



Department of Energy
National Nuclear Security Administration
Service Center
P. O. Box 5400
Albuquerque, NM 87185



NOV 14 2007

MEMORANDUM FOR: Mary Ann Fresco, Diversity & Outreach Manager, NA-61, HQ

FROM: 
Karen L. Boardman, Director

SUBJECT: Transmittal of the FY 2007 Management Directive-715 Report

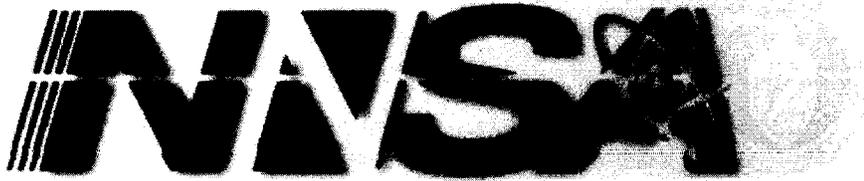
Attached is the NNSA 2007 Management Directive-715 (MD-715) Report and Certification. This report highlights corporate accomplishments developed and implemented by NNSA HQ (including the Office of Secure Transportation), the eight Site Offices, and the Service Center.

If you have any questions regarding this report, please call Yolanda Girón or Debbie Parrish at (505) 845-5517.

Attachment

cc w/attachment:

M. C. Kane, NA-60, HQ
R. F. Greenberg, NA-64, HQ
C. A. Tucker, NA-15, HQ
L. A. DeLong, NA-61, HQ
J. D. Vargas, NA-64, HQ
Y. Girón, EEO & Diversity, NNSA SC
A. Sambrano, OHCMS, NNSA SC
G. S. Chavez, OHCMS, NNSA SC
R. Garcia, OHCMS, NNSA SC
H. A. Garcia, OHCMS, NNSA SC
B. Carroll, OHCMS, NNSA SC



National Nuclear Security Administration

Fiscal Year 2007

October 1, 2006 – September 30, 2007

Management Directive 715

Equal Employment Opportunity Commission

National Nuclear Security Administration
FY 2007 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, 2006 to September 30, 2007

PART A Department or Agency Identifying Information	1. Agency		1. U.S. Department of Energy	
	1.a. 2 nd level reporting component		1.a. National Nuclear Security Administration	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 1000 Independence Avenue, S.W.	
	3. City, State, Zip Code		3. Washington, D.C. 20585	
	4. CPDF Code 1785	5. FIPS code(s) 8840	4.	5.
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 2,528
	2. Enter total number of temporary employees			2. 24
	3. Enter total number employees paid from non-appropriated funds			3.
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 2,552
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Administrator for National Nuclear Security Administration	
	2. Agency Head Designee		2. Thomas P. D'Agostino	
	3. Principal EEO Director/Official Official Title/series/grade		3. Mary Ann Fresco, Director, Office of Diversity and Outreach, Senior Executive Service 3.a. Yolanda Girón, EEO and Diversity Program Manager, NNSA Service Center, GS-260-15	

4. Title VII Affirmative EEO Program Official	4. Yolanda Girón, EEO and Diversity Program Manager
5. Section 501 Affirmative Action Program Official	5. Yolanda Girón, EEO and Diversity Program Manager
6. Complaint Processing Program Manager	6. Poli Marmolejos, Director, Office of Civil Rights & Diversity, Complaint Processing Program Manager for NNSA-HQ 6.a. Debbie Parrish, Deputy EEO and Diversity Program Manager, Complaint Processing Program for NNSA Service Center, Site Offices, and Office of Secure Transportation
7. Other Responsible EEO Staff	7. Debbie Parrish, Deputy EEO & Diversity Program Manager
	7.a. Patricia Padilla, EEO Specialist
	7.b. Denise Ramos, EEO Specialist

**EEOC FORM
715-01 PART A - D
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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

EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	X	*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	*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	*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	*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	*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	*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	*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	*Organizational Chart	X

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

National Nuclear Security Administration

For Period Covering October 1, 2006 to September 30, 2007

EXECUTIVE SUMMARY

I. Mission: Congress formally established the National Nuclear Security Administration (NNSA) as a semi-autonomous 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.*

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. Note that additional information may be found in EEOC Form, Part H:

- Element one: Diversity policies are well established, in place, and accessible to all employees.
- Element two: The NNSA Diversity Council developed an implementation plan that addresses recruitment, retention, promotion, and recognition.
- Element three: EEO/Diversity Training is conducted for all employees.
- Element four: All Managers and supervisors have a performance evaluation element that addresses diversity and EEO management annually.
- Element five: Employees have three avenues to pursue EEO complaints. Complaints are tracked and monitored through an automated system to ensure compliance with the Equal Employment Opportunity Commission.

Secretary of Energy, Samuel Bodman, reissued the EEO and Diversity Policy Statement on April 10, 2007. Further, the Secretary reissued the Sexual Harassment and Retaliation Policy Statement April 10, 2007.

III. Summary of Results of Analysis of Workforce Profile:

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

- The total workforce increased by 33, from 2,519 to 2,552 in FY 2007.
 - 67% were men and 33% were women. The participation rate for women increased 1%.
 - Overall minority representation is 31%. The participation rate for minorities increased 1%.
 - 16.5% were Hispanic or Latino, 69% were White, 8% were Black, 4.1% were Asian, and 1.8% was American Indian.

Note: Data on persons who are Native Hawaiian/Other Pacific Islanders or who are two (2) or more races is not available.

- Between FY 2006 and FY 2007, Black males, Black females, Asian females, and White females remained below the CLF. Females are also under represented at 33% when compared to the CLF at 46.8%.
- For the Disabled workforce, there were 3 less in FY 2007 (130 total) than the prior year (133). There was no change in the number of Individuals with Targeted Disabilities, who represent less than one percent (0.5%) of the total work force.

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

- Officials and Managers – There is under representation among White females and Asian males. White female participation rate is 22.6% (NOCLF is 28.7%), a 1% increase from FY06. Asian male participation rate is 1.4% (NOCLF 2.5%), a decrease of .5% from FY06. Females comprise 42% (NOCLF is 35.4%) in this group, a 1% increase from FY06.
- Professionals – There is under representation among White females, Black females, and Asian females. White female participation rate is 15.8% (NOCLF is 40.7%), a .5% increase. Black female participation rate is 2.7% (NOCLF is 4.8%); no change. Asian female participation rate is 1.4% (NOCLF is 4.6%); no change. Females comprise 23% (NOCLF 53%), a 2% decrease from FY06.
- Administrative Support Workers – There is under representation among Black Males, Asian males, Asian females, and White males. Black male participation rate is 2.4% (NOCLF is 3.4%); no change. Asian male participation rate is 0%, (NOCLF is 1.2%); no change. Asian female participation rate is 1.6% (NOCLF is 2.9%), a .8% increase. White male participation rate is 9.5% (NOCLF is 13.5%), a .5% increase. Females comprise 85% (NOCLF is 80%).
- Craft Workers (Nuclear Material Couriers/Federal Agents) – There is under representation among Hispanic males, Hispanic females, Black males, Black females, Asian females, American Indian males, American Indian females, and White females. Hispanic female participation rate is 0% (NOCLF is 1.4%); no change. Black male participation rate is 4.9%

(NOCLF is 7.9%); no change. Black female participation rate is 0% (NOCLF is 1.8%); no change. Asian female participation rate is 0%, (NOCLF is .6%); no change. American Indian male participation rate is 0% (NOCLF is .1%); no change. American Indian female participation rate is 0% (NOCLF is .1%); no change. White female participation rate is .7%; NOCLF is 7.4% (no change). Hispanics increased 1% (from 15% to 16%) and American Indians increased 2% (from 0% to 2%).

Analysis by Grade (compared to Workforce), Table A4-1/B4-1

- Of the total work force, 0.12% held **senior executive service** pay level positions, which is the same percentage as FY06. Following is an analysis of SES pay level positions.
 - Females occupied 19.1%, down from 20% in FY06.
 - Hispanics occupied 9.6%, up from 9.1% in FY06.
 - Whites occupied 85.2%, up from 84.6% in FY06.
 - Blacks occupied 2.6%, down from 3.6% in FY06.
 - Asians occupied 1.8% in FY07 and FY06.
 - American Indians occupied .9% in FY07 and FY06.

- Of the total work force, 77% of employees occupied General Schedule positions and 18% occupied all other (unspecified GS) positions.
 - Females occupied 19.1%, down from 20% in FY06.
 - Hispanics occupied 9.6%, no change from FY06.
 - Whites occupied 85.2%, up from 84.6% in FY06.
 - Blacks occupied 2.6%, down from 3.6% in FY06.
 - Asians occupied 1.8% in FY07 and FY06.
 - American Indians occupied .9% in FY07 and FY06.
 - Employees with Targeted Disabilities: 12 FTEs. No change from FY06.
 - Employees with Reportable Disabilities decreased from 133 to 130.

- Minorities represent 36% in GS 9-12 positions.
- Minorities represent 26% in GS 13-15 positions.

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

- There is Female under representation in Hazardous Materials Removal Workers (Nuclear Materials Couriers/Federal Agents), Business Operations Specialists, Accountants/Auditors, Nuclear Engineers and Physical Scientists.
- There is male under representation in Human Resources, Training and Labor Relations Specialists, Management Analysts, and Resource Assistants and Administrative Support employees.

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

- There were 212 new hires in FY07. Hiring included all minority groups.
- Females filled 37.3% of the permanent positions.
- Minorities filled 36.7% of the permanent positions.

- There are some groups below the average award at the various award levels (refer to TableA-13).

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

- A review of A-14 separations indicates total separations of White females increased from 31 separations in FY06 to 35 in FY07.
- Percentage of separations for White females remains unchanged at 16%. (60% are retirements).
- Separations of Asian females and males increased from 0% in FY06 to .5% in FY07.
- Separations of Black males increased from 4% in FY06 to 5.5% in FY07.
- Black female separations decreased from 5.6% to 3.2%.
- There was an increase in the total employees (20) with disabilities separating voluntarily in FY 2007 (9 in FY 2006).

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) in FY07.
- 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.

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I,

**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

11-14-07

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		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	EEO policy statements are up-to-date.			
	The Agency Head was installed on February 1, 2005. The EEO policy statement was issued on August 10, 2005. Was the EEO policy Statement issued within 6-9 months of the installation of the Agency Head? If no, provide an explanation.	X		
	During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation. Note: The policy statement on Prevention of Harassment and Retaliation (including Sexual Harassment) was also reissued April 10, 2007. See Appendix 2 for copies.	X		The EEO Policy Statement was reissued April 10, 2007. It is also available via the world wide web 24/7 to NNSA employees.
	Are new employees provided a copy of the EEO policy statement during orientation?	X		

When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		
→ 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		

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
⬇ Measures		Yes	No	

<p>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?)</p>		X		
<p>Are the duties and responsibilities of EEO officials clearly defined?</p>		X		
<p>Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?</p>		X		
<p>If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?</p>		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>		X		
<p>If not, please describe how EEO program authority is delegated to subordinate reporting components.</p>		X		
<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>		X		
<p>Following the submission of the immediately preceding FORM 715-01, did the EEO</p>		X		

Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?				
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 efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to		X		

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?				
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		
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 managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
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	Measure has been met	For all unmet measures, provide a brief explanation in
--	--	----------------------	--

↓ Measures	appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Yes	No	the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
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	Measure has been met		For all unmet measures, provide a brief explanation in

 Measures	made, the agency explores whether or not disciplinary actions should be taken.	Yes	No	the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	<input checked="" type="checkbox"/>			
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?	<input checked="" type="checkbox"/>			
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	<input checked="" type="checkbox"/>			
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?	<input checked="" type="checkbox"/>			
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	<input checked="" type="checkbox"/>			

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		<input checked="" type="checkbox"/>		

may be impeding the realization of equal employment opportunity?				
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X		
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
		Yes	No	
Measures				
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		
Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
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		X		

involved management officials and other information to analyze complaint activity and trends?				
Does the agency hold contractors accountable for delay in counseling and investigation processing times?	X			
If yes, briefly describe how: As prescribed within the Statement of Work.				
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 frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
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			
When a complainant requests a final agency decision,	X			

does the agency issue the decision within 60 days of the request?				
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 directly involved in the dispute have settlement authority?		X		
→ 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		X		

place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?				
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:	X		
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 of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		

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 2006 U.S. Department of Energy, National Nuclear Security Administration	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Element One – Demonstrated Commitment EEO Policy Statement was re-issued in FY 2007
OBJECTIVE:	Agency head must issue a written policy statement expressing their 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.
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, 2007
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	August 2007
Director of Civil Rights and Diversity will develop harassment policy statement for review and signature by the Secretary of Energy	September 2007

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.

