



Federal Aviation
Administration

Federal Aviation Administration (FAA)

Annual EEO Program Status Report

Fiscal Year

2021

Prepared by FAA
Office of Civil Rights 2022

EEOC Forms and Documents Included in this Report

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TAB 1

Parts A-D

Agency Information

MD-715 Parts A Through D

Part A - Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code (xxxxx)	Agency Code (xxxx)	FIPS Code (xxxx)
U.S. Department of Transportation Federal Aviation Administration		800 Independence Avenue SW	Washington	DC	20591		

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	44,098	475	44,573

Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	Billy Nolen	Acting Administrator
Head of Agency Designee	John P. Benison	Assistant Administrator, Office of Civil Rights

Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series (xxx x)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	John P. Benison	Assistant Administrator, Office of Civil Rights	0301	ES	202.267.3254	John.P.Benison@FAA.gov
Affirmative Employment Program Manager	Yvette Aine	Acting Director, National Policy and Compliance,	0260	FV-K	202-267-9928	Yvette.Aine@FAA.gov

EEO Program Staff	Name	Title	Occupational Series (xxx x)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
		Office of Civil Rights				
Complaint Processing Program Manager	Cheryl Wilkes	EEO Complaints Services, Office of Civil Rights	0260	FV-K	609.485.6091	Cheryl.Wilkes@FAA.gov
Diversity & Inclusion Officer	Thomas C. Harris	EEO Specialist, Diversity, Equity, Inclusion, & Accessibility (DEIA) Team Lead	0260	FV-J	405.954.5536	Thomas.C.Harris@FAA.gov
Hispanic Employment Program Manager (HEPM)	Migdalia Gonzalez	Hispanic Employment Program Manager	0260	FV-J	202.267.2742	migdalia.gonzalez@faa.gov
Federal Women's Program Manager (FWPM)	Gioia Alba	National Federal Women's Program Lead Manager	0260	FV-J	202.267.6312	Gioia.Alba@FAA.gov
People with Disabilities Program Manager (PWDPM)	Michael F. Looney	National People with Disabilities Program Manager	0260	FV-J	202.267.4532	Michael.F.Looney@FAA.gov
Special Placement Program Coordinator (Individuals with Disabilities)	Tamara A. Smith	Selective Placement Program (SPP) Coordinator,	0343	FV-H	202.267.6648	Tamara.A.Smith@FAA.gov
Reasonable Accommodation Program Manager	Michael F. Looney	National People with Disabilities Program Manager	0260	FV-J	202.267.4532	Michael.F.Looney@FAA.gov

EEO Program Staff	Name	Title	Occupational Series (xxx x)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Anti-Harassment Program Manager	Sharon Turman-Hall	Division Director, Office of Accountability Board	0201	FV-K	202.267.6358	Sharon.Turman-Hall@FAA.gov
ADR Program Manager	Samuel A. Mancilla	National ADR Program Manager	0260	FV-I	202-267-7864	Samuel.A.Mancilla@faa.gov
Compliance Manager	Yvette Aine	Acting Director, National Policy and Compliance, Office of Civil Rights	0260	FV-K	202-267-9928	Yvette.Aine@FAA.gov
Principal MD-715 Preparer	Raquel Snowden	Acting Team Lead, National Policy and Compliance, Office of Civil Rights	0260	FV-I	202-267-1243	Raquel.Snowden@FAA.gov

Part D.1 – List of Subordinate Components Covered in this Report

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

☒ If the agency does not have any subordinate components, please check the box.

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
N/A					

Part D.2 – Mandatory and Optional Documents for this Report

In the table below, the agency must submit these documents with its MD-715 report.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	Yes	
EEO Policy Statement	Yes	
Strategic Plan	Yes	
Anti-Harassment Policy and Procedures	Yes	
Reasonable Accommodation Procedures	Yes	
Personal Assistance Services Procedures	Yes	
Alternative Dispute Resolution Procedures	Yes	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	Yes	
Disabled Veterans Affirmative Action Program (DVAAP) Report	Yes	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	No	
Diversity and Inclusion Plan under Executive Order 13583	Yes	
Diversity Policy Statement	No	
Equity and Access Policy Statement	Yes	
Human Capital Strategic Plan	Yes	
EEO Strategic Plan	Yes	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	

TAB 2

Part E

Executive Summary

Part E – Executive Summary

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to Part E.2 to E.5.

Part E.1 - Executive Summary: Mission

The FAA is a component of the U.S. Department of Transportation (DOT). Its continuing mission is to provide the safest, most efficient aerospace system in the world. The FAA aspires to reach the next level of safety and efficiency by demonstrating global leadership through its commitment to integrate diverse users, innovative technology and promise of excellence into our aviation system.

Part E.2 - Executive Summary: Essential Element A - F

Essential Element A: Demonstrated Commitment from Agency Leadership

- The Agency affirmed its continued commitment to EEO and diversity by issuing policy statements on Equal Employment Opportunity (EEO) and the Prevention of Harassment in support of equal employment opportunity, diversity and a workplace free of discriminatory harassment. The first ever Equity and Access Policy Statement that ensures non-discrimination in all of its federally conducted programs, activities, and services was issued. The policy statements were communicated via email and/or FAA Broadcast to all employees.
- The FAA refined its strategy with the issuance of a new FAA strategy, "Flight Plan 21," for a 21st Century FAA. FAA's Flight Plan 21 prioritizes four pillars – Safety, People, Operational Excellence and Global Leadership.
- FAA Administrator presented and issued FAA's Inaugural Diversity and Inclusion (D&I) Strategic Plan, Diversity + Equity + Inclusion + Accessibility = Safety for Fiscal Years 2021-2025, signed December 17, 2020 and uploaded to the ACR website in January 2021. The plan is the Agency's flight path to guide FAA's efforts in building a high-performing workforce that recognizes the unique and diverse talents of its employees.
- FAA Administrator hosted the FAA's first annual Diversity, Equity, and Inclusion Symposium on advancing civil rights, diversity, equity and inclusion, as well as Equal Employment Opportunity.
- FAA Administrator and Deputy Administrator co-chaired the first Diversity, Equity, and Inclusion Listening Session where employees were given the opportunity to share their thoughts about the climate at that time and posed thought-provoking questions that were addressed by the Administrator and Deputy Administrator. Responses to all questions were published by the Office of the Administrator on-demand recording. The goal of the Listening Sessions were to reinforce the Agency's commitment to establish open communication among and across its people and organizations.
- The FAA Assistant Administrator Office of Civil Rights (ACR) Assistant Administrator continued to conduct regular meetings with FAA's Administrator and informed other senior leaders of the effectiveness, efficiency and legal compliance necessary for non-discrimination and equal opportunity. ACR delivered this information through the annual State of the Agency briefing and standing monthly meetings with the Office of General Counsel (AGC).
- FAA Managers and supervisors were evaluated on their commitment to agency EEO policies and principles. Performance plans included language supporting the commitment to EEO principles and practices in the workplace.

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

- The Assistant Administrator for Civil Rights (ACR-1) remained under the direct supervision of the Agency Head. ACR-1 has a Deputy Assistant Administrator (ACR-2), a Chief of Staff, and five (5) EEO Directors who are direct reports.

- ACR established a Diversity, Equity, Inclusion & Accessibility (DEIA) Charter that served as the agency-wide governance body to identify and draft the FAA's DEIA base Implementation Plan to ensure that the DEIA Implementation Plan remained in alignment with the FAA Diversity & Inclusion Strategic Plan and Executive Order 14035 on Diversity, Equity, Inclusion, and Accessibility.
- ACR revised FAA's Order on Processing Accommodation Requests for People with Disabilities to align with the Department of Transportation (DOT) Order 1011.1A, Procedures for Processing Reasonable Accommodation Requests by DOT Job Applicants and Employees with Disabilities.
- ACR-2 oversaw a forum to centralize and ensure compliance with Executive Order 13779 and 14041, to promote excellence and opportunity within the FAA for Historically Black Colleges and Universities (HBCUs). The forum increased visibility, access and opportunities for HBCU graduates within the aviation industry.
- The FAA spearheaded an Inclusive Language Action Team composed of representatives from each LOB/SO to review commonly used, outdated, non-inclusive, non-conforming, and gender specific words (e.g. airman, unmanned aircraft system, etc.); and charged the Team with creating a comprehensive list of terms that do not discriminate against a particular sex, social gender, or gender identity.
- Through an emphasis on targeted outreach, consultation, collaboration and education, ACR's National Outreach Team for Diversity and Inclusion worked to achieve diversity and inclusion for all.

Essential Element C: Management and Program Accountability

- Managers and supervisors displayed accountability for their efforts related to EEO, diversity, and inclusion through their performance measures and by implementing other FAA policies to strengthen the importance of the message.
- ACR acknowledged an increase of management participation in the MATRIX pre-complaint process thereby increasing the number of EEO cases going to Alternative Dispute Resolution (ADR). Increased participation in the Matrix pre-complaint process increased the number of cases resolved during the informal EEO Complaint process.
- The FAA continues the Uniform Federal Accessibility Standards (UFAS)/Section 504 Rehabilitation Act and the ABAAS Accessibility Assessment to identify and address issues involving facility accessibility.

Essential Element D: Proactive Prevention of Unlawful Discrimination

- ACR in partnership with the National Employment Law Institutes hosted a six (6) hour ADA workshop for FAA employees. The ADA workshop consisted of more than two hundred (200) FAA employees representing Human Resources, Labor and Employee Relations, General Counsel, Aerospace Medicine, and Civil Rights EEO practitioners.
- ACR spearheaded a newly created ACR Training and Development Council to address the needs of employees across the Agency as it pertains to empathy and civility. The Council enhanced the previously created training material with up-to-date information, more engaging activities, and enhanced the abilities of the facilitators and producers providing the material to FAA Management Officials. The continuing goal is to ensure that management officials are better prepared to address the concerns of employees across the Agency in order to promote a better working environment for all.
- Under ACR's overarching Harmony and Respect Campaign initiative, ACR created a new course entitled "*Addressing the Needs of Employees: Managing EEO Responsibilities for Returning to Normal Operations.*" This program is focused on improving management responses, actions, and employee engagements by providing tools towards proper and empathetic communication skills, understanding situations employees are in and with the

understanding of reasonable accommodation action especially as the Agency moves towards returning to normal operations.

- The Agency annually reminds managers to encourage their employees to review FAA's Standards of Conduct and the Penalties of Discriminatory Behavior. Reminders are disseminated during the first quarter of the calendar year via email and/or eLMS.

Essential Element E: Efficiency

- ACR's National Intake Unit (NIU) processed 84% of all Intake Cases for assignment to counselors within 7 days or less. On average, Intake Cases are processed for assignment to counselors in an average of 5.3 days.
- The FAA completed the selection of the new cloud based Civil Rights Scheduler Application (CRST). CRST will allow polling for mediation management with up to six participants simultaneously, tracks ADR events including pending, in process and closed activities in real time. Training is anticipated to begin during the second quarter of FY 2022.
- ACR finalized the selection and purchase of FAA's Civil Rights App. The Civil Rights App is a phone/computer application that will expedite the delivery of information and resources regarding Civil Rights, both internal and external processes throughout the FAA.
- ACR National Intake Unit (NIU)/Counselor conducted a team-wide Pilot to cross-train NIU Specialists and EEO Counselors to facilitate and improve case management.
- ACR timely submits EEO Counselor Reports to the Departmental Office of Civil Rights (DOCR) 100% of the time surpassing the set goal of 89%. Of 142 informal complaints filed, FAA submitted 131 Formal complaints in FY 2021 to DOCR.

Essential Element F: Responsiveness and Legal Compliance

- FAA continued to execute corrective actions to include facility postings, trainings and disciplinary actions reviews, as appropriate. ACR played a lead role in conducting training ordered in cases where discrimination was found.
- ACR continued to ensure that FAA remains in compliance with all civil rights laws, as well as EEOC regulations, directives, and orders.
- FAA posted all required No FEAR Act information, provided the required training, and consistently and timely filed its EEOC Form 462 and MD-715 reports.

Part E.3 - Executive Summary: Workforce Analyses

The National Civilian Labor Force (NCLF) is the benchmark against which we measure the diversity of our workforce. Compared to the NCLF, FAA's male workforce remains above the NCLF participation while majority of FAA's female workforce remains below the NCLF with the exception of Native Hawaiian and Pacific Islander (NHOPi) females. The overall diversity of the workforce increased marginally in FY 2021. Hispanic/Latino males and Black/African American females displaying a moderate increase in participation. American Indian and Alaska Native males and females participation incrementally decreased.

Total Workforce by RNO – FAA	Participation Rate for FY 2021		2018 OASD
Males	34,115	76.54%	5
Females	10,458	23.46%	4
Hispanic or Latino Males	3,123	7.01%	1
Hispanic or Latino Females	890	2.00%	1
White Males	25,311	56.79%	3
White Females	6,607	14.82%	3
Black or African American Males	2,897	6.50%	1
Black or African American Females	2,013	4.52%	1
Asian Males	1,886	4.23%	1
Asian Females	651	1.46%	1
NHOPi Males	155	0.35%	1
NHOPi Females	43	0.10%	1
AIAN Males	487	1.09%	1
AIAN Females	151	0.34%	1
Two or More Races Males	224	0.50%	1
Two or More Races Females	90	0.20%	1
Individuals with Targeted Disabilities	523	1.17%	C A
*Numbers in red represent participation rates lower than the CLF			

Part E.4 - Executive Summary: Accomplishments

The Office of Civil Rights (ACR) is pleased to report a multitude of accomplishments for FY 2021 in support of the Workforce of the Future & Best Places to work goals. One of ACR's core missions is to enforce civil rights regulations and policies affecting airports by improving the aviation experience for airport visitors, passengers, small businesses and communities.

Aviation Development Program (ADP)

This program creates opportunities for people with disabilities and targeted disabilities into Air Traffic Control (ATC) positions throughout the United States. Candidates have increased opportunities to receive consideration through the recruitment and hiring process, using the Schedule-A Hiring Authority. The ADP allows people with disabilities and targeted disabilities to receive one year of experience in an Air Route Traffic Control Center (ARTCC) with the potential to convert to a 2152 upon successfully completing the FAA Air Traffic Academy.

During FY 2021, the ADP Program . . .

- Graduated one ADP candidate from Phase 1 from the FAA Air Traffic Academy who began working as a selected ARTCC.
- Acknowledged 6 ADP candidates in Phase 2 completing their medical and security clearances before beginning their one year experience at a selected ARTCC.
- Recognized five ADP candidates in Phase 3 completing their Air Traffic Skills Assessment (AT-SA) for Air Traffic Control Specialists positions in our Alaska Flight Service Stations.

Historical Black Colleges and Universities (HBCU) Initiative Workgroup

- Devised HBCU subgroups (HBCU Directory, HBCU/FAA Consortium, HBCU REACH [Research Excellence for Aviation Competitiveness at HBCUs], Early /Aerospace Innovators Development [EAID], HBCU Aerospace Fellowship Program, HBCU Outreach Communications). The subgroups were established in FY 2021 to help achieve the intent of Executive Order 13779. The sub-groups created a draft internal webpage, developed a survey to create an FAA HBCU Directory, identified potential HBCU Consortium Schools, and partnered with Airport Grant Team to establish Fellowship Program.
- Engaged in various HBCU Education & Awareness events (Executive Summary Briefing to FAA Deputy Administrator, Briefed FAA Leadership, Presentation during NBCFAE Conference, Updates to the National Employee Forum (NEF), and NBCFAE College Informational Session).
- Partnered with FAA LOB/SO to conduct 3 information sessions with HBCU's (Elizabeth City State University, Hinds Community College, University of Maryland Eastern Shore, Fisk University, Northeastern Technical College, Southern Crescent Technical College, Fort Valley State University, Florida Memorial University and North Carolina A&T State University). The information sessions exposed the HBCUs to the program, provided the opportunity to submit applications and enroll in the program.
- Moderated an insightful conversation on how HBCUs are assisting to help satisfy the aerospace industry's deep need for qualified people and how racial diversity is critical for American STEM industries to maintain competitiveness on the global stage. The Air Traffic Control Association (ATCA) HBCU Panel consisted of Courtney Wilkerson, former Deputy Assistant Administrator (Office of Civil Rights), Pam Whitley, Assistant Administrator (NextGen), Arthur McMahan, Deputy Director, White House Initiative for HBCUs, and Marcus Brownrigg, Supreme Solutions, Inc.

ISO 9001:2015

- Continued to successfully maintain ISO 9001:2015 Quality Management System (QMS) certification for EEO Intake, Counseling and ADR procedures. This QMS initiative creates

consistency and effectiveness when servicing FAA customers. All staff received required QMS refresher training.

- ACR timely submits EEO Counselor Reports to the Departmental Office of Civil Rights (DOCR) 100% of the time surpassing the set goal of 89%. Of 142 informal complaints filed, FAA submitted 131 Formal complaints in FY 2021 to DOCR.

Special Emphasis

- The FAA participated in Virtual Career Fairs for PWD/PWTDs and Veterans with disabilities.
- In Collaboration with DOT, the FAA hosted one Virtual Information Session for People with Disabilities to provide information on starting a federal career.
- The FAA participated in numerous PWTD hiring events at numerous locations across the country via Zoom reaching out to over 100 colleges and universities and attendees who participated in information sessions, mock interviews and resume writing.

Training

During FY 2021, FAA conducted a series of instructor led, face-to-face and webinar, EEO trainings to include:

- Harmony & Respect Campaign – Civility Matters at FAA which resulted in the Secretary's 45th Annual Awards Team Nomination; and as result garnered DOT's Creativity & Innovation Team Award, one of the Department's highest honors for an outstanding initiative that demonstrates innovation.
- Addressing the Needs of Employees: Managing EEO Responsibilities for Returning to Normal Operations.

As a result, the EEO/Civil Rights training participation rate of 66.24% for managers and employees exceeded FAA's expectations.

Part E.5 - Executive Summary: Planned Activities

- FAA Reasonable Accommodation Order has been revised. The Order is in the first review stage. The target date is scheduled for the end of the 1st quarter of FY 2023.
- The FAA will conduct a barrier analysis (BA) to review its hiring practices, identify barriers to the full achievement of equal employment opportunity (EEO), and develop plans to eliminate any barriers discovered. The preliminary phase of meeting with procurement is underway. The FAA will host an Inclusive Language Summit to present recommendations the Agency received to promote the institution of inclusive language throughout the FAA. The Summit will provide a platform for the public to comment to the FAA as it develops an enterprise-wide initiative to adopt language that is both gender-neutral and inclusive. The virtual Summit is scheduled for November 10, 2021.
- The FAA Inclusive Language Action Team crafted a Gender Inclusive Language Policy Statement as well as an Agency-wide adoption of Gender-Neutral Language to further demonstrate that the Agency values equity for all genders. The Order and the Policy Statement are currently under review and scheduled to be issued in FY 2022.
- The FAA will conduct its 2nd Annual Diversity Equity and Inclusion Symposium on advancing civil rights, diversity, equity and inclusion, as well as Equal Employment Opportunity.
- To ensure FAA's Diversity and Inclusion core values and to maintain effective affirmative employment programs, the EAC will continue support of the Federal Women's Program (FWP),

Hispanic Employment Program (HEP), Persons with Disabilities and Persons with Targeted Disabilities (PWTD) and Historically Black Colleges/Universities (HBCU) workgroups.

- The FAA will participate in the White House HBCU Week In-person Workshop where FAA Executive(s) will present aviation's future vision, emphasize the significance of the aviation industry in the United States, its role with its aviation partners, and continuing efforts to explore and implement improvements that enhance the safety and efficiency of the National Airspace System (NAS). The speaker's presentation(s) will touch on FAA efforts associated with Research and Development (R&D) and integration of new technologies, developmental programs designed to enhance air/space transportation (e.g. satellite navigation, automation, communications, weather detection systems), evaluation and improvement of operational procedures, policies (e.g. UAS, Commercial Space) and maintenance. The session will be designed to emphasize the aviation industry to academia and the projected diverse workforce and career opportunities that will be needed and available to fulfill FAA future vision/goals.

TAB 3

Part F

Certification

EEOC FORM
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

EEOC FORM 715-01 Part F	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Transportation Federal Aviation Administration	For period covering October 1, 2020 to September 30, 2021

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

I, John P. Benison, Assistant Administrator for the Office of Civil Rights, am the Principal EEO Director/Official for the U.S. Department of Transportation, Federal Aviation 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, sex, 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.

Signature of Agency Head or Agency Head Designee

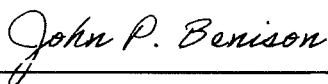
Date



AUG 31 2022

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

Date



08/31/22

TAB 4

Policy Statements



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

March 29, 2021

**Access to Programs, Services, Information, and Technology
Policy Statement**

The U.S. Department of Transportation will take appropriate steps to ensure equal access in compliance with Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits disability discrimination in any program or activity that receives Federal funds or is conducted by an executive agency. The Department will ensure that people with disabilities will enjoy equal opportunity and benefit from all its programs, services, activities, and facilities.

Section 508 of the Rehabilitation Act requires all electronic and information technology purchased, developed, maintained, or used by the Department to meet accessibility standards for information that is shared with the American public and employees.

Simply put, to achieve organizational excellence, the Department must maintain an accessible work environment. This is crucial to ensuring that all individuals with disabilities have equal employment opportunities. Supervisors and managers are responsible for effective leadership that demonstrates our commitment and accomplishes the goal of equal access. The Chief Information Officer, the Assistant Secretary for Administration, and the Director of our Departmental Office of Civil Rights are available to provide policy guidance and technical assistance on how to create and maintain an accessible work environment.

A handwritten signature in blue ink, which appears to read "Pete Buttigieg", is positioned above the printed name.

Pete Buttigieg



THE SECRETARY OF TRANSPORTATION

WASHINGTON, DC 20590

March 29, 2021

Equal Employment Opportunity Policy Statement

The U.S. Department of Transportation embraces equal employment opportunity (EEO) and inclusiveness and maintains a model Federal work environment that is free of discrimination. No employee, former employee, or applicant for employment at the Department will be denied equal opportunity because of race, color, sex, national origin, religion, age, disability, pregnancy, sexual orientation, gender identity, genetic information, retaliation, or any other non-merit-based factor. This not only is the law; it is an essential component of the Department's mission and our responsibility to the public we serve.

I am committed to fostering an inclusive workforce that reflects America's diversity through effective outreach, recruitment, hiring, promotion, employee development, and equitable treatment of the Department's employees, recipients, and other partners and stakeholders whom we work with, through, and for. We will continue to identify and eliminate barriers to equal employment opportunities for individuals with disabilities and groups with a low participation rate in our workforce. I also expect all managers and supervisors to ensure that our employees are given equal opportunity for training and career development programs, promotions, awards and recognition, and other applicable terms, conditions, benefits, and privileges of employment.

All Department employees, former employees, and applicants for employment have the right to raise allegations of discrimination and harassment without fear of reprisal. We will take swift and appropriate corrective and/or disciplinary action, up to and including dismissal, when employees are found to have engaged in discrimination, retaliation, or harassment, which are prohibited by our policies regardless of whether the discrimination, retaliation, or harassment violates Federal law.

Employees, former employees, and applicants for employment who believe they have been subjected to unlawful discrimination or retaliation for opposing discrimination in the Department, or hindered from participating in the employment discrimination complaint process, are encouraged to contact an EEO Counselor, their Office of Civil Rights, or our Departmental Office of Civil Rights within 45 calendar days from the date of the alleged discrimination or retaliation or from the date on which they reasonably became aware of the discrimination or retaliation. If a formal complaint is filed and accepted, there will be a prompt, thorough, and impartial investigation, and we will keep confidential, to the greatest extent possible, the facts of these investigations.

I am committed to ensuring that the Department operates in accordance with principles of equity and fairness and that our workplace environment is safe, productive, and free from discrimination.

A blue ink signature of Pete Buttigieg, written in a cursive style, is located below the text.

Pete Buttigieg



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

March 29, 2021

Policy Statement on the Prevention of Harassment

The U.S. Department of Transportation is committed to creating a work environment free from harassment on the basis of race, color, sex, national origin, religion, age, disability, pregnancy, sexual orientation, gender identity, genetic information, or retaliation.

As Secretary of Transportation, I am committed to our longstanding policy that the Department will not tolerate harassment and will address any violation of this policy promptly and effectively.

This policy applies within the four walls of our physical office space and extends to employees teleworking, on work travel, at other work-related events and activities, and wherever there may be a nexus to the Department and an impact on the workplace. Harassment may occur in person, via telephone, email, or social media, or by any other method of communication. The obligation to act in a professional and non-discriminatory manner extends to everyone in our workplace.

Prevention is the best tool to eliminate harassment in the workplace. As such, the Department strives to maintain an environment in which employees feel free to raise concerns and are confident that those concerns will be addressed. As further explained in our Anti-Harassment Policy and procedures, employees, former employees, and applicants for employment who believe that they have been victims of harassment should, without fear of retaliation, seek the immediate assistance of any management official, their Office of Human Resources, our Departmental Office of Civil Rights, or their designated anti-harassment coordinator. We will investigate all allegations of harassment promptly, thoroughly, and impartially, and will keep confidential, to the greatest extent possible, the facts of these investigations.

I expect any manager or supervisor who becomes aware of harassment or inappropriate behavior to take immediate and appropriate corrective action to ensure that the harassment or behavior stops and does not recur. Violations of the law prohibiting harassment or violations of this policy will result in appropriate disciplinary actions against the offenders, up to and including dismissal. This includes cases where a manager or supervisor knew or should have known about the harassment and failed to take prompt and appropriate corrective action. Moreover, all employees are prohibited from retaliating against and/or harassing those who report such conduct or behavior.

Employees, former employees, and applicants for employment who believe they have been subjected to harassment or discrimination also may contact an EEO Counselor, their Office of Civil Rights, or our Departmental Office of Civil Rights to file a complaint within 45 calendar days of the alleged harassment or discrimination or the date on which they reasonably became aware of the harassment or discrimination. If a formal complaint is filed and accepted, there will be a prompt, thorough, and impartial investigation.

I am committed to providing a workplace free from harassment where everyone is treated with respect and dignity. I expect each of you to join me in cultivating this ideal.

A blue ink signature of Pete Buttigieg, written in a cursive style.

Pete Buttigieg



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

March 29, 2021

**Policy Statement on Employment and Advancement of
Persons with Disabilities**

The U.S. Department of Transportation (DOT) is committed to providing fair and equitable employment to people with disabilities. As Secretary, I will strive to make the Department a model employer of persons with disabilities, especially those with severe disabilities—referred to as “targeted disabilities”—by affording them hiring, placement, and advancement opportunities. I expect all managers, supervisors, and employees to contribute to making this commitment a reality.

The Department complies with Section 501 of the Rehabilitation Act of 1973, as amended, which prohibits Federal agencies from discriminating against individuals with disabilities. Violations of this law will result in swift and appropriate disciplinary actions against the offenders, up to and including dismissal.

The Department will continue to identify and remove barriers to hiring, retaining, and promoting persons with disabilities. In accordance with Executive Order 13548, “Increasing Federal Employment of Individuals with Disabilities,” and the respective Departmental Plan to Increase Employment of People with Disabilities, all departmental organizations will work with their Offices of Human Resources in outreach efforts to provide internship, employment, and advancement opportunities to persons with disabilities, especially those with targeted disabilities.

The Department also will ensure that employees and applicants with disabilities have access to reasonable accommodations. Guidance on how to handle requests for reasonable accommodation by employees and employment applicants is contained in the DOT Order entitled “Procedures for Processing Reasonable Accommodation Requests from DOT Job Applicants and Employees with Disabilities” (available on the Department’s website at <https://www.transportation.gov/civil-rights>). Additional guidance is available from our Departmental Office of Civil Rights.

A handwritten signature in blue ink, which appears to read 'Pete Buttigieg', is positioned above the printed name.

Pete Buttigieg



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

March 29, 2021

**Policy Statement on the Implementation of the
Notification and Federal Employee Antidiscrimination and Retaliation
Act of 2002 (No FEAR Act), Pub. L. No. 107-174**

The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), as amended by the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020, requires Federal agencies to keep their employees, former employees, and applicants for employment informed of their antidiscrimination and whistleblower protections; post quarterly statistics on their websites; and train all employees regarding the rights and remedies to which they are entitled under the law. Federal agencies are required to submit annual reports to Congress demonstrating their compliance with the law not later than 180 days after the end of each fiscal year.

It is the U.S. Department of Transportation's policy to prohibit employment discrimination, interference, or retaliation for protected disclosures. I fully support the principles of the No FEAR Act, and I am committed to providing a workplace environment that is welcoming to all.

Our Departmental Office of Civil Rights and Office of the Assistant Secretary for Administration are responsible for ensuring proper implementation of the No FEAR Act. I expect all departmental organizations and leaders to support these offices and to champion these important responsibilities. You may obtain further information regarding the No FEAR Act by contacting our Departmental Office of Civil Rights for assistance or by visiting <https://www.transportation.gov/civil-rights>.

A blue ink signature of Pete Buttigieg, written in a cursive style.

Pete Buttigieg



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

March 29, 2021

Policy Statement on Whistleblowing

The U.S. Department of Transportation is committed to protecting current and former Federal employees and applicants for employment from interference and retaliation when making protected disclosures, or “whistleblowing,” which includes disclosing information related to a violation of law, rule, or regulation; gross mismanagement; gross waste of funds; abuse of authority; or a substantial and specific danger to public health or safety. The Whistleblower Protection Act of 1989, the expanded protections provided by the Whistleblower Protection Enhancement Act of 2012 (WPEA), and the Dr. Chris Kirkpatrick Whistleblower Protection Act of 2017, protect from retaliation individuals who report Federal agency misconduct.

These provisions strengthen protections for Federal employees who disclose evidence of waste, fraud, or abuse, and modify rules on the use of nondisclosure policies or agreements by government agencies. They also clarify that these agreements do not override employee rights and obligations created by existing statute or Executive Order relating to classified information; communications with Congress; reporting violations and/or misconduct to an Inspector General; or any other whistleblower protection. In addition, Presidential Policy Directive 19 extends whistleblower protections to Federal employees eligible for access to classified data and the Kirkpatrick Act of 2017 makes it unlawful to access a Federal employee’s or an applicant’s medical records for certain unauthorized purposes.

The Department will initiate appropriate actions against responsible persons who take, threaten to take, or fail to take a personnel action with respect to any employee, former employee, or applicant for employment because of any protected disclosure of information. In 2002, the Notification and Federal Employee Antidiscrimination and Retaliation Act was enacted to make all Federal agencies accountable for violations of antidiscrimination and whistleblower protection laws, and the Kirkpatrick Act of 2017 enhances disciplinary penalties for supervisors who engage in whistleblowing retaliation.

Legitimate disclosure of information by employees is an invaluable resource for the oversight of Government operations. I expect employees to report these matters confidentially to the Department’s Office of Inspector General (OIG), the U.S. Office of Special Counsel, or appropriate management officials. In accordance with the WPEA, a Whistleblower Protection Ombudsman has been designated in OIG to educate Agency personnel about whistleblower rights.

The Department will not tolerate whistleblower retaliation. I am committed to maintaining the Department’s role and reputation as a Federal agency that respects the rights of current and former Federal employees and applicants for employment to raise legitimate concerns without fear of retaliation. I ask you to join me in implementing and communicating this important policy.

A blue ink signature of Pete Buttigieg, written in a cursive style, is located below the text.

Pete Buttigieg

TAB 5

Part G

Self Assessment

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 - PART G
Agency Self-Assessment Checklist

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

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

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

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

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

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MD-715 - PART G
Agency Self-Assessment Checklist

 Compliance Indicator  Measures	A.1 – The agency issues an effective, up-to-date EEO policy statement.	Measure Met? (Yes/No/NA)	Comments
A.1.a	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	The Department of Transportation, of which FAA is a component, prepares EEO policy statements. Policy statements are issued annually. The policy statements were last issued on March 29, 2021.
A.1.b	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	Yes	
 Compliance Indicator  Measures	A.2 – The agency has communicated EEO policies and procedures to all employees.	Measure Met? (Yes/No/NA)	Comments
A.2.a	Does the agency disseminate the following policies and procedures to all employees:	Yes	
A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	Yes	

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A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes	
A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:	Yes	
A.2.b.1	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	Yes	
A.2.b.2	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes	
A.2.b.3	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes	https://www.transportation.gov/civil-rights/civil-rights-awareness-enforcement/procedures-processing-reasonable-accommodation
A.2.c	Does the agency inform its employees about the following topics:		
A.2.c.1	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	Yes	Annually when EEO Policy Statements are sent out via Govdelivery email message, posted in Daily Broadcast, and at new employee orientations.
A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	Annually when EEO Policy Statements are sent out via Govdelivery email message, posted in Daily Broadcast, and at new employee orientations.

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A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	Yes	Ongoing
A.2.c.4	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	Yes	Annually when EEO Policy Statements are sent out via Govdelivery email message, posted in Daily Broadcast, and at new employee orientations.
A.2.c.5	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.	Yes	Annually when EEO Policy Statements are sent out via Govdelivery email message, posted in Daily Broadcast, and at new employee orientations.
 Compliance Indicator  Measures	A.3 – The agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No/NA)	Comments New Compliance Indicator
A.3.a	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section.	Yes	Partners in Diversity, Equity and Inclusion Award (FAA) Equal Employment Opportunity/ Affirmative Action Award (DOT)

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PerA.3.b	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes	
Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and support the agency's strategic mission.			
 Compliance Indicator  Measures	B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.	Measure Met? (Yes/No/NA)	Comments
B.1.a	Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
B.1.a.1	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	N/A	
B.1.a.2	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
B.1.b	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes	
B.1.c	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	Yes	September 22, 2021
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes	

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 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments New Compliance Indicator
	B.2 – The EEO Director controls all aspects of the EEO program.		
B.2.a	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes	
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes	
B.2.c	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	N/A	The Departmental Office of Civil Rights (DOCR) manages the formal EEO process.
B.2.d	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	N/A	DOCR manages the formal EEO process.
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes	
B.2.f	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	Yes	
B.2.g	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	Yes	
 Compliance Indicator  Measures	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure Met? (Yes/No/NA)	Comments
B.3.a	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	Yes	

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B.3.b	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	Yes	The FAA Flight Plan 21 focuses on four pillars – Safety, People, Operational Excellence and Global Leadership. The Strategic Plan references EEO/Diversity and Inclusion principles through-out the pillars and specifically within the section entitled, <i>Maximize the Benefits of Diversity, Inclusion and Equity</i>. The plan assures readers that "Actions under this initiative should closely align with and support those identified in the agency-wide Diversity, and Inclusion (D&I) Strategic Plan. Additionally, the agency should strengthen its commitment to equity in the workforce – the fair and impartial treatment in access, opportunity and advancement for all employees, including those in underserved groups. Identifying and eliminating barriers to
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			fair treatment of all employees, including disadvantaged groups, through systematic changes will ensure a more robust, thoughtful workforce.”
 Compliance Indicator  Measures	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Measure Met? (Yes/No/NA)	Comments
B.4.a	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:		
B.4.a.1	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes	
B.4.a.2	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes	
B.4.a.3	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	Yes	
B.4.a.4	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes	
B.4.a.5	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	Yes	
B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes	
B.4.a.7	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes	The agency had sufficient funding and qualified staffing to successfully implement the EEO

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			program to maintain accurate data collection and tracking systems. However, the agency still collaborated with AHR to determine the appropriate centralized collection and tracking method/system. Collaborations between ACR and AHR will continue.
B.4.a.8	to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	Yes	
B.4.a.9	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes	
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes	
B.4.b	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes	
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes	
B.4.d	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes	
B.4.e	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes	

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 Compliance Indicator  Measures	B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure Met? (Yes/No/NA)	Comments New Indicator
B.5.a	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:		
B.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	Yes	
B.5.a.2	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes	
B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes	
B.5.a.4	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes	
B.5.a.5	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes	
 Compliance Indicator  Measures	B.6 – The agency involves managers in the implementation of its EEO program.	Measure Met? (Yes/No/NA)	Comments New Indicator
B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes	
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes	
B.6.c	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	Yes	
B.6.d	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes	

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Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.			
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
C.1.a	C.1 – The agency conducts regular internal audits of its component and field offices. Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	FAA ACR conducts four (4) assessments; and four (4) follow-up assessments for a total of eight (8) per year on its EEO Program. However, the COVID-19 pandemic led to a scaled down FY 2021 assessment calendar consisting of two (2) assessments. Memphis Airports District Office (ADO) MD-715 EEO On-Site Assessment Memphis, TN, January 4-8, 2021 Central Service Areas (CSA) AHR: including AHF/AHL, July 21-30, 2021.
C.1.b	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	Please see response to C.1.a.

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C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	Yes	
 Compliance Indicator  Measures	C.2 – The agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments New Indicator
C.2.a	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
C.2.a.1	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
C.2.a.2	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes	
C.2.a.3	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
C.2.a.4	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	Yes	
C.2.a.5	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <i>Complainant v. Dep't of Veterans Affairs</i> , EEOC Appeal No. 0120123232 (May 21, 2015); <i>Complainant v. Dep't of Defense (Defense Commissary Agency)</i> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	Yes	
C.2.a.6	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes	

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C.2.b	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes	
C.2.b.1	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes	
C.2.b.2	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes	
C.2.b.3	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes	
C.2.b.4	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes	
C.2.b.5	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.	Yes	
C.2.c	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes	
C.2.c.1	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	Yes	https://www.transportation.gov/drc/personal-assistance-as-reasonable-accommodation

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 Compliance Indicator  Measures	C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Met? (Yes/No/NA)	Comments New Indicator
C.3.a	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes	
C.3.b	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:		
C.3.b.1	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	Yes	
C.3.b.2	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	Yes	
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes	
C.3.b.4	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	Yes	
C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes	
C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	Yes	
C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes	
C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes	
C.3.b.9	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	Yes	
C.3.c	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes	

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

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 Compliance Indicator  Measures	C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No/NA)	Comments
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)]	Yes	
C.5.b	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	During FY-2021, the Agency disciplined one (1) manager for discriminatory conduct in compliance with EEOC OFO Decision.
C.5.c	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes	
 Compliance Indicator  Measures	C.6 – The EEO office advises managers/supervisors on EEO matters.	Measure Met? (Yes/No/NA)	Comments
C.6.a	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	Yes	Bi-Monthly
C.6.b	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	Yes	
Essential Element D: PROACTIVE PREVENTION This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.			

