



Federal Aviation
Administration

Federal Aviation Administration (FAA)

Annual EEO Program Status Report

Fiscal Year

2020

Prepared by FAA
Office of Civil Rights 2021

EEOC Forms and Documents Included in this Report

- EEOC (Form 715-01 Part A-D) Tab 1
- FAA Executive Summary (Form 715-01 Part E) Tab 2
- FAA Statement of Establishment of Continuing EEO Programs (Form 715-01 Part F) Tab 3
- FAA Policy Statements Tab 4
- FAA Annual Self-Assessment Checklist of Essential Elements (Form 715-01 Part G) Tab 5
- FAA EEO Plan to obtain the Essential Elements of a Model EEO Program (Form 715-01 Part H) Tab 6
- FAA EEO Plan to Eliminate Identified Barrier (Form 715-01 Part I) Tab 7
- FAA Special Program Plan for Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities for Agencies with 1000 or more Employees (Form 715-01 Part J) Tab 8
- FAA Workforce Data Tables ("A" Tables) Tab 9
- FAA Disability Workforce Data Tables ("B" Tables) Tab 10
- FAA 462 Report Tab 11
- FAA Organization Chart Tab 12

TAB 1

Parts A-D

Agency Information

**MD-715
Parts A Through E**

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	District of Columbia	20591		

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	44,394	680	45,074

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

Agency Leadership	Name	Title
Head of Agency	Steve Dickson	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 (xxxx)	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	SES	202.267.3254	John.P.Benison@FAA.gov
Affirmative Employment Program Manager	Tami L. Wright	Director, National Policy and Compliance,	0260	FV-K	202.809.3752	Tami.Wright@FAA.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)	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	Tami L. Wright	Director, National Policy and Compliance, Office of Civil Rights	0260	FV-K	202.809.3752	Tami.Wright@FAA.gov
Hispanic Program Manager (SEPM)	Sadie Perez	Team Lead, National Policy and Compliance, Office of Civil Rights	0260	FV-J	202.267.0471	Sadie.Perez@FAA.gov
Women's Program Manager (SEPM)	Sadie Perez	Team Lead, National Policy and Compliance, Office of Civil Rights	0260	FV-J	202.267.0471	Sadie.Perez@FAA.gov
Disability Program Manager (SEPM)	Joyce Hunter	Disability and Reasonable Accommodations Program Manager, Office and Civil Rights	0260	FV-J	202.267.4532	Joyce.Hunter@FAA.gov
Special Placement Program Coordinator (Individuals with Disabilities)	Tamara A. Smith	Selective Placement Program (SPP) Coordinator, Office of Human Resources (AHR)	0343	FV-H	202.267.6648	Tamara.A.Smith@FAA.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Reasonable Accommodation Program Manager	Joyce Hunter	Disability and Reasonable Accommodations Program Manager, Office of Civil Rights	0260	FV-J	202.267.4532	Joyce.Hunter@FAA.gov
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	Millie Strickland	Director, Eastern Civil Rights Service Area	0260	FV-K	404.305.5251	Millie.Strickland@FAA.gov
Compliance Manager	Tami L. Wright	Director, National Policy and Compliance, Office of Civil Rights	0260	FV-K	202.809.3752	Tami.Wright@FAA.gov
Principal MD-715 Preparer	Yvette Aine	Team Lead, National Policy and Compliance, Office of Civil Rights	0343	FV-J	202.267.9928	Yvette.Aine@FAA.gov
Other EEO Staff						

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	

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. We strive to reach the next level of safety and efficiency and to demonstrate global leadership in how we safely integrate new users and technologies into our aviation system. We are accountable to the American public and our aviation stakeholders.

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

Essential Element A: Demonstrated Commitment from Agency Leadership

- FAA affirmed its commitment to EEO and diversity by issuing policy statements on Non-Discrimination and The Prevention of Harassment in support of equal employment opportunity, diversity and a workplace free of discriminatory harassment. The policy statements were communicated via email and FAA Broadcast to all employees.
- FAA Administrator issued a Unity, Dignity, and Respect memorandum to all FAA employees by email message via GovDelivery service. This memorandum reassured all employees that bullying, harassment, and discrimination will not be tolerated even during the COVID-19 national emergency.
- FAA's Office of Civil Rights (ACR) continues to have regular meetings with FAA's Administrator, and informs other senior leaders of the effectiveness, efficiency and legal compliance necessary for non-discrimination and equal opportunity. The Office of Civil Rights delivers this information through the annual State of the Agency presentation, standing monthly meetings with the Office of General Counsel (AGC) and through bi-monthly meetings with the EEO Diversity and Inclusion Action Committee (EAC).
- 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) is under the direct supervision of the Agency Head. ACR-1 has a Deputy Assistant Administrator (ACR-2), a Chief of Staff, and six (6) EEO Directors that are direct reports.
- ACR-2 oversees a forum to centralize and ensure compliance with Executive Order 13779, to promote excellence and opportunity within the FAA for Historically Black Colleges and Universities (HBCUs). The forum increases visibility, access and opportunities for HBCU graduates within the aviation industry.
- ACR lead a team composed of ACR and AHR specialist to complete FAA's first ever Diversity and Inclusion (D&I) plan scheduled for implementation FY2021.
- ACR National Outreach Team for Diversity and Inclusion works to ensure that all members of society have equal access to programs and projects that could lead to future employment and advancement opportunities. The National Outreach Team works to achieve diversity and inclusion through an emphasis on targeted outreach, consultation, collaboration, and education.

Essential Element C: Management and Program Accountability

- Managers and supervisors are held accountable 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-1 chairs a bi-monthly EEO Action Committee (EAC) meeting, whose primary purpose is to monitor and evaluate EEO programs and develop short and long-term goals and strategies to meet EEO and diversity and inclusion requirements. This committee includes an executive representative from each line of business and staff office (LOB/SO).
- FAA also continued to enhance access to relevant EEO workforce data by providing bi-monthly data of critical business plan items during EAC meetings.

Essential Element D: Proactive Prevention of Unlawful Discrimination

- During FY 2020, 5,670 (94%) FAA Managers and 21,540 (55%) FAA Employees received EEO training.
- Continuously tracking EEO data enables the FAA to conduct a thorough statistical analysis that looks at the impact of policies, practices, and procedures in EEO. Analysis are conducted by many of the employee affinity groups.
- To date, FAA completed four barrier analysis reports: The Air Traffic Control Specialist (2152), the Aviation Safety Inspector (1825), the Airway Transportation Systems Specialist (2101), and FAA's Senior Executives. Agency officials from the Air Traffic Organization (ATO), Aviation Safety (AVS), AHR, and AGC were consulted throughout the barrier analysis process. Recommended Corrective Actions continue to be implemented.

Essential Element E: Efficiency

- FAA completed year one of the Fast Track Complaint Process (FTCP). Quarterly program data reports were compiled and submitted to the EEOC for evaluation and a determination of program future availability to other agencies.
- FAA utilizes the iComplaint system that was selected by DOT as its complaint tracking system. FAA also utilizes the e-Complaint on-line system to provide employees 24/7 on-line access to file an EEO complaint. ACR prepares a quarterly report (documenting activity and complaint bases) for distribution to the heads of each LOB/SO.
- FAA has full-time dedicated EEO Counselors and a small cadre of collateral duty Counselors. EEO Counselors and Mediators receive annual training to ensure their knowledge and skills are current and relevant, and to ensure that they are able to meet required timelines.
- FAA complies with EEO complaint data collection requirements and conducts quarterly data analysis of EEO complaints to identify trends.

Essential Element F: Responsiveness and Legal Compliance

- FAA timely implements necessary corrective actions such as facility postings, trainings and reviews disciplinary actions, as appropriate. ACR played a lead role in conducting training ordered in cases where discrimination was found.
- ACR-1 meets monthly with AGC to discuss any labor relations and employment law related matters.
- ACR-1 attends Bi-monthly meetings with the EEO Diversity and Inclusion Action Committee.
- ACR is responsible for ensuring that FAA is in compliance with all civil rights laws, as well as EEOC regulations, directives, and orders. In addition, FAA has 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 is above the NCLF participation while the majority of FAA's female workforce is below the NCLF with the exception of Native Hawaiian and Other Pacific Islander (NHOPI) females. While the overall diversity of the workforce increased in FY2020, the proportional participation of American Indian Alaska Native (AIAN) females marginally decreased.

Total Workforce by RNO – FAA	Participation Rate for FY 2020		2010 CLF
Females	10,444	23.17%	48.16%
Hispanic or Latino Males	3,084	6.84%	5.17%
Hispanic or Latino Females	872	1.93%	4.79%
White Males	25,887	57.43%	38.33%
White Females	6,677	14.81%	34.03%
Black or African American Males	2,895	6.42%	5.49%
Black or African American Females	1,970	4.37%	6.53%
Asian Males	1,872	4.15%	1.97%
Asian Females	630	1.40%	1.93%
NHOPI Males	156	0.35%	0.07%
NHOPI Females	42	0.09%	0.07%
AIAN Males	504	1.12%	0.55%
AIAN Females	160	0.35%	0.53%
Two or More Races Males	209	0.46%	0.26%
Two or More Races Females	78	0.17%	0.28%
Individuals with Targeted Disabilities	472	1.05%	CLF Not Available
*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 high level of accomplishment for FY2020 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) Pilot

The Aviation Development Program (ADP) pilot officially began on July 5, 2018. This program creates opportunities for people with disabilities and targeted disabilities throughout the United States. Candidates have increased opportunities to receive consideration through the recruitment and hiring process, using the Schedule-A Hiring Authority. ACR is conducting ongoing data analysis to ensure employee sustainability for this severely under-represented employee group.

During FY2020, The Aviation Development Program (ADP) pilot:

- On-boarded its inaugural class of three (3) Air Traffic Controller (ATC) interns in Cleveland, Ft. Worth and Jacksonville;
- Adapted training plans for their distance learning during Covid – 19 and established a modality that ATO adopted for other training classes;
- Continued outreach to hire people with disabilities and people with targeted disabilities for mission critical positions across ten (10) selected Air Route Traffic Control Centers (ARTCC) in the following cities: Boston, Cleveland, Denver, Fort Worth, Jacksonville, Kansas City, Memphis, Minneapolis, Salt Lake City, Seattle;
- Planned expansion to Flight Service Stations (FSS) in Fairbanks, Kenai and Juno, Alaska.
- ADP candidates participated in a custom designed training program and those with the required aptitude will move forward to the Air Traffic Control (ATC) Academy in Oklahoma City. Upon graduation from the Academy, candidates will return to their original ARTCC to their goal as professional Air Traffic Controller.
- Since its July 2018 kick-off, the national ADP task force conducted outreach with over 548 organizations and individuals. They facilitated diversity and inclusion training to 460 FAA employees and managers. The task force reviewed profiles of more than 62 candidates for this program. They evaluated and qualified 43 candidates for the Air Traffic Skills Assessment (ATSA) exam, and forwarded 14 candidates with passing scores for medical clearance.
- Using Schedule-A hiring authority, ADP offers aviation career opportunities for people with disabilities and people with targeted disabilities across the United States with a goal to enhance the FAA's mission-critical talent pool.

Fast Track Complaint Program

- The Fast Track Complaints Program (FTCP) went into effect on April 15, 2019 and allows the informal complaint procedure to be completed within 15 calendar days (with the option of a five-day extension). The FAA completed year 1 of the FTCP. Quarterly program data reports were compiled and submitted to the EEOC for evaluation and a determination of program

future availability to other agencies. To date, there were 38 total Fast Track cases; 29 of those filed formal complaints with 26 being accepted. The FTCP is awaiting evaluation by the EEOC to determine if it will be made available to other agencies. The final report which will provide the final determination is due December 29, 2020.

Historical Black Colleges and Universities (HBCU) Initiative Workgroup

- The FAA participated in the 2020 Virtual White House National HBCU Week and Conference. This annual conference is in concert with Executive Order 13779 “The Initiative to Promote Excellence and Innovation at HBCU” of which FAA has committed to endorse. The FAA hosted virtual exhibition sessions, consisting of panel discussions, networking, presentations and videos, designed to encourage HBCU consideration, involvement and participation in future FAA and aviation endeavors and opportunities.

ISO 9001:2015

- During FY2020, ACR completed International Standard Organization (ISO) 2020 recertification with Alternative Dispute Resolution (ADR) program incorporated under the ISO 2015 Certification. The recertification continues to display the agency’s commitment to strengthening our workforce engagement. ACR continues to meet all ISO Objectives by completing counseling in a timely manner, completing and submitting Counselor Reports within 15 days of request, and completing the Intake process within 7 days of contact.

Training

- During FY2020, there were 182 Instructor-led training sessions conducted, both face-to-face and by webinar. ACR also offered 28 online training courses. As a result, 5,670 (94%) FAA Managers and 21,540 (55%) FAA Employees received EEO training. Mandatory biennial No FEAR and Whistleblower Protection Act training for FY2020 was completed by 32,133 FAA managers and employees as of November 30, 2020, bringing FAA to 71.39% compliance with a December 7, 2020 due date.

Part E.5 - Executive Summary: Planned Activities

- FAA, in collaboration with DOT’s Departmental Office of Civil Rights (DOCR), will complete the development of an upgraded Reasonable Accommodation Tracking System.
- During FY2020, the Aviation Development Program (ADP) pilot on-boarded its inaugural class of three (3), adapted training plans for distance learning during the COVID–19 national emergency, continued outreach to hire people with disabilities and people with targeted disabilities for mission critical positions and plans an expansion to other Flight Service Stations.
- FAA will finalize and implement an updated Reasonable Accommodation Policy, consistent with the updated Departmental Reasonable Accommodation Order that is expected to be signed into effect in FY 2021.
- Completed a barrier analysis of three Major Occupations (MO) Centralized Hiring Processes. Implementing all the recommendations is an ongoing process; however, some of the recommendations from specific Corrective Action Plans have been implemented. Continue to monitor and implement recommended corrective actions.
- In FY-2021 the agency will focus on three (3) Diversity and Inclusion Corporate Initiatives to include the Harmony and Respect Initiative – Civility Matters, Diversity and Inclusion Focus Groups and FAA Diversity and Inclusion Plan.

- To ensure the FAA's Diversity and Inclusion core values and to maintain effective affirmative employment programs, the EEO Action Committee (EAC) will continue support of the Federal Women's Program (FWP), Hispanic Employment Program (HEP), Person with Targeted Disabilities (PWTD) and Historically Black Colleges/Universities (HBCU) workgroups.

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, 2019 to September 30, 2020

**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



4/7/2021

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

Date

John P. Benison Digitally signed by John P. Benison
Date: 2021.03.31 16:03:37 -04'00'

3/31/2021

TAB 4

Policy Statements



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

January 22, 2020

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. The policy of the Department is to ensure that no employee or applicant for employment is denied equal opportunity because of race, color, sex, national origin, religion, age, disability, marital status, pregnancy, sexual orientation, gender identity, genetic information, or any other non-merit-based factor.

I am committed to fostering an inclusive workforce that reflects America's diversity through effective outreach, recruitment, hiring, and employee development. We will continue to identify and eliminate barriers to equal employment opportunities for individuals with disabilities and groups with a low participation rate of employment in the workforce. Equal opportunity to work and advance based upon merit is the law and is not optional. 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 recognitions, and other applicable benefits and privileges of employment.

All Department employees and applicants for employment are afforded legal protections against EEO violations and 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, 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 and applicants for employment who believe they have been subjected to unlawful discrimination or retaliation for opposing discrimination in the Agency, or hindered from participating in the employment discrimination complaint process are encouraged to contact an Equal Employment Opportunity Counselor or their 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.

Let us maintain our commitment to fostering an excellent work environment free of unlawful discrimination. All employees must comply with EEO principles as we perform the Department's mission.

A handwritten signature in black ink that reads 'Elaine L. Chao'.

Elaine L. Chao



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

January 22, 2020

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, marital status, pregnancy, genetic information, sexual orientation, gender identity, or retaliation. Harassment, in this context, is defined as conduct that is so offensive as to create a work environment that a reasonable person would consider intimidating, hostile, or offensive. As Secretary of Transportation, I am committed to our longstanding policy that harassment will not be tolerated and must not occur.

Employees, contractors, and applicants for employment who believe that they have been victims of harassment may, without fear of retaliation, seek the immediate assistance of a management official, their Office of Human Resources, or the designated anti-harassment coordinator. All reports of alleged harassment will be promptly, thoroughly, and impartially investigated. All information provided regarding concerns about harassment will be maintained on a confidential basis to the greatest extent possible. I expect a manager or supervisor who becomes aware of harassment or behavior that, if left unchecked, may rise to the level of legally actionable harassment 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 also includes cases where a manager or supervisor should have known about the harassment and failed to take prompt and appropriate corrective action. All employees and contractors are prohibited from retaliating against and/or harassing those who report such conduct or behavior. Employees and applicants for employment who believe they have been subjected to harassment or discrimination should also contact an Equal Employment Opportunity Counselor or their 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 every employee, contractor, and applicant is treated with respect and dignity. I expect each employee and contractor to join me in ensuring a harassment-free workplace by engaging in conduct that is consistent with this policy.

A handwritten signature in black ink, reading "Elaine L. Chao". The signature is written in a cursive, flowing style.

Elaine L. Chao



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

January 22, 2020

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

The U.S. Department of Transportation (DOT) is committed to enhancing access to employment of people with disabilities by ensuring equal employment opportunity. I encourage effective outreach, recruitment, selection, and advancement of qualified people with disabilities. I am committed to making DOT a model employer of persons with disabilities, especially those with severe disabilities referred to as “targeted disabilities.”

The DOT will comply with Section 501 of the Rehabilitation Act of 1973, as amended, which prohibits Federal agencies from discriminating against qualified individuals with disabilities. The DOT will provide hiring, placement, and advancement opportunities for persons with disabilities. Violations of this law will result in appropriate disciplinary actions against the offenders, up to and including dismissal.

The DOT 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 DOT 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 DOT will provide a work environment that welcomes qualified individuals with disabilities and effectively uses their skills, knowledge, and abilities. Each of us has a role in identifying, reporting and eliminating barriers to the employment of people with disabilities. Guidance on how to handle requests for reasonable accommodation by employees and employment applicants is contained in DOT Order 1011.1A, “Procedures for Processing Reasonable Accommodation Requests from DOT Job Applicants and Employees with Disabilities” (available on the Department’s Web site at <https://www.transportation.gov/civil-rights>).

Please join me in ensuring equal employment opportunities for people with disabilities. Together, we can make DOT a model employer and a better workplace for all.

A handwritten signature in black ink that reads 'Elaine L. Chao'.

Elaine L. Chao



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

January 22, 2020

**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) 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 Web sites; 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, as measured by a number of specific criteria, not later than 180 days after the end of each fiscal year.

I fully support the principles of the No FEAR Act, and I am committed to providing a workplace environment that is free from discrimination as one of my major equal opportunity goals. It is the U.S. Department of Transportation's policy to prohibit employment discrimination and interference or retaliation when protected disclosures are made, as stated in the whistleblower protection laws.

I have assigned the Departmental Office of Civil Rights and the Office of the Assistant Secretary for Administration joint responsibility for ensuring the proper implementation of the No FEAR Act's mandatory requirements. I expect all departmental organizations to offer their full support to ensure compliance with the requirements of the No FEAR Act. You may obtain further information regarding the No FEAR Act by contacting the Departmental Office of Civil Rights for assistance or visiting the Office's Web site at <https://www.transportation.gov/civil-rights>.

A handwritten signature in black ink that reads 'Elaine L. Chao'.

Elaine L. Chao



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

January 22, 2020

Policy Statement on Whistleblowing

The U.S. Department of Transportation (DOT) 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 individuals who report Federal agency misconduct from retaliation.

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 DOT 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.

The DOT will not tolerate whistleblower retaliation. Legitimate disclosure of information by employees is an invaluable resource for the oversight of Government operations. I expect that employees are able 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.

I am committed to maintaining DOT’s role 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 handwritten signature in black ink, reading 'Elaine L. Chao', is positioned above the printed name.

Elaine L. Chao



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

January 22, 2020

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

The U.S. Department of Transportation (DOT) 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 DOT will ensure that persons with disabilities have access to all of its programs, services, activities, and information that is comparable to the access provided to persons without disabilities.

Similarly, Section 508 of the Act requires that all electronic and information technology (EIT) purchased, developed, maintained, or used by DOT must meet the Section 508 accessibility standards for the public and employees. The DOT will comply with all statutory requirements so employees with disabilities have access to and use of EIT to perform their assigned duties. The accessibility and usability of EIT will be comparable for all employees, regardless of disability, unless an undue burden would be imposed on the Department.

To achieve our organizational excellence goal, DOT must maintain an accessible work environment. This is crucial to ensuring that all individuals with the appropriate skills and talents have equal employment opportunities. Supervisors and managers should provide effective leadership to accomplish disability assessment goals. The Chief Information Officer, the Assistant Secretary for Administration, and the Director of the Departmental Office of Civil Rights are available to provide employees with policy guidance and technical assistance.

A handwritten signature in black ink that reads 'Elaine L. Chao'.

Elaine L. Chao

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.



MD-715 - PART G Agency Self-Assessment Checklist

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.			
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
A.1 – The agency issues an effective, up-to-date EEO policy statement.			
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 January 22, 2020.
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	
A.2 – The agency has communicated EEO policies and procedures to all employees.			
 Compliance Indicator  Measures		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	
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://my.faa.gov/org/staffoffices/acr/eo_affirm_program/people_disab/reasonable_accommodation.html



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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 to employees 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 to employees and at new employee orientations.
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 to employees and at employee Newcomers briefings.
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 to employees and at employee Newcomers briefings.



 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	Equal Employment Opportunity/Affirmative Action Award (DOT) Keeping the Promise of Equal Employment Award (FAA)
A.3.b	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes	

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	N/A	





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	agency head designee as the mission-related programmatic offices? If “yes,” please provide the title of the agency head designee in the comments.		
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	August 10, 2020
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	
 Compliance Indicator  Measures	B.2 – The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No/NA)	Comments New Compliance Indicator
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.]	Yes	DOT 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.]	Yes	DOT 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	Yes	

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	recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]		
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	
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	Diversity and Inclusion Principles are mentioned in the FAA Strategic Plan. However, the language for diversity and inclusion as referenced under the Annex Accountability Goal: <i>Efficiency and Support Objective for Workforce Transformation for Talent Management Initiative, the Program Effectiveness Initiative and the Drive Performance Initiative</i> is not strongly supported by the activities in the Strategic Plan. For example, there is no mention of hiring with a disability or a targeted disability at all.
 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?	Yes	





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	[see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]		
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	
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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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments New Indicator
	B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.		
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		Measure Met? (Yes/No/NA)	Comments New Indicator
	B.6 – The agency involves managers in the implementation of its EEO program.		
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	
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.			

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 Compliance Indicator  Measures		Measure Met? (Yes/No/ NA)	Comments
	C.1 – The agency conducts regular internal audits of its component and field offices.		
C.1.a	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	FAA ACR conducts four (4) assessments per year on its EEO Program.
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	FAA ACR conducts four (4) assessments per year to assess the implementation of recommendations that stem from the annual assessments.
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		Measure Met? (Yes/No/ NA)	Comments New Indicator
	C.2 – The agency has established procedures to prevent all forms of EEO discrimination.		
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	Yes	



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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	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.		
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	
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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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 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.]	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	
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	





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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
	C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.		
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)]	Yes	
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
	C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.		
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”,	Yes	Zero were appropriate







EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	please state the number of disciplined/sanctioned individuals during this reporting period in the comments.		
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.			
 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	

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 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-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If “yes”, please identify the data sources in the comments column.	Yes	-iComplaints -Climate Surveys -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



EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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/org/staffoffices/acr/eo_affirm_program.html
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(l)?	N/A	DOT 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(l)? If so, please provide the average processing time in the comments.	N/A	DOT 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	DOT manages the formal EEO process.
E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	N/A	DOT manages the formal EEO process.
E.1.g	If the agency does not timely complete investigations, does the agency notify complainants	N/A	





EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	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)?		DOT 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	DOT 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	DOT 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	DOT 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	DOT 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	DOT 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	DOT manages this process.
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	DOT 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	
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	







EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.		
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)]	Yes	
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	
E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes	
 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	
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)]	Yes	
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	



EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 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 – 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 sponsors a Bi-Annual EEO Program, Complaint Process, Diversity and Inclusion Information Exchange forum. Next forum to be conducted in 2022.
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	
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

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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	The parent agency (DOT) 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	The parent agency (DOT) 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	The parent agency (DOT) manages the formal EEO process.
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	The parent agency (DOT) 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	The parent agency (DOT) 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)]	Yes	FAA is a subordinate component of DOT and DOCR is responsible for the timely submission to Congress of the No FEAR Act report. DOCR prepares the No FEAR Report and manages the formal EEO process.
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes	FAA is a subordinate component of DOT and DOCR is responsible for the timely submission to Congress of the No FEAR Act report. DOCR the No FEAR Report and manages the formal EEO process.

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 Questions 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.	09/30/2022		

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. Every year FAA increases the ADR participation percentage to reach the goal of 100% participation. In FY2019 the goal was to "Ensure that 75% of all	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	managers engage in mediation when requested by employees". This goal was exceeded by 11%. The total participation rate reached 86%.			
09/30/2022	FAA is currently addressing this deficiency. FAA established a goal to "Ensure that 75% of all managers engage in mediation when requested by employees." This goal was exceeded by 8%. The total participation rate reached 83%	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
FY2020	Although the FAA maintains an Agency Leadership ADR participation rate of approximately 83% which exceeds the Agency goal, ACR-1 continues to discuss this deficiency with supervisors and managers in the effort to increase participation to 100%.

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
Aviation Safety Inspector (1825) 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

EEO Group
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
Lack of diversity in the ASI applicant pool
Standardize the interview process
HR process should be streamlined

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 Aviation Safety Inspector Hiring process. Review and analyze all relevant policies, procedures, and practices and implement agreed upon corrective actions.	11/01/2006	09/30/2022	Yes		09/30/2018

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Associate Administrator for Aviation Safety (AVS-1)	Ali Bahrami	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2014	Conducted barrier analysis on this major occupation.		09/30/2014
09/30/2015	If any barriers were identified, created an action plan to address and implement improvements if possible.		09/30/2015
09/30/2022	Implemented recommended corrective actions.		09/30/2018
	Developed a robust outreach/recruitment strategy and plan of activities that aligns with ASI diversity recruitment goals.		09/30/2016
	Evaluated the use and effectiveness of existing FAA/DOT recruitment incentive programs		09/30/2016
09/30/2022	Developed a nationwide ASI education and awareness outreach initiative		09/30/2018
09/30/2022	Refined the Application Process		09/30/2018
09/30/2022	Streamlined the HR Qualifications Process		09/30/2018

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2022	Standardized the Interview Process		09/30/2018

Report of Accomplishments

Fiscal Year	Accomplishments
09/30/2020	FY2020 completed and implemented all corrective actions associated with this Barrier Analysis.

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
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 minorities 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	09/30/2023	Yes		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Vice President, Technical Operations, ATO	Jeffrey Planty	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	Conducted barrier analysis on this major occupation.		09/30/2017
09/30/2018	If any barriers were identified, created an action plan to address and implement improvements if possible.		09/30/2018
09/30/2023	Implemented recommended corrective actions.		

Report of Accomplishments

Fiscal Year	Accomplishments
FY2017	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.
FY2020	Recommended Corrective Actions being implemented.

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 Air Traffic Control Specialist Hiring process. Review and analyze all relevant policies, procedures, and practices and implement agreed upon corrective actions.	11/01/2006	09/30/2018	Yes	09/30/2023	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Vice President, Technical Operations, ATO	Jeffrey Planty	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2012	Conducted barrier analysis on this major occupation.		09/30/2012
09/30/2013	If any barriers were identified, created an action plan to address and implement improvements if possible.		09/30/2013
09/30/2022	Implement all recommended corrective actions.		09/30/2023

Report of Accomplishments

Fiscal Year	Accomplishments
FY2012	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.
FY2018	Continuing to implement corrective actions.
FY2020	Continuing to implement corrective actions.

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	

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
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 participation 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)
Completed a barrier analysis of the Senior Executive Service ranks. Review and analyze all relevant policies, procedures, and practices.	10/01/2016	09/30/2024	Yes		09/30/2017

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Assistant Administrator for Human Resources	Annie B. Andrews	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	Conducted barrier analysis on the Senior Executive Services ranks.		09/30/2017

Report of Accomplishments

Fiscal Year	Accomplishments
FY2017	Conducted a barrier analysis of the Senior Executive Services ranks Hiring process. Report is currently under review.

TAB 8

Part J

Persons W/Targeted Disabilities

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 those with targeted disabilities (PWTD), EEOC regulations (29 CFR 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention during the entire life cycle 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 CFR 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

*** For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS -11 Step 1 in the Washington, DC metropolitan region.**

- 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

The percentage of PWTD in the GS-11 to SES was 0.87% in FY2020 which falls below the 2% benchmark.

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

Although hiring goals are no longer tracked; hiring managers are encouraged to consider individuals with disabilities and targeted disabilities on job announcements. Training on hiring people with disabilities and people with targeted disabilities was held for managers FY2020.

Section II: Model Disability Program

Pursuant to the regulations implementing Section 501 of the Rehabilitation Act of 1973 (29 CFR §1614.203), 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 No

Yes, this position was filled in May 2017.

2. Identify all agency staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and point of contact.

Disability Program Task	Office/Division Responsible (EEO/ HR/ IT/ Facilities)	# of FTE Staff by Employment Status			Primary Point of Contact (Name, Title)
		Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTB	HR	X			David Hamill Supervisory HR Specialist
Answering questions from public about hiring authorities that take disability into account	HR	X			Cesar Collantes Management and Program Analyst
Processing reasonable accommodation requests	EEO	X			Joyce M. Hunter

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from applicants and employees with disabilities.					PWD Program Manager
Section 508 Compliance	AIT	X			Sheree Peters Section 508 Coordinator
Architectural Barriers Act Compliance	DOT	X			Yvonne Medina, Director DOT Office of Facilities, Information, and Asset Management
Special Emphasis Program for PWD and PWTD	EEO	X			Timmy Brown EEO Specialist

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

B. Plan to Ensure Sufficient Funding for the Disability Program

1. Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period?

Yes X No 0

2. Describe the steps that the agency has taken to ensure all aspects of the disability program have sufficient *funding* and other *resources*.

A full-time Disability Program Manager was hired May 2017.
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Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 CFR 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, such as whether the agency has a numerical hiring goal, and whether the agency uses the Schedule A hiring authority or other hiring authorities that take disability into account, during this reporting period.

A. Plan to Identify Job Applicants with Disabilities

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

Training HR Specialist on Schedule A Hiring Authority
Training Managers on Hiring People with Disabilities
Public Notice on USAJOB's
Internship Programs
Career Fairs
Aviation Development Program (ADP)

4. Pursuant to 29 C.F.R. 1614.203(a)(3), describe your 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.

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.

5. 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 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 Schedule A certificate of eligibility. Managers have the option to interview and/or hire from the Schedule A certificate or to consider other candidates from other issued certificates (Merit Promotion, Non-Competitive, 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,

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resumes are forwarded to the hiring manager for consideration. Guidance on selection procedures including the application of veterans' preference is provided, when applicable.

6. 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 the training.

Yes No N/A

Training: Hiring People with Disabilities

Reasonable Accommodations Training

Reasonable Accommodations Management System (RAMS)

Frequency: Quarterly

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.

FAA maintains relationships with numerous Workforce Recruitment Centers (Rehab) and College and Universities Disability Offices to assist with recruitment, advertisement, and training; and disability counselors at colleges and universities. The FAA established a working relationship with the Computer/Electronic Accommodation Program (CAP) to secure devices frequently used by PWD and PWTD and Job Accommodation Network (JAN).

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 <input type="checkbox"/>	No <input checked="" type="checkbox"/>
b. New Hires for Permanent Workforce (PWTD)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

The percentage of the PWTD new hires was 1.53%, which falls below the benchmark of 2%.

2. Using the qualified applicant pool as the benchmark, do trigger 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 <input type="checkbox"/>	No <input checked="" type="checkbox"/>
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b. New Hires for MCO (PWTD) Yes X No 0

The MCO PWTD qualified applicant pool benchmark is 1.59% and the actual hires percentage is 0.62%, which is below the benchmark.

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

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? 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

The MCO (PWD) qualified applicant pool benchmark is 16.40% and the promoted percentage is 15.50%, which is below the benchmark. The MCO (PWTD) qualified applicant pool benchmark is 1.62% and the promoted percentage is 0.57%, which is below the benchmark.

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

29 C.F.R §1614.203(d)(1)(iii) requires agencies to provide sufficient opportunities for employees with disabilities to advance within the agency. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, and similar programs that address hiring and 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 diversity and inclusion. Online learning opportunities are assessable to all DOT employees through a Training Management System and Employee Learning Management System (ELMS).

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B. Career Development Opportunities

7. 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 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

8. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	3,643	76	5.85%	14.47%	3.02%	2.63%
Fellowship Programs	0	0	0.00%	0.00%	0.00%	0.00%
Mentoring Programs	47	58	25.53%	15.52%	0.00%	1.72%
Coaching Programs	17	1	17.65%	0.00%	0.00%	0.00%
Training Programs	0	0	0.00%	0.00%	0.00%	0.00%
Detail Programs	12	8	41.67%	37.50%	0.00%	0.00%
Other Career Development Programs	16	16	12.50%	31.25%	0.00%	0.00%

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9. 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. Qualified Applicants (PWD) Yes 0 No X
 b. Selections (PWD) Yes X No 0

The Coaching Programs appear to have a trigger because the applicant pool is 17.65% with zero selectees.