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FY 2006 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:	<ol style="list-style-type: none"> 1. Integrate Diversity into workforce planning. 2. Fully Integrate Diversity Council Initiatives complex-wide before January 2008. 3. <i>Diversity Training.</i>
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, 2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<ol style="list-style-type: none"> 1. Integrate Diversity into workforce planning. <ul style="list-style-type: none"> • Establish Customer Focus Group on Demographics (completed August 22, 2007) 	August 2007

<ul style="list-style-type: none"> • Establish Integrated Project Team (Six Sigma Process to Examine Diversity Demographic Reports) (completed September 7, 2007) • Implement Phase II of Demographic Reports to Diversity Results (Due October 12, 2007) • Educate and Support NNSA Management on Utilizing MSI Interns (completed for FY 07) 	<p>September 2007</p> <p>October 2007</p> <p>October 2007</p>
<p>2. Fully Integrate Diversity Council Initiatives complex-wide before January 2008.</p> <ul style="list-style-type: none"> • Implementation of a corporate Diversity Awards Program is on target. • Continue to prepare for the annual diversity summit. • Lunch-n-learn/lunch time meet and greet sessions with NNSA leaders. • Corporate-wide buddy system for new employees. • Develop a comprehensive plan to align and integrate the Minority Serving Institutions (MSIS) activities with NNSA mission requirements. 	<p>October 2008</p>
<p>3. Diversity Training.</p> <ul style="list-style-type: none"> • Generational and Cultural differences curricula developed and deployed to HQs interns and NNSA Management Team. • Prevention of Harassment and No FEAR Act Training completed by NNSA employees in the first quarter. • Special Emphasis Program educational events are held NNSA-wide. • Diversity Articles prepared, on a rotating basis, by the labs, Service Center, and HQ and submitted for inclusion in the NNSA Newsletter. 	<p>October 2007</p> <p>October 2007</p> <p>Monthly</p> <p>October 2007</p>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. The performance objectives during FY 2007:

- Establish Customer Focus Group on Demographics (completed August 22, 2007).
- Establish Integrated Project Team (Six Sigma Process to Examine Diversity Demographic Reports) (completed September 7, 2007).
- Implement Phase II of Demographic Reports to Diversity Results (Due October 12, 2007).
- Educate and Support NNSA Management on Utilizing Minority Serving Institutions (MSIs) Interns (completed FY 07).
- EEO Compliance Reviews (completed OST Central, Eastern completed; Western pending).
- Advisory services are being provided to all organizations, and as appropriate, training will be conducted as a proactive measure to improve the work environment. (Site specific training completed August 22, 2007).
- Continue to recommend mediation as a viable option to resolve workplace disputes. (Completed with Service Center Complex, Site Offices & OST, August 22, 2007.)
- Re-engineered NNSA EEO Pre-Complaint Counseling Process Metrics Collected and Analyzed Quarterly (Completed June 30, 2007).

2. Implementation of a corporate Diversity Awards Program is on target. Target Due Date: October 2008.

- Continue to prepare for the annual diversity summit.
- Lunch-n-learn/lunch time meet and greet sessions with NNSA leaders.
- Corporate-wide buddy system for new employees.
- Develop a comprehensive plan to align and integrate the MSI activities with NNSA mission requirements.

3. *Diversity Training.*

- Generational and Cultural differences curricula developed and deployed to HQs interns and NNSA Management Team. (completed)
- Prevention of Harassment and No FEAR Act Training completed by NNSA employees in the first quarter. (completed January 2007)
- Three hour Supervisory EEO & Diversity module developed
- Special Emphasis Program educational events are held NNSA-wide.
- Diversity Articles prepared, on a rotating basis, by the labs, Service Center, and HQ and submitted for inclusion in the NNSA Newsletter. (completed for FY '07)

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FY 2006 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, 2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. All Managers and Supervisors are rated on the following element annually: Performance Measure: Maintains awareness and sensitivity to issues of diversity, discrimination, and affirmative action; develops and utilizes employees as valuable, diverse human resources; fosters a work environment that is cooperative and free of discrimination; contributes to achieving workforce diversity and Affirmative Actions goals; supports EEO activities through personal and staff participation.	September 30, 2007

<p>All DOE nonsupervisory employees must participate in a minimum of 3 hours of EEO/diversity training annually. All DOE 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>September 30, 2007</p>
<p>All DOE employees must participate in a minimum of 3 hours of training on the prevention of sexual harassment on a biannual basis. This training is not a substitute or replacement for the annual training on EEO and Diversity.</p>	<p>September 30, 2008</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <ol style="list-style-type: none"> 1. Performance evaluations were completed for FY 2007. This included the Managers and Supervisors being rated on Diversity and Equal Employment Opportunity Management. 1. NNSA conducted EEO Counselor Refresher training on July 10, 2007. 2. NNSA Special Emphasis Programs conducted monthly awareness events during FY 2007. 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 2006 Department of Energy National Nuclear Security Administration	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Element Four - Proactive Prevention Enhance data collection and analysis systems.
OBJECTIVE:	Acquire MD-715 data collection and analysis system to provide for more efficient self-assessment on at least an annual basis to monitor progress, identify areas where barriers may operate to exclude certain groups, and develop strategic plans to eliminate identified barriers.
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, 2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
MD-715 for FY 2007 will be completed	November 2007
Issue EEO and Diversity policies as identified in Element One	Annually
Reasonable Accommodation Policy	Ongoing
Alternative Dispute Resolution Program Overview to NNSA employees	September 30, 2007
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
1. MD-715 for FY 2006 was completed November 13, 2006. The FY 2007 will be completed	

by December 1, 2007. NNSA will continue to pursue partnering initiative with DOE-HQ to acquire MD-715 software.

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.
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 Council for mediation services.

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY 2006 Department of Energy National Nuclear Security Administration	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Element Five - Efficiency
OBJECTIVE:	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.
RESPONSIBLE OFFICIAL:	Yolanda Girón, EEO and Diversity Program Manager
DATE OBJECTIVE INITIATED:	October 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Complaint process which includes neutral adjudication	September 30, 2008
Alternative Dispute Resolution Program - See element four	September 30, 2008
Tracking and monitoring system of EEO Complaints, ensuring timely and complete compliance with Title VII and the Rehabilitation Act.	September 30, 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

1. EEO Counselor Complaint Process was reengineered to streamline the number of documents the counselors are completing (from three to one), provide consistency in the final counseling documentation, and use a web-based web site for accessing reference material. Performance metrics will continue to be documented and analyzed during FY 2008.
2. Employees have access to the EEO complaint process through the NNSA Service Center or through the DOE Office of Civil Rights and Diversity, Office of Economic Impact and Diversity, to process EEO complaints, and complaints of discrimination filed under Title VI and Title IX prohibiting discrimination in programs that receive Federal financial assistance.
3. NNSA utilizes IComplaints, a DOE automated system to track and monitor EEO complaints from beginning to end.

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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>A review of Tables A-1 shows an increase of 33 employees within the NNSA total workforce over the prior year, 2519 to 2552, with under representation for White females, Black males and females, and Asian 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>Under represented groups include White females 19% [national Civilian Labor Force (CLF), 34%], Black males 3% (5%); Black females 5% (6%); and Asian Females 1%, (2%).</p> <p>There were 11 additional White females hired (462 to 473) with a positive change of .19.</p> <p>There was a decrease of 2 Black males (.12%) and an increase of 13 (.45%) Black females. There was also an increase of 3 (.11%) Asian females.</p> <p>For the Disabled total workforce, there were 3 less in FY 2007 (130) than the prior year (133) indicating Disability and no change in Targeted Disabilities in FY 2007 (12).</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</p>	<p>A review of A-14 separations indicates total separations of White females increased from 31 separations in FY06 to 35 in FY07. Percentage of separations for White females remains unchanged at 16%. 60% are retirement; the remaining 40% are resignation and transfer to other federal agencies.</p> <p>Separations of Asian females and males increased from 0% in FY06 to .5% in FY07.</p> <p>Separations of Black males increased from 4% in FY06 to 5.5% in FY07.</p>

<p>undesired condition.</p>	<p>82% were resignations and transfers to other federal agencies. Black female separations decreased from 5.6% to 3.2%.</p> <p>There was an increase in the total employees (20) with disabilities separating voluntarily in FY 2007 (9 in FY 2006). There were eight (two in FY06) involuntary separations by White male employees with no disabilities.</p> <p>Absent exit interviews which are not procedure here, we cannot know the true barrier.</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>Analysis of workforce separations as compared to total workforce in FY06 indicates workforce has stabilized now that the centralization of NNSA workforce has been implemented.</p> <p>Continue analysis of separations and total workforce in FY07 to ensure workforce stabilization.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Yolanda Girón, EEO and Diversity Manager, EEO and Diversity Office, NNSA Service Center</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2007</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2008</p>

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier**

FY 2005 U.S. Department of Energy, National Nuclear Security Administration	
<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 B1: Total Workforce – Distribution by Disability</p> <p>NNSA experienced an increase of 33 employees, in total workforce, from 2519 in FY06 to 2552 in FY07. Reportable disabled employees in FY06 were 133 in FY06 and 130 in FY07. In FY 2007, employees with targeted disabilities remained unchanged at 12 employees.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Table B1 shows losses of 3 employees with disabilities (decreased to 130) and no change in employees with targeted disabilities (12), 1 deafness, 1 blindness, 2 partial paralysis, 4 total paralysis, 2 convulsive orders, and 2 mental illness.</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>A review of Table B14 indicates 19 voluntary separations for employees indicating a reportable disability and 1 voluntary separation for employees with a targeted disability (1 total paralysis). There were no involuntary separations for employees indicating a disability.</p> <p>NNSA follows the U.S. Department of Energy statement on Reasonable Accommodations, which is aligned with the EEOC Rehabilitation Act and the Americans with Disabilities Act. Absent exit interviews to determine specifics on employee separation, we cannot be certain of any barrier.</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. Continue utilizing the DOE Reasonable Accommodation Policy. 2. Continue utilizing the Schedule A appointing authority, 5 CFR 213.3102(u), recently revised to modernize the appointment processes for people with disabilities 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. 3. Selective Placement Coordinator actively participates on Special Emphasis Program Committee for People with Disabilities to current employment information/opportunities to members who have established a community network system to provide employment information to increase employees with targeted disabilities. 4. Continue to increase representation of persons with disabilities by hiring one individual with a targeted disability each year.
<p>RESPONSIBLE OFFICIAL:</p>	<ol style="list-style-type: none"> 1.b. Mary Ann Fresco, Director, Office of Diversity and Outreach 1.a. Yolanda Girón, EEO and Diversity Program Manager 2. Arelene Sambrano, HR Manager, Office of Human Capital Management Services
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2007</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2008</p>

<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>Greatest opportunities to address at GS-11, GS-12, and below.</p> <p>Female under representation for Craft Workers (Nuclear Material couriers/Federal Agents) is a potential barrier.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analyzed participation rate for each group by occupation and compared to the National Occupational Civilian Labor Force (NOCLF).</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>Women held 42% of Officials and Managers positions, up from 41% in FY06, NOCLF is 34.4%.</p> <p>Lower participation rates noted as follows: White female participation rate is 22.6% (increased 1%), NOCLF is 28.7%. White male participation rate is 43.8% (decreased 1%), NOCLF is 54.9%. Asian male participation rate is 1.4% (decreased .3%), NOCLF 2.5%.</p> <p><u>Professionals:</u> Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.</p> <p>Women held 23% of Professional positions, down from 25% in FY07, NOCLF is 53%. Asian males increased 1%, from 5% to 6%.</p> <p>Lower participation rates include the following: White female participation rate is 15.8%; NOCLF is 40.7% (increased .5%). Black female participation rate is 2.7%; NOCLF is 4.8% (no change). Asian female participation rate is 1.4%; NOCLF is 4.6% (no change).</p> <p><u>Administrative:</u> Includes all clerical-type work, regardless of level of difficulty, where activities are predominantly non-manual.</p> <p>Women held 85% of all administrative positions, down from 86% in FY06.</p>