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

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	harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.		-Affinity Group Meetings -FPPS -Aviator
 Compliance Indicator  Measures	D.3 – The agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments New Indicator
D.3.a.	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	Yes	
D.3.b	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	Yes	
D.3.c	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes	
 Compliance Indicator  Measures	D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Measure Met? (Yes/No/NA)	Comments New Indicator
D.4.a	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	https://my.faa.gov/content/myfaa/en/org.html However, EEOC's FedSEP reporting system was down which is why no Affirmative Action Plan (AAP) was generated nor posted for FY 2020. FAA will work with EEOC to ensure

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			its FY 2021 AAP is generated and posted.
D.4.b	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes	
D.4.c	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	Yes	
D.4.d	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes	
Essential Element E: EFFICIENCY This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.			
 Compliance Indicator	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/NA)	Comments
 Measures			
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes	
E.1.b	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes	
E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?	N/A	DOCR manages the formal EEO process.
E.1.d	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.	N/A	DOCR manages the formal EEO process.
E.1.e	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	N/A	DOCR manages the formal EEO process

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E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	N/A	DOCR manages the formal EEO process
E.1.g	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	N/A	DOCR manages the formal EEO process
E.1.h	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	N/A	DOCR manages the formal EEO process
E.1.i	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	N/A	DOCR manages the formal EEO process
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	N/A	DOCR manages the formal EEO process
E.1.k	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	N/A	DOCR manages the formal EEO process
E.1.l	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	N/A	DOCR manages the formal EEO process
 Compliance Indicator  Measures	E.2 – The agency has a neutral EEO process.	Measure Met? (Yes/No/NA)	Comments Revised Indicator
E.2.a	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	Yes	
E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	N/A	DOCR manages this process.

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E.2.c	If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	N/A	DOCR manages this process.
E.2.d	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes	DOCR manages this process.
E.2.e	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]	Yes	DOCR manages this process.
 Compliance Indicator  Measures	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments
E.3.a	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes	
E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	No	Managers and Supervisors, although strongly encouraged, are not required to participate in ADR. See Part H.
E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes	
E.3.d	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes	
E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes	The FAA established its own FAA EEO Mediation Program (1400.10 Change 1) Order dated May 7, 2002 which defines "Agency Official" as

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			the individual who has the authority to grant or deny the requested relief; and does not provide settlement authority to the responsible management official (RMO).
E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes	Although FAA Order 1400.10 Change 1 does not specifically address ADR training for its supervisors and employees, the FAA requires supervisors and employees to undergo ADR training which is conducted throughout the year. The FAA will revise current FAA Order 1400.10 Change 1 to outline training and training requirements for FAA supervisors and employees.
 Compliance Indicator  Measures	E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No/NA)	Comments
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:	Yes	
E.4.a.1	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes	

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E.4.a.2	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes	
E.4.a.3	Recruitment activities? [see MD-715, II(E)]	Yes	
E.4.a.4	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	No	FAA's Office of Civil Rights and Office of Human Resource Management are in collaboration to collect this data in a more accurate way. See Part H.
E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes	
E.4.a.6	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	Yes	
E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes	
 Compliance Indicator  Measures	E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No/NA)	Comments
E.5.a	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.	Yes	462 Report – Annually MD-715 – Annually EAC Meeting – Bi-Monthly
E.5.b	Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.	Yes	FAA sponsor an Annual Information Exchange Program, a Diversity & Inclusion Town Hall, and an Annual Diversity & Inclusion Symposium
E.5.c	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes	

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Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE			
This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.			
 Compliance Indicator  Measures	F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No/NA)	Comments
F.1.a	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes	
F.1.b	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes	
F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes	
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes	
F.1.e	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes	
 Compliance Indicator  Measures	F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure Met? (Yes/No/NA)	Comments Indicator moved from E-III Revised
F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	N/A	DOCR manages the formal EEO process.
F.2.a.1	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	N/A	DOCR manages the formal EEO process.
F.2.a.2	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	N/A	DOCR manages the formal EEO process.

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F.2.a.3	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	N/A	DOCR manages the formal EEO process
F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	N/A	DOCR manages the formal EEO process.
 Compliance Indicator  Measures	F.3 - The agency reports to EEOC its program efforts and accomplishments.	Measure Met? (Yes/No/NA)	Comments
F.3.a	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	N/A	DOCR is responsible for the timely submission to Congress of the NoFear Act Report.
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	N/A	DOCR is responsible for the posting of the NoFear Act Report.

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TAB 6

Part H

Plan to Obtain Essential Elements of EEO Program

MD-715 – Part H

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
EEO Program Communication	Part G Question E.3.b. The FAA does not require participation of supervisors and managers in the ADR process after the complainant has elected to participate in ADR.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
09/30/2017	To require ADR participation of all supervisors and managers after the complainant has elected to participate in ADR.	09/30/2023		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Assistant Administrator for Civil Rights	John P. Benison	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	The Office of Civil Rights (ACR) in concert with Lines of Business and Staff Offices (LOB/SO) will meet to discuss this deficiency.	Yes		09/30/2019
09/30/2022	FAA is currently addressing this deficiency.	Yes		09/30/2022
09/30/2022	Every year FAA increases the ADR percentage to reach the goal of 100% participation. In FY 2021 the goal was to "Ensure that 75% of all managers engage in mediation when requested by employees." The total participation rated reached 82% thereby exceeding the targeted goal by 7%.	Yes		09/30/2022
09/30/2022	ADR Program Manager hired to manage the program as well as to continue the agency annual evaluation for effectiveness.	Yes		09/30/2022

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	Although FAA exceeds the targeted Agency goal of 75% Agency Leadership ADR participation, ACR-1 continues to discuss the ADR Program requirements with the Office of the Administrator, supervisors and managers in an effort to increase participation to 100%.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Effective Data Collection	Part G Question E.4.a.4. The agency does not have effective and accurate data collection systems in place to accurately collect, monitor, and analyze external and internal

Type of Program Deficiency	Brief Description of Program Deficiency
	applicant flow data concerning the applicants' race, national origin, sex, and disability status.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
08/01/2021	Collaborate with AHR to create a centralized system to track all applicant flow data.	09/30/2023		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Assistant Administrator for Civil Rights	John P. Benison	Yes
Acting Assistant Administrator for HR Management	Angelia G. Neal	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
08/30/2021	The Office of Civil Rights (ACR) in concert with the Office of HR Management (AHR) will meet to discuss deficiency.	Yes		08/30/2021
09/30/2022	ACR and AHR's Corporate Engagement and Career & Leadership Data divisions met and	Yes		09/30/2021

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	began discussions surrounding centralization of tracking and data collection.			
09/30/2022	FAA scorecard crafted for agency wide utilization to track and analyze agency DEIA initiatives.	Yes		09/30/2022
09/30/2023	Create a centralized process/system utilized by FAA LOB/SOs to track and collect data.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	ACR and AHR meeting confirmed commitment to determining the most appropriate centralized method and/or system to obtain, track and maintain accurate workforce and applicant flow data.
FY 2021	ACR crafted an FAA scorecard to be utilized agency wide as a performance management tool to track and analyze workforce and applicant flow data.

TAB 7

Part I

Barrier Analysis

MD-715 – Part I

Agency EEO Plan to Eliminate Identified Barrier

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

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

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Airway Transportation System Specialist (2101) Major Occupation	A6/B6	Lower than expected participation rate in several categories

EEO Group(s) Affected by Trigger

EEO Group
All Men
All Women
Hispanic or Latino Males
Hispanic or Latino Females
White Males
White Females
Black or African American Males
Black or African American Females
Asian Males
Asian Females
Native Hawaiian or Other Pacific Islander Males
Native Hawaiian or Other Pacific Islander Females

EEO Group
American Indian or Alaska Native Males
American Indian or Alaska Native Females
Two or More Races Males
Two or More Races Females

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	
Complaint Data (Trends)	Yes	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	
Exit Interview Data	No	
Focus Groups	No	
Interviews	Yes	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
Yes	Yes, potential barrier identified.

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
For several years prior to the barrier analysis being conducted on this major occupation. FAA reported lower than expected participation rates for women when compared to the relevant civilian labor force.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Complete a barrier second analysis of the Airway Transportation System Specialist Hiring Process. Review and analyze all relevant policies, procedures, and practices; and implement agreed upon corrective actions.	11/01/2006	09/30/2023	Yes		
FAA Equal Employment Opportunity (EEO) Diversity and Inclusion Initiative: Achieve shared ownership by all FAA employees, to champion their roles and responsibilities in creating and maintaining a model EEO workplace	10/01/2020	9/30/2021	Yes		9/30/2021

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Utilize the EEO Action Committee (EAC) to collaborate and support a diverse and inclusive workplace with existing employee workgroups and LOBs/SOs to create an inclusive work environment.	10/01/2020	9/30/2021	Yes		9/30/2021
Promote and sustain fair and equitable recruitment, retention, and promotion policies by cultivating an environment that encourages collaboration, flexibility, and fairness in which individuals are enabled to perform to their full potential. This will be achieved through the development and implementation of a FAA Diversity and Inclusion Strategic Plan (D&I Plan) supporting Executive Order 13583, which identifies the following areas of focus: Recruitment, Hiring, Training, Development, Advancement, Promotion, and Retention. The D&I Plan will support the FAA's goal of recruiting from a diverse, qualified group of potential applicants, and developing structures and strategies to equip leaders with the ability to	10/01/2020	9/30/2021	Yes		9/30/2021

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
manage diversity, measure results and monitor accountability.					
In support of Presidential Executive Order #13779 and #14041 – The White House Initiative to Promote Excellence and Innovation at Historically Black Colleges and Universities, the Office of Civil Rights will collaborate with LOB/SOs to create a Corporate HBCU Program. The implementation of this program will support the workforce development needs of the FAA by attracting and retaining a diverse and skilled workforce to proactively address transformative technological challenges (e.g. UAS, Cyber, Commercial Space, Data) evaluate regulatory and policy issues, and maintain the safety and efficiency of our global aerospace system.	10/01/2020	9/30/2021	Yes		9/30/2021
Assist Agency efforts to create a FAA culture in which managers and employees understand their role in creating and maintaining an inclusive workplace by providing training on EEO laws,	10/01/2020	9/30/2021	Yes		9/30/2021

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
FAA policies, and appropriate workplace behavior.					

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Vice President, Technical Operations, ATO	Jeffrey Planty	Yes
Assistant Administrator for Civil Rights, ACR-1	John P. Benison	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2017	Conduct barrier analysis on this FAA Mission Critical Occupation		09/30/2017
09/30/2018	Create an action plan to address and implement improvements, if possible.		09/30/2018
09/30/2020	Develop FAA's Diversity and Inclusion (D&I) Strategic Plan	12/30/2020	12/17/2020
09/30/2020	Craft HBCU Program Charter		09/30/2020
09/30/2021	Establish Diversity, Equity, and Inclusion Annual Symposium		07/15/2021
10/30/2021	Conduct PWD/PWTD Hiring Information Sessions for Managers Virtually		09/30/2021
11/30/2021	Establish DEIA Steering Committee		09/30/2021

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
04/30/2022	Coordinate LOB/SO Memo promoting the PWD/PWTD Hiring Goals and Initiatives		
06/30/2022	Conduct 2nd Annual Diversity, Equity, and Inclusion Symposium on advancing civil rights, diversity, equity and inclusion, as well as Equal Employment Opportunity		
09/30/2022	Conduct periodic Diversity, Equity, and Inclusion Town Hall (Listening Session)		
09/30/2022	Create a HBCU Initiative Workgroup internal webpage		
09/30/2022	Participate in Virtual Career Fairs for PWD/PWTDs and Veterans with disabilities (1 st event)		06/30/2020
09/30/2022	Host Virtual Information Session on Starting A Federal Career for PWDs in collaboration with DOT (1 st event)		10/30/2020
09/30/2022	Participate in PWTD virtual hiring events		06/20/2021
09/30/2024	Conduct second barrier analysis on this FAA Mission Critical Occupation		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2017	Conducted a barrier analysis of this Major Occupation hiring process, implementing all of the recommendations is an ongoing process; however, some of the recommendations from this Corrective Action Plan have been implemented.
FY 2021	Implemented recommended corrective actions.
FY 2021	Hired DEIA Program Manager

FY 2021	The HBCU Initiative Workgroup devised HBCU subgroups
FY 2021	HBCU Initiative Workgroup created an internal webpage
FY 2021	HBCU Initiative Workgroup created a HBCU Directory of potential HBCU Consortium Schools
FY 2021	HBCU Initiative Workgroup partnered with Airports Grant Team to establish Fellowship Program
FY 2021	Engaged in various HBCU Education & Awareness internal events
FY 2021	Conducted HBCU Information sessions
FY 2021	Maintained partnership with the League of United Latin American Citizens (LULAC) and National Council of Hispanic Employment Program Managers (NCHEPM)
FY 2021	Participated in the Virtual LULAC FTIP SES and Leadership Development Training series (LULAC/FTIP/NHEPM Collaboration) to include the assistance with the planning of 33 training session and hosted "Let's Talk About Disability Awareness session
FY 2021	Hosted the Puentes de Oportunidad Education Project (POEP): "Securing the Skies of Opportunity with the Federal Aviation Administration"
FY 2021	Hosted NCHEPM: Women's History Month Training Session

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Air Traffic Controller (2152) Major Occupation	A6/B6	Lower than expected participation rate in several categories

EEO Group(s) Affected by Trigger

EEO Group
All Men
All Women
Hispanic or Latino Males
Hispanic or Latino Females
White Males
White Females
Black or African American Males
Black or African American Females
Asian Males
Asian Females
Native Hawaiian or Other Pacific Islander Males
Native Hawaiian or Other Pacific Islander Females
American Indian or Alaska Native Males
American Indian or Alaska Native Females
Two or More Races Males
Two or More Races Females

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	
Complaint Data (Trends)	Yes	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	
Exit Interview Data	No	
Focus Groups	No	
Interviews	Yes	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
Yes	Yes, potential barrier identified.

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
For several years prior to the barrier analysis being conducted on this Major Occupation, FAA reported lower than expected participation rates for women and several minority groups when compared to the relevant civilian labor force.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Complete a barrier analysis of the Airway Transportation System Specialist Hiring Process. Review and analyze all relevant policies, procedures, and practices and implement agreed upon corrective actions.	11/01/2006	09/30/2016	Yes		11/06/2015
FAA Equal Employment Opportunity (EEO) Diversity and Inclusion Initiative: Achieve shared ownership by all FAA employees, to champion their roles and responsibilities in creating and maintaining a model EEO workplace	10/01/2021	9/30/2022	Yes		
Utilize the EEO Action Committee (EAC) to collaborate and support a diverse and inclusive workplace with existing employee workgroups and LOBs/SOs to create an inclusive work environment.	10/01/2021	9/30/2022	Yes		
Promote and sustain fair and equitable recruitment, retention, and promotion policies by cultivating an environment that encourages collaboration, flexibility, and fairness in which individuals are	10/01/2021	9/30/2022	Yes		

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
enabled to perform to their full potential. This will be achieved through the development and implementation of a FAA Diversity and Inclusion Strategic Plan (D&I Plan) supporting Executive Order 13583, which identifies the following areas of focus: Recruitment, Hiring, Training, Development, Advancement, Promotion, and Retention. The D&I Plan will support the FAA's goal of recruiting from a diverse, qualified group of potential applicants, and developing structures and strategies to equip leaders with the ability to manage diversity, measure results and monitor accountability.					
In support of Presidential Executive Order #13779 and #14041 – The White House Initiative to Promote Excellence and Innovation at Historically Black Colleges and Universities, the Office of Civil Rights will collaborate with LOB/SOs to create a Corporate HBCU Program. The implementation of this program will support the	10/01/2021	9/30/2022	Yes		

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
workforce development needs of the FAA by attracting and retaining a diverse and skilled workforce to proactively address transformative technological challenges (e.g. UAS, Cyber, Commercial Space, Data) evaluate regulatory and policy issues, and maintain the safety and efficiency of our global aerospace system.					
Assist Agency efforts to create a FAA culture in which managers and employees understand their role in creating and maintaining an inclusive workplace by providing training on EEO laws, FAA policies, and appropriate workplace behavior.	10/01/2021	9/30/2022	Yes		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Vice President, Technical Operations, ATO	Jeffrey Planty	Yes
Assistant Administrator for Civil Rights	John P. Benison	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2017	Conduct barrier analysis on this FAA Mission Critical Occupation		09/30/2017
09/30/2018	Create an action plan to address and implement improvements, if possible.		09/30/2018
09/30/2021	Successfully pass ADP candidate(s) from the FAA Air Traffic Academy		08/06/2021
09/30/2022	Hire ADP candidates to additional Air Traffic Control locations		
09/30/2020	Develop FAA's Diversity and Inclusion (D&I) Strategic Plan	12/30/2020	12/17/2020
09/30/2021	Establish Diversity, Equity, and Inclusion Annual Symposium		07/15/2021
11/30/2021	Establish DEIA Steering Committee		09/30/2021
04/30/2022	Coordinate LOB/SO Memo promoting the PWD/PWTD Hiring Goals and Initiatives		
06/30/2022	Conduct 2nd Annual Diversity, Equity, and Inclusion Symposium on advancing civil rights, diversity, equity and inclusion, as well as Equal Employment Opportunity		
09/30/2022	Conduct periodic Diversity, Equity, and Inclusion Town Hall (Listening Session)		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2022	Create a HBCU Initiative Workgroup internal webpage		
09/30/2022	Participate in Virtual Career Fairs for PWD/PWTDs and Veterans with disabilities (1 st event)		06/30/2020
09/30/2022	Host Virtual Information Session on Starting A Federal Career for PWDs in collaboration with DOT (1 st event)		10/30/2020
09/30/2022	Participate in PWTD virtual hiring events		06/20/2021
09/30/2024	Conduct second barrier analysis on this FAA Mission Critical Occupation		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2017	Conducted a barrier analysis of this Major Occupation hiring process, implementing all of the recommendations is an ongoing process; however, some of the recommendations from this Corrective Action Plan have been implemented.
FY 2021	The ADP Program graduated ADP candidate from Phase 1 from the FAA Air Traffic Academy and begin working as a selected ARTCC
FY 2021	Implemented recommended corrective actions.
FY 2021	Hired DEIA Program Manager
FY 2021	The HBCU Initiative Workgroup devised HBCU subgroups
FY 2021	HBCU Initiative Workgroup created an internal webpage
FY 2021	HBCU Initiative Workgroup created a HBCU Directory of potential HBCU Consortium Schools
FY 2021	HBCU Initiative Workgroup partnered with Airports Grant Team to establish Fellowship Program

FY 2021	Engaged in various HBCU Education & Awareness internal events
FY 2021	Conducted HBCU Information sessions
FY 2021	Maintained partnership with the League of United Latin American Citizens (LULAC) and National Council of Hispanic Employment Program Managers (NCHEPM)
FY 2021	Participated in the Virtual LULAC FTIP SES and Leadership Development Training series (LULAC/FTIP/NHEPM Collaboration) to include the assistance with the planning of 33 training session and hosted "Let's Talk About Disability Awareness session
FY 2021	Hosted the Puentes de Oportunidad Education Project (POEP): "Securing the Skies of Opportunity with the Federal Aviation Administration"
FY 2021	Hosted NCHEPM: Women's History Month Training Session

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Senior Executive Service	A6/B6	Lower than expected participation rate in several categories

EEO Group(s) Affected by Trigger

EEO Group
All Men
All Women
Hispanic or Latino Males
Hispanic or Latino Females
White Males
White Females
Black or African American Males
Black or African American Females
Asian Males
Asian Females
Native Hawaiian or Other Pacific Islander Males
Native Hawaiian or Other Pacific Islander Females
American Indian or Alaska Native Males
American Indian or Alaska Native Females
Two or More Races Males
Two or More Races Females

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	
Complaint Data (Trends)	Yes	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	
Exit Interview Data	No	
Focus Groups	No	
Interviews	Yes	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
Yes	Yes, potential barrier identified.

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
For several years prior to the barrier analysis being conducted on the Senior Executive Service ranks reported lower than expected participating rates for women and minorities.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Complete a barrier analysis of the Senior Executive Service Hiring Process. Review and analyze all relevant policies, procedures, and practices and implement agreed upon corrective actions.	10/01/2016	09/30/2024	Yes		09/30/2017
FAA Equal Employment Opportunity (EEO) Diversity and Inclusion Initiative: Achieve shared ownership by all FAA employees, to champion their roles and responsibilities in creating and maintaining a model EEO workplace	10/01/2021	9/30/2021	Yes		9/30/2021
Utilize the EEO Action Committee (EAC) to collaborate and support a diverse and inclusive workplace with existing employee workgroups and LOBs/SOs to create an inclusive work environment.	10/01/2021	9/30/2021	Yes		9/30/2021
Promote and sustain fair and equitable recruitment, retention, and promotion policies by cultivating an environment that encourages collaboration, flexibility, and fairness in which individuals are	10/01/2021	9/30/2021	Yes		9/30/2021

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
enabled to perform to their full potential. This will be achieved through the development and implementation of a FAA Diversity and Inclusion Strategic Plan (D&I Plan) supporting Executive Order 13583, which identifies the following areas of focus: Recruitment, Hiring, Training, Development, Advancement, Promotion, and Retention. The D&I Plan will support the FAA's goal of recruiting from a diverse, qualified group of potential applicants, and developing structures and strategies to equip leaders with the ability to manage diversity, measure results and monitor accountability.					
In support of Presidential Executive Order #13779 and #14041 – The White House Initiative to Promote Excellence and Innovation at Historically Black Colleges and Universities, the Office of Civil Rights will collaborate with LOB/SOs to create a Corporate HBCU Program. The implementation of this program will support the	10/01/2021	9/30/2021	Yes		9/30/2021

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
workforce development needs of the FAA by attracting and retaining a diverse and skilled workforce to proactively address transformative technological challenges (e.g. UAS, Cyber, Commercial Space, Data) evaluate regulatory and policy issues, and maintain the safety and efficiency of our global aerospace system.					
Assist Agency efforts to create a FAA culture in which managers and employees understand their role in creating and maintaining an inclusive workplace by providing training on EEO laws, FAA policies, and appropriate workplace behavior.	10/01/2021	9/30/2022	Yes		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Assistant Administrator for HR	Angelia G. Neal	Yes
Assistant Administrator for Civil Rights	John P. Benison	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2017	Conduct barrier analysis on this FAA Mission Critical Occupation		09/30/2017
09/30/2018	Create an action plan to address and implement improvements, if possible.		09/30/2018
09/30/2020	Develop FAA's Diversity and Inclusion (D&I) Strategic Plan	12/30/2020	12/17/2020
09/30/2020	Craft HBCU Program Charter		09/30/2020
09/30/2021	Establish Diversity, Equity, and Inclusion Annual Symposium		07/15/2021
10/30/2021	Conduct PWD/PWTD Hiring Information Sessions for Managers Virtually		09/30/2021
11/30/2021	Establish DEIA Steering Committee		09/30/2021
04/30/2022	Coordinate LOB/SO Memo promoting the PWD/PWTD Hiring Goals and Initiatives		
06/30/2022	Conduct 2nd Annual Diversity, Equity, and Inclusion Symposium on advancing civil rights, diversity, equity and inclusion, as well as Equal Employment Opportunity		
09/30/2022	Conduct periodic Diversity, Equity, and Inclusion Town Hall (Listening Session)		
09/30/2022	Create a HBCU Initiative Workgroup internal webpage		
09/30/2022	Participate in Virtual Career Fairs for PWD/PWTDs and Veterans with disabilities (1 st event)		06/30/2020
09/30/2022	Host Virtual Information Session on Starting A Federal Career for PWDs in collaboration with DOT (1 st event)		10/30/2020

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2022	Participate in PWTD virtual hiring events		06/20/2021
09/30/2024	Conduct second barrier analysis on this FAA Mission Critical Occupation		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2017	Conducted a barrier analysis of the Senior Executive Services ranks hiring process, implementing all of the recommendations is an ongoing process; however, some of the recommendations from this Corrective Action Plan have been implemented.
FY 2021	Implemented recommended corrective actions.
FY 2021	Hired DEIA Program Manager
FY 2021	The HBCU Initiative Workgroup devised HBCU subgroups
FY 2021	HBCU Initiative Workgroup created an internal webpage
FY 2021	HBCU Initiative Workgroup created a HBCU Directory of potential HBCU Consortium Schools
FY 2021	HBCU Initiative Workgroup partnered with Airports Grant Team to establish Fellowship Program
FY 2021	Engaged in various HBCU Education & Awareness internal events
FY 2021	Conducted HBCU Information sessions
FY 2021	Maintained partnership with the League of United Latin American Citizens (LULAC) and National Council of Hispanic Employment Program Managers (NCHEPM)
FY 2021	Participated in the Virtual LULAC FTIP SES and Leadership Development Training series (LULAC/FTIP/NHEPM Collaboration) to include the assistance with the planning of 33 training session and hosted "Let's Talk About Disability Awareness session
FY 2021	Hosted the Puentes de Oportunidad Education Project (POEP): "Securing the Skies of Opportunity with the Federal Aviation Administration"

FY 2021	Hosted NCHEPM: Women's History Month Training Session
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TAB 8

Part J

Persons W/Targeted Disabilities

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MD-715 – Part J

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

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

Section I: Efforts to Reach Regulatory Goals

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

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

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

	Goal	Disability
GS 1-10	12.00%	23.52%
GS 11- SES	12.00%	14.10%

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

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

For FY 2021, the cluster of GS11 to SES for PWTD fell below the goal of 2.00% by 1.04 %, we have increased 0.09% since FY 2020.

	Goal	Targeted Disability
GS 1-10	2.00%	2.60%
GS 11- SES	2.00%	0.96%

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

The FAA communicated the hiring goals to hiring managers in FY21 through trainings and meetings with the FAA Disability Program Manager and Selective Placement Program Coordinator; hiring managers are encouraged to consider people with disabilities and targeted disabilities when considering applicants for job announcements. Training on hiring people with disabilities and people with targeted disabilities will continue to be held for managers FY 2022.

Section II: Model Disability Program

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

A. Plan to Provide Sufficient & Competent Staffing for the Disability Program

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

Yes **X** No 0

Yes, a new Disability Program Manager was on boarded in April 2021.

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

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	

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Processing applications from PWD and PWTD	X			David Hamill, Supervisory HR Specialist
Answering questions from the public about hiring authorities that take disability into account	X			Tamara Smith, HR Selective Placement Program Coordinator
Processing reasonable accommodation requests from applicants and employees	X			Michael Looney, ACR Disability Program Manager Bryon Williams, Eastern Service Area ACR Team Lead Michelle Labov, WJHTC ACR Team Lead Timothy Fitten, Western/Central Service Area ACR Team Lead Kay Davis, Western/Central Service Area ACR EEO Specialist
Section 508 Compliance	X			Sheree Peters, AIT Section 508 Coordinator
Architectural Barriers Act Compliance	X			Yvonne Medina, Director, DOT Office of Facilities,

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				Information, and Asset Management
Special Emphasis Program for PWD and PWTD	X			Michael Looney, Disability Program Manager

- 3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.**

Yes **X** No 0

Reasonable Accommodations Training Program	Model EEO
Reasonable Accommodations Management System (RAMS) Resolution	Conflict
Prevention of Work Place Bullying	Prevention of
Sexual Harassment	Social Media
Rethinking Diversity and Inclusion Harassment	Disability
Hiring People with Disabilities Awareness	
Diversity & Inclusion	
Addressing the Needs of Employees Returning to Normal Operations - COVID 19	

B. Plan to Ensure Sufficient Funding for the Disability Program

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient *funding* and other *resources*.

Yes **X** No 0

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Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTD.

A. Plan to Identify Job Applicants with Disabilities

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

Public Notice on USAJOB's Identifying FAA Positions Open to People with Disabilities
Internship Programs for Students with Disabilities
Virtual Career Fairs with Colleges/Universities and Disability Organizations
State Vocational Rehabilitation Offices
Veteran's Administration Vocational Rehabilitation and Employment Offices
The Workforce Recruitment Program (WRP)
FAA Schedule A Applicant Database for People with Disabilities and Veterans with Disabilities
Aviation Development Program (ADP) for Air Traffic Control Specialist Positions

2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.

The FAA On-the-Spot Hiring Authority for people with disabilities (similar to Schedule A Hiring Authority) is promoted and available for use along with Veteran Appointment Authorities to non-competitively appoint PWD/PWTD and veterans with a service-connected disability rating of 30% or more.

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- 3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.**

When applicants utilize the FAA On-the-Spot Hiring Authority (similar to Schedule A Hiring Authority), the process for eligibility and hire encompasses: 1) Application qualification review process – conducted by the servicing HR Specialist who confirms that the applicant provides a Schedule A letter; and 2) Applicant referral - individuals deemed qualified are referred to the hiring manager on a non-competitive (Schedule A) certificate of eligibility. Managers have the option to interview and/or hire from the non-competitive (Schedule A) certificate or to consider other candidates from other issued certificates (Merit Promotion, Veterans' Recruitment Appointment (VRA), etc.). Alternatively, when individuals submit their resumes directly to the National People with Disabilities Program Manager and/or the FAA Selective Placement Program Coordinator (SPPC) for vacant positions, the HR Specialist reviews the resume to determine eligibility. If qualified and Schedule A eligibility is met, resumes are forwarded to the hiring manager for consideration. Guidance on selection procedures including the application of veterans' preference is provided, when applicable.

- 4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.**

Yes X No 0 N/A 0

Training: Hiring People with Disabilities
Reasonable Accommodations Training
Reasonable Accommodations Management System (RAMS)
Frequency: Quarterly

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B. Plan to Establish Contacts with Disability Employment Organizations

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

The FAA maintains relationships with The Council of State Administrators of Vocational Rehabilitation (CSAVAR) and the Veterans Affairs Vocational Rehabilitation and Employment Centers; College and Universities Career/Disability Services Offices to assist with recruitment, advertisement, and training. The FAA also work with disability organizations such as the Paralyzed Veterans of America, Little People of America, United Spinal Association, and Epilepsy Foundation to assist with recruitment and outreach for FAA positions.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

- | | | |
|---|-------|------|
| a. New Hires for Permanent Workforce (PWD) | Yes 0 | No X |
| b. New Hires for Permanent Workforce (PWTD) | Yes 0 | No X |

	PWD	PWTD
	30.30%	3.11%
BENCHMARK	12%	2%

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below.

- | | | |
|-----------------------------|-------|------|
| a. New Hires for MCO (PWD) | Yes X | No 0 |
| b. New Hires for MCO (PWTD) | Yes X | No 0 |

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PWD	0110	0602	0801	0802	0803	0804	0808	0809	0810	0819	0830	0850	0854
QUALIFIED	6.00%	13.04%	7.89%	15.31%	0.00%	0.00%	21.43%	0.00%	0.00%	0.00%	14.29%	8.33%	0.00%
NEW HIRES	100.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PWD	0855	0856	0861	0896	0899	0905	1361	1801	1802	1825	2101	2152	2181
QUALIFIED	5.71%	20.00%	5.69%	11.97%	0.00%	6.11%	17.86%	0.00%	0.00%	0.00%	6.19%	1.32%	0.00%
NEW HIRES	0.00%	0.00%	4.00%	0.00%	0.00%	0.00%	18.18%	0.00%	42.86%	1.65%	2.78%	0.07%	0.00%
PWTD	0110	0602	0801	0802	0803	0804	0808	0809	0810	0819	0830	0850	0854
QUALIFIED	6.00%	4.35%	3.76%	8.16%	0.00%	0.00%	7.14%	0.00%	0.70%	0.00%	0.00%	0.00%	0.00%
NEW HIRES	100.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PWTD	0855	0856	0861	0896	0899	0905	1361	1801	1802	1825	2101	2152	2181
QUALIFIED	5.71%	0.00%	2.84%	3.52%	0.00%	4.44%	7.14%	3.01%	8.08%	1.43%	2.95%	0.38%	0.00%
NEW HIRES	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.83%	0.00%	0.36%	0.00%

About 6.27% of PWD/PWTD Qualified Applicants were excluded to the following reasons: withdrew application, unable to read submission, citizenship requirements not met, no specialized experience, and/or serving probation.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

- a. Qualified Applicants for MCO (PWD) Yes X No 0
- b. Qualified Applicants for MCO (PWTD) Yes X No 0

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PWD	0110	0602	0801	0802	0803	0804	0808	0809	0810	0819	0830	0850	0854
RELEVANT	41.03%	21.15%	10.60%	29.30%	10.00%	0.00%	27.27%	0.00%	13.71%	7.69%	8.33%	13.60%	16.47%
QUALIFIED	5.88%	30.00%	5.02%	11.80%	0.00%	0.00%	0.00%	0.00%	1.41%	0.00%	18.75%	7.69%	10.00%
PWD	0855	0856	0861	0896	0899	0905	1361	1801	1802	1825	2101	2152	2181
RELEVANT	11.70%	23.63%	10.69%	18.19%	0.00%	19.70%	28.05%	25.29%	40.72%	20.79%	19.49%	5.84%	12.71%
QUALIFIED	8.20%	18.29%	3.08%	14.08%	0.00%	10.00%	13.38%	7.67%	52.03%	7.59%	8.62%	4.94%	3.33%
PWTD	0110	0602	0801	0802	0803	0804	0808	0809	0810	0819	0830	0850	0854
RELEVANT	2.56%	1.92%	0.62%	2.89%	0.00%	0.00%	0.00%	0.00%	0.75%	0.00%	0.98%	0.00%	2.35%
QUALIFIED	5.88%	0.00%	1.49%	3.73%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PWTD	0855	0856	0861	0896	0899	0905	1361	1801	1802	1825	2101	2152	2181
RELEVANT	1.23%	1.44%	0.61%	0.00%	0.00%	2.46%	3.39%	0.77%	4.19%	0.88%	1.21%	0.24%	0.00%
QUALIFIED	4.92%	12.20%	1.66%	8.45%	0.00%	0.00%	4.46%	3.23%	4.05%	1.03%	2.00%	1.15%	0.00%

Only 3.68% of PWD/PWTD Applicants did not meet basic qualifications.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

- a. Promotions for MCO (PWD) Yes X No 0
- b. Promotions for MCO (PWTD) Yes X No 0

PWD	0110	0602	0801	0802	0803	0804	0808	0809	0810	0819	0830	0850	0854
QUALIFIED	5.88%	30.00%	5.02%	11.80%	0.00%	0.00%	0.00%	0.00%	1.41%	0.00%	18.75%	7.69%	10.00%
SELECTED	0.00%	100.00%	0.00%	17.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	16.67%	0.00%
PWD	0855	0856	0861	0896	0899	0905	1361	1801	1802	1825	2101	2152	2181
QUALIFIED	8.20%	18.29%	3.08%	14.08%	0.00%	10.00%	13.38%	7.67%	52.03%	7.59%	8.62%	4.94%	3.33%
SELECTED	0.00%	9.52%	1.52%	0.00%	0.00%	0.00%	6.06%	5.08%	75.00%	5.83%	8.90%	3.54%	0.00%
PWTD	0110	0602	0801	0802	0803	0804	0808	0809	0810	0819	0830	0850	0854

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QUALIFIED	5.88%	0.00%	1.49%	3.73%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SELECTED	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PWTD	0855	0856	0861	0896	0899	0905	1361	1801	1802	1825	2101	2152	2181
QUALIFIED	4.92%	12.20%	1.66%	8.45%	0.00%	0.00%	4.46%	3.23%	4.05%	1.03%	2.00%	1.15%	0.00%
SELECTED	0.00%	4.76%	1.52%	0.00%	0.00%	0.00%	3.03%	3.39%	5.00%	1.17%	2.05%	0.68%	0.00%

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. Advancement Program Plan

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

The Department of Transportation developed a DOT-wide mentoring program that will incorporate PWD and PWTDs. Online learning opportunities are accessible to all FAA employees through a Training Management System and Employee Learning Management System (ELMS).

B. Career Development Opportunities

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

The FAA offers, fellowships, mentoring, coaching, training, and detail opportunities to its employees. DOT continues to promote and create career opportunities for all DOT Administrative Personnel for GS-9 and below to include career counseling, workshops on mentoring, interviewing, resume writing, and professional imaging. Additionally, DOT developed a career path guide that is available to all employees. This guide outlines the

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various pathways available for career advancement at DOT, the necessary core and technical competencies, and information on development experiences.
Below are the Leadership Development Programs that are accessible to all employees:

- Program for Emerging Leaders (PEL)
- FAA Leadership & Learning Institute (FLLI)
- Senior Leadership Development Program (SLDP)
- Forum for Executive Excellence (FEE)
- Federal Executive Institute (FEI)
- Rotational Assignment Programs
- Executive Development
- LOB/SO Leadership Programs

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

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	2,255	46	11.71%	8.70%	3.95%	4.35%
Fellowship Programs	3	2	0.00%	0.00%	0.00%	0.00%
Mentoring Programs	5	4	5.11%	3.88%	0.00%	0.43%
Coaching Programs	2	2	0.00%	0.00%	0.00%	0.00%
Training Programs	18	32	22.22%	9.38%	5.56%	0.00%
Detail Programs	22	9	4.55%	11.11%	0.00%	0.00%
Other Career Development Programs	52	29	11.54%	10.34%	0.00%	0.00%

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

a. Applicants (PWD) Yes 0 No 0
b. Selections (PWD) Yes 0 No X

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

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

Applicants	3.73%
Selections	1.61%

C. Awards

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD) Yes 0 No X
b. Awards, Bonuses, & Incentives (PWTD) Yes X No 0

FAA identified a trigger involving the percentage of PWTD who received time-off awards and cash awards.										
	Time-Off Awards 1-10 hours		Time-Off Awards 11-20 hours		Time-Off Awards 21-30 hours		Time-Off Awards 31-40 hours		Time-Off Awards - 41+ hours	
	PWD	PWTD	PWD	PWTD	PWD	PWTD	PWD	PWTD	PWD	PWTD
Benchmark	13.05%	13.21%	8.68%	8.09%	2.71%	2.56%	1.45%	0.79%	0.00%	0.00%
FAA Rate	13.18%	1.01%	20.74%	1.46%	16.35%	1.64%	20.59%	0.85%	0.00%	0.00%
	Cash Awards \$500 /Under		Cash Awards \$501 - \$999		Cash Awards \$1000 - \$1999		Cash Awards \$2000 - \$2999		Cash Awards \$3000 - \$3999	
									Cash Awards \$4000 - \$4999	
									Cash Awards \$5000+	

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	PWD	PWTD	PWD	PWTD	PWD	PWTD	PWD	PWTD	PWD	PWTD	PWD	PWTD	PWD	PWTD
Benchmark	17.83%	16.77%	8.74%	9.47%	18.98%	18.15%	5.53%	5.13%	2.02%	2.17%	0.31%	0.20%	0.42%	0.20%
FAA Rate	15.89%	1.13%	19.09%	1.57%	19.57%	1.42%	17.49%	1.23%	18.57%	1.51%	13.46%	0.00%	16.18%	0.58%

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

- a. Pay Increases (PWD) Yes 0 No X
- b. Pay Increases (PWTD) Yes 0 No X

	PWD	PWTD
Benchmark	0.13%	0.00%
FAA Rate	14.75%	0.00%

The FAA is above the benchmark for PWD regarding QSI.

