

***United States Equal Employment Opportunity Commission***

**OFFICE OF FEDERAL OPERATIONS**



**Annual Report on the Federal Work Force Part II  
Work Force Statistics**

**Fiscal Year 2011**



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## PREFACE

The U.S. Equal Employment Opportunity Commission (EEOC or Commission) was established by the *Civil Rights Act of 1964, Title VII*, with the mission of eradicating discrimination in the workplace. In the federal sector, EEOC enforces *Title VII, as amended*, which prohibits employment discrimination on the basis of race, color, religion, sex, and national origin; the *Age Discrimination in Employment Act of 1967 (ADEA), as amended*, which prohibits employment discrimination against individuals 40 years of age or older; the *Equal Pay Act of 1963 (EPA), as amended* which prohibits discrimination on the basis of gender in compensation for substantially similar work under similar conditions; the *Rehabilitation Act of 1973 (Rehabilitation Act), as amended*, which prohibits employment discrimination against federal employees and applicants with disabilities and requires that reasonable accommodations be provided; and beginning November 21, 2009 the *Genetic Information Nondiscrimination Act of 2008 (GINA)*, which prohibits employment discrimination on the basis of genetic information.

EEOC is charged with monitoring federal agency compliance with equal employment opportunity (EEO) laws and procedures, and reviewing and assessing the effect of agencies' compliance with requirements to maintain continuing affirmative employment programs to promote equal employment opportunity and to identify and eliminate barriers to equality of employment opportunity.

*Equal Employment Opportunity Management Directive 715 (MD-715)*, issued October 1, 2003, established standards for ensuring that agencies develop and maintain model EEO programs. These standards are used to measure and report on the status of the federal government's efforts to become a model employer. As detailed in *MD-715*, the six elements of a model EEO program are:

- Demonstrated commitment from agency leadership,
- Integration of EEO into the agency's strategic mission,
- Management and program accountability,
- Proactive prevention of unlawful discrimination,
- Efficiency, and
- Responsiveness and legal compliance.

This report covers the period from October 1, 2010, through September 30, 2011 and contains selected measures of agencies' progress toward model EEO programs.<sup>1</sup> Working within our mission as an oversight agency, EEOC strives to create a partnership with agencies.

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<sup>1</sup> All measures under EEOC's regulations and management directives are equally important, and the inclusion of particular measures in this Report does not indicate a higher degree of importance.

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The FY 2011 *Annual Report on the Federal Work Force*, submitted to the President and Congress, presents a summary of selected EEO program activities in the federal government, including work force profiles of 65 federal agencies.

To prepare this report, the Commission relied on the following data: 1) work force data, as of September 30, 2011, obtained from the U.S. Office of Personnel Management's (OPM) Central Personnel Data File (CPDF)<sup>2</sup> supplemented with data provided by the Army & Air Force Exchange Service (AAFES), Federal Energy Regulatory Commission (FERC), the Foreign Service, National Indian Gaming Commission (NIGC), Tennessee Valley Authority (TVA) and the United States Postal Service (USPS); 2) data from the 2000 EEO Special Files, and 3) EEO program data submitted and certified as accurate by 189 of 190 federal agencies and subcomponents in their FY 2011 Federal Agency Annual Equal Employment Opportunity Program Status Reports (MD-715 reports).<sup>3</sup>

Effective January 1, 2006, OPM required federal agencies to collect ethnicity and race information for accessions on the revised Ethnicity and Race Identification (Standard Form 181). Accordingly, the CPDF contains data on persons who are Native Hawaiian or Other Pacific Islander or who are of Two or More Races. Thus, for the fifth year, separate data on these groups is contained in this Report. Readers should bear in mind that in prior years, data on Asians included Native Hawaiian or Other Pacific Islander and there was no data reported on persons of Two or More Races. As a result, readers should exercise care when comparing current data to data from prior years.

Beginning in this year's report, the work force data is broken down by the following pay stems: 1) Senior Pay Level (computed using agencies' submitted and certified MD-715 Tables A & B-4 reporting); 2) General Schedule rather than General Schedule and Related; 3) Federal Wage Schedule and 4) Other Pay Systems. All data for General Schedule and Other Pay Systems was revised to reflect the change in pay system categories reported in an effort to maintain the ability to track trends.

Finally, the Commission would like to extend its thanks to: 1) OPM for providing the work force data from the CPDF; 2) AAFES, FERC, Foreign Service, National Indian Gaming Commission (NIGC), TVA, and USPS for providing their work force data; and 3) those agencies that timely submitted accurate and verifiable EEO program analysis data.

This year the Commission again provided agencies an opportunity to comment on the draft of this report. The Commission thanks those agencies that submitted comments and suggestions for assisting in the publishing of a more accurate report.

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<sup>2</sup> The September 30, 2011 snapshot includes only employees in pay status on that date; thus, some permanent employees, like seasonal employees or those on active military tours of duty, are not included.

<sup>3</sup> Certain agencies do not provide total work force numbers for national security reasons. The 2000 EEO Special File does not control for citizenship.

## **EXECUTIVE SUMMARY**

### **STATE OF EEO IN THE FEDERAL GOVERNMENT**

- ❑ In FY 2011, there were over 2.8 million women and men employed by the federal government across the country and around the world.
  - 56.19% were men and 43.81% were women; after a slow but steady increase, the participation rate for women fell slightly again from last year's 43.97%.
  - 7.95% were Hispanic or Latino, 65.20% were White, 17.97% were Black or African American, 5.95% were Asian, 0.38% were Native Hawaiian or Other Pacific Islander, 1.56% were American Indian or Alaska Native, and 0.98% were persons of Two or More Races.
- ❑ Between FY 2010 and FY 2011, Women, Hispanic or Latino men and women and White women remained below their overall availability in the national civilian labor force, as reported in the 2000 census (CLF).
- ❑ The participation rate of employees with targeted disabilities in the total federal work force rose to 0.90% in FY 2011, after a steady decline lasting ten years, followed by three years of holding steady. Despite a modest net gain of 268 employees in FY 2011, Individuals with Targeted Disabilities still fell far short of the 2.00% goal set by EEOC's LEAD Initiative.
- ❑ Of the total work force, 0.61% held senior pay level positions.
- ❑ Of the total work force, 51.36% of employees occupied General Schedule (GS) pay system positions.
- ❑ The average grade for permanent and temporary GS employees was 10.2. The following groups Hispanic or Latino employees (9.9), Black or African American employees (9.4), Native Hawaiian or Other Pacific Islander employees (8.8), American Indian or Alaska Native employees (8.6) and employees of Two or More Races (9.5) had average grades lower than the government-wide average. The average grade for Asian employees (10.5) and White employees (10.4) exceeded the government-wide average.<sup>4</sup>
- ❑ The average GS grade for women increased to 9.6, still more than one grade below the average grade level for men of 10.7.

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<sup>4</sup> Each General Schedule (GS) grade has 10 steps. Within Grade increases or step increases are periodic increases in a GS employee's rate of basic pay from one step to the next higher step.

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- ❑ The average GS grade for Individuals with Targeted Disabilities held steady at 8.7, nearly one and a half grades below the government-wide average (for permanent and temporary employees) of 10.2.
- ❑ Of the total work force, 7.24% of employees occupy positions in the Federal Wage System in FY 2011.
- ❑ In FY 2011, of the total work force, 40.79% of employees occupied positions in Other Pay Systems (*i.e.* other than Senior Pay, GS and Federal Wage Systems).<sup>5</sup>
- ❑ Of the 188 agencies and subcomponents that submitted a FY 2011 MD-715 report, 56% reported that they had issued an EEO policy on an annual basis, a decrease from the 85% of the 192 agencies and subcomponents that submitted an MD-715 report in FY 2010.
- ❑ In FY 2011, reasonable accommodation procedures were posted on 79% of 190 federal agency and subcomponent's external websites up from the 67% found in FY 2010.
- ❑ A state of the agency briefing to the agency head, required by MD-715, was conducted by 86% of the 188 agencies and subcomponents that submitted a FY 2011 MD-715 report, down from 88% of the 192 agencies and subcomponents that submitted a FY 2010 MD-715 report.
- ❑ In FY 2011, 89% of the 188 agencies and subcomponents that submitted MD-715 reports reported rating its managers and supervisors on their commitment to EEO, which falls short of the 91% of the 192 agencies and subcomponents that submitted MD-715 reports in FY 2010.
- ❑ Of the 188 agencies and subcomponents that submitted a FY 2011 MD-715 report, 87% reported it maintained a written anti-harassment policy, down slightly from the 89% of 192 agencies and subcomponents that submitted an MD-715 report in FY 2010.
- ❑ In FY 2011, 8% of the 180 agencies and subcomponents that were required to do so by MD-715 included comprehensive applicant flow data, decreasing from the 22% of the 192 agencies and subcomponents that submitted MD-715 reports in FY 2010.
- ❑ In FY 2011, 81% or 153 of the 188 agencies and subcomponents that submitted MD-715 reports did so in a timely manner. In FY 2010, 88% or 169 of the 192 agencies and subcomponents that submitted a MD-715 report did so by the February 4, 2011

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<sup>5</sup> In FY 2011, other related pay plans were no longer reclassified into the General Schedule and Related pay system and were calculated into the Other Pay Systems numbers.



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- ❑ In FY 2011, 81% or 153 of the 188 agencies and subcomponents that submitted MD-715 reports did so in a timely manner. In FY 2010, 88% or 169 of the 192 agencies and subcomponents that submitted a MD-715 report did so by the February 4, 2011 deadline and agencies that participated in EEOC's pilot project involving the electronic filing of MD-715 data received an extension until February 28, 2011.
  
- ❑ In FY 2011, 87% or 165 of the 190 agencies and subcomponents posted the required Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act data on their external websites, up from the 81.4% or 157 of the 194 found in FY 2010.

## I - SUMMARY OF EEO STATISTICS IN THE FEDERAL GOVERNMENT

### Section A - Demonstrated Commitment From Agency Leadership

Federal agencies must be forward-thinking in positioning themselves as the nation's employer of choice. Reaching all segments of our diverse population only strengthens an agency's ability to achieve its mission. EEOC's Management Directive 715 sets forth policy guidance and standards for establishing and maintaining effective affirmative programs of equal employment opportunity under Section 717 of Title VII and effective affirmative action programs under Section 501 of the Rehabilitation Act.

MD-715 requires agency heads and other senior management officials to demonstrate a firm commitment to equality of opportunity for all employees and applicants for employment. Agencies must safeguard the principles of equal employment opportunity and ensure they become a part of everyday practices and a fundamental part of the agency's culture. All agency leaders must "own" their agencies' EEO program.

#### 1. **56% of Agencies Issued EEO Policy Statements on an Annual Basis**

Section II(A) of MD-715 provides that "commitment to equal employment opportunity must be embraced by agency leadership and communicated through the ranks from the top down. It is the responsibility of each agency head to take such measures as may be necessary to incorporate the principles of EEO into the agency's organizational structure." In addition, this section establishes that "agency heads must issue a written policy statement expressing their commitment to EEO and a workplace free of discriminatory harassment. This statement should be issued at the beginning of their tenure and thereafter on an annual basis and disseminated to all employees." Issuing the statement on an annual basis provides an opportunity to highlight the accomplishments and strategies of most import for the coming year.

**Figure 1 - Percent of Agencies that Issued EEO Policy Statements  
On an Annual Basis FY 2007 - FY 2011**

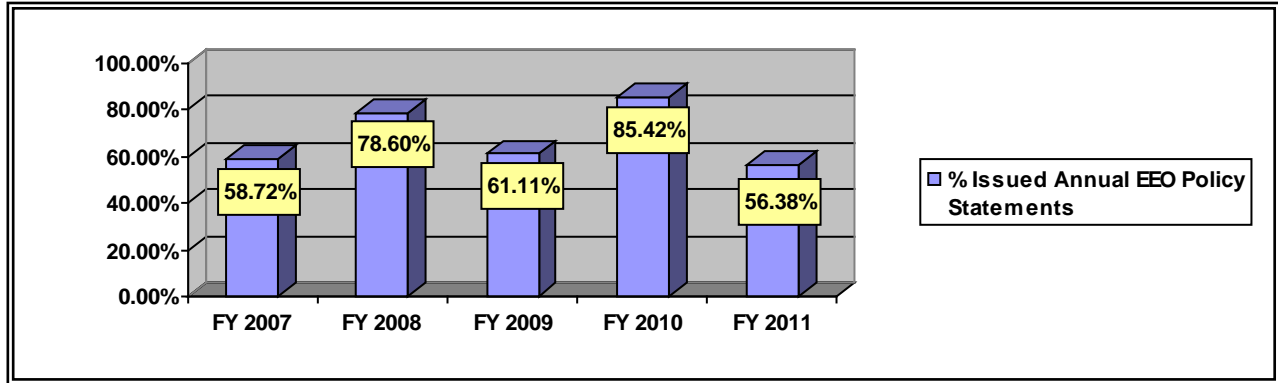


Figure 1 above shows the number of agencies that issued EEO policy statements on an annual basis. Of the 188 agencies and subcomponents that submitted an MD-715 report for FY 2011, 106 (56.38%) reported that they had issued an EEO policy statement annually and would continue to do so, a decrease from the 85.42% of 192 agencies and subcomponents that submitted in FY 2010. See [Appendix III](#) for a detailed list of agencies' status.

**2. 79% of Agencies Post Reasonable Accommodation Procedures on the External Websites**

Section II(C) of EEOC's MD-715 provides that model EEO programs should "implement effective reasonable accommodation procedures that comply with applicable executive orders, EEOC guidance, the Architectural and Transportation Barriers Compliance Board's Uniform Federal Accessibility Standards and Electronic and Information Technology Accessibility Standards. Agencies should ensure that EEOC has reviewed those procedures when initially developed and if procedures are later significantly modified."

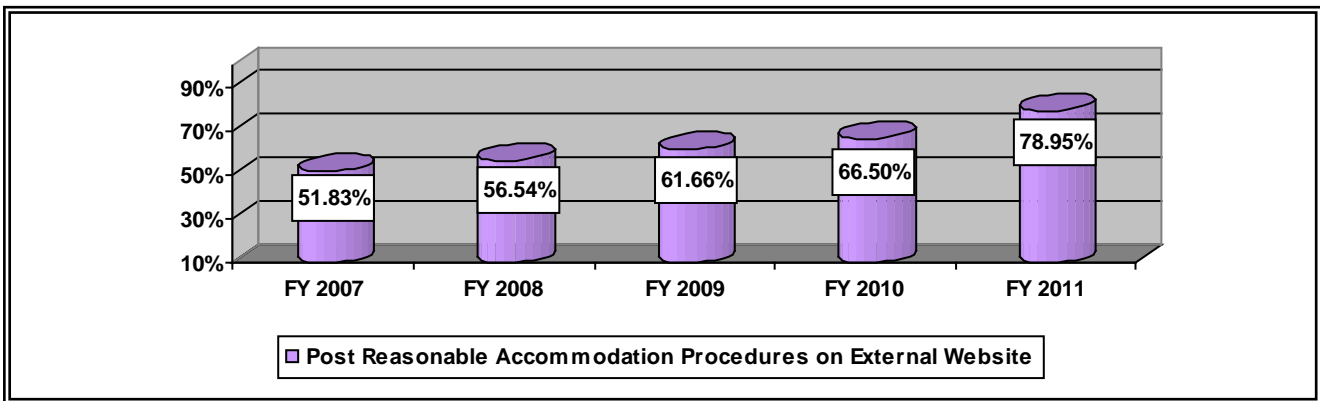
Part G of the MD-715 report, the Self-Assessment Checklist, provides agencies with a comprehensive listing of the kinds of agency documents and systems that should be in place in order to operate a model EEO program. These measures include "Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?" Of the 190 agency and sub-component websites visited, the reasonable accommodation policies of 150 agencies and sub-components were located.

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Figure 2 below shows the number of agencies that posted reasonable accommodation procedures on their external websites for the last five years. As shown, in FY 2011, 27.12% more agencies posted their reasonable accommodation procedures on their external websites than did in FY 2007. See [Appendix III](#) for a detailed list of agencies' status.

***Figure 2 – Percent of Agencies that Post Reasonable Accommodation Procedures on the External Website FY 2007 – FY 2011***





## **Section B - Integration of EEO Into Agencies' Strategic Mission**

In order to achieve its strategic mission, an agency must integrate equality of opportunity into attracting, hiring, developing, and retaining the most qualified work force. The success of an agency's EEO program ultimately depends upon decisions made by individual agency managers. Therefore, agency managers constitute an integral part of the agency's EEO program. The EEO office serves as a resource to these managers by providing direction, guidance, and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity.

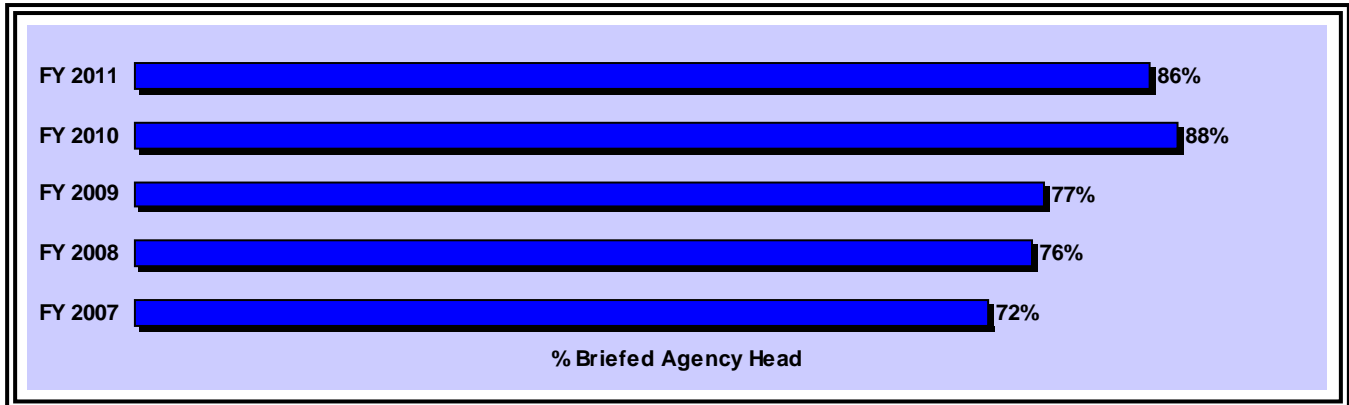
As part of integrating EEO into the strategic mission, Section II(B) of MD-715 instructs agencies to ensure that: (1) the EEO Director has access to the agency head; (2) the EEO office coordinates with Human Resources; (3) sufficient resources are allocated to the EEO program; (4) the EEO office retains a competent staff; (5) all managers receive effective managerial, communications and interpersonal skills training; (6) all managers and employees are involved in implementing the EEO program; and (7) all employees are informed of the EEO program. One aspect of this model element is highlighted below.

### **1. 86% of EEO Directors Presented the State of the EEO Program to the Agency Head**

In addition to improving the status and independence of EEO, Section II(B) of MD-715 requires that agencies “. . . provide the EEO Director with regular access to the agency head and other senior management officials for reporting on the effectiveness, efficiency, and legal compliance . . .” of the agency's EEO program. Following each yearly submission of the MD-715 report to EEOC, EEO Directors should present the state of the EEO program to the agency head. See [Section I of EEOC's Instructions](#) for MD-715.

Of the 188 agencies and subcomponents that submitted a MD-715 report for FY 2011, 161 (85.63%) indicated that the EEO Director had conducted the briefing, down slightly from the 169 (88.02%) of 192 in FY 2010. Figure 3 below shows the percentage of Agency Heads that were briefed on the state of EEO over the last five years. See [Appendix III](#) for a detailed list of agencies' status.

**Figure 3 - Percent of Agency Heads Briefed on State of EEO  
FY 2007 - FY 2011**



**EEO Program Tip**

**Special Emphasis Programs**

Special Emphasis Programs (SEP) are an essential component of an EEO program and are designed to ensure equal employment opportunities are afforded to individuals within the workforce. A well-implemented SEP seeks to improve employment and advancement opportunities for SEP groups in the federal service by educating federal employees and managers about the extent of various forms of discrimination within the federal service. The primary role of the SEP manager (SEPM) is to identify barriers to the hiring, development and advancement of SEP groups for the Affirmative Employment Program. SEPMs should develop and implement special program initiatives that will enhance the employment and advancement of their particular group and identify ways to ensure equal consideration for promotions, training, and awards and monitor separation and disciplinary actions to ensure they are given in a nondiscriminatory manner.

SEPMs should be able to relate to the agency's larger organizational mission, and focus the SEP on "employment related" activities such as recruitment and hiring within major occupations, career development opportunities and succession planning. The SEP manager should work in partnership with its targeted group and the agency's affirmative employment preparer.

## **Section C - Management and Program Accountability**

A model EEO program will hold managers, supervisors, EEO officials, and personnel officers accountable for the effective implementation and management of the agency's program. As part of management and program accountability, MD-715 provides that agencies should ensure that: (1) regular internal audits are conducted of the EEO program; (2) EEO procedures are established; (3) managers and supervisors are evaluated on EEO; (4) personnel policies are clear and consistently implemented; (5) a comprehensive anti-harassment policy has been issued; (6) an effective reasonable accommodation policy has been issued; and (7) findings of discrimination are reviewed. This year, we highlight the following two requirements.

### **1. 89% of Agencies Evaluate Managers and Supervisors on EEO**

Section II(C) of MD-715 provides that a model EEO program must "evaluate managers and supervisors on efforts to ensure equality of opportunity for all employees." The success of an agency's EEO program ultimately depends on individual decisions made by its managers and supervisors. MD-715 makes it clear that all managers and supervisors share responsibility for the successful implementation of EEO programs. The EEO office serves as a resource for the managers and supervisors by providing direction, guidance and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity. In evaluating managers and supervisors on these efforts, it is essential that such an evaluation include an assessment of how the manager contributes to the agency's EEO program.



**EEO Program Tip**

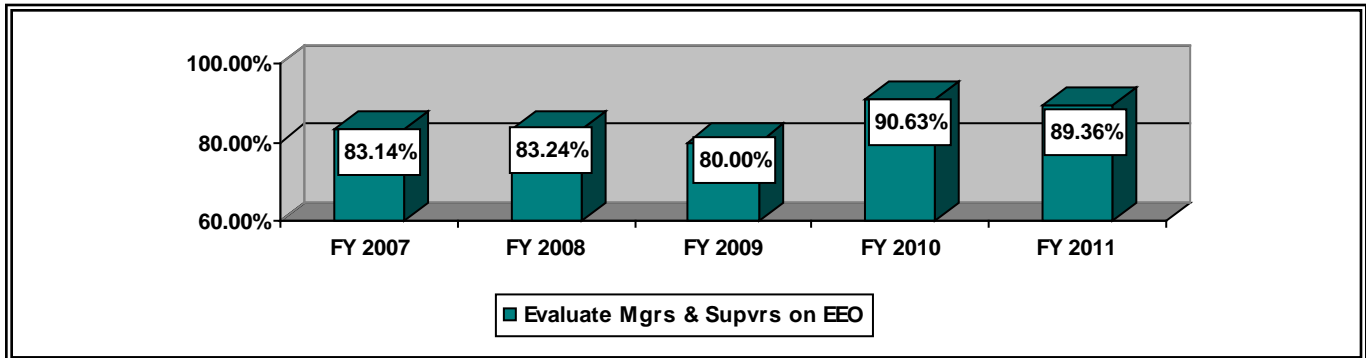
**Communicating EEO Goals to Managers and Supervisor**

MD-715 is an agency-wide affirmative employment program managed through the EEO office. The EEO office's responsibility is to communicate how the vision and goal of the EEO program directly relates to the larger agency mission. Assuring communication does take place may prove challenging for EEO professionals because misconceptions and/or ambiguities about management duties and responsibilities may occasionally complicate the process; especially when discussing topics such as barrier identification and elimination. While developing a strategy to communicate EEO goals, the EEO professional should strive to construct a message that the non-EEO manager can easily understand.

There are many factors to consider when developing an effective communication strategy. These are a few steps to consider:

- A. Create a clearly defined definition of a model EEO workplace that includes the agency's EEO goal;
- B. Identify no more than three topics for discussion;
- C. Keep the message simple and relevant to the larger mission;
- D. Conclude with a specific action item or a call to action for management and
- E. Utilize multiple communication vehicles (for example, a newsletter, an E-mail blast or blog).

**Figure 4 - Percent of Agencies that Evaluate Managers and Supervisors on their Commitment to EEO FY 2007 – FY 2011**



In FY 2011, 168 (89.36%) of the 188 agencies and subcomponents that submitted MD-715 reports indicated that its managers and supervisors were rated on their commitment to EEO, down from the 174 (90.6%) of the 192 agencies that submitted MD-715 reports in FY 2010. See [Appendix III](#) for a detailed list of agencies' status.

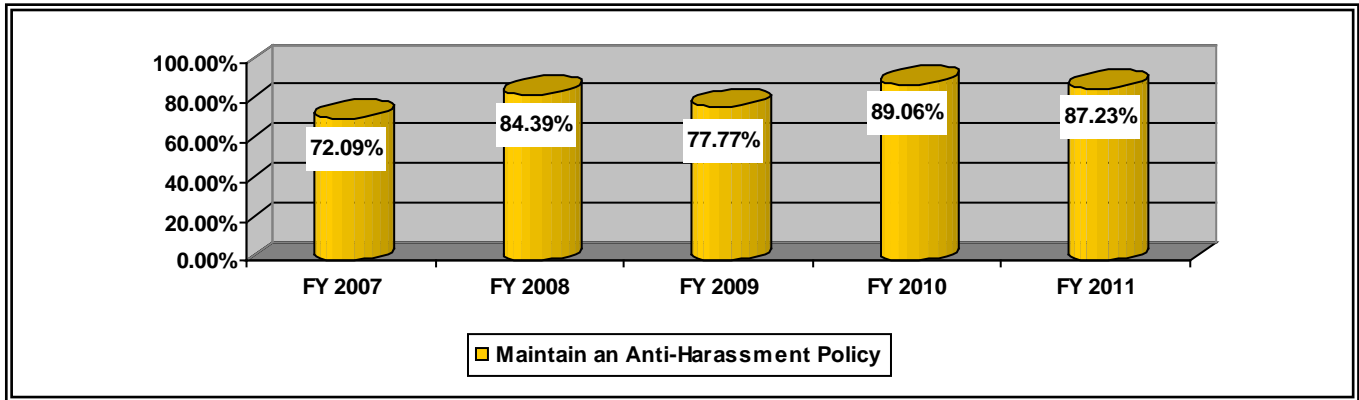
## **2. 87% of Agencies Report Having a Written Anti-Harassment Policy**

Sections II(A) and (C) of EEOC's MD-715 provide that model EEO programs should "issue a written policy statement expressing their commitment to . . . a workplace free of discriminatory harassment" and "establish procedures to prevent . . . harassment."<sup>6</sup> In order to ensure that the agency's anti-harassment policy is enforced, Section II(C) requires agencies to establish procedures to prevent harassment and to take immediate corrective action if harassment is found. These procedures are separate from and in addition to the EEO complaint process.

EEOC's Enforcement Guidance on Harassment makes clear that agencies can be held liable for harassment based on race, color, sex, religion, national origin, age (40 and over), disability, or protected activity (opposition to discrimination or participation in proceedings covered by the anti-discrimination statutes) and is not limited to harassment that is of a sexual nature. Accordingly, the policy guidance emphasizes that agencies should establish written anti-harassment policies and complaint procedures covering unlawful harassment on all bases.

<sup>6</sup> For more information, please review EEOC's Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, Notice 915.002 (June 18, 1999) (Enforcement Guidance on Harassment).

**Figure 5 - Percent of Agencies that Maintain an Anti-Harassment Policy  
FY 2007 – FY 2011**



In FY 2011, 164 (87.23%) of the 188 agencies and subcomponents that submitted MD-715 reports reported they had a written anti-harassment policy, down from the 171 (89.06%) of the 192 agencies and subcomponents that submitted an MD-715 report in FY 2010. See [Appendix III](#) for a detailed list of agencies' status.

**EEO Program Tip**  
**Effective Anti-Harassment Policy and Procedure**

It is critical that agencies establish an anti-harassment policy and procedure to protect themselves from liability for all forms of unlawful harassment. See [\*Burlington Industries v. Ellerth\*](#), 524 U.S. 742 (1998) and [\*Faragher v. City of Boca Raton\*](#), 524 U.S. 775 (1998). An effective policy should cover sexual and nonsexual harassment on every protected basis and clearly communicate established procedures to employees. At a minimum, an anti-harassment policy should include the following elements:

1. A clear explanation of prohibited conduct;
2. Assurance of protection from retaliation for employees who make claims of harassment or provide information related to such claims;
3. A clearly described complaint process that provides accessible avenues for employees;
4. Assurance that the agency will protect the confidentiality of the individuals bringing harassment claims to the extent possible;
5. A complaint process that provides a prompt, thorough, and impartial investigation and,
6. Assurance that when it is determined that harassment occurred the agency will take immediate and appropriate corrective action.

The anti-harassment process and EEO process have two separate goals and should therefore be separate. The anti-harassment process is to prevent harassing conduct before it can become “severe or pervasive.” The intent of an agency’s anti-harassment program is to take immediate and appropriate corrective action, including the use of disciplinary actions, to eliminate harassing conduct regardless of whether the conduct violated the law. Whereas the EEO process is available to make individuals whole for discrimination that has already occurred and to prevent the recurrence of unlawful discriminatory conduct through damage awards and equitable relief,

As a final consideration, EEO officials should not act as the decision-maker for the EEO process and the anti-harassment program. The decision-maker in the EEO process must decide whether a violation of law occurred, while management implements the anti-harassment policy and takes corrective actions for matters that may not constitute legal harassment. More information about effective anti-harassment programs is available on our website at [http://www.eeoc.gov/federal/model\\_eeo\\_programs.cfm](http://www.eeoc.gov/federal/model_eeo_programs.cfm).



## **Section D - Proactive Prevention of Unlawful Discrimination**

Part 1614 of EEOC's regulations provides that each agency shall "establish a system for periodically evaluating the effectiveness of the agency's overall equal employment opportunity effort." See 29 C.F.R. §1614.102(a)(11). In particular, "each agency shall maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices and policies." See 29 C.F.R. §1614.102(a).

### **1. Barrier Analysis**

Pursuant to Section II(D) of MD-715, a model EEO program "must conduct a self-assessment on at least an annual basis to monitor progress and identify areas where barriers may operate to exclude certain groups." Part A(II) of MD-715 provides that "where an agency's self-assessment indicates that a racial, national origin, or gender group may have been denied equal access to employment opportunities, the agency must take steps to identify and eliminate the potential barrier." Similarly, Part B(IV) of MD-715 sets forth the same requirement to identify and eliminate barriers to individuals with disabilities.

EEOC defines barriers as policies, procedures, practices, or conditions that limit or tend to limit employment opportunities for members of a particular race, ethnic or religious background, gender, or for individuals with disabilities. While some barriers are readily discernable, most are embedded in the agency's day-to-day employment policies, practices and programs, including: recruitment; hiring; career development; competitive and noncompetitive promotions; training; awards and incentive programs; disciplinary actions; and separations.

**2. Composition of the Federal Work Force**

This year's report provides statistics on the composition of the Total Work Force as well as statistics on employees in four pay structures:

Senior Pay Level pay structures created by the Civil Service Reform Act of 1978, established the Senior Executive Service (SES) as a separate personnel system covering a majority of the top managerial, supervisory, and policy-making positions in the Executive Branch of government.

The General Schedule pay system created by the Classification Act of 1949, created a centralized job evaluation for all White-Collar positions and merged several separate schedules into one.

The Federal Wage System established by Public Law 92-392 in 1972 standardized pay rates for Blue-Collar federal employees.

Today, many alternative pay plans are being used and proposed across the federal government. In this report, they are identified as "Other Pay Systems." These systems include pay-banding systems, the Market-Based Pay system of the Army and Air Force Exchange Service, and include such agencies as the United States Postal Service and the Tennessee Valley Authority. Table 1 below shows the representation rates for each of these pay structures.

**Table 1 - FY 2011 Federal Work Force Pay Structure Participation Levels**

	<b># in Work Force</b>	<b>% of Total Work Force</b>
<b>Total Work Force</b>	2,843,417	
<b>Senior Pay Level</b>	17,269	0.61
<b>General Schedule and Related</b>	1,460,434	51.36
<b>Federal Wage System</b>	205,828	7.24
<b>Other Pay Systems</b>	1,159,886	40.79

**a. Total Work Force: Hispanics or Latinos, White Women and Persons of Two or More Races Remain Below Availability**

In FY 2011, the Federal Government had a Total Work Force of 2,843,417 employees, compared to 2,459,505 in FY 2002. Table 2 shows the participation rate of the identified groups below, as compared to the civilian labor force (CLF). [Table A-1](#) in Appendix IV, located at <http://www.eeoc.gov/>, provides ten-year trend data.

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**Table 2 - Composition of Federal Work Force –  
Ten-Year Trend: Some Progress, Little Overall Change  
FY 2002 - FY 2011<sup>7</sup>**

	Work Force	Participation Rate		2000 CLF
	FY 2011	FY 2002 %	FY 2011 %	
<b>Men</b>	1,597,778	57.57	56.19	53.23
<b>Women</b>	1,245,639	42.43	43.81	46.77
<b>Hispanic or Latino Men</b>	134,022	4.33	4.71	6.17
<b>Hispanic or Latino Women</b>	91,961	2.77	3.23	4.52
<b>White Men</b>	1,108,339	41.28	38.98	39.03
<b>White Women</b>	745,524	26.03	26.22	33.74
<b>Black or African American Men</b>	219,285	8.07	7.71	4.92
<b>Black or African American Women</b>	291,759	10.56	10.26	5.75
<b>Asian Men</b>	95,343	3.16*	3.35	2.03
<b>Asian Women</b>	73,954	2.29*	2.60	1.82
<b>Native Hawaiian or Other Pacific Islander Men</b>	6,144	*	0.22	0.06
<b>Native Hawaiian or Other Pacific Islander Women</b>	4,707	*	0.17	0.06
<b>American Indian or Alaska Native Men</b>	19,761	0.72	0.69	0.55
<b>American Indian or Alaska Native Women</b>	24,631	0.79	0.87	0.51
<b>Two or More Race Men</b>	14,884	**	0.52	0.47
<b>Two or More Race Women</b>	13,103	**	0.46	0.38
<b>Individuals with Targeted Disabilities</b>	25,485	1.07	0.90	CLF NOT AVAILABLE

\*Asians, Native Hawaiian and Other Pacific Islander data included in Asian data. \*\*Data not available.

A comparison of the data on the participation rates of persons in particular agency components or specific major occupations can serve as a diagnostic tool to help identify possible areas where barriers to equal opportunity may exist within an agency.

Participation rate information is located in Tables [A-1a](#), [A-6b](#) and [A-6c](#) of Appendix IV, located at <http://www.eeoc.gov>.<sup>8</sup>

<sup>7</sup> Because separate data is unavailable, the Asian American/Other Pacific Islander data prior to 2006 throughout this report includes the data for Asian with “Native Hawaiian and Other Pacific Islanders.”

<sup>8</sup> These tables report breakouts of the employment data for specific components of certain large federal agencies, including the Departments of Agriculture, Commerce, Health and Human Services, Homeland Security, Interior, Justice, Labor, Transportation, Treasury and Veterans Affairs, as well as certain defense agencies, the National Aeronautics and Space Administration and the United States Postal Service.



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**b. Senior Pay Levels: A New Data Source**

Beginning with this year's report the Senior Pay Level (SPL) data was primarily derived from agencies' submitted and certified MD-715 report Tables A & B-4 supplemented with SES data from OPM's CPDF. The change in data source requires caution when making comparisons with past years of data. With a total of 17,269 employees, the Senior Pay Level (SPL) positions comprise 0.61% of the total work force. SPL positions include the SES, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15, step 10 of the General Schedule. Table 3 below reflects the SPL representation. [Table A-2](#) and [Table A-2a](#) of Appendix IV at <http://www.eeoc.gov/> contains additional data.

**Table 3 - Senior Pay Level Representation  
FY 2002 / FY 2011**

	Senior Pay Level (SPL) Positions					
	FY 2002			FY 2011		
	# in SPL	% of SPL	% of TWF	# in SPL	% of SPL	% of TWF
<b>Total SPL Work Force (#)</b>	<b>17,943</b>		<b>2,459,505</b>	<b>17,269</b>		<b>2,843,417</b>
<b>Men</b>	13,508	75.28	57.57	12,106	70.10	56.19
<b>Women</b>	4,435	24.72	42.43	5,164	29.90	43.81
<b>Hispanic or Latino</b>	<b>597</b>	<b>3.33</b>	<b>7.10</b>	<b>663</b>	<b>3.84</b>	<b>7.95</b>
Hispanic or Latino Men	436	2.43	4.33	460	2.66	4.71
Hispanic or Latino Women	161	0.90	2.77	203	1.18	3.23
<b>White</b>	<b>15,506</b>	<b>86.42</b>	<b>67.31</b>	<b>14,273</b>	<b>82.65</b>	<b>65.20</b>
White Men	11,859	66.09	41.28	10,281	59.53	38.98
White Women	3,647	20.33	26.03	3,992	23.12	26.22
<b>Black or African American</b>	<b>1,214</b>	<b>6.77</b>	<b>18.63</b>	<b>1,402</b>	<b>8.12</b>	<b>17.97</b>
Black or African American Men	755	4.21	8.07	754	4.37	7.71
Black or African American Women	459	2.56	10.56	648	3.75	10.26
<b>Asian</b>	<b>485*</b>	<b>2.70*</b>	<b>5.45*</b>	<b>572</b>	<b>3.31</b>	<b>5.95</b>
Asian Men	358*	2.00*	3.16*	363	2.10	3.35
Asian Women	127*	0.71*	2.29*	209	1.21	2.60
Native Hawaiian or Other Pacific Islander	**	**	**	<b>34</b>	<b>0.20</b>	<b>0.38</b>
Native Hawaiian or Other Pacific Islander Men	**	**	**	25	0.14	0.22
Native Hawaiian or Other Pacific Islander Women	**	**	**	9	0.05	0.17
<b>American Indians or Alaska Native</b>	<b>141</b>	<b>0.79</b>	<b>1.50</b>	<b>141</b>	<b>0.82</b>	<b>1.56</b>
American Indians or Alaska Native Men	100	0.56	0.72	89	0.52	0.69
American Indians or Alaska Native Women	41	0.23	0.79	52	0.30	0.87
<b>Two or More Races</b>	**	**	**	<b>84</b>	<b>0.49</b>	<b>0.98</b>
Two or More Races Men	**	**	**	54	0.31	0.52
Two or More Races Women	**	**	**	30	0.17	0.46
<b>Individuals with Targeted Disabilities</b>	<b>62</b>	<b>0.35</b>	<b>1.07</b>	<b>110</b>	<b>0.64</b>	<b>0.90</b>

\*Includes both Asian and Pacific Islander employees. \*\* Data not available.

- ▶ From FY 2002 to FY 2011, the Total SPL Work Force decreased by 674 employees, a net change of -3.76%. Comparatively, the number of Individuals

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with Targeted Disabilities in the SPL work force increased from 62 in FY 2002 to 110 in FY 2011, a net change of 77.42%<sup>9</sup>.

- ▶ The participation rate for women in the SPL work force increased 16.44% over the ten-year period from FY 2002 (4,435) to FY 2011 (5,164), while women increased their participation rate in the total work force by only 19.36% over the same ten-year period, from 1,043,568 in FY 2002 to 1,245,639 in FY 2011.
- ▶ Between FY 2002 and FY 2011, the participation rate for Hispanic or Latino employees in Senior Pay Level positions increased 11.06% over the ten-year period from FY 2002 (597) to FY 2011 (663). During the same period, the overall participation rate for Hispanic or Latino employees in the total work force increased 29.41%, although still remaining below the 2000 CLF.
- ▶ Over a ten-year period in the SPL, participation rates increased from 0.35% to 0.64% for Individuals with Targeted Disabilities, from 6.77% to 8.12% for Black or African American employees, from 2.70% to 4.52% for Asian employees, and from 0.79% to 0.82% for American Indian or Alaska Native employees.<sup>10</sup> The participation rate for White employees decreased from 86.42% in FY 2002 to 82.65% in FY 2011.
- ▶ In FY 2011, the “feeder grades” to SPL positions<sup>11</sup> (GS grades 14 and 15) showed the following participation rates: men 62.23%, women 37.77%, Hispanic or Latino employees 4.52%, White employees 75.22%, Black or African American employees 12.77%, Asian employees 5.84%, Native Hawaiian or Other Pacific Islander employees 0.11%, American Indian or Alaska Native employees 0.87%, employees of Two or More Races 0.66% and Individuals with Targeted Disabilities 0.55%.
- ▶ Part II of this report also contains information on the major occupations in selected government agencies. Data on participation rates of persons holding positions in an agency’s major occupations can serve as a diagnostic tool to help determine possible areas where barriers to equal opportunity may exist and prevent upward mobility to SPL positions.

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<sup>9</sup> The source for the FY 2011 Senior Level Pay system changed and thus these comparisons require caution.

<sup>10</sup> The FY 2011 participation rate for Asian employees is combined with the participation rate of Native Hawaiian or Other Pacific Islander for comparison purposes. Separate data for each group was not available until FY 2006.

<sup>11</sup> There is a strong likelihood that an EEO group will be absent or have a low participation rate in the next higher grade level where the group has a lower than expected participation rate in the feeder grade/applicant pool. See Government Accountability Office Report No.GAO-03-34, *Senior Executive Service: Agency Efforts Needed to Improve Diversity as the Senior Corps Turns Over* (January 2003).

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**c. General Schedule Positions**

- ▶ With a total of 1,460,434 employees, the General Schedule (GS) positions comprised 51.36% of the total work force in FY 2011. GS positions are mostly comprised of positions whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature. GS figures no longer include employees in other pay systems that easily converted to GS by OPM. The GS participation rate reflects an increase due in part to the conversion of the National Security Personnel System (NSPS) employees in military components back to the GS pay system.

**Table 4 - General Schedule (GS) Representation FY 2002 / FY 2011**

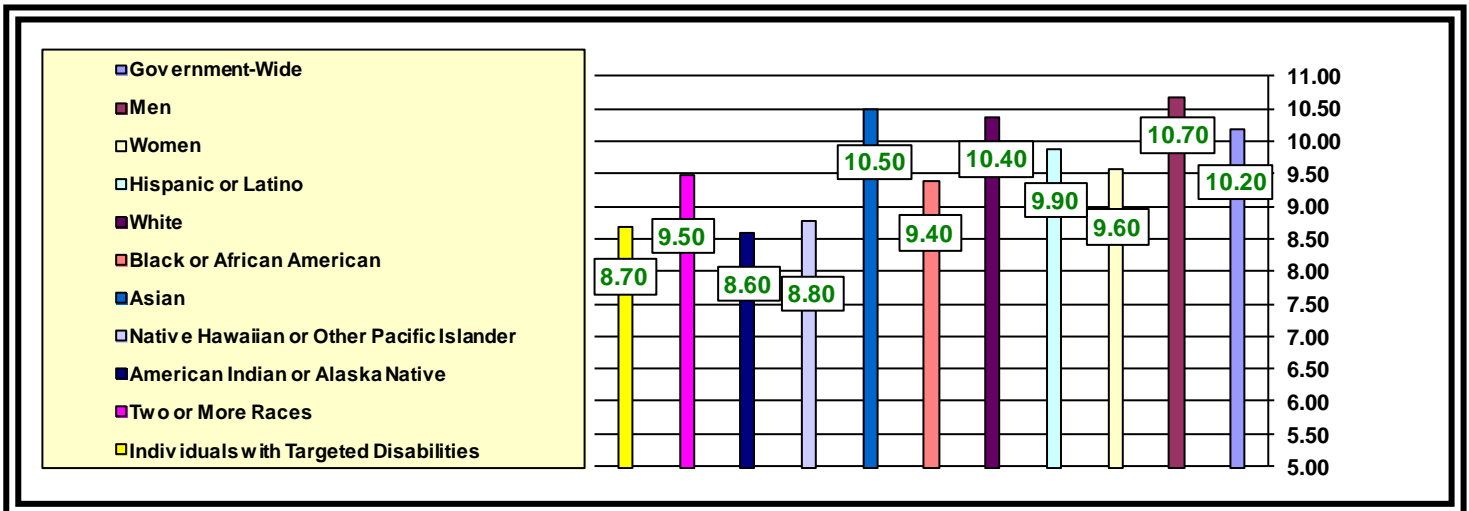
	<b>GS Positions</b>			
	FY 2002		FY 2011	
	Number	% of GS	Number	% of GS
<b>Total GS Work Force</b>	1,284,046		1,460,434	
<b>Men</b>	624,945	48.67	746,738	51.13
<b>Women</b>	659,101	51.33	713,696	48.87
<b>Hispanic or Latino</b>	<b>90,654</b>	<b>7.06</b>	<b>114,118</b>	<b>7.81</b>
<b>Hispanic or Latino Men</b>	46,611	3.63	61,198	4.19
<b>Hispanic or Latino Women</b>	44,043	3.43	52,920	3.62
<b>White</b>	<b>875,077</b>	<b>68.15</b>	<b>955,663</b>	<b>65.44</b>
<b>White Men</b>	469,190	36.54	535,107	36.64
<b>White Women</b>	406,914	31.69	420,556	28.80
<b>Black or African American</b>	<b>233,311</b>	<b>18.17</b>	<b>269,916</b>	<b>18.48</b>
<b>Black or African American Men</b>	70,879	5.52	93,397	6.22
<b>Black or African American Women</b>	162,432	12.65	176,519	11.69
<b>Asian</b>	<b>56,370*</b>	<b>4.39*</b>	<b>72,771</b>	<b>5.03</b>
<b>Asian Men</b>	27,735*	2.16*	36,593	2.58
<b>Asian Women</b>	28,505*	2.22*	36,178	2.45
<b>Native Hawaiian or Other Pacific Islander</b>	**	**	<b>5,062</b>	<b>0.31</b>
<b>Native Hawaiian or Other Pacific Islander Men</b>	**	**	2,571	0.16
<b>Native Hawaiian or Other Pacific Islander Women</b>	**	**	2,491	0.16
<b>American Indian or Alaska Native</b>	<b>27,735</b>	<b>2.16</b>	<b>26,944</b>	<b>1.85</b>
<b>American Indian or Alaska Native Men</b>	10,529	0.82	9,823	0.70
<b>American Indian or Alaska Native Women</b>	17,206	1.34	17,121	1.15
<b>Two or More Races</b>	**	**	<b>15,960</b>	<b>0.91</b>
<b>Two or More Races Men</b>	**	**	8,049	0.47
<b>Two or More Races Women</b>	**	**	7,911	0.44
<b>Individuals with Targeted Disabilities</b>	<b>15,023</b>	<b>1.17</b>	<b>15,466</b>	<b>0.99</b>

\*Includes both Asian and Pacific Islander employees. \*\* Data not available.

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- ▶ In FY 2011, the GS participation rate for each group was Hispanic or Latino employees 7.81%; White employees 65.44%; Black or African American employees 18.48%; Asian employees 4.98%; Native Hawaiian or Other Pacific Islander employees 0.35%; American Indian or Alaska Native employees 1.84%; persons of Two or More Races 1.09%, and Individuals with Targeted Disabilities 1.06%. See Table [A-3](#) in Appendix IV at <http://www.eeoc.gov/>, for the entire ten-year trend in the GS pay systems.
- ▶ Women held 48.87% of all GS positions in FY 2011, a drop from the 51.33% held in FY 2002. Over the ten-year period, Hispanic or Latino employees, Black or African American and Asian employees gradually increased their representation rates in the GS work force.
- ▶ Over the ten year period, the participation rate for Individuals with Targeted Disabilities in the total work force declined from 1.07% to 0.90%, as their participation rate in the GS workforce declined from 1.17% to 1.06%.
- ▶ The average grade level for the total GS permanent and temporary work force increased<sup>12</sup> to grade 10.2 in FY 2011. Of GS employees, 17.5% were in grades 1-6, 36.89% were in grades 7-11, 34.25% were in grades 12-13, and 11.36% were in grades 14-15.

**Figure 6 - Average Grade in the General Schedule Positions  
FY 2011**



<sup>12</sup> Average grade was impacted by the conversion of NSPS employees back to the GS pay system and the reclassification of General Schedule and Related to only General Schedule.

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- ▶ The average GS grade level for Hispanic or Latino employees (9.9), Black or African American employees (9.4), Native Hawaiian or Other Pacific Islander employees (8.8), American Indian or Alaska Native employees (8.6) and persons of Two or More Races (9.5) was lower than the government-wide average grade level (10.2).
- ▶ Approximately 53.7% of women employed in the GS work force were in grades 7-11. The average GS grade for women was 9.6, more than half a grade below the government-wide average of 10.2, and more than one grade below men (10.7).
- ▶ The average GS grade level for Individuals with Targeted Disabilities remained 8.7, almost one and a half grades below the government-wide average. See Table [A-3](#) in Appendix IV at <http://www.eeoc.gov/>.

### **d. Federal Wage System Positions**

- ▶ With a total of 205,828 employees, Federal Wage System (FWS) positions comprised 7.24% of the total work force in FY 2011. FWS (Blue-Collar) positions are mostly comprised of trade, craft and labor occupations.
- ▶ FY 2011 FWS positions increased 1.66% from FY 2002.
- ▶ Since FY 2002, the participation rates for Hispanic or Latino employees (7.43%), Black or African American employees (17.94%), Asian employees (4.38%), American Indian or Alaska Native employees (2.68%) and women (10.31%) have declined. See Table [A-4](#) in Appendix IV at <http://www.eeoc.gov/> for the complete ten-year trend.

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**Table 5 - Federal Wage System (FWS) Representation FY 2002 / FY 2011**

	<b>Federal Wage System (FWS) Positions</b>			
	<b>FY 2002</b>		<b>FY 2011</b>	
	<b>Number</b>	<b>% of FWS</b>	<b>Number</b>	<b>% of FWS</b>
<b>Total FWS Work Force</b>	202,471		205,828	
<b>Men</b>	181,151	89.47	184,613	89.69
<b>Women</b>	21,320	10.53	21,215	10.31
<b>Hispanic or Latino</b>	<b>15,530</b>	<b>7.67</b>	<b>15,299</b>	<b>7.43</b>
<b>Hispanic or Latino Men</b>	14,051	6.94	13,785	6.70
<b>Hispanic or Latino Women</b>	1,478	0.73	1,514	0.74
<b>White</b>	<b>134,340</b>	<b>66.35</b>	<b>135,520</b>	<b>65.84</b>
<b>White Men</b>	123,406	60.95	124,655	60.56
<b>White Women</b>	10,933	5.40	10,865	5.28
<b>Black or African American</b>	<b>37,417</b>	<b>18.48</b>	<b>36,928</b>	<b>17.94</b>
<b>Black or African American Men</b>	30,411	15.02	30,566	14.85
<b>Black or African American Women</b>	7,005	3.46	6,362	3.09
<b>Asian</b>	<b>9,617*</b>	<b>4.75*</b>	<b>9,016</b>	<b>4.38</b>
<b>Asian Men</b>	8,585*	4.24*	8,014	3.89
<b>Asian Women</b>	1,033*	0.51*	1,002	0.49
<b>Native Hawaiian or Other Pacific Islander</b>	**	**	<b>1,787</b>	<b>0.87</b>
<b>Native Hawaiian or Other Pacific Islander Men</b>	**	**	1,615	0.78
<b>Native Hawaiian or Other Pacific Islander Women</b>	**	**	172	0.08
<b>American Indian or Alaska Native</b>	<b>5,548</b>	<b>2.74</b>	<b>5,507</b>	<b>2.68</b>
<b>American Indian or Alaska Native Men</b>	4,967	2.32	4,451	2.16
<b>American Indian or Alaska Native Women</b>	871	0.43	1,056	0.51
<b>Two or More Races</b>	**	**	<b>1,771</b>	<b>0.86</b>
<b>Two or More Races Men</b>	**	**	1,527	0.74
<b>Two or More Races Women</b>	**	**	244	0.12
<b>Individuals with Targeted Disabilities</b>	<b>2,713</b>	<b>1.34</b>	<b>2,181</b>	<b>1.06</b>

\*Includes both Asian and Pacific Islander employees. \*\* Data not available.

- ▶ In FY 2011, the participation rate of men in the FWS pay system was 38.56 percentage points higher than the participation rate of men in the GS pay system. Comparatively, FWS participation rates for White employees, Native Hawaiian or Other Pacific Islander employees, and American Indian or Alaska Native employees were higher than the GS participation rates, while the FWS work force participation rates for women, Asian employees, Black or African American employees, and Hispanic or Latino employees were lower. The Individuals with Targeted Disabilities participation rate remained equal.

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**e. Other Pay Systems**

- ▶ With a total of 1,159,886 employees, other pay systems (OPS) comprised 40.79% of the total work force in FY 2011. Other Pay Systems include pay banding and other pay-for-performance systems. The Other Pay Systems participation rate reflects a decrease due in part to the conversion of NSPS employees back to the GS pay system and likely due to the change in source data.

**Table 6 - Other Pay Systems (OPS) Representation FY 2002 – FY 2011**

	<b>Other Pay Systems (OPS) Positions</b>			
	<b>FY 2002</b>		<b>FY 2011</b>	
	<b>Number</b>	<b>% of OPS</b>	<b>Number</b>	<b>% of OPS</b>
<b>Total OPS Work Force</b>	993,604		1,159,886	
<b>Men</b>	629,844	63.69	654,321	56.41
<b>Women</b>	363,760	36.61	505,564	43.59
<b>Hispanic or Latino</b>	<b>73,815</b>	<b>7.43</b>	<b>95,903</b>	<b>8.27</b>
<b>Hispanic or Latino Men</b>	47,436	4.77	58,579	5.05
<b>Hispanic or Latino Women</b>	26,379	2.66	37,324	3.22
<b>White</b>	<b>642,770</b>	<b>64.69</b>	<b>748,407</b>	<b>64.52</b>
<b>White Men</b>	401,985	40.46	438,296	37.79
<b>White Women</b>	239,828	24.14	310,111	26.74
<b>Black or African American</b>	<b>197,184</b>	<b>19.85</b>	<b>202,798</b>	<b>17.48</b>
<b>Black or African American Men</b>	100,315	10.10	94,568	8.15
<b>Black or African American Women</b>	96,868	9.75	108,230	9.33
<b>Asian</b>	<b>70,761*</b>	<b>7.12*</b>	<b>86,938</b>	<b>7.50</b>
<b>Asian Men</b>	41,131*	4.14*	50,373	4.34
<b>Asian Women</b>	29,501*	2.97*	36,565	3.15
<b>Native Hawaiian or Other Pacific Islander</b>	**	**	<b>3,968</b>	<b>0.34</b>
<b>Native Hawaiian or Other Pacific Islander Men</b>	**	**	1,933	0.17
<b>Native Hawaiian or Other Pacific Islander Women</b>	**	**	2,035	0.18
<b>American Indian or Alaska Native</b>	<b>10,160</b>	<b>1.02</b>	<b>11,800</b>	<b>1.02</b>
<b>American Indian or Alaska Native Men</b>	4,820	0.49	5,398	0.47
<b>American Indian or Alaska Native Women</b>	5,340	0.54	6,402	0.55
<b>Two or More Races</b>	**	**	<b>11,699</b>	<b>1.01</b>
<b>Two or More Races Men</b>	**	**	5,254	0.45
<b>Two or More Races Women</b>	**	**	4,918	0.42
<b>Individuals with Targeted Disabilities</b>	<b>8,824</b>	<b>0.89</b>	<b>7,728</b>	<b>0.67</b>

\*Includes both Asian and Pacific Islander employees. \*\* Data not available.

- ▶ The participation rate for women (43.59%) in OPS was lower than in the GS pay system (48.87%).



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- ▶ In FY 2011, the OPS participation rates for American Indian or Alaska Native employees (1.02%) held steady while Hispanic or Latino employees (8.27%), and Asian employees (7.50%), slowly rose, while the participation rates for White employees (64.52%), Black or African American employees (17.48%) and Individuals with Targeted Disabilities (0.67%) fell from FY 2002 levels.
- ▶ In FY 2011, the OPS participation rates for Hispanic or Latino and Asian employees were higher than in the GS and FWS pay systems. OPS participation rates for White employees, Black or African American employees, American Indian or Alaska Native employees, Native Hawaiian or Other Pacific Islander employees and Individuals with Targeted Disabilities were lower than those in the GS and FWS pay systems. See Table [A-5](#) in Appendix IV at <http://www.eeoc.gov/> for the complete ten-year trend.

### **3. Participation Rate of Individuals with Targeted Disabilities Increases Slightly**

- ▶ On July 26, 2010, the President issued Executive Order 13548, requiring federal agencies to develop a specific plan for promoting employment opportunities for individuals with disabilities. The plan shall include performance targets and numerical goals for employment of individuals with disabilities and sub-goals for employment of individuals with targeted disabilities.
- ▶ From FY 2002 to FY 2011, the Total Work Force increased by 383,912 employees, a net change of 15.61%. However, the number of federal employees with targeted disabilities decreased from 26,317 in FY 2002 to 25,485 in FY 2011, a net change of -3.16%, resulting in a 0.90% participation rate. Only nine agencies have achieved the federal goal of at least a 2% participation rate for Individuals with Targeted Disabilities.
- ▶ The EEOC had the highest percentage of Individuals with Targeted Disabilities (2.62%) among those agencies with 500 or more employees. See Table 7 below.



***Table 7 - Ranking of Agencies with the Highest Percent of Individuals with Targeted Disabilities (Agencies with 500 Or More Employees)***

Agency	Total Work Force	Individuals with Targeted Disabilities	
		#	%
Equal Employment Opportunity Commission	2,479	65	2.62
Army & Air Force Exchange Service	35,382	793	2.24
Social Security Administration	67,136	1,317	1.96
Defense Finance and Accounting Service	12,244	238	1.94
Department of the Treasury	106,403	1,865	1.75

Seven agencies with fewer than 500 employees exceeded the 2% federal goal. They were the Architectural & Transportation Barrier Compliance Board (ACCESS Board), Committee for Purchase From People Blind or Severely Disabled, Farm Credit Administration, National Council on Disability, Office of Navajo & Hopi Indian Relocation, Occupational Safety and Health Review Commission, and Trade and Development Agency.

Table 8 below shows that the Department of the Treasury continued to maintain the highest participation rate (1.75%) for Individuals with Targeted Disabilities among the cabinet level agencies.

Table 8a below shows that the Army and Air Force Exchange Service continued to maintain the highest participation rate (2.24%) for Individuals with Targeted Disabilities among the Department of Defense components.

Table [A-6b](#) in Appendix IV contains this information for all agencies and is located at <http://www.eeoc.gov/>. See Table 8 below for a Cabinet level ranking of Individuals with Targeted Disabilities.

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**Table 8 - Ranking Cabinet Level Agencies by IWTD  
FY 2002 – FY 2011<sup>13</sup>**

Agencies		Fiscal Year (FY)									
		2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
1. Treasury	#	2,150	2,157	2,105	1,964	1,842	1,748	1,827	1,864	1,918	1,865
	%	1.53%	1.53%	1.99%	1.90%	1.82%	1.73%	1.70%	1.73%	1.75%	1.75%
2. Veterans Affairs*	#	3,399	3,623	3,692	3,566	3,566	3,758	3,985	4,241	4,650	5,201
	%	1.69%	1.75%	1.56%	1.52%	1.49%	1.48%	1.43%	1.43%	1.51%	1.64%
3. Education*	#	73	73	73	63	59	59	59	55	60	61
	%	1.69%	1.73%	1.59%	1.42%	1.36%	1.36%	1.36%	1.30%	1.32%	1.32%
4. Labor*	#	184	221	206	207	186	193	188	171	188	205
	%	1.16%	1.40%	1.30%	1.35%	1.21%	1.25%	1.22%	1.07%	1.13%	1.26%
5. Housing & Urban Development	#	138	148	139	134	130	126	116	107	121	106
	%	1.41%	1.45%	1.36%	1.35%	1.32%	1.31%	1.19%	1.12%	1.21%	1.09%
6. Interior	#	598	702	692	678	684	700	689	699	750	718
	%	0.99%	1.15%	0.89%	0.88%	0.94%	0.97%	0.93%	0.91%	0.95%	0.93%
7. Agriculture*	#	990	1,077	1,068	1,000	1,009	965	893	883	924	965
	%	1.09%	1.20%	0.95%	0.91%	0.96%	0.93%	0.85%	0.83%	0.85%	0.92%
8. Health & Human Services*	#	619	673	651	624	576	596	596	592	672	747
	%	1.14%	1.27%	1.02%	0.97%	0.91%	0.81%	0.79%	0.75%	0.81%	0.87%
9. Commerce*	#	313	334	319	358	334	323	337	385	376	386
	%	0.87%	0.94%	0.84%	0.89%	0.82%	0.78%	0.79%	0.78%	0.76%	0.81%
10. Defense	#	6,922	6,021	5,747	5,643	6,053	5,817	5,894	6,096	6,261	6,144
	%	1.05%	0.89%	0.84%	0.81%	0.86%	0.83%	0.82%	0.80%	0.89%	0.76%
11. Transportation*	#	498	307	322	298	285	302	315	340	404	428
	%	0.49%	0.53%	0.56%	0.55%	0.53%	0.56%	0.57%	0.59%	0.70%	0.74%
12. Energy	#	127	122	119	116	111	122	118	120	124	119
	%	0.81%	0.80%	0.79%	0.77%	0.74%	0.82%	0.76%	0.76%	0.75%	0.73%
13. Homeland Security*	#	--	756	740	720	709	674	692	727	744	775
	%	--	0.69%	0.45%	0.44%	0.42%	0.41%	0.39%	0.39%	0.39%	0.39%
14. Justice*	#	485	396	406	406	413	412	408	421	452	456
	%	0.39%	0.40%	0.39%	0.39%	0.39%	0.39%	0.38%	0.37%	0.39%	0.39%
15. State	#	67	93	93	90	88	84	84	79	88	87
	%	0.49%	0.53%	0.39%	0.37%	0.36%	0.33%	0.34%	0.31%	0.30%	0.28%
Total Work Force*	#	26,230	25,551	25,917	25,142	24,442	23,993	24,427	24,663	25,217	25,485
	%	1.07%	1.05%	0.99%	0.96%	0.94%	0.92%	0.88%	0.88%	0.88%	0.90%

\* This agency showed an increase in the number and/or participation rate of IWTD in FY 2011. – The Department of Homeland Security was created in March 2003.

<sup>13</sup> Table 8 identifies participation rates for FY 2002 – FY 2011 which reflects total work force numbers. The total work force figures are as reported in CPDF plus AAFES & the Foreign Service of the Department of State.

**EEOC FY 2011 Annual Report on the Federal Work Force: Part II**

**Table 8a - Ranking of DOD Sub-Components by IWTD  
FY 2002 – FY 2011<sup>14</sup>**

Agencies		Fiscal Year (FY)									
		2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
<b>1. Army &amp; Air Force Exchange Service</b>	#	763	687	628	597	604	556	706	805	847	793
	%	1.87%	1.88%	1.87%	1.69%	1.65%	1.62%	<b>2.00%</b>	<b>2.27%</b>	<b>2.39%</b>	<b>2.24%</b>
<b>2. Defense Finance &amp; Accounting Service</b>	#	302	283	275	271	261	253	243	238	246	238
	%	2.11%	2.08%	2.05%	2.02%	1.99%	2.03%	2.04%	1.95%	1.91%	1.94%
<b>3. Defense Logistics Agency</b>	#	495	448	449	430	413	404	409	418	416	409
	%	2.28%	2.16%	2.07%	2.00%	1.92%	1.89%	1.78%	1.65%	1.65%	1.60%
<b>4. Defense Commissary Agency*</b>	#	174	156	158	141	142	123	124	141	170	229
	%	1.42%	1.30%	1.07%	0.92%	0.92%	0.82%	0.82%	0.91%	1.09%	1.52%
<b>5. Defense Contract Management Agency</b>	#	169	149	149	146	127	121	120	122	123	123
	%	1.49%	1.39%	1.34%	1.39%	1.29%	1.27%	1.28%	1.22%	1.17%	1.20%
<b>6. Defense TRICARE Management Activity*</b>	#	--	--	--	--	--	--	--	--	14	66
	%	--	--	--	--	--	--	--	--	0.87%	1.09%
<b>7. Office of the Inspector General</b>	#	13	14	13	13	15	18	17	18	19	16
	%	1.10%	1.19%	1.02%	0.95%	1.08%	1.28%	1.12%	1.14%	1.17%	1.04%
<b>8. Defense Contract Audit Agency*</b>	#	46	54	52	48	41	40	39	39	41	46
	%	1.13%	1.34%	1.28%	1.17%	1.02%	0.98%	0.94%	0.90%	0.87%	0.95%
<b>9. Defense Information Systems Agency</b>	#	74	64	60	53	62	53	55	53	54	56
	%	1.25%	1.16%	1.15%	1.08%	1.15%	0.95%	0.97%	0.91%	0.87%	0.87%
<b>10. Defense Threat Reduction Agency</b>	#	6	5	7	10	10	7	9	10	10	9
	%	0.63%	0.56%	0.84%	0.90%	0.86%	0.63%	0.75%	0.83%	0.76%	0.72%
<b>11. Department of the Navy</b>	#	1,724	1,620	1,562	1,500	1,430	1,380	1,398	1,423	1,427	1,387
	%	0.97%	0.92%	0.88%	0.86%	0.82%	0.80%	0.78%	0.75%	0.72%	0.69%
<b>12. Department of the Army</b>	#	1,793	1,689	1,710	1,756	1,724	1,719	1,714	1,786	1,837	1,725
	%	0.85%	0.82%	0.75%	0.74%	0.72%	0.71%	0.67%	0.65%	0.64%	0.61%
<b>13. Defense Human Resource Activity</b>	#	4	6	6	4	4	3	4	3	7	7
	%	0.60%	0.82%	0.78%	0.50%	0.45%	0.34%	0.44%	0.29%	0.59%	0.56%
<b>14. Defense Missile Defense Agency*</b>	#	--	--	--	--	--	--	--	10	10	12
	%	--	--	--	--	--	--	--	0.69%	0.49%	0.54%
<b>15. Department of the Air Force</b>	#	1,273	1,157	1,196	1,174	1,123	1,042	953	934	932	936
	%	0.90%	0.87%	0.80%	0.75%	0.71%	0.67%	0.62%	0.58%	0.55%	0.53%
<b>16. Office of the Sec./Wash. Hqtrs. Services</b>	#	32	38	39	41	45	54	60	42	40	40
	%	0.72%	0.72%	0.78%	0.71%	0.69%	0.71%	0.71%	0.71%	0.54%	0.52%
<b>17. Defense Media Activity</b>	#	--	--	--	--	--	--	--	--	5	3
	%	--	--	--	--	--	--	--	--	0.89%	0.52%
<b>18. Defense Security Service</b>	#	25	21	16	7	8	6	6	6	6	3
	%	0.98%	0.88%	0.84%	1.33%	1.47%	1.14%	1.04%	0.83%	0.70%	0.34%
<b>19. Defense Education Activity</b>	#	36	38	56	41	44	37	37	42	57	46
	%	0.33%	0.35%	0.32%	0.25%	0.27%	0.24%	0.24%	0.28%	0.35%	0.29%

\* These Defense Sub-Components showed an increase in the number and participation rate of IWTD in FY 2011.  
– No data available.

<sup>14</sup> Table 8a data identifies participation rates based on total work force numbers. The total work force figures are as reported in CPDF plus AAFES.

## **Section E- Efficiency in the Federal EEO Process**

A model EEO program must have adequate and accurate information collection systems, which are integrated into the agency's information management infrastructure, and provide the ability to conduct a wide array of periodic examinations of the agency's Title VII of the Civil Rights Act and Section 501 of the Rehabilitation Act workforce profile(s). Such systems should collect data, used to monitor and evaluate its EEO programs. The data collection system should allow the agency to identify and evaluate information related to management actions affecting employment status. The system should be capable of tracking applicant flow data for each selection made by the agency identified by race, national origin, sex, and, where known, disability, as well as the disposition of each application. 29 C.F.R. §1607.4.

The system should be capable of monitoring employment trends through review of personnel transactions and other historical data, tracking recruitment efforts to permit data analyses of these efforts, and allow for the integration of comprehensive management, personnel, and budget planning with Title VII and Rehabilitation Act program planning.

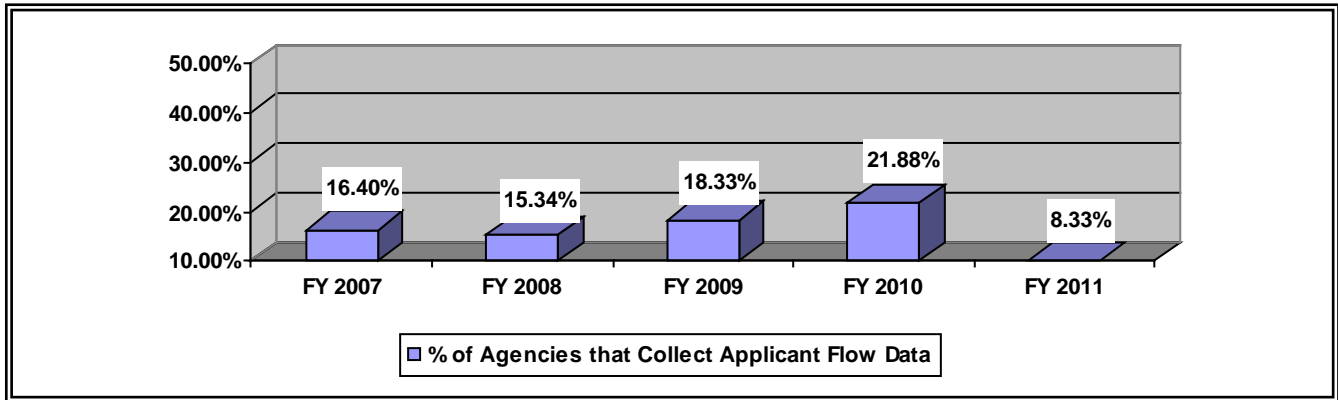
### **1. 8% of Agencies Collect Applicant Flow Data**

EEOC's regulations provide that each agency shall establish a system to collect and maintain accurate employment information on the race, national origin, sex and [disabilities] of its employees . . . [and] use the data . . . in studies and analyses which contribute affirmatively to achiev[e] the objectives of the equal employment opportunity program. 29 C.F.R. §114.601(a) and (e). Section II(E) of MD-715 establishes that a model EEO program must maintain a system that tracks applicant flow data, which identifies applicants by race, national origin, sex and disability status and the disposition of all applications.

The MD-715 report tables currently require agencies to report applicant flow data for new hires and internal competitive promotions in major occupations, for internal selections to Senior Level positions and for participation in career development.

In FY 2011, 15 (8.33%) of the 180 agencies and subcomponents that submitted MD-715 data, reported collecting comprehensive applicant flow data, down from 42 (22%) of the 192 agencies and subcomponents, that submitted MD-715 data, reporting comprehensive applicant flow data in FY 2010. Figure 7 below shows the percentage of agencies that collected comprehensive applicant data on an annual basis. See [Appendix III](#) for a detailed list of agencies' status.

**Figure 7 - Percent of Agencies that Collect Comprehensive Applicant Flow Data  
FY 2007 – FY 2011**



## **Section F- Responsiveness and Legal Compliance**

The sixth MD-715 element, “Responsiveness and Legal Compliance,” encompasses agencies’ timely filing of required reports with EEOC and timely compliance with EEOC’s issued orders.

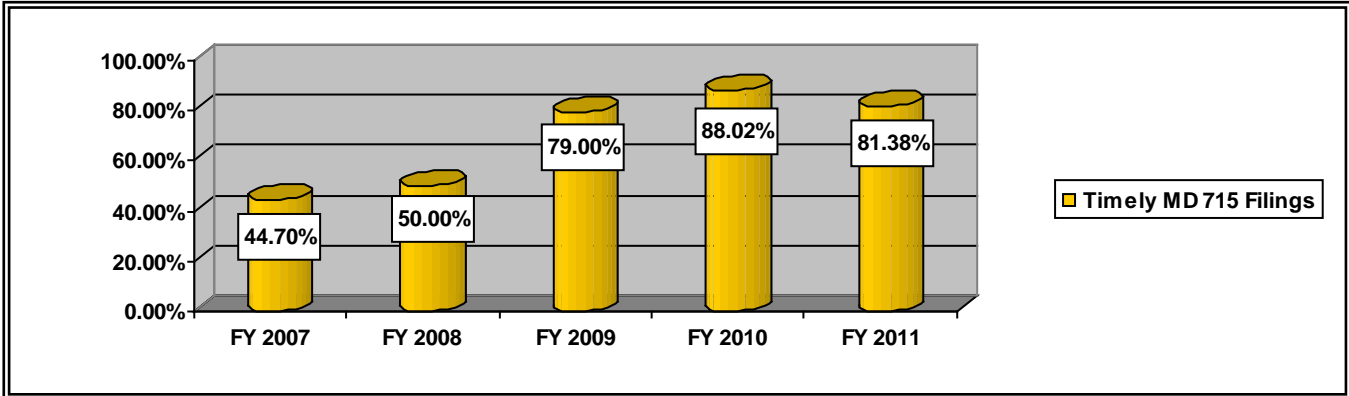
### **1. 81% of Agencies and Subcomponents Timely Submitted MD-715 Reports**

EEOC regulation 29 C.F.R. § 1614.601(g) requires agencies to report to the EEOC employment by race, national origin, sex, and disability in such form and at such times as the Commission requires. In addition, EEOC regulation 29 C.F.R. § 1614.602(c) requires agencies to “submit annually for the review and approval of the Commission written national and regional EEO plans of action.”

MD-715 reports provide information on an agency’s progress in achieving the model EEO program elements, identifying and eliminating barriers, and allow the EEOC to conduct a wide array of examinations of the agency’s Title VII and Section 501 work force profiles. MD-715 applies to all Executive agencies and military departments (except uniformed members) as defined in Sections 102 and 105 of Title 5, U.S.C. (including those with employees and applicants for employment who are paid from non-appropriated funds), the United States Postal Service, the Postal Rate Commission, the Tennessee Valley Authority, the Smithsonian Institution, and those units of the judicial branch of the federal government having positions in the competitive service. These agencies and their Second Level Reporting Components are required to file an EEOC FORM 715-01 on or before January 31<sup>st</sup> of each year.