	<p>Lower participation rates noted as follows: White male participation rate is 9.5%; NOCLF is 13.5% (increased .5%). White female participate rate is 43.7%; NOCLF is 54.3% (no change). Asian male participation rate is 0%; NOCLF is 1.2% (no change). Asian female participation rate is 1.6%; NOCLF is 2.9% (increased .8%).</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 1% of all Federal Agent positions, no change from FY06. Hispanics increased 1% (from 15% to 16%) and American Indians increased 2% (from 0% to 2%).</p> <p>Lower participation rates noted as follows: Hispanic female participation rate is 0%, NOCLF is 1.4% (no change). White female participate rate is .7%, NOCLF is 7.4% (no change). Black male participation rate is 4.9%; NOCLF is 7.9% (no change). Black female participation rate is 0%; NOCLF is 1.8% (no change). Asian female participation rate is 0%; NOCLF is .6% (no change). American Indian female participation rate is 0%; NOCLF is .1% (no change).</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>Supervisors in the GS-12 and below are concentrated in the Office of Secure Transportation. An analysis of A4-1 indicates at the GS-10 level, the pool for supervisors in this occupation is 99% males.</p> <p>Tables A9/B9 show 60 male selections, which were 100%, were made for internal competitive promotions. Note: the FY07 Federal Agent (Nuclear Materials Couriers) Class resulted in 40 participants for FY07 Agent Candidate class of which 28% were minority. In addition, two female Federal Agents have been hired as of FY07. 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>	<p>Hiring projections for Federal Agents are estimated at 50 new hires for FY07. In addition, other external hiring opportunities are anticipated under the Future Leaders Program and the Student Career Employment Program, which encompass all occupational categories and grade levels.</p> <p>Continue implementation Office of Secure Transportation initiative for hiring of Federal Agents, as well as the Future Leaders Program and Student Career Employment Program, with support from the Special Emphasis Programs.</p>
<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</p>

	Arelene Sambrano, HR Manager, Office of Human Capital Management Services Future Leaders Program: Jerry Truax, FLP Program Manager
DATE OBJECTIVE INITIATED:	October 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier**

FY 2005 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 – General Schedule (GS) and GS by Disability Low employee participation rates were noted in the following grades for FY 2007: GS-11: White Females, Asian Males and Asian Females; GS-12: White Females, Black Males, and Asian Males and Asian Females; GS-13: Asian Males & Females; GS-14: Black Males and Females; GS-15: Hispanic Males & Females, Black Females, American Indian Females; SES: Hispanic Females, White Females, Black Females, and Asian Males; Other: Hispanic Females, White Females, Black Females and Asian Females.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Analyzed change in participation rates (from FY 2006 to FY 2007) for each group by grade to the total work force participation rate in each grade. Note: Nuclear Materials Couriers (Federal Agents) represent all GS-10 positions of which 99% (no change) are male. An agent trainee enters this program at the GS-8 level. Upon successful completion and assignment to one of three Commands or home stations, agents will progress to the GS-9 level after one year of successful missions. Once an Agent successfully reaches the second year anniversary date, he/she will be promoted to the GS-10 level. Low employee participation rates were noted in the following areas: Female participation rates: Total = 33% (increased 1%); GS-15 = 28% (increased 3%); SES = 19% (decreased 1%); and Other = 18% (increased 2%). Applicant pools are sufficient at GS-12 (44%), GS-13 (45%) and GS-14 (37%). Hispanic Males: Total = 9% (no change); GS-15 = 6% (increased 1%). There is a sufficient applicant pool at the GS-14 (8.2%), GS-13 (9%) and GS-12 (8%) level.

	<p>Hispanic Females: Total = 8%; GS-15 = 2%; SES = .9%; and Other = 3%. The applicant pools appear to be sufficient at the GS-14 (8%); GS-13 (11%), and GS-12 (16%).</p> <p>White Females: Total = 19% (1% increase); SES = 17% and Other = 10%. Applicant pools sufficient at GS-14 = 22%; GS-15 = 21% (increased 3%)</p> <p>Black Males: Total = 3%; GS-12 = 2% and GS-14 = 2%. Applicant pools are sufficient at GS-11 = 5% (decreased 1%) and GS-13 = 4%.</p> <p>Black Females: Total = 5%; GS-14 = 3%; GS-15 = 4%; SES = 0% and Other = 3%. Applicant pools are sufficient at GS-12 = 8% (increased 1%) and GS-13 = 8% (increased 2%).</p> <p>Asian Males: Total = 3%; GS-11 = 0% (decreased .7%); GS-12 = .8% (decreased .4%); GS-13 = 1.9% (increased 1%); and SES = .9%. Applicant pools appear sufficient at GS-14% = 4%, GS-15 = 4% and Other = 6% (increased 1%).</p> <p>American Indian Males: Total = .94%; SES = .9 (increased .9%). Applicant pool: GS-14 = .8% (decreased 1%), GS-15 = .3% and Other = .94%.</p> <p>American Indian Females: Total = .94; GS-15 = 0%. Applicant pool: GS-14 = 1.5% (increased 1%) and GS-13 = 1% (decreased .5%).</p> <p>Table B4-1 - Employees with Targeted Disabilities: Total NNSA workforce = 12 FTEs (no change); Other = 2, GS-15 = 0 (decreased 1 FTE), GS-14 = 4 FTEs (increased 1); Applicant pool: GS-13 = 2, GS-12 = 1, GS-7 = 2, GS-6 = 1,</p>
	<p>The NNSA has undergone a major restructuring initiative since its creation in 2000. In addition, there have been a substantial number of employees of retirement age who have left voluntary which has changed the workforce profile (54.7% of separations in 2005; 48.1% in 2006; and 49.8% in 2007).</p> <p>The NNSA has been under hiring controls during FY 2007 and this is anticipated through FY 2008 (first quarter). Despite hiring controls, there were approximately 150 new hires to NNSA.</p> <p>GS-10 shows 99% male. These jobs are Nuclear Materials Couriers (Federal Agents). These Couriers are required to successfully pass a medical and psychological exam in addition to completing an intensive eighteen-week training program, consisting of classroom time, a physically demanding driving skills course, and a high-speed shooting course, which requires 80% success rate. Constant travel is required. 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>
<p>OBJECTIVE:</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,</p>

<p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>continue aggressive recruitment efforts to recruit a diverse workforce.</p> <p>Continue efforts to seek out female and minority applicants for GS-10 Courier positions.</p> <p>Increase applicant pools, with participation from Special Emphasis Program members, at under represented groups using the Future Leaders Program and the Student Career Employment Program, which brings in participants at lower GS-levels, with significant career opportunities to higher grade levels.</p> <p>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>
<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), GS-10: 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>Three identified areas: October 1, 2007</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>Nuclear Materials Courier (Federal Agents), GS-10, recruitment will be ongoing.</p> <p>Future Leaders Program is an annual ongoing program.</p> <p>Succession planning will be an ongoing initiative.</p> <p>Refer to Executive Summary for accomplishments.</p> <p>All three areas will be assessed again at the end of the fiscal year: October 30, 2008.</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 A6 and B6 - Participation Rates for Major Occupations</p> <p>Female under representation was evident in Civil Engineers (136), Training Instructors (1712), and Nuclear Materials Courier/Federal Agents (672) in FY06. Male under representation was also noted in the Human Resource Assistants (203) and Administrative Support workers (303) in FY06.</p> <p>In FY07, female under representation was noted in Other Business Operations Specialists, Hazardous Materials Workers (Federal Agents), Accountants, Auditors, Nuclear Engineers, Physical Scientists, and other Health Care Practitioners.</p> <p>Male under representation was noted in Human Resources, Training and Labor Relations Specialists and Administrative Support Workers.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analyzed change in participation rates (from FY 2006 to FY 2007) for each major occupation by Race/Ethnicity and compared to Occupational Civilian Labor Force (OCLF) Rate.</p> <p>Purchase Agents (Contracting & Purchasing), 96 positions, increased 12 in FY07. White males 27% (increased 2%), OCLF = 39.4%</p> <p>Human Resources, Training & Labor Relations Specialists, 55 positions, increased 10 in FY07. Males 20%, OCLF = 33.2% White males 12.7 (increased 2%), OCLF = 25.5% Black males 2%, OCLF = 3.6% Asian females 0% , OCLF = 1.7%</p> <p>Management Analysts, 144 positions, increased 12 in FY07. Males 33%, OCLF = 61.3% White males 26% (decreased 1%), OCLF = 52.5% Black Males 1.9% (increased .5%), OCLF = 2.5% Asian males 1%, OCLF = 3.4%</p>

Other Business Operations Specialists , 511 positions, decreased 5 in FY07.

Females 37% (increased 5%), OCLF = 56.5%

White females 22%, OCLF = 39.7%

Black males 4%, OCLF = 4.9%

Asian males 1%, OCLF = 2.7%

Asian females 0%, OCLF = 2.4%

Accountants/Auditors, 58 positions (decreased 1 in FY07).

Females 47% (increased 1%), OCLF = 57%

White females 18% (decreased 1%), OCLF = 42.8%

Black Males 3.5% (increased 2%), OCLF = 2.6%

Asian Females 1.8%, OCLF = 4.7%

Computer Scientists & Systems Analysts, 43 positions, decreased 8 in FY07.

Females 27.9% (increased 3%). OCLF = 33.2%

White females 14% (increased 4%), OCLF = 27.7%

Black males 2%, OCLF = 4.3%

Asian males 2%, OCLF = 7.4%

Civil Engineers, 3 positions, and Electrical Engineers, 4 positions.

White males 100%, OCLF = 74.1% (Civil) and 72.1% (Electrical)

Industrial Engineers including Health & Safety, 14 positions, increased 4 in FY07.

White males 50%, OCLF = 71.4%

Nuclear Engineers, 112 positions, decreased 9 in FY07.

Females 2.7% (increased 1%), OCLF = 8.3%

White females 2.7%, OCLF = 6.3%

Miscellaneous Engineers (General Engineering), 516 positions, decreased 7 in FY07.

Hispanic Females 3%, OCLF = 6%.

Astronomers and Physicists (Health Physics & Physics), 10 positions, increased 7 in FY07.

White Females 5.9%, OCLF = 10.7%

Physical Scientists, 147 positions, decreased 3 in FY07.

Females 23%, OCLF = 34.4%

Hispanic females 1%, OCLF = 1.7%

Asian males 3%, OCLF = 15.5%

Asian females 1%, OCLF = 8%

Miscellaneous Social Scientists (Foreign Affairs & International Relations), 120 positions, increased 6 in FY07.