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

- a. Other Types of Recognition (PWD) Yes 0 No 0 N/A X
- b. Other Types of Recognition (PWTD) Yes 0 No 0 N/A X

N/A

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D. Promotions

1. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Yes 0 No 0

ii. Internal Selections (PWD) Yes 0 No X

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Yes 0 No 0

ii. Internal Selections (PWD) Yes X No 0

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Yes 0 No 0

ii. Internal Selections (PWD) Yes X No 0

d. Grade GS-13

i. Qualified Internal Applicants (PWD) Yes 0 No 0

ii. Internal Selections (PWD) Yes X No 0

For FY 2021, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the qualified selectees for promotions to the senior grade levels.

Below are the percentages for PWD Internal Selections.

Internal Selection Benchmark

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SES	0.00%	0.00%
GS-15 or Equivalent	4.68%	5.66%
GS-14 or Equivalent	6.47%	8.38%
GS-13 or Equivalent	8.10%	8.69%

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2. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. SES

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

b. Grade GS-15

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

c. Grade GS-14

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

d. Grade GS-13

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

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For FY 2021, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD among the qualified selectees for promotions to the senior grade levels.
Below are the percentages for PWTD Internal Selections.

	Internal Selection	Benchmark
SES	0.00%	0.00%
GS-15 or Equivalent	0.81%	0.98%
GS-14 or Equivalent	2.24%	2.57%
GS-13 or Equivalent	1.26%	3.01%

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

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

For FY 2021, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the new hires to the senior grade levels.

	New Hires	Benchmark
SES	0.00%	9.48%
GS-15 or Equivalent	36.00%	11.57%
GS-14 or Equivalent	38.35%	11.72%
GS-13 or Equivalent	28.78%	10.99%

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

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

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For FY 2021, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD among the new hires to the senior grade levels.

	New Hires	Benchmark
SES	0.00%	2.27%
GS-15 or Equivalent	4.00%	4.71%
GS-14 or Equivalent	2.91%	4.54%
GS-13 or Equivalent	4.06%	4.37%

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

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a. Executives

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes X	No 0

b. Managers

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No X

c. Supervisors

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes X	No 0

For FY 2021, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the internal selections to the supervisory positions.

	Internal Selections	Benchmark
Executives	5.00%	5.63%
Managers	6.56%	6.46%
Supervisors	0.00%	2.52%

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

a. Executives

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

b. Managers

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

c. Supervisors

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

For FY 2021, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD among the internal selections to the supervisory positions.

	Internal Selections	Benchmark
Executives	0.86%	0.91%
Managers	1.41%	1.24%
Supervisors	0.00%	0.71%

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7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- | | | |
|------------------------------------|---|--|
| a. New Hires for Executives (PWD) | Yes ☒ X | No ☐ 0 |
| b. New Hires for Managers (PWD) | Yes ☒ X | No ☐ 0 |
| c. New Hires for Supervisors (PWD) | Yes ☐ 0 | No ☒ X |

For FY 2021, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the new hires to the supervisory positions.

	New Hires	Benchmark
Executives	0.00%	3.28%
Managers	0.00%	10.34%
Supervisors	0.00%	0.00%

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8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- | | | |
|-------------------------------------|-------|------|
| a. New Hires for Executives (PWTD) | Yes 0 | No X |
| b. New Hires for Managers (PWTD) | Yes X | No 0 |
| c. New Hires for Supervisors (PWTD) | Yes X | No 0 |

For FY 2021, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD among the new hires to the supervisory positions.

	New Hires	Benchmark
Executives	6.06%	2.56%
Managers	0.00%	2.52%
Supervisors	1.18%	3.19%

Section V: Plan to Improve Retention of Persons with Disabilities

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

A. Voluntary and Involuntary Separations

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Yes 0 No X N/A 0

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The FAA is currently working on determining the reason for not converting all Schedule A Employees eligible for conversion. Once determined the FAA Disability Program Manager and team will craft a plan to ensure the FAA converts all Schedule A employees.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD)

Yes X

No 0

b. Involuntary Separations (PWD)

Yes X

No 0

	Inclusion Rate of PWD	Inclusion Rate of PWOD
Voluntary Separations	5.26%	4.86%
Involuntary Separations	0.24%	0.14%

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD)

Yes X

No 0

b. Involuntary Separations (PWTD)

Yes X

No 0

	Inclusion Rate of PWTD	Inclusion Rate of PWOTD
Voluntary Separations	5.13%	4.86%
Involuntary Separations	0.59%	0.15%

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4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using *exit interview results and other data sources*.

- Voluntary retirement
- Voluntary resignation
- Terminated –by appointment
- Removal
- Death
- Transfer to another Federal agency

B. Accessibility of Technology and Facilities

Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<https://www.faa.gov/accessibility/>

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

<https://www.faa.gov/documentLibrary/media/Order/1400.9A.pdf>

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- 3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.**

The FAA works collaboratively with the Department of Transportation Disability Resource Center (DRC) to ensure all newly implemented technology is deployed agency-wide. The DRC provides technical assistance to DOT/FAA staff on issues related to accessibility, facilities and technology.

C. Reasonable Accommodation Program

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

- 1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)**

18 business days is the average processing time.

- 2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.**

The FAA Disability Program Manager compiles weekly reports on reasonable accommodation requests entered into the Reasonable Accommodation Management System (RAMS) and provides to ACR Service Areas Directors for follow-up and assistance with processing. ACR Service Areas follow regional SOPs for assistance with processing requests with decision makers. LOB/SO points of contacts are provided monthly reports updating them on total number of requests received and processed with within 25 business days or less. Training is provided to new managers and supervisors

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on reasonable accommodations and reasonable accommodation management system each year. Due to this training, managers gained additional knowledge on the process and were able to actively engage in the process. With the assistances of the LOB/SOs' POC, Managers are encouraged to timely input all reasonable accommodations requests in RAMS. The ACR Disability Program Manager and ACR Service Area Team Leads engage daily with all managers on the timeliness of the requests where they have oversight.

D. Personal Assistance Services Allowing Employees to Participate in the Workplace

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The FAA is currently in the process of updating the Reasonable Accommodation policy to include procedures for Personal Assistance Services (PAS). Currently the FAA utilizes the DOT Disability Resource Center provides PAS for FAA employees on a case-by-case basis through the DRC's nationwide contract. Services are provided on a scheduled basis. PAS might include, but are not limited to assistance with the following tasks:

- filing or manipulating paper documents,
 - retrieving work materials that are out of reach,
 - providing travel assistance for an employee with a mobility disability,
 - reading handwritten mail or hardcopy material to an employee with a visual disability,
- and/or

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- assistance with personal care tasks, such as eating, putting on or removing a coat, and using the restroom.

An FAA employee who travels for work and requires the services of a personal assistant is not personally responsible for covering the additional costs incurred as a direct result of the travel. PAS can be provided through DRC's contracted services and/or by invitational travel (family member/friend).

The procedures through the DRC have been very effective for the FAA to ensure access to the workplace for employees with severe disabilities. The FAA will continue to utilize these services.

Section VI: EEO Complaint and Findings Data

A. EEO Complaint data involving Harassment

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Yes 0 No X N/A 0

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Yes 0 No X N/A 0

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

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B. EEO Complaint Data involving Reasonable Accommodation

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Yes 0 No X N/A 0

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Yes 0 No X N/A 0

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

Section VII: Identification and Removal of Barriers

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

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Yes X No 0

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Yes X No 0 N/A 0

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

Trigger 1	People with targeted disabilities (PWTD) have a low participation rate in the FAA workforce.
Barrier(s)	Recruitment Practices; the FAA focuses recruitment on distributing competitive vacancy announcements.

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Objective(s)	Increase hiring manager and HR Specialist awareness and knowledge of how to use non-competitive hiring authorities for individuals with disabilities (Schedule A; "On-the-Spot"). Increased awareness of this hiring flexibility will serve the longstanding FAA goal that three percent of all new hires should be PWTDD.			
Responsible Official(s)	Performance Standards Address the Plan? (Yes or No)			
Annie Andrews, Assistant Administrator for Human Resources, AHR-1 John P. Benison, Assistant Administrator for Civil Rights, ACR-1				
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Ongoing	Educate hiring managers and HR Specialists on available hiring flexibilities to include Schedule A and On the Spot.	Yes		09/30/2022
Ongoing	The ACR and AHR will analyze data regarding disability status reporting of preference eligible veterans to determine what, if any, outreach education should be developed to encourage identifying as a PWD/PWTDD.	Yes		09/30/2022
Fiscal Year	Accomplishments			
2021	Participated in 4 Virtual Career Fairs for PWD/PWTDDs and Veterans with disabilities			

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	In Collaboration with DOT, Hosted one Virtual Information Session for People with Disabilities to provide information on starting your federal career.
2021	In Collaboration with DOT, Hosted one Virtual Information Session for People with Disabilities to provide information on starting your federal career.
2021	Participated numerous PWTD hiring events at numerous locations across the country via zoom. Reached out to over 100 colleges and universities and attendees who participated in information sessions, mock interviews and resume writing.
2021	Coordinated the Aviation Development Program (ADP) to increase the hiring of people with disabilities and targeted disabilities into Air Traffic Control Positions. The ADP allows people with disabilities and targeted disabilities to receive one year of experience in an Air Route Traffic Control Center (ARTCC) with the potential to convert to a 2152 upon successfully completing the FAA Air Traffic Academy. In 2021, the FAA had one ADP candidate from Phase 1 graduate from the FAA Air Traffic Academy and begin working as a selected ARTCC. Currently the FAA has 6 ADP candidates in Phase 2 completing their medical and security clearances before beginning their one year experience at a selected ARTCC. The FAA also has five ADP candidates in Phase 3 completing their Air Traffic Skills Assessment (AT-SA) for Air Traffic Control Specialists positions in our Alaska Flight Service Stations.

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

Due to the pandemic the FAA had difficulty being able to accomplish its goals due to the virtual environment of our workforce and the limited ability to travel for outreach and recruitment efforts.

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5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

Through these planned activities the Agency was able to bring awareness to people with disabilities (PWD) and targeted disabilities (PWTD) about the job opportunities at FAA. We were also able to provide information about how to apply for positions at FAA and utilize our non-competitive hiring authorities for PWD/PWTD and veterans with disabilities.

This ADP program continues to recruit PWD and PWTD candidates to receive one year of experience in an Air Route Traffic Control Center (ARTCC) with the potential to convert to a 2152 upon successfully meeting existing 2152 criteria at 10 Air Route Centers. Fifteen (15) eligible candidates were invited to take the Air Traffic Skills Assessment (AT-SA) exam for phase 2. Six (6) successful candidates were moved to the next phase of the program. Requesting medical and going through security. Candidates that were not successful in this pilot program are moved to a database of PWD/PWTD applicants.

This database (TrackstarHire) stores resumes of potential PWD/PWTD applicants and are possibly shared with hiring managers and/or submitted to them if they have a vacant position.

This will also increase the potential hiring of PWTD candidates for eligible positions.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

The agency will continue to increase the outreach and awareness regarding people with disabilities (PWD) and people with targeted disabilities (PWTD). We will increase the number of virtual events we will attend to continue to recruit PWD/PWTD candidates for vacant positions at the FAA. We will also increase the frequency of providing training and information sessions on recruiting and hiring PWD/PWTD.

The FAA has also developed a couple of agency-wide business plan goals to target increasing the hiring of PWD/PWTD over the next three years. The agency plans to increase the participation rate of PWD/PWTD by 1% each fiscal year over the next three years.

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Agency LOB/SOs will also promote the hiring goals and resources to increase the hiring of PWD/PWTD through senior leadership communication to hiring managers.

The FAA will continue to develop and execute the Aviation Development (Pilot) Program (ADP) to build and champion a diverse and capable Air Traffic Control Conversion Program for PWD/PWTDs. This program allows PWD/PWTD candidates to receive one year of experience in an Air Route Traffic Control Center (ARTCC) with the potential to convert to a 2152 upon successfully meeting existing 2152 criteria at 10 Air Route Centers.

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

Employment Tenure	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<u>TOTAL</u>																	
Prior FY #	45132	34688	10444	3085	872	25933	6683	2782	1924	1661	572	156	42	297	120	774	231
Prior FY %	100.00	76.86	23.14	6.84	1.93	57.46	14.81	6.16	4.26	3.68	1.27	0.35	0.09	0.66	0.27	1.71	0.51
Current FY #	44586	34134	10452	3119	889	25332	6603	2768	1960	1662	588	156	43	276	111	821	258
Current FY %	100.00	76.56	23.44	7.00	1.99	56.82	14.81	6.21	4.40	3.73	1.32	0.35	0.10	0.62	0.25	1.84	0.58
CLF 2014 -2018%	100.00	51.79	48.21	6.82	6.16	35.65	31.82	5.70	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference #	-546	-554	8	34	17	-601	-80	-14	36	1	16	0	1	-21	-9	47	27
Ratio Change %	0.00	-0.30	0.30	0.16	0.06	-0.64	0.00	0.04	0.13	0.05	0.05	0.00	0.00	-0.04	-0.02	0.13	0.07
Net Change %	-1.21	-1.60	0.08	1.10	1.95	-2.32	-1.20	-0.50	1.87	0.06	2.80	0.00	2.38	-7.07	-7.50	6.07	11.69
<u>PERMANENT</u>																	
Prior FY #	44417	34128	10289	3030	857	25540	6604	2740	1887	1615	555	155	42	296	119	752	225
Prior FY %	100.00	76.84	23.16	6.82	1.93	57.50	14.87	6.17	4.25	3.64	1.25	0.35	0.09	0.67	0.27	1.69	0.51
Current FY #	44113	33814	10299	3084	880	25116	6517	2733	1917	1645	579	155	43	275	111	806	252
Current FY %	100.00	76.65	23.35	6.99	1.99	56.94	14.77	6.20	4.35	3.73	1.31	0.35	0.10	0.62	0.25	1.83	0.57
Difference #	-304	-314	10	54	23	-424	-87	-7	30	30	24	0	1	-21	-8	54	27
Ratio Change %	0.00	-0.18	0.18	0.17	0.07	-0.56	-0.09	0.03	0.10	0.09	0.06	0.00	0.00	-0.04	-0.02	0.13	0.06
Net Change %	-0.68	-0.92	0.10	1.78	2.68	-1.66	-1.32	-0.26	1.59	1.86	4.32	0.00	2.38	-7.09	-6.72	7.18	12.00
<u>TEMPORARY</u>																	
Prior FY #	715	560	155	55	15	393	79	42	37	46	17	1	0	1	1	22	6
Prior FY %	100.00	78.32	21.68	7.69	2.10	54.97	11.05	5.87	5.17	6.43	2.38	0.14	0.00	0.14	0.14	3.08	0.84
Current FY #	473	320	153	35	9	216	86	35	43	17	9	1	0	1	0	15	6
Current FY %	100.00	67.65	32.35	7.40	1.90	45.67	18.18	7.40	9.09	3.59	1.90	0.21	0.00	0.21	0.00	3.17	1.27
Difference #	-242	-240	-2	-20	-6	-177	7	-7	6	-29	-8	0	0	0	-1	-7	0
Ratio Change %	0.00	-10.67	10.67	-0.29	-0.20	-9.30	7.13	1.53	3.92	-2.84	-0.47	0.07	0.00	0.07	-0.14	0.09	0.43
Net Change %	-33.85	-42.86	-1.29	-36.36	-40.00	-45.04	8.86	-16.67	16.22	-63.04	-47.06	0.00	0.00	0.00	-100.00	-31.82	0.00

Worksheet A2: Permanent Workforce by Component - Distribution by Race/Ethnicity and Sex

Employment Tenure	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce #	44113	33814	10299	3084	880	25116	6517	2733	1917	1645	579	155	43	275	111	806	252
Permanent Workforce %	100.00	76.65	23.35	6.99	1.99	56.94	14.77	6.20	4.35	3.73	1.31	0.35	0.10	0.62	0.25	1.83	0.57
CLF 2014 -2018%	100.00	51.79	48.21	6.82	6.16	35.65	31.82	5.70	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AAE #	20	9	11	0	1	6	2	3	8	0	0	0	0	0	0	0	0
AAE %	100.00	45.00	55.00	0.00	5.00	30.00	10.00	15.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ACR #	64	25	39	2	7	11	10	11	14	0	3	0	1	0	0	1	4
ACR %	100.00	39.06	60.94	3.13	10.94	17.19	15.63	17.19	21.88	0.00	4.69	0.00	1.56	0.00	0.00	1.56	6.25
AFN #	2494	1390	1104	78	50	949	669	202	250	105	86	3	2	23	25	30	22
AFN %	100.00	55.73	44.27	3.13	2.00	38.05	26.82	8.10	10.02	4.21	3.45	0.12	0.08	0.92	1.00	1.20	0.88
AGC #	251	112	139	6	12	90	89	9	33	4	3	0	0	0	0	3	2
AGC %	100.00	44.62	55.38	2.39	4.78	35.86	35.46	3.59	13.15	1.59	1.20	0.00	0.00	0.00	0.00	1.20	0.80
AGI #	8	2	6	0	1	2	1	0	4	0	0	0	0	0	0	0	0
AGI %	100.00	25.00	75.00	0.00	12.50	25.00	12.50	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AHR #	493	157	336	13	24	89	147	47	144	2	12	0	1	0	2	6	6
AHR %	100.00	31.85	68.15	2.64	4.87	18.05	29.82	9.53	29.21	0.41	2.43	0.00	0.20	0.00	0.41	1.22	1.22
ANG #	814	574	240	34	13	424	133	47	71	63	21	1	0	1	2	4	0
ANG %	100.00	70.52	29.48	4.18	1.60	52.09	16.34	5.77	8.72	7.74	2.58	0.12	0.00	0.12	0.25	0.49	0.00
AOA #	10	3	7	0	0	2	1	1	5	0	1	0	0	0	0	0	0
AOA %	100.00	30.00	70.00	0.00	0.00	20.00	10.00	10.00	50.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
AOC #	44	18	26	1	1	14	18	1	4	1	1	0	0	0	0	1	2
AOC %	100.00	40.91	59.09	2.27	2.27	31.82	40.91	2.27	9.09	2.27	2.27	0.00	0.00	0.00	0.00	2.27	4.55
APL #	296	143	153	10	14	102	99	14	24	16	9	0	0	0	2	1	5
APL %	100.00	48.31	51.69	3.38	4.73	34.46	33.45	4.73	8.11	5.41	3.04	0.00	0.00	0.00	0.68	0.34	1.69
ARP #	567	341	226	35	16	226	148	47	43	17	12	3	2	3	2	10	3
ARP %	100.00	60.14	39.86	6.17	2.82	39.86	26.10	8.29	7.58	3.00	2.12	0.53	0.35	0.53	0.35		

Worksheet A3: Occupational Categories - Distribution by Race/Ethnicity and Sex [Permanent]

Occupational Categories	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Total Officials and Managers #	6103	4746	1357	389	98	3568	898	469	274	172	44	16	7	54	11	78	25
Total Officials and Managers %	100.00	77.77	22.23	6.37	1.61	58.46	14.71	7.68	4.49	2.82	0.72	0.26	0.11	0.88	0.18	1.28	0.41
Officials and Managers – Executives #	184	123	61	6	1	92	51	16	8	8	1	0	0	1	0	0	0
Officials and Managers – Executives %	100.00	66.85	33.15	3.26	0.54	50.00	27.72	8.70	4.35	4.35	0.54	0.00	0.00	0.54	0.00	0.00	0.00
Officials and Managers – Managers #	5539	4307	1232	372	89	3213	798	424	259	159	43	16	7	50	11	73	25
Officials and Managers – Managers %	100.00	77.76	22.24	6.72	1.61	58.01	14.41	7.65	4.68	2.87	0.78	0.29	0.13	0.90	0.20	1.32	0.45
Officials and Managers – Supervisor #	380	316	64	11	8	263	49	29	7	5	0	0	0	3	0	5	0
Officials and Managers – Supervisor %	100.00	83.16	16.84	2.89	2.11	69.21	12.89	7.63	1.84	1.32	0.00	0.00	0.00	0.79	0.00	1.32	0.00
Professionals #	16286	11358	4928	1103	412	7666	2761	1161	1194	982	371	72	21	109	62	265	107
Professionals %	100.00	69.74	30.26	6.77	2.53	47.07	16.95	7.13	7.33	6.03	2.28	0.44	0.13	0.67	0.38	1.63	0.66
Technicians #	16852	14085	2767	1320	269	10958	2035	867	235	418	107	49	10	75	15	398	96
Technicians %	100.00	83.58	16.42	7.83	1.60	65.02	12.08	5.14	1.39	2.48	0.63	0.29	0.06	0.45	0.09	2.36	0.57
Sales Workers #	51	18	33	1	1	8	21	8	9	0	2	0	0	0	0	1	0
Sales Workers %	100.00	35.29	64.71	1.96	1.96	15.69	41.18	15.69	17.65	0.00	3.92	0.00	0.00	0.00	0.00	1.96	0.00
Administrative Support Workers #	1151	257	894	24	84	154	533	63	193	12	43	0	4	0	20	4	17

[illegible]

Worksheet A4P: Participation Rates for General Schedule Grades by Race/Ethnicity and Sex [Permanent]

GS/GM/GL GRADES	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
GS-03 %	100.00	100.00	0.00	0.00	0.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	28	11	17	0	5	6	8	3	3	1	1	0	0	0	0	1	0
GS-05 %	100.00	39.29	60.71	0.00	17.86	21.43	28.57	10.71	10.71	3.57	3.57	0.00	0.00	0.00	0.00	3.57	0.00
GS-06 #	42	25	17	2	2	18	10	4	4	0	0	0	0	1	0	0	1
GS-06 %	100.00	59.52	40.48	4.76	4.76	42.86	23.81	9.52	9.52	0.00	0.00	0.00	0.00	2.38	0.00	0.00	2.38
GS-07 #	438	126	312	14	26	64	175	39	80	5	14	0	0	2	10	2	7
GS-07 %	100.00	28.77	71.23	3.20	5.94	14.61	39.95	8.90	18.26	1.14	3.20	0.00	0.00	0.46	2.28	0.46	1.60
GS-08 #	956	809	147	101	23	555	82	47	14	52	14	1	2	2	1	51	11
GS-08 %	100.00	84.62	15.38	10.56	2.41	58.05	8.58	4.92	1.46	5.44	1.46	0.10	0.21	0.21	0.10	5.33	1.15
GS-09 #	1690	807	883	104	96	519	533	104	169	50	44	3	6	4	16	23	19
GS-09 %	100.00	47.75	52.25	6.15	5.68	30.71	31.54	6.15	10.00	2.96	2.60	0.18	0.36	0.24	0.95	1.36	1.12
GS-10 #	1908	1282	626	169	79	813	350	153	126	63	37	20	3	13	14	51	17
GS-10 %	100.00	67.19	32.81	8.86	4.14	42.61	18.34	8.02	6.60	3.30	1.94	1.05	0.16	0.68	0.73	2.67	0.89
GS-11 #	2060	1723	337	149	34	1351	223	100	42	45	20	9	0	8	1	61	17
GS-11 %	100.00	83.64	16.36	7.23	1.65	65.58	10.83	4.85	2.04	2.18	0.97	0.44	0.00	0.39	0.05	2.96	0.83
GS-12 #	8119	6504	1615	671	167	4790	1004	516	295	263	92	37	6	55	9	172	42
GS-12 %	100.00	80.11	19.89	8.26	2.06	59.00	12.37	6.36	3.63	3.24	1.13	0.46	0.07	0.68	0.11	2.12	0.52
GS-13 #	7978	6151	1827	567	140	4365	1078	544	399	446	138	30	10	58	26	141	36
GS-13 %	100.00	77.10	22.90	7.11	1.75	54.71	13.51	6.82	5.00	5.59	1.73	0.38	0.13	0.73	0.33	1.77	0.45
GS-14 #	16686	13204	3482	1082	241	10246	2371	886	571	588	177	46	12	95	25	261	85
GS-14 %	100.00	79.13	20.87	6.48	1.44	61.40	14.21	5.31	3.42	3.52	1.06	0.28	0.07	0.57	0.15	1.56	0.51
GS-15 #	4019	3044	975	219	66	2293	632	320	206	124	41	9	4	36	9	43	17
GS-15 %	100.00	75.74	24.26	5.45	1.64	57.05	15.73	7.96	5.13	3.09	1.02	0.22	0.10	0.90	0.22	1.07	0.42
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	43929	33691	10238	3078	879	25024	6466	2717	1909	1637	578	155	43	274	111	806	252
Total GS Employees %	100.00	76.69	23.31	7.01	2.00	56.96	14.72	6.18	4.35	3.73	1.32	0.35	0.10	0.62	0.25	1.83	0.57
SES #	184	123	61	6	1	92	51	16	8	8	1	0	0	1	0	0	0
SES %	100.00	66.85	33.15	3.26	0.54	50.00	27.72	8.70	4.35	4.35	0.54	0.00	0.00	0.54	0.00	0.00	0.00
Other Senior Pay #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	184	123	61	6	1	92	51	16	8	8	1	0	0	1	0	0	0
Total Senior Pay %	100.00	66.85	33.15	3.26	0.54	50.00	27.72	8.70	4.35	4.35	0.54	0.00	0.00	0.54	0.00	0.00	0.00

Worksheet A4T: Participation Rates for General Schedule Grades by Race/Ethnicity and Sex [Temporary]

GS/GM/GL GRADES	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
GS-01 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	6	5	1	0	0	4	0	0	0	1	1	0	0	0	0	0	0
GS-02 %	100.00	83.33	16.67	0.00	0.00	66.67	0.00	0.00	0.00	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	205	150	55	16	4	103	37	13	8	7	1	1	0	1	0	9	5
GS-03 %	100.00	73.17	26.83	7.80	1.95	50.24	18.05	6.34	3.90	3.41	0.49	0.49	0.00	0.49	0.00	4.39	2.44
GS-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	22	16	6	1	0	9	2	4	3	0	1	0	0	0	0	2	0
GS-05 %	100.00	72.73	27.27	4.55	0.00	40.91	9.09	18.18	13.64	0.00	4.55	0.00	0.00	0.00	0.00	9.09	0.00
GS-06 #	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
GS-06 %	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	12	7	5	4	0	3	2	0	3	0	0	0	0	0	0	0	0
GS-07 %	100.00	58.33	41.67	33.33	0.00	25.00	16.67	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08 #	3	2	1	0	0	1	0	0	1	1	0	0	0	0	0	0	0
GS-08 %	100.00	66.67	33.33	0.00	0.00	33.33	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	49	22	27	8	2	11	12	1	9	1	3	0	0	0	0	1	1
GS-09 %	100.00	44.90	55.10	16.33	4.08	22.45	24.49	2.04	18.37	2.04	6.12	0.00	0.00	0.00	0.00	2.04	2.04
GS-10 #	56	43	13	5	1	28	7	6	5	2	0	0	0	0	0	2	0
GS-10 %	100.00	76.79	23.21	8.93	1.79	50.00	12.50	10.71	8.93	3.57	0.00	0.00	0.00	0.00	0.00	3.57	0.00
GS-11 #	7	6	1	0	0	5	1	0	0	1	0	0	0	0	0	0	0
GS-11 %	100.00	85.71	14.29	0.00	0.00	71.43	14.29	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	41	26	15	0	1	19	6	5	8	1	0	0	0	0	0	1	0
GS-12 %	100.00	63.41	36.59	0.00	2.44	46.34	14.63	12.20	19.51	2.44	0.00	0.00	0.00	0.00	0.00	2.44	0.00
GS-13 #	22	9	13	0	1	7	8	1	3	1	1	0	0	0	0	0	0
GS-13 %	100.00	40.91	59.09	0.00	4.55	31.82	36.36	4.55	13.64	4.55	4.55	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	31	21	10	1	0	17	7	2	1	1	2	0	0	0	0	0	0

Worksheet A5P: Salary - Distribution by Race/Ethnicity and Sex [Permanent]

Salary Range	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Up to \$20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	7	4	3	0	1	3	2	1	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100.00	57.14	42.86	0.00	14.29	42.86	28.57	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	414	298	116	33	7	211	71	22	25	15	6	0	0	2	4	15	3
\$40,001-\$50,000 %	100.00	71.98	28.02	7.97	1.69	50.97	17.15	5.31	6.04	3.62	1.45	0.00	0.00	0.48	0.97	3.62	0.72
\$50,001-\$60,000 #	1072	596	476	71	54	387	285	73	85	40	25	0	1	2	12	23	14
\$50,001-\$60,000 %	100.00	55.60	44.40	6.62	5.04	36.10	26.59	6.81	7.93	3.73	2.33	0.00	0.09	0.19	1.12	2.15	1.31
\$60,001-\$70,000 #	1383	686	697	80	75	459	427	78	126	28	33	3	6	6	9	32	21
\$60,001-\$70,000 %	100.00	49.60	50.40	5.78	5.42	33.19	30.87	5.64	9.11	2.02	2.39	0.22	0.43	0.43	0.65	2.31	1.52
\$70,001-\$80,000 #	2536	1714	822	217	106	1161	486	161	149	94	39	12	5	10	13	59	24
\$70,001-\$80,000 %	100.00	67.59	32.41	8.56	4.18	45.78	19.16	6.35	5.88	3.71	1.54	0.47	0.20	0.39	0.51	2.33	0.95
\$80,001-\$90,000 #	3732	2955	777	334	82	2119	443	247	161	113	50	25	5	19	13	98	23
\$80,001-\$90,000 %	100.00	79.18	20.82	8.95	2.20	56.78	11.87	6.62	4.31	3.03	1.34	0.67	0.13	0.51	0.35	2.63	0.62
\$90,001-\$100,000 #	3826	3046	780	337	71	2169	462	240	156	149	60	18	3	24	8	109	20
\$90,001-\$100,000 %	100.00	79.61	20.39	8.81	1.86	56.69	12.08	6.27	4.08	3.89	1.57	0.47	0.08	0.63	0.21	2.85	0.52
\$100,001-\$110,000 #	3980	3168	812	267	66	2360	499	272	159	140	57	22	1	31	8	76	22
\$100,001-\$110,000 %	100.00	79.60	20.40	6.71	1.66	59.30	12.54	6.83	3.99	3.52	1.43	0.55	0.03	0.78	0.20	1.91	0.55
\$110,001-\$120,000 #	3629	2823	806	257	77	2112	487	225	161	128	53	12	1	33	6	56	21
\$110,001-\$120,000 %	100.00	77.79	22.21	7.08	2.12	58.20	13.42	6.20	4.44	3.53	1.46	0.33	0.03	0.91	0.17	1.54	0.58
\$120,001-\$130,000 #	3553	2786	767	261	53	2085	469	199	173	152	44	12	6	19	7	58	15
\$120,001-\$130,000 %	100.00	78.41	21.59	7.35	1.49	58.68	13.20	5.60	4.87	4.28	1.24	0.34	0.17	0.53	0.20	1.63	0.42
\$130,001-\$140,000 #	3414	2686	728	220	54	1954	470	218	135	199	45	14	3	27	5	54	16
\$130,001-\$140,000 %	100.00	78.68	21.32	6.44	1.58	57.23	13.77	6.39	3.95	5.83	1.32	0.41	0.09	0.79	0.15	1.58	0.47
\$140,001-\$150,000 #	3119	2490	629	185	41	1955	442	165	90	106	31	13	2	12	2	54	21
\$140,001-\$150,000 %	100.00	79.83	20.17	5.93	1.31	62.68	14.17	5.29	2.89	3.40	0.99	0.42	0.06	0.38	0.06	1.73	0.67
\$150,001-\$160,000 #	3680	2930	750	251	52	2286	519	184	121	120	32	8	4	24	8	57	14
\$150,001-\$160,000 %	100.00	79.62	20.38	6.82	1.41	62.12	14.10	5.00	3.29	3.26	0.87	0.22	0.11	0.65	0.22	1.55	0.38
\$160,001-\$170,000 #	3739	2898	841	229	58	2183	527	239	176	158	52	9	1	20	8	60	19
\$160,001-\$170,000 %	100.00	77.51	22.49	6.12	1.55	58.38	14.09	6.39	4.71	4.23	1.39	0.24	0.03	0.53	0.21	1.60	0.51
\$170,001-\$180,000 #	1947	1550	397	139	31	1183	296	118	46	78	13	5	1	12	2	15	8
\$170,001-\$180,000 %	100.00	79.61	20.39	7.14	1.59	60.76	15.20	6.06	2.36	4.01	0.67	0.26	0.05	0.62	0.10	0.77	0.41
\$180,001 and Greater #	4082	3184	898	203	52	2489	632	291	154	125	39	2	4	34	6	40	11
\$180,001 and Greater %	100.00	78.00	22.00	4.97	1.27	60.98	15.48	7.13	3.77	3.06	0.96	0.05	0.10	0.83	0.15	0.98	0.27

Worksheet A5T: Salary - Distribution by Race/Ethnicity and Sex [Temporary]

Salary Range	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Up to \$20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	165	129	36	15	3	90	26	12	2	5	1	0	0	1	0	6	4
\$30,001-\$40,000 %	100.00	78.18	21.82	9.09	1.82	54.55	15.76	7.27	1.21	3.03	0.61	0.00	0.00	0.61	0.00	3.64	2.42
\$40,001-\$50,000 #	70	43	27	2	1	28	14	4	10	3	1	1	0	0	0	5	1
\$40,001-\$50,000 %	100.00	61.43	38.57	2.86	1.43	40.00	20.00	5.71	14.29	4.29	1.43	1.43	0.00	0.00	0.00	7.14	1.43
\$50,001-\$60,000 #	30	11	19	3	1	6	9	1	7	1	1	0	0	0	0	0	1
\$50,001-\$60,000 %	100.00	36.67	63.33	10.00	3.33	20.00	30.00	3.33	23.33	3.33	3.33	0.00	0.00	0.00	0.00	0.00	3.33
\$60,001-\$70,000 #	34	21	13	5	0	15	7	1	5	0	1	0	0	0	0	0	0
\$60,001-\$70,000 %	100.00	61.76	38.24	14.71	0.00	44.12	20.59	2.94	14.71	0.00	2.94	0.00	0.00	0.00	0.00	0.00	0.00
\$70,001-\$80,000 #	41	31	10	6	2	18	3	4	4	1	1	0	0	0	0	2	0
\$70,001-\$80,000 %	100.00	75.61	24.39	14.63	4.88	43.90	7.32	9.76	9.76	2.44	2.44	0.00	0.00	0.00	0.00	4.88	0.00
\$80,001-\$90,000 #	32	22	10	3	1	11	6	4	2	3	1	0	0	0	0	1	0
\$80,001-\$90,000 %	100.00	68.75	31.25	9.38	3.13	34.38	18.75	12.50	6.25	9.38	3.13	0.00	0.00	0.00	0.00	3.13	0.00
\$90,001-\$100,000 #	25	11	14	0	1	9	7	1	6	0	0	0	0	0	0	1	0
\$90,001-\$100,000 %	100.00	44.00	56.00	0.00	4.00	36.00	28.00	4.00	24.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00	0.00
\$100,001-\$110,000 #	12	9	3	0	0	7	1	1	2	1	0	0	0	0	0	0	0
\$100,001-\$110,000 %	100.00	75.00	25.00	0.00	0.00	58.33	8.33	8.33	16.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000 #	6	4	2	0	0	2	0	2	1	0	1	0	0	0	0	0	0
\$110,001-\$120,000 %	100.00	66.67	33.33	0.00	0.00	33.33	0.00	33.33	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000 #	10	7	3	0	0	4	3	1	0	2	0	0	0	0	0	0	0
\$120,001-\$130,000 %	100.00	70.00	30.00	0.00	0.00	40.00	30.00	10.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	11	7	4	1	0	6	3	0	1	0	0	0	0	0	0	0	0
\$130,001-\$140,000 %	100.00	63.64	36.36														

Worksheet A6P: Mission-Critical Occupations - Distribution by Race/Ethnicity and Sex [Permanent]

Mission-Critical Occupations Series Code (four digits)	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
0110 #	38	25	13	2	1	17	8	1	2	5	2	0	0	0	0	0	0
0110 %	100.00	65.79	34.21	5.26	2.63	44.74	21.05	2.63	5.26	13.16	5.26	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100.00	68.04	31.96	5.35	1.98	52.31	24.07	3.94	1.71	5.08	3.05	0.07	0.00	0.10	0.30	1.19	0.89
FV/10 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
FV/10 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/12 #	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
FV/12 %	100.00	100.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/13 #	7	4	3	0	0	4	3	0	0	0	0	0	0	0	0	0	0
FV/13 %	100.00	57.14	42.86	0.00	0.00	57.14	42.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/14 #	20	11	9	1	1	6	5	0	2	4	1	0	0	0	0	0	0
FV/14 %	100.00	55.00	45.00	5.00	5.00	30.00	25.00	0.00	10.00	20.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/15 #	8	7	1	0	0	5	0	1	0	1	1	0	0	0	0	0	0
FV/15 %	100.00	87.50	12.50	0.00	0.00	62.50	0.00	12.50	0.00	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00
0602 #	52	42	10	3	0	36	9	1	1	1	0	0	0	1	0	0	0
0602 %	100.00	80.77	19.23	5.77	0.00	69.23	17.31	1.92	1.92	1.92	0.00	0.00	0.00	1.92	0.00	0.00	0.00
Occupational CLF %	100.00	64.00	36.00	3.76	2.31	45.84	22.31	2.29	2.48	10.63	7.83	0.04	0.01	0.08	0.05	1.37	1.00
EV/02 #	4	2	2	1	0	1	2	0	0	0	0	0	0	0	0	0	0
EV/02 %	100.00	50.00	50.00	25.00	0.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/15 #	48	40	8	2	0	35	7	1	1	1	0	0	0	1	0	0	0
FV/15 %	100.00	83.33	16.67	4.17	0.00	72.92	14.58	2.08	2.08	2.08	0.00	0.00	0.00	2.08	0.00	0.00	0.00
0801 #	961	781	180	58	19	491	77	76	42	141	39	4	1	3	0	8	2
0801 %	100.00	81.27	18.73	6.04	1.98	51.09	8.01	7.91	4.37	14.67	4.06	0.42	0.10	0.31	0.00	0.83	0.21
Occupational CLF %	100.00	87.11	12.89	5.88	0.99	65.59	8.56	3.76	0.89	9.88	2.06	0.07	0.04	0.20	0.05	1.72	0.31
EV/03 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
EV/03 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/12 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
FG/12 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/14 #	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
FG/14 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/10 #	40	31	9	0	0	19	7	8	2	3	0	0	0	0	0	1	0
FV/10 %	100.00	77.50	22.50	0.00	0.00	47.50	17.50	20.00	5.00	7.50	0.00	0.00	0.00	0.00	0.00	2.50	0.00
FV/12 #	40	25	15	1	1	16	8	5	4	3	2	0	0	0	0	0	0
FV/12 %	100.00	62.50	37.50	2.50	2.50	40.00	20.00	12.50	10.00	7.50	5.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/13 #	95	80	15	8	0	42	7	8	4	21	4	1	0	0	0	0	0
FV/13 %	100.00	84.21	15.79	8.42	0.00	44.21	7.37	8.42	4.21	22.11	4.21	1.05	0.00	0.00	0.00	0.00	0.00