10. 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. Qualified Applicants (PWTD) Yes 0 No X
 b. Selections (PWTD) Yes 0 No X

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

	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	14.33%	11.30%	9.66%	9.78%	2.58%	2.61%	1.37%	0.43%	0.00%	0.00%				
FAA Rate	12.50%	0.70%	21.03%	1.52%	15.33%	1.48%	21.41%	0.49%	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+	
	PWD	PWTD	PWD	PWTD	PWD	PWTD	PWD	PWTD	PWD	PWTD	PWD	PWTD	PWD	PWTD
Benchmark	17.30%	14.78%	7.75%	8.04%	13.03%	13.70%	3.06%	2.17%	0.92%	1.30%	0.17%	0.00%	0.20%	0.00%
FAA Rate	15.66%	0.96%	18.46%	1.37%	19.42%	1.46%	17.65%	0.90%	18.67%	1.90%	14.29%	0.00%	17.81%	0.00%

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FAA identified a trigger involving the percentage of PWTD who received time-off awards and cash awards.

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	0.22%	0.00%
FAA Rate	21.21%	0.00%

The FAA is above the benchmark for PWD regarding QSIs.

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

- a. Other Types of Recognition (PWD) Yes 0 No 0
- b. Other Types of Recognition (PWTD) Yes 0 No 0

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 X	No 0

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 0	No X

d. Grade GS-13

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

	Internal Selection	Benchmark
SES	0.00%	20.00%
GS-15 or Equivalent	13.98%	19.19%
<p>In FY2020, the FAA looked at the qualified applicant pool as the benchmark for triggers involving <u>PWD</u> among the qualified selectees for promotions to the senior grade levels.</p> <p>Above are the triggers for PWD Internal Selections.</p>		

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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

	Internal Selection	Benchmark
SES	0.00%	0.00%
GS-15 or Equivalent	0.23%	1.76%
GS-14 or Equivalent	0.88%	1.45%
GS-13 or Equivalent	1.10%	2.45%
<p>In FY2020, the FAA looked at the qualified applicant pool as the benchmark for triggers involving <u>PWTD</u> among the qualified selectees for promotions to the senior grade levels.</p> <p>Above are the triggers for PWTD Internal Selections.</p>		

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

	New Hires	Benchmark
SES	20.00%	15.60%
GS-15 or Equivalent	28.57%	17.84%
GS-14 or Equivalent	39.20%	15.44%
GS-13 or Equivalent	29.71%	18.75%

In FY2020, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the new hires to the senior grade levels.

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

	New Hires	Benchmark
SES	20.00%	2.40%
GS-15 or Equivalent	4.76%	2.55%
GS-14 or Equivalent	1.70%	2.02%
GS-13 or Equivalent	3.35%	2.87%

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

In FY2020, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD among the new hires to the senior grade levels.

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

a. Executives

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

c. Supervisors

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

	Internal Selections	Benchmark
Executives	13.36%	19.18%
Managers	13.81%	18.96%
Supervisors	16.52%	24.44%

In FY2020, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the new hires to the supervisory positions.

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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 X No 0

c. Supervisors

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

	Internal Selections	Benchmark
Executives	0.22%	1.75%
Managers	0.00%	2.08%
Supervisors	1.63%	4.17%
<p>In FY2020, the FAA looked at the qualified applicant pool as the benchmark for triggers involving <u>PWD</u> among the new hires to the supervisory positions.</p>		

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

	New Hires	Benchmark
Executives	24.24%	17.31%
Managers	28.57%	17.17%
Supervisors	21.21%	16.38%

In FY2020, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the new hires to the supervisory positions.

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 |

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

In FY2019, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD among the new hires to the supervisory positions.

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 the sections below, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe

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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 the *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 1614.203(d)(4), federal agencies are required to inform job applicants and employees of their accessibility rights under Section 508 of the Rehabilitation Act and the Architectural Barriers Act, and explain how to file complaints under those laws. In addition, agencies are also 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 of 1973, including a description of how to file a complaint.

https://my.faa.gov/tools_resources/it_services_support/stay_compliant/section_508.html

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 of 1968, including a description of how to file a complaint.

Information for the employees' rights and how to file a complaint is currently available through the agency intranet site below.

http://www.faa.gov/regulations_policies/orders_notices/

<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 Agency 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 CFR 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 interpretive 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 the requests for trends.

Additional training was provided to new managers and supervisors on reasonable accommodations and reasonable accommodation management system this year. Employees also participated in this training. Due to this training, managers and employees 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 Reasonable Accommodations Management System (RAMS). This allowed the Disability Program Manager and the managers to stay abreast of the required timelines. The Disability Program Manager engages 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 to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

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

Currently, the agency is at 99.6% across all LOB's with timely processing of reasonable accommodations requests. Decision Makers are consistently reminded to update RAMS; and are reaching out to HR and Office of Civil Rights with any questions and/or concerns. They also request meetings/assistance on any accommodation that might seem difficult to process by participating in Reasonable Accommodations Team Meetings (ReAct).

Section VI: EEO Complaint and Findings Data

A. EEO Complaint Data involving the Failure to Accommodate

1. Did failure to accommodate fall within the top three issues alleged in the agency's EEO counseling activity during the last fiscal year?

Yes 0 No X N/A 0

2. **Did failure to accommodate fall within the top three issues alleged in the agency's formal complaints during the last fiscal year?**

Yes 0 No X N/A 0

3. **In cases alleging the failure to provide reasonable accommodation, did any result in a finding against the agency or a settlement agreement during the last fiscal year?**

Yes X No 0 N/A 0

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

In FY2020, the FAA had two cases involving the failure to provide an accommodation. In one case the Agency paid attorney's fees and compensatory damage; and in the second since the Agency engaged in good faith efforts to accommodate Complainant.

B. EEO Complaint data involving discrimination based on disability status (excluding Failure to Accommodate)

1. Did disability status fall within the top three bases alleged in the agency's EEO counseling activity during the last fiscal year?

Yes X No 0 N/A 0

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

2. Did disability status fall within the top three bases alleged in the agency’s formal complaints during the last fiscal year?

Yes No N/A

3. In cases alleging discrimination based on disability status, did any result in a finding against the agency or a settlement agreement during the last fiscal year?

Yes No N/A

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

In FY2020, the Agency had a finding of discrimination based on disability. The Commission accepted an appeal on this case and corrective measures are currently suspended.

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 the employment opportunities of PWD and/or PWTD?

Yes No

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

Yes No N/A

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.
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 PWTD.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Responsible Official(s)	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		09/30/2021
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/PWTD.	Yes		09/30/2021
Fiscal Year	Accomplishments			
2020	<p>The DOT Schedule A Hiring Authority process is included in the DOT Departmental Personnel Manual and DOHRM continued their ongoing training of HR Staffing Specialists on the process.</p> <p>OST HR Operations communicated the Schedule A hiring process through the OA/HR Partnership meeting and participated in all Schedule A hiring events at DOT.</p> <p>Utilized partnerships: Colleges/Universities; Social Media and State Vocational Rehabilitation and Advocacy groups.</p> <p>Utilized "on-the-spot" Hiring Authority to hire PWD/PWTD non-competitively</p> <p>Ensure PWTD hire report discrepancies are corrected.</p>			

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2020	<p>Developed and deployed FAA Public Notice for Individuals with Disabilities and Individuals with Targeted Disabilities via USAJOBS.gov.</p> <p>Continued commitment from hiring managers to hire PWD/PTWD Interns.</p> <p>Sponsored numerous PWTDD hiring events at numerous locations across the country via zoom. Reached out to over 130 colleges and universities and attendees participated in information sessions, mock interviews and resume writing</p> <p>Participated in Aviation Career Education (ACE) Camps for PWD/PWTDD children nationwide and 2 internationally. Due to COVID-19, we were unable to participate in as many as previous years.</p> <p>Developed and executed the Aviation Development Program (ADP). This was accomplished by creating a "Pilot" program to support, develop, build and champion a diverse and capable Air Traffic Control Conversion Program. This will allow Persons with Targeted Disabilities (PWTDD) 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.</p> <p>Currently tracking 3 candidates in the program and at three different Centers.</p>
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4. If the planned activities were not timely completed, did the agency hold the responsible official accountable in the performance rating period? If "yes", please describe the actions taken below.

Yes 0 No 0 N/A X

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

Due to holding the planned activities, the Agency was able to bring awareness to STEM events to children with disabilities and children with targeted disabilities. Due to the Public Notice for people with disabilities and people with targeted disabilities on USAJOBS.gov, we were able to bring awareness to job opportunities at FAA.

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FAA developed and executed the Aviation Development (Pilot) Program (ADP). This was accomplished by creating a "Pilot" program to support, develop, build and champion a diverse and capable Air Traffic Control Conversion Program. This program will allow 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.

Nineteen (19) eligible candidates were invited to take the Air Traffic Skills Assessment (AT-SA) exam. 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 (Recruiterbox) stores resumes or 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 and people with targeted disabilities.

FAA developed and executed the Aviation Development (Pilot) Program (ADP). This was accomplished by creating a "Pilot" program to support, develop, build and champion a diverse and capable Air Traffic Control Conversion Program. This program will allow 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.

Nineteen (19) eligible candidates were invited to take the Air Traffic Skills Assessment (AT-SA) exam. 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 (Recruiterbox) stores resumes or 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.

Currently tracking 3 candidates in three different Centers.

TAB 9

Tables by RNO and Gender

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

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
CLF 2010		100%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
Alternative Benchmark	%																	
TOTAL WORKFORCE																		
Prior FY	#	44,461	34,115	10,346	2,930	851	25,724	6,659	2,835	1,952	1,764	590	143	39	501	166	198	76
	%	100%	76.73%	23.27%	6.59%	1.91%	57.86%	14.98%	6.38%	4.39%	3.97%	1.33%	0.32%	0.09%	1.13%	0.37%	0.45%	0.17%
Current FY	#	45,074	34,630	10,444	3,084	872	25,887	6,677	2,895	1,970	1,872	630	156	42	504	160	209	78
	%	100%	76.83%	23.17%	6.84%	1.93%	57.43%	14.81%	6.42%	4.37%	4.15%	1.40%	0.35%	0.09%	1.12%	0.35%	0.46%	0.17%
Difference	#	613	515	98	154	21	163	18	60	18	108	40	13	3	3	-6	11	2
Ratio Change	%	0.00%	0.10%	-0.10%	0.25%	0.02%	-0.43%	-0.16%	0.05%	-0.02%	0.19%	0.07%	0.02%	0.01%	-0.01%	-0.02%	0.02%	0.00%
Net Change	%	1.38%	1.51%	0.95%	5.26%	2.47%	0.63%	0.27%	2.12%	0.92%	6.12%	6.78%	9.09%	7.69%	0.60%	-3.61%	5.56%	2.63%
EMPLOYEE GAINS																		
New Hires	#	2,907	2,305	602	274	53	1,564	352	222	117	185	60	16	4	26	9	15	5
	%	100%	79.29%	20.71%	9.43%	1.82%	53.80%	12.11%	7.64%	4.02%	6.36%	2.06%	0.55%	0.14%	0.89%	0.31%	0.52%	0.17%
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	197	163	34	23	4	104	16	27	9	7	2	0	0	1	2	1	1
	%	100%	82.74%	17.26%	11.68%	2.03%	52.79%	8.12%	13.71%	4.57%	3.55%	1.02%	0.00%	0.00%	0.51%	1.02%	0.51%	0.51%
Resignation	#	304	243	61	17	4	176	39	22	7	22	8	1	0	2	2	3	1
	%	100%	79.93%	20.07%	5.59%	1.32%	57.89%	12.83%	7.24%	2.30%	7.24%	2.63%	0.33%	0.00%	0.66%	0.66%	0.99%	0.33%
Retirement	#	1,572	1,233	339	73	20	999	241	96	59	40	9	1	0	22	9	2	1
	%	100%	78.44%	21.56%	4.64%	1.27%	63.55%	15.33%	6.11%	3.75%	2.54%	0.57%	0.06%	0.00%	1.40%	0.57%	0.13%	0.06%
Other Separation	#	225	160	65	19	5	98	27	22	24	15	5	1	0	2	1	3	3
	%	100%	71.11%	28.89%	8.44%	2.22%	43.56%	12.00%	9.78%	10.67%	6.67%	2.22%	0.44%	0.00%	0.89%	0.44%	1.33%	1.33%
Total Separation	#	2,298	1,799	499	132	33	1,377	323	167	99	84	24	3	0	27	14	9	6
	%	100%	78.29%	21.71%	5.74%	1.44%	59.92%	14.06%	7.27%	4.31%	3.66%	1.04%	0.13%	0.00%	1.17%	0.61%	0.39%	0.26%
PERMANENT WORKFORCE																		
Prior FY	#	44,016	33,774	10,242	2,894	838	25,484	6,616	2,797	1,919	1,745	579	143	39	498	165	193	73
	%	100%	76.73%	23.27%	6.57%	1.90%	57.90%	15.03%	6.35%	4.36%	3.96%	1.32%	0.32%	0.09%	1.13%	0.37%	0.44%	0.17%
Current FY	#	44,394	34,103	10,291	3,036	858	25,520	6,601	2,849	1,930	1,815	611	155	42	498	159	207	75
	%	100%	76.82%	23.18%	6.84%	1.93%	57.49%	14.87%	6.42%	4.35%	4.09%	1.38%	0.35%	0.09%	1.12%	0.36%	0.47%	0.17%
Difference	#	378	329	49	142	20	36	-15	52	11	70	32	12	3	0	-6	14	2
Ratio Change	%	0.00%	0.09%	-0.09%	0.26%	0.03%	-0.41%	-0.16%	0.06%	-0.01%	0.12%	0.06%	0.02%	0.01%	-0.01%	-0.02%	0.03%	0.00%
Net Change	%	0.86%	0.97%	0.48%	4.91%	2.39%	0.14%	-0.23%	1.86%	0.57%	4.01%	5.53%	8.39%	7.69%	0.00%	-3.64%	7.25%	2.74%
EMPLOYEE GAINS																		
New Hires	#	2,150	1,712	438	214	38	1,157	268	168	81	122	35	15	4	20	8	13	2
	%	100%	79.63%	20.37%	9.95%	1.77%	53.81%	12.47%	7.81%	3.77%	5.67%	1.63%	0.70%	0.19%	0.93%	0.37%	0.60%	0.09%

EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	108	89	19	11	2	60	11	15	5	3	0	0	0	1	0	0	0
	%	100%	82.41%	17.59%	10.19%	1.85%	55.56%	10.19%	13.89%	4.63%	2.78%	0.00%	0.00%	0.00%	0.93%	0.00%	0.00%	0.00%
Resignation	#	263	210	53	17	4	152	36	15	5	20	6	1	2	2	3	0	2
	%	100%	79.85%	20.15%	6.46%	1.52%	57.79%	13.69%	5.70%	1.90%	7.60%	2.28%	0.38%	0.76%	0.76%	1.14%	0.00%	0.76%
Retirement	#	1,571	1,232	339	73	20	998	241	96	59	40	9	1	22	9	2	1	1
	%	100%	78.42%	21.58%	4.65%	1.27%	63.48%	15.36%	6.12%	3.76%	2.55%	0.57%	0.06%	1.40%	0.57%	0.13%	0.06%	0.06%
Other Separation	#	186	134	52	16	3	85	23	18	20	10	2	1	2	1	2	3	0
	%	100%	72.04%	27.96%	8.65%	1.62%	45.41%	12.43%	9.73%	10.81%	5.41%	1.08%	0.54%	1.08%	0.54%	1.08%	1.62%	0.00%
Total Separations	#	2,128	1,665	463	117	29	1,295	311	144	89	73	17	3	26	13	7	4	4
	%	100%	78.24%	21.76%	5.50%	1.36%	60.86%	14.61%	6.77%	4.18%	3.43%	0.80%	0.14%	1.22%	0.61%	0.33%	0.19%	0.19%

TEMPORARY WORKFORCE																		
Prior FY	#	445	341	104	36	13	240	43	38	33	19	11	0	0	3	1	5	3
	%	100%	76.63%	23.37%	8.09%	2.92%	53.93%	9.66%	8.54%	7.42%	4.27%	2.47%	0.00%	0.00%	0.67%	0.22%	1.12%	0.67%
Current FY	#	680	527	153	48	14	367	76	46	40	57	19	1	0	6	1	2	3
	%	100%	77.50%	22.50%	7.06%	2.06%	53.97%	11.18%	6.76%	5.88%	8.38%	2.79%	0.15%	0.00%	0.88%	0.15%	0.29%	0.44%
Difference	#	235	186	49	12	1	127	33	8	7	38	8	1	0	3	0	-3	0
	%	0.00%	0.87%	-0.87%	-1.03%	-0.86%	0.04%	1.51%	-1.77%	-1.53%	4.11%	0.32%	0.15%	0.00%	0.21%	-0.08%	-0.83%	-0.23%
Net Change	#	235	186	49	12	1	127	33	8	7	38	8	1	0	3	0	-3	0
	%	52.81%	54.55%	47.12%	33.33%	7.69%	52.92%	76.74%	21.05%	21.21%	200.00%	72.73%	0.00%	0.00%	100.00%	0.00%	-60.00%	0.00%

EMPLOYEE GAINS																		
New Hires	#	757	593	163	60	15	407	84	54	36	63	25	1	0	6	1	2	3
	%	100%	78.34%	21.53%	7.93%	1.98%	53.76%	11.10%	7.13%	4.76%	8.32%	3.30%	0.13%	0.00%	0.79%	0.13%	0.26%	0.40%

EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	89	74	15	12	2	44	5	12	4	4	2	0	1	1	1	1	1
	%	100.00%	83.15%	16.85%	13.48%	2.25%	49.44%	5.62%	13.48%	4.49%	4.49%	2.25%	0.00%	1.12%	1.12%	1.12%	1.12%	1.12%
Resignation	#	41	33	8	0	0	24	3	7	2	2	2	0	0	0	0	1	0
	%	100.00%	80.49%	19.51%	0.00%	0.00%	58.54%	7.32%	17.07%	4.88%	4.88%	4.88%	0.00%	0.00%	0.00%	0.00%	2.44%	0.00%
Retirement	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	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 Separation	#	39	26	13	3	2	13	4	4	4	5	3	0	0	0	1	0	0
	%	100.00%	66.67%	33.33%	7.69%	5.13%	33.33%	10.26%	10.26%	10.26%	12.82%	7.69%	0.00%	0.00%	0.00%	2.56%	0.00%	0.00%
Total Separations	#	170	134	36	15	4	82	12	23	10	11	7	0	1	1	2	2	1
	%	100%	78.82%	21.18%	8.82%	2.35%	48.24%	7.06%	13.53%	5.88%	6.47%	4.12%	0.00%	0.59%	0.59%	1.18%	1.18%	0.59%

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

Employment Tenure for Sub-Components		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	#	44,394	34,103	10,291	3,036	858	25,520	6,601	2,849	1,930	1,815	611	155	42	498	159	207	75
	%	100%	76.82%	23.18%	6.84%	1.93%	57.49%	14.87%	6.42%	4.35%	4.09%	1.38%	0.35%	0.09%	1.12%	0.36%	0.47%	0.17%
CLF 2010		100%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
Alternative Benchmark	%																	
ALASKAN REGION	#	2,899	1,992	907	104	43	1,551	649	152	103	92	55	2	0	76	47	14	9
	%	100%	68.71%	31.29%	3.59%	1.48%	53.50%	22.39%	5.24%	3.55%	3.17%	1.90%	0.07%	0.00%	2.62%	1.62%	0.48%	0.31%
CENTRAL REGION	#	489	422	67	26	2	326	51	16	2	21	4	2	0	28	6	2	1
	%	100%	86.30%	13.70%	5.32%	0.41%	66.67%	10.43%	3.27%	0.41%	4.29%	0.82%	0.41%	0.00%	5.73%	1.23%	0.41%	0.20%
EASTERN REGION	#	813	665	148	18	2	606	113	25	30	10	0	0	2	5	1	1	0
	%	100%	81.80%	18.20%	2.21%	0.25%	74.54%	13.90%	3.08%	3.69%	1.23%	0.00%	0.00%	0.25%	0.62%	0.12%	0.12%	0.00%
NORTHWEST REGION	#	3,881	3,210	671	267	71	2,496	463	279	97	124	30	5	0	21	3	16	6
	%	100%	82.71%	17.29%	6.88%	1.83%	64.31%	11.93%	7.19%	2.50%	3.20%	0.77%	0.13%	0.00%	0.54%	0.08%	0.41%	0.15%
SOUTHWEST REGION	#	5,156	4,310	846	247	49	3,695	697	202	70	96	18	4	0	52	7	13	4
	%	100%	83.59%	16.41%	4.79%	0.95%	71.66%	13.52%	3.92%	1.36%	1.86%	0.35%	0.08%	0.00%	1.01%	0.14%	0.25%	0.08%
SOUTHWEST REGION	#	11,020	7,260	3,760	566	279	4,948	2,070	831	1,066	740	262	28	16	102	42	37	18
	%	100%	65.88%	34.12%	5.14%	2.53%	44.90%	18.78%	7.54%	9.67%	6.72%	2.38%	0.25%	0.15%	0.93%	0.38%	0.34%	0.16%
SOUTHWEST REGION	#	1,102	888	214	34	6	796	192	25	6	23	10	1	0	7	0	2	0
	%	100%	80.58%	19.42%	3.09%	0.54%	72.23%	17.42%	2.27%	0.54%	2.09%	0.91%	0.09%	0.00%	0.64%	0.00%	0.18%	0.00%
SOUTHWEST REGION	#	3,485	2,749	736	188	44	2,323	583	67	27	103	60	14	4	36	11	16	6
	%	100%	78.88%	21.12%	5.39%	1.26%	66.66%	16.73%	1.92%	0.77%	2.96%	1.72%	0.40%	0.11%	1.03%	0.32%	0.46%	0.17%
SOUTHWEST REGION	#	5,804	4,715	1,089	608	127	3,300	629	609	287	97	29	10	1	54	10	32	3
	%	100%	81.24%	18.76%	10.48%	2.19%	56.86%	10.84%	10.49%	4.94%	1.67%	0.50%	0.17%	0.02%	0.93%	0.17%	0.55%	0.05%
SOUTHWEST REGION	#	5,237	4,318	919	522	139	3,191	614	387	107	124	30	8	1	69	21	15	7
	%	100%	82.45%	17.55%	9.97%	2.65%	60.93%	11.72%	7.39%	2.04%	2.37%	0.57%	0.15%	0.02%	1.32%	0.40%	0.29%	0.13%
SOUTHWEST REGION	#	671	472	199	27	10	364	131	29	43	45	13	1	0	4	2	2	0
	%	100%	70.34%	29.66%	4.02%	1.49%	54.25%	19.52%	4.32%	6.41%	6.71%	1.94%	0.15%	0.00%	0.60%	0.30%	0.30%	0.00%
SOUTHWEST REGION	#	3,837	3,102	735	429	86	1,924	409	227	92	340	100	80	18	44	9	57	21
	%	100%	80.84%	19.16%	11.18%	2.24%	50.14%	10.66%	5.92%	2.40%	8.86%	2.61%	2.08%	0.47%	1.15%	0.23%	1.49%	0.55%

Table A6-1: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Across)

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 Title & Series:	#	800	664	136	800	37	8	468	95	32	6	114	27	5	0	3	0	5
	%	100%	83.00%	17.00%	100.00%	4.63%	1.00%	58.50%	11.88%	4.00%	0.75%	14.25%	3.38%	0.63%	0.00%	0.38%	0.00%	0.63%
Occupational CLF/SOC Code	%	100%	88.25%	11.75%	4.88%	0.74%	68.79%	8.20%	3.56%	0.63%	9.98%	1.98%	0.10%	0.00%	0.54%	0.08%	0.39%	0.12%
Pay Plan/Grad	#	6	4	2	6	0	0	4	2	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	100.00%	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%
Pay Plan/Grad	#	16	13	3	16	1	0	9	3	0	0	2	0	1	0	0	0	0
	%	100%	81.25%	18.75%	100.00%	6.25%	0.00%	56.25%	18.75%	0.00%	0.00%	12.50%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%
Pay Plan/Grad	#	37	28	9	37	6	0	14	4	2	0	6	5	0	0	0	0	0
	%	100%	75.68%	24.32%	100.00%	16.22%	0.00%	37.84%	10.81%	5.41%	0.00%	16.22%	13.51%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay Plan/Grad	#	11	7	4	11	1	0	3	3	0	1	3	0	0	0	0	0	0
	%	100%	63.64%	36.36%	100.00%	9.09%	0.00%	27.27%	27.27%	0.00%	9.09%	27.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay Plan/Grad	#	263	228	35	263	10	1	140	22	9	1	61	11	4	0	1	0	3
	%	100%	86.69%	13.31%	100.00%	3.80%	0.38%	53.23%	8.37%	3.42%	0.38%	23.19%	4.18%	1.52%	0.00%	0.38%	0.00%	1.14%
Pay Plan/Grad	#	366	302	64	366	14	5	232	44	16	4	38	11	0	0	0	0	2
	%	100%	82.51%	17.49%	100.00%	3.83%	1.37%	63.39%	12.02%	4.37%	1.09%	10.38%	3.01%	0.00%	0.00%	0.00%	0.00%	0.55%
Pay Plan/Grad	#	101	82	19	101	5	2	66	17	5	0	4	0	0	0	2	0	0
	%	100%	81.19%	18.81%	100.00%	4.95%	1.98%	65.35%	16.83%	4.95%	0.00%	3.96%	0.00%	0.00%	0.00%	1.98%	0.00%	0.00%
Job Title & Series:	#	18,047	15,014	3,033	1,371	286	11,782	2,259	1,025	283	516	130	49	13	166	28	103	32
	%	100%	83.19%	16.81%	7.60%	1.58%	65.29%	12.52%	5.68%	1.57%	2.86%	0.72%	0.27%	0.07%	0.92%	0.16%	0.57%	0.18%
Occupational CLF/SOC Code	%	100%	81.62%	18.38%	5.59%	1.51%	64.77%	13.76%	7.76%	1.76%	2.18%	0.84%	0.39%	0.16%	0.48%	0.11%	0.44%	0.22%
Pay Plan/Grad	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay Plan/Grad	#	887	770	117	105	12	535	71	65	13	48	15	3	2	7	2	6	2
	%	100%	86.81%	13.19%	11.84%	1.35%	60.32%	8.00%	7.33%	1.47%	5.41%	1.69%	0.34%	0.23%	0.79%	0.23%	0.68%	0.23%
Pay Plan/Grad	#	360	301	59	27	6	227	44	27	4	12	3	0	0	5	1	3	1
	%	100%	83.61%	16.39%	7.50%	1.67%	63.06%	12.22%	7.50%	1.11%	3.33%	0.83%	0.00%	0.00%	1.39%	0.28%	0.83%	0.28%
Pay Plan/Grad	#	256	200	56	23	7	145	41	20	5	7	3	2	0	1	0	2	0
	%	100%	78.13%	21.88%	8.98%	2.73%	56.64%	16.02%	7.81%	1.95%	2.73%	1.17%	0.78%	0.00%	0.39%	0.00%	0.78%	0.00%
Pay Plan/Grad	#	1,846	1,564	282	142	24	1,224	203	100	29	49	18	7	1	21	5	20	2
	%	100%	84.72%	15.28%	7.69%	1.30%	66.31%	11.00%	5.42%	1.57%	2.65%	0.98%	0.38%	0.05%	1.14%	0.27%	1.08%	0.11%
Pay Plan/Grad	#	2,856	2,385	471	231	59	1,873	343	147	39	75	17	8	1	36	6	15	6
	%	100%	83.51%	16.49%	8.09%	2.07%	65.58%	12.01%	5.15%	1.37%	2.63%	0.60%	0.28%	0.04%	1.26%	0.21%	0.53%	0.21%
Pay Plan/Grad	#	1,352	1,131	221	129	30	878	156	77	23	26	5	3	0	10	3	8	4
	%	100%	83.65%	16.35%	9.54%	2.22%	64.94%	11.54%	5.70%	1.70%	1.92%	0.37%	0.22%	0.00%	0.74%	0.22%	0.59%	0.30%
Pay Plan/Grad	#	8,348	6,895	1,453	583	115	5,539	1,149	403	99	251	63	21	5	60	7	38	15
	%	100%	82.59%	17.41%	6.98%	1.38%	66.35%	13.76%	4.83%	1.19%	3.01%	0.75%	0.25%	0.06%	0.72%	0.08%	0.46%	0.18%
Pay Plan/Grad	#	1,532	1,283	249	102	21	977	173	134	43	40	6	4	3	18	1	8	1
	%	100%	83.75%	16.25%	6.66%	1.37%	63.77%	11.29%	8.75%	2.81%	2.61%	0.39%	0.26%	0.20%	1.17%	0.07%	0.52%	0.07%
Pay Plan/Grad	#	102	80	22	3	2	69	13	3	5	5	0	0	1	0	0	0	0
	%	100%	78.43%	21.57%	2.94%	1.96%	67.65%	12.75%	2.94%	4.90%	4.90%	0.00%	0.00%	0.98%	0.00%	0.00%	0.00%	0.00%

Pay	#	26	24	2	1	0	19	2	2	0	0	0	0	0	1	0	1	0
Plan/Grad	%	100%	92.31%	7.69%	3.85%	0.00%	73.08%	7.69%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	3.85%	0.00%	3.85%	0.00%
Pay	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	5	4	1	0	0	3	1	1	0	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	80.00%	20.00%	0.00%	0.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	23	16	7	1	2	12	4	3	0	0	0	0	0	1	0	0	0
Plan/Grad	%	100%	69.57%	30.43%	4.35%	8.70%	52.17%	17.39%	13.04%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%	0.00%	0.00%
Pay	#	267	207	60	15	6	154	37	29	16	2	0	0	0	6	1	1	0
Plan/Grad	%	100%	77.53%	22.47%	5.62%	2.25%	57.68%	13.86%	10.86%	5.99%	0.75%	0.00%	0.00%	0.00%	2.25%	0.37%	0.37%	0.00%
Pay	#	185	152	33	9	2	126	22	13	7	1	0	1	0	1	1	1	1
Plan/Grad	%	100%	82.16%	17.84%	4.86%	1.08%	68.11%	11.89%	7.03%	3.78%	0.54%	0.00%	0.54%	0.00%	0.54%	0.54%	0.54%	0.54%
Job Title & Series:	#	4,193	3,845	348	293	16	3,178	296	199	16	77	13	19	1	63	4	13	1
	%	100%	91.70%	8.30%	6.99%	0.38%	75.79%	7.06%	4.75%	0.38%	1.84%	0.31%	0.45%	0.02%	1.50%	0.10%	0.31%	0.02%
Occupational CLF/SOC Code	%	100%	83.86%	16.14%	10.05%	2.49%	61.87%	9.76%	8.51%	3.19%	2.59%	0.35%	0.03%	0.14%	0.66%	0.13%	0.16%	0.09%
Pay	#	3	3	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	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%	0.00%
Pay	#	37	31	6	1	0	26	4	1	0	1	1	0	1	2	0	0	0
Plan/Grad	%	100%	83.78%	16.22%	2.70%	0.00%	70.27%	10.81%	2.70%	0.00%	2.70%	2.70%	0.00%	2.70%	5.41%	0.00%	0.00%	0.00%
Pay	#	372	346	26	39	1	274	21	15	0	11	4	3	0	3	0	1	0
Plan/Grad	%	100%	93.01%	6.99%	10.48%	0.27%	73.66%	5.65%	4.03%	0.00%	2.96%	1.08%	0.81%	0.00%	0.81%	0.00%	0.27%	0.00%
Pay	#	1,331	1,223	108	85	4	1,019	90	69	6	24	6	6	0	11	1	6	0
Plan/Grad	%	100%	91.89%	8.11%	6.39%	0.30%	76.56%	6.76%	5.18%	0.45%	1.80%	0.45%	0.45%	0.00%	0.83%	0.08%	0.45%	0.00%
Pay	#	1,674	1,545	129	108	9	1,305	113	68	4	25	1	7	0	28	2	4	0
Plan/Grad	%	100%	92.29%	7.71%	6.45%	0.54%	77.96%	6.75%	4.06%	0.24%	1.49%	0.06%	0.42%	0.00%	1.67%	0.12%	0.24%	0.00%
Pay	#	16	11	5	1	1	10	4	0	0	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	68.75%	31.25%	6.25%	6.25%	62.50%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	506	460	46	43	0	366	40	26	4	11	1	2	0	11	0	1	1
Plan/Grad	%	100%	90.91%	9.09%	8.50%	0.00%	72.33%	7.91%	5.14%	0.79%	2.17%	0.20%	0.40%	0.00%	2.17%	0.00%	0.20%	0.20%
Pay	#	253	226	27	15	1	177	23	19	2	5	0	1	0	8	1	1	0
Plan/Grad	%	100%	89.33%	10.67%	5.93%	0.40%	69.96%	9.09%	7.51%	0.79%	1.98%	0.00%	0.40%	0.00%	3.16%	0.40%	0.40%	0.00%
Job Title & Series:	#	422	342	80	49	10	207	48	22	9	53	12	1	0	5	0	3	1
	%	100%	81.04%	18.96%	11.61%	2.37%	49.05%	11.37%	5.21%	2.13%	12.56%	2.84%	0.24%	0.00%	1.18%	0.00%	0.71%	0.24%
Occupational CLF/SOC Code	%	100%	87.61%	12.39%	4.02%	0.91%	72.00%	9.11%	3.61%	0.72%	7.04%	1.41%	0.08%	0.04%	0.44%	0.13%	0.41%	0.07%
Pay	#	22	14	8	2	2	7	4	2	2	3	0	0	0	0	0	0	0
Plan/Grad	%	100%	63.64%	36.36%	9.09%	9.09%	31.82%	18.18%	9.09%	9.09%	13.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	55	44	11	7	3	19	3	1	0	14	5	1	0	1	0	0	0
Plan/Grad	%	100%	80.00%	20.00%	12.73%	5.45%	34.55%	5.45%	1.82%	0.00%	25.45%	9.09%	1.82%	0.00%	1.82%	0.00%	0.00%	0.00%
Pay	#	309	253	56	35	5	161	38	17	5	32	7	0	0	4	0	3	1
Plan/Grad	%	100%	81.88%	18.12%	11.33%	1.62%	52.10%	12.30%	5.50%	1.62%	10.36%	2.27%	0.00%	0.00%	1.29%	0.00%	0.97%	0.32%
Pay	#	35	30	5	5	0	19	3	2	2	4	0	0	0	0	0	0	0
Plan/Grad	%	100%	85.71%	14.29%	14.29%	0.00%	54.29%	8.57%	5.71%	5.71%	11.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title & Series:	#	237	103	134	5	7	70	74	25	39	3	7	0	1	0	4	0	1
CONTRA	%	100%	43.46%	56.54%	2.11%	2.95%	29.54%	31.22%	10.55%	16.46%	1.27%	2.95%	0.00%	0.42%	0.00%	1.69%	0.00%	0.42%

