	81.7%	18.3%	7.3%	0.0%	70.6%	16.5%	2.8%	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%
Occupational CLF			65.1%	34.9%	4.2%	2.1%	50.6%	27.4%	6.5%	3.6%	2.2%	1.1%	0.1%	0.0%	0.3%	0.1%	0.5%	0.3%
NV	#	363	362	1	54	0	279	1	17	0	6	0			6	0		
	%	100%	99.7%	0.3%	14.9%	0.0%	76.9%	0.3%	4.7%	0.0%	1.7%	0.0%	0.0%	0.0%	1.7%	0.0%	0.0%	0.0%
Occupational CLF			61.4%	38.6%	2.0%	1.6%	52.5%	31.1%	2.5%	3.3%	3.4%	1.9%	0.0%	0.0%	0.1%	0.1%	0.5%	0.3%
	#																	
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF			43.4%	56.6%	4.7%	5.3%	30.2%	39.7%	4.9%	7.8%	2.6%	2.3%	0.1%	0.1%	0.2%	0.4%	0.3%	0.4%

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex																		
Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino										American Indian or Alaska Native		Two or more races
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		male		female						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	318	193	125	24	24	148	60	16	25	4	8			1	8		
	%	100%	60.7%	39.3%	7.5%	7.5%	46.5%	18.9%	5.0%	7.9%	1.3%	2.5%	0.0%	0.0%	0.3%	2.5%	0.0%	0.0%
Temporary	#	14	7	7	0	1	5	3	1	3	1	0			0	0		
	%	100%	50.0%	50.0%	0.0%	7.1%	35.7%	21.4%	7.1%	21.4%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NON-Appropriated	#	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%
CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.8%	0.8%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Job Series of Vacancy: Engineering & Scientific (NN)																		
Total Applications Received*	#	NA																
Qualified*	#																	
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.00%	0.00%
Selected	#	54	37	17	3	6	27	5	4	3	3	1			0	0		
	%	100%	68.5%	31.5%	5.6%	11.1%	50.0%	9.3%	7.4%	5.6%	5.6%	1.9%	0.0%	0.0%	0.0%	0.0%	0.00%	0.00%
Relevant Applicant Pool*	%																	
Job Series of Vacancy: Professional, Technical & Administrative (NQ)																		
Total Applications Received*	#	NA																
Qualified*	#																	
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.00%	0.00%
Selected*	#	167	87	80	22	27	59	34	3	14	34	0			0	1		
	%	100%	52.1%	47.9%	13.2%	16.2%	35.3%	20.4%	1.8%	8.4%	20.4%	0.0%	0.0%	0.0%	0.0%	0.6%	0.00%	0.00%
Relevant Applicant Pool*	%																	
Job Series of Vacancy: Technician & Administrative Support (NU)																		
Total Applications Received*	#	NA																
Qualified*	#																	
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.00%	0.00%
Selected*	#	8	1	7	1	2	0	4	0	0	0	0			0	1		
	%	100%	12.5%	87.5%	12.5%	25.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.00%	0.00%
Relevant Applicant Pool*	%																	
Job Series of Vacancy: Nuclear Materials Courier (NV)																		
Total Applications Received*	#	NA																
Qualified*	#																	
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.00%	0.00%
Selected*	#	83	82	1	13	0	64	1	3	0	1	0			1	0		
	%	100%	98.8%	1.2%	15.7%	0.0%	77.1%	1.2%	3.6%	0.0%	1.2%	0.0%	0.0%	0.0%	1.2%	0.0%	0.00%	0.00%
Relevant Applicant Pool*	%																	