In FY 2011, 81.38% or 153 of the 188 agencies and sub-components that submitted a MD-715 report did so in a timely manner. EEOC granted extensions on a case by case basis in FY 2011. In FY 2010, 88.02% or 169 of the 192 agencies and subcomponents that submitted a MD-715 report did so by the February 4, 2011 deadline. Agencies that participated in EEOC’s pilot project involving the electronic filing of MD-715 data received an extension until February 28, 2011. See [Appendix III](#) for a detailed list of agencies’ status.

**Figure 8 - Percent of Agencies that Timely Filed the MD-715 Report  
FY 2007 – FY 2011**



**2. 87% of Agencies Post No FEAR Act Data**

On May 15, 2002, Congress enacted the “Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002,” which is commonly referred to as the No FEAR Act. One purpose of the Act is to “require that each Federal agency post quarterly on its public Web site, certain statistical data relating to Federal sector equal employment opportunity complaints filed with such agency[.]” Title III of Public Law 170-174 sets forth the required contents of the posting.

EEOC Regulations 29 C.F.R. §1614.701 to 705 implement Title III - setting forth basic requirements of agency postings, providing data set definitions for clarity, the manner and format with which the data should be posted, reiterating the required contents of the postings and setting forth the requirement for posting comparative data.

Of the 190 agencies and sub-components where we were able to find the agency posting on its web-site, 165 (86.84%) reported or were found to have the required postings of the No FEAR Act available on its public website, up from the 158 (81.44%) of the 194 agencies and sub-components in FY 2010. See [Appendix III](#) for a detailed list of agencies’ status.

## **II. PROFILES FOR SELECTED FEDERAL AGENCIES**

What follows are individual profiles of federal agencies with a total work force of 500 or more employees. These profiles of selected indicators were created with data from the Civilian Personnel Data File (CPDF), which is maintained by the Office of Personnel Management (OPM) or for agencies that do not submit data to the CPDF, from data submitted in their annual Management Directive 715 (MD-715) reports.

Each agency's profile highlights the participation by race, national origin, gender, and disability status of employees in the work force as a whole, as well as in the agency's major occupations, supervisor and manager ranks, Senior Pay Level, career Senior Executive Service (SES) and the "feeder grades" (GS-14 and GS-15) to the SES. All Senior Level pay and management data derives from Agency submitted MD-715 reports.

The profiles include participation rates by race, national origin, gender and Individuals with Targeted Disabilities for persons who serve as supervisors and managers.<sup>15</sup> Additionally, the profiles include data on the participation rates for career SES positions. Since those supervisors and managers comprising an agency's First-Level Officials and Managers may constitute a large portion of an agency's available pool of candidates for higher level managerial positions, a comparison of the data on the participation rates of persons as they progress through the managerial ranks and into the career SES ranks can serve as a diagnostic tool to help agencies uncover and effectively address impediments to fair and open competition in the federal workplace and allow individuals equal opportunity for advancement.

In general, the data for the profiled agencies indicate that a comparison of the participation rates of women, Hispanics or Latinos, Blacks or African Americans, Asians, Native Hawaiian/Other Pacific Islanders and American Indians/Alaska Natives will show a decline from the First-Level positions to the Mid-Level positions and another decline from the Mid-Level positions to the Senior-Level positions.

This year's profile narratives also focus on agencies' participation rates of individuals with targeted disabilities calculated using the number of employees with reportable disabilities and the participation rates of Women in permanent management official positions. Although the EEOC reviews and analyzes the data submitted, each agency remains ultimately responsible for the accuracy of its own data submitted to both EEOC and OPM.

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<sup>15</sup> Employees classified as supervisors and managers who are at the GS-12 level or below are identified as First-Level Officials and Managers; those at the GS-13 or GS-14 level are identified as Mid-Level Officials and Managers; and those at the GS-15 or in the Senior Executive Service are identified as Senior-Level Officials and Managers.



## **List of Agencies Included in the Agency Profile Section**

In addition to the government-wide profile, the following agencies have profiles listed alphabetically in this part:

Government-Wide (II-3)  
Agency for International Development (II-4)  
Agriculture, Department of (II-5)  
Air Force, Department of the (II-6)  
Army, Department of the (II-7)  
Army and Air Force Exchange Service (II-8)  
Broadcasting Board of Governors (II-9)  
Commerce, Department of (II-10)  
Commodity Futures Trading Commission (II-11)  
Consumer Product Safety Commission (II-12)  
Corporation for National & Community Service (II-13)  
Court Services and Offender Supervision Agency (II-14)  
Defense Commissary Agency (II-15)  
Defense Contract Audit Agency (II-16)  
Defense Contract Management Agency (II-17)  
Defense Education Activity, Department of (II-18)  
Defense Finance and Accounting Service (II-19)  
Defense Human Resources Activity (II-20)  
Defense Information Systems Agency (II-21)  
Defense Inspector General, Office of the (II-22)  
Defense Logistics Agency (II-23)  
Defense Media Activity (II-24)  
Defense Missile Defense Agency (II-25)  
Office of the Secretary/Wash. Hqtrs. Services Office (II-26)  
Defense Security Service (II-27)  
Defense Threat Reduction Agency (II-28)  
Defense TRICARE Management Activity (II-29)  
Education, Department of (II-30)  
Energy, Department of (II-31)  
Environmental Protection Agency (II-32)  
Equal Employment Opportunity Commission (II-33)  
Federal Communications Commission (II-34)  
Federal Deposit Insurance Corporation (II-35)  
Federal Energy Regulatory Commission (II-36)  
Federal Housing Finance Agency (II-37)  
Federal Trade Commission (II-38)  
General Services Administration (II-39)  
Government Printing Office (II-40)  
Health and Human Services, Department of (II-41)  
Homeland Security, Department of (II-42)  
Housing and Urban Development, Department of (II-43)  
Interior, Department of the (II-44)  
Justice, Department of (II-45)  
Labor, Department of (II-46)  
National Aeronautics and Space Administration (II-47)  
National Archives and Records Administration (II-48)  
National Credit Union Administration (II-49)  
National Gallery of Art (II-50)  
National Labor Relations Board (II-51)  
National Science Foundation (II-52)  
Navy, Department of the (II-53)  
Nuclear Regulatory Commission (II-54)  
Office of Personnel Management (II-55)  
Peace Corps (II-56)  
Pension Benefit Guaranty Corporation (II-57)  
Railroad Retirement Board (II-58)  
Securities and Exchange Commission (II-59)  
Small Business Administration (II-60)  
Smithsonian Institution (II-61)  
Social Security Administration (II-62)  
State, Department of (II-63)  
Tennessee Valley Authority (II-64)  
Transportation, Department of (II-65)  
Treasury, Department of (II-66)  
U.S. Postal Service (II-67)  
Veterans' Affairs, Department of (II-68)

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Government-Wide (The Government)

**Permanent Workforce:** 2,553,190    **Temporary Workforce:** 290,227    **Total Workforce:** 2,843,417  
**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,553,190	56.85%	43.15%	8.21%	64.40%	18.54%	6.04%	0.38%	1.48%	0.95%	0.94%
<b>Major Occupations:</b>											
<b>GS-14 and GS-15*</b>	169,384	62.22%	37.78%	4.75%	74.46%	13.25%	5.84%	0.12%	0.89%	0.68%	0.53%
<b>Senior Level** Pay SES**</b>	16,373	70.17%	29.84%	3.81%	82.20%	8.09%	3.33%	0.20%	0.81%	0.48%	0.49%
<b>SES**</b>	8,183	68.64%	31.36%	3.84%	80.85%	9.39%	3.04%	0.28%	1.27%	0.89%	0.48%
<b>First-Level Officials/Managers</b>	70,361	59.65%	40.35%	7.65%	68.95%	15.77%	3.15%	0.48%	2.81%	1.20%	0.56%
<b>Mid-Level Officials/Managers</b>	104,286	65.85%	34.15%	7.99%	73.70%	12.25%	3.61%	0.24%	1.29%	0.94%	0.48%
<b>Senior-Level Officials/Managers**</b>	49,950	67.60%	32.51%	4.11%	79.84%	10.88%	3.44%	0.30%	1.05%	0.58%	0.55%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, the Government employed 25,485 (0.9%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 56,868 IWTd were needed. This represents an increase of 268 employees over FY 2010 and an increase of 1,516 employees since FY 2007. The participation rate for FY 2010 was 0.88% and for FY 2007 was 0.92%. Over the 5-year period the Government had a net decrease of 0.02% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	153,815		160,244		202,569		168,707		173,166	
<b>Targeted Disabilities</b>	23,993	15.6%	24,427	15.24%	24,663	12.18%	25,217	14.95%	25,485	14.72%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, The Government employed 1,101,724 Women in permanent positions. Women occupied only 32.51% of The Government's permanent senior level management positions. This represents a decrease of 114 women in senior management positions since FY 2010 and an increase of 4,697 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	976,280	42.05%	1,072,590	43.24%	1,095,487	43.35%	1,108,954	43.25%	1,101,724	43.15%
<b>Senior Level Management</b>	11,542	29.72%	12,179	30.65%	12,928	32.01%	16,353	31.84%	16,239	32.51%
<b>Mid Level Management</b>	22,267	33.84%	19,830	35.53%	20,034	37%	35,596	34.14%	35,616	34.15%
<b>1<sup>st</sup> Level Management</b>	20,108	40.19%	16,597	40.32%	16,902	40.79%	28,174	39.96%	28,394	40.35%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Agency for International Development (AID)

Permanent Workforce: 2,242

Temporary Workforce: 1,652

Total Workforce: 3,894

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,242	45.45%	54.55%	3.26%	63.87%	25.74%	5.98%	0.00%	0.36%	0.80%	0.54%
<b>Major Occupations:</b>											
Misc Admin & Pro	905	51.38%	48.62%	2.87%	80.11%	10.83%	5.08%	0.00%	0.44%	0.66%	0.55%
Management and Program Analysis	538	36.06%	63.94%	2.42%	72.12%	18.96%	5.39%	0.00%	0.93%	0.19%	0.00%
Contracting	293	51.54%	48.46%	3.41%	55.63%	32.76%	6.48%	0.00%	1.02%	0.68%	0.34%
GS-14 and GS-15*	604	49.50%	50.50%	2.48%	66.23%	22.52%	7.95%	0.00%	0.17%	0.66%	0.66%
Senior Pay Level**	42	54.76%	45.24%	4.76%	66.67%	19.05%	7.14%	0.00%	2.38%	0.00%	0.00%
SES**	42	54.76%	45.24%	4.76%	66.67%	19.05%	7.14%	0.00%	2.38%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	131	38.93%	61.07%	3.82%	61.83%	29.77%	3.82%	0.00%	0.00%	0.76%	0.76%
Senior-Level Officials/Managers**	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, AID employed 24 (0.62%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 78 IWTG were needed. This represents an increase of 3 employees over FY 2010 and an increase of 10 employees since FY 2007. The participation rate for FY 2010 was 0.62% and for FY 2007 was 0.58%. Over the 5-year period AID had a net increase of 0.04% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	69		76		77		117		141	
<b>Targeted Disabilities</b>	14	20.29%	15	19.74%	16	20.78%	21	17.95%	24	17.02%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, AID employed 1,223 Women in permanent positions. Women occupied only 0% of AID's permanent senior level management positions. This represents a decrease of 186 women in senior management positions since FY 2010 and a decrease of 151 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	954	53.12%	1,004	53.58%	1,055	53.34%	1,158	54.06%	1,223	54.55%
<b>Senior Level Management</b>	151	35.53%	175	38.21%	180	40%	186	39.57%	0	0%
<b>Mid Level Management</b>	65	54.17%	64	50.79%	67	49.26%	100	46.08%	80	61.07%
<b>1<sup>st</sup> Level Management</b>	30	41.1%	20	32.26%	24	38.71%	29	50.88%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Department of Agriculture (USDA)

Permanent Workforce: 85,742

Temporary Workforce: 19,384

Total Workforce: 105,126

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	85,742	56.04%	43.96%	6.36%	76.47%	11.24%	2.80%	0.16%	2.17%	0.80%	1.04%
<b>Major Occupations:</b>											
Forestry Technician	15,492	81.55%	18.45%	6.40%	87.45%	1.17%	0.77%	0.13%	3.12%	0.96%	0.25%
Biological Science Technician	5,760	58.82%	41.18%	4.27%	85.42%	3.84%	4.03%	0.38%	1.13%	0.94%	0.69%
Gen Natural Resources Mgt And Bio Sc	5,293	63.18%	36.82%	6.52%	82.15%	3.70%	5.18%	0.25%	1.47%	0.74%	0.62%
GS-14 and GS-15*	5,998	64.79%	35.21%	4.28%	77.04%	11.34%	5.84%	0.10%	0.92%	0.48%	0.90%
Senior Pay Level**	359	67.13%	32.87%	5.85%	73.54%	13.37%	3.06%	0.56%	1.39%	2.23%	0.56%
SES**	359	67.13%	32.87%	5.85%	73.54%	13.37%	3.06%	0.56%	1.39%	2.23%	0.56%
First-Level Officials/ Managers	11,710	67.33%	32.67%	6.00%	83.89%	4.44%	1.49%	0.16%	3.19%	0.83%	0.38%
Mid-Level Officials/ Managers	6,624	63.13%	36.87%	4.97%	78.55%	9.54%	4.47%	0.14%	1.59%	0.75%	0.85%
Senior-Level Officials/ Managers**	2,044	69.77%	30.23%	4.75%	77.10%	11.84%	4.40%	0.20%	1.08%	0.64%	0.88%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, USDA employed 965 (0.92%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 2,103 IWTD were needed. This represents an increase of 41 employees over FY 2010 and no change in the number of employees since FY 2007. The participation rate for FY 2010 was 0.85% and for FY 2007 was 0.93%. Over the 5-year period USDA had a net decrease of 0.01% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	6,070		5,703		5,572		5,932		6,273	
Targeted Disabilities	965	15.9%	893	15.66%	883	15.85%	924	15.58%	965	15.38%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, USDA employed 37,688 Women in permanent positions. Women occupied only 30.23% of USDA's permanent senior level management positions. This represents an increase of 36 women in senior management positions since FY 2010 and an increase of 193 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	37,035	43.61%	36,968	43.78%	37,290	43.88%	38,030	43.93%	37,688	43.96%
Senior Level Management	425	26.32%	441	27.34%	447	27.82%	582	25.34%	618	30.23%
Mid Level Management	1,502	32.97%	1,555	34.23%	1,506	35.9%	2,499	35.96%	2,442	36.87%
1 <sup>st</sup> Level Management	1,474	24.41%	1,472	24.4%	1,223	24.04%	3,842	32.36%	3,826	32.67%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Department of the Air Force (USAF)**

Permanent Workforce: 167,877

Temporary Workforce: 10,402

Total Workforce: 178,279

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	167,877	70.97%	29.03%	6.72%	75.73%	11.80%	3.19%	0.37%	1.02%	1.17%	0.54%
<b>Major Occupations:</b>											
<b>Aircraft Mechanic</b>	7,518	96.67%	3.33%	9.01%	79.30%	6.21%	2.67%	0.57%	1.17%	1.06%	0.17%
<b>Contracting</b>	5,821	46.21%	53.79%	5.55%	74.59%	14.76%	2.70%	0.19%	0.79%	1.43%	0.67%
<b>Electronics Engineering</b>	5,090	89.04%	10.96%	4.68%	72.30%	6.62%	14.17%	0.08%	0.83%	1.34%	0.54%
<b>GS-14 and GS-15*</b>	6,766	77.43%	22.57%	3.56%	86.61%	6.38%	1.68%	0.16%	0.62%	0.99%	0.27%
<b>Senior Pay Level**</b>	288	81.60%	18.40%	1.74%	88.89%	4.17%	2.08%	0.00%	1.04%	2.08%	0.00%
<b>SES**</b>	286	81.82%	18.18%	1.75%	89.16%	4.20%	2.10%	0.00%	1.05%	1.75%	0.00%
<b>First-Level Officials/Managers</b>	9,989	67.46%	32.54%	6.14%	76.18%	12.89%	2.41%	0.36%	0.75%	1.26%	0.26%
<b>Mid-Level Officials/Managers</b>	10,845	73.93%	26.07%	4.34%	84.37%	7.44%	1.98%	0.24%	0.77%	0.85%	0.27%
<b>Senior-Level Officials/Managers**</b>	1,942	78.48%	21.52%	2.21%	88.57%	5.15%	1.70%	0.05%	0.88%	1.44%	0.46%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, USAF employed 936 (0.53%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 3,566 IWTD were needed. This represents an increase of 4 employees over FY 2010 and a decrease of 106 employees since FY 2007. The participation rate for FY 2010 was 0.55% and for FY 2007 was 0.67%. Over the 5-year period USAF had a net decrease of 0.14% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	8,083		7,617		7,620		7,906		8,386	
<b>Targeted Disabilities</b>	1,042	12.89%	953	12.51%	934	12.26%	932	11.79%	936	11.16%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, USAF employed 48,728 Women in permanent positions. Women occupied only 21.52% of USAF's permanent senior level management positions. This represents an increase of 10 women in senior management positions since FY 2010 and an increase of 286 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	44,988	30.53%	43,736	30.33%	45,205	30.2%	47,203	29.57%	48,728	29.03%
<b>Senior Level Management</b>	132	17.3%	133	17.62%	95	16.16%	408	21.46%	418	21.52%
<b>Mid Level Management</b>	386	22.04%	411	23.19%	228	19.81%	2,815	26.9%	2,827	26.07%
<b>1<sup>st</sup> Level Management</b>	446	22.82%	419	21.95%	414	22.09%	3,168	32.69%	3,250	32.54%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Department of the Army (ARMY)

Permanent Workforce: 258,962

Temporary Workforce: 25,506

Total Workforce: 284,468

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	258,962	63.88%	36.12%	7.07%	69.90%	16.66%	3.71%	0.53%	0.89%	1.23%	0.63%
<b>Major Occupations:</b>											
Logistics Management	8,588	71.26%	28.74%	5.80%	66.00%	23.61%	1.98%	0.47%	0.84%	1.30%	0.40%
Transportation/ Mobile Equip Mech	7,304	97.89%	2.11%	9.64%	77.94%	8.93%	1.18%	0.44%	1.15%	0.73%	0.05%
Civil Engineering	6,845	82.82%	17.18%	5.03%	81.75%	4.41%	6.73%	0.28%	0.54%	1.26%	0.35%
GS-14 and GS-15*	11,923	73.28%	26.72%	4.61%	78.29%	11.58%	3.70%	0.31%	0.60%	0.90%	0.39%
Senior Pay Level**	547	83.00%	17.00%	1.46%	90.49%	3.29%	3.84%	0.37%	0.00%	0.55%	4.94%
SES**	288	79.86%	20.14%	1.74%	89.24%	4.86%	3.12%	0.00%	0.00%	1.04%	0.35%
First-Level Officials/ Managers	10,430	70.18%	29.82%	7.54%	69.61%	17.41%	2.55%	0.63%	0.98%	1.28%	0.37%
Mid-Level Officials/ Managers	12,456	73.95%	26.05%	5.37%	78.17%	11.16%	3.07%	0.32%	0.78%	1.12%	0.47%
Senior-Level Officials/ Managers**	544	82.90%	17.10%	1.47%	90.44%	3.31%	3.86%	0.37%	0.00%	0.55%	4.96%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, ARMY employed 1,725 (0.61%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 5,689 IWTD were needed. This represents a decrease of 112 employees from FY 2010 and an increase of 6 employees since FY 2007. The participation rate for FY 2010 was 0.64% and for FY 2007 was 0.71%. Over the 5-year period ARMY had a net decrease of 0.1% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	15,559		16,411		18,049		19,162		18,901	
Targeted Disabilities	1,719	11.05%	1,714	10.44%	1,786	9.9%	1,837	9.59%	1,725	9.13%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, ARMY employed 93,531 Women in permanent positions. Women occupied only 17.10% of ARMY's permanent senior level management positions. This represents a decrease of 626 women in senior management positions since FY 2010 and a decrease of 141 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	79,875	36.41%	84,268	36.75%	91,026	37.17%	96,187	36.79%	93,531	36.12%
Senior Level Management	234	16.67%	187	16.29%	186	17.5%	719	22.29%	93	17.10%
Mid Level Management	941	22.21%	401	20.31%	277	17.89%	3,335	26.83%	3,245	26.05%
1 <sup>st</sup> Level Management	1,731	34.89%	639	29.57%	612	29.69%	758	10.47%	3,110	29.82%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Defense Army and Air Force Exchange Services (AAFES)

Permanent Workforce: 35,382      Temporary Workforce: 0      Total Workforce: 35,382

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	35,382	36.67%	63.33%	15.80%	39.54%	26.45%	10.47%	2.82%	0.63%	4.29%	2.39%
<b>Major Occupations:</b>											
Retail Operations	2,423	26.45%	73.55%	13.33%	46.68%	23.28%	8.54%	3.10%	0.62%	4.46%	0.99%
Hospitality & Restaurant	1,031	34.92%	65.08%	14.94%	36.66%	28.90%	12.22%	2.13%	0.87%	4.27%	1.07%
Retail Specialist	328	34.76%	65.24%	10.06%	49.09%	28.05%	7.01%	0.61%	0.61%	4.57%	2.44%
GS-14 and GS-15*	684	63.89%	36.11%	7.46%	72.08%	9.21%	4.82%	0.44%	0.73%	5.26%	0.00%
Senior Pay Level**	14	71.43%	28.57%	14.29%	78.57%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%
SES**	14	71.43%	28.57%	14.29%	78.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	3,832	35.80%	64.22%	12.16%	51.15%	21.97%	7.78%	1.72%	0.65%	4.59%	1.28%
Mid-Level Officials/Managers	552	62.32%	37.68%	7.61%	71.38%	9.06%	5.07%	0.54%	0.54%	5.80%	1.63%
Senior-Level Officials/Managers**	114	72.81%	27.19%	8.77%	76.32%	8.77%	3.51%	0.00%	1.75%	0.88%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, AAFES employed 793 (2.24%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 708 IWTB were needed. This represents a decrease of 54 employees from FY 2010 and an increase of 237 employees since FY 2007. The participation rate for FY 2010 was 2.39% and for FY 2007 was 1.62%. Over the 5-year period AAFES had a net increase of 0.62% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	1,936		3,114		3,272		3,445		3,798	
<b>Targeted Disabilities</b>	556	28.72%	706	22.67%	805	24.6%	847	24.59%	793	20.88%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, AAFES employed 22,409 Women in permanent positions. Women occupied only 27.19% of AAFES's permanent senior level management positions. This represents an increase of 3 women in senior management positions since FY 2010 and an increase of 7 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	21,980	64.14%	22,683	64.3%	22,531	63.63%	22,485	63.32%	22,409	63.33%
<b>Senior Level Management</b>	24	22.22%	26	23.64%	26	22.03%	28	23.33%	31	27.19%
<b>Mid Level Management</b>	196	37.4%	199	37.76%	201	37.92%	204	37.43%	208	37.68%
<b>1<sup>st</sup> Level Management</b>	2,266	64.71%	2,369	64.69%	2,445	64.36%	2,459	64.15%	2,461	64.22%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Broadcasting Board of Governors (BBG)**

Permanent Workforce: 1,632

Temporary Workforce: 112

Total Workforce: 1,744

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,632	59.99%	40.01%	8.46%	53.37%	22.37%	15.44%	0.00%	0.18%	0.18%	0.74%
<b>Major Occupations:</b>											
General Arts and Information	868	64.98%	35.02%	9.68%	51.61%	12.10%	26.15%	0.00%	0.12%	0.35%	0.35%
Audiovisual Production	176	55.11%	44.89%	10.80%	54.55%	18.18%	16.48%	0.00%	0.00%	0.00%	0.57%
GS-14 and GS-15*	251	66.93%	33.07%	7.57%	69.72%	15.54%	6.37%	0.00%	0.40%	0.40%	0.40%
Senior Pay Level**	17	70.59%	29.41%	5.88%	88.24%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%
SES**	17	70.59%	29.41%	5.88%	88.24%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	20	55.00%	45.00%	0.00%	30.00%	60.00%	10.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	308	62.01%	37.99%	8.44%	57.47%	21.43%	12.34%	0.00%	0.32%	0.00%	0.65%
Senior-Level Officials/Managers**	81	69.14%	30.86%	3.70%	85.19%	3.70%	4.94%	0.00%	0.00%	2.47%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, BBG employed 13 (0.75%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 35 IWTB were needed. This is the same as the number of employees in FY 2010 and a decrease of 2 employees since FY 2007. The participation rate for FY 2010 was 0.73% and for FY 2007 was 0.95%. Over the 5-year period BBG had a net decrease of 0.2% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	48		50		48		47		52	
<b>Targeted Disabilities</b>	15	31.25%	15	30%	18	37.5%	13	27.66%	13	25%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, BBG employed 653 Women in permanent positions. Women occupied only 30.86% of BBG's permanent senior level management positions. This represents no change for women in senior management positions since FY 2010 and an increase of 3 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	550	36.81%	637	38.24%	661	39.3%	660	39.64%	653	40.01%
<b>Senior Level Management</b>	22	24.18%	24	25.26%	21	23.6%	25	26.6%	25	30.86%
<b>Mid Level Management</b>	117	35.78%	120	34.99%	128	35.36%	128	34.32%	117	37.99%
<b>1<sup>st</sup> Level Management</b>	3	23.08%	0	0%	2	28.57%	2	28.57%	9	45%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Department of Commerce (DOC)**

Permanent Workforce: 42,709

Temporary Workforce: 4,917

Total Workforce: 47,626

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	42,709	54.60%	45.40%	4.11%	68.11%	15.99%	10.44%	0.13%	0.64%	0.58%	0.83%
<b>Major Occupations:</b>											
Patent Examining	7,180	72.69%	27.31%	3.41%	47.99%	14.03%	33.68%	0.07%	0.33%	0.49%	0.52%
Meteorology	2,667	86.39%	13.61%	2.21%	92.76%	1.95%	2.51%	0.07%	0.41%	0.07%	0.45%
Statistics	1,630	45.95%	54.05%	7.36%	65.34%	20.06%	5.64%	0.00%	0.31%	1.29%	1.41%
GS-14 and GS-15*	6,670	65.94%	34.06%	3.45%	62.98%	12.13%	20.85%	0.06%	0.27%	0.25%	0.51%
Senior Pay Level**	489	69.73%	30.27%	2.45%	80.78%	9.82%	6.34%	0.00%	0.20%	0.41%	0.41%
SES**	489	69.73%	30.27%	2.45%	80.78%	9.82%	6.34%	0.00%	0.20%	0.41%	0.41%
First-Level Officials/Managers	430	36.98%	63.02%	9.53%	56.51%	31.40%	1.63%	0.00%	0.23%	0.70%	1.40%
Mid-Level Officials/Managers	2,056	62.69%	37.31%	3.75%	74.56%	15.52%	5.69%	0.05%	0.10%	0.34%	0.58%
Senior-Level Officials/Managers**	895	68.38%	31.62%	3.80%	80.45%	11.28%	3.46%	0.00%	0.34%	0.67%	1.01%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, DOC employed 386 (0.81%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 953 IWTG were needed. This represents an increase of 10 employees over FY 2010 and an increase of 63 employees since FY 2007. The participation rate for FY 2010 was 0.76% and for FY 2007 was 0.78%. Over the 5-year period DOC had a net increase of 0.03% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	2,332		2,444		3,000		2,855		2,934	
<b>Targeted Disabilities</b>	323	13.85%	337	13.79%	385	12.83%	376	13.17%	386	13.16%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, DOC employed 19,388 Women in permanent positions. Women occupied only 31.62% of DOC's permanent senior level management positions. This represents a decrease of 461 women in senior management positions since FY 2010 and a decrease of 279 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	18,126	46.06%	18,308	45.63%	18,731	45.66%	18,730	45.57%	19,388	45.4%
<b>Senior Level Management</b>	562	26.29%	622	27.94%	658	28.95%	744	30.05%	283	31.62%
<b>Mid Level Management</b>	540	35.71%	553	35.65%	590	37.48%	1,135	36.6%	767	37.31%
<b>1<sup>st</sup> Level Management</b>	298	57.09%	286	61.51%	290	62.1%	322	61.33%	271	63.02%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Commodity Futures Trading Commission (CFTC)**

Permanent Workforce: 637

Temporary Workforce: 28

Total Workforce: 665

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	637	56.83%	43.17%	3.45%	71.74%	17.11%	7.38%	0.00%	0.00%	0.31%	0.16%
<b>Major Occupations:</b>											
General Attorney	258	59.69%	40.31%	2.71%	83.72%	5.43%	8.14%	0.00%	0.00%	0.00%	0.39%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level**	5	80.00%	20.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES**	5	80.00%	20.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers**	74	67.57%	32.43%	4.05%	81.08%	13.51%	0.00%	1.35%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, CFTC employed 1 (0.15%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 13 IWTG were needed. This represents a decrease of one employee from FY 2010 and no change in the number of employees since FY 2007. The participation rate for FY 2010 was 0.29% and for FY 2007 was 0.23%. Over the 5-year period CFTC had a net decrease of 0.08% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	13		12		14		17		14	
Targeted Disabilities	1	7.69%	0	0%	1	7.14%	2	11.76%	1	7.14%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, CFTC employed 275 Women in permanent positions. Women occupied only 32.43% of CFTC's permanent senior level management positions. This represents an increase of 15 women in senior management positions since FY 2010 and an increase of 17 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	208	49.29%	215	48.64%	240	44.69%	276	43.4%	275	43.17%
Senior Level Management	7	29.16%	9	30%	8	27.58%	9	31.03%	0	0%
Mid Level Management	0	0%	0	0%	0	0%	0	0%	0	0%
1 <sup>st</sup> Level Management	0	0%	0	0%	0	0%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Consumer Product Safety Commission (CPSC)**

Permanent Workforce: 517

Temporary Workforce: 31

Total Workforce: 548

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	517	49.71%	50.29%	4.26%	64.99%	19.34%	9.28%	0.00%	0.58%	1.55%	1.55%
<b>Major Occupations:</b>											
Gen Inspect, Invest, Enforce & Compliance	166	55.42%	44.58%	7.83%	71.69%	15.06%	3.61%	0.00%	1.20%	0.60%	1.20%
General Attorney	38	31.58%	68.42%	2.63%	81.58%	7.89%	7.89%	0.00%	0.00%	0.00%	0.00%
Mechanical Engineering	19	89.47%	10.53%	0.00%	63.16%	15.79%	21.05%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	124	47.58%	52.42%	2.42%	77.42%	12.10%	7.26%	0.00%	0.00%	0.81%	1.61%
Senior Pay Level**	14	71.43%	28.57%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES**	14	71.43%	28.57%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	36	55.56%	44.44%	0.00%	66.67%	25.00%	5.56%	0.00%	2.78%	0.00%	0.00%
Senior-Level Officials/Managers**	43	58.14%	41.86%	2.33%	88.37%	4.65%	0.00%	0.00%	0.00%	0.00%	2.33%

\*This data represents only the General Schedule (GS) workforce. Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, CPSC employed 8 (1.46%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 11 IWTd were needed. This represents an increase of one employee over FY 2010 and an increase of one employee since FY 2007. The participation rate for FY 2010 was 1.37% and for FY 2007 was 1.77%. Over the 5-year period CPSC had a net decrease of 0.31% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	35		36		35		35		40	
<b>Targeted Disabilities</b>	7	20%	7	19.44%	7	20%	7	20%	8	20%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, CPSC employed 260 Women in permanent positions. Women occupied only 41.86% of CPSC's permanent senior level management positions. This represents no change for women in senior management positions since FY 2010 and an increase of 1 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	201	52.48%	214	51.81%	226	51.48%	242	50.73%	260	50.29%
<b>Senior Level Management</b>	17	34.69%	19	38.77%	19	36.53%	18	35.29%	18	41.86%
<b>Mid Level Management</b>	14	50%	13	46.42%	13	41.93%	14	40%	16	44.44%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Corporation for National and Community Service (CNCS)

Permanent Workforce: 554

Temporary Workforce: 54

Total Workforce: 608

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	554	34.66%	65.34%	2.53%	61.73%	30.51%	4.33%	0.00%	0.36%	0.54%	0.36%
<b>Major Occupations:</b>											
Misc Admin and Pro	379	32.98%	67.02%	2.64%	68.60%	23.75%	3.43%	0.00%	0.53%	1.06%	0.53%
GS-14 and GS-15*	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level**	18	61.11%	38.79%	5.56%	77.78%	11.11%	5.56%	0.00%	0.00%	0.00%	0.00%
SES**	18	61.11%	38.79%	5.56%	77.78%	11.11%	5.56%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers**	51	54.90%	45.10%	3.92%	70.59%	17.65%	7.84%	0.00%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, CNCS employed 2 (0.33%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 12 IWTD were needed. This is the same as the number of employees in FY 2010 and no change in the number of employees since FY 2007. The participation rate for FY 2010 was 0.32% and for FY 2007 was 0.35%. Over the 5-year period CNCS had a net decrease of 0.02% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	25		24		22		21		21	
Targeted Disabilities	2	8%	3	12.5%	2	9.09%	2	9.52%	2	9.52%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, CNCS employed 362 Women in permanent positions. Women occupied only 45.10% of CNCS's permanent senior level management positions. This represents an increase of 22 women in senior management positions since FY 2010 and an increase of 19 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	318	62.11%	327	63.5%	330	64.58%	358	63.81%	362	65.34%
Senior Level Management	4	44.44%	3	37.5%	1	25%	1	16.67%	23	45.10%
Mid Level Management	2	16.67%	1	12.5%	1	14.29%	1	16.67%	0	0%
1 <sup>st</sup> Level Management	0	0%	0	0%	0	0%	8	66.67%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Court Services and Offender Supervision Agency for the District of Columbia (CSOSA)

Permanent Workforce: 1,221

Temporary Workforce: 22

Total Workforce: 1,243

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,221	35.79%	64.21%	4.18%	12.78%	80.75%	1.47%	0.00%	0.33%	0.49%	0.57%
<b>Major Occupations:</b>											
Social Science	692	33.67%	66.33%	5.78%	11.99%	80.92%	0.87%	0.00%	0.29%	0.14%	0.14%
Misc. Clerk & Assistant	106	9.43%	90.57%	0.00%	5.66%	93.40%	0.00%	0.00%	0.00%	0.94%	0.00%
GS-14 and GS-15*	111	53.15%	46.85%	2.70%	31.53%	59.46%	4.50%	0.00%	0.90%	0.90%	0.00%
Senior Pay Level**	9	66.67%	33.33%	0.00%	44.44%	55.56%	0.00%	0.00%	0.00%	0.00%	0.00%
SES**	9	66.67%	33.33%	0.00%	44.44%	55.56%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	14	42.86%	57.14%	7.14%	0.00%	92.86%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	126	42.86%	57.14%	2.38%	17.46%	79.37%	0.00%	0.00%	0.79%	0.00%	0.00%
Senior-Level Officials/Managers**	36	69.44%	30.56%	5.56%	27.78%	63.89%	2.78%	0.00%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, CSOSA employed 7 (0.56%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 25 IWTd were needed. This represents an increase of 2 employees over FY 2010 and an increase of 5 employees since FY 2007. The participation rate for FY 2010 was 0.4% and for FY 2007 was 0.17%. Over the 5-year period CSOSA had a net increase of 0.39% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	52		54		63		56		72	
Targeted Disabilities	2	3.85%	4	7.41%	8	12.7%	5	8.93%	7	9.72%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, CSOSA employed 784 Women in permanent positions. Women occupied only 30.56% of CSOSA's permanent senior level management positions. This represents no change for women in senior management positions since FY 2010 and a decrease of one since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	708	63.61%	737	63.48%	785	64.03%	787	63.83%	784	64.21%
Senior Level Management	12	33.33%	9	26.47%	12	31.58%	11	30.56%	11	30.56%
Mid Level Management	49	53.26%	54	56.25%	59	53.64%	62	54.87%	72	57.14%
1 <sup>st</sup> Level Management	6	60%	8	44.44%	8	57.14%	0	0%	8	57.14%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Defense Commissary Agency (DeCA)**

Permanent Workforce: 12,643

Temporary Workforce: 2,436

Total Workforce: 15,079

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	12,643	42.28%	57.72%	8.19%	46.90%	27.08%	14.17%	1.54%	0.81%	1.30%	1.68%
<b>Major Occupations:</b>											
General Business and Industry	7,040	36.31%	63.69%	8.05%	45.88%	26.93%	13.13%	1.96%	0.92%	3.12%	1.70%
Store Working	1,795	62.56%	37.44%	8.80%	42.95%	33.04%	12.31%	1.17%	0.72%	1.00%	1.17%
Commissary Management	1,535	53.03%	46.97%	8.66%	56.61%	21.43%	10.55%	1.04%	0.52%	1.17%	0.59%
GS-14 and GS-15*	150	68.00%	32.00%	6.00%	74.67%	14.00%	4.00%	0.00%	1.33%	0.00%	1.33%
Senior Pay Level**	6	83.33%	16.67%	0.00%	66.67%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%
SES**	6	83.33%	16.67%	0.00%	66.67%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	1,231	50.45%	49.55%	7.55%	54.26%	23.31%	11.13%	1.30%	0.97%	1.46%	0.41%
Mid-Level Officials/Managers	249	65.06%	34.94%	8.03%	69.08%	15.66%	6.02%	0.80%	0.00%	0.40%	1.20%
Senior-Level Officials/Managers**	34	70.59%	29.41%	0.00%	76.47%	17.65%	2.94%	0.00%	2.94%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, DeCA employed 229 (1.52%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 302 IWTD were needed. This represents an increase of 59 employees over FY 2010 and an increase of 106 employees since FY 2007. The participation rate for FY 2010 was 1.09% and for FY 2007 was 0.82%. Over the 5-year period DeCA had a net increase of 0.7% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	941		924		976		1,001		1,183	
<b>Targeted Disabilities</b>	123	13.07%	124	13.42%	141	14.45%	170	16.98%	229	19.36%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, DeCA employed 7,298 Women in permanent positions. Women occupied only 29.41% of DeCA's permanent senior level management positions. This represents no change for women in senior management positions since FY 2010 and an increase of 3 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	7,031	60.3%	7,178	60.24%	7,368	59.83%	7,421	58.9%	7,298	57.72%
<b>Senior Level Management</b>	7	22.58%	0	0%	1	25%	10	29.41%	10	29.41%
<b>Mid Level Management</b>	82	32.67%	1	33.33%	1	50%	89	35.32%	87	34.94%
<b>1<sup>st</sup> Level Management</b>	579	50.13%	2	66.67%	2	50%	607	50.75%	610	49.55%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Defense Contract Audit Agency (DCAA)**

Permanent Workforce: 4,814

Temporary Workforce: 38

Total Workforce: 4,852

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	4,814	46.57%	53.43%	5.28%	73.93%	10.28%	8.18%	0.29%	0.31%	1.72%	0.93%
<b>Major Occupations:</b>											
<b>Auditing</b>	4,212	49.69%	50.31%	5.15%	75.19%	8.62%	8.69%	0.26%	0.33%	1.76%	0.76%
<b>Ofc Automation Clerical &amp; Assistant</b>	349	18.34%	81.66%	5.44%	69.63%	17.19%	4.58%	0.57%	0.29%	2.29%	2.58%
<b>GS-14 and GS-15*</b>	305	60.98%	39.02%	2.62%	84.26%	7.21%	4.59%	0.00%	0.33%	0.98%	0.33%
<b>Senior Pay Level**</b>	17	88.24%	11.76%	5.88%	94.12%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%
<b>SES**</b>	17	88.24%	11.76%	5.88%	94.12%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%
<b>First-Level Officials/ Managers</b>	102	11.76%	88.24%	5.88%	63.73%	23.53%	3.92%	0.00%	0.98%	1.96%	1.96%
<b>Mid-Level Officials/ Managers</b>	820	54.51%	45.49%	5.85%	79.15%	7.93%	5.49%	0.00%	0.49%	1.10%	0.85%
<b>Senior-Level Officials/ Managers**</b>	83	68.67%	31.33%	2.41%	89.16%	3.61%	2.41%	0.00%	0.00%	1.20%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, DCAA employed 46 (0.95%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 97 IWTD were needed. This represents an increase of 5 employees over FY 2010 and an increase of 6 employees since FY 2007. The participation rate for FY 2010 was 0.87% and for FY 2007 was 0.98%. Over the 5-year period DCAA had a net decrease of 0.03% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	274		260		246		253		270	
<b>Targeted Disabilities</b>	40	14.6%	39	15%	39	15.85%	41	16.21%	46	17.04%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, DCAA employed 2,572 Women in permanent positions. Women occupied only 31.33% of DCAA's permanent senior level management positions. This represents an increase of 2 women in senior management positions since FY 2010 and an increase of 10 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	2,162	53.25%	2,265	54.75%	2,329	54.26%	2,496	53.3%	2,572	53.43%
<b>Senior Level Management</b>	16	27.59%	3	18.75%	3	20%	24	29.63%	26	31.33%
<b>Mid Level Management</b>	222	37.82%	0	0%	0	0%	369	45%	373	45.49%
<b>1<sup>st</sup> Level Management</b>	63	95.45%	0	0%	0	0%	94	90.38%	90	88.24%

\*Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Defense Contract Management Agency (DCMA)

Permanent Workforce: 10,153

Temporary Workforce: 106

Total Workforce: 10,259

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	10,153	65.47%	34.53%	5.61%	73.64%	13.95%	4.82%	0.18%	0.60%	1.20%	1.18%
<b>Major Occupations:</b>											
Quality Assurance	3,031	86.70%	13.30%	6.27%	79.94%	9.70%	1.95%	0.23%	0.89%	1.02%	0.53%
Contracting	2,336	48.24%	51.76%	4.62%	72.09%	16.48%	4.97%	0.13%	0.47%	1.24%	1.46%
Industrial Specialist	561	62.03%	37.97%	6.24%	74.51%	15.69%	1.96%	0.00%	1.07%	0.53%	1.60%
GS-14 and GS-15*	783	69.86%	30.14%	2.94%	81.35%	11.11%	2.68%	0.00%	0.77%	1.15%	0.64%
Senior Pay Level**	8	50.00%	50.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES**	7	57.14%	42.86%	0.00%	85.71%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	2	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	1,050	71.05%	28.95%	3.90%	79.24%	11.24%	3.33%	0.10%	0.95%	1.24%	0.19%
Senior-Level Officials/Managers**	8	50.00%	50.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, DCMA employed 123 (1.2%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 205 IWTD were needed. This is the same as the number of employees in FY 2010 and an increase of 2 employees since FY 2007. The participation rate for FY 2010 was 1.17% and for FY 2007 was 1.27%. Over the 5-year period DCMA had a net decrease of 0.07% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	720		730		802		859		847	
<b>Targeted Disabilities</b>	121	16.81%	120	16.44%	122	15.21%	123	14.32%	123	14.52%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, DCMA employed 3,506 Women in permanent positions. Women occupied 50% of DCMA's permanent senior level management positions. This represents a decrease of 50 women in senior management positions since FY 2010 and a decrease of 35 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	3,504	36.89%	3,370	36.4%	3,492	35.52%	3,608	34.68%	3,506	34.53%
<b>Senior Level Management</b>	39	30.95%	4	36.36%	3	33.33%	54	34.84%	4	50.00%
<b>Mid Level Management</b>	252	31.82%	0	0%	0	0%	291	29.75%	304	28.95%
<b>1<sup>st</sup> Level Management</b>	3	60%	0	0%	0	0%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Department of Defense Education Activity (DODEA)

Permanent Workforce: 10,452

Temporary Workforce: 5,482

Total Workforce: 15,934

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	10,452	28.00%	72.00%	6.91%	75.87%	13.05%	2.78%	0.25%	0.51%	0.63%	0.26%
<b>Major Occupations:</b>											
Gen Ed & Training	8,307	23.40%	76.60%	3.94%	81.20%	8.88%	3.60%	0.51%	0.70%	1.18%	0.20%
Ed & Vocational Training	3,016	14.03%	85.97%	11.44%	71.75%	14.36%	1.06%	0.07%	0.33%	0.99%	0.43%
Ed & Training Technician	1,763	7.77%	92.23%	10.04%	59.73%	19.80%	6.69%	0.51%	1.08%	2.16%	0.28%
GS-14 and GS-15*	103	54.37%	45.63%	1.94%	80.58%	12.62%	2.91%	0.97%	0.00%	0.97%	0.00%
Senior Pay Level**	8	50.00%	50.00%	0.00%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%
SES**	5	40.00%	60.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	77	81.82%	18.18%	2.60%	61.04%	28.57%	6.49%	0.00%	1.30%	0.00%	0.00%
Mid-Level Officials/ Managers	78	57.69%	42.31%	2.56%	75.64%	15.38%	3.85%	0.00%	0.00%	2.56%	0.00%
Senior-Level Officials/ Managers**	48	52.08%	47.92%	0.00%	85.42%	8.33%	2.08%	0.00%	0.00%	4.17%	1.87%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, DODEA employed 46 (0.29%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 319 IWTD were needed. This represents a decrease of 11 employees from FY 2010 and an increase of 9 employees since FY 2007. The participation rate for FY 2010 was 0.37% and for FY 2007 was 0.24%. Over the 5-year period DODEA had a net increase of 0.05% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	426		420		470		503		514	
<b>Targeted Disabilities</b>	37	8.69%	37	8.81%	42	8.94%	57	11.33%	46	8.95%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, DODEA employed 7,525 Women in permanent positions. Women occupied only 47.92% of DODEA's permanent senior level management positions. This represents a decrease of 10 women in senior management positions since FY 2010 and an increase of 5 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	7,031	71.01%	6,951	71.56%	7,113	71.67%	7,433	71.65%	7,525	72%
<b>Senior Level Management</b>	18	40%	6	50%	9	69.23%	33	53.23%	23	47.92%
<b>Mid Level Management</b>	40	61.54%	3	37.5%	0	0%	33	40.74%	33	42.31%
<b>1<sup>st</sup> Level Management</b>	15	40.54%	0	0%	13	50%	19	19.79%	14	18.18%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Defense Finance and Accounting Service (DFAS)**

Permanent Workforce: 12,142

Temporary Workforce: 102

Total Workforce: 12,244

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	12,142	39.49%	60.51%	2.56%	70.80%	22.61%	2.42%	0.19%	0.77%	0.66%	1.94%
<b>Major Occupations:</b>											
Accounting Technician	3,639	30.06%	69.94%	1.24%	76.45%	19.13%	1.92%	0.08%	0.77%	0.41%	2.91%
Accounting	2,504	43.25%	56.75%	2.52%	74.72%	18.09%	3.27%	0.12%	0.68%	0.60%	1.44%
Financial Admin and Program	1,964	45.06%	54.94%	3.56%	67.26%	25.20%	1.99%	0.25%	0.71%	1.02%	0.87%
GS-14 and GS-15*	361	61.50%	38.50%	3.05%	81.16%	13.57%	1.66%	0.28%	0.00%	0.28%	2.22%
Senior Pay Level**	21	52.38%	47.62%	0.00%	90.48%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%
SES**	21	52.38%	47.62%	0.00%	90.48%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	561	37.97%	62.03%	2.32%	66.67%	27.63%	1.43%	0.36%	0.71%	0.89%	0.53%
Mid-Level Officials/Managers	439	60.36%	39.64%	2.51%	81.32%	14.58%	1.14%	0.23%	0.00%	0.23%	0.68%
Senior-Level Officials/Managers**	108	62.96%	37.04%	2.78%	82.41%	12.04%	9.26%	0.93%	0.00%	3.70%	1.85%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, DFAS employed 238 (1.94%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 245 IWTG were needed. This represents a decrease of 8 employees from FY 2010 and a decrease of 15 employees since FY 2007. The participation rate for FY 2010 was 1.91% and for FY 2007 was 2.03%. Over the 5-year period DFAS had a net decrease of 0.09% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	1,408		1,327		1,317		1,351		1,559	
Targeted Disabilities	253	17.97%	243	18.31%	238	18.07%	246	18.21%	238	15.27%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, DFAS employed 7,347 Women in permanent positions. Women occupied only 37.04% of DFAS's permanent senior level management positions. This represents a decrease of 11 women in senior management positions since FY 2010 and an increase of 23 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	7,445	62.17%	7,280	62.08%	7,380	61.39%	7,707	60.81%	7,347	60.51%
Senior Level Management	17	39.53%	13	39.39%	15	48.39%	51	40.8%	40	37.04%
Mid Level Management	105	45.26%	43	56.58%	32	60.38%	186	40.79%	174	39.64%
1 <sup>st</sup> Level Management	111	68.1%	18	56.25%	7	41.18%	331	62.34%	348	62.03%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Defense Human Resources Activity (DHRA)

Permanent Workforce: 1,202

Temporary Workforce: 55

Total Workforce: 1,257

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,202	44.34%	55.66%	5.24%	63.06%	19.72%	8.24%	0.08%	0.58%	3.08%	0.58%
<b>Major Occupations:</b>											
Human Resources Management	370	35.41%	64.59%	8.11%	55.14%	30.00%	2.70%	0.00%	0.81%	3.24%	0.27%
Management & Program Analysis	228	48.25%	51.75%	3.51%	72.81%	16.23%	5.26%	0.00%	0.00%	2.19%	0.88%
Info Tech Management	202	59.90%	40.10%	7.92%	64.85%	7.92%	17.33%	0.00%	0.00%	1.98%	0.50%
GS-14 and GS-15*	364	47.25%	52.75%	3.85%	73.08%	17.03%	3.57%	0.27%	0.27%	1.92%	0.00%
Senior Pay Level**	11	45.45%	54.55%	0.00%	90.91%	0.00%	0.00%	0.00%	0.00%	9.09%	0.00%
SES**	11	45.45%	54.55%	0.00%	90.91%	0.00%	0.00%	0.00%	0.00%	9.09%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	97	53.61%	46.39%	4.12%	67.01%	18.56%	6.19%	0.00%	0.00%	4.12%	0.00%
Senior-Level Officials/Managers**	201	50.75%	49.25%	1.49%	70.65%	9.95%	12.94%	0.50%	1.00%	3.48%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, DHRA employed 7 (0.56%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 25 IWTD were needed. This is the same as the number of employees in FY 2010 and an increase of 4 employees since FY 2007. The participation rate for FY 2010 was 0.59% and for FY 2007 was 0.34%. Over the 5-year period DHRA had a net increase of 0.22% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	51		64		76		100		108	
Targeted Disabilities	3	5.88%	4	6.25%	3	3.95%	7	7%	7	6.48%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, DHRA employed 669 Women in permanent positions. Women occupied 49.25% of DHRA's permanent senior level management positions. This represents an increase of 51 women in senior management positions since FY 2010 and an increase of 71 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	536	60.77%	543	60.74%	602	59.84%	658	57.67%	669	55.66%
Senior Level Management	28	50.91%	7	58.33%	10	66.67%	48	45.28%	99	49.25%
Mid Level Management	19	43.18%	0	0%	0	0%	46	43.81%	45	46.39%
1 <sup>st</sup> Level Management	1	100%	0	0%	0	0%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Defense Information Systems Agency (DISA)**

Permanent Workforce: 6,412

Temporary Workforce: 52

Total Workforce: 6,464

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	6,412	60.31%	39.69%	3.13%	67.62%	20.48%	6.83%	0.23%	0.62%	1.08%	0.87%
<b>Major Occupations:</b>											
Info Tech Management	2,901	69.49%	30.51%	3.14%	76.08%	15.13%	3.62%	0.24%	0.76%	1.03%	0.90%
Management and Program Analysis	750	36.40%	63.60%	3.33%	57.73%	33.73%	3.33%	0.13%	0.40%	1.33%	0.53%
Telecommunications	527	82.54%	17.46%	2.66%	64.14%	24.48%	6.83%	0.57%	0.95%	0.38%	0.00%
GS-14 and GS-15*	1,384	70.38%	29.62%	2.82%	70.30%	17.77%	7.51%	0.22%	0.51%	0.87%	0.36%
Senior Pay Level**	35	82.86%	17.14%	2.86%	94.29%	2.86%	0.00%	0.00%	0.00%	0.00%	2.86%
SES**	35	82.86%	17.14%	2.86%	94.29%	2.86%	0.00%	0.00%	0.00%	0.00%	2.86%
First-Level Officials/Managers	4	100.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	547	67.09%	32.91%	2.74%	77.33%	14.44%	3.47%	0.37%	0.91%	0.73%	0.37%
Senior-Level Officials/Managers**	331	70.39%	29.61%	1.51%	74.92%	17.22%	4.53%	0.00%	0.60%	1.21%	0.60%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, DISA employed 56 (0.87%) Individuals with Targeted Disabilities (IWTDD). In order to have met the federal 2% participation rate goal, 129 IWTDD were needed. This represents an increase of 2 employees over FY 2010 and an increase of 3 employees since FY 2007. The participation rate for FY 2010 was 0.87% and for FY 2007 was 0.95%. Over the 5-year period DISA had a net decrease of 0.08% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	404		407		426		463		517	
<b>Targeted Disabilities</b>	53	13.12%	55	13.51%	53	12.44%	54	11.66%	56	10.83%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, DISA employed 2,545 Women in permanent positions. Women occupied only 29.61% of DISA's permanent senior level management positions. This represents a decrease of 6 women in senior management positions since FY 2010 and an increase of 14 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	2,375	43.42%	2,381	42.76%	2,413	42.12%	2,501	40.77%	2,545	39.69%
<b>Senior Level Management</b>	84	29.37%	79	29.26%	89	29.18%	104	30.5%	98	29.61%
<b>Mid Level Management</b>	141	33.65%	116	33.53%	130	34.95%	175	33.27%	180	32.91%
<b>1<sup>st</sup> Level Management</b>	7	50%	2	40%	0	0%	1	20%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Defense Office of the Inspector General (DOIG)

Permanent Workforce: 1,496

Temporary Workforce: 45

Total Workforce: 1,541

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,496	57.15%	42.85%	6.55%	64.64%	22.66%	4.14%	0.20%	0.67%	1.14%	1.07%
<b>Major Occupations:</b>											
<b>Auditing</b>	694	53.17%	46.83%	6.48%	64.84%	23.20%	3.89%	0.00%	0.58%	1.01%	0.86%
<b>Criminal Investigating</b>	352	77.84%	22.16%	8.81%	74.72%	9.09%	4.55%	0.85%	0.85%	1.14%	0.00%
<b>General Investigating</b>	62	66.13%	33.87%	6.45%	75.81%	12.90%	1.61%	0.00%	0.00%	3.23%	0.00%
<b>GS-14 and GS-15*</b>	399	64.41%	35.59%	5.01%	73.93%	15.29%	3.51%	0.00%	0.50%	1.75%	1.25%
<b>Senior Pay Level**</b>	21	66.67%	33.33%	0.00%	85.71%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES**</b>	20	65.00%	35.00%	0.00%	85.00%	15.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	5	20.00%	80.00%	0.00%	20.00%	60.00%	20.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	179	60.34%	39.66%	5.59%	69.83%	17.88%	3.35%	0.00%	0.56%	2.79%	1.12%
<b>Senior-Level Officials/Managers**</b>	101	66.34%	33.66%	2.97%	79.21%	11.88%	1.98%	0.00%	0.99%	2.97%	1.98%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, DOIG employed 16 (1.04%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 31 IWTG were needed. This represents a decrease of 3 employees from FY 2010 and a decrease of 2 employees since FY 2007. The participation rate for FY 2010 was 1.17% and for FY 2007 was 1.28%. Over the 5-year period DOIG had a net decrease of 0.24% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	91		101		98		103		94	
<b>Targeted Disabilities</b>	18	19.78%	17	16.83%	18	18.37%	19	18.45%	16	17.02%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, DOIG employed 641 Women in permanent positions. Women occupied only 50% of DOIG's permanent senior level management positions. This represents an increase of 3 women in senior management positions since FY 2010 and an increase of 29 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	588	43.24%	628	42.58%	664	43.31%	681	43.24%	641	42.85%
<b>Senior Level Management</b>	5	29.41%	6	31.58%	7	38.89%	31	31.96%	34	33.66%
<b>Mid Level Management</b>	0	0%	0	0%	0	0%	79	42.25%	71	39.66%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	4	80%	4	80%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2012 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Defense Logistics Agency (DLA)**

Permanent Workforce: 25,231

Temporary Workforce: 294

Total Workforce: 25,525

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	25,231	60.05%	39.95%	5.01%	64.97%	23.86%	3.21%	0.59%	0.84%	1.53%	1.60%
<b>Major Occupations:</b>											
Contracting	3,077	41.60%	58.40%	5.04%	62.27%	28.08%	2.73%	0.10%	0.36%	1.43%	1.07%
Warehousing & Stock Handling	2,258	76.97%	23.03%	11.34%	48.45%	31.58%	4.69%	1.24%	0.97%	1.73%	1.73%
Inventory Management	1,183	48.86%	51.14%	6.68%	58.16%	30.85%	2.20%	0.17%	0.93%	1.01%	1.69%
GS-14 and GS-15*	1,570	59.81%	40.19%	3.76%	75.67%	16.24%	2.55%	0.13%	0.45%	1.21%	0.45%
Senior Pay Level**	23	65.22%	34.78%	4.35%	82.61%	8.70%	0.00%	0.00%	0.00%	4.35%	0.00%
SES**	23	65.22%	34.78%	4.35%	82.61%	8.70%	0.00%	0.00%	0.00%	4.35%	0.00%
First-Level Officials/Managers	804	65.42%	34.58%	5.60%	67.29%	22.51%	1.74%	0.62%	1.24%	1.00%	0.25%
Mid-Level Officials/Managers	1,979	57.81%	42.19%	3.74%	75.44%	16.47%	2.07%	0.40%	0.45%	1.41%	0.56%
Senior-Level Officials/Managers**	334	66.17%	33.83%	2.99%	82.34%	12.87%	0.90%	0.00%	0.60%	0.30%	0.30%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, DLA employed 409 (1.6%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 510 IWTD were needed. This represents a decrease of 7 employees from FY 2010 and an increase of 5 employees since FY 2007. The participation rate for FY 2010 was 1.65% and for FY 2007 was 1.89%. Over the 5-year period DLA had a net decrease of 0.29% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	1,709		1,815		2,170		2,217		2,279	
Targeted Disabilities	404	23.64%	409	22.53%	418	19.26%	416	18.76%	409	17.95%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, DLA employed 10,079 Women in permanent positions. Women occupied only 33.83% of DLA's permanent senior level management positions. This represents a decrease of 17 women in senior management positions since FY 2010 and an increase of 7 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	8,724	41.8%	9,345	41.62%	10,077	41.03%	9,999	40.36%	10,079	39.95%
Senior Level Management	106	34.19%	8	30.77%	7	25%	130	36.21%	113	33.83%
Mid Level Management	596	40.79%	1	50%	0	0%	809	42.83%	835	42.19%
1 <sup>st</sup> Level Management	217	37.16%	0	0%	0	0%	296	36.86%	278	34.58%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Defense Media Activity (DMA)**

Permanent Workforce: 573

Temporary Workforce: 3

Total Workforce: 576

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	573	66.84%	33.16%	3.84%	76.96%	13.79%	2.79%	0.52%	0.17%	1.92%	0.52%
<b>Major Occupations:</b>											
Audiovisual Production	107	81.31%	18.69%	3.74%	82.24%	9.35%	1.87%	0.93%	0.00%	1.87%	0.93%
General Arts and Information	61	75.41%	24.59%	1.64%	86.89%	6.56%	3.28%	0.00%	0.00%	1.64%	1.64%
Training Instruction	56	66.07%	33.93%	3.57%	92.86%	1.79%	0.00%	0.00%	0.00%	1.79%	0.00%
GS-14 and GS-15*	76	77.63%	22.37%	3.95%	84.21%	7.89%	1.32%	0.00%	1.32%	1.32%	0.00%
Senior Pay Level**	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES**	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	50	76.00%	24.00%	4.00%	74.00%	16.00%	4.00%	0.00%	0.00%	2.00%	0.00%
Mid-Level Officials/Managers	82	84.15%	15.85%	3.66%	74.39%	14.63%	3.66%	1.22%	0.00%	2.44%	0.00%
Senior-Level Officials/Managers**	25	88.00%	12.00%	0.00%	92.00%	0.00%	0.00%	0.00%	4.00%	4.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, DMA employed 3 (0.52%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 12 IWTD were needed. This represents a decrease of 2 employees from FY 2010 and an increase of 3 employees since FY 2007. The participation rate for FY 2010 was 0.89% and for FY 2007 was 0%. Over the 5-year period DMA had a net increase of 0.52% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	0		0		0		37		30	
Targeted Disabilities	0	0%	0	0%	0	0%	5	13.51%	3	10%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, DMA employed 190 Women in permanent positions. Women occupied only 12% of DMA's permanent senior level management positions. This represents a decrease of 1 woman in senior management positions since FY 2010.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	0	0%	0	0%	196	35.96%	189	34.05%	190	33.16%
Senior Level Management	0	0%	0	0%	0	0%	4	14.29%	3	12.00%
Mid Level Management	0	0%	0	0%	0	0%	15	16.13%	13	15.85%
1 <sup>st</sup> Level Management	0	0%	0	0%	0	0%	12	24%	12	24%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Defense Missile Defense Agency (DMDA)**

Permanent Workforce: 2,196

Temporary Workforce: 25

Total Workforce: 2,221

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,196	68.17%	31.83%	2.82%	79.87%	11.66%	2.69%	0.14%	0.55%	2.28%	0.55%
<b>Major Occupations:</b>											
General Engineering	872	78.78%	21.22%	2.87%	82.22%	8.14%	3.90%	0.00%	0.57%	2.29%	0.46%
Management and Program Analysis	294	64.63%	35.37%	3.40%	82.31%	9.86%	1.70%	0.34%	0.00%	2.38%	0.68%
Contracting	175	42.29%	57.71%	1.71%	76.57%	13.71%	1.71%	0.57%	1.14%	4.57%	0.00%
GS-14 and GS-15*	23	86.96%	13.04%	13.04%	78.26%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level**	19	78.95%	21.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES**	19	78.95%	21.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers**	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, DMDA employed 12 (0.54%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 44 IWTd were needed. This represents an increase of 2 employees over FY 2010 and an increase of 10 employees since FY 2007. The participation rate for FY 2010 was 0.49% and for FY 2007 was 0.19%. Over the 5-year period DMDA had a net increase of 0.35% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	65		94		125		157		179	
<b>Targeted Disabilities</b>	2	3.08%	6	6.38%	10	8%	10	6.37%	12	6.7%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, DMDA employed 699 Women in permanent positions. Women occupied only 0% of DMDA's permanent senior level management positions. This represents a decrease of 5 women in senior management positions since FY 2010 and a decrease of 4 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	362	35.35%	422	34.99%	487	33.94%	664	33.18%	699	31.83%
<b>Senior Level Management</b>	4	21.05%	5	26.31%	5	27.78%	5	27.78%	0	0%
<b>Mid Level Management</b>	11	35.48%	0	0%	0	0%	0	0%	0	0%
<b>1<sup>st</sup> Level Management</b>	10	58.82%	0	0%	0	0%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Defense Office of the Secretary - Wash. Hqtrs. Services (OSD)

Permanent Workforce: 6,419

Temporary Workforce: 1,328

Total Workforce: 7,747

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	6,419	64.46%	35.54%	3.32%	67.88%	23.09%	3.57%	0.31%	0.36%	1.48%	0.58%
<b>Major Occupations:</b>											
Police	838	87.11%	12.89%	5.73%	50.36%	40.33%	1.43%	0.12%	0.48%	1.55%	0.00%
Foreign Affairs	326	60.12%	39.88%	1.84%	91.10%	1.23%	3.99%	0.00%	0.00%	1.84%	0.00%
General Attorney	281	69.40%	30.60%	1.78%	91.10%	4.27%	2.14%	0.00%	0.00%	0.71%	0.00%
GS-14 and GS-15*	2,013	67.56%	32.44%	3.18%	79.68%	11.48%	3.83%	0.20%	0.25%	1.39%	0.25%
Senior Pay Level**	234	75.64%	24.36%	1.71%	91.03%	2.56%	2.56%	0.00%	1.71%	0.43%	0.00%
SES**	234	75.64%	24.36%	1.71%	91.03%	2.56%	2.56%	0.00%	1.71%	0.43%	0.00%
First-Level Officials/Managers	55	74.55%	25.45%	3.64%	43.64%	50.91%	1.82%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	322	66.15%	33.85%	3.11%	66.46%	25.16%	2.17%	1.24%	0.93%	0.93%	0.31%
Senior-Level Officials/Managers**	504	79.37%	24.60%	2.38%	90.48%	6.35%	2.78%	0.00%	0.99%	0.99%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, OSD employed 40 (0.52%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 155 IWTG were needed. This is the same as the number of employees in FY 2010 and a decrease of 15 employees since FY 2007. The participation rate for FY 2010 was 0.54% and for FY 2007 was 0.72%. Over the 5-year period OSD had a net decrease of 0.2% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	424		464		286		354		363	
<b>Targeted Disabilities</b>	55	12.97%	60	12.93%	42	14.69%	40	11.3%	40	11.02%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, OSD employed 2,281 Women in permanent positions. Women occupied only 24.60% of OSD's permanent senior level management positions. This represents a decrease of 79 women in senior management positions since FY 2010 and an increase of 40 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	2,851	39.7%	2,927	38.69%	1,891	36.23%	2,207	36.05%	2,281	35.54%
<b>Senior Level Management</b>	84	23.2%	102	25.69%	90	26.87%	203	26.06%	124	24.60%
<b>Mid Level Management</b>	18	32.73%	5	25%	3	25%	114	36.19%	109	33.85%
<b>1<sup>st</sup> Level Management</b>	11	52.38%	15	45.45%	0	0%	15	22.73%	14	25.45%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Defense Security Service (DSS)**

Permanent Workforce: 876

Temporary Workforce: 2

Total Workforce: 878

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	876	60.39%	39.61%	3.08%	73.06%	16.89%	3.88%	0.11%	0.68%	2.28%	0.34%
<b>Major Occupations:</b>											
Security Administration	438	54.11%	45.89%	2.51%	72.60%	19.18%	2.05%	0.00%	1.37%	2.28%	0.00%
Intelligence	126	83.33%	16.67%	3.17%	88.10%	5.56%	2.38%	0.00%	0.00%	0.79%	1.59%
Information Technology Management	133	75.94%	24.06%	5.26%	68.42%	14.29%	8.27%	0.75%	0.00%	3.01%	0.00%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level**	6	100.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
SES**	6	100.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers**	56	75.00%	25.00%	1.79%	78.57%	14.29%	1.79%	0.00%	0.00%	3.57%	1.79%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, DSS employed 3 (0.34%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 18 IWTD were needed. This represents a decrease of 3 employees from FY 2010 and a decrease of 3 employees since FY 2007. The participation rate for FY 2010 was 0.7% and for FY 2007 was 1.14%. Over the 5-year period DSS had a net decrease of 0.8% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	39		41		46		57		50	
Targeted Disabilities	6	15.38%	6	14.63%	6	13.04%	6	10.53%	3	6%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, DSS employed 347 Women in permanent positions. Women occupied only 25.00% of DSS's permanent senior level management positions. This represents an increase of 11 women in senior management positions since FY 2010 and an increase of 8 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	216	41.14%	239	41.57%	291	41.16%	339	39.79%	347	39.61%
Senior Level Management	6	24%	5	19.23%	5	20.83%	3	25%	14	25.00%
Mid Level Management	20	34.48%	24	40%	28	42.42%	0	0%	0	0%
1 <sup>st</sup> Level Management	0	0%	0	0%	1	100%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Defense Threat Reduction Agency (DTRA)

Permanent Workforce: 1,231

Temporary Workforce: 19

Total Workforce: 1,250

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,231	61.98%	38.02%	6.58%	67.59%	18.85%	4.47%	0.16%	0.24%	2.11%	0.57%
<b>Major Occupations:</b>											
Management and Program Analysis	120	31.67%	68.33%	7.50%	47.50%	40.83%	0.83%	0.83%	0.00%	2.50%	0.83%
General Physical Science	103	81.55%	18.45%	1.94%	83.50%	5.83%	6.80%	0.00%	0.00%	1.94%	0.97%
Contracting	74	33.78%	66.22%	9.46%	62.16%	14.86%	5.41%	0.00%	0.00%	8.11%	0.00%
GS-14 and GS-15*	440	73.41%	26.59%	2.27%	79.77%	11.36%	4.32%	0.23%	0.45%	1.59%	0.23%
Senior Pay Level**	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES**	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	11	81.82%	18.18%	27.27%	54.55%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	117	61.54%	38.46%	4.27%	64.10%	26.50%	1.71%	0.00%	0.85%	2.56%	0.00%
Senior-Level Officials/Managers**	168	77.38%	22.62%	0.60%	82.74%	10.71%	2.98%	0.00%	0.00%	2.98%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, DTRA employed 9 (0.72%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 25 IWTD were needed. This represents a decrease of one employee from FY 2010 and an increase of 2 employees since FY 2007. The participation rate for FY 2010 was 0.76% and for FY 2007 was 0.63%. Over the 5-year period DTRA had a net increase of 0.09% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	104		116		133		132		121	
Targeted Disabilities	7	6.73%	9	7.76%	10	7.52%	10	7.58%	9	7.44%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, DTRA employed 468 Women in permanent positions. Women occupied only 22.62% of DTRA's permanent senior level management positions. This represents an increase of 2 women in senior management positions since FY 2010 and an increase of 35 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	438	39.96%	446	37.99%	451	38.29%	504	38.83%	468	38.02%
Senior Level Management	3	23.08%	3	23.08%	3	23.08%	36	21.56%	38	22.62%
Mid Level Management	0	0%	0	0%	0	0%	46	35.66%	45	38.46%
1 <sup>st</sup> Level Management	0	0%	0	0%	0	0%	5	23.81%	2	18.18%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Defense TRICARE Management Activity (DTMA)

Permanent Workforce: 5,690

Temporary Workforce: 386

Total Workforce: 6,076

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	5,690	38.17%	61.83%	4.66%	48.47%	37.29%	7.56%	0.18%	0.33%	1.51%	1.09%
<b>Major Occupations:</b>											
Nurse	908	11.34%	88.66%	4.74%	51.43%	30.95%	11.45%	0.33%	0.00%	1.10%	0.11%
Medical Officer	286	60.84%	39.16%	1.40%	76.92%	4.55%	15.03%	0.70%	0.35%	1.05%	0.00%
Medical Support Assistance	236	16.53%	83.47%	3.81%	19.07%	71.61%	3.39%	0.42%	0.00%	1.69%	0.42%
GS-14 and GS-15*	493	58.42%	41.58%	3.25%	72.82%	17.04%	5.07%	0.00%	0.81%	1.01%	0.41%
Senior Pay Level**	10	80.00%	20.00%	0.00%	90.00%	0.00%	10.00%	0.00%	0.00%	0.00%	10.00%
SES**	10	80.00%	20.00%	0.00%	90.00%	0.00%	10.00%	0.00%	0.00%	0.00%	10.00%
First-Level Officials/Managers	205	45.85%	54.15%	4.39%	44.39%	43.90%	2.93%	0.00%	1.46%	2.93%	0.98%
Mid-Level Officials/Managers	213	55.87%	44.13%	7.04%	61.03%	25.35%	6.10%	0.00%	0.00%	0.47%	0.47%
Senior-Level Officials/Managers**	107	57.01%	42.99%	2.80%	82.24%	11.21%	1.87%	0.00%	1.87%	0.00%	1.87%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, DTMA employed 66 (1.09%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 122 IWTG were needed. This represents an increase of 52 employees over FY 2010 and an increase of 53 employees since FY 2007. The participation rate for FY 2010 was 0.87% and for FY 2007 was 1.19%. Over the 5-year period DTMA had a net decrease of 0.1% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	71		81		0		103		369	
Targeted Disabilities	13	18.31%	13	16.05%	0	0%	14	13.59%	66	17.89%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management#

As of September 30, 2011, DTMA employed 3,518 Women in permanent positions. Women occupied only 42.99% of DTMA's permanent senior level management positions. This represents a decrease of 8 women in senior management positions since FY 2010 and an increase of 44 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	528	54.43%	566	51.92%	599	51.72%	704	51.46%	3,518	61.83%
Senior Level Management	2	25.01%	13	31.7%	15	34.09%	54	38.03%	46	42.99%
Mid Level Management	11	35.48%	1	20%	0	0%	46	43.4%	94	44.13%
1 <sup>st</sup> Level Management	10	58.82%	1	50%	1	100%	24	64.86%	111	54.15%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Department of Education (ED)

**Permanent Workforce:** 4,133  
**Workforce Composition #**

**Temporary Workforce:** 487

**Total Workforce:** 4,620

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	4,133	37.36%	62.64%	4.91%	51.22%	36.83%	5.35%	0.07%	0.60%	1.02%	1.43%
<b>Major Occupations:</b>											
<b>Management and Program Analysis</b>	984	31.10%	68.90%	3.76%	51.32%	41.36%	2.44%	0.00%	0.61%	0.51%	1.32%
<b>General Attorney</b>	415	33.73%	66.27%	5.78%	64.34%	19.04%	8.43%	0.24%	0.72%	1.45%	1.69%
<b>Education Program</b>	368	29.08%	70.92%	5.98%	57.34%	30.71%	2.72%	0.27%	1.63%	1.36%	0.27%
<b>GS-14 and GS-15*</b>	1,427	41.28%	58.72%	3.57%	65.24%	25.02%	4.77%	0.00%	0.77%	0.63%	1.33%
<b>Senior Pay Level**</b>	87	55.17%	44.83%	3.45%	73.56%	17.24%	5.75%	0.00%	0.00%	0.00%	0.00%
<b>SES**</b>	87	55.17%	44.83%	3.45%	73.56%	17.24%	5.75%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	298	41.61%	58.39%	4.70%	57.38%	30.54%	6.71%	0.00%	0.67%	0.00%	1.01%
<b>Senior-Level Officials/Managers**</b>	417	48.44%	51.56%	2.88%	70.74%	22.06%	2.88%	0.00%	0.96%	0.48%	1.44%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

### Targeted Disabilities

As of September 30, 2011, ED employed 61 (1.32%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 92 IWTG were needed. This represents an increase of one employee over FY 2010 and an increase of 2 employees since FY 2007. The participation rate for FY 2010 was 1.32% and for FY 2007 was 1.36%. Over the 5-year period ED had a net decrease of 0.04% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	210		197		202		226		249	
<b>Targeted Disabilities</b>	59	28.1%	59	29.95%	55	27.23%	60	26.55%	61	24.5%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