[illegible]

0809 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
0809 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100.00	88.73	11.27	9.16	1.53	69.08	7.39	5.62	1.60	2.26	0.38	0.13	0.02	0.61	0.09	1.87	0.27
FV/13 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
FV/13 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0810 #	403	331	72	44	9	202	44	22	8	49	10	1	0	5	0	8	1
0810 %	100.00	82.13	17.87	10.92	2.23	50.12	10.92	5.46	1.99	12.16	2.48	0.25	0.00	1.24	0.00	1.99	0.25
Occupational CLF %	100.00	86.34	13.66	6.11	1.20	68.17	9.82	3.49	0.81	6.74	1.47	0.07	0.02	0.21	0.04	1.54	0.30
FV/10 #	8	5	3	1	1	3	2	1	0	0	0	0	0	0	0	0	0
FV/10 %	100.00	62.50	37.50	12.50	12.50	37.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/12 #	57	44	13	8	4	15	3	3	3	15	3	1	0	1	0	1	0
FV/12 %	100.00	77.19	22.81	14.04	7.02	26.32	5.26	5.26	5.26	26.32	5.26	1.75	0.00	1.75	0.00	1.75	0.00
FV/13 #	301	249	52	31	4	161	37	17	3	30	7	0	0	4	0	6	1
FV/13 %	100.00	82.72	17.28	10.30	1.33	53.49	12.29	5.65	1.00	9.97	2.33	0.00	0.00	1.33	0.00	1.99	0.33
FV/14 #	36	32	4	4	0	22	2	1	2	4	0	0	0	0	0	1	0
FV/14 %	100.00	88.89	11.11	11.11	0.00	61.11	5.56	2.78	5.56	11.11	0.00	0.00	0.00	0.00	0.00	2.78	0.00
FV/15 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
FV/15 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0819 #	13	9	4	0	0	7	4	0	0	2	0	0	0	0	0	0	0
0819 %	100.00	69.23	30.77	0.00	0.00	53.85	30.77	0.00	0.00	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100.00	70.58	29.42	4.28	2.15	55.23	21.67	4.33	2.29	4.84	2.60	0.09	0.05	0.45	0.14	1.34	0.50
FV/10 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
FV/10 %	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/12 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
FV/12 %	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/13 #	9	7	2	0	0	5	2	0	0	2	0	0	0	0	0	0	0
FV/13 %	100.00	77.78	22.22	0.00	0.00	55.56	22.22	0.00	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/14 #	2	2	0	0	0	2	0	0	0								

FV/12 #	35	32	3	7	2	14	0	3	0	6	1	0	0	0	0	2	0
FV/12 %	100.00	91.43	8.57	20.00	5.71	40.00	0.00	8.57	0.00	17.14	2.86	0.00	0.00	0.00	0.00	5.71	0.00
FV/13 #	108	98	10	10	1	39	1	12	2	32	6	0	0	0	0	5	0
FV/13 %	100.00	90.74	9.26	9.26	0.93	36.11	0.93	11.11	1.85	29.63	5.56	0.00	0.00	0.00	0.00	4.63	0.00
FV/14 #	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
FV/14 %	100.00	100.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0854 #	87	76	11	2	1	56	7	3	1	9	2	1	0	3	0	2	0
0854 %	100.00	87.36	12.64	2.30	1.15	64.37	8.05	3.45	1.15	10.34	2.30	1.15	0.00	3.45	0.00	2.30	0.00
Occupational CLF %	100.00	86.03	13.97	5.69	0.78	57.12	7.47	7.12	1.36	14.50	4.05	0.09	0.07	0.07	0.01	1.41	0.22
EV/03 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
EV/03 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/10 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
FV/10 %	100.00	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/12 #	4	3	1	0	0	2	1	0	0	1	0	0	0	0	0	0	0
FV/12 %	100.00	75.00	25.00	0.00	0.00	50.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/13 #	25	22	3	1	0	15	1	1	1	3	1	1	0	1	0	0	0
FV/13 %	100.00	88.00	12.00	4.00	0.00	60.00	4.00	4.00	4.00	12.00	4.00	4.00	0.00	4.00	0.00	0.00	0.00
FV/14 #	51	45	6	1	1	33	4	2	0	5	1	0	0	2	0	2	0
FV/14 %	100.00	88.24	11.76	1.96	1.96	64.71	7.84	3.92	0.00	9.80	1.96	0.00	0.00	3.92	0.00	3.92	0.00
FV/15 #	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
FV/15 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0855 #	651	578	73	51	9	319	25	47	15	146	22	1	0	7	1	7	1
0855 %	100.00	88.79	11.21	7.83	1.38	49.00	3.84	7.22	2.30	22.43	3.38	0.15	0.00	1.08	0.15	1.08	0.15
Occupational CLF %	100.00	91.16	8.84	6.30	0.93	67.69	5.29	4.68	0.85	10.34	1.58	0.08	0.00	0.14	0.03	1.93	0.17
FG/14 #	3	3	0	0	0	0	0	0	0	1	0	0	0	2	0	0	0
FG/14 %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	66.67	0.00	0.00	0.00

FV/10 #	7	5	2	2	0	1	0	1	0	1	2	0	0	0	0	0
FV/10 %	100.00	71.43	28.57	28.57	0.00	14.29	0.00	14.29	0.00	14.29	28.57	0.00	0.00	0.00	0.00	0.00
FV/12 #	75	64	11	17	3	16	3	3	2	25	2	1	0	0	2	1
FV/12 %	100.00	85.33	14.67	22.67	4.00	21.33	4.00	4.00	2.67	33.33	2.67	1.33	0.00	0.00	0.00	1.33
FV/13 #	301	270	31	18	4	136	6	25	7	84	14	0	0	4	0	3
FV/13 %	100.00	89.70	10.30	5.98	1.33	45.18	1.99	8.31	2.33	27.91	4.65	0.00	0.00	1.33	0.00	1.00
FV/14 #	234	210	24	12	2	146	14	17	3	32	4	0	0	1	1	2
FV/14 %	100.00	89.74	10.26	5.13	0.85	62.39	5.98	7.26	1.28	13.68	1.71	0.00	0.00	0.43	0.43	0.85
FV/15 #	31	26	5	2	0	20	2	1	3	3	0	0	0	0	0	0
FV/15 %	100.00	83.87	16.13	6.45	0.00	64.52	6.45	3.23	9.68	9.68	0.00	0.00	0.00	0.00	0.00	0.00
0856 #	348	333	15	19	1	257	10	30	2	9	2	1	0	6	0	11
0856 %	100.00	95.69	4.31	5.46	0.29	73.85	2.87	8.62	0.57	2.59	0.57	0.29	0.00	1.72	0.00	3.16
Occupational CLF %	100.00	82.48	17.52	8.80	1.89	61.92	11.85	5.35	1.78	4.21	1.48	0.10	0.03	0.46	0.11	1.64
FG/12 #	15	11	4	0	0	9	4	1	0	0	0	0	0	0	0	1
FG/12 %	100.00	73.33	26.67	0.00	0.00	60.00	26.67	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.67
FG/13 #	27	27	0	1	0	25	0	0	0	0	0	0	0	1	0	0
FG/13 %	100.00	100.00	0.00	3.70	0.00	92.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	0.00
FG/14 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
FG/14 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/10 #	61	60	1	2	0	45	1	8	0	2	0	0	0	0	0	3
FV/10 %	100.00	98.36	1.64	3.28	0.00	73.77	1.64	13.11	0.00	3.28	0.00	0.00	0.00	0.00	0.00	4.92
FV/12 #	135	131	4	7	1	101	1	13	2	3	0	0	0	2	0	5
FV/12 %	100.00	97.04	2.96	5.19	0.74	74.81	0.74	9.63	1.48	2.22	0.00	0.00	0.00	1.48	0.00	3.70
FV/13 #	95	89	6	7	0	67	4	7	0	3	2	1	0	3	0	1
FV/13 %	100.00	93.68	6.32	7.37	0.00	70.53	4.21	7.37	0.00	3.16	2.11	1.05	0.00	3.16	0.00	1.05
FV/14 #	13	13	0	2	0	8	0	1	0	1	0	0	0	0	0	1
FV/14 %	100.00	100.00	0.00	15.38	0.00	61.54	0.00	7.69	0.00	7.69	0.00	0.00	0.00	0.00	0.00	7.69
FV/15 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
FV/15 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0861 #	810	663	147	43	9	456	99	33	8	114	30	6	0	1	0	10
0861 %	100.00	81.85	18.15	5.31	1.11	56.30	12.22	4.07	0.99	14.07	3.70	0.74	0.00	0.12	0.00	1.23
Occupational CLF %	100.00	80.04	19.96	5.32	1.68	64.54	13.78	3.19	1.70	5.44	2.22	0.06	0.04	0.28	0.06	1.21
EV/03 #	5	4	1	0	0	4	1	0	0	0	0	0	0	0	0	0
EV/03 %	100.00	80.00	20.00	0.00	0.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/14 #	16	14	2	1	0	10	2	0	0	2	0	1	0	0	0	0
FG/14 %	100.00	87.50	12.50	6.25	0.00	62.50	12.50	0.00	0.00	12.50	0.00	6.25	0.00	0.00	0.00	0.00
FV/10 #	40	30	10	4	0	19	4	2	1	4	5	0	0	0	0	1
FV/10 %	100.00	75.00	25.00	10.00	0.00	47.50	10.00	5.00	2.50	10.00	12.50	0.00	0.00	0.00	0.00	2.50
FV/12 #	14	8	6	1	0	5	4	0	1	2	1	0	0	0	0	0
FV/12 %	100.00	57.14	42.86	7.14	0.00	35.71	28.57	0.00	7.14	14.29	7.14	0.00	0.00	0.00	0.00	0.00
FV/13 #	261	222	39	12	2	133	23	7	2	62	12	4	0	0	0	4
FV/13 %	100.00	85.06	14.94	4.60	0.77	50.96	8.81	2.68	0.77	23.75	4.60	1.53	0.00	0.00	0.00	1.53
FV/14 #	380	313	67	21	5	228	46	19	4	40	11	1	0	0	0	4
FV/14 %	100.00	82.37	17.63	5.53	1.32	60.00	12.11	5.00	1.05	10.53	2.89	0.26	0.00	0.00	0.00	1.05
FV/15 #	94	72	22	4	2	57	19	5	0	4	1	0	0	1	0	1
FV/15 %	100.00	76.60	23.40	4.26	2.13	60.64	20.21	5.32	0.00	4.26	1.06	0.00	0.00	1.06	0.00	1.06
0896 #	21	12	9	0	0	10	7	0	1	1	1	0	0	1	0	0
0896 %	100.00	57.14	42.86	0.00	0.00	47.62	33.33	0.00	4.76	4.76	4.76	0.00	0.00	4.76	0.00	0.00

Occupational CLF %	100.00	80.04	19.96	5.32	1.68	64.54	13.78	3.19	1.70	5.44	2.22	0.06	0.04	0.28	0.06	1.21	0.49
FV/12 #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
FV/12 %	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/13 #	12	8	4	0	0	7	2	0	1	1	1	0	0	0	0	0	0
FV/13 %	100.00	66.67	33.33	0.00	0.00	58.33	16.67	0.00	8.33	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00
FV/14 #	4	2	2	0	0	1	2	0	0	0	0	0	0	1	0	0	0
FV/14 %	100.00	50.00	50.00	0.00	0.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00
FV/15 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
FV/15 %	100.00	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0905 #	202	105	97	6	7	87	70	6	16	4	2	0	0	0	0	2	2
0905 %	100.00	51.98	48.02	2.97	3.47	43.07	34.65	2.97	7.92	1.98	0.99	0.00	0.00	0.00	0.00	0.99	0.99
Occupational CLF %	100.00	62.91	37.09	3.08	2.54	54.68	28.53	2.24	2.98	1.91	2.13	0.02	0.01	0.11	0.10	0.88	0.80
EV/02 #	6	3	3	0	0	3	2	0	1	0	0	0	0	0	0	0	0
EV/02 %	100.00	50.00	50.00	0.00	0.00	50.00	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/10 #	6	2	4	0	0	2	3	0	1	0	0	0	0	0	0	0	0
FV/10 %	100.00	33.33	66.67	0.00	0.00	33.33	50.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/12 #	16	6	10	1	0	4	9	0	1	0	0	0	0	0	0	1	0
FV/12 %	100.00	37.50	62.50	6.25	0.00	25.00	56.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00
FV/13 #	24	14	10	1	0	13	4	0	5	0	1	0	0	0	0	0	0
FV/13 %	100.00	58.33	41.67	4.17	0.00	54.17	16.67	0.00	20.83	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00
FV/14 #	51	27	24	2	3	21	14	3	5	1	1	0	0	0	0	0	1
FV/14 %	100.00	52.94	47.06	3.92	5.88	41.18	27.45	5.88	9.80	1.96	1.96	0.00	0.00	0.00	0.00	0.00	1.96
FV/15 #	99	53	46	2	4	44	38	3	3	3	0	0	0	0	0	1	1
FV/15 %	100.00	53.54	46.46	2.02	4.04	44.44	38.38	3.03	3.03	3.03	0.00	0.00	0.00	0.00	0.00	1.01	1.01
1361 #	445	340	105	15	3	270	84	33	12	15	3	0	0	1	1	6	2
1361 %	100.00	76.40	23.60	3.37	0.67	60.67	18.88	7.42	2.70	3.37	0.67	0.00	0.00	0.22	0.22	1.35	0.45
Occupational CLF %	100.00	57.09	42.92	6.38	4.79	40.93	28.58	4.35	4.42	3.41	3.68	0.10	0.06	0.51	0.32	1.39	1.07
FG/09 #	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
FG/09 %	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/11 #	8	6	2	0	0	3	0	2	2	1	0	0	0	0	0	0	0
FG/11 %	100.00	75.00	25.00	0.00	0.00	37.50	0.00	25.00	25.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/12 #	17	10	7	1	0	7	6	2	1	0	0	0	0	0	0	0	0
FG/12 %	100.00	58.82	41.18	5.88	0.00	41.18	35.29	11.76	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/13 #	115	86	29	6	2	61	21	10	4	5	0	0	0	1	0	3	2
FG/13 %	100.00	74.78	25.22	5.22	1.74	53.04	18.26	8.70	3.48	4.35	0.00	0.00	0.00	0.87	0.00	2.61	1.74
FG/14 #	194	151	43	4	0	129	36	11	3	4	3	0	0	0	1	3	0
FG/14 %	100.00	77.84	22.16	2.06	0.00	66.49	18.56	5.67	1.55	2.06	1.55	0.00	0.00	0.00	0.52	1.55	0.00
FG/15 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
FG/15 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/13 #	7	2	5	0	0	1	4	1	1	0	0	0	0	0	0	0	0
FV/13 %	100.00	28.57	71.43	0.00	0.00	14.29	57.14	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/14 #	75	63	12	4	1	50	11	5	0	4	0	0	0	0	0	0	0
FV/14 %	100.00	84.00	16.00	5.33	1.33	66.67	14.67	6.67	0.00	5.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/15 #	26	20	6	0	0	17	6	2	0	1	0	0	0	0	0	0	0
FV/15 %	100.00	76.92	23.08	0.00	0.00	65.38	23.08	7.69	0.00	3.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1801 #	524	382	142	47	5	265	85	41	40	15	6	3	1	2	0	9	5
1801 %	100.00	72.90	27.10	8.97	0.95	50.57	16.22	7.82	7.63	2.86	1.15	0.57	0.19	0.38	0.00	1.72	0.95

Occupational CLF %	100.00	47.38	52.62	5.10	5.11	34.07	36.39	4.51	6.72	2.36	2.87	0.07	0.06	0.25	0.27	1.01	1.19
FV/10 #	13	6	7	1	0	3	5	2	1	0	1	0	0	0	0	0	0
FV/10 %	100.00	46.15	53.85	7.69	0.00	23.08	38.46	15.38	7.69	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00
FV/12 #	16	10	6	1	0	7	4	2	1	0	0	0	0	0	0	0	1
FV/12 %	100.00	62.50	37.50	6.25	0.00	43.75	25.00	12.50	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25
FV/13 #	230	169	61	29	3	110	33	17	21	5	2	2	1	1	0	5	1
FV/13 %	100.00	73.48	26.52	12.61	1.30	47.83	14.35	7.39	9.13	2.17	0.87	0.87	0.43	0.43	0.00	2.17	0.43
FV/14 #	155	115	40	10	1	86	24	12	13	2	1	0	0	1	0	4	1
FV/14 %	100.00	74.19	25.81	6.45	0.65	55.48	15.48	7.74	8.39	1.29	0.65	0.00	0.00	0.65	0.00	2.58	0.65
FV/15 #	110	82	28	6	1	59	19	8	4	8	2	1	0	0	0	0	2
FV/15 %	100.00	74.55	25.45	5.45	0.91	53.64	17.27	7.27	3.64	7.27	1.82	0.91	0.00	0.00	0.00	0.00	1.82
1802 #	168	85	83	7	11	57	52	10	12	6	4	1	1	0	1	4	2
1802 %	100.00	50.60	49.40	4.17	6.55	33.93	30.95	5.95	7.14	3.57	2.38	0.60	0.60	0.00	0.60	2.38	1.19
Occupational CLF %	100.00	47.38	52.62	5.10	5.11	34.07	36.39	4.51	6.72	2.36	2.87	0.07	0.06	0.25	0.27	1.01	1.19
FG/08 #	14	10	4	2	1	6	2	1	1	0	0	0	0	0	0	1	0
FG/08 %	100.00	71.43	28.57	14.29	7.14	42.86	14.29	7.14	7.14	0.00	0.00	0.00	0.00	0.00	0.00	7.14	0.00
FG/09 #	139	73	66	5	9	51	43	9	8	5	3	1	1	0	1	2	1
FG/09 %	100.00	52.52	47.48	3.60	6.47	36.69	30.94	6.47	5.76	3.60	2.16	0.72	0.72	0.00	0.72	1.44	0.72
FV/07 #	4	0	4	0	1	0	2	0	0	0	1	0	0	0	0	0	0
FV/07 %	100.00	0.00	100.00	0.00	25.00	0.00	50.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/09 #	11	2	9	0	0	0	5	0	3	1	0	0	0	0	0	1	1
FV/09 %	100.00	18.18	81.82	0.00	0.00	0.00	45.45	0.00	27.27	9.09	0.00	0.00	0.00	0.00	0.00	9.09	9.09
1825 #	4189	3827	362	291	17	3149	307	194	16	71	12	18	1	37	3	67	6
1825 %	100.00	91.36	8.64	6.95	0.41	75.17	7.33	4.63	0.38	1.69	0.29	0.43	0.02	0.88	0.07	1.60	0.14
Occupational CLF %	100.00	80.80	19.20	14.47	3.13	46.27	9.56	13.63	5.27	3.29	0.46	0.30	0.11	0.58	0.14	2.26	0.53
FG/09 #	5	3	2	0	0	3	2	0	0	0	0	0	0	0	0	0	0
FG/09 %	100.00	60.00	40.00	0.00	0.00	60.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/11 #	45	36	9	1	0	31	7	1	0	1	1	0	0	0	0	2	1
FG/11 %	100.00	80.00	20.00	2.22	0.00	68.89	15.56	2.22	0.00	2.22	2.22	0.00	0.00	0.00	0.00	4.44	2.22
FG/12 #	345	311	34	27	2	246	29	15	0	9	2	2	1	2	0	10	0
FG/12 %	100.00	90.14	9.86	7.83	0.58	71.30	8.41	4.35	0.00	2.61	0.58	0.58	0.29	0.58	0.00	2.90	0.00
FG/13 #	1330	1219	111	101	4	992	92	66	4	23	7	5	0	7	0	25	4
FG/13 %	100.00	91.65	8.35	7.59	0.30	74.59	6.92	4.96	0.30	1.73	0.53	0.38	0.00	0.53	0.00	1.88	0.30
FG/14 #	1697	1562	135	104	9	1325	117	68	6	23	1	9	0	16	2	17	0
FG/14 %	100.00	92.04	7.96	6.13	0.53	78.08	6.89	4.01	0.35	1.36	0.06	0.53	0.00	0.94	0.12	1.00	0.00
FG/15 #	14	10	4	1	1	9	3	0	0	0	0	0	0	0	0	0	0
FG/15 %	100.00	71.43	28.57	7.14	7.14	64.29	21.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/13 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
FV/13 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/14 #	504	460	44	43	0	361	38	27	4	13	1	1	0	7	0	8	1
FV/14 %	100.00	91.27	8.73	8.53	0.00	71.63	7.54	5.36	0.79	2.58	0.20	0.20	0.00	1.39	0.00	1.59	0.20
FV/15 #	248	225	23	14	1	181	19	17	2	2	0	1	0	5	1	5	0
FV/15 %	100.00	90.73	9.27	5.65	0.40	72.98	7.66	6.85	0.81	0.81	0.00	0.40	0.00	2.02	0.40	2.02	0.00
2101 #	5697	5364	333	631	29	3784	197	472	63	225	22	49	2	66	8	137	12
2101 %	100.00	94.15	5.85	11.08	0.51	66.42	3.46	8.29	1.11	3.95	0.39	0.86	0.04	1.16	0.14	2.40	0.21
Occupational CLF %	100.00	45.69	54.31	4.40	5.45	32.48	36.41	4.04	7.18	3.54	3.55	0.06	0.07	0.21	0.32	0.94	1.33

FG/12 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
FG/12 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/13 #	152	144	8	10	1	112	5	10	1	2	0	0	0	3	1	7	0
FG/13 %	100.00	94.74	5.26	6.58	0.66	73.68	3.29	6.58	0.66	1.32	0.00	0.00	0.00	1.97	0.66	4.61	0.00
FG/14 #	11	10	1	0	0	10	1	0	0	0	0	0	0	0	0	0	0
FG/14 %	100.00	90.91	9.09	0.00	0.00	90.91	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/09 #	124	117	7	22	2	64	3	14	2	9	0	0	0	2	0	6	0
FV/09 %	100.00	94.35	5.65	17.74	1.61	51.61	2.42	11.29	1.61	7.26	0.00	0.00	0.00	1.61	0.00	4.84	0.00
FV/10 #	464	444	20	91	3	256	7	36	6	25	0	12	0	3	2	21	2
FV/10 %	100.00	95.69	4.31	19.61	0.65	55.17	1.51	7.76	1.29	5.39	0.00	2.59	0.00	0.65	0.43	4.53	0.43
FV/12 #	2910	2784	126	307	11	2026	75	230	24	105	10	24	0	28	0	64	6
FV/12 %	100.00	95.67	4.33	10.55	0.38	69.62	2.58	7.90	0.82	3.61	0.34	0.82	0.00	0.96	0.00	2.20	0.21
FV/13 #	1265	1175	90	110	11	841	45	113	20	61	9	9	0	18	3	23	2
FV/13 %	100.00	92.89	7.11	8.70	0.87	66.48	3.56	8.93	1.58	4.82	0.71	0.71	0.00	1.42	0.24	1.82	0.16
FV/14 #	750	672	78	89	1	462	59	66	9	23	3	4	2	12	2	16	2
FV/14 %	100.00	89.60	10.40	11.87	0.13	61.60	7.87	8.80	1.20	3.07	0.40	0.53	0.27	1.60	0.27	2.13	0.27
FV/15 #	20	17	3	2	0	12	2	3	1	0	0	0	0	0	0	0	0
FV/15 %	100.00	85.00	15.00	10.00	0.00	60.00	10.00	15.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2152 #	17872	14881	2991	1393	289	11599	2202	938	268	419	107	48	13	80	14	404	98
2152 %	100.00	83.26	16.74	7.79	1.62	64.90	12.32	5.25	1.50	2.34	0.60	0.27	0.07	0.45	0.08	2.26	0.55
Occupational CLF %	100.00	66.90	33.10	5.34	2.83	54.96	23.41	3.14	4.24	1.51	1.42	0.13	0.12	0.26	0.11	1.57	0.95
AT/07 #	11	8	3	3	2	3	1	1	0	1	0	0	0	0	0	0	0
AT/07 %	100.00	72.73	27.27	27.27	18.18	27.27	9.09	9.09	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AT/08 #	920	794	126	98	20	545	70	46	9	52	13	1	2	2	1	50	11
AT/08 %	100.00	86.30	13.70	10.65	2.17	59.24	7.61	5.00	0.98	5.65	1.41	0.11	0.22	0.22	0.11	5.43	1.20
AT/09 #	313	256	57	31	8	184	39	25	2	6	6	0	0	0	0	10	2
AT/09 %	100.00	81.79	18.21	9.90	2.56	58.79	12.46	7.99	0.64	1.92	1.92	0.00	0.00	0.00	0.00	3.19	0.64
AT/10 #	257	221	36	28	3	152	29	21	2	7	2	3	0	2	0	8	0
AT/10 %	100.00	85.99	14.01	10.89	1.17	59.14	11.28	8.17	0.78	2.72	0.78	1.17	0.00	0.78	0.00	3.11	0.00
AT/11 #	1932	1641	291	145	29	1289	197	94	33	42	15	7	0	7	1	57	16
AT/11 %	100.00	84.94	15.06	7.51	1.50	66.72	10.20	4.87	1.71	2.17	0.78	0.36	0.00	0.36	0.05	2.95	0.83
AT/12 #	2844	2374	470	224	55	1870	343	134	42	54	14	9	1	17	1	66	14
AT/12 %	100.00	83.47	16.53	7.88	1.93	65.75	12.06	4.71	1.48	1.90	0.49	0.32	0.04	0.60	0.04	2.32	0.49
AT/13 #	1298	1090	208	135	26	817	153	78	18	23	4	3	0	7	3	27	4
AT/13 %	100.00	83.98	16.02	10.40	2.00	62.94	11.79	6.01	1.39	1.77	0.31	0.23	0.00	0.54	0.23	2.08	0.31
AT/14 #	8294	6859	1435	597	118	5507	1124	362	92	195	45	21	6	29	6	148	44
AT/14 %	100.00	82.70	17.30	7.20	1.42	66.40	13.55	4.36	1.11	2.35	0.54	0.25	0.07	0.35	0.07	1.78	0.53
AT/15 #	1483	1232	251	103	17	923	175	129	45	35	7	3	3	12	1	27	3
AT/15 %	100.00	83.07	16.93	6.95	1.15	62.24	11.80	8.70	3.03	2.36	0.47	0.20	0.20	0.81	0.07	1.82	0.20
FG/14 #	34	30	4	1	0	24	4	2	0	0	0	0	0	1	0	2	0
FG/14 %	100.00	88.24	11.76	2.94	0.00	70.59	11.76	5.88	0.00	0.00	0.00	0.00	0.00	2.94	0.00	5.88	0.00
FV/10 #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
FV/10 %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/12 #	6	4	2	0	1	3	1	1	0	0	0	0	0	0	0	0	0
FV/12 %	100.00	66.67	33.33	0.00	16.67	50.00	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/13 #	24	17	7	1	0	12	4	1	0	1	0	0	1	0	0	2	2
FV/13 %	100.00	70.83	29.17	4.17	0.00	50.00	16.67	4.17	0.00	4.17	0.00	0.00	4.17	0.00	0.00	8.33	8.33
FV/14 #	270	209	61	18	7	153	37	29	15	1	1	0	0	1	1	7	0
FV/14 %	100.00	77.41	22.59	6.67	2.59	56.67	13.70	10.74	5.56	0.37	0.37	0.00	0.00	0.37	0.37	2.59	0.00

[illegible]

Worksheet A6T: Mission-Critical Occupations

Mission-Critical Occupations Series Code (four digits)	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females
0110 #	1	1	0	0	0	1	0
0110 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
Occupational CLF %	100.00	68.04	31.96	5.35	1.98	52.31	24.07
FV-13 #	1	1	0	0	0	1	0
FV-13 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
0801 #	2	2	0	1	0	1	0
0801 %	100.00	100.00	0.00	50.00	0.00	50.00	0.00
Occupational CLF %	100	87.11	12.89	5.88	0.99	65.59	8.56
FV-10 #	1	1	0	0	0	1	0
FV-10 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
FV-14 #	1	1	0	1	0	0	0
FV-14 %	100.00	100.00	0.00	100.00	0.00	0.00	0.00
0802 #	5	5	0	2	0	3	0
0802 %	100.00	100.00	0.00	40.00	0.00	60.00	0.00
Occupational CLF %	100	82.48	17.52	8.80	1.89	61.92	11.85
FV-09 #	2	2	0	1	0	1	0
FV-09 %	100.00	100.00	0.00	50.00	0.00	50.00	0.00
FV-10 #	3	3	0	1	0	2	0
FV-10 %	100.00	100.00	0.00	33.33	0.00	66.67	0.00
0810 #	1	0	1	0	0	0	1
0810 %	100.00	0.00	100.00	0.00	0.00	0.00	100.00
Occupational CLF %	100	86.34	13.66	6.11	1.20	68.17	9.82
FV-10 #	1	0	1	0	0	0	1
FV-10 %	100.00	0.00	100.00	0.00	0.00	0.00	100.00
0854 #	1	0	1	0	0	0	1
0854 %	100.00	0.00	100.00	0.00	0.00	0.00	100.00
Occupational CLF %	100	86.03	13.97	5.69	0.78	57.12	7.47
FV-13 #	1	0	1	0	0	0	1
FV-13 %	100.00	0.00	100.00	0.00	0.00	0.00	100.00
0855 #	5	4	1	0	0	2	1
0855 %	100.00	80.00	20.00	0.00	0.00	40.00	20.00

Occupational CLF %	100	91.16	8.84	6.30	0.93	67.69	5.29
FV-10 #	1	0	1	0	0	0	1
FV-10 %	100.00	0.00	100.00	0.00	0.00	0.00	100.00
FV-12 #	4	4	0	0	0	2	0
FV-12 %	100.00	100.00	0.00	0.00	0.00	50.00	0.00
0856 #	5	5	0	0	0	4	0
0856 %	100.00	100.00	0.00	0.00	0.00	80.00	0.00
Occupational CLF %	100	82.48	17.52	8.80	1.89	61.92	11.85
FV-10 #	5	5	0	0	0	4	0
FV-10 %	100.00	100.00	0.00	0.00	0.00	80.00	0.00
0861 #	1	0	1	0	0	0	1
0861 %	100.00	0.00	100.00	0.00	0.00	0.00	100.00
Occupational CLF %	100	80.04	19.96	5.32	1.68	64.54	13.78
FV-14 #	1	0	1	0	0	0	1
FV-14 %	100.00	0.00	100.00	0.00	0.00	0.00	100.00
0896 #	1	0	1	0	0	0	0
0896 %	100.00	0.00	100.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	80.04	19.96	5.32	1.68	64.54	13.78
FV-12 #	1	0	1	0	0	0	0
FV-12 %	100.00	0.00	100.00	0.00	0.00	0.00	0.00
0899 #	28	24	4	0	0	15	2
0899 %	100.00	85.71	14.29	0.00	0.00	53.57	7.14
Occupational CLF %	100	87.11	12.89	5.88	0.99	65.59	8.56
FV-02 #	3	3	0	0	0	2	0
FV-02 %	100.00	100.00	0.00	0.00	0.00	66.67	0.00
FV-03 #	25	21	4	0	0	13	2
FV-03 %	100.00	84.00	16.00	0.00	0.00	52.00	8.00
0905 #	2	1	1	0	0	1	1
0905 %	100.00	50.00	50.00	0.00	0.00	50.00	50.00
Occupational CLF %	100	62.91	37.09	3.08	2.54	54.68	28.53
FV-10 #	1	0	1	0	0	0	1
FV-10 %	100.00	0.00	100.00	0.00	0.00	0.00	100.00
FV-14 #	1	1	0	0	0	1	0
FV-14 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
1801 #	1	1	0	0	0	1	0
1801 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
Occupational CLF %	100	47.38	52.62	5.10	5.11	34.07	36.39

FV-15 #	1	1	0	0	0	1	0
FV-15 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
1802 #	2	2	0	0	0	1	0
1802 %	100.00	100.00	0.00	0.00	0.00	50.00	0.00
Occupational CLF %	100	47.38	52.62	5.10	5.11	34.07	36.39
FG-08 #	2	2	0	0	0	1	0
FG-08 %	100.00	100.00	0.00	0.00	0.00	50.00	0.00
1825 #	3	3	0	0	0	3	0
1825 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
Occupational CLF %	100	80.80	19.20	14.47	3.13	46.27	9.56
FG-12 #	2	2	0	0	0	2	0
FG-12 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
FG-14 #	1	1	0	0	0	1	0
FG-14 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
2101 #	36	33	3	5	0	20	2
2101 %	100.00	91.67	8.33	13.89	0.00	55.56	5.56
Occupational CLF %	100	45.69	54.31	4.40	5.45	32.48	36.41
FG-11 #	1	1	0	0	0	1	0
FG-11 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
FG-13 #	1	1	0	0	0	1	0
FG-13 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
FV-09 #	11	10	1	4	0	4	0
FV-09 %	100.00	90.91	9.09	36.36	0.00	36.36	0.00
FV-10 #	20	18	2	1	0	12	2
FV-10 %	100.00	90.00	10.00	5.00	0.00	60.00	10.00
FV-12 #	3	3	0	0	0	2	0
FV-12 %	100.00	100.00	0.00	0.00	0.00	66.67	0.00
2152 #	169	136	33	12	3	104	24
2152 %	100.00	80.47	19.53	7.10	1.78	61.54	14.20
Occupational CLF %	100	66.90	33.10	5.34	2.83	54.96	23.41
AT-05 #	13	13	0	1	0	8	0
AT-05 %	100.00	100.00	0.00	7.69	0.00	61.54	0.00
AT-11 #	4	3	1	0	0	3	1
AT-11 %	100.00	75.00	25.00	0.00	0.00	75.00	25.00
AT-12 #	6	5	1	0	0	5	0
AT-12 %	100.00	83.33	16.67	0.00	0.00	83.33	0.00
AT-13 #	1	1	0	0	0	0	0
AT-13 %	100.00	100.00	0.00	0.00	0.00	0.00	0.00
AT-14 #	4	4	0	0	0	4	0
AT-14 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00

AT-15 #	2	2	0	0	0	1	0
AT-15 %	100.00	100.00	0.00	0.00	0.00	50.00	0.00
FG-01 #	1	1	0	0	0	1	0
FG-01 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
FG-03 #	133	103	30	11	3	78	22
FG-03 %	100.00	77.44	22.56	8.27	2.26	58.65	16.54
FG-14 #	4	3	1	0	0	3	1
FG-14 %	100.00	75.00	25.00	0.00	0.00	75.00	25.00
FV-14 #	1	1	0	0	0	1	0
FV-14 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
2181 #	6	5	1	0	0	5	1
2181 %	100.00	83.33	16.67	0.00	0.00	83.33	16.67
Occupational CLF %	100	66.90	33.10	5.34	2.83	54.96	23.41
FG-12 #	1	1	0	0	0	1	0
FG-12 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
FG-13 #	2	1	1	0	0	1	1
FG-13 %	100.00	50.00	50.00	0.00	0.00	50.00	50.00
FG-14 #	1	1	0	0	0	1	0
FG-14 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
FV-12 #	1	1	0	0	0	1	0
FV-12 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00
FV-14 #	1	1	0	0	0	1	0
FV-14 %	100.00	100.00	0.00	0.00	0.00	100.00	0.00

- Distribution by Race/Ethnicity and Sex [Temporary]

Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3.94	1.71	5.08	3.05	0.07	0.00	0.10	0.30	1.19
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3.76	0.89	9.88	2.06	0.07	0.04	0.2	0.05	1.72
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5.35	1.78	4.21	1.48	0.10	0.03	0.46	0.11	1.64
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3.49	0.81	6.74	1.47	0.07	0.02	0.21	0.04	1.54
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7.12	1.36	14.50	4.05	0.09	0.07	0.07	0.01	1.41
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1	0	1	0	0	0	0	0	0
20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00

4.68	0.85	10.34	1.58	0.08	0.00	0.14	0.03	1.93
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1	0	1	0	0	0	0	0	0
25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0	0	1
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00
5.35	1.78	4.21	1.48	0.10	0.03	0.46	0.11	1.64
0	0	0	0	0	0	0	0	1
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3.19	1.70	5.44	2.22	0.06	0.04	0.28	0.06	1.21
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	1	0	0	0	0	0	0	0
0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3.19	1.70	5.44	2.22	0.06	0.04	0.28	0.06	1.21
0	1	0	0	0	0	0	0	0
0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2	1	2	0	1	0	0	0	4
7.14	3.57	7.14	0.00	3.57	0.00	0.00	0.00	14.29
3.76	0.89	9.88	2.06	0.07	0.04	0.20	0.05	1.72
0	0	1	0	0	0	0	0	0
0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
2	1	1	0	1	0	0	0	4
8.00	4.00	4.00	0.00	4.00	0.00	0.00	0.00	16.00
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2.24	2.98	1.91	2.13	0.02	0.01	0.11	0.10	0.88
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4.51	6.72	2.36	2.87	0.07	0.06	0.25	0.27	1.01