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

*Data not available

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Career Development Programs for Pay Band I:																	
Slots	#																
Relevant Pool	%																
Applied*	#	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%
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for Pay Band II:																	
Slots	#																
Relevant Pool	%																
Applied*	#																
	%	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%
Participants	#	2	0	2	0	0	0	0	1	0	0	0	0	0	1	0	0
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%
Career Development Programs for Pay Band III:																	
Slots	#																
Relevant Pool	%																
Applied*	#																
	%	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%
Participants	#	11	9	2	0	1	6	0	0	1	1	1	0	0	1	0	0
	%	100%	81.9%	18.1%	0.0%	9.1%	54.5%	0.0%	0.0%	9.1%	9.1%	9.1%	0.0%	0.0%	9.1%	0.0%	0.0%
Career Development Programs for Pay Band IV:**																	
Slots	#																
Relevant Pool	%																
Applied*	#																
	%	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%
Participants	#	28	19	9	3	0	16	5	0	3	0	1	0	0	0	0	0
	%	100%	67.9%	32.1%	10.7%	0.0%	57.1%	17.9%	0.0%	10.7%	0.0%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%

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

*Data not available

**Includes ES (4), EN (7) & EK (3)

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Non- Hispanic or Latino														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	185	143	42	22	10	106	19	4	8	8				3	5		
	%	100%	77.3%	22.7%	11.9%	5.4%	57.3%	10.3%	2.2%	4.3%	4.3%	0.0%	0.0%	0.0%	1.6%	2.7%	0.0%	0.0%
Total Hours		1190	897	293	154	68	632	126	30	63	60	0			21	36		
Average Hours		6	6	7	7	7	6	7	8	8	8				7	7		
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	516	454	62	67	17	340	31	30	9	10	5			7			
	%	100%	88.0%	12.0%	13.0%	3.3%	65.9%	6.0%	5.8%	1.7%	1.9%	1.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%
Total Hours		9395	8040	1355	1182	383	6012	690	538	175	186	107			122			
Average Hours		18	18	22	18	23	18	22	18	19	19	21			17			
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	455	356	99	86	18	251	65	11	12	5	2			3	2		
	%	100%	78.2%	21.8%	18.9%	4.0%	55.2%	14.3%	2.4%	2.6%	1.1%	0.4%	0.0%	0.0%	0.7%	0.4%	0.0%	0.0%
Total Amount		169863	129345	40518	29913	7087	92374	26257	3700	5358	2158	630			1200	886		
Average Amount		373	363	409	348	394	368	404	336	447	432	315			400	443		
Cash Awards \$501+																		
Total Cash Awards Given	#	2562	1655	907	234	219	1242	507	77	127	77	25			24	29		
	%	100%	64.60%	35.40%	9.13%	8.55%	48.48%	19.79%	3.01%	4.96%	3.01%	0.98%	0.00%	0.00%	0.94%	1.13%	0.00%	0.00%
Total Amount		7493192	508551	2407641	620735	517568	3968823	1460255	202644	298380	231809	68493			57738	62945		
Average Amount		2925	307	2655	2653	2363	3196	2880	2632	2349	3011	2740			2406	2171		
Quality Step Increases (QSI) (NA)																		
Total QSIs Awarded	#	0																
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Benefit																		
Average Benefit																		

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex

Employment Tenure		TOTAL WORKFORCE				RACE/ETHNICITY													
						Hispanic or Latino		Non- Hispanic or Latino											
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
								male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
Voluntary	#	228	150	78	23	16	111	43	9	15	5	4			2				
	%	100%	65.8%	34.2%	10.1%	7.0%	48.7%	18.9%	3.9%	6.6%	2.2%	1.8%	0.0%	0.0%	0.9%	0.0%	0.0%		
Involuntary	#	16*	10	6	0	1	10	1	0	4	0	0			0	0			
	%	100%	62.5%	37.5%	0.0%	6.3%	62.5%	6.3%	0.0%	25.0%	0.0%	0.0%			0.0%	0.0%			
*5 deaths																			
Total Separations	#	244	160	84	23	17	121	44	9	19	5	4			2	0			
	%	100%	65.6%	34.4%	9.4%	7.0%	49.6%	18.0%	3.7%	7.8%	2.0%	1.6%	0.0%	0.0%	0.8%	0.0%	0.0%		
Total Workforce	#	2669	1757	912	233	207	1329	500	89	137	83	34			23	34			
	%	100%	65.8%	34.2%	8.7%	7.8%	49.8%	18.7%	3.3%	5.1%	3.1%	1.3%	0.0%	0.0%	0.9%	1.3%	0.0%		

Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1. Officials and Managers -Executive/Senior Level (Grades 15 and Above)	#	343	316	18	9	0								
	%	12.9%	12.8%	22.2%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
- Mid-Level (Grades 13-14)	#	78	72	4	2	1				1				
	%	2.9%	2.9%	4.9%	1.6%	9.1%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%
- First-Level (Grades 12 and Below)	#	58	55	0	3	0								
	%	2.2%	2.2%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
- Other Officials and Managers	#													
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Officials and Managers - TOTAL	#	479	443	22	14	1				1				
	%	17.9%	18.0%	27.2%	11.1%	9.1%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%
2. Professionals Eng & Sci (NN)	#	324	297	13	14	1	1						1	
	%	12.1%	12.1%	16.0%	11.1%	9.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%
Professionals Tech & Admin (NQ)	#	1024	934	31	59	5	1		1	1	2			
	%	38.4%	37.9%	38.3%	46.8%	45.5%	100.0%	0.0%	0.0%	50.0%	33.3%	100.0%	0.0%	0.0%
Professionals (EJ/EK/EN/EX)	#	378	354	7	17	2				1			1	
	%	14.16%	14.4%	8.6%	13.5%	18.2%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	50.0%	0.0%
Professionals (ES)	#	7	7	0	0	0								
	%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Technicians & Administrative Support (NT)	#	116	97	1	18	2		1	1					
	%	4.3%	3.9%	1.2%	14.3%	18.2%	0.0%	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%
Nuc Mat Couriers (NV)	#	289	285	2	2	0								
	%	10.8%	11.6%	2.5%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Future Leaders (NF)	#	45	41	3	1	0								
	%	1.7%	1.7%	3.7%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Misc (GS-8-15)	#	7	7	0	0	0								
	%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL WORKFORCE	#	2669	2462	81	126	11	1	1		2	3	2	2	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

GS/GM, SES, & Related Grade Career Path/Pay Band	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
NN PB01 (5-8)	#	5	5												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NN PB02 (9-11)	#	3	3												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NN PB03 (12-13)	#	62	55	3	4										
	%	100%	88.7%	4.8%	6.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NN PB04 (14-15)	#	316	292	14	10	1								1	
	%	100%	92.4%	4.4%	3.2%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%
NQ PB01 (5-8)	#	11	10		1										
	%	100%	90.9%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NQ PB02 (9-12)	#	315	287	8	20	1	1								
	%	100%	91.1%	2.5%	6.3%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NQ PB03 (13-14)	#	645	589	19	37	5				1	2	2			
	%	100%	91.3%	2.9%	5.7%	0.8%	0.0%	0.0%	0.0%	0.2%	0.3%	0.3%	0.0%	0.0%	0.0%
NQ PB04 (15)	#	229	206	12	10										
	%	100%	90.0%	5.2%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NF PB01 (5-8)	#	12	11	1											
	%	100%	91.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NF PB02 (9-11)	#	33	30	2	1										
	%	100%	90.9%	6.1%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NU PB01 (1-4)	#	29	28		1										
	%	100%	96.6%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NU PB02 (5-8)	#	85	67	1	21	2		1		1					
	%	100%	78.8%	1.2%	24.7%	2.4%	0.0%	1.2%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%
NU PB03 (9)	#	2	2												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NV PB01 (8-10)	#	215	215												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NV PB02 (11)	#	74	70	2	2										
	%	100%	94.6%	2.7%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NV PB03 (12)	#	58	55		3										
	%	100%	94.8%	0.0%	5.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NV PB04 (13)	#	16	13	3											
	%	100%	81.3%	18.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
EJ/EK/EN/EX	#	443	369	8	17	1					1				
	%	100%	83.3%	1.8%	3.8%	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%

Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
SES	#	109	101	7	1										
	%	100%	92.7%	6.4%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS 08-15	#	7	7												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#														
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#														
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#														
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#														
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#														
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#														
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#														
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#														
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	#														
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Workforce	#	2669	2462	81	126	11	1	1		2	3	2	2		
	%	100%	92.2%	3.0%	4.7%	0.4%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.1%	

Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

GS/GM, SES, and Related Grade Career Path/Pay Band	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
NN PB01 (5-8)	#	5	5	0	0	0									
	%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
NN PB02 (9-11)	#	3	3	0	0	0									
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
NN PB03 (12-13)	#	62	55	3	4	0									
	%	2.3%	2.2%	3.7%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
NN PB04 (14-15)	#	316	292	14	10	1							1		
	%	11.8%	11.9%	17.3%	7.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	
NQ PB01 (5-8)	#	11	10	0	1	0									
	%	0.4%	0.4%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
NQ PB02 (9-12)	#	315	287	8	20	1	1								
	%	11.8%	11.7%	9.9%	15.9%	9.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
NQ PB03 (13-14)	#	645	589	19	37	5			1	2	2				
	%	24.2%	23.9%	23.5%	29.4%	45.5%	0.0%	0.0%	50.0%	66.7%	100.0%	0.0%	0.0%	0.0%	
NQ PB04 (15)	#	229	206	12	10	0									
	%	8.6%	8.4%	14.8%	7.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
NF PB01 (5-8)	#	12	11	1	0	0									
	%	0.4%	0.4%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
NF PB02 (9-11)	#	33	30	2	1	0									
	%	1.2%	1.2%	2.5%	0.8%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NU PB01 (1-4)	#	29	28	0	1	0									
	%	1.1%	1.1%	0.0%	0.8%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NU PB02 (5-8)	#	85	67	1	21	2		1	1						
	%	3.2%	2.7%	1.2%	16.7%	18.2%	0.00%	100.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NU PB03 (9)	#	2	2	0	0	0									
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.0%	0.0%	0.00%	0.00%	0.00%	
NV PB01 (8-10)	#	215	215	0	0	0									
	%	8.1%	8.7%	0.0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.0%	0.0%	0.00%	0.00%	
NV PB02 (11)	#	74	70	2	2	0									
	%	2.8%	2.8%	2.5%	1.6%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NV PB03 (12)	#	58	55	0	3	0									
	%	2.2%	2.2%	0.0%	2.4%	0.0%	0.00%	0.00%	0.00%	0.0%	0.00%	0.00%	0.00%	0.00%	
NV PB04 (13)	#	16	13	3	0	0									
	%	0.6%	0.5%	3.7%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Workforce	#	2669	2462	81	126	11	1	1	2	3	2		2		
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows

Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

GS/GM, SES, and Related Grade Career Path/Pay Band		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
EJ/EK/EN/EX	#	443	369	8	17	1					1				
	%	16.6%	15.0%	9.9%	13.5%	9.1%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	109	101	7	1	0									
	%	4.1%	4.1%	8.6%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS 8-15	#	7	7	0	0	0									
	%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	16	14	0	2	0									
	%	0.6%	0.6%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	10	9	0	1	0									
	%	0.4%	0.4%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	29	24	0	5	1				1					
	%	1.1%	1.0%	0.0%	4.0%	9.1%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	51	40	1	10	2		1		1					
	%	1.9%	1.6%	1.2%	7.9%	18.2%	0.0%	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	71	69	0	2	0									
	%	2.7%	2.8%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	97	93	2	2	0									
	%	3.6%	3.8%	2.5%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	109	106	0	3	0									
	%	4.1%	4.3%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	135	125	5	5	0									
	%	5.1%	5.1%	6.2%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	251	228	7	16	1	1								
	%	9.4%	9.3%	8.6%	12.7%	9.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	368	329	17	22	2				1	1				
	%	13.8%	13.4%	21.0%	17.5%	18.2%	0.0%	0.0%	0.0%	33.3%	50.0%	0.0%	0.0%	0.0%	0.0%
	#	474	439	11	24	4			1	1	1		1		
	%	17.8%	17.8%	13.6%	19.0%	36.4%	0.0%	0.0%	0.0%	50.0%	33.3%	50.0%	0.0%	50.0%	0.0%
	#	345	308	23	14	0									
	%	12.9%	12.5%	28.4%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	465	434	9	22	2				1			1		
	%	17.4%	17.6%	11.1%	17.5%	18.2%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	50.0%	0.0%	0.0%
	#	115	105	9	1	0									
	%	4.3%	4.3%	11.1%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Workforce	#	2669	2462	81	126	11	1	1		2	3	2		2	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Table B5-2: PARTICIPATION RATES FOR WAGE GRADES by Disability