### Women in Management #

As of September 30, 2011, ED employed 2,589 Women in permanent positions. Women occupied 51.56% of ED's permanent senior level management positions. This represents a decrease of 73 women in senior management positions since FY 2010 and a decrease of 37 since FY 2007.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>WOMEN IN:</b>										
<b>Permanent Workforce</b>	2,459	63.56%	2,473	63.31%	2,446	63.62%	2,568	62.91%	2,589	62.64%
<b>Senior Level Management</b>	252	48.28%	261	49.34%	266	50.47%	288	49.48%	215	51.56%
<b>Mid Level Management</b>	220	55.28%	178	54.27%	175	56.09%	173	55.45%	174	58.39%
<b>1<sup>st</sup> Level Management</b>	4	100%	0	0%	0	0%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Department of Energy (DOE)**

Permanent Workforce: 15,715

Temporary Workforce: 666

Total Workforce: 16,381

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	15,715	61.71%	38.29%	6.35%	75.14%	11.07%	4.75%	0.17%	1.34%	1.18%	0.75%
<b>Major Occupations:</b>											
General Engineering	1,637	80.82%	19.18%	8.80%	74.95%	5.19%	8.55%	0.06%	1.47%	0.98%	0.24%
General Physical Science	657	73.82%	26.18%	4.41%	83.11%	4.41%	5.33%	0.46%	1.83%	0.46%	0.30%
Contracting	646	43.65%	56.35%	8.20%	71.98%	14.55%	3.10%	0.15%	1.24%	0.77%	0.62%
GS-14 and GS-15*	4,399	66.33%	33.67%	3.73%	79.34%	9.25%	5.98%	0.16%	0.82%	0.73%	0.61%
Senior Pay Level**	354	74.86%	25.14%	3.39%	84.46%	7.06%	3.95%	4.24%	0.85%	0.00%	0.28%
SES**	325	74.46%	25.54%	3.69%	84.92%	7.38%	3.69%	4.00%	0.62%	0.00%	0.31%
First-Level Officials/Managers	15	40.00%	60.00%	6.67%	86.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	855	65.96%	34.04%	4.80%	80.23%	6.78%	5.38%	0.00%	1.75%	1.05%	0.94%
Senior-Level Officials/Managers**	1410	69.22%	30.78%	3.90%	81.63%	9.57%	4.11%	4.18%	1.21%	0.50%	0.57%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, DOE employed 119 (0.73%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 328 IWTd were needed. This represents a decrease of 5 employees from FY 2010 and a decrease of 3 employees since FY 2007. The participation rate for FY 2010 was 0.75% and for FY 2007 was 0.82%. Over the 5-year period DOE had a net decrease of 0.09% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	898		874		834		882		934	
<b>Targeted Disabilities</b>	122	13.59%	118	13.5%	120	14.39%	124	14.06%	119	12.74%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, DOE employed 6,017 Women in permanent positions. Women occupied only 30.78% of DOE's permanent senior level management positions. This represents an increase of 51 women in senior management positions since FY 2010 and an increase of 76 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011**	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	5,554	38.38%	5,785	38.6%	5,940	38.73%	6,110	38.34%	6,017	38.29%
<b>Senior Level Management</b>	358	25.25%	336	25.77%	356	26.49%	383	27.01%	434	30.78%
<b>Mid Level Management</b>	430	33.33%	247	31.63%	247	34.02%	278	32.63%	291	34.04%
<b>1<sup>st</sup> Level Management</b>	13	16.67%	7	53.85%	3	37.5%	5	55.56%	9	60%

#Numbers represent permanent employees only. Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Environmental Protection Agency (EPA)**

Permanent Workforce: 17,241

Temporary Workforce: 1,536

Total Workforce: 18,777

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	17,241	48.00%	52.00%	5.61%	68.16%	18.01%	6.32%	0.13%	0.68%	1.09%	1.33%
<b>Major Occupations:</b>											
Environ. Protection Specialist	2,752	39.72%	60.28%	4.87%	71.88%	16.50%	4.29%	0.15%	1.27%	1.05%	1.34%
Gen. Physical Science	2,423	58.07%	41.93%	5.45%	79.41%	7.59%	5.86%	0.04%	0.74%	0.91%	0.66%
Environ. Engineering	1,964	66.19%	33.81%	8.25%	70.67%	8.60%	11.30%	0.05%	0.20%	0.92%	0.61%
GS-14 and GS-15*	5,267	55.31%	44.69%	4.59%	77.22%	11.37%	5.34%	0.11%	0.61%	0.76%	0.74%
Senior Pay Level**	279	59.50%	40.50%	5.38%	78.49%	10.04%	4.66%	0.36%	0.72%	0.36%	0.36%
SES**	279	59.50%	40.50%	5.38%	78.49%	10.04%	4.66%	0.36%	0.72%	0.36%	0.36%
First-Level Officials/Managers	1	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	572	57.52%	42.48%	4.90%	75.87%	12.59%	4.72%	0.00%	1.22%	0.70%	0.70%
Senior-Level Officials/Managers**	1,484	58.02%	41.98%	4.99%	78.77%	10.98%	3.84%	0.07%	0.81%	0.54%	0.27%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, EPA employed 236 (1.26%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 376 IWTD were needed. This represents a decrease of 6 employees from FY 2010 and an increase of 51 employees since FY 2007. The participation rate for FY 2010 was 1.29% and for FY 2007 was 1.02%. Over the 5-year period EPA had a net increase of 0.24% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	806		815		1,147		1,137		1,115	
<b>Targeted Disabilities</b>	185	22.95%	191	23.44%	240	20.92%	242	21.28%	236	21.17%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, EPA employed 8,966 Women in permanent positions. Women occupied only 41.98% of EPA's permanent senior level management positions. This represents an increase of 27 women in senior management positions since FY 2010 and an increase of 70 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	8,699	51.6%	8,746	51.83%	8,838	51.83%	8,932	51.92%	8,966	52%
<b>Senior Level Management</b>	553	39.61%	568	40.23%	604	41.34%	596	40.63%	623	41.98%
<b>Mid Level Management</b>	228	41.99%	235	41.59%	255	41.87%	259	43.17%	243	42.48%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	1	100%	0	0%	1	100%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Equal Employment Opportunity Commission (EEOC)

Permanent Workforce: 2,451

Temporary Workforce: 28

Total Workforce: 2,479

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,451	36.03%	63.97%	13.06%	40.07%	40.76%	3.67%	0.12%	0.61%	1.71%	2.65%
<b>Major Occupations:</b>											
General Investigating	867	40.02%	59.98%	18.45%	37.60%	38.06%	3.23%	0.12%	0.81%	1.73%	2.77%
General Attorney	505	40.00%	60.00%	7.92%	61.98%	22.38%	5.94%	0.00%	0.20%	1.58%	1.98%
Compliance Inspection and Support	133	36.84%	63.16%	21.05%	28.57%	46.62%	2.26%	0.00%	1.50%	0.00%	5.26%
GS-14 and GS-15*	563	39.08%	60.92%	9.41%	58.61%	25.58%	5.33%	0.00%	0.18%	0.89%	2.49%
Senior Pay Level**	29	68.97%	31.03%	3.45%	34.48%	62.07%	0.00%	0.00%	0.00%	0.00%	3.45%
SES**	29	68.97%	31.03%	3.45%	34.48%	62.07%	0.00%	0.00%	0.00%	0.00%	3.45%
First-Level Officials/Managers	40	42.50%	57.50%	7.50%	27.50%	60.00%	5.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	191	32.98%	67.02%	14.66%	44.50%	35.08%	5.76%	0.00%	0.00%	0.00%	1.57%
Senior-Level Officials/Managers**	103	57.28%	42.72%	8.74%	51.46%	35.92%	2.91%	0.00%	0.00%	0.97%	3.88%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, EEOC employed 65 (2.62%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 50 IWTB were needed. This represents a decrease of 3 employees from FY 2010 and an increase of 7 employees since FY 2007. The participation rate for FY 2010 was 2.67% and for FY 2007 was 2.65%. Over the 5-year period EEOC had a net decrease of 0.03% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	236		257		259		289		277	
Targeted Disabilities	58	24.58%	65	25.29%	60	23.17%	68	23.53%	65	23.47%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, EEOC employed 1,568 Women in permanent positions. Women occupied only 42.72% of EEOC's permanent senior level management positions. This represents no change for women in senior management positions since FY 2010 and a decrease of 10 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	1,436	67.04%	1,456	66.85%	1,526	65.41%	1,623	64.79%	1,568	63.97%
Senior Level Management	54	45.76%	49	44.95%	44	40%	44	41.9%	44	42.72%
Mid Level Management	122	61.62%	115	60.21%	134	63.51%	139	64.35%	128	67.02%
1 <sup>st</sup> Level Management	26	65%	25	64.1%	22	62.86%	23	56.1%	23	57.5%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Federal Communications Commission (FCC)

Permanent Workforce: 1,709

Temporary Workforce: 75

Total Workforce: 1,784

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,709	47.22%	52.78%	3.16%	58.16%	31.13%	7.14%	0.00%	0.29%	0.12%	0.94%
<b>Major Occupations:</b>											
General Attorney	546	47.99%	52.01%	1.83%	78.94%	13.74%	5.31%	0.00%	0.18%	0.00%	1.65%
Electronics Engineering	266	88.35%	11.65%	4.14%	63.91%	10.90%	20.68%	0.00%	0.38%	0.00%	0.38%
GS-14 and GS-15*	1,010	58.12%	41.88%	1.98%	73.47%	16.04%	8.22%	0.00%	0.20%	0.10%	1.09%
Senior Pay Level**	38	60.53%	39.47%	2.63%	84.21%	7.89%	5.26%	0.00%	0.00%	0.00%	2.63%
SES**	38	60.53%	39.47%	2.63%	84.21%	7.89%	5.26%	0.00%	0.00%	0.00%	2.63%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	29	37.93%	62.07%	3.45%	48.28%	48.28%	0.00%	0.00%	0.00%	0.00%	3.45%
Senior-Level Officials/Managers**	283	59.72%	40.28%	1.06%	79.51%	13.43%	5.65%	0.00%	0.35%	0.00%	1.06%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, FCC employed 18 (1.01%) Individuals with Targeted Disabilities (IWTDD). In order to have met the federal 2% participation rate goal, 36 IWTDD were needed. This represents a decrease of 2 employees from FY 2010 and a decrease of one employee since FY 2007. The participation rate for FY 2010 was 1.09% and for FY 2007 was 1.05%. Over the 5-year period FCC had a net decrease of 0.04% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	84		86		81		87		83	
Targeted Disabilities	19	22.62%	19	22.09%	18	22.22%	20	22.99%	18	21.69%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, FCC employed 902 Women in permanent positions. Women occupied only 40.28% of FCC's permanent senior level management positions. This represents a decrease of 44 women in senior management positions since FY 2010 and an increase of 4 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	944	53.7%	943	53.64%	938	53.85%	929	53.33%	902	52.78%
Senior Level Management	110	41.98%	100	40.16%	106	40.61%	158	40.83%	114	40.28%
Mid Level Management	21	67.74%	22	64.71%	20	60.61%	22	64.71%	18	62.07%
1 <sup>st</sup> Level Management	1	100%	0	0%	1	100%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Federal Deposit Insurance Corporation (FDIC)

Permanent Workforce: 5,507

Temporary Workforce: 2,851

Total Workforce: 8,358

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	5,507	56.07%	43.93%	3.58%	73.67%	17.56%	4.10%	0.04%	0.51%	0.54%	0.56%
<b>Major Occupations:</b>											
Financial Institution Examining	2,964	63.90%	36.10%	3.54%	81.88%	10.05%	3.21%	0.03%	0.47%	0.81%	0.40%
Gen. Business & Industry	1,301	69.41%	30.59%	2.92%	78.86%	10.91%	4.15%	0.23%	0.15%	2.77%	0.46%
Financial Analysis	520	73.08%	26.92%	4.42%	80.19%	9.42%	4.81%	0.00%	0.58%	0.58%	0.00%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level**	292	69.86%	30.14%	2.74%	82.88%	10.62%	3.08%	0.00%	0.34%	0.34%	0.00%
SES**	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers**	301	69.44%	30.56%	2.99%	83.06%	10.30%	2.99%	0.00%	0.33%	0.33%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, FDIC employed 47 (0.56%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 167 IWTD were needed. This is the same as the number of employees in FY 2010 and an increase of 15 employees since FY 2007. The participation rate for FY 2010 was 0.58% and for FY 2007 was 0.69%. Over the 5-year period FDIC had a net decrease of 0.13% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	252		259		367		457		456	
<b>Targeted Disabilities</b>	32	12.7%	35	13.51%	45	12.26%	47	10.28%	47	10.31%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, FDIC employed 2,419 Women in permanent positions. Women occupied only 30.56% of FDIC's permanent senior level management positions. This represents an increase of 58 women in senior management positions since FY 2010 and an increase of 70 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	1,945	44.49%	2,025	44.78%	2,227	44.19%	2,298	43.52%	2,419	43.93%
<b>Senior Level Management</b>	22	24.72%	26	26%	25	23.81%	34	27.64%	92	30.56%
<b>Mid Level Management</b>	10	31.25%	12	52.17%	17	53.13%	27	49.09%	0	0%
<b>1<sup>st</sup> Level Management</b>	7	87.5%	5	83.33%	3	75%	4	80%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Federal Energy Regulatory Commission (FERC)

Permanent Workforce: 1,457

Temporary Workforce: 20

Total Workforce: 1,477

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,457	55.80%	44.20%	1.72%	63.97%	19.70%	7.00%	0.00%	0.75%	6.86%	0.55%
<b>Major Occupations:</b>											
General Business & Industry	302	61.59%	38.41%	2.65%	75.50%	15.56%	4.97%	0.00%	0.33%	0.99%	0.99%
General Attorney	260	51.15%	48.85%	1.92%	81.54%	9.62%	5.38%	0.00%	0.38%	1.15%	0.77%
Civil Engineer	136	83.82%	16.18%	5.15%	72.06%	4.41%	17.65%	0.00%	0.74%	0.00%	0.00%
GS-14 and GS-15*	610	63.28%	36.72%	1.31%	79.18%	9.02%	5.41%	0.00%	0.49%	4.59%	0.82%
Senior Pay Level**	42	76.19%	23.81%	2.38%	80.95%	9.52%	7.14%	0.00%	0.00%	4.26%	0.00%
SES**	42	76.19%	23.81%	2.38%	80.95%	9.52%	7.14%	0.00%	0.00%	4.26%	0.00%
First-Level Officials/Managers	128	32.81%	67.19%	1.56%	42.19%	37.50%	5.47%	0.00%	3.12%	10.16%	0.00%
Mid-Level Officials/Managers	228	49.56%	50.44%	2.63%	58.33%	32.46%	2.63%	0.00%	0.00%	3.95%	1.32%
Senior-Level Officials/Managers**	216	69.91%	30.09%	3.24%	77.31%	10.65%	6.94%	0.00%	1.85%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, FERC employed 8 (0.54%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 30 IWTD were needed. This is the same as the number of employees in FY 2010 and a decrease of 5 employees since FY 2007. The participation rate for FY 2010 was 0.54% and for FY 2007 was 1%. Over the 5-year period FERC had a net decrease of 0.46% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	80		81		94		86		86	
Targeted Disabilities	13	16.25%	11	13.58%	12	12.77%	8	9.3%	8	9.3%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, FERC employed 644 Women in permanent positions. Women occupied only 30.09% of FERC's permanent senior level management positions. This represents a decrease of 8 women in senior management positions since FY 2010 and an increase of 65 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	592	46.61%	606	45.46%	649	44.79%	644	44.2%	644	44.2%
Senior Level Management	0	0%	21	27.63%	65	27.08%	73	28.63%	65	30.09%
Mid Level Management	0	0%	0	0%	112	50.91%	115	50.44%	115	50.44%
1 <sup>st</sup> Level Management	0	0%	0	0%	89	64.49%	86	67.19%	86	67.19%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Federal Housing Finance Agency (FHFA)**

Permanent Workforce: 585

Temporary Workforce: 33

Total Workforce: 618

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	585	56.58%	43.42%	2.91%	68.55%	19.32%	8.55%	0.00%	0.00%	0.68%	0.51%
<b>Major Occupations:</b>											
Misc Admin and Pro	168	51.19%	48.81%	3.57%	72.02%	19.64%	4.76%	0.00%	0.00%	0.00%	0.60%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level**	61	72.13%	27.87%	4.92%	85.25%	8.20%	0.00%	0.00%	1.64%	0.00%	1.64%
SES**	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers**	51	52.94%	47.06%	7.84%	76.47%	15.69%	0.00%	0.00%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, FHFA employed 4 (0.65%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 12 IWTG were needed. This is the same as the number of employees in FY 2010 and an increase of 3 employees since FY 2007. The participation rate for FY 2010 was 0.88% and for FY 2007 was 0.75%. Over the 5-year period FHFA had a net decrease of 0.1% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	0		9		20		21		30	
Targeted Disabilities	0	0%	1	11.11%	3	15%	4	19.04%	4	13.33%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, FHFA employed 254 Women in permanent positions. Women occupied only 47.06% of FHFA's permanent senior level management positions. This represents a decrease of 1 woman in senior management positions since FY 2010 and an increase of 24 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	NA	NA	NA	NA	182	43.33%	198	45.3%	254	43.42%
Senior Level Management	NA	NA	NA	NA	NA	NA	25	34.72%	24	47.06%
Mid Level Management	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
1 <sup>st</sup> Level Management	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data. NA = data not available.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Federal Trade Commission (FTC)**

Permanent Workforce: 1,042

Temporary Workforce: 93

Total Workforce: 1,135

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,042	50.48%	49.52%	3.65%	71.98%	16.89%	6.43%	0.10%	0.29%	0.67%	0.38%
<b>Major Occupations:</b>											
General Attorney	619	51.21%	48.79%	4.20%	82.23%	5.49%	7.11%	0.00%	0.16%	0.81%	0.32%
GS-14 and GS-15*	570	53.86%	46.14%	4.39%	79.65%	7.02%	7.89%	0.18%	0.35%	0.53%	0.35%
Senior Pay Level**	39	64.10%	35.90%	0.00%	89.74%	5.13%	5.13%	0.00%	0.00%	0.00%	0.00%
SES**	39	64.10%	35.90%	0.00%	89.74%	5.13%	5.13%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	18	38.89%	61.11%	11.11%	50.00%	27.78%	11.11%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers**	121	61.98%	38.02%	2.48%	90.08%	5.79%	4.13%	0.00%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, FTC employed 6 (0.53%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 23 IWTD were needed. This represents a decrease of one employee from FY 2010 and no change in the number of employees since FY 2007. The participation rate for FY 2010 was 0.59% and for FY 2007 was 0.55%. Over the 5-year period FTC had a net decrease of 0.02% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	31		30		31		36		36	
Targeted Disabilities	6	19.35%	5	16.67%	5	16.13%	7	19.44%	6	16.67%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, FTC employed 516 Women in permanent positions. Women occupied only 38.02% of FTC's permanent senior level management positions. This represents a decrease of 25 women in senior management positions since FY 2010 and a decrease of 34 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	0	0%	521	51.53%	526	50.97%	553	50.64%	516	49.52%
Senior Level Management	80	34.78%	86	37.55%	71	34.98%	71	34.98%	46	38.02%
Mid Level Management	29	63.04%	25	60.98%	20	62.5%	24	68.57%	11	61.11%
1 <sup>st</sup> Level Management	3	100%	3	100%	2	100%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### General Services Administration (GSA)

Permanent Workforce: 12,537

Temporary Workforce: 202

Total Workforce: 12,739

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	12,537	51.38%	48.62%	5.11%	61.11%	26.34%	5.58%	0.20%	0.63%	1.04%	0.79%
<b>Major Occupations:</b>											
Contracting	1,584	37.44%	62.56%	5.37%	52.59%	34.91%	5.49%	0.06%	0.57%	1.01%	0.63%
General Business and Industry	1,462	55.88%	44.12%	5.34%	67.85%	20.45%	4.38%	0.07%	0.62%	1.30%	0.48%
Building Management	974	68.48%	31.52%	6.67%	62.22%	26.39%	2.87%	0.41%	0.72%	0.72%	0.31%
GS-14 and GS-15*	2,610	56.05%	43.95%	2.91%	70.88%	20.23%	4.75%	0.04%	0.42%	0.77%	0.27%
Senior Pay Level**	72	61.11%	38.89%	5.56%	84.72%	6.94%	1.39%	0.00%	0.00%	0.00%	0.00%
SES**	72	61.11%	38.89%	5.56%	84.72%	6.94%	1.39%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	50	56.00%	44.00%	10.00%	50.00%	24.00%	10.00%	4.00%	0.00%	2.00%	0.00%
Mid-Level Officials/Managers	1,649	56.52%	43.48%	4.43%	67.13%	23.23%	4.06%	0.12%	0.73%	0.30%	0.12%
Senior-Level Officials/Managers**	762	57.74%	46.59%	2.76%	77.30%	15.35%	3.54%	0.00%	0.13%	0.66%	0.26%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, GSA employed 100 (0.78%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 255 IWTd were needed. This represents a decrease of 3 employees from FY 2010 and an increase of 2 employees since FY 2007. The participation rate for FY 2010 was 0.8% and for FY 2007 was 0.82%. Over the 5-year period GSA had a net decrease of 0.04% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	542		537		573		633		650	
<b>Targeted Disabilities</b>	98	18.08%	97	18.06%	100	17.45%	103	16.27%	100	15.38%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, GSA employed 6,096 Women in permanent positions. Women occupied only 46.59% of GSA's permanent senior level management positions. This represents an increase of 34 women in senior management positions since FY 2010 and an increase of 105 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	504	51.17%	5,844	49.31%	6,050	48.99%	6,166	48.76%	6,096	48.62%
<b>Senior Level Management</b>	250	36.98%	271	37.96%	302	39.68%	321	40.33%	355	46.59%
<b>Mid Level Management</b>	636	42.23%	655	42.64%	686	42.93%	693	42.75%	717	43.48%
<b>1<sup>st</sup> Level Management</b>	27	35.53%	26	44.07%	27	41.54%	26	42.62%	22	44%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Government Printing Office (GPO)**

Permanent Workforce: 2,166

Temporary Workforce: 29

Total Workforce: 2,195

**Workforce Composition \***

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,166	58.82%	41.18%	1.48%	41.46%	53.60%	2.45%	0.14%	0.51%	0.37%	1.39%
<b>Major Occupations:</b>											
Misc Printing & Reprod.	236	60.59%	39.41%	0.42%	21.19%	77.97%	0.42%	0.00%	0.00%	0.00%	0.42%
Printing Services	222	50.90%	49.10%	1.35%	62.16%	33.33%	1.35%	0.45%	1.35%	0.00%	0.00%
Bindery Working	208	64.90%	35.10%	1.44%	38.94%	57.69%	1.92%	0.00%	0.00%	0.00%	0.96%
GS-14 and GS-15	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*Numbers represent permanent employees only.

**Targeted Disabilities**

As of September 30, 2011, GPO employed 31 (1.41%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 44 IWTd were needed. This represents a decrease of 2 employees from FY 2010 and a decrease of 7 employees since FY 2007. The participation rate for FY 2010 was 1.44% and for FY 2007 was 1.67%. Over the 5-year period GPO had a net decrease of 0.26% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	149		152		161		173		170	
<b>Targeted Disabilities</b>	38	25.5%	37	24.34%	33	20.5%	33	19.08%	31	18.24%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2011, GPO employed 892 Women in permanent positions.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011**	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	5,843	49.28%	992	42.19%	947	41.52%	933	41.21%	892	41.18%
<b>Senior Level Management</b>	23	25%	25	28.41%	21	25%	23	27.71%	0	0%
<b>Mid Level Management</b>	52	40.63%	56	44.09%	57	44.53%	59	46.46%	0	0%
<b>1<sup>st</sup> Level Management</b>	14	58.33%	17	65.38%	14	66.67%	13	61.9%	0	0%

\*Numbers represent permanent employees only. \*\*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Department of Health and Human Services (HHS)

Permanent Workforce: 61,230

Temporary Workforce: 24,412

Total Workforce: 85,642

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	61,230	35.29%	64.71%	3.22%	50.98%	20.32%	7.91%	0.09%	17.15%	0.33%	1.00%
<b>Major Occupations:</b>											
Medical Officer	6,694	64.58%	35.42%	2.94%	78.28%	5.20%	11.77%	0.10%	1.42%	0.28%	0.48%
Nurse	5,782	16.05%	83.95%	2.78%	69.77%	5.47%	3.16%	0.14%	18.49%	0.19%	0.35%
General Health Science	5,611	40.38%	59.62%	2.83%	70.70%	9.71%	14.26%	0.11%	1.89%	0.50%	0.62%
GS-14 and GS-15*	13,488	43.87%	56.13%	2.93%	70.97%	13.87%	10.27%	0.04%	1.71%	0.20%	0.70%
Senior Pay Level**	813	58.06%	41.94%	2.09%	79.34%	8.61%	7.63%	0.00%	2.34%	0.00%	0.49%
SES**	441	49.66%	50.34%	2.72%	76.87%	12.93%	3.40%	0.00%	4.08%	0.00%	0.45%
First-Level Officials/Managers	988	27.53%	72.47%	1.11%	25.10%	10.22%	0.40%	0.00%	63.06%	0.10%	0.30%
Mid-Level Officials/Managers	2,289	42.77%	57.23%	3.93%	61.69%	20.23%	5.77%	0.04%	8.21%	0.13%	0.74%
Senior-Level Officials/Managers**	3,370	52.17%	47.83%	2.17%	79.11%	10.59%	5.70%	0.00%	2.43%	0.00%	0.59%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, HHS employed 747 (0.87%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 1,713 IWTG were needed. This represents an increase of 75 employees over FY 2010 and an increase of 151 employees since FY 2007. The participation rate for FY 2010 was 0.81% and for FY 2007 was 0.81%. Over the 5-year period HHS had a net increase of 0.06% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	3,561		3,562		3,629		4,138		4,480	
Targeted Disabilities	596	16.74%	596	16.73%	592	16.31%	672	16.24%	747	16.67%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, HHS employed 39,621 Women in permanent positions. Women occupied only 47.83% of HHS's permanent senior level management positions. This represents an increase of 70 women in senior management positions since FY 2010 and an increase of 302 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	34,427	63.97%	35,041	64.56%	36,982	64.81%	38,785	64.74%	39,621	64.71%
Senior Level Management	1,310	45.27%	1,389	46.35%	1,501	48.2%	1,542	48.19%	1,612	47.83%
Mid Level Management	1,137	52.69%	1,148	53.4%	1,231	54.98%	1,253	55.74%	1,310	57.23%
1 <sup>st</sup> Level Management	737	71.69%	728	70.54%	756	71.52%	736	71.18%	716	72.47%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Department of Homeland Security (DHS)

Permanent Workforce: 181,288

Temporary Workforce: 16,954

Total Workforce: 198,242

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	181,288	68.09%	31.91%	20.02%	57.77%	14.60%	4.61%	0.35%	0.70%	1.96%	0.38%
<b>Major Occupations:</b>											
Compliance Inspection & Support	54,254	58.72%	41.28%	15.81%	53.14%	22.37%	4.75%	0.61%	0.98%	2.35%	0.46%
Gen. Inspection & Investigation	24,668	75.17%	24.83%	17.61%	63.93%	10.81%	5.36%	0.21%	0.92%	1.17%	0.29%
Border Patrol Agent	21,291	95.04%	4.96%	49.77%	45.16%	1.62%	0.85%	0.11%	0.40%	2.08%	0.04%
GS-14 and GS-15*	15,721	65.24%	34.76%	8.98%	70.80%	14.27%	4.26%	0.10%	0.48%	1.12%	0.32%
Senior Pay Level**	735	71.84%	28.16%	5.71%	80.82%	10.34%	2.31%	0.41%	0.41%	0.00%	0.14%
SES**	693	71.43%	28.57%	5.77%	80.38%	10.82%	2.16%	0.43%	0.43%	0.00%	0.14%
First-Level Officials/Managers	1,324	56.65%	43.35%	22.28%	55.06%	16.62%	3.93%	0.30%	0.53%	1.28%	0.53%
Mid-Level Officials/Managers	13,618	78.51%	21.49%	26.24%	60.38%	7.55%	3.16%	0.15%	0.51%	1.99%	0.13%
Senior-Level Officials/Managers**	3,762	69.17%	30.83%	7.18%	76.79%	12.09%	2.60%	0.08%	0.58%	0.66%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, DHS employed 775 (0.39%) Individuals with Targeted Disabilities (IWTDD). In order to have met the federal 2% participation rate goal, 3,965 IWTDD were needed. This represents an increase of 31 employees over FY 2010 and an increase of 101 employees since FY 2007. The participation rate for FY 2010 was 0.39% and for FY 2007 was 0.41%. Over the 5-year period DHS had a net decrease of 0.02% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	5,995		6,330		6,846		7,167		7,627	
Targeted Disabilities	674	11.24%	692	10.93%	727	10.62%	744	10.38%	775	10.16%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, DHS employed 57,856 Women in permanent positions. Women occupied only 30.83% of DHS's permanent senior level management positions. This represents an increase of 8 women in senior management positions since FY 2010 and an increase of 478 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	47,218	32.16%	51,894	32.47%	54,591	32.21%	55,267	31.97%	57,856	31.91%
Senior Level Management	682	28.07%	835	29.08%	997	29.98%	1,152	31.16%	1,160	30.83%
Mid Level Management	1,600	27.16%	1,796	27.14%	1,984	26.61%	2,846	22.45%	2,926	21.49%
1 <sup>st</sup> Level Management	1,109	21.95%	1,122	20.3%	1,195	19.77%	686	33.5%	574	43.35%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Department of Housing and Urban Development (HUD)

Permanent Workforce: 9,305

Temporary Workforce: 453

Total Workforce: 9,758

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	9,305	39.48%	60.52%	6.96%	48.35%	37.89%	5.15%	0.12%	1.05%	0.47%	1.12%
<b>Major Occupations:</b>											
Gen. Business & Industry	3,031	37.25%	62.75%	7.75%	53.25%	33.03%	3.56%	0.13%	1.88%	0.40%	1.15%
Management & Program Analysis	783	33.59%	66.41%	4.85%	43.30%	44.96%	5.11%	0.26%	0.89%	0.64%	1.15%
General Attorney	401	45.64%	54.36%	6.23%	65.09%	20.45%	7.48%	0.00%	0.50%	0.25%	0.75%
GS-14 and GS-15*	2,361	49.09%	50.91%	5.72%	54.21%	33.84%	5.25%	0.04%	0.72%	0.21%	0.68%
Senior Pay Level**	112	55.36%	44.64%	4.46%	57.14%	31.25%	1.79%	0.00%	2.68%	1.79%	1.79%
SES**	112	55.36%	44.64%	4.46%	57.14%	31.25%	1.79%	0.00%	2.68%	1.79%	1.79%
First-Level Officials/Managers	1	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	695	48.20%	51.80%	8.92%	53.24%	33.53%	3.31%	0.00%	0.58%	0.43%	0.58%
Senior-Level Officials/Managers**	816	53.55%	46.45%	4.90%	57.72%	32.60%	2.82%	0.00%	1.47%	0.37%	0.98%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, HUD employed 106 (1.09%) Individuals with Targeted Disabilities (IWTGD). In order to have met the federal 2% participation rate goal, 195 IWTGD were needed. This represents a decrease of 15 employees from FY 2010 and a decrease of 20 employees since FY 2007. The participation rate for FY 2010 was 1.21% and for FY 2007 was 1.31%. Over the 5-year period HUD had a net decrease of 0.22% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	681		667		630		678		656	
<b>Targeted Disabilities</b>	126	18.5%	116	17.39%	107	16.98%	121	17.85%	106	16.16%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, HUD employed 5,631 Women in permanent positions. Women occupied only 46.45% of HUD's permanent senior level management positions. This represents an increase of 24 women in senior management positions since FY 2010 and an increase of 47 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	5,654	60.86%	5,796	61.05%	5,647	61.43%	5,742	60.81%	5,631	60.52%
<b>Senior Level Management</b>	332	42.46%	353	44.35%	335	44.43%	355	45.22%	379	46.45%
<b>Mid Level Management</b>	368	51.11%	381	52.41%	389	53.51%	395	52.6%	360	51.8%
<b>1<sup>st</sup> Level Management</b>	2	66.67%	2	100%	0	0%	0	0%	1	100%

\*Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Department of the Interior (DOI)**

**Permanent Workforce: 58,437**

**Temporary Workforce: 18,788**

**Total Workforce: 77,225**

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	58,437	59.99%	40.01%	5.52%	74.11%	5.69%	2.10%	0.37%	10.91%	1.30%	1.05%
<b>Major Occupations:</b>											
<b>Park Ranger</b>	5,677	64.33%	35.67%	3.73%	87.85%	3.31%	1.23%	0.49%	1.96%	1.43%	0.88%
<b>Gen Natural Resources Mgt &amp; Bio Sc</b>	3,977	63.21%	36.79%	3.95%	88.81%	1.06%	1.43%	0.15%	3.65%	0.96%	0.65%
<b>Maintenance Mechanic</b>	3,747	93.17%	6.83%	6.19%	73.61%	6.00%	0.80%	0.88%	11.50%	1.01%	0.67%
<b>GS-14 and GS-15*</b>	5,353	65.51%	34.49%	3.36%	79.88%	4.99%	2.58%	0.07%	8.11%	1.01%	0.52%
<b>Senior Pay Level**</b>	359	69.92%	30.08%	4.46%	77.44%	6.13%	1.39%	0.28%	9.47%	0.84%	0.00%
<b>SES**</b>	274	65.69%	34.31%	5.11%	74.09%	7.30%	0.73%	0.36%	11.68%	0.73%	0.00%
<b>First-Level Officials/Managers</b>	4,835	66.37%	33.63%	5.44%	79.17%	2.75%	1.39%	0.33%	9.53%	1.39%	0.48%
<b>Mid-Level Officials/Managers</b>	4,774	65.86%	34.14%	4.15%	79.53%	3.79%	1.78%	0.17%	9.26%	1.30%	0.65%
<b>Senior-Level Officials/Managers**</b>	1,337	66.87%	33.13%	3.29%	78.68%	5.76%	1.57%	0.22%	9.80%	0.67%	0.52%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, DOI employed 718 (0.93%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 1,544 IWTd were needed. This represents a decrease of 32 employees from FY 2010 and an increase of 18 employees since FY 2007. The participation rate for FY 2010 was 0.95% and for FY 2007 was 0.97%. Over the 5-year period DOI had a net decrease of 0.04% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	4,484		4,552		4,671		4,765		4,755	
<b>Targeted Disabilities</b>	700	15.61%	689	15.14%	699	14.96%	750	15.74%	718	15.1%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, DOI employed 23,383 Women in permanent positions. Women occupied only 33.13% of DOI's permanent senior level management positions. This represents a decrease of 25 women in senior management positions since FY 2010 and an increase of 59 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	22,481	39.53%	22,536	39.8%	23,037	39.91%	23,422	40.1%	23,383	40.01%
<b>Senior Level Management*</b>	384	29%	407	30.13%	441	30.67%	468	31.45%	443	33.13%
<b>Mid Level Management</b>	1,371	31.36%	1,436	32.63%	1,496	33.02%	1,572	33.78%	1,630	34.14%
<b>1<sup>st</sup> Level Management</b>	1,489	32.97%	1,514	33.01%	1,575	33.4%	1,613	33.7%	1,626	33.63%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Department of Justice (DOJ)**

Permanent Workforce: 113,632  
Workforce Composition #

Temporary Workforce: 2,641

Total Workforce: 116,273

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	113,632	60.96%	39.04%	8.67%	70.07%	16.75%	3.30%	0.11%	0.78%	0.32%	0.39%
<b>Major Occupations:</b>											
<b>Criminal Investigating</b>	24,415	84.48%	15.52%	7.86%	81.81%	6.00%	3.43%	0.07%	0.51%	0.30%	0.05%
<b>Correctional Officer</b>	17,585	86.37%	13.63%	12.61%	61.36%	22.84%	1.31%	0.27%	1.27%	0.34%	0.30%
<b>General Attorney</b>	10,796	59.42%	40.58%	4.45%	82.72%	7.16%	4.77%	0.04%	0.43%	0.44%	0.45%
<b>GS-14 and GS-15*</b>	15,383	65.44%	34.56%	5.59%	77.76%	11.94%	4.04%	0.02%	0.47%	0.18%	0.33%
<b>Senior Pay Level**</b>	1,862	69.66%	30.34%	4.73%	84.53%	7.36%	2.58%	0.05%	0.48%	0.27%	0.21%
<b>SES**</b>	657	71.99%	28.01%	5.33%	82.80%	9.44%	1.52%	0.00%	0.91%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	4,292	62.51%	37.49%	11.81%	62.30%	22.16%	1.98%	0.07%	1.54%	0.14%	0.23%
<b>Mid-Level Officials/Managers</b>	8,926	70.02%	29.98%	8.23%	74.21%	13.51%	3.07%	0.07%	0.82%	0.09%	0.17%
<b>Senior-Level Officials/Managers**</b>	2,794	70.04%	29.96%	6.08%	77.42%	12.56%	3.08%	0.00%	0.57%	0.29%	0.32%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, DOJ employed 456 (0.39%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 2,325 IWTd were needed. This represents an increase of 4 employees over FY 2010 and an increase of 44 employees since FY 2007. The participation rate for FY 2010 was 0.39% and for FY 2007 was 0.39%. Over the 5-year period DOJ had no change in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	3,329		3,315		3,444		3,681		3,754	
<b>Targeted Disabilities</b>	412	12.38%	408	12.31%	421	12.22%	452	12.28%	456	12.15%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, DOJ employed 44,357 Women in permanent positions. Women occupied only 29.96% of DOJ's permanent senior level management positions. This represents a decrease of 564 women in senior management positions since FY 2010 and a decrease of 240 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	40,797	39.36%	41,426	39.38%	43,085	39.45%	44,572	39.27%	44,357	39.04%
<b>Senior Level Management</b>	1,077	28.74%	1,110	28.55%	1,220	30.08%	1,401	31.09%	837	29.96%
<b>Mid Level Management</b>	1,752	27.46%	1,852	28.24%	2,003	28.83%	2,721	30.21%	2,676	29.98%
<b>1<sup>st</sup> Level Management</b>	1,407	36.27%	1,404	36.02%	1,403	35.51%	1,674	35.72%	1,609	37.49%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Department of Labor (DOL)

Permanent Workforce: 15,709

Temporary Workforce: 589

Total Workforce: 16,298

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	15,709	50.56%	49.44%	7.82%	63.27%	22.38%	5.55%	0.08%	0.62%	0.28%	1.20%
<b>Major Occupations:</b>											
Mine Safety and Health	1,404	95.58%	4.42%	2.64%	95.44%	1.21%	0.14%	0.00%	0.57%	0.00%	0.21%
Wage & Hour Investigation Series	1,335	50.94%	49.06%	23.52%	49.81%	17.08%	7.87%	0.15%	0.75%	0.82%	0.75%
Economist	1,243	63.07%	36.93%	4.67%	78.84%	9.57%	6.60%	0.00%	0.24%	0.08%	0.48%
GS-14 and GS-15*	2,490	54.46%	45.54%	4.98%	71.81%	16.83%	5.90%	0.08%	0.40%	0.00%	0.84%
Senior Pay Level**	242	62.81%	37.19%	5.79%	78.51%	11.57%	3.72%	0.00%	0.41%	0.00%	0.41%
SES**	242	62.81%	37.19%	5.79%	78.51%	11.57%	3.72%	0.00%	0.41%	0.00%	0.41%
First-Level Officials/Managers	50	12.00%	88.00%	8.00%	58.00%	30.00%	2.00%	0.00%	0.00%	2.00%	0.00%
Mid-Level Officials/Managers	1,779	60.82%	39.18%	8.49%	71.44%	15.85%	3.49%	0.11%	0.45%	0.17%	0.34%
Senior-Level Officials/Managers**	796	59.05%	40.95%	5.03%	75.50%	14.57%	4.40%	0.00%	0.50%	0.00%	0.50%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, DOL employed 205 (1.26%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 326 IWTG were needed. This represents an increase of 17 employees over FY 2010 and an increase of 12 employees since FY 2007. The participation rate for FY 2010 was 1.13% and for FY 2007 was 1.25%. Over the 5-year period DOL had a net increase of 0.01% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	956		923		937		1,015		1,035	
Targeted Disabilities	193	20.19%	188	20.37%	171	18.25%	188	18.52%	205	19.81%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, DOL employed 7,766 Women in permanent positions. Women occupied only 40.95% of DOL's permanent senior level management positions. This represents a decrease of 27 women in senior management positions since FY 2010 and an increase of 71 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	7,348	49.39%	7,291	49.22%	7,521	49.31%	7,853	49.39%	7,766	49.44%
Senior Level Management	255	36.43%	272	37.26%	294	38.79%	353	40.25%	326	40.95%
Mid Level Management	509	35.72%	506	35.46%	527	36.98%	702	38.53%	697	39.18%
1 <sup>st</sup> Level Management	49	84.48%	43	87.76%	40	85.11%	52	85.25%	44	88%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### National Aeronautics and Space Administration (NASA)

Permanent Workforce: 17,930

Temporary Workforce: 702

Total Workforce: 18,632

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	17,930	64.43%	35.57%	6.02%	74.26%	11.59%	6.41%	0.09%	0.71%	0.91%	1.14%
<b>Major Occupations:</b>											
<b>Aerospace Engineering</b>	4,472	79.72%	20.28%	5.57%	79.43%	5.64%	7.96%	0.02%	0.56%	0.83%	0.85%
<b>General Engineering</b>	3,145	75.83%	24.17%	7.15%	80.51%	5.72%	5.15%	0.00%	0.79%	0.67%	0.41%
<b>Computer Engineering</b>	908	70.59%	29.41%	4.19%	71.59%	11.12%	12.11%	0.00%	0.22%	0.77%	0.66%
<b>GS-14 and GS-15*</b>	8,856	73.42%	26.58%	4.98%	79.65%	7.31%	6.74%	0.08%	0.58%	0.67%	0.60%
<b>Senior Pay Level**</b>	432	73.38%	26.62%	4.63%	83.33%	6.48%	4.86%	0.00%	0.23%	0.46%	0.00%
<b>SES**</b>	432	73.38%	26.62%	4.63%	83.33%	6.48%	4.86%	0.00%	0.23%	0.46%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	331	62.54%	37.46%	4.83%	74.62%	13.90%	5.74%	0.60%	0.30%	0.00%	0.30%
<b>Senior-Level Officials/Managers**</b>	1,927	72.81%	27.19%	5.09%	81.27%	7.94%	4.72%	0.00%	0.57%	0.42%	0.47%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, NASA employed 210 (1.13%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 373 IWTG were needed. This represents an increase of 2 employees over FY 2010 and an increase of 32 employees since FY 2007. The participation rate for FY 2010 was 1.11% and for FY 2007 was 0.96%. Over the 5-year period NASA had a net increase of 0.17% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	942		933		929		957		1,001	
<b>Targeted Disabilities</b>	178	18.9%	173	18.54%	183	19.7%	208	21.73%	210	20.98%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, NASA employed 6,377 Women in permanent positions. Women occupied only 27.19% of NASA's permanent senior level management positions. This represents a decrease of 39 women in senior management positions since FY 2010 and an increase of 55 women since FY 2007.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>WOMEN IN:</b>										
<b>Permanent Workforce</b>	957	42.36%	6,069	35.51%	6,085	35.52%	6,155	35.52%	6,377	35.57%
<b>Senior Level Management</b>	469	25.27%	490	25.8%	526	26.58%	563	27.61%	524	27.19%
<b>Mid Level Management</b>	137	35.4%	134	36.81%	125	37.2%	125	38.7%	124	37.46%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	1	100%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### National Archives and Records Administration (NARA)

Permanent Workforce: 2,809

Temporary Workforce: 712

Total Workforce: 3,521

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,809	47.13%	52.87%	1.60%	69.06%	25.56%	2.53%	0.07%	0.32%	0.85%	1.53%
<b>Major Occupations:</b>											
Archives Technician	1,765	49.35%	50.65%	1.76%	58.58%	35.69%	2.27%	0.17%	0.34%	1.19%	1.70%
Archivist	363	49.59%	50.41%	0.55%	92.56%	4.13%	1.10%	0.00%	0.28%	1.38%	0.83%
General Arts and Information	219	37.44%	62.56%	0.91%	77.17%	18.26%	2.74%	0.00%	0.00%	0.91%	0.91%
GS-14 and GS-15*	274	56.57%	43.43%	1.46%	83.21%	10.22%	4.74%	0.00%	0.00%	0.36%	0.73%
Senior Pay Level**	14	78.57%	21.43%	0.00%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%
SES**	14	78.57%	21.43%	0.00%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	146	45.89%	54.11%	1.37%	70.55%	28.08%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	154	52.60%	47.40%	0.65%	91.56%	7.14%	0.00%	0.00%	0.00%	0.65%	0.65%
Senior-Level Officials/Managers**	95	63.16%	36.84%	1.05%	84.21%	8.42%	6.32%	0.00%	0.00%	0.00%	1.05%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, NARA employed 46 (1.31%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 70 IWTD were needed. This represents a decrease of 4 employees from FY 2010 and an increase of 2 employees since FY 2007. The participation rate for FY 2010 was 1.42% and for FY 2007 was 1.48%. Over the 5-year period NARA had a net decrease of 0.17% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	157		161		177		192		190	
Targeted Disabilities	44	28.03%	43	26.71%	49	27.68%	50	26.04%	46	24.21%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, NARA employed 1,485 Women in permanent positions. Women occupied only 36.84% of NARA's permanent senior level management positions. This represents a decrease of 5 women in senior management positions since FY 2010 and an increase of 8 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	6,027	35.32%	1,365	53.2%	1,411	52.87%	1,494	53.13%	1,485	52.87%
Senior Level Management	27	30.34%	31	34.07%	34	34.69%	40	40%	35	36.84%
Mid Level Management	67	39.64%	66	42.04%	72	43.9%	68	43.04%	73	47.4%
1 <sup>st</sup> Level Management	69	58.97%	72	54.55%	73	52.14%	76	53.9%	79	54.11%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**National Credit Union Administration (NCUA)**

Permanent Workforce: 1,157

Temporary Workforce: 18

Total Workforce: 1,175

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,157	55.14%	44.86%	4.06%	75.19%	13.57%	4.75%	0.43%	0.43%	1.56%	0.61%
<b>Major Occupations:</b>											
Credit Union Examiner	915	59.13%	40.87%	3.50%	79.78%	9.73%	4.59%	0.55%	0.44%	1.42%	0.55%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level**	45	66.67%	33.33%	2.22%	88.89%	2.22%	4.44%	0.00%	0.00%	2.22%	0.00%
SES**	45	66.67%	33.33%	2.22%	88.89%	2.22%	4.44%	0.00%	0.00%	2.22%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers***	134	64.93%	35.07%	4.48%	88.06%	3.73%	2.24%	0.75%	0.00%	0.75%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, NCUA employed 7 (0.6%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 24 IWTD were needed. This represents an increase of 3 employees over FY 2010 and an increase of 5 employees since FY 2007. The participation rate for FY 2010 was 0.37% and for FY 2007 was 0.22%. Over the 5-year period NCUA had a net increase of 0.38% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	50		50		61		60		85	
<b>Targeted Disabilities</b>	2	4%	2	4%	4	6.56%	4	6.67%	7	8.24%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, NCUA employed 519 Women in permanent positions. Women occupied only 35.07% of NCUA's permanent senior level management positions. This represents an increase of 37 women in senior management positions since FY 2010 and an increase of 39 since FY 2007.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>WOMEN IN:</b>										
Permanent Workforce	1,328	52.95%	420	44.97%	456	45.6%	489	46.09%	519	44.86%
Senior Level Management	8	23.53%	9	26.47%	8	25%	10	25%	47	35.07%
Mid Level Management	0	0%	0	0%	0	0%	0	0%	0	0%
1 <sup>st</sup> Level Management	0	0%	0	0%	0	0%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**National Gallery of Art (NGA)**

Permanent Workforce: 811

Temporary Workforce: 5

Total Workforce: 816

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	811	58.94%	41.06%	2.47%	51.29%	42.91%	2.47%	0.12%	0.25%	0.49%	0.62%
<b>Major Occupations:</b>											
Security Guard	270	78.89%	21.11%	1.48%	12.96%	82.96%	1.85%	0.00%	0.37%	0.37%	1.48%
Museum Specialist & Technician	101	25.74%	74.26%	0.99%	95.05%	1.98%	1.98%	0.00%	0.00%	0.00%	0.00%
Museum Curator	30	33.33%	66.67%	0.00%	93.33%	3.33%	3.33%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	88	43.18%	56.82%	1.14%	88.64%	4.55%	4.55%	1.14%	0.00%	0.00%	0.00%
Senior Pay Level**	27	48.15%	51.85%	3.70%	85.19%	7.41%	3.70%	0.00%	0.00%	0.00%	0.00%
SES**	27	48.15%	51.85%	3.70%	85.19%	7.41%	3.70%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	58	67.24%	32.76%	0.00%	37.93%	62.07%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	86	44.19%	55.81%	0.00%	90.70%	3.49%	4.65%	1.16%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers**	18	44.44%	55.56%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, NGA employed 5 (0.61%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 16 IWTG were needed. This represents a decrease of one employee from FY 2010 and no change in the number of employees since FY 2007. The participation rate for FY 2010 was 0.73% and for FY 2007 was 0.62%. Over the 5-year period NGA had a net decrease of 0.01% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	42		42		40		41		42	
Targeted Disabilities	5	11.9%	6	14.29%	6	15%	6	14.63%	5	11.9%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, NGA employed 333 Women in permanent positions. Women occupied 55.56% of NGA's permanent senior level management positions. This represents a decrease of 23 women in senior management positions since FY 2010 and a decrease of 6 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	409	45.39%	321	40.02%	330	39.66%	333	40.66%	333	41.06%
Senior Level Management	16	44.44%	17	45.95%	17	45.95%	33	53.23%	10	55.56%
Mid Level Management	18	46.15%	17	51.52%	19	55.88%	47	57.32%	48	55.81%
1 <sup>st</sup> Level Management	8	17.39%	7	14%	7	14.58%	17	28.81%	19	32.76%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**National Labor Relations Board (NLRB)**

Permanent Workforce: 1,687

Temporary Workforce: 46

Total Workforce: 1,733

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,687	36.57%	63.43%	9.60%	63.90%	21.46%	3.97%	0.18%	0.47%	0.41%	0.71%
<b>Major Occupations:</b>											
General Attorney	700	44.86%	55.14%	8.57%	74.43%	10.71%	5.00%	0.14%	0.43%	0.71%	0.71%
Labor-Management Relations Examining	308	44.16%	55.84%	11.69%	78.25%	7.47%	2.60%	0.00%	0.00%	0.00%	0.00%
Secretary	130	6.15%	93.85%	15.38%	41.54%	36.15%	6.15%	0.77%	0.00%	0.00%	0.00%
GS-14 and GS-15*	687	47.16%	52.84%	8.15%	73.80%	12.37%	5.09%	0.00%	0.44%	0.15%	0.58%
Senior Pay Level**	59	66.10%	33.90%	3.39%	84.75%	10.17%	1.69%	0.00%	0.00%	0.00%	0.00%
SES**	59	66.10%	33.90%	3.39%	84.75%	10.17%	1.69%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	49	10.20%	89.80%	6.12%	51.02%	42.86%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	110	48.18%	51.82%	6.36%	65.45%	25.45%	1.82%	0.00%	0.91%	0.00%	0.00%
Senior-Level Officials/Managers**	278	61.87%	38.13%	6.83%	79.14%	11.51%	2.16%	0.00%	0.36%	0.00%	0.72%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, NLRB employed 13 (0.75%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 35 IWTD were needed. This represents an increase of one employee over FY 2010 and an increase of one employee since FY 2007. The participation rate for FY 2010 was 0.7% and for FY 2007 was 0.7%. Over the 5-year period NLRB had a net increase of 0.05% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	57		54		57		56		58	
Targeted Disabilities	12	21.05%	12	22.22%	13	22.81%	12	21.43%	13	22.41%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, NLRB employed 1,070 Women in permanent positions. Women occupied only 38.13% of NLRB's permanent senior level management positions. This represents no change for women in senior management positions since FY 2010 and an increase of 14 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	330	41.1%	1,008	62.41%	1,012	62.86%	1,048	63.21%	1,070	63.43%
Senior Level Management	92	34.72%	97	36.33%	102	38.93%	106	40.93%	106	38.13%
Mid Level Management	56	50.91%	51	48.11%	44	44%	55	47.41%	57	51.82%
1 <sup>st</sup> Level Management	43	93.48%	45	91.84%	45	91.84%	45	90%	44	89.8%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### National Science Foundation (NSF)

Permanent Workforce: 1,217

Temporary Workforce: 247

Total Workforce: 1,464

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,217	35.00%	65.00%	2.79%	57.52%	31.72%	6.98%	0.08%	0.25%	0.66%	1.23%
<b>Major Occupations:</b>											
Misc Admin and Pro	204	17.16%	82.84%	1.47%	33.33%	60.78%	4.41%	0.00%	0.00%	0.00%	1.47%
Management & Program Analysis	131	18.32%	81.68%	1.53%	45.04%	46.56%	4.58%	0.00%	0.00%	2.29%	0.00%
Misc Clerk & Assistant	103	19.42%	80.58%	6.80%	15.53%	68.93%	6.80%	0.00%	1.94%	0.00%	3.88%
GS-14 and GS-15*	228	39.04%	60.96%	1.75%	74.56%	16.67%	6.58%	0.00%	0.00%	0.44%	0.00%
Senior Pay Level**	76	55.26%	44.74%	5.26%	82.89%	3.95%	7.89%	0.00%	0.00%	0.00%	0.00%
SES**	76	55.26%	44.74%	5.26%	82.89%	3.95%	7.89%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	14	7.14%	92.86%	7.14%	35.71%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers	47	21.28%	78.72%	0.00%	46.81%	51.06%	2.13%	0.00%	0.00%	0.00%	2.13%
Senior-Level Officials/ Managers**	113	49.56%	50.44%	3.54%	84.96%	5.31%	6.19%	0.00%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, NSF employed 17 (1.16%) Individuals with Targeted Disabilities (IWTDD). In order to have met the federal 2% participation rate goal, 29 IWTDD were needed. This represents a decrease of one employee from FY 2010 and an increase of one employee since FY 2007. The participation rate for FY 2010 was 1.21% and for FY 2007 was 1.16%. Over the 5-year period NSF had no change in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	86		88		100		100		101	
<b>Targeted Disabilities</b>	16	18.6%	13	14.77%	16	16%	18	18%	17	16.83%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, NSF employed 791 Women in permanent positions. Women occupied 50.44% of NSF's permanent senior level management positions. This represents an increase of 2 women in senior management positions since FY 2010 and a decrease of 10 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	1,051	62.12%	749	64.35%	772	64.66%	784	64.69%	791	65%
<b>Senior Level Management</b>	67	44.67%	68	45.03%	71	45.51%	55	43.31%	57	50.44%
<b>Mid Level Management</b>	16	69.57%	28	82.35%	28	80%	33	78.57%	37	78.72%
<b>1<sup>st</sup> Level Management</b>	25	96.15%	14	93.33%	13	92.86%	14	93.33%	13	92.86%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Department of the Navy (NAVY)

Permanent Workforce: 194,047

Temporary Workforce: 5,547

Total Workforce: 199,594

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	194,047	71.09%	28.91%	4.81%	69.54%	13.08%	9.45%	1.27%	0.63%	1.23%	0.70%
<b>Major Occupations:</b>											
Electronics Engineering	8,457	88.74%	11.26%	5.53%	70.07%	4.78%	17.96%	0.66%	0.32%	0.67%	0.46%
Engineering Technician	6,710	91.89%	8.11%	3.37%	82.13%	6.30%	5.83%	0.83%	0.76%	0.77%	0.60%
Mechanical Engineering	6,301	89.97%	10.03%	3.94%	82.23%	3.11%	9.16%	0.21%	0.38%	0.98%	0.43%
GS-14 and GS-15*	9,726	75.07%	24.93%	2.97%	83.32%	7.54%	4.46%	0.37%	0.36%	0.98%	0.36%
Senior Pay Level**	1,643	86.43%	13.57%	2.25%	89.84%	3.10%	4.14%	0.06%	0.30%	0.30%	0.30%
SES**	330	79.70%	20.30%	1.82%	88.48%	4.85%	3.33%	0.30%	0.61%	0.61%	1.52%
First-Level Officials/Managers	6,405	69.02%	30.98%	5.45%	69.21%	15.61%	6.37%	1.34%	0.84%	1.17%	0.30%
Mid-Level Officials/Managers	10,080	74.38%	25.62%	3.34%	79.46%	8.50%	6.49%	0.83%	0.40%	0.97%	0.35%
Senior-Level Officials/Managers**	4,316	79.52%	20.48%	2.90%	86.31%	5.07%	4.19%	0.49%	0.35%	0.70%	0.30%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, NAVY employed 1,387 (0.69%) Individuals with Targeted Disabilities (IWTGD). In order to have met the federal 2% participation rate goal, 3,992 IWTGD were needed. This represents a decrease of 40 employees from FY 2010 and an increase of 7 employees since FY 2007. The participation rate for FY 2010 was 0.72% and for FY 2007 was 0.8%. Over the 5-year period NAVY had a net decrease of 0.11% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	10,043		10,576		11,068		11,482		11,879	
Targeted Disabilities	1,380	13.74%	1,398	13.22%	1,423	12.86%	1,427	12.43%	1,387	11.68%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, NAVY employed 56,100 Women in permanent positions. Women occupied only 20.48% of NAVY's permanent senior level management positions. This represents an increase of 296 women in senior management positions since FY 2010 and an increase of 400 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	49,968	29.65%	51,742	29.66%	54,794	29.76%	56,505	29.52%	56,100	28.91%
Senior Level Management	444	16.39%	375	16.44%	207	15.79%	548	19.08%	884	20.48%
Mid Level Management	2,192	23.85%	967	23.53%	368	23.8%	2,465	24.15%	2,583	25.62%
1 <sup>st</sup> Level Management	2,150	35.43%	208	33.39%	112	34.15%	309	7.36%	1,984	30.98%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Nuclear Regulatory Commission (NRC)**

Permanent Workforce: 3,899

Temporary Workforce: 212

Total Workforce: 4,111

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	3,899	60.45%	39.55%	5.82%	68.17%	15.13%	9.00%	0.05%	0.67%	1.15%	0.90%
<b>Major Occupations:</b>											
General Engineering	1,160	78.62%	21.38%	7.41%	70.86%	9.31%	10.86%	0.09%	0.43%	1.03%	0.86%
Nuclear Engineering	434	90.09%	9.91%	6.91%	79.95%	4.61%	6.91%	0.00%	0.46%	1.15%	0.00%
General Physical Science	209	67.94%	32.06%	3.35%	81.34%	7.18%	4.78%	0.00%	1.44%	1.91%	0.96%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level**	161	76.40%	23.60%	1.24%	81.37%	10.56%	4.97%	0.00%	0.62%	1.24%	0.62%
SES**	161	76.40%	23.60%	1.24%	81.37%	10.56%	4.97%	0.00%	0.62%	1.24%	0.62%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers**	525	72.19%	27.81%	3.24%	77.90%	10.29%	6.67%	0.00%	0.57%	1.33%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, NRC employed 38 (0.92%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 82 IWTD were needed. This represents a decrease of one employee from FY 2010 and an increase of 6 employees since FY 2007. The participation rate for FY 2010 was 0.93% and for FY 2007 was 0.85%. Over the 5-year period NRC had a net increase of 0.07% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	213		245		238		245		240	
<b>Targeted Disabilities</b>	32	15.02%	35	14.29%	35	14.71%	39	15.92%	38	15.83%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, NRC employed 1,542 Women in permanent positions. Women occupied only 27.81% of NRC's permanent senior level management positions. This represents an increase of 16 women in senior management positions since FY 2010 and an increase of 42 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	721	64.38%	1,473	38.68%	1,526	38.97%	1,574	39.62%	1,542	39.55%
<b>Senior Level Management</b>	104	23.96%	133	27.14%	129	26.6%	130	26.37%	1466	27.81%
<b>Mid Level Management</b>	5	45.45%	2	16.67%	2	18.18%	3	23.08%	0	0%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Office of Personnel Management (OPM)

Permanent Workforce: 6,171

Temporary Workforce: 101

Total Workforce: 6,272

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	6,171	40.79%	59.21%	4.62%	68.01%	22.88%	2.84%	0.49%	0.41%	0.76%	0.81%
<b>Major Occupations:</b>											
General Investigating	1,615	51.02%	48.98%	6.56%	76.22%	12.45%	2.85%	0.93%	0.43%	0.56%	0.12%
Management and Program Analysis	502	39.84%	60.16%	2.79%	65.94%	26.49%	2.59%	0.00%	1.20%	1.00%	1.39%
Human Resources Management	449	30.07%	69.93%	6.24%	53.45%	32.74%	4.90%	0.45%	0.00%	2.23%	1.34%
GS-14 and GS-15*	613	46.00%	54.00%	4.24%	64.60%	24.63%	3.75%	0.49%	0.49%	1.79%	0.65%
Senior Pay Level**	12	91.67%	8.33%	16.67%	75.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%
SES**	12	91.67%	8.33%	16.67%	75.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	22	50.00%	50.00%	4.55%	68.18%	22.73%	4.55%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	282	51.77%	48.23%	3.55%	73.40%	19.86%	1.77%	0.71%	0.71%	0.00%	0.35%
Senior-Level Officials/Managers**	167	59.88%	40.12%	2.99%	76.05%	16.17%	2.40%	0.60%	0.00%	1.80%	1.20%

\*This data represents only the General Schedule (GS) workforce. Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, OPM employed 50 (0.8%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 125 IWTG were needed. This represents an increase of 2 employees over FY 2010 and an increase of 11 employees since FY 2007. The participation rate for FY 2010 was 0.77% and for FY 2007 was 0.68%. Over the 5-year period OPM had a net increase of 0.12% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	377		382		375		412		412	
Targeted Disabilities	39	10.34%	36	9.42%	41	10.93%	48	11.65%	50	12.14%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, OPM employed 3,654 Women in permanent positions. Women occupied only 40.12% of OPM's permanent senior level management positions. This represents a decrease of 18 women in senior management positions since FY 2010 and a decrease of 3 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	1,346	38.35%	3,413	59.68%	3,442	60.16%	3,661	59.87%	3,654	59.21%
Senior Level Management	70	40%	69	42.07%	85	45.7%	85	43.59%	67	40.12%
Mid Level Management	114	50.22%	107	49.54%	106	48.4%	121	47.27%	136	48.23%
1 <sup>st</sup> Level Management	7	38.89%	9	47.37%	11	42.31%	13	61.9%	11	50%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Peace Corps (PC)**

Permanent Workforce: 4

Temporary Workforce: 892

Total Workforce: 896

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	4	25.00%	75.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Major Occupations:</b>											
Misc Admin and Pro	366	36.89%	63.11%	3.28%	82.79%	8.74%	2.46%	0.00%	1.09%	1.64%	0.27%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level**	22	50.00%	50.00%	0.00%	81.82%	9.09%	0.00%	0.00%	4.55%	4.55%	0.00%
SES**	22	50.00%	50.00%	0.00%	81.82%	9.09%	0.00%	0.00%	4.55%	4.55%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers**	115	60.00%	40.00%	0.87%	82.61%	9.57%	1.74%	0.00%	0.87%	4.35%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, PC employed 3 (0.33%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 18 IWTD were needed. This represents an increase of 2 employees over FY 2010 and a decrease of 2 employees since FY 2007. The participation rate for FY 2010 was 0.11% and for FY 2007 was 0.56%. Over the 5-year period PC had a net decrease of 0.23% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	29		22		21		20		20	
<b>Targeted Disabilities</b>	5	17.24%	3	13.64%	1	4.76%	1	5%	3	15%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, PC employed 3 Women in permanent positions. Women occupied only 40% of PC's permanent senior level management positions. This represents an increase of 46 women in senior management positions since FY 2010 and an increase of 45 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	3,353	59.48%	7	63.64%	6	75%	5	83.33%	3	75%
<b>Senior Level Management</b>	1	50%	1	50%	34	36.96%	0	0%	46	40%
<b>Mid Level Management</b>	1	100%	1	100%	69	57.02%	1	100%	0	0%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	11	50%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Pension Benefit Guaranty Corporation (PBGC)

Permanent Workforce: 923

Temporary Workforce: 55

Total Workforce: 978

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	923	44.53%	55.47%	3.58%	44.53%	41.60%	9.10%	0.00%	0.43%	0.76%	1.19%
<b>Major Occupations:</b>											
General Attorney	108	54.63%	45.37%	1.85%	82.41%	9.26%	5.56%	0.00%	0.00%	0.93%	0.00%
Auditing	101	35.64%	64.36%	7.92%	20.79%	57.43%	12.87%	0.00%	0.00%	0.99%	0.99%
GS-14 and GS-15*	404	54.70%	45.30%	1.98%	62.13%	26.98%	7.92%	0.00%	0.25%	0.74%	0.99%
Senior Pay Level**	33	45.45%	54.55%	3.03%	75.76%	15.15%	3.03%	0.00%	3.03%	0.00%	0.00%
SES**	33	45.45%	54.55%	3.03%	75.76%	15.15%	3.03%	0.00%	3.03%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	28	39.29%	60.71%	0.00%	42.86%	50.00%	7.14%	0.00%	0.00%	0.00%	3.57%
Senior-Level Officials/Managers**	112	50.00%	50.00%	0.89%	63.39%	26.79%	8.04%	0.00%	0.89%	0.00%	0.89%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, PBGC employed 13 (1.33%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 20 IWTG were needed. This represents an increase of one employee over FY 2010 and an increase of one employee since FY 2007. The participation rate for FY 2010 was 1.27% and for FY 2007 was 1.42%. Over the 5-year period PBGC had a net decrease of 0.09% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	48		54		51		49		52	
Targeted Disabilities	12	25%	14	25.93%	12	23.53%	12	24.49%	13	25%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, PBGC employed 512 Women in permanent positions. Women occupied 50% of PBGC's permanent senior level management positions. This represents an increase of 5 women in senior management positions since FY 2010 and an increase of 11 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	12	70.59%	484	57.28%	483	55.71%	497	55.53%	512	55.47%
Senior Level Management	45	43.27%	47	41.96%	49	46.23%	51	48.11%	56	50.00%
Mid Level Management	17	54.84%	18	47.37%	16	53.33%	19	65.52%	17	60.71%
1 <sup>st</sup> Level Management	0	0%	0	0%	0	0%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Railroad Retirement Board (RRB)**

Permanent Workforce: 956

Temporary Workforce: 8

Total Workforce: 964

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	956	39.44%	60.56%	5.75%	55.23%	34.83%	2.62%	0.10%	0.31%	1.15%	0.84%
<b>Major Occupations:</b>											
Railroad Retirement Claims Examining	399	28.07%	71.93%	7.27%	54.39%	36.09%	0.50%	0.00%	0.75%	1.00%	0.50%
Misc Admin and Pro	154	47.40%	52.60%	3.90%	67.53%	25.97%	1.95%	0.00%	0.00%	0.65%	0.00%
Info Tech Management	125	72.00%	28.00%	3.20%	66.40%	22.40%	8.00%	0.00%	0.00%	0.00%	1.60%
GS-14 and GS-15*	95	56.84%	43.16%	3.16%	73.68%	17.89%	4.21%	0.00%	0.00%	1.05%	1.05%
Senior Pay Level**	10	70.00%	30.00%	0.00%	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES**	10	70.00%	30.00%	0.00%	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	43	34.88%	65.12%	9.30%	60.47%	30.23%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	102	50.98%	49.02%	1.96%	71.57%	17.65%	5.88%	0.00%	0.00%	2.94%	0.98%
Senior-Level Officials/Managers**	46	65.22%	34.78%	2.17%	80.43%	13.04%	4.35%	0.00%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, RRB employed 8 (0.83%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 19 IWTG were needed. This represents a decrease of one employee from FY 2010 and a decrease of 3 employees since FY 2007. The participation rate for FY 2010 was 0.92% and for FY 2007 was 1.11%. Over the 5-year period RRB had a net decrease of 0.28% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	93		90		83		77		76	
Targeted Disabilities	11	11.83%	10	11.11%	9	10.84%	9	11.69%	8	10.53%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, RRB employed 579 Women in permanent positions. Women occupied only 34.78% of RRB's permanent senior level management positions. This represents a decrease of one woman in senior management positions since FY 2010 and an increase of 2 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	459	56.81%	595	61.91%	590	61.33%	598	61.4%	579	60.56%
Senior Level Management	14	31.11%	14	32.56%	15	34.88%	17	36.96%	16	34.78%
Mid Level Management	54	49.09%	53	44.17%	50	45.05%	49	44.55%	50	49.02%
1 <sup>st</sup> Level Management	25	49.02%	28	60.87%	26	59.09%	27	60%	28	65.12%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Securities and Exchange Commission (SEC)**

Permanent Workforce: 3,708

Temporary Workforce: 138

Total Workforce: 3,846

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	3,708	51.81%	48.19%	4.56%	68.42%	17.04%	9.06%	0.08%	0.24%	0.59%	1.00%
<b>Major Occupations:</b>											
General Attorney	1,639	57.47%	42.53%	3.60%	80.54%	6.89%	8.36%	0.06%	0.06%	0.49%	0.85%
Accounting	982	57.94%	42.06%	5.91%	74.13%	7.64%	11.61%	0.00%	0.31%	0.41%	0.31%
Information Technology Management	195	68.72%	31.28%	7.18%	45.13%	25.64%	20.51%	1.03%	0.51%	0.00%	0.00%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level**	459	62.31%	37.69%	3.70%	85.19%	5.45%	4.58%	0.00%	0.22%	0.87%	0.65%
SES**	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers**	125	68.00%	32.00%	4.80%	88.80%	2.40%	2.40%	0.00%	0.80%	0.80%	2.40%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, SEC employed 38 (0.99%) Individuals with Targeted Disabilities (IWTGD). In order to have met the federal 2% participation rate goal, 77 IWTGD were needed. This represents a decrease of one employee from FY 2010 and a decrease of 5 employees since FY 2007. The participation rate for FY 2010 was 1% and for FY 2007 was 1.23%. Over the 5-year period SEC had a net decrease of 0.24% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	166		167		173		172		170	
<b>Targeted Disabilities</b>	43	25.9%	42	25.15%	38	21.97%	39	22.67%	38	22.35%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, SEC employed 1,787 Women in permanent positions. Women occupied only 32.00% of SEC's permanent senior level management positions. This represents an increase of 6 women in senior management positions since FY 2010 and an increase of 8 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	620	62.75%	1,697	48.47%	1,751	48.56%	1,810	48.24%	1,787	48.19%
<b>Senior Level Management</b>	32	34.41%	34	34%	34	34%	34	30.63%	40	32.00%
<b>Mid Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Small Business Administration (SBA)**

Permanent Workforce: 2,790

Temporary Workforce: 1,875

Total Workforce: 4,665

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,790	45.27%	54.73%	10.04%	57.49%	25.13%	5.81%	0.14%	0.97%	0.43%	0.79%
<b>Major Occupations:</b>											
<b>General Business and Industry</b>	1,297	44.41%	55.59%	10.10%	56.75%	24.60%	4.86%	0.08%	0.93%	2.70%	0.54%
<b>Construction Analyst</b>	681	90.46%	9.54%	4.85%	82.97%	8.81%	1.91%	0.15%	0.44%	0.88%	0.44%
<b>Loan Specialist</b>	592	51.52%	48.48%	7.77%	60.64%	23.14%	6.25%	0.17%	1.18%	0.84%	0.34%
<b>GS-14 and GS-15*</b>	545	56.51%	43.49%	6.42%	67.89%	20.55%	4.59%	0.18%	0.37%	0.00%	0.55%
<b>Senior Pay Level**</b>	42	71.43%	28.57%	11.90%	61.90%	19.05%	7.14%	0.00%	0.00%	0.00%	0.00%
<b>SES**</b>	42	71.43%	28.57%	11.90%	61.90%	19.05%	7.14%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	30	13.33%	86.67%	13.33%	46.67%	36.67%	3.33%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	245	60.00%	40.00%	6.53%	69.80%	19.18%	4.08%	0.41%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers**</b>	42	71.43%	28.57%	11.90%	61.90%	19.05%	7.14%	0.00%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, SBA employed 30 (0.64%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 93 IWTG were needed. This represents an increase of 3 employees over FY 2010 and a decrease of 8 employees since FY 2007. The participation rate for FY 2010 was 0.67% and for FY 2007 was 0.85%. Over the 5-year period SBA had a net decrease of 0.21% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	291		316		237		227		296	
<b>Targeted Disabilities</b>	38	13.06%	31	9.81%	27	11.39%	27	11.89%	30	10.14%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, SBA employed 1,527 Women in permanent positions. Women occupied only 28.57% of SBA's permanent senior level management positions. This represents a decrease of 59 women in senior management positions since FY 2010 and a decrease of 43 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	1,636	48.37%	1,490	55.66%	1,522	55.79%	1,554	55.07%	1,527	54.73%
<b>Senior Level Management</b>	55	27.92%	62	31.63%	71	34.98%	71	34.63%	12	28.57%
<b>Mid Level Management</b>	78	39.39%	80	37.21%	82	41%	93	40.26%	98	40%
<b>1<sup>st</sup> Level Management</b>	7	87.5%	10	100%	8	100%	26	83.87%	26	86.67%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Smithsonian Institution (SI)**