Pay	#	88	74	14	7	1	39	4	6	5	20	4	1	0	1	0	0	0
Plan/Grad	%	100%	84.09%	15.91%	7.95%	1.14%	44.32%	4.55%	6.82%	5.68%	22.73%	4.55%	1.14%	0.00%	1.14%	0.00%	0.00%	0.00%
Pay	#	604	494	110	35	13	318	43	37	26	96	25	3	1	4	2	0	0
Plan/Grad	%	100%	81.79%	18.21%	5.79%	2.15%	52.65%	7.12%	6.13%	4.30%	15.89%	4.14%	0.50%	0.17%	0.66%	0.33%	0.00%	0.00%
Pay	#	185	150	35	12	6	99	16	18	8	20	4	0	0	1	1	0	0
Plan/Grad	%	100%	81.08%	18.92%	6.49%	3.24%	53.51%	8.65%	9.73%	4.32%	10.81%	2.16%	0.00%	0.00%	0.54%	0.54%	0.00%	0.00%
Job Title & Series:	#	495	352	143	41	6	247	82	39	45	15	5	2	1	5	1	3	2
	%	100%	71.11%	28.89%	8.28%	1.21%	49.90%	16.57%	7.88%	9.09%	3.03%	1.01%	0.40%	0.20%	1.01%	0.20%	0.61%	0.40%
Occupational CLF/SOC Code	%	100%	53.57%	46.43%	4.37%	4.33%	41.05%	32.18%	4.26%	6.89%	2.89%	2.11%	0.05%	0.10%	0.63%	0.52%	0.31%	0.30%
Pay	#	11	2	9	0	0	1	7	1	1	0	1	0	0	0	0	0	0
Plan/Grad	%	100%	18.18%	81.82%	0.00%	0.00%	9.09%	63.64%	9.09%	9.09%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	20	14	6	2	1	8	1	4	3	0	0	0	0	0	0	0	1
Plan/Grad	%	100%	70.00%	30.00%	10.00%	5.00%	40.00%	5.00%	20.00%	15.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%
Pay	#	228	169	59	29	3	113	33	14	19	5	3	2	1	4	0	2	0
Plan/Grad	%	100%	74.12%	25.88%	12.72%	1.32%	49.56%	14.47%	6.14%	8.33%	2.19%	1.32%	0.88%	0.44%	1.75%	0.00%	0.88%	0.00%
Pay	#	141	100	41	7	1	76	22	12	16	3	0	0	0	1	1	1	0
Plan/Grad	%	100%	70.92%	29.08%	4.96%	0.71%	53.90%	15.60%	8.51%	11.35%	2.13%	0.00%	0.00%	0.00%	0.71%	0.71%	0.71%	0.00%
Pay	#	95	67	28	3	1	49	19	8	6	7	1	0	0	0	0	0	1
Plan/Grad	%	100%	70.53%	29.47%	3.16%	1.05%	51.58%	20.00%	8.42%	6.32%	7.37%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%	1.05%
Job Title & Series:	#	322	111	211	8	16	68	94	31	89	1	7	0	1	2	2	0	2
	%	100%	34.47%	65.53%	2.48%	4.97%	21.12%	29.19%	9.63%	27.64%	0.31%	2.17%	0.00%	0.31%	0.62%	0.62%	0.00%	0.62%
Occupational CLF/SOC Code	%	100%	39.70%	60.30%	3.66%	5.84%	30.39%	44.18%	3.32%	7.11%	1.85%	2.33%	0.04%	0.08%	0.27%	0.48%	0.17%	0.29%
Pay	#	4	0	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	0.00%	100.00%	0.00%	25.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	28	11	17	0	0	6	6	4	10	0	1	0	0	1	0	0	0
Plan/Grad	%	100%	39.29%	60.71%	0.00%	0.00%	21.43%	21.43%	14.29%	35.71%	0.00%	3.57%	0.00%	0.00%	3.57%	0.00%	0.00%	0.00%
Pay	#	67	14	53	1	3	9	26	4	21	0	1	0	1	0	1	0	0
Plan/Grad	%	100%	20.90%	79.10%	1.49%	4.48%	13.43%	38.81%	5.97%	31.34%	0.00%	1.49%	0.00%	1.49%	0.00%	1.49%	0.00%	0.00%
Pay	#	132	42	90	2	6	28	40	10	38	0	3	0	0	1	1	0	2
Plan/Grad	%	100%	31.82%	68.18%	1.52%	4.55%	21.21%	30.30%	7.58%	28.79%	0.00%	2.27%	0.00%	0.00%	0.76%	0.76%	0.00%	1.52%
Pay	#	70	32	38	5	6	15	12	11	18	1	2	0	0	0	0	0	0
Plan/Grad	%	100%	45.71%	54.29%	7.14%	8.57%	21.43%	17.14%	15.71%	25.71%	1.43%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	21	12	9	0	0	10	7	2	2	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	57.14%	42.86%	0.00%	0.00%	47.62%	33.33%	9.52%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title & Series:	#	1,453	1,054	399	62	19	775	259	104	72	84	42	3	0	23	6	1	1
	%	100%	72.54%	27.46%	4.27%	1.31%	53.34%	17.83%	7.16%	4.96%	5.78%	2.89%	0.21%	0.00%	1.58%	0.41%	0.07%	0.07%
Occupational CLF/SOC Code	%	100%	70.36%	29.64%	5.39%	2.17%	52.21%	20.89%	6.61%	4.50%	5.14%	1.55%	0.10%	0.05%	0.53%	0.29%	0.38%	0.18%
Pay	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	18	12	6	1	1	6	2	3	3	2	0	0	0	0	0	0	0
Plan/Grad	%	100%	66.67%	33.33%	5.56%	5.56%	33.33%	11.11%	16.67%	16.67%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	155	104	51	8	3	71	30	14	7	10	10	0	0	1	1	0	0
Plan/Grad	%	100%	67.10%	32.90%	5.16%	1.94%	45.81%	19.35%	9.03%	4.52%	6.45%	6.45%	0.00%	0.00%	0.65%	0.65%	0.00%	0.00%

Pay	#	436	300	136	20	10	214	85	25	21	32	16	1	0	7	3	1	1
Plan/Grad	%	100%	68.81%	31.19%	4.59%	2.29%	49.08%	19.50%	5.73%	4.82%	7.34%	3.67%	0.23%	0.00%	1.61%	0.69%	0.23%	0.23%
Pay	#	677	518	159	28	3	388	110	51	32	36	12	1	0	12	2	0	0
Plan/Grad	%	100%	76.51%	23.49%	4.14%	0.44%	57.31%	16.25%	7.53%	4.73%	5.32%	1.77%	0.15%	0.00%	1.77%	0.30%	0.00%	0.00%
Pay	#	162	115	47	5	2	91	32	11	9	4	4	1	0	3	0	0	0
Plan/Grad	%	100%	70.99%	29.01%	3.09%	1.23%	56.17%	19.75%	6.79%	5.56%	2.47%	2.47%	0.62%	0.00%	1.85%	0.00%	0.00%	0.00%
Job Title & Series:	#	5894	5528	366	634	32	3925	219	499	69	271	27	48	2	105	11	39	5
	%	100%	93.79%	6.21%	10.76%	0.54%	66.59%	3.72%	8.47%	1.17%	4.60%	0.46%	0.81%	0.03%	1.78%	0.19%	0.66%	0.08%
Occupational CLF/SOC Code	%	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
Pay	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	75.00%	25.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	140	133	7	11	1	105	3	9	2	3	0	0	0	4	1	1	0
Plan/Grad	%	100%	95.00%	5.00%	7.86%	0.71%	75.00%	2.14%	6.43%	1.43%	2.14%	0.00%	0.00%	0.00%	2.86%	0.71%	0.71%	0.00%
Pay	#	13	11	2	1	0	10	2	0	0	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	84.62%	15.38%	7.69%	0.00%	76.92%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pay	#	270	254	16	47	3	152	7	25	5	21	0	3	0	3	1	3	0
Plan/Grad	%	100%	94.07%	5.93%	17.41%	1.11%	56.30%	2.59%	9.26%	1.85%	7.78%	0.00%	1.11%	0.00%	1.11%	0.37%	1.11%	0.00%
Pay	#	454	437	17	72	4	280	5	38	4	29	2	8	0	6	2	2	0
Plan/Grad	%	100%	96.26%	3.74%	15.86%	0.88%	61.67%	1.10%	8.37%	0.88%	6.39%	0.44%	1.76%	0.00%	1.32%	0.44%	0.44%	0.00%
Pay	#	2967	2827	140	303	10	2050	88	248	24	127	12	25	0	47	2	22	3
Plan/Grad	%	100%	95.28%	4.72%	10.21%	0.34%	69.09%	2.97%	8.36%	0.81%	4.28%	0.40%	0.84%	0.00%	1.58%	0.07%	0.74%	0.10%
Pay	#	1274	1175	99	117	11	848	52	105	22	64	11	8	0	26	3	7	0
Plan/Grad	%	100%	92.23%	7.77%	9.18%	0.86%	66.56%	4.08%	8.24%	1.73%	5.02%	0.86%	0.63%	0.00%	2.04%	0.24%	0.55%	0.00%
Pay	#	758	676	82	82	3	468	60	72	11	27	2	4	2	19	2	4	2
Plan/Grad	%	100%	89.18%	10.82%	10.82%	0.40%	61.74%	7.92%	9.50%	1.45%	3.56%	0.26%	0.53%	0.26%	2.51%	0.26%	0.53%	0.26%
Pay	#	14	12	2	1	0	9	1	2	1	0	0	0	0	0	0	0	0
Plan/Grad	%	100%	85.71%	14.29%	7.14%	0.00%	64.29%	7.14%	14.29%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	2,594																
Relevant Applicant Pool	%	100%	75.00%	25.00%	15.26%	2.13%	46.68%	18.14%	7.76%	6.76%	6.43%	3.12%	0.57%	0.16%	0.99%	0.38%	0.28%	0.24%
Internal Application	#	23,825	18,227	5,029	432	104	10,439	1,886	3,093	1,839	1,333	314	98	31	131	38	2,380	703
	%	100%	76.50%	21.11%	1.81%	0.44%	43.82%	7.92%	12.98%	7.72%	5.59%	1.32%	0.41%	0.13%	0.55%	0.16%	9.99%	2.95%
Qualified Internal	#	9,558	7,377	1,852	120	24	4,762	824	975	613	357	95	33	4	47	15	928	228
	%	100%	77.18%	19.38%	1.26%	0.25%	49.82%	8.62%	10.20%	6.41%	3.74%	0.99%	0.35%	0.04%	0.49%	0.16%	9.71%	2.39%
Referred Applicants	#	8,873	6,847	1,722	117	22	4,435	780	883	565	339	90	30	4	43	12	858	203
	%	100%	77.17%	19.41%	1.32%	0.25%	49.98%	8.79%	9.95%	6.37%	3.82%	1.01%	0.34%	0.05%	0.48%	0.14%	9.67%	2.29%
Interviewed	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Selected	#	2,458	2,112	346	198	28	1,584	225	169	62	101	22	13	1	33	4	13	2
	%	100%	85.92%	14.08%	8.06%	1.14%	64.44%	9.15%	6.88%	2.52%	4.11%	0.90%	0.53%	0.04%	1.34%	0.16%	0.53%	0.08%
New Hires																		
Vacancy Announcements	#	381																
Voluntarily	#	26,079	19,937	5,738	600	192	10,972	2,354	3,373	1,701	1,491	347	95	35	120	45	3,007	962
	%	100%	76.45%	22.00%	2.30%	0.74%	42.07%	9.03%	12.93%	6.52%	5.72%	1.33%	0.36%	0.13%	0.46%	0.17%	11.53%	3.69%
Qualified	#	13,653	10,241	3,169	256	98	5,992	1,414	1,514	804	751	199	40	19	56	24	1,499	555

External	%	100%	75.01%	23.21%	1.88%	0.72%	43.89%	10.36%	11.09%	5.89%	5.50%	1.46%	0.29%	0.14%	0.41%	0.18%	10.98%	4.07%
Referred	#	5,842	4,624	1,114	106	34	2857	568	548	212	317	90	13	7	21	5	701	181
Applicants	%	100%	79.15%	19.07%	1.81%	0.58%	48.90%	9.72%	9.38%	3.63%	5.43%	1.54%	0.22%	0.12%	0.36%	0.09%	12.00%	3.10%
Interviewed	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
External	#	236	177	59	10	4	126	34	18	13	20	8	0	0	2	0	1	0
Selections	%	100%	75.00%	25.00%	4.24%	1.69%	53.39%	14.41%	7.63%	5.51%	8.47%	3.39%	0.00%	0.00%	0.85%	0.00%	0.42%	0.00%

Engine for Career Development Applicants for Career Development for Career Development	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

GS-13 or Equivalent	#	4,022	3,077	945	210	63	2,348	618	325	203	127	40	9	4	46	12	12	4
	%	100%	76.50%	23.50%	5.22%	1.57%	58.38%	15.37%	8.08%	5.05%	3.16%	0.99%	0.22%	0.10%	1.14%	0.30%	0.30%	0.10%

Internal Competitive Promotions

Vacancy Filled	#	385																
Relevant Applicant Pool		100%	76.50%	23.50%	5.22%	1.57%	58.38%	15.37%	8.08%	5.05%	3.16%	0.99%	0.22%	0.10%	1.14%	0.30%	0.30%	0.10%
Internal Applicants	#	4,910	3,597	1,148	53	11	2,132	466	586	415	258	63	13	5	24	8	461	151
	%	100%	73.26%	23.38%	1.08%	0.22%	43.42%	9.49%	11.93%	8.45%	5.25%	1.28%	0.26%	0.10%	0.49%	0.16%	9.39%	3.08%
Qualified Internal Applicants	#	2,334	1,689	552	13	2	1,076	248	243	195	90	23	5	1	10	2	210	62
	%	100%	72.37%	23.65%	0.56%	0.09%	46.10%	10.63%	10.41%	8.35%	3.86%	0.99%	0.21%	0.04%	0.43%	0.09%	9.00%	2.66%
Referred Applicants	#	2,079	1,467	524	12	2	928	239	217	184	85	23	3	1	9	2	176	55
	%	100%	70.56%	25.20%	0.58%	0.10%	44.64%	11.50%	10.44%	8.85%	4.09%	1.11%	0.14%	0.05%	0.43%	0.10%	8.47%	2.65%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Selections	#	887	647	240	49	13	482	153	84	60	25	8	2	1	5	2	0	1
	%	100%	72.94%	27.06%	5.52%	1.47%	54.34%	17.25%	9.47%	6.76%	2.82%	0.90%	0.23%	0.11%	0.56%	0.23%	0.00%	0.11%

New Hires

Vacancy Filled	#	43																
Voluntarily Resigned	#	1,668	1,177	440	16	2	628	149	240	183	118	35	5	1	5	1	133	61
	%	100%	70.56%	26.38%	0.96%	0.12%	37.65%	8.93%	14.39%	10.97%	7.07%	2.10%	0.30%	0.06%	0.30%	0.06%	7.97%	3.66%
External Applicants	#	981	692	254	10	1	387	90	130	103	63	18	1	1	1	1	75	34
	%	100%	70.54%	25.89%	1.02%	0.10%	39.45%	9.17%	13.25%	10.50%	6.42%	1.83%	0.10%	0.10%	0.10%	0.10%	7.65%	3.47%
Referred Applicants	#	286	216	59	3	0	135	24	40	23	11	0	1	0	0	1	21	10
	%	100%	75.52%	20.63%	1.05%	0.00%	47.20%	8.39%	13.99%	8.04%	3.85%	0.00%	0.35%	0.00%	0.00%	0.35%	7.34%	3.50%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
External Selections	#	21	17	4	1	0	13	4	2	0	0	0	0	0	1	0	0	0
	%	100%	80.95%	19.05%	4.76%	0.00%	61.90%	19.05%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%

Career Development Program

Slots for Career Development Program	#	24+																
Engine for Career Development Applicants for Career Development for Career Development	#	4,022	3,077	945	210	63	2,348	618	325	203	127	40	9	4	46	12	12	4
	%	100%	76.50%	23.50%	5.22%	1.57%	58.38%	15.37%	8.08%	5.05%	3.16%	0.99%	0.22%	0.10%	1.14%	0.30%	0.30%	0.10%
Internal Applicants	#	23	15	8	2	1	8	2	5	4	0	1	0	0	0	0	0	0
	%	100%	68.75%	31.25%	12.50%	6.25%	37.50%	0.00%	18.75%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Selections	#	17	12	5	2	0	10	4	0	1	0	0	0	0	0	0	0	0
	%	100%	68.75%	31.25%	12.50%	0.00%	56.25%	25.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

GS-14 or Equivalent	#	16,525	13,112	3,413	1,050	234	10,211	2,345	926	568	637	194	43	11	175	32	65	25
	%	100%	79.35%	20.65%	6.35%	1.42%	61.79%	14.19%	5.60%	3.44%	3.85%	1.17%	0.26%	0.07%	1.06%	0.19%	0.39%	0.15%

Internal Competitive Promotions

Vacancy Announcements	#	1,066																
Relevant Applicant Pool		100%	79.35%	20.65%	6.35%	1.42%	61.79%	14.19%	5.60%	3.44%	3.85%	1.17%	0.26%	0.07%	1.06%	0.19%	0.39%	0.15%
Internal Applicants	#	16,053	11,854	3,808	281	82	6,603	1,488	2,084	1,294	986	299	53	28	85	26	1,530	502
	%	100%	73.84%	23.72%	1.75%	0.51%	41.13%	9.27%	12.98%	8.06%	6.14%	1.86%	0.33%	0.17%	0.53%	0.16%	9.53%	3.13%
Qualified Internal Applicants	#	4,544	3,332	1,030	44	9	2,130	466	433	316	231	73	10	2	19	6	387	124
	%	100%	73.33%	22.67%	0.97%	0.20%	46.88%	10.26%	9.53%	6.95%	5.08%	1.61%	0.22%	0.04%	0.42%	0.13%	8.52%	2.73%
Referred Applicants	#	4,203	3,076	954	43	8	1,971	443	384	286	224	70	10	2	17	4	354	109
	%	100%	73.19%	22.70%	1.02%	0.19%	46.90%	10.54%	9.14%	6.80%	5.33%	1.67%	0.24%	0.05%	0.40%	0.10%	8.42%	2.59%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Selections	#	1,360	1,071	289	107	17	795	191	80	57	63	17	6	0	18	5	2	2
	%	100%	78.75%	21.25%	7.87%	1.25%	58.46%	14.04%	5.88%	4.19%	4.63%	1.25%	0.44%	0.00%	1.32%	0.37%	0.15%	0.15%

New Hires

Vacancy Announcements	#	171																
Voluntarily Identified	#	8,102	5,933	1,958	108	33	3,159	686	1,042	726	705	200	17	9	31	8	755	239
	%	100%	73.23%	24.17%	1.33%	0.41%	38.99%	8.47%	12.86%	8.96%	8.70%	2.47%	0.21%	0.11%	0.38%	0.10%	9.32%	2.95%
External Applicants	#	3,853	2,735	995	35	13	1,498	345	484	367	317	107	6	3	19	7	327	124
	%	100%	70.98%	25.82%	0.91%	0.34%	38.88%	8.95%	12.56%	9.53%	8.23%	2.78%	0.16%	0.08%	0.49%	0.18%	8.49%	3.22%
Referred Applicants	#	1,266	971	251	7	2	535	98	166	70	121	43	2	1	4	1	115	28
	%	100%	76.70%	19.83%	0.55%	0.16%	42.26%	7.74%	13.11%	5.53%	9.56%	3.40%	0.16%	0.08%	0.32%	0.08%	9.08%	2.21%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
External Selections	#	176	120	56	6	5	85	26	14	15	8	9	0	0	3	0	3	0
	%	100%	68.18%	31.82%	3.41%	2.84%	48.30%	14.77%	7.95%	8.52%	4.55%	5.11%	0.00%	0.00%	1.70%	0.00%	1.70%	0.00%

Career Development Program

Slots for Career Development Program	#	60+																
Eligible for Career Development Applicants	#	16,525	13,112	3,413	1,050	234	10,211	2,345	926	568	637	194	43	11	175	32	65	25
	%	100%	79.35%	20.65%	6.35%	1.42%	61.79%	14.19%	5.60%	3.44%	3.85%	1.17%	0.26%	0.07%	1.06%	0.19%	0.39%	0.15%
Development Selections for Career Development	#	34	21	13	0	0	15	8	5	4	0	0	0	0	0	1	1	0
	%	100%	61.76%	38.24%	0.00%	0.00%	44.12%	23.53%	14.71%	11.76%	0.00%	0.00%	0.00%	0.00%	2.94%	2.94%	0.00%	
Development Selections for Career Development	#	33	18	15	0	1	14	8	1	4	3	1	0	0	0	1	0	0
	%	100%	54.55%	45.45%	0.00%	3.03%	42.42%	24.24%	3.03%	12.12%	9.09%	3.03%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%

GS-13 or Equivalent	#	8,082	6,245	1,837	549	144	4,522	1,091	529	407	475	140	29	8	96	32	39	13
	%	100%	77.27%	22.73%	6.79%	1.78%	55.95%	13.50%	6.55%	5.04%	5.88%	1.73%	0.36%	0.10%	1.19%	0.40%	0.48%	0.16%

Internal Competitive Promotions

Vacancy Announcements	#	857																
Relevant Applicant Pool		100%	77.27%	22.73%	6.79%	1.78%	55.95%	13.50%	6.55%	5.04%	5.88%	1.73%	0.36%	0.10%	1.19%	0.40%	0.48%	0.16%
Internal Applicants	#	13,323	9,105	3,941	229	80	4,994	1,456	1,715	1,519	681	237	51	22	69	33	1,183	493
	%	100%	68.34%	29.58%	1.72%	0.60%	37.48%	10.93%	12.87%	11.40%	5.11%	1.78%	0.38%	0.17%	0.52%	0.25%	8.88%	3.70%
Qualified Internal Applicants	#	3,435	2,409	921	51	16	1,458	353	393	355	128	42	11	3	18	13	295	103

Internal Applicants	%	100%	70.13%	26.81%	1.48%	0.47%	42.45%	10.28%	11.44%	10.33%	3.73%	1.22%	0.32%	0.09%	0.52%	0.38%	8.59%	3.00%	
Referred Applicants	#	2,915	2,028	799	45	15	1,243	311	299	299	111	40	10	2	16	10	257	92	
Interviewed Applicants	%	100%	69.57%	27.41%	1.54%	0.51%	42.64%	10.67%	10.26%	10.26%	3.81%	1.37%	0.34%	0.07%	0.55%	0.34%	8.82%	3.16%	
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	1,177	939	238	87	21	684	120	84	69	47	26	8	0	15	2	13	0	
	%	100%	79.78%	20.22%	7.39%	1.78%	58.11%	10.20%	7.14%	5.86%	3.99%	2.21%	0.68%	0.00%	1.27%	0.17%	1.10%	0.00%	
New Hires																			
Vacancy Announcements	#	211																	
Voluntarily Identified	#	8,518	5,740	2,560	110	41	3,056	943	1,116	962	645	218	22	9	34	17	658	297	
External Applicants	%	100%	67.39%	30.05%	1.29%	0.48%	35.88%	11.07%	13.10%	11.29%	7.57%	2.56%	0.26%	0.11%	0.40%	0.20%	7.72%	3.49%	
Referred Applicants	#	4,287	2,725	1,427	53	20	1,451	554	516	316	121	13	5	18	12	314	157		
Interviewed Applicants	%	100%	63.56%	33.29%	1.24%	0.47%	33.85%	12.92%	12.04%	12.01%	7.37%	2.82%	0.30%	0.12%	0.42%	0.28%	7.32%	3.66%	
External Selections	#	1,312	925	342	20	4	489	116	161	130	110	36	4	2	4	0	115	38	
	%	100%	70.50%	26.07%	1.52%	0.30%	37.27%	8.84%	12.27%	9.91%	8.38%	2.74%	0.30%	0.15%	0.30%	0.00%	8.77%	2.90%	
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	239	179	60	14	2	121	39	17	12	25	7	0	0	1	0	1	0	
	%	100%	74.90%	25.10%	5.86%	0.84%	50.63%	16.32%	7.11%	5.02%	10.46%	2.93%	0.00%	0.00%	0.42%	0.00%	0.42%	0.00%	
Career Development Program																			
Slots for Career Development Program	#	60+																	
Engineers for Career Development	#	8,082	6,245	1,837	549	144	4,522	1,091	529	407	475	140	29	8	96	32	39	13	
Applicants for Career Development	%	100%	77.27%	22.73%	6.79%	1.78%	55.95%	13.50%	6.55%	5.04%	5.88%	1.73%	0.36%	0.10%	1.19%	0.40%	0.48%	0.16%	
Selections for Career Development	#	15	12	3	3	0	8	2	1	1	0	0	0	0	0	0	0	0	
	%	100%	80.00%	20.00%	20.00%	0.00%	53.33%	13.33%	6.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	25	15	10	1	1	11	6	2	2	1	0	0	0	0	1	0	0	
	%	100%	60.00%	40.00%	4.00%	4.00%	44.00%	24.00%	8.00%	8.00%	4.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%	0.00%	

Engine for Career Development Applicants for Career Development for Career Development	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

GS-13 or Equivalent	#	4,022	3,077	945	210	63	2,348	618	325	203	127	40	9	4	46	12	12	4
	%	100%	76.50%	23.50%	5.22%	1.57%	58.38%	15.37%	8.08%	5.05%	3.16%	0.99%	0.22%	0.10%	1.14%	0.30%	0.30%	0.10%

Internal Competitive Promotions

Vacancy Filled	#	385																
Relevant Applicant Pool		100%	76.50%	23.50%	5.22%	1.57%	58.38%	15.37%	8.08%	5.05%	3.16%	0.99%	0.22%	0.10%	1.14%	0.30%	0.30%	0.10%
Internal Applicants	#	4,910	3,597	1,148	53	11	2,132	466	586	415	258	63	13	5	24	8	461	151
	%	100%	73.26%	23.38%	1.08%	0.22%	43.42%	9.49%	11.93%	8.45%	5.25%	1.28%	0.26%	0.10%	0.49%	0.16%	9.39%	3.08%
Qualified Internal Applicants	#	2,334	1,689	552	13	2	1,076	248	243	195	90	23	5	1	10	2	210	62
	%	100%	72.37%	23.65%	0.56%	0.09%	46.10%	10.63%	10.41%	8.35%	3.86%	0.99%	0.21%	0.04%	0.43%	0.09%	9.00%	2.66%
Referred Applicants	#	2,079	1,467	524	12	2	928	239	217	184	85	23	3	1	9	2	176	55
	%	100%	70.56%	25.20%	0.58%	0.10%	44.64%	11.50%	10.44%	8.85%	4.09%	1.11%	0.14%	0.05%	0.43%	0.10%	8.47%	2.65%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Selections	#	887	647	240	49	13	482	153	84	60	25	8	2	1	5	2	0	1
	%	100%	72.94%	27.06%	5.52%	1.47%	54.34%	17.25%	9.47%	6.76%	2.82%	0.90%	0.23%	0.11%	0.56%	0.23%	0.00%	0.11%

New Hires

Vacancy Filled	#	43																
Voluntarily Resigned	#	1,668	1,177	440	16	2	628	149	240	183	118	35	5	1	5	1	133	61
	%	100%	70.56%	26.38%	0.96%	0.12%	37.65%	8.93%	14.39%	10.97%	7.07%	2.10%	0.30%	0.06%	0.30%	0.06%	7.97%	3.66%
External Applicants	#	981	692	254	10	1	387	90	130	103	63	18	1	1	1	1	75	34
	%	100%	70.54%	25.89%	1.02%	0.10%	39.45%	9.17%	13.25%	10.50%	6.42%	1.83%	0.10%	0.10%	0.10%	0.10%	7.65%	3.47%
Referred Applicants	#	286	216	59	3	0	135	24	40	23	11	0	1	0	0	1	21	10
	%	100%	75.52%	20.63%	1.05%	0.00%	47.20%	8.39%	13.99%	8.04%	3.85%	0.00%	0.35%	0.00%	0.00%	0.35%	7.34%	3.50%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
External Selections	#	21	17	4	1	0	13	4	2	0	0	0	0	0	1	0	0	0
	%	100%	80.95%	19.05%	4.76%	0.00%	61.90%	19.05%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%

Career Development Program

Slots for Career Development Program	#	24+																
Engine for Career Development Applicants for Career Development for Career Development	#	4,022	3,077	945	210	63	2,348	618	325	203	127	40	9	4	46	12	12	4
	%	100%	76.50%	23.50%	5.22%	1.57%	58.38%	15.37%	8.08%	5.05%	3.16%	0.99%	0.22%	0.10%	1.14%	0.30%	0.30%	0.10%
Internal Applicants	#	23	15	8	2	1	8	2	5	4	0	1	0	0	0	0	0	0
	%	100%	68.75%	31.25%	12.50%	6.25%	37.50%	0.00%	18.75%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Selections	#	17	12	5	2	0	10	4	0	1	0	0	0	0	0	0	0	0
	%	100%	68.75%	31.25%	12.50%	0.00%	56.25%	25.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

GS-14 or Equivalent	#	16,525	13,112	3,413	1,050	234	10,211	2,345	926	568	637	194	43	11	175	32	65	25
	%	100%	79.35%	20.65%	6.35%	1.42%	61.79%	14.19%	5.60%	3.44%	3.85%	1.17%	0.26%	0.07%	1.06%	0.19%	0.39%	0.15%

Internal Competitive Promotions

Vacancy Announcements	#	1,066																	
Relevant Applicant Pool		100%	79.35%	20.65%	6.35%	1.42%	61.79%	14.19%	5.60%	3.44%	3.85%	1.17%	0.26%	0.07%	1.06%	0.19%	0.39%	0.15%	
Internal Applicants	#	16,053	11,854	3,808	281	82	6,603	1,488	2,084	1,294	986	299	53	28	85	26	1,530	502	
	%	100%	73.84%	23.72%	1.75%	0.51%	41.13%	9.27%	12.98%	8.06%	6.14%	1.86%	0.33%	0.17%	0.53%	0.16%	9.53%	3.13%	
Qualified Internal Applicants	#	4,544	3,332	1,030	44	9	2,130	466	433	316	231	73	10	2	19	6	387	124	
	%	100%	73.33%	22.67%	0.97%	0.20%	46.88%	10.26%	9.53%	6.95%	5.08%	1.61%	0.22%	0.04%	0.42%	0.13%	8.52%	2.73%	
Referred Applicants	#	4,203	3,076	954	43	8	1,971	443	384	286	224	70	10	2	17	4	354	109	
	%	100%	73.19%	22.70%	1.02%	0.19%	46.90%	10.54%	9.14%	6.80%	5.33%	1.67%	0.24%	0.05%	0.40%	0.10%	8.42%	2.59%	
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Internal Selections	#	1,360	1,071	289	107	17	795	191	80	57	63	17	6	0	18	5	2	2	
	%	100%	78.75%	21.25%	7.87%	1.25%	58.46%	14.04%	5.88%	4.19%	4.63%	1.25%	0.44%	0.00%	1.32%	0.37%	0.15%	0.15%	

