

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004**

**MEN AND WOMEN COMBINED**

AGENCY - ALL AGENCIES PAY PLAN AND GRADE	TOTAL		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
	NUMBER	NUMBER PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	1,851,349	580,983 31.4	313,099 16.9		135,533 7.3		93,212 5.0		39,139 2.1		1,270,366 68.6	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	1,416,099	443,362 31.3	244,736 17.3		102,612 7.2		67,984 4.8		28,030 2.0		972,737 68.7	
GS-01	2,661	1,231 46.3	700 26.3		259 9.7		243 9.1		29 1.1		1,430 53.7	
GS-02	4,568	2,049 44.9	1,172 25.7		521 11.4		205 4.5		151 3.3		2,519 55.1	
GS-03	21,151	9,353 44.2	4,654 22.0		2,150 10.2		1,731 8.2		818 3.9		11,798 55.8	
GS-04	57,712	24,661 42.7	14,271 24.7		5,039 8.7		2,742 4.8		2,609 4.5		33,051 57.3	
GS-05	106,746	46,528 43.6	27,737 26.0		9,439 8.8		5,080 4.8		4,272 4.0		60,218 56.4	
GS-06	83,958	34,190 40.7	21,456 25.6		6,414 7.6		3,678 4.4		2,642 3.1		49,768 59.3	
GS-07	142,266	53,517 37.6	31,525 22.2		12,894 9.1		5,916 4.2		3,182 2.2		88,749 62.4	
GS-08	56,574	23,544 41.6	15,080 26.7		5,633 10.0		1,771 3.1		1,060 1.9		33,030 58.4	
GS-09	132,466	44,093 33.3	24,492 18.5		10,802 8.2		5,829 4.4		2,970 2.2		88,373 66.7	
GS-10	17,865	5,257 29.4	3,188 17.8		1,007 5.6		684 3.8		378 2.1		12,608 70.6	
GS-11	197,404	59,654 30.2	28,440 14.4		18,566 9.4		9,222 4.7		3,426 1.7		137,750 69.8	
GS-12	227,943	60,849 26.7	32,693 14.3		13,493 5.9		11,656 5.1		3,007 1.3		167,094 73.3	
GS-13	204,162	47,428 23.2	24,957 12.2		10,084 4.9		10,421 5.1		1,966 1.0		156,734 76.8	
GS-14	99,294	20,349 20.5	10,313 10.4		4,080 4.1		4,927 5.0		1,029 1.0		78,945 79.5	
GS-15	61,329	10,659 17.4	4,058 6.6		2,231 3.6		3,879 6.3		491 0.8		50,670 82.6	
<b>AVERAGE GRADE</b>	9.9	9.1	8.9		9.2		10.0		8.3		10.3	
<b>SENIOR PAY LEVELS</b>	18,991	2,654 14.0	1,238 6.5		656 3.5		607 3.2		153 0.8		16,337 86.0	
<b>OTHER WHITE COLLAR</b>	210,965	64,494 30.6	29,327 13.9		16,350 7.8		14,063 6.7		4,754 2.3		146,471 69.4	
<b>TOTAL WAGE SYSTEMS</b>	205,294	70,473 34.3	37,798 18.4		15,915 7.8		10,558 5.1		6,202 3.0		134,821 65.7	

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF AGRICULTURE	TOTAL NUMBER	TOTAL		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	112,071	24,225	21.6	11,754	10.5	6,899	6.2	3,003	2.7	2,569	2.3	87,846	78.4
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	107,232	22,939	21.4	11,164	10.4	6,460	6.0	2,862	2.7	2,453	2.3	84,293	78.6
GS-01	531	123	23.2	50	9.4	43	8.1	21	4.0	9	1.7	408	76.8
GS-02	1,488	691	46.4	455	30.6	180	12.1	34	2.3	22	1.5	797	53.6
GS-03	4,481	1,301	29.0	437	9.8	511	11.4	260	5.8	93	2.1	3,180	71.0
GS-04	7,328	1,549	21.1	444	6.1	709	9.7	215	2.9	181	2.5	5,779	78.9
GS-05	9,493	1,959	20.6	793	8.4	723	7.6	172	1.8	271	2.9	7,534	79.4
GS-06	5,786	1,227	21.2	594	10.3	338	5.8	104	1.8	191	3.3	4,559	78.8
GS-07	16,096	4,301	26.7	2,579	16.0	991	6.2	262	1.6	469	2.9	11,795	73.3
GS-08	4,078	955	23.4	515	12.6	267	6.5	58	1.4	115	2.8	3,123	76.6
GS-09	13,888	2,512	18.1	1,075	7.7	771	5.6	314	2.3	352	2.5	11,376	81.9
GS-10	659	118	17.9	64	9.7	34	5.2	5	0.8	15	2.3	541	82.1
GS-11	13,432	2,402	17.9	1,050	7.8	730	5.4	323	2.4	299	2.2	11,030	82.1
GS-12	14,977	2,844	19.0	1,498	10.0	602	4.0	484	3.2	260	1.7	12,133	81.0
GS-13	8,945	1,936	21.6	1,094	12.2	364	4.1	358	4.0	120	1.3	7,009	78.4
GS-14	3,780	708	18.7	371	9.8	126	3.3	174	4.6	37	1.0	3,072	81.3
GS-15	2,270	313	13.8	145	6.4	71	3.1	78	3.4	19	0.8	1,957	86.2
<b>AVERAGE GRADE</b>	8.7	8.3		8.5		7.7		9.1		8.1		8.8	
<b>SENIOR PAY LEVELS</b>	455	78	17.1	42	9.2	15	3.3	16	3.5	5	1.1	377	82.9
<b>OTHER WHITE COLLAR</b>	1,151	171	14.9	57	5.0	40	3.5	60	5.2	14	1.2	980	85.1
<b>TOTAL WAGE SYSTEMS</b>	3,233	1,037	32.1	491	15.2	384	11.9	65	2.0	97	3.0	2,196	67.9

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF COMMERCE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	37,863	10,890	28.8	6,351	16.8	1,395	3.7	2,922	7.7	222	0.6	26,973	71.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	36,461	10,575	29.0	6,144	16.9	1,356	3.7	2,864	7.9	211	0.6	25,886	71.0
GS-01	49	22	44.9	13	26.5	3	6.1	6	12.2	---	---	27	55.1
GS-02	78	37	47.4	16	20.5	8	10.3	13	16.7	---	---	41	52.6
GS-03	1,572	375	23.9	222	14.1	114	7.3	25	1.6	14	0.9	1,197	76.1
GS-04	3,989	863	21.6	545	13.7	197	4.9	75	1.9	46	1.2	3,126	78.4
GS-05	1,433	574	40.1	375	26.2	95	6.6	89	6.2	15	1.0	859	59.9
GS-06	1,005	373	37.1	293	29.2	42	4.2	25	2.5	13	1.3	632	62.9
GS-07	2,287	1,130	49.4	899	39.3	81	3.5	136	5.9	14	0.6	1,157	50.6
GS-08	911	413	45.3	359	39.4	26	2.9	23	2.5	5	0.5	498	54.7
GS-09	1,905	747	39.2	478	25.1	73	3.8	184	9.7	12	0.6	1,158	60.8
GS-10	418	162	38.8	131	31.3	14	3.3	13	3.1	4	1.0	256	61.2
GS-11	2,937	814	27.7	424	14.4	100	3.4	274	9.3	16	0.5	2,123	72.3
GS-12	6,014	1,707	28.4	991	16.5	205	3.4	486	8.1	25	0.4	4,307	71.6
GS-13	5,357	1,407	26.3	673	12.6	178	3.3	539	10.1	17	0.3	3,950	73.7
GS-14	5,914	1,543	26.1	581	9.8	163	2.8	775	13.1	24	0.4	4,371	73.9
GS-15	2,592	408	15.7	144	5.6	57	2.2	201	7.8	6	0.2	2,184	84.3
<b>AVERAGE GRADE</b>	10.3	9.9		9.3		9.2		11.7		8.5		10.4	
<b>SENIOR PAY LEVELS</b>	547	76	13.9	42	7.7	9	1.6	24	4.4	1	0.2	471	86.1
<b>OTHER WHITE COLLAR</b>	99	10	10.1	4	4.0	1	1.0	4	4.0	1	1.0	89	89.9
<b>TOTAL WAGE SYSTEMS</b>	756	229	30.3	161	21.3	29	3.8	30	4.0	9	1.2	527	69.7