Permanent Workforce: 4,049

Temporary Workforce: 87

Total Workforce: 4,136

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	4,049	57.27%	42.73%	4.74%	50.68%	38.85%	3.16%	0.10%	2.05%	0.42%	0.82%
<b>Major Occupations:</b>											
Security Guard	652	68.25%	31.75%	8.74%	6.60%	81.44%	2.15%	0.00%	0.92%	0.15%	0.46%
General Arts & Information	351	29.34%	70.66%	3.99%	70.09%	11.11%	3.99%	0.00%	10.54%	0.28%	0.57%
Miscellaneous Transportation/ Mobile Equipment	324	62.35%	37.65%	4.94%	5.25%	87.96%	0.62%	0.00%	1.23%	0.00%	1.23%
GS-14 and GS-15*	443	62.30%	37.70%	4.29%	78.78%	8.80%	5.87%	0.00%	1.58%	0.68%	0.68%
Senior Pay Level**	211	63.03%	36.97%	1.90%	88.15%	5.69%	2.84%	0.47%	0.95%	0.00%	0.00%
SES**	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	259	65.64%	34.36%	10.04%	27.41%	59.07%	1.54%	0.00%	1.54%	0.39%	0.39%
Mid-Level Officials/ Managers	228	54.82%	45.18%	2.63%	76.32%	16.67%	2.63%	0.00%	1.32%	0.44%	0.44%
Senior-Level Officials/ Managers**	293	56.31%	43.69%	2.05%	84.64%	7.17%	3.07%	0.34%	2.39%	0.34%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, SI employed 31 (0.76%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 82 IWTD were needed. This represents a decrease of 6 employees from FY 2010 and a decrease of 3 employees since FY 2007. The participation rate for FY 2010 was 0% and for FY 2007 was 0.85%. Over the 5-year period SI had a net decrease of 0.09% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	183		190		191		190		194	
<b>Targeted Disabilities</b>	34	18.58%	37	19.47%	38	19.9%	37	19.47%	31	15.98%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, SI employed 1,730 Women in permanent positions. Women occupied only 43.69% of SI's permanent senior level management positions. This represents an increase of 64 women in senior management positions since FY 2010 and an increase of 76 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	1,438	55.71%	1,705	42.81%	1,735	42.92%	1,736	43.08%	1,730	42.73%
<b>Senior Level Management</b>	52	33.33%	59	36.88%	62	38.51%	64	37.87%	128	43.69%
<b>Mid Level Management</b>	93	44.29%	90	43.06%	91	43.54%	101	44.1%	103	45.18%
<b>1<sup>st</sup> Level Management</b>	64	32%	73	32.3%	67	33.67%	77	33.48%	89	34.36%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Social Security Administration (SSA)

Permanent Workforce: 65,570

Temporary Workforce: 1,566

Total Workforce: 67,136

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	65,570	31.80%	68.20%	14.09%	50.15%	28.37%	5.23%	0.21%	1.18%	0.77%	1.99%
<b>Major Occupations:</b>											
Social Insurance Admin	28,722	29.36%	70.64%	18.04%	51.36%	23.03%	5.29%	0.23%	1.48%	0.57%	1.35%
Contact Represent	11,556	27.15%	72.85%	21.56%	36.86%	34.08%	4.71%	0.37%	1.32%	1.12%	3.29%
Legal Assistance	3,860	16.94%	83.06%	8.94%	51.55%	33.45%	3.86%	0.18%	1.19%	0.83%	1.87%
GS-14 and GS-15*	3,538	46.33%	53.67%	7.49%	67.02%	20.27%	3.53%	0.06%	0.99%	0.65%	0.79%
Senior Pay Level**	1,687	69.00%	31.00%	4.80%	84.35%	8.12%	1.36%	0.06%	0.71%	0.59%	1.30%
SES**	148	57.43%	42.57%	6.76%	70.95%	19.59%	1.35%	0.00%	0.68%	0.68%	1.35%
First-Level Officials/Managers	2,455	27.78%	72.22%	20.08%	44.03%	29.04%	4.73%	0.16%	1.43%	0.53%	0.77%
Mid-Level Officials/Managers	3,716	38.29%	61.71%	11.76%	59.23%	23.65%	3.12%	0.27%	1.35%	0.62%	0.70%
Senior-Level Officials/Managers**	2,245	64.10%	35.90%	5.21%	80.67%	11.14%	1.51%	0.04%	0.85%	0.58%	0.98%

\*This data represents only the General Schedule (GS) workforce. Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, SSA employed 1,317 (1.96%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 1,343 IWTG were needed. This represents a decrease of 70 employees from FY 2010 and an increase of 29 employees since FY 2007. The participation rate for FY 2010 was 1.98% and for FY 2007 was 2.06%. Over the 5-year period SSA had a net decrease of 0.1% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	4,623		4,726		5,063		5,205		5,045	
Targeted Disabilities	1,288	27.86%	1,289	27.27%	1,346	26.59%	1,387	26.65%	1,317	26.11%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, SSA employed 44,719 Women in permanent positions. Women occupied only 35.90% of SSA's permanent senior level management positions. This represents an increase of 448 women in senior management positions since FY 2010 and an increase of 482 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	1,686	43.4%	43,755	69.6%	45,466	68.82%	46,407	68.25%	44,719	68.2%
Senior Level Management	324	47.23%	323	46.54%	333	46.57%	358	47.04%	806	35.90%
Mid Level Management	1,957	57.64%	2,031	59.01%	2,107	59.44%	2,215	60.55%	2,293	61.71%
1 <sup>st</sup> Level Management	1,436	72.6%	1,563	71.53%	1,646	72.45%	1,689	72.33%	1,773	72.22%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Department of State (STATE)

Permanent Workforce: 9,576

Temporary Workforce: 21,212

Total Workforce: 30,788

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	9,576	43.52%	56.48%	4.96%	61.22%	28.27%	5.08%	0.10%	0.36%	0.02%	0.54%
<b>Major Occupations:</b>											
Foreign Affairs	2,259	56.84%	43.16%	3.05%	86.94%	5.75%	3.90%	0.00%	0.31%	0.04%	0.49%
Passport & Visa Exam.	1,450	36.34%	63.66%	9.66%	62.00%	22.41%	5.31%	0.28%	0.34%	0.00%	0.28%
Management & Program Analysis	852	40.73%	59.27%	5.63%	62.68%	27.11%	4.11%	0.00%	0.47%	0.00%	0.47%
GS-14 and GS-15*	2,321	55.49%	44.51%	3.10%	76.48%	15.30%	4.83%	0.00%	0.30%	0.00%	0.34%
Senior Pay Level**	1,225	68.24%	31.76%	3.84%	85.22%	6.78%	3.02%	0.00%	0.41%	0.73%	0.16%
SES**	191	60.21%	39.79%	1.57%	85.86%	6.28%	1.57%	0.00%	0.52%	4.19%	0.52%
First-Level Officials/Managers	222	29.73%	70.27%	8.56%	52.25%	33.33%	4.95%	0.00%	0.90%	0.00%	0.45%
Mid-Level Officials/Managers	948	51.48%	48.52%	4.43%	70.68%	21.10%	3.59%	0.00%	0.21%	0.00%	0.32%
Senior-Level Officials/Managers**	712	64.89%	35.11%	3.79%	83.71%	8.57%	3.09%	0.00%	0.56%	0.28%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, STATE employed 144 (0.47%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 616 IWTG were needed. This represents an increase of 56 employees over FY 2010 and an increase of 84 employees since FY 2007. The participation rate for FY 2010 was 0.3% and for FY 2007 was 0.56%. Over the 5-year period STATE had a net decrease of 0.09% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	549		1,428		1,325		1,146		1,571	
<b>Targeted Disabilities</b>	84	15.3%	84	5.88%	79	5.96%	88	7.68%	144	9.17%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, STATE employed 5,409 Women in permanent positions. Women occupied only 35.11% of STATE's permanent senior level management positions. This represents a decrease of 68 women in senior management positions since FY 2010 and a decrease of 418 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	8,668	44.41%	8,983	45.09%	9,771	44.51%	9,780	44.21%	5,409	56.48%
<b>Senior Level Management</b>	668	34.5%	244	34.66%	243	33.29%	318	40.56%	250	35.11%
<b>Mid Level Management</b>	416	62.28%	213	49.77%	235	50.21%	364	46.55%	460	48.52%
<b>1<sup>st</sup> Level Management</b>	191	45.91%	108	70.13%	134	68.72%	160	68.97%	156	70.27%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Tennessee Valley Authority (TVA)**

Permanent Workforce: 12,616

Temporary Workforce: 140

Total Workforce: 12,756

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	12,616	80.23%	19.77%	0.75%	88.78%	8.12%	0.62%	0.05%	1.08%	0.60%	0.47%
<b>Major Occupations:</b>											
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level**	94	88.30%	11.70%	1.06%	95.74%	3.19%	1.06%	0.00%	0.00%	0.00%	2.13%
SES**	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	405	61.98%	38.02%	0.99%	89.88%	8.15%	0.99%	0.00%	0.49%	0.25%	0.25%
Mid-Level Officials/Managers	1,615	74.06%	25.94%	0.68%	91.64%	6.87%	0.43%	0.12%	0.99%	0.62%	0.37%
Senior-Level Officials/Managers**	1,892	81.18%	18.82%	0.90%	91.75%	5.13%	1.22%	0.05%	0.48%	0.48%	0.32%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, TVA employed 60 (0.47%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 258 IWTG were needed. This represents an increase of 5 employees over FY 2010 and a decrease of 2 employees since FY 2007. The participation rate for FY 2010 was 0.44% and for FY 2007 was 0.52%. Over the 5-year period TVA had a net decrease of 0.05% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	666		705		884		941		1,047	
<b>Targeted Disabilities</b>	62	9.31%	54	7.66%	57	6.45%	55	5.84%	60	5.73%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, TVA employed 2,494 Women in permanent positions. Women occupied only 18.82% of TVA's permanent senior level management positions. This represents an increase of 61 women in senior management positions since FY 2010 and an increase of 208 women since FY 2007.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>WOMEN IN:</b>										
Permanent Workforce	42,933	69.84%	2,178	19.38%	2,274	18.95%	2,377	19.39%	2,494	19.77%
Senior Level Management	148	15.73%	168	16.88%	197	17.57%	295	18.37%	356	18.82%
Mid Level Management	405	23.89%	376	23.6%	383	22.89%	352	23.56%	419	25.94%
1 <sup>st</sup> Level Management	111	58.73%	126	48.09%	153	39.84%	160	40.2%	154	38.02%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Department of Transportation (DOT)

Permanent Workforce: 56,451 Temporary Workforce: 1,270 Total Workforce: 57,721  
**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	56,451	73.17%	26.83%	6.62%	75.31%	11.60%	4.11%	0.25%	1.21%	0.89%	0.72%
<b>Major Occupations:</b>											
Air Traffic Control	20,356	83.32%	16.68%	5.98%	83.62%	6.14%	2.06%	0.24%	0.95%	1.01%	0.19%
Transport. Specialist	6,893	88.00%	12.00%	8.15%	73.86%	10.58%	4.15%	0.39%	1.61%	1.26%	0.59%
Aviation Safety	4,303	92.31%	7.69%	5.48%	86.40%	4.65%	1.49%	0.28%	1.21%	0.49%	0.28%
GS-14 and GS-15*	2,632	66.07%	33.93%	3.72%	72.26%	15.88%	6.99%	0.11%	0.30%	0.72%	1.10%
Senior Pay Level**	401	65.34%	34.66%	4.99%	79.05%	11.97%	2.24%	0.25%	1.00%	0.50%	0.00%
SES**	401	65.34%	34.66%	4.99%	79.05%	11.97%	2.24%	0.25%	1.00%	0.50%	0.00%
First-Level Officials/Managers	65	78.46%	21.54%	29.23%	60.00%	6.15%	1.54%	0.00%	1.54%	1.54%	1.54%
Mid-Level Officials/Managers	571	69.00%	31.00%	6.30%	73.20%	14.36%	5.25%	0.00%	0.18%	0.70%	0.35%
Senior-Level Officials/Managers**	4,740	77.68%	22.32%	5.25%	79.20%	10.74%	2.59%	0.21%	1.31%	0.70%	0.53%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

### Targeted Disabilities

As of September 30, 2011, DOT employed 428 (0.74%) Individuals with Targeted Disabilities (IWTDD). In order to have met the federal 2% participation rate goal, 1,154 IWTDD were needed. This represents an increase of 24 employees over FY 2010 and an increase of 126 employees since FY 2007. The participation rate for FY 2010 was 0.7% and for FY 2007 was 0.56%. Over the 5-year period DOT had a net increase of 0.18% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	2,423		2,445		2,572		2,921		3,147	
<b>Targeted Disabilities</b>	302	12.46%	315	12.88%	340	13.22%	404	13.83%	428	13.6%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

### Women in Management #

As of September 30, 2011, DOT employed 15,145 Women in permanent positions. Women occupied only 22.32% of DOT's permanent senior level management positions. This represents an increase of 770 women in senior management positions since FY 2010 and an increase of 770 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	14,123	26.69%	14,548	26.98%	15,058	26.96%	15,217	26.93%	15,145	26.83%
<b>Senior Level Management</b>	288	27.8%	304	28.98%	319	30.85%	329	32.19%	1,058	22.32%
<b>Mid Level Management</b>	372	28.66%	346	29.17%	269	30.22%	236	30.65%	177	31%
<b>1<sup>st</sup> Level Management</b>	16	21.05%	16	21.33%	15	19.23%	13	18.06%	14	21.54%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.



**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**Department of the Treasury (TREAS)**

Permanent Workforce: 104,641

Temporary Workforce: 1,762

Total Workforce: 106,403

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	104,641	37.81%	62.19%	9.04%	60.15%	24.48%	5.21%	0.06%	0.75%	0.31%	1.77%
<b>Major Occupations:</b>											
Internal Revenue Agent	13,904	49.50%	50.50%	6.70%	66.80%	14.31%	11.00%	0.11%	0.70%	0.37%	0.77%
Contact Represent.	12,803	30.45%	69.55%	12.22%	50.91%	33.08%	2.72%	0.05%	0.76%	0.27%	2.46%
Tax Examining	11,843	23.76%	76.24%	10.80%	59.38%	25.01%	3.85%	0.02%	0.76%	0.19%	2.79%
GS-14 and GS-15*	9,554	50.71%	49.29%	3.84%	70.13%	18.11%	7.08%	0.05%	0.52%	0.27%	0.81%
Senior Pay Level**	554	60.11%	39.89%	3.61%	80.32%	11.91%	3.61%	0.18%	0.18%	0.18%	0.36%
SES**	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	208	28.85%	71.15%	4.81%	61.06%	28.85%	4.33%	0.48%	0.48%	0.00%	2.40%
Mid-Level Officials/ Managers	3,362	41.05%	58.95%	5.06%	64.46%	24.42%	4.76%	0.06%	0.80%	0.45%	0.95%
Senior-Level Officials/ Managers**	3,966	54.97%	45.03%	4.51%	73.02%	17.04%	4.61%	0.13%	0.30%	0.38%	0.53%

\*This data represents only the General Schedule (GS) workforce. Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, TREAS employed 1,865 (1.75%) Individuals with Targeted Disabilities (IWTGD). In order to have met the federal 2% participation rate goal, 2,128 IWTGD were needed. This represents a decrease of 53 employees from FY 2010 and an increase of 117 employees since FY 2007. The participation rate for FY 2010 was 1.75% and for FY 2007 was 1.7%. Over the 5-year period TREAS had a net increase of 0.05% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	8,458		8,740		8,772		8,831		8,797	
Targeted Disabilities	1,748	20.67%	1,827	20.9%	1,864	21.25%	1,918	21.72%	1,865	21.2%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management #**

As of September 30, 2011, TREAS employed 65,072 Women in permanent positions. Women occupied only 45.03% of TREAS's permanent senior level management positions. This represents an increase of 889 women in senior management positions since FY 2010 and an increase of 1,369 women since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	62,981	62.58%	65,225	62.86%	67,097	62.61%	67,485	62.42%	65,072	62.19%
Senior Level Management	417	37.81%	435	37.24%	459	38.15%	897	43.25%	1,786	45.03%
Mid Level Management	275	44.21%	281	45.32%	305	48.34%	1,991	58.82%	1,982	58.95%
1 <sup>st</sup> Level Management	113	71.07%	95	66.43%	97	63.82%	156	69.03%	148	71.15%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

**EEOC FY 2011 Annual Report on the Federal Work Force Part II**

**U.S. Postal Service (USPS)**

Permanent Workforce: 556,576

Temporary Workforce: 88,636

Total Workforce: 645,212

**Workforce Composition #**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	556,576	59.21%	40.79%	8.96%	60.05%	21.01%	8.57%	0.22%	0.67%	0.53%	0.78%
<b>Major Occupations:</b>											
<b>City Carrier</b>	183,548	72.09%	27.91%	11.74%	58.87%	19.09%	9.15%	0.24%	0.53%	0.38%	0.38%
<b>Clerk</b>	141,175	43.03%	56.97%	8.19%	53.97%	24.38%	12.06%	0.25%	0.62%	0.54%	1.05%
<b>Rural Route Carrier</b>	66,468	43.40%	56.60%	4.19%	86.43%	5.65%	2.32%	0.09%	0.79%	0.54%	0.40%
<b>GS-14 and GS-15*</b>	8,418	65.15%	34.85%	7.95%	65.55%	18.85%	5.60%	0.20%	1.00%	0.86%	0.15%
<b>Senior Pay Level**</b>	607	71.00%	29.00%	7.58%	73.97%	13.51%	3.46%	0.49%	0.16%	0.82%	0.16%
<b>SES*</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

**Targeted Disabilities**

As of September 30, 2011, USPS employed 4,628 (0.72%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 12,904 IWTd were needed. This represents a decrease of 251 employees from FY 2010 and a decrease of 1,117 employees since FY 2007. The participation rate for FY 2010 was 0.73% and for FY 2007 was 0.84%. Over the 5-year period USPS had a net decrease of 0.12% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	34,224		41,451		38,500		35,803		33,840	
<b>Targeted Disabilities</b>	5,745	16.79%	5,854	14.12%	5,372	13.95%	4,879	13.63%	4,628	13.68%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management#**

As of September 30, 2011, USPS employed 227,002 Women in permanent positions. Women occupied only 29% of USPS's permanent senior level management positions. This represents a decrease of 44 women in senior management positions since FY 2010 and a decrease of 41 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	208,239	35.68%	266,238	40.15%	250,311	40.24%	236,082	40.46%	227,002	40.79%
<b>Senior Level Management</b>	217	28.65%	236	30.33%	216	28.99%	220	29.97%	176	29.00%
<b>Mid Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%

#Numbers represent permanent employees only. Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

## EEOC FY 2011 Annual Report on the Federal Work Force Part II

### Department of Veterans Affairs (VA)

Permanent Workforce: 295,357

Temporary Workforce: 21,123

Total Workforce: 316,480

#### Workforce Composition #

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	295,357	40.48%	59.52%	6.70%	61.01%	23.80%	6.32%	0.22%	1.13%	0.82%	1.65%
<b>Major Occupations:</b>											
Nurse	55,202	16.02%	83.98%	5.75%	65.92%	16.18%	10.43%	0.18%	1.05%	0.49%	0.57%
Medical Officer	21,824	65.25%	34.75%	6.19%	63.91%	4.66%	23.03%	0.15%	1.54%	0.52%	0.49%
Practical Nurse	13,473	16.95%	83.05%	6.87%	56.20%	29.30%	5.24%	0.29%	1.29%	0.81%	0.81%
GS-14 and GS-15*	6,023	54.04%	45.96%	3.72%	76.76%	14.38%	3.87%	0.05%	0.63%	0.60%	0.70%
Senior Pay Level**	353	64.87%	35.13%	4.53%	81.30%	11.05%	1.13%	0.28%	0.85%	0.85%	1.42%
SES**	353	64.87%	35.13%	4.53%	81.30%	11.05%	1.13%	0.28%	0.85%	0.85%	1.42%
First-Level Officials/Managers	8,659	45.84%	54.16%	6.58%	65.43%	22.67%	3.13%	0.12%	1.27%	0.80%	1.42%
Mid-Level Officials/Managers	6,945	50.76%	49.24%	5.07%	75.77%	14.17%	3.41%	0.06%	0.76%	0.76%	1.12%
Senior-Level Officials/Managers**	1,105	59.10%	40.90%	4.62%	79.28%	12.31%	0.45%	2.53%	0.36%	0.45%	1.09%

\*This data represents only the General Schedule (GS) workforce. \*\*Agency MD-715 reports are now the source for all FY 11 senior level positions data.

#### Targeted Disabilities

As of September 30, 2011, VA employed 5,201 (1.64%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 6,330 IWTB were needed. This represents an increase of 551 employees over FY 2010 and an increase of 1,443 employees since FY 2007. The participation rate for FY 2010 was 1.51% and for FY 2007 was 1.48%. Over the 5-year period VA had a net increase of 0.16% in employees with targeted disabilities.

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	20,426		22,235		24,518		26,387		28,934	
<b>Targeted Disabilities</b>	3,758	18.4%	3,985	17.92%	4,241	17.3%	4,650	17.62%	5,201	17.98%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management #

As of September 30, 2011, VA employed 175,805 Women in permanent positions. Women occupied only 40.90% of VA's permanent senior level management positions. This represents a decrease of 792 women in senior management positions since FY 2010 and a decrease of 427 since FY 2007.

WOMEN IN:	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011*	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	135,573	58.95%	149,878	59.4%	162,411	59.78%	170,181	59.56%	175,805	59.52%
<b>Senior Level Management</b>	879	25.65%	981	27.25%	1,122	28.94%	1,244	29.46%	452	40.90%
<b>Mid Level Management</b>	2,337	44.6%	2,626	45.88%	2,939	47.2%	3,273	48.4%	3,420	49.24%
<b>1<sup>st</sup> Level Management</b>	3,763	53.83%	4,041	54.24%	4,312	54.16%	4,514	54.08%	4,690	54.16%

#Numbers represent permanent employees only. \*Agency MD-715 reports are now the source for all FY 2011 senior level positions data.

# APPENDIX I

## APPENDIX I

### GLOSSARY / DEFINITIONS

**Administrative Support Workers** - See "Occupational Categories."

**Affirmation Rate** – The percentage of appeal closures that were affirmed by the EEOC.

**ADR Closures** – The number of counselings or complaints that completed the ADR process during the fiscal year.

**ADR Offer Rate** - The percentage of completed/ended counselings or the complaint closures that received an ADR offer.

**ADR Participation Rate** - The percentage of completed/ended counseling or the complaint closures where both parties agreed to participate in ADR.

**ADR Resolution Rate** - The percentage of ADR closures that were resolved by either settlement or withdrawal from the EEO process.

**Agency** – Military departments as defined in Section 102 of Title 5, U.S. Code and executive agencies as defined in Section 105 of Title 5, U.S. Code, the United States Postal Service, the Postal Regulatory Commission, the Tennessee Valley Authority, those units of the legislative and judicial branches of the Federal government having positions in the competitive service, the National Oceanic and Atmospheric Administration Commissioned Corps, the Government Printing Office and the Smithsonian Institution (including those with employees and applicants for employment who are paid from non-appropriated funds).

**Annual Reports** - Reports required to be submitted to EEOC on agencies' affirmative employment program accomplishments pursuant to EEOC Management Directive 715.

**Appeal Closures** – The number of appeals decided by the EEOC during the fiscal year.

**Appeal Receipts** – The number of appeals filed with the EEOC during the fiscal year.

**Appeals Inventory** – The number of appeals on hand at the end of the fiscal year.

**Average Age of Open Pending Inventory** – Average number of days of all complaints, hearings or appeals which are not yet resolved at the end of the reporting period.

**Average Processing Time** – The total number of days divided by the number of investigations, complaint closures, hearing closures, or appeal closures.

**Central Personnel Data File (CPDF)** - This is a computer data file created and maintained by the OPM. The file is based on personnel action information submitted directly to the OPM by Executive Branch federal agency appointing offices, and is updated monthly. Some Executive Branch agencies do not submit data to the CPDF including the following: the Tennessee Valley Authority, United States Postal Service, Army & Air Force Exchange Service, Central Intelligence Agency, Defense Intelligence Agency, National Geospatial-Intelligence Agency, and the National Security Agency.

**Civilian Labor Force (CLF)** - Data derived from the decennial census reflecting persons, 16 years of age or older who were employed or seeking employment, excluding those in the Armed Services. CLF data used in this report is based on the 2000 Census.

**Complainants** – Individuals, either employees or applicants, who filed a formal complaint against a federal agency during the fiscal year.

**Complaint Closures** – The number of complaints that were completed in the formal complaint process during the fiscal year.

**Complaint Rate** – The percentage of individuals who filed a complaint per the total work force.

**Complaints Filed** – The number of complaints that were filed against the federal government during the fiscal year.

**Completed/Ended Counselings** – The number of counselings which were concluded/closed, either by a written settlement agreement, a written withdrawal from the counseling process, the issuance of a notice of right to file a formal complaint, the forwarding of a counseling to an Administrative Judge when requested/ordered by the Administrative Judge, or the filing of a complaint after the regulatory counseling period has expired even though not all counseling duties have been performed during the fiscal year.

**Counseling Rate** – The percentage of individuals who completed counseling per the total work force.

**Counselings Initiated** – The number of new counselings that began during the current fiscal year.

**Craft Workers** - See “Occupational Categories.”

**Data from 2000 Census Special EEO File** - Data derived from the 2000 decennial census ([www.census.gov/eo2000/](http://www.census.gov/eo2000/)).

**Decision to File Complaint Pending** – The number of completed counselings in which (1) the agency did not receive a complaint, and (2) the 15-day period for filing a complaint had not expired at the end of the fiscal year.

**Disability** - A physical or mental impairment that substantially limits one or more major life activities.

**Dismissals** – An agency’s final action on a complaint of discrimination which meets the criteria set forth in 29 C.F.R. § 1614.107(a).

**EEOC Form 462 Report** – The document in which federal agencies report their discrimination complaint process statistics by October 31<sup>st</sup> of each year.

**Federal Wage System Positions** - Positions OPM classifies as those whose primary duty involves the performance of physical work which requires a knowledge or experience of a trade, craft, or manual-labor work.

**Final Agency Actions** – An agency’s final action on a complaint of discrimination, which includes a final agency decision, a final order implementing an EEOC Administrative Judge’s decision or a final determination on a breach of settlement agreement claim.

**General Schedule Positions** - Positions OPM classifies as those whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature.

**Hearing Closures** – The number of hearings decided by EEOC Administrative Judges during the fiscal year.

**Hearing Requests** – The number of hearings requested by complainants during the fiscal year.

**Hearings Inventory** – The number of hearing requests on hand at the end of the fiscal year.

**Investigations** – The number of agency reviews or inquiries into claims of discrimination raised in an EEO complaint, resulting in a report of investigation.

**Laborers and Helpers** - See “Occupational Categories.”

**Lump Sum Payment** - A single payment made in a settlement which does not identify the portion of the amount paid for back pay, compensatory damages, attorney fees, etc.

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



**Merit Decisions** – Decisions that determine whether or not discrimination was proven. (issued by either a federal agency or an EEOC administrative judge).

**MD-110** - EEO Management Directive 110 provides policies, procedures and guidance relating to the processing of employment discrimination complaints governed by the Commission's regulations in 29 CFR Part 1614.

**MD-715** – EEO Management Directive 715 describes program responsibilities and reporting requirements relating to agencies' EEO programs.

**MD-715 Report** – The document which agencies use to annually report the status of its activities undertaken pursuant to its EEO program under Title VII of the Civil Rights Act of 1964 and its activities undertaken pursuant to its affirmative action obligations under the Rehabilitation Act of 1973.

**Monetary Benefits** – A payment that an agency agreed to provide in a settlement agreement, a final agency decision finding discrimination, a final order agreeing to fully implement an EEOC Administrative Judge's decision containing a payment award, or in compliance with an Office of Federal Operations' appellate decision which ordered a payment award.

**No Complaint Filed** – Occurs when: (1) agency issues a Notice of Right to File Letter and does not receive a formal complaint within 15 days; or (2) the individual notifies the agency in writing that s/he is withdrawing from counseling.

**Occupational Categories** - The occupational categories for the EEO-9 are as follows:

**Administrative Support Workers** - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

**Craft Workers** - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.

**Laborers and Helpers** - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

**Officials and Managers** - Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken down into four sub-categories: (1) Executive/Senior Level - includes those at the GS-15 grade or in the career Senior Executive Service, (2) Mid-Level - includes those at the GS-13 or 14 grade, (3) First-Level - includes those at or below the GS-12 grade and (4) Other - includes employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities, such as Administrative Officers.

**Operatives** - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.

**Professionals** - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

**Technicians** - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.

**Sales Workers** - Occupations engaging wholly or primarily in direct selling.

**Service Workers** - Workers in both protective and non-protective service occupations.

**Officials and Managers** - See “Occupational Categories.”

**Operatives** - See “Occupational Categories.”

**Other Pay System Positions** – Those positions in alternative pay plans based on performance, like pay-banding, and market-based pay systems that are not easily converted to General Schedule and Related.

**Outreach** - Presentations and participation in meetings, conferences and seminars with employee and employer groups, professional associations, students, non-profit entities, community organizations and other members of the general public to provide general information about the EEOC, its mission, the employment discrimination laws enforced by EEOC and the complaint process.

**Participation Rate** - The extent to which members of a specific demographic group are represented in an agency’s work force.

**Permanent Work Force** - Full-time, part-time and intermittent employees of a particular agency. For purposes of this Report, those persons employed as of September 30, 2010.

**Professionals** - See “Occupational Categories.”

**Race/Ethnicity** -

**American Indian or Alaska Native** - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

**Asian** - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**Black or African American (Not of Hispanic Origin)** - All persons having origins in any of the Black racial groups of Africa.

**Hispanic or Latino** - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

**Native Hawaiian or Other Pacific Islander** – All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**White (Not of Hispanic Origin)** - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**Persons of Two or More Races** – All persons who identify with two or more of the above race categories.

**Reportable Disability** - Any self-identified disability reported by an employee to the employing agency.

**Sales Workers** - See “Occupational Categories.”

**Second Level Reporting Component** - A subordinate component of a Federal agency which has 1,000 or more employees and which is required to file EEOC FORM 715-01 with the EEOC. While many Federal agencies have subordinate components, not every subordinate component is a Second Level Reporting Component for purposes of filing EEOC FORM 715-01. A list of Federal agencies and departments covered by MD-715 and Second Level

Reporting Components is posted on the EEOC’s website at: [Department or Agency List with Second Level Reporting Components](#).

**Senior Pay Level Positions** - Positions which include the career Senior Executive Service, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule in leadership positions.

**Service workers** - See “Occupational Categories.”

**Settlements** – Where an agency agrees to award monetary or non-monetary benefits to an individual who agreed either to not file a formal complaint or to withdraw a formal complaint.

**Targeted Disabilities** - Those disabilities that the federal government, as a matter of policy, has identified for special emphasis. The targeted disabilities (and the codes that represent them on the Office of Personnel Management’s Standard Form 256) are: hearing 18 (previously deafness (16 and 17)); vision 21 (previously blindness (23 and 25)); missing extremities 30 (previously 28 and 32 through 38); partial paralysis 69 (previously 64 through 68); complete paralysis 79 (previously 71 through 78); epilepsy 82 (previously convulsive disorders (82)); severe intellectual disability 90 (previously mental retardation (90)); psychiatric disability 91 (previously mental illness (91)); and dwarfism 92 (previously distortion of limb and/or spine (92)).”

**Technicians** - See “Occupational Categories.”

**Temporary Work Force** –Employees in positions established for a limited period of time, usually for less than a year.

**Training** – The process of educating managers and employees on the laws enforced by EEOC and how to prevent and correct discrimination in the workplace and educating EEO professionals in carrying out the agency’s equal opportunity responsibilities.

**Total Work Force** - All employees of an agency subject to 29 C.F.R. Part 1614 regulations, including temporary, seasonal and permanent employees. Total Work Force numbers in the Annual Report Part I, Section E are as reported by agencies in their EEO Form 462 Reports. Total Work Force numbers in the Annual Report Part II, are as reported in the OPM’s CPDF or for agencies that do not report to the CPDF, from their submitted annual MD-715 report.

**Withdrawals** – An election to end the EEO process during the formal complaint stage.

# APPENDIX II

## **APPENDIX II**

### **FEDERAL SECTOR EEO COMPLAINT PROCESSING PROCEDURES**

#### **A. Contact EEO Counselor**

Aggrieved persons who believe they have been discriminated against must contact an agency EEO counselor prior to filing a formal complaint. The person must initiate counselor contact within 45 days of the matter alleged to be discriminatory. 29 C.F.R. Section 1614.105(a)(1). This time limit shall be extended where the aggrieved person shows that: he or she was not notified of the time limits and was not otherwise aware of them; he or she did not and reasonably should not have known that the discriminatory matter occurred; despite due diligence he or she was prevented by circumstances beyond his or her control from contacting the counselor within the time limits. 29 C.F.R. Section 1614.105(a)(2).

#### **B. EEO Counseling**

EEO counselors provide information to the aggrieved individual concerning how the federal sector EEO process works, including time frames and appeal procedures, and attempt to informally resolve the matter. At the initial counseling session, counselors must advise individuals in writing of their rights and responsibilities in the EEO process, including the right to request a hearing before an EEOC Administrative Judge or an immediate final decision from the agency following its investigation of the complaint. Individuals must be informed of their right to elect between pursuing the matter in the EEO process under part 1614 and a grievance procedure (where available) or the Merit Systems Protection Board appeal process (where applicable). The counselor must also inform the individuals of their right to proceed directly to court in a lawsuit under the Age Discrimination in Employment Act, of their duty to mitigate damages, and that only claims raised in pre-complaint counseling or claims like or related to those raised in counseling may be alleged in a subsequent complaint filed with the agency. 29 C.F.R. Section 1614.105(b)(1).

Counseling must be completed within 30 days of the date the aggrieved person contacted the agency's EEO office to request counseling. If the matter is not resolved in that time period, the counselor must inform the individual in writing of the right to file a discrimination complaint. This notice ("Notice of Final Interview") must inform the individual that a complaint must be filed within 15 days of receipt of the notice, identify the agency official with whom the complaint must be filed, and of the individual's duty to inform the agency if he or she is represented. 29 C.F.R. Section 1614.105(d). The 30-day counseling period may be extended for an additional 60 days: (1) where the individual agrees to such extension in writing; or (2) where the aggrieved person chooses to participate in an ADR procedure. If the claim is not resolved before the 90<sup>th</sup>



day, the Notice of Final Interview described above must be issued to the individual. 29 C.F.R. Sections 1614.105(e), (f). When a complaint is filed, the EEO counselor must submit a written report to the agency's EEO office concerning the issues discussed and the actions taken during counseling. 29 C.F.R. Section 1614.105(c).

### **C. Alternative Dispute Resolution (ADR)**

Beginning January 1, 2000, all agencies were required to establish or make available an ADR program. Such program must be available for both the pre-complaint process and the formal complaint process. 29 C.F.R. Section 1614.102(b)(2). At the initial counseling session, counselors must advise individuals that, where an agency agrees to offer ADR in a particular case, the individual may choose between participation in the ADR program and EEO counseling. 29 C.F.R. Section 1614.105(b)(2). As noted above, if the matter is not resolved in the ADR process within 90 days of the date the individual contacted the agency's EEO office, a Notice of Final Interview must be issued to the individual giving him or her the right to proceed with a formal complaint.

### **D. Complaints**

A complaint must be filed with the agency that allegedly discriminated against the complainant within 15 days of receipt of the Notice of Final Interview. The complaint must be a signed statement from the complainant or the complainant's attorney, containing the complainant's (or representative's) telephone number and address, and must be sufficiently precise to identify the complainant and the agency, and describe generally the action or practice which forms the basis of the complaint. 29 C.F.R. Section 1614.106.

A complainant may amend a complaint at any time prior to the conclusion of the investigation to include issues or claims like or related to those raised in the complaint. After requesting a hearing, a complainant may file a motion with the AJ to amend a complaint to include issues or claims like or related to those raised in the complaint. 29 C.F.R. Section 1614.106(d).

The agency must acknowledge receipt of the complaint in writing and inform the complainant of the date on which the complaint was filed, of the address of the EEOC office where a request for a hearing should be sent, that the complainant has the right to appeal the agency's final action or dismissal of a complaint, and that the agency must investigate the complaint within 180 days of the filing date. The agency's acknowledgment must also advise the complainant that when a complaint has been amended, the agency must complete the investigation within the earlier of: (1) 180 days after the last amendment to the complaint; or (2) 360 days after the filing of the original complaint. A complainant may request a hearing from an EEOC AJ on the

consolidated complaints any time after 180 days from the date of the first filed complaint. 29 C.F.R. Section 1614.106(e).

#### **E. Dismissals of Complaints**

Prior to a request for a hearing, in lieu of accepting a complaint for investigation, an agency may dismiss an entire complaint for any of the following reasons: (1) failure to state a claim, or stating the same claim that is pending or has been decided by the agency or the EEOC; (2) failure to comply with the time limits; (3) filing a complaint on a matter that has not been brought to the attention of an EEO counselor and which is not like or related to the matters counseled; (4) filing a complaint which is the basis of a pending civil action, or which was the basis of a civil action already decided by a court; (5) where the complainant has already elected to pursue the matter through either the negotiated grievance procedure or in an appeal to the Merit Systems Protection Board; (6) where the matter is moot or merely alleges a proposal to take a personnel action; (7) where the complainant cannot be located; (8) where the complainant fails to respond to a request to provide relevant information; (9) where the complaint alleges dissatisfaction with the processing of a previously filed complaint; (10) where the complaint is part of a clear pattern of misuse of the EEO process for a purpose other than the prevention and elimination of employment discrimination. 29 C.F.R. Section 1614.107.

If an agency believes that some, but not all, of the claims in a complaint should be dismissed for the above reasons, it must notify the complainant in writing of the rationale for this determination, identify the allegations which will not be investigated, and place a copy of this notice in the investigative file. This determination shall be reviewable by an EEOC AJ if a hearing is requested on the remainder of the complaint, but is not appealable until final action is taken by the agency on the remainder of the complaint. 29 C.F.R. Section 1614.107(b).

#### **F. Investigations**

Investigations are conducted by the respondent agency. The agency must develop an impartial and appropriate factual record upon which to make findings on the claims raised by the complaint. An appropriate factual record is defined in the regulations as one that allows a reasonable fact finder to draw conclusions as to whether discrimination occurred. 29 C.F.R. Section 1614.108(b).

The investigation must be completed within 180 days from the filing of the complaint.<sup>16</sup> A copy of the investigative file must be provided to the complainant, along with a notification that, within 30 days of receipt of the file, the complainant has the right to request a hearing and a decision from an EEOC AJ or may request an immediate final decision from the agency. 29 C.F.R. Section 1614.108(f).

An agency may make an offer of resolution to a complainant who is represented by an attorney at any time after the filing of a complaint, but not later than the date an AJ is appointed to conduct a hearing. An agency may make an offer of resolution to a complaint, represented by an attorney or not, after the parties have received notice that an administrative judge has been appointed to conduct a hearing, but not later than 30 days prior to a hearing.

Such offer of resolution must be in writing and include a notice explaining the possible consequences of failing to accept the offer. If the complainant fails to accept the offer within 30 days of receipt, and the relief awarded in the final decision on the complaint is not more favorable than the offer, then the complainant shall not receive payment from the agency of attorney's fees or costs incurred after the expiration of the 30-day acceptance period. 29 C.F.R. Section 1614.109(c).

## **G. Hearings**

Requests for a hearing must be sent by the complainant to the EEOC office indicated in the agency's acknowledgment letter, with a copy to the agency's EEO office. Within 15 days of receipt of the request for a hearing, the agency must provide a copy of the complaint file to EEOC. The EEOC will then appoint an AJ to conduct a hearing. 29 C.F.R. Section 1614.108(g).

Prior to the hearing, the parties may conduct discovery. The purpose of discovery is to enable a party to obtain relevant information for preparation of the party's case. Each party initially bears their own costs for discovery. For a more detailed description of discovery procedures, see EEOC Management Directive 110, Chapter 6.

Agencies provide for the attendance of all employees approved as witnesses by the AJ. Hearings are considered part of the investigative process, and are closed to the public. The AJ conducts the hearing and receives relevant information or documents as evidence. The hearing is recorded and the agency is responsible for

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<sup>16</sup>The 180-day statutory period for investigating complaints can be extended to no more than 360 days if the consolidation of two or more complaints occurs. See 29 C.F.R. § 1614.606.

paying for the transcripts of the hearing. Rules of evidence are not strictly applied to the proceedings. If the AJ determines that some or all facts are not in genuine dispute, he or she may limit the scope of the hearing or issue a decision without a hearing.

An EEOC AJ may dismiss a complaint for any of the reasons set out above under Dismissals or the AJ must conduct the hearing and issue a decision on the complaint within 180 days of receipt by the AJ of the complaint file from the agency. 29 C.F.R. Section 1614.109(b). The AJ will send copies of the hearing record, the transcript and the decision to the parties. If an agency does not issue a final order within 40 days of receipt of the AJ's decision, then the decision becomes the final action by the agency in the matter. 29 C.F.R. Section 1614.109(i).

#### **H. Final Action by Agencies**

When an AJ has issued a decision (either a dismissal, a summary judgment decision or a decision following a hearing), the agency must take final action on the complaint by issuing a final order within 40 days of receipt of the hearing file and the AJ's decision. The final order must notify the complainant whether or not the agency will fully implement the decision of the AJ, and shall contain notice of the complainant's right to appeal to EEOC or to file a civil action. If the final order does not fully implement the decision of the AJ, the agency must simultaneously file an appeal with EEOC and attach a copy of the appeal to the final order. 29 C.F.R. Section 1614.110(a).

When an AJ has not issued a decision (i.e., when an agency dismisses an entire complaint under 1614.107, receives a request for an immediate final decision, or does not receive a reply to the notice providing the complainant the right to either request a hearing or an immediate final decision), the agency must take final action by issuing a final decision. The agency's final decision will consist of findings by the agency on the merits of each issue in the complaint. Where the agency has not processed certain allegations in the complaint for procedural reasons set out in 29 C.F.R. Section 1614.107, it must provide the rationale for its decision not to process the allegations. The agency's decision must be issued within 60 days of receiving notification that the complainant has requested an immediate final decision. The agency's decision must contain notice of the complainant's right to appeal to the EEOC, or to file a civil action in federal court. 29 C.F.R. Section 1614.110(b).

#### **I. Appeals to the EEOC**

Several types of appeals may be brought to the EEOC. A complainant may appeal an agency's final action or dismissal of a complaint within 30 days of receipt. 29 C.F.R. Sections 1614.401(a), 1614.402(a). A complainant may also appeal to the EEOC for a determination as to whether the agency has complied with the terms of a

settlement agreement or decision. 29 C.F.R. Section 1614.504(b). A grievant may appeal the final decision of the agency, arbitrator or the FLRA on a grievance when an issue of employment discrimination was raised in the grievance procedure. 29 C.F.R. Section 1614.401(d). If the agency's final action and order do not fully implement the AJ's decision, the agency must appeal to the EEOC. 29 C.F.R. Section 1614.110(a); 29 C.F.R. Section 1614.401(b).

If the complaint is a class action, the class agent or the agency may appeal an AJ's decision accepting or dismissing all or part of the class complaint. A class agent may appeal a final decision on a class complaint. A class member may appeal a final decision on an individual claim for relief pursuant to a finding of class-wide discrimination. Finally, either the class agent or the agency may appeal from an AJ decision on the adequacy of a proposed settlement of a class action. 29 C.F.R. Section 1614.401(c).

Appeals must be filed with EEOC's Office of Federal Operations (OFO). Any statement or brief on behalf of a complainant in support of an appeal must be submitted to OFO within 30 days of filing the notice of appeal. Any statement or brief on behalf of the agency in support of its appeal must be filed within 20 days of filing the notice of appeal. An agency must submit the complaint file to OFO within 30 days of initial notification that the complainant has filed an appeal or within 30 days of submission of an appeal by the agency. Any statement or brief in opposition to an appeal must be submitted to OFO and served on the opposing party within 30 days of receipt of the statement or brief supporting the appeal, or, if no statement or brief supporting the appeal has been filed, within 60 days of receipt of the appeal. 29 C.F.R. Section 1614.403. EEOC has the authority to draw adverse inferences against a party failing to comply with its appeal procedures or requests for information. 29 C.F.R. Section 1614.404(c). The decision on an appeal from an agency's final action is based on a *de novo* review, except that the review of the factual findings in a decision by an AJ following a hearing is based on a substantial evidence standard of review. 29 C.F.R. Section 1614.405(a).

A party may request that EEOC reconsider its decision within 30 days of receipt of the Commission's decision. Such requests are not a second appeal, and will be granted only when the previous EEOC decision involved a clearly erroneous interpretation of material fact or law; or when the decision will have a substantial impact on the policies, practices or operations of the agency. 29 C.F.R. Section 1614.405(b). The EEOC's decision will be based on a preponderance of the evidence. The decision will also inform the complainant of his or her right to file a civil action.

**J. Civil Actions**

Prior to filing a civil action under Title VII of the Civil Rights Act of 1964 or the Rehabilitation Act of 1973, a federal sector complainant must first exhaust the administrative process set out at 29 C.F.R. Part 1614. "Exhaustion," for the purposes of filing a civil action, may occur at different stages of the process. The regulations provide that civil actions may be filed in an appropriate federal court: (1) within 90 days of receipt of the final action where no administrative appeal has been filed; (2) after 180 days from the date of filing a complaint if an administrative appeal has not been filed and final action has not been taken; (3) within 90 days of receipt of EEOC's final decision on an appeal; or (4) after 180 days from the filing of an appeal with EEOC if there has been no final decision by the EEOC. 29 C.F.R. Section 1614.407.

Under the Age Discrimination in Employment Act (ADEA), an individual may proceed directly to federal court after giving the EEOC notice of intent to sue. 29 C.F.R. Section 1614.201. An ADEA complainant who initiates the administrative process in 29 C.F.R. Part 1614 may also file a civil action within the time frames noted above. 29 C.F.R. Section 1614.407.

Under the Equal Pay Act, an individual may file a civil action within 2 years (3 years for willful violations), regardless of whether he or she has pursued an administrative complaint. 29 C.F.R. Section 1614.408. Filing a civil action terminates EEOC processing of an appeal. 29 C.F.R. Section 1614.409.

**K. Class Complaints**

Class complaints of discrimination are processed differently from individual complaints. See 29 C.F.R. Section 1614.204. The employee or applicant who wishes to file a class complaint must first seek counseling and be counseled, just like an individual complaint. However, once counseling is completed the class complaint is not investigated by the respondent agency. Rather, the complaint is forwarded to the nearest EEOC Field or District Office, where an EEOC AJ is appointed to make a decision as to whether to accept or dismiss the class complaint. The AJ examines the class to determine whether it meets the class certification requirements of numerosity, commonality, typicality and adequacy of representation. The AJ may issue a decision dismissing the class because it fails to meet any of these class certification requirements, as well as for any of the reasons for dismissal discussed above for individual complaints.

A class complaint may begin as an individual complaint of discrimination. At a certain point, it may become evident that there are many more individuals than the complainant affected by the issues raised in the individual complaint. EEOC's regulations provide that a complainant may move for class certification at any



reasonable point in the process when it becomes apparent that there are class implications to the claims raised in an individual complaint. 29 C.F.R. Section 1614.204(b).

The AJ transmits his or her decision to accept or dismiss a class complaint to the class agent and the agency. The agency must then take final action by issuing a final order within 40 days of receipt of the AJ's decision. The final order must notify the agent whether or not the agency will implement the decision of the AJ. If the agency's final order does not implement the AJ's decision, the agency must simultaneously appeal the AJ's decision to EEOC's OFO. A copy of the agency's appeal must be appended to the agency's final order. 29 C.F.R. Section 1614.204(d)(7).

A dismissal of a class complaint shall inform the class agent either that the complaint is being filed on that date as an individual complaint and processed accordingly, or that the complaint is also dismissed as an individual complaint for one of the reasons for dismissal (discussed in section E, above). In addition, a dismissal must inform the class agent of the right to appeal to EEOC's OFO or to file a civil action in federal court.

When a class complaint is accepted, the agency must use reasonable means to notify the class members of the acceptance of the class complaint, a description of the issues accepted as part of the complaint, an explanation of the binding nature of the final decision or resolution on the class members, and the name, address and telephone number of the class representative. 29 C.F.R. Section 1614.204(e). In lieu of an investigation by the respondent agency, an EEOC AJ develops the record through discovery and a hearing. The AJ then issues a recommended decision to the agency. Within 60 days of receipt of the AJ's recommended decision on the merits of the class complaint, the agency must issue a final decision which either accepts, rejects or modifies the AJ's recommended decision. If the agency fails to issue such a decision within that time frame, the AJ's recommended decision becomes the agency's final decision in the class complaint.

When discrimination is found in the final decision and a class member believes that he or she is entitled to relief, the class member may file a written claim with the agency within 30 days of receipt of notification by the agency of its final decision. The EEOC AJ retains jurisdiction over the complaint in order to resolve disputed claims by class members. The claim for relief must contain a specific showing that the claimant is a class member entitled to relief. EEOC's regulations provide that, when a finding of discrimination against a class has been made, there is a presumption of discrimination as to each member of the class. The agency must show by clear and convincing evidence that any class member is not entitled to relief. The agency must issue a final decision on each individual claim for relief within 90 days of filing. Such decision may



be appealed to EEOC's OFO, or a civil action may be filed in federal court. 29 C.F.R. Section 1614.204(l)(3).

A class complaint may be resolved at any time by agreement between the agency and the class agent. Notice of such resolution must be provided to all class members, and reviewed and approved by an EEOC AJ. If the AJ finds that the proposed resolution is not fair to the class as a whole, the AJ will issue a decision vacating the agreement, and may replace the class agent with some other eligible class member to further process the class complaint. Such decision may be appealed to EEOC. If the AJ finds that the resolution is fair to the class as a whole, the resolution is binding on all class members. 29 C.F.R. Section 1614.204(g).

#### **L. Grievances**

Persons covered by collective bargaining agreements which permit allegations of discrimination to be raised in the grievance procedure, and who wish to file a complaint or grievance on an allegation of employment discrimination, must elect to proceed either under the procedures of 29 C.F.R. Part 1614 or the negotiated grievance procedures, but not both. 29 C.F.R. Section 1614.301(a). An election to proceed under Part 1614 is made by the filing of a complaint, and an election to proceed under the negotiated grievance procedures is made by filing a grievance. Participation in the pre-complaint procedures of Part 1614 is not an election of the 1614 procedures. The election requirement does not apply to employees of agencies not covered by 5 U.S.C. Section 7121(d), notably employees of the United States Postal Service.

#### **M. Mixed Case Complaints**

Some employment actions which may be the subject of a discrimination complaint under Part 1614 may also be appealed to the Merit Systems Protection Board (MSPB). In such cases, the employee must elect to proceed with a complaint as a "mixed case complaint" under Part 1614, or a "mixed case appeal" before the MSPB. Whichever is filed first is considered an election to proceed in that forum. 29 C.F.R. Section 1614.302.

Mixed case complaints are processed similarly to other complaints of discrimination, with the following notable exceptions: (1) the agency has only 120 days from the date of the filing of the mixed case complaint to issue a final decision, and the complainant may appeal the matter to the MSPB or file a civil action any time thereafter; (2) the complainant must appeal the agency's decision to the MSPB, not the EEOC, within 30 days of receipt of the agency's decision; (3) at the completion of the investigation the complainant does not have the right to request a hearing before an EEOC AJ, and the agency must issue a decision within 45 days. 29 C.F.R. Section 1614.302(d). Individuals who have filed either a mixed case complaint or a mixed case

appeal, and who have received a final decision from the MSPB, may petition the EEOC to review the MSPB final decision.

In contrast to non-mixed matters, individuals who wish to file a civil action in mixed-case matters must file within 30 days (not 90) of receipt of: (1) the agency's final decision; (2) the MSPB's final decision; or (3) the EEOC's decision on a petition to review. Alternatively, a civil action may be filed after 120 days from the date of filing the mixed case complaint with the agency or the mixed case appeal with the MSPB if there has been no final decision on the complaint or appeal, or 180 days after filing a petition to review with EEOC if there has been no decision by EEOC on the petition. 29 C.F.R. Section 1614.310.

# APPENDIX III

## **Appendix III**

### **FEDERAL AGENCIES' PROGRAM STATUS**

March 2, 2012 was the official deadline for timely submission of FY 2011 MD-715 reports to EEOC. EEOC granted extensions on a case-by-case basis in FY 2011. Additional program status indicators are referenced in the Table below.

**EEOC FY 2011 Annual Report on the Federal Work Force: Part II**

DEPARTMENT OR AGENCY Second Level Reporting Component √ Timely Filed / Yes ■ Filed After 3/2/2012 / No DNF - Did Not File/NR – Not Required	FY 2011 MD-715 Report Timely Filed	Issue EEO Policy Statement Annually in FY 2011	Conduct EEO State of the Agency Briefing in FY 2011	Evaluate Mgt. on EEO in FY 2011	Post RA Procedures on External Web Site in FY 2011	Maintain an Anti- Harassment Policy in FY 2011	Collect Applicant Flow Data in FY 2011	Post NO FEAR Act data on External Web Site FY 2011
African Development Foundation	■	√	√	√	■	√	NR	■
Agency for International Development	■	√	√	√	√	√	■	√
American Battle Monuments Commission	■	√	√	√	■	√	NR	√
Architectural and Transportation Barriers Compliance Board	√	■	■	■	√	■	■	■
Armed Forces Retirement Home	DNF	DNF	DNF	DNF	■	DNF	DNF	■
Broadcasting Board of Governors	√	√	√	√	√	■	■	√
Central Intelligence Agency	■	■	√	√	■	√	■	■
Chemical Safety and Hazard Investigation Board	■	■	■	■	√	■	NR	√
Commission on Civil Rights	DNF	DNF	DNF	DNF	■	DNF	NR	■
Committee for Purchase from People Who Are Blind or Severely Disabled	√	√	√	√	■	■	NR	■
Commodity Futures Trading Commission	DNF	DNF	DNF	DNF	√	DNF	DNF	√
Consumer Product Safety Commission	√	√	√	√	√	√	NR	√
Corporation for National and Community Service	√	√	√	√	√	√	■	√
Court Services and Offender Supervision Agency for the DC	√	√	√	√	√	√	■	√
Defense Army and Air Force Exchange	√	√	√	√	√	√	■	■
Defense Commissary Agency	√	√	√	√	√	√	■	√
Defense Contract Audit Agency	√	■	√	√	√	√	■	√
Defense Contract Management Agency	√	■	√	√	√	√	■	√
Defense Finance and Accounting Service	√	■	√	√	■	√	■	√
Defense Human Resources Activity	√	■	■	√	√	√	■	√
Defense Information Systems Agency	√	√	√	√	■	√	√	√
Defense Intelligence Agency	√	√	√	√	■	√	■	√

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<b>Defense Logistics Agency</b>	√	√	√	√	√	■	■	√
<b>Defense Media Activity</b>	√	√	√	■	■	√	■	√
<b>Defense Missile Defense Agency</b>	√	■	√	√	■	√	■	√
<b>Defense National Geospatial-Intelligence Agency</b>	√	■	√	√	■	√	■	√
<b>Defense National Security Agency</b>	√	√	√	√	■	√	■	√
<b>Defense Nuclear Facilities Safety Board</b>	√	√	√	√	√	■	NR	√
<b>Defense Office of the Inspector General</b>	√	■	√	√	√	√	■	√
<b>Defense Office of the Secretary/Wash. Hqtrs. Services</b>	√	■	√	√	■	√	■	√
<b>Defense Security Service</b>	√	√	√	√	√	√	■	√
<b>Defense Technical Information Center</b>	■	√	√	■	√	√	NR	√
<b>Defense Threat Reduction Agency</b>	√	√	√	√	√	√	■	√
<b>Defense TRICARE Management Activity</b>	√	√	√	√	√	√	■	√
<b>Department of Agriculture</b>	√	√	√	√	√	√	■	√
Agricultural Marketing Service	√	■	√	√	√	√	■	√
Agricultural Research Service	√	√	√	√	√	√	■	√
Animal & Plant Health Inspection Service	√	√	√	√	√	√	■	√
Farm Service Agency	√	√	√	√	√	√	√	√
Food and Nutrition Service	√	√	√	√	√	√	√	√
Food Safety And Inspection Service	√	■	√	√	√	√	■	√
Forest Service	√	■	√	√	√	√	■	√
National Agricultural Statistics Service	√	√	√	√	√	√	■	√
Natural Resources Conservation Service	√	■	√	√	√	√	■	√
Office Of The Chief Financial Officer	√	√	√	√	√	√	√	√
Rural Development	√	√	√	√	√	√	■	√

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<b>Second Level Reporting Component</b> √ Timely Filed / Yes ■ Filed After 3/2/2012 / No DNF - Did Not File/NR – Not Required	<b>FY 2011 MD-715 Report Timely Filed</b>	<b>Issue EEO Policy Statement Annually in FY 2011</b>	<b>Conduct EEO State of the Agency Briefing in FY 2011</b>	<b>Evaluate Mgt. on EEO in FY 2011</b>	<b>Post RA Procedures on External Web Site in FY 2011</b>	<b>Maintain an Anti-Harassment Policy in FY 2011</b>	<b>Collect Applicant Flow Data in FY 2011</b>	<b>Post NO FEAR Act data on External Web Site FY 2011</b>
<b>Department of Commerce</b>	√	√	√	√	√	√	■	√
Bureau of Census	√	√	√	√	√	√	■	√
International Trade Administration	√	■	√	√	√	√	■	√
National Institute of Stds & Technology	√	√	√	√	√	√	■	√
National Oceanic & Atmospheric Admin	√	■	√	√	√	√	■	√
U. S. Patent and Trademark Office	√	√	√	√	√	√	■	√
<b>Department of Defense Education Activity</b>	√	■	√	√	√	√	■	√
<b>Department of Education</b>	√	√	√	√	√	√	■	■
<b>Department of Energy</b>	√	√	√	√	√	√	■	√
<b>Department of Health and Human Services</b>	√	■	√	√	√	√	■	√
Ctrs for Disease Control & Prevention	√	√	√	√	√	√	■	√
Centers for Medicare & Medicaid Services	√	■	√	√	√	√	■	√
Food and Drug Administration	√	■	√	√	√	√	■	√
Health Resources & Services Admin	√	■	√	√	√	√	■	■
Indian Health Service	√	■	√	√	√	√	■	√
National Institutes of Health	√	■	√	√	√	√	■	√
<b>Department of Homeland Security</b>	√	√	√	√	√	√	■	√
Federal Emergency Management Agency	√	√	√	√	√	√	■	√
Federal Law Enforcement Training Center	√	■	√	√	√	√	■	√
Transportation Security Administration	√	√	√	√	√	√	■	√
U.S. Citizenship & Immigration Services	√	√	√	√	√	√	■	√
U.S. Coast Guard	√	√	√	√	√	√	■	√
U.S. Customs and Border Protection	■	■	√	√	√	√	■	√
U.S. Immigration & Customs Enforcement	√	■	√	√	■	√	■	√
U.S. Secret Service	√	√	√	√	√	√	√	√



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<b>Department of Housing and Urban Development</b>	■	■	√	√	■	√	■	√
<b>Department of Justice</b>	■	√	√	√	√	√	■	√
Alcohol, Tobacco, Firearms & Explosives	■	√	√	■	√	√	■	√
Bureau of Prisons	■	■	√	√	√	√	■	√
Drug Enforcement Administration	√	√	√	√	√	√	■	√
Executive Office for U.S. Attorneys	■	√	√	√	√	√	■	√
Federal Bureau of Investigation	√	√	√	√	√	√	■	√
U.S. Marshals Service	■	√	√	√	√	√	■	√
<b>Department of Labor</b>	√	■	√	√	√	√	■	√
Bureau of Labor Statistics	√	■	■	■	√	■	√	√
Employment & Training Admin	√	■	√	√	√	√	√	√
Wage and Hour Division	√	■	√	√	√	√	√	√
Office of Workers Compensation Program	√	■	■	■	√	√	■	√
Mine Safety & Health Admin	√	■	√	√	√	√	√	√
Occupational Safety & Health Admin	√	■	√	√	√	√	√	√
<b>Department of State</b>	√	■	√	√	√	√	■	√
<b>Department of the Air Force</b>	√	√	√	√	√	√	■	■
<b>Department of the Army</b>	√	√	√	√	■	√	■	√
<b>Department of the Interior</b>	√	√	√	√	√	√	■	√
Bureau Of Indian Affairs	√	■	√	√	√	■	■	√
Bureau Of Land Management	√	■	√	√	√	√	■	√
Bureau Of Reclamation	√	√	√	√	√	√	■	√
Bureau Of Surface Mining	√	■	√	√	√	√	■	√
Fish And Wildlife Service	√	■	√	√	√	√	■	√
Geological Survey	√	■	√	√	√	√	■	√
Minerals Management Service (BOEMRE)	√	√	√	√	√	■	■	√
National Park Service	√	■	■	√	√	√	■	√

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<b>Department of the Interior cont'</b>								
Office Of The Secretary	√	√	√	√	√	√	■	√
<b>Department of the Navy</b>	√	√	√	√	√	■	■	■
<b>Department of the Treasury</b>	√	√	√	√	√	√	■	√
Bureau of Engraving and Printing	√	√	√	√	√	√	■	√
Bureau of the Public Debt	√	■	√	√	√	√	■	√
Departmental Offices	√	√	√	√	√	√	■	√
Financial Management Service	√	■	√	√	√	√	■	√
Internal Revenue Service	√	√	√	√	√	√	■	√
IRS Office of the Chief Counsel	√	■	√	√	√	√	■	√
Office of the Comptroller of the Currency	√	■	√	√	√	√	■	√
U. S. Mint	√	√	√	√	√	√	■	√
<b>Department of Transportation</b>	√	√	√	√	√	√	■	√
Federal Aviation Admin	√	√	√	√	√	√	■	√
Federal Highway Admin	■	√	√	√	√	√	■	√
Federal Motor Carriers Safety Admin	■	■	√	√	√	√	■	√
<b>Department of Veterans Affairs</b>	■	√	√	√	√	√	■	√
NCA	√	√	√	√	√	√	■	√
Veterans Benefits Administration	■	√	√	√	√	√	■	√
Veterans Health Administration	√	√	■	√	√	√	■	√
<b>Environmental Protection Agency</b>	√	√	√	√	√	√	■	√
<b>Equal Employment Opportunity Commission</b>	■	√	√	√	√	√	■	√
<b>Export-Import Bank of the US</b>	√	√	√	√	√	√	NR	√
<b>Farm Credit Administration</b>	√	√	√	√	√	√	NR	√
<b>Farm Credit System Insurance Corporation</b>	√	■	√	√	√	√	NR	√
<b>Federal Communications Commission</b>	■	■	√	■	√	√	■	√

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Federal Deposit Insurance Corporation	√	■	√	√	√	√	■	√
Federal Election Commission	√	√	√	√	√	√	NR	√
Federal Energy Regulatory Commission	√	■	√	√	√	√	■	√
Federal Housing Finance Agency	√	■	√	√	■	√	NR	√
Federal Labor Relations Authority	√	■	√	√	√	√	NR	√
Federal Maritime Commission	■	■	√	√	√	√	NR	√
Federal Mediation and Conciliation Service	■	■	■	√	√	√	√	√
Federal Mine Safety & Health Review Comm.	√	√	√	√	√	√	NR	√
Federal Reserve System--Board of Governors	■	√	√	√	√	√	■	√
Federal Retirement Thrift Investment Board	DNF	DNF	DNF	DNF	■	DNF	DNF	■
Federal Trade Commission	√	■	√	√	√	√	■	√
General Services Administration	■	√	■	√	√	√	■	√
Harry S. Truman Scholarship Foundation	DNF	DNF	DNF	DNF	■	DNF	NR	■
Holocaust Memorial Museum U.S.	√	√	√	√	■	√	NR	■
Institute of Museum and Library Services	■	√	■	■	■	√	NR	√
Inter-American Foundation	√	√	√	√	√	√	NR	√
International Boundary and Water Commission	√	■	√	√	√	√	NR	√
International Trade Commission	√	■	■	√	■	■	NR	√
Japan-United States Friendship Commission	■	■	√	√	√	√	NR	√
John F. Kennedy Center for the Performing Arts	√	■	■	■	■	√	■	■
Marine Mammal Commission	√	√	■	■	√	√	NR	√
Merit Systems Protection Board	√	■	√	√	√	√	√	√
Millennium Challenge Corporation	■	■	√	√	√	■	NR	√
National Aeronautics and Space Administration	√	■	■	√	√	√	■	■
National Archives and Records Administration	√	■	■	■	√	√	■	√
National Capital Planning Commission	√	√	√	√	■	√	NR	√

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National Council on Disability	√	■	■	√	√	■	NR	■
National Credit Union Administration	√	■	√	√	√	√	■	√
National Endowment for the Arts	√	■	√	■	√	√	NR	√
National Endowment for the Humanities	√	■	√	√	■	■	NR	√
National Gallery of Art	√	√	■	√	■	√	■	■
National Indian Gaming Commission	√	√	■	■	■	■	NR	√
National Labor Relations Board	√	√	√	√	■	√	√	√
National Mediation Board	DNF	DNF	DNF	DNF	■	DNF	DNF	■
National Reconnaissance Office	√	√	√	√	■	√	■	√
National Science Foundation	√	√	■	■	√	√	■	√
National Transportation Safety Board	■	√	√	√	√	√	NR	√
Navajo and Hopi Indian Relocation Commission	√	√	√	√	■	√	√	■
Nuclear Regulatory Commission	√	■	√	√	√	√	■	√
Occupational Safety & Health Review Commission	■	■	■	√	√	√	NR	√
Office of Government Ethics	√	√	■	√	√	√	NR	√
Office of Personnel Management	√	√	√	√	■	■	■	√
Office of Special Counsel	■	■	√	√	√	√	NR	■
Office of the Director of National Intelligence	√	■	√	√	■	√	√	√
Overseas Private Investment Corporation	√	√	√	√	√	√	NR	√
Peace Corps	√	■	√	√	√	√	■	√
Pension Benefit Guaranty Corporation	■	■	√	√	√	■	■	√
Postal Regulatory Commission	■	■	■	■	■	■	NR	√
Railroad Retirement Board	√	√	√	√	√	√	■	√
Securities and Exchange Commission	√	■	√	√	■	■	■	√
Selective Service System	■	■	■	■	■	■	NR	■
Small Business Administration	√	■	■	√	■	■	■	■

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<b>Smithsonian Institution</b>	√	√	√	√	√	√	■	NR
<b>Social Security Administration</b>	√	√	√	√	√	√	■	√
<b>Tennessee Valley Authority</b>	√	√	√	√	■	√	■	√
<b>Trade and Development Agency</b>	√	√	√	√	√	√	NR	√
<b>U.S. Postal Service</b>	√	√	■	√	√	√	■	√
Capital Metro Area Operations	√	√	√	√	√	√	■	√
Eastern Area	√	√	√	√	√	√	■	√
Great Lakes Area	√	√	√	√	√	√	■	√
Headquarters	√	√	√	√	√	√	■	√
Northeast Area	√	√	√	√	√	√	■	√
Office of the Inspector General	√	√	√	√	√	√	■	√
Pacific Area	√	√	√	√	√	√	■	√
Southwest Area	√	√	√	√	√	√	■	√
Western Area	√	√	√	√	√	√	■	√
<b>U.S. Tax Court</b>	√	√	√	√	■	√	NR	■

# APPENDIX IV

## APPENDIX IV

### FY 2011 FEDERAL WORK FORCE TABLES

#### GOVERNMENT-WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE (Data provided by CPDF, AAFES, FERC, Foreign Service, NIGC, TVA and USPS)

<a href="#">Table A-1</a>	Government-Wide Employment of Workers in Federal Work Force
<a href="#">Table A-1a</a>	Work Force Trend – Agencies with 500 or More Employees
<a href="#">Table A-1b</a>	Department or Agency with Selective Second Level Reporting Components
<a href="#">Table A-2</a>	Ten Year Trend - Government-Wide Employment of Workers in Senior Pay Level Positions
<a href="#">Table A-2a</a>	Ten Year Trend – Senior Pay Level Government-Wide Employment of Workers
<a href="#">Table A-2b</a>	Senior Pay Participation by Agency
<a href="#">Table A-3</a>	Government Wide Employment of Workers in General Schedule
<a href="#">Table A-3a</a>	Distribution across Grade Ranges – General Schedule
<a href="#">Table A-3b</a>	Government-Wide Employment of Workers in GS Grades
<a href="#">Table A-4</a>	Government-Wide Employment of Workers in Federal Wage System Positions
<a href="#">Table A-5</a>	Government-Wide Employment of Workers in Other Pay Systems Work Force
<a href="#">Table A-6</a>	Ten Year Trend – Government-Wide Employment of Individuals with Targeted Disabilities
<a href="#">Table A-6a</a>	Data was Not Available for this Table in FY 2011
<a href="#">Table A-6b</a>	Agency Participation of Individuals with Targeted Disabilities by Disability
<a href="#">Table A-6c</a>	Department or Agency with Selective Second Level Reporting Components
<a href="#">Table A-6d</a>	Distribution across Grade Ranges in FY 2011 – General Schedule



**TABLE A-1**  
**TEN YEAR TREND**  
**GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE\***

	2000CLF	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2011
<b>TOTAL WORK FORCE</b>		<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>	<b>2,608,172</b>	<b>2,763,183</b>	<b>2,811,277</b>	<b>2,850,584</b>		<b>2,843,417</b>
% OF MEN	53.23	57.57	57.43	57.10	57.01	56.94	56.83	55.87	55.94	56.03	56.19	1,597,778
% OF WOMEN	46.77	42.43	42.57	42.90	42.99	43.06	43.17	44.13	44.06	43.97	43.81	1,245,639
<b>HISPANIC OR LATINO (%)</b>	<b>10.69</b>	<b>7.10</b>	<b>7.22</b>	<b>7.46</b>	<b>7.61</b>	<b>7.68</b>	<b>7.79</b>	<b>7.94</b>	<b>7.90</b>	<b>7.90</b>	<b>7.95</b>	<b>225,983</b>
% OF MEN	6.17	4.33	4.39	4.48	4.54	4.59	4.67	4.70	4.68	4.67	4.71	134,022
% OF WOMEN	4.52	2.77	2.83	2.98	3.07	3.10	3.12	3.24	3.23	3.23	3.23	91,961
<b>WHITE (%)</b>	<b>72.77</b>	<b>67.31</b>	<b>67.17</b>	<b>66.91</b>	<b>66.49</b>	<b>66.16</b>	<b>65.76</b>	<b>65.39</b>	<b>65.59</b>	<b>65.46</b>	<b>65.20</b>	<b>1,853,863</b>
% OF MEN	39.03	41.28	41.11	40.71	40.44	40.21	39.89	38.84	39.02	39.00	38.98	1,108,339
% OF WOMEN	33.74	26.03	26.06	26.19	26.05	25.96	25.87	26.54	26.57	26.46	26.22	745,524
<b>BLACK OR AFRICAN AMERICAN (%)</b>	<b>10.67</b>	<b>18.63</b>	<b>18.56</b>	<b>18.18</b>	<b>18.29</b>	<b>18.36</b>	<b>18.43</b>	<b>18.30</b>	<b>18.03</b>	<b>17.94</b>	<b>17.97</b>	<b>511,044</b>
% OF MEN	4.92	8.07	8.00	7.81	7.86	7.90	7.91	7.81	7.69	7.68	7.71	219,285
% OF WOMEN	5.75	10.56	10.56	10.37	10.43	10.46	10.52	10.49	10.34	10.26	10.26	291,759
<b>ASIAN (%) **</b>	<b>3.85</b>	<b>5.45</b>	<b>5.54</b>	<b>5.79</b>	<b>5.94</b>	<b>5.89</b>	<b>5.95</b>	<b>5.87</b>	<b>5.84</b>	<b>5.90</b>	<b>5.95</b>	<b>169,297</b>
% OF MEN	2.03	3.16	3.21	3.32	3.40	3.36	3.39	3.33	3.30	3.33	3.35	95,343
% OF WOMEN	1.82	2.29	2.33	2.46	2.54	2.53	2.56	2.54	2.54	2.57	2.60	73,954
<b>NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (%)***</b>	<b>0.12</b>					<b>0.17</b>	<b>0.21</b>	<b>0.31</b>	<b>0.33</b>	<b>0.36</b>	<b>0.38</b>	<b>10,851</b>
% OF MEN	0.06					0.10	0.12	0.17	0.18	0.20	0.22	6,144
% OF WOMEN	0.06					0.07	0.10	0.14	0.15	0.16	0.17	4,707
<b>AMERICAN INDIAN OR ALASKA NATIVE (%)</b>	<b>1.06</b>	<b>1.50</b>	<b>1.50</b>	<b>1.67</b>	<b>1.67</b>	<b>1.68</b>	<b>1.65</b>	<b>1.64</b>	<b>1.65</b>	<b>1.60</b>	<b>1.56</b>	<b>44,392</b>
% OF MEN	0.55	0.72	0.71	0.77	0.77	0.77	0.75	0.73	0.74	0.72	0.69	19,761
% OF WOMEN	0.51	0.79	0.79	0.90	0.90	0.91	0.90	0.90	0.91	0.88	0.87	24,631
<b>TWO OR MORE RACES (%) ***</b>	<b>0.85</b>					<b>0.06</b>	<b>0.21</b>	<b>0.56</b>	<b>0.66</b>	<b>0.84</b>	<b>0.98</b>	<b>27,987</b>
% OF MEN	0.47					0.03	0.10	0.29	0.33	0.44	0.52	14,884
% OF WOMEN	0.38					0.03	0.10	0.28	0.33	0.40	0.46	13,103
<b>INDIVIDUALS WITH TARGETED DISABILITIES %</b>	CLF not available	<b>1.07</b>	<b>1.05</b>	<b>0.99</b>	<b>0.96</b>	<b>0.94</b>	<b>0.92</b>	<b>0.88</b>	<b>0.88</b>	<b>0.88</b>	<b>0.90</b>	<b>25,485</b>