[illegible]

[illegible]

Two or more
races Females

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Worksheet A7P: New Hires for Mission-Critical Occupations by Race/Ethnicity and Sex [Permanent]

New Hires for Mission-Critical Occupations	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Job Series: 0110																	
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	118	89	26	7	2	41	10	20	5	17	6	0	0	0	0	1	2
Voluntarily Identified Applicants %	100.00	75.42	22.03	5.93	1.69	34.75	8.47	16.95	4.24	14.41	5.08	0.00	0.00	0.00	0.00	0.85	1.69
Qualified External Applicants #	50	34	15	4	2	15	6	9	2	5	3	0	0	0	0	0	1
Qualified External Applicants %	100.00	68.00	30.00	8.00	4.00	30.00	12.00	18.00	4.00	10.00	6.00	0.00	0.00	0.00	0.00	0.00	2.00
Referred Applicants #	50	34	15	4	2	15	6	9	2	5	3	0	0	0	0	0	1
Referred Applicants %	100.00	68.00	30.00	8.00	4.00	30.00	12.00	18.00	4.00	10.00	6.00	0.00	0.00	0.00	0.00	0.00	2.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100.00	68.04	31.96	5.35	1.98	52.31	24.07	3.94	1.71	5.08	3.05	0.07	0.00	0.10	0.30	1.19	0.89
Job Series: 0602																	
Vacancy Announcements #	8																
Voluntarily Identified Applicants #	62	44	18	0	0	26	13	8	1	8	3	0	0	0	0	0	0
Voluntarily Identified Applicants %	100.00	70.97	29.03	0.00	0.00	41.94	20.97	12.90	1.61	12.90	4.84	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	23	16	7	0	0	9	6	3	0	2	0	0	0	0	0	0	0
Qualified External Applicants %	100.00	69.57	30.43	0.00	0.00	39.13	26.09	13.04	0.00	8.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	23	16	7	0	0	9	6	3	0	2	0	0	0	0	0	0	0
Referred Applicants %	100.00	69.57	30.43	0.00	0.00	39.13	26.09	13.04	0.00	8.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	6	4	2	1	0	3	2	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	66.67	33.33	16.67	0.00	50.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	64	36	3.76	2.31	45.84	22.31	2.29	2.48	10.63	7.83	0.04	0.01	0.08	0.05	1.37	1
Job Series: 0801																	
Vacancy Announcements #	24																
Voluntarily Identified Applicants #	1215	962	213	119	20	482	92	133	53	170	39	4	0	7	2	23	3
Voluntarily Identified Applicants %	100.00	79.18	17.53	9.79	1.65	39.67	7.57	10.95	4.36	13.99	3.21	0.33	0.00	0.58	0.16	1.89	0.25
Qualified External Applicants #	266	212	47	23	4	100	20	33	18	47	4	0	0	2	0	2	1
Qualified External Applicants %	100.00	79.70	17.67	8.65	1.50	37.59	7.52	12.41	6.77	17.67	1.50	0.00	0.00	0.75	0.00	0.75	0.38
Referred Applicants #	245	197	42	22	2	95	17	30	18	43	4	0	0	0	0	2	1
Referred Applicants %	100.00	80.41	17.14	8.98	0.82	38.78	6.94	12.24	7.35	17.55	1.63	0.00	0.00	0.00	0.00	0.82	0.41
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	36	27	9	2	0	17	7	6	0	2	2	0	0	0	0	0	0
External Selections %	100.00	75.00	25.00	5.56	0.00	47.22	19.44	16.67	0.00	5.56	5.56	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	87.11	12.89	5.88	0.99	65.59	8.56	3.76	0.89	9.88	2.06	0.07	0.04	0.20	0.05	1.72	0.31
Job Series: 0802																	
Vacancy Announcements #	15																
Voluntarily Identified Applicants #	450	417	27	39	5	273	12	40	7	30	2	0	0	11	0	17	1
Voluntarily Identified Applicants %	100.00	92.67	6.00	8.67	1.11	60.67	2.67	8.89	1.56	6.67	0.44	0.00	0.00	2.44	0.00	3.78	0.22

Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	70.58	29.42	4.28	2.15	55.23	21.67	4.33	2.29	4.84	2.60	0.09	0.05	0.45	0.14	1.34	0.50
Job Series: 0830																	
Vacancy Announcements #	2																
Voluntarily Identified Applicants #	125	115	8	10	1	61	3	11	2	23	1	1	0	4	0	4	1
Voluntarily Identified Applicants %	100.00	92.00	6.40	8.00	0.80	48.80	2.40	8.80	1.60	18.40	0.80	0.80	0.00	3.20	0.00	3.20	0.80
Qualified External Applicants #	7	7	0	1	0	5	0	1	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100.00	100.00	0.00	14.29	0.00	71.43	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	7	7	0	1	0	5	0	1	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	100.00	0.00	14.29	0.00	71.43	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	5	5	0	1	0	3	0	0	0	1	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	20.00	0.00	60.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	91.65	8.35	5.63	0.61	75.09	5.94	3.27	0.46	6.09	1.08	0.07	0.00	0.20	0.02	1.31	0.23
Job Series: 0850																	
Vacancy Announcements #	6																
Voluntarily Identified Applicants #	116	108	8	17	0	46	5	7	2	35	1	0	0	0	0	0	0
Voluntarily Identified Applicants %	100.00	93.10	6.90	14.66	0.00	39.66	4.31	6.03	1.72	30.17	0.86	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	24	23	1	5	0	8	0	3	1	7	0	0	0	0	0	0	0
Qualified External Applicants %	100.00	95.83	4.17	20.83	0.00	33.33	0.00	12.50	4.17	29.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	24	23	1	5	0	8	0	3	1	7	0	0	0	0	0	0	0
Referred Applicants %	100.00	95.83	4.17	20.83	0.00	33.33											

CLF %		100	86.03	13.97	5.69	0.78	57.12	7.47	7.12	1.36	14.50	4.05	0.09	0.07	0.01	1.41	0.22
Job Series: 0855																	
Vacancy Announcements #		9															
Voluntarily Identified Applicants #		151	132	18	19	2	54	4	20	8	36	3	0	0	0	2	1
Voluntarily Identified Applicants %		100.00	87.42	11.92	12.58	1.32	35.76	2.65	13.25	5.30	23.84	1.99	0.00	0.00	0.00	1.32	0.66
Qualified External Applicants #		35	30	5	1	0	12	2	3	3	13	0	0	0	0	1	0
Qualified External Applicants %		100.00	85.71	14.29	2.86	0.00	34.29	5.71	8.57	8.57	37.14	0.00	0.00	0.00	0.00	2.86	0.00
Referred Applicants #		35	30	5	1	0	12	2	3	3	13	0	0	0	0	1	0
Referred Applicants %		100.00	85.71	14.29	2.86	0.00	34.29	5.71	8.57	8.57	37.14	0.00	0.00	0.00	0.00	2.86	0.00
Interviewed Applicants #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #		12	11	1	1	0	5	0	5	0	0	1	0	0	0	0	0
External Selections %		100.00	91.67	8.33	8.33	0.00	41.67	0.00	41.67	0.00	0.00	8.33	0.00	0.00	0.00	0.00	0.00
CLF %		100	91.16	8.84	6.30	0.93	67.69	5.29	4.68	0.85	10.34	1.58	0.08	0.00	0.14	0.03	0.17
Job Series: 0856																	
Vacancy Announcements #		1															
Voluntarily Identified Applicants #		71	68	1	12	0	28	0	17	1	8	0	0	0	0	2	0
Voluntarily Identified Applicants %		100.00	95.77	1.41	16.90	0.00	39.44	0.00	23.94	1.41	11.27	0.00	0.00	0.00	0.00	2.82	0.00
Qualified External Applicants #		5	5	0	1	0	3	0	0	0	0	0	0	0	0	1	0
Qualified External Applicants %		100.00	100.00	0.00	20.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00
Referred Applicants #		5	5	0	1	0	3	0	0	0	0	0	0	0	0	1	0
Referred Applicants %		100.00	100.00	0.00	20.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00
Interviewed Applicants #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #		3	3	0	1	0	1	0	1	0	0	0	0	0	0	0	0
External Selections %		100.00	100.00	0.00	33.33	0.00	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %		100	82.48	17.52	8.80	1.89	61.92	11.85	5.35	1.78	4.21	1.48	0.10	0.03	0.46	0.11	0.38
Job Series: 0861																	
Vacancy Announcements #		78															
Voluntarily Identified Applicants #		5044	4307	617	442	65	2379	299	394	86	825	117	12	2	27	5	134
Voluntarily Identified Applicants %		100.00	85.39	12.23	8.76	1.29	47.16	5.93	7.81	1.70	16.36	2.32	0.24	0.04	0.54	0.10	2.66
Qualified External Applicants #		1177	976	165	94	19	548	87	70	19	218	31	2	0	6	0	23
Qualified External Applicants %		100.00	82.92	14.02	7.99	1.61	46.56	7.39	5.95	1.61	18.52	2.63	0.17	0.00	0.51	0.00	1.95
Referred Applicants #																	

Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	80.04	19.96	5.32	1.68	64.54	13.78	3.19	1.70	5.44	2.22	0.06	0.04	0.28	0.06	1.21	0.49
Job Series:		0905															
Vacancy Announcements #	14																
Voluntarily Identified Applicants #	857	499	321	59	29	314	149	53	82	30	32	0	0	7	0	14	15
Voluntarily Identified Applicants %	100.00	58.23	37.46	6.88	3.38	36.64	17.39	6.18	9.57	3.50	3.73	0.00	0.00	0.82	0.00	1.63	1.75
Qualified External Applicants #	360	214	131	23	7	138	68	21	29	15	13	0	0	2	0	5	6
Qualified External Applicants %	100.00	59.44	36.39	6.39	1.94	38.33	18.89	5.83	8.06	4.17	3.61	0.00	0.00	0.56	0.00	1.39	1.67
Referred Applicants #	360	214	131	23	7	138	68	21	29	15	13	0	0	2	0	5	6
Referred Applicants %	100.00	59.44	36.39	6.39	1.94	38.33	18.89	5.83	8.06	4.17	3.61	0.00	0.00	0.56	0.00	1.39	1.67
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	16	4	12	0	0	3	7	0	3	0	0	0	0	0	0	1	2
External Selections %	100.00	25.00	75.00	0.00	0.00	18.75	43.75	0.00	18.75	0.00	0.00	0.00	0.00	0.00	0.00	6.25	12.50
CLF %	100	62.91	37.09	3.08	2.54	54.68	28.53	2.24	2.98	1.91	2.13	0.02	0.01	0.11	0.10	0.88	0.80
Job Series:		1361															
Vacancy Announcements #	6																
Voluntarily Identified Applicants #	403	311	82	24	11	178	45	46	14	23	5	0	0	4	0	22	3
Voluntarily Identified Applicants %	100.00	77.17	20.35	5.96	2.73	44.17	11.17	11.41	3.47	5.71	1.24	0.00	0.00	0.99	0.00	5.46	0.74
Qualified External Applicants #	84	69	13	4	2	43	7	9	1	5	0	0	0	0	0	6	2
Qualified External Applicants %	100.00	82.14	15.48	4.76	2.38	51.19	8.33	10.71	1.19	5.95	0.00	0.00	0.00	0.00	0.00	7.14	2.38
Referred Applicants #	84	69	13	4	2	43	7	9	1	5	0	0	0	0	0	6	2
Referred Applicants %	100.00	82.14	15.48	4.76	2.38	51.19	8.33	10.71	1.19	5.95	0.00	0.00	0.00	0.00	0.00	7.14	2.38
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	16	13	3	4	0	7	3	1	0	1	0	0	0	0	0	0	0
External Selections %	100.00	81.25	18.75	25.00	0.00	43.75	18.75	6.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	57.09	42.92	6.38	4.79	40.93	28.58	4.35	4.42	3.41	3.68	0.10	0.06	0.51	0.32	1.39	1.07
Job Series:		1801															
Vacancy Announcements #	20																
Voluntarily Identified Applicants #	1658	1237	381	148	39	701	161	247	114	60	30	7	3	7	5	32	21
Voluntarily Identified Applicants %	100.00	74.61	22.98	8.93	2.35	42.28	9.71	14.90	6.88	3.62	1.81	0.42	0.18	0.42	0.30	1.93	1.27
Qualified External Applicants #	830	606	200	67	24	369	99	90	44	35	13	6	3	1	4	18	9
Qualified External Applicants %	100.00	73.01	24.10	8.07	2.89	44.46	11.93	10.84	5.30	4.22	1.57	0.72	0.36	0.12	0.48	2.17	1.08
Referred Applicants #	807	584	199	62	24	361	99	87	44	30	13	6	3	1	4	17	8
Referred Applicants %	100.00	72.37	24.66	7.68	2.97	44.73	12.27	10.78	5.45	3.72	1.61	0.74	0.37	0.12	0.50	2.11	0.99
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	32	21	11	3	0	14	11	4	0	0	0	0	0	0	0	0	0
External Selections %	100.00	65.63	34.38	9.38	0.00	43.75	34.38	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	47.38	52.62	5.10	5.11	34.07	36.39	4.51	6.72	2.36	2.87	0.07	0.06	0.25	0.27	1.01	1.19
Job Series:		1802															
Vacancy Announcements #	12																
Voluntarily Identified Applicants #	530	376	134	50	12	241	75	29	25	27	6	3	0	2	4	18	9
Voluntarily Identified Applicants %	100.00	70.94	25.28	9.43	2.26	45.47	14.15	5.47	4.72	5.09	1.13	0.57	0.00	0.38	0.75	3.40	1.70
Qualified External Applicants #	99	80	17	12	1	55	10	6	5	2	0	0	0	1	0	3	1
Qualified External Applicants %	100.00	80.81	17.17	12.12	1.01	55.56	10.10	6.06	5.05	2.02	0.00	0.00	0.00	1.01	0.00	3.03	1.01

Referred Applicants #	99	80	17	12	1	55	10	6	5	2	0	0	0	1	0	3	1
Referred Applicants %	100.00	80.81	17.17	12.12	1.01	55.56	10.10	6.06	5.05	2.02	0.00	0.00	0.00	1.01	0.00	3.03	1.01
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	13	11	2	2	1	8	0	0	1	0	0	0	0	0	0	1	0
External Selections %	100.00	84.62	15.38	15.38	7.69	61.54	0.00	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	7.69	0.00
CLF %	100	47.38	52.62	5.10	5.11	34.07	36.39	4.51	6.72	2.36	2.87	0.07	0.06	0.25	0.27	1.01	1.19
Job Series: 1825																	
Vacancy Announcements #	120																
Voluntarily Identified Applicants #	9249	7814	1267	1191	194	4763	557	977	375	368	43	63	6	70	2	222	58
Voluntarily Identified Applicants %	100.00	84.48	13.70	12.88	2.10	51.50	6.02	10.56	4.05	3.98	0.46	0.68	0.06	0.76	0.02	2.40	0.63
Qualified External Applicants #	2373	2127	194	314	28	1547	133	80	23	72	5	10	0	10	0	47	2
Qualified External Applicants %	100.00	89.63	8.18	13.23	1.18	65.19	5.60	3.37	0.97	3.03	0.21	0.42	0.00	0.42	0.00	1.98	0.08
Referred Applicants #	1791	1584	171	244	25	1133	116	65	21	58	5	9	0	6	0	39	2
Referred Applicants %	100.00	88.44	9.55	13.62	1.40	63.26	6.48	3.63	1.17	3.24	0.28	0.50	0.00	0.34	0.00	2.18	0.11
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	246	208	38	9	1	170	35	5	0	4	1	0	0	1	0	19	1
External Selections %	100.00	84.55	15.45	3.66	0.41	69.11	14.23	2.03	0.00	1.63	0.41	0.00	0.00	0.41	0.00	7.72	0.41
CLF %	100	80.80	19.20	14.47	3.13	46.27	9.56	13.63	5.27	3.29	0.46	0.30	0.11	0.58	0.14	2.26	0.53
Job Series: 2101																	
Vacancy Announcements #	6																
Voluntarily Identified Applicants #	655	575	66	112	13	309	27	51	7	42	13	7	1	2	1	37	4
Voluntarily Identified Applicants %	100.00	87.79	10.08	17.10	1.98	47.18	4.12	7.79	1.07	6.41	1.98	1.07	0.15	0.31	0.15	5.65	0.61
Qualified External Applicants #	339	306	25	43	3	180	10	22	3	26	5	2	1	2	1	20	2
Qualified External Applicants %	100.00	90.27	7.37	12.68	0.88	53.10	2.95	6.49	0.88	7.67	1.47	0.59	0.29	0.59	0.29	5.90	0.59
Referred Applicants #	338	306	25	43	3	180	10	22	3	26	5	2	1	2	1	20	2
Referred Applicants %	100.00	90.53	7.40	12.72	0.89	53.25	2.96	6.51	0.89	7.69	1.48	0.59	0.30	0.59	0.30	5.92	0.59
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	86	85	1	13	0	56	1	3	0	7	0	1	0	0	0	5	0
External Selections %	100.00	98.84	1.16	15.12	0.00	65.12	1.16	3.49	0.00	8.14	0.00	1.16	0.00	0.00	0.00	5.81	0.00
CLF %	100	45.69	54.31	4.40	5.45	32.48	36.41	4.04	7.18	3.54	3.55	0.06	0.07	0.21	0.32	0.94	1.33
Job Series: 2152																	
Vacancy Announcements #	5																
Voluntarily Identified Applicants #	1029	843	178	136	42	524	77	100	42	23	7	5	1	7	0	33	7
Voluntarily Identified Applicants %	100.00	81.92	17.30	13.22	4.08	50.92	7.48	9.72	4.08	2.24	0.68	0.49	0.10	0.68	0.00	3.21	0.68
Qualified External Applicants #	529	462	62	73	15	318	36	35	7	11	0	1	1	4	0	16	3
Qualified External Applicants %	100.00	87.33	11.72	13.80	2.84	60.11	6.81	6.62	1.32	2.08	0.00	0.19	0.19	0.76	0.00	3.02	0.57
Referred Applicants #	477	418	55	67	12	294	33	28	7	7	0	1	1	3	0	16	2
Referred Applicants %	100.00	87.63	11.53	14.05	2.52	61.64	6.92	5.87	1.47	1.47	0.00	0.21	0.21	0.63	0.00	3.35	0.42
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	192	162	30	16	6	124	22	9	0	4	1	0	0	0	0	9	1
External Selections %	100.00	84.38	15.63	8.33	3.13	64.58	11.46	4.69	0.00	2.08	0.52	0.00	0.00	0.00	0.00	4.69	0.52
CLF %	100	66.90	33.10	5.34	2.83	54.96	23.41	3.14	4.24	1.51	1.42	0.13	0.12	0.26	0.11	1.57	0.95
Job Series: 2181																	
Vacancy Announcements #	14																
Voluntarily Identified Applicants #	359	329	13	17	2	264	9	13	0	16	1	3	0	1	0	7	1

Voluntarily Identified Applicants %	100.00	91.64	3.62	4.74	0.56	73.54	2.51	3.62	0.00	4.46	0.28	0.84	0.00	0.28	0.00	1.95	0.28
Qualified External Applicants #	61	56	0	3	0	47	0	1	0	1	0	1	0	0	0	0	0
Qualified External Applicants %	100.00	91.80	0.00	4.92	0.00	77.05	0.00	1.64	0.00	1.64	0.00	1.64	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	61	56	0	3	0	47	0	1	0	1	0	1	0	0	0	0	0
Referred Applicants %	100.00	91.80	0.00	4.92	0.00	77.05	0.00	1.64	0.00	1.64	0.00	1.64	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	16	16	0	0	0	15	0	0	0	0	0	1	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	93.75	0.00	0.00	0.00	0.00	0.00	6.25	0.00	0.00	0.00	0.00	0.00
CLF %	100	66.90	33.10	5.34	2.83	54.96	23.41	3.14	4.24	1.51	1.42	0.13	0.12	0.26	0.11	1.57	0.95

Worksheet A7T: New Hires for Mission-Critical Occupations by Race/Ethnicity and Sex [Temporary][illegible]

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External Selections #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100.00	86.03	13.97	5.69	0.78	57.12	7.47	7.12	1.36	14.50	4.05	0.09	0.07	0.07	0.01	1.41	0.22
Job Series:	0855																
Vacancy Announcements #	2																
Voluntarily Identified Applicants #	29	26	2	1	0	14	0	3	0	6	2	0	0	0	0	1	0
Voluntarily Identified Applicants %	100.00	89.66	6.90	3.45	0.00	48.28	0.00	10.34	0.00	20.69	6.90	0.00	0.00	0.00	0.00	3.45	0.00
Qualified External Applicants #	18	16	2	0	0	11	0	1	0	3	2	0	0	0	0	1	0
Qualified External Applicants %	100.00	88.89	11.11	0.00	0.00	61.11	0.00	5.56	0.00	16.67	11.11	0.00	0.00	0.00	0.00	5.56	0.00
Referred Applicants #	18	16	2	0	0	11	0	1	0	3	2	0	0	0	0	1	0
Referred Applicants %	100.00	88.89	11.11	0.00	0.00	61.11	0.00	5.56	0.00	16.67	11.11	0.00	0.00	0.00	0.00	5.56	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	4	3	1	0	0	1	1	1	0	1	0	0	0	0	0	0	0
External Selections %	100.00	75.00	25.00	0.00	0.00	25.00	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100.00	91.16	8.84	6.30	0.93	67.69	5.29	4.68	0.85	10.34	1.58	0.08	0.00	0.14	0.03	1.93	0.17
Job Series:	0856																
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100.00	82.48	17.52	8.80	1.89	61.92	11.85	5.35	1.78	4.21	1.48	0.10	0.03	0.46	0.11	1.64	0.38
Job Series:	0861																

Vacancy Announcements #	4																
Voluntarily Identified Applicants #	140	121	16	11	2	52	7	14	1	32	5	0	0	2	0	4	1
Voluntarily Identified Applicants %	100.00	86.43	11.43	7.86	1.43	37.14	5.00	10.00	0.71	22.86	3.57	0.00	0.00	1.43	0.00	2.86	0.71
Qualified External Applicants #	36	32	3	4	0	13	2	3	0	12	1	0	0	0	0	0	0
Qualified External Applicants %	100.00	88.89	8.33	11.11	0.00	36.11	5.56	8.33	0.00	33.33	2.78	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	36	32	3	4	0	13	2	3	0	12	1	0	0	0	0	0	0
Referred Applicants %	100.00	88.89	8.33	11.11	0.00	36.11	5.56	8.33	0.00	33.33	2.78	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100.00	80.04	19.96	5.32	1.68	64.54	13.78	3.19	1.70	5.44	2.22	0.06	0.04	0.28	0.06	1.21	0.49
Job Series:		0899															
Vacancy Announcements #	4																
Voluntarily Identified Applicants #	175	134	37	20	6	59	12	15	11	28	7	4	0	0	0	6	1
Voluntarily Identified Applicants %	100.00	76.57	21.14	11.43	3.43	33.71	6.86	8.57	6.29	16.00	4.00	2.29	0.00	0.00	0.00	3.43	0.57
Qualified External Applicants #	122	98	23	14	4	48	7	5	6	22	5	3	0	0	0	4	1
Qualified External Applicants %	100.00	80.33	18.85	11.48	3.28	39.34	5.74	4.10	4.92	18.03	4.10	2.46	0.00	0.00	0.00	3.28	0.82
Referred Applicants #	121	98	22	14	4	48	7	5	5	22	5	3	0	0	0	4	1
Referred Applicants %	100.00	80.99	18.18	11.57	3.31	39.67	5.79	4.13	4.13	18.18	4.13	2.48	0.00	0.00	0.00	3.31	0.83
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	19	19	0	0	0	12	0	0	0	2	0	1	0	0	0	4	0
External Selections %	100.00	100.00	0.00	0.00	0.00	63.16	0.00	0.00	0.00	10.53	0.00	5.26	0.00	0.00	0.00	21.05	0.00
CLF %	100.00	87.11	12.89	5.88	0.99	65.59	8.56	3.76	0.89	9.88	2.06	0.07	0.04	0.20	0.05	1.72	0.31
Job Series:		0905															
Vacancy Announcements #	2																
Voluntarily Identified Applicants #	159	96	57	13	4	60	26	9	15	6	5	0	0	0	0	4	3
Voluntarily Identified Applicants %	100.00	60.38	35.85	8.18	2.52	37.74	16.35	5.66	9.43	3.77	3.14	0.00	0.00	0.00	0.00	2.52	1.89

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Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	6	6	0	0	0	5	0	0	0	1	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	83.33	0.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100.00	47.38	52.62	5.10	5.11	34.07	36.39	4.51	6.72	2.36	2.87	0.07	0.06	0.25	0.27	1.01	1.19
Job Series: 1825																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100.00	80.80	19.20	14.47	3.13	46.27	9.56	13.63	5.27	3.29	0.46	0.30	0.11	0.58	0.14	2.26	0.53
Job Series: 2101																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	25	23	2	3	0	16	1	0	0	2	1	0	0	0	0	2	0
External Selections %	100.00	92.00	8.00	12.00	0.00	64.00	4.00	0.00	0.00	8.00	4.00	0.00	0.00	0.00	0.00	8.00	0.00
CLF %	100.00	45.69	54.31	4.40	5.45	32.48	36.41	4.04	7.18	3.54	3.55	0.06	0.07	0.21	0.32	0.94	1.33
Job Series: 2152																	
Vacancy Announcements #	3																

Voluntarily Identified Applicants #	13417	9980	3301	961	381	5141	1391	2233	989	553	156	83	16	138	39	501	204
Voluntarily Identified Applicants %	100.00	74.38	24.60	7.16	2.84	38.32	10.37	16.64	7.37	4.12	1.16	0.62	0.12	1.03	0.29	3.73	1.52
Qualified External Applicants #	8458	6225	2142	662	267	3410	978	1122	542	348	101	43	9	84	25	333	137
Qualified External Applicants %	100.00	73.60	25.33	7.83	3.16	40.32	11.56	13.27	6.41	4.11	1.19	0.51	0.11	0.99	0.30	3.94	1.62
Referred Applicants #	4101	3088	963	379	144	1777	482	398	173	206	49	17	3	29	9	184	69
Referred Applicants %	100.00	75.30	23.48	9.24	3.51	43.33	11.75	9.70	4.22	5.02	1.19	0.41	0.07	0.71	0.22	4.49	1.68
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	425	349	76	37	10	257	51	18	3	21	4	0	0	2	0	14	8
External Selections %	100.00	82.12	17.88	8.71	2.35	60.47	12.00	4.24	0.71	4.94	0.94	0.00	0.00	0.47	0.00	3.29	1.88
CLF %	100.00	66.90	33.10	5.34	2.83	54.96	23.41	3.14	4.24	1.51	1.42	0.13	0.12	0.26	0.11	1.57	0.95
Job Series:	2181																
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100.00	66.90	33.10	5.34	2.83	54.96	23.41	3.14	4.24	1.51	1.42	0.13	0.12	0.26	0.11	1.57	0.95

Worksheet A8: New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex[illegible]

Worksheet A9P: Internal Competitive Promotions for Mission-Critical Occupations by Race/Ethnicity and Sex [Permanent]																	
Internal Competitive Promotions	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Job Series: 0110																	
Vacancy Announcements #	6																
Relevant Applicant Pool %	100.00	65.79	34.21	5.26	2.63	44.74	21.05	2.63	5.26	13.16	5.26	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications #	66	55	10	4	1	29	4	15	1	3	2	0	0	0	1	2	0
Internal Applications %	100.00	83.33	15.15	6.06	1.52	43.94	6.06	22.73	1.52	4.55	3.03	0.00	0.00	0.00	1.52	3.03	0.00
Qualified Internal Applicants #	17	13	3	0	0	10	2	2	0	1	0	0	0	0	1	3	0
Qualified Internal Applicants %	100.00	76.47	17.65	0.00	0.00	58.82	11.76	11.76	0.00	5.88	0.00	0.00	0.00	0.00	5.88	17.65	0.00
Referred Applicants #	17	13	3	0	0	10	2	2	0	1	0	0	0	0	0	0	0
Referred Applicants %	100.00	76.47	17.65	0.00	0.00	58.82	11.76	11.76	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series: 0602																	
Vacancy Announcements #	7																
Relevant Applicant Pool %	100.00	80.77	19.23	5.77	0	69.23	17.31	1.92	1.92	1.92	0	0	0	1.92	0	0	0
Internal Applications #	34	22	9	2	0	13	4	2	2	3	3	0	0	0	0	0	0
Internal Applications %	100.00	64.71	26.47	5.88	0.00	38.24	11.76	5.88	5.88	8.82	8.82	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	10	7	3	1	0	4	2	1	0	1	1	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	70.00	30.00	10.00	0.00	40.00	20.00	10.00	0.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	10	7	3	1	0	4	2	1	0	1	1	0	0	0	0	0	0
Referred Applicants %	100.00	70.00	30.00	10.00	0.00	40.00	20.00	10.00	0.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series: 0801																	
Vacancy Announcements #	91																
Relevant Applicant Pool %	100.00	81.27	18.73	6.04	1.98	51.09	8.01	7.91	4.37	14.67	4.06	0.42	0.10	0.31	0.00	0.83	0.21
Internal Applications #	1592	1320	234	144	24	607	81	197	65	296	54	2	0	3	0	49	6
Internal Applications %	100.00	82.91	14.70	9.05	1.51	38.13	5.09	12.37	4.08	18.59	3.39	0.13	0.00	0.19	0.00	3.08	0.38
Qualified Internal Applicants #	538	460	63	45	7	215	20	56	20	120	12	0	0	2	0	14	3
Qualified Internal Applicants %	100.00	85.50	11.71	8.36	1.30	39.96	3.72	10.41	3.72	22.30	2.23	0.00	0.00	0.37	0.00	2.60	0.56

Job Series:		0830															
Vacancy Announcements #	6																
Relevant Applicant Pool %	100.00	90.78	9.22	19.90	2.91	48.54	3.88	2.91	0.97	16.50	0.97	0.00	0.00	0.00	0.49	2.91	0.00
Internal Applications #	138	125	13	10	0	69	6	15	1	25	6	0	0	1	0	4	0
Internal Applications %	100.00	90.58	9.42	7.25	0.00	50.00	4.35	10.87	0.72	18.12	4.35	0.00	0.00	0.72	0.00	2.90	0.00
Qualified Internal Applicants #	16	12	4	0	0	5	3	3	1	4	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	75.00	25.00	0.00	0.00	31.25	18.75	18.75	6.25	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	15	11	4	0	0	5	3	2	1	4	0	0	0	0	0	0	0
Referred Applicants %	100.00	73.33	26.67	0.00	0.00	33.33	20.00	13.33	6.67	26.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	18	15	3	4	0	7	2	1	0	3	1	0	0	0	0	0	0
Internal Selections %	100.00	83.33	16.67	22.22	0.00	38.89	11.11	5.56	0.00	16.67	5.56	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0850															
Vacancy Announcements #	10																
Relevant Applicant Pool %	100.00	91.16	8.84	11.56	2.04	36.73	0.68	12.93	1.36	27.89	4.76	0.00	0.00	1.36	0.00	0.68	0.00
Internal Applications #	116	102	13	3	0	40	7	8	3	44	3	0	0	1	0	4	0
Internal Applications %	100.00	87.93	11.21	2.59	0.00	34.48	6.03	6.90	2.59	37.93	2.59	0.00	0.00	0.86	0.00	3.45	0.00
Qualified Internal Applicants #	26	24	2	0	0	14	1	1	1	8	0	0	0	0	0	1	0
Qualified Internal Applicants %	100.00	92.31	7.69	0.00	0.00	53.85	3.85	3.85	3.85	30.77	0.00	0.00	0.00	0.00	0.00	3.85	0.00
Referred Applicants #	25	23	2	0	0	13	1	1	1	8	0	0	0	0	0	1	0
Referred Applicants %	100.00	92.00	8.00	0.00	0.00	52.00	4.00	4.00	4.00	32.00	0.00	0.00	0.00	0.00	0.00	4.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	12	11	1	1	1	5	0	0	0	4	0	0	0	0	0	1	0
Internal Selections %	100.00	91.67	8.33	8.33	8.33	41.67	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	8.33	0.00
Job Series:		0854															
Vacancy Announcements #	6																
Relevant Applicant Pool %	100.00	87.36	12.64	2.30	1.15	64.37	8.05	3.45	1.15	10.34	2.30	1.15	0.00	3.45	0.00	2.30	0.00
Internal Applications #	34	25	9	2	0	13	3	4	3	6	3	0	0	0	0	0	0
Internal Applications %	100.00	73.53	26.47	5.88	0.00	38.24	8.82	11.76	8.82	17.65	8.82	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	10	7	3	0	0	4	1	1	2	2	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	70.00	30.00	0.00	0.00	40.00	10.00	10.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	10	7	3	0	0	4	1	1	2	2	0	0	0	0	0	0	0
Referred Applicants %	100.00	70.00	30.00	0.00	0.00	40.00	10.00	10.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	8	4	4	0	0	3	4	0	0	1	0	0	0	0	0	0	0
Internal Selections %	100.00	50.00	50.00	0.00	0.00	37.50	50.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0855															
Vacancy Announcements #	20																
Relevant Applicant Pool %	100.00	88.79	11.21	7.83	1.38	49.00	3.84	7.22	2.30	22.43	3.38	0.15	0.00	1.08	0.15	1.08	0.15
Internal Applications #	212	191	20	21	2	71	8	33	3	53	5	0	0	2	0	8	1
Internal Applications %	100.00	90.09	9.43	9.91	0.94	33.49	3.77	15.57	1.42	25.00	2.36	0.00	0.00	0.94	0.00	3.77	0.47
Qualified Internal Applicants #	61	53	8	2	2	23	2	6	2	16	1	0	0	0	0	4	1

Relevant Applicant Pool %	100.00	91.36	8.64	6.95	0.41	75.17	7.33	4.63	0.38	1.69	0.29	0.43	0.02	0.88	0.07	1.60	0.14
Internal Applications #	6994	6213	634	874	74	4137	308	653	136	204	48	25	8	38	5	161	31
Internal Applications %	100.00	88.83	9.06	12.50	1.06	59.15	4.40	9.34	1.94	2.92	0.69	0.36	0.11	0.54	0.07	2.30	0.44
Qualified Internal Applicants #	2480	2250	150	263	15	1680	92	150	22	25	7	6	0	7	0	55	10
Qualified Internal Applicants %	100.00	90.73	6.05	10.60	0.60	67.74	3.71	6.05	0.89	1.01	0.28	0.24	0.00	0.28	0.00	2.22	0.40
Referred Applicants #	2444	2215	149	260	15	1659	92	145	21	24	7	6	0	6	0	53	10
Referred Applicants %	100.00	90.63	6.10	10.64	0.61	67.88	3.76	5.93	0.86	0.98	0.29	0.25	0.00	0.25	0.00	2.17	0.41
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	745	672	73	51	0	557	63	27	4	14	4	9	1	2	0	12	1
Internal Selections %	100.00	90.20	9.80	6.85	0.00	74.77	8.46	3.62	0.54	1.88	0.54	1.21	0.13	0.27	0.00	1.61	0.13
Job Series: 2101																	
Vacancy Announcements #	259																
Relevant Applicant Pool %	100.00	94.15	5.85	11.08	0.51	66.42	3.46	8.29	1.11	3.95	0.39	0.86	0.04	1.16	0.14	2.40	0.21
Internal Applications #	3123	2551	506	385	61	1253	173	574	182	133	42	32	4	26	8	99	26
Internal Applications %	100.00	81.68	16.20	12.33	1.95	40.12	5.54	18.38	5.83	4.26	1.34	1.02	0.13	0.83	0.26	3.17	0.83
Qualified Internal Applicants #	1161	1036	80	147	5	601	45	165	17	34	7	13	0	11	1	43	3
Qualified Internal Applicants %	100.00	89.23	6.89	12.66	0.43	51.77	3.88	14.21	1.46	2.93	0.60	1.12	0.00	0.95	0.09	3.70	0.26
Referred Applicants #	1095	977	74	143	5	561	41	155	17	32	6	13	0	9	1	42	2
Referred Applicants %	100.00	89.22	6.76	13.06	0.46	51.23	3.74	14.16	1.55	2.92	0.55	1.19	0.00	0.82	0.09	3.84	0.18
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1275	1207	68	161	3	841	43	91	11	44	6	19	0	16	3	35	2
Internal Selections %	100.00	94.67	5.33	12.63	0.24	65.96	3.37	7.14	0.86	3.45	0.47	1.49	0.00	1.25	0.24	2.75	0.16
Job Series: 2152																	
Vacancy Announcements #	781																
Relevant Applicant Pool %	100.00	83.26	16.74	7.79	1.62	64.90	12.32	5.25	1.50	2.34	0.60	0.27	0.07	0.45	0.08	2.26	0.55
Internal Applications #	13582	10865	2163	1396	274	7029	1199	1309	459	410	65	50	16	66	9	412	106
Internal Applications %	100.00	80.00	15.93	10.28	2.02	51.75	8.83	9.64	3.38	3.02	0.48	0.37	0.12	0.49	0.07	3.03	0.78
Qualified Internal Applicants #	10393	8426	1496	1080	190	5667	907	825	256	318	29	33	10	42	4	322	75
Qualified Internal Applicants %	100.00	81.07	14.39	10.39	1.83	54.53	8.73	7.94	2.46	3.06	0.28	0.32	0.10	0.40	0.04	3.10	0.72
Referred Applicants #	10302	8351	1486	1073	188	5610	901	818	255	314	28	33	10	42	4	322	75
Referred Applicants %	100.00	81.06	14.42	10.42	1.82	54.46	8.75	7.94	2.48	3.05	0.27	0.32	0.10	0.41	0.04	3.13	0.73
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1553	1313	240	149	31	979	165	92	22	40	9	3	0	6	1	44	12
Internal Selections %	100.00	84.55	15.45	9.59	2.00	63.04	10.62	5.92	1.42	2.58	0.58	0.19	0.00	0.39	0.06	2.83	0.77
Job Series: 2181																	
Vacancy Announcements #	15																
Relevant Applicant Pool %	100.00	99.14	0.86	3.45	0.00	91.38	0.86	0.86	0.00	0.86	0.00	0.86	0.00	0.00	0.00	1.72	0.00
Internal Applications #	259	236	8	23	1	182	6	14	0	6	1	3	0	2	0	5	0