Hispanic females 0%, OCLF = 2.2%

Black males 0%, OCLF = 2.4%

Black females 3%, OCLF = 3.8%

Asian females 1%, OCLF = 2%

	<p>Training Instruction (Other Teachers and Instructors), 25 positions, decreased 2 in FY07. Females 0%, OCLF = 66%</p> <p>Public relations, 9 positions, decreased 1 in FY07. Females 44%, increased 4%, OCLF = 49.1%</p> <p>Other Healthcare Practitioners & Technical Occupations (Safety & Occupational Health & Industrial Hygiene), 18 positions, decreased 4 in FY07. Females 6% (increased 2%), OCLF = 36.7% White females 0%, OCLF = 28.5%</p> <p>Human Resources Assistants, 7 positions, decreased 3 in FY07. Males, 14.3% (increased 14.3%); OCLF = 18.9%</p> <p>Office & Administrative and Support Workers, 70 positions, decreased 1 position in FY07. Males 18.6% (increased 4%), OCLF = 26.5% Hispanic males 2.9% (increased 2%), OCLF = 2.3% White males 11% (increased 2%), OCLF = 19.7% Asian females 0%, OCLF = 2.5%</p> <p>Nuclear Materials Couriers/Federal Agents (HazMat Removal Workers, 323 positions): 99% Males, OCLF = 90.8%; Females 1%, OCLF = 9.2%; Hispanic males 17% (increased 1%), OCLF = 26.5%; Hispanic females 0%, OCLF = 2%; White females 1%, OCLF = 5.6%; Black males 4%, OCLF = 10.9%; Black females 0%, OCLF = 0.9%; Asian females 0%, OCLF = 0.4%; American Indian or Alaska Native females 0%, OCLF = 0.1%.</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 under represented groups.</p> <p>Internal promotion process, Tables A-9 and B-9, captured promotions for Business Operations Specialists (17 male, 13 female); Miscellaneous Engineers (10 selected, 10 males); Nuclear Materials Courier/Federal Agents (60 selected, 0 Females). In a workforce that is 67% Males and 32% females, internal promotions potentially have a majority of male vs. female applicants.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired</p>	<p>A) Determine applicant gender, race/ethnicity and disability status.</p> <p>Bring total workforce (67% male, 32% female) closer to OCLF (53% Male, 47% Female) in order to increase potential internal promotion opportunities where males or females are under represented.</p>

condition.	
RESPONSIBLE OFFICIAL:	<ol style="list-style-type: none"> 1. Nuclear Material Couriers/Federal Agents: Craig Tucker, Assistant Deputy Administrator for Secure Transportation, NNSA 2. All other under represented occupations: Michael Kane, Associate Administrator for Management and Administration
DATE OBJECTIVE INITIATED:	October 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008

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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>In FY 2006, new hire under representation was noted for females, White females, Asian males, and Disabled (including Targeted Disability).</p> <p>In FY 2007, new hire under representation was noted for females, White females, Black males, Asian females, and Disabled (including Targeted Disabilities).</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>212 new hires in FY07 (187 in FY06),</p> <p>Males 62.7% (decreased 7%), Civilian Labor Force (CLF) = 53%</p> <p>Females 37%; (increased 7%), CLF = 47%</p> <p>White females 19.8% (34%), CLF = 34%</p> <p>Asian males 4%, (increased 3%), CLF = 2%</p> <p>Disabled 5% (increased 3%), current workforce = 5%</p> <p>Targeted Disability 0% (no change), current workforce = .5%</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>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 under represented groups cannot be made.</p>
<p>OBJECTIVE:</p>	<p>Determine applicant gender, race/ethnicity and disability status in order to measure recruitment and advertising effectiveness. Then be able to</p>

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	analyze further for under represented 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
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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>Under representation with adequate applicant pools at the next lower level exists for some groups for selections at GS-13 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>GS-13: Females 46% (increased 15%), GS-12 pool = 44% (decreased 2%).</p> <p>GS-14: Females 35% (decreased 4%), GS-13 pool = 37% (decreased 7%).</p> <p>Hispanic females 6% (increased 2%), GS-13 pool = 13% (increased 1%).</p> <p>African American females 4% (no change), GS-13 pool = 8% (increased 1%).</p> <p>Disability 2%, 0% Targeted Disability, GS-13 pool = 3% total for Disabilities & Targeted Disability.</p> <p>GS-15: White males 63% (increased 2%), GS-14 pool = 67%.</p> <p>EJ, EK, EN: White females 25% (decreased 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>Implement tracking system to determine if employees hired under the Future Leaders Program are advancing to senior level positions. Also track employees participating in the Management Leadership Development Program to determine if advancement to senior levels is occurring.</p> <p>Applicant data is not available for race/ethnicity, gender, or disability status. Therefore, a determination on recruitment for the GS-13 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 condition.</p>	<p>Determine who is applying, by race/ethnicity, gender and disability in order to assess the effectiveness of outreach to under represented groups.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Michael Kane, Associate Administrator for Management and Administration</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2007</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2008</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 A12 and B12 – Participation in Career Development by Race/Ethnicity</p> <p>The greatest opportunity for NNSA career development is in the Future Leaders’ Program (FLP), GS-5 through EK, EJ, and EN.</p> <p>Applications for all career development programs currently do not collect race/ethnicity or disability data. Therefore, those elements were not analyzed.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>GS-5 through GS-12: White males, 48.5% (11% increase); White females, 51.5% (11% decrease), Hispanic males, 24.2% (5.4% increase); Hispanic female, 27.3% (8.5% increase); Black male, 0% (12.5% decrease); Black female, 6.1% (19% decrease); Asian male, 9.1% (0% in FY06); Asian female, 3.0% (no change). There were no disabled participants, 0% (no change from FY06).</p> <p>GS-13 through GS-14: Total of 7 participants, 1 Hispanic male, 1 Hispanic female, 4 White males, 1 Black male, 1 Black female, and no Disabled participants.</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>The number of available slots/funding at the GS-13 and GS-14 career development program level.</p>
<p>OBJECTIVE:</p>	<p>Continue to advertise GS-13 and GS-14 career development opportunities to all NNSA employees.</p>

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	Arlene Sambrano, HR Manager, Office of Human Capital Management Services
DATE OBJECTIVE INITIATED:	October 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	a. Utilize Special Emphasis Program Managers to assist in Future Leaders Program, career development program, and promotional opportunities recruitment. b. Share Managers Toolbox for change, a diversity workforce report with Headquarters and Field Managers.
RESPONSIBLE OFFICIAL:	a. Arlene Sambrano, HR Manager, Office of Human Capital Management Services b. Yolanda Girón, EEO and Diversity Manager
DATE OBJECTIVE INITIATED:	October 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008

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<p>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?</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+, white males exceed the average; females and minorities are below the average.</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Time-Off Awards, 1-9 hours: Average hours = 6. Time-Off Awards, 9+ hours: Average hours = 19. Males averaged 18. All other gender, race/ethnicity, and disability employees were at or above the 19-hour average. Cash Awards, \$100-\$500: Average amount, \$324. Females averaged \$256, Hispanic males averaged \$279, Hispanic females averaged \$235, White females averaged \$267, African American males averaged \$169; Asian Pacific males averaged \$145, Asian Pacific females averaged \$67; American Indian males averaged \$159; and American Indian females averaged \$133. Cash Awards, \$501+: Average amount, \$2881. Females averaged \$2611; Hispanic males \$2602; Hispanic females \$2293; White females \$2792; African American males \$2485; African American females \$2606; Asian males \$2748; Asian females \$2345; American Indian males \$2724; American Indian females \$2166; Disability \$2474; Targeted Disability \$1722. Quality Step Increase: 62 Awarded, none to Asian females or American Indian males and none to targeted disability.</p>
<p>STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy,</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>procedure or practice that has been determined to be the barrier of the 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>	<ul style="list-style-type: none"> c. Determine what criteria individual managers and supervisors use for the granting of awards to their employees. Follow up with training and information on performance awards policy and system for all supervisors and managers. d. Provide leadership overview on workforce diversity within NNSA, including awards distribution for FY 2006.
<p>RESPONSIBLE OFFICIAL:</p>	<ul style="list-style-type: none"> c. Arlene Sambrano, HR Manager, Office of Human Capital Management Services d. Yolanda Girón, EEO and Diversity Manager
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2006</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2007</p>

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715-01 PART I

U.S. Equal Employment Opportunity Commission

**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-14/B-14 - Separations</p> <p>There were a total of 218 totals separations; 8 involuntary separations.</p> <p>72% Male, 38% Female</p> <p>Targeted Disability included 1 voluntary separation and other disabilities = 35.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>White males: 54.6% White females, 16.1% Black males, 5.5% Black females, 3.2% Asisan males, .5% Asian females, .5% American Indian males, .5% American Indian females, .5%</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>Absent exist interviews to determine employees' basis for leaving, we cannot state a specific barrier.</p>
<p>OBJECTIVE:</p> <p>State the alternative</p>	<p>e. Continue to monitor rate of separations for any significant increases in involuntary separations.</p>

or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	a. Yolanda Girón, EEO and Diversity Manager
DATE OBJECTIVE INITIATED:	October 1, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008

EEOC FORM
715-01 PART J

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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				
	1.a. 2 nd Level Component		1.a. National Nuclear Security Administration				
	1.b. 3 rd Level or lower		1.b.				
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	2006 beginning of FY		2007 end of FY		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	2,519	100%	2,552	100%	33	1%
	Reportable Disability	133	100%	130	100%	-3	-2.3%
	Targeted Disability*	12	100%	12	100%	0	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/Pers onnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identifie d	No Disability		
		#	%	#	%		#	%	#
3. Competitive Promotions	113	5	4	1	1	1	1	107	95
4. Non-Competitive Promotions	177	4	2	1	1	1	.6	172	97
5. Employee Career Development Programs	71	1	1	1	3	1	1	69	97
5.a. Grades 5 - 12	33	1	3	0	0	0	0	32	97
5.b. Grades 13 - 14	72	0	0	0	0	0	0	7	100
5.c. Grade 15/SES	30	0	0	0	0	0	0	30	100
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	10670	603	6%	0	0	280	3	\$7.4 M	92
6.b. Cash Awards (total \$\$\$ awarded)	\$8.2 M	\$390 K	5	\$34 K	.4	\$349K	4	\$7.4 M	90
6.c. Quality-Step Increase	69	1	1.4	0	0	4	5.8	64	93

<p>EEOC FORM 715-01 Part J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p>Part IV Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<p>Part V Goals for Targeted Disabilities</p>	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will affect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>

Facility Accessibility Results

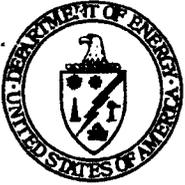
(to support action plan for building renovation projects)

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

- Added four additional ADA parking spaces in north parking lot.
- Repaired actuator/push button on the 3rd floor of Building 20383 North end.
- Stripped the old paint and re-painted with slip resistant paint on the ramp at Building 20384.
- Re-leveled the pavers south of Building 20385 to Building 20382.
- Re-striped ADA parking spaces in the north and south parking lots.
- Relocated the emergency evacuation assembly point in the south parking lot because of safety and ADA concerns.

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 *swb*

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.

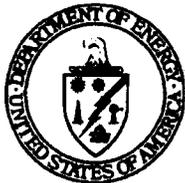
Diversity is a broader concept than compliance with EEO requirements. Diversity involves fostering an environment that promotes inclusion, equity and respect, and enhances the potential and contribution of all employees. It allows for enhanced creativity, new ideas, fresh approaches to problem-solving, 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>.