\*Includes September 30, 2011 agency data as reported in CPDF plus AAFES, FERC, Foreign Service, NIGC, TVA and USPS. Does not include data for intelligence gathering agencies. \*\*The numbers from 1998-2005 include totals for "Native Hawaiian or Other Pacific Islanders." \*\*\*Separate data became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL #	TOTAL MALE #	TOTAL FEMALE %	TOTAL FEMALE #	TOTAL FEMALE %	HISPANIC OR LATINO MALE #	HISPANIC OR LATINO MALE %	HISPANIC OR LATINO FEMALE #	HISPANIC OR LATINO FEMALE %	WHITE MALE #	WHITE MALE %	WHITE FEMALE #	WHITE FEMALE %	BLACK OR AFRICAN AMERICAN MALE #	BLACK OR AFRICAN AMERICAN MALE %	BLACK OR AFRICAN AMERICAN FEMALE #	BLACK OR AFRICAN AMERICAN FEMALE %	ASIAN MALE #	ASIAN MALE %	ASIAN FEMALE #	ASIAN FEMALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE %	AMERICAN INDIAN OR ALASKA NATIVE MALE #	AMERICAN INDIAN OR ALASKA NATIVE MALE %	AMERICAN INDIAN OR ALASKA NATIVE FEMALE #	AMERICAN INDIAN OR ALASKA NATIVE FEMALE %	TWO OR MORE RACES MALE #	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE #	TWO OR MORE RACES FEMALE %		
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>																																			
2002	1,736	862	49.65	874	50.35	39	2.25	16	0.92	676	38.94	412	23.73	110	6.34	409	23.56	35	2.02	34	1.96					2	0.12	3	0.17						
2003	1,706	833	48.83	873	51.17	41	2.40	15	0.88	642	37.63	411	24.09	113	6.62	411	24.09	36	2.11	34	1.99					1	0.06	2	0.12						
2004	2,238	1,113	49.73	1,125	50.27	55	2.45	28	1.25	869	38.82	594	26.54	136	6.07	438	19.57	52	2.32	61	2.72					1	0.04	4	0.17						
2005	2,389	1,190	49.81	1,199	50.19	56	2.34	34	1.42	935	39.14	636	26.62	142	5.94	448	18.75	56	2.34	77	3.22					1	0.04	4	0.17						
2006	2,413	1,188	49.23	1,225	50.77	63	2.61	40	1.66	924	38.29	666	27.60	142	5.88	428	17.74	58	2.40	88	3.65	0	0.00	0	0.00	1	0.04	3	0.12	0	0.00	0	0.00	0	0.00
2007	2,428	1,174	48.35	1,254	51.65	60	2.47	39	1.61	920	37.89	692	28.50	139	5.72	425	17.50	52	2.14	95	3.91	0	0.00	0	0.00	3	0.12	3	0.12	0	0.00	0	0.00	0	0.00
2008	2,550	1,205	47.25	1,345	52.75	52	2.04	36	1.41	938	36.78	739	28.98	153	6.00	453	17.76	58	2.27	111	4.35	0	0.00	0	0.00	4	0.16	6	0.24	0	0.00	0	0.00	0	0.00
2009	2,813	1,346	47.85	1,467	52.15	53	1.88	34	1.21	1,040	36.97	826	29.36	176	6.26	471	16.74	68	2.42	125	4.44	0	0.00	1	0.04	6	0.21	8	0.28	3	0.11	2	0.07	0	0.00
2010	3,376	1,647	48.79	1,729	51.21	65	1.93	30	0.89	1,281	37.94	1,061	31.43	204	6.04	493	14.60	85	2.52	125	3.70	0	0.00	1	0.03	6	0.18	9	0.27	6	0.18	7	0.21	0	0.00
2011	3,894	1,892	48.59	2,002	51.41	67	1.72	36	0.92	1,467	37.67	1,244	31.95	235	6.03	523	13.43	108	2.77	162	4.16	0	0.00	0	0.00	6	0.15	14	0.36	9	0.23	23	0.59	0	0.00
<b>AGRICULTURE, DEPT. OF</b>																																			
2002	90,858	52,339	57.61	38,519	42.39	3,291	3.62	1,943	2.14	42,790	47.10	28,629	31.51	3,550	3.91	6,118	6.73	1,378	1.52	923	1.02					1,330	1.46	906	1.00						
2003	89,853	51,355	57.15	38,498	42.85	3,051	3.40	1,819	2.02	42,298	47.07	28,727	31.51	3,425	3.81	6,130	6.82	1,280	1.42	918	1.02					1,301	1.45	904	1.01						
2004	112,084	64,084	57.17	48,000	42.83	4,249	3.79	2,652	2.36	52,451	46.80	35,405	33.63	4,070	3.63	7,685	6.85	1,779	1.58	1,224	1.09					1,535	1.36	1,034	0.92						
2005	109,344	62,294	56.97	47,050	43.03	4,255	3.89	2,697	2.47	50,760	46.42	34,589	31.63	3,955	3.62	7,525	6.88	1,814	1.66	1,246	1.14					1,510	1.38	993	0.91						
2006	105,486	59,963	56.84	45,523	43.16	4,144	3.93	2,691	2.55	48,639	46.11	33,170	31.44	3,921	3.72	7,427	7.04	1,706	1.62	1,185	1.12	92	0.09	54	0.05	1,436	1.36	986	0.93	25	0.02	10	0.01		
2007	104,126	59,262	56.91	44,864	43.09	4,172	4.01	2,730	2.62	47,927	46.03	32,555	31.27	3,867	3.71	7,286	7.00	1,716	1.62	1,204	1.16	104	0.10	63	0.06	1,418	1.36	980	0.94	58	0.06	46	0.04		
2008	104,837	59,787	57.03	45,050	42.97	4,144	3.95	2,764	2.64	48,499	46.26	32,680	31.17	3,864	3.69	7,260	6.93	1,731	1.65	1,238	1.18	107	0.10	61	0.06	1,373	1.31	982	0.94	69	0.07	65	0.06		
2009	106,298	60,846	57.24	45,452	42.76	4,021	3.78	2,702	2.54	49,670	46.73	33,171	31.21	3,855	3.63	7,150	6.73	1,724	1.62	1,266	1.19	116	0.11	73	0.07	1,338	1.26	963	0.91	122	0.11	127	0.12		
2010	108,291	62,051	57.30	46,240	42.70	3,850	3.56	2,681	2.48	50,647	46.77	33,627	31.05	4,024	3.72	7,306	6.75	1,669	1.54	1,282	1.18	124	0.11	79	0.07	1,292	1.19	915	0.84	405	0.37	313	0.29		
2011	105,126	60,056	57.13	45,070	42.87	3,980	3.79	2,786	2.65	48,385	46.03	32,319	30.74	4,083	3.88	7,298	6.94	1,677	1.60	1,258	1.20	126	0.12	89	0.08	1,255	1.19	871	0.83	550	0.52	449	0.43		
<b>BROADCASTING BOARD OF GOVERNORS</b>																																			
2002	1,912	1,230	64.33	682	35.67	108	5.65	54	2.82	794	41.53	324	16.95	157	8.21	225	11.78	166	8.68	79	4.13					5	0.26	0	0.00						
2003	1,900	1,221	64.26	679	35.74	107	5.63	56	2.93	786	41.37	317	16.70	148	7.79	225	11.84	175	9.21	81	4.26					5	0.26	0	0.00						
2004	1,830	1,168	63.83	662	36.17	102	5.57	55	3.01	752	41.09	299	16.36	144	7.87	223	12.18	166	9.07	85	4.63					4	0.22	0	0.00						
2005	1,765	1,115	63.17	650	36.83	104	5.89	56	3.17	695	39.38	283	16.03	143	8.10	215	12.18	169	9.58	96	5.44					4	0.23	0	0.00						
2006	1,741	1,087	62.44	654	37.56	106	6.09	56	3.22	677	38.89	286	16.43	139	7.98	212	12.18	161	9.25	99	5.69	0	0.00	0	0.00	4	0.23	0	0.00	0	0.00	1	0.06		
2007	1,578	1,000	63.37	578	36.63	69	4.37	39	2.47	652	41.32	270	17.11	134	8.49	178	11.28	140	8.87	90	5.70	0	0.00	0	0.00	4	0.25	0	0.00	1	0.06	1	0.06		
2008	1,764	1,092	61.90	672	38.10	102	5.78	57	3.23	673	38.15	292	16.55	152	8.62	212	12.02	161	9.13	111	6.29	0	0.00	0	0.00	4	0.23	0	0.00	0	0.00	0	0.00		
2009	1,764	1,083	61.39	681	38.61	103	5.84	59	3.34	656	37.19	289	16.38	154	8.73	216	12.24	162	9.18	117	6.63	0	0.00	0	0.00	5	0.28	0	0.00	3	0.17	0	0.00		
2010	1,772	1,087	61.34	685	38.66	95	5.36	50	2.82	661	37.30	294	16.59	160	9.03	218	12.30	163	9.20	121	6.83	0	0.00	0	0.00	4	0.23	0	0.00	4	0.23	2	0.00		
2011	1,744	1,066	61.12	678	38.88	98	5.62	48	2.75	633	36.30	293	16.80	163	9.35	215	12.33	165	9.46	121	6.94	0	0.00	0	0.00	3	0.17	0	0.00	4	0.23	1	0.00		
<b>COMMERCE, DEPT. OF</b>																																			
2002	35,931	19,130	53.24	16,801	46.76	611	1.70	624	1.74	14,906	41.49	10,802	30.06	1,873	5.21	4,330	12.05	1,644	4.58	937	2.61					96	0.27	108	0.30						
2003	35,374	18,970	53.63	16,404	46.37	590	1.67	615	1.74	14,757	41.72	10,546	29.81	1,840	5.20	4,182	11.82	1,686	4.77	948	2.68					97	0.27	113	0.32						
2004	37,867	20,347	53.73	17,520	46.27	673	1.77	722	1.90	15,737	41.55	11,239	29.68	1,972	5.20	4,380	11.56	1,867	4.93	1,055	2.78					98	0.25	124	0.32						
2005	40,093	21,186	52.84	18,907	47.16	772	1.93	908	2.26	16,200	40.41	12,087	30.15	2,034	5.07	4,606	11.49	2,069	5.16	1,161	2.90					111	0.28	145	0.36						
2006	40,544	21,587	53.24	18,957	46.76	752	1.85	862	2.13	16,328	40.27	12,122	29.90	2,087	5.15	4,523	11.16	2,292	5.65	1,272	3.14	11	0.03	21	0.05	113	0.28	146	0.36	4					



TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL #	TOTAL MALE #	TOTAL FEMALE %	TOTAL FEMALE #	HISPANIC OR LATINO MALE %	HISPANIC OR LATINO FEMALE %	HISPANIC OR LATINO MALE #	HISPANIC OR LATINO FEMALE #	WHITE MALE %	WHITE FEMALE #	WHITE FEMALE %	WHITE FEMALE #	BLACK OR AFRICAN AMERICAN MALE %	BLACK OR AFRICAN AMERICAN FEMALE %	BLACK OR AFRICAN AMERICAN MALE #	BLACK OR AFRICAN AMERICAN FEMALE #	ASIAN MALE %	ASIAN FEMALE #	ASIAN FEMALE %	ASIAN FEMALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE #	AMERICAN INDIAN OR ALASKA NATIVE MALE %	AMERICAN INDIAN OR ALASKA NATIVE FEMALE %	AMERICAN INDIAN OR ALASKA NATIVE MALE #	AMERICAN INDIAN OR ALASKA NATIVE FEMALE #	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE %	TWO OR MORE RACES MALE #	TWO OR MORE RACES FEMALE #					
<b>ARMY AND AIR FORCE EXCHANGE SERVICE</b>																																					
2002	40,032	14,188	35.44	25,844	64.56	1,844	4.61	3,284	8.20	6,586	16.45	10,993	27.46	4,324	10.80	7,130	17.81	1,310	3.27	4,221	10.54					124	0.31	216	0.54								
2003	36,612	12,964	35.41	23,648	64.59	1,667	4.55	3,057	8.35	6,110	16.69	10,000	27.31	3,863	10.55	6,488	17.72	1,213	3.31	3,908	10.67					111	0.30	195	0.53								
2004	33,461	12,128	36.25	21,333	63.75	1,550	4.63	2,806	8.39	5,719	17.09	8,850	26.45	3,647	10.90	5,995	17.92	1,111	3.32	3,501	10.46					101	0.30	181	0.54								
2005	35,289	12,678	35.93	22,611	64.07	1,591	4.51	2,954	8.37	5,917	16.77	9,455	26.79	3,865	10.95	6,301	17.86	1,137	3.22	3,608	10.22					101	0.29	181	0.51								
2006	36,504	13,087	35.85	23,417	64.15	1,644	4.50	3,044	8.34	5,977	16.37	9,679	26.51	4,112	11.26	6,660	18.24	925	2.53	3,170	8.68	200	0.55	496	1.36	95	0.26	177	0.48	134	0.37	191	0.52				
2007	34,269	12,288	35.86	21,981	64.14	1,567	4.57	2,875	8.39	5,589	16.31	8,878	25.91	3,673	10.72	6,068	17.71	843	2.46	2,944	8.59	199	0.58	548	1.60	94	0.27	181	0.53	323	0.94	487	1.42				
2008	35,277	12,595	35.70	22,682	64.30	1,736	4.92	3,273	9.28	5,350	15.17	8,661	24.55	3,634	10.30	6,068	17.20	842	2.39	2,927	8.30	313	0.89	663	1.88	106	0.30	186	0.53	614	1.74	914	2.59				
2009	35,409	12,877	36.37	22,532	63.63	1,863	5.26	3,347	9.45	5,540	15.65	8,636	24.39	3,596	10.16	5,945	16.79	885	2.50	2,897	8.18	310	0.88	632	1.78	105	0.30	174	0.49	578	1.63	901	2.54				
2010	35,512	13,027	36.68	22,485	63.32	1,945	5.48	3,343	9.41	5,604	15.78	8,633	24.31	3,574	10.06	5,929	16.70	880	2.48	2,830	7.97	325	0.92	657	1.85	97	0.27	162	0.46	602	1.70	931	2.62				
2011	35,382	12,973	36.67	22,409	63.33	2,042	5.77	3,550	10.03	5,569	15.74	8,422	23.80	3,426	9.68	5,932	16.77	908	2.57	2,796	7.90	331	0.94	667	1.89	72	0.20	150	0.42	625	1.77	892	2.52				
<b>DEFENSE COMMISSARY AGENCY</b>																																					
2002	15,133	6,106	40.35	9,027	59.65	593	3.92	752	4.97	3,159	20.87	3,831	25.32	1,606	10.61	2,656	17.55	688	4.55	1,718	11.35					60	0.40	70	0.46								
2003	15,928	6,531	41.00	9,397	59.00	643	4.04	818	5.14	3,354	21.06	4,004	25.14	1,735	10.89	2,694	16.91	737	4.63	1,809	11.36					62	0.39	72	0.45								
2004	14,815	5,951	40.17	8,864	59.83	588	3.97	780	5.26	3,047	20.57	3,694	24.93	1,528	10.31	2,564	17.31	735	4.96	1,756	11.85					53	0.36	70	0.47								
2005	15,319	6,286	41.03	9,033	58.97	625	4.08	844	5.51	3,215	20.99	3,765	24.58	1,659	10.83	2,581	16.85	736	4.80	1,772	11.57					51	0.33	71	0.46								
2006	15,372	6,211	40.40	9,161	59.60	620	4.03	787	5.12	3,137	20.41	3,797	24.70	1,673	10.88	2,679	17.43	680	4.42	1,717	11.17	48	0.31	84	0.55	44	0.29	81	0.53	9	0.06	16	0.10				
2007	14,986	6,064	40.46	8,922	59.54	599	4.00	742	4.95	3,007	20.13	3,633	24.24	1,692	11.29	2,639	17.61	620	4.14	1,680	11.21	67	0.45	116	0.77	47	0.31	82	0.55	22	0.15	30	0.20				
2008	15,131	6,137	40.56	8,994	59.44	573	3.79	756	5.00	3,099	20.48	3,670	24.25	1,673	11.06	2,611	17.26	583	3.85	1,616	10.68	89	0.59	155	1.02	58	0.38	88	0.58	62	0.41	98	0.65				
2009	15,499	6,339	40.90	9,160	59.10	590	3.81	755	4.87	3,195	20.61	3,849	24.83	1,705	11.00	2,552	16.47	588	3.79	1,612	10.40	91	0.59	161	1.04	56	0.36	88	0.57	114	0.74	143	0.92				
2010	15,580	6,478	41.58	9,102	58.42	567	3.64	719	4.61	3,328	21.36	3,862	24.79	1,695	10.88	2,534	16.26	583	3.74	1,584	10.17	110	0.71	158	1.01	44	0.28	84	0.54	151	0.97	161	1.03				
2011	15,079	6,420	42.58	8,659	57.42	556	3.69	681	4.52	3,320	22.02	3,663	24.29	1,683	11.16	2,410	15.98	560	3.71	1,515	10.05	97	0.64	145	0.96	43	0.29	75	0.50	161	1.07	170	1.13				
<b>DEFENSE CONTRACT AUDIT AGENCY</b>																																					
2002	4,079	2,199	53.91	1,880	46.09	107	2.62	101	2.48	1,817	44.55	1,305	31.99	144	3.53	294	7.21	124	3.04	173	4.24					7	0.17	7	0.17								
2003	4,020	2,122	52.79	1,898	47.21	105	2.61	107	2.66	1,751	43.56	1,321	32.86	138	3.43	293	7.29	120	2.99	171	4.25					8	0.20	6	0.15								
2004	4,050	2,079	51.33	1,971	48.67	111	2.74	130	3.21	1,698	41.93	1,350	33.33	141	3.48	302	7.46	121	2.99	184	4.54					8	0.20	5	0.12								
2005	4,112	2,032	49.42	2,080	50.58	102	2.48	127	3.09	1,663	40.44	1,415	34.41	132	3.21	331	8.05	126	3.06	204	4.96					9	0.22	3	0.07								
2006	4,018	1,912	47.59	2,106	52.41	85	2.12	128	3.19	1,560	38.83	1,423	35.42	121	3.01	329	8.19	120	2.99	198	4.93	4	0.10	5	0.12	9	0.22	4	0.10	13	0.32	19	0.47				
2007	4,093	1,906	46.57	2,187	53.43	80	1.95	133	3.25	1,566	38.26	1,480	36.16	117	2.86	329	8.04	117	2.86	214	5.23	4	0.10	4	0.10	7	0.17	7	0.17	15	0.37	20	0.49				
2008	4,171	1,884	45.17	2,287	54.83	85	2.04	138	3.31	1,524	36.54	1,561	37.43	121	2.90	333	7.98	126	3.02	222	5.32	5	0.12	4	0.10	8	0.19	10	0.24	15	0.36	19	0.46				
2009	4,322	1,973	45.65	2,349	54.35	84	1.94	140	3.24	1,615	37.37	1,617	37.41	116	2.68	333	7.70	131	3.03	223	5.16	3	0.07	4	0.09	8	0.19	8	0.19	16	0.37	24	0.56				
2010	4,717	2,195	46.53	2,522	53.47	83	1.76	146	3.10	1,808	38.33	1,747	37.04	128	2.71	345	7.31	142	3.01	232	4.92	3	0.06	5	0.11	9	0.19	6	0.13	22	0.47	41	0.87				
2011	4,852	2,251	46.39	2,601	53.61	91	1.88	163	3.36	1,821	37.53	1,773	36.54	142	2.93	354	7.30	153	3.15	242	4.99	4	0.08	10	0.21	7	0.14	8	0.16	33	0.68	51	1.05				
<b>DEFENSE CONTRACT MANAGEMENT AGENCY</b>																																					
2002	11,370	6,962	61.23	4,408	38.77	358	3.15	252	2.22	5,643	49.63	3,127	27.50	617	5.43	842	7.41	292	2.57	147	1.29					52	0.46	40	0.35								
2003	10,840	6,617	61.04	4,223	38.96	343	3.16	242	2.23	5,358	49.43	3,007	27.74	581	5.36	799	7.37	282	2.60	139	1.28					53	0.49	36	0.33								
2004	11,122	6,835	61.45	4,287	38.55	341	3.07	244	2.19	5,575	50.13	3,050	27.42	576	5.18	808	7.26	289	2.60	151	1.36					54	0.49	34	0.31								
2005	10,535	6,533	62.01	4,002	37.99	347	3.29	231	2.19	5,270	50.02	2,815	26.72	572	5.43	772	7.33	295	2.80	151	1.43					49	0.47	33	0.31								
2006	9,872	6,203	62.83	3,669	37.17	324	3.28	213	2.16	5,031	50.96	2,582	26.15	530	5.37	696	7.05	273	2.77	143	1.45					44	0.45	30	0.30								
2007	9,546	6,025	63.12	3,521	36.88	304	3.18	212	2.22																												

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL #	TOTAL MALE #	TOTAL FEMALE #	TOTAL MALE %	TOTAL FEMALE %	HISPANIC OR LATINO #	HISPANIC OR LATINO %	HISPANIC OR LATINO FEMALE #	HISPANIC OR LATINO FEMALE %	WHITE MALE #	WHITE MALE %	WHITE FEMALE #	WHITE FEMALE %	BLACK OR AFRICAN AMERICAN MALE #	BLACK OR AFRICAN AMERICAN MALE %	BLACK OR AFRICAN AMERICAN FEMALE #	BLACK OR AFRICAN AMERICAN FEMALE %	ASIAN MALE #	ASIAN MALE %	ASIAN FEMALE #	ASIAN FEMALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE %	AMERICAN INDIAN OR ALASKA NATIVE #	AMERICAN INDIAN OR ALASKA NATIVE %	AMERICAN INDIAN OR ALASKA NATIVE FEMALE #	AMERICAN INDIAN OR ALASKA NATIVE FEMALE %	TWO OR MORE RACES MALE #	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE #	TWO OR MORE RACES FEMALE %
<b>DEFENSE FINANCE AND ACCOUNTING SERVICES</b>																																	
2002	14,835	5,543	37.36	9,292	62.64	266	1.79	444	2.99	4,101	27.64	5,939	40.03	899	6.06	2,387	16.09	233	1.57	443	2.99					44	0.30	79	0.53				
2003	14,049	5,261	37.45	8,788	62.55	257	1.83	429	3.05	3,913	27.85	5,658	40.27	836	5.95	2,213	15.75	215	1.53	412	2.93					40	0.28	76	0.54				
2004	13,403	5,017	37.43	8,386	62.57	242	1.81	398	2.97	3,733	27.85	5,351	39.92	790	5.89	2,174	16.22	213	1.59	394	2.94					39	0.29	69	0.51				
2005	13,388	5,037	37.62	8,351	62.38	249	1.86	396	2.96	3,733	27.88	5,292	39.53	803	6.00	2,201	16.44	214	1.60	389	2.91					38	0.28	73	0.55				
2006	13,083	4,891	37.38	8,192	62.62	216	1.65	291	2.22	3,603	27.54	5,279	40.35	841	6.43	2,173	16.61	184	1.41	328	2.51	13	0.10	29	0.22	29	0.22	81	0.62	5	0.04	11	0.08
2007	12,449	4,691	37.68	7,758	62.32	202	1.62	249	2.00	3,515	28.24	5,206	41.82	779	6.26	1,950	15.66	141	1.13	253	2.03	10	0.08	14	0.11	30	0.24	68	0.55	14	0.11	18	0.14
2008	11,932	4,522	37.90	7,410	62.10	163	1.37	209	1.75	3,445	28.87	5,006	41.95	758	6.35	1,893	15.86	93	0.78	195	1.63	9	0.08	12	0.10	37	0.31	69	0.58	17	0.14	26	0.22
2009	12,208	4,717	38.64	7,491	61.36	153	1.25	193	1.58	3,640	29.82	5,102	41.79	749	6.14	1,895	15.52	101	0.83	195	1.60	10	0.08	14	0.11	42	0.34	62	0.51	22	0.18	30	0.25
2010	12,878	5,045	39.18	7,833	60.82	141	1.09	182	1.41	3,911	30.37	5,286	41.05	816	6.34	2,047	15.90	105	0.82	202	1.57	11	0.09	14	0.11	36	0.28	62	0.48	25	0.19	40	0.31
2011	12,244	4,841	39.54	7,403	60.46	140	1.14	173	1.41	3,738	30.53	4,940	40.35	785	6.41	1,972	16.11	105	0.86	192	1.57	10	0.08	13	0.11	32	0.26	61	0.50	31	0.25	52	0.42
<b>DEFENSE HUMAN RESOURCES ACTIVITY</b>																																	
2002	673	285	42.35	388	57.65	12	1.78	22	3.27	237	35.22	287	42.64	24	3.57	57	8.47	11	1.63	20	2.97					1	0.15	2	0.30				
2003	734	312	42.51	422	57.49	16	2.18	28	3.81	253	34.47	299	40.74	26	3.54	70	9.54	16	2.18	23	3.13					1	0.14	2	0.27				
2004	772	320	41.45	452	58.55	17	2.20	33	4.27	253	32.90	313	40.54	32	4.15	83	10.75	16	2.07	21	2.72					1	0.13	2	0.26				
2005	795	321	40.38	474	59.62	17	2.14	36	4.53	251	31.57	302	37.99	34	4.28	108	13.58	18	2.26	24	3.02					1	0.13	4	0.50				
2006	880	344	39.09	536	60.91	17	1.93	41	4.66	262	29.77	344	39.09	43	4.89	115	13.07	19	2.16	30	3.41	0	0.00	0	0.00	2	0.23	4	0.45	1	0.11	2	0.23
2007	891	350	39.28	541	60.72	19	2.13	44	4.94	257	28.84	335	37.60	47	5.27	125	14.03	23	2.58	28	3.14	0	0.00	0	0.00	3	0.34	3	0.34	1	0.11	6	0.67
2008	904	356	39.38	548	60.62	21	2.32	41	4.54	254	28.10	348	38.50	47	5.20	118	13.05	24	2.65	31	3.43	0	0.00	0	0.00	2	0.22	2	0.22	8	0.88	8	0.88
2009	1,037	418	40.31	619	59.69	23	2.22	38	3.66	302	29.12	392	37.80	55	5.30	133	12.83	26	2.51	39	3.76	0	0.00	1	0.10	3	0.29	3	0.29	9	0.87	13	1.25
2010	1,185	504	42.53	681	57.47	31	2.62	46	3.88	355	29.96	414	34.94	67	5.65	156	13.16	39	3.29	44	3.71	0	0.00	1	0.08	3	0.25	2	0.17	9	0.76	18	1.52
2011	1,257	564	44.55	697	55.45	24	1.91	39	3.10	382	30.39	408	32.46	84	6.68	157	12.49	55	4.38	60	4.77	0	0.00	1	0.08	3	0.24	4	0.32	12	0.95	28	2.23
<b>DEFENSE INFORMATION SYSTEMS AGENCY</b>																																	
2002	5,898	3,119	52.88	2,779	47.12	100	1.70	90	1.53	2,401	40.71	1,894	32.11	398	6.75	623	10.56	206	3.49	151	2.56					14	0.24	21	0.36				
2003	5,519	2,949	53.43	2,570	46.57	94	1.70	82	1.49	2,257	40.90	1,759	31.87	388	7.03	576	10.44	196	3.55	136	2.46					14	0.25	17	0.31				
2004	5,161	2,834	54.91	2,327	45.09	89	1.72	69	1.34	2,159	41.83	1,579	30.59	384	7.44	533	10.33	188	3.64	133	2.58					14	0.27	13	0.25				
2005	4,909	2,767	56.37	2,142	43.63	90	1.83	61	1.24	2,067	42.11	1,436	29.25	385	7.84	495	10.08	213	4.34	137	2.79					12	0.24	13	0.26				
2006	5,370	3,010	56.05	2,360	43.95	101	1.88	75	1.40	2,214	41.23	1,539	28.66	438	8.16	583	10.86	232	4.32	143	2.66	6	0.11	2	0.04	16	0.30	12	0.22	3	0.06	6	0.11
2007	5,595	3,155	56.39	2,440	43.61	117	2.09	81	1.45	2,217	40.59	1,551	27.72	501	8.95	628	11.22	237	4.24	148	2.65	6	0.11	4	0.07	17	0.30	16	0.29	6	0.11	12	0.21
2008	5,661	3,235	57.15	2,426	42.85	112	1.98	78	1.38	2,354	41.58	1,540	27.20	501	8.85	619	10.93	235	4.15	152	2.69	4	0.07	5	0.09	18	0.32	17	0.30	11	0.19	15	0.26
2009	5,808	3,358	57.82	2,450	42.18	106	1.83	80	1.38	2,450	42.18	1,587	27.32	506	8.71	599	10.31	248	4.27	144	2.48	7	0.12	7	0.12	21	0.36	16	0.28	20	0.34	17	0.29
2010	6,229	3,688	59.21	2,541	40.79	111	1.78	80	1.28	2,688	43.15	1,614	25.91	574	9.21	649	10.42	259	4.16	151	2.42	9	0.14	7	0.11	22	0.35	17	0.27	25	0.40	23	0.37
2011	6,464	3,900	60.33	2,564	39.67	127	1.96	77	1.19	2,802	43.35	1,573	24.33	624	9.65	698	10.80	282	4.36	157	2.43	10	0.15	5	0.08	23	0.36	17	0.26	32	0.50	37	0.57
<b>DEFENSE LOGISTICS AGENCY</b>																																	
2002	21,698	12,469	57.47	9,229	42.53	721	3.32	317	1.46	9,019	41.57	5,981	27.56	2,153	9.92	2,611	12.03	425	1.96	217	1.00					151	0.70	103	0.47				
2003	20,763	11,929	57.45	8,834	42.55	649	3.13	307	1.48	8,673	41.77	5,688	27.39	2,109	10.16	2,523	12.15	364	1.75	222	1.07					134	0.65	94	0.45				
2004	21,685	12,707	58.60	8,978	41.40	707	3.26	330	1.52	9,155	42.22	5,783	26.67	2,333	10.76	2,543	11.73	383	1.77	230	1.06					129	0.59	92	0.42				
2005	21,501	12,596	58.58	8,905	41.42	656	3.05	329	1.53	9,082	42.24	5,732	26.66	2,328	10.83	2,516	11.70	398	1.85	296	1.38					132	0.61	92	0.43				
2006	21,459	12,585	58.65	8,874	41.35	665	3.10	324	1.51	9,034	42.10	5,675	26.45	2,364	11.02	2,536	11.82	335	1.56	221	1.03					138	0.64	95	0.44				
2007	21,394	12,523	58.54	8,871	41.46	653	3.05	332	1.55	8,921	41.70	5,605	26.20	2,408	11.26	2,556	11.95	338	1.58	237	1.11	47	0.22	26	0.12	130	0.61	97	0.45	26	0.12	18	0.08
2008	23,017	13,504	58.67	9,513	41.33	719	3.12	380	1.65	9,471	41.15	5,948	25.84	2,695	11.71	2,738	11.90	361	1.57	274	1.19	54	0.23	35	0.15	137	0.60	101	0.44	67	0.29	37	0.16
2009	25,295	15,002	59.31	10,293	40.69	820	3.24	445	1.76	10,339	40.87	6,418	25.37	2,991	11.82	2,883	11.40	445	1.76	311	1.23	86	0.34	44	0.17	138	0.55	93	0.37	183	0.72	99	0.39
2010	25,154	4,761	18.93	9,685	38.50	829	3.30	439	1.75	10,269	40.82	6,218	24.72	3,018	12.00	2,877	11.44	476	1.89	325	1.29	97	0.39	52	0.21	133	0.53	90	0.36	208	0.83	123	0.49
2011	25,525	15,354	60.15	10,171	39.85	819	3.21	451	1.77	10,433	40.87	6,138	24.05	3,138	12.29	2,966	11.62	493	1.93	328	1.29	101	0.40	52	0.20	129	0.51	87	0.34	241	0.94	149	0.58
<b>DEFENSE SECURITY SERVICE</b>																																	
2002	2,561	1,291	50.41	1,270	49.59	39	1.52	43	1.68	1,118	43.65	916	35.																				

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL #	TOTAL MALE #	TOTAL FEMALE #	TOTAL MALE %	TOTAL FEMALE %	HISPANIC OR LATINO #	HISPANIC OR LATINO MALE %	HISPANIC OR LATINO FEMALE #	HISPANIC OR LATINO FEMALE %	WHITE MALE #	WHITE MALE %	WHITE FEMALE #	WHITE FEMALE %	BLACK OR AFRICAN AMERICAN MALE #	BLACK OR AFRICAN AMERICAN MALE %	BLACK OR AFRICAN AMERICAN FEMALE #	BLACK OR AFRICAN AMERICAN FEMALE %	ASIAN MALE #	ASIAN MALE %	ASIAN FEMALE #	ASIAN FEMALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE %	AMERICAN INDIAN OR ALASKA NATIVE MALE #	AMERICAN INDIAN OR ALASKA NATIVE MALE %	AMERICAN INDIAN OR ALASKA NATIVE FEMALE #	AMERICAN INDIAN OR ALASKA NATIVE FEMALE %	TWO OR MORE RACES MALE #	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE #	TWO OR MORE RACES FEMALE %
<b>DEFENSE THREAT REDUCTION AGENCY****</b>																																	
2002	1,004	537	537	53.49	46.51	45	4.48	43	4.28	409	40.74	314	31.27	55	5.48	102	10.16	25	2.49	8	0.80					3	0.30	0	0.00				
2003	949	509	537	53.64	46.36	47	4.95	40	4.21	376	39.62	285	30.03	61	6.43	107	11.28	23	2.42	8	0.84					2	0.21	0	0.00				
2004	1,045	582	555	55.69	46.31	50	4.78	40	3.83	426	40.74	288	27.56	79	7.56	122	11.67	24	2.30	12	1.15					3	0.29	1	0.10				
2005	1,116	648	468	58.06	41.94	50	4.48	45	4.03	452	40.50	283	25.36	110	9.86	123	11.02	32	2.87	16	1.43					4	0.36	1	0.09				
2006	1,157	682	475	58.95	41.05	49	4.24	42	3.63	475	41.05	281	24.29	116	10.03	134	11.58	36	3.11	14	1.21	0	0.00	0	0.00	4	0.35	2	0.17	2	0.17	2	0.17
2007	1,118	670	448	59.93	40.07	49	4.38	43	3.85	464	41.50	262	23.43	113	10.11	125	11.18	32	2.86	14	1.25	0	0.00	0	0.00	5	0.45	0	0.00	7	0.63	4	0.36
2008	1,198	740	458	61.77	38.23	53	4.42	43	3.59	524	43.74	255	21.29	118	9.85	133	11.10	30	2.50	16	1.34	1	0.08	4	0.33	7	0.58	2	0.17	7	0.58	5	0.42
2009	1,203	743	460	61.76	38.24	46	3.82	44	3.66	536	44.56	250	20.78	110	9.14	136	11.31	31	2.58	16	1.33	1	0.08	3	0.25	6	0.50	3	0.25	13	1.08	8	0.67
2010	1,323	810	513	61.22	38.78	47	3.55	43	3.25	604	45.65	300	22.68	109	8.24	135	10.20	33	2.49	21	1.59	1	0.08	3	0.23	3	0.23	3	0.23	14	1.06	9	0.68
2011	1,250	773	477	61.84	38.16	42	3.36	39	3.12	579	46.32	268	21.44	100	8.00	135	10.80	33	2.64	23	1.84	0	0.00	2	0.16	2	0.16	1	0.08	17	1.36	9	0.72
<b>NAVY, DEPARTMENT OF THE</b>																																	
2002	176,216	126,762	71,94	49,454	28.06	5,204	2.95	2,528	1.43	95,574	54.24	31,400	17.82	12,478	7.08	10,260	5.82	12,593	7.15	4,881	2.77					913	0.52	385	0.22				
2003	175,794	122,842	69,88	52,952	30.12	5,126	2.92	2,562	1.46	91,622	52.12	35,161	20.00	12,361	7.03	9,883	5.62	12,829	7.30	4,982	2.83					904	0.51	364	0.21				
2004	177,538	123,983	69,83	53,555	30.17	5,163	2.90	2,611	1.47	92,384	52.03	35,355	19.91	12,551	7.06	9,950	5.60	13,003	7.32	5,293	2.98					882	0.50	346	0.19				
2005	174,728	122,368	70,03	52,360	29.97	5,248	3.00	2,658	1.52	90,821	51.98	34,306	19.63	12,355	7.07	9,737	5.57	13,090	7.49	5,319	3.04					854	0.49	340	0.19				
2006	173,944	121,798	70,02	52,146	29.98	5,238	3.01	2,668	1.52	89,792	51.62	33,845	19.46	12,831	7.38	9,840	5.66	11,940	6.86	5,035	2.89	1,051	0.60	344	0.20	850	0.49	345	0.20	96	0.06	69	0.04
2007	173,212	121,290	70,02	51,922	29.98	5,240	3.03	2,667	1.54	89,140	51.46	33,481	19.33	12,727	7.35	9,789	5.65	11,850	6.84	4,981	2.88	1,153	0.67	398	0.23	802	0.46	360	0.21	378	0.22	246	0.14
2008	180,017	126,020	70,00	54,327	30.18	5,577	3.10	2,794	1.55	92,044	51.13	34,735	19.30	13,332	7.41	10,304	5.72	12,194	6.77	5,182	2.88	1,316	0.73	485	0.27	825	0.46	386	0.21	732	0.41	441	0.24
2009	190,434	133,187	69,94	57,247	30.06	6,006	3.15	3,082	1.62	97,263	51.07	36,406	19.12	13,933	7.32	10,786	5.66	12,627	6.63	5,350	2.81	1,470	0.77	594	0.31	852	0.45	408	0.21	1,036	0.54	621	0.33
2010	197,533	138,582	70,16	58,951	29.84	6,277	3.18	3,181	1.61	100,771	51.01	37,236	18.85	14,606	7.39	11,062	5.60	13,073	6.62	5,575	2.82	1,664	0.84	668	0.34	877	0.44	401	0.20	1,314	0.67	828	0.42
2011	199,594	141,393	70,84	58,201	29.16	6,468	3.24	3,172	1.59	102,218	51.21	36,620	18.35	15,170	7.60	10,838	5.43	13,279	6.65	5,515	2.76	1,818	0.91	727	0.36	881	0.44	386	0.19	1,559	0.78	943	0.47
<b>OFFICE OF THE INSPECTOR GENERAL</b>																																	
2002	1,179	682	57.85	497	42.15	21	1.78	17	1.44	556	47.16	305	25.87	80	6.79	149	12.64	23	1.95	22	1.87					2	0.17	4	0.34				
2003	1,180	678	57.46	502	42.54	23	1.95	17	1.44	550	46.61	301	25.51	77	6.53	153	12.97	26	2.20	25	2.12					2	0.17	6	0.51				
2004	1,271	746	58.69	525	41.31	29	2.28	19	1.49	595	46.81	314	24.70	90	7.08	156	12.27	31	2.44	29	2.28					1	0.08	7	0.55				
2005	1,373	798	58.12	575	41.88	34	2.48	25	1.82	628	45.74	352	25.64	97	7.06	157	11.43	40	2.91	33	2.40					1	0.07	8	0.58				
2006	1,391	794	57.08	597	42.92	42	3.02	34	2.44	612	44.00	358	25.74	97	6.97	166	11.93	39	2.80	28	2.01	1	0.07	2	0.14	3	0.22	8	0.58	0	0.00	1	0.07
2007	1,401	800	57.10	601	42.90	53	3.78	42	3.00	603	43.04	348	24.84	95	6.78	170	12.13	36	2.57	30	2.14	2	0.14	1	0.07	4	0.29	9	0.64	7	0.50	1	0.07
2008	1,516	879	57.98	637	42.02	60	3.96	44	2.90	647	42.68	367	24.21	114	7.52	188	12.40	44	2.90	27	1.78	2	0.13	1	0.07	3	0.20	8	0.53	9	0.59	2	0.13
2009	1,578	904	57.29	674	42.71	56	3.55	43	2.72	669	42.40	380	24.08	119	7.54	205	12.99	46	2.92	33	2.09	2	0.13	1	0.06	1	0.06	8	0.51	11	0.70	4	0.25
2010	1,629	929	57.03	700	42.97	58	3.56	45	2.76	683	41.93	390	23.94	131	8.04	216	13.26	41	2.52	33	2.03	2	0.12	2	0.12	4	0.25	7	0.43	10	0.61	7	0.43
2011	1,541	888	57.62	653	42.38	59	3.83	41	2.66	643	41.73	357	23.17	136	8.83	211	13.69	34	2.21	29	1.88	2	0.13	1	0.06	4	0.26	7	0.45	10	0.65	7	0.45
<b>OFFICE OF THE SECRETARY/WASH. HQTRS. SERVICE</b>																																	
2002	4,493	2,584	57.51	1,909	42.49	60	1.34	40	0.89	2,071	46.09	1,231	27.40	377	8.39	575	12.80	62	1.38	62	1.38					14	0.31	1	0.02				
2003	5,352	3,294	61.55	2,058	38.45	93	1.74	47	0.88	2,471	46.17	1,313	24.53	628	11.73	638	11.92	80	1.49	59	1.10					22	0.41	1	0.02				
2004	5,552	3,430	61.78	2,122	38.22	108	1.95	60	1.08	2,560	46.11	1,363	24.55	647	11.65	628	11.31	92	1.66	68	1.22					23	0.41	3	0.05				
2005	5,827	3,637	62.42	2,190	37.58	113	1.94	66	1.13	2,730	46.85	1,387	23.80	669	11.48	654	11.22	102	1.75	76	1.30					23	0.39	7	0.12				
2006	6,576	4,146	63.05	2,430	36.95	120	1.82	75	1.14	3,140	47.75	1,568	23.84	733	11.15	663	10.08	123	1.87	98	1.49	2	0.03	9	0.14	24	0.36	11	0.17	4	0.06	6	0.09
2007	7,692	4,720	61.36	2,972	38.64	152	1.98	88	1.14	3,577	46.50	1,974	25.66	768	9.98	737	9.58	158	2.05	119	1.55	10	0.13	15	0.20	32	0.42	15	0.20	23	0.30	24	0.31
2008	8,471	5,189	61.26	3,282	38.74	178	2.10	98	1.16	3,906	46.11	2,175	25.68	854	10.08	795	9.38	182	2.15	142	1.68	7	0.08	16	0.19	34	0.40	17	0.20	28	0.33	39	0.46
2009	5,881	3,790	64.44	2,078	35.33	128	2.18	45	0.77	2,727	46.37	1,281	21.78	780	13.26	614	10.44	106	1.80	94	1.60	8	0.14	10	0.17	19	0.32	7	0.12	22	0.37	27	0.46
2010	7,469	4,906	65.68	2,563	34.32	157	2.10	74	0.99	3,632	48.63	1,605	21.49	896	12.00	696	9.32	140	1.87	120	1.61	10	0.13	9	0.12	23	0.31	9	0.12	48	0.64	50	0.67
2011	7,747	5,109	65.95	2,638	34.05	177	2.28	69	0.89	3,808	49.15	1,675	21.62	881	11.37	701	9.05	158	2.04	119	1.54	9	0.12	11	0.14	22	0.28	7	0.09	54	0.70	56	0.72
<b>EDUCATION, DEPT. OF</b>																																	
2002	4,309	1,618	37.55	2,691	62.45	70	1.62</																										

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL #	TOTAL MALE #	TOTAL FEMALE %	TOTAL FEMALE #	TOTAL FEMALE %	HISPANIC OR LATINO #	HISPANIC OR LATINO %	HISPANIC OR LATINO #	HISPANIC OR LATINO %	WHITE #	WHITE %	WHITE #	WHITE %	WHITE #	WHITE %	BLACK OR AFRICAN AMERICAN #	BLACK OR AFRICAN AMERICAN %	BLACK OR AFRICAN AMERICAN #	BLACK OR AFRICAN AMERICAN %	ASIAN #	ASIAN %	ASIAN #	ASIAN %	ASIAN #	ASIAN %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER %	AMERICAN INDIAN OR ALASKA NATIVE #	AMERICAN INDIAN OR ALASKA NATIVE %	AMERICAN INDIAN OR ALASKA NATIVE #	AMERICAN INDIAN OR ALASKA NATIVE %	TWO OR MORE RACES #	TWO OR MORE RACES %	TWO OR MORE RACES #	TWO OR MORE RACES %
<b>ENERGY, DEPT. OF</b>																																					
2002	15,726	9,745	61.97	5,981	38.03	486	3.09	408	2.59	8,133	51.72	4,073	25.90		529	3.36	1,199	7.62	463	2.94	209	1.33							134	0.85	92	0.59					
2003	15,196	9,451	62.19	5,745	37.81	473	3.11	399	2.63	7,863	51.74	3,888	25.59		516	3.40	1,153	7.59	463	3.05	213	1.40							136	0.89	92	0.61					
2004	15,023	9,408	62.62	5,615	37.38	488	3.24	404	2.68	7,817	52.03	3,781	25.16		521	3.46	1,135	7.55	448	2.98	206	1.37							134	0.89	89	0.59					
2005	14,973	9,330	62.31	5,643	37.69	517	3.45	426	2.85	7,704	51.45	3,766	25.15		518	3.46	1,148	7.67	447	2.99	213	1.42							144	0.96	90	0.60					
2006	14,950	9,290	62.14	5,660	37.86	526	3.52	433	2.90	7,658	51.22	3,753	25.10		515	3.44	1,147	7.67	443	2.96	227	1.52							137	0.92	95	0.64					
2007	14,945	9,241	61.83	5,704	38.17	518	3.47	422	2.82	7,572	50.67	3,732	25.24		521	3.49	1,158	7.75	438	2.93	223	1.49			5	0.03	1	0.01	131	0.88	89	0.60	50	0.33	31	0.21	
2008	15,448	9,530	61.69	5,918	38.31	543	3.52	441	2.85	7,786	50.40	3,879	25.11		551	3.57	1,215	7.87	438	2.84	228	1.48			14	0.09	12	0.08	130	0.84	97	0.63	68	0.44	46	0.30	
2009	15,826	9,727	61.46	6,099	38.54	554	3.50	454	2.87	7,907	49.96	3,976	25.12		560	3.54	1,257	7.94	483	3.05	248	1.57			17	0.11	11	0.07	125	0.79	98	0.62	81	0.51	55	0.35	
2010	16,625	10,253	61.67	6,372	38.33	576	3.46	458	2.75	8,331	50.11	4,196	25.24		586	3.52	1,264	7.60	511	3.07	273	1.64			20	0.12	12	0.07	127	0.76	98	0.59	102	0.61	71	0.43	
2011	16,381	10,131	61.85	6,250	38.15	573	3.50	443	2.70	8,209	50.11	4,115	25.12		582	3.55	1,232	7.52	515	3.14	267	1.63			18	0.11	13	0.08	122	0.74	96	0.59	112	0.68	84	0.51	
<b>ENVIRONMENTAL PROTECTION AGENCY</b>																																					
2002	17,495	8,681	49.62	8,814	50.38	394	2.25	437	2.50	6,998	40.00	5,285	30.21		750	4.29	2,564	14.66	474	2.71	451	2.58							65	0.37	77	0.44					
2003	17,642	8,685	49.23	8,957	50.77	408	2.31	455	2.58	6,950	39.39	5,370	30.44		765	4.34	2,582	14.64	492	2.79	472	2.68							70	0.40	78	0.44					
2004	18,576	9,258	49.84	9,318	50.16	424	2.33	491	2.64	7,437	40.03	5,610	30.20		796	4.28	2,622	14.41	521	2.80	513	2.76							70	0.37	82	0.44					
2005	18,398	9,083	49.37	9,315	50.63	432	2.35	500	2.72	7,262	39.47	5,596	30.42		792	4.30	2,619	14.24	530	2.88	522	2.84							67	0.36	78	0.42					
2006	18,248	9,016	49.41	9,232	50.59	405	2.22	477	2.61	7,298	39.99	5,738	31.44		745	4.08	2,443	13.39	509	2.79	497	2.72			0	0.00	1	0.01	59	0.32	76	0.42	0	0.00	0	0.00	
2007	18,092	8,942	49.43	9,150	50.57	409	2.26	503	2.78	7,143	39.48	5,527	30.55		777	4.29	2,486	13.74	539	2.98	546	3.02			4	0.02	6	0.03	60	0.33	73	0.40	10	0.06	9	0.05	
2008	18,247	8,991	49.27	9,256	50.73	415	2.27	511	2.80	7,163	39.26	5,579	30.57		790	4.33	2,485	13.62	537	2.94	573	3.14			5	0.03	8	0.04	66	0.36	79	0.43	15	0.08	21	0.12	
2009	18,448	9,106	49.36	9,342	50.64	451	2.44	548	2.97	7,178	38.91	5,623	30.48		793	4.30	2,441	13.23	537	2.91	555	3.01			10	0.05	11	0.06	53	0.29	73	0.40	84	0.46	91	0.49	
2010	18,742	9,252	49.37	9,490	50.63	459	2.45	551	2.94	7,258	38.73	5,748	30.67		820	4.38	2,433	12.98	568	3.03	566	3.02			11	0.06	12	0.06	52	0.28	72	0.38	84	0.45	108	0.58	
2011	18,777	9,261	49.32	9,516	50.68	468	2.49	549	2.92	7,225	38.48	5,734	30.54		829	4.41	2,433	12.96	586	3.12	594	3.16			12	0.06	13	0.07	51	0.27	74	0.39	90	0.48	119	0.63	
<b>EQUAL EMPLOYMENT OPPORTUNITY COMMISSION</b>																																					
2002	2,734	920	33.65	1,814	66.35	125	4.57	226	8.27	438	16.02	621	22.71		317	11.59	904	33.07	38	1.39	53	1.94							2	0.07	10	0.37					
2003	2,555	857	33.54	1,698	66.46	114	4.46	216	8.45	406	15.89	580	22.70		298	11.66	846	33.11	37	1.45	47	1.84							2	0.08	9	0.35					
2004	2,465	811	32.90	1,654	67.10	110	4.46	210	8.51	382	15.49	570	23.12		282	11.44	815	33.06	35	1.41	50	2.02							2	0.08	9	0.36					
2005	2,363	778	32.92	1,585	67.08	104	4.40	206	8.72	369	15.62	544	23.02		261	11.05	772	32.67	40	1.69	51	2.16							4	0.17	12	0.51					
2006	2,195	726	33.08	1,469	66.92	101	4.60	192	8.75	348	15.85	517	23.55		234	10.66	699	31.85	38	1.73	48	2.19			1	0.05	1	0.05	4	0.18	11	0.50	0	0.00	1	0.05	
2007	2,192	725	33.07	1,467	66.93	99	4.52	195	8.90	341	15.56	504	22.99		237	10.81	702	32.03	38	1.73	42	1.92			2	0.09	1	0.05	2	0.09	13	0.59	6	0.27	10	0.46	
2008	2,205	731	33.15	1,474	66.85	100	4.54	197	8.93	337	15.28	501	22.72		238	10.79	703	31.88	40	1.81	46	2.09			1	0.05	2	0.09	3	0.14	12	0.54	12	0.54	13	0.59	
2009	2,353	817	34.72	1,536	65.28	118	5.01	206	8.75	373	15.85	519	22.06		264	11.22	728	30.94	45	1.91	50	2.12			1	0.04	2	0.08	2	0.08	13	0.55	14	0.59	18	0.76	
2010	2,543	899	35.35	1,644	64.65	126	4.95	214	8.42	427	16.79	575	22.61		282	11.09	763	30.00	44	1.73	55	2.16			1	0.04	2	0.08	3	0.12	14	0.55	16	0.63	21	0.83	
2011	2,479	893	36.02	1,586	63.98	120	4.84	205	8.27	439	17.71	558	22.51		272	10.97	734	29.61	38	1.53	53	2.14			1	0.04	2	0.08	3	0.12	12	0.48	20	0.81	22	0.89	
<b>FEDERAL COMMUNICATIONS COMMISSION</b>																																					
2002	2,024	970	47.92	1,054	52.08	31	1.53	20	0.99	728	35.97	510	25.20		156	7.71	478	23.62	51	2.52	45	2.22							4	0.20	1	0.05					
2003	2,012	962	47.81	1,050	52.19	39	1.94	22	1.09	714	35.49	500	24.85		157	7.80	481	23.91	48	2.39	46	2.29							4	0.20	1	0.05					
2004	1,952	928	47.54	1,024	52.46	35	1.79	22	1.12	691	35.39	487	24.94		150	7.68	466	23.87	48	2.45	48	2.45							4	0.20	1	0.05					
2005	1,854	876	47.25	978	52.75	36	1.94	23	1.24	643	34.68	466	25.13		145	7.82	444	23.95	48	2.59	43	2.32							4	0.22	2	0.11					
2006	1,847	868	47.00	979	53.00	36	1.95	22	1.19	637	34.49	461	24.96		144	7.80	446	24.15	48	2.60	48	2.60			0	0.00	0	0.00	3	0.16	2						

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL #	TOTAL MALE #	TOTAL FEMALE %	TOTAL FEMALE #	HISPANIC OR LATINO MALE %	HISPANIC OR LATINO MALE #	HISPANIC OR LATINO FEMALE %	HISPANIC OR LATINO FEMALE #	WHITE MALE %	WHITE MALE #	WHITE FEMALE %	WHITE FEMALE #	BLACK OR AFRICAN AMERICAN MALE %	BLACK OR AFRICAN AMERICAN MALE #	BLACK OR AFRICAN AMERICAN FEMALE %	BLACK OR AFRICAN AMERICAN FEMALE #	ASIAN MALE %	ASIAN MALE #	ASIAN FEMALE %	ASIAN FEMALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE #	AMERICAN INDIAN OR ALASKA NATIVE MALE %	AMERICAN INDIAN OR ALASKA NATIVE MALE #	AMERICAN INDIAN OR ALASKA NATIVE FEMALE %	AMERICAN INDIAN OR ALASKA NATIVE FEMALE #	TWO OR MORE RACES MALE %	TWO OR MORE RACES MALE #	TWO OR MORE RACES FEMALE %	TWO OR MORE RACES FEMALE #			
<b>FEDERAL ENERGY REGULATORY COMMISSION ****</b>																																			
2002	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****	****
2003	1,219	672	55.13	547	44.87	13	1.07	18	1.48	535	43.89	278	22.81	72	5.91	225	18.46	51	4.18	23	1.89	0	0.00	0	0.00	0	0.00	0	0.00	3	0.25	0	0.00	0	0.00
2004	1,255	690	54.98	565	45.02	13	1.04	17	1.35	548	43.67	290	23.11	75	5.98	230	18.33	54	4.30	23	1.83	0	0.00	0	0.00	0	0.00	0	0.00	3	0.24	1	0.08	1	0.08
2005	1,234	663	53.73	571	46.27	11	0.89	21	1.70	529	42.87	294	23.82	72	5.83	225	18.23	50	4.05	25	2.03	0	0.00	0	0.00	1	0.08	6	0.49	0	0.00	0	0.00	0	0.00
2006	1,341	716	53.39	625	46.61	10	0.75	20	1.49	566	42.21	324	24.16	77	5.74	241	17.97	54	4.03	31	2.31	0	0.00	0	0.00	2	0.15	7	0.52	7	0.52	2	0.15	2	0.15
2007	1,296	686	52.93	610	47.07	9	0.69	21	1.62	544	41.98	314	24.23	70	5.40	234	18.06	53	4.09	30	2.31	0	0.00	0	0.00	3	0.23	7	0.54	7	0.54	4	0.31	4	0.31
2008	1,351	731	54.11	620	45.89	10	0.74	19	1.41	584	43.23	321	23.76	68	5.03	236	17.47	58	4.29	30	2.22	0	0.00	0	0.00	3	0.22	7	0.52	8	0.59	7	0.52	7	0.52
2009	1,468	811	55.25	657	44.75	11	0.75	18	1.23	644	43.87	350	23.84	72	4.90	236	16.08	69	4.70	38	2.59	0	0.00	0	0.00	6	0.41	7	0.48	9	0.61	8	0.54	8	0.54
2010	1,477	824	55.79	653	44.21	10	0.68	15	1.02	617	41.77	329	22.27	68	4.60	223	15.10	67	4.54	35	2.37	0	0.00	0	0.00	4	0.27	7	0.47	58	3.93	44	2.98	44	2.98
2011	1,477	824	55.79	653	44.21	10	0.68	15	1.02	617	41.77	329	22.27	68	4.60	223	15.10	67	4.54	35	2.37	0	0.00	0	0.00	4	0.27	7	0.47	58	3.93	44	2.98	44	2.98
<b>FEDERAL TRADE COMMISSION</b>																																			
2002	959	462	48.18	497	51.82	11	1.15	10	1.04	394	41.08	294	30.66	44	4.59	168	17.52	13	1.36	23	2.40														
2003	969	468	48.30	501	51.70	10	1.03	10	1.03	402	41.49	292	30.13	44	4.54	175	18.06	12	1.24	22	2.27														
2004	1,073	535	49.86	538	50.14	13	1.21	13	1.21	456	42.49	319	29.72	48	4.47	180	16.77	17	1.58	24	2.23														
2005	1,017	499	49.07	518	50.93	18	1.77	12	1.18	419	41.20	302	29.70	46	4.52	176	17.31	16	1.57	25	2.46														
2006	1,068	524	49.06	544	50.94	20	1.87	12	1.12	433	40.54	330	30.90	49	4.59	165	15.45	21	1.97	34	3.18	0	0.00	0	0.00	1	0.09	3	0.28	0	0.00	0	0.00	0	0.00
2007	1,095	538	49.13	557	50.87	24	2.19	11	1.00	437	39.91	341	31.14	53	4.84	163	14.89	22	2.01	40	3.65	2	0.18	0	0.00	0	0.00	2	0.18	0	0.00	0	0.00	0	0.00
2008	1,122	545	48.57	577	51.43	23	2.05	14	1.25	436	38.86	351	31.28	57	5.08	161	14.35	26	2.32	47	4.19	2	0.18	1	0.09	0	0.00	3	0.27	1	0.09	0	0.00	0	0.00
2009	1,120	549	49.02	571	50.98	22	1.96	16	1.43	442	39.46	345	30.80	58	5.18	157	14.02	24	2.14	47	4.20	2	0.18	1	0.09	0	0.00	4	0.36	1	0.09	1	0.09	1	0.09
2010	1,189	583	49.03	606	50.97	25	2.10	18	1.51	468	39.36	375	31.54	60	5.05	158	13.29	27	2.27	47	3.95	2	0.17	0	0.00	0	0.00	4	0.34	1	0.08	4	0.34	4	0.34
2011	1,135	572	50.40	563	49.60	25	2.20	19	1.67	452	39.82	354	31.19	62	5.46	130	11.45	28	2.47	50	4.41	1	0.09	1	0.09	0	0.00	3	0.26	4	0.35	6	0.53	6	0.53
<b>GENERAL SERVICES ADMINISTRATION</b>																																			
2002	14,095	7,707	54.68	6,388	45.32	417	2.96	350	2.48	5,277	37.44	3,403	24.14	1,620	11.49	2,289	16.24	292	2.07	258	1.83														
2003	12,400	6,364	51.32	6,036	48.68	282	2.27	309	2.49	4,579	36.93	3,265	26.33	1,184	9.55	2,134	17.21	263	2.12	268	2.16														
2004	12,597	6,412	50.90	6,185	49.10	303	2.40	337	2.67	4,599	36.50	3,347	26.56	1,164	9.24	2,173	17.25	286	2.27	272	2.15														
2005	12,666	6,416	50.66	6,250	49.34	313	2.47	345	2.72	4,581	36.17	3,386	26.73	1,156	9.13	2,160	17.05	305	2.41	308	2.43														
2006	12,170	6,148	50.52	6,022	49.48	303	2.49	349	2.87	4,339	35.65	3,230	26.54	1,127	9.26	2,080	17.09	303	2.49	302	2.48	6	0.05	7	0.06	58	0.48	40	0.33	12	0.10	14	0.12	14	0.12
2007	11,996	6,092	50.78	5,904	49.22	301	2.51	337	2.81	4,290	35.76	3,113	25.95	1,111	9.26	2,070	17.26	305	2.54	304	2.53	6	0.05	9	0.08	51	0.43	36	0.30	28	0.23	35	0.29	35	0.29
2008	11,958	6,058	50.66	5,900	49.34	295	2.47	334	2.79	4,235	35.42	3,095	25.88	1,124	9.40	2,077	17.37	314	2.63	308	2.58	7	0.06	12	0.10	48	0.40	30	0.25	35	0.29	44	0.37	44	0.37
2009	12,490	6,383	51.10	6,107	48.90	305	2.44	346	2.77	4,474	35.82	3,201	25.63	1,153	9.23	2,133	17.08	341	2.73	325	2.60	10	0.08	11	0.09	49	0.39	30	0.24	51	0.41	61	0.49	61	0.49
2010	12,893	6,626	51.39	6,267	48.61	303	2.35	345	2.68	4,644	36.02	3,286	25.49	1,199	9.30	2,172	16.85	360	2.79	352	2.73	12	0.09	13	0.10	48	0.37	30	0.23	60	0.47	69	0.54	69	0.54
2011	12,739	6,568	51.56	6,171	48.44	300	2.35	347	2.72	4,577	35.93	3,234	25.39	1,203	9.44	2,123	16.67	362	2.84	349	2.74	13	0.10	15	0.12	52	0.41	30	0.24	61	0.48	73	0.57	73	0.57
<b>GOVERNMENT PRINTING OFFICE</b>																																			
2002	2,979	1,727	57.97	1,252	42.03	36	1.21	25	0.84	770	25.85	324	10.88	897	30.11	887	29.78	17	0.57	15	0.50														
2003	2,789	1,618	58.01	1,171	41.99	31	1.11	19	0.68	725	25.99	314	11.26	840	30.12	816	29.26	18	0.65	19	0.68														
2004	2,396	1,405	58.64	991	41.36	25	1.04	13	0.54	653	27.25	295	12.31	706	29.46	661	27.58	18	0.75	19	0.79														
2005	2,363	1,365	57.77	998	42.23	26	1.10	13	0.55	630	26.66	290	12.27	682	28.86	668	28.27	20	0.85	24	1.02														
2006	2,235	1,300	58.17	935	41.83	27	1.21	12	0.54	605	27.07	285	12.75	641	28.68	611	27.34	23	1.03	24	1.07	0	0.00	0	0.00	4	0.18	3	0.13	0	0.00	0	0.00	0	0.00
2007	2,281	1,317	57.74	964	42.26	26	1.14	12	0.53	616	27.01	298	13.06	643	28.19	626	27.44	26	1.14	24	1.05	0	0.00	0	0.00	6	0.26	4	0.18	0	0.00				



TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL #	TOTAL MALE #	TOTAL FEMALE #	TOTAL MALE %	TOTAL FEMALE %	HISPANIC OR LATINO MALE #	HISPANIC OR LATINO FEMALE #	HISPANIC OR LATINO MALE %	HISPANIC OR LATINO FEMALE %	WHITE MALE #	WHITE FEMALE #	WHITE MALE %	WHITE FEMALE %	BLACK OR AMERICAN MALE #	BLACK OR AMERICAN FEMALE #	BLACK OR AMERICAN MALE %	BLACK OR AMERICAN FEMALE %	ASIAN MALE #	ASIAN FEMALE #	ASIAN MALE %	ASIAN FEMALE %	NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER MALE #	NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER FEMALE #	NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER FEMALE %	AMERICAN INDIAN OR ALASKA NATIVE MALE #	AMERICAN INDIAN OR ALASKA NATIVE FEMALE #	AMERICAN INDIAN OR ALASKA NATIVE MALE %	AMERICAN INDIAN OR ALASKA NATIVE FEMALE %	TWO OR MORE RACES MALE #	TWO OR MORE RACES FEMALE #	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE %
<b>HOMELAND SECURITY, DEPT. OF ****</b>																																	
2002	156,611	103,946	66,37	52.665	33.63	18,581	11,86	7,320	4.67	68,620	43.82	31,007	19.80	11,455	7.31	11,493	7.34	4,507	2.88	2,424	1.55					783	0.50	421	0.27				
2003	162,944	107,874	66.20	55.070	33.80	19,405	11.91	7,644	4.69	71,361	43.79	32,407	19.89	11,586	7.11	12,053	7.40	4,706	2.89	2,502	1.54					816	0.50	464	0.28				
2004	162,132	107,138	66.08	54.994	33.92	19,655	12.12	7,893	4.87	70,342	43.39	31,644	19.52	11,455	7.07	12,431	7.67	4,848	2.99	2,533	1.56					838	0.52	493	0.30				
2005	168,635	111,515	66.13	57.120	33.87	20,392	12.09	7,847	4.65	73,555	43.62	33,187	19.68	11,522	6.83	12,816	7.60	4,684	2.78	2,402	1.42	188	0.11	173	0.10	1,173	0.70	694	0.41	1	0.00	1	0.00
2006	164,613	109,912	66.77	54.701	33.23	22,015	13.37	7,829	4.76	70,527	42.84	30,540	18.55	11,564	7.02	13,181	8.01	4,591	2.79	2,382	1.45	204	0.12	170	0.10	963	0.59	588	0.36	48	0.03	11	0.01
2007	176,627	117,580	66.57	59.047	33.43	24,023	13.60	8,609	4.87	75,597	42.80	33,079	18.73	11,970	6.78	13,972	7.91	4,822	2.73	2,600	1.47	188	0.11	166	0.09	929	0.53	606	0.34	51	0.03	15	0.01
2008	186,066	124,566	66.95	61.500	33.05	25,277	13.58	8,713	4.68	80,451	43.24	35,018	18.82	12,328	6.63	14,114	7.59	4,999	2.69	2,690	1.45	223	0.12	180	0.10	1,013	0.54	616	0.33	275	0.15	169	0.09
2009	188,983	126,887	67.14	62.096	32.86	26,721	14.14	9,264	4.90	78,647	41.62	33,786	17.88	12,881	6.82	14,524	7.69	5,482	2.90	2,803	1.48	458	0.24	344	0.18	921	0.49	554	0.29	1,777	0.94	821	0.43
2010	198,242	133,049	67.11	65.193	32.89	27,786	14.02	9,635	4.86	81,958	41.34	34,927	17.62	13,722	6.92	15,571	7.85	5,723	2.89	2,950	1.49	509	0.26	367	0.19	889	0.45	544	0.27	2,462	1.24	1,199	0.60
<b>HOUSING AND URBAN DEVELOPMENT, DEPT. OF</b>																																	
2002	9,793	3,948	40.31	5,845	59.69	278	2.84	411	4.20	2,594	26.49	2,550	26.04	872	8.90	2,623	26.78	166	1.70	199	2.03					38	0.39	62	0.63				
2003	10,177	4,040	39.70	6,137	60.30	290	2.85	437	4.29	2,608	25.63	2,636	25.90	935	9.19	2,765	27.17	170	1.67	230	2.26					37	0.36	69	0.68				
2004	10,218	4,064	39.77	6,154	60.23	284	2.77	437	4.27	2,573	25.18	2,613	25.57	987	9.65	2,786	27.26	186	1.82	246	2.40					34	0.33	72	0.70				
2005	9,921	3,960	39.92	5,961	60.08	283	2.85	428	4.31	2,508	25.28	2,505	25.25	954	9.62	2,714	27.36	181	1.82	242	2.44					34	0.34	72	0.73				
2006	9,825	3,866	39.55	5,939	60.45	283	2.88	431	4.39	2,423	24.66	2,431	24.74	954	9.71	2,751	28.00	191	1.94	244	2.48	0	0.00	5	0.05	31	0.32	75	0.76	4	0.04	2	0.02
2007	9,589	3,764	39.25	5,825	60.75	268	2.79	418	4.36	2,323	24.23	2,349	24.50	932	9.72	2,717	28.33	201	2.10	252	2.63	0	0.00	7	0.07	33	0.34	76	0.79	7	0.07	6	0.06
2008	9,781	3,819	39.05	5,962	60.95	264	2.70	421	4.30	2,343	23.95	2,369	24.22	959	9.80	2,800	28.63	198	2.02	269	2.75	0	0.00	8	0.08	35	0.36	81	0.83	20	0.20	14	0.14
2009	9,563	3,686	38.54	5,877	61.46	256	2.68	413	4.32	2,248	23.51	2,326	24.32	938	9.81	2,768	28.94	187	1.96	265	2.77	0	0.00	8	0.08	35	0.37	80	0.84	22	0.23	17	0.18
2010	10,041	3,922	39.06	6,119	60.94	259	2.58	405	4.03	2,397	23.87	2,484	24.74	1,003	9.99	2,833	28.21	200	1.99	299	2.98	2	0.02	5	0.05	45	0.45	68	0.68	16	0.16	25	0.25
2011	9,758	3,872	39.68	5,886	60.32	261	2.67	409	4.19	2,341	23.99	2,345	24.03	1,001	10.26	2,730	27.98	207	2.12	294	3.01	6	0.06	7	0.07	40	0.41	64	0.66	16	0.16	37	0.38
<b>INTERIOR, DEPT. OF</b>																																	
2002	60,465	37,233	61.58	23,232	38.42	1,685	2.79	1,267	2.10	29,108	48.14	16,226	26.84	1,739	2.88	1,936	3.20	626	1.04	570	0.94					4,075	6.74	3,233	5.35				
2003	60,840	37,344	61.38	23,496	38.62	1,708	2.81	1,280	2.10	29,272	48.11	16,383	26.93	1,726	2.84	1,936	3.18	645	1.06	600	0.99					3,993	6.56	3,297	5.42				
2004	77,600	46,505	59.93	31,095	40.07	2,104	2.71	1,534	1.97	36,017	46.41	20,742	26.72	1,914	2.46	2,097	2.70	807	1.03	754	0.97					5,663	7.29	5,968	7.69				
2005	76,676	45,806	59.74	30,870	40.26	2,086	2.72	1,572	2.05	35,469	46.26	20,531	26.78	1,830	2.39	2,084	2.72	817	1.07	750	0.98					5,604	7.31	5,933	7.74				
2006	73,126	43,416	59.37	29,710	40.63	2,007	2.74	1,532	2.10	33,609	45.96	19,722	26.97	1,735	2.37	2,007	2.74	665	0.91	686	0.94	94	0.13	52	0.07	5,237	7.16	5,652	7.73	69	0.09	59	0.08
2007	72,465	43,001	59.34	29,464	40.66	2,041	2.82	1,555	2.15	33,281	45.93	19,559	26.99	1,720	2.37	1,969	2.72	634	0.87	633	0.87	130	0.18	83	0.11	4,901	6.76	5,419	7.48	294	0.41	246	0.34
2008	73,891	43,785	59.26	30,106	40.74	2,093	2.83	1,583	2.14	34,041	46.07	20,178	27.31	1,755	2.38	1,967	2.66	665	0.90	647	0.88	166	0.22	91	0.12	4,715	6.38	5,359	7.25	350	0.47	281	0.38
2009	76,647	45,531	59.40	31,116	40.60	2,184	2.85	1,634	2.13	35,452	46.25	20,933	27.31	1,796	2.34	2,039	2.66	685	0.89	679	0.89	193	0.25	123	0.16	4,823	6.29	5,397	7.04	398	0.52	311	0.18
2010	79,048	46,941	59.38	32,107	40.62	2,282	2.89	1,738	2.20	36,485	46.16	21,599	27.32	1,832	2.32	2,098	2.65	732	0.93	704	0.89	217	0.27	137	0.17	4,913	6.22	5,440	6.88	480	0.61	391	0.25
2011	77,225	45,758	59.25	31,467	40.75	2,243	2.90	1,695	2.19	35,589	46.08	21,005	27.20	1,796	2.33	2,086	2.70	752	0.97	722	0.93	208	0.27	143	0.19	4,637	6.00	5,381	6.97	533	0.69	435	0.38
<b>JUSTICE, DEPT. OF</b>																																	
2002	124,539	77,466	62.20	47,073	37.80	12,623	10.14	5,081	4.08	53,712	43.13	28,618	22.98	8,296	6.66	11,616	9.33	2,219	1.78	1,419	1.14					616	0.49	339	0.27				
2003	98,180	58,404	59.49	39,776	40.51	5,148	5.24	3,138	3.20	43,817	44.63	25,071	25.54	7,382	7.52	10,238	10.43	1,515	1.54	1,045	1.06					542	0.55	284	0.29				
2004	102,906	61,303	59.57	41,603	40.43	5,415	5.26	3,432	3.33	46,037	44.74	26,044	25.30	7,600	7.38	10,641	10.34	1,693	1.64	1,198	1.16					558	0.54	288	0.27				
2005	104,098	62,430	59.97	41,668	40.43	5,528	5.31	3,521	3.38	46,914	45.07	26,059	25.03	7,655	7.35	10,559	10.14	1,775	1.71	1,242	1.19					558	0.54	287	0.28				
2006	105,827	63,784	60.27	42,043	39.73	5,701	5.39	3,584	3.39	47,810	45.18	26,082	24.65	7,776	7.35	10,680	10.09	1,878	1.77	1,373	1.30	43	0.04	20	0.02	571	0.54	303	0.29	5	0.00	1	0.00
2007	106,411	64,280	60.41	42,131	39.59</																												