New Hires

Vacancy Announcements	#	171																	
Voluntarily Identified	#	8,102	5,933	1,958	108	33	3,159	686	1,042	726	705	200	17	9	31	8	755	239	
	%	100%	73.23%	24.17%	1.33%	0.41%	38.99%	8.47%	12.86%	8.96%	8.70%	2.47%	0.21%	0.11%	0.38%	0.10%	9.32%	2.95%	
External Applicants	#	3,853	2,735	995	35	13	1,498	345	484	367	317	107	6	3	19	7	327	124	
	%	100%	70.98%	25.82%	0.91%	0.34%	38.88%	8.95%	12.56%	9.53%	8.23%	2.78%	0.16%	0.08%	0.49%	0.18%	8.49%	3.22%	
Referred Applicants	#	1,266	971	251	7	2	535	98	166	70	121	43	2	1	4	1	115	28	
	%	100%	76.70%	19.83%	0.55%	0.16%	42.26%	7.74%	13.11%	5.53%	9.56%	3.40%	0.16%	0.08%	0.32%	0.08%	9.08%	2.21%	
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
External Selections	#	176	120	56	6	5	85	26	14	15	8	9	0	0	3	0	3	0	
	%	100%	68.18%	31.82%	3.41%	2.84%	48.30%	14.77%	7.95%	8.52%	4.55%	5.11%	0.00%	0.00%	1.70%	0.00%	1.70%	0.00%	

Career Development Program

Slots for Career Development Program	#	60+																	
Eligible for Career Development Applicants	#	16,525	13,112	3,413	1,050	234	10,211	2,345	926	568	637	194	43	11	175	32	65	25	
	%	100%	79.35%	20.65%	6.35%	1.42%	61.79%	14.19%	5.60%	3.44%	3.85%	1.17%	0.26%	0.07%	1.06%	0.19%	0.39%	0.15%	
Developments for Career Development Selections	#	34	21	13	0	0	15	8	5	4	0	0	0	0	0	1	1	0	
	%	100%	61.76%	38.24%	0.00%	0.00%	44.12%	23.53%	14.71%	11.76%	0.00%	0.00%	0.00%	0.00%	2.94%	2.94%	0.00%		
for Career Development	#	33	18	15	0	1	14	8	1	4	3	1	0	0	0	1	0	0	
	%	100%	54.55%	45.45%	0.00%	3.03%	42.42%	24.24%	3.03%	12.12%	9.09%	3.03%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%	

GS-13 or Equivalent	#	8,082	6,245	1,837	549	144	4,522	1,091	529	407	475	140	29	8	96	32	39	13
	%	100%	77.27%	22.73%	6.79%	1.78%	55.95%	13.50%	6.55%	5.04%	5.88%	1.73%	0.36%	0.10%	1.19%	0.40%	0.48%	0.16%

Internal Competitive Promotions

Vacancy Announcements	#	857																	
Relevant Applicant Pool		100%	77.27%	22.73%	6.79%	1.78%	55.95%	13.50%	6.55%	5.04%	5.88%	1.73%	0.36%	0.10%	1.19%	0.40%	0.48%	0.16%	
Internal Applicants	#	13,323	9,105	3,941	229	80	4,994	1,456	1,715	1,519	681	237	51	22	69	33	1,183	493	
	%	100%	68.34%	29.58%	1.72%	0.60%	37.48%	10.93%	12.87%	11.40%	5.11%	1.78%	0.38%	0.17%	0.52%	0.25%	8.88%	3.70%	
Qualified Internal	#	3,435	2,409	921	51	16	1,458	353	393	355	128	42	11	3	18	13	295	103	

Internal Applicants	%	100%	70.13%	26.81%	1.48%	0.47%	42.45%	10.28%	11.44%	10.33%	3.73%	1.22%	0.32%	0.09%	0.52%	0.38%	8.59%	3.00%	
Referred Applicants	#	2,915	2,028	799	45	15	1,243	311	299	299	111	40	10	2	16	10	257	92	
Interviewed Applicants	%	100%	69.57%	27.41%	1.54%	0.51%	42.64%	10.67%	10.26%	10.26%	3.81%	1.37%	0.34%	0.07%	0.55%	0.34%	8.82%	3.16%	
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Internal Selections	%	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%	
External Selections	#	1,177	939	238	87	21	684	120	84	69	47	26	8	0	15	2	13	0	
Internal Selections	%	100%	79.78%	20.22%	7.39%	1.78%	58.11%	10.20%	7.14%	5.86%	3.99%	2.21%	0.68%	0.00%	1.27%	0.17%	1.10%	0.00%	
New Hires																			
Vacancy Announcements	#	211																	
Voluntarily Identified	#	8,518	5,740	2,560	110	41	3,056	943	1,116	962	645	218	22	9	34	17	658	297	
External Applicants	%	100%	67.39%	30.05%	1.29%	0.48%	35.88%	11.07%	13.10%	11.29%	7.57%	2.56%	0.26%	0.11%	0.40%	0.20%	7.72%	3.49%	
Referred Applicants	#	4,287	2,725	1,427	53	20	1,451	554	516	316	121	13	5	18	12	314	157		
Interviewed Applicants	%	100%	63.56%	33.29%	1.24%	0.47%	33.85%	12.92%	12.04%	12.01%	7.37%	2.82%	0.30%	0.12%	0.42%	0.28%	7.32%	3.66%	
External Selections	#	1,312	925	342	20	4	489	116	161	130	110	36	4	2	4	0	115	38	
Internal Selections	%	100%	70.50%	26.07%	1.52%	0.30%	37.27%	8.84%	12.27%	9.91%	8.38%	2.74%	0.30%	0.15%	0.30%	0.00%	8.77%	2.90%	
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Internal Selections	%	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%	
External Selections	#	239	179	60	14	2	121	39	17	12	25	7	0	0	1	0	1	0	
Internal Selections	%	100%	74.90%	25.10%	5.86%	0.84%	50.63%	16.32%	7.11%	5.02%	10.46%	2.93%	0.00%	0.00%	0.42%	0.00%	0.42%	0.00%	
Career Development Program																			
Slots for Career Development Program	#	60+																	
Engineers for Career Development	#	8,082	6,245	1,837	549	144	4,522	1,091	529	407	475	140	29	8	96	32	39	13	
Applicants for Career Development	%	100%	77.27%	22.73%	6.79%	1.78%	55.95%	13.50%	6.55%	5.04%	5.88%	1.73%	0.36%	0.10%	1.19%	0.40%	0.48%	0.16%	
Selections for Career Development	#	15	12	3	3	0	8	2	1	1	0	0	0	0	0	0	0	0	
Internal Selections for Career Development	%	100%	80.00%	20.00%	20.00%	0.00%	53.33%	13.33%	6.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
External Selections for Career Development	#	25	15	10	1	1	11	6	2	2	1	0	0	0	0	1	0	0	
Internal Selections for Career Development	%	100%	60.00%	40.00%	4.00%	4.00%	44.00%	24.00%	8.00%	8.00%	4.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%	0.00%	

Plan/Grade Level	%	100%	84.62%	15.38%	0.00%	0.00%	84.62%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	27	19	8	1	2	18	5	0	1	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	70.37%	29.63%	3.70%	7.41%	66.67%	18.52%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Plan/Grade Level	#	2,152	1,545	607	98	36	1,167	385	175	141	76	31	5	1	21	10	3	3
Plan/Grade Level	%	100%	71.79%	28.21%	4.55%	1.67%	54.23%	17.89%	8.13%	6.55%	3.53%	1.44%	0.23%	0.05%	0.98%	0.46%	0.14%	0.14%
Plan/Grade Level	#	283	211	72	9	4	170	47	15	17	10	3	0	0	7	1	0	0
Plan/Grade Level	%	100%	74.56%	25.44%	3.18%	1.41%	60.07%	16.61%	5.30%	6.01%	3.53%	1.06%	0.00%	0.00%	2.47%	0.35%	0.00%	0.00%
Plan/Grade Level	#	28	19	9	0	0	16	8	1	1	1	0	0	0	0	0	1	0
Plan/Grade Level	%	100%	67.86%	32.14%	0.00%	0.00%	57.14%	28.57%	3.57%	3.57%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	3.57%	0.00%

Internal Competitive Promotions

Slots Filled	#	386																
Relevant Applicant Pool	%	100.00%	76.13%	23.87%	5.10%	1.53%	58.19%	15.87%	8.03%	4.97%	3.23%	0.97%	0.21%	0.12%	1.09%	0.28%	0.28%	0.09%
Internal Applicants	#	4,912	3,598	1,149	53	11	2,133	467	586	415	258	63	13	5	24	8	461	151
Internal Applicants	%	100%	73.25%	23.39%	1.08%	0.22%	43.42%	9.51%	11.93%	8.45%	5.25%	1.28%	0.26%	0.10%	0.49%	0.16%	9.39%	3.07%
Qualified Internal Applicants	#	2,341	1,695	553	13	2	1,078	249	246	195	91	23	5	1	10	2	210	62
Qualified Internal Applicants	%	100%	72.40%	23.62%	0.56%	0.09%	46.05%	10.64%	10.51%	8.33%	3.89%	0.98%	0.21%	0.04%	0.43%	0.09%	8.97%	2.65%
Referred Applicants	#	2,076	1,463	525	12	2	929	240	215	184	85	23	2	1	9	2	175	55
Referred Applicants	%	100%	70.47%	25.29%	0.58%	0.10%	44.75%	11.56%	10.36%	8.86%	4.09%	1.11%	0.10%	0.05%	0.43%	0.10%	8.43%	2.65%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants	%	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%
Internal Selections	#	449	328	121	24	10	250	74	36	27	16	5	0	1	2	2	0	1
Internal Selections	%	100%	73.05%	26.95%	5.35%	2.23%	55.68%	16.48%	8.02%	6.01%	3.56%	1.11%	0.00%	0.22%	0.45%	0.45%	0.00%	0.22%

New Hires

Slots Filled	#	82																
Voluntarily Resigned	#	2,990	2,176	734	30	4	1,264	290	377	260	183	50	10	1	15	4	250	111
Voluntarily Resigned	%	100%	72.78%	24.55%	1.00%	0.13%	42.27%	9.70%	12.61%	8.70%	6.12%	1.67%	0.33%	0.03%	0.50%	0.13%	8.36%	3.71%
Qualified External Applicants	#	1,213	872	302	11	1	515	124	148	109	76	22	1	1	1	1	92	37
Qualified External Applicants	%	100%	71.89%	24.90%	0.91%	0.08%	42.46%	10.22%	12.20%	8.99%	6.27%	1.81%	0.08%	0.08%	0.08%	0.08%	7.58%	3.05%
Referred Applicants	#	473	359	101	4	0	237	54	57	29	24	3	1	0	0	1	31	12
Referred Applicants	%	100%	75.90%	21.35%	0.85%	0.00%	50.11%	11.42%	12.05%	6.13%	5.07%	0.63%	0.21%	0.00%	0.00%	0.21%	6.55%	2.54%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants	%	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%
External Selections	#	33	25	8	1	0	20	6	3	2	0	0	0	0	1	0	0	0
External Selections	%	100%	75.76%	24.24%	3.03%	0.00%	60.61%	18.18%	9.09%	6.06%	0.00%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%	0.00%

Career Development Program

Slots for Career Development Program	#	24																
Engineers for Career Development	#	4,310	3,281	1,029	220	66	2,508	684	346	214	139	42	9	5	47	12	12	4
Engineers for Career Development	%	100%	76.13%	23.87%	5.10%	1.53%	58.19%	15.87%	8.03%	4.97%	3.23%	0.97%	0.21%	0.12%	1.09%	0.28%	0.28%	0.09%
Applicants for Career Development	#	16	11	5	2	1	6	0	3	3	0	1	0	0	0	0	0	0
Applicants for Career Development	%	100%	68.75%	31.25%	12.50%	6.25%	37.50%	0.00%	18.75%	18.75%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selections for Career Development	#	16	11	5	2	0	9	4	0	1	0	0	0	0	0	0	0	0
Selections for Career Development	%	100%	68.75%	31.25%	12.50%	0.00%	56.25%	25.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Managers/Mid-Level	#	2,054	1,655	399	178	35	1,230	271	145	68	59	14	7	3	27	5	9	3
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Mid-Level (Grades 13-14)	%	100%	80.57%	19.43%	8.45%	1.76%	59.56%	13.73%	6.64%	3.62%	3.17%	0.55%	0.20%	0.20%	1.31%	0.30%	0.35%	0.15%
Plan/Grade Level	#	58	48	10	58	3	0	38	8	4	2	1	0	0	0	1	0	1
Plan/Grade Level	%	100%	82.76%	17.24%	100.00%	5.17%	0.00%	65.52%	13.79%	6.90%	3.45%	1.72%	0.00%	0.00%	0.00%	1.72%	0.00%	1.72%
Plan/Grade Level	#	150	124	26	150	14	4	101	20	6	1	1	0	0	0	1	0	1
Plan/Grade Level	%	100%	82.67%	17.33%	100.00%	9.33%	2.67%	67.33%	13.33%	4.00%	0.67%	0.67%	0.00%	0.00%	0.00%	0.67%	0.00%	0.67%
Plan/Grade Level	#	59	47	12	59	4	0	35	10	5	2	1	0	0	0	1	0	1
Plan/Grade Level	%	100%	79.66%	20.34%	100.00%	6.78%	0.00%	59.32%	16.95%	8.47%	3.39%	1.69%	0.00%	0.00%	0.00%	1.69%	0.00%	1.69%
Plan/Grade Level	#	158	133	25	158	13	4	99	17	14	4	3	0	1	0	2	0	1
Plan/Grade Level	%	100%	84.18%	15.82%	100.00%	8.23%	2.53%	62.66%	10.76%	8.86%	2.53%	1.90%	0.00%	0.63%	0.00%	1.27%	0.00%	0.63%
Plan/Grade Level	#	8	7	1	8	0	0	6	1	0	0	0	0	1	0	0	0	0
Plan/Grade Level	%	100%	87.50%	12.50%	100.00%	0.00%	0.00%	75.00%	12.50%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	43	34	9	43	4	1	26	7	3	0	0	1	0	0	1	0	0
Plan/Grade Level	%	100%	79.07%	20.93%	100.00%	9.30%	2.33%	60.47%	16.28%	6.98%	0.00%	0.00%	2.33%	0.00%	0.00%	2.33%	0.00%	0.00%
Plan/Grade Level	#	105	89	16	105	18	5	63	10	5	1	2	0	0	0	0	0	1
Plan/Grade Level	%	100%	84.76%	15.24%	100.00%	17.14%	4.76%	60.00%	9.52%	4.76%	0.95%	1.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.95%
Plan/Grade Level	#	22	19	3	22	3	1	16	1	0	1	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	86.36%	13.64%	100.00%	13.64%	4.55%	72.73%	4.55%	0.00%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Plan/Grade Level	%	100%	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%	0.00%	0.00%	0.00%
Plan/Grade Level	#	83	50	33	4	4	39	19	5	7	2	0	0	1	0	2	0	0
Plan/Grade Level	%	100%	60.24%	39.76%	4.82%	4.82%	46.99%	22.89%	6.02%	8.43%	2.41%	0.00%	0.00%	1.20%	0.00%	2.41%	0.00%	0.00%
Plan/Grade Level	#	1367	1103	264	115	16	807	178	103	50	48	13	5	2	21	3	4	2
Plan/Grade Level	%	100%	80.69%	19.31%	8.41%	1.17%	59.03%	13.02%	7.53%	3.66%	3.51%	0.95%	0.37%	0.15%	1.54%	0.22%	0.29%	0.15%

Internal Competitive Promotions

Slots Filled	#	1,904																
Relevant Applicant Pool	%	100.00%	80.57%	19.43%	8.45%	1.76%	59.56%	13.73%	6.64%	3.62%	3.17%	0.55%	0.20%	0.20%	1.31%	0.30%	0.35%	0.15%
Internal Applicants	#	25,442	18,091	6,786	439	142	10,073	2,587	3,256	2,466	1,437	474	86	45	131	52	2,331	852
Internal Applicants	%	100%	71.11%	26.67%	1.73%	0.56%	39.59%	10.17%	12.80%	9.69%	5.65%	1.86%	0.34%	0.18%	0.51%	0.20%	9.16%	3.35%
Qualified Internal Applicants	#	7,036	5,049	1,743	83	23	3,149	737	729	600	314	107	21	4	32	16	605	197
Qualified Internal Applicants	%	100%	71.76%	24.77%	1.18%	0.33%	44.76%	10.47%	10.36%	8.53%	4.46%	1.52%	0.30%	0.06%	0.45%	0.23%	8.60%	2.80%
Referred Applicants	#	6,344	4,543	1,574	76	21	2,855	684	612	521	296	101	20	3	29	12	553	178
Referred Applicants	%	100%	71.61%	24.81%	1.20%	0.33%	45.00%	10.78%	9.65%	8.21%	4.67%	1.59%	0.32%	0.05%	0.46%	0.19%	8.72%	2.81%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants	%	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%
External Selections	#	210	170	40	25	2	123	27	14	10	6	1	1	0	0	1	0	0
External Selections	%	100%	80.95%	19.05%	11.90%	0.95%	58.57%	12.86%	6.67%	4.76%	2.86%	0.48%	0.48%	0.00%	0.00%	0.00%	0.48%	0.00%

New Hires

Slots Filled	#	376																
Voluntarily Identified	#	14,889	10,379	4,130	200	71	5,554	1,494	1,911	1,557	1,163	364	35	16	54	21	1,272	487
Voluntarily Identified	%	100%	69.71%	27.74%	1.34%	0.48%	37.30%	10.03%	12.83%	10.46%	7.81%	2.44%	0.24%	0.11%	0.36%	0.14%	8.54%	3.27%
External Applicants	#	7,451	4,968	2,249	80	31	2,703	836	898	831	561	203	17	8	31	16	596	254
External Applicants	%	100%	66.68%	30.18%	1.07%	0.42%	36.28%	11.22%	12.05%	11.15%	7.53%	2.72%	0.23%	0.11%	0.42%	0.21%	8.00%	3.41%
Referred Applicants	#	2,346	1,721	546	25	5	927	196	297	188	205	70	6	3	7	1	217	61
Referred Applicants	%	100%	73.36%	23.27%	1.07%	0.21%	39.51%	8.35%	12.66%	8.01%	8.74%	2.98%	0.26%	0.13%	0.30%	0.04%	9.25%	2.60%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants	%	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%
External Selections	#	7	6	1	0	0	3	0	2	1	1	0	0	0	0	0	0	0
External Selections	%	100%	85.71%	14.29%	0.00%	0.00%	42.86%	0.00%	28.57%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Career Development Program

Slots for Career Development Program	#	0+																
	#	2,054	1,655	399	178	35	1,230	271	145	68	59	14	7	3	27	5	9	3
Engage for Career Applicants	%	100%	80.57%	19.43%	8.45%	1.76%	59.56%	13.73%	6.64%	3.62%	3.17%	0.55%	0.20%	0.20%	1.31%	0.30%	0.35%	0.15%
Development for Career Selections	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
Development for Career Selections	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Development for Career Selections	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
Development for Career Selections	%	100%	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%
Supervisors/First-Level																		
Supervisors/First-Level	#	368	307	61	12	7	252	48	31	6	6	0	0	0	4	0	2	0
Supervisors/First-Level	%	100.00%	83.42%	16.58%	3.26%	1.90%	68.48%	13.04%	8.42%	1.63%	1.63%	0.00%	0.00%	0.00%	1.09%	0.00%	0.54%	0.00%
Plan/Grade Level	#	14	13	1	0	0	9	1	3	0	0	0	0	0	0	0	1	0
Plan/Grade Level	%	100%	92.86%	7.14%	0.00%	0.00%	64.29%	7.14%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%
Plan/Grade Level	#	11	8	3	0	0	7	3	1	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	72.73%	27.27%	0.00%	0.00%	63.64%	27.27%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	123	104	19	3	0	89	18	9	1	2	0	0	0	0	0	1	0
Plan/Grade Level	%	100%	84.55%	15.45%	2.44%	0.00%	72.36%	14.63%	7.32%	0.81%	1.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.81%	0.00%
Plan/Grade Level	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Plan/Grade Level	%	100%	0.00%	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%
Plan/Grade Level	#	65	50	15	1	3	41	11	4	1	2	0	0	0	2	0	0	0
Plan/Grade Level	%	100%	76.92%	23.08%	1.54%	4.62%	63.08%	16.92%	6.15%	1.54%	3.08%	0.00%	0.00%	0.00%	3.08%	0.00%	0.00%	0.00%
Plan/Grade Level	#	130	116	14	6	3	96	9	11	2	2	0	0	0	1	0	0	0
Plan/Grade Level	%	100%	89.23%	10.77%	4.62%	2.31%	73.85%	6.92%	8.46%	1.54%	1.54%	0.00%	0.00%	0.00%	0.77%	0.00%	0.00%	0.00%
Plan/Grade Level	#	2	1	1	0	0	0	0	0	1	0	0	0	0	1	0	0	0
Plan/Grade Level	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	22	15	7	2	1	10	6	3	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	68.18%	31.82%	9.09%	4.55%	45.45%	27.27%	13.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	785																
Relevant Applicant Pool	%	100.00%	83.42%	16.58%	3.26%	1.90%	68.48%	13.04%	8.42%	1.63%	1.63%	0.00%	0.00%	0.00%	1.09%	0.00%	0.54%	0.00%
Internal Applicants	#	21,493	10,482	10,657	282	259	5,287	4,112	2,308	3,773	679	507	67	81	100	97	1,582	1,602
Internal Applicants	%	100%	48.77%	49.58%	1.31%	1.21%	24.60%	19.13%	10.74%	17.55%	3.16%	2.36%	0.31%	0.38%	0.47%	0.45%	7.36%	7.45%
Qualified Internal Applicants	#	6,473	3,316	2,991	67	53	1,757	1,184	693	1,071	175	109	18	17	35	27	510	430
Qualified Internal Applicants	%	100%	51.23%	46.21%	1.04%	0.82%	27.14%	18.29%	10.71%	16.55%	2.70%	1.68%	0.28%	0.26%	0.54%	0.42%	7.88%	6.64%
Referred Applicants	#	4,591	2,303	2,166	50	41	1,184	851	504	806	134	81	11	8	22	20	355	288
Referred Applicants	%	100%	50.16%	47.18%	1.09%	0.89%	25.79%	18.54%	10.98%	17.56%	2.92%	1.76%	0.24%	0.17%	0.48%	0.44%	7.73%	6.27%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants	%	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%
Internal Selections	#	1,901	1,341	560	174	61	913	352	119	89	95	35	6	5	22	10	8	4
Internal Selections	%	100%	70.54%	29.46%	9.15%	3.21%	48.03%	18.52%	6.26%	4.68%	5.00%	1.84%	0.32%	0.26%	1.16%	0.53%	0.42%	0.21%
New Hires																		
Vacancy Announcements	#	448																
Voluntary Resignations	#	28,069	16,009	11,580	461	271	8,541	4,626	3,123	3,967	1,095	660	72	64	120	84	2,309	1,619
Voluntary Resignations	%	100%	57.03%	41.26%	1.64%	0.97%	30.43%	16.48%	11.13%	14.13%	3.90%	2.35%	0.26%	0.23%	0.43%	0.30%	8.23%	5.77%
External Selections	#	18,365	9,401	8,609	237	193	5,153	3,557	1,718	2,878	686	497	40	43	63	62	1,315	1,165

Plan/Grade Level	%	100%	84.62%	15.38%	0.00%	0.00%	84.62%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	27	19	8	1	2	18	5	0	1	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	70.37%	29.63%	3.70%	7.41%	66.67%	18.52%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Plan/Grade Level	#	2,152	1,545	607	98	36	1,167	385	175	141	76	31	5	1	21	10	3	3
Plan/Grade Level	%	100%	71.79%	28.21%	4.55%	1.67%	54.23%	17.89%	8.13%	6.55%	3.53%	1.44%	0.23%	0.05%	0.98%	0.46%	0.14%	0.14%
Plan/Grade Level	#	283	211	72	9	4	170	47	15	17	10	3	0	0	7	1	0	0
Plan/Grade Level	%	100%	74.56%	25.44%	3.18%	1.41%	60.07%	16.61%	5.30%	6.01%	3.53%	1.06%	0.00%	0.00%	2.47%	0.35%	0.00%	0.00%
Plan/Grade Level	#	28	19	9	0	0	16	8	1	1	1	0	0	0	0	0	1	0
Plan/Grade Level	%	100%	67.86%	32.14%	0.00%	0.00%	57.14%	28.57%	3.57%	3.57%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	3.57%	0.00%

Internal Competitive Promotions

Slots Filled	#	386																
Relevant Applicant Pool	%	100.00%	76.13%	23.87%	5.10%	1.53%	58.19%	15.87%	8.03%	4.97%	3.23%	0.97%	0.21%	0.12%	1.09%	0.28%	0.28%	0.09%
Internal Applicants	#	4,912	3,598	1,149	53	11	2,133	467	586	415	258	63	13	5	24	8	461	151
Internal Applicants	%	100%	73.25%	23.39%	1.08%	0.22%	43.42%	9.51%	11.93%	8.45%	5.25%	1.28%	0.26%	0.10%	0.49%	0.16%	9.39%	3.07%
Qualified Internal Applicants	#	2,341	1,695	553	13	2	1,078	249	246	195	91	23	5	1	10	2	210	62
Qualified Internal Applicants	%	100%	72.40%	23.62%	0.56%	0.09%	46.05%	10.64%	10.51%	8.33%	3.89%	0.98%	0.21%	0.04%	0.43%	0.09%	8.97%	2.65%
Referred Applicants	#	2,076	1,463	525	12	2	929	240	215	184	85	23	2	1	9	2	175	55
Referred Applicants	%	100%	70.47%	25.29%	0.58%	0.10%	44.75%	11.56%	10.36%	8.86%	4.09%	1.11%	0.10%	0.05%	0.43%	0.10%	8.43%	2.65%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants	%	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%
Internal Selections	#	449	328	121	24	10	250	74	36	27	16	5	0	1	2	2	0	1
Internal Selections	%	100%	73.05%	26.95%	5.35%	2.23%	55.68%	16.48%	8.02%	6.01%	3.56%	1.11%	0.00%	0.22%	0.45%	0.45%	0.00%	0.22%

New Hires

Slots Filled	#	82																
Voluntarily Resigned	#	2,990	2,176	734	30	4	1,264	290	377	260	183	50	10	1	15	4	250	111
Voluntarily Resigned	%	100%	72.78%	24.55%	1.00%	0.13%	42.27%	9.70%	12.61%	8.70%	6.12%	1.67%	0.33%	0.03%	0.50%	0.13%	8.36%	3.71%
Qualified External Applicants	#	1,213	872	302	11	1	515	124	148	109	76	22	1	1	1	1	92	37
Qualified External Applicants	%	100%	71.89%	24.90%	0.91%	0.08%	42.46%	10.22%	12.20%	8.99%	6.27%	1.81%	0.08%	0.08%	0.08%	0.08%	7.58%	3.05%
Referred Applicants	#	473	359	101	4	0	237	54	57	29	24	3	1	0	0	1	31	12
Referred Applicants	%	100%	75.90%	21.35%	0.85%	0.00%	50.11%	11.42%	12.05%	6.13%	5.07%	0.63%	0.21%	0.00%	0.00%	0.21%	6.55%	2.54%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants	%	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%
External Selections	#	33	25	8	1	0	20	6	3	2	0	0	0	0	1	0	0	0
External Selections	%	100%	75.76%	24.24%	3.03%	0.00%	60.61%	18.18%	9.09%	6.06%	0.00%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%	0.00%

Career Development Program

Slots for Career Development Program	#	24																
Engineers for Career Development	#	4,310	3,281	1,029	220	66	2,508	684	346	214	139	42	9	5	47	12	12	4
Engineers for Career Development	%	100%	76.13%	23.87%	5.10%	1.53%	58.19%	15.87%	8.03%	4.97%	3.23%	0.97%	0.21%	0.12%	1.09%	0.28%	0.28%	0.09%
Applicants for Career Development	#	16	11	5	2	1	6	0	3	3	0	1	0	0	0	0	0	0
Applicants for Career Development	%	100%	68.75%	31.25%	12.50%	6.25%	37.50%	0.00%	18.75%	18.75%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selections for Career Development	#	16	11	5	2	0	9	4	0	1	0	0	0	0	0	0	0	0
Selections for Career Development	%	100%	68.75%	31.25%	12.50%	0.00%	56.25%	25.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Managers/Mid-Level	#	2,054	1,655	399	178	35	1,230	271	145	68	59	14	7	3	27	5	9	3
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Mid-Level (Grades 13-14)	%	100%	80.57%	19.43%	8.45%	1.76%	59.56%	13.73%	6.64%	3.62%	3.17%	0.55%	0.20%	0.20%	1.31%	0.30%	0.35%	0.15%
Plan/Grade Level	#	58	48	10	58	3	0	38	8	4	2	1	0	0	0	1	0	1
Plan/Grade Level	%	100%	82.76%	17.24%	100.00%	5.17%	0.00%	65.52%	13.79%	6.90%	3.45%	1.72%	0.00%	0.00%	0.00%	1.72%	0.00%	1.72%
Plan/Grade Level	#	150	124	26	150	14	4	101	20	6	1	1	0	0	0	1	0	1
Plan/Grade Level	%	100%	82.67%	17.33%	100.00%	9.33%	2.67%	67.33%	13.33%	4.00%	0.67%	0.67%	0.00%	0.00%	0.00%	0.67%	0.00%	0.67%
Plan/Grade Level	#	59	47	12	59	4	0	35	10	5	2	1	0	0	0	1	0	1
Plan/Grade Level	%	100%	79.66%	20.34%	100.00%	6.78%	0.00%	59.32%	16.95%	8.47%	3.39%	1.69%	0.00%	0.00%	0.00%	1.69%	0.00%	1.69%
Plan/Grade Level	#	158	133	25	158	13	4	99	17	14	4	3	0	1	0	2	0	1
Plan/Grade Level	%	100%	84.18%	15.82%	100.00%	8.23%	2.53%	62.66%	10.76%	8.86%	2.53%	1.90%	0.00%	0.63%	0.00%	1.27%	0.00%	0.63%
Plan/Grade Level	#	8	7	1	8	0	0	6	1	0	0	0	0	1	0	0	0	0
Plan/Grade Level	%	100%	87.50%	12.50%	100.00%	0.00%	0.00%	75.00%	12.50%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	43	34	9	43	4	1	26	7	3	0	0	1	0	0	1	0	0
Plan/Grade Level	%	100%	79.07%	20.93%	100.00%	9.30%	2.33%	60.47%	16.28%	6.98%	0.00%	0.00%	2.33%	0.00%	0.00%	2.33%	0.00%	0.00%
Plan/Grade Level	#	105	89	16	105	18	5	63	10	5	1	2	0	0	0	0	0	1
Plan/Grade Level	%	100%	84.76%	15.24%	100.00%	17.14%	4.76%	60.00%	9.52%	4.76%	0.95%	1.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.95%
Plan/Grade Level	#	22	19	3	22	3	1	16	1	0	1	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	86.36%	13.64%	100.00%	13.64%	4.55%	72.73%	4.55%	0.00%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Plan/Grade Level	%	100%	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%	0.00%	0.00%	0.00%
Plan/Grade Level	#	83	50	33	4	4	39	19	5	7	2	0	0	1	0	2	0	0
Plan/Grade Level	%	100%	60.24%	39.76%	4.82%	4.82%	46.99%	22.89%	6.02%	8.43%	2.41%	0.00%	0.00%	1.20%	0.00%	2.41%	0.00%	0.00%
Plan/Grade Level	#	1367	1103	264	115	16	807	178	103	50	48	13	5	2	21	3	4	2
Plan/Grade Level	%	100%	80.69%	19.31%	8.41%	1.17%	59.03%	13.02%	7.53%	3.66%	3.51%	0.95%	0.37%	0.15%	1.54%	0.22%	0.29%	0.15%

Internal Competitive Promotions

Slots Filled	#	1,904																
Relevant Applicant Pool	%	100.00%	80.57%	19.43%	8.45%	1.76%	59.56%	13.73%	6.64%	3.62%	3.17%	0.55%	0.20%	0.20%	1.31%	0.30%	0.35%	0.15%
Internal Applicants	#	25,442	18,091	6,786	439	142	10,073	2,587	3,256	2,466	1,437	474	86	45	131	52	2,331	852
Internal Applicants	%	100%	71.11%	26.67%	1.73%	0.56%	39.59%	10.17%	12.80%	9.69%	5.65%	1.86%	0.34%	0.18%	0.51%	0.20%	9.16%	3.35%
Qualified Internal Applicants	#	7,036	5,049	1,743	83	23	3,149	737	729	600	314	107	21	4	32	16	605	197
Qualified Internal Applicants	%	100%	71.76%	24.77%	1.18%	0.33%	44.76%	10.47%	10.36%	8.53%	4.46%	1.52%	0.30%	0.06%	0.45%	0.23%	8.60%	2.80%
Referred Applicants	#	6,344	4,543	1,574	76	21	2,855	684	612	521	296	101	20	3	29	12	553	178
Referred Applicants	%	100%	71.61%	24.81%	1.20%	0.33%	45.00%	10.78%	9.65%	8.21%	4.67%	1.59%	0.32%	0.05%	0.46%	0.19%	8.72%	2.81%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants	%	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%
External Selections	#	210	170	40	25	2	123	27	14	10	6	1	1	0	0	0	1	0
External Selections	%	100%	80.95%	19.05%	11.90%	0.95%	58.57%	12.86%	6.67%	4.76%	2.86%	0.48%	0.48%	0.00%	0.00%	0.00%	0.48%	0.00%

New Hires

Slots Filled	#	376																
Voluntarily Identified	#	14,889	10,379	4,130	200	71	5,554	1,494	1,911	1,557	1,163	364	35	16	54	21	1,272	487
Voluntarily Identified	%	100%	69.71%	27.74%	1.34%	0.48%	37.30%	10.03%	12.83%	10.46%	7.81%	2.44%	0.24%	0.11%	0.36%	0.14%	8.54%	3.27%
External Applicants	#	7,451	4,968	2,249	80	31	2,703	836	898	831	561	203	17	8	31	16	596	254
External Applicants	%	100%	66.68%	30.18%	1.07%	0.42%	36.28%	11.22%	12.05%	11.15%	7.53%	2.72%	0.23%	0.11%	0.42%	0.21%	8.00%	3.41%
Referred Applicants	#	2,346	1,721	546	25	5	927	196	297	188	205	70	6	3	7	1	217	61
Referred Applicants	%	100%	73.36%	23.27%	1.07%	0.21%	39.51%	8.35%	12.66%	8.01%	8.74%	2.98%	0.26%	0.13%	0.30%	0.04%	9.25%	2.60%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants	%	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%
External Selections	#	7	6	1	0	0	3	0	2	1	1	0	0	0	0	0	0	0
External Selections	%	100%	85.71%	14.29%	0.00%	0.00%	42.86%	0.00%	28.57%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Career Development Program

Slots for Career Development Program	#	0+																
	#	2,054	1,655	399	178	35	1,230	271	145	68	59	14	7	3	27	5	9	3
Engage for Career Applicants	%	100%	80.57%	19.43%	8.45%	1.76%	59.56%	13.73%	6.64%	3.62%	3.17%	0.55%	0.20%	0.20%	1.31%	0.30%	0.35%	0.15%
Development for Career Selections	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
Development for Career Selections	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Development for Career Selections	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
Development for Career Selections	%	100%	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%
Supervisors/First-Level																		
Supervisors/First-Level	#	368	307	61	12	7	252	48	31	6	6	0	0	0	4	0	2	0
Supervisors/First-Level	%	100.00%	83.42%	16.58%	3.26%	1.90%	68.48%	13.04%	8.42%	1.63%	1.63%	0.00%	0.00%	0.00%	1.09%	0.00%	0.54%	0.00%
Plan/Grade Level	#	14	13	1	0	0	9	1	3	0	0	0	0	0	0	0	1	0
Plan/Grade Level	%	100%	92.86%	7.14%	0.00%	0.00%	64.29%	7.14%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%
Plan/Grade Level	#	11	8	3	0	0	7	3	1	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	72.73%	27.27%	0.00%	0.00%	63.64%	27.27%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	123	104	19	3	0	89	18	9	1	2	0	0	0	0	0	1	0
Plan/Grade Level	%	100%	84.55%	15.45%	2.44%	0.00%	72.36%	14.63%	7.32%	0.81%	1.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.81%	0.00%
Plan/Grade Level	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Plan/Grade Level	%	100%	0.00%	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%
Plan/Grade Level	#	65	50	15	1	3	41	11	4	1	2	0	0	0	2	0	0	0
Plan/Grade Level	%	100%	76.92%	23.08%	1.54%	4.62%	63.08%	16.92%	6.15%	1.54%	3.08%	0.00%	0.00%	0.00%	3.08%	0.00%	0.00%	0.00%
Plan/Grade Level	#	130	116	14	6	3	96	9	11	2	2	0	0	0	1	0	0	0
Plan/Grade Level	%	100%	89.23%	10.77%	4.62%	2.31%	73.85%	6.92%	8.46%	1.54%	1.54%	0.00%	0.00%	0.00%	0.77%	0.00%	0.00%	0.00%
Plan/Grade Level	#	2	1	1	0	0	0	0	0	1	0	0	0	0	1	0	0	0
Plan/Grade Level	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	22	15	7	2	1	10	6	3	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	68.18%	31.82%	9.09%	4.55%	45.45%	27.27%	13.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	785																
Relevant Applicant Pool	%	100.00%	83.42%	16.58%	3.26%	1.90%	68.48%	13.04%	8.42%	1.63%	1.63%	0.00%	0.00%	0.00%	1.09%	0.00%	0.54%	0.00%
Internal Applicants	#	21,493	10,482	10,657	282	259	5,287	4,112	2,308	3,773	679	507	67	81	100	97	1,582	1,602
Internal Applicants	%	100%	48.77%	49.58%	1.31%	1.21%	24.60%	19.13%	10.74%	17.55%	3.16%	2.36%	0.31%	0.38%	0.47%	0.45%	7.36%	7.45%
Qualified Internal Applicants	#	6,473	3,316	2,991	67	53	1,757	1,184	693	1,071	175	109	18	17	35	27	510	430
Qualified Internal Applicants	%	100%	51.23%	46.21%	1.04%	0.82%	27.14%	18.29%	10.71%	16.55%	2.70%	1.68%	0.28%	0.26%	0.54%	0.42%	7.88%	6.64%
Referred Applicants	#	4,591	2,303	2,166	50	41	1,184	851	504	806	134	81	11	8	22	20	355	288
Referred Applicants	%	100%	50.16%	47.18%	1.09%	0.89%	25.79%	18.54%	10.98%	17.56%	2.92%	1.76%	0.24%	0.17%	0.48%	0.44%	7.73%	6.27%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants	%	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%
Internal Selections	#	1,901	1,341	560	174	61	913	352	119	89	95	35	6	5	22	10	8	4
Internal Selections	%	100%	70.54%	29.46%	9.15%	3.21%	48.03%	18.52%	6.26%	4.68%	5.00%	1.84%	0.32%	0.26%	1.16%	0.53%	0.42%	0.21%
New Hires																		
Vacancy Announcements	#	448																
Voluntary Resignations	#	28,069	16,009	11,580	461	271	8,541	4,626	3,123	3,967	1,095	660	72	64	120	84	2,309	1,619
Voluntary Resignations	%	100%	57.03%	41.26%	1.64%	0.97%	30.43%	16.48%	11.13%	14.13%	3.90%	2.35%	0.26%	0.23%	0.43%	0.30%	8.23%	5.77%
External Selections	#	18,365	9,401	8,609	237	193	5,153	3,557	1,718	2,878	686	497	40	43	63	62	1,315	1,165

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

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	Two or more races Females
Time Off Awards																		
Time-Off Awards: 1-10 hours	#	7,382	5,673	1,709	560	148	4,281	1,172	441	265	259	84	24	7	68	15	39	16
	%	100%	76.85%	23.15%	7.59%	2.00%	57.99%	15.88%	5.97%	3.59%	3.51%	1.14%	0.33%	0.09%	0.92%	0.20%	0.53%	0.22%
Total Hours	#	64,091	46,356	17,735	4,693	1,625	34,613	11,698	3,790	3,399	2,189	723	152	88	525	100	370	84
Average Hours	#	9	8	10	8	11	8	10	9	13	8	9	6	13	8	7	9	5
Time-Off Awards: 11-20	#	2,958	2,032	926	156	78	1,518	598	183	172	107	55	14	5	38	12	13	6
	%	100%	68.70%	31.30%	5.27%	2.64%	51.32%	20.22%	6.19%	5.81%	3.62%	1.86%	0.47%	0.17%	1.28%	0.41%	0.44%	0.20%
Total Hours	#	56,425	37,883	18,542	3,093	1,724	28,207	11,990	3,282	3,442	1,939	972	238	88	794	230	274	96
Average Hours	#	19	19	20	20	22	19	20	18	20	18	18	17	18	21	19	21	16
Time-Off Awards: 21-30	#	809	452	357	38	28	330	212	44	88	24	15	3	2	11	7	2	3
	%	100%	55.87%	44.13%	4.70%	3.46%	40.79%	26.21%	5.44%	10.88%	2.97%	1.85%	0.37%	0.25%	1.36%	0.87%	0.25%	0.37%
Total Hours	#	23,675	12,508	11,167	1,264	799	8,845	6,726	1,253	2,849	707	445	75	56	316	172	48	72
Average Hours	#	29	28	31	33	29	27	32	28	32	29	30	25	28	29	25	24	24
Time-Off Awards: 31-40	#	411	219	192	19	10	171	131	16	36	11	9	0	0	1	3	1	3
	%	100%	53.28%	46.72%	4.62%	2.43%	41.61%	31.87%	3.89%	8.76%	2.68%	2.19%	0.00%	0.00%	0.24%	0.73%	0.24%	0.73%
Total Hours	#	17,369	9,013	8,356	756	412	6,929	5,704	752	1,524	496	416	0	0	40	120	40	180
Average Hours	#	42	41	44	40	41	41	44	47	42	45	46	0	0	40	40	40	60
Time-Off Awards: 41 or more	#	4	1	3	1	0	0	1	0	2	0	0	0	0	0	0	0	0
	%	100%	25.00%	75.00%	25.00%	0.00%	0.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours	#	223	80	143	80	0	0	53	0	90	0	0	0	0	0	0	0	0
Average Hours	#	56	80	48	80	0	0	53	0	45	0	0	0	0	0	0	0	0
Cash Awards																		
Cash Awards: \$500 and Total Amount	#	7,114	5,166	1,948	418	174	3,957	1,243	401	370	254	104	19	14	85	29	29	11
	%	100%	72.62%	27.38%	5.88%	2.45%	55.62%	17.47%	5.64%	5.20%	3.57%	1.46%	0.27%	0.20%	1.19%	0.41%	0.41%	0.15%
Average Amount	#	\$3,893,254	\$2,473,990	\$1,419,264	\$186,938	\$119,854	\$1,895,599	\$916,911	\$200,104	\$269,618	\$125,515	\$72,820	\$12,760	\$10,361	\$39,249	\$22,550	\$11,875	\$5,800
Average Amount	#	\$547	\$479	\$729	\$447	\$689	\$479	\$738	\$499	\$729	\$494	\$700	\$672	\$740	\$462	\$778	\$409	\$527
Cash Awards: \$501 - Total Amount	#	2,703	1,836	867	143	70	1,397	530	155	198	106	45	5	5	21	11	7	6
	%	100%	67.92%	32.08%	5.29%	2.59%	51.68%	19.61%	5.73%	7.33%	3.92%	1.66%	0.18%	0.18%	0.78%	0.41%	0.26%	0.22%
Average Amount	#	\$2,505,450	\$1,597,145	\$908,305	\$127,750	\$69,788	\$1,217,928	\$568,644	\$131,560	\$202,680	\$88,167	\$44,543	\$5,950	\$4,800	\$18,440	\$11,950	\$5,350	\$4,400
Average Amount	#	\$927	\$870	\$1,048	\$893	\$997	\$872	\$1,073	\$849	\$1,024	\$832	\$990	\$1,190	\$960	\$878	\$1,086	\$764	\$733
Cash Awards: \$1000 - Total Amount	#	4,320	2,689	1,631	183	119	1,996	1,028	274	367	165	86	11	4	44	19	13	6
	%	100%	62.25%	37.75%	4.24%	2.75%	46.20%	23.80%	6.34%	8.50%	3.82%	1.99%	0.25%	0.09%	1.02%	0.44%	0.30%	0.14%
Average Amount	#	\$6,441,863	\$3,831,912	\$2,609,951	\$251,411	\$168,874	\$2,849,842	\$1,729,491	\$401,680	\$533,227	\$223,523	\$135,784	\$20,450	\$5,850	\$64,756	\$26,450	\$16,750	\$8,275
Average Amount	#	\$1,491	\$1,425	\$1,600	\$1,374	\$1,419	\$1,428	\$1,682	\$1,466	\$1,453	\$1,355	\$1,579	\$1,859	\$1,463	\$1,472	\$1,392	\$1,288	\$1,379
Cash Awards: \$2000 - Total Amount	#	1,116	666	450	40	39	505	260	68	119	43	22	2	2	5	6	3	1
	%	100%	59.68%	40.32%	3.58%	3.49%	45.25%	23.30%	6.09%	10.66%	3.85%	1.97%	0.18%	0.18%	0.45%	0.54%	0.27%	0.09%
Average Amount	#	\$2,992,170	\$1,751,947	\$1,240,223	\$104,280	\$110,996	\$1,339,397	\$724,909	\$180,640	\$323,298	\$104,630	\$57,770	\$6,000	\$4,500	\$11,000	\$14,750	\$6,000	\$2,000
Average Amount	#	\$2,681	\$2,631	\$2,756	\$2,607	\$2,846	\$2,652	\$2,788	\$2,656	\$2,717	\$2,433	\$2,626	\$3,000	\$2,250	\$2,200	\$2,458	\$2,000	\$2,000
Cash Awards: \$3000 - Total Amount	#	316	178	138	9	9	146	88	13	34	6	5	0	0	3	2	1	0
	%	100%	56.33%	43.67%	2.85%	2.85%	46.20%	27.85%	4.11%	10.76%	1.90%	1.58%	0.00%	0.00%	0.95%	0.63%	0.32%	0.00%
Average Amount	#	\$1,175,336	\$629,171	\$546,165	\$30,000	\$40,000	\$519,670	\$352,665	\$42,900	\$132,500	\$19,500	\$15,000	\$0	\$0	\$14,101	\$6,000	\$3,000	\$0
Average Amount	#	\$3,719	\$3,535	\$3,958	\$3,333	\$4,444	\$3,559	\$4,008	\$3,300	\$3,897	\$3,250	\$3,000	\$0	\$0	\$4,700	\$3,000	\$3,000	\$0
Cash Awards: \$4000 - Total Amount	#	77	47	30	5	0	37	20	3	9	1	1	0	0	1	0	0	0
	%	100%	61.04%	38.96%	6.49%	0.00%	48.05%	25.97%	3.90%	11.69%	1.30%	1.30%	0.00%	0.00%	1.30%	0.00%	0.00%	0.00%
Average Amount	#	\$442,410	\$275,970	\$166,440	\$31,000	\$0	\$208,470	\$101,440	\$25,000	\$61,000	\$4,500	\$4,000	\$0	\$0	\$7,000	\$0	\$0	\$0

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

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	Two or more races Females	
Time Off Awards																		
Time-On Awards: 1-10 hours	#	7,382	5,673	1,709	560	148	4,281	1,172	441	265	259	84	24	7	68	15	39	16
	%	100%	76.85%	23.15%	7.59%	2.00%	57.99%	15.88%	5.97%	3.59%	3.51%	1.14%	0.33%	0.09%	0.92%	0.20%	0.53%	0.22%
Total Hours	#	64,091	46,356	17,735	4,693	1,625	34,613	11,698	3,790	3,399	2,189	723	152	88	525	100	370	84
Average Hours	#	9	8	10	8	11	8	10	9	13	8	9	6	13	8	7	9	5
Time-On Awards: 11-20	#	2,958	2,032	926	156	78	1,518	598	183	172	107	55	14	5	38	12	13	6
	%	100%	68.70%	31.30%	5.27%	2.64%	51.32%	20.22%	6.19%	5.81%	3.62%	1.86%	0.47%	0.17%	1.28%	0.41%	0.44%	0.20%
Total Hours	#	56,425	37,883	18,542	3,093	1,724	28,207	11,990	3,282	3,442	1,939	972	238	88	794	230	274	96
Average Hours	#	19	19	20	20	22	19	20	18	20	18	17	18	21	19	19	21	16
Time-On Awards: 21-30	#	809	452	357	38	28	330	212	44	88	24	15	3	2	11	7	2	3
	%	100%	55.87%	44.13%	4.70%	3.46%	40.79%	26.21%	5.44%	10.88%	2.97%	1.85%	0.37%	0.25%	1.36%	0.87%	0.25%	0.37%
Total Hours	#	23,675	12,508	11,167	1,264	799	8,845	6,726	1,253	2,849	707	445	75	56	316	172	48	72
Average Hours	#	29	28	31	33	29	27	32	28	32	29	30	25	28	29	25	24	24
Time-On Awards: 31-40	#	411	219	192	19	10	171	131	16	36	11	9	0	0	1	3	1	3
	%	100%	53.28%	46.72%	4.62%	2.43%	41.61%	31.87%	3.89%	8.76%	2.68%	2.19%	0.00%	0.00%	0.24%	0.73%	0.24%	0.73%
Total Hours	#	17,369	9,013	8,356	756	412	6,929	5,704	752	1,524	496	416	0	0	40	120	40	180
Average Hours	#	42	41	44	40	41	41	44	47	42	45	46	0	0	40	40	40	60
Time-On Awards: 41 or more	#	4	1	3	1	0	0	1	0	2	0	0	0	0	0	0	0	0
	%	100%	25.00%	75.00%	25.00%	0.00%	0.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours	#	223	80	143	80	0	0	53	0	90	0	0	0	0	0	0	0	0
Average Hours	#	56	80	48	80	0	0	53	0	45	0	0	0	0	0	0	0	0
Cash Awards																		
Cash Awards: \$500 and below	#	7,114	5,166	1,948	418	174	3,957	1,243	401	370	254	104	19	14	85	29	29	11
	%	100%	72.62%	27.38%	5.88%	2.45%	55.62%	17.47%	5.64%	5.20%	3.57%	1.46%	0.27%	0.20%	1.19%	0.41%	0.41%	0.15%
Total Amount	#	\$3,893,254	\$2,473,990	\$1,419,264	\$186,938	\$119,854	\$1,895,599	\$916,911	\$200,104	\$269,618	\$125,515	\$72,820	\$12,760	\$10,361	\$39,249	\$22,550	\$11,875	\$5,800
Average Amount	#	\$547	\$479	\$729	\$447	\$689	\$479	\$738	\$499	\$729	\$494	\$700	\$672	\$740	\$462	\$778	\$409	\$527
Cash Awards: \$501 - \$1000	#	2,703	1,836	867	143	70	1,397	530	155	198	106	45	5	5	21	11	7	6
	%	100%	67.92%	32.08%	5.29%	2.59%	51.68%	19.61%	5.73%	7.33%	3.92%	1.66%	0.18%	0.18%	0.78%	0.41%	0.26%	0.22%
Total Amount	#	\$2,505,450	\$1,597,145	\$908,305	\$127,750	\$69,788	\$1,217,928	\$568,644	\$131,560	\$202,680	\$88,167	\$44,543	\$5,950	\$4,800	\$18,440	\$11,950	\$5,350	\$4,400
Average Amount	#	\$927	\$870	\$1,048	\$893	\$997	\$872	\$1,073	\$849	\$1,024	\$832	\$990	\$1,190	\$960	\$878	\$1,086	\$764	\$733
Cash Awards: \$1000 - \$2000	#	4,320	2,689	1,631	183	119	1,996	1,028	274	367	165	86	11	4	44	19	13	6
	%	100%	62.25%	37.75%	4.24%	2.75%	46.20%	23.80%	6.34%	8.50%	3.82%	1.99%	0.25%	0.09%	1.02%	0.44%	0.30%	0.14%
Total Amount	#	\$6,441,863	\$3,831,912	\$2,609,951	\$251,411	\$168,874	\$2,849,842	\$1,729,491	\$401,680	\$533,227	\$223,523	\$135,784	\$20,450	\$5,850	\$64,756	\$26,450	\$16,750	\$8,275
Average Amount	#	\$1,491	\$1,425	\$1,600	\$1,374	\$1,419	\$1,428	\$1,682	\$1,466	\$1,453	\$1,355	\$1,579	\$1,859	\$1,463	\$1,472	\$1,392	\$1,288	\$1,379
Cash Awards: \$2000 - \$3000	#	1,116	666	450	40	39	505	260	68	119	43	22	2	2	5	6	3	1
	%	100%	59.68%	40.32%	3.58%	3.49%	45.25%	23.30%	6.09%	10.66%	3.85%	1.97%	0.18%	0.18%	0.45%	0.54%	0.27%	0.09%
Total Amount	#	\$2,992,170	\$1,751,947	\$1,240,223	\$104,280	\$110,996	\$1,339,397	\$724,909	\$180,640	\$323,298	\$104,630	\$57,770	\$6,000	\$4,500	\$11,000	\$14,750	\$6,000	\$2,000
Average Amount	#	\$2,681	\$2,631	\$2,756	\$2,607	\$2,846	\$2,652	\$2,788	\$2,656	\$2,717	\$2,433	\$2,626	\$3,000	\$2,250	\$2,200	\$2,458	\$2,000	\$2,000
Cash Awards: \$3000 - \$4000	#	316	178	138	9	9	146	88	13	34	6	5	0	0	3	2	1	0
	%	100%	56.33%	43.67%	2.85%	2.85%	46.20%	27.85%	4.11%	10.76%	1.90%	1.58%	0.00%	0.00%	0.95%	0.63%	0.32%	0.00%
Total Amount	#	\$1,175,336	\$629,171	\$546,165	\$30,000	\$40,000	\$519,670	\$352,665	\$42,900	\$132,500	\$19,500	\$15,000	\$0	\$0	\$14,101	\$6,000	\$3,000	\$0
Average Amount	#	\$3,719	\$3,535	\$3,958	\$3,333	\$4,444	\$3,559	\$4,008	\$3,300	\$3,897	\$3,250	\$3,000	\$0	\$0	\$4,700	\$3,000	\$3,000	\$0
Cash Awards: \$4000 - \$5000	#	77	47	30	5	0	37	20	3	9	1	1	0	0	1	0	0	0
	%	100%	61.04%	38.96%	6.49%	0.00%	48.05%	25.97%	3.90%	11.69%	1.30%	1.30%	0.00%	0.00%	1.30%	0.00%	0.00%	0.00%
Total Amount	#	\$442,410	\$275,970	\$166,440	\$31,000	\$0	\$208,470	\$101,440	\$25,000	\$61,000	\$4,500	\$4,000	\$0	\$0	\$7,000	\$0	\$0	\$0

TAB 10

Tables by Disability

Table B1: TOTAL WORKFORCE - Distribution by Disability Status

Employment Tenure by Sub-Component	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																		
Prior FY	#	44,461	38,282	2,364	3,815	451	2	15	69	28	20	38	79	30	6	144	5	15
	%	100%	86.10%	5.32%	8.58%	1.01%	0.00%	0.03%	0.16%	0.06%	0.04%	0.09%	0.18%	0.07%	0.01%	0.32%	0.01%	0.03%
Current FY	#	45,074	38,533	2,506	4,035	472	2	16	80	28	19	36	70	31	7	161	5	17
	%	100%	85.49%	5.56%	8.95%	1.05%	0.00%	0.04%	0.18%	0.06%	0.04%	0.08%	0.16%	0.07%	0.02%	0.36%	0.01%	0.04%
501 Goal	%				12.00%	2.00%												
Difference	#	613	251	142	220	21	0	1	11	0	-1	-2	-9	1	1	17	0	2
Ratio Change	%	0.00%	-0.61%	0.24%	0.37%	0.03%	0.00%	0.00%	0.02%	0.00%	-0.01%	-0.02%	0.00%	0.00%	0.03%	0.00%	0.00%	
Net Change	%	1.38%	0.66%	6.01%	5.77%	4.66%	0.00%	6.67%	15.94%	0.00%	-5.00%	-5.26%	-11.39%	3.33%	16.67%	11.81%	0.00%	13.33%
EMPLOYEE GAINS																		
New Hires	#	2,907	2,305	264	338	44	1	4	9	2	2	1	1	2	1	19	0	2
	%	100%	79.29%	9.08%	11.63%	1.51%	0.03%	0.14%	0.31%	0.07%	0.07%	0.03%	0.03%	0.07%	0.03%	0.65%	0.00%	0.07%
EMPLOYEE LOSSES (Inclusion Rate)																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	197	165	10	22	10	0	1	1	2	1	0	0	0	5	0	0	
	%	100%	83.76%	5.08%	11.17%	5.08%	0.00%	0.51%	0.51%	1.02%	0.51%	0.00%	0.00%	0.00%	2.54%	0.00%	0.00%	
Resignation	#	304	243	22	39	5	0	0	1	0	1	1	1	0	1	0	0	
	%	100%	79.93%	7.24%	12.83%	1.64%	0.00%	0.00%	0.33%	0.00%	0.33%	0.33%	0.33%	0.00%	0.33%	0.00%	0.00%	
Retirement	#	1,572	1,350	70	152	28	0	1	5	1	2	1	6	1	0	11	0	
	%	100%	85.88%	4.45%	9.67%	1.78%	0.00%	0.06%	0.32%	0.06%	0.13%	0.06%	0.38%	0.06%	0.00%	0.70%	0.00%	
Other Separations	#	225	162	20	43	7	0	0	2	0	0	2	0	1	0	2	0	
	%	100%	72.00%	8.89%	19.11%	3.11%	0.00%	0.00%	0.89%	0.00%	0.00%	0.89%	0.00%	0.44%	0.00%	0.89%	0.00%	
Total Separations	#	2,298	1,920	122	256	50	0	2	9	3	3	4	7	3	0	19	0	
	%	100%	83.55%	5.31%	11.14%	2.18%	0.00%	0.09%	0.39%	0.13%	0.13%	0.17%	0.30%	0.13%	0.00%	0.83%	0.00%	

PERMANENT WORKFORCE																		
Prior FY	#	44,016	37,917	2,334	3,765	442	1	15	67	26	20	38	79	29	6	141	5	15
	%	100%	86.14%	5.30%	8.55%	1.00%	0.00%	0.03%	0.15%	0.06%	0.05%	0.09%	0.18%	0.07%	0.01%	0.32%	0.01%	0.03%
Current FY	#	44,394	37,955	2,475	3,964	460	1	16	77	27	19	36	69	31	6	156	5	17
	%	100%	85.50%	5.58%	8.93%	1.04%	0.00%	0.04%	0.17%	0.06%	0.04%	0.08%	0.16%	0.07%	0.01%	0.35%	0.01%	0.04%
Difference	#	378	38	141	199	18	0	1	10	1	-1	-2	-10	2	0	15	0	2
Ratio Change	%	0.00%	-0.65%	0.27%	0.38%	0.03%	0.00%	0.00%	0.02%	0.00%	0.00%	-0.01%	-0.02%	0.00%	0.00%	0.03%	0.00%	0.00%
Net Change	%	0.86%	0.10%	6.04%	5.29%	4.07%	0.00%	6.67%	14.93%	3.85%	-5.00%	-5.26%	-12.66%	6.90%	0.00%	10.64%	0.00%	13.33%
EMPLOYEE GAINS																		
New Hires	#	2,150	1,641	235	274	33	1	4	6	2	1	1	0	2	0	15	0	1
	%	100%	76.33%	10.93%	12.74%	1.53%	0.05%	0.19%	0.28%	0.09%	0.05%	0.05%	0.00%	0.09%	0.00%	0.70%	0.00%	0.05%
EMPLOYEE LOSSES (Inclusion Rate)																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	108	82	7	19	8	0	1	1	1	0	0	0	0	0	5	0	0
	%	100%	75.93%	6.48%	17.59%	7.41%	0.00%	0.93%	0.93%	0.93%	0.00%	0.00%	0.00%	0.00%	0.00%	4.63%	0.00%	0.00%
Resignation	#	263	208	19	36	5	0	0	1	0	0	1	1	1	0	1	0	0
	%	100%	79.09%	7.22%	13.69%	1.90%	0.00%	0.00%	0.38%	0.00%	0.00%	0.38%	0.38%	0.38%	0.00%	0.38%	0.00%	0.00%
Retirement	#	1,571	1,349	70	152	28	0	1	5	1	2	1	6	1	0	11	0	0
	%	100%	85.87%	4.46%	9.68%	1.78%	0.00%	0.06%	0.32%	0.06%	0.13%	0.06%	0.38%	0.06%	0.00%	0.70%	0.00%	0.00%
Other Separations	#	186	130	17	39	7	0	0	2	0	0	2	0	1	0	2	0	0
	%	100%	69.89%	9.14%	20.97%	3.76%	0.00%	0.00%	1.08%	0.00%	0.00%	1.08%	0.00%	0.54%	0.00%	1.08%	0.00%	0.00%
Total Separations	#	2,128	1,769	113	246	48	0	2	9	2	2	4	7	3	0	19	0	0
	%	100%	83.13%	5.31%	11.56%	2.26%	0.00%	0.09%	0.42%	0.09%	0.09%	0.19%	0.33%	0.14%	0.00%	0.89%	0.00%	0.00%
TEMPORARY WORKFORCE																		
Prior FY	#	445	365	30	50	9	1	0	2	2	0	0	0	1	0	3	0	0
	%	100%	82.02%	6.74%	11.24%	2.02%	0.22%	0.00%	0.45%	0.45%	0.00%	0.00%	0.00%	0.22%	0.00%	0.67%	0.00%	0.00%
Current FY	#	680	578	31	71	12	1	0	3	1	0	0	1	0	1	5	0	0
	%	100%	85.00%	4.56%	10.44%	1.76%	0.15%	0.00%	0.44%	0.15%	0.00%	0.00%	0.15%	0.00%	0.15%	0.74%	0.00%	0.00%
Difference	#	235	213	1	21	3	0	0	1	-1	0	0	1	-1	1	2	0	0
Ratio Change	%	0.00%	2.98%	-2.18%	-0.79%	-0.26%	-0.08%	0.00%	-0.01%	-0.30%	0.00%	0.00%	0.15%	-0.22%	0.15%	0.06%	0.00%	0.00%
Net Change	%	52.81%	58.36%	3.33%	42.00%	33.33%	0.00%	0.00%	50.00%	-50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%
EMPLOYEE GAINS																		
New Hires	#	757	664	29	64	11	0	0	3	0	1	0	1	0	1	4	0	1
	%	100%	87.71%	3.83%	8.45%	1.45%	0.00%	0.00%	0.40%	0.00%	0.13%	0.00%	0.13%	0.00%	0.13%	0.53%	0.00%	0.13%
EMPLOYEE LOSSES (Inclusion Rate)																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	89	83	3	3	2	0	0	0	1	1	0	0	0	0	0	0	0
	%	100%	93.26%	3.37%	3.37%	2.25%	0.00%	0.00%	0.00%	1.12%	1.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Resignation	#	41	35	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	85.37%	7.32%	7.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Separations	#	39	32	3	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	82.05%	7.69%	10.26%	0.00%	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 Separations	#	170	151	9	10	2	0	0	0	1	1	0	0	0	0	0	0	0
	%	100%	88.82%	5.29%	5.88%	1.18%	0.00%	0.00%	0.00%	0.59%	0.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																		
Prior FY	#	121	25	10	86	20	0	0	0	3	3	0	5	2	2	3	1	1

Table B1: TOTAL WORKFORCE - Distribution by Disability Status

Employment Tenure by Sub-Component	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																		
Prior FY	#	44,461	38,282	2,364	3,815	451	2	15	69	28	20	38	79	30	6	144	5	15
	%	100%	86.10%	5.32%	8.58%	1.01%	0.00%	0.03%	0.16%	0.06%	0.04%	0.09%	0.18%	0.07%	0.01%	0.32%	0.01%	0.03%
Current FY	#	45,074	38,533	2,506	4,035	472	2	16	80	28	19	36	70	31	7	161	5	17
	%	100%	85.49%	5.56%	8.95%	1.05%	0.00%	0.04%	0.18%	0.06%	0.04%	0.08%	0.16%	0.07%	0.02%	0.36%	0.01%	0.04%
501 Goal	%				12.00%	2.00%												
Difference	#	613	251	142	220	21	0	1	11	0	-1	-2	-9	1	1	17	0	2
Ratio Change	%	0.00%	-0.61%	0.24%	0.37%	0.03%	0.00%	0.00%	0.02%	0.00%	0.00%	-0.01%	-0.02%	0.00%	0.00%	0.03%	0.00%	0.00%
Net Change	%	1.38%	0.66%	6.01%	5.77%	4.66%	0.00%	6.67%	15.94%	0.00%	-5.00%	-5.26%	-11.39%	3.33%	16.67%	11.81%	0.00%	13.33%
EMPLOYEE GAINS																		
New Hires	#	2,907	2,305	264	338	44	1	4	9	2	2	1	1	2	1	19	0	2
	%	100%	79.29%	9.08%	11.63%	1.51%	0.03%	0.14%	0.31%	0.07%	0.07%	0.03%	0.03%	0.07%	0.03%	0.65%	0.00%	0.07%
EMPLOYEE LOSSES (Inclusion Rate)																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	197	165	10	22	10	0	1	1	2	1	0	0	0	0	5	0	0
	%	100%	83.76%	5.08%	11.17%	5.08%	0.00%	0.51%	0.51%	1.02%	0.51%	0.00%	0.00%	0.00%	0.00%	2.54%	0.00%	0.00%
Resignation	#	304	243	22	39	5	0	0	1	0	0	1	1	1	0	1	0	0.00
	%	100%	79.93%	7.24%	12.83%	1.64%	0.00%	0.00%	0.33%	0.00%	0.00%	0.33%	0.33%	0.33%	0.00%	0.33%	0.00%	0.00%
Retirement	#	1,572	1,350	70	152	28	0	1	5	1	2	1	6	1	0	11	0	0
	%	100%	85.88%	4.45%	9.67%	1.78%	0.00%	0.06%	0.32%	0.06%	0.13%	0.06%	0.38%	0.06%	0.00%	0.70%	0.00%	0.00%
Other Separation	#	225	162	20	43	7	0	0	2	0	0	2	0	1	0	2	0	0
	%	100%	72.00%	8.89%	19.11%	3.11%	0.00%	0.00%	0.89%	0.00%	0.00%	0.89%	0.00%	0.44%	0.00%	0.89%	0.00%	0.00%
Total Separations	#	2,298	1,920	122	256	50	0	2	9	3	3	4	7	3	0	19	0	0
	%	100%	83.55%	5.31%	11.14%	2.18%	0.00%	0.09%	0.39%	0.13%	0.13%	0.17%	0.30%	0.13%	0.00%	0.83%	0.00%	0.00%
PERMANENT WORKFORCE																		
Prior FY	#	44,016	37,917	2,334	3,765	442	1	15	67	26	20	38	79	29	6	141	5	15
	%	100%	86.14%	5.30%	8.55%	1.00%	0.00%	0.03%	0.15%	0.06%	0.05%	0.09%	0.18%	0.07%	0.01%	0.32%	0.01%	0.03%
Current FY	#	44,394	37,955	2,475	3,964	460	1	16	77	27	19	36	69	31	6	156	5	17
	%	100%	85.50%	5.58%	8.93%	1.04%	0.00%	0.04%	0.17%	0.06%	0.04%	0.08%	0.16%	0.07%	0.01%	0.35%	0.01%	0.04%
Difference	#	378	38	141	199	18	0	1	10	1	-1	-2	-10	2	0	15	0	2
Ratio Change	%	0.00%	-0.65%	0.27%	0.38%	0.03%	0.00%	0.00%	0.02%	0.00%	0.00%	-0.01%	-0.02%	0.00%	0.00%	0.03%	0.00%	0.00%
Net Change	%	0.86%	0.10%	6.04%	5.29%	4.07%	0.00%	6.67%	14.93%	3.85%	-5.00%	-5.26%	-12.66%	6.90%	0.00%	10.64%	0.00%	13.33%
EMPLOYEE GAINS																		
New Hires	#	2,150	1,641	235	274	33	1	4	6	2	1	1	0	2	0	15	0	1
	%	100%	76.33%	10.93%	12.74%	1.53%	0.05%	0.19%	0.28%	0.09%	0.05%	0.05%	0.00%	0.09%	0.00%	0.70%	0.00%	0.05%
EMPLOYEE LOSSES (Inclusion Rate)																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	108	82	7	19	8	0	1	1	1	0	0	0	0	0	5	0	0
	%	100%	75.93%	6.48%	17.59%	7.41%	0.00%	0.93%	0.93%	0.93%	0.00%	0.00%	0.00%	0.00%	0.00%	4.63%	0.00%	0.00%

Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status

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)	
501 Goal	%			12.00%	2.00%													
Permanent Workforce	#	44,394	37,955	2,475	3,964	460	1	16	77	27	19	36	69	31	6	156	5	17
	%	100%	85.50%	5.58%	8.93%	1.04%	0.00%	0.04%	0.17%	0.06%	0.04%	0.08%	0.16%	0.07%	0.01%	0.35%	0.01%	0.04%
ALASKAN REGION	#	2,899	2,216	205	478	62	0	2	13	5	1	9	9	1	0	21	0	1
	%	100%	76.44%	7.07%	16.49%	2.14%	0.00%	0.07%	0.45%	0.17%	0.03%	0.31%	0.03%	0.00%	0.72%	0.00%	0.03%	
CENTRAL REGION	#	489	377	39	73	2	0	0	0	0	0	0	0	0	2	0	0	
	%	100%	77.10%	7.98%	14.93%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.41%	0.00%	0.00%	
EASTERN REGION	#	813	665	48	100	11	0	1	4	0	1	1	2	1	0	1	0	0
	%	100%	81.80%	5.90%	12.30%	1.35%	0.00%	0.12%	0.49%	0.00%	0.12%	0.12%	0.25%	0.12%	0.00%	0.12%	0.00%	0.00%
GREAT LAKES REGION	#	3,881	3,550	117	214	22	0	0	5	2	1	2	4	1	1	5	1	0
	%	100%	91.47%	3.01%	5.51%	0.57%	0.00%	0.00%	0.13%	0.05%	0.03%	0.05%	0.10%	0.03%	0.03%	0.13%	0.03%	0.00%
HEADQUARTERS	#	5,156	4,599	277	280	35	0	0	7	1	3	0	7	0	0	12	0	5
	%	100%	89.20%	5.37%	5.43%	0.68%	0.00%	0.00%	0.14%	0.02%	0.06%	0.00%	0.14%	0.00%	0.00%	0.23%	0.00%	0.10%
NEW ENGLAND REGION	#	11,020	8,867	823	1,330	176	1	8	27	15	7	12	28	17	3	51	1	6
	%	100%	80.46%	7.47%	12.07%	1.60%	0.01%	0.07%	0.25%	0.14%	0.06%	0.11%	0.25%	0.15%	0.03%	0.46%	0.01%	0.05%
NORTHWEST REGION	#	1,102	1,010	42	50	4	0	0	1	0	0	1	1	0	0	1	0	0
	%	100%	91.65%	3.81%	4.54%	0.36%	0.00%	0.00%	0.09%	0.00%	0.00%	0.09%	0.09%	0.00%	0.00%	0.09%	0.00%	0.00%
SOUTHERN REGION	#	3,485	2,959	268	258	27	0	2	4	1	2	1	5	1	0	7	2	2
	%	100%	84.91%	7.69%	7.40%	0.77%	0.00%	0.06%	0.11%	0.03%	0.06%	0.03%	0.14%	0.03%	0.00%	0.20%	0.06%	0.06%
SOUTHWEST REGION	#	5,804	5,154	207	443	44	0	2	8	0	1	5	3	3	1	21	0	0
	%	100%	88.80%	3.57%	7.63%	0.76%	0.00%	0.03%	0.14%	0.00%	0.02%	0.09%	0.05%	0.05%	0.02%	0.36%	0.00%	0.00%
TECHNICAL CENTER	#	5,237	4,600	248	389	33	0	0	2	1	2	1	4	3	1	19	0	0
	%	100%	87.84%	4.74%	7.43%	0.63%	0.00%	0.00%	0.04%	0.02%	0.04%	0.02%	0.08%	0.06%	0.02%	0.36%	0.00%	0.00%
WESTERN PACIFIC REGION	#	671	585	15	71	15	0	0	1	1	0	1	4	2	0	5	1	0
	%	100%	87.18%	2.24%	10.58%	2.24%	0.00%	0.00%	0.15%	0.15%	0.00%	0.15%	0.60%	0.30%	0.00%	0.75%	0.15%	0.00%
	#	3,837	3,373	186	278	29	0	1	5	1	1	3	2	2	0	11	0	3
	%	100%	87.91%	4.85%	7.25%	0.76%	0.00%	0.03%	0.13%	0.03%	0.03%	0.08%	0.05%	0.05%	0.00%	0.29%	0.00%	0.08%

Table B6-1: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability(Across)

Mission-Critical Occupations	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 Title/Series	#	800	717	45	38	5	1	1	1	0	0	0	1	0	0	1	0	0
	%	100%	89.63%	5.63%	4.75%	0.63%	0.13%	0.13%	0.13%	0.00%	0.00%	0.00%	0.13%	0.00%	0.00%	0.13%	0.00%	0.00%
Plan/Grade Level	#	6	4	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	16	13	0	3	1	0	0	0	0	0	1	0	0	0	0	0	0
	%	100%	81.25%	0.00%	18.75%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	37	35	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	94.59%	0.00%	5.41%	2.70%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	11	9	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	81.82%	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%	0.00%
Plan/Grade Level	#	263	240	15	8	2	0	1	0	0	0	0	0	0	1	0	0	0
	%	100%	91.25%	5.70%	3.04%	0.76%	0.00%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.38%	0.00%	0.00%	0.00%
Plan/Grade Level	#	366	323	25	18	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	88.25%	6.83%	4.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	101	93	3	5	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100%	92.08%	2.97%	4.95%	0.99%	0.00%	0.00%	0.99%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title/Series	#	18,047	17,027	465	555	42	0	1	4	1	4	6	6	4	0	11	0	5
	%	100%	94.35%	2.58%	3.08%	0.23%	0.00%	0.01%	0.02%	0.01%	0.02%	0.03%	0.03%	0.02%	0.00%	0.06%	0.00%	0.03%
Plan/Grade Level	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	887	823	33	31	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100%	92.78%	3.72%	3.49%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%
Plan/Grade Level	#	360	334	13	13	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	92.78%	3.61%	3.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	256	235	6	15	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	91.80%	2.34%	5.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1,846	1,745	51	50	2	0	0	0	0	0	1	0	0	1	0	0	0
	%	100%	94.53%	2.76%	2.71%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%
Plan/Grade Level	#	2,856	2,693	81	82	7	0	0	1	0	1	1	0	0	2	0	1	1
	%	100%	94.29%	2.84%	2.87%	0.25%	0.00%	0.00%	0.04%	0.00%	0.04%	0.04%	0.00%	0.00%	0.07%	0.00%	0.04%	0.04%
Plan/Grade Level	#	1,352	1,271	33	48	3	0	0	0	1	0	0	0	0	1	0	1	1
	%	100%	94.01%	2.44%	3.55%	0.22%	0.00%	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.07%	0.00%	0.07%	0.07%
Plan/Grade Level	#	8,348	7,971	180	197	16	0	1	1	1	4	2	0	0	5	0	1	1
	%	100%	95.48%	2.16%	2.36%	0.19%	0.00%	0.01%	0.01%	0.01%	0.05%	0.02%	0.00%	0.00%	0.06%	0.00%	0.01%	0.01%
Plan/Grade Level	#	1,532	1,435	40	57	7	0	0	0	0	0	2	2	0	2	0	1	1
	%	100%	93.67%	2.61%	3.72%	0.46%	0.00%	0.00%	0.00%	0.00%	0.00%	0.13%	0.13%	0.00%	0.13%	0.00%	0.07%	0.07%
Plan/Grade Level	#	102	93	4	5	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	91.18%	3.92%	4.90%	0.98%	0.00%	0.00%	0.00%	0.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	26	23	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	88.46%	0.00%	11.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	23	20	1	2	1	0	0	0	0	1	0	0	0	0	0	0	0

Plan/Grade Level	%	100%	86.96%	4.35%	8.696%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	267	222	14	31	2	0	0	1	0	0	0	0	1	0	0	0	0
Plan/Grade Level	%	100%	83.15%	5.24%	11.61%	0.75%	0.00%	0.00%	0.37%	0.00%	0.00%	0.00%	0.00%	0.37%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	185	155	9	21	2	0	0	1	0	0	0	0	1	0	0	0	0
Job Title/Series	%	100%	83.78%	4.86%	11.35%	1.08%	0.00%	0.00%	0.54%	0.00%	0.00%	0.00%	0.00%	0.54%	0.00%	0.00%	0.00%	0.00%
Job Title/Series	#	4,193	3,335	352	506	35	0	5	9	0	3	0	7	1	0	8	0	2
Job Title/Series	%	100%	79.54%	8.39%	12.07%	0.83%	0.00%	0.12%	0.21%	0.00%	0.07%	0.00%	0.17%	0.02%	0.00%	0.19%	0.00%	0.05%
Plan/Grade Level	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	37	28	5	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	75.68%	13.51%	10.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	372	297	31	44	4	0	2	1	0	1	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	79.84%	8.33%	11.83%	1.08%	0.00%	0.54%	0.27%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1,331	1,005	129	197	18	0	1	5	0	0	0	3	1	0	6	0	2
Plan/Grade Level	%	100%	75.51%	9.69%	14.80%	1.35%	0.00%	0.08%	0.38%	0.00%	0.00%	0.00%	0.23%	0.08%	0.00%	0.45%	0.00%	0.15%
Plan/Grade Level	#	1,674	1,350	137	187	12	0	2	3	0	2	0	4	0	0	1	0	0
Plan/Grade Level	%	100%	80.65%	8.18%	10.45%	0.72%	0.00%	0.12%	0.18%	0.00%	0.12%	0.00%	0.24%	0.00%	0.00%	0.06%	0.00%	0.00%
Plan/Grade Level	#	16	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	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%	0.00%
Plan/Grade Level	#	506	420	36	50	1	0	0	0	0	0	0	0	0	0	1	0	0
Plan/Grade Level	%	100%	83.00%	7.11%	9.88%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.20%	0.00%	0.00%
Plan/Grade Level	#	253	217	13	23	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	85.77%	5.14%	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 Title/Series	#	422	363	28	31	3	0	0	1	0	1	0	0	0	0	1	0	0
Job Title/Series	%	100%	86.02%	6.64%	7.35%	0.71%	0.00%	0.00%	0.24%	0.00%	0.24%	0.00%	0.00%	0.00%	0.00%	0.24%	0.00%	0.00%
Plan/Grade Level	#	22	21	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	95.45%	0.00%	4.55%	4.55%	0.00%	0.00%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	55	45	6	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	81.82%	10.91%	7.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	309	263	21	25	2	0	0	0	0	1	0	0	0	0	1	0	0
Plan/Grade Level	%	100%	85.11%	6.80%	8.09%	0.65%	0.00%	0.00%	0.00%	0.00%	0.32%	0.00%	0.00%	0.00%	0.00%	0.32%	0.00%	0.00%
Plan/Grade Level	#	35	33	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	94.29%	2.86%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title/Series	#	237	200	14	23	2	0	0	0	0	0	1	1	0	0	0	0	0
Job Title/Series	%	100%	84.39%	5.91%	9.70%	0.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.42%	0.42%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	20	16	1	3	1	0	0	0	0	0	1	0	0	0	0	0	0
Plan/Grade Level	%	100%	80.00%	5.00%	15.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	51	42	1	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	82.35%	1.96%	15.69%	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%
Plan/Grade Level	#	66	55	6	5	1	0	0	0	0	0	0	1	0	0	0	0	0
Plan/Grade Level	%	100%	83.33%	9.09%	7.58%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	60	54	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	90.00%	1.67%	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%
Plan/Grade Level	#	39	32	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	82.05%	12.82%	5.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title/Series	#	700	628	26	46	7	0	0	1	0	0	2	2	2	0	0	0	0

Plan/Grade Level	%	100%	89.71%	3.71%	6.57%	1.00%	0.00%	0.00%	0.14%	0.00%	0.00%	0.29%	0.29%	0.29%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	9	8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	88.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	27	26	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	96.30%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	54	49	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	90.74%	1.85%	7.41%	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%
Plan/Grade Level	#	318	273	20	25	2	0	0	0	0	0	1	0	1	0	0	0	0
Plan/Grade Level	%	100%	85.85%	6.29%	7.86%	0.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.31%	0.00%	0.31%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	258	239	5	14	4	0	0	1	0	0	1	2	0	0	0	0	0
Plan/Grade Level	%	100%	92.64%	1.94%	5.43%	1.55%	0.00%	0.00%	0.39%	0.00%	0.00%	0.39%	0.78%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	30	29	0	1	1	0	0	0	0	0	0	0	1	0	0	0	0
Plan/Grade Level	%	100%	96.67%	0.00%	3.33%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%
Title/Serie	#	962	856	48	58	5	0	0	0	0	1	1	1	0	0	2	0	0
Title/Serie	%	100%	88.98%	4.99%	6.03%	0.52%	0.00%	0.00%	0.00%	0.00%	0.10%	0.10%	0.10%	0.00%	0.00%	0.21%	0.00%	0.00%
Plan/Grade Level	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	41	38	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	92.68%	4.88%	2.44%	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%
Plan/Grade Level	#	37	32	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	86.49%	5.41%	8.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	88	74	6	8	1	0	0	0	0	0	1	0	0	0	0	0	0
Plan/Grade Level	%	100%	84.09%	6.82%	9.09%	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	604	539	28	37	1	0	0	0	0	0	0	0	0	0	1	0	0
Plan/Grade Level	%	100%	89.24%	4.64%	6.13%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.17%	0.00%	0.00%
Plan/Grade Level	#	185	168	9	8	3	0	0	0	0	1	0	1	0	0	1	0	0
Plan/Grade Level	%	100%	90.81%	4.86%	4.32%	1.62%	0.00%	0.00%	0.00%	0.00%	0.54%	0.00%	0.54%	0.00%	0.00%	0.54%	0.00%	0.00%
Title/Serie	#	495	370	60	65	4	0	1	0	1	0	0	0	0	0	2	0	0
Title/Serie	%	100%	74.75%	12.12%	13.13%	0.81%	0.00%	0.20%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.40%	0.00%	0.00%
Plan/Grade Level	#	11	8	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	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%
Plan/Grade Level	#	20	12	2	6	1	0	1	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	60.00%	10.00%	30.00%	5.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	228	175	25	28	2	0	0	0	0	0	0	0	0	0	2	0	0
Plan/Grade Level	%	100%	76.75%	10.96%	12.28%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%	0.00%	0.00%
Plan/Grade Level	#	141	97	24	20	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	68.79%	17.02%	14.18%	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%
Plan/Grade Level	#	95	78	8	9	1	0	0	0	1	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	82.11%	8.42%	9.47%	1.05%	0.00%	0.00%	0.00%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Title/Serie	#	322	236	32	54	3	0	0	1	0	1	1	0	0	0	0	0	0
Title/Serie	%	100%	73.29%	9.94%	16.77%	0.93%	0.00%	0.00%	0.31%	0.00%	0.31%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	28	16	6	6	1	0	0	0	0	1	0	0	0	0	0	0	0

Plan/Grade Level	%	100%	57.14%	21.43%	21.43%	3.57%	0.00%	0.00%	0.00%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	67	46	7	14	1	0	0	0	0	0	1	0	0	0	0	0	0
Plan/Grade Level	%	100%	68.66%	10.45%	20.90%	1.49%	0.00%	0.00%	0.00%	0.00%	0.00%	1.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	132	102	14	16	1	0	0	1	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	77.27%	10.61%	12.12%	0.76%	0.00%	0.00%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	70	51	4	15	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	72.86%	5.71%	21.43%	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%
Plan/Grade Level	#	21	19	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	90.48%	0.00%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Title/Series	#	1,453	1,188	88	177	21	0	1	1	4	1	1	3	1	0	6	1	2
Title/Series	%	100%	81.76%	6.06%	12.18%	1.45%	0.00%	0.07%	0.07%	0.28%	0.07%	0.07%	0.21%	0.07%	0.00%	0.41%	0.07%	0.14%
Plan/Grade Level	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	18	10	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	55.56%	22.22%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	155	111	9	35	2	0	1	0	1	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	71.61%	5.81%	22.58%	1.29%	0.00%	0.65%	0.00%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	436	354	22	60	10	0	0	0	1	1	0	2	0	0	4	1	1
Plan/Grade Level	%	100%	81.19%	5.05%	13.76%	2.29%	0.00%	0.00%	0.00%	0.23%	0.23%	0.00%	0.46%	0.00%	0.00%	0.92%	0.23%	0.23%
Plan/Grade Level	#	677	575	43	59	8	0	0	1	1	0	1	1	1	0	2	0	1
Plan/Grade Level	%	100%	84.93%	6.35%	8.71%	1.18%	0.00%	0.00%	0.15%	0.15%	0.00%	0.15%	0.15%	0.15%	0.00%	0.30%	0.00%	0.15%
Plan/Grade Level	#	162	134	10	18	1	0	0	0	1	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	82.72%	6.17%	11.11%	0.62%	0.00%	0.00%	0.00%	0.62%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Title/Series	#	5,894	4,762	443	689	68	0	3	15	3	1	5	2	5	0	33	0	1
Title/Series	%	100%	80.79%	7.52%	11.69%	1.15%	0.00%	0.05%	0.25%	0.05%	0.02%	0.08%	0.03%	0.08%	0.00%	0.56%	0.00%	0.02%
Plan/Grade Level	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	140	107	9	24	3	0	0	0	0	0	0	0	0	0	3	0	0
Plan/Grade Level	%	100%	76.43%	6.43%	17.14%	2.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.14%	0.00%	0.00%
Plan/Grade Level	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	270	226	30	14	2	0	0	0	0	0	1	0	0	0	1	0	0
Plan/Grade Level	%	100%	83.70%	11.11%	5.19%	0.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.37%	0.00%	0.00%	0.00%	0.37%	0.00%	0.00%
Plan/Grade Level	#	454	368	37	49	7	0	0	2	0	0	0	0	1	0	4	0	0
Plan/Grade Level	%	100%	81.06%	8.15%	10.79%	1.54%	0.00%	0.00%	0.44%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.88%	0.00%	0.00%
Plan/Grade Level	#	2,967	2,316	254	397	38	0	0	7	3	0	3	1	2	0	22	0	0
Plan/Grade Level	%	100%	78.06%	8.56%	13.38%	1.28%	0.00%	0.00%	0.24%	0.10%	0.00%	0.10%	0.03%	0.07%	0.00%	0.74%	0.00%	0.00%
Plan/Grade Level	#	1,274	1,056	80	138	10	0	2	3	0	1	0	1	1	0	1	0	1
Plan/Grade Level	%	100%	82.89%	6.28%	10.83%	0.78%	0.00%	0.16%	0.24%	0.00%	0.08%	0.00%	0.08%	0.08%	0.00%	0.08%	0.00%	0.08%
Plan/Grade Level	#	758	660	32	66	8	0	1	3	0	0	1	0	1	0	2	0	0
Plan/Grade Level	%	100%	87.07%	4.22%	8.71%	1.06%	0.00%	0.13%	0.40%	0.00%	0.00%	0.13%	0.00%	0.13%	0.00%	0.26%	0.00%	0.00%
Plan/Grade Level	#	14	13	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	92.86%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
501 Goal	%				12.00%	2.00%												

Internal Competitive Promotions

Vacancy Announcements	#	2,594																
Relevant Applicant Pool	%	100%	88.97%	4.57%	5.89%	0.57%	0.00%	0.03%	0.09%	0.03%	0.03%	0.05%	0.10%	0.04%	0.00%	0.18%	0.00%	0.03%

for Career Development	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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GS-15 or Equivalent	#	4,022	3,572	195	255	24	0	0	4	2	2	1	3	4	0	7	0	1
	%	100%	88.81%	4.85%	6.34%	0.60%	0.00%	0.00%	0.10%	0.05%	0.05%	0.02%	0.07%	0.10%	0.00%	0.17%	0.00%	0.02%

Internal Competitive Promotions

Vacancy Announcements	#	385																	
Relevant Applicant Pool	%	100%	88.81%	4.85%	6.34%	0.60%	0.00%	0.00%	0.10%	0.05%	0.05%	0.02%	0.07%	0.10%	0.00%	0.17%	0.00%	0.02%	
Internal Applicants	#	4,910	4,034	531	328	90	0	13	10	3	3	3	9	3	0	45	0	1	
Qualified Internal Applicants	#	2,334	1,882	283	165	41	0	5	8	2	1	3	5	0	0	17	0	0	
Referred Applicants	#	2,079	1,680	257	130	27	0	3	7	2	1	2	5	0	0	7	0	0	
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Internal Selections	#	887	763	56	68	2	0	0	0	0	0	0	1	0	1	0	0	0	
	%	100%	86.02%	6.31%	7.67%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%	0.00%	0.11%	0.00%	0.00%	0.00%	

New Hires

Vacancy Announcements	#	43																	
Voluntarily Identified	#	1,668	1,346	174	142	57	1	7	9	2	1	6	5	2	0	22	0	2	
Qualified External Applicants	#	981	802	104	71	25	0	4	6	0	0	2	2	1	0	9	0	1	
Referred Applicants	#	286	205	44	36	14	0	3	4	0	0	1	1	0	0	5	0	0	
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections	#	21	15	2	3	1	0	0	0	0	0	0	0	0	1	0	0	0	
	%	100%	71.43%	9.52%	14.29%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%	

Career Development Program

Slots for Career Development Program	#	24+																	
Eligible for Career Development Applicants	#	4,022	3,572	195	255	24	0	0	4	2	2	1	3	4	0	7	0	1	
Development for Career Development Applicants	#	22	19	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
Selections for Career Development	#	18	13	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	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%	0.00%	

GS-14 or Equivalent	#	16,525	14,712	761	1,052	94	0	4	13	8	3	11	17	8	1	24	1	4
	%	100%	89.03%	4.61%	6.37%	0.57%	0.00%	0.02%	0.08%	0.05%	0.02%	0.07%	0.10%	0.05%	0.01%	0.15%	0.01%	0.02%

Internal Competitive Promotions

Vacancy Announcements	#	1,066																	
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Relevant Applicant Pool	%	100%	89.03%	4.61%	6.37%	0.57%	0.00%	0.02%	0.08%	0.05%	0.02%	0.07%	0.10%	0.05%	0.01%	0.15%	0.01%	0.02%
Internal Applicants	#	16,053	13,547	1,423	1,033	347	8	38	70	7	8	21	15	22	3	151	1	3
	%	100%	84.59%	8.89%	6.43%	2.16%	0.05%	0.24%	0.44%	0.04%	0.05%	0.13%	0.09%	0.14%	0.02%	0.94%	0.01%	0.02%
Qualified Internal Applicants	#	4,544	3,745	519	288	66	1	7	16	2	0	8	5	4	0	22	0	1
	%	100%	82.27%	11.40%	6.34%	1.45%	0.02%	0.15%	0.35%	0.04%	0.00%	0.18%	0.11%	0.09%	0.00%	0.48%	0.00%	0.02%
Referred Applicants	#	4,203	3,440	472	258	60	1	6	16	2	0	7	5	4	0	18	0	1
	%	100%	82.49%	11.32%	6.14%	1.43%	0.02%	0.14%	0.38%	0.05%	0.00%	0.17%	0.12%	0.10%	0.00%	0.43%	0.00%	0.02%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
External Selections	#	1,360	1,135	104	121	12	0	0	0	0	0	0	1	4	4	3	0	0
	%	100%	83.46%	7.65%	8.90%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	0.29%	0.29%	0.22%	0.00%	0.00%

New Hires

Vacancy Announcements	#	171																
Voluntarily Identified	#	8,102	6,733	737	612	216	9	25	37	11	6	8	14	15	1	82	0	8
	%	100%	83.29%	9.12%	7.55%	2.67%	0.11%	0.31%	0.46%	0.14%	0.07%	0.10%	0.17%	0.19%	0.01%	1.01%	0.00%	0.10%
External Applicants	#	3,853	3,253	362	233	78	2	6	16	4	2	1	8	6	2	28	0	3
	%	100%	84.54%	9.41%	6.05%	2.02%	0.05%	0.16%	0.42%	0.10%	0.05%	0.03%	0.21%	0.16%	0.05%	0.73%	0.00%	0.08%
Referred Applicants	#	1,266	1,016	147	101	39	1	4	7	2	0	2	3	2	0	16	0	2
	%	100%	80.38%	11.63%	4.91%	3.08%	0.08%	0.32%	0.55%	0.16%	0.00%	0.16%	0.24%	0.16%	0.00%	1.27%	0.00%	0.16%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
External Selections	#	176	107	30	39	3	0	0	0	0	0	0	0	0	1	2	0	0
	%	100%	60.80%	17.05%	22.16%	1.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.57%	1.14%	0.00%	0.00%

Career Development Program

Slots for Career Development Program	#	60+																
Engineers for Career Development Applicants	#	16525	14,712	761	1,052	94	0	4	13	8	3	11	17	8	1	24	1	4
	%	100%	89.03%	4.61%	6.37%	0.57%	0.00%	0.02%	0.08%	0.05%	0.02%	0.07%	0.10%	0.05%	0.01%	0.15%	0.01%	0.02%
Development Selections for Career Development	#	34	23	3	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	67.65%	8.82%	23.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Development Selections for Career Development	#	33	26	2	5	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	78.79%	6.06%	15.15%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

GS-13 or Equivalent	#	8,082	6,668	538	876	104	0	5	18	2	5	5	17	6	1	35	3	7
	%	100%	82.50%	6.66%	10.84%	1.29%	0.00%	0.06%	0.22%	0.02%	0.06%	0.06%	0.21%	0.07%	0.01%	0.43%	0.04%	0.09%

Internal Competitive Promotions

Vacancy Announcements	#	857																
Relevant Applicant Pool	%	100%	82.50%	6.66%	10.84%	1.29%	0.00%	0.06%	0.22%	0.02%	0.06%	0.06%	0.21%	0.07%	0.01%	0.43%	0.04%	0.09%
Internal Applicants	#	13,323	11,096	1,174	976	298	6	36	40	11	3	12	15	18	2	149	1	5
	%	100%	83.40%	8.82%	7.33%	2.24%	0.05%	0.31%	0.34%	0.09%	0.03%	0.10%	0.13%	0.15%	0.02%	1.28%	0.01%	0.04%
Qualified Internal Applicants	#	3,435	2,725	401	318	84	0	10	11	5	2	5	6	4	0	39	1	1
	%	100%	78.83%	11.60%	9.26%	2.45%	0.00%	0.31%	0.34%	0.15%	0.06%	0.15%	0.18%	0.12%	0.00%	1.20%	0.03%	0.03%
Referred Applicants	#	2,915	2,269	342	262	69	0	7	9	5	1	5	6	4	0	30	1	1
	%	100%	78.76%	11.87%	8.99%	2.37%	0.00%	0.25%	0.32%	0.18%	0.04%	0.18%	0.21%	0.14%	0.00%	1.07%	0.04%	0.04%

for Career Development	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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GS-13 or Equivalent	#	4,022	3,572	195	255	24	0	0	4	2	2	1	3	4	0	7	0	1
	%	100%	88.81%	4.85%	6.34%	0.60%	0.00%	0.00%	0.10%	0.05%	0.05%	0.02%	0.07%	0.10%	0.00%	0.17%	0.00%	0.02%

Internal Competitive Promotions

Vacancy Announcements	#	385																	
Relevant Applicant Pool	%	100%	88.81%	4.85%	6.34%	0.60%	0.00%	0.00%	0.10%	0.05%	0.05%	0.02%	0.07%	0.10%	0.00%	0.17%	0.00%	0.02%	
Internal Applicants	#	4,910	4,034	531	328	90	0	13	10	3	3	3	9	3	0	45	0	1	
	%	100%	82.39%	10.85%	6.68%	1.83%	0.00%	0.27%	0.20%	0.06%	0.06%	0.06%	0.18%	0.06%	0.00%	0.92%	0.00%	0.02%	
Qualified Internal Applicants	#	2,334	1,882	283	165	41	0	5	8	2	1	3	5	0	0	17	0	0	
	%	100%	80.70%	12.14%	7.07%	1.76%	0.00%	0.21%	0.34%	0.09%	0.04%	0.13%	0.21%	0.00%	0.00%	0.73%	0.00%	0.00%	
Referred Applicants	#	2,079	1,680	257	130	27	0	3	7	2	1	2	5	0	0	7	0	0	
	%	100%	81.20%	12.42%	6.25%	1.30%	0.00%	0.14%	0.34%	0.10%	0.05%	0.10%	0.24%	0.00%	0.00%	0.34%	0.00%	0.00%	
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Internal Selections	#	887	763	56	68	2	0	0	0	0	0	0	1	0	1	0	0	0	
	%	100%	86.02%	6.31%	7.67%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%	0.00%	0.11%	0.00%	0.00%	0.00%	

New Hires

Vacancy Announcements	#	43																	
Voluntarily Identified	#	1,668	1,346	174	142	57	1	7	9	2	1	6	5	2	0	22	0	2	
	%	100%	80.99%	10.47%	8.51%	3.42%	0.06%	0.42%	0.54%	0.12%	0.06%	0.36%	0.30%	0.12%	0.00%	1.32%	0.00%	0.12%	
Qualified External Applicants	#	981	802	104	71	25	0	4	6	0	0	2	2	1	0	9	0	1	
	%	100%	82.09%	10.64%	7.24%	2.55%	0.00%	0.41%	0.61%	0.00%	0.00%	0.20%	0.20%	0.10%	0.00%	0.92%	0.00%	0.10%	
Referred Applicants	#	286	205	44	36	14	0	3	4	0	0	1	1	0	0	5	0	0	
	%	100%	71.93%	15.44%	12.59%	4.90%	0.00%	1.05%	1.40%	0.00%	0.00%	0.35%	0.35%	0.00%	0.00%	1.75%	0.00%	0.00%	
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
External Selections	#	21	15	2	3	1	0	0	0	0	0	0	0	0	1	0	0	0	
	%	100%	71.43%	9.52%	14.29%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%	

Career Development Program

Slots for Career Development Program	#	24+																	
Eligible for Career Development Applicants	#	4,022	3,572	195	255	24	0	0	4	2	2	1	3	4	0	7	0	1	
	%	100%	88.81%	4.85%	6.34%	0.60%	0.00%	0.00%	0.10%	0.05%	0.05%	0.02%	0.07%	0.10%	0.00%	0.17%	0.00%	0.02%	
Applicants for Career Development	#	22	19	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	86.36%	4.55%	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%	
Selections for Career Development	#	18	13	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	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%	0.00%	

GS-14 or Equivalent	#	16,525	14,712	761	1,052	94	0	4	13	8	3	11	17	8	1	24	1	4
	%	100%	89.03%	4.61%	6.37%	0.57%	0.00%	0.02%	0.08%	0.05%	0.02%	0.07%	0.10%	0.05%	0.01%	0.15%	0.01%	0.02%

Internal Competitive Promotions

Vacancy Announcements	#	1,066																	
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Relevant Applicant Pool	%	100%	89.03%	4.61%	6.37%	0.57%	0.00%	0.02%	0.08%	0.05%	0.02%	0.07%	0.10%	0.05%	0.01%	0.15%	0.01%	0.02%
Internal Applicants	#	16,053	13,547	1,423	1,033	347	8	38	70	7	8	21	15	22	3	151	1	3
	%	100%	84.59%	8.89%	6.43%	2.16%	0.05%	0.24%	0.44%	0.04%	0.05%	0.13%	0.09%	0.14%	0.02%	0.94%	0.01%	0.02%
Qualified Internal Applicants	#	4,544	3,745	519	288	66	1	7	16	2	0	8	5	4	0	22	0	1
	%	100%	82.27%	11.40%	6.34%	1.45%	0.02%	0.15%	0.35%	0.04%	0.00%	0.18%	0.11%	0.09%	0.00%	0.48%	0.00%	0.02%
Referred Applicants	#	4,203	3,440	472	258	60	1	6	16	2	0	7	5	4	0	18	0	1
	%	100%	82.49%	11.32%	6.14%	1.43%	0.02%	0.14%	0.38%	0.05%	0.00%	0.17%	0.12%	0.10%	0.00%	0.43%	0.00%	0.02%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
External Selections	#	1,360	1,135	104	121	12	0	0	0	0	0	0	1	4	4	3	0	0
	%	100%	83.46%	7.65%	8.90%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	0.29%	0.29%	0.22%	0.00%	0.00%