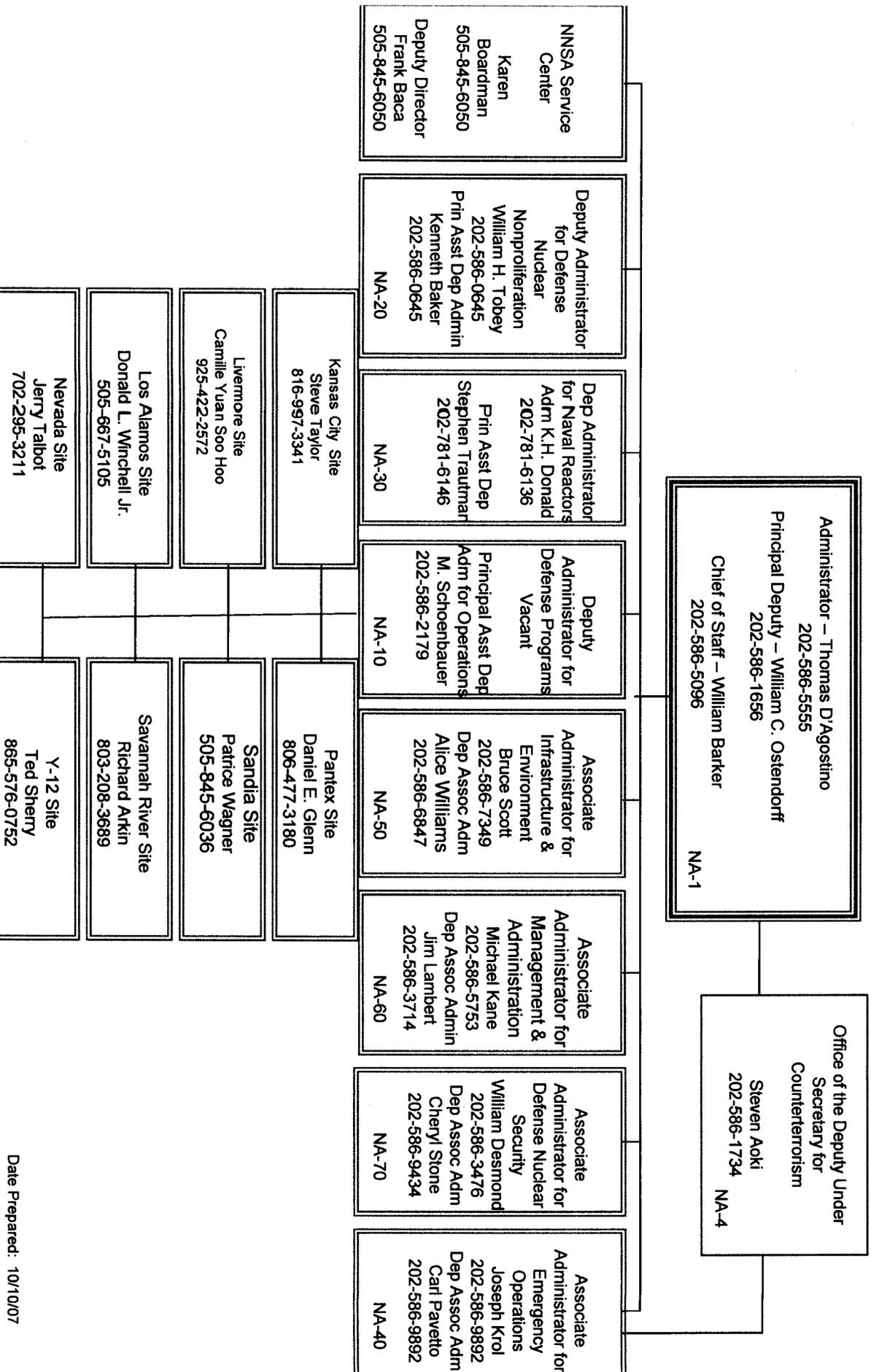
**Appendix 3:
National Nuclear Security Administration
Organizational Chart**



National Nuclear Security Administration



NA-1, Office of the Administrator



**Appendix 4:
462 Report (attached)**

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: NNSA Service Center

REPORTING PERIOD: FY 2007

PART II - FORMAL COMPLAINT ACTIVITIES

20	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
21	B. COMPLAINTS FILED
0	C. REMANDS
0	C.1. REMANDS (NOT INCLUDED IN A. OR B.)
0	C.2. REMANDS (INCLUDED IN A. OR B.)
41	D. TOTAL COMPLAINTS
35	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
13	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
6	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
1	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
27	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
19	J. INDIVIDUALS FILING COMPLAINTS
2	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	2552			
b. PERMANENT EMPLOYEES	2519			
2. COUNSELOR				
a. FULL-TIME	0	0.00	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	16	100.00	0	0.00
3. INVESTIGATOR				
a. FULL-TIME	0	0.00	5	100.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00
4. COUNSELOR/INVESTIGATOR				
a. FULL-TIME	0	0.00	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00

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	0	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	9	0	0	5	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	7	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
	X	
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: Yolanda Giron		
TITLE: EEO and Diversity Program Manager		
4. WHO DOES THAT PERSON REPORT TO? PERSON: Karen Boardman		
TITLE: Director, NNSA Service Center		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: **NNSA Service Center**

REPORTING PERIOD: **FY 2007**

PART V - SUMMARY OF CLOSURES BY STATUTE

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

8	1. TITLE VII
5	2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
2	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

15 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)	14	5365	383.21
1. WITHDRAWALS	2	682	341.00
a. NON-ADR WITHDRAWALS	2	682	341.00
b. ADR WITHDRAWALS	0	0	0.00
2. SETTLEMENTS	2	681	340.50
a. NON-ADR SETTLEMENTS	2	681	340.50
b. ADR SETTLEMENTS	0	0	0.00
3. FINAL AGENCY DECISIONS (B+C)	10	4002	400.20
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	8	2798	
1. FINDING DISCRIMINATION	1	545	545.00
2. FINDING NO DISCRIMINATION	6	1908	318.00
3. DISMISSAL OF COMPLAINTS	1	345	345.00
C. FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	2	1204	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	2	1204	
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	2	1204	602.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	0	0	
(a) FINDING DISCRIMINATION (i+ii+iii)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

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

AGENCY OR DEPARTMENT: NNSA Service Center

REPORTING PERIOD: FY 2007

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)	7	264	37.71
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	6	252	42.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	4	126	31.50
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	2	126	63.00
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	1	12	12.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	1	12	12.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	0	0	0.00
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00

**PART VII - SUMMARY OF COMPLAINTS CLOSED WITH BENEFITS
DURING FORMAL COMPLAINT STAGE**

		AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	3	
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	0	\$ 0.00
1. BACK PAY/FRONT PAY	0	\$ 0.00
2. LUMP SUM PAYMENT	0	\$ 0.00
3. COMPENSATORY DAMAGES	0	\$ 0.00
C. CLOSURES WITH ATTORNEY FEES AND COSTS	0	\$ 0.00
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)	0	\$ 0.00
E. CLOSURES WITH NON-MONETARY BENEFITS	3	
F. TYPES OF BENEFITS	NUMBER OF CLOSURES	NUMBER OF CLOSURES WITH
	WITH MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRES	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTIONS	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
3. EXPUNGEMENTS	0	1
4. REASSIGNMENTS	0	0
5. REMOVALS RESCINDED	0	0
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	0	0
6. ACCOMMODATIONS	0	0
7. TRAINING	0	1
8. APOLOGY	0	0
9. DISCIPLINARY ACTIONS	0	2
a. RESCINDED	0	1
b. MODIFIED	0	1
10. PERFORMANCE EVALUATION MODIFIED	0	0
11. LEAVE RESTORED	0	0
12. LUMP SUM PAYMENT	0	0
13. Other	1	2
14. Administrative leave granted	0	0

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

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

AGENCY OR DEPARTMENT: NNSA Service Center

REPORTING PERIOD: FY 2007

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	23	4306		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	2	10	5.00	7
2. COMPLAINTS PENDING IN INVESTIGATION	15	1899	126.60	297
3. COMPLAINTS PENDING IN HEARINGS	6	2397	399.50	544
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	0	0	0.00	0

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

		TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)		12	2435	202.92
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)		0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS		0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS		0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		0	0	0.00
2. AGENCY INVESTIGATION COSTS		\$ 0.00		0.00
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)		12	2435	202.92
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		3	381	127.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		9	2054	228.22
1. TIMELY COMPLETED INVESTIGATIONS		9	2054	228.22
2. UNTIMELY COMPLETED INVESTIGATIONS		0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		0	0	0.00
4. CONTRACTOR INVESTIGATION COSTS		\$ 23590.40		1965.87

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

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

AGENCY OR DEPARTMENT: **NNSA Service Center**

REPORTING PERIOD: **FY 2007**

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

		COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS					
1.	ADR OFFERED BY AGENCY	12	12		
2.	REJECTED BY COUNSELEE	9	9		
3.	REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	0	0		
4.	TOTAL ACCEPTED INTO ADR PROGRAM	3	3		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS		3	3		
1.	INHOUSE	0	0		
2.	ANOTHER FEDERAL AGENCY	3	3		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS		3	3	158	52.67
1.	MEDIATION	3	3	158	52.67
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	0	0	0	0.00
6.	OMBUDSMAN	0	0	0	0.00
7.	PEER REVIEW	0	0	0	0.00
8.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.					
10.					
11.					
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS		3	3	158	52.67
1.	TOTAL CLOSED	3	3	158	52.67
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	90	90.00
b.	NO FORMAL COMPLAINT FILED	0	0	0	0.00
c.	NO RESOLUTION	2	2	68	34.00
d.	NO ADR ATTEMPT	0	0	0	0.00
e.	DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00

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

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

AGENCY OR DEPARTMENT: NNSA Service Center

REPORTING PERIOD: FY 2007

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	0	0		
2.	REJECTED BY COMPLAINANT	0	0		
3.	REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	0	0		
4.	TOTAL ACCEPTED INTO ADR PROGRAM	0	0		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES		0	0		
1.	INHOUSE	0	0		
2.	ANOTHER FEDERAL AGENCY	0	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES		0	0	0	0.00
1.	MEDIATION	0	0	0	0.00
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	0	0	0	0.00
6.	OMBUDSMAN	0	0	0	0.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	0	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	0	0	0	0.00
	a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
	b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
	c. NO RESOLUTION	0	0	0	0.00
	d. NO ADR ATTEMPT	0	0	0	0.00
2.	OPEN INVENTORY - ADR PENDING				
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTAL)	0	0	\$ 0.00	
	a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
	b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
	c. LUMP SUM	0	0	\$ 0.00	
	d. ATTORNEY FEES AND COSTS	0	0	\$ 0.00	
	e.			\$	
	f.			\$	
	g.			\$	
2.	NON-MONETARY (INSERT TOTAL)	0	0		
	a. HIRES	0	0		
	i. RETROACTIVE	0	0		
	ii. NON-RETROACTIVE	0	0		
	b. PROMOTIONS	0	0		
	i. RETROACTIVE	0	0		
	ii. NON-RETROACTIVE	0	0		
	c. EXPUNGEMENTS	0	0		
	d. REASSIGNMENTS	0	0		
	e. REMOVALS RESCINDED	0	0		
	i. REINSTATEMENT	0	0		
	ii. VOLUNTARY RESIGNATION	0	0		
	f. ACCOMMODATIONS	0	0		
	g. TRAINING	0	0		
	h. APOLOGY	0	0		
	i. DISCIPLINARY ACTIONS	0	0		
	i. RESCINDED	0	0		
	ii. MODIFIED	0	0		
	j. PERFORMANCE EVALUATION MODIFIED	0	0		
	k. LEAVE RESTORED	0	0		
	l.				
	m.				

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

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

AGENCY OR DEPARTMENT: NNSA Service Center **REPORTING PERIOD:** FY 2007

PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

EEO ADR TRAINING AND RESOURCES

		NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	405	80
2.	EMPLOYEES	2147	310
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		2552	
C. RESOURCES AVAILABLE FOR ADR		1	
1.	IN-HOUSE FULL TIME	1	
2.	IN-HOUSE PART TIME	0	
3.	IN-HOUSE COLLATERAL DUTY	0	
4.	CONTRACT	0	
D. ADR FUNDING SPENT		AMOUNT	
		\$ 13417.77	

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:

TYPED NAME AND TITLE OF PREPARER: **Daniel Broehl, Paralegal Specialist**

SIGNATURE OF PREPARER:

DATE: 11/15/2007 TELEPHONE NUMBER: 202-586-0696 E-MAIL: daniel.broehl@hq.doe.gov

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

*U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507*

DATA TABLES

A1 – A14

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

WD/WG, W/LWS & OTHER Wage Grades	RACE/ETHNICITY															
	TOTAL EMPLOYEES		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	female	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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
TOTAL	#															
	%	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%