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL MALE	TOTAL FEMALE	HISPANIC OR LATINO MALE	HISPANIC OR LATINO FEMALE	WHITE MALE	WHITE FEMALE	BLACK OR AMERICAN MALE	BLACK OR AMERICAN FEMALE	ASIAN MALE	ASIAN FEMALE	NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER MALE	NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER FEMALE	AMERICAN INDIAN OR ALASKA NATIVE MALE	AMERICAN INDIAN OR ALASKA NATIVE FEMALE	TWO OR MORE RACES MALE	TWO OR MORE RACES FEMALE																	
<b>NATIONAL AERONAUTICS AND SPACE ADMINISTRATION</b>																																		
2002	18,520	12,262	6,258	33.79	597	3.22	309	1.67	9,969	53.83	4,426	23.90	845	4.56	1,176	6.35	760	4.10	275	1.48	91	0.49	72	0.39										
2003	18,500	12,159	6,572	35.21	596	3.22	319	1.72	9,866	53.33	4,442	24.01	840	4.54	1,223	6.61	767	4.15	286	1.55	90	0.49	71	0.38										
2004	19,278	12,571	6,707	34.79	631	3.27	346	1.79	10,159	52.70	4,624	23.98	883	4.58	1,337	6.93	801	4.15	332	1.72	97	0.50	68	0.35										
2005	18,786	12,197	6,589	35.07	643	3.42	350	1.86	9,806	52.20	4,516	24.04	871	4.64	1,326	7.06	786	4.18	332	1.77	91	0.48	65	0.35										
2006	18,457	11,974	6,483	35.12	632	3.42	357	1.93	9,614	52.09	4,418	23.94	846	4.58	1,303	7.06	783	4.24	339	1.84	89	0.48	61	0.33	5	0.03	5	0.03						
2007	18,461	11,961	6,500	35.21	637	3.45	364	1.97	9,543	51.69	4,413	23.90	836	4.53	1,289	6.98	800	4.33	338	1.83	91	0.49	57	0.31	47	0.25	34	0.18						
2008	18,562	12,011	6,551	35.29	654	3.52	377	2.03	9,554	51.47	4,447	23.96	836	4.50	1,279	6.89	802	4.32	341	1.84	91	0.49	60	0.32	60	0.32	41	0.22						
2009	18,522	11,993	6,529	35.25	666	3.60	390	2.11	9,514	51.37	4,415	23.84	825	4.45	1,274	6.88	813	4.39	344	1.86	13	0.07	5	0.03	88	0.48	52	0.28	74	0.40				
2010	18,671	12,084	6,587	35.28	680	3.64	395	2.12	9,540	51.10	4,415	23.65	855	4.58	1,308	7.01	824	4.41	355	1.90	12	0.06	5	0.03	87	0.47	48	0.26	86	0.46				
2011	18,632	12,062	6,570	35.26	706	3.79	402	2.16	9,479	50.87	4,378	23.50	838	4.50	1,311	7.04	839	4.50	358	1.92	12	0.06	5	0.03	86	0.46	42	0.23	102	0.55	74	0.40		
<b>NATIONAL ARCHIVES AND RECORDS ADMINISTRATION</b>																																		
2002	2,723	1,262	1,461	53.65	20	0.73	23	0.84	910	33.42	841	30.89	297	10.91	556	20.42	31	1.14	33	1.21			4	0.15	8	0.29								
2003	2,619	1,221	1,398	53.38	22	0.84	21	0.80	886	33.83	840	32.07	283	10.81	501	19.13	27	1.03	30	1.15			3	0.11	6	0.23								
2004	2,979	1,391	1,588	53.31	25	0.83	26	0.87	990	33.23	952	31.95	341	11.44	556	18.66	31	1.04	47	1.57			4	0.13	7	0.23								
2005	3,043	1,412	1,631	53.60	26	0.85	25	0.82	1,010	33.19	971	31.91	331	10.88	581	19.09	41	1.35	46	1.51			4	0.13	8	0.26								
2006	3,018	1,392	1,626	53.88	25	0.83	25	0.83	1,004	33.27	981	32.50	324	10.74	570	18.89	36	1.19	42	1.39			0	0.00	1	0.03	3	0.10	6	0.20	0	0.00	1	0.03
2007	2,963	1,383	1,580	53.32	23	0.78	22	0.74	987	33.31	940	31.72	328	11.07	577	19.47	39	1.32	31	1.05			0	0.00	1	0.03	3	0.10	6	0.20	3	0.10	3	0.10
2008	3,139	1,435	1,704	54.28	20	0.64	24	0.76	1,021	32.53	1,051	33.48	338	10.77	581	18.51	43	1.37	31	0.99			0	0.00	0	0.00	3	0.10	7	0.22	10	0.32	10	0.32
2009	3,383	1,543	1,840	54.39	21	0.62	29	0.86	1,101	32.55	1,137	33.61	366	10.82	608	17.97	41	1.21	35	1.03			0	0.00	1	0.03	4	0.12	6	0.18	10	0.30	24	0.71
2010	3,529	1,623	1,906	54.01	24	0.68	32	0.91	1,158	32.81	1,212	34.34	378	10.71	596	16.89	44	1.25	36	1.02			1	0.03	1	0.03	5	0.14	8	0.23	13	0.37	21	0.60
2011	3,521	1,653	1,868	53.05	25	0.71	31	0.88	1,189	33.77	1,197	34.00	367	10.42	571	16.22	45	1.28	41	1.16			2	0.06	1	0.03	5	0.14	7	0.20	20	0.57	20	0.57
<b>NATIONAL CREDIT UNION ADMINISTRATION</b>																																		
2002	920	545	375	40.76	19	2.07	14	1.52	476	51.74	276	30.00	34	3.70	72	7.83	15	1.63	9	0.98			1	0.11	4	0.43								
2003	898	528	370	41.20	19	2.12	15	1.67	459	51.11	271	30.18	33	3.67	71	7.91	16	1.78	9	1.00			1	0.11	4	0.45								
2004	888	512	376	42.34	20	2.25	16	1.80	442	49.77	270	30.40	34	3.82	74	8.33	16	1.80	12	1.35			0	0.00	4	0.45								
2005	899	497	402	44.72	20	2.22	18	2.00	428	47.61	287	31.92	29	3.23	82	9.12	20	2.22	12	1.33			0	0.00	3	0.33								
2006	911	500	411	45.12	17	1.87	17	1.87	426	46.76	290	31.83	34	3.73	84	9.22	16	1.76	14	1.54			3	0.33	0	0.00	4	0.44	4	0.44	2	0.22	2	0.22
2007	911	498	413	45.33	19	2.09	14	1.54	418	45.88	293	32.16	35	3.84	87	9.55	19	2.09	13	1.43			0	0.00	0	0.00	4	0.44	4	0.44	2	0.22	2	0.22
2008	946	520	426	45.03	19	2.01	17	1.80	434	45.88	295	31.18	38	4.02	95	10.04	23	2.43	13	1.37			3	0.32	0	0.00	4	0.42	3	0.32	2	0.21	2	0.21
2009	1,013	551	462	45.61	24	2.37	20	1.97	458	45.21	305	30.11	40	3.95	109	10.76	17	1.68	19	1.88			3	0.30	0	0.00	2	0.20	4	0.39	7	0.69	5	0.49
2010	1,079	580	499	46.25	23	2.13	23	2.13	486	45.04	336	31.14	37	3.43	102	9.45	20	1.85	29	2.69			5	0.46	0	0.00	1	0.09	3	0.28	8	0.74	6	0.56
2011	1,175	647	528	44.94	24	2.04	24	2.04	533	45.36	352	29.96	47	4.00	112	9.53	26	2.21	29	2.47			5	0.43	0	0.00	1	0.09	4	0.34	11	0.94	7	0.60
<b>NATIONAL GALLERY OF ART</b>																																		
2002	795	469	326	41.01	8	1.01	4	0.50	183	23.02	206	25.91	275	34.59	108	13.58	2	0.25	8	1.01			1	0.13	0	0.00								
2003	806	467	339	42.06	14	1.74	6	0.74	188	23.33	212	26.30	260	32.26	108	13.40	4	0.50	13	1.61			1	0.12	0	0.00								
2004	810	469	341	42.10	13	1.60	6	0.74	192	23.70	221	27.28	259	31.98	103	12.72	4	0.49	1	0.12			1	0.12	0	0.00								
2005	810	471	337	41.60	13	1.60	6	0.74	194	23.95	212	26.17	260	32.10	110	13.58	4	0.49	9	1.11			2	0.25	0	0.00								
2006	792	465	327	41.29	10	1.26	5	0.63	192	24.24	205	25.88	256	32.32	108	13.64	5	0.63	9	1.14			0	0.00	0	0.00	2	0.25	0	0.00	0	0.00	0	0.00
2007	810	476	334	41.23	11	1.36	5	0.62	193	23.83	207	25.56	267	32.96	111	13.70	3	0.37	11	1.36			0	0.00	0	0.00	2	0.25	0	0.00	0	0.00	0	0.00
2008	818	485	333	40.71	10	1.22	4	0.49	203	24.82	206	25.18	264	32.27	111	13.57	6	0.73	12	1.47			0	0.00	0	0.00	2	0.24	0	0.00	0	0.00	0	0.00
2009	843	503	340	40.33	12	1.42	4	0.47	207	24.56	217	25.74	275	32.62	105	12.46	7	0.83	11	1.30			0	0.00	0	0.00	2	0.24	0	0.00	0	0.00	3	0.36
2010	822	486	336	40.88	11	1.34	5	0.61	203	24.70	217	26.40	262	31.87	101	12.29	6	0.73	10	1.22			1	0.12	0	0.00	2	0.24	0	0.00	1	0.12	3	0.36
2011	816	479	337	41.30	13	1.59	7	0.86	204	25.00	216	26.47	250	30.64	99	12.13	8	0.98																

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL #	TOTAL MALE #	TOTAL MALE %	TOTAL FEMALE #	TOTAL FEMALE %	HISPANIC OR LATINO MALE #	HISPANIC OR LATINO MALE %	HISPANIC OR LATINO FEMALE #	HISPANIC OR LATINO FEMALE %	WHITE MALE #	WHITE MALE %	WHITE FEMALE #	WHITE FEMALE %	BLACK OR AFRI-CAN AMER-ICAN MALE #	BLACK OR AFRI-CAN AMER-ICAN MALE %	BLACK OR AFRI-CAN AMER-ICAN FEMALE #	BLACK OR AFRI-CAN AMER-ICAN FEMALE %	ASIAN MALE #	ASIAN MALE %	ASIAN FEMALE #	ASIAN FEMALE %	NATIVE HAWAI- IAN AND OTHER PACIFIC ISLANDER MALE #	NATIVE HAWAI- IAN AND OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAI- IAN AND OTHER PACIFIC ISLANDER FEMALE #	NATIVE HAWAI- IAN AND OTHER PACIFIC ISLANDER FEMALE %	AMER- IAN OR ALASKA NATIVE MALE #	AMER- IAN OR ALASKA NATIVE MALE %	AMER- IAN OR ALASKA NATIVE FEMALE #	AMER- IAN OR ALASKA NATIVE FEMALE %	TWO OR MORE RACES MALE #	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE #	TWO OR MORE RACES FEMALE %		
<b>NATIONAL SCIENCE FOUNDATION</b>																																			
2002	1,077	384	35.65	693	64.35	9	0.84	15	1.39	304	28.23	326	30.27	50	4.64	323	29.99	20	1.86	29	2.69					1	0.09	0	0.00						
2003	1,092	396	36.26	696	63.74	11	1.01	17	1.56	304	27.84	322	29.49	57	5.22	326	29.85	23	2.11	31	2.84					1	0.09	0	0.00						
2004	1,333	523	39.23	810	60.77	17	1.27	18	1.35	400	30.01	402	30.15	67	5.02	351	26.33	36	2.70	39	2.92					3	0.22	0	0.00						
2005	1,339	517	38.61	822	61.39	17	1.27	18	1.34	406	30.32	408	30.47	62	4.63	355	26.51	30	2.24	39	2.91					2	0.15	2	0.15						
2006	1,365	548	40.15	817	59.85	17	1.25	17	1.25	426	31.21	410	30.04	61	4.47	345	25.27	42	3.08	41	3.00	0	0.00	0	0.00	2	0.15	4	0.29	0	0.00	0	0.00	0	0.00
2007	1,382	538	38.93	844	61.07	16	1.16	18	1.30	418	30.25	421	30.46	63	4.56	353	25.54	38	2.75	43	3.11	0	0.00	0	0.00	1	0.07	6	0.43	2	0.14	3	0.22		
2008	1,410	543	38.51	867	61.49	19	1.35	16	1.13	415	29.43	437	30.99	62	4.40	361	25.60	43	3.05	43	3.05	0	0.00	0	0.00	2	0.14	4	0.28	2	0.14	6	0.43		
2009	1,482	580	39.14	902	60.86	21	1.42	21	1.42	442	30.30	456	30.77	62	4.18	363	24.49	44	2.97	54	3.64	0	0.00	0	0.00	1	0.07	4	0.27	3	0.20	4	0.27		
2010	1,483	574	38.71	909	61.29	19	1.28	23	1.55	442	29.80	460	31.02	65	4.38	367	24.75	44	2.97	52	3.51	0	0.00	0	0.00	1	0.07	4	0.27	3	0.20	3	0.20		
2011	1,464	559	38.18	905	61.82	20	1.37	23	1.57	428	29.23	452	30.87	61	4.17	361	24.66	45	3.07	58	3.96	0	0.00	1	0.07	2	0.14	3	0.20	3	0.20	7	0.48		
<b>NULCLEAR REGULATORY COMMISSION</b>																																			
2002	2,872	1,782	62.05	1,090	37.95	71	2.47	45	1.57	1,436	50.00	723	25.17	116	4.04	267	9.30	153	5.33	53	1.85					6	0.21	2	0.07						
2003	2,995	1,878	62.70	1,117	37.30	81	2.70	52	1.74	1,499	50.05	733	24.47	128	4.27	276	9.22	162	5.41	54	1.80					8	0.27	2	0.07						
2004	3,224	2,033	63.06	1,191	36.94	84	2.60	55	1.70	1,633	50.65	783	24.28	135	4.18	284	8.80	170	5.27	68	2.10					11	0.34	1	0.03						
2005	3,295	2,080	63.13	1,215	36.87	85	2.58	58	1.76	1,660	50.38	781	23.70	140	4.25	301	9.14	183	5.55	71	2.15					12	0.36	4	0.12						
2006	3,492	2,217	63.49	1,275	36.51	94	2.69	68	1.95	1,749	50.09	813	23.28	154	4.41	311	8.91	202	5.78	76	2.18	1	0.03	1	0.03	14	0.40	4	0.11	3	0.09	2	0.06		
2007	3,750	2,341	62.43	1,409	37.57	101	2.69	79	2.11	1,826	48.69	872	23.25	170	4.53	357	9.52	219	5.84	87	2.32	1	0.03	1	0.03	15	0.40	7	0.19	9	0.24	6	0.16		
2008	4,080	2,527	61.94	1,553	38.06	123	3.01	97	2.38	1,940	47.55	934	22.89	189	4.63	389	9.53	242	5.93	107	2.62	2	0.05	1	0.02	13	0.32	8	0.20	18	0.44	17	0.42		
2009	4,151	2,553	61.50	1,598	38.50	129	3.11	99	2.38	1,944	46.83	950	22.89	197	4.75	405	9.76	246	5.93	113	2.72	1	0.02	1	0.02	16	0.39	9	0.22	20	0.48	21	0.51		
2010	4,211	2,555	60.67	1,656	39.33	131	3.11	100	2.37	1,931	45.86	976	23.18	209	4.96	420	9.97	246	5.84	122	2.90	2	0.05	1	0.02	15	0.36	10	0.24	21	0.50	27	0.64		
2011	4,111	2,498	60.76	1,613	39.24	134	3.26	99	2.41	1,869	45.46	953	23.18	210	5.11	400	9.73	244	5.94	119	2.89	2	0.05	1	0.02	17	0.41	10	0.24	22	0.54	31	0.75		
<b>OFFICE OF PERSONNEL MANAGEMENT</b>																																			
2002	3,534	1,291	36.53	2,243	63.47	57	1.61	82	2.32	963	27.25	1,296	36.67	243	6.88	801	22.67	23	0.65	47	1.33					5	0.14	17	0.48						
2003	3,456	1,267	36.66	2,189	63.34	56	1.62	88	2.55	946	27.37	1,258	36.40	235	6.80	789	22.83	24	0.69	42	1.22					6	0.17	12	0.35						
2004	3,648	1,366	37.45	2,282	62.55	59	1.61	79	2.16	1,011	27.71	1,312	35.96	260	7.12	835	22.88	29	0.79	45	1.23					7	0.19	11	0.30						
2005	5,107	2,075	40.63	3,032	59.37	90	1.76	120	2.35	1,607	31.47	1,871	36.64	310	6.07	958	18.76	52	1.02	66	1.29					16	0.31	16	0.31						
2006	5,276	2,149	40.73	3,127	59.27	87	1.65	124	2.35	1,681	31.86	1,971	37.36	315	5.97	935	17.72	49	0.93	75	1.42	3	0.06	6	0.11	14	0.27	15	0.28	0	0.00	1	0.02		
2007	5,775	2,360	40.87	3,415	59.13	96	1.66	130	2.25	1,850	32.03	2,159	37.39	326	5.65	1,014	17.56	61	1.06	80	1.39	9	0.16	9	0.16	15	0.26	20	0.35	3	0.05	3	0.05		
2008	5,855	2,374	40.55	3,481	59.45	114	1.95	140	2.39	1,841	31.44	2,187	37.35	327	5.58	1,035	17.68	61	1.04	84	1.43	11	0.19	11	0.19	16	0.27	18	0.31	4	0.07	6	0.10		
2009	5,832	2,340	40.12	3,492	59.88	111	1.90	154	2.64	1,805	30.95	2,190	37.55	330	5.66	1,022	17.52	62	1.06	83	1.42	12	0.21	15	0.26	14	0.24	19	0.33	6	0.10	9	0.15		
2010	6,246	2,530	40.51	3,716	59.49	115	1.84	172	2.75	1,942	31.09	2,321	37.16	351	5.62	1,082	17.32	84	1.34	89	1.42	11	0.18	16	0.26	15	0.24	17	0.27	12	0.19	19	0.30		
2011	6,272	2,570	40.98	3,702	59.02	111	1.77	180	2.87	1,964	31.31	2,311	36.85	370	5.90	1,054	16.80	84	1.34	93	1.48	12	0.19	18	0.29	12	0.19	15	0.24	17	0.27	31	0.49		
<b>PEACE CORPS OF THE UNITED STATES</b>																																			
2002	844	353	41.82	491	58.18	20	2.37	11	1.30	258	30.57	322	38.15	56	6.64	128	15.17	18	2.13	28	3.32					1	0.12	2	0.24						
2003	912	388	42.54	524	57.46	24	2.63	12	1.32	288	31.58	361	39.58	51	5.59	121	13.27	24	2.63	25	2.74					1	0.11	5	0.55						
2004	844	378	44.79	466	55.21	21	2.49	14	1.66	288	34.12	335	39.69	50	5.92	96	11.37	19	2.25	18	2.13					0	0.00	3	0.36						
2005	869	376	43.27	493	56.73	22	2.53	12	1.38	291	33.49	337	38.78	48	5.52	114	13.12	15	1.73	27	3.11					0	0.00	3	0.35						
2006	883	376	42.58	507	57.42	19	2.15	9	1.02	297	33.64	362	41.00	41	4.64	105	11.89	18	2.04	23	2.60	0	0.00	0	0.00	1	0.11	3	0.34	0	0.00	0	0.00	0	0.00
2007	886	389	43.91	497	56.09	18	2.03	9	1.02	309	34.88	359	40.52	44	4.97	99	11.17	18	2.03	28	3.16	0	0.00	0	0.00	0	0.00	2	0.23	0	0.00	0	0.00	0	0.00
2008	826	342	41.40	484	58.60	11	1.33	7	0.85	274	33.17	347	42.01	37	4.48	98	11.86	17	2.06	29	3.51	0	0.00	0	0.00	3	0.36	3	0.36	0	0.00	0	0.00	0	0.00
2009	848	358	42.22	490	57.78	11	1.30	7	0.83	281	33.14	353	41.63	40	4.72	95	11.20	22	2.59	29	3.42	0	0.00	0	0.00	3	0.35	2	0.24	1	0.12	4	0.47		
2010	933	386	41.37	547	58.63	13	1.39	11	1.18	306	32.80	413	44.27	41	4.39	89	9.54	21	2.25	23	2.47	0	0.00	0	0.00	3	0.32	2	0.21	2	0.21	9	0.96		
2011	896	380	42.41	516	57.59	13	1.45	10	1.12	296	33.04	397	44.31	44	4.91	78	8.71	22	2.46	19	2.12	0	0.00	1	0.11	3	0.33	2	0.22	2	0.22	9	1.00		
<b>PENSION BENEFIT GUARANTY CORPORATION</b>																																			
2002	776	351	45.23																																

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL #	TOTAL MALE #	TOTAL FEMALE #	TOTAL MALE %	TOTAL FEMALE %	HISPANIC OR LATINO MALE #	HISPANIC OR LATINO FEMALE #	HISPANIC OR LATINO MALE %	HISPANIC OR LATINO FEMALE %	WHITE MALE #	WHITE FEMALE #	WHITE MALE %	WHITE FEMALE %	BLACK OR AFRI- CAN AMER- ICAN MALE #	BLACK OR AFRI- CAN AMER- ICAN FEMALE #	BLACK OR AFRI- CAN AMER- ICAN MALE %	BLACK OR AFRI- CAN AMER- ICAN FEMALE %	ASIAN MALE #	ASIAN FEMALE #	ASIAN MALE %	ASIAN FEMALE %	NATIVE HAWAI- LIAN AND OTHER PACIFIC ISLANDER MALE #	NATIVE HAWAI- LIAN AND OTHER PACIFIC ISLANDER FEMALE #	NATIVE HAWAI- LIAN AND OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAI- LIAN AND OTHER PACIFIC ISLANDER FEMALE %	AMER- ICAN INDIAN OR ALASKA NATIVE MALE #	AMER- ICAN INDIAN OR ALASKA NATIVE FEMALE #	AMER- ICAN INDIAN OR ALASKA NATIVE MALE %	AMER- ICAN INDIAN OR ALASKA NATIVE FEMALE %	TWO OR MORE RACES MALE #	TWO OR MORE RACES FEMALE #	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE %		
<b>RAILROAD RETIREMENT BOARD</b>																																			
2002	1,161	453	39.02	708	60.98	7	0.60	47	4.05	378	32.56	329	28.34	57	4.91	321	27.65	10	0.86	8	0.69					1	0.09	3	0.26						
2003	1,128	440	39.01	688	60.99	7	0.62	47	4.17	367	32.54	316	28.01	56	4.96	314	27.84	9	0.80	8	0.71					1	0.09	3	0.27						
2004	1,087	419	38.55	668	61.45	7	0.64	43	3.96	345	31.74	311	28.61	55	5.06	303	27.87	11	1.01	8	0.74					1	0.09	3	0.28						
2005	1,007	383	38.03	624	61.97	6	0.60	39	3.87	313	31.08	291	28.90	53	5.26	282	28.00	11	1.09	9	0.89					0	0.00	3	0.30						
2006	994	375	37.73	619	62.27	6	0.60	44	4.43	310	31.19	285	28.67	47	4.73	274	27.57	9	0.91	8	0.80	0	0.00	1	0.10	0	0.00	4	0.40	3	0.30	3	0.30	3	0.30
2007	992	372	37.50	620	62.50	7	0.71	45	4.54	302	30.44	279	28.13	52	5.24	279	28.13	8	0.81	9	0.91	0	0.00	1	0.10	0	0.00	4	0.40	3	0.30	3	0.30	3	0.30
2008	965	370	38.34	595	61.66	7	0.73	45	4.66	298	30.88	263	27.25	54	5.60	269	27.88	8	0.83	10	1.04	0	0.00	1	0.10	0	0.00	4	0.41	3	0.31	3	0.31	3	0.31
2009	969	377	38.91	592	61.09	8	0.83	46	4.75	298	30.75	252	26.01	57	5.88	276	28.48	11	1.14	9	0.93	0	0.00	1	0.10	0	0.00	4	0.41	3	0.31	4	0.41	3	0.31
2010	983	382	38.86	601	61.14	9	0.92	49	4.98	297	30.21	257	26.14	58	5.90	277	28.18	14	1.42	11	1.12	0	0.00	1	0.10	0	0.00	3	0.31	4	0.41	3	0.31	3	0.31
2011	964	384	39.83	580	60.17	10	1.04	45	4.67	289	29.98	247	25.62	65	6.74	268	27.80	14	1.45	11	1.14	0	0.00	1	0.10	0	0.00	3	0.31	6	0.62	5	0.52	5	0.52
<b>SECURITIES AND EXCHANGE COMMISSION</b>																																			
2002	2,926	1,456	49.76	1,470	50.24	49	1.67	67	2.29	1,140	38.96	819	27.99	165	5.64	483	16.51	97	3.32	100	3.42					5	0.17	1	0.03						
2003	3,116	1,559	50.03	1,557	49.97	54	1.73	73	2.34	1,226	39.35	887	28.47	165	5.30	481	15.44	108	3.47	114	3.66					6	0.19	2	0.06						
2004	3,797	1,934	50.93	1,863	49.07	76	2.00	94	2.48	1,528	40.24	1,074	28.29	188	4.95	536	14.12	136	3.58	155	4.08					6	0.16	4	0.11						
2005	3,907	2,008	51.39	1,899	48.61	86	2.20	98	2.51	1,572	40.24	1,092	27.95	190	4.86	542	13.87	154	3.94	163	4.17					6	0.15	4	0.10						
2006	3,598	1,843	51.22	1,755	48.78	83	2.31	89	2.47	1,427	39.66	1,010	28.07	183	5.09	498	13.84	144	4.00	152	4.22	0	0.00	1	0.03	6	0.17	5	0.14	0	0.00	0	0.00	0	0.00
2007	3,498	1,803	51.54	1,695	48.46	80	2.29	82	2.34	1,393	39.82	979	27.99	188	5.37	470	13.44	135	3.86	154	4.40	0	0.00	2	0.06	6	0.17	5	0.14	1	0.03	3	0.09	3	0.09
2008	3,631	1,872	51.56	1,759	48.44	81	2.23	84	2.31	1,459	40.18	1,015	27.95	184	5.07	476	13.11	137	3.77	171	4.71	0	0.00	2	0.06	5	0.14	5	0.14	6	0.17	6	0.17	6	0.17
2009	3,728	1,922	51.56	1,806	48.44	85	2.28	91	2.44	1,479	39.67	1,044	28.00	194	5.20	487	13.06	148	3.97	171	4.59	1	0.03	2	0.05	5	0.13	5	0.13	10	0.27	6	0.16	6	0.16
2010	3,917	2,030	51.83	1,887	48.17	83	2.12	89	2.27	1,565	39.95	1,113	28.41	200	5.11	486	12.41	166	4.24	188	4.80	1	0.03	2	0.05	5	0.13	4	0.10	10	0.26	5	0.13	5	0.13
2011	3,846	1,996	51.90	1,850	48.10	88	2.29	88	2.29	1,537	39.96	1,101	28.63	194	5.04	451	11.73	160	4.16	191	4.97	2	0.05	2	0.05	5	0.13	5	0.13	10	0.26	12	0.31	12	0.31
<b>SMALL BUSINESS ADMINISTRATION</b>																																			
2002	3,243	1,471	45.36	1,772	54.64	142	4.38	176	5.43	1,051	32.41	953	29.39	223	6.88	562	17.33	45	1.39	70	2.16					10	0.31	11	0.34						
2003	3,145	1,422	45.21	1,723	54.79	141	4.48	172	5.47	1,009	32.08	916	29.13	217	6.90	551	17.52	46	1.46	71	2.26					9	0.29	13	0.41						
2004	4,152	1,956	47.11	2,196	52.89	207	4.99	256	6.17	1,388	33.43	1,130	27.22	299	7.20	697	16.79	51	1.23	87	2.10					11	0.26	26	0.63						
2005	4,322	2,038	47.15	2,284	52.85	182	4.21	231	5.34	1,483	34.31	1,195	27.65	301	6.96	743	17.19	61	1.41	91	2.11					11	0.25	24	0.56						
2006	6,268	2,919	46.57	3,349	53.43	230	3.67	268	4.28	2,043	32.59	1,599	25.51	520	8.30	1,307	20.85	104	1.66	137	2.19	2	0.03	0	0.00	20	0.32	38	0.61	0	0.00	0	0.00	0	0.00
2007	4,497	2,108	46.88	2,389	53.12	178	3.96	236	5.25	1,498	33.31	1,165	25.91	330	7.34	854	18.99	81	1.80	111	2.47	3	0.07	0	0.00	18	0.40	22	0.49	0	0.00	1	0.02	1	0.02
2008	4,829	2,275	47.11	2,554	52.89	184	3.81	237	4.91	1,614	33.42	1,280	26.51	360	7.45	886	18.35	92	1.91	121	2.51	3	0.06	0	0.00	22	0.46	30	0.62	0	0.00	0	0.00	0	0.00
2009	3,927	1,905	48.51	2,022	51.49	164	4.18	201	5.12	1,349	34.35	1,012	25.77	286	7.28	671	17.09	84	2.14	115	2.93	2	0.05	0	0.00	16	0.41	19	0.48	4	0.10	4	0.10	4	0.10
2010	4,019	1,950	48.52	2,069	51.48	160	3.98	197	4.90	1,379	34.31	1,061	26.40	293	7.29	664	16.52	95	2.36	121	3.01	3	0.07	0	0.00	14	0.35	20	0.50	6	0.15	6	0.15	6	0.15
2011	4,665	2,391	51.25	2,274	48.75	173	3.71	201	4.31	1,707	36.59	1,140	24.44	354	7.59	748	16.03	107	2.29	125	2.68	5	0.11	1	0.02	17	0.36	22	0.47	28	0.60	37	0.79	37	0.79
<b>SMITHSONIAN INSTITUTION</b>																																			
2002	4,677	2,744	58.67	1,933	41.33	96	2.05	54	1.15	1,415	30.25	1,088	23.26	1,165	24.91	715	15.29	44	0.94	43	0.92					24	0.51	33	0.71						
2003	4,783	2,800	58.54	1,983	41.46	134	2.80	64	1.34	1,406	29.40	1,079	22.56	1,182	24.71	750	15.68	55	1.15	54	1.13					23	0.48	36	0.75						
2004	5,042	2,853	56.58	2,189	43.42	138	2.74	79	1.57	1,425	28.26	1,193	23.66	1,180	23.40	795	15.77	65	1.29	60	1.19					45	0.89	62	1.23						
2005	4,061	2,295	56.51	1,766	43.49	106	2.61	74	1.82	1,189	29.28	930	22.90	899	22.14	652	16.06	61	1.50	56	1.38					40	0.98	54	1.33						
2006	4,144	2,346	56.61	1,798	43.39	136	3.28	75	1.81	1,206	29.10	942	22.73	909	21.94	663	16.00	63	1.52	59	1.42	0	0.00	1	0.02	37	0.89	58	1.40	0	0.00	0	0.00	0	0.00
2007	4,011	2,258	56.30	1,753	43.70	119	2.97	79	1.97	1,162	28.97	907	22.61	875	21.82	642	16.01	60	1.50	58	1.45	2	0.05	4	0.10	38	0.95	57	1.42	2	0.05	6	0.15	6	0.15
2008	4,133	2,344	56.71	1,789	43.29	121	2.93	79	1.91	1,185	28.67	922	22.31	930	22.50	667	16.14	65	1.57	56	1.35	3	0.07	2	0.05	35	0.85	54	1.31	5	0.12	9	0.22	9	0.22
2009	4,144	2,354	56.81	1,790	43.19	120	2.90	83	2.00	1,197	28.89	926	22.35	918	22.15	657	15.85	70	1.69	57	1.38	3	0.07	2	0.05	38	0.92	55	1.33	8	0.19	10	0.24	10	0.24
2010	4,153	2,347	56.51	1,806	43.49	117	2.82	87	2.09	1,191	28.68	919	22.13	931	22.42	668	16.08	70	1.69	61	1.47	2	0.05	2	0.05	33	0.79	57	1.37	3	0.07	12	0.29	12	0.29
2011	4,136	2,361	57.08	1,775	42.92	116	2.80	81	1.96	1,195	28.89	913	22.07	938	22.68	652	15.76																		

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL #	TOTAL MALE #	TOTAL MALE %	TOTAL FEMALE #	TOTAL FEMALE %	HISPAN-IC OR LATINO MALE #	HISPAN-IC OR LATINO MALE %	HISPAN-IC OR LATINO FEMALE #	HISPAN-IC OR LATINO FEMALE %	WHITE MALE #	WHITE MALE %	WHITE FEMALE #	WHITE FEMALE %	BLACK OR AFRI- CAN AMER- IAN MALE #	BLACK OR AFRI- CAN AMER- IAN MALE %	BLACK OR AFRI- CAN AMER- IAN FEMALE #	BLACK OR AFRI- CAN AMER- IAN FEMALE %	ASIAN MALE #	ASIAN MALE %	ASIAN FEMALE #	ASIAN FEMALE %	NATIVE HAWAI- IAN AND OTHER PACIFIC ISLANDER MALE #	NATIVE HAWAI- IAN AND OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAI- IAN AND OTHER PACIFIC ISLANDER FEMALE #	NATIVE HAWAI- IAN AND OTHER PACIFIC ISLANDER FEMALE %	AMER- IAN OR ALASKA NATIVE MALE #	AMER- IAN OR ALASKA NATIVE MALE %	AMER- IAN OR ALASKA NATIVE FEMALE #	AMER- IAN OR ALASKA NATIVE FEMALE %	TWO OR MORE RACES MALE #	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE #	TWO OR MORE RACES FEMALE %
<b>STATE, DEPT. OF</b>																																	
2002	13,721	7,290	53.13	6,431	46.87	305	2.22	210	1.53	6,004	43.76	4,009	29.22	719	5.24	1,930	14.07	231	1.68	257	1.87					31	0.23	25	0.18				
2003	17,511	9,795	55.94	7,716	44.06	483	2.76	320	1.83	7,937	45.33	4,868	27.80	932	5.32	2,124	12.13	406	2.32	377	2.15					37	0.21	27	0.15				
2004	24,040	12,305	51.19	11,735	48.81	606	2.52	668	2.78	9,996	41.58	7,811	32.49	1,133	4.71	2,503	10.41	523	2.18	715	2.97					47	0.20	38	0.16				
2005	24,498	12,556	51.25	11,942	48.75	643	2.62	727	2.97	10,123	41.32	7,962	32.50	1,192	4.87	2,467	10.07	554	2.26	748	3.05					44	0.18	38	0.16				
2006	24,754	12,722	51.39	12,032	48.61	672	2.71	772	3.12	10,137	40.95	7,857	31.74	1,246	5.03	2,528	10.21	582	2.35	795	3.21	0	0.00	4	0.02	46	0.19	43	0.17	39	0.16	33	0.13
2007	25,619	13,060	50.98	12,559	49.02	716	2.79	813	3.17	10,447	40.78	8,279	32.32	1,250	4.88	2,541	9.92	597	2.33	849	3.31	6	0.02	28	0.11	40	0.16	47	0.18	0	0.00	2	0.01
2008	24,714	12,507	50.61	12,207	49.39	688	2.78	786	3.18	9,813	39.71	7,817	31.63	1,224	4.95	2,439	9.87	588	2.38	862	3.49	25	0.10	50	0.20	40	0.16	43	0.17	129	0.52	210	0.85
2009	27,571	13,925	50.51	13,646	49.49	734	2.66	845	3.06	10,804	39.19	8,659	31.41	1,381	5.01	2,613	9.48	480	1.74	696	2.52	23	0.08	55	0.20	269	0.98	351	1.27	234	0.85	427	1.55
2010	29,356	14,807	50.44	14,549	49.56	741	2.52	899	3.06	11,697	39.85	9,508	32.39	1,458	4.97	2,672	9.10	747	2.54	1,075	3.66	13	0.04	43	0.15	56	0.19	62	0.21	95	0.32	290	0.99
2011	30,788	15,573	50.58	15,215	49.42	751	2.44	903	2.93	12,234	39.74	9,924	32.23	1,534	4.98	2,753	8.94	845	2.74	1,188	3.86	15	0.05	39	0.13	53	0.17	67	0.22	141	0.46	341	1.11
<b>TENNESSEE VALLEY AUTHORITY</b>																																	
2002	13,444	10,625	79.03	2,819	20.97	46	0.34	10	0.07	9,534	70.92	2,390	17.78	862	6.41	366	2.72	97	0.72	27	0.20					86	0.64	26	0.19				
2003	13,379	10,561	78.94	2,818	21.06	54	0.40	11	0.08	9,450	70.63	2,393	17.89	865	6.47	359	2.68	102	0.76	28	0.21					90	0.67	27	0.20				
2004	12,742	10,188	79.96	2,554	20.04	57	0.45	13	0.10	9,096	71.39	2,161	16.96	824	6.47	329	2.58	104	0.82	24	0.19					95	0.75	21	0.16				
2005	12,565	10,054	80.02	2,511	19.98	58	0.46	16	0.13	6,048	48.13	2,146	17.08	807	6.42	320	2.55	14	0.11	3	0.02					108	0.86	19	0.15				
2006	12,600	9,973	79.15	2,503	19.87	60	0.48	16	0.13	8,947	71.01	2,139	16.98	790	6.27	318	2.52	28	0.22	7	0.06	2	0.02	0	0.00	113	0.90	16	0.13	33	0.26	7	0.06
2007	11,900	9,534	80.12	2,366	19.88	60	0.50	16	0.13	8,545	71.55	2,019	16.97	759	6.38	302	2.54	37	0.31	8	0.07	3	0.03	0	0.00	122	1.03	15	0.13	38	0.32	6	0.05
2008	11,475	9,242	80.54	2,233	19.46	61	0.53	15	0.13	8,239	71.80	1,906	16.61	731	6.37	284	2.47	48	0.42	8	0.07	3	0.03	0	0.00	118	1.03	14	0.12	42	0.37	6	0.05
2009	12,227	9,891	80.89	2,336	19.11	68	0.56	14	0.11	8,864	72.50	1,999	16.35	735	6.01	287	2.35	53	0.43	12	0.10	4	0.03	0	0.00	122	1.00	16	0.13	45	0.37	8	0.07
2010	12,457	10,023	80.46	2,434	19.54	77	0.62	16	0.13	9,944	72.20	2,087	16.75	718	5.76	292	2.34	57	0.46	14	0.11	5	0.04	0	0.00	123	0.99	16	0.13	49	0.39	9	0.07
2011	12,756	10,225	80.16	2,531	19.84	79	0.62	17	0.13	9,157	71.79	2,166	16.98	735	5.76	305	2.39	63	0.49	15	0.12	6	0.05	0	0.00	121	0.95	16	0.13	64	0.50	12	0.09
<b>TRANSPORTATION, DEPT. OF</b>																																	
2002	100,754	72,373	71.83	28,381	28.17	5,425	5.38	1,947	1.93	56,189	55.77	18,558	18.42	7,607	7.55	6,704	6.65	2,284	2.27	809	0.80					868	0.86	363	0.36				
2003	57,731	42,445	73.52	15,286	26.48	2,363	4.09	816	1.41	34,991	60.61	10,453	18.11	3,015	5.22	3,258	5.64	1,444	2.50	511	0.89					632	1.09	248	0.43				
2004	57,349	41,903	73.07	15,446	26.93	2,396	4.18	867	1.51	34,369	59.93	10,445	18.21	3,057	5.33	3,344	5.83	1,464	2.55	536	0.93					617	1.08	254	0.44				
2005	53,878	39,398	73.12	14,480	26.88	2,334	4.33	843	1.56	32,156	59.68	9,752	18.10	2,880	5.35	3,130	5.81	1,457	2.70	525	0.97					571	1.06	230	0.43				
2006	53,861	39,461	73.26	14,400	26.74	2,361	4.38	867	1.61	32,179	59.74	9,669	17.95	2,889	5.36	3,106	5.77	1,415	2.63	526	0.98	51	0.09	12	0.02	548	1.02	214	0.40	18	0.03	6	0.01
2007	54,119	39,583	73.14	14,536	26.86	2,430	4.49	887	1.64	32,059	59.24	9,723	17.97	2,951	5.45	3,094	5.72	1,421	2.63	534	0.99	64	0.12	26	0.05	540	1.00	214	0.40	118	0.22	58	0.11
2008	55,388	40,378	72.90	15,010	27.10	2,577	4.65	935	1.69	32,400	58.50	9,943	17.95	3,110	5.61	3,220	5.81	1,485	2.68	578	1.04	78	0.14	28	0.05	523	0.94	217	0.39	205	0.37	89	0.16
2009	57,587	42,041	73.00	15,546	27.00	2,663	4.62	976	1.69	33,633	58.40	10,213	17.73	3,275	5.69	3,340	5.80	1,595	2.77	643	1.12	93	0.16	36	0.06	523	0.91	224	0.39	259	0.45	114	0.20
2010	57,947	42,239	72.89	15,708	27.11	2,738	4.73	1,000	1.73	33,566	57.93	10,230	17.65	3,359	5.80	3,411	5.89	1,651	2.85	684	1.18	98	0.17	40	0.07	511	0.88	214	0.37	316	0.55	129	0.22
2011	57,721	42,112	72.96	15,609	27.04	2,807	4.86	997	1.73	33,292	57.68	10,135	17.56	3,368	5.83	3,382	5.86	1,668	2.89	701	1.21	103	0.18	41	0.07	490	0.85	211	0.37	384	0.67	142	0.25
<b>TREASURY, DEPT. OF</b>																																	
2002	140,690	61,396	43.64	79,294	56.36	5,878	4.18	6,668	4.74	45,028	32.01	46,781	33.25	7,695	5.47	22,647	16.10	2,347	1.67	2,546	1.81					448	0.32	652	0.46				
2003	108,199	40,683	37.60	67,516	62.40	2,699	2.49	5,333	4.93	30,055	27.78	39,273	36.30	5,967	5.51	20,139	18.61	1,681	1.55	2,173	2.01					281	0.26	598	0.55				
2004	110,612	41,432	37.46	69,180	62.54	2,861	2.59	5,796	5.24	30,303	27.40	39,613	35.81	6,135	5.55	20,727	18.74	1,835	1.66	2,435	2.20					298	0.27	609	0.55				
2005	107,753	40,292	37.39	67,461	62.61	2,801	2.60	5,739	5.33	29,290	27.18	38,315	35.56	6,081	5.64	20,379	18.91	1,839	1.71	2,443	2.27					281	0.26	585	0.54				
2006	106,623	40,062	37.57	66,561	62.43	2,854	2.68	5,823	5.46	28,989	27.19	37,752	35.41	5,956	5.59	19,699	18.48	1,945	1.82	2,632	2.47	8	0.01	19	0.02	282	0.26	590	0.55	28	0.03	46	0.04
2007	102,787	38,537	37.49	64,250	62.51	2,801	2.73	5,797	5.64	27,659	26.91	36,119	35.14	5,760	5.60	18,942	18.43	1,925	1.87	2,626	2.55	19	0.02	47	0.05	281	0.27	583	0.57	92	0.09	136	0.13
2008	105,541	39,302	37.24	66,239	62.76	2,944	2.79	6,223	5.90	27,871	26.41	36,412	34.50	6,041	5.72	19,978	18.93	1,985	1.88	2,764	2.62	41	0.04	65	0.06	271	0.26	584	0.55	149	0.14	213	0.20
2009	108,895	40,903	37.56	67,992	62.44	3,146	2.89	6,617	6.08	28,904	26.54	37,230	34.19	6,212	5.70	20,248	18.59	2,148	1.97	2,999	2.75	53	0.05	81	0.07	272	0.25	571	0.52	168	0.15	246	0.23
2010	109,900	41,488	37.75	68,412	62.25	3,192	2.90	6,610	6.01	29,337	26.69	37,573	34.19	6,248	5.69	20,293	18.46	2,320	2.11	3,196	2.91	16	0.01	33	0.03								

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL #	TOTAL MALE #	TOTAL MALE %	TOTAL FEMALE #	TOTAL FEMALE %	HISPANIC OR LATINO MALE #	HISPANIC OR LATINO MALE %	HISPANIC OR LATINO FEMALE #	HISPANIC OR LATINO FEMALE %	WHITE MALE #	WHITE MALE %	WHITE FEMALE #	WHITE FEMALE %	BLACK OR AFRICAN AMERICAN MALE #	BLACK OR AFRICAN AMERICAN MALE %	BLACK OR AFRICAN AMERICAN FEMALE #	BLACK OR AFRICAN AMERICAN FEMALE %	ASIAN MALE #	ASIAN MALE %	ASIAN FEMALE #	ASIAN FEMALE %	NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER MALE #	NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER FEMALE #	NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER FEMALE %	AMERICAN INDIAN OR ALASKA NATIVE MALE #	AMERICAN INDIAN OR ALASKA NATIVE MALE %	AMERICAN INDIAN OR ALASKA NATIVE FEMALE #	AMERICAN INDIAN OR ALASKA NATIVE FEMALE %	TWO OR MORE RACES MALE #	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE #	TWO OR MORE RACES FEMALE %		
<b>VETERANS AFFAIRS, DEPT. OF</b>																																			
2002	201,078	85,354	42.45	115,724	57.55	6,372	3.17	6,382	3.17	55,114	27.41	71,619	35.62	18,946	9.42	29,743	14.79	4,193	2.09	6,963	3.46														
2003	207,091	87,231	42.12	119,860	57.88	6,605	3.19	6,382	3.27	55,915	27.00	73,855	35.66	19,576	9.45	30,833	14.89	4,388	2.12	7,309	3.53					729	0.36	1,017	0.51						
2004	236,258	98,435	41.66	137,823	58.34	7,851	3.32	8,266	3.50	61,981	26.23	84,147	35.62	21,548	9.12	34,595	14.64	6,189	2.62	9,573	4.05					866	0.37	1,242	0.53						
2005	235,042	97,429	41.45	137,613	58.55	7,840	3.34	8,361	3.56	61,088	25.99	83,732	35.62	21,303	9.06	34,566	14.71	6,343	2.70	9,740	4.14					855	0.36	1,214	0.52						
2006	239,689	98,648	41.16	141,041	58.84	7,902	3.30	8,576	3.58	61,707	25.74	85,551	35.69	21,559	8.99	35,355	14.75	6,438	2.69	10,012	4.18	57	0.02	76	0.03	967	0.40	1,424	0.59	18	0.01	47	0.02		
2007	254,033	103,487	40.74	150,546	59.26	8,250	3.25	9,113	3.59	64,354	25.33	91,080	35.85	22,720	8.94	37,549	14.78	6,719	2.64	10,612	4.18	118	0.05	183	0.07	1,105	0.43	1,661	0.65	221	0.09	348	0.14		
2008	278,926	112,099	40.19	166,827	59.81	8,892	3.19	10,096	3.62	69,368	24.87	100,862	36.16	24,777	8.88	41,319	14.81	7,150	2.56	11,690	4.19	179	0.06	266	0.10	1,269	0.45	1,914	0.69	464	0.17	680	0.24		
2009	297,234	119,484	40.20	177,750	59.80	9,291	3.13	10,749	3.62	74,172	24.95	107,867	36.29	26,038	8.76	43,309	14.57	7,576	2.55	12,238	4.12	236	0.08	331	0.11	1,365	0.46	2,070	0.70	806	0.27	1,186	0.40		
2010	308,814	124,764	40.40	184,050	59.60	9,607	3.11	11,037	3.57	77,304	25.03	111,802	36.20	27,181	8.80	44,475	14.40	8,002	2.59	12,790	4.14	258	0.08	357	0.12	1,440	0.47	2,146	0.69	972	0.31	1,443	0.47		
2011	316,480	128,101	40.48	188,379	59.52	9,769	3.09	11,134	3.52	79,294	25.05	114,215	36.09	27,918	8.82	45,654	14.43	8,252	2.61	13,223	4.18	305	0.10	389	0.12	1,476	0.47	2,171	0.69	1,087	0.34	1,593	0.50		

\*Includes September 30, 2011 agency data as reported in CPDF, AAFES, FERC, Foreign Service, TVA, and USPS. Does not intelligence gathering agencies.

\*\* The numbers from 1998-2005 include totals for "Native Hawaiian/Other Pacific Islander."

\*\*\*Separate data became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

\*\*\*\* Agencies that have been established within last ten years or whose workforce has recently reached 500 or more employees or who no longer have 500 or more employees.

TABLE A-1b  
 FY 2011 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

AGENCY	TOTAL ALL #	TOTAL MALE %	TOTAL FEMALE %	HISPANIC OR LATINO MALE %	HISPANIC OR LATINO FEMALE %	HISPANIC OR LATINO MALE %	HISPANIC OR LATINO FEMALE %	WHITE MALE %	WHITE FEMALE %	WHITE MALE %	WHITE FEMALE %	BLACK OR AMERICAN MALE %	BLACK OR AMERICAN FEMALE %	BLACK OR AMERICAN MALE %	BLACK OR AMERICAN FEMALE %	ASIAN MALE %	ASIAN FEMALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE %	AMERICAN INDIAN OR ALASKA NATIVE MALE %	AMERICAN INDIAN OR ALASKA NATIVE FEMALE %	AMERICAN INDIAN OR ALASKA NATIVE MALE %	AMERICAN INDIAN OR ALASKA NATIVE FEMALE %	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE %	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE %						
<b>Agriculture, Department of</b>	<b>105,126</b>	<b>60,056</b>	<b>57.13</b>	<b>45,070</b>	<b>42.87</b>	<b>3,980</b>	<b>3.79</b>	<b>2,786</b>	<b>2.65</b>	<b>48,385</b>	<b>46.03</b>	<b>32,319</b>	<b>30.74</b>	<b>4,083</b>	<b>3.88</b>	<b>7,298</b>	<b>6.94</b>	<b>1,677</b>	<b>1.60</b>	<b>1,258</b>	<b>1.20</b>	<b>126</b>	<b>0.12</b>	<b>89</b>	<b>0.08</b>	<b>1,255</b>	<b>1.19</b>	<b>871</b>	<b>0.83</b>	<b>550</b>	<b>0.52</b>	<b>449</b>	<b>0.43</b>
Second Level Reporting Components:																																	
Agricultural Marketing Service	4,154	1,831	44.08	2,323	55.92	258	6.21	379	9.12	1,125	27.08	1,038	24.99	347	8.35	818	19.69	66	1.59	55	1.32	1	0.02	2	0.05	22	0.53	18	0.43	12	0.29	13	0.31
Agricultural Research Service	8,877	5,058	56.98	3,819	43.02	240	2.70	166	1.87	4,087	46.04	2,858	32.20	285	3.21	451	5.08	380	4.28	284	3.20	3	0.03	4	0.05	41	0.46	35	0.39	22	0.25	21	0.24
Animal & Plant Health Inspection Service	8,746	5,253	60.06	3,493	39.94	594	6.79	331	3.78	3,873	44.28	2,477	28.32	273	3.12	428	4.89	325	3.72	152	1.74	60	0.69	19	0.22	53	0.61	29	0.33	75	0.86	57	0.65
Farm Service Agency	5,014	2,204	43.96	2,810	56.04	92	1.83	106	2.11	1,855	37.00	2,231	44.50	174	3.47	355	7.08	30	0.60	41	0.82	1	0.02	4	0.08	39	0.78	40	0.80	13	0.26	33	0.66
Food and Nutrition Service	89	43	48.31	46	51.69	1	1.12	3	3.37	35	39.33	15	16.85	6	6.74	26	29.21	1	2.07	1	1.12	0	0.00	0	0.00	0	0.00	1	1.12	0	0.00	0	0.00
Food Safety & Inspection Service	9,959	5,447	54.69	4,512	45.31	411	4.13	292	2.93	4,038	40.55	2,468	24.78	655	6.58	1,499	15.05	235	2.36	130	1.31	4	0.04	4	0.04	85	0.85	99	0.99	19	0.19	20	0.20
Forest Service	325	189	58.15	136	41.85	3	0.92	1	0.31	156	48.00	74	22.77	16	4.92	54	16.62	13	4.00	6	1.85	0	0.00	0	0.00	1	0.31	1	0.31	0	0.00	0	0.00
National Agricultural Statistics Service	1,355	454	33.51	901	66.49	30	2.21	68	5.02	301	22.21	512	37.79	87	6.42	264	19.48	30	2.21	46	3.39	0	0.00	0	0.00	2	0.15	6	0.44	4	0.30	5	0.37
Natural Resources Conservation Service	1,026	512	49.90	514	50.10	16	1.56	29	2.83	397	38.69	348	33.92	60	5.85	98	9.55	27	2.63	29	2.83	1	0.10	2	0.19	6	0.58	4	0.39	5	0.49	4	0.39
Office of Chief Financial Officer	1,302	447	34.33	855	65.67	24	1.84	24	1.84	260	19.97	364	27.96	134	10.29	436	33.49	24	1.84	18	1.38	0	0.00	0	0.00	4	0.31	9	0.69	1	0.08	4	0.31
Rural Development	58,004	35,343	60.93	22,661	39.07	2,153	3.71	1,277	2.20	29,957	51.65	18,313	31.57	1,412	2.43	1,807	3.12	427	0.74	355	0.61	51	0.09	48	0.08	968	1.67	598	1.03	375	0.65	263	0.45
<b>Commerce, Department of</b>	<b>47,626</b>	<b>25,527</b>	<b>53.60</b>	<b>22,099</b>	<b>46.40</b>	<b>914</b>	<b>1.92</b>	<b>1,053</b>	<b>2.21</b>	<b>18,733</b>	<b>39.33</b>	<b>13,853</b>	<b>29.09</b>	<b>2,583</b>	<b>5.42</b>	<b>5,117</b>	<b>10.74</b>	<b>2,992</b>	<b>6.28</b>	<b>1,684</b>	<b>3.54</b>	<b>30</b>	<b>0.06</b>	<b>32</b>	<b>0.07</b>	<b>144</b>	<b>0.30</b>	<b>163</b>	<b>0.34</b>	<b>131</b>	<b>0.28</b>	<b>197</b>	<b>0.41</b>
Second Level Reporting Components:																																	
Bureau of the Census	17,085	6,200	36.29	10,885	63.71	376	2.20	688	4.03	4,548	26.62	7,230	42.32	812	4.75	2,366	13.85	342	2.00	355	2.08	9	0.05	14	0.08	45	0.26	114	0.67	68	0.40	118	0.69
International Trade Administration	1,536	774	50.39	762	49.61	36	2.34	29	1.89	647	42.12	496	32.29	39	2.54	173	11.26	42	2.73	56	3.65	0	0.00	0	0.00	3	0.20	1	0.07	7	0.46	7	0.46
Natl Institute of Standards & Technology	3,138	2,012	64.12	1,126	35.88	39	1.24	43	1.37	1,653	52.68	809	25.78	126	4.02	134	4.27	180	5.74	122	3.89	1	0.03	0	0.00	6	0.19	7	0.22	7	0.22	11	0.35
National Oceanic & Atmospheric Admin	13,012	8,683	66.73	4,329	33.27	227	1.74	122	0.94	7,551	58.03	3,237	24.88	418	3.21	652	5.01	395	3.04	237	1.82	15	0.12	17	0.13	59	0.45	29	0.22	18	0.14	35	0.27
Patent and Trademark Office	10,205	6,474	63.44	3,731	36.56	193	1.89	120	1.18	3,359	32.92	1,474	14.44	937	9.18	1,295	12.69	1,930	18.91	820	8.04	5	0.05	0	0.00	25	0.24	6	0.06	25	0.24	16	0.16
<b>Defense, Department of</b>	<b>809,626</b>	<b>518,077</b>	<b>63.99</b>	<b>291,549</b>	<b>36.01</b>	<b>32,329</b>	<b>3.99</b>	<b>20,419</b>	<b>2.52</b>	<b>381,523</b>	<b>47.12</b>	<b>179,181</b>	<b>22.13</b>	<b>63,570</b>	<b>7.85</b>	<b>63,002</b>	<b>7.78</b>	<b>26,378</b>	<b>3.26</b>	<b>18,658</b>	<b>2.30</b>	<b>3,765</b>	<b>0.47</b>	<b>2,615</b>	<b>0.32</b>	<b>4,132</b>	<b>0.51</b>	<b>2,486</b>	<b>0.31</b>	<b>6,380</b>	<b>0.79</b>	<b>5,188</b>	<b>0.64</b>
Second Level Reporting Components:																																	
Air Force, Department of the	178,279	126,033	70.69	52,246	29.31	8,110	4.55	3,960	2.22	99,167	55.62	35,458	19.89	11,899	6.67	9,173	5.15	3,692	2.07	2,036	1.14	493	0.28	242	0.14	1,214	0.68	600	0.34	1,458	0.82	777	0.44
Army, Department of the	284,468	182,495	64.15	101,973	35.85	12,848	4.52	6,762	2.38	135,799	47.74	63,956	22.48	23,418	8.23	23,306	8.19	5,979	2.10	4,642	1.63	858	0.30	663	0.23	1,623	0.57	954	0.34	1,970	0.69	1,690	0.59
Army and Air Force Exchange Service	35,382	12,973	36.67	22,409	63.33	2,042	5.77	3,550	10.03	5,569	15.74	8,422	23.80	3,426	9.68	5,932	16.77	908	2.57	2,796	7.90	331	0.94	667	1.89	72	0.20	150	0.42	625	1.77	892	2.52
Defense Commissary Agency	15,079	6,420	42.58	8,659	57.42	556	3.69	681	4.52	3,320	22.02	3,663	24.29	1,683	11.16	2,410	15.98	560	3.71	1,515	10.05	97	0.64	145	0.96	43	0.29	75	0.50	161	1.07	170	1.13
Defense Contract Audit Agency	4,852	2,251	46.39	2,601	53.61	91	1.88	163	3.36	1,821	37.53	1,773	36.54	142	2.93	354	7.30	153	3.15	242	4.99	4	0.08	10	0.21	7	0.14	8	0.16	33	0.68	51	1.05
Defense Contract Management Agency	10,259	6,714	65.44	3,545	34.56	361	3.52	213	2.08	5,270	51.37	2,288	22.30	636	6.20	791	7.71	328	3.20	168	1.64	11	0.11	9	0.09	39	0.38	22	0.21	69	0.67	54	0.53
Defense Education Activity	15,934	3,578	22.46	12,356	77.54	269	1.69	841	5.28	2,703	16.96	9,038	56.72	475	2.98	1,669	10.47	71	0.45	483	3.03	14	0.09	56	0.35	18	0.11	86	0.54	28	0.18	183	1.15
Defense Finance & Accounting Service	12,244	4,841	39.54	7,403	60.46	140	1.14	173	1.41	3,738	30.53	4,940	40.35	785	6.41	1,972	16.11	105	0.86	192	1.57	10	0.08	13	0.11	32	0.26	61	0.50	31	0.25	52	0.42
Defense Human Resources Activity	1,257	560	44.55	697	55.45	24	1.91	39	3.10	382	30.39	408	32.46	84	6.68	157	12.49	55	4.38	60	4.77	0	0.00	1	0.08	3	0.24	4	0.32	12	0.95	28	2.23
Defense Information Systems Agency	6,464	3,900	60.33	2,564	39.67	127	1.96	77	1.19	2,802	43.35	1,573	24.33	624	9.65	698	10.80	282	4.36	157	2.43	10	0.15	5	0.08	23	0.36	17	0.26	32	0.50	37	0.57
Defense Logistics Agency	25,525	15,354	60.15	10,171	39.85	819	3.21	451	1.77	10,433	40.87	6,138	24.05	3,138	12.29	2,966	11.62	493	1.93	328	1.29	101	0.40	52	0.20	129	0.51	87	0.34	241	0.94	149	0.58
Defense Media Agency	576	385	66.84	191	33.16	16	2.78	6	1.04	315	54.69	129	22.40	37	6.42	42	7.29	11	1.91	5	0.87	2	0.35	1	0.17	1	0.17	0	0.00	3	0.52	8	1.39
Defense Missile Defense Agency	2,221	1,515	68.21	706	31.79	46	2.07	18	0.81	1,259	56.69	516	23.23	131	5.90	127	5.72	37	1.67	22	0.99	1	0.05	2	0.09	7	0.32	5	0.23	34	1.53	16	0.72
Defense Threat Reduction Agency	1,250	773	61.84	477	38.16	42	3.36	39	3.12	579	46.32	268	21.44	100	8.00	135	10.80	33	2.64	23	1.84	0	0.00	2	0.16	2	0.16	1	0.08	17	1.36	9	0.72
Defense Security Service	878	530	60.36	348	39.64	16	1.82	11	1.25	419	47.72	223	25.40	60	6.83	88	10.02	17	1.94	17	1.94												

Table A-1b  
 FY 2011 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

AGENCY	TOTAL ALL #	TOTAL MALE #	TOTAL MALE %	TOTAL FEMALE #	TOTAL FEMALE %	HISPANIC OR LATINO MALE #	HISPANIC OR LATINO MALE %	HISPANIC OR LATINO FEMALE #	HISPANIC OR LATINO FEMALE %	WHITE MALE #	WHITE MALE %	WHITE FEMALE #	WHITE FEMALE %	BLACK OR AFRICAN-AMERICAN MALE #	BLACK OR AFRICAN-AMERICAN MALE %	BLACK OR AFRICAN-AMERICAN FEMALE #	BLACK OR AFRICAN-AMERICAN FEMALE %	ASIAN MALE #	ASIAN MALE %	ASIAN FEMALE #	ASIAN FEMALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE %	AMERICAN INDIAN OR ALASKA NATIVE MALE #	AMERICAN INDIAN OR ALASKA NATIVE MALE %	AMERICAN INDIAN OR ALASKA NATIVE FEMALE #	AMERICAN INDIAN OR ALASKA NATIVE FEMALE %	TWO OR MORE RACES MALE #	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE #	TWO OR MORE RACES FEMALE %
<b>Homeland Security, Department of</b>	<b>198,242</b>	<b>133,049</b>	<b>67.11</b>	<b>65,193</b>	<b>32.89</b>	<b>27,786</b>	<b>14.02</b>	<b>9,635</b>	<b>4.86</b>	<b>81,958</b>	<b>41.34</b>	<b>34,927</b>	<b>17.62</b>	<b>13,722</b>	<b>6.92</b>	<b>15,571</b>	<b>7.85</b>	<b>5,723</b>	<b>2.89</b>	<b>2,950</b>	<b>1.49</b>	<b>509</b>	<b>0.26</b>	<b>367</b>	<b>0.19</b>	<b>889</b>	<b>0.45</b>	<b>544</b>	<b>0.27</b>	<b>2,462</b>	<b>1.24</b>	<b>1,199</b>	<b>0.60</b>
Second Level Reporting Components:																																	
Bureau of Citizenship & Immigration Srv.	10,620	4,387	41.31	6,233	58.69	451	4.25	826	7.78	2,865	26.98	3,392	31.94	525	4.94	1,298	12.22	487	4.59	615	5.79	2	0.02	12	0.11	27	0.25	43	0.40	30	0.28	47	0.44
Bureau of Customs & Border Protection	59,371	46,779	78.79	12,592	21.21	17,011	28.65	3,354	5.65	24,302	40.93	6,268	10.56	2,115	3.56	1,835	3.09	1,932	3.25	646	1.09	131	0.22	43	0.07	193	0.33	45	0.08	1,095	1.84	401	0.68
Bureau of Immigration & Customs Enforcement	20,178	14,239	70.57	5,939	29.43	3,105	15.39	1,131	5.61	9,327	46.22	3,208	15.90	1,013	5.02	1,233	6.11	616	3.05	287	1.42	30	0.15	11	0.05	104	0.52	41	0.20	44	0.22	28	0.14
Dept. of Homeland Security Headquarters	3,441	1,821	52.92	1,620	47.08	75	2.18	60	1.74	1,295	37.63	837	24.32	323	9.39	598	17.38	87	2.53	93	2.70	2	0.06	0	0.00	4	0.12	4	0.12	35	1.02	28	0.81
Federal Emergency Management Agency	18,422	10,215	55.45	8,207	44.55	503	2.73	497	2.70	8,015	43.51	5,168	28.05	1,270	6.89	2,161	11.73	171	0.93	140	0.76	124	0.67	117	0.64	93	0.50	83	0.45	39	0.21	41	0.22
Federal Law Enforcement Training Center	1,194	818	68.51	376	31.49	38	3.18	20	1.68	706	59.13	283	23.70	50	4.19	64	5.36	8	0.67	6	0.50	0	0.00	0	0.00	11	0.92	3	0.25	5	0.42	0	0.00
National Protection & Programs Directorate	2,755	1,918	69.62	837	30.38	113	4.10	32	1.16	1,327	48.17	460	16.70	375	13.61	288	10.45	78	2.83	46	1.67	2	0.07	2	0.07	15	0.54	3	0.00	8	0.29	6	0.22
Transportation Security Admin	65,177	40,871	62.71	24,306	37.29	5,833	8.95	3,397	5.21	24,758	37.99	12,273	18.83	6,718	10.31	6,782	10.41	2,002	3.07	879	1.35	186	0.29	168	0.26	369	0.57	289	0.44	1,005	1.54	518	0.79
United States Coast Guard	8,716	5,907	67.77	2,809	32.23	312	3.58	145	1.66	4,597	52.74	1,718	19.71	601	6.90	691	7.93	150	1.72	109	1.25	23	0.26	11	0.13	43	0.49	18	0.21	181	2.08	117	1.34
United States Secret Service	7,025	5,288	75.27	1,737	24.73	289	4.11	140	1.99	4,141	58.95	1,009	14.36	669	9.52	479	6.82	139	1.98	88	1.25	8	0.11	2	0.03	26	0.37	10	0.14	16	0.23	9	0.13
<b>Interior, Department of</b>	<b>77,225</b>	<b>45,758</b>	<b>59.25</b>	<b>31,467</b>	<b>40.75</b>	<b>2,243</b>	<b>2.90</b>	<b>1,695</b>	<b>2.19</b>	<b>35,589</b>	<b>46.08</b>	<b>21,005</b>	<b>27.20</b>	<b>1,796</b>	<b>2.33</b>	<b>2,086</b>	<b>2.70</b>	<b>752</b>	<b>0.97</b>	<b>722</b>	<b>0.93</b>	<b>208</b>	<b>0.27</b>	<b>143</b>	<b>0.19</b>	<b>4,637</b>	<b>6.00</b>	<b>5,381</b>	<b>6.97</b>	<b>533</b>	<b>0.69</b>	<b>435</b>	<b>0.56</b>
Second Level Reporting Components:																																	
Bureau of Indian Affairs	9,138	4,221	46.19	4,917	53.81	81	0.89	77	0.84	563	6.16	403	4.41	20	0.22	20	0.22	14	0.15	9	0.10	14	0.15	19	0.21	3,497	38.27	4,353	47.64	32	0.35	36	0.39
Bureau of Land Management	11,471	7,377	64.31	4,094	35.69	492	4.29	336	2.93	6,371	55.54	3,294	28.72	136	1.19	224	1.95	85	0.74	55	0.48	18	0.16	8	0.07	177	1.54	124	1.08	98	0.85	53	0.46
Bureau of Reclamation	5,394	3,559	65.98	1,835	34.02	303	5.62	192	3.56	2,912	53.99	1,371	25.42	76	1.41	95	1.76	103	1.91	67	1.24	11	0.20	11	0.20	84	1.56	51	0.95	70	1.30	48	0.89
Fish and Wildlife Service	10,229	6,136	59.99	4,093	40.01	324	3.17	252	2.46	5,284	51.66	3,301	32.27	178	1.74	252	2.46	89	0.87	114	1.11	10	0.10	12	0.12	171	1.67	93	0.91	80	0.78	69	0.67
Geological Survey	9,078	5,640	62.13	3,438	37.87	160	1.76	175	1.93	5,110	56.29	2,851	31.41	122	1.34	190	2.09	144	1.59	136	1.50	12	0.13	7	0.08	48	0.53	39	0.43	44	0.48	40	0.44
Bur. of Ocean Mgt., Reg., & Enforcement	1,182	649	54.91	533	45.09	21	1.78	16	1.35	539	45.60	397	33.59	48	4.06	98	8.29	30	2.54	13	1.10	1	0.08	1	0.08	5	0.42	1	0.08	5	0.42	7	0.59
National Park Service	25,792	16,039	62.19	9,753	37.81	763	2.96	432	1.67	13,296	51.55	7,892	30.60	1,015	3.94	786	3.05	220	0.85	215	0.83	135	0.50	72	0.28	440	1.71	217	0.84	170	0.66	139	0.54
Ofc of Surface Mining Reclamari & Enforcement	519	279	53.76	240	46.24	11	2.12	12	2.31	236	45.47	152	29.29	18	3.47	61	11.75	7	1.35	6	1.16	0	0.00	1	0.19	3	0.58	4	0.77	4	0.77	4	0.77
<b>Justice, Department of</b>	<b>116,273</b>	<b>70,523</b>	<b>60.65</b>	<b>45,750</b>	<b>39.35</b>	<b>6,139</b>	<b>5.28</b>	<b>3,934</b>	<b>3.38</b>	<b>52,811</b>	<b>45.42</b>	<b>28,507</b>	<b>24.52</b>	<b>8,507</b>	<b>7.32</b>	<b>11,016</b>	<b>9.47</b>	<b>2,203</b>	<b>1.89</b>	<b>1,712</b>	<b>1.47</b>	<b>89</b>	<b>0.08</b>	<b>39</b>	<b>0.03</b>	<b>565</b>	<b>0.49</b>	<b>341</b>	<b>0.29</b>	<b>209</b>	<b>0.18</b>	<b>201</b>	<b>0.17</b>
Second Level Reporting Components:																																	
Bureau of Alcohol, Tobacco, Firearms, Explosives	5,035	3,226	64.07	1,809	35.93	217	4.31	106	2.11	2,597	51.58	1,197	23.77	295	5.86	446	8.86	67	1.33	41	0.81	5	0.10	1	0.02	30	0.60	5	0.10	15	0.30	13	0.26
Drug Enforcement Administration	9,738	6,128	62.93	3,610	37.07	583	5.99	441	4.53	4,779	49.08	2,097	21.53	533	5.47	900	9.24	184	1.89	144	1.48	3	0.03	0	0.00	30	0.31	14	0.14	16	0.16	14	0.14
Executive Office of the U.S. Attorneys	11,695	4,849	41.46	6,846	58.54	335	2.86	746	6.38	3,842	32.85	4,453	38.08	405	3.46	1,261	10.78	224	1.92	316	2.70	7	0.06	2	0.02	19	0.16	51	0.44	17	0.15	17	0.15
Federal Bureau of Investigation	35,335	20,003	56.61	15,332	43.39	1,209	3.42	1,025	2.90	16,303	46.14	10,463	29.61	1,453	4.11	3,053	8.64	876	2.48	634	1.79	11	0.03	7	0.02	93	0.26	76	0.22	58	0.16	74	0.21
Federal Bureau of Prisons	37,456	27,176	72.55	10,280	27.45	3,194	8.53	1,067	2.85	18,163	48.49	5,714	15.26	4,843	12.93	3,091	8.25	494	1.32	205	0.55	55	0.15	23	0.06	351	0.94	145	0.39	76	0.20	35	0.09
U.S. Marshals Service	5,741	4,253	74.08	1,488	25.92	402	7.00	171	2.98	3,346	58.28	969	16.88	351	6.11	285	4.96	106	1.85	47	0.82	7	0.12	1	0.02	33	0.57	13	0.23	8	0.14	2	0.03
<b>Labor, Department of</b>	<b>16,298</b>	<b>8,204</b>	<b>50.34</b>	<b>8,094</b>	<b>49.66</b>	<b>594</b>	<b>3.64</b>	<b>693</b>	<b>4.25</b>	<b>6,075</b>	<b>37.27</b>	<b>4,205</b>	<b>25.80</b>	<b>1,058</b>	<b>6.49</b>	<b>2,601</b>	<b>15.96</b>	<b>399</b>	<b>2.45</b>	<b>507</b>	<b>3.11</b>	<b>10</b>	<b>0.06</b>	<b>3</b>	<b>0.02</b>	<b>44</b>	<b>0.27</b>	<b>57</b>	<b>0.35</b>	<b>24</b>	<b>0.15</b>	<b>28</b>	<b>0.17</b>
Second Level Reporting Components:																																	
Bureau of Labor Statistics	2,451	1,302	53.12	1,149	46.88	46	1.88	47	1.92	990	40.39	680	27.74	134	5.47	295	12.04	124	5.06	118	4.81	1	0.04	0	0.00	5	0.20	9	0.37	2	0.08	0	0.00
Employment and Training Admin	1,146	475	41.45	671	58.55	31	2.71	54	4.71	283	24.69	270	23.56	132	11.52	296	25.83	23	2.01	42	3.66	1	0.09	0	0.00	5	0.44	6	0.52	0	0.00	3	0.26
Mine Safety & Health Administration	2,330	1,779	76.35	551	23.65	39	1.67	15	0.64	1,681	72.15	440	18.88	44	1.89	81	3.48	8	0.34	11	0.47	0	0.00	0	0.00	7	0.30	3	0.13	0	0.00	1	0.04
Occupational Safety & Health Admin	2,272	1,276	56.16	996	43.84	103	4.53	97	4.27	983	43.27	589	25.92	139	6.12	255	11.22	39	1.72	41	1.80	3	0.13	0	0.00	7	0.31	11	0.48	2	0.09	3	0.13
Office of Worker's Compensation Pgms	1,569	571	36.39	998	63.61	42	2.68	55	3.51	390	24.86	533	33.97	95	6.05	360	22.94	37	2.36	46	2.93	0	0.00	0									