New Hires

Vacancy Announcements	#	171																
Voluntarily Identified	#	8,102	6,733	737	612	216	9	25	37	11	6	8	14	15	1	82	0	8
	%	100%	83.29%	9.12%	7.55%	2.67%	0.11%	0.31%	0.46%	0.14%	0.07%	0.10%	0.17%	0.19%	0.01%	1.01%	0.00%	0.10%
External Applicants	#	3,853	3,253	362	233	78	2	6	16	4	2	1	8	6	2	28	0	3
	%	100%	84.54%	9.41%	6.05%	2.02%	0.05%	0.16%	0.42%	0.10%	0.05%	0.03%	0.21%	0.16%	0.05%	0.73%	0.00%	0.08%
Referred Applicants	#	1,266	1,016	147	101	39	1	4	7	2	0	2	3	2	0	16	0	2
	%	100%	80.38%	11.63%	4.91%	3.08%	0.08%	0.32%	0.55%	0.16%	0.00%	0.16%	0.24%	0.16%	0.00%	1.27%	0.00%	0.16%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
External Selections	#	176	107	30	39	3	0	0	0	0	0	0	0	0	1	2	0	0
	%	100%	60.80%	17.05%	22.16%	1.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.57%	1.14%	0.00%	0.00%

Career Development Program

Slots for Career Development Program	#	60+																
Engineers for Career Development	#	16525	14,712	761	1,052	94	0	4	13	8	3	11	17	8	1	24	1	4
	%	100%	89.03%	4.61%	6.37%	0.57%	0.00%	0.02%	0.08%	0.05%	0.02%	0.07%	0.10%	0.05%	0.01%	0.15%	0.01%	0.02%
Applicants for Career Development	#	34	23	3	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	67.65%	8.82%	23.53%	0.00%	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	#	33	26	2	5	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	78.79%	6.06%	15.15%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

GS-13 or Equivalent	#	8,082	6,668	538	876	104	0	5	18	2	5	5	17	6	1	35	3	7
	%	100%	82.50%	6.66%	10.84%	1.29%	0.00%	0.06%	0.22%	0.02%	0.06%	0.06%	0.21%	0.07%	0.01%	0.43%	0.04%	0.09%

Internal Competitive Promotions

Vacancy Announcements	#	857																
Relevant Applicant Pool	%	100%	82.50%	6.66%	10.84%	1.29%	0.00%	0.06%	0.22%	0.02%	0.06%	0.06%	0.21%	0.07%	0.01%	0.43%	0.04%	0.09%
Internal Applicants	#	13,323	11,096	1,174	976	298	6	36	40	11	3	12	15	18	2	149	1	5
	%	100%	83.40%	8.82%	7.33%	2.24%	0.05%	0.31%	0.34%	0.09%	0.03%	0.10%	0.13%	0.15%	0.02%	1.28%	0.01%	0.04%
Qualified Internal Applicants	#	3,435	2,725	401	318	84	0	10	11	5	2	5	6	4	0	39	1	1
	%	100%	78.83%	11.60%	9.26%	2.45%	0.00%	0.31%	0.34%	0.15%	0.06%	0.15%	0.18%	0.12%	0.00%	1.20%	0.03%	0.03%
Referred Applicants	#	2,915	2,269	342	262	69	0	7	9	5	1	5	6	4	0	30	1	1
	%	100%	78.76%	11.87%	8.99%	2.37%	0.00%	0.25%	0.32%	0.18%	0.04%	0.18%	0.21%	0.14%	0.00%	1.07%	0.04%	0.04%

Table B8-1: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate)

Upward Mobility to 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)	
																		#
Total Management	#	6,732	5,938	328	466	43	0	2	8	3	3	5	3	5	0	10	0	4
	%	100%	88.21%	4.87%	6.92%	0.64%	0.00%	0.03%	0.12%	0.04%	0.04%	0.07%	0.04%	0.07%	0.00%	0.15%	0.00%	0.06%
501 Goal	%				12.00%	2.00%												
Executive/ Senior Level	#	4,310	3,826	209	275	28	0	0	4	3	3	2	3	4	0	7	0	2
	%	100%	88.77%	4.85%	6.38%	0.65%	0.00%	0.00%	0.09%	0.07%	0.07%	0.05%	0.07%	0.09%	0.00%	0.16%	0.00%	0.05%
Plan/Grade Level	#	1,532	1,435	40	57	7	0	0	0	0	0	0	2	2	0	2	0	1
	%	100%	93.67%	2.61%	3.72%	0.46%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.13%	0.13%	0.00%	0.13%	0.00%	0.07%
Plan/Grade Level	#	102	93	4	5	1	0	0	0	0	1	0	0	0	0	0	0	0
	%	100%	91.18%	3.92%	4.90%	0.98%	0.00%	0.00%	0.00%	0.00%	0.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	18	16	0	2	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	88.89%	0.00%	11.11%	5.56%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	154	134	9	11	2	0	0	0	0	1	0	0	0	0	0	0	1
	%	100%	87.01%	5.84%	7.14%	1.30%	0.00%	0.00%	0.00%	0.00%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.65%
Plan/Grade Level	#	13	10	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	76.92%	7.69%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	27	23	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	85.19%	11.11%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	2,463	2,114	152	197	17	0	0	4	2	2	1	1	2	0	5	0	0
	%	100%	85.83%	6.17%	8.00%	0.69%	0.00%	0.00%	0.16%	0.08%	0.08%	0.04%	0.04%	0.08%	0.00%	0.20%	0.00%	0.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	386																
Relevant Applicant Pool	%	100%	88.77%	4.85%	6.38%	0.65%	0.00%	0.00%	0.09%	0.07%	0.07%	0.05%	0.07%	0.09%	0.00%	0.16%	0.00%	0.05%
Internal Applicants	#	4,912	4,035	532	328	90	0	13	10	3	3	3	9	3	0	45	0	1
	%	100%	82.15%	10.83%	6.68%	1.83%	0.00%	0.27%	0.20%	0.06%	0.06%	0.06%	0.18%	0.06%	0.00%	0.92%	0.00%	0.02%
Qualified Internal Applicants	#	2,341	1,880	284	165	41	0	5	8	2	1	3	5	0	0	17	0	0
	%	100%	80.31%	12.13%	7.05%	1.75%	0.00%	0.21%	0.34%	0.09%	0.04%	0.13%	0.21%	0.00%	0.00%	0.73%	0.00%	0.00%
Referred Applicants	#	2,076	1,680	258	130	27	0	3	7	2	1	2	5	0	0	7	0	0
	%	100%	80.92%	12.43%	6.26%	1.30%	0.00%	0.14%	0.34%	0.10%	0.05%	0.10%	0.24%	0.00%	0.00%	0.34%	0.00%	0.00%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Selected	#	449	389	33	27	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100%	86.64%	7.35%	6.01%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%	
New Hires																		
Vacancy Announcements	#	82																
Internally Identified	#	2,990	2,472	278	231	91	1	16	15	4	1	7	6	3	0	35	0	3
	%	100%	82.68%	9.30%	7.73%	3.04%	0.03%	0.54%	0.50%	0.13%	0.03%	0.23%	0.20%	0.10%	0.00%	1.17%	0.00%	0.10%
External	#	1,213	999	125	85	31	0	6	9	0	0	2	3	1	0	9	0	1

External Applicants	%	100%	82.36%	10.31%	7.01%	2.56%	0.00%	0.50%	0.74%	0.00%	0.00%	0.17%	0.25%	0.08%	0.00%	0.74%	0.00%	0.08%
Referred Applicants	#	473	360	63	49	20	0	5	7	0	0	1	2	0	0	5	0	0
Interviewed Applicants	%	100%	76.11%	13.32%	10.36%	4.23%	0.00%	1.06%	1.48%	0.00%	0.00%	0.21%	0.42%	0.00%	0.00%	1.06%	0.00%	0.00%
External Selections	#	33	25	3	5	2	0	0	0	1	0	0	0	0	0	1	0	0
	%	100%	75.76%	9.09%	15.15%	6.06%	0.00%	0.00%	0.00%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	3.45%	0.00%	0.00%

Career Development Program

Slots for Career Development Program	#	24																
Eligible for Career Development	#	4,310	3,826	209	275	28	0	0	4	3	3	2	3	4	0	7	0	2
Applicants for Career Development	%	100%	88.77%	4.85%	6.38%	0.65%	0.00%	0.00%	0.09%	0.07%	0.07%	0.05%	0.07%	0.09%	0.00%	0.16%	0.00%	0.05%
Selections for Career Development	#	15	13	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	86.67%	6.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	16	11	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	68.75%	12.50%	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%

Managers/Mid-Level (Grades 13-14)	#	2,054	1,766	112	176	15	0	2	4	0	0	3	0	1	0	3	0	2
	%	100%	85.98%	5.45%	8.57%	0.73%	0.00%	0.10%	0.19%	0.00%	0.00%	0.15%	0.00%	0.05%	0.00%	0.15%	0.00%	0.10%
Plan/Grade Level	#	366	339	10	17	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100%	92.62%	2.73%	4.64%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%
Plan/Grade Level	#	238	214	6	18	2	0	0	1	0	0	1	0	0	0	0	0	0
	%	100%	89.92%	2.52%	7.56%	0.84%	0.00%	0.00%	0.42%	0.00%	0.00%	0.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	83	59	9	15	3	0	1	1	0	0	1	0	0	0	0	0	0
	%	100%	71.08%	10.84%	18.07%	3.61%	0.00%	1.20%	1.20%	0.00%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1,367	1,154	87	126	9	0	1	2	0	0	1	0	1	0	3	0	1
	%	100%	84.42%	6.36%	9.22%	0.66%	0.00%	0.07%	0.15%	0.00%	0.00%	0.07%	0.00%	0.07%	0.00%	0.22%	0.00%	0.07%

Internal Competitive Promotions

Vacancy Announcements	#	1,904																
Relevant Applicant Pool	%	100%	85.98%	5.45%	8.57%	0.73%	0.00%	0.10%	0.19%	0.00%	0.00%	0.15%	0.00%	0.05%	0.00%	0.15%	0.00%	0.10%
Internal Applicants	#	25,442	21,376	2,213	1,780	597	15	79	95	15	12	29	25	36	3	279	3	6
	%	100%	84.18%	8.72%	7.00%	2.35%	0.06%	0.31%	0.37%	0.06%	0.05%	0.11%	0.10%	0.14%	0.01%	1.10%	0.01%	0.02%
Qualified Internal Applicants	#	7,036	5,674	798	536	146	2	21	29	5	1	8	8	10	2	57	1	2
	%	100%	80.95%	11.39%	7.62%	2.08%	0.03%	0.30%	0.41%	0.07%	0.01%	0.11%	0.11%	0.14%	0.03%	0.81%	0.01%	0.03%
Referred Applicants	#	6,344	5,136	720	468	123	2	17	26	5	1	7	6	10	2	45	1	1
	%	100%	81.20%	11.38%	7.38%	1.94%	0.03%	0.27%	0.41%	0.08%	0.02%	0.11%	0.09%	0.16%	0.03%	0.71%	0.02%	0.02%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
External Selections	#	210	181	9	20	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	86.19%	4.29%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

New Hires

Vacancy Announcements	#	376																
Voluntarily Identified	#	14,889	12,229	1,329	1,292	451	15	50	75	27	13	20	20	30	2	186	0	13
External	%	100%	82.31%	8.94%	8.68%	3.03%	0.10%	0.34%	0.50%	0.18%	0.09%	0.13%	0.13%	0.20%	0.01%	1.25%	0.00%	0.09%
	#	7,451	6,146	694	585	188	7	19	34	14	4	7	9	10	3	76	0	5

Applicants	%	100%	82.76%	9.35%	7.85%	2.52%	0.09%	0.26%	0.46%	0.19%	0.05%	0.09%	0.12%	0.13%	0.04%	1.02%	0.00%	0.07%
Referred Applicants	#	2,346	1,789	297	255	98	4	12	17	6	2	4	3	4	0	44	0	2
Interviewed Applicants	%	100%	76.42%	12.69%	10.87%	4.18%	0.17%	0.51%	0.73%	0.26%	0.09%	0.17%	0.13%	0.17%	0.00%	1.88%	0.00%	0.09%
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	71.43%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Career Development Program

Slots for Career Development Program	#	0+																
Eligible for Career Development	#	2,054	1,766	112	176	15	0	2	4	0	0	3	0	1	0	3	0	2
Applicants for Career Development	%	100%	85.98%	5.45%	8.57%	0.73%	0.00%	0.10%	0.19%	0.00%	0.00%	0.15%	0.00%	0.05%	0.00%	0.15%	0.00%	0.10%
Selections for Career Development	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Supervisors/First-Level	#	368	346	7	15	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	94.02%	1.90%	4.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	330	310	6	14	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	93.94%	1.82%	4.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	22	20	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	90.91%	4.55%	4.55%	0.00%	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 Competitive Promotions

Vacancy Announcements	#	785																
Relevant Applicant Pool	%	100%	94.02%	1.90%	4.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Applications	#	21,493	17,610	1,885	1,935	723	17	74	76	24	9	27	19	41	3	422	2	9
	%	100%	82.09%	8.79%	9.00%	3.36%	0.08%	0.34%	0.35%	0.11%	0.04%	0.13%	0.09%	0.19%	0.01%	1.97%	0.01%	0.04%
Qualified Internal Applicants	#	6,473	4,869	827	755	270	5	31	25	9	5	10	7	11	1	164	0	2
	%	100%	75.43%	12.81%	11.66%	4.17%	0.08%	0.48%	0.39%	0.14%	0.08%	0.15%	0.11%	0.17%	0.02%	2.54%	0.00%	0.03%
Referred Applicants	#	4,591	3,441	623	515	183	4	20	20	7	3	9	4	8	1	107	0	0
	%	100%	75.10%	13.60%	11.22%	3.99%	0.09%	0.44%	0.44%	0.15%	0.07%	0.20%	0.09%	0.17%	0.02%	2.34%	0.00%	0.00%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
External Selections	#	1,901	1,587	103	211	31	0	1	8	2	1	3	2	2	0	12	0	0
	%	100%	74.65%	13.88%	11.10%	1.63%	0.00%	0.05%	0.42%	0.11%	0.05%	0.16%	0.11%	0.11%	0.00%	0.63%	0.00%	0.00%

New Hires

Vacancy Announcements	#	448																
Mountain View	#	28,069	23,314	2,051	2,637	1,022	40	88	119	39	20	62	34	61	11	528	6	14
Qualified External	%	100%	83.23%	7.32%	9.39%	3.64%	0.14%	0.31%	0.42%	0.14%	0.07%	0.22%	0.12%	0.22%	0.04%	1.88%	0.02%	0.05%
	#	18,365	15,289	1,401	1,608	586	29	47	61	29	12	31	20	34	5	303	4	11

Table B8-1: MANAGEMENT POSITIONS - Distribution by Disability (Inclusion Rate)

Upward Mobility to 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)	
Total Management	#	6,732	5,938	328	466	43	0	2	8	3	3	5	3	5	0	10	0	4
	%	100%	88.21%	4.87%	6.92%	0.64%	0.00%	0.03%	0.12%	0.04%	0.04%	0.07%	0.04%	0.07%	0.00%	0.15%	0.00%	0.06%
501 Goal	%				12.00%	2.00%												
Executive/Senior Level	#	4,310	3,826	209	275	28	0	0	4	3	3	2	3	4	0	7	0	2
	%	100%	88.77%	4.85%	6.38%	0.65%	0.00%	0.00%	0.09%	0.07%	0.07%	0.05%	0.07%	0.09%	0.00%	0.16%	0.00%	0.05%
Plan/Grade Level	#	1,532	1,435	40	57	7	0	0	0	0	0	0	2	2	0	2	0	1
	%	100%	93.67%	2.61%	3.72%	0.46%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.13%	0.13%	0.00%	0.13%	0.00%	0.07%
Plan/Grade Level	#	102	93	4	5	1	0	0	0	0	1	0	0	0	0	0	0	0
	%	100%	91.18%	3.92%	4.90%	0.98%	0.00%	0.00%	0.00%	0.00%	0.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	18	16	0	2	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	88.89%	0.00%	11.11%	5.56%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	154	134	9	11	2	0	0	0	0	0	1	0	0	0	0	0	1
	%	100%	87.01%	5.84%	7.14%	1.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.65%
Plan/Grade Level	#	13	10	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	76.92%	7.69%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	27	23	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	85.19%	11.11%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	2,463	2,114	152	197	17	0	0	4	2	2	1	1	2	0	5	0	0
	%	100%	85.83%	6.17%	8.00%	0.69%	0.00%	0.00%	0.16%	0.08%	0.08%	0.04%	0.04%	0.08%	0.00%	0.20%	0.00%	0.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	386																
Relevant Applicant Pool	%	100%	88.77%	4.85%	6.38%	0.65%	0.00%	0.00%	0.09%	0.07%	0.07%	0.05%	0.07%	0.09%	0.00%	0.16%	0.00%	0.05%
Internal Applicants	#	4,912	4,035	532	328	90	0	13	10	3	3	3	9	3	0	45	0	1
	%	100%	82.15%	10.83%	6.68%	1.83%	0.00%	0.27%	0.20%	0.06%	0.06%	0.06%	0.18%	0.06%	0.00%	0.92%	0.00%	0.02%
Qualified Internal Applicants	#	2,341	1,880	284	165	41	0	5	8	2	1	3	5	0	0	17	0	0
	%	100%	80.31%	12.13%	7.05%	1.75%	0.00%	0.21%	0.34%	0.09%	0.04%	0.13%	0.21%	0.00%	0.00%	0.73%	0.00%	0.00%
Referred Applicants	#	2,076	1,680	258	130	27	0	3	7	2	1	2	5	0	0	7	0	0
	%	100%	80.92%	12.43%	6.26%	1.30%	0.00%	0.14%	0.34%	0.10%	0.05%	0.10%	0.24%	0.00%	0.00%	0.34%	0.00%	0.00%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Selected	#	449	389	33	27	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100%	86.64%	7.35%	6.01%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%	
New Hires																		
Vacancy Announcements	#	82																
Voluntarily Identified	#	2,990	2,472	278	231	91	1	16	15	4	1	7	6	3	0	35	0	3
	%	100%	82.68%	9.30%	7.73%	3.04%	0.03%	0.54%	0.50%	0.13%	0.03%	0.23%	0.20%	0.10%	0.00%	1.17%	0.00%	0.10%
External	#	1,213	999	125	85	31	0	6	9	0	0	2	3	1	0	9	0	1

Referred Applicants	%	100%	82.36%	10.31%	7.01%	2.56%	0.00%	0.50%	0.74%	0.00%	0.00%	0.17%	0.25%	0.08%	0.00%	0.74%	0.00%	0.08%
Referred Applicants	#	473	360	63	49	20	0	5	7	0	0	1	2	0	0	5	0	0
Interviewed Applicants	%	100%	76.11%	13.32%	10.36%	4.23%	0.00%	1.06%	1.48%	0.00%	0.00%	0.21%	0.42%	0.00%	0.00%	1.06%	0.00%	0.00%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections	%	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%
External Selections	#	33	25	3	5	2	0	0	0	1	0	0	0	0	0	1	0	0
External Selections	%	100%	75.76%	9.09%	15.15%	6.06%	0.00%	0.00%	0.00%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	3.45%	0.00%	0.00%

Career Development Program

Slots for Career Development Program	#	24																	
Eligible for Career Development	#	4,310	3,826	209	275	28	0	0	4	3	3	2	3	4	0	7	0	2	
Eligible for Career Development	%	100%	88.77%	4.85%	6.38%	0.65%	0.00%	0.00%	0.09%	0.07%	0.07%	0.05%	0.07%	0.09%	0.00%	0.16%	0.00%	0.05%	
Applicants for Career Development	#	15	13	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Applicants for Career Development	%	100%	86.67%	6.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selections for Career Development	#	16	11	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
Selections for Career Development	%	100%	68.75%	12.50%	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%	

Managers/Mid-Level (Grades 13-14)	#	2,054	1,766	112	176	15	0	2	4	0	0	3	0	1	0	3	0	2
Managers/Mid-Level (Grades 13-14)	%	100%	85.98%	5.45%	8.57%	0.73%	0.00%	0.10%	0.19%	0.00%	0.00%	0.15%	0.00%	0.05%	0.00%	0.15%	0.00%	0.10%
Plan/Grade Level	#	366	339	10	17	1	0	0	0	0	0	0	0	0	0	0	0	1
Plan/Grade Level	%	100%	92.62%	2.73%	4.64%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%
Plan/Grade Level	#	238	214	6	18	2	0	0	1	0	0	1	0	0	0	0	0	0
Plan/Grade Level	%	100%	89.92%	2.52%	7.56%	0.84%	0.00%	0.00%	0.42%	0.00%	0.00%	0.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	83	59	9	15	3	0	1	1	0	0	1	0	0	0	0	0	0
Plan/Grade Level	%	100%	71.08%	10.84%	18.07%	3.61%	0.00%	1.20%	1.20%	0.00%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	1,367	1,154	87	126	9	0	1	2	0	0	1	0	1	0	3	0	1
Plan/Grade Level	%	100%	84.42%	6.36%	9.22%	0.66%	0.00%	0.07%	0.15%	0.00%	0.00%	0.07%	0.00%	0.07%	0.00%	0.22%	0.00%	0.07%

Internal Competitive Promotions

Vacancy Announcements	#	1,904																	
Relevant Applicant Pool	%	100%	85.98%	5.45%	8.57%	0.73%	0.00%	0.10%	0.19%	0.00%	0.00%	0.15%	0.00%	0.05%	0.00%	0.15%	0.00%	0.10%	
Internal Applicants	#	25,442	21,376	2,213	1,780	597	15	79	95	15	12	29	25	36	3	279	3	6	
Internal Applicants	%	100%	84.18%	8.72%	7.00%	2.35%	0.06%	0.31%	0.37%	0.06%	0.05%	0.11%	0.10%	0.14%	0.01%	1.10%	0.01%	0.02%	
Qualified Internal Applicants	#	7,036	5,674	798	536	146	2	21	29	5	1	8	8	10	2	57	1	2	
Qualified Internal Applicants	%	100%	80.95%	11.39%	7.62%	2.08%	0.03%	0.30%	0.41%	0.07%	0.01%	0.11%	0.11%	0.14%	0.03%	0.81%	0.01%	0.03%	
Referred Applicants	#	6,344	5,136	720	468	123	2	17	26	5	1	7	6	10	2	45	1	1	
Referred Applicants	%	100%	81.20%	11.38%	7.38%	1.94%	0.03%	0.27%	0.41%	0.08%	0.02%	0.11%	0.09%	0.16%	0.03%	0.71%	0.02%	0.02%	
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Interviewed Applicants	%	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%	
External Selections	#	210	181	9	20	0	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections	%	100%	86.19%	4.29%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

New Hires

Vacancy Announcements	#	376																	
Voluntarily Identified	#	14,889	12,229	1,329	1,292	451	15	50	75	27	13	20	20	30	2	186	0	13	
Voluntarily Identified	%	100%	82.31%	8.94%	8.68%	3.03%	0.10%	0.34%	0.50%	0.18%	0.09%	0.13%	0.13%	0.20%	0.01%	1.25%	0.00%	0.09%	
External	#	7,451	6,146	694	585	188	7	19	34	14	4	7	9	10	3	76	0	5	

External Applicants	%	100%	82.76%	9.35%	7.85%	2.52%	0.09%	0.26%	0.46%	0.19%	0.05%	0.09%	0.12%	0.13%	0.04%	1.02%	0.00%	0.07%
Referred Applicants	#	2,346	1,789	297	255	98	4	12	17	6	2	4	3	4	0	44	0	2
Interviewed Applicants	%	100%	76.42%	12.69%	10.87%	4.18%	0.17%	0.51%	0.73%	0.26%	0.09%	0.17%	0.13%	0.17%	0.00%	1.88%	0.00%	0.09%
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	71.43%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Career Development Program

Slots for Career Development Program	#	0+																
Eligible for Career Development	#	2,054	1,766	112	176	15	0	2	4	0	0	3	0	1	0	3	0	2
Applicants for Career Development	%	100%	85.98%	5.45%	8.57%	0.73%	0.00%	0.10%	0.19%	0.00%	0.00%	0.15%	0.00%	0.05%	0.00%	0.15%	0.00%	0.10%
Selections for Career Development	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Supervisors/First-Level	#	368	346	7	15	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	94.02%	1.90%	4.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	330	310	6	14	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	93.94%	1.82%	4.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan/Grade Level	#	22	20	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan/Grade Level	%	100%	90.91%	4.55%	4.55%	0.00%	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 Competitive Promotions

Vacancy Announcements	#	785																
Relevant Applicant Pool	%	100%	94.02%	1.90%	4.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Applicants	#	21,493	17,610	1,885	1,935	723	17	74	76	24	9	27	19	41	3	422	2	9
Qualified Internal Applicants	%	100%	82.09%	8.79%	9.00%	3.36%	0.08%	0.34%	0.35%	0.11%	0.04%	0.13%	0.09%	0.19%	0.01%	1.97%	0.01%	0.04%
Referred Applicants	#	6,473	4,869	827	755	270	5	31	25	9	5	10	7	11	1	164	0	2
Interviewed Applicants	%	100%	75.43%	12.81%	11.66%	4.17%	0.08%	0.48%	0.39%	0.14%	0.08%	0.15%	0.11%	0.17%	0.02%	2.54%	0.00%	0.03%
External Selections	#	4,591	3,441	623	515	183	4	20	20	7	3	9	4	8	1	107	0	0
Interviewed Applicants	%	100%	75.10%	13.60%	11.22%	3.99%	0.09%	0.44%	0.44%	0.15%	0.07%	0.20%	0.09%	0.17%	0.02%	2.34%	0.00%	0.00%
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1,901	1,587	103	211	31	0	1	8	2	1	3	2	2	0	12	0	0
	%	100%	74.65%	13.88%	11.10%	1.63%	0.00%	0.05%	0.42%	0.11%	0.05%	0.16%	0.11%	0.11%	0.00%	0.63%	0.00%	0.00%

New Hires

Vacancy Announcements	#	448																
Voluntary Resignations	#	28,069	23,314	2,051	2,637	1,022	40	88	119	39	20	62	34	61	11	528	6	14
Qualified External	%	100%	83.23%	7.32%	9.39%	3.64%	0.14%	0.31%	0.42%	0.14%	0.07%	0.22%	0.12%	0.22%	0.04%	1.88%	0.02%	0.05%
External Selections	#	18,365	15,289	1,401	1,608	586	29	47	61	29	12	31	20	34	5	303	4	11

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

Recognition and 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)	Significant Disfigurement (93)	
Permanent Workforce	%	100%	85.50%	5.58%	8.93%	1.04%	0.00%	0.04%	0.17%	0.06%	0.04%	0.08%	0.16%	0.07%	0.01%	0.35%	0.01%	0.04%	
Time Off Awards																			
Time-Off Awards: 1-10 hours	#	7,382	6,511	346	577	52	0	2	8	3	1	8	4	2	0	24	0	0	
	%	100%	88.20%	4.69%	7.82%	0.70%	0.00%	0.03%	0.11%	0.04%	0.01%	0.11%	0.05%	0.03%	0.00%	0.33%	0.00%	0.00%	
Total Hours	#	64,091	55,226	3,666	5,690	491	0	16	124	24	8	59	18	16	0	226	0	0	
Average Hour	#	9	8	11	19	9	0	8	16	8	8	7	5	8	0	9	0	0	
Time-Off Awards: 11-20 hours	#	2,958	2,381	212	410	45	0	1	7	3	4	2	5	1	1	19	2	0	
	%	100%	80.49%	7.17%	13.86%	1.52%	0.00%	0.03%	0.24%	0.10%	0.14%	0.07%	0.17%	0.03%	0.03%	0.64%	0.07%	0.00%	
Total Hours	#	56,425	45,113	4,311	7,821	820	0	16	128	48	66	32	82	18	16	382	32	0	
Average Hour	#	19	19	20	37	18	0	16	18	16	17	16	16	18	16	20	16	0	
Time-Off Awards: 21-30 hours	#	809	655	54	112	12	0	0	2	1	0	1	1	0	0	6	0	1	
	%	100%	80.96%	6.67%	13.84%	1.48%	0.00%	0.00%	0.25%	0.12%	0.00%	0.12%	0.12%	0.00%	0.00%	0.74%	0.00%	0.12%	
Total Hours	#	23,675	19,090	1,491	3,414	320	0	0	54	24	0	27	24	0	0	167	0	24	
Average Hour	#	29	29	28	58	27	0	0	27	24	0	27	24	0	0	28	0	24	
Time-Off Awards: 31-40 hours	#	411	325	28	60	2	0	0	1	0	0	1	0	0	0	0	0	0	
	%	100%	79.08%	6.81%	14.60%	0.49%	0.00%	0.00%	0.24%	0.00%	0.00%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Hours	#	17,369	13,375	1,304	2,770	80	0	0	40	0	0	40	0	0	0	0	0	0	
Average Hour	#	42	41	47	86	40	0	0	40	0	0	40	0	0	0	0	0	0	
Time-Off Awards: 41 or more	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Hours	#	223	223	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Average Hour	#	56	56	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Cash Awards																			
Cash Awards: \$500 and	#	7,114	6,068	378	736	68	0	2	8	4	0	5	12	8	1	27	0	1	
	%	100%	85.30%	5.31%	10.35%	0.96%	0.00%	0.03%	0.11%	0.06%	0.00%	0.07%	0.17%	0.11%	0.01%	0.38%	0.00%	0.01%	
Total Amount	#	\$3,893,254	\$3,248,639	\$271,090	\$416,377	\$42,852	\$0	\$600	\$5,598	\$2,000	\$0	\$3,990	\$12,525	\$3,714	\$500	\$13,425	\$0	\$500	
Average Amount	#	\$547.27	\$535.37	\$717.17	\$1,189.35	\$630.18	\$0.00	\$300.00	\$699.75	\$500.00	\$0.00	\$798.00	\$1,043.75	\$464.25	\$500.00	\$497.22	\$0.00	\$500.00	
Cash Awards: \$501 - \$999	#	2,703	2,241	185	314	37	0	0	12	5	3	3	7	1	0	5	0	1	
	%	100%	82.91%	6.84%	11.62%	1.37%	0.00%	0.00%	0.44%	0.18%	0.11%	0.11%	0.26%	0.04%	0.00%	0.18%	0.00%	0.04%	
Total Amount	#	\$2,505,450	\$2,072,240	\$175,909	\$302,451	\$45,150	\$0	\$0	\$12,098	\$6,750	\$2,250	\$7,650	\$6,650	\$950	\$0	\$8,052	\$0	\$750	
Average Amount	#	\$926.91	\$924.69	\$950.86	\$2,149.15	\$1,220.27	\$0.00	\$0.00	\$1,008.17	\$1,350.00	\$750.00	\$2,550.00	\$950.00	\$950.00	\$0.00	\$1,610.40	\$0.00	\$750.00	
Cash Awards: \$1000 -	#	4,320	3,544	301	538	63	0	0	9	5	6	6	9	2	1	20	0	5	
	%	100%	82.04%	6.97%	12.45%	1.46%	0.00%	0.00%	0.21%	0.12%	0.14%	0.14%	0.21%	0.05%	0.02%	0.46%	0.00%	0.12%	
Total Amount	#	\$6,441,863	\$5,312,699	\$451,902	\$789,825	\$112,563	\$0	\$0	\$16,598	\$8,150	\$9,740	\$18,900	\$12,175	\$2,750	\$1,000	\$34,750	\$0	\$8,500	
Average Amount	#	\$1,491.17	\$1,499.07	\$1,501.34	\$3,212.53	\$1,786.71	\$0.00	\$0.00	\$1,844.22	\$1,630.00	\$1,623.33	\$3,150.00	\$1,352.78	\$1,375.00	\$1,000.00	\$1,737.50	\$0.00	\$1,700.00	
Cash Awards: \$2000 -	#	1,116	929	80	117	10	0	0	3	0	0	1	2	1	0	3	0	0	
	%	100%	83.24%	7.17%	10.48%	0.90%	0.00%	0.00%	0.27%	0.00%	0.00%	0.09%	0.18%	0.09%	0.00%	0.27%	0.00%	0.00%	
Total Amount	#	\$2,992,170	\$2,462,042	\$231,200	\$327,878	\$28,950	\$0	\$0	\$7,200	\$0	\$0	\$3,000	\$5,500	\$2,000	\$0	\$11,250	\$0	\$0	
Average Amount	#	\$2,681.16	\$2,650.21	\$2,890.00	\$5,688.72	\$2,895.00	\$0.00	\$0.00	\$0.00	\$2,400.00	\$0.00	\$3,000.00	\$2,750.00	\$2,000.00	\$0.00	\$3,750.00	\$0.00	\$0.00	
Cash Awards: \$3000 -	#	316	263	22	37	6	0	0	2	1	0	1	0	1	0	1	0	0	
	%	100%	83.23%	6.96%	11.71%	1.90%	0.00%	0.00%	0.63%	0.32%	0.00%	0.32%	0.00%	0.32%	0.00%	0.32%	0.00%	0.00%	
Total Amount	#	\$1,175,336	\$981,186	\$77,450	\$138,700	\$22,000	\$0	\$0	\$6,000	\$3,750	\$0	\$6,250	\$0	\$3,000	\$0	\$3,000	\$0	\$0	
Average Amount	#	\$3,719.42	\$3,730.75	\$3,520.45	\$7,431.18	\$3,666.67	\$0.00	\$0.00	\$3,000.00	\$3,750.00	\$0.00	\$6,250.00	\$0.00	\$3,000.00	\$0.00	\$3,000.00	\$0.00	\$0.00	