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		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			
Accountants/Auditors/080	#	57	30	27	8	13	20	10	2	3	0	1	0	0	0	0	0	0	0
	%	100%	52.6%	47.4%	14.0%	22.8%	35.1%	17.5%	3.5%	5.3%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#		43.0%	57.0%	2.0%	3.1%	35.0%	42.8%	2.6%	5.3%	2.7%	4.7%	0.0%	0.1%	1.1%	0.3%	0.3%	0.4%	0.4%
	%		43.0%	57.0%	2.0%	3.1%	35.0%	42.8%	2.6%	5.3%	2.7%	4.7%	0.0%	0.1%	1.1%	0.3%	0.3%	0.4%	0.4%
Budget Analysts/082	#	52	20	32	0	6	14	17	4	8	0	2	0	0	1	0	0	0	0
	%	100%	38.5%	61.5%	0.0%	11.5%	26.9%	32.7%	7.7%	15.4%	0.0%	3.8%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#		37.3%	62.7%	1.7%	3.6%	29.3%	45.1%	3.6%	9.5%	2.1%	3.2%	0.1%	0.1%	0.2%	0.5%	0.2%	0.3%	0.3%
	%		37.3%	62.7%	1.7%	3.6%	29.3%	45.1%	3.6%	9.5%	2.1%	3.2%	0.1%	0.1%	0.2%	0.5%	0.2%	0.3%	0.3%
Financial Specialists/095	#	16	6	10	1	1	5	7	0	1	0	1	0	0	0	0	0	0	0
	%	100%	37.5%	62.5%	6.3%	6.3%	31.3%	43.8%	0.0%	6.3%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#		43.0%	57.0%	3.6%	5.6%	33.0%	41.0%	3.9%	6.8%	1.6%	2.6%	0.1%	0.1%	0.2%	0.2%	0.4%	0.4%	0.4%
	%		43.0%	57.0%	3.6%	5.6%	33.0%	41.0%	3.9%	6.8%	1.6%	2.6%	0.1%	0.1%	0.2%	0.2%	0.4%	0.4%	0.4%
Computer Scientists & Systems Analysts/100	#	43	31	12	3	4	26	6	1	2	1	0	0	0	0	0	0	0	0
	%	100%	72.1%	27.9%	7.0%	9.3%	60.5%	14.0%	2.3%	4.7%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#		66.8%	33.2%	3.1%	1.6%	50.4%	27.7%	4.3%	3.5%	7.4%	2.9%	0.1%	0.0%	0.4%	0.1%	0.7%	0.7%	0.2%
	%		66.8%	33.2%	3.1%	1.6%	50.4%	27.7%	4.3%	3.5%	7.4%	2.9%	0.1%	0.0%	0.4%	0.1%	0.7%	0.7%	0.2%
Computer Support Specialists/104	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.0%	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%
Occupational CLF	#		63.9%	36.1%	4.0%	2.0%	49.1%	26.5%	5.0%	5.0%	4.1%	1.7%	0.1%	0.1%	0.3%	0.2%	0.6%	0.3%	0.3%
	%		63.9%	36.1%	4.0%	2.0%	49.1%	26.5%	5.0%	5.0%	4.1%	1.7%	0.1%	0.1%	0.3%	0.2%	0.6%	0.3%	0.3%
Operations Research Analysts/122	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100%	0.0%	100.0%	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%
Occupational CLF	#		53.7%	46.2%	2.3%	2.7%	44.5%	33.9%	3.1%	6.4%	2.8%	2.2%	0.1%	0.0%	0.2%	0.2%	0.4%	0.3%	0.3%
	%		53.7%	46.2%	2.3%	2.7%	44.5%	33.9%	3.1%	6.4%	2.8%	2.2%	0.1%	0.0%	0.2%	0.2%	0.4%	0.3%	0.3%
Civil Engineers/136	#	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.0%	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%
Occupational CLF	#		89.9%	10.1%	3.7%	0.6%	74.1%	7.5%	2.9%	0.6%	7.4%	1.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
	%		89.9%	10.1%	3.7%	0.6%	74.1%	7.5%	2.9%	0.6%	7.4%	1.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
Computer Hardware Engineers/140	#	12	10	2	0	8	1	1	1	0	0	1	0	0	1	0	0	0	0
	%	100%	83.3%	16.7%	0.0%	66.7%	8.3%	8.3%	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#		83.7%	16.3%	4.2%	1.0%	59.1%	10.6%	4.5%	1.2%	13.7%	3.1%	0.0%	0.0%	0.2%	0.0%	1.0%	0.2%	0.2%
	%		83.7%	16.3%	4.2%	1.0%	59.1%	10.6%	4.5%	1.2%	13.7%	3.1%	0.0%	0.0%	0.2%	0.0%	1.0%	0.2%	0.2%

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		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
Accountants/Auditors/080	#	57	30	27	8	13	20	10	2	3	0	1	0	0	0	0	0	0	0
	%	100%	52.6%	47.4%	14.0%	22.8%	35.1%	17.5%	3.5%	5.3%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#		43.0%	57.0%	2.0%	3.1%	35.0%	42.8%	2.6%	5.3%	2.7%	4.7%	0.0%	0.1%	0.1%	1.1%	0.3%	0.3%	0.4%
	%		43.0%	57.0%	2.0%	3.1%	35.0%	42.8%	2.6%	5.3%	2.7%	4.7%	0.0%	0.1%	0.1%	1.1%	0.3%	0.3%	0.4%
Budget Analysts/082	#	52	20	32	0	6	14	17	4	8	0	2	0	0	0	1	0	0	0
	%	100%	38.5%	61.5%	0.0%	11.5%	26.9%	32.7%	7.7%	15.4%	0.0%	3.8%	0.0%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%
Occupational CLF	#		37.3%	62.7%	1.7%	3.6%	29.3%	45.1%	3.6%	9.5%	2.1%	3.2%	0.1%	0.1%	0.2%	0.5%	0.2%	0.2%	0.3%
	%		37.3%	62.7%	1.7%	3.6%	29.3%	45.1%	3.6%	9.5%	2.1%	3.2%	0.1%	0.1%	0.2%	0.5%	0.2%	0.2%	0.3%
Financial Specialists/095	#	16	6	10	1	1	5	7	0	1	0	1	0	0	0	0	0	0	0
	%	100%	37.5%	62.5%	6.3%	6.3%	31.3%	43.8%	0.0%	6.3%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#		43.0%	57.0%	3.6%	5.6%	33.0%	41.0%	3.9%	6.8%	1.6%	2.6%	0.1%	0.1%	0.2%	0.2%	0.2%	0.4%	0.4%
	%		43.0%	57.0%	3.6%	5.6%	33.0%	41.0%	3.9%	6.8%	1.6%	2.6%	0.1%	0.1%	0.2%	0.2%	0.2%	0.4%	0.4%
Computer Scientists & Systems Analysts/100	#	43	31	12	3	4	26	6	1	2	1	0	0	0	0	0	0	0	0
	%	100%	72.1%	27.9%	7.0%	9.3%	60.5%	14.0%	2.3%	4.7%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#		66.8%	33.2%	3.1%	1.6%	50.4%	27.7%	4.3%	3.5%	7.4%	2.9%	0.1%	0.0%	0.4%	0.1%	0.7%	0.2%	0.2%
	%		66.8%	33.2%	3.1%	1.6%	50.4%	27.7%	4.3%	3.5%	7.4%	2.9%	0.1%	0.0%	0.4%	0.1%	0.7%	0.2%	0.2%
Computer Support Specialists/104	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.0%	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%
Occupational CLF	#		63.9%	36.1%	4.0%	2.0%	49.1%	26.5%	5.0%	5.0%	4.1%	1.7%	0.1%	0.1%	0.3%	0.2%	0.6%	0.3%	0.3%
	%		63.9%	36.1%	4.0%	2.0%	49.1%	26.5%	5.0%	5.0%	4.1%	1.7%	0.1%	0.1%	0.3%	0.2%	0.6%	0.3%	0.3%
Operations Research Analysts/122	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100%	0.0%	100.0%	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%
Occupational CLF	#		53.7%	46.2%	2.3%	2.7%	44.5%	33.9%	3.1%	6.4%	2.8%	2.2%	0.1%	0.0%	0.2%	0.2%	0.2%	0.4%	0.3%
	%		53.7%	46.2%	2.3%	2.7%	44.5%	33.9%	3.1%	6.4%	2.8%	2.2%	0.1%	0.0%	0.2%	0.2%	0.2%	0.4%	0.3%
Civil Engineers/136	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.0%	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%
Occupational CLF	#		89.9%	10.1%	3.7%	0.6%	74.1%	7.5%	2.9%	0.6%	7.4%	1.1%	0.0%	0.0%	0.3%	0.1%	0.8%	0.1%	0.1%
	%		89.9%	10.1%	3.7%	0.6%	74.1%	7.5%	2.9%	0.6%	7.4%	1.1%	0.0%	0.0%	0.3%	0.1%	0.8%	0.1%	0.1%
Computer Hardware Engineers/140	#	12	10	2	0	0	8	1	1	0	0	1	0	0	1	0	0	0	0
	%	100%	83.3%	16.7%	0.0%	0.0%	66.7%	8.3%	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#		83.7%	16.3%	4.2%	1.0%	59.1%	10.6%	4.5%	1.2%	13.7%	3.1%	0.0%	0.0%	0.2%	0.0%	1.0%	0.2%	0.2%
	%		83.7%	16.3%	4.2%	1.0%	59.1%	10.6%	4.5%	1.2%	13.7%	3.1%	0.0%	0.0%	0.2%	0.0%	1.0%	0.2%	0.2%

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		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	female	
Astronomers & Physicists/170	#	17	14	3	0	0	14	1	0	2	0	0	0	0	0	0	0	0	0
	%	100%	82.4%	17.6%	0.0%	0.0%	82.4%	5.9%	0.0%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#	86.1%	13.9%	1.9%	0.4%	74.6%	10.7%	1.1%	0.5%	7.2%	2.2%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.5%	0.1%
	%	86.1%	13.9%	1.9%	0.4%	74.6%	10.7%	1.1%	0.5%	7.2%	2.2%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.5%	0.1%
Environmental Scientists/174	#	7	4	0	0	2	2	0	1	1	0	0	0	0	0	0	1	0	0
	%	100%	42.9%	57.1%	0.0%	0.0%	28.6%	28.6%	0.0%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%
Occupational CLF	#	86.1%	13.9%	1.9%	0.4%	74.6%	10.7%	1.1%	0.5%	7.2%	2.2%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.5%	0.1%
	%	86.1%	13.9%	1.9%	0.4%	74.6%	10.7%	1.1%	0.5%	7.2%	2.2%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.5%	0.1%
Physical Scientists/176	#	147	113	34	9	2	88	28	10	2	4	1	0	0	2	1	0	0	0
	%	100%	76.9%	23.1%	6.1%	1.4%	59.9%	19.0%	6.8%	1.4%	2.7%	0.7%	0.0%	0.0%	1.4%	0.7%	0.0%	0.0%	0.0%
Occupational CLF	#	65.6%	34.4%	2.2%	1.7%	45.4%	22.9%	1.6%	1.4%	15.3%	7.8%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.3%
	%	65.6%	34.4%	2.2%	1.7%	45.4%	22.9%	1.6%	1.4%	15.3%	7.8%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.3%
Miscellaneous/Social Scientists/186	#	120	69	51	3	0	63	47	0	3	2	1	0	0	1	0	0	0	0
	%	100%	57.5%	42.5%	2.5%	0.0%	52.5%	39.2%	0.0%	2.5%	1.7%	0.8%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#	50.1%	49.9%	1.9%	2.2%	42.0%	40.4%	2.4%	3.8%	2.0%	2.1%	0.1%	0.0%	0.0%	0.6%	0.5%	0.9%	0.5%	0.5%
	%	50.1%	49.9%	1.9%	2.2%	42.0%	40.4%	2.4%	3.8%	2.0%	2.1%	0.1%	0.0%	0.0%	0.6%	0.5%	0.9%	0.5%	0.5%
Lawyers/210	#	35	21	14	2	3	18	10	0	0	1	1	0	0	0	0	0	0	0
	%	100%	60.0%	40.0%	5.7%	8.6%	51.4%	28.6%	0.0%	0.0%	2.9%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#	71.3%	28.7%	2.0%	1.2%	65.2%	23.9%	2.0%	1.9%	1.2%	1.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.2%
	%	71.3%	28.7%	2.0%	1.2%	65.2%	23.9%	2.0%	1.9%	1.2%	1.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.2%
Paralegal & Legal Assistants/214	#	3	0	3	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0
	%	100%	0.0%	100.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%
Occupational CLF	#	13.9%	86.1%	1.5%	6.6%	9.7%	68.7%	1.7%	6.9%	0.7%	2.0%	0.0%	0.1%	0.1%	0.1%	0.4%	0.2%	0.6%	0.6%
	%	13.9%	86.1%	1.5%	6.6%	9.7%	68.7%	1.7%	6.9%	0.7%	2.0%	0.0%	0.1%	0.1%	0.1%	0.4%	0.2%	0.6%	0.6%
Miscellaneous Legal Support Workers/215	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.0%	100.0%	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%
Occupational CLF	#	26.7%	73.3%	1.9%	5.5%	20.8%	58.1%	2.2%	6.3%	1.1%	1.8%	0.0%	0.1%	0.2%	0.5%	0.3%	0.3%	0.5%	0.5%
	%	26.7%	73.3%	1.9%	5.5%	20.8%	58.1%	2.2%	6.3%	1.1%	1.8%	0.0%	0.1%	0.2%	0.5%	0.3%	0.3%	0.5%	0.5%
Other Teachers & Instructors/234	#	25	0	3	0	20	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	100%	0.0%	12.0%	0.0%	80.0%	0.0%	4.0%	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#	33.2%	66.8%	2.7%	4.5%	24.6%	51.7%	3.0%	6.0%	1.7%	2.7%	0.0%	0.1%	0.3%	0.5%	0.4%	0.4%	0.6%	0.6%
	%	33.2%	66.8%	2.7%	4.5%	24.6%	51.7%	3.0%	6.0%	1.7%	2.7%	0.0%	0.1%	0.3%	0.5%	0.4%	0.4%	0.6%	0.6%
Library Technicians/244	#	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.0%	100.0%	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%
Occupational CLF	#	25.8%	74.2%	2.1%	5.1%	18.4%	56.9%	2.6%	6.8%	1.8%	3.6%	0.0%	0.1%	0.1%	0.4%	0.3%	0.3%	0.6%	0.6%
	%	25.8%	74.2%	2.1%	5.1%	18.4%	56.9%	2.6%	6.8%	1.8%	3.6%	0.0%	0.1%	0.1%	0.4%	0.3%	0.3%	0.6%	0.6%