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF THE AIR FORCE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	149,929	35,071	23.4	16,683	11.1	11,300	7.5	5,372	3.6	1,716	1.1	114,858	76.6
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	103,753	24,595	23.7	12,503	12.1	7,261	7.0	3,846	3.7	985	0.9	79,158	76.3
GS-01	172	59	34.3	20	11.6	27	15.7	10	5.8	2	1.2	113	65.7
GS-02	580	164	28.3	68	11.7	69	11.9	21	3.6	6	1.0	416	71.7
GS-03	1,245	474	38.1	253	20.3	140	11.2	71	5.7	10	0.8	771	61.9
GS-04	3,215	1,335	41.5	755	23.5	384	11.9	157	4.9	39	1.2	1,880	58.5
GS-05	8,614	3,264	37.9	1,794	20.8	923	10.7	457	5.3	90	1.0	5,350	62.1
GS-06	6,011	1,971	32.8	1,045	17.4	616	10.2	242	4.0	68	1.1	4,040	67.2
GS-07	10,106	3,017	29.9	1,646	16.3	881	8.7	380	3.8	110	1.1	7,089	70.1
GS-08	1,410	326	23.1	188	13.3	91	6.5	36	2.6	11	0.8	1,084	76.9
GS-09	15,050	3,495	23.2	1,816	12.1	1,082	7.2	462	3.1	135	0.9	11,555	76.8
GS-10	1,043	162	15.5	76	7.3	49	4.7	35	3.4	2	0.2	881	84.5
GS-11	18,726	4,004	21.4	1,957	10.5	1,279	6.8	550	2.9	218	1.2	14,722	78.6
GS-12	19,356	3,868	20.0	1,839	9.5	1,027	5.3	830	4.3	172	0.9	15,488	80.0
GS-13	12,227	1,850	15.1	802	6.6	507	4.1	451	3.7	90	0.7	10,377	84.9
GS-14	4,365	483	11.1	194	4.4	144	3.3	120	2.7	25	0.6	3,882	88.9
GS-15	1,633	123	7.5	50	3.1	42	2.6	24	1.5	7	0.4	1,510	92.5
<b>AVERAGE GRADE</b>	9.7	8.8		8.5		8.7		9.4		9.4		10.0	
<b>SENIOR PAY LEVELS</b>	229	16	7.0	4	1.7	2	0.9	7	3.1	3	1.3	213	93.0
<b>OTHER WHITE COLLAR</b>	390	25	6.4	4	1.0	7	1.8	14	3.6	---	---	365	93.6
<b>TOTAL WAGE SYSTEMS</b>	45,557	10,435	22.9	4,172	9.2	4,030	8.8	1,505	3.3	728	1.6	35,122	77.1

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF THE ARMY	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	NUMBER PERCENT	NUMBER PERCENT	NUMBER PERCENT	NUMBER PERCENT	NUMBER PERCENT	NUMBER PERCENT	NUMBER PERCENT	NUMBER PERCENT	NUMBER PERCENT		
<b>TOTAL, ALL PAY PLANS</b>	226,111	61,914	27.4	35,174	15.6	15,261	6.7	9,080	4.0	2,399	1.1	164,197	72.6
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	177,703	49,556	27.9	28,961	16.3	11,053	6.2	7,805	4.4	1,737	1.0	128,147	72.1
GS-01	228	74	32.5	45	19.7	25	11.0	2	0.9	2	0.9	154	67.5
GS-02	375	104	27.7	61	16.3	32	8.5	10	2.7	1	0.3	271	72.3
GS-03	1,170	434	37.1	273	23.3	99	8.5	50	4.3	12	1.0	736	62.9
GS-04	9,156	4,495	49.1	3,012	32.9	921	10.1	470	5.1	92	1.0	4,661	50.9
GS-05	15,956	6,798	42.6	4,347	27.2	1,481	9.3	800	5.0	170	1.1	9,158	57.4
GS-06	10,774	3,872	35.9	2,488	23.1	883	8.2	387	3.6	114	1.1	6,902	64.1
GS-07	19,026	6,015	31.6	3,899	20.5	1,294	6.8	621	3.3	201	1.1	13,011	68.4
GS-08	3,577	1,091	30.5	698	19.5	264	7.4	100	2.8	29	0.8	2,486	69.5
GS-09	19,421	5,612	28.9	3,279	16.9	1,345	6.9	766	3.9	222	1.1	13,809	71.1
GS-10	2,394	622	26.0	345	14.4	135	5.6	129	5.4	13	0.5	1,772	74.0
GS-11	26,236	6,707	25.6	3,679	14.0	1,630	6.2	1,117	4.3	281	1.1	19,529	74.4
GS-12	31,738	7,198	22.7	3,806	12.0	1,566	4.9	1,532	4.8	294	0.9	24,540	77.3
GS-13	24,597	4,674	19.0	2,191	8.9	983	4.0	1,291	5.2	209	0.8	19,923	81.0
GS-14	8,731	1,347	15.4	627	7.2	289	3.3	371	4.2	60	0.7	7,384	84.6
GS-15	4,324	513	11.9	211	4.9	106	2.5	159	3.7	37	0.9	3,811	88.1
<b>AVERAGE GRADE</b>	9.7	8.7		8.4		8.7		9.8		9.5		10.1	
<b>SENIOR PAY LEVELS</b>	426	39	9.2	19	4.5	3	0.7	12	2.8	5	1.2	387	90.8
<b>OTHER WHITE COLLAR</b>	1,821	501	27.5	57	3.1	52	2.9	388	21.3	4	0.2	1,320	72.5
<b>TOTAL WAGE SYSTEMS</b>	46,161	11,818	25.6	6,137	13.3	4,153	9.0	875	1.9	653	1.4	34,343	74.4