[illegible]

Worksheet A9T: Internal Competitive Promotions for Mission-Critical Occupations by Race/Ethnicity and Sex [Temporary]

Job Series: 1801																	
Vacancy Announcements #	10																
Relevant Applicant Pool %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications #	120	100	18	11	1	70	13	8	2	4	2	1	0	0	0	2	0
Internal Applications %	100.00	83.33	15.00	9.17	0.83	58.33	10.83	6.67	1.67	3.33	1.67	0.83	0.00	0.00	0.00	1.67	0.00
Qualified Internal Applicants #	57	49	6	7	0	34	6	2	0	3	0	0	0	0	0	1	0
Qualified Internal Applicants %	100.00	85.96	10.53	12.28	0.00	59.65	10.53	3.51	0.00	5.26	0.00	0.00	0.00	0.00	0.00	1.75	0.00
Referred Applicants #	57	49	6	7	0	34	6	2	0	3	0	0	0	0	0	1	0
Referred Applicants %	100.00	85.96	10.53	12.28	0.00	59.65	10.53	3.51	0.00	5.26	0.00	0.00	0.00	0.00	0.00	1.75	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series: 1802																	
Vacancy Announcements #	1																
Relevant Applicant Pool %	100.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications #	40	29	11	3	1	17	6	4	2	1	1	0	1	0	0	4	0
Internal Applications %	100.00	72.50	27.50	7.50	2.50	42.50	15.00	10.00	5.00	2.50	2.50	0.00	2.50	0.00	0.00	10.00	0.00
Qualified Internal Applicants #	10	6	4	2	0	3	2	1	0	0	1	0	1	0	0	0	0
Qualified Internal Applicants %	100.00	60.00	40.00	20.00	0.00	30.00	20.00	10.00	0.00	0.00	10.00	0.00	10.00	0.00	0.00	0.00	0.00
Referred Applicants #	10	6	4	2	0	3	2	1	0	0	1	0	1	0	0	0	0
Referred Applicants %	100.00	60.00	40.00	20.00	0.00	30.00	20.00	10.00	0.00	0.00	10.00	0.00	10.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series: 1825																	
Vacancy Announcements #	93																
Relevant Applicant Pool %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications #	1467	1250	181	157	19	841	106	146	26	40	12	2	0	11	4	23	11
Internal Applications %	100.00	85.21	12.34	10.70	1.30	57.33	7.23	9.95	1.77	2.73	0.82	0.14	0.00	0.75	0.27	1.57	0.75
Qualified Internal Applicants #	664	586	51	72	1	436	39	39	5	12	4	0	0	1	0	12	2
Qualified Internal Applicants %	100.00	88.25	7.68	10.84	0.15	65.66	5.87	5.87	0.75	1.81	0.60	0.00	0.00	0.15	0.00	1.81	0.30
Referred Applicants #	664	586	51	72	1	436	39	39	5	12	4	0	0	1	0	12	2
Referred Applicants %	100.00	88.25	7.68	10.84	0.15	65.66	5.87	5.87	0.75	1.81	0.60	0.00	0.00	0.15	0.00	1.81	0.30
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series: 2101																	
Vacancy Announcements #	82																
Relevant Applicant Pool %	100.00	91.67	8.33	13.89	0.00	55.56	5.56	11.11	0.00	5.56	2.78	0.00	0.00	0.00	0.00	5.56	0.00
Internal Applications #	578	507	59	58	8	271	34	115	10	19	4	6	0	7	1	17	2

[illegible]

Worksheet A11: Internal Competitive Promotions for Senior Grade Levels by Race/Ethnicity and Sex [Permanent]																	
Internal Competitive Promotions for Senior Grade Levels	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
GS-13 or Equivalent																	
Vacancy Announcements #	857																
Internal Applications #	20703	14924	5326	2022	624	8167	2116	2618	1837	1063	303	87	20	134	50	541	226
Internal Applications %	100.00	72.09	25.73	9.77	3.01	39.45	10.22	12.65	8.87	5.13	1.46	0.42	0.10	0.65	0.24	2.61	1.09
Qualified Internal Applicants #	6197	4713	1295	650	147	2936	621	576	367	223	61	26	4	42	12	164	53
Qualified Internal Applicants %	100.00	76.05	20.90	10.49	2.37	47.38	10.02	9.29	5.92	3.60	0.98	0.42	0.06	0.68	0.19	2.65	0.86
Referred Applicants #	5842	4439	1222	616	138	2793	598	523	339	208	54	25	4	35	11	154	48
Referred Applicants %	100.00	75.98	20.92	10.54	2.36	47.81	10.24	8.95	5.80	3.56	0.92	0.43	0.07	0.60	0.19	2.64	0.82
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selection	1182	961	221	100	19	683	132	84	46	42	15	11	1	14	3	27	5
Internal Selection Relevant Applicant Pool %	100.00	81.30	18.70	8.46	1.61	57.78	11.17	7.11	3.89	3.55	1.27	0.93	0.08	1.18	0.25	2.28	0.42
GS-14 or Equivalent																	
Vacancy Announcements #	1152																
Internal Applications #	34424	25118	8264	3188	1029	14212	3351	3973	2621	1996	554	121	36	190	75	939	382
Internal Applications %	100.00	72.97	24.01	9.26	2.99	41.29	9.73	11.54	7.61	5.80	1.61	0.35	0.10	0.55	0.22	2.73	1.11

Vacancy Announcements #	0																
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selection	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selection	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	75.74	24.26	5.45	1.64	57.05	15.73	7.96	5.13	3.09	1.02	0.22	0.10	0.90	0.22	1.07	0.00

Worksheet A12: Career Development in Senior Grade Levels - Distribution by Race/Ethnicity and Sex [Permanent]																
Career Development for Senior Grade Levels	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males

Career Development Programs for GS-13 or Equivalent

Slots for Career Development Program #	0															
Eligible for Career Development Program #	7978	6151	1827	567	140	4365	1078	544	399	446	138	30	10	58	26	141
Eligible for Career Development Program %	100.00	77.10	22.90	7.11	1.75	54.71	13.51	6.82	5.00	5.59	1.73	0.38	0.13	0.73	0.33	1.77
Applicants for Career Development Program #	42	32	10	3	0	21	6	3	1	3	3	0	0	1	0	1
Applicants for Career Development Program %	100.00	76.19	23.81	7.14	0.00	50.00	14.29	7.14	2.38	7.14	7.14	0.00	0.00	2.38	0.00	2.38
Selections for Career Development Program #	20	7	13	0	0	6	7	2	0	1	2	0	0	0	2	0
Selections for Career Development Program %	100.00	35.00	65.00	0.00	0.00	30.00	35.00	10.00	0.00	5.00	10.00	0.00	0.00	0.00	10.00	0.00

Career Development Programs for GS-14 or Equivalent

Slots for Career Development Program #	0															
Eligible for Career Development Program #	16686	13204	3482	1082	241	10246	2371	886	571	588	177	46	12	95	25	261
Eligible for Career Development Program %	100.00	79.13	20.87	6.48	1.44	61.40	14.21	5.31	3.42	3.52	1.06	0.28	0.07	0.57	0.15	1.56
Applicants for Career Development Program #	12	9	2	1	1	4	1	1	0	2	0	0	0	0	0	0
Applicants for Career Development Program %	100.00	75.00	16.67	8.33	8.33	33.33	8.33	8.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	7	6	1	1	0	3	0	1	1	1	0	0	0	0	0	0
Selections for Career Development Program %	100.00	85.71	14.29	14.29	0.00	42.86	0.00	14.29	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Programs for GS-15 or Equivalent

Slots for Career Development Program #	0															
Eligible for Career Development Program #	4019	3044	975	219	66	2293	632	320	206	124	41	9	4	36	9	43
Eligible for Career Development Program %	100.00	75.74	24.26	5.45	1.64	57.05	15.73	7.96	5.13	3.09	1.02	0.22	0.10	0.90	0.22	1.07
Applicants for Career Development Program #	10	7	3	0	0	5	0	2	3	0	0	0	0	0	0	0
Applicants for Career Development Program %	100.00	70.00	30.00	0.00	0.00	50.00	0.00	20.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	7	6	1	0	0	4	0	2	1	0	0	0	0	0	0	0
Selections for Career Development Program %	100.00	85.71	14.29	0.00	0.00	57.14	0.00	28.57	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Programs for SES or Equivalent

[illegible]

Two or more races Females	
36	0.45
0	0.00
0	0.00
85	0.51
0	0.00
0	0.00
17	0.42
0	0.00
0	0.00
0	0.00
0	0.00

Worksheet A13: Employee Recognition And Awards - Distribution by Race/Ethnicity and Sex [Permanent]

Awards	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males
Time-Off Awards																
Total Time-Off Awards: 1 - 10 hours #	6795	5246	1549	518	153	3944	1036	363	230	247	76	17	6	29	12	128
Total Time-Off Awards: 1 - 10 hours %	100.00	77.20	22.80	7.62	2.25	58.04	15.25	5.34	3.38	3.64	1.12	0.25	0.09	0.43	0.18	1.88
Total Hours	59750	44111	15639	4412	1625	32720	10177	3298	2518	2330	691	108	74	220	114	1023
Average Hours	8.7932303	8.4085017	10.096191	8.5173745	10.620915	8.296146	9.8233591	9.0853994	10.947826	9.4331984	9.0921053	6.3529412	12.333333	7.5862069	9.5	7.9921875
Total Time-Off Awards: 11 - 20 hours #	2880	2026	854	174	76	1533	554	152	156	101	46	9	3	20	9	37
Total Time-Off Awards: 11 - 20 hours %	100.00	70.35	29.65	6.04	2.64	53.23	19.24	5.28	5.42	3.51	1.60	0.31	0.10	0.69	0.31	1.28
Total Hours	58453	39992	18461	3547	1698	29871	12502	3153	2937	2234	854	152	128	379	148	656
Average Hours	20.296181	19.739388	21.617096	20.385057	22.342105	19.485323	22.566787	20.743421	18.826923	22.118812	18.565217	16.888889	42.666667	18.95	16.444444	17.72973
Total Time-Off Awards: 21 - 30 hours #	815	490	325	34	29	365	211	48	62	20	15	1	2	9	2	13
Total Time-Off Awards: 21 - 30 hours %	100.00	60.12	39.88	4.17	3.56	44.79	25.89	5.89	7.61	2.45	1.84	0.12	0.25	1.10	0.25	1.60
Total Hours	23210	13881	9329	955	955	10150	5813	1481	1900	663	414	24	88	232	52	376
Average Hours	28.478528	28.328571	28.704615	28.088235	32.931034	27.808219	27.549763	30.854167	30.645161	33.15	27.6	24	44	25.777778	26	28.923077
Total Time-Off Awards: 31 - 40 hours #	482	281	201	15	12	224	139	22	34	10	8	0	0	2	1	8
Total Time-Off Awards: 31 - 40 hours %	100.00	58.30	41.70	3.11	2.49	46.47	28.84	4.56	7.05	2.07	1.66	0.00	0.00	0.41	0.21	1.66
Total Hours	20746	11502	9244	596	484	8972	6560	1038	1452	448	384	0	0	72	40	376
Average Hours	43.041494	40.932384	45.99005	39.733333	40.333333	40.053571	47.194245	47.181818	42.705882	44.8	48	0	0	36	40	47
Total Time-Off Awards: 41 or more hours #	9	7	2	1	0	5	2	0	0	1	0	0	0	0	0	0
Total Time-Off Awards: 41 or more hours %	100.00	77.78	22.22	11.11	0.00	55.56	22.22	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	1094	838	256	152	0	574	256	0	0	112	0	0	0	0	0	0
Average Hours	121.55556	119.71429	128	152	0	114.8	128	0	0	112	0	0	0	0	0	0

Two or more races Females
36
0.53
440
12.222222
10
0.35
194
19.4
4
0.49
107
26.75
7
1.45
324
46.285714
0
0.00
0
0

36
0.47
29375
815.97222
19
0.60
35135
1849.2105
38
0.57
90889
2391.8158
13
0.60
65141
5010.8462
3
0.40
16983
5661
0
0.00
0
0
0
0.00
0
0

0
0.00
0
0
114
0.50
139762
1225.9825
0.00

Worksheet A15: New Hires for Senior Grade Levels by Race/Ethnicity and Sex [Permanent]																	
New Hires for Senior Grade Levels	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Total Senior Grades #	28867	22522	6345	1874	448	16996	4132	1766	1184	1166	357	85	26	190	60	445	138
Total Senior Grades %	100.00	78.02	21.98	6.49	1.55	58.88	14.31	6.12	4.10	4.04	1.24	0.29	0.09	0.66	0.21	1.54	0.48
Upward Mobility Benchmark %	100.00	78.13	21.87	7.13	1.85	58.14	13.91	6.20	4.00	3.81	1.25	0.36	0.09	0.63	0.21	1.87	0.55
Alternative Benchmark %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 or Equivalent																	
Vacancy Announcements #	194																
Voluntarily Identified Applicants #	12257	8641	3281	976	339	4644	1273	1405	1103	1034	289	46	11	61	17	277	155
Voluntarily Identified Applicants %	100.00	70.50	26.77	7.96	2.77	37.89	10.39	11.46	9.00	8.44	2.36	0.38	0.09	0.50	0.14	2.26	1.26
Qualified External Applicants #	3307	2209	993	225	97	1229	386	356	340	268	85	8	2	10	6	64	43
Qualified External Applicants %	100.00	66.80	30.03	6.80	2.93	37.16	11.67	10.77	10.28	8.10	2.57	0.24	0.06	0.30	0.18	1.94	1.30
Referred Applicants #	3192	2118	975	216	94	1188	380	334	333	255	85	8	2	8	6	63	42
Referred Applicants %	100.00	66.35	30.55	6.77	2.94	37.22	11.90	10.46	10.43	7.99	2.66	0.25	0.06	0.25	0.19	1.97	1.32
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	287	201	86	16	9	134	53	23	15	24	6	1	0	0	0	3	3
External Selections %	100.00	70.03	29.97	5.57	3.14	46.69	18.47	8.01	5.23	8.36	2.09	0.35	0.00	0.00	0.00	1.05	1.05
GS-14 or Equivalent																	
Vacancy Announcements #	199																
Voluntarily Identified Applicants #	17602	11768	5299	1251	586	6122	1953	2198	1900	1428	411	63	21	78	42	371	237
Voluntarily Identified Applicants %	100.00	66.86	30.10	7.11	3.33	34.78	11.10	12.49	10.79	8.11	2.33	0.36	0.12	0.44	0.24	2.11	1.35
Qualified External Applicants #	5441	3509	1717	322	176	1918	628	603	624	440	126	14	4	25	18	115	84
Qualified External Applicants %	100.00	64.49	31.56	5.92	3.23	35.25	11.54	11.08	11.47	8.09	2.32	0.26	0.07	0.46	0.33	2.11	1.54
Referred Applicants #	5384	3465	1706	317	172	1900	622	591	624	434	126	14	4	22	18	115	84
Referred Applicants %	100.00	64.36	31.69	5.89	3.19	35.29	11.55	10.98	11.59	8.06	2.34	0.26	0.07	0.41	0.33	2.14	1.56
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	225	155	70	22	3	94	41	24	18	13	7	1	0	0	0	1	1
External Selections %	100.00	68.89	31.11	9.78	1.33	41.78	18.22	10.67	8.00	5.78	3.11	0.44	0.00	0.00	0.00	0.44	0.44
GS-15 or Equivalent</																	

Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	26	15	11	2	0	11	4	1	6	1	1	0	0	0	0	0
External Selections %	100.00	57.69	42.31	7.69	0.00	42.31	15.38	3.85	23.08	3.85	3.85	0.00	0.00	0.00	0.00	0.00
SES or Equivalent																
Vacancy Announcements #	43															
Voluntarily Identified Applicants #	1705	1221	388	133	31	690	182	177	113	154	25	6	2	7	1	28
Voluntarily Identified Applicants %	100.00	71.61	22.76	7.80	1.82	40.47	10.67	10.38	6.63	9.03	1.47	0.35	0.12	0.41	0.06	1.64
Qualified External Applicants #	485	350	115	30	8	215	57	43	23	46	12	1	1	2	0	8
Qualified External Applicants %	100.00	72.16	23.71	6.19	1.65	44.33	11.75	8.87	4.74	9.48	2.47	0.21	0.21	0.41	0.00	1.65
Referred Applicants #	485	350	115	30	8	215	57	43	23	46	12	1	1	2	0	8
Referred Applicants %	100.00	72.16	23.71	6.19	1.65	44.33	11.75	8.87	4.74	9.48	2.47	0.21	0.21	0.41	0.00	1.65
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Worksheet A16: Distribution by Race/Ethnicity and Sex

Separations	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Total Workforce																	
Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal #	241	193	48	24	5	121	32	20	3	19	3	1	0	1	0	7	5
Removal %	100.00	80.08	19.92	9.96	2.07	50.21	13.28	8.30	1.24	7.88	1.24	0.41	0.00	0.41	0.00	2.90	2.07
Resignation #	400	305	95	25	11	236	53	14	18	17	9	1	0	3	0	9	4
Resignation %	100.00	76.25	23.75	6.25	2.75	59.00	13.25	3.50	4.50	4.25	2.25	0.25	0.00	0.75	0.00	2.25	1.00
Retirement #	1622	1243	379	79	26	1004	272	76	56	54	13	1	0	18	11	11	1
Retirement %	100.00	76.63	23.37	4.87	1.60	61.90	16.77	4.69	3.45	3.33	0.80	0.06	0.00	1.11	0.68	0.68	0.06
Other Separations #	270	183	87	11	9	123	39	30	27	10	8	1	1	2	0	6	3
Other Separations %	100.00	67.78	32.22	4.07	3.33	45.56	14.44	11.11	10.00	3.70	2.96	0.37	0.37	0.74	0.00	2.22	1.11
Total Separations #	2533	1924	609	139	51	1484	396	140	104	100	33	4	1	24	11	33	13
Total Separations %	100.00	75.96	24.04	5.49	2.01	58.59	15.63	5.53	4.11	3.95	1.30	0.16	0.04	0.95	0.43	1.30	0.51
Permanent Workforce																	
Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal #	76	59	17	6	0	42	15	7	2	1	0	1	0	0	0	2	0
Removal %	100.00	77.63	22.37	7.89	0.00	55.26	19.74	9.21	2.63	1.32	0.00	1.32	0.00	0.00	0.00	2.63	0.00
Resignation #	344	264	80	20	10	208	50	11	13	13	4	1	0	3	0	8	3
Resignation %	100.00	76.74	23.26	5.81	2.91	60.47	14.53	3.20	3.78	3.78	1.16	0.29	0.00	0.87	0.00	2.33	0.87
Retirement #	1621	1242	379	79	26	1003	272	76	56	54	13	1	0	18	11	11	1
Retirement %	100.00	76.62	23.38	4.87	1.60	61.88	16.78	4.69	3.45	3.33	0.80	0.06	0.00	1.11	0.68	0.68	0.06
Other Separations #	234	167	67	11	7	116	33	25	21	7	2	1	1	2	0	5	3
Other Separations %	100.00	71.37	28.63	4.70	2.99	49.57	14.10	10.68	8.97	2.99	0.85	0.43	0.43	0.85	0.00	2.14	1.28
Total Separations #	2275	1732	543	116	43	1369	370	119	92	75	19	4	1	23	11	26	7
Total Separations %	100.00	76.13	23.87	5.10	1.89	60.18	16.26	5.23	4.04	3.30	0.84	0.18	0.04	1.01	0.48	1.14	0.31
Temporary Workforce																	
Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal #	165	134	31	18	5	79	17	13	1	18	3	0	0	1	0	5	5
Removal %	100.00	81.21	18.79	10.91	3.03	47.88	10.30	7.88	0.61	10.91	1.82	0.00	0.00	0.61	0.00	3.03	3.03
Resignation #	56	41	15	5	1	28	3	3	5	4	5	0	0	0	0	1	1
Resignation %	100.00	73.21	26.79	8.93	1.79	50.00	5.36	5.36	8.93	7.14	8.93	0.00	0.00	0.00	0.00	1.79	1.79
Retirement #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Retirement %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Separations #	36	16	20	0	2	7	6	5	6	3	6	0	0	0	0	1	0
Other Separations %	100.00	44.44	55.56	0.00	5.56	19.44	16.67	13.89	16.67	8.33	16.67	0.00	0.00	0.00	0.00	2.78	0.00
Total Separations #	258	192	66	23	8	115	26	21	12	25	14	0	0	1	0	7	6
Total Separations %	100.00	74.42	25.58	8.91	3.10	44.57	10.08	8.14	4.65	9.69	5.43	0.00	0.00	0.39	0.00	2.71	2.33

[illegible]

Executives																	
Vacancy Announcements #	43																
Voluntarily Identified Applicants #	1705	1221	388	133	31	690	182	177	113	154	25	6	2	7	1	28	16
Voluntarily Identified Applicants %	100.00	71.61	22.76	7.80	1.82	40.47	10.67	10.38	6.63	9.03	1.47	0.35	0.12	0.41	0.06	1.64	0.94
Qualified External Applicants #	485	350	115	30	8	215	57	43	23	46	12	1	1	2	0	8	6
Qualified External Applicants %	100.00	72.16	23.71	6.19	1.65	44.33	11.75	8.87	4.74	9.48	2.47	0.21	0.21	0.41	0.00	1.65	1.24
Referred Applicants #	485	350	115	30	8	215	57	43	23	46	12	1	1	2	0	8	6
Referred Applicants %	100.00	72.16	23.71	6.19	1.65	44.33	11.75	8.87	4.74	9.48	2.47	0.21	0.21	0.41	0.00	1.65	1.24
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Managers

Vacancy Announcements #	54																
Voluntarily Identified Applicants #	1745	1271	383	128	32	597	132	244	142	217	40	5	0	12	2	35	26
Voluntarily Identified Applicants %	100.00	72.84	21.95	7.34	1.83	34.21	7.56	13.98	8.14	12.44	2.29	0.29	0.00	0.69	0.11	2.01	1.49
Qualified External Applicants #	512	359	117	42	10	160	35	81	44	50	14	1	0	1	0	9	11
Qualified External Applicants %	100.00	70.12	22.85	8.20	1.95	31.25	6.84	15.82	8.59	9.77	2.73	0.20	0.00	0.20	0.00	1.76	2.15
Referred Applicants #	512	359	117	42	10	160	35	81	44	50	14	1	0	1	0	9	11
Referred Applicants %	100.00	70.12	22.85	8.20	1.95	31.25	6.84	15.82	8.59	9.77	2.73	0.20	0.00	0.20	0.00	1.76	2.15
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	22	12	10	1	1	8	5	2	4	1	0	0	0	0	0	0	0
External Selections %	100.00	54.55	45.45	4.55	4.55	36.36	22.73	9.09	18.18	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Supervisors

[illegible]

Worksheet A20: Career Development for Management Positions - Distribution by Race/Ethnicity and Sex [Permanent]

Career Development for Management Positions	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
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Executives

[illegible]

Managers

Slots for Career Development Program #	0	
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TAB 10

Tables by Disability

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Worksheet B1: Total Workforce by Disability

Employment Tenure	Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
TOTAL																	
Prior FY #	45132	38597	2502	4033	829	2	16	341	93	19	36	103	31	7	159	5	17
Prior FY %	100.00	85.52	5.54	8.94	1.84	0.00	0.04	0.76	0.21	0.04	0.08	0.23	0.07	0.02	0.35	0.01	0.04
Current FY #	44586	37809	2597	4180	839	4	23	315	96	18	36	95	31	8	191	5	17
Current FY %	100.00	84.80	5.82	9.38	1.88	0.01	0.05	0.71	0.22	0.04	0.08	0.21	0.07	0.02	0.43	0.01	0.04
Difference #	-546	-788	95	147	10	2	7	-26	3	-1	0	-8	0	1	32	0	0
Ratio Change %	0.00	-0.72	0.28	0.44	0.04	0.00	0.02	-0.05	0.01	0.00	0.00	-0.02	0.00	0.00	0.08	0.00	0.00
Net Change %	-1.21	-2.04	3.80	3.64	1.21	100.00	43.75	-7.62	3.23	-5.26	0.00	-7.77	0.00	14.29	20.13	0.00	0.00
501 Goal %				12.00	2.00												
PERMANENT																	
Prior FY #	44417	37987	2469	3961	818	1	16	339	92	18	36	102	31	6	155	5	17
Prior FY %	100.00	85.52	5.56	8.92	1.84	0.00	0.04	0.76	0.21	0.04	0.08	0.23	0.07	0.01	0.35	0.01	0.04
Current FY #	44113	37442	2564	4107	823	3	21	314	93	18	35	95	30	7	185	5	17
Current FY %	100.00	84.88	5.81	9.31	1.87	0.01	0.05	0.71	0.21	0.04	0.08	0.22	0.07	0.02	0.42	0.01	0.04
Difference #	-304	-545	95	146	5	2	5	-25	1	0	-1	-7	-1	1	30	0	0
Ratio Change %	0.00	-0.65	0.25	0.39	0.02	0.00	0.01	-0.05	0.00	0.00	0.00	-0.01	0.00	0.00	0.07	0.00	0.00
Net Change %	-0.68	-1.43	3.85	3.69	0.61	200.00	31.25	-7.37	1.09	0.00	-2.78	-6.86	-3.23	16.67	19.35	0.00	0.00
TEMPORARY																	
Prior FY #	715	610	33	72	11	1	0	2	1	1	0	1	0	1	4	0	0
Prior FY %	100.00	85.31	4.62	10.07	1.54	0.14	0.00	0.28	0.14	0.14	0.00	0.14	0.00	0.14	0.56	0.00	0.00
Current FY #	473	367	33	73	16	1	2	1	3	0	1	0	1	1	6	0	0
Current FY %	100.00	77.59	6.98	15.43	3.38	0.21	0.42	0.21	0.63	0.00	0.21	0.00	0.21	0.21	1.27	0.00	0.00
Difference #	-242	-243	0	1	5	0	2	-1	2	-1	1	-1	1	0	2	0	0
Ratio Change %	0.00	-7.72	2.36	5.36	1.84	0.07	0.42	-0.07	0.49	-0.14	0.21	-0.14	0.21	0.07	0.71	0.00	0.00
Net Change %	-33.85	-39.84	0.00	1.39	45.45	0.00	0.00	-50.00	200.00	-100.00	0.00	-100.00	0.00	0.00	50.00	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																	
Prior FY #	169	32	24	113	31	0	0	9	6	0	0	5	3	2	4	1	1
Prior FY %	100.00	18.93	14.20	66.86	18.34	0.00	0.00	5.33	3.55	0.00	0.00	2.96	1.78	1.18	2.37	0.59	0.59
Current FY #	207	35	30	142	36	0	0	9	7	0	0	6	3	2	7	1	1
Current FY %	100.00	16.91	14.49	68.60	17.39	0.00	0.00	4.35	3.38	0.00	0.00	2.90	1.45	0.97	3.38	0.48	0.48
Difference #	38	3	6	29	5	0	0	0	1	0	0	1	0	0	3	0	0
Ratio Change %	0.00	-2.03	0.29	1.74	-0.95	0.00	0.00	-0.98	-0.17	0.00	0.00	-0.06	-0.33	-0.22	1.01	-0.11	-0.11
Net Change %	22.49	9.38	25.00	25.66	16.13	0.00	0.00	0.00	16.67	0.00	0.00	20.00	0.00	0.00	75.00	0.00	0.00

Worksheet B2: Permanent Workforce By Component – Distribution by Disability

Employment Tenure	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Permanent Workforce #	44113	37442	2564	4107	823	3	21	314	93	18	35	95	30	7	185	5	17
Permanent Workforce %	100.00	84.88	5.81	9.31	1.87	0.01	0.05	0.71	0.21	0.04	0.08	0.22	0.07	0.02	0.42	0.01	0.04
501 Goal %				12.00	2.00												
AAE #	20	15	2	3	0	0	0	0	0	0	0	0	0	0	0	0	
AAE %	100.00	75.00	10.00	15.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ACR #	64	25	4	35	15	0	0	3	4	0	1	2	1	2	2	0	
ACR %	100.00	39.06	6.25	54.69	23.44	0.00	0.00	4.69	6.25	0.00	1.56	3.13	1.56	3.13	3.13	0.00	0.00
AFN #	2494	1866	210	418	82	0	1	27	14	0	6	9	5	1	15	1	3
AFN %	100.00	74.82	8.42	16.76	3.29	0.00	0.04	1.08	0.56	0.00	0.24	0.36	0.20	0.04	0.60	0.04	0.12
AGC #	251	203	22	26	7	0	0	1	2	0	0	0	1	1	2	0	
AGC %	100.00	80.88	8.76	10.36	2.79	0.00	0.00	0.40	0.80	0.00	0.00	0.00	0.40	0.40	0.80	0.00	0.00
AGI #	8	7	0	1	1	0	0	0	1	0	0	0	0	0	0	0	
AGI %	100.00	87.50	0.00	12.50	12.50	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AHR #	493	339	52	102	16	0	0	8	1	1	1	1	0	0	3	0	1
AHR %	100.00	68.76	10.55	20.69	3.25	0.00	0.00	1.62	0.20	0.20	0.20	0.20	0.00	0.00	0.61	0.00	0.20
ANG #	814	709	23	82	23	0	0	6	4	0	2	5	2	0	4	0	
ANG %	100.00	87.10	2.83	10.07	2.83	0.00	0.00	0.74	0.49	0.00	0.25	0.61	0.25	0.00	0.49	0.00	0.00
AOA #	10	8	0	2	0	0	0	0	0	0	0	0	0	0	0	0	
AOA %	100.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AOC #	44	33	8	3	0	0	0	0	0	0	0	0	0	0	0	0	
AOC %	100.00	75.00	18.18	6.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
APL #	296	245	21	30	8	0	0	3	1	0	0	1	1	0	2	0	
APL %	100.00	82.77	7.09	10.14	2.70	0.00	0.00	1.01	0.34	0.00	0.00	0.34	0.34	0.00	0.68	0.00	0.00
ARP #	567	471	47	49	11	0	0	4	2	0	0	1	1	0	2	1	
ARP %	100.00	83.07	8.29	8.64	1.94	0.00	0.00	0.71	0.35	0.00	0.00	0.18	0.18	0.00	0.35	0.18	0.00
ASH #	520	400	43	77	16	0	1	4	1	0	0	4	0	0	5	0	1
ASH %	100.00	76.92	8.27	14.81	3.08	0.00	0.19	0.77	0.19	0.00	0.00	0.77	0.00	0.00	0.96	0.00	0.19
AST #	113	89	9	15	1	0	1	0	0	0	0	0	0	0	0	0	
AST %	100.00	78.76	7.96	13.27	0.88	0.00	0.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATO #	31023	27279	1468	2276	416	1	10	150	42	10	19	48	14	1	106	3	12
ATO %	100.00	87.93	4.73	7.34	1.34	0.00	0.03	0.48	0.14	0.03	0.06	0.15	0.05	0.00	0.34	0.01	0.04
AVS #	7396	5753	655	988	227	2	8	108	21	7	6	24	5	2	44	0	
AVS %	100.00	77.79	8.86	13.36	3.07	0.03	0.11	1.46	0.28	0.09	0.08	0.32	0.07	0.03	0.59	0.00	0.00

[illegible]

Significant Disfigurement (93)
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0.00
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0.06
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0.02
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16
0.04
1
0.54
0
0.00
1
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2
0.04
15
0.04

GS-11 to SES %	100.00	66.96	6.09	26.96	4.35	0.00	0.00	0.87	0.87	0.00	0.87	0.00	0.00	0.87	0.87	0.00
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Worksheet B5T: Salary by Disability [Temporary]

Significant
Disfigurement (93)

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Worksheet B6P: Mission-Critical Occupations by Disability [Permanent]

Mission-Critical Occupations Series Code (four digits)	Total	No Disability (05)	Not Identified (01)	Disability (02- 03, 06-99)	Persons With Targeted Disability	Development al Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal %				12.00	2.00												
0110 #	38	32	2	4	2	0	0	0	0	0	0	0	1	0	1	0	0
0110 %	100.00	84.21	5.26	10.53	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.63	0.00	2.63	0.00	0.00
FV/10 #	1	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
FV/10 %	100.00	0.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00
FV/12 #	2	1	0	1	1	0	0	0	0	0	0	0	1	0	0	0	0
FV/12 %	100.00	50.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00
FV/13 #	7	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FV/13 %	100.00	85.71	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/14 #	20	17	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
FV/14 %	100.00	85.00	5.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/15 #	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FV/15 %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0602 #	52	41	3	8	1	0	0	0	0	1	0	0	0	0	0	0	0
0602 %	100.00	78.85	5.77	15.38	1.92	0.00	0.00	0.00	0.00	1.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EV/02 #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EV/02 %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/15 #	48	37	3	8	1	0	0	0	0	1	0	0	0	0	0	0	0
FV/15 %	100.00	77.08	6.25	16.67	2.08	0.00	0.00	0.00	0.00	2.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0801 #	961	859	44	58	12	0	0	2	3	1	1	2	0	0	3	0	0
0801 %	100.00	89.39	4.58	6.04	1.25	0.00	0.00	0.21	0.31	0.10	0.10	0.21	0.00	0.00	0.31	0.00	0.00
EV/03 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EV/03 %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/12 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
FG/12 %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/14 #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FG/14 %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/10 #	40	37	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
FV/10 %	100.00	92.50	5.00	2.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/12 #	40	35	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
FV/12 %	100.00	87.50	7.50	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FV/13 #	95	80	5	10	2	0	0	0	0	0	1	0	0	0	1	0	0
FV/13 %	100.00	84.21	5.26	10.53	2.11	0.00	0.00	0.00	0.00	0.00	1.05	0.00	0.00	0.00	1.05	0.00	0.00
FV/14 #	612	551	26	35	7	0	0	2	3	0	0	1	0	0	1	0	0
FV/14 %	100.00	90.03	4.25	5.72	1.14	0.00	0.00	0.33	0.49	0.00	0.00	0.16	0.00	0.00	0.16	0.00	0.00
FV/15 #	167	150	8	9	3	0	0	0	0	1	0	1	0	0	1	0	0
FV/15 %	100.00	89.82	4.79	5.39	1.80	0.00	0.00	0.00	0.00	0.60	0.00	0.60	0.00	0.00	0.60	0.00	0.00
0802 #	483	339	59	85	23	0	0	9	5	1	0	1	1	0	6	0	0
0802 %	100.00	70.19	12.22	17.60	4.76	0.00	0.00	1.86	1.04	0.21	0.00	0.21	0.21	0.00	1.24	0.00	0.00

Worksheet B7P: New Hires For Mission-Critical Occupations by Disability [Permanent][illegible]

Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	6	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections %	100.00	50.00	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0801															
Vacancy Announcements #	24																
Voluntarily Identified Applicants #	1215	1001	1	105	57	12	8	7	0	3	5	1	3	2	16	0	
Voluntarily Identified Applicants %	100.00	82.39	0.08	8.64	4.69	0.99	0.66	0.58	0.00	0.25	0.41	0.08	0.25	0.16	1.32	0.00	0.00
Qualified External Applicants #	266	217	0	21	10	2	2	4	0	0	0	0	0	0	2	0	
Qualified External Applicants %	100.00	81.58	0.00	0.00	3.76	0.75	0.75	1.50	0.00	0.00	0.00	0.00	0.00	0.00	0.75	0.00	0.00
Referred Applicants #	245	199	0	21	10	2	2	4	0	0	0	0	0	0	2	0	
Referred Applicants %	100.00	81.22	0.00	8.57	4.08	0.82	0.82	1.63	0.00	0.00	0.00	0.00	0.00	0.00	0.82	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	36	29	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	80.56	11.11	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0802															
Vacancy Announcements #	15																
Voluntarily Identified Applicants #	450	346	1	67	27	0	4	6	0	0	1	1	4	0	10	1	
Voluntarily Identified Applicants %	100.00	76.89	0.22	14.89	6.00	0.00	0.89	1.33	0.00	0.00	0.22	0.22	0.89	0.00	2.22	0.22	0.00
Qualified External Applicants #	98	70	0	15	8	0	2	3	0	0	0	0	0	0	3	0	
Qualified External Applicants %	100.00	71.43	0.00	15.31	8.16	0.00	2.04	3.06	0.00	0.00	0.00	0.00	0.00	0.00	3.06	0.00	0.00

Voluntarily Identified Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:			0830														
Vacancy Announcements #	2																
Voluntarily Identified Applicants #	125	114	0	5	1	0	0	0	0	0	0	0	0	0	1	0	0
Voluntarily Identified Applicants %	100.00	91.20	0.00	4.00	0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.80	0.00	0.00
Qualified External Applicants #	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100.00	85.71	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	85.71	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:			0850														
Vacancy Announcements #	6																

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External Selections #	3	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0861															
Vacancy Announcements #	78																
Voluntarily Identified Applicants #	5044	4436	3	271	128	24	10	14	5	3	12	4	6	2	48	0	0
Voluntarily Identified Applicants %	100.00	87.95	0.06	5.37	2.54	0.48	0.20	0.28	0.10	0.06	0.24	0.08	0.12	0.04	0.95	0.00	0.00
Qualified External Applicants #	1177	1013	0	67	33	9	3	4	1	0	0	1	1	0	14	0	0
Qualified External Applicants %	100.00	86.07	0.00	5.69	2.80	0.76	0.25	0.34	0.08	0.00	0.00	0.08	0.08	0.00	1.19	0.00	0.00
Referred Applicants #	1160	997	0	66	33	9	3	4	1	0	0	1	1	0	14	0	0
Referred Applicants %	100.00	85.95	0.00	5.69	2.84	0.78	0.26	0.34	0.09	0.00	0.00	0.09	0.09	0.00	1.21	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	99	88	2	9	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	88.89	2.02	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0896															
Vacancy Announcements #	2																
Voluntarily Identified Applicants #	242	200	0	23	9	0	1	1	1	1	0	1	0	0	4	0	0
Voluntarily Identified Applicants %	100.00	82.64	0.00	9.50	3.72	0.00	0.41	0.41	0.41	0.41	0.00	0.41	0.00	0.00	1.65	0.00	0.00
Qualified External Applicants #	142	112	0	17	5	0	1	1	1	1	0	0	0	0	1	0	0
Qualified External Applicants %	100.00	78.87	0.00	0.00	3.52	0.00	0.70	0.70	0.70	0.70	0.00	0.00	0.00	0.00	0.70	0.00	0.00
Referred Applicants #	142	112	0	17	5	0	1	1	1	1	0	0	0	0	1	0	0
Referred Applicants %	100.00	78.87	0.00	11.97	3.52	0.00	0.70	0.70	0.70	0.70	0.00	0.00	0.00	0.00	0.70	0.00	0.00

Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0905															
Vacancy Announcements #	14																
Voluntarily Identified Applicants #	857	656	0	90	36	6	7	0	2	1	3	0	2	0	15	0	0
Voluntarily Identified Applicants %	100.00	76.55	0.00	10.50	4.20	0.70	0.82	0.00	0.23	0.12	0.35	0.00	0.23	0.00	1.75	0.00	0.00
Qualified External Applicants #	360	277	0	38	16	1	0	0	2	0	0	0	2	0	11	0	0
Qualified External Applicants %	100.00	76.94	0.00	10.56	4.44	0.28	0.00	0.00	0.56	0.00	0.00	0.00	0.56	0.00	3.06	0.00	0.00
Referred Applicants #	360	277	0	38	16	1	0	0	2	0	0	0	2	0	11	0	0
Referred Applicants %	100.00	76.94	0.00	10.56	4.44	0.28	0.00	0.00	0.56	0.00	0.00	0.00	0.56	0.00	3.06	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	16	12	2	2	1	0	0	0	0	0	0	0	0	0	1	0	0
External Selections %	100.00	75.00	12.50	12.50	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00	0.00
Job Series:		1361															
Vacancy Announcements #	6																
Voluntarily Identified Applicants #	403	331	2	38	15	0	1	1	0	0	0	0	1	0	12	0	0
Voluntarily Identified Applicants %	100.00	82.13	0.50	9.43	3.72	0.00	0.25	0.25	0.00	0.00	0.00	0.00	0.25	0.00	2.98	0.00	0.00
Qualified External Applicants #	84	62	0	15	6	0	1	0	0	0	0	0	1	0	4	0	0
Qualified External Applicants %	100.00	73.81	0.00	0.00	7.14	0.00	1.19	0.00	0.00	0.00	0.00	0.00	1.19	0.00	4.76	0.00	0.00

Referred Applicants #	84	62	0	15	6	0	1	0	0	0	0	0	1	0	4	0	0
Referred Applicants %	100.00	73.81	0.00	17.86	7.14	0.00	1.19	0.00	0.00	0.00	0.00	0.00	1.19	0.00	4.76	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	16	8	2	6	3	0	0	0	0	0	0	0	2	0	1	0	0
External Selections %	100.00	50.00	12.50	37.50	18.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	6.25	0.00	0.00
Job Series:		1801															
Vacancy Announcements #	20																
Voluntarily Identified Applicants #	1658	1359	3	156	60	7	11	10	0	1	2	2	1	1	23	0	2
Voluntarily Identified Applicants %	100.00	81.97	0.18	9.41	3.62	0.42	0.66	0.60	0.00	0.06	0.12	0.12	0.06	0.06	1.39	0.00	0.12
Qualified External Applicants #	830	688	2	72	25	5	3	4	0	1	2	0	0	0	9	0	1
Qualified External Applicants %	100.00	82.89	0.24	8.67	3.01	0.60	0.36	0.48	0.00	0.12	0.24	0.00	0.00	0.00	1.08	0.00	0.12
Referred Applicants #	807	666	2	72	25	5	3	4	0	1	2	0	0	0	9	0	1
Referred Applicants %	100.00	82.53	0.25	8.92	3.10	0.62	0.37	0.50	0.00	0.12	0.25	0.00	0.00	0.00	1.12	0.00	0.12
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	32	22	3	7	2	0	0	0	0	0	0	0	0	0	2	0	0
External Selections %	100.00	68.75	9.38	21.88	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00	0.00
Job Series:		1802															
Vacancy Announcements #	12																
Voluntarily Identified Applicants #	530	403	1	68	32	2	0	8	0	2	7	0	4	0	9	0	0
Voluntarily Identified Applicants %	100.00	76.04	0.19	12.83	6.04	0.38	0.00	1.51	0.00	0.38	1.32	0.00	0.75	0.00	1.70	0.00	0.00

Qualified External Applicants #	99	61	1	16	8	1	0	3	0	1	0	0	0	0	3	0	0
Qualified External Applicants %	100.00	61.62	1.01	0.00	8.08	1.01	0.00	3.03	0.00	1.01	0.00	0.00	0.00	0.00	3.03	0.00	0.00
Referred Applicants #	99	61	1	16	8	1	0	3	0	1	0	0	0	0	3	0	0
Referred Applicants %	100.00	61.62	1.01	16.16	8.08	1.01	0.00	3.03	0.00	1.01	0.00	0.00	0.00	0.00	3.03	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	13	6	0	7	2	0	0	0	0	0	0	0	0	0	2	0	0
External Selections %	100.00	46.15	0.00	53.85	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15.38	0.00	0.00
Job Series:		1825															
Vacancy Announcements #	120																
Voluntarily Identified Applicants #	9249	8009	8	697	329	13	57	31	10	22	25	8	12	1	140	2	8
Voluntarily Identified Applicants %	100.00	86.59	0.09	7.54	3.56	0.14	0.62	0.34	0.11	0.24	0.27	0.09	0.13	0.01	1.51	0.02	0.09
Qualified External Applicants #	2373	2103	1	127	34	0	2	3	0	10	2	0	0	0	15	0	2
Qualified External Applicants %	100.00	88.62	0.04	5.35	1.43	0.00	0.08	0.13	0.00	0.42	0.08	0.00	0.00	0.00	0.63	0.00	0.08
Referred Applicants #	1791	1579	0	100	24	0	1	3	0	10	1	0	0	0	9	0	0
Referred Applicants %	100.00	88.16	0.00	5.58	1.34	0.00	0.06	0.17	0.00	0.56	0.06	0.00	0.00	0.00	0.50	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	246	191	32	23	2	0	1	0	0	1	0	0	0	0	0	0	0
External Selections %	100.00	77.64	13.01	9.35	0.81	0.00	0.41	0.00	0.00	0.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		2101															
Vacancy Announcements #	6																
Voluntarily Identified Applicants #	655	559	3	48	25	2	2	0	1	0	5	0	1	0	12	0	2

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Worksheet B7T: New Hires for Mission-Critical Occupations by Disability [Temporary][illegible]

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Voluntarily Identified Applicants %	100.00	86.21	0.00	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	18	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100.00	94.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	18	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	94.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0856															
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0861															
Vacancy Announcements #	4																
Voluntarily Identified Applicants #	140	124	0	5	2	1	0	0	0	0	0	0	1	0	0	0	0
Voluntarily Identified Applicants %	100.00	88.57	0.00	3.57	1.43	0.71	0.00	0.00	0.00	0.00	0.00	0.00	0.71	0.00	0.00	0.00	0.00
Qualified External Applicants #	36	30	0	3	2	1	0	0	0	0	0	0	1	0	0	0	0

Qualified External Applicants %	100.00	83.33	0.00	0.00	5.56	2.78	0.00	0.00	0.00	0.00	0.00	0.00	2.78	0.00	0.00	0.00	0.00
Referred Applicants #	36	30	0	3	2	1	0	0	0	0	0	0	1	0	0	0	0
Referred Applicants %	100.00	83.33	0.00	8.33	5.56	2.78	0.00	0.00	0.00	0.00	0.00	0.00	2.78	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0899															
Vacancy Announcements #	4																
Voluntarily Identified Applicants #	175	157	0	9	7	3	0	0	0	0	0	0	0	1	3	0	0
Voluntarily Identified Applicants %	100.00	89.71	0.00	5.14	4.00	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.57	1.71	0.00	0.00
Qualified External Applicants #	122	108	0	7	6	3	0	0	0	0	0	0	0	1	2	0	0
Qualified External Applicants %	100.00	88.52	0.00	5.74	4.92	2.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.82	1.64	0.00	0.00
Referred Applicants #	121	107	0	7	6	3	0	0	0	0	0	0	0	1	2	0	0
Referred Applicants %	100.00	88.43	0.00	5.79	4.96	2.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.83	1.65	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	19	12	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	63.16	21.05	15.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0905															
Vacancy Announcements #	2																
Voluntarily Identified Applicants #	159	122	1	14	5	0	0	0	0	0	2	0	0	0	2	0	1
Voluntarily Identified Applicants %	100.00	76.73	0.63	8.81	3.14	0.00	0.00	0.00	0.00	0.00	1.26	0.00	0.00	0.00	1.26	0.00	0.63
Qualified External Applicants #	135	104	1	12	4	0	0	0	0	0	1	0	0	0	2	0	1
Qualified External Applicants %	100.00	77.04	0.74	8.89	2.96	0.00	0.00	0.00	0.00	0.00	0.74	0.00	0.00	0.00	1.48	0.00	0.74
Referred Applicants #	135	104	1	12	4	0	0	0	0	0	1	0	0	0	2	0	1

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External Selections #	6	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:			1825														
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:			2101														
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	25	17	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	68.00	16.00	16.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:			2152														
Vacancy Announcements #	3																

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Worksheet B8: New Hires For Type Of Appointment by Disability

Total New Hires	Total	No Disability (05)	Not Identified (01)	Disability (02- 03, 06-99)	Persons With Targeted Disability	Development al Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Permanent #	1532	1060	187	285	48	2	5	6	2	1	2	2	4	1	22	0	1
Permanent %	100.00	69.19	12.21	18.60	3.13	0.13	0.33	0.39	0.13	0.07	0.13	0.13	0.26	0.07	1.44	0.00	0.07
Temporary #	688	571	48	69	12	1	2	1	2	0	2	1	1	0	2	0	0
Temporary %	100.00	82.99	6.98	10.03	1.74	0.15	0.29	0.15	0.29	0.00	0.29	0.15	0.15	0.00	0.29	0.00	0.00
Schedule A (permanent) #	40	0	7	33	7	0	0	3	0	0	0	2	0	0	2	0	
Schedule A (permanent) %	100.00	0.00	17.50	82.50	17.50	0.00	0.00	7.50	0.00	0.00	0.00	5.00	0.00	0.00	5.00	0.00	0.00
Total #	2220	1631	235	354	60	3	7	7	4	1	4	3	5	1	24	0	1
Total %	100.00	73.47	10.59	15.95	2.70	0.14	0.32	0.32	0.18	0.05	0.18	0.14	0.23	0.05	1.08	0.00	0.05

Worksheet B9P: Internal Competitive Promotions For Mission-Critical Occupations by Disability [Permanent]

Type of Appointment	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Job Series:		0110															
Vacancy Announcements #	6																
Internal Applications #	66	46	0	11	5	0	0	0	1	0	0	0	1	1	2	0	0
Internal Applications %	100.00	69.70	0.00	16.67	7.58	0.00	0.00	0.00	1.52	0.00	0.00	0.00	1.52	1.52	3.03	0.00	0.00
Qualified Internal Applicants #	17	13	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	76.47	0.00	5.88	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	17	13	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	76.47	0.00	5.88	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	84.21	5.26	10.53	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.63	0.00	2.63	0.00	0.00
Job Series:		0602															
Vacancy Announcements #	7																
Internal Applications #	34	28	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100.00	82.35	0.00	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	10	6	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	60.00	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	10	6	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	60.00	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	78.85	5.77	15.38	1.92	0.00	0.00	0.00	0.00	1.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0801															
Vacancy Announcements #	91																
Internal Applications #	1592	1386	0	93	38	2	12	2	0	0	1	2	1	0	17	0	1
Internal Applications %	100.00	87.06	0.00	5.84	2.39	0.13	0.75	0.13	0.00	0.00	0.06	0.13	0.06	0.00	1.07	0.00	0.06
Qualified Internal Applicants #	538	473	0	27	8	0	3	1	0	0	0	1	0	0	3	0	0
Qualified Internal Applicants %	100.00	87.92	0.00	5.02	1.49	0.00	0.56	0.19	0.00	0.00	0.00	0.19	0.00	0.00	0.56	0.00	0.00
Referred Applicants #	515	456	0	25	7	0	3	1	0	0	0	1	0	0	2	0	0
Referred Applicants %	100.00	88.54	0.00	4.85	1.36	0.00	0.58	0.19	0.00	0.00	0.00	0.19	0.00	0.00	0.39	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	137	131	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	95.62	2.19	2.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	89.39	4.58	6.04	1.25	0.00	0.00	0.21	0.31	0.10	0.10	0.21	0.00	0.00	0.31	0.00	0.00
Job Series:		0802															
Vacancy Announcements #	38																
Internal Applications #	525	424	2	52	22	0	1	3	0	0	1	0	7	0	10	0	

Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	72.73	9.09	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0810															
Vacancy Announcements #	34																
Internal Applications #	291	264	0	12	4	0	1	0	0	0	0	1	0	0	2	0	0
Internal Applications %	100.00	90.72	0.00	4.12	1.37	0.00	0.34	0.00	0.00	0.00	0.00	0.34	0.00	0.00	0.69	0.00	0.00
Qualified Internal Applicants #	71	62	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	87.32	0.00	1.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	70	61	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	87.14	0.00	1.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	42	36	5	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	85.71	11.90	2.38	2.38	0.00	0.00	2.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	86.10	6.70	7.20	0.99	0.00	0.00	0.25	0.25	0.25	0.00	0.00	0.00	0.00	0.25	0.00	0.00
Job Series:		0819															
Vacancy Announcements #	0																
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	92.31	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0830															
Vacancy Announcements #	6																
Internal Applications #	138	126	0	6	1	0	0	0	0	0	0	0	1	0	0	0	0
Internal Applications %	100.00	91.30	0.00	4.35	0.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.72	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	16	13	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	81.25	0.00	18.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	15	12	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	18	16	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	88.89	5.56	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	91.75	2.91	5.34	0.97	0.00	0.00	0.49	0.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0850															
Vacancy Announcements #	10																
Internal Applications #	116	97	0	9	1	0	0	0	0	0	0	1	0	0	0	0	0

Internal Selections #	28	22	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	78.57	10.71	10.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	76.44	7.76	15.80	2.30	0.00	0.29	0.86	0.29	0.00	0.00	0.29	0.00	0.00	0.57	0.00	0.00
Job Series:		0861															
Vacancy Announcements #	104																
Internal Applications #	2989	2614	4	148	68	4	6	8	1	1	6	3	7	0	32	0	0
Internal Applications %	100.00	87.45	0.13	4.95	2.28	0.13	0.20	0.27	0.03	0.03	0.20	0.10	0.23	0.00	1.07	0.00	0.00
Qualified Internal Applicants #	721	640	0	21	12	1	0	2	1	0	0	0	0	0	8	0	0
Qualified Internal Applicants %	100.00	88.77	0.00	2.91	1.66	0.14	0.00	0.28	0.14	0.00	0.00	0.00	0.00	0.00	1.11	0.00	0.00
Referred Applicants #	712	632	0	20	12	1	0	2	1	0	0	0	0	0	8	0	0
Referred Applicants %	100.00	88.76	0.00	2.81	1.69	0.14	0.00	0.28	0.14	0.00	0.00	0.00	0.00	0.00	1.12	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	102	93	5	4	2	0	0	0	1	0	0	0	0	0	1	0	0
Internal Selections %	100.00	91.18	4.90	3.92	1.96	0.00	0.00	0.00	0.98	0.00	0.00	0.00	0.00	0.00	0.98	0.00	0.00
Relevant Applicant Pool %	100.00	89.14	5.56	5.31	1.11	0.12	0.12	0.25	0.37	0.00	0.00	0.12	0.00	0.00	0.12	0.00	0.00
Job Series:		0896															
Vacancy Announcements #	2																
Internal Applications #	145	115	0	19	9	0	0	2	0	0	2	0	0	0	5	0	0
Internal Applications %	100.00	79.31	0.00	13.10	6.21	0.00	0.00	1.38	0.00	0.00	1.38	0.00	0.00	0.00	3.45	0.00	0.00
Qualified Internal Applicants #	71	55	0	10	6	0	0	1	0	0	1	0	0	0	4	0	0
Qualified Internal Applicants %	100.00	77.46	0.00	14.08	8.45	0.00	0.00	1.41	0.00	0.00	1.41	0.00	0.00	0.00	5.63	0.00	0.00
Referred Applicants #	59	44	0	9	5	0	0	1	0	0	1	0	0	0	3	0	0
Referred Applicants %	100.00	74.58	0.00	15.25	8.47	0.00	0.00	1.69	0.00	0.00	1.69	0.00	0.00	0.00	5.08	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	85.71	9.52	4.76	4.76	0.00	0.00	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0905															
Vacancy Announcements #	7																
Internal Applications #	45	37	0	6	2	0	2	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100.00	82.22	0.00	13.33	4.44	0.00	4.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	10	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	10	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	35	28	4	3	1	0	0	0	0	0	0	0	1	0	0	0	0
Internal Selections %	100.00	80.00	11.43	8.57	2.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.86	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	81.19	9.41	9.41	3.47	0.00	0.00	0.50	0.99	0.00	0.00	0.00	0.50	0.50	0.99	0.00	0.00
Job Series:		1361															
Vacancy Announcements #	18																
Internal Applications #	582	460	5	58	22	1	6	2	0	0	0	0	2	0	11	0	0

Internal Selections #	745	608	52	85	15	0	2	12	0	0	0	0	0	1	0	0
Internal Selections %	100.00	81.61	6.98	11.41	2.01	0.00	0.27	1.61	0.00	0.00	0.00	0.00	0.00	0.13	0.00	0.00
Relevant Applicant Pool %	100.00	79.23	8.76	12.01	2.70	0.00	0.17	1.72	0.17	0.07	0.05	0.31	0.00	0.00	0.21	0.00
Job Series:		2101														
Vacancy Announcements #	259															
Internal Applications #	3123	2583	9	258	107	11	18	12	1	0	9	2	6	1	47	0
Internal Applications %	100.00	82.71	0.29	8.26	3.43	0.35	0.58	0.38	0.03	0.00	0.29	0.06	0.19	0.03	1.50	0.00
Qualified Internal Applicants #	1161	910	2	98	23	2	5	2	0	0	4	1	0	0	9	0
Qualified Internal Applicants %	100.00	78.38	0.17	8.44	1.98	0.17	0.43	0.17	0.00	0.00	0.34	0.09	0.00	0.00	0.78	0.00
Referred Applicants #	1095	862	2	93	20	2	5	2	0	0	4	1	0	0	6	0
Referred Applicants %	100.00	78.72	0.18	8.49	1.83	0.18	0.46	0.18	0.00	0.00	0.37	0.09	0.00	0.00	0.55	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1275	1025	120	130	24	0	0	8	0	1	1	2	0	0	12	0
Internal Selections %	100.00	80.39	9.41	10.20	1.88	0.00	0.00	0.63	0.00	0.08	0.08	0.16	0.00	0.00	0.94	0.00
Relevant Applicant Pool %	100.00	80.46	7.88	11.66	2.37	0.00	0.05	1.19	0.16	0.02	0.07	0.11	0.07	0.00	0.68	0.00
Job Series:		2152														
Vacancy Announcements #	781															
Internal Applications #	13582	11839	12	644	194	5	3	10	1	7	8	1	113	0	44	1
Internal Applications %	100.00	87.17	0.09	4.74	1.43	0.04	0.02	0.07	0.01	0.05	0.06	0.01	0.83	0.00	0.32	0.01
Qualified Internal Applicants #	10393	8984	9	504	120	4	0	7	0	5	1	1	81	0	20	1
Qualified Internal Applicants %	100.00	86.44	0.09	4.85	1.15	0.04	0.00	0.07	0.00	0.05	0.01	0.01	0.78	0.00	0.19	0.01
Referred Applicants #	10302	8898	9	504	120	4	0	7	0	5	1	1	81	0	20	1
Referred Applicants %	100.00	86.37	0.09	4.89	1.16	0.04	0.00	0.07	0.00	0.05	0.01	0.01	0.79	0.00	0.19	0.01
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1553	1431	57	65	7	0	0	1	0	2	0	2	0	0	2	0
Internal Selections %	100.00	92.14	3.67	4.19	0.45	0.00	0.00	0.06	0.00	0.13	0.00	0.13	0.00	0.00	0.13	0.00
Relevant Applicant Pool %	100.00	94.19	2.65	3.17	0.34	0.00	0.01	0.08	0.02	0.02	0.03	0.07	0.02	0.00	0.06	0.00
Job Series:		2181														
Vacancy Announcements #	15															
Internal Applications #	259	246	0	4	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100.00	94.98	0.00	1.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	60	57	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	95.00	0.00	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	60	57	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	95.00	0.00	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	7	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	85.71	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	87.07	6.90	6.03	0.86	0.00	0.00	0.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Worksheet B9T: Internal Competitive Promotions For Mission-Critical Occupations by Disability [Temporary]

[illegible]

[illegible]

Job Series:	0861
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[illegible]

Job Series:	1361
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[illegible]

Job Series:	1801
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Interviewed Applicants %	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		1802														
Vacancy Announcements #	1															
Internal Applications #	40	33	0	6	2	0	1	0	0	0	0	0	0	0	1	0
Internal Applications %	100.00	82.50	0.00	15.00	5.00	0.00	2.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.50	0.00
Qualified Internal Applicants #	10	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	10	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		1825														
Vacancy Announcements #	93															
Internal Applications #	1467	1190	1	103	33	1	6	9	0	0	2	0	2	0	13	0
Internal Applications %	100.00	81.12	0.07	7.02	2.25	0.07	0.41	0.61	0.00	0.00	0.14	0.00	0.14	0.00	0.89	0.00
Qualified Internal Applicants #	664	509	0	50	3	0	0	2	0	0	1	0	0	0	0	0
Qualified Internal Applicants %	100.00	76.66	0.00	7.53	0.45	0.00	0.00	0.30	0.00	0.00	0.15	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	664	509	0	50	3	0	0	2	0	0	1	0	0	0	0	0
Referred Applicants %	100.00	76.66	0.00	7.53	0.45	0.00	0.00	0.30	0.00	0.00	0.15	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		2101														
Vacancy Announcements #	82															
Internal Applications #	578	460	1	53	17	1	4	2	0	0	1	1	1	0	7	0
Internal Applications %	100.00	79.58	0.17	9.17	2.94	0.17	0.69	0.35	0.00	0.00	0.17	0.17	0.17	0.00	1.21	0.00
Qualified Internal Applicants #	363	289	1	29	7	1	2	1	0	0	0	1	0	0	2	0
Qualified Internal Applicants %	100.00	79.61	0.28	7.99	1.93	0.28	0.55	0.28	0.00	0.00	0.00	0.28	0.00	0.00	0.55	0.00
Referred Applicants #	361	287	1	29	7	1	2	1	0	0	0	1	0	0	2	0
Referred Applicants %	100.00	79.50	0.28	8.03	1.94	0.28	0.55	0.28	0.00	0.00	0.00	0.28	0.00	0.00	0.55	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	6	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	72.22	11.11	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		2152														
Vacancy Announcements #	153															

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Significant Disfigurement (93)
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Worksheet B11: Internal Competitive Promotions For Senior Grade Levels by Disability [Permanent]

Internal Competitive Promotions for Senior Grade Levels	Total	Relevant Disabilities														
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)
GS-13 or Equivalent																
Relevant Applicant Pool %	100.00	81.35	7.16	11.49	2.56	0.00	0.06	1.15	0.23	0.06	0.08	0.26	0.06	0.01	0.54	0.04
Vacancy Announcements #	857															
Internal Applications #	20703	16818	51	1926	881	23	164	81	21	7	57	22	70	3	424	1
Internal Applications %	100.00	81.23	0.25	9.30	4.26	0.11	0.79	0.39	0.10	0.03	0.28	0.11	0.34	0.01	2.05	0.00
Qualified Internal Applicants #	6197	4944	13	528	189	2	39	19	3	3	22	3	23	1	74	0
Qualified Internal Applicants %	100.00	79.78	0.21	8.52	3.05	0.03	0.63	0.31	0.05	0.05	0.36	0.05	0.37	0.02	1.19	0.00
Referred Applicants #	5842	4675	12	496	175	2	36	19	3	3	20	3	22	1	66	0
Referred Applicants %	100.00	80.02	0.21	8.49	3.00	0.03	0.62	0.33	0.05	0.05	0.34	0.05	0.38	0.02	1.13	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1182	924	100	158	29	0	2	7	3	2	2	1	1	0	11	0
Internal Selections %	100.00	78.17	8.46	13.37	2.45	0.00	0.17	0.59	0.25	0.17	0.17	0.08	0.08	0.00	0.93	0.00
GS-14 or Equivalent																
Relevant Applicant Pool %	100.00	88.37	4.76	6.87	1.34	0.00	0.02	0.55	0.17	0.02	0.07	0.20	0.05	0.01	0.21	0.01
Vacancy Announcements #	1152															
Internal Applications #	34424	27620	109	3174	1363	41	230	158	42	18	91	60	103	8	595	2
Internal Applications %	100.00	80.23	0.32	9.22	3.96	0.12	0.67	0.46	0.12	0.05	0.26	0.17	0.30	0.02	1.73	0.01
Qualified Internal Applicants #	12279	9767	38	1024	338	10	38	44	4	9	30	33	53	1	112	2
Qualified Internal Applicants %	100.00	79.54	0.31	8.34	2.75	0.08	0.31	0.36	0.03	0.07	0.24	0.27	0.43	0.01	0.91	0.02
Referred Applicants #	12061	9595	37	1009	332	10	38	44	4	9	30	33	53	1	106	2
Referred Applicants %	100.00	79.55	0.31	8.37	2.75	0.08	0.32	0.36	0.03	0.07	0.25	0.27	0.44	0.01	0.88	0.02
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1611	1344	93	174	42	0	0	18	6	2	0	2	1	0	13	0
Internal Selections %	100.00	83.43	5.77	10.80	2.61	0.00	0.00	1.12	0.37	0.12	0.00	0.12	0.06	0.00	0.81	0.00
GS-15 or Equivalent																
Relevant Applicant Pool %	100.00	88.41	5.18	6.42	1.02	0.00	0.00	0.27	0.22	0.05	0.02	0.17	0.07	0.00	0.17	0.00
Vacancy Announcements #	485															
Internal Applications #	10022	8274	29	667	211	2	26	33	14	9	14	25	16	0	70	0
Internal Applications %	100.00	82.56	0.29	6.66	2.11	0.02	0.26	0.33	0.14	0.09	0.14	0.25	0.16	0.00	0.70	0.00
Qualified Internal Applicants #	5975	5040	12	303	56	1	3	12	2	2	3	19	5	0	9	0
Qualified Internal Applicants %	100.00	84.35	0.20	5.07	0.94	0.02	0.05	0.20	0.03	0.03	0.05	0.32	0.08	0.00	0.15	0.00
Referred Applicants #	5923	4996	12	302	55	1	3	11	2	2	3	19	5	0	9	0
Referred Applicants %	100.00	84.35	0.20	5.10	0.93	0.02	0.05	0.19	0.03	0.03	0.05	0.32	0.08	0.00	0.15	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	821	711	53	57	11	0	0	3	3	0	0	4	0	0	0	0
Internal Selections %	100.00	86.60	6.46	6.94	1.34	0.00	0.00	0.37	0.37	0.00	0.00	0.49	0.00	0.00	0.00	0.00
SES or Equivalent																
Relevant Applicant Pool %	100.00	88.41	5.18	6.42	1.02	0.00	0.00	0.27	0.22	0.05	0.02	0.17	0.07	0.00	0.17	0.00
Vacancy Announcements #	0															
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Significant Disfigurement (93)
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Career Development Programs for GS-14 or Equivalent

[illegible]

Career Development Programs for GS-15 or Equivalent

[illegible]

Career Development Programs for SES or Equivalent

[illegible]

Dwarfism (92)	Significant Disfigurement (93)
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Worksheet B13: Employee Recognition And Awards by Disability

Awards	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)
Time Off-Awards																
Total Time-Off Awards: 1 - 10 hours #	6795	5967	310	518	109	0	3	47	12	1	3	10	2	1	25	0
Total Time-Off Awards: 1 - 10 hours %	100.00	87.81	4.56	7.62	1.60	0.00	0.04	0.69	0.18	0.01	0.04	0.15	0.03	0.01	0.37	0.00
Total Hours	59750	50885	3285	5580	1212	0	27	579	128	8	28	81	16	8	261	0
Average Hours	8.7932303	8.5277359	10.596774	10.772201	11.119266	0	9	12.319149	10.666667	8	9.3333333	8.1	8	8	10.44	0
Total Time-Off Awards: 11 - 20 hours #	2880	2322	219	339	67	0	3	27	6	4	2	7	1	1	15	0
Total Time-Off Awards: 11 - 20 hours %	100.00	80.63	7.60	11.77	2.33	0.00	0.10	0.94	0.21	0.14	0.07	0.24	0.03	0.03	0.52	0.00
Total Hours	58453	45943	5154	7356	1248	0	43	555	122	61	32	108	18	16	277	0
Average Hours	20.296181	19.78596	23.534247	21.699115	18.626866	0	14.333333	20.555556	20.333333	15.25	16	15.428571	18	16	18.466667	0
Total Time-Off Awards: 21 - 30 hours #	815	641	69	105	24	0	0	9	5	0	1	4	0	0	4	0
Total Time-Off Awards: 21 - 30 hours %	100.00	78.65	8.47	12.88	2.94	0.00	0.00	1.10	0.61	0.00	0.12	0.49	0.00	0.00	0.49	0.00
Total Hours	23210	18341	1991	2878	659	0	0	238	136	0	24	141	0	0	96	0
Average Hours	28.478528	28.613105	28.855072	27.409524	27.458333	0	0	26.444444	27.2	0	24	35.25	0	0	24	0
Total Time-Off Awards: 31 - 40 hours #	482	387	26	69	18	0	0	8	5	0	0	1	0	0	3	1
Total Time-Off Awards: 31 - 40 hours %	100.00	80.29	5.39	14.32	3.73	0.00	0.00	1.66	1.04	0.00	0.00	0.21	0.00	0.00	0.62	0.21
Total Hours	20746	16734	1052	2960	776	0	0	312	192	0	0	40	0	0	200	32
Average Hours	43.041494	43.24031	40.461538	42.898551	43.111111	0	0	39	38.4	0	0	40	0	0	66.666667	32
Total Time-Off Awards:41 or more hours #	9.00	5	1	3	0	0	0	0	0	0	0	0	0	0	0	0
Total Time-Off Awards:41 or more hours %	0.00	55.56	11.11	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	1094	574	152	368	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	121.55556	114.8	152	122.66667	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards																
Cash Awards: \$500 and Under #	7699	6553	409	737	142	0	4	44	16	1	6	19	10	2	36	2
Cash Awards: \$500 and Under %	100.00	85.11	5.31	9.57	1.84	0.00	0.05	0.57	0.21	0.01	0.08	0.25	0.13	0.03	0.47	0.03
Total Amount	12540982	11061896	514913	964173	152430	0	2483	45484	22108	786	5114	23165	13607	1875	34908	900
Average Amount	1628.9105	1688.0659	1258.956	1308.2402	1073.4507	0	620.75	1033.7273	1381.75	786	852.33333	1219.2105	1360.7	937.5	969.66667	450
Cash Awards: \$501 - \$999 #	3153	2602	189	362	70	1	1	27	5	3	2	4	4	1	21	0
Cash Awards: \$501 - \$999 %	100.00	82.52	5.99	11.48	2.22	0.03	0.03	0.86	0.16	0.10	0.06	0.13	0.13	0.03	0.67	0.00
Total Amount	7778627	6876849	298008	603770	99045	1578	700	33660	12677	9232	4338	4100	3350	1475	26030	0
Average Amount	2467.0558	2642.9089	1576.7619	1667.8729	1414.9286	1578	700	1246.6667	2535.4	3077.3333	2169	1025	837.5	1475	1239.5238	0
Cash Awards: \$1000 - \$1999 #	6668	5454	452	762	164	0	1	53	24	6	9	19	4	2	42	0
Cash Awards: \$1000 - \$1999 %	100.00	81.79	6.78	11.43	2.46	0.00	0.01	0.79	0.36	0.09	0.13	0.28	0.06	0.03	0.63	0.00
Total Amount	23850466	20527595	1329731	1993140	453088	0	1881	121874	59442	26641	35774	72434	10469	2500	98583	0
Average Amount	3576.8545	3763.7688	2941.8827	2615.6693	2762.7317	0	1881	2299.5094	2476.75	4440.1667	3974.8889	3812.3158	2617.25	1250	2347.2143	0
Cash Awards: \$2000 - \$2999 #	2158	1816	140	202	45	0	0	24	5	2	3	4	2	0	3	1
Cash Awards: \$2000 - \$2999 %	100.00	84.15	6.49	9.36	2.09	0.00	0.00	1.11	0.23	0.09	0.14	0.19	0.09	0.00	0.14	0.05
Total Amount	12072248	10543786	623272	905190	187543	0	0	104557	18810	7183	19317	17772	4000	0	11154	2500
Average Amount	5594.1835	5806.0496	4451.9429	4481.1386	4167.6222	0	0	4356.5417	3762	3591.5	6439	4443	2000	0	3718	2500
Cash Awards: \$3000 - \$3999 #	754	626	62	66	20	0	0	5	4	2	0	4	0	0	4	0
Cash Awards: \$3000 - \$3999 %	100.00	83.02	8.22	8.75	2.65	0.00	0.00	0.66	0.53	0.27	0.00	0.53	0.00	0.00	0.53	0.00
Total Amount	7005259	6093192	424194	487873	162289	0	0	22910	15265	9195	0	75512	0	0	24649	0
Average Amount	9290.7944	9733.5335	6841.8387	7392.0152	8114.45	0	0	4582	3816.25	4597.5	0	18878	0	0	6162.25	0
Cash Awards: \$4000 - \$4999 #	160	140	12	8	2	0	0	1	0	0	1	0	0	0	0	0
Cash Awards: \$4000 - \$4999 %	100.00	87.50	7.50	5.00	1.25	0.00	0.00	0.63	0.00	0.00	0.63	0.00	0.00	0.00	0.00	0.00
Total Amount	2176708	1976355	133190	67163	18602	0	0	7000	0	0	11602	0	0	0	0	0

Average Amount	13604.425	14116.821	11099.167	8395.375	9301	0	0	7000	0	0	11602	0	0	0	0	0
Cash Awards: \$5000 or more #	185	158	17	10	1	0	0	0	0	0	0	1	0	0	0	0
Cash Awards: \$5000 or more %	100.00	85.41	9.19	5.41	0.54	0.00	0.00	0.00	0.00	0.00	0.00	0.54	0.00	0.00	0.00	0.00
Total Amount	3208852	2862561	207842	138449	6334	0	0	0	0	0	0	6334	0	0	0	0
Average Amount	17345.146	18117.475	12226	13844.9	6334	0	0	0	0	0	0	6334	0	0	0	0
Other Awards																
Quality Step Increases (QSI) #	61	52	2	7	1	0	0	0	0	0	0	1	0	0	0	0
Quality Step Increases (QSI) %	100.00	85.25	3.28	11.48	1.64	0.00	0.00	0.00	0.00	0.00	0.00	1.64	0.00	0.00	0.00	0.00
Total Benefit	50515	41015	3500	6000	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit	828.11475	788.75	1750	857.14286	0	0	0	0	0	0	0	0	0	0	0	0
Performance Based Pay Increase #	22741	20197	1029	1515	299	0	4	103	31	9	16	50	14	2	63	0
Performance Based Pay Increase %	100.00	88.81	4.52	6.66	1.31	0.00	0.02	0.45	0.14	0.04	0.07	0.22	0.06	0.01	0.28	0.00
Total Benefit	45187722	40479617	1946002	2762103	558885	0	3503	168741	68270	27136	45167	134913	25436	2975	73480	0
Average Benefit	1987.0596	2004.2391	1891.1584	1823.1703	1869.1806	0	875.75	1638.2621	2202.2581	3015.1111	2822.9375	2698.26	1816.8571	1487.5	1166.3492	0

Significant Disfigurement (93)
5
0.07
76
15.2
1
0.03
16
16
1
0.12
24
24
0.00
0
0.00
0
2
0.03
2000
1000
1
0.03
1905
1905
4
0.06
23490
5872.5
1
0.05
2250
2250
1
0.13
14758
14758
0.00

0
0.00
0
0.00
0
7
0.03
9264
1323.42857

Worksheet B15: New Hires For Senior Grade Levels by Disability [Permanent]

New Hires for Senior Grade Levels	Total	No Disability (05)	Not Identified (01)	Disability (02 03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)
Total Senior Grades #	28867	24949	1582	2336	473	0	9	196	57	10	19	61	17	3	85	4
Total Senior Grades %	100.00	86.43	5.48	8.09	1.64	0.00	0.03	0.68	0.20	0.03	0.07	0.21	0.06	0.01	0.29	0.01
501 Goal %				12.00	2.00											

GS-13 or Equivalent

Vacancy Announcements #	194															
Voluntarily Identified Applicants #	12257	9881	36	1302	632	55	85	93	22	13	44	12	28	9	266	0
Voluntarily Identified Applicants %	100.00	80.62	0.29	10.62	5.16	0.45	0.69	0.76	0.18	0.11	0.36	0.10	0.23	0.07	2.17	0.00
Qualified External Applicants #	3307	2614	17	351	146	15	20	26	7	2	7	1	3	2	63	0
Qualified External Applicants %	100.00	79.04	0.51	10.61	4.41	0.45	0.60	0.79	0.21	0.06	0.21	0.03	0.09	0.06	1.91	0.00
Referred Applicants #	3192	2521	15	341	143	15	20	26	7	1	7	1	3	2	61	0
Referred Applicants %	100.00	78.98	0.47	10.68	4.48	0.47	0.63	0.81	0.22	0.03	0.22	0.03	0.09	0.06	1.91	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	287	206	24	57	12	0	0	3	0	0	1	0	3	0	5	0
External Selections %	100.00	71.78	8.36	19.86	4.18	0.00	0.00	1.05	0.00	0.00	0.35	0.00	1.05	0.00	1.74	0.00