Cash Awards: \$4000 -	#	77	66	6	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	85.71%	7.79%	6.49%	0.00%	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 Amount	#	\$442,410	\$390,610	\$24,600	\$27,200	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount	#	\$5,745.58	\$5,918.33	\$4,100.00	\$5,440.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Cash Awards: \$5000 or more	#	73	60	10	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	82.19%	13.70%	4.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount	#	\$502,093	\$423,000	\$59,093	\$20,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount	#	\$6,877.99	\$7,050.00	\$5,909.30	\$6,666.67	\$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
Other Awards																		
Quality Step Increases	#	66	52	6	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	78.79%	9.09%	12.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit	#	\$233,302	\$184,772	\$22,259	\$26,271	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Benefit	#	\$3,535	\$3,553	\$3,710	\$3,284	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Performance Based Pay Increase	#	20717	18776	755	1327	141	0	2	27	10	8	14	26	11	2	33	0	8
	%	100%	90.63%	3.64%	6.41%	0.68%	0.00%	0.01%	0.13%	0.05%	0.04%	0.07%	0.13%	0.05%	0.01%	0.16%	0.00%	0.04%
Total Benefit	#	\$60,464,756	\$52,356,114	\$3,021,627	\$5,704,387	\$617,372	\$0	\$6,600	\$116,377	\$71,326	\$25,111	\$44,396	\$109,068	\$74,128	\$10,967	\$132,568	\$0	\$26,831
Average Benefit	#	\$2,919	\$2,788	\$4,002	\$8,668	\$4,379	\$0	\$3,300	\$4,310	\$7,133	\$3,139	\$3,171	\$4,195	\$6,739	\$5,484	\$4,017	\$0	\$3,354

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

Recognition and 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)	Significant Disfigurement (93)	
Permanent Workforce	%	100%	85.50%	5.58%	8.93%	1.04%	0.00%	0.04%	0.17%	0.06%	0.04%	0.08%	0.16%	0.07%	0.01%	0.35%	0.01%	0.04%	
Time Off Awards																			
Time-Off Awards: 1-10 hours	#	7,382	6,511	346	577	52	0	2	8	3	1	8	4	2	0	24	0	0	
	%	100%	88.20%	4.69%	7.82%	0.70%	0.00%	0.03%	0.11%	0.04%	0.01%	0.11%	0.05%	0.03%	0.00%	0.33%	0.00%	0.00%	
Total Hours	#	64,091	55,226	3,666	5,690	491	0	16	124	24	8	59	18	16	0	226	0	0	
Average Hour	#	9	8	11	19	9	0	8	16	8	8	7	5	8	0	9	0	0	
Time-Off Awards: 11-20 hours	#	2,958	2,381	212	410	45	0	1	7	3	4	2	5	1	1	19	2	0	
	%	100%	80.49%	7.17%	13.86%	1.52%	0.00%	0.03%	0.24%	0.10%	0.14%	0.07%	0.17%	0.03%	0.03%	0.64%	0.07%	0.00%	
Total Hours	#	56,425	45,113	4,311	7,821	820	0	16	128	48	66	32	82	18	16	382	32	0	
Average Hour	#	19	19	20	37	18	0	16	18	16	17	16	16	18	16	20	16	0	
Time-Off Awards: 21-30 hours	#	809	655	54	112	12	0	0	2	1	0	1	1	0	0	6	0	1	
	%	100%	80.96%	6.67%	13.84%	1.48%	0.00%	0.00%	0.25%	0.12%	0.00%	0.12%	0.12%	0.00%	0.00%	0.74%	0.00%	0.12%	
Total Hours	#	23,675	19,090	1,491	3,414	320	0	0	54	24	0	27	24	0	0	167	0	24	
Average Hour	#	29	29	28	58	27	0	0	27	24	0	27	24	0	0	28	0	24	
Time-Off Awards: 31-40 hours	#	411	325	28	60	2	0	0	1	0	0	1	0	0	0	0	0	0	
	%	100%	79.08%	6.81%	14.60%	0.49%	0.00%	0.00%	0.24%	0.00%	0.00%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Hours	#	17,369	13,375	1,304	2,770	80	0	0	40	0	0	40	0	0	0	0	0	0	
Average Hour	#	42	41	47	86	40	0	0	40	0	0	40	0	0	0	0	0	0	
Time-Off Awards: 41 or more	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Hours	#	223	223	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Average Hour	#	56	56	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Cash Awards																			
Cash Awards: \$500 and	#	7,114	6,068	378	736	68	0	2	8	4	0	5	12	8	1	27	0	1	
	%	100%	85.30%	5.31%	10.35%	0.96%	0.00%	0.03%	0.11%	0.06%	0.00%	0.07%	0.17%	0.11%	0.01%	0.38%	0.00%	0.01%	
Total Amount	#	\$3,893,254	\$3,248,639	\$271,090	\$416,377	\$42,852	\$0	\$600	\$5,598	\$2,000	\$0	\$3,990	\$12,525	\$3,714	\$500	\$13,425	\$0	\$500	
Average Amount	#	\$547.27	\$535.37	\$717.17	\$1,189.35	\$630.18	\$0.00	\$300.00	\$699.75	\$500.00	\$0.00	\$798.00	\$1,043.75	\$464.25	\$500.00	\$497.22	\$0.00	\$500.00	
Cash Awards: \$501 - \$999	#	2,703	2,241	185	314	37	0	0	12	5	3	3	7	1	0	5	0	1	
	%	100%	82.91%	6.84%	11.62%	1.37%	0.00%	0.00%	0.44%	0.18%	0.11%	0.11%	0.26%	0.04%	0.00%	0.18%	0.00%	0.04%	
Total Amount	#	\$2,505,450	\$2,072,240	\$175,909	\$302,451	\$45,150	\$0	\$0	\$12,098	\$6,750	\$2,250	\$7,650	\$6,650	\$950	\$0	\$8,052	\$0	\$750	
Average Amount	#	\$926.91	\$924.69	\$950.86	\$2,149.15	\$1,220.27	\$0.00	\$0.00	\$1,008.17	\$1,350.00	\$750.00	\$2,550.00	\$950.00	\$950.00	\$0.00	\$1,610.40	\$0.00	\$750.00	
Cash Awards: \$1000 -	#	4,320	3,544	301	538	63	0	0	9	5	6	6	9	2	1	20	0	5	
	%	100%	82.04%	6.97%	12.45%	1.46%	0.00%	0.00%	0.21%	0.12%	0.14%	0.14%	0.21%	0.05%	0.02%	0.46%	0.00%	0.12%	
Total Amount	#	\$6,441,863	\$5,312,699	\$451,902	\$789,825	\$112,563	\$0	\$0	\$16,598	\$8,150	\$9,740	\$18,900	\$12,175	\$2,750	\$1,000	\$34,750	\$0	\$8,500	
Average Amount	#	\$1,491.17	\$1,499.07	\$1,501.34	\$3,212.53	\$1,786.71	\$0.00	\$0.00	\$1,844.22	\$1,630.00	\$1,623.33	\$3,150.00	\$1,352.78	\$1,375.00	\$1,000.00	\$1,737.50	\$0.00	\$1,700.00	
Cash Awards: \$2000 -	#	1,116	929	80	117	10	0	0	3	0	0	1	2	1	0	3	0	0	
	%	100%	83.24%	7.17%	10.48%	0.90%	0.00%	0.00%	0.27%	0.00%	0.00%	0.09%	0.18%	0.09%	0.00%	0.27%	0.00%	0.00%	
Total Amount	#	\$2,992,170	\$2,462,042	\$231,200	\$327,878	\$28,950	\$0	\$0	\$7,200	\$0	\$0	\$3,000	\$5,500	\$2,000	\$0	\$11,250	\$0	\$0	
Average Amount	#	\$2,681.16	\$2,650.21	\$2,890.00	\$5,688.72	\$2,895.00	\$0.00	\$0.00	\$0.00	\$2,400.00	\$0.00	\$3,000.00	\$2,750.00	\$2,000.00	\$0.00	\$3,750.00	\$0.00	\$0.00	
Cash Awards: \$3000 -	#	316	263	22	37	6	0	0	2	1	0	1	0	1	0	1	0	0	
	%	100%	83.23%	6.96%	11.71%	1.90%	0.00%	0.00%	0.63%	0.32%	0.00%	0.32%	0.00%	0.32%	0.00%	0.32%	0.00%	0.00%	
Total Amount	#	\$1,175,336	\$981,186	\$77,450	\$138,700	\$22,000	\$0	\$0	\$6,000	\$3,750	\$0	\$6,250	\$0	\$3,000	\$0	\$3,000	\$0	\$0	
Average Amount	#	\$3,719.42	\$3,730.75	\$3,520.45	\$7,431.18	\$3,666.67	\$0.00	\$0.00	\$3,000.00	\$3,750.00	\$0.00	\$6,250.00	\$0.00	\$3,000.00	\$0.00	\$3,000.00	\$0.00	\$0.00	

Cash Awards: \$4000 -	#	77	66	6	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	85.71%	7.79%	6.49%	0.00%	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 Amount	#	\$442,410	\$390,610	\$24,600	\$27,200	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount	#	\$5,745.58	\$5,918.33	\$4,100.00	\$5,440.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Cash Awards: \$5000 or more	#	73	60	10	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	82.19%	13.70%	4.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount	#	\$502,093	\$423,000	\$59,093	\$20,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount	#	\$6,877.99	\$7,050.00	\$5,909.30	\$6,666.67	\$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
Other Awards																		
Quality Step Increases	#	66	52	6	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	78.79%	9.09%	12.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit	#	\$233,302	\$184,772	\$22,259	\$26,271	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Benefit	#	\$3,535	\$3,553	\$3,710	\$3,284	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Performance Based Pay Increase	#	20717	18776	755	1327	141	0	2	27	10	8	14	26	11	2	33	0	8
	%	100%	90.63%	3.64%	6.41%	0.68%	0.00%	0.01%	0.13%	0.05%	0.04%	0.07%	0.13%	0.05%	0.01%	0.16%	0.00%	0.04%
Total Benefit	#	\$60,464,756	\$52,356,114	\$3,021,627	\$5,704,387	\$617,372	\$0	\$6,600	\$116,377	\$71,326	\$25,111	\$44,396	\$109,068	\$74,128	\$10,967	\$132,568	\$0	\$26,831
Average Benefit	#	\$2,919	\$2,788	\$4,002	\$8,668	\$4,379	\$0	\$3,300	\$4,310	\$7,133	\$3,139	\$3,171	\$4,195	\$6,739	\$5,484	\$4,017	\$0	\$3,354

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: 00:01:26

AGENCY OR DEPARTMENT: FAA (and below)	REPORTING PERIOD: 10/01/2019 – 09/30/2020
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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	302	285
1. Counseled Within 30 Days	48	46
2. Counseled Within 31 to 90 Days	253	243
a. Counseled Within Written Extension Period No Longer Than 60 Days	79	76

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

b. Counseled Within 90 Days Where Individual Participated in ADR	174	171
c. Counseled Within 31-90 Days That Were Untimely	0	0
3. Counseled Beyond 90 Days	1	1
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	54	52
2. Initiated during the Reporting Period	280	266
3. Completed/Ended Counseling	301	285
a. Settlements (Monetary and Non-Monetary)	19	19
b. Withdrawal/No Complaint Filed	94	92
c. Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period	178	171
d. Decision to File Complaint Pending at the End of the Reporting Period	10	10
4. Counselings Pending at the End of the Reporting Period	32	32

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	2	2	\$8,675.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	1	1	\$3,000.00
4. Attorney's Fees and Costs	1	1	\$5,675.00
5. Other	0	0	0
6.			

ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals

H. Total	18	18
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	2	2
a. Retroactive	1	1
b. Non-Retroactive	1	1
3. Expungements	0	0
4. Reassignments	5	5
5. Removals Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	6	6
8. Apology	0	0
9. Disciplinary Actions	0	0
a. Rescinded	0	0
b. Modified	0	0
10. Performance Evaluation Modified	1	1
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: 10/01/2019 –
09/30/2020**

Part II – Formal Complaint Activities

A. Complaints on Hand at the Beginning of the Reporting Period	652
B. Complaints Filed	205
C. Remands (sum of lines C1 + C2 + C3)	6
C.1. Remands (Not Included in A or B)	6
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)	863
E. Complaints in Line D that were NOT Consolidated	855
F. Complaints in Line E that were Closed During Report Period	175
G. Complaints in Line D that WERE Consolidated	8
H. Complaints in Line G that were Closed During Report Period	2
I. Complaints On Hand at the end of the Reporting Period (Line D - (F + H) + [(C2 + C3) - C4])	686
J. Individuals Filing Complaints (Complainants)	197
K. Number of Joint Processing Units from Consolidation of Complaints	4

AGENCY OR DEPARTMENT: FAA
(and below)

REPORTING PERIOD: 10/01/2019 –
09/30/2020

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: 10/01/2019 – 09/30/2020

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	1	1	0	0	0	1	8	4	4
B. Assignment of Duties	0	0	0	16	1	0	4	1	22	89	35	35
C. Awards	0	1	0	3	0	0	1	0	6	18	6	6
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	1	1	1
E. Disciplinary Action	0	0	0	7	2	0	4	1	21	70	32	32
1. Demotion	0	0	0	0	0	0	0	0	1	3	2	2
2. Reprimand	0	0	0	4	2	0	2	1	6	28	10	10
3. Suspension	0	0	0	0	0	0	0	0	5	12	7	7
4. Removal	0	0	0	0	0	0	0	0	2	5	3	3
5. Disciplinary Warning	0	0	0	0	0	0	0	0	0	1	1	1
6. Other	0	0	0	3	0	0	2	0	7	21	9	9
7.												
F. Duty Hours	0	0	0	1	0	0	1	0	2	6	2	2
G. Perf. Eval./ Appraisal	1	1	0	9	0	0	6	1	17	71	30	29
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	3	1	34	6	1	15	4	86	322	133	131
1. Non-Sexual	0	3	1	34	6	1	15	4	75	297	118	116
2. Sexual			1	3					11	25	15	15
J. Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
K. Pay Including Overtime	0	1	0	3	1	0	2	0	14	58	24	24
L. Promotion/Non-Selection	1	2	0	14	1	0	3	4	25	125	60	59
M. Reassignment	0	1	0	0	2	0	1	1	7	32	14	14

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	3	15	7	7
2. Directed	0	1	0	0	1	0	1	1	4	17	7	7
N. Reasonable Accommodation Disability				8			1		17	49	29	29
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	4	1	0	0	0	7	25	10	10
R. Sex-Stereotyping										0	0	0
S. Telework	0	0	0	4	0	0	2	0	6	31	11	11
T. Termination	0	0	0	8	1	0	3	1	10	61	24	24
U. Terms/Conditions of Employment	0	0	0	5	0	0	3	2	12	50	23	23
V. Time and Attendance	0	0	0	5	0	0	0	0	10	42	18	18
W. Training	0	0	0	4	2	0	2	0	8	39	18	18
X. Other (Please Specify Below)	0	0	0	10	0	0	3	0	14	56	22	22
User Defined - Other 1	0	0	0	7	0	0	2	0	11	43	17	17
User Defined - Other 2	0	0	0	3	0	0	1	0	3	13	5	5
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	2	9	1	128	18	1	50	15	285			
Total All Complaints Filed by Bases	2	5	1	51	10	1	20	9	112			
Total All Complainants by Bases	2	5	1	51	10	1	20	9	108			

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	1	0	0	0	0	0			2	0	2	0	8	4	4
B. Assignment of Duties	4	13	0	0	3	1		3	14	3	7	0	89	35	35
C. Awards	0	1	0	0	0	1			3	1	1	0	18	6	6
D. Conversion to Full Time/Perm Status	0	1	0	0	0	0			0	0	0	0	1	1	1
E. Disciplinary Action	2	10	0	0	0	4			6	2	11	0	70	32	32
1. Demotion	0	1	0	0	0	1			0	0	0	0	3	2	2
2. Reprimand	1	3	0	0	0	2		1	2	2	3	0	28	10	10
3. Suspension	0	2	0	0	0	0			3	0	2	0	12	7	7
4. Removal	1	1	0	0	0	0			0	0	1	0	5	3	3
5. Disciplinary Warning	0	0	0	0	0	0			0	0	1	0	1	1	1
6. Other	0	3	0	0	0	1			1	0	4	0	21	9	9
7.															
F. Duty Hours	0	1	0	0	0	0			1	0	0	0	6	2	2
G. Perf. Eval./ Appraisal	2	10	0	0	2	4		2	12	0	6	0	71	30	29
H. Examination/Test	0	0	0	0	0	0			0	0	0	0	0	0	0
I. Harassment	15	41	3	1	5	16			38	16	35	2	322	133	131
1. Non-Sexual	14	30	2	0	5	16	1	1	38	16	35	2	297	118	116
2. Sexual	1	11	1	1		1			4	1	3		25	15	15
J. Medical Examination	0	0	0	0	0	0			0	0	0	0	0	0	0
K. Pay Including Overtime	4	10	0	0	0	1	2	4	6	3	6	1	58	24	24
L. Promotion/Non-Selection	4	16	0	1	4	4		3	31	5	9	1	125	60	59
M. Reassignment	3	3	0	0	2	2			7	1	1	1	32	14	14
1. Denied	2	1	0	0	1	1			4	1	0	1	15	7	7
2. Directed	1	2	0	0	1	1	1		3	0	1	0	17	7	7
N. Reasonable Accommodation Disability	4	3		0		1			6	9	23	0	49	29	29
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0

Issues of Alleged Discrimination	Bases of Alleged Discrimination												Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA			
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
P. Religious Accommodation													0	0	0
Q. Retirement	0	2	0	0	0	1			7	0	3	0	25	10	10
R. Sex-Stereotyping	0	0	0										0	0	0
S. Telework	3	2	0	0	0	1			4	2	7	0	31	11	11
T. Termination	5	2	0	0	3	3			10	6	9	0	61	24	24
U. Terms/Conditions of Employment	1	8	0	0	3	2		2	5	4	4	1	50	23	23
V. Time and Attendance	1	3	0	0	0	1			4	7	11	0	42	18	18
W. Training	2	8	0	0	1	2		1	4	0	6	0	39	18	18
X. Other (Please Specify Below)	2	6	0	0	0	3			10	1	5	0	56	22	22
User Defined - Other 1	1	5	0	0	0	3		1	7	1	4	0	43	17	17
User Defined - Other 2	1	1	0	0	0	0			3	0	1	0	13	5	5
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	49	137	3	2	23	46	2	4	164	60	146	6			
Total All Complaints Filed by Bases	23	53	2	1	13	22	2	4	73	25	52	3			
Total All Complainants by Bases	22	52	2	1	12	21	2	4	72	25	52	3			

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

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements												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
	Race						Color	Religion	Reprisal									
	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	0	0	
B. Assignment of Duties	0	0	0	2	0	1	1	0	4	7	2	2	12	5	5	5	5	

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	1	0	0	0	0	2	2	1	1	3	2	2
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	2	0	1	2	6	1	1	1	20	9	9
1. Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	1	0	0	1	2	0	0	0	5	2	2
3. Suspension	0	0	0	0	1	0	0	1	2	0	0	0	5	3	3
4. Removal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Disciplinary Warning	0	0	0	0	0	0	0	0	1	0	0	0	2	1	1
6. Other	0	0	0	2	0	0	1	0	1	1	1	1	8	3	3
7.															
F. Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
G. Perf. Eval./ Appraisal	0	0	0	1	0	1	1	0	6	12	5	5	9	4	4
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	0	0	7	2	1	5	1	18	27	12	12	47	18	17
1. Non-Sexual	0	0	0	7	2	1	5	1	17	27	12	12	43	17	16
2. Sexual									1	0	0	0	4	2	2
J. Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. Pay Including Overtime	0	0	0	0	0	0	0	0	1	2	1	1	0	0	0
L. Promotion/Non-Selection	0	1	0	5	0	1	4	0	6	11	4	4	25	9	8
M. Reassignment	0	0	0	0	1	0	0	0	2	0	0	0	5	3	3
1. Denied	0	0	0	0	1	0	0	0	0	0	0	0	2	1	1
2. Directed	0	0	0	0	0	0	0	0	2	0	0	0	3	2	2
N. Reasonable Accommodation Disability									0	0	0	0	2	2	2

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	0	0	0	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	0	0	0
T. Termination	0	0	0	0	0	0	1	1	2	3	2	2	3	1	1
U. Terms/Conditions of Employment	0	0	0	1	0	0	2	0	2	3	2	2	9	2	1
V. Time and Attendance	0	0	0	2	0	1	1	0	2	11	4	4	4	1	1
W. Training	0	0	0	1	1	0	0	0	0	1	1	1	5	4	4
X. Other (Please Specify Below)	0	0	0	0	0	0	1	0	1	3	3	3	7	3	3
User Defined - Other 1	0	0	0	0	0	0	1	0	1	1	1	1	7	3	3
User Defined - Other 2	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	1	1	1	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	10	0	5	1	1	20						
1a. Number of Counselings Settled	0	0	0	4	0	2	1	1	9						
1b. Number of Counselees Settled With	0	0	0	4	0	2	1	1	9						
2. Complaint Settlement Allegations	0	1	0	12	6	0	16	3	32						
2a. Number of Complaints Settled	0	1	0	7	2	0	6	1	16						

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	0	1	0	6	2	0	5	1	16						

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		GINA	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled 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
B. Assignment of Duties	1	3	0	0	2	0			4	0	1	0	7	2	2	12	5
C. Awards	1	0	0	0	0	0			1	0	0	0	2	1	1	3	2
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	3	1	0	1	0	0			2	0	1	0	1	1	1	20	9
1. Demotion	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
2. Reprimand	1	0	0	0	0	0			0	0	0	0	0	0	0	5	2
3. Suspension	0	0	0	0	0	0			1	0	0	0	0	0	0	5	3
4. Removal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
5. Disciplinary Warning	1	0	0	0	0	0			0	0	0	0	0	0	0	2	1
6. Other	1	1	0	1	0	0			1	0	1	0	1	1	1	8	3
7.																	
F. Duty Hours	0	0	0	0	0	0			1	0	0	0	0	0	0	1	1
G. Perf. Eval./ Appraisal	1	3	0	0	2	0			5	0	1	0	12	5	5	9	4
H. Examination/Test	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
I. Harassment	6	12	0	1	3	1			8	2	4	0	27	12	12	47	18

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical						
1. Non-Sexual	6	10	0	1	3	1			8	2	4	0	27	12	12	43	17
2. Sexual	0	2	0	0									0	0	0	4	2
J. Medical Examination	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
K. Pay Including Overtime	1	0	0	0	0	0	0	0	0	0	0	0	2	1	1	0	0
L. Promotion/Non-Selection	3	4	0	0	2	3		1	6	0	1	0	11	4	4	25	9
M. Reassignment	2	0	0	0	0	0			0	0	0	0	0	0	0	5	3
1. Denied	1	0	0	0	0	0			0	0	0	0	0	0	0	2	1
2. Directed	1	0	0	0	0	0			0	0	0	0	0	0	0	3	2
N. Reasonable Accommodation Disability		1		0						1	1	0	0	0	0	2	2
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
Q. Retirement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping	0	0	0										0	0	0	0	0
S. Telework	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
T. Termination	0	0	0	0	1	1			0	0	0	0	3	2	2	3	1
U. Terms/Conditions of Employment	1	1	0	1	1	0			0	0	0	0	3	2	2	9	2
V. Time and Attendance	2	2	0	0	1	0			1	0	3	0	11	4	4	4	1
W. Training	1	1	0	0	0	0			1	0	1	0	1	1	1	5	4
X. Other (Please Specify Below)	1	1	0	1	0	0			3	0	1	0	3	3	3	7	3
User Defined - Other 1	1	1	0	1	0	0			1	0	1	0	1	1	1	7	3
User Defined - Other 2	0	0	0	0	0	0			1	0	0	0	1	1	1	0	0
User Defined - Other 3	0	0	0	0	0	0			1	0	0	0	1	1	1	0	0

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 Complainants 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 of Final Orders Fully Implemented by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races											
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)

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		GINA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants 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
	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	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. Demotion	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
6. Other	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
7.																		

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		GINA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Findings Implemented by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical							
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. Final Agency Decision Findings	0	1	0	0	0	2	0	0	1	0	0	0						
1a. Number of FADs with Findings	0	1	0	0	0	1	0	0	1	0	0	0						
1b. Number of Complainants Issued FAD Findings	0	1	0	0	0	1	0	0	1	0	0	0						
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: 10/01/2019 –
09/30/2020**

Part V – Summary of Closures by Statute

A. Statute	(If a single complaint has multiple statutes record each on the appropriate line.)
153	1. Title VII
2	1a. Pregnancy Discrimination Act (PDA)
56	2. Age Discrimination in Employment Act (ADEA)
50	3. Rehabilitation Act
9	4. Equal Pay Act (EPA)
0	5. Genetic Information Nondiscrimination Act (GINA)
B. Total by Statutes	
270	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: 10/01/2019 –
09/30/2020**

Part VI – Summary of Closures By Category

	Total Number	Total Days	Average Days
A. Total Number of Closures (1 + 2 + 3)	177	107752	608.77
1. Withdrawals (a + b)	14	9143	653.07
a. Non-ADR Withdrawals	14	9143	653.07
b. ADR Withdrawals	0	0	0.00
2. Settlements (a + b)	29	19159	660.66
a. Non-ADR Settlements	29	19159	660.66
b. ADR Settlements	0	0	0.00
3. Final Agency Actions (B + C)	134	79450	592.91
B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)	104	43960	422.69
1. Finding Discrimination	3	3097	1,032.33
2. Finding No Discrimination	83	39965	481.51
3. Dismissal of Complaints	18	898	49.89
C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)	30	35490	1,183.00
1. AJ Decision Fully Implemented (a + b + c)	30	35490	1,183.00
(a) Finding Discrimination	0	0	0.00
(b) Finding No Discrimination	19	19762	1,040.11
(c) Dismissal of Complaints	11	15728	1,429.82
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)	74	5545	74.93
1. Complainant Requested Immediate FAD (1a + 1b)	21	1196	56.95
a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request	19	954	50.21
b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request	2	242	121.00
2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	32	2398	74.94
a. Agency Issued FAD WITHIN 60 Days Of End Of 30-Day Election Period	25	949	37.96
b. Agency Issued FAD MORE THAN 60 Days Beyond End Of 30-Day Election Period	7	1449	207.00
3. Hearing Requested; AJ Returned Case To Agency For FAD Without AJ Decision (3a + 3b)	21	1951	92.90
a. Agency Issued FAD WITHIN 60 Days of Receipt Of AJ Returned Case For FAD Issuance	18	827	45.94
b. Agency Issued FAD MORE THAN 60 Days After Receipt Of AJ Returned Case For FAD Issuance	3	1124	374.67
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: 10/01/2019 –
09/30/2020**

Part VII – Summary of Complaints Closed by Types of Benefits

	Number	Amount
A. Total complaints closed with benefits	31	
B. Total closures with monetary benefits to complainant	22	\$294,549.00
1. Back Pay/Front Pay	0	\$0.00
2. Lump Sum Payment	19	\$150,799.50
3. Compensatory Damages	2	\$5,001.00
4. Attorney fees and costs	11	\$138,748.50
5. Other	0	\$0.00
6.		
D. Intentionally Left Blank		
E. Total closures with non-monetary benefits to complainant	28	
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	4	0
a. Retroactive	3	0
b. Non-Retroactive	1	0
3. Expungements	0	0
4. Reassignments	4	3
5. Removal Rescinded	1	1
a. Reinstatement	0	1
b. Voluntary Resignation	1	0
6. Accommodations	0	0
7. Training	2	4

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

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

**REPORTING PERIOD: 10/01/2019 –
09/30/2020**

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)	695	750711			
1. Complaints Pending Written Notification (Acknowledgement Letter)	1	1084	1,084.00	1084	
1a. Complaints Pending Decision to Accept/Dismiss	96	35181	366.00	5404	
2. Complaints Pending Investigation	152	24883	163.00	845	
2a. Complaints Pending 180 Day Investigation Notice	0	0	0.00	0	
3. Complaints In Hearing	343	566031	1,650.00	7399	160-A2-8388X/160-2001-08345X
4. Complaints Pending A Final Agency Action	103	123532	1,199.00	8280	

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

**REPORTING PERIOD: 10/01/2019 –
09/30/2020**

Part IX – Summary Of Investigations Completed

	Total	Total Days	Average
A. Total Investigations Completed During Reporting Period (1 + 3)	175	52226	298.43
Agency Investigations			
1. Investigations Completed by Agency Personnel (a + b + c)	20	7031	351.55
a. Investigations Completed in 180 Days or Less	5	725	145.00
b. Investigations Completed in 181 - 360 Days	6	1673	278.83
1. Timely Completed Investigations	3	727	242.33
2. Untimely Completed Investigations	3	946	315.33
c. Investigations Completed in 361 or More Days	9	4633	514.78
2. Agency Investigation Costs	\$0.00		0.00
Contract Investigations			
3. Investigations Completed by Contractors (a + b + c)	155	45195	291.58
a. Investigations Completed in 180 Days or Less	13	1896	145.85
b. Investigations Completed in 181 - 360 Days	116	30896	266.34
1. Timely Completed Investigations	10	2519	251.90
2. Untimely Completed Investigations	106	28377	267.71
c. Investigations Completed in 361 or More Days	26	12403	477.04
4. Contractor Investigation Costs	\$0.00		0.00

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

**REPORTING PERIOD: 10/01/2019 –
09/30/2020**

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	220	212		
2. Rejected By Individual (Counselee)	31	29		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	175	172		
C. ADR Resources Used in Completed/Ended Counselings (Total)	124	121		
1. Inhouse	84	82		
2. Another Federal Agency	2	2		
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)	36	36		
5. Federal Executive Board	2	2		
6.				
7.				
D. ADR Techniques Used in Completed/Ended Counselings (Totals)	122	119	4729	38.76
1. Mediation	101	99	4016	39.00
2. Settlement Conferences	1	1	43	43.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	2	2	51	25.00
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)	18	18	619	34.00
9.				
10.				
E. Status of Cases				
1. Total Closed	138	141	5178	37.52
a. Settlements with Benefits (Monetary & Non-monetary)	20	20	663	33.00
b. No Formal Complaint Filed	44	42	1492	33.00
c. Complaint Filed				
i. No Resolution	65	65	2667	41.00
ii. No ADR Attempt (aka Part X.E.1.d)	4	4	183	45.00
e. Decision to File Complaint Pending at the End of the Reporting Period	5	5	173	34.00
2. Intentionally Left Blank				

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

**REPORTING PERIOD: 10/01/2019 –
09/30/2020**

**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	1	1		
2. Rejected By Complainant	0	0		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	1	1		
C. ADR Resources Used in Complaint Closures (Totals)	1	1		
1. Inhouse	0	0		
2. Another Federal Agency	1	1		
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)	0	0	0	0.00
1. Mediation	0	0	0	0.00
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. 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	0	0	0	0.00
a. Settlements with Benefits (Monetary & Non-monetary)	0	0	0	0.00
b. Withdrawal from EEO Process	0	0	0	0.00
c. No Resolution	0	0	0	0.00
d. No ADR Attempt	0	0	0	0.00
2. Intentionally Left Blank				
	Complaints	Complainants	Amount	
F. Benefits Received				
1. Monetary (Insert Totals)	0	0	\$0.00	
a. Compensatory Damages	0	0	\$0.00	
b. Backpay/Frontpay	0	0	\$0.00	
c. Lump Sum	0	0	\$0.00	
d. Attorney Fees and Costs	0	0	\$0.00	
e. Other	0	0	0	
f.				
2. Non-Monetary (Insert Totals)	0	0		
a. Hires	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
b. Promotions	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
c. Expungements	0	0		
d. Reassignments	0	0		
e. Removals Rescinded	0	0		
i. Reinstatement	0	0		
ii. Voluntary Resignation	0	0		

f. Accommodations	0	0		
g. Training	0	0		
h. Apology	0	0		
i. Disciplinary Actions	0	0		
i. Rescinded	0	0		
ii. Modified	0	0		
j. Performance Evaluation Modified	0	0		
k. Leave Restored	0	0		
l. Neutral Reference	0	0		
m. Other	0	0		
n.				

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

**REPORTING PERIOD: 10/01/2019 –
09/30/2020**

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

<p>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, 2019 through September 30, 2020, is accurate and complete.</p>
<p>Name and Title of Certifying Official:</p>
<p>Signature of Certifying Official: (Enter PIN here to serve as your electronic signature)</p>
<p>Date and Telephone Number:</p>
<p>Email:</p>
<p>Name and Title of Preparer:</p>
<p>Date and Telephone Number:</p>

Email:

The FY 2020 report (with the PIN entered) is due on or before October 31.

TAB 12

FAA Organization Chart