Table A-1b  
 FY 2011 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

AGENCY	TOTAL ALL #	TOTAL MALE #	TOTAL MALE %	TOTAL FEMALE #	TOTAL FEMALE %	HISPANIC OR LATINO MALE #	HISPANIC OR LATINO MALE %	HISPANIC OR LATINO FEMALE #	HISPANIC OR LATINO FEMALE %	WHITE MALE #	WHITE MALE %	WHITE FEMALE #	WHITE FEMALE %	BLACK OR AFRICAN-AMERICAN MALE #	BLACK OR AFRICAN-AMERICAN MALE %	BLACK OR AFRICAN-AMERICAN FEMALE #	BLACK OR AFRICAN-AMERICAN FEMALE %	ASIAN MALE #	ASIAN MALE %	ASIAN FEMALE #	ASIAN FEMALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MALE %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER FEMALE %	AMERICAN INDIAN OR ALASKA NATIVE MALE #	AMERICAN INDIAN OR ALASKA NATIVE MALE %	AMERICAN INDIAN OR ALASKA NATIVE FEMALE #	AMERICAN INDIAN OR ALASKA NATIVE FEMALE %	TWO OR MORE RACES MALE #	TWO OR MORE RACES FEMALE #	TWO OR MORE RACES MALE %	TWO OR MORE RACES FEMALE %
<b>Transportation, Department of</b>	<b>57,721</b>	<b>42,112</b>	<b>72.96</b>	<b>15,609</b>	<b>27.04</b>	<b>2,807</b>	<b>4.86</b>	<b>997</b>	<b>1.73</b>	<b>33,292</b>	<b>57.68</b>	<b>10,135</b>	<b>17.56</b>	<b>3,368</b>	<b>5.83</b>	<b>3,382</b>	<b>5.86</b>	<b>1,668</b>	<b>2.89</b>	<b>701</b>	<b>1.21</b>	<b>103</b>	<b>0.18</b>	<b>41</b>	<b>0.07</b>	<b>490</b>	<b>0.85</b>	<b>211</b>	<b>0.37</b>	<b>384</b>	<b>0.67</b>	<b>142</b>	<b>0.25</b>
Second Level Reporting Components:																																	
Federal Aviation Administration	48,121	36,203	75.23	11,918	24.77	2,314	4.81	772	1.60	28,974	60.21	8,195	17.03	2,670	5.55	2,130	4.43	1,349	2.80	494	1.03	99	0.21	36	0.07	460	0.96	191	0.40	337	0.70	100	0.21
Federal Highway Administration	2,994	1,867	62.36	1,127	37.64	124	4.14	79	2.64	1,417	47.33	680	22.71	172	5.74	289	9.65	131	4.38	59	1.97	3	0.10	2	0.07	10	0.33	7	0.23	10	0.33	11	0.37
Federal Motor Carrier Safety Admin	1,113	716	64.33	397	35.67	239	21.47	54	4.85	385	34.59	193	17.34	72	6.47	132	11.86	11	0.99	11	0.99	0	0.00	0	0.00	3	0.27	5	0.45	6	0.54	2	0.18
Federal Railroad Administration	867	658	75.89	209	24.11	28	3.23	9	1.04	552	63.67	119	13.73	53	6.11	70	8.07	17	1.96	6	0.69	0	0.00	1	0.12	3	0.35	2	0.23	5	0.58	2	0.23
Federal Transit Administration	575	247	42.96	328	57.04	13	2.26	13	2.26	144	25.04	142	24.70	64	11.13	148	25.74	18	3.13	18	3.13	0	0.00	0	0.00	1	0.17	0	0.00	7	1.22	7	1.22
Maritime Administration	813	588	72.32	225	27.68	24	2.95	4	0.49	437	53.75	117	14.39	85	10.46	82	10.09	31	3.81	16	1.97	0	0.00	0	0.00	4	0.49	1	0.12	7	0.86	5	0.62
Natl Highway Traffic Safety Admin	599	330	55.09	269	44.91	11	1.84	13	2.17	231	38.56	111	18.53	56	9.35	122	20.37	29	4.84	21	3.51	1	0.17	1	0.17	0	0.00	1	0.17	2	0.33	0	0.00
Research & Innovative Tech Admin	702	421	59.97	281	40.03	13	1.85	16	2.28	347	49.43	193	27.49	16	2.28	40	5.70	41	5.84	26	3.70	0	0.00	0	0.00	0	0.00	0	0.00	4	0.57	6	0.85
<b>Treasury, Department of the</b>	<b>106,403</b>	<b>40,466</b>	<b>38.03</b>	<b>65,937</b>	<b>61.97</b>	<b>3,154</b>	<b>2.96</b>	<b>6,405</b>	<b>6.02</b>	<b>28,357</b>	<b>26.65</b>	<b>35,779</b>	<b>33.63</b>	<b>6,161</b>	<b>5.79</b>	<b>19,806</b>	<b>18.61</b>	<b>2,366</b>	<b>2.22</b>	<b>3,175</b>	<b>2.98</b>	<b>28</b>	<b>0.03</b>	<b>41</b>	<b>0.04</b>	<b>256</b>	<b>0.24</b>	<b>534</b>	<b>0.50</b>	<b>144</b>	<b>0.14</b>	<b>197</b>	<b>0.19</b>
Second Level Reporting Components:																																	
Bureau of Engraving and Printing	1,927	1,442	74.83	485	25.17	86	4.46	13	0.67	807	41.88	129	6.69	513	26.62	319	16.55	28	1.45	20	1.04	1	0.05	0	0.00	4	0.21	3	0.16	3	0.16	1	0.05
Bureau of Public Debt	1,932	734	37.99	1,198	62.01	8	0.41	10	0.52	689	35.66	1,145	59.27	28	1.45	32	1.66	6	0.31	8	0.41	1	0.05	0	0.00	2	0.10	3	0.16	0	0.00	0	0.00
Departmental Offices	1,898	998	52.58	900	47.42	16	0.84	33	1.74	801	42.20	562	29.61	121	6.38	252	13.28	52	2.74	41	2.16	1	0.05	0	0.00	1	0.05	1	0.05	6	0.32	11	0.58
Financial Management Service	1,709	710	41.54	999	58.46	50	2.93	48	2.81	359	21.01	301	17.61	229	13.40	587	34.35	68	3.98	55	3.22	1	0.06	1	0.06	2	0.12	5	0.29	1	0.06	2	0.12
Internal Revenue Service	91,435	32,286	35.31	59,149	64.69	2,724	2.98	6,104	6.68	22,552	24.66	31,730	34.70	4,726	5.17	17,800	19.47	1,947	2.13	2,819	3.08	22	0.02	38	0.04	209	0.23	504	0.55	106	0.12	154	0.17
Office of the Comptroller of the Currency	3,726	2,013	54.03	1,713	45.97	104	2.79	94	2.52	1,556	41.76	1,076	28.88	201	5.39	398	10.68	120	3.22	119	3.19	1	0.03	2	0.05	20	0.54	12	0.32	11	0.30	12	0.32
U.S. Mint	1,834	1,285	70.07	549	29.93	114	6.22	60	3.27	817	44.55	226	12.32	230	12.54	197	10.74	100	5.45	58	3.16	1	0.05	0	0.00	13	0.71	2	0.11	10	0.55	6	0.35
<b>U.S. Postal Service</b>	<b>645,212</b>	<b>364,696</b>	<b>56.52</b>	<b>280,516</b>	<b>43.48</b>	<b>35,475</b>	<b>5.50</b>	<b>20,213</b>	<b>3.13</b>	<b>226,778</b>	<b>35.15</b>	<b>171,595</b>	<b>26.60</b>	<b>65,062</b>	<b>10.08</b>	<b>66,043</b>	<b>10.24</b>	<b>32,691</b>	<b>5.07</b>	<b>17,884</b>	<b>2.77</b>	<b>772</b>	<b>0.12</b>	<b>645</b>	<b>0.10</b>	<b>2,182</b>	<b>0.34</b>	<b>2,398</b>	<b>0.37</b>	<b>1,736</b>	<b>0.27</b>	<b>1,738</b>	<b>0.27</b>
Second Level Reporting Components: **																																	
Headquarters	9,667	5,189	53.68	4,478	46.32	372	3.85	274	2.83	3,463	35.82	2,226	23.03	852	8.81	1,534	15.87	423	4.38	358	3.70	5	0.05	12	0.12	44	0.46	27	0.28	30	0.31	47	0.49
Capital Metro	65,426	34,630	52.93	30,796	47.07	803	1.23	491	0.75	16,411	25.08	15,196	23.23	14,722	22.50	13,361	20.42	2,320	3.55	1,389	2.12	22	0.03	15	0.02	191	0.29	179	0.27	161	0.25	165	0.25
Eastern Area	101,154	58,146	57.48	43,008	42.52	1,085	1.07	661	0.65	47,444	46.90	33,724	33.34	8,260	8.17	7,583	7.50	850	0.84	659	0.65	23	0.02	10	0.01	205	0.00	139	0.14	279	0.28	232	0.23
Great Lakes Area	82,124	41,592	50.65	40,532	49.35	1,441	1.75	984	1.20	28,939	35.24	25,976	31.63	9,285	11.31	12,074	14.70	1,536	1.87	1,073	1.31	26	0.03	19	0.02	189	0.23	180	0.22	176	0.21	226	0.28
Northeast Area	94,622	60,173	63.59	34,449	36.41	6,915	7.31	3,276	3.46	39,758	42.02	19,331	20.43	7,576	8.01	8,506	8.99	5,520	5.83	2,982	3.15	30	0.03	14	0.01	190	0.20	159	0.17	184	0.19	181	0.19
Pacific Area	69,075	41,904	60.66	27,171	39.34	9,370	13.56	6,311	9.14	11,020	15.95	7,754	11.23	5,006	7.25	4,901	7.10	15,659	22.67	7,404	10.72	407	0.59	398	0.58	236	0.34	200	0.29	206	0.30	203	0.29
Southwest Area	117,097	63,012	53.81	54,085	46.19	10,474	8.94	5,043	4.31	33,566	28.67	30,974	26.45	15,683	13.39	15,684	13.39	2,277	1.94	1,374	1.17	53	0.05	51	0.04	564	0.48	605	0.52	395	0.34	354	0.30
Western Area	104,887	59,373	56.61	45,514	43.39	4,949	4.72	3,131	2.99	45,691	43.56	36,170	34.48	3,603	3.44	2,235	2.13	4,061	3.87	2,620	2.50	205	0.20	126	0.12	561	0.53	908	0.87	303	0.29	324	0.31
Office of the Inspector General	1,160	677	58.36	483	41.64	66	5.69	42	3.62	486	41.90	244	21.03	75	6.47	165	14.22	45	3.88	25	2.16	1	0.09	0	0.00	2	0.17	1	0.09	2	0.17	6	0.52
<b>Veterans Affairs, Department of</b>	<b>316,480</b>	<b>128,101</b>	<b>40.48</b>	<b>188,379</b>	<b>59.52</b>	<b>9,769</b>	<b>3.09</b>	<b>11,134</b>	<b>3.52</b>	<b>79,294</b>	<b>25.05</b>	<b>114,215</b>	<b>36.09</b>	<b>27,918</b>	<b>8.82</b>	<b>45,654</b>	<b>14.43</b>	<b>8,252</b>	<b>2.61</b>	<b>13,223</b>	<b>4.18</b>	<b>305</b>	<b>0.10</b>	<b>389</b>	<b>0.12</b>	<b>1,476</b>	<b>0.47</b>	<b>2,171</b>	<b>0.69</b>	<b>1,087</b>	<b>0.34</b>	<b>1,593</b>	<b>0.50</b>
Second Level Reporting Components:																																	
Veterans Benefits Administration	20,274	9,820	48.44	10,454	51.56	571	2.82	518	2.55	6,409	31.61	5,956	29.38	2,233	11.01	3,322	16.39	269	1.33	242	1.19	33	0.16	21	0.10	147	0.73	168	0.83	158	0.78	227	1.12
Veterans Health Administration	281,651	109,192	38.77	172,459	61.23	8,562	3.04	10,322	3.66	66,624	23.65	105,075	37.31	24,134	8.57	40,691	14.45	7,561	2.68	12,753	4.53	254	0.09	357	0.13	1,246	0.44	1,956	0.69	811	0.29	1,305	0.46
National Cemetery Administration	1,711	1,307	76.39	404	23.61	124	7.25	29	1.69	910	53.19	232	13.56	200	11.69	121	7.07	34	1.99	11	0.64	7	0.41	1	0.06	10	0.58	4	0.23	22	1.29	6	0.35

\*Includes September 30, 2011 agency data as reported in CPDF plus AAFES and USPS. Does not include data for FERC, Foreign Service, NIGC, TVA, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

**TABLE A-2**  
**TEN YEAR TREND**  
**GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN SENIOR PAY LEVEL POSITIONS (SPL)**

	2000	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011 *	2011 *
<b>TOTAL WORK FORCE</b>	<b>CLF%</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>	<b>2,608,172</b>	<b>2,763,183</b>	<b>2,811,277</b>	<b>2,850,584</b>		<b>2,843,417</b>
<b>% of SPL Employees</b>		<b>0.73</b>	<b>0.76</b>	<b>0.73</b>	<b>0.74</b>	<b>0.77</b>	<b>0.76</b>	<b>0.74</b>	<b>0.73</b>	<b>0.75</b>		<b>0.61</b>
<b>SLP Work Force *</b>		<b>17,943</b>	<b>18,472</b>	<b>19,117</b>	<b>19,268</b>	<b>20,070</b>	<b>19,751</b>	<b>20,407</b>	<b>20,423</b>	<b>21,455</b>		<b>17,269</b>
% OF MEN	53.23	75.28	74.78	74.25	73.72	73.81	72.99	72.30	71.08	70.15	70.10	12,106
% OF WOMEN	46.77	24.72	25.22	25.75	26.28	26.19	27.01	27.70	28.92	29.85	29.90	5,164
<b>HISPANIC OR LATINO (%)</b>	<b>10.69</b>	<b>3.33</b>	<b>3.42</b>	<b>3.43</b>	<b>3.54</b>	<b>3.65</b>	<b>3.63</b>	<b>3.62</b>	<b>3.62</b>	<b>3.67</b>	<b>3.84</b>	<b>663</b>
% OF MEN	6.17	2.43	2.50	2.47	2.57	2.61	2.54	2.57	2.48	2.47	2.66	460
% OF WOMEN	4.52	0.90	0.93	0.96	0.97	1.05	1.09	1.05	1.14	1.20	1.18	203
<b>WHITE (%)</b>	<b>72.77</b>	<b>86.42</b>	<b>86.09</b>	<b>86.09</b>	<b>85.66</b>	<b>85.23</b>	<b>85.05</b>	<b>85.61</b>	<b>84.00</b>	<b>83.14</b>	<b>82.65</b>	<b>14,273</b>
% OF MEN	39.03	66.09	65.41	65.05	64.38	64.13	63.42	63.17	61.15	59.80	59.53	10,281
% OF WOMEN	33.74	20.33	20.68	21.02	21.28	21.10	21.62	22.44	22.85	23.34	23.12	3,992
<b>BLACK OR AFRICAN AMERICAN (%)</b>	<b>10.67</b>	<b>6.77</b>	<b>6.79</b>	<b>6.50</b>	<b>6.62</b>	<b>6.51</b>	<b>6.63</b>	<b>6.68</b>	<b>7.05</b>	<b>7.54</b>	<b>8.12</b>	<b>1,402</b>
% OF MEN	4.92	4.21	4.16	3.80	3.78	3.78	3.80	3.77	3.87	4.05	4.37	754
% OF WOMEN	5.75	2.56	2.63	2.70	2.84	2.74	2.83	2.91	3.18	3.49	3.75	648
<b>ASIAN **</b>	<b>3.85</b>	<b>2.70</b>	<b>2.96</b>	<b>3.18</b>	<b>3.39</b>	<b>3.72</b>	<b>3.77</b>	<b>3.97</b>	<b>4.21</b>	<b>4.45</b>	<b>3.31</b>	<b>572</b>
% OF MEN	2.03	2.00	2.18	2.33	2.43	2.67	2.60	2.70	2.85	3.02	2.10	363
% OF WOMEN	1.82	0.71	0.77	0.85	0.96	1.05	1.17	1.27	1.36	1.43	1.21	209
<b>NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER ***</b>	<b>0.12</b>					<b>0.01</b>	<b>0.03</b>	<b>0.04</b>	<b>0.05</b>	<b>0.07</b>	<b>0.20</b>	<b>34</b>
% OF MEN	0.06					0.01	0.03	0.03	0.04	0.06	0.14	25
% OF WOMEN	0.06					0.00	0.01	0.01	0.01	0.01	0.05	9
<b>AMERICAN INDIAN OR ALASKA NATIVE (%)</b>	<b>1.06</b>	<b>0.79</b>	<b>0.75</b>	<b>0.81</b>	<b>0.78</b>	<b>0.83</b>	<b>0.89</b>	<b>0.75</b>	<b>0.76</b>	<b>0.80</b>	<b>0.82</b>	<b>141</b>
% OF MEN	0.55	0.56	0.54	0.59	0.56	0.59	0.54	0.50	0.49	0.49	0.52	89
% OF WOMEN	0.51	0.23	0.21	0.21	0.22	0.24	0.24	0.25	0.27	0.31	0.30	52
<b>TWO OR MORE RACES ***</b>	<b>0.85</b>					<b>0.04</b>	<b>0.12</b>	<b>0.18</b>	<b>0.30</b>	<b>0.33</b>	<b>0.49</b>	<b>84</b>
% OF MEN	0.47					0.03	0.07	0.11	0.19	0.25	0.31	54
% OF WOMEN	0.38					0.01	0.05	0.06	0.11	0.08	0.17	30
<b>INDIVIDUALS WITH TARGETED DISABILITIES %</b>	<b>CLF not available</b>	<b>0.35</b>	<b>0.35</b>	<b>0.44</b>	<b>0.46</b>	<b>0.46</b>	<b>0.62</b>	<b>0.51</b>	<b>0.48</b>	<b>0.52</b>	<b>0.64</b>	<b>110</b>

\*Includes agency data as reported in submitted and certified FY 2011 MD-715 reports supplemented with SES data from CPDF. Does not include data for intelligence gathering agencies. \*\*The numbers for 1998 - 2005 include totals for

"Native Hawaiian or Other Pacific Islander." \*\*\* Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-2a  
TEN YEAR TREND - SENIOR PAY LEVEL GOVERNMENT WIDE EMPLOYMENT OF WORKERS \*

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011 *	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>SPL WORK FORCE</b>	17,943		18,472		19,117		19,268		20,070		19,751		20,407		20,423		21,455		17,269	
MEN	13,508	75.28	13,814	74.78	14,196	74.26	14,205	73.72	14,814	73.81	14,417	72.99	14,754	72.30	14,517	71.08	15,050	70.15	12,106	70.10
WOMEN	4,435	24.72	4,658	25.22	4,921	25.74	5,063	26.28	5,256	26.19	5,334	27.01	5,653	27.70	5,906	28.92	6,405	29.85	5,164	29.90
<b>HISPANIC OR LATINO</b>	<b>597</b>	<b>3.33</b>	<b>632</b>	<b>3.42</b>	<b>656</b>	<b>3.43</b>	<b>683</b>	<b>3.54</b>	<b>733</b>	<b>3.65</b>	<b>716</b>	<b>3.63</b>	<b>738</b>	<b>3.62</b>	<b>739</b>	<b>3.62</b>	<b>788</b>	<b>3.67</b>	<b>663</b>	<b>3.84</b>
MEN	436	2.43	461	2.50	472	2.47	496	2.57	523	2.61	501	2.54	524	2.57	507	2.48	531	2.47	460	2.66
WOMEN	161	0.90	171	0.93	184	0.96	187	0.97	210	1.05	215	1.09	214	1.05	232	1.14	257	1.20	203	1.18
<b>WHITE</b>	<b>15,506</b>	<b>86.42</b>	<b>15,902</b>	<b>86.09</b>	<b>16,457</b>	<b>86.09</b>	<b>16,505</b>	<b>85.66</b>	<b>17,105</b>	<b>85.23</b>	<b>16,798</b>	<b>85.05</b>	<b>17,471</b>	<b>85.61</b>	<b>17,156</b>	<b>84.00</b>	<b>17,838</b>	<b>83.14</b>	<b>14,273</b>	<b>82.65</b>
MEN	11,859	66.09	12,082	65.41	12,439	65.07	12,404	64.38	12,870	64.13	12,527	63.42	12,891	63.17	12,489	61.15	12,830	59.80	10,281	59.53
WOMEN	3,647	20.33	3,820	20.68	4,018	21.02	4,101	21.28	4,235	21.10	4,271	21.62	4,580	22.44	4,667	22.85	5,008	23.34	3,992	23.12
<b>BLACK OR AFRICAN AMERICAN</b>	<b>1,214</b>	<b>6.77</b>	<b>1,254</b>	<b>6.79</b>	<b>1,243</b>	<b>6.50</b>	<b>1,275</b>	<b>6.62</b>	<b>1,307</b>	<b>6.51</b>	<b>1,309</b>	<b>6.63</b>	<b>1,363</b>	<b>6.68</b>	<b>1,440</b>	<b>7.05</b>	<b>1,617</b>	<b>7.54</b>	<b>1,402</b>	<b>8.12</b>
MEN	755	4.21	769	4.16	727	3.80	728	3.78	758	3.78	751	3.80	770	3.77	791	3.87	869	4.05	754	4.37
WOMEN	459	2.56	485	2.63	516	2.70	547	2.84	549	2.74	558	2.83	593	2.91	649	3.18	748	3.49	648	3.75
<b>ASIAN**</b>	<b>485</b>	<b>2.70</b>	<b>546</b>	<b>2.96</b>	<b>607</b>	<b>3.18</b>	<b>654</b>	<b>3.39</b>	<b>746</b>	<b>3.72</b>	<b>745</b>	<b>3.77</b>	<b>811</b>	<b>3.97</b>	<b>860</b>	<b>4.21</b>	<b>955</b>	<b>4.45</b>	<b>572</b>	<b>3.31</b>
MEN	358	2.00	403	2.18	445	2.33	469	2.43	536	2.67	513	2.60	551	2.70	582	2.85	649	3.02	363	2.10
WOMEN	127	0.71	143	0.77	162	0.85	185	0.96	210	1.05	232	1.17	260	1.27	278	1.36	306	1.43	209	1.21
<b>NATIVE HAWAIIAN OR OTHER PACIFIC</b>									<b>3</b>	<b>0.01</b>	<b>6</b>	<b>0.03</b>	<b>8</b>	<b>0.04</b>	<b>11</b>	<b>0.05</b>	<b>14</b>	<b>0.07</b>	<b>34</b>	<b>0.20</b>
MEN									3	0.01	5	0.03	6	0.03	9	0.04	12	0.06	25	0.14
WOMEN									0	0.00	1	0.01	2	0.01	2	0.01	2	0.01	9	0.05
<b>AMERICAN INDIAN OR ALASKA NATIVE</b>	<b>141</b>	<b>0.79</b>	<b>138</b>	<b>0.75</b>	<b>154</b>	<b>0.81</b>	<b>151</b>	<b>0.78</b>	<b>167</b>	<b>0.83</b>	<b>154</b>	<b>0.78</b>	<b>154</b>	<b>0.75</b>	<b>156</b>	<b>0.76</b>	<b>172</b>	<b>0.80</b>	<b>141</b>	<b>0.82</b>
MEN	100	0.56	99	0.54	113	0.59	108	0.56	118	0.59	106	0.54	102	0.50	100	0.49	106	0.49	89	0.52
WOMEN	41	0.23	39	0.21	41	0.21	43	0.22	49	0.24	48	0.24	52	0.25	56	0.27	66	0.31	52	0.30
<b>TWO OR MORE RACES ***</b>									<b>9</b>	<b>0.04</b>	<b>23</b>	<b>0.12</b>	<b>36</b>	<b>0.18</b>	<b>61</b>	<b>0.30</b>	<b>71</b>	<b>0.33</b>	<b>84</b>	<b>0.49</b>
MEN									6	0.03	14	0.07	23	0.11	39	0.19	53	0.25	54	0.31
WOMEN									3	0.01	9	0.05	13	0.06	22	0.11	18	0.08	30	0.17
<b>INDIVIDUALS WITH TARGETED DISABILITIES</b>	<b>62</b>	<b>0.35</b>	<b>64</b>	<b>0.35</b>	<b>84</b>	<b>0.44</b>	<b>88</b>	<b>0.46</b>	<b>93</b>	<b>0.46</b>	<b>123</b>	<b>0.62</b>	<b>104</b>	<b>0.51</b>	<b>99</b>	<b>0.48</b>	<b>111</b>	<b>0.52</b>	<b>110</b>	<b>0.64</b>

\* Includes agency data as reported in submitted and certified FY 2011 MD-715 reports supplemented with SES data from CPDF

\*\* The numbers for 1998-2005 include totals for "Native Hawaiian or Other Pacific Islander."

\*\*\*Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-2b  
FY 2011\* SENIOR PAY PARTICIPATION BY AGENCY

AGENCY	TOTAL ALL	TOTAL MEN #	TOTAL MEN %	TOTAL WOMEN #	TOTAL WOMEN %	HISPANIC OR LATINO MEN #	HISPANIC OR LATINO MEN %	HISPANIC OR LATINO WOMEN #	HISPANIC OR LATINO WOMEN %	WHITE MEN #	WHITE MEN %	WHITE WOMEN #	WHITE WOMEN %	BLACK OR AFRICAN-AMERICAN MEN #	BLACK OR AFRICAN-AMERICAN MEN %	BLACK OR AFRICAN-AMERICAN WOMEN #	BLACK OR AFRICAN-AMERICAN WOMEN %	ASIAN MEN #	ASIAN MEN %	ASIAN WOMEN #	ASIAN WOMEN %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MEN #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MEN %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER WOMEN #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER WOMEN %	AMERICAN INDIAN OR ALASKA NATIVE MEN #	AMERICAN INDIAN OR ALASKA NATIVE MEN %	AMERICAN INDIAN OR ALASKA NATIVE WOMEN #	AMERICAN INDIAN OR ALASKA NATIVE WOMEN %	TWO OR MORE RACES MEN #	TWO OR MORE RACES MEN %	TWO OR MORE RACES WOMEN #	TWO OR MORE RACES WOMEN %		
ADVISORY COUNCIL ON HISTORIC PRESERVATION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
AFRICAN DEVELOPMENT FOUNDATION	4	2	50.00	2	0.00	0	0.00	0	0.00	2	50.00	1	25.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
AGENCY FOR INTERNATIONAL DEVELOPMENT	46	26	56.52	20	43.48	2	4.35	0	0.00	19	41.30	13	28.26	3	6.52	5	10.87	1	2.17	2	4.35	0	0.00	0	0.00	1	2.17	0	0.00	0	0.00	0	0.00	0	0.00
AGRICULTURE, DEPARTMENT OF	384	257	66.93	127	33.07	14	3.65	8	2.08	195	50.78	89	23.18	31	8.07	20	5.21	8	2.08	3	0.78	2	0.52	0	0.00	3	0.78	3	0.78	4	1.04	4	1.04		
THE AMERICAN BATTLE MONUMENTS COMMISSION	3	3	100.00	0	0.00	0	0.00	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
APPALACHIAN REGIONAL COMMISSION	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	
ARCHITECTURAL & TRANSPORTATION BARRIER	19	15	78.95	4	21.05	0	0.00	0	0.00	14	73.68	3	15.79	0	0.00	0	0.00	1	5.26	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ARCTIC RESEARCH COMMISSION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
BROADCASTING BOARD OF GOVERNORS	17	12	70.59	5	29.41	1	5.88	0	0.00	11	64.71	4	23.53	0	0.00	0	0.00	0	0.00	1	5.88	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CHEMICAL SAFETY/HAZARD INVESTIGATION BOARD	2	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMERCE, DEPARTMENT OF	508	352	69.29	156	30.71	7	1.38	5	0.98	289	56.89	122	24.02	29	5.71	20	3.94	24	4.72	9	1.77	0	0.00	0	0.00	1	0.20	0	0.00	2	0.39	0	0.00		
COMMISSION ON CIVIL RIGHTS	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMISSION OF FINE ARTS	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERE	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMODITY FUTURES TRADING COMMISSION	9	8	88.89	1	11.11	0	0.00	0	0.00	4	44.44	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CONSUMER PRODUCT SAFETY COMMISSION	19	12	63.16	7	36.84	0	0.00	0	0.00	11	57.89	7	36.84	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	18	11	61.11	7	38.89	1	5.56	0	0.00	9	50.00	5	27.78	0	0.00	2	11.11	1	5.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COUNCIL OF ECONOMIC ADVISERS	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COUNCIL OF THE INSPECTOR GENERAL ON INTEGRITY & EFFICIENCY	2	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	9	6	66.67	3	33.33	0	0.00	0	0.00	3	33.33	1	11.11	3	33.33	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE, DEPARTMENT OF	3,002	2,492	83.01	510	16.99	48	1.60	13	0.43	2,243	74.72	427	14.22	79	2.63	34	1.13	81	2.70	26	0.87	1	0.03	0	0.00	10	0.33	2	0.07	15	0.50	2	0.07		
AIR FORCE, DEPARTMENT OF THE	291	237	81.44	54	18.56	3	1.03	2	0.69	212	72.85	46	15.81	8	2.75	5	1.72	6	2.06	0	0.00	0	0.00	0	0.00	3	1.03	0	0.00	5	1.72	1	0.34		
ARMY, DEPARTMENT OF THE	547	454	83.00	93	17.00	6	1.10	2	0.37	414	75.69	81	14.81	15	2.74	3	0.55	16	2.93	5	0.91	0	0.00	0	0.00	0	0.00	0	0.00	2	0.37	1	0.18		
ARMY & AIR FORCE EXCHANGE SERVICES	14	10	71.43	4	28.57	0	0.00	2	14.29	9	64.29	2	14.29	0	0.00	0	0.00	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
DEFENSE COMMISSARY AGENCY	6	5	83.33	1	16.67	0	0.00	0	0.00	3	50.00	1	16.67	1	16.67	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE CONTRACT AUDIT AGENCY	17	15	88.24	2	11.76	1	5.88	0	0.00	14	82.35	2	11.76	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE CONTRACT MANAGEMENT AGENCY	8	4	50.00	4	50.00	0	0.00	0	0.00	3	37.50	3	37.50	1	12.50	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE EDUCATION ACTIVITY	8	4	50.00	4	50.00	0	0.00	0	0.00	4	50.00	3	37.50	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE FINANCE AND ACCOUNTING SERVICE	21	11	52.38	10	0.00	0	0.00	0	0.00	9	42.86	10	47.62	2	9.52	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE HUMAN RESOURCE ACTIVITY	11	5	45.45	6	54.55	0	0.00	0	0.00	4	36.36	6	54.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	9.09	0	0.00		
DEFENSE INFORMATION SYSTEMS AGENCY	35	29	82.86	6	17.14	1	2.86	0	0.00	28	80.00	5	14.29	0	0.00	1	2.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE LOGISTICS AGENCY	24	16	66.67	8	33.33	0	0.00	1	4.17	14	58.33	6	25.00	1	4.17	1	4.17	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.17	0	0.00		
DEFENSE MEDIA AGENCY	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE MISSILE DEFENSE AGENCY	19	15	78.95	4	21.05	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

TABLE A-2b  
FY 2011\* SENIOR PAY PARTICIPATION BY AGENCY

AGENCY	TOTAL ALL	TOTAL MEN #	TOTAL MEN %	TOTAL WOMEN #	TOTAL WOMEN %	HISPANIC OR LATINO MEN #	HISPANIC OR LATINO MEN %	HISPANIC OR LATINO WOMEN #	HISPANIC OR LATINO WOMEN %	WHITE MEN #	WHITE MEN %	WHITE WOMEN #	WHITE WOMEN %	BLACK OR AFRICAN-AMERICAN MEN #	BLACK OR AFRICAN-AMERICAN MEN %	BLACK OR AFRICAN-AMERICAN WOMEN #	BLACK OR AFRICAN-AMERICAN WOMEN %	ASIAN MEN #	ASIAN MEN %	ASIAN WOMEN #	ASIAN WOMEN %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MEN #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MEN %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER WOMEN #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER WOMEN %	AMERICAN INDIAN OR ALSAKA NATIVE MEN #	AMERICAN INDIAN OR ALSAKA NATIVE MEN %	AMERICAN INDIAN OR ALSAKA NATIVE WOMEN #	AMERICAN INDIAN OR ALSAKA NATIVE WOMEN %	TWO OR MORE RACES MEN #	TWO OR MORE RACES MEN %	TWO OR MORE RACES WOMEN #	TWO OR MORE RACES WOMEN %		
DEFENSE OFFICE OF THE INSPECTOR GENERAL	22	15	68.18	7	31.82	0	0.00	0	0.00	15	68.18	4	18.18	0	0.00	3	13.64	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE OFFICE OF SECRETARY /WASH. HQTRS. SERVICES	307	228	74.27	79	25.73	6	1.95	0	0.00	205	66.78	66	21.50	8	2.61	9	2.93	5	1.63	3	0.98	0	0.00	0	0.00	3	0.98	1	0.33	1	0.33	0	0.00		
DEFENSE SECURITY SERVICE	6	6	100.00	0	0.00	0	0.00	0	0.00	4	66.67	0	0.00	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
DEFENSE THREAT REDUCTION AGENCY	12	9	75.00	3	25.00	0	0.00	0	0.00	9	75.00	2	16.67	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
DEFENSE TRICARE MANAGEMENT AGENCY	10	8	80.00	2	20.00	0	0.00	0	0.00	7	70.00	2	20.00	0	0.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
NAVY, DEPARTMENT OF THE DEFENSE NUCLEAR FACILITIES SAFETY BOARD	1,643	1,420	86.43	223	13.57	31	1.89	6	0.37	1,288	78.39	188	11.44	41	2.50	10	0.61	50	3.04	18	1.10	1	0.06	0	0.00	4	0.24	1	0.06	5	0.30	0	0.00		
EDUCATION, DEPARTMENT OF ELECTION ASSISTANCE COMMISSION	42	39	92.86	3	7.14	0	0.00	0	0.00	36	85.71	2	4.76	2	4.76	1	2.38	1	2.38	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
ENERGY, DEPARTMENT OF ENVIRONMENTAL PROTECTION AGENCY	87	48	55.17	39	44.83	2	2.30	1	1.15	38	43.68	26	29.89	5	5.75	10	11.49	3	3.45	2	2.30	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	355	266	74.93	89	25.07	10	2.82	2	0.56	230	64.79	70	19.72	15	4.23	10	2.82	7	1.97	7	1.97	8	2.25	7	1.97	3	0.85	0	0.00	0	0.00	0	0.00		
EXPORT-IMPORT BANK OF THE UNITED STATES	290	173	59.66	117	40.34	13	4.48	3	1.03	137	47.24	92	31.72	14	4.83	14	4.83	7	2.41	6	2.07	1	0.34	0	0.00	0	0.00	2	0.69	1	0.34	0	0.00		
FARM CREDIT ADMINISTRATION	36	23	63.89	13	36.11	2	5.56	0	0.00	8	22.22	6	16.67	12	33.33	7	19.44	1	2.78	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
FARM CREDIT SYSTEM INSURANCE CORPORATION	18	13	72.22	5	27.78	0	0.00	1	5.56	12	66.67	3	16.67	1	5.56	1	5.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
FEDERAL COMMUNICATIONS COMMISSION	22	17	77.27	5	22.73	0	0.00	0	0.00	17	77.27	5	22.73	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
FEDERAL DEPOSIT INSURANCE CORPORATION	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
FEDERAL ELECTION COMMISSION	38	23	60.53	15	39.47	0	0.00	1	2.63	19	50.00	13	34.21	2	5.26	1	2.63	2	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
FEDERAL ENERGY REGULATORY COMMISSION	301	209	69.44	92	30.56	7	2.33	2	0.66	179	59.47	71	23.59	16	5.32	15	4.98	6	1.99	3	1.00	0	0.00	0	0.00	1	0.33	0	0.00	0	0.00	1	0.33		
FEDERAL HOUSING FINANCE AGENCY	6	3	50.00	3	50.00	0	0.00	0	0.00	3	50.00	3	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
FEDERAL LABOR RELATIONS AUTHORITY	190	153	80.53	37	19.47	1	0.53	0	0.00	148	77.89	34	17.89	2	1.05	2	1.05	2	1.05	1	0.53	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
FEDERAL MARITIME COMMISSION	62	44	70.97	18	29.03	1	1.61	2	3.23	39	62.90	14	22.58	3	4.84	2	3.23	0	0.00	0	0.00	0	0.00	0	0.00	1	1.61	0	0.00	0	0.00	0	0.00		
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	17	11	64.71	6	35.29	0	0.00	0	0.00	11	64.71	5	29.41	0	0.00	1	5.88	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
FEDERAL RESERVE BOARD OF GOVERNORS	16	9	56.25	7	43.75	1	6.25	0	0.00	8	50.00	6	37.50	0	0.00	0	0.00	0	0.00	1	6.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
FEDERAL TRADE COMMISSION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
GENERAL SERVICES ADMINISTRATION	191	114	59.69	78	40.84	2	1.05	2	1.05	101	52.88	61	31.94	8	4.19	12	6.28	2	1.05	3	1.57	1	0.52	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF		
HEALTH AND HUMAN SERVICES, DEPARTMENT OF	39	25	64.10	14	35.90	0	0.00	0	0.00	22	56.41	13	33.33	2	5.13	0	0.00	1	2.56	1	2.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
US HOLOCAUST MEMORIAL MUSEUM	104	64	61.54	40	38.46	2	1.92	2	1.92	55	52.88	31	29.81	3	2.88	6	5.77	4	3.85	1	0.96	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
HOMELAND SECURITY, DEPARTMENT OF	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
INSTITUTE OF MUSEUM AND LIBRARY SERVICE	830	479	57.71	351	42.29	10	1.20	8	0.96	388	46.75	269	32.41	31	3.73	41	4.94	40	4.82	22	2.65	0	0.00	0	0.00	10	1.20	10	1.20	0	0.00	0	0.00		
INTERAGENCY COUNCIL ON HOMELESSNESS	10	4	40.00	6	60.00	0	0.00	0	0.00	4	40.00	4	40.00	0	0.00	2	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
	772	552	71.50	220	28.50	37	4.79	10	1.30	535	69.30	170	22.02	50	6.48	26	3.37	9	1.17	10	1.30	3	0.39	0	0.00	3	0.39	0	0.00	0	0.00	0	0.00		
	129	70	54.26	59	45.74	3	2.33	2	1.55	48	37.21	31	24.03	15	11.63	21	16.28	1	0.78	3	2.33	0	0.00	0	0.00	2	1.55	1	0.78	1	0.78	1	0.78		
	3	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		

TABLE A-2b  
FY 2011\* SENIOR PAY PARTICIPATION BY AGENCY

AGENCY	TOTAL ALL	TOTAL MEN #	TOTAL MEN %	TOTAL WOMEN #	TOTAL WOMEN %	HISPANIC OR LATINO MEN #	HISPANIC OR LATINO MEN %	HISPANIC OR LATINO WOMEN #	HISPANIC OR LATINO WOMEN %	WHITE MEN #	WHITE MEN %	WHITE WOMEN #	WHITE WOMEN %	BLACK OR AFRICAN-AMERICAN MEN #	BLACK OR AFRICAN-AMERICAN MEN %	BLACK OR AFRICAN-AMERICAN WOMEN #	BLACK OR AFRICAN-AMERICAN WOMEN %	ASIAN MEN #	ASIAN MEN %	ASIAN WOMEN #	ASIAN WOMEN %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MEN #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MEN %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER WOMEN #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER WOMEN %	AMERICAN INDIAN OR ALASKA NATIVE MEN #	AMERICAN INDIAN OR ALASKA NATIVE MEN %	AMERICAN INDIAN OR ALASKA NATIVE WOMEN #	AMERICAN INDIAN OR ALASKA NATIVE WOMEN %	TWO OR MORE RACES MEN #	TWO OR MORE RACES MEN %	TWO OR MORE RACES WOMEN #	TWO OR MORE RACES WOMEN %		
INTER-AMERICAN FOUNDATION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTERIOR, DEPARTMENT OF	374	261	69.79	113	30.21	11	2.94	7	1.87	204	54.55	81	21.66	14	3.74	8	2.14	3	0.80	4	1.07	2	0.53	0	0.00	24	6.42	13	3.48	3	0.80	0	0.00		
INTERNATIONAL BOUNDARY AND WATER COMMISSION	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
INTERNATIONAL TRADE COMMISSION	10	6	60.00	4	40.00	0	0.00	0	0.00	6	60.00	4	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
JOHN F KENNEDY CENTER FOR THE PERFORMING ARTS	16	7	43.75	9	56.25	0	0.00	0	0.00	0	0.00	9	56.25	6	37.50	0	0.00	1	6.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
JUSTICE, DEPARTMENT OF	1,947	1,364	70.06	583	29.94	67	3.44	25	1.28	1,173	60.25	467	23.99	82	4.21	65	3.34	32	1.64	17	0.87	1	0.05	0	0.00	5	0.26	7	0.36	4	0.21	2	0.10		
LABOR, DEPARTMENT OF	242	152	62.81	90	37.19	5	2.07	9	3.72	13	5.37	59	24.38	12	4.96	16	6.61	3	1.24	6	2.48	0	0.00	0	0.00	1	0.41	0	0.00	0	0.00	0	0.00		
MARINE MAMMAL COMMISSION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
MERIT SYSTEMS PROTECTION BOARD	18	13	72.22	5	27.78	0	0.00	0	0.00	11	61.11	4	22.22	1	5.56	1	5.56	1	5.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
MILLENNIUM CHALLENGE CORPORATION	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	445	327	73.48	118	26.52	16	3.60	5	1.12	282	63.37	88	19.78	16	3.60	13	2.92	13	2.92	9	2.02	0	0.00	0	0.00	1	0.22	0	0.00	0	0.00	0	0.00		
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	33	25	75.76	8	24.24	0	0.00	0	0.00	23	69.70	8	24.24	0	0.00	0	0.00	2	6.06	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
NATIONAL CAPITAL PLANNING COMMISSION	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
NATIONAL COUNCIL ON DISABILITY	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF	DNF		
NATIONAL CREDIT UNION ADMINISTRATION	53	36	67.92	17	32.08	1	1.89	0	0.00	31	58.49	16	30.19	1	1.89	1	1.89	2	3.77	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	1.89	0	0.00
NATIONAL ENDOWMENT FOR THE ARTS	10	6	60.00	4	40.00	0	0.00	0	0.00	5	50.00	1	10.00	0	0.00	2	20.00	1	10.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
NATIONAL ENDOWMENT FOR THE HUMANITIES	11	6	54.55	5	45.45	0	0.00	0	0.00	6	54.55	4	36.36	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
NATIONAL GALLERY OF THE ARTS	27	13	48.15	14	51.85	1	3.70	0	0.00	10	37.04	13	48.15	2	7.41	0	0.00	0	0.00	1	3.70	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
NATIONAL INDIAN GAMING COMMISSION	6	3	50.00	3	50.00	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	33.33	3	50.00	0	0.00	0	0.00		
NATIONAL LABOR RELATIONS BOARD	109	66	60.55	43	39.45	0	0.00	4	3.67	58	53.21	21	19.27	7	6.42	16	14.68	1	0.92	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	1.83		
NATIONAL MEDIATION BOARD	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
NATIONAL SCIENCE FOUNDATION	76	42	55.26	34	44.74	3	3.95	1	1.32	35	46.05	28	36.84	0	0.00	3	3.95	4	5.26	2	2.63	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
NATIONAL TRANSPORTATION SAFETY BOARD	15	11	73.33	4	26.67	0	0.00	0	0.00	11	73.33	4	26.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
NAVAJO AND HOPI INDIAN RELOCATION, OFFICE OF	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
NUCLEAR REGULATORY COMMISSION	161	123	76.40	38	23.60	1	0.62	1	0.62	102	63.35	29	18.01	11	6.83	6	3.73	6	3.73	2	1.24	0	0.00	0	0.00	1	0.62	0	0.00	2	1.24	0	0.00		
NUCLEAR WASTE TECHNICAL REVIEW BOARD	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
OCCUPATIONAL SAFETY & HEALTH REVIEW COMMISSION	15	9	60.00	6	40.00	0	0.00	0	0.00	9	60.00	3	20.00	0	0.00	3	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
OFFICE OF GOVERNMENT ETHICS	5	3	60.00	2	40.00	0	0.00	0	0.00	3	60.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
OFFICE OF MANAGEMENT AND BUDGET	53	37	69.81	16	30.19	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
OFFICE OF NATIONAL DRUG CONTROL POLICY	9	7	77.78	2	22.22	0	0.00	0	0.00	7	77.78	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
OFFICE OF PERSONNEL MANAGEMENT	70	41	58.57	29	41.43	4	5.71	3	4.29	32	45.71	20	28.57	3	4.29	5	7.14	2	2.86	1	1.43	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
OFFICE OF SPECIAL COUNSEL	4	2	50.00	2	50.00	0	0.00	0	0.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	18	10	55.56	8	44.44	0	0.00	0	0.00	10	55.56	8	44.44	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		

**TABLE A-2b**  
**FY 2011\* SENIOR PAY PARTICIPATION BY AGENCY**

AGENCY	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	HISPAN-	HISPAN-	HISPAN-	HISPAN-	WHITE	WHITE	WHITE	WHITE	BLACK	BLACK	BLACK	BLACK	ASIAN	ASIAN	ASIAN	ASIAN	NATIVE	NATIVE	NATIVE	NATIVE	AMER-	AMER-	AMER-	AMER-	TWO	TWO	TWO OR	TWO OR		
	ALL	MEN	MEN	WOMEN	WOMEN	IC OR	IC OR	IC OR	IC OR	MEN	MEN	WOMEN	WOMEN	OR	OR	OR	OR	MEN	MEN	WOMEN	WOMEN	HAWAI-	HAWAI-	HAWAI-	HAWAI-	INDIAN	INDIAN	INDIAN	INDIAN	OR	OR	OR	OR		
	#	%	#	%	#	LATINO	LATINO	LATINO	LATINO	#	%	#	%	AMER-	AMER-	AMER-	AMER-	#	%	#	%	ISLAND-	ISLAND-	ISLAND-	ISLAND-	OR	OR	OR	OR	MORE	MORE	MORE	MORE		
						MEN	MEN	WOMEN	WOMEN	%	%	%	%	ICAN	ICAN	ICAN	ICAN	%	%	%	%	ER	ER	ER	ER	ALSAKA	ALSAKA	ALSAKA	ALSAKA	RACES	RACES	RACES	RACES		
						%	%	%	%					MEN	MEN	WOMEN	WOMEN					MEN	MEN	WOMEN	WOMEN	NATIVE	NATIVE	NATIVE	NATIVE	MEN	MEN	WOMEN	WOMEN		
OVERSEAS PRIVATE INVESTMENT CORPORATION	2	1	50.00	1	50.00	0	0.00	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PEACE CORPS	22	11	50.00	11	50.00	0	0.00	0	0.00	8	36.36	10	45.45	2	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.55	1	4.55	0	0.00	0	0.00
PENSION BENEFIT GUARANTY CORPORATION	33	15	45.45	18	54.55	1	3.03	0	0.00	12	36.36	13	39.39	2	6.06	3	9.09	0	0.00	1	3.03	0	0.00	0	0.00	0	0.00	1	3.03	0	0.00	0	0.00	0	0.00
RAILROAD RETIREMENT BOARD	13	10	76.92	3	23.08	0	0.00	0	0.00	9	69.23	3	23.08	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SECURITIES AND EXCHANGE COMMISSION	459	286	62.31	173	37.69	12	2.61	5	1.09	250	54.47	141	30.72	11	2.40	14	3.05	10	2.18	11	2.40	0	0.00	0	0.00	1	0.22	0	0.00	2	0.44	2	0.44	0	0.00
SELECTIVE SERVICE SYSTEM	4	4	100.00	0	0.00	2	50.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SMALL BUSINESS ADMINISTRATION	51	35	68.63	16	31.37	5	9.80	1	1.96	23	45.10	9	17.65	5	9.80	4	7.84	2	3.92	2	3.92	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SMITHSONIAN INSTITUTION	221	141	63.80	80	36.20	4	1.81	1	0.45	127	57.47	68	30.77	4	1.81	8	3.62	3	1.36	3	1.36	1	0.45	0	0.00	2	0.90	0	0.00	0	0.00	0	0.00	0	0.00
SOCIAL SECURITY ADMINISTRATION	1,735	1,200	69.16	535	30.84	57	3.29	26	1.50	1,052	60.63	414	23.86	66	3.80	73	4.21	11	0.63	13	0.75	0	0.00	1	0.06	7	0.40	5	0.29	7	0.40	3	0.17	0	0.00
STATE, DEPARTMENT OF	1,226	837	68.27	389	31.73	30	2.45	17	1.39	732	59.71	313	25.53	41	3.34	42	3.43	27	2.20	10	0.82	0	0.00	0	0.00	2	0.16	3	0.24	5	0.41	4	0.33	0	0.00
TENNESSEE VALLEY AUTHORITY	94	83	88.30	11	11.70	1	1.06	0	0.00	79	84.04	11	11.70	3	3.19	0	0.00	1	1.06	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TRADE AND DEVELOPMENT AGENCY	3	2	66.67	1	33.33	0	0.00	0	0.00	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TRANSPORTATION, DEPARTMENT OF	429	282	65.73	147	34.27	13	3.03	10	2.33	226	52.68	111	25.87	31	7.23	21	4.90	7	1.63	3	0.70	0	0.00	1	0.23	4	0.93	0	0.00	1	0.23	1	0.23	0	0.00
TREASURY, DEPARTMENT OF	654	403	61.62	251	38.38	15	2.29	10	1.53	337	51.53	195	29.82	37	5.66	32	4.89	12	1.83	11	1.68	1	0.15	0	0.00	1	0.15	0	0.00	0	0.00	3	0.46	0	0.00
US POSTAL SERVICE	607	431	71.00	176	29.00	34	5.60	12	1.98	330	54.37	119	19.60	49	8.07	33	5.44	11	1.81	10	1.65	3	0.49	0	0.00	1	0.16	0	0.00	3	0.49	2	0.33	0	0.00
US TAX COURT	4	2	50.00	2	50.00	0	0.00	0	0.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
VETERANS AFFAIRS, DEPARTMENT OF	359	234	65.18	125	34.82	12	3.34	4	1.11	194	54.04	99	27.58	19	5.29	20	5.57	4	1.11	0	0.00	1	0.28	0	0.00	2	0.56	1	0.28	2	0.56	1	0.28	0	0.00

\*Includes data from agency FY 2011 MD-715 report Tables A4 supplemented by SES data from CPDF.  
Does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

**TABLE A-3**  
**Government Wide Employment of Workers in**  
**GENERAL SCHEDULE (GS) PAY SYSTEMS + ##**

		2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2011
<b>TOTAL WORK FORCE</b>	<b>2000CLF</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>	<b>2,608,172</b>	<b>2,763,183</b>	<b>2,811,277</b>	<b>2,850,584</b>		<b>2,843,417</b>
<b>% of GS Employees</b>		52.21	53.18	49.69	49.94	49.69	45.47	42.15	43.03	50.23		51.36
<b>GS WORK FORCE*</b>		<b>1,284,046</b>	<b>1,291,366</b>	<b>1,295,438</b>	<b>1,303,956</b>	<b>1,297,777</b>	<b>1,185,984</b>	<b>1,164,784</b>	<b>1,209,833</b>	<b>1,431,789</b>		<b>1,460,434</b>
% OF MEN	53.23	48.67	49.02	49.39	49.74	50.03	48.81	48.37	48.52	50.46	51.13	746,738
% OF WOMEN	46.77	51.33	50.98	40.61	50.26	49.97	51.19	51.63	51.48	49.54	48.87	713,696
<b>HISPANIC OR LATINO (%)</b>	<b>10.77</b>	<b>7.06</b>	<b>7.29</b>	<b>7.44</b>	<b>7.56</b>	<b>7.70</b>	<b>7.63</b>	<b>7.81</b>	<b>7.88</b>	<b>7.74</b>	<b>7.81</b>	<b>114,118</b>
% OF MEN	6.17	3.63	3.78	3.88	3.95	4.07	3.91	3.99	4.03	4.07	4.19	61,198
% OF WOMEN	4.52	3.43	3.51	3.56	3.61	3.63	3.72	3.83	3.84	3.67	3.62	52,920
<b>WHITE (%)</b>	<b>72.77</b>	<b>68.15</b>	<b>68.01</b>	<b>67.80</b>	<b>67.56</b>	<b>67.07</b>	<b>66.38</b>	<b>65.62</b>	<b>65.39</b>	<b>65.73</b>	<b>65.44</b>	<b>955,663</b>
% OF MEN	39.03	36.54	36.68	36.85	36.96	36.90	35.81	35.13	35.02	36.38	36.64	535,107
% OF WOMEN	33.74	31.69	31.33	30.95	30.60	30.17	30.57	30.49	30.37	29.34	28.80	420,556
<b>BLACK OR AFRICAN AMERICAN (%)</b>	<b>10.67</b>	<b>18.17</b>	<b>18.08</b>	<b>18.10</b>	<b>18.09</b>	<b>18.28</b>	<b>18.66</b>	<b>19.01</b>	<b>18.91</b>	<b>18.47</b>	<b>18.48</b>	<b>269,916</b>
% OF MEN	4.92	5.52	5.54	5.60	5.70	5.88	5.80	5.89	5.99	6.25	6.40	93,397
% OF WOMEN	5.75	12.65	12.54	12.50	12.39	12.41	12.86	13.12	12.93	12.22	12.09	176,519
<b>ASIAN (%)**</b>	<b>3.85</b>	<b>4.39</b>	<b>4.52</b>	<b>4.60</b>	<b>4.69</b>	<b>4.64</b>	<b>4.76</b>	<b>4.77</b>	<b>4.80</b>	<b>4.89</b>	<b>4.98</b>	<b>72,771</b>
% OF MEN	2.03	2.16	2.23	2.27	2.33	2.30	2.33	2.32	2.33	2.43	2.51	36,593
% OF WOMEN	1.82	2.22	2.28	2.33	2.36	2.34	2.43	2.45	2.47	2.46	2.48	36,178
<b>NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (%) ***</b>	<b>0.12</b>					<b>0.15</b>	<b>0.19</b>	<b>0.22</b>	<b>0.25</b>	<b>0.33</b>	<b>0.35</b>	<b>5,062</b>
% OF MEN	0.06					0.07	0.09	0.10	0.12	0.16	0.18	2,571
% OF WOMEN	0.06					0.08	0.10	0.11	0.13	0.16	0.17	2,491
<b>AMERICAN INDIAN OR ALASKA NATIVE (%)</b>	<b>1.06</b>	<b>2.16</b>	<b>2.11</b>	<b>2.10</b>	<b>2.09</b>	<b>2.08</b>	<b>2.15</b>	<b>2.18</b>	<b>2.15</b>	<b>1.91</b>	<b>1.84</b>	<b>26,944</b>
% OF MEN	0.55	0.82	0.80	0.80	0.79	0.78	0.77	0.76	0.75	0.69	0.67	9,823
% OF WOMEN	0.51	1.34	1.31	1.30	1.30	1.30	1.38	1.42	1.40	1.22	1.17	17,121
<b>TWO OR MORE RACES (%)***</b>	<b>0.85</b>					<b>0.07</b>	<b>0.24</b>	<b>0.40</b>	<b>0.62</b>	<b>0.94</b>	<b>1.09</b>	<b>15,960</b>
% OF MEN	0.47					0.03	0.10	0.17	0.28	0.47	0.55	8,049
% OF WOMEN	0.38					0.04	0.13	0.22	0.34	0.46	0.54	7,911
<b>INDIVIDUALS WITH TARGETED DISABILITIES (%)</b>	<b>CLF not available</b>	<b>1.17</b>	<b>1.16</b>	<b>1.13</b>	<b>1.09</b>	<b>1.06</b>	<b>1.10</b>	<b>1.10</b>	<b>1.08</b>	<b>1.04</b>	<b>1.06</b>	<b>15,466</b>

+ All of the data in this Table was changed to reflect only the General Schedule work force. The previously reported Related data of the General Schedule and Related data was added to the Other Pay Systems data.

## Some of the increase reflected in the GS workforce numbers in FY 2010 are due to agencies converting "pay for performance plan employees" (e.g. DOD's NSPS) back to the GS pay schedule.

\*The remainder of the figures in this table include September 30, 2011 agency data as reported in CPDF, plus FERC and NIGC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

\*\* The numbers for 1997 - 2005 include totals for Native Hawaiian/Pacific Islanders. \*\*\* Separate data first became available in 2006.

**Table A-3**



TABLE A-3a  
FIVE YEAR DISTRIBUTION ACROSS GRADE RANGES-GENERAL SCHEDULE (GS)\* ##

GENERAL SCHEDULE GRADES	FY	TOTAL ALL #	TOTAL MEN #	TOTAL WOMEN #	HISPANIC OR LATINO MEN %	HISPANIC OR LATINO MEN #	HISPANIC OR LATINO WOMEN %	HISPANIC OR LATINO WOMEN #	WHITE MEN %	WHITE MEN #	WHITE WOMEN %	WHITE WOMEN #	BLACK OR AFRICAN AMERICAN MEN %	BLACK OR AFRICAN AMERICAN MEN #	BLACK OR AFRICAN AMERICAN WOMEN %	BLACK OR AFRICAN AMERICAN WOMEN #	ASIAN MEN %	ASIAN MEN #	ASIAN WOMEN %	ASIAN WOMEN #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MEN %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MEN #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER WOMEN %	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER WOMEN #	AMERICAN INDIAN OR ALASKA NATIVE MEN %	AMERICAN INDIAN OR ALASKA NATIVE MEN #	AMERICAN INDIAN OR ALASKA NATIVE WOMEN %	AMERICAN INDIAN OR ALASKA NATIVE WOMEN #	TWO OR MORE RACES MEN %	TWO OR MORE RACES MEN #	TWO OR MORE RACES WOMEN %	TWO OR MORE RACES WOMEN #		
GS 1-6	2007	234,851	80,618	34.33	154,233	65.67	7,661	3.26	11,842	5.04	49,419	21.04	82,157	34.98	17,052	7.28	44,492	18.94	3,563	1.52	7,378	3.14	325	0.14	551	0.23	2,297	0.98	7,240	3.08	301	0.13	573	0.24
GS 1-6	2008	242,732	85,848	35.37	156,884	64.63	7,890	3.25	12,073	4.97	53,378	21.99	83,300	34.32	17,742	7.31	45,416	18.71	3,643	1.50	7,133	2.94	408	0.17	643	0.26	2,249	0.93	7,317	3.01	538	0.22	1,002	0.41
GS 1-6	2009	251,632	91,838	36.50	159,794	63.50	8,127	3.23	12,429	4.94	57,822	22.98	85,594	34.02	18,392	7.31	45,038	17.90	3,731	1.48	7,170	2.85	478	0.19	761	0.30	2,369	0.94	7,271	2.89	919	0.37	1,531	0.61
GS 1-6	2010	266,141	97,977	36.78	168,244	63.22	8,259	3.10	12,962	4.87	61,471	23.10	90,724	34.09	20,020	7.52	46,445	17.45	3,933	1.48	7,849	2.95	597	0.22	940	0.35	2,357	0.89	7,281	2.74	1,260	0.47	2,043	0.77
GS 1-6	2011	255,494	95,021	37.19	160,473	62.81	8,123	3.18	12,092	4.73	58,950	23.07	85,976	33.65	19,870	7.78	44,849	17.55	3,809	1.49	7,532	2.95	617	0.24	902	0.35	2,245	0.88	6,927	2.71	1,407	0.55	2,195	0.86
GS 7-11	2007	469,191	213,709	45.55	255,482	54.45	22,007	4.69	21,219	4.52	150,762	32.13	150,963	32.18	26,953	5.74	64,803	13.81	9,280	1.98	10,950	2.33	458	0.10	439	0.09	3,764	0.80	6,489	1.38	485	0.10	619	0.13
GS 7-11	2008	459,623	209,273	45.53	250,350	54.47	22,022	4.79	21,236	4.62	146,417	31.86	146,438	31.86	26,719	5.81	63,999	13.92	9,046	1.97	10,633	2.31	513	0.11	473	0.10	3,701	0.81	6,510	1.42	855	0.19	1,061	0.23
GS 7-11	2009	481,822	221,995	46.07	259,827	53.93	23,445	4.87	22,172	4.60	154,623	32.09	151,967	31.54	28,644	5.94	65,583	13.61	9,477	1.97	10,993	2.28	643	0.13	571	0.12	3,749	0.78	6,833	1.42	1,414	0.29	1,708	0.35
GS 7-11	2010	535,132	245,659	45.91	289,473	54.09	21,204	3.96	24,178	4.52	171,735	32.09	168,822	31.55	34,724	6.49	73,147	13.67	10,573	1.98	12,634	2.36	931	0.17	942	0.18	3,959	0.74	7,009	1.31	2,553	0.48	2,741	0.51
GS 7-11	2011	538,752	249,635	46.34	289,117	53.66	21,082	3.91	24,365	4.52	173,822	32.26	167,495	31.09	36,036	6.69	73,236	13.59	10,741	1.99	12,771	2.37	1,058	0.20	1,039	0.19	3,896	0.72	6,950	1.29	3,000	0.56	3,261	0.61
GS 12-13	2007	363,171	209,904	57.80	153,267	42.20	13,247	3.65	9,230	2.54	163,747	45.09	98,455	27.11	19,290	5.31	34,874	9.60	10,736	2.96	8,109	2.23	210	0.06	162	0.04	2,329	0.64	2,140	0.59	345	0.09	297	0.08
GS 12-13	2008	345,644	196,218	56.77	149,426	43.23	13,127	3.80	9,422	2.73	151,403	43.80	94,462	27.33	18,533	5.36	34,561	10.00	10,221	2.96	8,232	2.38	244	0.07	169	0.05	2,201	0.64	2,166	0.63	489	0.14	414	0.12
GS 12-13	2009	354,917	199,525	56.22	155,392	43.78	13,675	3.85	9,893	2.79	152,556	42.98	97,356	27.43	19,390	5.46	36,142	10.18	10,567	2.98	8,854	2.49	302	0.09	219	0.06	2,243	0.63	2,248	0.63	792	0.22	680	0.19
GS 12-13	2010	473,440	281,027	59.36	192,413	40.64	24,312	5.14	12,855	2.72	209,182	44.18	120,173	25.38	26,756	5.65	43,648	9.22	14,876	3.14	11,255	2.38	683	0.14	410	0.09	2,782	0.59	2,562	0.54	2,436	0.51	1,510	0.32
GS 12-13	2011	500,221	298,803	59.73	201,418	40.27	27,228	5.44	13,726	2.74	219,886	43.96	124,693	24.93	28,897	5.78	45,842	9.16	16,160	3.23	12,058	2.41	773	0.15	484	0.10	2,864	0.57	2,607	0.52	2,995	0.60	2,008	0.40
GS 14-15	2007	118,771	74,591	62.80	44,180	37.20	3,430	2.89	1,814	1.53	60,720	51.12	31,026	26.12	5,486	4.62	8,362	7.04	4,065	3.42	2,366	1.99	38	0.03	18	0.02	753	0.63	521	0.44	99	0.08	73	0.06
GS 14-15	2008	116,785	72,067	61.71	44,718	38.29	3,390	2.90	1,841	1.58	58,040	49.70	30,888	26.45	5,613	4.81	8,814	7.55	4,143	3.55	2,522	2.16	33	0.03	24	0.02	707	0.61	528	0.45	141	0.12	101	0.09
GS 14-15	2009	121,462	73,706	60.68	47,756	39.32	3,553	2.93	2,021	1.66	58,699	48.33	32,549	26.80	6,034	4.97	9,615	7.92	4,433	3.65	2,833	2.33	47	0.04	28	0.02	712	0.59	541	0.45	228	0.19	169	0.14
GS 14-15	2010	157,076	97,876	62.31	59,200	37.69	4,497	2.86	2,579	1.64	78,526	49.99	40,437	25.74	7,950	5.06	11,772	7.49	5,432	3.46	3,414	2.17	107	0.07	45	0.03	834	0.53	612	0.39	530	0.34	341	0.22
GS 14-15	2011	165,967	103,279	62.23	62,688	37.77	4,765	2.87	2,737	1.65	82,449	49.68	42,392	25.54	8,594	5.18	12,592	7.59	5,883	3.54	3,817	2.30	123	0.07	66	0.04	818	0.49	637	0.38	647	0.39	447	0.27
TOTAL ALL GRADES	2007	1,185,984	578,822	48.81	607,162	51.19	46,345	3.91	44,105	3.72	424,648	35.81	362,601	30.57	68,781	5.80	152,531	12.86	27,644	2.33	28,803	2.43	1,031	0.09	1,170	0.10	9,143	0.77	16,390	1.38	1,230	0.10	1,562	0.13
	2008	1,164,784	563,406	48.37	601,378	51.63	46,429	3.99	44,572	3.83	409,238	35.13	355,088	30.49	68,607	5.89	152,790	13.12	27,053	2.32	28,520	2.45	1,998	0.10	1,309	0.11	8,858	0.76	16,521	1.42	2,023	0.17	2,578	0.22
	2009	1,209,833	587,064	48.52	622,769	51.48	48,800	4.03	46,515	3.84	423,700	35.02	367,466	30.37	72,460	5.99	156,378	12.93	28,208	2.33	29,850	2.47	1,470	0.12	1,579	0.13	9,073	0.75	16,893	1.40	3,353	0.28	4,088	0.34
	2010	1,431,789	722,459	50.46	709,330	49.54	58,272	4.07	52,574	3.67	520,914	36.38	420,156	29.34	89,450	6.25	175,012	12.22	34,814	2.43	35,152	2.46	2,318	0.16	2,337	0.16	9,912	0.69	17,464	1.22	6,779	0.47	6,635	0.46
	2011	1,460,434	746,738	51.13	713,696	48.87	61,198	4.19	52,920	3.62	535,107	36.64	420,556	28.80	93,397	6.40	176,519	12.09	36,593	2.51	36,178	2.48	2,571	0.18	2,491	0.17	9,823	0.67	17,121	1.17	8,049	0.55	7,911	0.54

## All data in this Table was changed to reflect only the General Schedule work force. Those employees in the previously reported Related pay plans are now reported in the Other Pay Systems Table. Some of the FY 2010 increase reflected in the GS workforce numbers this year are due to agencies converting "pay for performance plan employees" (e.g. DOD's NSPS) back to the GS pay schedule.