GS-14 or Equivalent

Vacancy Announcements #	199															
Voluntarily Identified Applicants #	17602	13646	74	2150	1000	58	186	104	34	13	71	25	44	14	435	0
Voluntarily Identified Applicants %	100.00	77.53	0.42	12.21	5.68	0.33	1.06	0.59	0.19	0.07	0.40	0.14	0.25	0.08	2.47	0.00
Qualified External Applicants #	5441	4184	21	623	251	12	42	35	7	3	14	6	11	1	116	0
Qualified External Applicants %	100.00	76.90	0.39	11.45	4.61	0.22	0.77	0.64	0.13	0.06	0.26	0.11	0.20	0.02	2.13	0.00
Referred Applicants #	5384	4137	21	618	250	12	42	35	7	2	14	6	11	1	116	0
Referred Applicants %	100.00	76.84	0.39	11.48	4.64	0.22	0.78	0.65	0.13	0.04	0.26	0.11	0.20	0.02	2.15	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	225	147	35	43	5	0	0	0	0	0	0	1	0	1	3	0
External Selections %	100.00	65.33	15.56	19.11	2.22	0.00	0.00	0.00	0.00	0.00	0.00	0.44	0.00	0.44	1.33	0.00

GS-15 or Equivalent

Vacancy Announcements #	39															
Voluntarily Identified Applicants #	1450	1116	7	153	64	2	11	9	1	0	6	3	2	1	26	0
Voluntarily Identified Applicants %	100.00	76.97	0.48	10.55	4.41	0.14	0.76	0.62	0.07	0.00	0.41	0.21	0.14	0.07	1.79	0.00
Qualified External Applicants #	510	380	0	59	24	0	4	4	1	0	5	1	1	1	6	0
Qualified External Applicants %	100.00	74.51	0.00	11.57	4.71	0.00	0.78	0.78	0.20	0.00	0.98	0.20	0.20	0.20	1.18	0.00
Referred Applicants #	510	380	0	59	24	0	4	4	1	0	5	1	1	1	6	0
Referred Applicants %	100.00	74.51	0.00	11.57	4.71	0.00	0.78	0.78	0.20	0.00	0.98	0.20	0.20	0.20	1.18	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	26	18	5	3	1	0	0	1	0	0	0	0	0	0	0	0
External Selections %	100.00	69.23	19.23	11.54	3.85	0.00	0.00	3.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

SES or Equivalent

[illegible]

Significant Disfigurement (93)
12
0.04
5
0.04
0.00
0.00
0
0.00
0.00
16
0.09
4
0.07
4
0.07
0
0.00
0.00
3
0.21
1
0.20
1
0.20
0
0.00
0.00

0.00
0.00
0.00
0
0.00
0
0.00

Worksheet B16: Separations by Disability

Schedule A - Total Separations by Disability																	
Type of Separation	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Total Workforce																	
Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal #	241	211	10	20	4	0	0	0	0	0	0	2	0	0	2	0	0
Removal %	100.00	87.55	4.15	8.30	1.66	0.00	0.00	0.00	0.00	0.00	0.00	0.83	0.00	0.00	0.83	0.00	0.00
Resignation #	400	320	30	50	10	0	0	3	1	0	0	1	2	0	3	0	0
Resignation %	100.00	80.00	7.50	12.50	2.50	0.00	0.00	0.75	0.25	0.00	0.00	0.25	0.50	0.00	0.75	0.00	0.00
Retirement #	1622	1400	48	174	54	0	0	28	4	1	3	9	1	0	6	0	2
Retirement %	100.00	86.31	2.96	10.73	3.33	0.00	0.00	1.73	0.25	0.06	0.18	0.55	0.06	0.00	0.37	0.00	0.12
Other Separations #	270	197	24	49	5	1	0	3	0	0	0	0	0	0	1	0	0
Other Separations %	100.00	72.96	8.89	18.15	1.85	0.37	0.00	1.11	0.00	0.00	0.00	0.00	0.00	0.00	0.37	0.00	0.00
Total Separations #	2533	2128	112	293	73	1	0	34	5	1	3	12	3	0	12	0	2
Total Separations %	100.00	84.01	4.42	11.57	2.88	0.04	0.00	1.34	0.20	0.04	0.12	0.47	0.12	0.00	0.47	0.00	0.08
Permanent Workforce																	
Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal #	76	56	6	14	3	0	0	0	0	0	0	1	0	0	2	0	0
Removal %	100.00	73.68	7.89	18.42	3.95	0.00	0.00	0.00	0.00	0.00	0.00	1.32	0.00	0.00	2.63	0.00	0.00
Resignation #	344	275	27	42	8	0	0	2	1	0	0	0	2	0	3	0	0
Resignation %	100.00	79.94	7.85	12.21	2.33	0.00	0.00	0.58	0.29	0.00	0.00	0.00	0.58	0.00	0.87	0.00	0.00
Retirement #	1621	1399	48	174	54	0	0	28	4	1	3	9	1	0	6	0	2
Retirement %	100.00	86.30	2.96	10.73	3.33	0.00	0.00	1.73	0.25	0.06	0.19	0.56	0.06	0.00	0.37	0.00	0.12
Other Separations #	234	167	23	44	3	0	0	2	0	0	0	0	0	0	1	0	0
Other Separations %	100.00	71.37	9.83	18.80	1.28	0.00	0.00	0.85	0.00	0.00	0.00	0.00	0.00	0.00	0.43	0.00	0.00
Total Separations #	2275	1897	104	274	68	0	0	32	5	1	3	10	3	0	12	0	2
Total Separations %	100.00	83.38	4.57	12.04	2.99	0.00	0.00	1.41	0.22	0.04	0.13	0.44	0.13	0.00	0.53	0.00	0.09
Temporary Workforce																	
Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal #	165	155	4	6	1	0	0	0	0	0	0	1	0	0	0	0	0
Removal %	100.00	93.94	2.42	3.64	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.61	0.00	0.00	0.00	0.00	0.00
Resignation #	56	45	3	8	2	0	0	1	0	0	0	1	0	0	0	0	0
Resignation %	100.00	80.36	5.36	14.29	3.57	0.00	0.00	1.79	0.00	0.00	0.00	1.79	0.00	0.00	0.00	0.00	0.00
Retirement #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Separations #	36	30	1	5	2	1	0	1	0	0	0	0	0	0	0	0	0
Other Separations %	100.00	83.33	2.78	13.89	5.56	2.78	0.00	2.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations #	258	231	8	19	5	1	0	2	0	0	0	2	0	0	0	0	0
Total Separations %	100.00	89.53	3.10	7.36	1.94	0.39	0.00	0.78	0.00	0.00	0.00	0.78	0.00	0.00	0.00	0.00	0.00
Schedule A in Permanent Workforce (Inclusion Rate)																	
Total Separations #	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Separations %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Worksheet B18: New Hires For Management Positions by Disability [Permanent]																
New Hires for Management Positions	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Severe Hearing Difficulty (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)

Significant Disfigurement (93)
0.00
0.00
0
0.00
0.00
0
0.00
2
0.11
0.00
0
0.00
0.00
0
0.00
0
0.00
0
0.00
0
0.00
0
0.00
0
0.00

Worksheet B19: Internal Competitive Promotions For Management Postions by Disability [Permanent]

Occupational Categories	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Executives																	
Vacancy Announcements #	0																
Relevant Applicant 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	0.00	0.00	0.00
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Managers																	
Vacancy Announcements #	857																
Relevant Applicant Pool %	100.00	87.80	4.96	7.24	1.10	0.00	0.02	0.40	0.25	0.02	0.05	0.13	0.05	0.00	0.13	0.00	0.05
Internal Applications #	14123	11659	37	954	279	5	42	44	16	5	20	25	37	0	81	0	4
Internal Applications %	100.00	82.55	0.26	6.75	1.98	0.04	0.30	0.31	0.11	0.04	0.14	0.18	0.26	0.00	0.57	0.00	0.03
Qualified Internal Applicants #	8995	7536	20	487	89	3	13	15	2	2	6	20	18	0	10	0	
Qualified Internal Applicants %	100.00	83.78	0.22	5.41	0.99	0.03	0.14	0.17	0.02	0.02	0.07	0.22	0.20	0.00	0.11	0.00	0.00
Referred Applicants #	8933	7482	20	486	88	3	13	14	2	2	6	20	18	0	10	0	
Referred Applicants %	100.00	83.76	0.22	5.44	0.99	0.03	0.15	0.16	0.02	0.02	0.07	0.22	0.20	0.00	0.11	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1324	1133	83	108	20	0	0	7	3	1	0	4	0	0	4	0	1
Internal Selections %	100.00	85.57	6.27	8.16	1.51	0.00	0.00	0.53	0.23	0.08	0.00	0.30	0.00	0.00	0.30	0.00	0.08
Supervisors																	
Vacancy Announcements #	163																
Relevant Applicant Pool %	100.00	92.89	2.11	5.00	0.53	0.00	0.00	0.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications #	1103	928	0	30	10	0	0	0	0	0	0	0	10	0	0	0	
Internal Applications %	100.00	84.13	0.00	2.72	0.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.91	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	946	787	0	22	6	0	0	0	0	0	0	0	6	0	0	0	
Qualified Internal Applicants %	100.00	83.19	0.00	2.33	0.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.63	0.00	0.00	0.00	0.00
Referred Applicants #	938	779	0	22	6	0	0	0	0	0	0	0	6	0	0	0	
Referred Applicants %	100.00	83.05	0.00	2.35	0.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.64	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	75	68	3	4	1	0	0	1	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	90.67	4.00	5.33	1.33	0.00	0.00	1.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Worksheet B20: Career Development For Management Positions by Disability [Permanent]

Career Development for Management Positions	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Executives																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	184	160	9	15	5	0	0	2	1	0	1	0	0	0	0	0	1
Eligible for Career Development Program %	100.00	86.96	4.89	8.15	2.72	0.00	0.00	1.09	0.54	0.00	0.54	0.00	0.00	0.00	0.00	0.00	0.54
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Managers																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	5539	4863	275	401	61	0	1	22	14	1	3	7	3	0	7	0	3

[illegible]

TAB 11

FAA 462 Report

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

****Mixed Cases are Included in this report.****

Total Elapsed Time: 00:00:31

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2020 – 09/30/2021

Part I – Pre-Complaint Activities

EEO Counselor

	Counselings	Individuals
A. Intentionally Left Blank		

ADR Intake Officer

	Counselings	Individuals
B. Intentionally Left Blank		

Total Completed/Ended Counselings

	Counselings	Individuals
C. Total Completed/Ended Counselings	227	215
1. Counseled Within 30 Days	54	54
2. Counseled Within 31 to 90 Days	173	169
a. Counseled Within Written Extension Period No Longer Than 60 Days	53	52
b. Counseled Within 90 Days Where Individual Participated in ADR	117	115

Non-ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
E. Total	0	0	\$0.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	0	0	\$0.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other	0	0	0
6.			

Non-ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
F. Total	0	0
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

c. Counseled Within 31-90 Days That Were Untimely	0	0
3. Counseled Beyond 90 Days	0	0
4. Counseled Due to Remands	0	0

Pre-Complaint Activities

	Counselings	Individuals
D. Pre-Complaint Activities		
1. On Hand at the Beginning of the Reporting Period	32	32
2. Initiated during the Reporting Period	237	225
3. Completed/Ended Counseling	227	215
a. Settlements (Monetary and Non-Monetary)	13	13
b. Withdrawal/No Complaint Filed	76	75
c. Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period	130	125
d. Decision to File Complaint Pending at the End of the Reporting Period	8	8
4. Counselings Pending at the End of the Reporting Period	42	40

3. Expungements	0	0
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	0
8. Apology	0	0
9. Disciplinary Actions	0	0
a. Rescinded	0	0
b. Modified	0	0
10. Performance Evaluation Modified	0	0
11. Leave Restored	0	0
12. Neutral Reference	0	0
13. Other	0	0
14.		

ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
G. Total	3	3	\$12,500.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	1	1	\$0.00
3. Lump Sum Payment	1	1	\$7,500.00
4. Attorney's Fees and Costs	1	1	\$5,000.00
5. Other	0	0	0
6.			

ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
--	-------------	-------------

H. Total	12	12
1. Hires	1	1
a. Retroactive	1	1
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
3. Expungements	1	1
4. Reassignments	2	2
5. Removals Rescinded	1	1
a. Reinstatement	1	1
b. Voluntary Resignation	0	0
6. Accommodations	2	2
7. Training	0	0
8. Apology	0	0
9. Disciplinary Actions	0	0
a. Rescinded	0	0
b. Modified	0	0
10. Performance Evaluation Modified	0	0
11. Leave Restored	3	3
12. Neutral Reference	0	0
13. Other	8	8
14.		

NON-ADR SETTLEMENTS

	Counselings	Individuals
I. Total	0	0

**AGENCY OR DEPARTMENT: FAA
(and below)**

**REPORTING PERIOD: 10/01/2020 –
09/30/2021**

Part II – Formal Complaint Activities

A. Complaints on Hand at the Beginning of the Reporting Period	677
B. Complaints Filed	141
C. Remands (sum of lines C1 + C2 + C3)	3
C.1. Remands (Not Included in A or B)	3
C.2. Remands (Included in A or B)	0
C.3. Number of additional remands in this reporting period that are not captured in C.1 or C.2 above	0
C.4. Additional closures in this reporting period not reflected in F. or H. that resulted from remands	0
D. Total Complaints (sum of lines A + B + C1)	821
E. Complaints in Line D that were NOT Consolidated	815
F. Complaints in Line E that were Closed During Report Period	46
G. Complaints in Line D that WERE Consolidated	6
H. Complaints in Line G that were Closed During Report Period	0
I. Complaints On Hand at the end of the Reporting Period (Line D - (F + H) + [(C2 + C3) - C4])	775
J. Individuals Filing Complaints (Complainants)	136
K. Number of Joint Processing Units from Consolidation of Complaints	3

**AGENCY OR DEPARTMENT: FAA
(and below)**

**REPORTING PERIOD: 10/01/2020 –
09/30/2021**

Part III – Agency Resources, Training, Reporting Line

A. Agency & Contract Resources

	Agency		Contract	
	Number	Percent	Number	Percent
1. Work Force				
a. Total Work Force	0			
b. Permanent Employees	0			
2. Counselors	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
3. Investigators	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
4. Counselor/Investigator	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0

B. Agency & Contract Staff Training

	Counselor		Investigator		Counselor/Investigator	
	Agency	Contract	Agency	Contract	Agency	Contract
1. New Staff (NS) – Total	0	0	0	0	0	0
a. NS Receiving Required 32 Or More Hours	0	0	0	0	0	0
b. NS Receiving 8 Or More Hours, Usually Given To Experienced Staff	0	0	0	0	0	0
c. NS Receiving No Training At All	0	0	0	0	0	0
2. Experienced Staff (ES) – Total	0	0	0	0	0	0
a. ES Receiving Required 8 Or More Hours	0	0	0	0	0	0
b. ES Receiving 32 Or More Hours, Generally Given To New Staff	0	0	0	0	0	0
c. ES Receiving No Training At All	0	0	0	0	0	0

C. Reporting Line

1. EEO Director's Name:	
1a. Does the EEO Director Report to the Agency Head? (Yes/No)	NO
2. If no, who does the EEO Director Report to?	Person:

	Title:
3. Who is responsible for the day-to-day operation of the EEO program in your Department/Agency/organization?	Person: Title:
4. Who does that person report to?	Person: Title:

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2020 – 09/30/2021

Part IV – Bases and Issues Alleged in Complaints Filed (Part 1)

Issues of Alleged Discrimination	Bases of Alleged Discrimination											
	Race						Color	Religion	Reprisal	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races						
A. Appointment/Hire	0	0	0	0	0	0	0	0	2	6	3	3
B. Assignment of Duties	0	3	0	4	3	0	6	1	15	73	23	23
C. Awards	0	0	0	0	0	0	0	0	0	0	0	0
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	0	3	0	7	1	0	5	6	27	92	37	37
1. Demotion	0	1	0	1	0	0	1	1	3	10	3	3
2. Reprimand	0	1	0	1	0	0	1	1	5	17	7	7
3. Suspension	0	1	0	1	1	0	1	2	8	34	12	12
4. Removal	0	0	0	0	0	0	0	0	0	2	1	1
5. Disciplinary Warning	0	0	0	1	0	0	1	1	4	10	5	5
6. Other	0	0	0	3	0	0	1	1	7	19	9	9
7.												
F. Duty Hours	0	1	0	0	1	0	2	1	5	18	7	7
G. Perf. Eval./ Appraisal	0	0	0	6	1	0	2	1	11	37	13	13
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	1	5	0	27	7	0	21	5	59	252	98	97
1. Non-Sexual	1	5	0	27	7	0	21	5	59	246	92	91
2. Sexual	1			1			2		0	6	6	6
J. Medical Examination	0	0	0	1	0	0	0	0	3	14	7	7
K. Pay Including Overtime	0	0	0	2	0	0	0	0	6	25	9	9
L. Promotion/Non-Selection	0	3	0	7	2	0	3	1	22	84	32	31
M. Reassignment	0	1	0	0	1	0	1	1	9	34	11	11

Issues of Alleged Discrimination	Bases of Alleged Discrimination											
	Race						Color	Religion	Reprisal	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races						
1. Denied	0	0	0	0	1	0	0	0	4	19	6	6
2. Directed	0	1	0	0	0	0	1	1	5	15	5	5
N. Reasonable Accommodation Disability				3	1		2		8	28	17	17
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation								0	0	0	0	0
Q. Retirement	0	0	0	0	1	0	0	0	1	3	1	1
R. Sex-Stereotyping										0	0	0
S. Telework	0	1	0	1	0	0	2	1	3	18	5	5
T. Termination	0	1	0	3	1	1	3	0	8	39	12	12
U. Terms/Conditions of Employment	0	0	0	3	1	0	2	0	7	27	12	12
V. Time and Attendance	0	0	0	2	1	0	3	1	9	31	13	13
W. Training	0	1	0	6	1	0	2	1	5	29	13	13
X. Other (Please Specify Below)	0	0	0	0	0	0	0	0	3	7	3	3
User Defined - Other 1	0	0	0	0	0	0	0	0	3	7	3	3
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Total All Issues by Bases	1	19	0	69	21	1	52	19	203			
Total All Complaints Filed by Bases	1	8	0	35	10	1	26	7	85			
Total All Complainants by Bases	1	7	0	34	10	1	26	7	83			

Part IV – Bases and Issues Alleged in Complaints Filed (Part 2)

Issues of Alleged Discrimination	Bases of Alleged Discrimination														
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
A. Appointment/Hire	0	1	0	1	0	0			0	0	2	0	6	3	3
B. Assignment of Duties	4	7	0	0	1	3			13	6	7	0	73	23	23
C. Awards	0	0	0	0	0	0			0	0	0	0	0	0	0
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0			0	0	0	0	0	0	0
E. Disciplinary Action	4	7	0	0	0	4			13	6	9	0	92	37	37
1. Demotion	0	1	0	0	0	1		1	0	1	0	0	10	3	3
2. Reprimand	0	2	0	0	0	1			3	1	1	0	17	7	7
3. Suspension	2	4	0	0	0	1			7	2	4	0	34	12	12
4. Removal	0	0	0	0	0	0			1	1	0	0	2	1	1
5. Disciplinary Warning	1	0	0	0	0	0			1	0	1	0	10	5	5
6. Other	1	0	0	0	0	1			1	1	3	0	19	9	9
7.															
F. Duty Hours	0	1	0	0	0	1			1	2	3	0	18	7	7
G. Perf. Eval./ Appraisal	3	2	0	0	0	0			4	2	5	0	37	13	13
H. Examination/Test	0	0	0	0	0	0			0	0	0	0	0	0	0
I. Harassment	13	29	0	0	3	11			31	16	24	0	252	98	97
1. Non-Sexual	13	23	0	0	3	11			31	16	24	0	246	92	91
2. Sexual	0	6	0	0					1				6	6	6
J. Medical Examination	0	1	0	0	0	0			1	3	5	0	14	7	7
K. Pay Including Overtime	0	3	0	0	0	0	0	1	5	4	4	0	25	9	9
L. Promotion/Non-Selection	9	4	1	1	3	3	1	2	17	4	4	0	84	32	31
M. Reassignment	3	2	0	1	2	1			6	2	4	0	34	11	11
1. Denied	2	2	0	1	1	0			4	0	4	0	19	6	6
2. Directed	1	0	0	0	1	1			2	2	0	0	15	5	5
N. Reasonable Accommodation Disability	1	2		0					5	9	11	0	28	17	17
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0

Issues of Alleged Discrimination	Bases of Alleged Discrimination														
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
P. Religious Accommodation													0	0	0
Q. Retirement	0	0	0	0	0	0			1	0	0	0	3	1	1
R. Sex-Stereotyping	0	0	0										0	0	0
S. Telework	0	2	0	0	0	1			3	2	2	0	18	5	5
T. Termination	3	4	0	0	1	1			5	3	5	0	39	12	12
U. Terms/Conditions of Employment	1	2	0	0	0	0			1	4	6	0	27	12	12
V. Time and Attendance	2	5	0	1	0	0			2	2	3	0	31	13	13
W. Training	4	2	0	0	0	2			4	0	1	0	29	13	13
X. Other (Please Specify Below)	1	0	0	0	1	0			1	1	0	0	7	3	3
User Defined - Other 1	1	0	0	0	1	0			1	1	0	0	7	3	3
User Defined - Other 2	0	0	0	0	0	0			0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0
Total All Issues by Bases	47	72	1	4	11	27	0	1	108	66	95	0			
Total All Complaints Filed by Bases	20	35	1	3	5	12	0	1	45	23	34	0			
Total All Complainants by Bases	20	35	1	3	5	12	0	1	43	23	34	0			

PART IV C – Bases and Issues Alleged in Settlements (Part 1)

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
A. Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. Assignment of Duties	0	0	0	2	1	0	0	1	4	0	0	0	15	4	4

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
C. Awards	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	0	0	0	2	0	0	0	0	1	5	2	2	5	2	2
1. Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	1	0	0	0	0	1	1	1	1	5	2	2
3. Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Disciplinary Warning	0	0	0	1	0	0	0	0	0	4	1	1	0	0	0
6. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.															
F. Duty Hours	0	0	0	0	0	0	0	0	1	2	1	1	0	0	0
G. Perf. Eval./ Appraisal	0	1	0	1	0	0	1	0	3	2	2	2	8	3	3
H. Examination/Test	0	0	0	0	1	0	0	1	0	2	1	1	0	0	0
I. Harassment	1	1	0	4	3	0	3	2	13	16	9	9	42	12	12
1. Non-Sexual	1	1	0	4	3	0	3	2	11	14	7	7	39	12	12
2. Sexual	1						1		2	2	2	2	3	2	2
J. Medical Examination	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0
K. Pay Including Overtime	0	1	0	0	0	0	1	0	2	0	0	0	8	3	3
L. Promotion/Non-Selection	0	0	0	2	0	0	1	0	4	3	2	2	11	4	4
M. Reassignment	0	1	0	1	1	0	1	1	2	6	2	2	8	2	2
1. Denied	0	0	0	0	0	0	0	0	1	2	1	1	0	0	0
2. Directed	0	1	0	1	1	0	1	1	1	4	1	1	8	2	2
N. Reasonable Accommodation Disability									2	2	1	1	5	3	3

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation								0	0	0	0	0	0	0	0
Q. Retirement	0	0	0	0	0	0	0	0	0	2	1	1	0	0	0
R. Sex-Stereotyping										0	0	0	0	0	0
S. Telework	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1
T. Termination	0	0	0	0	1	0	0	1	0	4	2	2	0	0	0
U. Terms/Conditions of Employment	0	0	0	1	1	0	0	1	2	4	3	3	17	3	3
V. Time and Attendance	0	0	0	0	1	0	0	1	1	2	1	1	14	2	2
W. Training	0	0	0	0	1	0	0	1	2	1	1	1	5	1	1
X. Other (Please Specify Below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Counseling Settlement Allegations	0	0	0	5	2	0	2	2	10						
1a. Number of Counselings Settled	0	0	0	3	1	0	2	1	5						
1b. Number of Counselees Settled With	0	0	0	3	1	0	2	1	5						
2. Complaint Settlement Allegations	1	4	0	8	8	0	5	7	27						
2a. Number of Complaints Settled	1	1	0	2	3	0	2	2	11						

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
2b. Number of Complainants Settled With	1	1	0	2	3	0	2	2	11						

PART IV C – Bases and Issues Alleged in Settlements (Part 2)

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GIN A	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical							
A. Appointment/Hire	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
B. Assignment of Duties	0	4	0	0	0	1			1	1	0	0	0	0	0	15	4	4
C. Awards	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	0	2	0	0	0	1			1	2	1	0	5	2	2	5	2	2
1. Demotion	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	1	0	0	0	1			1	1	0	0	1	1	1	5	2	2
3. Suspension	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
5. Disciplinary Warning	0	1	0	0	0	0			0	1	1	0	4	1	1	0	0	0
6. Other	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
7.																		
F. Duty Hours	0	0	0	0	0	0			0	1	0	0	2	1	1	0	0	0

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GIN A	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complaints Settled With by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical							
G. Perf. Eval./ Appraisal	1	2	0	0	0	1			0	0	0	0	2	2	2	8	3	3
H. Examination/ Test	0	0	0	0	0	0			0	0	0	0	2	1	1	0	0	0
I. Harassment	2	12	0	0	0	5			8	2	2	0	16	9	9	42	12	12
1. Non-Sexual	2	9	0	0	0	5	1	1	8	2	2	0	14	7	7	39	12	12
2. Sexual	0	3	0	0									2	2	2	3	2	2
J. Medical Examination	0	0	0	0	0	0			0	0	1	0	1	1	1	0	0	0
K. Pay Including Overtime	0	1	0	0	0	1	0	0	0	1	1	0	0	0	0	8	3	3
L. Promotion/Non-Selection	0	3	0	0	0	1			1	2	0	0	3	2	2	11	4	4
M. Reassignment	1	1	0	0	0	1			2	1	1	0	6	2	2	8	2	2
1. Denied	0	0	0	0	0	0			1	0	0	0	2	1	1	0	0	0
2. Directed	1	1	0	0	0	1	1		1	1	1	0	4	1	1	8	2	2
N. Reasonable Accommodation Disability				0						3	2	0	2	1	1	5	3	3
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation													0	0	0	0	0	0
Q. Retirement	0	1	0	0	0	0			1	0	0	0	2	1	1	0	0	0
R. Sex-Stereotyping	0	0	0										0	0	0	0	0	0
S. Telework	0	0	0	0	0	0			0	1	1	0	0	0	0	2	1	1
T. Termination	0	1	0	0	0	0			1	0	0	0	4	2	2	0	0	0
U. Terms/Conditions of Employment	0	3	0	0	0	1			3	2	1	0	4	3	3	17	3	3

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GIN A	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complaints Settled With by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical							
V. Time and Attendance	0	2	0	0	0	1			2	1	1	0	2	1	1	14	2	2
W. Training	0	1	0	0	0	0			1	0	0	0	1	1	1	5	1	1
X. Other (Please Specify Below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
User Defined - Other 1	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. Counseling Settlement Allegations	1	9	0	0	0	0	0	0	11	5	5	0						
1a. Number of Counselings Settled	1	3	0	0	0	0	0	0	4	2	2	0						
1b. Number of Counselees Settled With	1	3	0	0	0	0	0	0	4	2	2	0						
2. Complaint Settlement Allegations	3	24	0	0	0	13	0	0	10	12	6	0						
2a. Number of Complaints Settled	2	7	0	0	0	5	0	0	4	3	3	0						
2b. Number of Complainants Settled With	2	7	0	0	0	5	0	0	4	3	3	0						

PART IV D – Bases and Issues Found in FAD's and Final Orders (Part 1)

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																
	Race						Color	Religion	Reprisal	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complaints Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complaints Issued Final Orders With Findings Fully Implemented by Issue
	American / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races											
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0								
1b. Number of Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0								
2a. Number of AJ Decisions With Findings	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0								
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3b. # of Complainants Issued FOs With Findings Implemented	0	0	0	0	0	0	0	0	0								

PART IV D – Bases and Issues Found in FAD's and Final Orders (Part 2)

[illegible]

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																			
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GI NA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision on Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complainants Issued Final Orders With Findings Fully Implemented by Issue
	Male	Female	LG BT		Hispanic / Latino	Other	Male	Female		Mental	Physical									
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2a. Number of AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3b. # of Complainants Issued FOs With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								

**AGENCY OR DEPARTMENT: FAA
(and below)**

**REPORTING PERIOD: 10/01/2020 –
09/30/2021**

Part V – Summary of Closures by Statute

A. Statute	(If a single complaint has multiple statutes record each on the appropriate line.)
42	1. Title VII
2	1a. Pregnancy Discrimination Act (PDA)
15	2. Age Discrimination in Employment Act (ADEA)
10	3. Rehabilitation Act
5	4. Equal Pay Act (EPA)
0	5. Genetic Information Nondiscrimination Act (GINA)
B. Total by Statutes	
74	This number may be larger than the total number of complaints closed. (A1 + A1a + A2 + A3 + A4 + A5)

**AGENCY OR DEPARTMENT: FAA
(and below)**

**REPORTING PERIOD: 10/01/2020 –
09/30/2021**

Part VI – Summary of Closures By Category

	Total Number	Total Days	Average Days
A. Total Number of Closures (1 + 2 + 3)	43	26409	614.16
1. Withdrawals (a + b)	5	2204	440.80
a. Non-ADR Withdrawals	5	2204	440.80
b. ADR Withdrawals	0	0	0.00
2. Settlements (a + b)	13	7108	546.77
a. Non-ADR Settlements	12	6862	571.83
b. ADR Settlements	1	246	246.00
3. Final Agency Actions (B + C)	25	17097	683.88
B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)	16	9679	604.94
1. Finding Discrimination	0	0	0.00
2. Finding No Discrimination	13	9180	706.15
3. Dismissal of Complaints	3	499	166.33
C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)	9	7418	824.22
1. AJ Decision Fully Implemented (a + b + c)	9	7418	824.22
(a) Finding Discrimination	0	0	0.00
(b) Finding No Discrimination	8	6928	866.00
(c) Dismissal of Complaints	1	490	490.00
2. AJ Decision NOT Fully Implemented (a + b + c)	0	0	0.00
(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 Finding And Remedy	0	0	0.00
(b) Finding No Discrimination	0	0	0.00
(c) Dismissal of Complaints	0	0	0.00

	Total Number	Total Days	Average Days
D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3 + 4)	13	2989	229.92
1. Complainant Requested Immediate FAD (1a + 1b)	1	170	170.00
a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request	1	170	170.00
2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	7	945	135.00
a. Agency Issued FAD WITHIN 60 Days Of End Of 30-Day Election Period	2	79	39.50
b. Agency Issued FAD MORE THAN 60 Days Beyond End Of 30-Day Election Period	5	866	173.20
3. Hearing Requested; AJ Returned Case To Agency For FAD Without AJ Decision (3a + 3b)	5	1874	374.80
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	5	1874	374.80
4. Final Agency Decision Issued On A Mixed Case (4a + 4b)	0	0	0.00
a. Agency Issued FAD WITHIN 45 Days After Investigation	0	0	0.00
b. Agency Issued FAD MORE THAN 45 Days After Investigation	0	0	0.00

AGENCY OR DEPARTMENT: FAA
(and below)

REPORTING PERIOD: 10/01/2020 –
09/30/2021

Part VII – Summary of Complaints Closed by Types of Benefits

	Number	Amount
A. Total complaints closed with benefits	14	
B. Total closures with monetary benefits to complainant	9	\$292,666.00
1. Back Pay/Front Pay	0	\$0.00
2. Lump Sum Payment	6	\$109,753.00
3. Compensatory Damages	0	\$0.00
4. Attorney fees and costs	4	\$36,752.00
5. Other	1	\$146,161.00
6.		
D. Intentionally Left Blank		
E. Total closures with non-monetary benefits to complainant	13	
F. Types of benefits in non-monetary closures	Number of closures that received monetary benefits as well	Number of closures that received only 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	0
4. Reassignments	0	2
5. Removal Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	2	0

8. Apology	0	0
9. Disciplinary Actions	1	0
a. Rescinded	0	0
b. Modified	1	0
10. Performance evaluation modified	2	0
11. Leave Restored	2	0
12. Neutral Reference	0	1
13. Other(NM)	6	5
14.		

**AGENCY OR DEPARTMENT: FAA
(and below)**

**REPORTING PERIOD: 10/01/2020 –
09/30/2021**

Part VIII – Summary of Pending Complaints By Category

	Number Pending	Number of Days	Average Days	Days Pending Oldest Case	Oldest Case EEOC Hearing #
A. Total Complaints Pending (Same as part II line I) (1+1a+2+3+4)	789	937552			
1. Complaints Pending Written Notification (Acknowledgement Letter)	3	1449	483.00	1449	
1a. Complaints Pending Decision to Accept/Dismiss	116	43592	375.00	5769	
2. Complaints Pending Investigation	55	8748	159.00	972	
2a. Complaints Pending 180 Day Investigation Notice	0	0	0.00	0	
3. Complaints In Hearing	382	671967	1,759.00	7764	160-A2-8388X/160-2001-08345X
4. Complaints Pending A Final Agency Action	233	211796	908.00	8645	

**AGENCY OR DEPARTMENT: FAA
(and below)**

**REPORTING PERIOD: 10/01/2020 –
09/30/2021**

Part IX – Summary Of Investigations Completed

	Total	Total Days	Average
A. Total Investigations Completed During Reporting Period (1 + 3)	117	34689	296.49
Agency Investigations			
1. Investigations Completed by Agency Personnel (a + b + c)	5	1191	238.20
a. Investigations Completed in 180 Days or Less	2	308	154.00
b. Investigations Completed in 181 - 360 Days	2	464	232.00
1. Timely Completed Investigations	1	269	269.00
2. Untimely Completed Investigations	1	195	195.00
c. Investigations Completed in 361 or More Days	1	419	419.00
2. Agency Investigation Costs	\$0.00		0.00
Contract Investigations			
3. Investigations Completed by Contractors (a + b + c)	112	33498	299.09
a. Investigations Completed in 180 Days or Less	13	1969	151.46
b. Investigations Completed in 181 - 360 Days	65	16602	255.42
1. Timely Completed Investigations	31	7139	230.29
2. Untimely Completed Investigations	34	9463	278.32
c. Investigations Completed in 361 or More Days	34	14927	439.03
4. Contractor Investigation Costs	\$0.00		0.00

**AGENCY OR DEPARTMENT: FAA
(and below)**

**REPORTING PERIOD: 10/01/2020 –
09/30/2021**

Part X – Summary of ADR Program Activities

Informal Phase (Pre-Complaint)

	Counselings	Individuals	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Completed/Ended Counselings				
1. ADR Offered By Agency	153	148		
2. Rejected By Individual (Counselee)	28	27		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	117	115		
C. ADR Resources Used in Completed/Ended Counselings (Total)	106	104		
1. Inhouse	53	53		
2. Another Federal Agency	8	8		
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)	27	27		
5. Federal Executive Board	18	18		
6.				
7.				
D. ADR Techniques Used in Completed/Ended Counselings (Totals)	98	96	3970	40.51
1. Mediation	95	93	3831	40.00
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	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

	Counselings	Individuals	Days	Average Days
8. Multiple Techniques Used (Please specify in a comment box)	3	3	139	46.00
9.				
10.				
E. Status of Cases				
1. Total Closed	94	101	3697	39.33
a. Settlements with Benefits (Monetary & Non-monetary)	13	13	399	30.00
b. No Formal Complaint Filed	34	34	1392	40.00
c. Complaint Filed				
i. No Resolution	44	43	1842	41.00
ii. No ADR Attempt (aka Part X.E.1.d)	1	1	14	14.00
e. Decision to File Complaint Pending at the End of the Reporting Period	2	2	50	25.00
2. Intentionally Left Blank				

**AGENCY OR DEPARTMENT: FAA
(and below)**

**REPORTING PERIOD: 10/01/2020 –
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**Part XI – Summary of ADR Program Activities
Formal Phase (Complaint Filed)**

	Complaints	Complainants	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Complaint Closures				
1. ADR Offered By Agency	4	4		
2. Rejected By Complainant	0	0		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	4	4		
C. ADR Resources Used in Complaint Closures (Totals)	1	1		
1. Inhouse	1	1		
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 (Totals)	1	1	7	7.00
1. Mediation	1	1	7	7.00
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	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.				
E. Status of Cases in Complaint Closures				
1. Total Closed	2	2	51	25.50
a. Settlements with Benefits (Monetary & Non-monetary)	1	1	7	7.00
b. Withdrawal from EEO Process	0	0	0	0.00
c. No Resolution	1	1	44	44.00
d. No ADR Attempt	0	0	0	0.00
2. Intentionally Left Blank				
	Complaints	Complainants	Amount	
F. Benefits Received				
1. Monetary (Insert Totals)	1	1	\$8,506.00	
a. Compensatory Damages	0	0	\$0.00	
b. Backpay/Frontpay	0	0	\$0.00	
c. Lump Sum	1	1	\$4,253.00	
d. Attorney Fees and Costs	1	1	\$4,253.00	
e. Other	0	0	0	
f.				
2. Non-Monetary (Insert Totals)	3	3		
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	1	1		
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	1	1		
k. Leave Restored	0	0		
l. Neutral Reference	0	0		
m. Other	2	2		
n.				

**AGENCY OR DEPARTMENT: FAA
(and below)**

**REPORTING PERIOD: 10/01/2020 –
09/30/2021**

Part XII – Summary of EEO ADR Program Activities

EEO ADR Resources		Number	Trained
A. No Longer Collected			
B. Employees that can participate in EEO ADR		0	
C. Resources that manage EEO ADR program (does not include neutrals as reported in parts X & XI)		0	
1. In-House Full Time (40 Hours EEO ADR Only)		0	
2. In-House Part Time (32 Hours EEO ADR Only)		0	
3. In-House Collateral Duty (Others/Non-Contract)		0	
4. Contract (Another Federal Agency/Private Organizations)		0	
	Amount		
D. EEO ADR Funding Spent	\$0.00		
E. EEO ADR Contact Information			
1. Name of EEO ADR Program Director / Manager			
2. Title			
3. Telephone Number			
4. Email			
	YES	NO	
F. EEO ADR Program Information			
1. Does the agency require the alleged responsible management official to participate in EEO ADR?			

	YES	NO
1a. If so, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		

Certification and Contact Information

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2020 through September 30, 2021, is accurate and complete.
Name and Title of Certifying Official:
Signature of Certifying Official: (Enter PIN here to serve as your electronic signature)
Date and Telephone Number:
Email:
Name and Title of Preparer:
Date and Telephone Number:

Email:

The FY 2021 report (with the PIN entered) is due on or before October 31.

TAB 12

FAA Organization Chart