WD/WG, WL/WS Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 01	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 02	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 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%	0.00%
Grade - 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%
Grade - 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%	0.00%
Grade - 06	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 07	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 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%	0.00%
Grade - 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%
Grade - 10	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 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%	0.00%
Grade - 12	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 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%
Grade - 14	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 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%	0.00%
All Other Wage Grades	#														
	%	0.00%	0.00%	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	#														
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table B7: APPLICATIONS AND HIRES by Disability

		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Schedule A															
Applications	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Hires	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Hires	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Data Not Available

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Disability

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Job Series: Engineering & Scientific (NN)															
Total Applications Received*	#														
	%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qualified*	#														
	%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected	#	54	51	1	2	0				1					
	%		94.4%	1.9%	3.7%	0.0%	0.0%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool*	%														
Job Series: Professional, Technical & Administrative (NQ)															
Total Applications Received*	#														
	%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qualified*	#														
	%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected*	#	167	158	3	6	0									
	%	100%	94.6%	1.8%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool*	%														
Job Series: Technical & Administrative Support (NU)															
Total Applications Received	#														
	%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qualified	#														
	%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected	#	8	6	1	1	1									
	%	100%	75.0%	12.5%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool	%														
Job Series: Nuclear Materials Courier (NV)															
Total Applications Received*	#														
	%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qualified*	#														
	%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected	#	83	80	1	2	0									
	%	100%	96.4%	1.2%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool*	%														

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

*Data not available

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, SES) POSITIONS by Disability

	Total by Disability Status						Detail for Targeted Disabilities								
	Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability		(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Job Series/Grade(s) of Vacancy: NN (GS 13-15)															
Relevant Pool															
Total Applications Received	#														
	%	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%
Qualified	#														
	%	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%
Selected	#	24	22	1	1	0									
	%	100%	91.7%	4.2%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Job Series/Grade(s) of Vacancy: NQ (GS 13-14)															
Relevant Pool															
Total Applications Received	#														
	%	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%
Qualified	#														
	%	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%
Selected	#	102	96	2	4	0									
	%	100%	94.1%	2.0%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Job Series/Grade(s) of Vacancy: NV (GS 13)															
Relevant Pool															
Total Applications Received	#														
	%	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%
Qualified	#														
	%	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%
Selected	#	2	2	0	0	0									
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Job Series/Grade(s) of Vacancy: Other (EJ/EK/EN/ES)															
Relevant Pool															
Total Applications Received	#														
	%	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%
Qualified	#														
	%	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%
Selected	#	10	10	0	0	0									
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

		Total by Disability Status					Detail for Targeted Disabilities								
		Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Career Development Programs for Pay Band I															
Slots	#														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied*	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	0	0	0	0	0									
	%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for Pay Band II															
Slots	#														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied*	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	2	2	0	0	0									
	%		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for Pay Band III															
Slots	#														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied*	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	11	10	0	1	0									
	%		90.9%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for Pay Band IV**															
Slots	#														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied*	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	28	28	0	0	0									
	%		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.															

*Data not available

**Includes ES (4), EN (7) & EK (3)

Table B14: SEPARATIONS By Type of Separation- Distribution by Disability

Type of Separation		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Voluntary	#	228	224	4	8	1					1				
	%	100%	98.2%	1.8%	3.5%	0.4%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
Involuntary	#	16	15	0	1	0									
	%	100%	93.8%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Separations	#	244	225	4	9	1					1				
	%	100%	92.2%	1.6%	3.7%	0.4%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
Total Workforce	#	2669	2462	81	126	11	1	1	0	2	3	2		2	
	%	100%	92.2%	3.0%	4.7%	0.4%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.1%	