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF THE NAVY PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	177,419	49,781	28.1	22,494	12.7	7,771	4.4	18,288	10.3	1,228	0.7	127,638	71.9
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	134,236	34,277	25.5	15,402	11.5	5,728	4.3	12,284	9.2	863	0.6	99,959	74.5
GS-01	115	43	37.4	20	17.4	11	9.6	10	8.7	2	1.7	72	62.6
GS-02	217	94	43.3	27	12.4	21	9.7	46	21.2	---	---	123	56.7
GS-03	867	368	42.4	161	18.6	67	7.7	135	15.6	5	0.6	499	57.6
GS-04	3,773	1,828	48.4	970	25.7	282	7.5	553	14.7	23	0.6	1,945	51.6
GS-05	8,411	3,673	43.7	1,996	23.7	588	7.0	1,020	12.1	69	0.8	4,738	56.3
GS-06	6,560	2,493	38.0	1,364	20.8	356	5.4	704	10.7	69	1.1	4,067	62.0
GS-07	10,296	3,791	36.8	1,947	18.9	603	5.9	1,157	11.2	84	0.8	6,505	63.2
GS-08	1,963	683	34.8	391	19.9	109	5.6	166	8.5	17	0.9	1,280	65.2
GS-09	10,917	3,396	31.1	1,708	15.6	523	4.8	1,054	9.7	111	1.0	7,521	68.9
GS-10	1,393	294	21.1	152	10.9	39	2.8	90	6.5	13	0.9	1,099	78.9
GS-11	21,070	5,200	24.7	2,194	10.4	875	4.2	1,984	9.4	147	0.7	15,870	75.3
GS-12	31,377	6,662	21.2	2,443	7.8	1,180	3.8	2,869	9.1	170	0.5	24,715	78.8
GS-13	25,228	4,404	17.5	1,537	6.1	808	3.2	1,953	7.7	106	0.4	20,824	82.5
GS-14	7,057	902	12.8	355	5.0	180	2.6	341	4.8	26	0.4	6,155	87.2
GS-15	4,992	446	8.9	137	2.7	86	1.7	202	4.0	21	0.4	4,546	91.1
<b>AVERAGE GRADE</b>	10.5	9.4		8.9		9.6		9.9		9.8		10.9	
<b>SENIOR PAY LEVELS</b>	716	63	8.8	13	1.8	14	2.0	32	4.5	4	0.6	653	91.2
<b>OTHER WHITE COLLAR</b>	1,019	138	13.5	24	2.4	20	2.0	91	8.9	3	0.3	881	86.5
<b>TOTAL WAGE SYSTEMS</b>	41,448	15,303	36.9	7,055	17.0	2,009	4.8	5,881	14.2	358	0.9	26,145	63.1

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF DEFENSE	TOTAL NUMBER	TOTAL		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	651,415	177,498	27.2	93,069	14.3	39,998	6.1	38,392	5.9	6,039	0.9	473,917	72.8
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	486,979	130,675	26.8	70,699	14.5	27,665	5.7	28,207	5.8	4,104	0.8	356,304	73.2
GS-01	1,528	775	50.7	433	28.3	146	9.6	183	12.0	13	0.9	753	49.3
GS-02	1,327	408	30.7	177	13.3	139	10.5	84	6.3	8	0.6	919	69.3
GS-03	6,993	3,555	50.8	1,713	24.5	641	9.2	1,142	16.3	59	0.8	3,438	49.2
GS-04	20,004	9,303	46.5	5,598	28.0	1,868	9.3	1,659	8.3	178	0.9	10,701	53.5
GS-05	37,943	15,759	41.5	9,412	24.8	3,365	8.9	2,621	6.9	361	1.0	22,184	58.5
GS-06	27,941	10,213	36.6	6,197	22.2	2,088	7.5	1,635	5.9	293	1.0	17,728	63.4
GS-07	45,545	14,954	32.8	8,937	19.6	3,126	6.9	2,442	5.4	449	1.0	30,591	67.2
GS-08	7,897	2,480	31.4	1,554	19.7	510	6.5	355	4.5	61	0.8	5,417	68.6
GS-09	49,901	14,075	28.2	7,899	15.8	3,212	6.4	2,459	4.9	505	1.0	35,826	71.8
GS-10	5,032	1,149	22.8	619	12.3	229	4.6	270	5.4	31	0.6	3,883	77.2
GS-11	77,055	19,071	24.7	9,967	12.9	4,357	5.7	4,001	5.2	746	1.0	57,984	75.3
GS-12	97,666	21,337	21.8	10,320	10.6	4,385	4.5	5,890	6.0	742	0.8	76,329	78.2
GS-13	70,537	12,773	18.1	5,692	8.1	2,587	3.7	4,044	5.7	450	0.6	57,764	81.9
GS-14	23,990	3,441	14.3	1,615	6.7	732	3.1	966	4.0	128	0.5	20,549	85.7
GS-15	13,620	1,382	10.1	566	4.2	280	2.1	456	3.3	80	0.6	12,238	89.9
<b>AVERAGE GRADE</b>	9.9	8.8		8.5		8.9		9.4		9.5		10.3	
<b>SENIOR PAY LEVELS</b>	2,018	161	8.0	52	2.6	28	1.4	64	3.2	17	0.8	1,857	92.0
<b>OTHER WHITE COLLAR</b>	17,450	3,381	19.4	1,541	8.8	931	5.3	845	4.8	64	0.4	14,069	80.6
<b>TOTAL WAGE SYSTEMS</b>	144,968	43,281	29.9	20,777	14.3	11,374	7.8	9,276	6.4	1,854	1.3	101,687	70.1

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF EDUCATION	TOTAL NUMBER	TOTAL		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	4,578	2,059	45.0	1,640	35.8	201	4.4	167	3.6	51	1.1	2,519	55.0
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	4,196	1,962	46.8	1,588	37.8	188	4.5	158	3.8	28	0.7	2,234	53.2
GS-02	4	3	75.0	3	75.0	---	---	---	---	---	---	1	25.0
GS-03	23	15	65.2	12	52.2	3	13.0	---	---	---	---	8	34.8
GS-04	44	30	68.2	23	52.3	1	2.3	5	11.4	1	2.3	14	31.8
GS-05	41	28	68.3	21	51.2	2	4.9	4	9.8	1	2.4	13	31.7
GS-06	58	42	72.4	34	58.6	6	10.3	2	3.4	---	---	16	27.6
GS-07	218	145	66.5	126	57.8	9	4.1	9	4.1	1	0.5	73	33.5
GS-08	65	54	83.1	51	78.5	2	3.1	1	1.5	---	---	11	16.9
GS-09	171	113	66.1	102	59.6	4	2.3	6	3.5	1	0.6	58	33.9
GS-10	7	4	57.1	3	42.9	1	14.3	---	---	---	---	3	42.9
GS-11	252	169	67.1	148	58.7	14	5.6	6	2.4	1	0.4	83	32.9
GS-12	836	465	55.6	376	45.0	47	5.6	38	4.5	4	0.5	371	44.4
GS-13	1,085	498	45.9	388	35.8	57	5.3	47	4.3	6	0.6	587	54.1
GS-14	841	270	32.1	211	25.1	24	2.9	28	3.3	7	0.8	571	67.9
GS-15	551	126	22.9	90	16.3	18	3.3	12	2.2	6	1.1	425	77.1
<b>AVERAGE GRADE</b>	12	12		11		12		12		13		13	
<b>SENIOR PAY LEVELS</b>	161	29	18.0	20	12.4	3	1.9	5	3.1	1	0.6	132	82.0
<b>OTHER WHITE COLLAR</b>	215	64	29.8	28	13.0	10	4.7	4	1.9	22	10.2	151	70.2
<b>TOTAL WAGE SYSTEMS</b>	6	4	66.7	4	66.7	---	---	---	---	---	---	2	33.3

\* - LESS THAN 0.05 PERCENT



**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

ENERGY PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	15021	3425	22.8	1656	11.0	892	5.9	654	4.4	223	1.5	11596	77.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	12,544	3,120	24.9	1,574	12.5	770	6.1	604	4.8	172	1.4	9,424	75.1
GS-01	4	2	50.0	---	---	2	50.0	---	---	---	---	2	50.0
GS-02	18	13	72.2	3	16.7	8	44.4	2	11.1	---	---	5	27.8
GS-03	11	6	54.5	1	9.1	4	36.4	1	9.1	---	---	5	45.5
GS-04	81	44	54.3	26	32.1	11	13.6	4	4.9	3	3.7	37	45.7
GS-05	81	32	39.5	17	21.0	6	7.4	5	6.2	4	4.9	49	60.5
GS-06	175	54	30.9	27	15.4	16	9.1	6	3.4	5	2.9	121	69.1
GS-07	447	157	35.1	94	21.0	33	7.4	16	3.6	14	3.1	290	64.9
GS-08	329	119	36.2	80	24.3	25	7.6	8	2.4	6	1.8	210	63.8
GS-09	580	232	40.0	158	27.2	47	8.1	20	3.4	7	1.2	348	60.0
GS-10	98	21	21.4	7	7.1	11	11.2	2	2.0	1	1.0	77	78.6
GS-11	871	272	31.2	161	18.5	76	8.7	23	2.6	12	1.4	599	68.8
GS-12	1,699	469	27.6	255	15.0	121	7.1	68	4.0	25	1.5	1,230	72.4
GS-13	3,389	842	24.8	406	12.0	205	6.0	179	5.3	52	1.5	2,547	75.2
GS-14	2,734	547	20.0	208	7.6	140	5.1	171	6.3	28	1.0	2,187	80.0
GS-15	2,027	310	15.3	131	6.5	65	3.2	99	4.9	15	0.7	1,717	84.7
<b>AVERAGE GRADE</b>	13	12		12		12		13		12		13	
<b>SENIOR PAY LEVELS</b>	565	68	12.0	22	3.9	24	4.2	17	3.0	5	0.9	497	88.0
<b>OTHER WHITE COLLAR</b>	586	99	16.9	21	3.6	45	7.7	23	3.9	10	1.7	487	83.1
<b>TOTAL WAGE SYSTEMS</b>	1,326	138	10.4	39	2.9	53	4.0	10	0.8	36	2.7	1,188	89.6

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF HEALTH AND HUMAN SERVICES	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	63413	28054	44.2	10682	16.8	2255	3.6	4577	7.2	10540	16.6	35359	55.8
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	52,068	23,870	45.8	9,771	18.8	1,891	3.6	3,100	6.0	9,108	17.5	28,198	54.2
GS-01	30	20	66.7	8	26.7	4	13.3	3	10.0	5	16.7	10	33.3
GS-02	168	127	75.6	32	19.0	6	3.6	5	3.0	84	50.0	41	24.4
GS-03	549	473	86.2	68	12.4	12	2.2	19	3.5	374	68.1	76	13.8
GS-04	1,814	1,607	88.6	163	9.0	21	1.2	44	2.4	1,379	76.0	207	11.4
GS-05	2,688	2,393	89.0	256	9.5	44	1.6	36	1.3	2,057	76.5	295	11.0
GS-06	1,953	1,621	83.0	400	20.5	35	1.8	43	2.2	1,143	58.5	332	17.0
GS-07	3,321	2,257	68.0	1,203	36.2	130	3.9	118	3.6	806	24.3	1,064	32.0
GS-08	1,530	930	60.8	625	40.8	60	3.9	61	4.0	184	12.0	600	39.2
GS-09	4,434	2,413	54.4	1,045	23.6	189	4.3	176	4.0	1,003	22.6	2,021	45.6
GS-10	747	326	43.6	82	11.0	30	4.0	21	2.8	193	25.8	421	56.4
GS-11	5,018	2,412	48.1	1,024	20.4	203	4.0	358	7.1	827	16.5	2,606	51.9
GS-12	8,053	3,430	42.6	1,883	23.4	393	4.9	620	7.7	534	6.6	4,623	57.4
GS-13	11,020	3,421	31.0	1,914	17.4	440	4.0	822	7.5	245	2.2	7,599	69.0
GS-14	6,826	1,704	25.0	747	10.9	213	3.1	567	8.3	177	2.6	5,122	75.0
GS-15	3,917	736	18.8	321	8.2	111	2.8	207	5.3	97	2.5	3,181	81.2
<b>AVERAGE GRADE</b>	11	9		11		11		12		7		12	
<b>SENIOR PAY LEVELS</b>	2,100	356	17.0	111	5.3	56	2.7	169	8.0	20	1.0	1,744	83.0
<b>OTHER WHITE COLLAR</b>	7,155	2,124	29.7	500	7.0	288	4.0	1,296	18.1	40	0.6	5,031	70.3
<b>TOTAL WAGE SYSTEMS</b>	2,090	1,704	81.5	300	14.4	20	1.0	12	0.6	1,372	65.6	386	18.5

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF HOMELAND SECURITY	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	162294	58885	36.3	23461	14.5	26974	16.6	7181	4.4	1269	0.8	103409	63.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	89,582	32,172	35.9	9,370	10.5	18,132	20.2	4,081	4.6	589	0.7	57,410	64.1
GS-01	37	24	64.9	9	24.3	10	27.0	5	13.5	---	---	13	35.1
GS-02	156	89	57.1	47	30.1	36	23.1	5	3.2	1	0.6	67	42.9
GS-03	438	198	45.2	83	18.9	83	18.9	31	7.1	1	0.2	240	54.8
GS-04	1,019	536	52.6	217	21.3	259	25.4	51	5.0	9	0.9	483	47.4
GS-05	4,469	1,841	41.2	532	11.9	902	20.2	366	8.2	41	0.9	2,628	58.8
GS-06	1,837	694	37.8	333	18.1	258	14.0	90	4.9	13	0.7	1,143	62.2
GS-07	13,296	5,329	40.1	1,609	12.1	2,882	21.7	736	5.5	102	0.8	7,967	59.9
GS-08	1,749	806	46.1	456	26.1	247	14.1	94	5.4	9	0.5	943	53.9
GS-09	10,017	3,959	39.5	931	9.3	2,417	24.1	552	5.5	59	0.6	6,058	60.5
GS-10	307	124	40.4	61	19.9	52	16.9	9	2.9	2	0.7	183	59.6
GS-11	21,994	9,394	42.7	1,739	7.9	6,611	30.1	905	4.1	139	0.6	12,600	57.3
GS-12	13,018	4,282	32.9	1,413	10.9	2,223	17.1	570	4.4	76	0.6	8,736	67.1
GS-13	13,121	3,311	25.2	1,242	9.5	1,523	11.6	460	3.5	86	0.7	9,810	74.8
GS-14	5,851	1,258	21.5	554	9.5	495	8.5	166	2.8	43	0.7	4,593	78.5
GS-15	2,273	327	14.4	144	6.3	134	5.9	41	1.8	8	0.4	1,946	85.6
<b>AVERAGE GRADE</b>	10	10		10		10		10		10		11	
<b>SENIOR PAY LEVELS</b>	477	64	13.4	27	5.7	24	5.0	11	2.3	2	0.4	413	86.6
<b>OTHER WHITE COLLAR</b>	69,920	25,945	37.1	13,784	19.7	8,488	12.1	3,013	4.3	660	0.9	43,975	62.9
<b>TOTAL WAGE SYSTEMS</b>	2,315	704	30.4	280	12.1	330	14.3	76	3.3	18	0.8	1,611	69.6

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	TOTAL NUMBER	TOTAL		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	10059	4991	49.6	3739	37.2	720	7.2	426	4.2	106	1.1	5068	50.4
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	9,919	4,935	49.8	3,698	37.3	710	7.2	422	4.3	105	1.1	4,984	50.2
GS-01	3	2	66.7	1	33.3	---	---	1	33.3	---	---	1	33.3
GS-02	26	21	80.8	19	73.1	1	3.8	1	3.8	---	---	5	19.2
GS-03	38	33	86.8	27	71.1	3	7.9	2	5.3	1	2.6	5	13.2
GS-04	112	86	76.8	72	64.3	7	6.3	5	4.5	2	1.8	26	23.2
GS-05	111	81	73.0	62	55.9	8	7.2	11	9.9	---	---	30	27.0
GS-06	116	85	73.3	70	60.3	7	6.0	6	5.2	2	1.7	31	26.7
GS-07	784	464	59.2	345	44.0	74	9.4	28	3.6	17	2.2	320	40.8
GS-08	138	95	68.8	81	58.7	7	5.1	7	5.1	---	---	43	31.2
GS-09	384	257	66.9	204	53.1	26	6.8	23	6.0	4	1.0	127	33.1
GS-10	50	46	92.0	42	84.0	1	2.0	2	4.0	1	2.0	4	8.0
GS-11	555	357	64.3	282	50.8	43	7.7	26	4.7	6	1.1	198	35.7
GS-12	2,420	1,231	50.9	904	37.4	202	8.3	92	3.8	33	1.4	1,189	49.1
GS-13	2,835	1,264	44.6	906	32.0	200	7.1	136	4.8	22	0.8	1,571	55.4
GS-14	1,390	576	41.4	426	30.6	87	6.3	54	3.9	9	0.6	814	58.6
GS-15	957	337	35.2	257	26.9	44	4.6	28	2.9	8	0.8	620	64.8
<b>AVERAGE GRADE</b>	12	11		11		12		12		11		12	
<b>SENIOR PAY LEVELS</b>	119	48	40.3	35	29.4	9	7.6	3	2.5	1	0.8	71	59.7
<b>OTHER WHITE COLLAR</b>	17	5	29.4	3	17.6	1	5.9	1	5.9	---	---	12	70.6
<b>TOTAL WAGE SYSTEMS</b>	4	3	75.0	3	75.0	---	---	---	---	---	---	1	25.0

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF THE INTERIOR	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	77557	20828	26.9	4009	5.2	3638	4.7	1560	2.0	11621	15.0	56729	73.1
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	61,949	13,850	22.4	3,130	5.1	2,906	4.7	1,366	2.2	6,448	10.4	48,099	77.6
GS-01	64	12	18.8	9	14.1	2	3.1	1	1.6	---	---	52	81.3
GS-02	313	102	32.6	33	10.5	30	9.6	10	3.2	29	9.3	211	67.4
GS-03	1,146	392	34.2	79	6.9	65	5.7	27	2.4	221	19.3	754	65.8
GS-04	3,587	1,068	29.8	177	4.9	206	5.7	75	2.1	610	17.0	2,519	70.2
GS-05	6,444	1,821	28.3	282	4.4	306	4.7	146	2.3	1,087	16.9	4,623	71.7
GS-06	3,195	989	31.0	183	5.7	182	5.7	69	2.2	555	17.4	2,206	69.0
GS-07	6,196	1,723	27.8	434	7.0	338	5.5	145	2.3	806	13.0	4,473	72.2
GS-08	1,445	511	35.4	117	8.1	91	6.3	22	1.5	281	19.4	934	64.6
GS-09	7,429	1,627	21.9	437	5.9	364	4.9	171	2.3	655	8.8	5,802	78.1
GS-10	304	99	32.6	33	10.9	27	8.9	4	1.3	35	11.5	205	67.4
GS-11	9,771	1,790	18.3	378	3.9	488	5.0	204	2.1	720	7.4	7,981	81.7
GS-12	10,258	1,782	17.4	470	4.6	420	4.1	231	2.3	661	6.4	8,476	82.6
GS-13	6,902	1,112	16.1	305	4.4	257	3.7	150	2.2	400	5.8	5,790	83.9
GS-14	3,377	613	18.2	149	4.4	104	3.1	82	2.4	278	8.2	2,764	81.8
GS-15	1,518	209	13.8	44	2.9	26	1.7	29	1.9	110	7.2	1,309	86.2
<b>AVERAGE GRADE</b>	9	9		9		9		9		8		10	
<b>SENIOR PAY LEVELS</b>	365	79	21.6	22	6.0	11	3.0	7	1.9	39	10.7	286	78.4
<b>OTHER WHITE COLLAR</b>	4,224	3,041	72.0	89	2.1	120	2.8	23	0.5	2,809	66.5	1,183	28.0
<b>TOTAL WAGE SYSTEMS</b>	11,019	3,858	35.0	768	7.0	601	5.5	164	1.5	2,325	21.1	7,161	65.0

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF JUSTICE PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	102898	30822	30.0	18239	17.7	8847	8.6	2890	2.8	846	0.8	72076	70.0
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	91,421	28,255	30.9	16,820	18.4	8,064	8.8	2,633	2.9	738	0.8	63,166	69.1
GS-01	70	34	48.6	26	37.1	7	10.0	1	1.4	---	---	36	51.4
GS-02	190	112	58.9	78	41.1	25	13.2	8	4.2	1	0.5	78	41.1
GS-03	280	159	56.8	118	42.1	28	10.0	12	4.3	1	0.4	121	43.2
GS-04	580	317	54.7	200	34.5	83	14.3	32	5.5	2	0.3	263	45.3
GS-05	1,808	739	40.9	389	21.5	270	14.9	70	3.9	10	0.6	1,069	59.1
GS-06	3,026	1,204	39.8	710	23.5	375	12.4	94	3.1	25	0.8	1,822	60.2
GS-07	13,793	5,177	37.5	3,197	23.2	1,533	11.1	325	2.4	122	0.9	8,616	62.5
GS-08	9,676	3,735	38.6	2,477	25.6	984	10.2	168	1.7	106	1.1	5,941	61.4
GS-09	8,777	3,314	37.8	2,188	24.9	864	9.8	190	2.2	72	0.8	5,463	62.2
GS-10	2,803	619	22.1	268	9.6	204	7.3	127	4.5	20	0.7	2,184	77.9
GS-11	10,495	3,421	32.6	2,042	19.5	891	8.5	382	3.6	106	1.0	7,074	67.4
GS-12	10,514	3,205	30.5	1,860	17.7	897	8.5	351	3.3	97	0.9	7,309	69.5
GS-13	17,776	3,899	21.9	2,056	11.6	1,222	6.9	514	2.9	107	0.6	13,877	78.1
GS-14	6,735	1,493	22.2	829	12.3	438	6.5	181	2.7	45	0.7	5,242	77.8
GS-15	4,898	827	16.9	382	7.8	243	5.0	178	3.6	24	0.5	4,071	83.1
<b>AVERAGE GRADE</b>	10	10		10		10		11		10		11	
<b>SENIOR PAY LEVELS</b>	4,368	615	14.1	298	6.8	212	4.9	87	2.0	18	0.4	3,753	85.9
<b>OTHER WHITE COLLAR</b>	2,358	555	23.5	263	11.2	157	6.7	121	5.1	14	0.6	1,803	76.5
<b>TOTAL WAGE SYSTEMS</b>	4,751	1,397	29.4	858	18.1	414	8.7	49	1.0	76	1.6	3,354	70.6

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF LABOR PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	15807	5618	35.5	3735	23.6	1101	7.0	670	4.2	112	0.7	10189	64.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	15,526	5,569	35.9	3,706	23.9	1,090	7.0	663	4.3	110	0.7	9,957	64.1
GS-01	8	2	25.0	2	25.0	---	---	---	---	---	---	6	75.0
GS-02	16	14	87.5	13	81.3	---	---	1	6.3	---	---	2	12.5
GS-03	34	23	67.6	17	50.0	---	---	6	17.6	---	---	11	32.4
GS-04	192	133	69.3	93	48.4	23	12.0	17	8.9	---	---	59	30.7
GS-05	415	234	56.4	168	40.5	39	9.4	22	5.3	5	1.2	181	43.6
GS-06	704	347	49.3	267	37.9	50	7.1	27	3.8	3	0.4	357	50.7
GS-07	1,176	554	47.1	424	36.1	73	6.2	48	4.1	9	0.8	622	52.9
GS-08	203	122	60.1	109	53.7	9	4.4	3	1.5	1	0.5	81	39.9
GS-09	722	316	43.8	219	30.3	61	8.4	35	4.8	1	0.1	406	56.2
GS-10	25	15	60.0	14	56.0	---	---	1	4.0	---	---	10	40.0
GS-11	1,253	555	44.3	390	31.1	77	6.1	79	6.3	9	0.7	698	55.7
GS-12	5,536	1,897	34.3	1,118	20.2	492	8.9	242	4.4	45	0.8	3,639	65.7
GS-13	2,889	821	28.4	536	18.6	158	5.5	107	3.7	20	0.7	2,068	71.6
GS-14	1,555	408	26.2	257	16.5	79	5.1	57	3.7	15	1.0	1,147	73.8
GS-15	798	128	16.0	79	9.9	29	3.6	18	2.3	2	0.3	670	84.0
<b>AVERAGE GRADE</b>	11	11		10		11		11		12		12	
<b>SENIOR PAY LEVELS</b>	248	42	16.9	23	9.3	11	4.4	7	2.8	1	0.4	206	83.1
<b>OTHER WHITE COLLAR</b>	19	---	---	---	---	---	---	---	---	---	---	19	100.0
<b>TOTAL WAGE SYSTEMS</b>	14	7	50.0	6	42.9	---	---	---	---	1	7.1	7	50.0

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF STATE PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	23977	6224	26.0	3633	15.2	1270	5.3	1236	5.2	85	0.4	17753	74.0
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	22,507	6,000	26.7	3,507	15.6	1,214	5.4	1,199	5.3	80	0.4	16,507	73.3
GS-01	6	5	83.3	5	83.3	---	---	---	---	---	---	1	16.7
GS-02	20	14	70.0	14	70.0	---	---	---	---	---	---	6	30.0
GS-03	62	48	77.4	41	66.1	3	4.8	4	6.5	---	---	14	22.6
GS-04	189	110	58.2	99	52.4	5	2.6	6	3.2	---	---	79	41.8
GS-05	655	256	39.1	112	17.1	77	11.8	65	9.9	2	0.3	399	60.9
GS-06	937	347	37.0	161	17.2	100	10.7	82	8.8	4	0.4	590	63.0
GS-07	1,614	635	39.3	399	24.7	134	8.3	93	5.8	9	0.6	979	60.7
GS-08	1,896	542	28.6	292	15.4	124	6.5	124	6.5	2	0.1	1,354	71.4
GS-09	2,100	700	33.3	436	20.8	104	5.0	153	7.3	7	0.3	1,400	66.7
GS-10	35	15	42.9	12	34.3	2	5.7	1	2.9	---	---	20	57.1
GS-11	4,228	1,143	27.0	601	14.2	264	6.2	263	6.2	15	0.4	3,085	73.0
GS-12	3,200	870	27.2	577	18.0	138	4.3	140	4.4	15	0.5	2,330	72.8
GS-13	1,976	551	27.9	405	20.5	63	3.2	75	3.8	8	0.4	1,425	72.1
GS-14	3,625	511	14.1	244	6.7	122	3.4	135	3.7	10	0.3	3,114	85.9
GS-15	1,964	253	12.9	109	5.5	78	4.0	58	3.0	8	0.4	1,711	87.1
<b>AVERAGE GRADE</b>	11	10		10		10		10		11		11	
<b>SENIOR PAY LEVELS</b>	1,179	151	12.8	81	6.9	35	3.0	31	2.6	4	0.3	1,028	87.2
<b>OTHER WHITE COLLAR</b>	241	30	12.4	6	2.5	17	7.1	6	2.5	1	0.4	211	87.6
<b>TOTAL WAGE SYSTEMS</b>	50	43	86.0	39	78.0	4	8.0	---	---	---	---	7	14.0

\* - LESS THAN 0.05 PERCENT



**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF TRANSPORTATION PAY PLAN AND GRADE	TOTAL	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	57130	12480	21.8	6356	11.1	3259	5.7	1996	3.5	869	1.5	44650	78.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	17,800	4,894	27.5	2,812	15.8	1,119	6.3	774	4.3	189	1.1	12,906	72.5
GS-01	10	5	50.0	4	40.0	---	---	1	10.0	---	---	5	50.0
GS-02	12	7	58.3	4	33.3	2	16.7	1	8.3	---	---	5	41.7
GS-03	36	22	61.1	17	47.2	3	8.3	1	2.8	1	2.8	14	38.9
GS-04	137	73	53.3	47	34.3	15	10.9	10	7.3	1	0.7	64	46.7
GS-05	222	99	44.6	65	29.3	24	10.8	5	2.3	5	2.3	123	55.4
GS-06	514	189	36.8	123	23.9	41	8.0	17	3.3	8	1.6	325	63.2
GS-07	920	382	41.5	255	27.7	81	8.8	40	4.3	6	0.7	538	58.5
GS-08	392	201	51.3	167	42.6	17	4.3	8	2.0	9	2.3	191	48.7
GS-09	803	452	56.3	232	28.9	183	22.8	31	3.9	6	0.7	351	43.7
GS-10	128	46	35.9	35	27.3	1	0.8	2	1.6	8	6.3	82	64.1
GS-11	928	361	38.9	221	23.8	96	10.3	35	3.8	9	1.0	567	61.1
GS-12	2,696	731	27.1	467	17.3	135	5.0	102	3.8	27	1.0	1,965	72.9
GS-13	5,072	1,208	23.8	621	12.2	266	5.2	267	5.3	54	1.1	3,864	76.2
GS-14	4,790	917	19.1	448	9.4	208	4.3	214	4.5	47	1.0	3,873	80.9
GS-15	1,140	201	17.6	106	9.3	47	4.1	40	3.5	8	0.7	939	82.4
<b>AVERAGE GRADE</b>	12	11		11		11		12		12		12	
<b>SENIOR PAY LEVELS</b>	478	85	17.8	45	9.4	18	3.8	22	4.6	---	---	393	82.2
<b>OTHER WHITE COLLAR</b>	38,190	7,319	19.2	3,395	8.9	2,080	5.4	1,185	3.1	659	1.7	30,871	80.8
<b>TOTAL WAGE SYSTEMS</b>	662	182	27.5	104	15.7	42	6.3	15	2.3	21	3.2	480	72.5

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF THE TREASURY	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	110600	40692	36.8	26860	24.3	8655	7.8	4270	3.9	907	0.8	69908	63.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	101,011	37,522	37.1	24,665	24.4	8,118	8.0	3,911	3.9	828	0.8	63,489	62.9
GS-01	28	22	78.6	15	53.6	7	25.0	---	---	---	---	6	21.4
GS-02	155	108	69.7	60	38.7	36	23.2	11	7.1	1	0.6	47	30.3
GS-03	2,841	1,304	45.9	764	26.9	405	14.3	108	3.8	27	1.0	1,537	54.1
GS-04	6,269	2,458	39.2	1,654	26.4	594	9.5	144	2.3	66	1.1	3,811	60.8
GS-05	7,082	3,214	45.4	2,166	30.6	766	10.8	223	3.1	59	0.8	3,868	54.6
GS-06	5,897	2,439	41.4	1,720	29.2	467	7.9	199	3.4	53	0.9	3,458	58.6
GS-07	13,435	5,591	41.6	3,664	27.3	1,338	10.0	474	3.5	115	0.9	7,844	58.4
GS-08	9,718	4,387	45.1	3,057	31.5	1,001	10.3	244	2.5	85	0.9	5,331	54.9
GS-09	8,329	3,529	42.4	2,392	28.7	744	8.9	336	4.0	57	0.7	4,800	57.6
GS-10	1,056	380	36.0	292	27.7	63	6.0	14	1.3	11	1.0	676	64.0
GS-11	9,187	3,624	39.4	2,380	25.9	767	8.3	403	4.4	74	0.8	5,563	60.6
GS-12	11,591	3,874	33.4	2,506	21.6	762	6.6	496	4.3	110	0.9	7,717	66.6
GS-13	16,661	4,653	27.9	2,788	16.7	865	5.2	882	5.3	118	0.7	12,008	72.1
GS-14	7,032	1,674	23.8	1,050	14.9	259	3.7	319	4.5	46	0.7	5,358	76.2
GS-15	1,730	265	15.3	157	9.1	44	2.5	58	3.4	6	0.3	1,465	84.7
<b>AVERAGE GRADE</b>	9	9		9		8		10		9		10	
<b>SENIOR PAY LEVELS</b>	565	84	14.9	57	10.1	13	2.3	12	2.1	2	0.4	481	85.1
<b>OTHER WHITE COLLAR</b>	6,270	1,724	27.5	1,140	18.2	311	5.0	214	3.4	59	0.9	4,546	72.5
<b>TOTAL WAGE SYSTEMS</b>	2,754	1,362	49.5	998	36.2	213	7.7	133	4.8	18	0.7	1,392	50.5

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF VETERANS AFFAIRS	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	236180	90118	38.2	56136	23.8	16114	6.8	15760	6.7	2108	0.9	146062	61.8
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	152,195	57,091	37.5	37,067	24.4	10,316	6.8	8,318	5.5	1,390	0.9	95,104	62.5
GS-01	178	92	51.7	62	34.8	17	9.6	11	6.2	2	1.1	86	48.3
GS-02	306	136	44.4	97	31.7	20	6.5	19	6.2	---	---	170	55.6
GS-03	1,655	886	53.5	623	37.6	195	11.8	49	3.0	19	1.1	769	46.5
GS-04	9,016	4,911	54.5	3,692	40.9	818	9.1	300	3.3	101	1.1	4,105	45.5
GS-05	27,513	13,576	49.3	10,149	36.9	2,139	7.8	1,000	3.6	288	1.0	13,937	50.7
GS-06	26,345	11,681	44.3	8,344	31.7	1,914	7.3	1,130	4.3	293	1.1	14,664	55.7
GS-07	13,513	5,270	39.0	3,625	26.8	1,011	7.5	503	3.7	131	1.0	8,243	61.0
GS-08	4,894	1,755	35.9	1,185	24.2	334	6.8	189	3.9	47	1.0	3,139	64.1
GS-09	12,080	4,043	33.5	2,405	19.9	788	6.5	730	6.0	120	1.0	8,037	66.5
GS-10	5,174	1,586	30.7	1,040	20.1	310	6.0	190	3.7	46	0.9	3,588	69.3
GS-11	16,733	4,550	27.2	2,367	14.1	1,025	6.1	1,033	6.2	125	0.7	12,183	72.8
GS-12	13,002	3,205	24.7	1,654	12.7	682	5.2	758	5.8	111	0.9	9,797	75.3
GS-13	9,289	1,876	20.2	1,067	11.5	363	3.9	391	4.2	55	0.6	7,413	79.8
GS-14	3,260	660	20.2	347	10.6	121	3.7	174	5.3	18	0.6	2,600	79.8
GS-15	9,237	2,864	31.0	410	4.4	579	6.3	1,841	19.9	34	0.4	6,373	69.0
<b>AVERAGE GRADE</b>	8	8		7		8		10		8		9	
<b>SENIOR PAY LEVELS</b>	508	64	12.6	33	6.5	13	2.6	10	2.0	8	1.6	444	87.4
<b>OTHER WHITE COLLAR</b>	54,702	17,872	32.7	7,200	13.2	3,525	6.4	6,780	12.4	367	0.7	36,830	67.3
<b>TOTAL WAGE SYSTEMS</b>	28775	15091	52.4	11836	41.1	2260	7.9	652	2.3	343	1.2	13684	47.6

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	2,464	1,512	61.4	1,096	44.5	320	13.0	85	3.4	11	0.4	952	38.6
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	2,426	1,490	61.4	1,083	44.6	313	12.9	83	3.4	11	0.5	936	38.6
GS-01	1	1	100.0	---	---	1	100.0	---	---	---	---	---	---
GS-02	1	1	100.0	1	100.0	---	---	---	---	---	---	---	---
GS-03	6	6	100.0	5	83.3	---	---	1	16.7	---	---	---	---
GS-04	8	6	75.0	3	37.5	3	37.5	---	---	---	---	2	25.0
GS-05	133	93	69.9	65	48.9	20	15.0	5	3.8	3	2.3	40	30.1
GS-06	77	61	79.2	47	61.0	10	13.0	4	5.2	---	---	16	20.8
GS-07	182	134	73.6	107	58.8	20	11.0	7	3.8	---	---	48	26.4
GS-08	38	32	84.2	27	71.1	4	10.5	---	---	1	2.6	6	15.8
GS-09	75	55	73.3	43	57.3	9	12.0	1	1.3	2	2.7	20	26.7
GS-10	1	---	---	---	---	---	---	---	---	---	---	1	100.0
GS-11	130	94	72.3	76	58.5	14	10.8	4	3.1	---	---	36	27.7
GS-12	782	511	65.3	360	46.0	126	16.1	21	2.7	4	0.5	271	34.7
GS-13	356	230	64.6	174	48.9	41	11.5	14	3.9	1	0.3	126	35.4
GS-14	534	223	41.8	147	27.5	54	10.1	22	4.1	---	---	311	58.2
GS-15	102.0	43.0	42.2	28.0	27.5	11.0	10.8	4.0	3.9	---	---	59.0	57.8
<b>AVERAGE GRADE</b>	12	11		11		11		12		9		12	
<b>SENIOR PAY LEVELS</b>	38	22	57.9	13	34.2	7	18.4	2	5.3	---	---	16	42.1

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - ENVIRONMENTAL PROTECTION AGENCY	TOTAL NUMBER	MINORITIES		TOTAL BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	18567	5528	29.8	3417	18.4	925	5	1034	5.6	152	0.8	13039	70.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	17527	5423	30.9	3373	19.2	897	5.1	1003	5.7	150	0.9	12104	69.1
GS-01	17	12	70.6	8	47.1	3	17.6	1	5.9	---	---	5	29.4
GS-02	31	25	80.6	22	71.0	2	6.5	1	3.2	---	---	6	19.4
GS-03	49	33	67.3	25	51.0	4	8.2	4	8.2	---	---	16	32.7
GS-04	155	92	59.4	60	38.7	19	12.3	11	7.1	2	1.3	63	40.6
GS-05	113	73	64.6	52	46.0	14	12.4	7	6.2	---	---	40	35.4
GS-06	101	70	69.3	57	56.4	8	7.9	4	4.0	1	1.0	31	30.7
GS-07	693	394	56.9	282	40.7	69	10.0	40	5.8	3	0.4	299	43.1
GS-08	296	187	63.2	153	51.7	22	7.4	10	3.4	2	0.7	109	36.8
GS-09	717	358	49.9	257	35.8	58	8.1	40	5.6	3	0.4	359	50.1
GS-10	113	45	39.8	39	34.5	---	---	4	3.5	2	1.8	68	60.2
GS-11	869	362	41.7	229	26.4	60	6.9	56	6.4	17	2.0	507	58.3
GS-12	2,464	938	38.1	619	25.1	136	5.5	152	6.2	31	1.3	1,526	61.9
GS-13	6,758	1,850	27.4	1,035	15.3	303	4.5	451	6.7	61	0.9	4,908	72.6
GS-14	2,978	666	22.4	365	12.3	131	4.4	153	5.1	17	0.6	2,312	77.6
GS-15	2,173	318	14.6	170	7.8	68	3.1	69	3.2	11	0.5	1,855	85.4
<b>AVERAGE GRADE</b>	12	12		11		12		12		12		13	
<b>SENIOR PAY LEVELS</b>	326	44	13.5	22	6.7	13	4.0	9	2.8	---	---	282	86.5
<b>OTHER WHITE COLLAR</b>	702	56	8.0	17	2.4	15	2.1	22	3.1	2	0.3	646	92.0
<b>TOTAL WAGE SYSTEMS</b>	12	5	41.7	5	41.7	---	---	---	---	---	---	7	58.3

\* - LESS THAN 0.05 PERCENT



**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	TOTAL NUMBER	TOTAL		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	19276	4495	23.3	2220	11.5	977	5.1	1133	5.9	165	0.9	14781	76.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	18501	4357	23.6	2152	11.6	952	5.1	1096	5.9	157	0.8	14144	76.4
GS-01	18	13	72.2	7	38.9	2	11.1	4	22.2	---	---	5	27.8
GS-02	20	8	40.0	7	35.0	1	5.0	---	---	---	---	12	60.0
GS-03	10	5	50.0	4	40.0	---	---	1	10.0	---	---	5	50.0
GS-04	60	27	45.0	18	30.0	4	6.7	5	8.3	---	---	33	55.0
GS-05	123	51	41.5	40	32.5	7	5.7	3	2.4	1	0.8	72	58.5
GS-06	370	153	41.4	121	32.7	17	4.6	14	3.8	1	0.3	217	58.6
GS-07	619	226	36.5	135	21.8	58	9.4	22	3.6	11	1.8	393	63.5
GS-08	270	107	39.6	82	30.4	16	5.9	4	1.5	5	1.9	163	60.4
GS-09	548	222	40.5	135	24.6	51	9.3	31	5.7	5	0.9	326	59.5
GS-10	96	39	40.6	29	30.2	1	1.0	5	5.2	4	4.2	57	59.4
GS-11	1,460	428	29.3	264	18.1	87	6.0	62	4.2	15	1.0	1,032	70.7
GS-12	2,000	521	26.1	324	16.2	83	4.2	88	4.4	26	1.3	1,479	74.0
GS-13	5,352	1,278	23.9	544	10.2	314	5.9	385	7.2	35	0.7	4,074	76.1
GS-14	4,186	747	17.8	271	6.5	183	4.4	258	6.2	35	0.8	3,439	82.2
GS-15	3,369	532	15.8	171	5.1	128	3.8	214	6.4	19	0.6	2,837	84.2
<b>AVERAGE GRADE</b>	13	12		11		12		13		12		13	
<b>SENIOR PAY LEVELS</b>	580	89	15.3	34	5.9	20	3.4	29	5.0	6	1.0	491	84.7
<b>OTHER WHITE COLLAR</b>	156	29	18.6	17	10.9	4	2.6	6	3.8	2	1.3	127	81.4
<b>TOTAL WAGE SYSTEMS</b>	39	20	51.3	17	43.6	1	2.6	2	5.1	---	---	19	48.7
* - LESS THAN 0.05 PERCENT													

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - OFFICE OF PERSONNEL MANAGEMENT	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	3646	1325	36.3	1095	30	138	3.8	74	2	18	0.5	2321	63.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	3552	1303	36.7	1080	30.4	132	3.7	73	2.1	18	0.5	2249	63.3
GS-01	8	3	37.5	3	37.5	---	---	---	---	---	---	5	62.5
GS-02	34	9	26.5	5	14.7	3	8.8	1	2.9	---	---	25	73.5
GS-03	75	23	30.7	20	26.7	2	2.7	---	---	1	1.3	52	69.3
GS-04	997	253	25.4	188	18.9	43	4.3	13	1.3	9	0.9	744	74.6
GS-05	216	77	35.6	62	28.7	11	5.1	4	1.9	---	---	139	64.4
GS-06	91	56	61.5	53	58.2	3	3.3	---	---	---	---	35	38.5
GS-07	290	145	50.0	134	46.2	4	1.4	6	2.1	1	0.3	145	50.0
GS-08	53	40	75.5	36	67.9	1	1.9	3	5.7	---	---	13	24.5
GS-09	208	80	38.5	69	33.2	8	3.8	3	1.4	---	---	128	61.5
GS-10	4	3	75.0	3	75.0	---	---	---	---	---	---	1	25.0
GS-11	314	160	51.0	145	46.2	9	2.9	5	1.6	1	0.3	154	49.0
GS-12	338	163	48.2	131	38.8	18	5.3	11	3.3	3	0.9	175	51.8
GS-13	492	190	38.6	160	32.5	13	2.6	16	3.3	1	0.2	302	61.4
GS-14	291	77	26.5	55	18.9	11	3.8	9	3.1	2	0.7	214	73.5
GS-15	141	24	17.0	16	11.3	6	4.3	2	1.4	---	---	117	83.0
<b>AVERAGE GRADE</b>	9	9		9		8		10		7		8	
<b>SENIOR PAY LEVELS</b>	65	13	20.0	7	10.8	5	7.7	1	1.5	---	---	52	80.0
<b>OTHER WHITE COLLAR</b>	12	---	---	---	---	---	---	---	---	---	---	12	100.0
<b>TOTAL WAGE SYSTEMS</b>	17	9	52.9	8	47.1	1	5.9	---	---	---	---	8	47.1
* - LESS THAN 0.05 PERCENT													





**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2004  
MEN AND WOMEN COMBINED**

AGENCY - ALL OTHER INDEPENDENT AGENCIES													
PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	48685	17558	36.1	12531	25.7	2431	5	2271	4.7	325	0.7	31127	63.9
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	37450	14312	38.2	10445	27.9	1909	5.1	1691	4.5	267	0.7	23138	61.8
GS-01	23	19	82.6	15	65.2	2	8.7	2	8.7	---	---	4	17.4
GS-02	94	45	47.9	33	35.1	4	4.3	5	5.3	3	3.2	49	52.1
GS-03	502	265	52.8	227	45.2	19	3.8	16	3.2	3	0.6	237	47.2
GS-04	673	366	54.4	297	44.1	39	5.8	28	4.2	2	0.3	307	45.6
GS-05	1943	1397	71.9	1174	60.4	156	8	43	2.2	24	1.2	546	28.1
GS-06	1293	743	57.5	619	47.9	81	6.3	34	2.6	9	0.7	550	42.5
GS-07	2862	1631	57	1281	44.8	189	6.6	113	3.9	48	1.7	1231	43
GS-08	1026	683	66.6	587	57.2	57	5.6	33	3.2	6	0.6	343	33.4
GS-09	2671	1275	47.7	991	37.1	151	5.7	103	3.9	30	1.1	1396	52.3
GS-10	352	188	53.4	164	46.6	16	4.5	8	2.3	---	---	164	46.6
GS-11	3292	1345	40.9	968	29.4	180	5.5	168	5.1	29	0.9	1947	59.1
GS-12	6348	2417	38.1	1705	26.9	375	5.9	294	4.6	43	0.7	3931	61.9
GS-13	5744	1818	31.7	1194	20.8	283	4.9	314	5.5	27	0.5	3926	68.3
GS-14	5820	1305	22.4	769	13.2	208	3.6	306	5.3	22	0.4	4515	77.6
GS-15	4807	815	17	421	8.8	149	3.1	224	4.7	21	0.4	3992	83
<b>AVERAGE GRADE</b>	11.2	9.9		9.5		10.5		11.7		10		11.9	
<b>SENIOR PAY LEVELS</b>	2370	304	12.8	159	6.7	69	2.9	71	3	5	0.2	2066	87.2
<b>OTHER WHITE COLLAR</b>	7440	2064	27.7	1260	16.9	316	4.2	459	6.2	29	0.4	5376	72.3
<b>TOTAL WAGE SYSTEMS</b>	1425	878	61.6	667	46.8	137	9.6	50	3.5	24	1.7	547	38.4

\* - LESS THAN 0.05 PERCENT