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		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	female
Other Education, Training & Library Workers/255	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0%	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%	
Occupational CLF	#	34.6%	65.4%	1.9%	3.9%	28.0%	52.1%	2.9%	66.0%	1.0%	1.6%	0.0%	0.0%	0.5%	0.7%	0.0%	0.6%	
	%	34.6%	65.4%	1.9%	3.9%	28.0%	52.1%	2.9%	66.0%	1.0%	1.6%	0.0%	0.0%	0.5%	0.7%	0.0%	0.6%	
Public Relations Specialists/282	#	9	4	0	0	5	4	0	0	0	0	0	0	0	0	0	0	
	%	100%	44.4%	0.0%	0.0%	55.6%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Occupational CLF	#	50.1%	49.1%	1.9%	2.2%	42.0%	40.4%	2.4%	3.8%	2.1%	2.3%	0.1%	0.0%	0.7%	0.7%	0.1%	0.5%	
	%	50.1%	49.1%	1.9%	2.2%	42.0%	40.4%	2.4%	3.8%	2.1%	2.3%	0.1%	0.0%	0.7%	0.7%	0.1%	0.5%	
Broadcast & Sound Engineering Technicians & Other Media & Occupational CLF	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100%	100.0%	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%	
Occupational CLF	#	85.7%	14.1%	7.0%	1.2%	67.7%	10.1%	7.0%	1.9%	220.0%	0.5%	0.1%	0.0%	0.7%	0.2%	0.0%	0.2%	
	%	85.7%	14.1%	7.0%	1.2%	67.7%	10.1%	7.0%	1.9%	220.0%	0.5%	0.1%	0.0%	0.7%	0.2%	0.0%	0.2%	
Registered Nurses/313	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Occupational CLF	#	7.5%	92.7%	0.4%	2.9%	5.8%	74.7%	0.6%	8.3%	0.6%	5.4%	0.0%	0.1%	0.0%	0.7%	0.1%	0.6%	
	%	7.5%	92.7%	0.4%	2.9%	5.8%	74.7%	0.6%	8.3%	0.6%	5.4%	0.0%	0.1%	0.0%	0.7%	0.1%	0.6%	
Clinical Laboratory Technologists & Technicians/330	#	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%	
Occupational CLF	#	26.1%	73.9%	210.0%	3.7%	17.0%	53.8%	2.8%	840.0%	3.6%	700.0%	0.0%	0.0%	0.2%	0.5%	0.4%	0.5%	
	%	26.1%	73.9%	210.0%	3.7%	17.0%	53.8%	2.8%	840.0%	3.6%	700.0%	0.0%	0.0%	0.2%	0.5%	0.4%	0.5%	
Other Healthcare Practitioners & Technical Occupations/354	#	18	1	3	0	12	0	1	0	0	0	0	0	1	1	0	0	
	%	100%	5.6%	16.7%	0.0%	66.7%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%	5.6%	0.0%	0.0%	
Occupational CLF	#	63.4%	36.7%	3.6%	1.8%	50.7%	28.5%	5.9%	4.2%	1.8%	1.3%	0.1%	0.1%	0.8%	0.4%	0.3%	0.4%	
	%	63.4%	36.7%	3.6%	1.8%	50.7%	28.5%	5.9%	4.2%	1.8%	1.3%	0.1%	0.1%	0.8%	0.4%	0.3%	0.4%	
Bookkeeping, Accounting & Auditing Clerks/512	#	3	2	1	0	0	2	0	0	0	0	0	0	0	0	0	0	
	%	100%	66.7%	33.3%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Occupational CLF	#	10.4%	89.4%	1.1%	5.7%	7.5%	79.2%	1.3%	6.3%	0.3%	2.5%	0.0%	0.1%	0.0%	0.1%	0.1%	0.3%	
	%	10.4%	89.4%	1.1%	5.7%	7.5%	79.2%	1.3%	6.3%	0.3%	2.5%	0.0%	0.1%	0.0%	0.1%	0.1%	0.3%	
Procurement Clerks/515	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100%	100.0%	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%	
Occupational CLF	#	36.3%	63.7%	2.8%	4.4%	28.2%	48.9%	3.0%	7.3%	1.4%	1.8%	0.2%	0.1%	0.2%	0.6%	0.2%	0.3%	
	%	36.3%	63.7%	2.8%	4.4%	28.2%	48.9%	3.0%	7.3%	1.4%	1.8%	0.2%	0.1%	0.2%	0.6%	0.2%	0.3%	

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		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	female	
Human Resources Assistants/536	#	7	1	6	1	1	0	1	0	1	0	0	1	0	0	0	2	0	0
	%	100%	14.3%	85.7%	14.3%	14.3%	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%
Occupational CLF	#	18.9%	81.1%	2.2%	8.1%	11.7%	53.6%	3.5%	14.9%	0.9%	2.4%	0.0%	0.1%	0.2%	0.7%	0.2%	0.7%	0.7%	
	%	100%	18.9%	81.1%	2.2%	8.1%	11.7%	53.6%	3.5%	14.9%	0.9%	2.4%	0.0%	0.1%	0.2%	0.7%	0.2%	0.7%	
Secretaries & Administrative Assistants/570	#	29	0	29	0	5	16	0	3	0	1	0	0	0	4	0	4	0	
	%	100%	0.0%	100.0%	0.0%	17.2%	0.0%	55.2%	0.0%	10.3%	0.0%	3.4%	0.0%	0.0%	13.8%	0.0%	0.0%	0.0%	
Occupational CLF	#	3.5%	96.5%	0.3%	7.1%	2.5%	77.7%	0.4%	8.1%	0.2%	1.8%	0.0%	0.1%	0.0%	0.6%	0.0%	0.6%	0.6%	
	%	100%	3.5%	96.5%	0.3%	7.1%	2.5%	77.7%	0.4%	8.1%	0.2%	1.8%	0.0%	0.1%	0.0%	0.6%	0.0%	0.6%	
Wordprocessors & Typists/582	#	7	3	4	0	0	3	3	1	0	0	0	0	0	0	0	0	0	
	%	100%	42.9%	57.1%	0.0%	0.0%	42.9%	42.9%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Occupational CLF	#	7.0%	93.0%	0.7%	7.2%	4.5%	66.5%	1.0%	14.4%	0.5%	2.9%	0.0%	0.1%	0.0%	0.6%	0.1%	0.1%	0.7%	
	%	100%	7.0%	93.0%	0.7%	7.2%	4.5%	66.5%	1.0%	14.4%	0.5%	2.9%	0.0%	0.1%	0.0%	0.6%	0.1%	0.7%	
Office & Administrative Support Workers/593	#	70	13	57	2	12	8	31	3	13	0	0	0	0	1	0	1	0	
	%	100%	18.6%	81.4%	2.9%	17.1%	11.4%	44.3%	4.3%	18.6%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	1.4%	0.0%	
Occupational CLF	#	26.6%	73.4%	2.3%	5.8%	19.7%	54.7%	2.8%	8.9%	1.1%	2.3%	0.0%	0.1%	0.2%	0.5%	0.2%	0.2%	0.5%	
	%	100%	26.6%	73.4%	2.3%	5.8%	19.7%	54.7%	2.8%	8.9%	1.1%	2.3%	0.0%	0.1%	0.2%	0.5%	0.2%	0.5%	
Hazardous Materials Removal Workers/672 (Nuclear Materials Courier)	#	341	339	2	57	0	255	2	15	0	5	0	0	0	7	0	0	0	
	%	100%	99.4%	0.6%	16.7%	0.0%	74.8%	0.6%	4.4%	0.0%	1.5%	0.0%	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%	
Occupational CLF	#	90.8%	9.2%	26.5%	2.0%	48.7%	5.6%	10.9%	0.9%	1.2%	0.4%	0.3%	0.1%	1.0%	0.1%	1.4%	0.0%	0.0%	
	%	100%	90.8%	9.2%	26.5%	2.0%	48.7%	5.6%	10.9%	0.9%	1.2%	0.4%	0.3%	0.1%	1.0%	0.1%	1.4%	0.0%	

Table A7: APPLICANTS AND HIRES 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	
Job Title/Series:																
Total Received	#															
Voluntarily Identified	#															
	%	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%
Qualified of those Identified	#															
	%	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%
Selected of those Identified	#															
	%	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%
CLF																
Job Title/Series:																
Total Received	#															
Voluntarily Identified	#															
	%	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%
Qualified of those Identified	#															
	%	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%
Selected of those Identified	#															
	%	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%
CLF																
Job Title/Series:																
Total Received	#															
Voluntarily Identified	#															
	%	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%
Qualified of those Identified	#															
	%	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%
Selected of those Identified	#															
	%	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%
CLF																

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

Employment Tenure		TOTAL WORKFORCE		RACE/ETHNICITY														
				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	
Permanent	#	212	133	79	23	22	92	42	5	12	9	2			4	1		
	%	100%	62.7%	37.3%	10.8%	10.4%	43.4%	19.8%	2.4%	5.7%	4.2%	0.9%	0.0%	0.0%	1.9%	0.5%	0.0%	0.0%
Temporary	#	21	8	13	1	3	5	7		5								
	%	100%	38.1%	61.9%	4.8%	14.3%	23.8%	33.3%	0.0%	23.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NON-Appropriated	#	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%
CUB	#																	
	%	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		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
																	All
Job Series of Vacancy: (080, 301, 340, 341, 1103, 2101, 2103) Business Operations Specialists																	
Total Applications	#																
Received*	#																
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%	0.0%
	%																
Selected*	#	29	13	16	1	1	13	6	1	4	0	0	0	0	3	0	0
	%	100%	44.8%	55.2%	3.4%	3.4%	44.8%	20.7%	3.4%	13.8%	0.0%	0.0%	0.0%	10.3%	0.00%	0.00%	0.00%
Relevant Applicant Pool*																	
Job Series of Vacancy: (343) Management & Program Analysts																	
Total Applications	#																
Received*	#																
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%	0.0%
	%																
Selected*	#	14	4	10	0	3	3	6	1	1	0	0	0	0	0	0	0
	%	100%	28.6%	71.4%	0.0%	21.4%	21.4%	42.9%	7.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool*																	
Job Series of Vacancy: (801) Miscellaneous Engineers																	
Total Applications	#																
Received*	#																
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%	0.0%
	%																
Selected*	#	10	8	2	1	0	5	2	1	0	1	0	0	0	0	0	0
	%	100%	80.0%	20.0%	10.0%	0.0%	50.0%	20.0%	10.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool*																	
Job Series of Vacancy: (1301) Physical Scientists																	
Total Applications	#																
Received*	#																
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%	0.0%
	%																
Selected*	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	100.0%	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%
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 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						
			male	female	male	female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races			
Job Series of Vacancy: (084) Hazardous Materials Removal Workers															
Total Applications Received*	#														
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%
	#	50	50	0	1	0	48	0	0	0	0	0	1	0	0
	%	100%	100.0%	0.0%	2.0%	0.0%	96.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%
Selected*	#														
	%	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%
Relevant Applicant Pool*	%														
Job Series of Vacancy:															
Total Applications Received*	#														
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%
Selected*	#														
	%	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%
Relevant Applicant Pool*	%														
Job Series of Vacancy:															
Total Applications Received*	#														
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%
Selected*	#														
	%	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%
Relevant Applicant Pool*	%														
Job Series of Vacancy:															
Total Applications Received*	#														
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%
Selected*	#														
	%	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%
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 A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) BY

Race/Ethnicity and Sex

RACE/ETHNICITY

Employment Tenure	TOTAL WORKFORCE		Hispanic or Latino		White		Black or African American		Non-Hispanic or Latino		American Indian or Alaska Native		Two or more races	
	All		male	female	male	female	male	female	male	female	male	female	male	female

Grade(s) of Vacancy: GS 13														
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%
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%
Selected	#	68	37	31	5	7	31	20	1	4				
	%	100%	54.4%	45.6%	7.4%	10.3%	45.6%	29.4%	1.5%	5.9%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool		251	141	110	20	39	107	47	6	21	4	1	4	2

Grade(s) of Vacancy: GS 14														
Total Applications Received*	#													
	%	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%
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%
Selected	#	85	57	30	9	5	42	21	4	1	1	1		2
	%	100%	67.1%	35.3%	10.6%	5.9%	49.4%	24.7%	4.7%	1.2%	1.2%	1.2%	0.0%	2.4%
Relevant Applicant Pool		368	203	165	33	46	143	82	16	29	7	4	4	4

Grade(s) of Vacancy: GS 15														
Total Applications Received*	#													
	%	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%
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%
Selected	#	57	36	21	2	5	27	14	6	2				
	%	100%	63.2%	36.8%	3.5%	8.8%	47.4%	24.6%	10.5%	3.5%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool		474	304	170	39	38	231	105	9	16	18	7	7	4

Grade(s) of Vacancy: ES														
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%
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%
Selected	#	8	6	2	2		4	2						
	%	100%	75.0%	25.0%	25.0%	0.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool		345	249	96	19	8	203	73	11	12	15	3	1	

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

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

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY																	
			Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino		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	female	male	female
Time-Off awards - 1-9 hours																				
Total Time-Off Awards Given	#	194	111	83	20	23	74	35	5	15	7	4					5	6		
	%	100%	57.2%	42.8%	10.3%	11.9%	38.1%	18.0%	2.6%	7.7%	3.6%	2.1%	0.0%	0.0%	0.0%	0.0%	2.6%	3.1%	0.0%	0.0%
Total Hours	#	1284	1201	601	114	154	436	256	34	115	57	30					42	46		
	Average Hours	7	11	7	6	7	6	7	7	8	8	8	8				8	8		
Time-Off awards - 9+ hours																				
Total Time-Off Awards Given	#	496	357	139	60	39	262	67	21	18	8	10					6	5		
	%	100%	72.0%	28.0%	12.1%	7.9%	52.8%	13.5%	4.2%	3.6%	1.6%	2.0%	0.0%	0.0%	0.0%	0.0%	1.2%	1.0%	0.0%	0.0%
Total Hours	#	9386	6607	2779	1173	796	4783	1230	388	396	143	229					120	128		
	Average Hours	19	19	20	20	20	18	18	18	22	18	23					20	26		
Cash Awards - \$100 - \$500																				
Total Cash Awards Given	#	567	373	194	56	56	279	109	20	18	11	9					7	2		
	%	100%	65.8%	34.2%	9.9%	9.9%	49.2%	19.2%	3.5%	3.2%	1.9%	1.6%	0.0%	0.0%	0.0%	0.0%	1.2%	0.4%	0.0%	0.0%
Total Amount	#	195918	128165	67753	20505	17955	92731	40076	7833	6052	4373	2970					2723	700		
	Average Amount	346	344	349	366	321	332	368	392	336	398	330					389	350		
Cash Awards \$501+																				
Total Cash Awards Given	#	2747	1846	901	272	235	1390	505	82	114	75	20					27	27		
	%	100%	67.20%	32.80%	9.90%	8.55%	50.60%	18.38%	2.99%	4.15%	2.73%	0.73%	0.00%	0.00%	0.00%	0.00%	0.98%	0.98%	0.00%	0.00%
Total Amount	#	7993103	5621033	2372070	736406	512852	4402204	1444935	199592	297147	211268	57807					71923	59329		
	Average Amount	2910	3045	2633	2707	2182	3167	2861	2434	2607	2817	2890					2664	2197		
Quality Step Increases (QSI)																				
Total QSIs Awarded	#	69	46	23	7	8	32	10	6	5	0	0					1	0		
	%	100%	66.7%	33.3%	10.1%	11.6%	46.4%	14.5%	8.7%	7.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%
Total Benefit	#																			
	Average Benefit	0	0	0	0	0	0	0	0	0	0	0					0	0		

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

Employment Tenure	TOTAL WORKFORCE	RACE/ETHNICITY																
		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			
Voluntary	#	210	151	59	22	16	114	35	12	7	1	1			1	1		
	%	100%	71.9%	28.1%	10.5%	7.6%	54.3%	16.7%	5.7%	3.3%	0.5%	0.5%	0.0%	0.0%	0.5%	0.5%	0.0%	0.0%
Involuntary	#	8	6	2	1	2	5	0	0	0	0	0			0	0		
	%	100%	75.0%	25.0%	12.5%	25.0%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Separations	#	218	157	61	23	18	119	35	12	7	1	1			1	1		
	%	100%	72.0%	28.0%	10.6%	8.3%	54.6%	16.1%	5.5%	3.2%	0.5%	0.5%	0.0%	0.0%	0.5%	0.5%	0.0%	0.0%
Total Workforce	#	2552	1703	849	229	198	1291	473	79	127	80	27			24	24		
	%	100%	66.7%	33.3%	9.0%	7.8%	50.6%	18.5%	3.1%	5.0%	3.1%	1.1%	0.0%	0.0%	0.9%	0.9%	0.0%	0.0%

DATA TABLES

B1 – B14

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)	# 302 % 11.8%	274	19	9	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
- Mid-Level (Grades 13-14)	# 96 % 3.8%	88	3	5	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
- First-Level (Grades 12 and Below)	# 53 % 2.1%	50	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%	0.0%				
- Other Officials and Managers	# 694 % 27.2%	621	32	41	5	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	# 1145 % 44.9%	1033	54	58	5	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
2. Professionals	# 991 % 38.8%	913	27	51	6	1	0.0%	0.0%	0.0%	0.0%	0.0%	2	1	0.0%	100.0%	2	0.0%				
3. Technicians	# 22 % 0.9%	22	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
4. Sales Workers	# 0 % 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
5. Administrative Support Workers	# 126 % 4.9%	108	1	17	1	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
6. Craft Workers (Nuclear Materials)	# 268 % 10.5%	263	2	3	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
7. Operatives	# 0 % 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
8. Labors and Helpers	# 0 % 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
9. Service Workers	# 0 % 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
TOTAL WORKFORCE	# 2552 % 100%	2338	84	130	12	1	1	2	4	2	2	2	2	2	2	2	2				

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	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					
GS - 01	#	4	4	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%	0.0%	0.0%	0.0%	0.0%	0.0%
GS - 02	#	4	4	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%	0.0%	0.0%	0.0%	0.0%	0.0%
GS - 03	#	8	7	0	1	0													
	%	0.3%	0.3%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS - 04	#	16	14	0	2	0													
	%	0.6%	0.6%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS - 05	#	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%	0.0%	0.0%	0.0%	0.0%
GS - 06	#	29	24	0	5	1													
	%	1.1%	1.0%	0.0%	3.8%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS - 07	#	51	40	1	10	2													
	%	2.0%	1.7%	1.2%	7.7%	16.7%	0.0%	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS - 08	#	71	69	0	2	0													
	%	2.8%	3.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS - 09	#	97	93	2	2	0													
	%	3.8%	4.0%	2.4%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS - 10	#	109	106	0	3	0													
	%	4.3%	4.5%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS - 11	#	135	125	5	5	0													
	%	5.3%	5.3%	6.0%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS - 12	#	251	228	7	16	1													
	%	9.8%	9.8%	8.3%	12.3%	8.3%	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%
GS - 13	#	368	329	17	22	2													
	%	14.4%	14.1%	20.2%	16.9%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS - 14	#	474	439	11	24	4													
	%	18.6%	18.8%	13.1%	18.5%	33.3%	0.0%	0.0%	0.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS - 15	#	345	308	23	14	0													
	%	13.5%	13.2%	27.4%	10.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All Other (Unspecified GS)	#	465	434	9	22	2													
	%	18.2%	18.6%	10.7%	16.9%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	115	105	9	1	0													
	%	4.5%	4.5%	10.7%	0.8%	0.0%	0.0%	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	#	2552	2338	84	130	12													
	%	100%	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 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: (080, 301, 340, 341, 1103, 2010, 2130) Business Operations Specialists																	
Applications R	#	0.0%	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	#	29	26	0	3	1			1								
Relevant Applicant	%	89.7%	0.0%	10.3%	3.4%	0.0%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%			
Job Series: (343) Management & Program Analysts																	
Applications R	#	0.0%	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*	#	14	12	0	2	0											
Relevant Applicant	%	100%	85.7%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Job Series: (801) Miscellaneous Engineers																	
Applications R	#	0.0%	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	#	10	10	0	0	0											
Relevant Applicant	%	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%			
Job Series: (1301) Physical Scientists																	
Applications R	#	0.0%	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	#	3	3	0	0	0											
Relevant Applicant	%	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%			

"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) Dislocation of Limb/Spine			
Job Series/Grade(s) of Vacancy: GS 13																	
Relevant Pool	251	228	7	16	1	1											
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%			
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%			
Selected	#	68	62	4	2	0											
	%	100%	91.2%	5.9%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Job Series/Grade(s) of Vacancy: GS 14																	
Relevant Pool	368	329	17	22	2												
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%			
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%			
Selected	#	85	79	0	7	3		1	2								
	%	100%	92.9%	0.0%	8.2%	3.5%	0.0%	1.2%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%			
Job Series/Grade(s) of Vacancy: GS 15																	
Relevant Pool	474	439	11	24	4												
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%			
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%			
Selected	#	57	53	0	4	0											
	%	100%	93.0%	0.0%	7.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Job Series/Grade(s) of Vacancy: ES																	
Relevant Pool	345	308	23	14	0												
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%			
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%			
Selected	#	8	8	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%			
"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) Deathness	(23-25) Blindness	(28-32-38) Missing Limbs	(64-89) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine			
Career Development Programs for GS 5-12																		
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%	0.00%			
Applied*	#	178																
	%	0.00%	0.00%	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	#	33																
	%	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%			
Career Development Programs for GS 13-14																		
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%	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%	0.00%			
Participants	#	7																
	%	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%			
Career Development Programs for GS 15 and SES																		
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%	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%	0.00%			
Participants	#	31																
	%	93.5%	3.2%	3.2%	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.

178 total is for Intern program

*No data available

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

Type of Separation	Total	Detail for Targeted Disabilities												
		Total by Disability Status												
		(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	#	210	175	16	19	1				1				
	%	100%	83.3%	7.6%	9.0%	0.5%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%
Involuntary	#	8	7	1	0	0								
	%	100%	87.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Separations	#	218	182	17	19	1				1				
	%	100%	83.5%	7.8%	8.7%	0.5%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%
Total Workforce	#	2552	2338	84	130	12	1	1	2	4	2		2	
	%	100%	91.6%	3.3%	5.1%	0.5%	0.0%	0.0%	0.1%	0.2%	0.1%	0.0%	0.1%	0.0%