\* Includes September 30, 2011 agency data as reported in CPDF, FERC and NIGC. Does not include data for AAFES, TVA, USPS or other intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-3b

## FIVE YEAR GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS GRADES \* ##

GS GRADE	YEAR	TOTAL #	TOTAL MEN #	TOTAL WOMEN #	HISPANIC OR LATINO MEN #	HISPANIC OR LATINO WOMEN #	WHITE MEN #	WHITE WOMEN #	BLACK OR AFRICAN AMERICAN MEN #	BLACK OR AFRICAN AMERICAN WOMEN #	ASIAN MEN #	ASIAN WOMEN #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER MEN #	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER WOMEN #	AMERICAN INDIAN OR ALASKA NATIVE MEN #	AMERICAN INDIAN OR ALASKA NATIVE WOMEN #	TWO OR MORE RACES MEN #	TWO OR MORE RACES WOMEN #																
GS-1	2007	2,624	1,020	38.87	1,604	61.13	111	4.23	153	5.83	550	20.96	737	28.09	241	9.18	508	19.36	75	2.86	117	4.46	15	0.57	38	1.45	16	0.61	24	0.91	12	0.46	27	1.03
GS-1	2008	3,157	1,282	40.61	1,875	59.39	138	4.37	126	3.99	717	22.71	893	28.29	280	8.87	601	19.04	75	2.38	130	4.12	18	0.57	26	0.82	18	0.57	37	1.17	36	1.14	62	1.96
GS-1	2009	3,468	1,478	42.62	1,990	57.38	145	4.18	147	4.24	835	24.08	986	28.43	315	9.08	586	16.90	85	2.45	141	4.07	18	0.52	21	0.61	15	0.43	23	0.66	65	1.87	86	2.48
GS-1	2010	3,400	1,492	43.88	1,908	56.12	119	3.50	133	3.91	889	26.15	955	28.09	300	8.82	567	16.68	78	2.29	125	3.68	20	0.59	21	0.62	17	0.50	29	0.85	69	2.03	78	2.29
GS-1	2011	2,734	1,261	46.12	1,473	53.88	112	4.10	95	3.47	735	26.88	755	27.62	248	9.07	432	15.80	82	3.00	92	3.37	15	0.55	14	0.51	11	0.40	16	0.59	58	2.12	69	2.52
GS-2	2007	4,369	1,677	38.38	2,692	61.62	153	3.50	299	6.84	1,011	23.14	1,314	30.08	370	8.47	841	19.25	83	1.90	116	2.66	6	0.14	19	0.43	44	1.01	92	2.11	10	0.23	11	0.25
GS-2	2008	4,682	1,861	39.75	2,821	60.25	135	2.88	279	5.96	1,157	24.71	1,381	29.50	414	8.84	864	18.45	91	1.94	148	3.16	13	0.28	13	0.28	38	0.81	94	2.01	13	0.28	42	0.90
GS-2	2009	4,950	2,011	40.63	2,939	59.37	167	3.37	275	5.56	1,246	25.17	1,463	29.56	430	8.69	884	17.86	89	1.80	143	2.89	16	0.32	21	0.42	40	0.81	93	1.88	23	0.46	60	1.21
GS-2	2010	5,527	2,306	41.72	3,221	58.28	178	3.22	285	5.16	1,425	25.78	1,644	29.74	491	8.88	943	17.06	101	1.83	154	2.79	21	0.38	23	0.42	43	0.78	92	1.66	47	0.85	80	1.45
GS-2	2011	4,549	1,922	42.25	2,627	57.75	150	3.30	241	5.30	1,180	25.94	1,348	29.63	400	8.79	740	16.27	67	1.47	132	2.90	19	0.42	16	0.35	52	1.14	85	1.87	54	1.19	65	1.43
GS-3	2007	15,825	5,955	37.63	9,870	62.37	524	3.31	904	5.71	3,884	24.54	4,938	31.20	894	5.65	2,452	15.49	354	2.24	1,012	6.39	57	0.36	82	0.52	210	1.33	430	2.72	32	0.20	52	0.33
GS-3	2008	16,843	6,779	40.25	10,064	59.75	537	3.19	859	5.10	4,606	27.35	5,171	30.70	981	5.82	2,568	15.25	352	2.09	862	5.12	64	0.38	95	0.56	183	1.09	441	2.62	56	0.33	68	0.40
GS-3	2009	17,898	7,513	41.98	10,385	58.02	543	3.03	924	5.16	5,280	29.50	5,484	30.64	982	5.49	2,469	13.79	348	1.94	888	4.96	55	0.31	84	0.47	194	1.08	406	2.27	111	0.62	130	0.73
GS-3	2010	18,590	7,715	41.50	10,875	58.50	571	3.07	1,079	5.80	5,310	28.56	5,691	30.61	1,096	5.90	2,541	13.67	319	1.72	900	4.84	73	0.39	87	0.47	193	1.04	401	2.16	153	0.82	176	0.95
GS-3	2011	16,447	6,799	41.34	9,648	58.66	553	3.36	941	5.72	4,613	28.05	5,093	30.97	954	5.80	2,262	13.75	289	1.76	746	4.54	58	0.35	62	0.38	175	1.06	337	2.05	157	0.95	207	1.26
GS-4	2007	48,952	17,351	35.44	31,601	64.56	1,633	3.34	2,524	5.16	11,051	22.58	16,861	34.44	3,230	6.60	8,633	17.64	671	1.37	1,632	3.33	74	0.15	128	0.26	614	1.25	1,686	3.44	78	0.16	137	0.28
GS-4	2008	49,457	18,018	36.43	31,439	63.57	1,557	3.15	2,470	4.99	11,659	23.57	16,617	33.60	3,288	6.65	8,787	17.77	666	1.35	1,513	3.06	92	0.19	161	0.33	625	1.26	1,671	3.38	131	0.26	220	0.44
GS-4	2009	49,822	18,792	37.72	31,030	62.28	1,506	3.02	2,538	5.09	12,373	24.83	16,605	33.33	3,307	6.64	8,264	16.59	682	1.37	1,488	2.99	114	0.23	185	0.37	632	1.27	1,632	3.28	178	0.36	318	0.64
GS-4	2010	54,633	20,618	37.74	34,015	62.26	1,513	2.77	2,770	5.07	13,680	25.04	18,493	33.85	3,680	6.74	8,693	15.91	745	1.36	1,749	3.20	144	0.26	243	0.44	593	1.09	1,666	3.05	263	0.48	401	0.73
GS-4	2011	51,870	20,018	38.59	31,852	61.41	1,497	2.89	2,622	5.05	13,130	25.31	17,195	33.15	3,666	7.07	8,083	15.58	707	1.36	1,773	3.42	145	0.28	239	0.46	569	1.10	1,497	2.89	304	0.59	443	0.85
GS-5	2007	90,911	31,531	34.68	59,380	65.32	3,083	3.39	4,578	5.04	18,881	20.77	30,934	34.03	7,114	7.83	17,825	19.61	1,380	1.52	2,512	2.76	96	0.11	169	0.19	861	0.95	3,131	3.44	116	0.13	231	0.25
GS-5	2008	95,103	33,861	35.60	61,242	64.40	3,231	3.40	4,863	5.11	20,577	21.64	31,917	33.56	7,441	7.82	18,174	19.11	1,469	1.54	2,525	2.66	130	0.14	207	0.22	826	0.87	3,173	3.34	187	0.20	383	0.40
GS-5	2009	97,864	36,098	36.89	61,766	63.11	3,344	3.42	4,784	4.89	22,308	22.79	32,403	33.11	7,562	7.73	18,045	18.44	1,494	1.53	2,505	2.56	163	0.17	274	0.28	896	0.92	3,162	3.23	331	0.34	593	0.61
GS-5	2010	99,609	36,957	37.10	62,652	62.90	3,194	3.21	4,662	4.68	22,655	22.74	33,016	33.15	8,026	8.06	18,089	18.16	1,564	1.57	2,676	2.69	213	0.21	325	0.33	890	0.89	3,113	3.13	415	0.42	771	0.77
GS-5	2011	95,735	35,857	37.45	59,878	62.55	3,035	3.17	4,246	4.44	21,783	22.75	31,181	32.57	7,989	8.34	17,830	18.62	1,487	1.55	2,504	2.62	238	0.25	319	0.33	838	0.88	3,023	3.16	487	0.51	775	0.81
GS-6	2007	72,170	23,084	31.99	49,086	68.01	2,157	2.99	3,384	4.69	14,042	19.46	27,373	37.93	5,203	7.21	14,233	19.72	1,000	1.39	1,989	2.76	77	0.11	115	0.16	552	0.76	1,877	2.60	53	0.07	115	0.16
GS-6	2008	73,490	24,047	32.72	49,443	67.28	2,292	3.12	3,476	4.73	14,662	19.95	27,321	37.18	5,338	7.26	14,422	19.62	990	1.35	1,955	2.66	91	0.12	141	0.19	559	0.76	1,901	2.59	115	0.16	227	0.31
GS-6	2009	77,630	25,946	33.42	51,684	66.58	2,422	3.12	3,761	4.84	15,780	20.33	28,653	36.91	5,796	7.47	14,790	19.05	1,033	1.33	2,005	2.58	112	0.14	176	0.23	592	0.76	1,955	2.52	211	0.27	344	0.44
GS-6	2010	84,382	28,809	34.14	55,573	65.86	2,684	3.18	4,033	4.78	17,512	20.75	30,925	36.65	6,427	7.62	15,612	18.50	1,126	1.33	2,245	2.66	126	0.15	241	0.29	621	0.74	1,980	2.35	313	0.37	537	0.64
GS-6	2011	84,159	29,164	34.65	54,995	65.35	2,776	3.30	3,947	4.69	17,509	20.80	30,404	36.13	6,613	7.86	15,502	18.42	1,177	1.40	2,285	2.72	142	0.17	252	0.30	600	0.71	1,969	2.34	347	0.41	636	0.76
GS-7	2007	117,246	44,623	38.06	72,623	61.94	3,855	3.29	5,826	4.97	30,623	26.12	41,851	35.70	6,964	5.94	19,658	16.77	1,945	1.66	2,845	2.43	132	0.11	165	0.14	961	0.82	2,073	1.77	143	0.12	205	0.17
GS-7	2008	117,679	46,104	39.18	71,575	60.82	4,057	3.45	5,967	5.07	31,409	26.69	40,670	34.56	7,253	6.16	19,567	16.63	2,001	1.70	2,764	2.35	148	0.13	182	0.15	979	0.83	2,081	1.77	257	0.22	344	0.29
GS-7	2009	126,331	50,841	40.24	75,490	59.76	4,301	3.40	6,281	4.97	34,811	27.56	43,018	34.05	7,921	6.27	20,188	15.98	2,220	1.76	2,899	2.29	190	0.15	234	0.19	981	0.78	2,263	1.79	417	0.33	607	0.48
GS-7	2010	135,953	54,669	40.21	81,284	59.79	4,829	3.55	6,739	4.96	36,610	26.93	46,087	33.90	9,019	6.63	21,742	15.99	2,304	1.69	3,325	2.45	240	0.18	313	0.23	1,045	0.77	2,245	1.65	622	0.46	833	0.61
GS-7	2011	127,885	52,164	40.79	75,721	59.21	4,433	3.47	6,238	4.88	34,794	27.21	42,551	33.27	8,846	6.92	20,461	16.00	2,144	1.68	3,114	2.44	276	0.22	344	0.27	1,025	0.80	2,136	1.67	646	0.51	877	0.69
GS-8	2007	46,565	14,827	31.84	31,738	68.16	1,669	3.58	3,455	7.42	9,707	20.85	16,406	35.23	2,521	5.41	10,187	21.88	583	1.25	1,039	2.23	27	0.06	42	0.09	292	0.63	575	1.23	28	0.06	34	0.07
GS-8	2008	45,259	14,488	32.01	30,771	67.97	1,632	3.61	3,431	7.58	9,508	21.01	15,751	34.80	2,407	5.32	9,862	21.79	590	1.30	997	2.20	40	0.09	51	0.11	271							

TABLE A-3b

## FIVE YEAR GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS GRADES \* ##

GS GRADES	GRADE	YEAR	TOTAL	TOTAL	TOTAL	TOTAL	HISPANIC	HISPANIC	HISPANIC	HISPANIC	WHITE	WHITE	WHITE	WHITE	BLACK	BLACK	BLACK	BLACK	ASIAN	ASIAN	ASIAN	ASIAN	NATIVE	NATIVE	NATIVE	NATIVE	AMERICAN	AMERICAN	AMERICAN	AMERICAN	TWO	TWO	TWO	TWO
			#	MEN	WOMEN	WOMEN	OR LATINO	OR LATINO	OR LATINO	OR LATINO	MEN	MEN	WOMEN	WOMEN	MEN	MEN	OR AMERICAN	OR AMERICAN	OR AMERICAN	OR AMERICAN	MEN	MEN	WOMEN	WOMEN	OR ISLANDER	OR ISLANDER	OR ISLANDER	OR ISLANDER	INDIAN	INDIAN	INDIAN	INDIAN	OR MORE	OR MORE
GS-10	2007	12,917	6,109	47.29	6,808	52.71	388	3.00	372	2.88	4,555	35.26	4,041	31.28	824	6.38	1,797	13.91	222	1.72	287	2.22	17	0.13	5	0.04	91	0.70	287	2.22	12	0.09	19	0.15
GS-10	2008	12,450	5,704	45.82	6,746	54.18	362	2.91	385	3.09	4,193	33.68	4,016	32.26	762	6.12	1,691	13.58	241	1.94	323	2.59	16	0.13	5	0.04	110	0.88	295	2.37	20	0.16	31	0.25
GS-10	2009	12,247	5,501	44.92	6,746	55.08	331	2.70	370	3.02	4,050	33.07	4,040	32.99	749	6.12	1,680	13.72	214	1.75	308	2.51	19	0.16	7	0.06	111	0.91	292	2.38	27	0.22	49	0.40
GS-10	2010	13,912	6,531	46.95	7,381	53.05	406	2.92	403	2.90	4,772	34.30	4,408	31.68	905	6.51	1,865	13.41	243	1.75	331	2.38	32	0.23	17	0.12	115	0.83	286	2.06	58	0.42	71	0.51
GS-10	2011	14,103	6,683	47.39	7,420	52.61	407	2.89	449	3.18	4,857	34.44	4,393	31.15	955	6.77	1,872	13.27	249	1.77	337	2.39	29	0.21	15	0.11	120	0.85	277	1.96	66	0.47	77	0.55
GS-11	2007	179,849	96,803	53.82	83,046	46.18	12,209	6.79	7,331	4.08	68,759	38.23	52,006	28.92	9,779	5.44	17,426	9.69	4,287	2.38	4,093	2.28	161	0.09	121	0.07	1,430	0.80	1,889	1.05	178	0.10	180	0.10
GS-11	2008	173,889	92,960	53.46	80,929	46.54	12,019	6.91	7,171	4.12	65,531	37.69	50,076	28.80	9,428	5.42	17,417	10.02	4,131	2.38	3,984	2.29	187	0.11	136	0.08	1,389	0.80	1,872	1.08	275	0.16	273	0.16
GS-11	2009	182,104	97,434	53.50	84,670	46.50	12,998	7.14	7,534	4.14	68,041	37.36	52,211	28.67	10,060	5.52	18,195	9.99	4,199	2.31	4,136	2.27	208	0.11	152	0.08	1,421	0.78	1,962	1.08	507	0.28	480	0.26
GS-11	2010	198,981	103,016	51.77	95,965	48.23	9,122	4.58	7,960	4.00	74,210	37.30	59,145	29.72	12,379	6.22	21,068	10.59	4,462	2.24	4,620	2.32	346	0.17	270	0.14	1,456	0.73	2,022	1.02	1,041	0.52	880	0.44
GS-11	2011	209,136	108,628	51.94	100,508	48.06	9,298	4.45	8,432	4.03	77,955	37.27	61,468	29.39	13,480	6.45	22,141	10.59	4,754	2.27	4,995	2.39	408	0.20	338	0.16	1,443	0.69	2,043	0.98	1,290	0.62	1,091	0.52
GS-12	2007	196,119	109,072	55.62	87,047	44.38	7,306	3.73	5,778	2.95	83,756	42.71	55,095	28.09	10,657	5.43	19,996	10.20	5,636	2.87	4,514	2.30	141	0.07	108	0.06	1,394	0.71	1,376	0.70	182	0.09	180	0.09
GS-12	2008	185,360	101,343	54.67	84,017	45.33	7,237	3.90	5,812	3.14	76,991	41.54	52,453	28.30	10,099	5.45	19,449	10.49	5,288	2.85	4,539	2.45	162	0.09	105	0.06	1,291	0.70	1,411	0.76	275	0.15	248	0.13
GS-12	2009	189,702	102,734	54.16	86,968	45.84	7,518	3.96	6,036	3.18	77,331	40.76	53,872	28.40	10,513	5.54	20,207	10.65	5,422	2.86	4,864	2.56	206	0.11	131	0.07	1,319	0.70	1,458	0.77	425	0.22	400	0.21
GS-12	2010	254,579	147,458	57.92	107,121	42.08	15,231	5.98	7,961	3.13	105,958	41.62	65,807	25.85	14,814	5.82	24,427	9.60	7,949	3.12	6,152	2.42	452	0.18	244	0.10	1,604	0.63	1,649	0.65	1,450	0.57	881	0.35
GS-12	2011	269,144	157,511	58.52	111,633	41.48	17,230	6.40	8,504	3.16	111,810	41.54	68,083	25.30	15,978	5.94	25,356	9.42	8,547	3.18	6,519	2.42	490	0.18	298	0.11	1,646	0.61	1,664	0.62	1,810	0.67	1,209	0.45
GS-13	2007	167,052	100,832	60.36	66,220	39.64	5,941	3.56	3,452	2.07	79,991	47.88	43,360	25.96	8,633	5.17	14,878	8.91	5,100	3.05	3,595	2.15	69	0.04	54	0.03	935	0.56	764	0.46	163	0.10	117	0.07
GS-13	2008	160,284	94,875	59.19	65,409	40.81	5,890	3.67	3,610	2.25	74,412	46.43	42,009	26.21	8,434	5.26	15,112	9.43	4,933	3.08	3,693	2.30	82	0.05	64	0.04	910	0.57	755	0.47	214	0.13	166	0.10
GS-13	2009	165,215	96,791	58.58	68,424	41.42	6,157	3.73	3,857	2.33	75,225	45.53	43,484	26.32	8,877	5.37	15,935	9.65	5,145	3.11	3,990	2.42	96	0.06	88	0.05	924	0.56	790	0.48	367	0.22	280	0.17
GS-13	2010	218,861	133,569	61.03	85,292	38.97	9,081	4.15	4,894	2.24	103,224	47.16	54,366	24.84	11,942	5.46	19,221	8.78	6,927	3.17	5,103	2.33	231	0.11	166	0.08	1,178	0.54	913	0.42	986	0.45	629	0.29
GS-13	2011	231,077	141,292	61.14	89,785	38.86	9,998	4.33	5,222	2.26	108,076	46.77	56,610	24.50	12,919	5.59	20,486	8.87	7,613	3.29	5,539	2.40	283	0.12	186	0.08	1,218	0.53	943	0.41	1,185	0.51	799	0.35
GS-14	2007	78,429	48,251	61.52	30,178	38.48	2,376	3.03	1,311	1.67	38,583	49.19	20,387	25.99	3,835	4.89	6,310	8.05	2,849	3.63	1,729	2.20	31	0.04	13	0.02	504	0.64	366	0.47	73	0.09	62	0.08
GS-14	2008	76,525	46,152	60.31	30,373	39.69	2,332	3.05	1,327	1.73	36,459	47.64	20,139	26.32	3,901	5.10	6,603	8.63	2,866	3.75	1,820	2.38	25	0.03	1	0.00	467	0.61	385	0.50	102	0.13	84	0.11
GS-14	2009	79,545	47,119	59.24	32,426	40.76	2,457	3.09	1,469	1.85	36,747	46.20	21,164	26.61	4,181	5.26	7,183	9.03	3,091	3.89	2,069	2.60	34	0.04	22	0.03	451	0.57	388	0.49	158	0.20	131	0.16
GS-14	2010	104,209	63,701	61.13	40,508	38.87	3,187	3.06	1,890	1.81	50,122	48.10	26,571	25.50	5,594	5.37	8,819	8.46	3,783	3.63	2,504	2.40	82	0.08	34	0.03	546	0.52	445	0.43	387	0.37	245	0.24
GS-14	2011	110,380	67,492	61.15	42,888	38.85	3,405	3.08	2,004	1.82	52,735	47.78	27,846	25.23	6,101	5.53	9,411	8.53	4,167	3.78	2,789	2.53	89	0.08	50	0.05	544	0.49	470	0.43	451	0.41	318	0.29
GS-15	2007	40,342	26,340	65.29	14,002	34.71	1,054	2.61	503	1.25	22,137	54.87	10,639	26.37	1,651	4.09	2,052	5.09	1,216	3.01	637	1.58	7	0.02	5	0.01	249	0.62	155	0.38	26	0.06	11	0.03
GS-15	2008	40,260	25,915	64.37	14,345	35.63	1,058	2.63	514	1.28	21,581	53.60	10,749	26.70	1,712	4.25	2,211	5.49	1,277	3.17	702	1.74	8	0.02	9	0.02	240	0.60	143	0.36	39	0.10	17	0.04
GS-15	2009	41,917	26,587	63.43	15,330	36.57	1,096	2.61	552	1.32	21,952	52.37	11,385	27.16	1,853	4.42	2,432	5.80	1,342	3.20	764	1.82	13	0.03	6	0.01	261	0.62	153	0.37	70	0.17	38	0.09
GS-15	2010	52,867	34,175	64.64	18,692	35.36	1,310	2.48	689	1.30	28,404	53.73	13,866	26.23	2,356	4.46	2,953	5.59	1,649	3.12	910	1.72	25	0.05	11	0.02	288	0.54	167	0.32	143	0.27	96	0.18
GS-15	2011	55,587	35,787	64.38	19,800	35.62	1,360	2.45	733	1.32	29,714	53.45	14,546	26.17	2,493	4.48	3,181	5.72	1,716	3.09	1,028	1.85	34	0.06	16	0.03	274	0.49	167	0.30	196	0.35	129	0.23
Total GS	2007	1,185,984	578,822	48.81	607,162	51.19	46,345	3.91	44,105	3.72	424,648	35.81	362,601	30.57	68,781	5.80	152,531	12.86	27,644	2.33	28,803	2.43	1,031	0.09	1,170	0.10	9,143	0.77	16,390	1.38	1,230	0.10	1,562	0.13
Total GS	2008	1,164,784	563,406	48.37	601,378	51.63	46,429	3.99	44,572	3.83	409,238	35.13	355,088	30.49	68,607	5.89	152,790	13.12	27,053	2.32	28,520	2.45	1,198	0.10	1,309	0.11	8,858	0.76	16,521	1.42	2,023	0.17	2,578	0.22
Total GS	2009	1,209,833	587,064	48.52	622,769	51.48	48,800	4.03	46,515	3.84	423,700	35.02	367,466	30.37	72,460	5.99	156,378	12.93	28,208	2.33	29,850	2.47	1,470	0.12	1,579	0.13	9,073	0.75	16,893	1.40	3,353	0.28	4,088	0.34
Total GS	2010	1,431,789	722,459	50.46	709,330	49.54	58,272	4.07	52,574	3.67	520,914	36.38	420,156	29.34	89,450	6.25	175,012	12.22	34,814	2.43	35,152	2.46	2,318	0.16	2,337	0.16	9,912	0.69	17,464	1.22	6,779	0.47	6,635	0.46
Total GS	2011	1,460,434	746,738	51.13	713,696	48.87	61,198	4.19	52,920	3.62	535,107	36.64	420,556	28.80	93,397	6.40	176,519	12.09	36,593	2.51	36,178	2.48	2,5											

**TABLE A-4**  
**Government Wide Employment of Workers in**  
**FEDERAL WAGE SYSTEM (FWS) POSITIONS**

	2000	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2011
<b>TOTAL WORK FORCE</b>	<b>CLF</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>	<b>2,608,172</b>	<b>2,763,183</b>	<b>2,811,277</b>	<b>2,850,584</b>		<b>2,843,417</b>
<b>% of FWS Employees</b>		8.23	8.00	7.52	7.54	7.46	7.35	7.06	6.99	6.93		7.24
<b>FWS WORK FORCE*</b>		<b>202,471</b>	<b>194,259</b>	<b>196,114</b>	<b>196,800</b>	<b>194,858</b>	<b>191,701</b>	<b>195,073</b>	<b>196,487</b>	<b>197,543</b>		<b>205,828</b>
% OF MEN	53.23	89.47	89.09	89.19	89.06	88.98	89.10	89.10	89.36	89.64	89.69	184,613
% OF WOMEN	46.77	10.53	10.91	10.81	10.94	11.01	10.90	10.90	10.64	10.36	10.31	21,215
<b>HISPANIC OR LATINO (%)</b>	<b>10.69</b>	<b>7.67</b>	<b>7.70</b>	<b>7.87</b>	<b>7.85</b>	<b>7.87</b>	<b>7.88</b>	<b>7.72</b>	<b>7.94</b>	<b>7.60</b>	<b>7.43</b>	<b>15,299</b>
% OF MEN	6.17	6.94	6.91	7.08	7.02	7.04	7.08	6.92	6.89	6.84	6.70	13,785
% OF WOMEN	4.52	0.73	0.79	0.79	0.82	0.83	0.81	0.80	0.78	0.76	0.74	1,514
<b>WHITE (%)</b>	<b>72.77</b>	<b>66.35</b>	<b>66.43</b>	<b>66.43</b>	<b>66.60</b>	<b>66.51</b>	<b>66.54</b>	<b>66.63</b>	<b>66.95</b>	<b>66.85</b>	<b>65.84</b>	<b>135,520</b>
% OF MEN	39.03	60.95	60.81	60.85	60.93	60.88	60.94	60.96	61.34	61.39	60.56	124,655
% OF WOMEN	33.74	5.40	5.63	5.58	5.67	5.70	5.61	5.66	5.61	5.46	5.28	10,865
<b>BLACK OR AFRICAN AMERICAN(%)</b>	<b>10.67</b>	<b>18.48</b>	<b>18.62</b>	<b>18.34</b>	<b>18.21</b>	<b>18.21</b>	<b>18.22</b>	<b>18.23</b>	<b>17.74</b>	<b>17.70</b>	<b>17.94</b>	<b>36,928</b>
% OF MEN	4.92	15.02	15.10	14.86	14.75	14.72	14.75	14.83	14.54	14.61	14.85	30,566
% OF WOMEN	5.75	3.46	3.52	3.49	3.46	3.49	3.47	3.40	3.20	3.09	3.09	6,362
<b>ASIAN (%)**</b>	<b>3.85</b>	<b>4.75</b>	<b>4.50</b>	<b>4.73</b>	<b>4.75</b>	<b>4.19</b>	<b>4.06</b>	<b>3.96</b>	<b>3.88</b>	<b>3.83</b>	<b>4.38</b>	<b>9,016</b>
% OF MEN	2.03	4.24	3.98	4.20	4.18	3.65	3.54	3.45	3.39	3.36	3.89	8,014
% OF WOMEN	1.82	0.51	0.52	0.53	0.57	0.54	0.52	0.51	0.49	0.47	0.49	1,002
<b>NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (%)***</b>	<b>0.12</b>					<b>0.57</b>	<b>0.63</b>	<b>0.68</b>	<b>0.74</b>	<b>0.80</b>	<b>0.87</b>	<b>1,787</b>
% OF MEN	0.06					0.52	0.57	0.62	0.67	0.73	0.78	1,615
% OF WOMEN	0.06					0.05	0.06	0.07	0.07	0.07	0.08	172
<b>AMERICAN INDIAN OR ALASKA NATIVE (%)</b>	<b>1.06</b>	<b>2.74</b>	<b>2.75</b>	<b>2.62</b>	<b>2.60</b>	<b>2.53</b>	<b>2.45</b>	<b>2.42</b>	<b>2.46</b>	<b>2.49</b>	<b>2.68</b>	<b>5,507</b>
% OF MEN	0.55	2.32	2.30	2.19	2.18	2.12	2.05	2.01	2.04	2.08	2.16	4,451
% OF WOMEN	0.51	0.43	0.45	0.43	0.42	0.41	0.41	0.41	0.41	0.41	0.51	1,056
<b>TWO OR MORE RACES***</b>	<b>0.85</b>					<b>0.06</b>	<b>0.22</b>	<b>0.36</b>	<b>0.57</b>	<b>0.73</b>	<b>0.86</b>	<b>1,771</b>
% OF MEN	0.47					0.05	0.19	0.30	0.49	0.63	0.74	1,527
% OF WOMEN	0.38					0.01	0.03	0.05	0.08	0.10	0.12	244
<b>INDIVIDUALS WITH TARGETED DISABILITIES %</b>	<b>CLF not available</b>	<b>1.34</b>	<b>1.29</b>	<b>1.23</b>	<b>1.16</b>	<b>1.14</b>	<b>1.13</b>	<b>1.09</b>	<b>1.07</b>	<b>1.09</b>	<b>1.06</b>	<b>2,181</b>

\* Does not include data for AAFES, FERC, Foreign Service, NIGC, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

\*\* The numbers from 1998 - 2005 include totals for Native Hawaiian/Pacific Islanders.

\*\*\* Separate data first became available in 2006.

**TABLE A-5  
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN  
OTHER PAY SYSTEMS (OPS) WORK FORCE\* @**

	2000 CLF	2002	2003	2004	2005	2006	2007	2008	2009	2010 ##	2011	2011
<b>TOTAL WORK FORCE</b>		<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>	<b>2,608,172</b>	<b>2,763,183</b>	<b>2,811,277</b>	<b>2,850,584</b>		<b>2,843,417</b>
<b>% of Total Work Force</b>		40.40	40.96	37.33	37.13	42.08	46.42	50.05	49.25	42.09		40.79
<b>OPS WORK FORCE</b>		<b>993,604</b>	<b>988,603</b>	<b>973,289</b>	<b>1,090,896</b>	<b>1,098,788</b>	<b>1,210,736</b>	<b>1,382,919</b>	<b>1,384,534</b>	<b>1,199,797</b>		<b>1,159,886</b>
% OF MEN	53.23	63.39	62.26	59.43	59.62	59.11	59.31	57.25	57.46	56.90	56.41	654,321
% OF WOMEN	46.77	36.61	37.74	40.57	40.38	40.89	40.69	42.75	42.54	43.10	43.59	505,564
<b>HISPANIC or LATINO (%)</b>	<b>10.69</b>	<b>7.43</b>	<b>7.55</b>	<b>7.77</b>	<b>7.70</b>	<b>7.98</b>	<b>8.00</b>	<b>8.14</b>	<b>8.02</b>	<b>8.21</b>	<b>8.27</b>	<b>95,903</b>
% OF MEN	6.17	4.77	4.85	4.96	4.83	4.98	5.07	5.02	4.95	5.06	5.05	58,579
% OF WOMEN	4.52	2.66	2.70	2.82	2.87	3.00	2.93	3.12	3.07	3.14	3.22	37,324
<b>WHITE (%)</b>	<b>72.77</b>	<b>64.69</b>	<b>64.43</b>	<b>64.03</b>	<b>64.84</b>	<b>64.67</b>	<b>64.71</b>	<b>64.73</b>	<b>65.29</b>	<b>64.60</b>	<b>64.52</b>	<b>748,407</b>
% OF MEN	39.03	40.46	40.16	39.64	40.46	40.00	40.16	38.50	39.02	38.06	37.79	438,296
% OF WOMEN	33.74	24.14	24.29	24.39	24.37	24.67	24.55	26.23	26.27	26.54	26.74	310,111
<b>BLACK or AFRICAN AMERICAN (%)</b>	<b>10.67</b>	<b>19.85</b>	<b>19.81</b>	<b>19.66</b>	<b>18.75</b>	<b>18.69</b>	<b>18.42</b>	<b>17.89</b>	<b>17.46</b>	<b>17.53</b>	<b>17.48</b>	<b>202,798</b>
% OF MEN	4.92	10.10	10.05	9.92	9.27	9.15	8.96	8.49	8.26	8.31	8.15	94,568
% OF WOMEN	5.75	9.75	9.74	9.74	9.48	9.55	9.46	9.40	9.20	9.22	9.33	108,230
<b>ASIAN (%) **</b>	<b>3.85</b>	<b>7.12</b>	<b>7.19</b>	<b>7.49</b>	<b>7.70</b>	<b>7.69</b>	<b>7.45</b>	<b>7.09</b>	<b>7.09</b>	<b>7.47</b>	<b>7.50</b>	<b>86,938</b>
% OF MEN	2.03	4.14	4.23	4.42	4.57	4.56	4.42	4.17	4.16	4.40	4.34	50,373
% OF WOMEN	1.82	2.97	2.95	3.07	3.14	3.13	3.04	2.92	2.93	3.08	3.15	36,565
<b>NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER</b>	<b>0.12</b>					<b>0.13</b>	<b>0.18</b>	<b>0.33</b>	<b>0.35</b>	<b>0.34</b>	<b>0.34</b>	<b>3,968</b>
% OF MEN	0.06					0.06	0.08	0.16	0.17	0.17	0.17	1,933
% OF WOMEN	0.06					0.07	0.10	0.17	0.18	0.17	0.18	2,035
<b>AMERICAN INDIAN OR ALASKA NATIVE (%)</b>	<b>1.06</b>	<b>1.02</b>	<b>1.02</b>	<b>1.05</b>	<b>1.01</b>	<b>1.06</b>	<b>1.05</b>	<b>1.08</b>	<b>1.07</b>	<b>1.09</b>	<b>1.02</b>	<b>11,800</b>
% OF MEN	0.55	0.49	0.48	0.50	0.49	0.52	0.53	0.54	0.53	0.53	0.47	5,398
% OF WOMEN	0.51	0.54	0.53	0.55	0.52	0.54	0.53	0.55	0.54	0.57	0.55	6,402
<b>TWO OR MORE RACES ***</b>	<b>0.85</b>					<b>0.04</b>	<b>0.18</b>	<b>0.74</b>	<b>0.72</b>	<b>0.76</b>	<b>1.01</b>	<b>11,699</b>
% OF MEN	0.47					0.02	0.09	0.38	0.36	0.38	0.45	5,254
% OF WOMEN	0.38					0.02	0.09	0.36	0.36	0.37	0.42	4,918
<b>Individuals With Targeted Disabilities %</b>	CLF not available	<b>0.89</b>	<b>0.87</b>	<b>0.91</b>	<b>0.79</b>	<b>0.78</b>	<b>0.72</b>	<b>0.68</b>	<b>0.68</b>	<b>0.67</b>	<b>0.67</b>	<b>7,728</b>

@ All of the data in this Table was changed to include those previously reported employees in the Related pay plans of the General Schedule and Related pay plan.

## Some of the decrease reflected in the FY 2010 OPS work force numbers may be due to agencies converting "pay for performance plan employees" (e.g. DOD's NSPS) back to the GS pay schedule.

\* Includes September 30, 2011 agency data as reported in CPDF and all employees of AAFES, Foreign Service, TVA AND USPS, but does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding and the addition of " Two or More Races" category in the 2000 Census Special EEO file. \*\* The numbers for 1999 - 2005 include totals for Native Hawaiian/Pacific Islanders.

\*\*\* Separate data first became available in 2006.

**TABLE A-6**  
**TEN YEAR TREND**  
**GOVERNMENT WIDE EMPLOYMENT OF**

	<b>INDIVIDUALS WITH TARGETED DISABILITIES*</b>										TEN YEAR NET CHANGE
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	
<b>TOTAL WORK FORCE</b>	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172	2,763,183	2,811,277	2,850,584	2,843,417	
<b>% OF TOTAL WORK FORCE</b>	1.07	1.05	0.99	0.96	0.94	0.92	0.88	0.88	0.88	0.90	
<b>TOTAL INDIVIDUALS WITH TARGETED DISABILITIES</b>	26,230	25,551	25,917	25,142	24,442	23,993	24,427	24,663	25,217	25,485	-2.84
<b>HEARING TOTAL</b>	4,949	4,796	4,745	4,614	4,460	4,352	4,338	4,234	4,080	4,039	
<b>% OF TARGETED DISABILITIES</b>	18.87	18.77	18.31	18.35	18.25	18.14	17.76	17.17	16.18	15.85	-18.39
<b>VISION TOTAL</b>	2,582	2,588	2,687	2,606	2,573	2,516	2,576	2,653	2,771	2,686	
<b>% OF TARGETED DISABILITIES</b>	9.84	10.13	10.37	10.37	10.53	10.49	10.55	10.76	10.99	10.54	4.03
<b>MISSING EXTREMITIES TOTAL</b>	1,556	1,525	1,505	1,446	1,376	1,302	1,300	1,257	1,240	1,219	
<b>% OF TARGETED DISABILITIES</b>	5.93	5.97	5.81	5.75	5.63	5.43	5.32	5.10	4.92	4.78	-21.66
<b>PARTIAL PARALYSIS TOTAL</b>	3,283	3,219	3,229	3,111	2,984	2,897	2,853	2,872	2,882	2,964	
<b>% OF TARGETED DISABILITIES</b>	12.52	12.6	12.46	12.37	12.21	12.07	11.68	11.64	11.43	11.63	-9.72
<b>COMPLETE PARALYSIS TOTAL</b>	1,387	1,316	1,328	1,258	1,222	1,182	1,187	1,177	1,190	1,148	
<b>% OF TARGETED DISABILITIES</b>	5.29	5.15	5.12	5.00	5.00	4.93	4.86	4.77	4.72	4.50	-17.23
<b>EPILEPSY TOTAL</b>	3,730	3,637	3,660	3,537	3,452	3,355	3,362	3,330	3,333	3,345	
<b>% OF TARGETED DISABILITIES</b>	14.22	14.23	14.12	14.07	14.12	13.98	13.76	13.50	13.22	13.13	-10.32
<b>SEVERE INTELLECTUAL DISABILITY TOTAL</b>	2,261	2,106	2,057	1,946	1,857	1,771	1,753	1,690	1,618	1,535	
<b>% OF TARGETED DISABILITIES</b>	8.62	8.24	7.94	7.74	7.60	7.38	7.18	6.85	6.42	6.02	-32.11
<b>PSYCHIATRIC DISABILITY TOTAL</b>	5,786	5,695	6,043	5,982	5,900	6,016	6,439	6,809	7,421	7,950	
<b>% OF TARGETED DISABILITIES</b>	22.06	22.29	23.32	23.79	24.14	25.07	26.36	27.61	29.43	31.19	37.40
<b>DWARFISM TOTAL</b>	696	669	663	642	618	602	619	641	682	599	
<b>% OF TARGETED DISABILITIES</b>	2.65	2.62	2.56	2.55	2.53	2.51	2.53	2.60	2.70	2.35	-13.94

\*Includes September 30, 2011 agency data as reported in CPDF plus AAFES, FERC, Foreign Service, NIGC, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding.

TABLE A-6b  
 FY 2011 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	INTELLECTUAL DISABILITY	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
ADVISORY COUNCIL ON HISTORIC PRESERVATION	55	#	1	0	0	0	0	0	0	0	0	0	0
		%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AFRICAN DEVELOPMENT FOUNDATION	31	#	4	0	0	0	0	0	0	0	0	0	0
		%	12.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,894	#	141	24	8	2	1	2	1	3	3	3	1
		%	3.62%	0.62%	0.21%	0.05%	0.03%	0.05%	0.03%	0.08%	0.08%	0.08%	2.57%
AGRICULTURE, U. S. DEPARTMENT OF	105,126	#	6,273	965	122	103	60	167	72	106	52	256	27
		%	5.97%	0.92%	0.12%	0.10%	0.06%	0.16%	0.07%	0.10%	0.05%	0.24%	2.57%
AMERICAN BATTLE MONUMENTS COMMISSION	32	#	3	1	0	0	0	1	0	0	0	0	0
		%	9.38%	3.13%	0.00%	0.00%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
APPALACHIAN REGIONAL COMMISSION	11	#	1	0	0	0	0	0	0	0	0	0	0
		%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ARCHITECTAL & TRANS. BARRIER COMPLIANCE BOARD	43	#	14	9	1	1	0	1	5	1	0	0	0
		%	32.56%	20.93%	2.33%	2.33%	0.00%	2.33%	11.63%	2.33%	0.00%	0.00%	0.00%
ARCTIC RESEARCH COMMISSION	8	#	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%
ARMED FORCES RETIREMENT HOME	278	#	17	1	0	0	0	0	0	0	1	0	0
		%	6.12%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%	0.00%	0.00%
BROADCASTING BOARD OF GOVERNORS	1,744	#	52	13	0	1	1	1	0	2	5	3	0
		%	2.98%	0.75%	0.00%	0.06%	0.06%	0.06%	0.00%	0.11%	0.29%	0.17%	0.00%
CHEMICAL SAFETY & HAZARD INVESTIGATION BOARD	41	#	2	0	0	0	0	0	0	0	0	0	0
		%	4.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	6	#	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%
COMMERCE, U.S. DEPARTMENT OF	47,626	#	2,934	386	53	36	6	44	19	67	20	134	7
		%	6.16%	0.81%	0.11%	0.08%	0.01%	0.09%	0.04%	0.14%	0.04%	0.28%	1.47%
COMMISSION ON CIVIL RIGHTS	44	#	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%
COMMISSION OF FINE ARTS	11	#	1	0	0	0	0	0	0	0	0	0	0
		%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERELY DISABLED	31	#	4	2	0	1	0	0	0	1	0	0	0
		%	12.90%	6.45%	0.00%	3.23%	0.00%	0.00%	0.00%	3.23%	0.00%	0.00%	0.00%
COMMODITY FUTURES TRADING COMMISSION	665	#	14	1	0	1	0	0	0	0	0	0	0
		%	2.11%	0.15%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CONSUMER PRODUCT SAFETY COMMISSION, U. S.	548	#	40	8	1	2	0	0	0	1	0	4	0
		%	7.30%	1.46%	0.18%	0.36%	0.00%	0.00%	0.00%	0.18%	0.00%	0.73%	0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	608	#	21	2	0	0	0	0	0	1	0	1	0
		%	3.45%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%	0.16%	0.00%
COUNCIL OF ECONOMIC ADVISORS	23	#	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%
COUNCIL ON ENVIRONMENTAL QUALITY / OFFICE OF ENVIRONMENTAL QUALITY	23	#	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%
COURT SERVICES & OFFENDER SUPERVISION AGENCY	1,243	#	72	7	0	0	2	1	1	1	0	2	0
		%	5.79%	0.56%	0.00%	0.00%	0.16%	0.08%	0.08%	0.08%	0.00%	0.16%	0.00%
DEFENSE, U.S. DEPARTMENT OF	809,626	#	51,447	6,144	884	507	354	918	323	934	504	1,516	204
		%	6.35%	0.76%	0.11%	0.06%	0.04%	0.11%	0.04%	0.12%	0.06%	0.19%	2.52%
AIR FORCE, DEPARTMENT OF THE	178,279	#	8,386	936	103	89	70	161	63	158	58	202	32
		%	4.70%	0.53%	0.06%	0.05%	0.04%	0.09%	0.04%	0.09%	0.03%	0.11%	1.79%

TABLE A-6b  
FY 2011 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	INTELLECTUAL DISABILITY	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
ARMY, DEPARTMENT OF THE	284,468	#	18,901	1,725	215	134	115	297	98	277	59	474	56
		%	6.64%	0.61%	0.08%	0.05%	0.04%	0.10%	0.03%	0.10%	0.02%	0.17%	1.97%
ARMY AIR FORCE EXCHANGE SERVICE	35,382	#	3,798	793	59	56	21	53	29	91	194	271	19
		%	10.73%	2.24%	0.17%	0.16%	0.06%	0.15%	0.08%	0.26%	0.55%	0.77%	5.37%
DEFENSE COMMISSARY AGENCY	15,079	#	1,183	229	24	19	8	26	5	29	29	78	11
		%	7.85%	1.52%	0.16%	0.13%	0.05%	0.17%	0.03%	0.19%	0.19%	0.52%	7.29%
DEFENSE CONTRACT AUDIT AGENCY	4,852	#	270	46	4	3	3	12	2	5	1	15	1
		%	5.56%	0.95%	0.08%	0.06%	0.06%	0.25%	0.04%	0.10%	0.02%	0.31%	2.06%
DEFENSE CONTRACT MANAGEMENT AGENCY	10,259	#	847	123	20	15	7	27	10	20	2	21	1
		%	8.26%	1.20%	0.19%	0.15%	0.07%	0.26%	0.10%	0.19%	0.02%	0.20%	0.97%
DEFENSE EDUCATION ACTIVITY	15,934	#	514	46	2	3	2	7	4	14	0	13	1
		%	3.23%	0.29%	0.01%	0.02%	0.01%	0.04%	0.03%	0.09%	0.00%	0.08%	0.63%
DEFENSE FINANCE AND ACCOUNTING SERVICE	12,244	#	1,559	238	84	19	6	34	10	27	4	52	2
		%	12.73%	1.94%	0.69%	0.16%	0.05%	0.28%	0.08%	0.22%	0.03%	0.42%	1.63%
DEFENSE HUMAN RESOURCE ACTIVITY	1,257	#	108	7	2	1	0	2	0	0	0	2	0
		%	8.59%	0.56%	0.16%	0.08%	0.00%	0.16%	0.00%	0.00%	0.00%	0.16%	0.00%
DEFENSE INFORMATION SYSTEMS AGENCY	6,464	#	517	56	9	5	3	10	3	13	3	8	2
		%	8.00%	0.87%	0.14%	0.08%	0.05%	0.15%	0.05%	0.20%	0.05%	0.12%	3.09%
DEFENSE LOGISTICS AGENCY	25,525	#	2,279	409	116	39	24	57	17	50	37	54	15
		%	8.93%	1.60%	0.45%	0.15%	0.09%	0.22%	0.07%	0.20%	0.14%	0.21%	5.88%
DEFENSE MEDIA AGENCY	576	#	30	3	0	0	2	0	0	0	0	1	0
		%	5.21%	0.52%	0.00%	0.00%	0.35%	0.00%	0.00%	0.00%	0.00%	0.17%	0.00%
DEFENSE MISSILE DEFENSE AGENCY	2,221	#	179	12	0	0	0	3	2	4	0	3	0
		%	8.06%	0.54%	0.00%	0.00%	0.00%	0.14%	0.09%	0.18%	0.00%	0.14%	0.00%
DEFENSE SECURITY SERVICE	878	#	50	3	0	0	0	2	0	1	0	0	0
		%	5.69%	0.34%	0.00%	0.00%	0.00%	0.23%	0.00%	0.11%	0.00%	0.00%	0.00%
DEFENSE THREAT REDUCTION AGENCY	1,250	#	121	9	3	1	0	2	0	0	1	2	0
		%	9.68%	0.72%	0.24%	0.08%	0.00%	0.16%	0.00%	0.00%	0.08%	0.16%	0.00%
DEFENSE TRICARE MANAGEMENT ACTIVITY	6,076	#	369	66	13	6	1	1	1	8	25	10	1
		%	6.07%	1.09%	0.21%	0.10%	0.02%	0.02%	0.02%	0.13%	0.41%	0.16%	1.65%
NAVY, DEPARTMENT OF THE	199,594	#	11,879	1,387	216	111	88	214	79	227	85	306	61
		%	5.95%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	3.06%
OFFICE OF THE INSPECTOR GENERAL	1,541	#	94	16	2	3	2	3	0	2	1	2	1
		%	6.10%	1.04%	0.13%	0.19%	0.13%	0.19%	0.00%	0.13%	0.06%	0.13%	6.49%
OFFICE OF THE SECRETARY/ WASH. HQTRS SERVICES	7,747	#	363	40	12	3	2	7	0	8	5	2	1
		%	4.69%	0.52%	0.15%	0.04%	0.03%	0.09%	0.00%	0.10%	0.06%	0.03%	1.29%
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	111	#	11	0	0	0	0	0	0	0	0	0	0
		%	9.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EDUCATION, U.S. DEPARTMENT OF	4,620	#	249	61	11	19	1	6	6	6	5	6	1
		%	5.39%	1.32%	0.24%	0.41%	0.02%	0.13%	0.13%	0.13%	0.11%	0.13%	2.16%
ELECTION ASSISTANCE COMMISSION	46	#	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%
ENERGY U.S. DEPARTMENT OF	16,381	#	934	119	14	11	4	19	11	20	2	37	1
		%	5.70%	0.73%	0.09%	0.07%	0.02%	0.12%	0.07%	0.12%	0.01%	0.23%	0.61%
ENVIRONMENTAL PROTECTION AGENCY	18,777	#	1,115	236	30	38	11	44	16	25	15	53	4
		%	5.94%	1.26%	0.16%	0.20%	0.06%	0.23%	0.09%	0.13%	0.08%	0.28%	2.13%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, U.S.	2,479	#	277	65	9	16	4	7	4	4	0	20	1
		%	11.17%	2.62%	0.36%	0.65%	0.16%	0.28%	0.16%	0.16%	0.00%	0.81%	4.03%
EXPORT-IMPORT BANK OF THE UNITED STATES	401	#	28	7	3	0	0	2	0	0	0	2	0
		%	6.98%	1.75%	0.75%	0.00%	0.00%	0.50%	0.00%	0.00%	0.00%	0.50%	0.00%
FARM CREDIT ADMINISTRATION	291	#	34	6	1	1	0	3	0	0	0	1	0
		%	11.68%	2.06%	0.34%	0.34%	0.00%	1.03%	0.00%	0.00%	0.00%	0.34%	0.00%



TABLE A-6b  
FY 2011 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	INTELLECTUAL DISABILITY	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
FARM CREDIT SYSTEM INSURANCE CORPORATION	10	#	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%
FEDERAL COMMUNICATIONS COMMISSION	1,784	#	83	18	2	4	2	2	2	2	1	3	0
		%	4.65%	1.01%	0.11%	0.22%	0.11%	0.11%	0.11%	0.11%	0.06%	0.17%	0.00%
FEDERAL DEPOSIT INSURANCE CORPORATION	8,358	#	456	47	14	4	3	7	6	5	1	7	0
		%	5.46%	0.56%	0.17%	0.05%	0.04%	0.08%	0.07%	0.06%	0.01%	0.08%	0.00%
FEDERAL ELECTION COMMISSION	349	#	14	1	1	0	0	0	0	0	0	0	0
		%	4.01%	0.29%	0.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL ENERGY REGULATORY COMMISSION	1,477	#	86	8	0	0	0	1	1	2	0	3	1
		%	5.82%	0.54%	0.00%	0.00%	0.00%	0.07%	0.07%	0.14%	0.00%	0.20%	6.77%
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	10	#	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%
FEDERAL HOUSING FINANCE AGENCY	618	#	30	4	1	0	0	1	0	1	0	1	0
		%	4.85%	0.65%	0.16%	0.00%	0.00%	0.16%	0.00%	0.16%	0.00%	0.16%	0.00%
FEDERAL LABOR RELATIONS AUTHORITY	140	#	8	2	0	0	0	1	0	0	0	1	0
		%	5.71%	1.43%	0.00%	0.00%	0.00%	0.71%	0.00%	0.00%	0.00%	0.71%	0.00%
FEDERAL MARITIME COMMISSION	127	#	10	0	0	0	0	0	0	0	0	0	0
		%	7.87%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL MEDIATION AND CONCILIATION SERVICE	244	#	28	3	1	0	0	0	0	0	0	2	0
		%	11.48%	1.23%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.82%	0.00%
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	72	#	4	0	0	0	0	0	0	0	0	0	0
		%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	99	#	5	0	0	0	0	0	0	0	0	0	0
		%	5.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL TRADE COMMISSION	1,135	#	36	6	0	1	1	1	1	1	0	1	0
		%	3.17%	0.53%	0.00%	0.09%	0.09%	0.09%	0.09%	0.09%	0.00%	0.09%	0.00%
GENERAL SERVICES ADMINISTRATION	12,739	#	650	100	11	14	3	16	7	8	17	22	2
		%	5.10%	0.78%	0.09%	0.11%	0.02%	0.13%	0.05%	0.06%	0.13%	0.17%	1.57%
GOVERNMENT PRINTING OFFICE U. S.	2,195	#	170	31	6	1	0	0	1	3	13	7	0
		%	7.74%	1.41%	0.27%	0.05%	0.00%	0.00%	0.05%	0.14%	0.59%	0.32%	0.00%
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	5	#	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%
HEALTH AND HUMAN SERVICES, DEPARTMENT OF THE	85,642	#	4,480	747	108	81	29	96	44	100	53	218	18
		%	5.23%	0.87%	0.13%	0.09%	0.03%	0.11%	0.05%	0.12%	0.06%	0.25%	2.10%
HOLOCAUST MEMORIAL MUSEUM	188	#	16	0	0	0	0	0	0	0	0	0	0
		%	8.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HOMELAND SECURITY DEPARTMENT OF THE	198,242	#	7,627	775	76	109	32	104	43	135	25	239	12
		%	3.85%	0.39%	0.04%	0.05%	0.02%	0.05%	0.02%	0.07%	0.01%	0.12%	0.61%
HOUSING & URBAN DEVELOPMENT, DEPARTMENT OF THE	9,758	#	656	106	12	16	5	22	8	9	2	26	6
		%	6.72%	1.09%	0.12%	0.16%	0.05%	0.23%	0.08%	0.09%	0.02%	0.27%	6.15%
INSTITUTE OF MUSEUM AND LIBRARY SERVICE	90	#	4	0	0	0	0	0	0	0	0	0	0
		%	4.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERAGENCY COUNCIL ON HOMELESSNESS	21	#	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%
INTER-AMERICAN FOUNDATION	43	#	1	0	0	0	0	0	0	0	0	0	0
		%	2.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERIOR, DEPARTMENT OF THE	77,225	#	4,755	718	74	66	38	122	29	105	49	218	17
		%	6.16%	0.93%	0.10%	0.09%	0.05%	0.16%	0.04%	0.14%	0.06%	0.28%	2.20%
INTERNATIONAL BOUNDARY & WATER COMMISSION, US & MEXICO	267	#	21	1	0	0	1	0	0	0	0	0	0
		%	7.87%	0.37%	0.00%	0.00%	0.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERNATIONAL BOUNDARY COMMISSION: US & CANADA	7	#	1	0	0	0	0	0	0	0	0	0	0
		%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

TABLE A-6b  
 FY 2011 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	INTELLECTUAL DISABILITY	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
INTERNATIONAL JOINT COMMISSION: US AND CANADA	18	#	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%
INTERNATIONAL TRADE COMMISSION	391	#	25	4	0	0	0	1	0	1	0	2	0
		%	6.39%	1.02%	0.00%	0.00%	0.00%	0.26%	0.00%	0.26%	0.00%	0.51%	0.00%
JAPAN-US. FRIENDSHIP COMMISSION	13	#	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%
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	4	#	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%
JUSTICE, DEPARTMENT OF THE	116,273	#	3,754	456	42	84	26	61	29	87	12	99	16
		%	3.23%	0.39%	0.04%	0.07%	0.02%	0.05%	0.02%	0.07%	0.01%	0.09%	1.38%
LABOR, DEPARTMENT OF THE	16,298	#	1,035	205	31	30	13	31	9	23	10	51	7
		%	6.35%	1.26%	0.19%	0.18%	0.08%	0.19%	0.06%	0.14%	0.06%	0.31%	4.30%
MARINE MAMMAL COMMISSION	22	#	2	0	0	0	0	0	0	0	0	0	0
		%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MERIT SYSTEMS PROTECTION BOARD	216	#	6	1	0	0	0	0	0	1	0	0	0
		%	2.78%	0.46%	0.00%	0.00%	0.00%	0.00%	0.00%	0.46%	0.00%	0.00%	0.00%
MILLENNIUM CHALLENGE CORPORATION	287	#	10	1	0	0	0	0	0	1	0	0	0
		%	3.48%	0.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.35%	0.00%	0.00%	0.00%
MORRIS K. UDALL SCHOLARSHIP FOUNDATION	55	#	1	0	0	0	0	0	0	0	0	0	0
		%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,632	#	1,001	210	32	31	14	38	24	22	3	41	5
		%	5.37%	1.13%	0.17%	0.17%	0.08%	0.20%	0.13%	0.12%	0.02%	0.22%	2.68%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	3,521	#	190	46	9	1	0	3	0	6	13	14	0
		%	5.40%	1.31%	0.26%	0.03%	0.00%	0.09%	0.00%	0.17%	0.37%	0.40%	0.00%
NATIONAL CAPITAL PLANNING COMMISSION	43	#	2	0	0	0	0	0	0	0	0	0	0
		%	4.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL COUNCIL ON DISABILITY	26	#	14	9	1	3	0	2	2	0	0	1	0
		%	53.85%	34.62%	3.85%	11.54%	0.00%	7.69%	7.69%	0.00%	0.00%	3.85%	0.00%
NATIONAL CREDIT UNION ADMINISTRATION	1,175	#	85	7	2	0	0	2	0	1	0	2	0
		%	7.23%	0.60%	0.17%	0.00%	0.00%	0.17%	0.00%	0.09%	0.00%	0.17%	0.00%
NATIONAL ENDOWMENT FOR THE ARTS	180	#	11	2	0	0	1	0	0	0	0	1	0
		%	6.11%	1.11%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	0.00%	0.56%	0.00%
NATIONAL ENDOWMENT FOR THE HUMANITIES	190	#	16	2	1	0	0	0	0	0	0	1	0
		%	8.42%	1.05%	0.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.53%	0.00%
NATIONAL GALLERY OF ART	816	#	42	5	0	1	0	1	0	2	0	0	1
		%	5.15%	0.61%	0.00%	0.12%	0.00%	0.12%	0.00%	0.25%	0.00%	0.00%	12.25%
NATIONAL INDIAN GAMING COMMISSION	108	#	11	0	0	0	0	0	0	0	0	0	0
		%	10.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL LABOR RELATIONS BOARD	1,733	#	58	13	1	0	1	3	2	2	0	4	0
		%	3.35%	0.75%	0.06%	0.00%	0.06%	0.17%	0.12%	0.12%	0.00%	0.23%	0.00%
NATIONAL MEDIATION BOARD	50	#	1	0	0	0	0	0	0	0	0	0	0
		%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL SCIENCE FOUNDATION	1,464	#	101	17	4	2	0	4	1	0	0	6	0
		%	6.90%	1.16%	0.27%	0.14%	0.00%	0.27%	0.07%	0.00%	0.00%	0.41%	0.00%
NATIONAL SECURITY COUNCIL	74	#	2	0	0	0	0	0	0	0	0	0	0
		%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL TRANSPORTATION SAFETY BOARD	418	#	19	5	2	0	0	1	0	2	0	0	0
		%	4.55%	1.20%	0.48%	0.00%	0.00%	0.24%	0.00%	0.48%	0.00%	0.00%	0.00%
NAVAJO & HOPI INDIAN RELOCATION, OFFICE OF	41	#	9	1	0	1	0	0	0	0	0	0	0
		%	21.95%	2.44%	0.00%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NUCLEAR REGULATORY COMMISSION	4,111	#	240	38	6	7	2	5	1	5	1	10	1
		%	5.84%	0.92%	0.15%	0.17%	0.05%	0.12%	0.02%	0.12%	0.02%	0.24%	2.43%

TABLE A-6b  
FY 2011 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	INTELLECTUAL DISABILITY	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
NUCLEAR WASTE TECHNICAL REVIEW BOARD	23	#	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%
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	57	#	4	2	0	0	0	1	0	0	0	0	1
		%	7.02%	3.51%	0.00%	0.00%	0.00%	1.75%	0.00%	0.00%	0.00%	0.00%	1.75%
OFFICE OF ADMINISTRATION	214	#	13	4	1	0	1	0	0	0	0	1	1
		%	6.07%	1.87%	0.47%	0.00%	0.47%	0.00%	0.00%	0.00%	0.00%	0.47%	46.73%
OFFICE OF GOVERNMENT ETHICS, US	75	#	5	0	0	0	0	0	0	0	0	0	0
		%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF MANAGEMENT AND BUDGET	527	#	7	0	0	0	0	0	0	0	0	0	0
		%	1.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF NATIONAL DRUG CONTROL POLICY	101	#	3	2	0	0	1	0	0	1	0	0	0
		%	2.97%	1.98%	0.00%	0.00%	0.99%	0.00%	0.00%	0.99%	0.00%	0.00%	0.00%
OFFICE OF PERSONNEL MANAGEMENT	6,272	#	412	50	6	3	2	6	8	4	5	15	1
		%	6.57%	0.80%	0.10%	0.05%	0.03%	0.10%	0.13%	0.06%	0.08%	0.24%	1.59%
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	34	#	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%
OFFICE OF SPECIAL COUNSEL, US	110	#	7	1	0	0	0	1	0	0	0	0	0
		%	6.36%	0.91%	0.00%	0.00%	0.00%	0.91%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF U. S. TRADE REPRESENTATIVE	236	#	3	0	0	0	0	0	0	0	0	0	0
		%	1.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OVERSEAS PRIVATE INVESTMENT CORPORATION	222	#	15	1	0	1	0	0	0	0	0	0	0
		%	6.76%	0.45%	0.00%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PEACE CORPS OF THE UNITED STATES	896	#	20	3	0	0	0	0	0	2	0	1	0
		%	2.23%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.11%	0.00%
PENSION BENEFIT GUARANTY CORPORATION	978	#	52	13	1	2	0	1	0	3	1	5	0
		%	5.32%	1.33%	0.10%	0.20%	0.00%	0.10%	0.00%	0.31%	0.10%	0.51%	0.00%
PRESIDIO TRUST	325	#	9	1	0	0	0	0	0	0	0	1	0
		%	2.77%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.31%	0.00%
RAILROAD RETIREMENT BOARD	964	#	76	8	1	2	0	0	0	2	0	3	0
		%	7.88%	0.83%	0.10%	0.21%	0.00%	0.00%	0.00%	0.21%	0.00%	0.31%	0.00%
SECURITIES AND EXCHANGE COMMISSION, US	3,846	#	170	38	8	6	2	3	2	6	2	8	1
		%	4.42%	0.99%	0.21%	0.16%	0.05%	0.08%	0.05%	0.16%	0.05%	0.21%	2.60%
SELECTIVE SERVICE SYSTEM	174	#	11	2	1	0	0	0	0	0	0	1	0
		%	6.32%	1.15%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.57%	0.00%
SMALL BUSINESS ADMINISTRATION	4,665	#	296	30	2	4	2	6	1	4	1	10	0
		%	6.35%	0.64%	0.04%	0.09%	0.04%	0.13%	0.02%	0.09%	0.02%	0.21%	0.00%
SMITHSONIAN INSTITUTION	4,089	#	194	31	6	5	2	3	1	6	0	8	0
		%	4.74%	0.76%	0.15%	0.12%	0.05%	0.07%	0.02%	0.15%	0.00%	0.20%	0.00%
SOCIAL SECURITY ADMINISTRATION	67,136	#	5,045	1,317	176	298	74	211	140	120	50	224	24
		%	7.51%	1.96%	0.26%	0.44%	0.11%	0.31%	0.21%	0.18%	0.07%	0.33%	3.57%
STATE, DEPARTMENT OF THE	30,788	#	1,571	144	27	25	9	21	0	24	7	29	2
		%	5.10%	0.47%	0.09%	0.08%	0.03%	0.07%	0.00%	0.08%	0.02%	0.09%	0.01%
TENNESSEE VALLEY AUTHORITY	12,893	#	1,047	60	3	4	3	13	2	14	2	14	5
		%	8.12%	0.47%	0.02%	0.03%	0.02%	0.10%	0.02%	0.11%	0.02%	0.11%	3.88%
TRADE AND DEVELOPMENT AGENCY	43	#	4	2	0	2	0	0	0	0	0	0	0
		%	9.30%	4.65%	0.00%	4.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TRANSPORTATION, DEPARTMENT OF THE	57,721	#	3,147	428	43	49	22	89	26	49	3	137	10
		%	5.45%	0.74%	0.07%	0.08%	0.04%	0.15%	0.05%	0.08%	0.01%	0.24%	1.73%
TREASURY, DEPARTMENT OF THE	106,403	#	8,797	1,865	327	467	56	250	86	211	38	380	50
		%	8.27%	1.75%	0.31%	0.44%	0.05%	0.23%	0.08%	0.20%	0.04%	0.36%	4.70%
UNITED STATES POSTAL SERVICE	645,212	#	33,840	4,628	1,507	93	219	108	47	650	348	1,601	55
		%	5.24%	0.72%	0.23%	0.01%	0.03%	0.02%	0.01%	0.10%	0.05%	0.25%	0.85%

TABLE A-6b

FY 2011 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	INTELLECTUAL DISABILITY	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
UNITED STATES TAX COURT	198	#	8	2	1	0	0	1	0	0	0	0	0
		%	4.04%	1.01%	0.51%	0.00%	0.00%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	16	#	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%
VALLES CALDERA TRUST	57	#	1	0	0	0	0	0	0	0	0	0	0
		%	1.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
VETERANS' AFFAIRS, DEPARTMENT OF	316,480	#	28,934	5,201	352	530	210	508	167	552	271	2,494	117
		%	9.14%	1.64%	0.11%	0.17%	0.07%	0.16%	0.05%	0.17%	0.09%	0.79%	3.70%
VIETNAM EDUCATION FOUNDATION	11	#	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%

\*Includes September 30, 2011 agency data as reported in CPDF plus AAFES, FERC, Foreign Service, NIGC, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages reflected are based on people with disabilities total and not the overall work force total and may not add to 100% due to rounding.

Table A-6c

## FY 2011 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing Extremities	Partial Paralysis	Complete Paralysis	Convulsive Disorders	Intellectual Disability	Mental Illness	Distortion Of Limb &/OR Spine
	Work	Disabilities		Disabilities										
	Force	#	%	#	%									
<b>Agriculture, Department of</b>	<b>105,126</b>	<b>6,273</b>	<b>5.97</b>	<b>965</b>	<b>0.92</b>	<b>122</b>	<b>103</b>	<b>60</b>	<b>167</b>	<b>72</b>	<b>106</b>	<b>52</b>	<b>256</b>	<b>27</b>
Second Level Reporting Components:														
Agricultural Marketing Service	4,154	203	4.89	34	0.82	6	6	2	1	5	3	1	10	0
Agricultural Research Service	8,877	482	5.43	96	1.08	10	5	3	13	5	14	12	31	3
Animal and Plant Health Inspection Service	8,746	620	7.09	80	0.91	8	5	1	11	2	9	3	37	4
Farm Service Agency	5,014	326	6.50	56	1.12	6	9	5	14	6	7	3	5	1
Food and Nutrition Service	1,355	114	8.41	30	2.21	4	3	0	5	3	0	6	7	2
Food Safety and Inspection Service	9,959	825	8.28	122	1.23	10	11	11	16	1	18	4	48	3
Forest Service	40,580	1,576	3.88	275	0.68	22	32	27	68	29	26	10	53	8
National Agricultural Statistics Service	1,026	59	5.75	5	0.49	0	0	0	2	0	0	0	3	0
Natural Resources Conservation Service	11,954	826	6.91	109	0.91	17	11	7	18	11	8	5	29	3
Office of Chief Financial Officer	1,302	116	8.91	26	2.00	15	0	3	2	2	1	0	1	2
Rural Development	5,884	709	12.05	60	1.02	11	10	1	5	4	12	1	16	0
<b>Commerce, Department of</b>	<b>47,626</b>	<b>2,934</b>	<b>6.16</b>	<b>386</b>	<b>0.81</b>	<b>53</b>	<b>36</b>	<b>6</b>	<b>44</b>	<b>19</b>	<b>67</b>	<b>20</b>	<b>134</b>	<b>7</b>
Second Level Reporting Components:														
Bureau of the Census	17,085	1,574	9.21	180	1.05	21	12	2	18	5	38	7	76	1
International Trade Administration	1,536	50	3.26	8	0.52	1	2	0	2	0	0	0	3	0
National Institute of Standards & Technology	3,138	156	4.97	28	0.89	1	2	2	1	3	2	6	8	3
National Oceanic & Atmospheric Administration	13,012	632	4.86	89	0.68	18	16	2	10	7	8	4	23	1
Patent and Trademark Office	10,205	397	3.89	60	0.59	8	4	0	9	3	16	1	18	1
<b>Defense, Department of</b>	<b>809,626</b>	<b>51,447</b>	<b>6.35</b>	<b>6,144</b>	<b>0.76</b>	<b>884</b>	<b>507</b>	<b>354</b>	<b>918</b>	<b>323</b>	<b>934</b>	<b>504</b>	<b>1,516</b>	<b>204</b>
Second Level Reporting Components:														
Air Force, Department of the	178,279	8,386	4.70	936	0.53	103	89	70	161	63	158	58	202	32
Army, Department of the	284,468	18,901	6.64	1,725	0.61	215	134	115	297	98	277	59	474	56
Army and Air Force Exchange Service	35,382	3,798	10.73	793	2.24	59	56	21	53	29	91	194	271	19
Defense Commissary Agency	15,079	1,183	7.85	229	1.52	24	19	8	26	5	29	29	78	11
Defense Contract Audit Agency	4,852	270	5.56	46	0.95	4	3	3	12	2	5	1	15	1
Defense Contract Management Agency	10,259	847	8.26	123	1.20	20	15	7	27	10	20	2	21	1
Defense Education Activity	15,934	514	3.23	46	0.29	2	3	2	7	4	14	0	13	1
Defense Finance & Accounting Service	12,244	1,559	12.73	238	1.94	84	19	6	34	10	27	4	52	2
Defense Human Resources Activity	1,257	108	8.59	7	0.56	2	1	0	2	0	0	0	2	0
Defense Information Systems Agency	6,464	517	8.00	56	0.87	9	5	3	10	3	13	3	8	2
Defense Logistics Agency	25,525	2,279	8.93	409	1.60	116	39	24	57	17	50	37	54	15
Defense Missile Defense Agency	2,221	179	8.06	12	0.54	0	0	0	3	2	4	0	3	0
Defense Threat Reduction Agency	1,250	121	9.68	9	0.72	3	1	0	2	0	0	1	2	0
Defense Security Service	878	50	5.69	3	0.34	0	0	0	2	0	1	0	0	0
Navy, Department of the	199,594	11,879	5.95	1,387	0.69	216	111	88	214	79	227	85	306	61
Office of Inspector General	1,541	94	6.10	16	1.04	2	3	2	3	0	2	1	2	1
Office of the Secretary/Wash.Hqtrs. Service	7,747	363	4.69	40	0.52	12	3	2	7	0	8	5	2	1

Table A-6c

## FY 2011 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing Extremities	Partial Paralysis	Complete Paralysis	Convulsive Disorders	Intellectual Disability	Mental Illness	Distortion Of Limb &/OR Spine
	Work Force	Disabilities #	%	Disabilities #	%									
<b>Health and Human Services, Department of</b>	<b>85,642</b>	<b>4,480</b>	<b>5.23</b>	<b>747</b>	<b>0.87</b>	<b>108</b>	<b>81</b>	<b>29</b>	<b>96</b>	<b>44</b>	<b>100</b>	<b>53</b>	<b>218</b>	<b>18</b>
Second Level Reporting Components:														
Administration for Children and Families	1,303	74	5.68	13	1.00	3	4	0	2	0	2	0	2	0
Centers for Disease Control and Prevention	10,182	699	6.87	115	1.13	6	8	4	20	11	20	5	37	4
Centers for Medicare & Medicaid Services	5,315	414	7.79	81	1.52	9	13	6	9	9	13	0	19	3
Food and Drug Administration	15,232	622	4.08	116	0.76	17	13	9	15	2	14	10	34	2
Health Resources and Services Administration	1,885	121	6.42	30	1.59	4	3	2	9	1	0	0	11	0
Indian Health Service	13,618	613	4.50	49	0.36	1	10	2	2	1	8	1	21	3
National Institutes of Health	19,584	1,164	5.94	225	1.15	56	19	4	22	11	23	31	55	4
Program Support Center	770	56	7.27	18	2.34	2	0	0	0	1	5	5	5	0
<b>Homeland Security, Department of</b>	<b>198,242</b>	<b>7,627</b>	<b>3.85</b>	<b>775</b>	<b>0.39</b>	<b>76</b>	<b>109</b>	<b>32</b>	<b>104</b>	<b>43</b>	<b>135</b>	<b>25</b>	<b>239</b>	<b>12</b>
Second Level Reporting Components:														
Bureau of Citizenship and Immigration Services	10,620	683	6.43	108	1.02	17	20	1	12	9	15	2	29	3
Bureau of Customs & Border Protection	59,371	1,328	2.24	174	0.29	23	10	3	34	12	27	19	45	1
Bureau of Immigrations and Customs Enforcement	20,178	507	2.51	65	0.32	2	9	8	8	3	10	1	23	1
Dept. of Homeland Security Headquarters	3,441	232	6.74	23	0.67	3	3	1	0	3	3	1	9	0
Federal Emergency Management Agency	18,422	1,305	7.08	85	0.46	6	13	6	18	5	9	0	25	3
Federal Law Enforcement Training Center	1,194	102	8.54	9	0.75	3	0	0	1	2	0	0	3	0
Transportation Security Administration	65,177	2,395	3.67	202	0.31	3	43	10	19	2	52	0	72	1
United States Coast Guard	8,716	786	9.02	68	0.78	8	9	1	6	5	9	1	28	1
United States Secret Service	7,025	74	1.05	21	0.30	7	1	0	4	1	4	1	2	1
<b>Interior, Department of the</b>	<b>77,225</b>	<b>4,755</b>	<b>6.16</b>	<b>718</b>	<b>0.93</b>	<b>74</b>	<b>66</b>	<b>38</b>	<b>122</b>	<b>29</b>	<b>105</b>	<b>49</b>	<b>218</b>	<b>17</b>
Second Level Reporting Components:														
Bureau of Indian Affairs	9,138	352	3.85	34	0.37	0	13	3	6	2	4	0	6	0
Bureau of Land Management	11,471	625	5.45	99	0.86	8	5	9	14	3	13	8	34	5
Bureau of Reclamation	5,394	623	11.55	78	1.45	10	4	3	14	4	14	4	23	2
Fish and Wildlife Service	10,229	674	6.59	120	1.17	14	7	5	30	5	14	1	44	0
Geological Survey	9,078	464	5.11	84	0.93	7	5	6	13	5	15	7	23	3
Bur. of Ocean Energy Mgt., Reg. & Enforcement	1,182	59	4.99	4	0.34	1	0	0	2	0	0	0	1	0
National Park Service	25,792	1,596	6.19	249	0.97	27	24	8	35	10	42	28	68	7
Office of the Secretary	3,700	288	7.78	39	1.05	6	7	4	5	0	3	1	13	0
<b>Justice, Department of</b>	<b>116,273</b>	<b>3,754</b>	<b>3.23</b>	<b>456</b>	<b>0.39</b>	<b>42</b>	<b>84</b>	<b>26</b>	<b>61</b>	<b>29</b>	<b>87</b>	<b>12</b>	<b>99</b>	<b>16</b>
Second Level Reporting Components:														
Bureau of Alcohol, Tobacco, Firearms, Explosives	5,035	92	1.83	16	0.32	1	1	4	4	1	4	0	1	0
Drug Enforcement Administration	9,738	233	2.39	40	0.41	5	6	2	4	3	7	3	9	1
Executive Office of the U.S. Attorneys	11,695	380	3.25	54	0.46	6	7	4	9	8	7	2	11	0
Federal Bureau of Investigation	35,335	1,136	3.21	147	0.42	19	30	6	22	4	35	0	25	6
Federal Bureau of Prisons	37,456	1,346	3.59	110	0.29	0	20	6	10	5	23	1	37	8
U.S. Marshals Service	5,741	123	2.14	12	0.21	0	1	2	2	2	3	0	2	0

Table A-6c

## FY 2011 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing Extremities	Partial Paralysis	Complete Paralysis	Convulsive Disorders	Intellectual Disability	Mental Illness	Distortion Of Limb &/OR Spine
	Work	Disabilities		Disabilities										
	Force	#	%	#	%									
<b>Labor, Department of</b>	<b>16,298</b>	<b>1035</b>	<b>6.35</b>	<b>205</b>	<b>1.26</b>	<b>31</b>	<b>30</b>	<b>13</b>	<b>31</b>	<b>9</b>	<b>23</b>	<b>10</b>	<b>51</b>	<b>7</b>
Second Level Reporting Components:														
Bureau of Labor Statistics	2,451	101	4.12	21	0.86	5	1	2	1	0	4	0	7	1
Employee Benefits Security Administration	926	46	4.97	11	1.19	2	2	1	3	0	1	1	1	0
Employment and Training Administration	1,146	82	7.16	12	1.05	2	3	0	2	0	3	1	1	0
Mine Safety & Health Administration	2,330	101	4.33	15	0.64	3	1	2	0	1	1	1	6	0
Occupational Safety & Health Administration	2,272	135	5.94	22	0.97	1	2	0	6	1	4	0	8	0
Office of the Assistant Sec Admin & Mgt	722	65	9.00	16	2.22	5	4	1	1	0	2	2	1	0
Office of Federal Contract Compliance Pgms	742	88	11.86	21	2.83	4	2	2	2	2	1	0	6	2
Office of the Solicitor	744	43	5.78	15	2.02	3	2	1	4	1	2	1	0	1
Office of Workers' Compensation Pgm	1,569	120	7.65	21	1.34	3	4	1	3	2	1	2	5	0
Wage and Hour Division	1,780	118	6.63	23	1.29	2	4	0	2	0	2	2	8	3
<b>Transportation, Department of</b>	<b>57,721</b>	<b>3,147</b>	<b>5.45</b>	<b>428</b>	<b>0.74</b>	<b>43</b>	<b>49</b>	<b>22</b>	<b>89</b>	<b>26</b>	<b>49</b>	<b>3</b>	<b>137</b>	<b>10</b>
Second Level Reporting Components:														
Federal Aviation Administration	48,121	2,453	5.10	283	0.59	21	25	16	59	16	41	2	98	5
Federal Highway Administration	2,994	214	7.15	44	1.47	7	7	2	7	2	3	0	14	2
Federal Motor Carrier Safety Administration	1,113	82	7.37	16	1.44	1	4	0	4	1	1	0	4	1
<b>Treasury, Department of the</b>	<b>106,403</b>	<b>8,797</b>	<b>8.27</b>	<b>1,865</b>	<b>1.75</b>	<b>327</b>	<b>467</b>	<b>56</b>	<b>250</b>	<b>86</b>	<b>211</b>	<b>38</b>	<b>380</b>	<b>50</b>
Second Level Reporting Components:														
Bureau of Engraving and Printing	1,927	100	5.19	15	0.78	3	1	0	2	1	1	1	3	3
Bureau of Public Debt	1,932	157	8.13	23	1.19	5	1	1	4	3	3	0	6	0
Departmental Offices	1,898	70	3.69	9	1.00	2	2	0	0	0	1	1	2	1
Financial Management Service	1,709	117	6.85	26	1.52	5	4	1	2	2	2	3	6	1
Internal Revenue Service	91,435	7,929	8.67	1,748	1.91	305	451	53	236	80	197	28	353	45
Office of the Comptroller of the Currency	3,726	160	4.29	14	0.38	2	2	0	1	0	4	1	4	0
U.S. Mint	1,834	175	9.54	19	1.04	5	0	1	4	0	1	4	4	0
<b>U.S. Postal Service</b>	<b>645,212</b>	<b>33,840</b>	<b>5.24</b>	<b>4,628</b>	<b>0.72</b>	<b>1,507</b>	<b>93</b>	<b>219</b>	<b>108</b>	<b>47</b>	<b>650</b>	<b>348</b>	<b>1,601</b>	<b>55</b>
Second Level Reporting Components:														
Headquarters	9,667	314	3.25	35	0.36	2	2	2	3	0	4	0	21	1
Capital Metro	65,426	3,488	5.33	482	0.74	221	4	23	12	8	37	31	134	12
Eastern Area	101,154	4,566	4.51	747	0.74	276	14	48	10	7	111	52	222	7
Great Lakes Area	82,124	3,469	4.22	644	0.78	233	18	16	23	4	83	59	193	15
Northeast Area	94,622	3,783	4.00	653	0.69	185	9	26	18	9	118	65	218	5
Pacific Area	69,075	2,861	4.14	388	0.56	111	9	22	12	4	45	73	109	3
Southern Area	117,097	8,802	7.52	716	0.61	174	22	47	18	7	123	19	302	4
Western Area	104,887	6,536	6.23	959	0.91	305	14	34	12	8	128	49	401	8
Office of the Inspector General	1,160	21	1.81	4	0.34	0	1	1	0	0	1	0	1	0

Table A-6c

## FY 2011 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

	Total	Reportable		Targeted		Deafness	Blindness	Missing Extremities	Partial Paralysis	Complete Paralysis	Convulsive Disorders	Intellectual Disability	Mental Illness	Distortion Of Limb &/OR Spine
	Work Force	Disabilities #	Disabilities %	Disabilities #	Disabilities %									
<b>Veterans Affairs, Department of</b>	<b>316,480</b>	<b>28,934</b>	<b>9.14</b>	<b>5,201</b>	<b>1.64</b>	<b>352</b>	<b>530</b>	<b>210</b>	<b>508</b>	<b>167</b>	<b>552</b>	<b>271</b>	<b>2,494</b>	<b>117</b>
Second Level Reporting Components:														
Deputy Asst Secretary For Info and Technology	7,767	931	11.99	125	1.61	18	13	6	19	6	19	0	40	4
National Cemetery Administration	1,711	159	9.29	23	1.34	1	3	2	0	0	3	1	13	0
Veterans Benefits Administration	20,274	3,026	14.93	468	2.31	58	30	21	68	19	50	6	209	7
Veterans Health Administration	281,651	24,370	8.65	4,526	1.61	265	478	175	414	140	472	264	2,214	104

\*Includes September 30, 2011 agency data as reported in CPDF, by AAFES and USPS. Reportable Disabilities numbers include targeted disability numbers in this table. Percentages may not add to 100% due to rounding.



TABLE A-6d  
FIVE YEAR DISTRIBUTION ACROSS GRADE RANGES-GENERAL SCHEDULE (GS)\* ##

GENERAL SCHEDULE	FY	ALL #	REPORT-ABLE DISABIL-ITIES #	REPORT-ABLE DISABIL-ITIES %	TARGETED DISABIL-ITIES #	TARGETED DISABIL-ITIES %	DEAF-NESS #	DEAF-NESS %	BLIND-NESS #	BLIND-NESS %	MISSING EXTREM-ITIES #	MISSING EXTREM-ITIES %	PARTIAL PARAL-YSIS #	PARTIAL PARAL-YSIS %	COM-LETE PARAL-YSIS #	COM-LETE PARAL-YSIS %	CONVUL-SIVE DISOR-DERS #	CONVUL-SIVE DISOR-DERS %	INTELLEC-TUAL DISABIL-ITIES #	INTELLEC-TUAL DISABIL-ITIES %	MENTAL ILLNESS #	MENTAL ILLNESS %	DISTOR-TION OF LIMB AND/OR SPINE #	DISTOR-TION OF LIMB AND/OR SPINE %
GS 1-6	2007	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS 1-6	2008	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS 1-6	2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS 1-6	2010	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS 1-6	2011	255,494	23,592	9.23	5,094	1.99	771	0.30	499	0.20	153	0.06	624	0.24	200	0.08	547	0.21	444	0.17	1,741	0.68	115	0.05
GS 7-11	2007	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS 7-11	2008	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS 7-11	2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS 7-11	2010	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS 7-11	2011	538,752	38,991	7.24	6,086	1.13	763	0.14	934	0.17	318	0.06	906	0.17	365	0.07	796	0.15	75	0.01	1,752	0.33	177	0.03
GS12-13	2007	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS12-13	2008	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS12-13	2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS12-13	2010	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS12-13	2011	500,221	27,999	5.60	3,370	0.67	355	0.07	490	0.10	246	0.05	614	0.12	267	0.05	477	0.10	9	0.00	812	0.16	100	0.02
GS 14-15	2007	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS 14-15	2008	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS 14-15	2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS 14-15	2010	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
GS 14-15	2011	165,967	8,069	4.86	916	0.55	47	0.03	158	0.10	57	0.03	181	0.11	80	0.05	163	0.10	2	0.00	209	0.13	19	0.01
TOTAL ALL GRADES	2007	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
TOTAL ALL GRADES	2008	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
TOTAL ALL GRADES	2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
TOTAL ALL GRADES	2010	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
TOTAL ALL GRADES	2011	1,460,434	98,651	6.75	15,466	1.06	1,936	0.13	2,081	0.14	774	0.05	2,325	0.16	912	0.06	1,983	0.14	530	0.04	4,514	0.31	411	0.03

## NA - Data not available. \*Includes September 30, 2011 agency data as reported in CPDF, FERC and NIGC. Does not include data for AAFES, Foreign Service, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding.