

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - ALL AGENCIES	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
TOTAL, ALL PAY PLANS	1,813,047	557,106	30.7	306,128	16.9	124,868	6.9	86,425	4.8	39,685	2.2	1,255,941	69.3
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	1,406,576	432,619	30.8	243,884	17.3	96,333	6.8	63,882	4.5	28,520	2.0	973,957	69.2
GS-01	2,670	1,227	46.0	751	28.1	271	10.1	147	5.5	58	2.2	1,443	54.0
GS-02	5,996	2,879	48.0	1,773	29.6	674	11.2	235	3.9	197	3.3	3,117	52.0
GS-03	25,206	10,702	42.5	5,435	21.6	2,283	9.1	1,961	7.8	1,023	4.1	14,504	57.5
GS-04	62,856	26,915	42.8	15,882	25.3	5,086	8.1	3,023	4.8	2,924	4.7	35,941	57.2
GS-05	117,478	50,627	43.1	29,732	25.3	10,916	9.3	5,434	4.6	4,545	3.9	66,851	56.9
GS-06	87,390	35,283	40.4	22,332	25.6	6,630	7.6	3,644	4.2	2,677	3.1	52,107	59.6
GS-07	138,990	51,855	37.3	31,201	22.4	11,894	8.6	5,645	4.1	3,115	2.2	87,135	62.7
GS-08	53,360	21,646	40.6	14,466	27.1	4,761	8.9	1,499	2.8	920	1.7	31,714	59.4
GS-09	129,482	42,178	32.6	24,327	18.8	9,416	7.3	5,389	4.2	3,046	2.4	87,304	67.4
GS-10	17,162	4,887	28.5	2,971	17.3	940	5.5	594	3.5	382	2.2	12,275	71.5
GS-11	190,996	55,404	29.0	27,690	14.5	16,131	8.4	8,216	4.3	3,367	1.8	135,592	71.0
GS-12	228,926	58,514	25.6	31,631	13.8	12,823	5.6	11,127	4.9	2,933	1.3	170,412	74.4
GS-13	196,176	43,563	22.2	23,140	11.8	8,999	4.6	9,507	4.8	1,917	1.0	152,613	77.8
GS-14	93,132	17,611	18.9	8,924	9.6	3,561	3.8	4,134	4.4	992	1.1	75,521	81.1
GS-15	56,756	9,328	16.4	3,629	6.4	1,948	3.4	3,327	5.9	424	0.7	47,428	83.6
AVERAGE GRADE	9.8	8.9		8.7		9.0		9.8		8.1		10.2	
SENIOR PAY LEVELS	17,855	2,427	13.6	1,207	6.8	594	3.3	485	2.7	141	0.8	15,428	86.4
OTHER WHITE COLLAR	177,021	49,250	27.8	21,683	12.2	11,924	6.7	11,192	6.3	4,451	2.5	127,771	72.2
TOTAL WAGE SYSTEMS	211,595	72,810	34.4	39,354	18.6	16,017	7.6	10,866	5.1	6,573	3.1	138,785	65.6

39

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF AGRICULTURE 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
TOTAL, ALL PAY PLANS	114,552	24,987	21.8	12,196	10.6	7,023	6.1	3,038	2.7	2,730	2.4	89,565	78.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	109,087	23,596	21.6	11,525	10.6	6,600	6.1	2,891	2.7	2,580	2.4	85,491	78.4
GS-01	418	110	26.3	52	12.4	32	7.7	13	3.1	13	3.1	308	73.7
GS-02	1,971	953	48.4	709	36.0	190	9.6	26	1.3	28	1.4	1,018	51.6
GS-03	5,152	1,265	24.6	418	8.1	470	9.1	276	5.4	101	2.0	3,887	75.4
GS-04	7,328	1,554	21.2	521	7.1	590	8.1	215	2.9	228	3.1	5,774	78.8
GS-05	10,459	2,418	23.1	902	8.6	954	9.1	255	2.4	307	2.9	8,041	76.9
GS-06	5,652	1,340	23.7	695	12.3	342	6.1	90	1.6	213	3.8	4,312	76.3
GS-07	16,361	4,281	26.2	2,546	15.6	1,004	6.1	248	1.5	483	3.0	12,080	73.8
GS-08	3,996	929	23.2	502	12.6	256	6.4	57	1.4	114	2.9	3,067	76.8
GS-09	14,663	2,900	19.8	1,163	7.9	979	6.7	382	2.6	376	2.6	11,763	80.2
GS-10	825	141	17.1	77	9.3	44	5.3	8	1.0	12	1.5	684	82.9
GS-11	13,120	2,225	17.0	1,023	7.8	594	4.5	315	2.4	293	2.2	10,895	83.0
GS-12	14,647	2,793	19.1	1,423	9.7	631	4.3	492	3.4	247	1.7	11,854	80.9
GS-13	8,697	1,776	20.4	1,022	11.8	344	4.0	301	3.5	109	1.3	6,921	79.6
GS-14	3,660	633	17.3	330	9.0	111	3.0	149	4.1	43	1.2	3,027	82.7
GS-15	2,138	278	13.0	142	6.6	59	2.8	64	3.0	13	0.6	1,860	87.0
AVERAGE GRADE	8.6	8.1		8.2		7.6		8.9		7.9		8.7	
SENIOR PAY LEVELS	451	80	17.7	48	10.6	19	4.2	10	2.2	3	0.7	371	82.3
OTHER WHITE COLLAR	1,394	185	13.3	57	4.1	42	3.0	65	4.7	21	1.5	1,209	86.7
TOTAL WAGE SYSTEMS	3,620	1,126	31.1	566	15.6	362	10.0	72	2.0	126	3.5	2,494	68.9

40

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**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF COMMERCE 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
TOTAL, ALL PAY PLANS	38,354	10,890	28.4	6,567	17.1	1,362	3.6	2,734	7.1	227	0.6	27,464	71.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	36,860	10,560	28.6	6,348	17.2	1,319	3.6	2,679	7.3	214	0.6	26,300	71.4
GS-01	66	38	57.6	23	34.8	4	6.1	11	16.7	---	---	28	42.4
GS-02	99	51	51.5	28	28.3	6	6.1	14	14.1	3	3.0	48	48.5
GS-03	1,293	250	19.3	155	12.0	62	4.8	16	1.2	17	1.3	1,043	80.7
GS-04	3,964	828	20.9	515	13.0	200	5.0	78	2.0	35	0.9	3,136	79.1
GS-05	1,595	648	40.6	448	28.1	106	6.6	73	4.6	21	1.3	947	59.4
GS-06	1,216	436	35.9	344	28.3	50	4.1	30	2.5	12	1.0	780	64.1
GS-07	2,680	1,321	49.3	1,024	38.2	87	3.2	199	7.4	11	0.4	1,359	50.7
GS-08	898	394	43.9	347	38.6	27	3.0	16	1.8	4	0.4	504	56.1
GS-09	2,119	877	41.4	539	25.4	78	3.7	247	11.7	13	0.6	1,242	58.6
GS-10	416	172	41.3	138	33.2	16	3.8	15	3.6	3	0.7	244	58.7
GS-11	3,153	877	27.8	461	14.6	132	4.2	267	8.5	17	0.5	2,276	72.2
GS-12	6,175	1,725	27.9	1,043	16.9	215	3.5	435	7.0	32	0.5	4,450	72.1
GS-13	5,399	1,364	25.3	680	12.6	151	2.8	515	9.5	18	0.3	4,035	74.7
GS-14	5,268	1,203	22.8	468	8.9	128	2.4	582	11.0	25	0.5	4,065	77.2
GS-15	2,519	376	14.9	135	5.4	57	2.3	181	7.2	3	0.1	2,143	85.1
AVERAGE GRADE	10.2	9.7		9.2		9.2		11.4		8.6		10.4	
SENIOR PAY LEVELS	565	81	14.3	47	8.3	11	1.9	21	3.7	2	0.4	484	85.7
OTHER WHITE COLLAR	76	8	10.5	2	2.6	3	3.9	3	3.9	---	---	68	89.5
TOTAL WAGE SYSTEMS	853	241	28.3	170	19.9	29	3.4	31	3.6	11	1.3	612	71.7

41

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**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF THE AIR FORCE 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
TOTAL, ALL PAY PLANS	151,900	35,205	23.2	16,523	10.9	11,393	7.5	5,479	3.6	1,810	1.2	116,695	76.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	105,154	24,525	23.3	12,290	11.7	7,285	6.9	3,898	3.7	1,052	1.0	80,629	76.7
GS-01	309	121	39.2	63	20.4	46	14.9	10	3.2	2	0.6	188	60.8
GS-02	650	226	34.8	91	14.0	103	15.8	30	4.6	2	0.3	424	65.2
GS-03	1,528	587	38.4	313	20.5	178	11.6	76	5.0	20	1.3	941	61.6
GS-04	3,660	1,544	42.2	841	23.0	448	12.2	201	5.5	54	1.5	2,116	57.8
GS-05	9,476	3,479	36.7	1,882	19.9	974	10.3	521	5.5	102	1.1	5,997	63.3
GS-06	6,683	2,031	30.4	1,070	16.0	617	9.2	270	4.0	74	1.1	4,652	69.6
GS-07	10,183	2,870	28.2	1,543	15.2	811	8.0	395	3.9	121	1.2	7,313	71.8
GS-08	1,306	328	25.1	184	14.1	90	6.9	47	3.6	7	0.5	978	74.9
GS-09	15,473	3,479	22.5	1,838	11.9	1,035	6.7	446	2.9	160	1.0	11,994	77.5
GS-10	927	152	16.4	67	7.2	50	5.4	32	3.5	3	0.3	775	83.6
GS-11	17,749	3,671	20.7	1,703	9.6	1,270	7.2	493	2.8	205	1.2	14,078	79.3
GS-12	19,396	3,729	19.2	1,764	9.1	988	5.1	800	4.1	177	0.9	15,667	80.8
GS-13	12,144	1,782	14.7	742	6.1	506	4.2	446	3.7	88	0.7	10,362	85.3
GS-14	4,122	415	10.1	149	3.6	127	3.1	107	2.6	32	0.8	3,707	89.9
GS-15	1,548	111	7.2	40	2.6	42	2.7	24	1.6	5	0.3	1,437	92.8
AVERAGE GRADE	9.6	8.5		8.3		8.5		9.1		9.2		9.9	
SENIOR PAY LEVELS	248	16	6.5	5	2.0	4	1.6	5	2.0	2	0.8	232	93.5
OTHER WHITE COLLAR	367	25	6.8	5	1.4	12	3.3	8	2.2	---	---	342	93.2
TOTAL WAGE SYSTEMS	46,131	10,639	23.1	4,223	9.2	4,092	8.9	1,568	3.4	756	1.6	35,492	76.9

42

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF THE ARMY 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
TOTAL, ALL PAY PLANS	225,060	60,589	26.9	34,856	15.5	14,342	6.4	8,895	4.0	2,496	1.1	164,471	73.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	175,040	47,727	27.3	28,230	16.1	10,233	5.8	7,487	4.3	1,777	1.0	127,313	72.7
GS-01	283	78	27.6	48	17.0	23	8.1	5	1.8	2	0.7	205	72.4
GS-02	422	120	28.4	82	19.4	24	5.7	12	2.8	2	0.5	302	71.6
GS-03	1,470	545	37.1	354	24.1	111	7.6	61	4.1	19	1.3	925	62.9
GS-04	10,247	4,911	47.9	3,274	32.0	1,018	9.9	526	5.1	93	0.9	5,336	52.1
GS-05	17,008	7,128	41.9	4,705	27.7	1,437	8.4	786	4.6	200	1.2	9,880	58.1
GS-06	10,846	3,669	33.8	2,399	22.1	789	7.3	355	3.3	126	1.2	7,177	66.2
GS-07	18,170	5,655	31.1	3,633	20.0	1,170	6.4	656	3.6	196	1.1	12,515	68.9
GS-08	3,346	944	28.2	633	18.9	195	5.8	81	2.4	35	1.0	2,402	71.8
GS-09	18,505	5,239	28.3	3,105	16.8	1,232	6.7	678	3.7	224	1.2	13,266	71.7
GS-10	2,455	627	25.5	343	14.0	133	5.4	129	5.3	22	0.9	1,828	74.5
GS-11	25,739	6,334	24.6	3,518	13.7	1,476	5.7	1,059	4.1	281	1.1	19,405	75.4
GS-12	31,586	6,854	21.7	3,638	11.5	1,439	4.6	1,492	4.7	285	0.9	24,732	78.3
GS-13	23,364	4,190	17.9	1,879	8.0	895	3.8	1,208	5.2	208	0.9	19,174	82.1
GS-14	7,968	1,080	13.6	482	6.0	215	2.7	324	4.1	59	0.7	6,888	86.4
GS-15	3,631	353	9.7	137	3.8	76	2.1	115	3.2	25	0.7	3,278	90.3
AVERAGE GRADE	9.6	8.5		8.1		8.6		9.7		9.3		10.0	
SENIOR PAY LEVELS	387	40	10.3	18	4.7	4	1.0	13	3.4	5	1.3	347	89.7
OTHER WHITE COLLAR	1,456	401	27.5	30	2.1	52	3.6	319	21.9	---	---	1,055	72.5
TOTAL WAGE SYSTEMS	48,177	12,421	25.8	6,578	13.7	4,053	8.4	1,076	2.2	714	1.5	35,756	74.2

43

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**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF THE NAVY 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
TOTAL, ALL PAY PLANS	181,352	51,246	28.3	23,605	13.0	8,066	4.4	18,235	10.1	1,340	0.7	130,106	71.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	137,723	35,536	25.8	16,379	11.9	5,940	4.3	12,285	8.9	932	0.7	102,187	74.2
GS-01	134	32	23.9	13	9.7	8	6.0	11	8.2	---	---	102	76.1
GS-02	326	122	37.4	43	13.2	20	6.1	57	17.5	2	0.6	204	62.6
GS-03	1,041	486	46.7	227	21.8	62	6.0	190	18.3	7	0.7	555	53.3
GS-04	4,539	2,220	48.9	1,228	27.1	307	6.8	659	14.5	26	0.6	2,319	51.1
GS-05	9,811	4,282	43.6	2,312	23.6	711	7.2	1,164	11.9	95	1.0	5,529	56.4
GS-06	7,325	2,783	38.0	1,531	20.9	423	5.8	754	10.3	75	1.0	4,542	62.0
GS-07	11,667	4,232	36.3	2,155	18.5	665	5.7	1,314	11.3	98	0.8	7,435	63.7
GS-08	1,997	677	33.9	400	20.0	99	5.0	160	8.0	18	0.9	1,320	66.1
GS-09	11,787	3,627	30.8	1,807	15.3	620	5.3	1,077	9.1	123	1.0	8,160	69.2
GS-10	1,413	293	20.7	144	10.2	39	2.8	96	6.8	14	1.0	1,120	79.3
GS-11	20,936	4,933	23.6	2,186	10.4	916	4.4	1,681	8.0	150	0.7	16,003	76.4
GS-12	31,532	6,672	21.2	2,445	7.8	1,144	3.6	2,890	9.2	193	0.6	24,860	78.8
GS-13	24,180	4,003	16.6	1,456	6.0	711	2.9	1,746	7.2	90	0.4	20,177	83.4
GS-14	6,261	776	12.4	303	4.8	141	2.3	313	5.0	19	0.3	5,485	87.6
GS-15	4,774	398	8.3	129	2.7	74	1.6	173	3.6	22	0.5	4,376	91.7
AVERAGE GRADE	10.3	9.1		8.6		9.3		9.6		9.5		10.7	
SENIOR PAY LEVELS	683	55	8.1	12	1.8	10	1.5	29	4.2	4	0.6	628	91.9
OTHER WHITE COLLAR	930	119	12.8	16	1.7	23	2.5	78	8.4	2	0.2	811	87.2
TOTAL WAGE SYSTEMS	42,016	15,536	37.0	7,198	17.1	2,093	5.0	5,843	13.9	402	1.0	26,480	63.0

44

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AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF DEFENSE 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
TOTAL, ALL PAY PLANS	658,994	178,148	27.0	94,051	14.3	39,469	6.0	38,229	5.8	6,399	1.0	480,846	73.0
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	492,034	130,640	26.6	71,329	14.5	27,082	5.5	27,901	5.7	4,328	0.9	361,394	73.4
GS-01	1,267	560	44.2	346	27.3	122	9.6	85	6.7	7	0.6	707	55.8
GS-02	1,573	523	33.2	249	15.8	158	10.0	109	6.9	7	0.4	1,050	66.8
GS-03	8,427	4,242	50.3	2,109	25.0	735	8.7	1,318	15.6	80	0.9	4,185	49.7
GS-04	22,264	10,231	46.0	6,233	28.0	2,000	9.0	1,802	8.1	196	0.9	12,033	54.0
GS-05	42,012	17,238	41.0	10,390	24.7	3,587	8.5	2,819	6.7	442	1.1	24,774	59.0
GS-06	30,098	10,596	35.2	6,458	21.5	2,100	7.0	1,712	5.7	326	1.1	19,502	64.8
GS-07	46,608	15,117	32.4	8,950	19.2	3,034	6.5	2,658	5.7	475	1.0	31,491	67.6
GS-08	7,783	2,425	31.2	1,574	20.2	440	5.7	345	4.4	66	0.8	5,358	68.8
GS-09	50,886	14,113	27.7	8,033	15.8	3,146	6.2	2,382	4.7	552	1.1	36,773	72.3
GS-10	5,028	1,142	22.7	600	11.9	229	4.6	270	5.4	43	0.9	3,886	77.3
GS-11	75,721	18,081	23.9	9,516	12.6	4,221	5.6	3,605	4.8	739	1.0	57,640	76.1
GS-12	98,039	20,729	21.1	9,985	10.2	4,134	4.2	5,847	6.0	763	0.8	77,310	78.9
GS-13	68,121	11,676	17.1	5,144	7.6	2,373	3.5	3,725	5.5	434	0.6	56,445	82.9
GS-14	21,798	2,853	13.1	1,291	5.9	574	2.6	851	3.9	137	0.6	18,945	86.9
GS-15	12,409	1,114	9.0	451	3.6	229	1.8	373	3.0	61	0.5	11,295	91.0
AVERAGE GRADE	9.7	8.6		8.3		8.7		9.2		9.3		10.1	
SENIOR PAY LEVELS	1,905	145	7.6	50	2.6	24	1.3	57	3.0	14	0.7	1,760	92.4
OTHER WHITE COLLAR	16,246	2,802	17.2	1,190	7.3	868	5.3	701	4.3	43	0.3	13,444	82.8
TOTAL WAGE SYSTEMS	148,809	44,561	29.9	21,482	14.4	11,495	7.7	9,570	6.4	2,014	1.4	104,248	70.1

45

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF EDUCATION 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
TOTAL, ALL PAY PLANS	4,768	2,201	46.2	1,762	37.0	221	4.6	172	3.6	46	1.0	2,567	53.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	4,418	2,086	47.2	1,693	38.3	202	4.6	162	3.7	29	0.7	2,332	52.8
GS-01	3	3	100.0	3	100.0	---	---	---	---	---	---	---	---
GS-02	8	7	87.5	5	62.5	1	12.5	1	12.5	---	---	1	12.5
GS-03	18	13	72.2	10	55.6	3	16.7	---	---	---	---	5	27.8
GS-04	48	34	70.8	27	56.3	5	10.4	1	2.1	1	2.1	14	29.2
GS-05	63	36	57.1	31	49.2	3	4.8	2	3.2	---	---	27	42.9
GS-06	64	53	82.8	45	70.3	4	6.3	4	6.3	---	---	11	17.2
GS-07	251	179	71.3	149	59.4	15	6.0	14	5.6	1	0.4	72	28.7
GS-08	55	48	87.3	45	81.8	1	1.8	2	3.6	---	---	7	12.7
GS-09	225	153	68.0	129	57.3	12	5.3	11	4.9	1	0.4	72	32.0
GS-10	8	7	87.5	6	75.0	1	12.5	---	---	---	---	1	12.5
GS-11	301	195	64.8	165	54.8	17	5.6	12	4.0	1	0.3	106	35.2
GS-12	898	484	53.9	402	44.8	44	4.9	33	3.7	5	0.6	414	46.1
GS-13	1,099	503	45.8	398	36.2	50	4.5	44	4.0	11	1.0	596	54.2
GS-14	848	254	30.0	196	23.1	27	3.2	26	3.1	5	0.6	594	70.0
GS-15	529	117	22.1	82	15.5	19	3.6	12	2.3	4	0.8	412	77.9
AVERAGE GRADE	12.1	11.3		11.2		11.5		11.7		12.6		12.8	
SENIOR PAY LEVELS	138	28	20.3	19	13.8	4	2.9	4	2.9	1	0.7	110	79.7
OTHER WHITE COLLAR	205	82	40.0	45	22.0	15	7.3	6	2.9	16	7.8	123	60.0
TOTAL WAGE SYSTEMS	7	5	71.4	5	71.4	---	---	---	---	---	---	2	28.6

46

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF ENERGY 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
TOTAL, ALL PAY PLANS	16,102	3,604	22.4	1,768	11.0	921	5.7	687	4.3	228	1.4	12,498	77.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	13,596	3,298	24.3	1,686	12.4	807	5.9	634	4.7	171	1.3	10,298	75.7
GS-01	9	7	77.8	---	---	7	77.8	---	---	---	---	2	22.2
GS-02	15	8	53.3	3	20.0	2	13.3	3	20.0	---	---	7	46.7
GS-03	26	13	50.0	8	30.8	5	19.2	---	---	---	---	13	50.0
GS-04	112	51	45.5	34	30.4	8	7.1	4	3.6	5	4.5	61	54.5
GS-05	127	46	36.2	24	18.9	13	10.2	6	4.7	3	2.4	81	63.8
GS-06	238	83	34.9	36	15.1	26	10.9	11	4.6	10	4.2	155	65.1
GS-07	591	195	33.0	111	18.8	54	9.1	21	3.6	9	1.5	396	67.0
GS-08	369	152	41.2	111	30.1	26	7.0	11	3.0	4	1.1	217	58.8
GS-09	666	256	38.4	172	25.8	53	8.0	24	3.6	7	1.1	410	61.6
GS-10	103	23	22.3	6	5.8	13	12.6	2	1.9	2	1.9	80	77.7
GS-11	890	273	30.7	163	18.3	61	6.9	28	3.1	21	2.4	617	69.3
GS-12	1,873	527	28.1	308	16.4	129	6.9	67	3.6	23	1.2	1,346	71.9
GS-13	3,652	845	23.1	386	10.6	209	5.7	202	5.5	48	1.3	2,807	76.9
GS-14	2,835	544	19.2	206	7.3	138	4.9	171	6.0	29	1.0	2,291	80.8
GS-15	2,090	275	13.2	118	5.6	63	3.0	84	4.0	10	0.5	1,815	86.8
AVERAGE GRADE	12.3	11.6		11.2		11.5		12.6		11.5		12.6	
SENIOR PAY LEVELS	575	65	11.3	24	4.2	19	3.3	17	3.0	5	0.9	510	88.7
OTHER WHITE COLLAR	555	92	16.6	18	3.2	39	7.0	25	4.5	10	1.8	463	83.4
TOTAL WAGE SYSTEMS	1,376	149	10.8	40	2.9	56	4.1	11	0.8	42	3.1	1,227	89.2

47

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF HEALTH AND HUMAN SERVICES 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
TOTAL, ALL PAY PLANS	70,637	29,138	41.3	11,340	16.1	2,453	3.5	4,408	6.2	10,937	15.5	41,499	58.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	59,604	24,914	41.8	10,362	17.4	2,099	3.5	3,070	5.2	9,383	15.7	34,690	58.2
GS-01	63	48	76.2	25	39.7	1	1.6	2	3.2	20	31.7	15	23.8
GS-02	181	130	71.8	35	19.3	13	7.2	9	5.0	73	40.3	51	28.2
GS-03	718	577	80.4	89	12.4	20	2.8	26	3.6	442	61.6	141	19.6
GS-04	2,234	1,907	85.4	254	11.4	35	1.6	88	3.9	1,530	68.5	327	14.6
GS-05	3,621	2,712	74.9	397	11.0	102	2.8	77	2.1	2,136	59.0	909	25.1
GS-06	2,449	1,797	73.4	565	23.1	67	2.7	57	2.3	1,108	45.2	652	26.6
GS-07	5,346	2,687	50.3	1,469	27.5	237	4.4	167	3.1	814	15.2	2,659	49.7
GS-08	1,703	926	54.4	678	39.8	59	3.5	47	2.8	142	8.3	777	45.6
GS-09	5,860	2,680	45.7	1,156	19.7	258	4.4	252	4.3	1,014	17.3	3,180	54.3
GS-10	878	361	41.1	90	10.3	36	4.1	29	3.3	206	23.5	517	58.9
GS-11	5,590	2,369	42.4	986	17.6	178	3.2	347	6.2	858	15.3	3,221	57.6
GS-12	8,692	3,228	37.1	1,791	20.6	359	4.1	566	6.5	512	5.9	5,464	62.9
GS-13	11,809	3,256	27.6	1,823	15.4	426	3.6	750	6.4	257	2.2	8,553	72.4
GS-14	6,620	1,540	23.3	694	10.5	199	3.0	466	7.0	181	2.7	5,080	76.7
GS-15	3,840	696	18.1	310	8.1	109	2.8	187	4.9	90	2.3	3,144	81.9
AVERAGE GRADE	10.5	9.1		10.1		10.6		11.4		7.0		11.5	
SENIOR PAY LEVELS	1,768	283	16.0	100	5.7	43	2.4	120	6.8	20	1.1	1,485	84.0
OTHER WHITE COLLAR	6,829	2,018	29.6	460	6.7	282	4.1	1,204	17.6	72	1.1	4,811	70.4
TOTAL WAGE SYSTEMS	2,436	1,923	78.9	418	17.2	29	1.2	14	0.6	1,462	60.0	513	21.1

48

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT 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
TOTAL, ALL PAY PLANS	10,285	4,968	48.3	3,746	36.4	731	7.1	382	3.7	109	1.1	5,317	51.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	10,134	4,911	48.5	3,705	36.6	717	7.1	380	3.7	109	1.1	5,223	51.5
GS-01	29	25	86.2	20	69.0	3	10.3	---	---	2	6.9	4	13.8
GS-02	42	34	81.0	31	73.8	2	4.8	1	2.4	---	---	8	19.0
GS-03	60	49	81.7	42	70.0	6	10.0	1	1.7	---	---	11	18.3
GS-04	194	144	74.2	117	60.3	15	7.7	7	3.6	5	2.6	50	25.8
GS-05	168	115	68.5	98	58.3	7	4.2	6	3.6	4	2.4	53	31.5
GS-06	102	71	69.6	58	56.9	8	7.8	5	4.9	---	---	31	30.4
GS-07	926	545	58.9	407	44.0	83	9.0	35	3.8	20	2.2	381	41.1
GS-08	141	107	75.9	95	67.4	8	5.7	4	2.8	---	---	34	24.1
GS-09	330	206	62.4	164	49.7	24	7.3	10	3.0	8	2.4	124	37.6
GS-10	50	45	90.0	43	86.0	2	4.0	---	---	---	---	5	10.0
GS-11	548	366	66.8	301	54.9	44	8.0	16	2.9	5	0.9	182	33.2
GS-12	2,587	1,236	47.8	894	34.6	219	8.5	97	3.7	26	1.0	1,351	52.2
GS-13	2,639	1,138	43.1	820	31.1	174	6.6	122	4.6	22	0.8	1,501	56.9
GS-14	1,358	494	36.4	359	26.4	77	5.7	49	3.6	9	0.7	864	63.6
GS-15	960	336	35.0	256	26.7	45	4.7	27	2.8	8	0.8	624	65.0
AVERAGE GRADE	11.7	11.1		11.0		11.4		11.8		10.6		12.3	
SENIOR PAY LEVELS	126	47	37.3	34	27.0	11	8.7	2	1.6	---	---	79	62.7
OTHER WHITE COLLAR	19	6	31.6	3	15.8	3	15.8	---	---	---	---	13	68.4
TOTAL WAGE SYSTEMS	6	4	66.7	4	66.7	---	---	---	---	---	---	2	33.3

49

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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
TOTAL, ALL PAY PLANS	78,390	21,102	26.9	4,201	5.4	3,683	4.7	1,450	1.8	11,768	15.0	57,288	73.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	62,539	13,880	22.2	3,231	5.2	2,895	4.6	1,286	2.1	6,468	10.3	48,659	77.8
GS-01	133	47	35.3	16	12.0	15	11.3	8	6.0	8	6.0	86	64.7
GS-02	409	144	35.2	41	10.0	30	7.3	9	2.2	64	15.6	265	64.8
GS-03	1,466	519	35.4	104	7.1	110	7.5	19	1.3	286	19.5	947	64.6
GS-04	4,022	1,239	30.8	224	5.6	218	5.4	90	2.2	707	17.6	2,783	69.2
GS-05	7,073	1,896	26.8	330	4.7	311	4.4	118	1.7	1,137	16.1	5,177	73.2
GS-06	3,434	1,088	31.7	223	6.5	204	5.9	82	2.4	579	16.9	2,346	68.3
GS-07	6,256	1,642	26.2	438	7.0	337	5.4	138	2.2	729	11.7	4,614	73.8
GS-08	1,326	465	35.1	116	8.7	88	6.6	20	1.5	241	18.2	861	64.9
GS-09	7,310	1,588	21.7	429	5.9	368	5.0	156	2.1	635	8.7	5,722	78.3
GS-10	572	122	21.3	34	5.9	33	5.8	12	2.1	43	7.5	450	78.7
GS-11	9,280	1,660	17.9	364	3.9	431	4.6	186	2.0	679	7.3	7,620	82.1
GS-12	10,039	1,702	17.0	440	4.4	402	4.0	224	2.2	636	6.3	8,337	83.0
GS-13	6,592	1,017	15.4	281	4.3	236	3.6	129	2.0	371	5.6	5,575	84.6
GS-14	3,194	555	17.4	142	4.4	91	2.8	72	2.3	250	7.8	2,639	82.6
GS-15	1,433	196	13.7	49	3.4	21	1.5	23	1.6	103	7.2	1,237	86.3
AVERAGE GRADE	9.2	8.4		8.7		8.6		9.3		7.9		9.5	
SENIOR PAY LEVELS	314	71	22.6	18	5.7	10	3.2	7	2.2	36	11.5	243	77.4
OTHER WHITE COLLAR	4,245	3,081	72.6	91	2.1	119	2.8	19	0.4	2,852	67.2	1,164	27.4
TOTAL WAGE SYSTEMS	11,292	4,070	36.0	861	7.6	659	5.8	138	1.2	2,412	21.4	7,222	64.0

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF JUSTICE 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
TOTAL, ALL PAY PLANS	130,310	44,596	34.2	20,914	16.0	18,481	14.2	4,219	3.2	982	0.8	85,714	65.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	118,618	41,812	35.2	19,471	16.4	17,512	14.8	3,955	3.3	874	0.7	76,806	64.8
GS-01	132	78	59.1	45	34.1	31	23.5	1	0.8	1	0.8	54	40.9
GS-02	287	177	61.7	107	37.3	60	20.9	10	3.5	---	---	110	38.3
GS-03	464	257	55.4	153	33.0	81	17.5	22	4.7	1	0.2	207	44.6
GS-04	1,302	746	57.3	376	28.9	288	22.1	75	5.8	7	0.5	556	42.7
GS-05	6,721	3,332	49.6	978	14.6	1,885	28.0	422	6.3	47	0.7	3,389	50.4
GS-06	4,929	2,011	40.8	1,111	22.5	679	13.8	186	3.8	35	0.7	2,918	59.2
GS-07	17,989	7,663	42.6	3,810	21.2	3,097	17.2	597	3.3	159	0.9	10,326	57.4
GS-08	9,981	4,069	40.8	2,704	27.1	1,060	10.6	200	2.0	105	1.1	5,912	59.2
GS-09	9,647	3,982	41.3	2,082	21.6	1,527	15.8	295	3.1	78	0.8	5,665	58.7
GS-10	2,366	574	24.3	325	13.7	174	7.4	63	2.7	12	0.5	1,792	75.7
GS-11	18,717	7,172	38.3	2,356	12.6	4,034	21.6	620	3.3	162	0.9	11,545	61.7
GS-12	16,661	5,362	32.2	2,354	14.1	2,274	13.6	621	3.7	113	0.7	11,299	67.8
GS-13	17,324	4,043	23.3	1,923	11.1	1,522	8.8	503	2.9	95	0.5	13,281	76.7
GS-14	7,233	1,558	21.5	792	10.9	540	7.5	186	2.6	40	0.6	5,675	78.5
GS-15	4,865	788	16.2	355	7.3	260	5.3	154	3.2	19	0.4	4,077	83.8
AVERAGE GRADE	10.0	9.3		9.2		9.3		9.7		9.7		10.4	
SENIOR PAY LEVELS	4,289	590	13.8	286	6.7	200	4.7	87	2.0	17	0.4	3,699	86.2
OTHER WHITE COLLAR	1,969	457	23.2	231	11.7	122	6.2	90	4.6	14	0.7	1,512	76.8
TOTAL WAGE SYSTEMS	5,434	1,737	32.0	926	17.0	647	11.9	87	1.6	77	1.4	3,697	68.0

19

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF LABOR 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
TOTAL, ALL PAY PLANS	16,288	5,760	35.4	3,932	24.1	1,111	6.8	610	3.7	107	0.7	10,528	64.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	16,013	5,712	35.7	3,900	24.4	1,103	6.9	605	3.8	104	0.6	10,301	64.3
GS-01	14	10	71.4	10	71.4	---	---	---	---	---	---	4	28.6
GS-02	22	14	63.6	14	63.6	---	---	---	---	---	---	8	36.4
GS-03	76	55	72.4	42	55.3	9	11.8	4	5.3	---	---	21	27.6
GS-04	218	147	67.4	110	50.5	26	11.9	11	5.0	---	---	71	32.6
GS-05	551	293	53.2	238	43.2	37	6.7	16	2.9	2	0.4	258	46.8
GS-06	759	390	51.4	298	39.3	54	7.1	32	4.2	6	0.8	369	48.6
GS-07	1,249	608	48.7	455	36.4	82	6.6	61	4.9	10	0.8	641	51.3
GS-08	216	124	57.4	108	50.0	10	4.6	3	1.4	3	1.4	92	42.6
GS-09	955	446	46.7	304	31.8	87	9.1	53	5.5	2	0.2	509	53.3
GS-10	18	10	55.6	9	50.0	---	---	1	5.6	---	---	8	44.4
GS-11	1,414	610	43.1	418	29.6	106	7.5	78	5.5	8	0.6	804	56.9
GS-12	5,386	1,726	32.0	1,050	19.5	449	8.3	190	3.5	37	0.7	3,660	68.0
GS-13	2,873	809	28.2	541	18.8	153	5.3	97	3.4	18	0.6	2,064	71.8
GS-14	1,564	364	23.3	240	15.3	67	4.3	42	2.7	15	1.0	1,200	76.7
GS-15	698	106	15.2	63	9.0	23	3.3	17	2.4	3	0.4	592	84.8
AVERAGE GRADE	11.1	10.3		10.0		10.8		10.8		11.3		11.6	
SENIOR PAY LEVELS	238	37	15.5	23	9.7	8	3.4	4	1.7	2	0.8	201	84.5
OTHER WHITE COLLAR	22	4	18.2	3	13.6	---	---	1	4.5	---	---	18	81.8
TOTAL WAGE SYSTEMS	15	7	46.7	6	40.0	---	---	---	---	1	6.7	8	53.3

52

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF STATE 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
TOTAL, ALL PAY PLANS	21,668	5,244	24.2	3,253	15.0	979	4.5	931	4.3	81	0.4	16,424	75.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	20,330	5,045	24.8	3,139	15.4	932	4.6	897	4.4	77	0.4	15,285	75.2
GS-01	7	5	71.4	5	71.4	---	---	---	---	---	---	2	28.6
GS-02	23	22	95.7	20	87.0	1	4.3	---	---	1	4.3	1	4.3
GS-03	69	46	66.7	44	63.8	---	---	2	2.9	---	---	23	33.3
GS-04	187	117	62.6	97	51.9	8	4.3	12	6.4	---	---	70	37.4
GS-05	675	233	34.5	111	16.4	67	9.9	53	7.9	2	0.3	442	65.5
GS-06	819	247	30.2	138	16.8	57	7.0	50	6.1	2	0.2	572	69.8
GS-07	1,365	514	37.7	347	25.4	83	6.1	76	5.6	8	0.6	851	62.3
GS-08	1,918	490	25.5	289	15.1	99	5.2	100	5.2	2	0.1	1,428	74.5
GS-09	1,775	572	32.2	398	22.4	74	4.2	91	5.1	9	0.5	1,203	67.8
GS-10	46	21	45.7	18	39.1	2	4.3	1	2.2	---	---	25	54.3
GS-11	3,474	949	27.3	540	15.5	195	5.6	195	5.6	19	0.5	2,525	72.7
GS-12	2,999	699	23.3	479	16.0	100	3.3	110	3.7	10	0.3	2,300	76.7
GS-13	1,766	441	25.0	335	19.0	52	2.9	45	2.5	9	0.5	1,325	75.0
GS-14	3,315	443	13.4	205	6.2	119	3.6	110	3.3	9	0.3	2,872	86.6
GS-15	1,892	246	13.0	113	6.0	75	4.0	52	2.7	6	0.3	1,646	87.0
AVERAGE GRADE	10.9	10.0		9.9		10.3		10.2		10.9		11.2	
SENIOR PAY LEVELS	1,105	127	11.5	67	6.1	32	2.9	25	2.3	3	0.3	978	88.5
OTHER WHITE COLLAR	177	24	13.6	3	1.7	11	6.2	9	5.1	1	0.6	153	86.4
TOTAL WAGE SYSTEMS	56	48	85.7	44	78.6	4	7.1	---	---	---	---	8	14.3

53

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF TRANSPORTATION 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
TOTAL, ALL PAY PLANS	102,785	26,697	26.0	14,750	14.4	7,515	7.3	3,185	3.1	1,247	1.2	76,088	74.0
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	25,547	6,719	26.3	4,037	15.8	1,418	5.6	999	3.9	265	1.0	18,828	73.7
GS-01	23	14	60.9	11	47.8	1	4.3	2	8.7	---	---	9	39.1
GS-02	47	28	59.6	19	40.4	6	12.8	3	6.4	---	---	19	40.4
GS-03	105	60	57.1	48	45.7	8	7.6	3	2.9	1	1.0	45	42.9
GS-04	344	165	48.0	105	30.5	36	10.5	23	6.7	1	0.3	179	52.0
GS-05	600	290	48.3	142	23.7	121	20.2	21	3.5	6	1.0	310	51.7
GS-06	953	336	35.3	257	27.0	52	5.5	21	2.2	6	0.6	617	64.7
GS-07	1,726	734	42.5	472	27.3	190	11.0	58	3.4	14	0.8	992	57.5
GS-08	581	289	49.7	244	42.0	20	3.4	16	2.8	9	1.5	292	50.3
GS-09	1,196	507	42.4	345	28.8	93	7.8	58	4.8	11	0.9	689	57.6
GS-10	153	51	33.3	39	25.5	2	1.3	2	1.3	8	5.2	102	66.7
GS-11	1,674	528	31.5	363	21.7	97	5.8	56	3.3	12	0.7	1,146	68.5
GS-12	5,946	1,267	21.3	725	12.2	287	4.8	188	3.2	67	1.1	4,679	78.7
GS-13	5,894	1,339	22.7	709	12.0	255	4.3	307	5.2	68	1.2	4,555	77.3
GS-14	5,029	900	17.9	443	8.8	205	4.1	198	3.9	54	1.1	4,129	82.1
GS-15	1,276	211	16.5	115	9.0	45	3.5	43	3.4	8	0.6	1,065	83.5
AVERAGE GRADE	11.6	10.6		10.3		10.4		11.7		11.8		11.9	
SENIOR PAY LEVELS	599	110	18.4	63	10.5	22	3.7	24	4.0	1	0.2	489	81.6
OTHER WHITE COLLAR	74,498	19,304	25.9	10,294	13.8	5,950	8.0	2,110	2.8	950	1.3	55,194	74.1
TOTAL WAGE SYSTEMS	2,141	564	26.3	356	16.6	125	5.8	52	2.4	31	1.4	1,577	73.7

54

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF THE TREASURY 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
TOTAL, ALL PAY PLANS	146,892	50,811	34.6	31,285	21.3	13,188	9.0	5,185	3.5	1,153	0.8	96,081	65.4
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	135,195	47,103	34.8	28,671	21.2	12,562	9.3	4,798	3.5	1,072	0.8	88,092	65.2
GS-01	174	79	45.4	56	32.2	18	10.3	3	1.7	2	1.1	95	54.6
GS-02	507	296	58.4	155	30.6	105	20.7	28	5.5	8	1.6	211	41.6
GS-03	4,063	1,556	38.3	895	22.0	449	11.1	167	4.1	45	1.1	2,507	61.7
GS-04	7,562	2,839	37.5	1,903	25.2	682	9.0	181	2.4	73	1.0	4,723	62.5
GS-05	9,851	4,098	41.6	2,665	27.1	1,055	10.7	305	3.1	73	0.7	5,753	58.4
GS-06	7,293	3,218	44.1	2,135	29.3	786	10.8	237	3.2	60	0.8	4,075	55.9
GS-07	15,275	6,067	39.7	3,835	25.1	1,635	10.7	474	3.1	123	0.8	9,208	60.3
GS-08	8,910	3,772	42.3	2,727	30.6	755	8.5	222	2.5	68	0.8	5,138	57.7
GS-09	11,149	4,312	38.7	2,829	25.4	1,045	9.4	361	3.2	77	0.7	6,837	61.3
GS-10	1,018	343	33.7	263	25.8	54	5.3	18	1.8	8	0.8	675	66.3
GS-11	17,395	6,852	39.4	3,297	19.0	2,644	15.2	772	4.4	139	0.8	10,543	60.6
GS-12	16,227	5,141	31.7	3,023	18.6	1,322	8.1	655	4.0	141	0.9	11,086	68.3
GS-13	23,873	6,169	25.8	3,492	14.6	1,490	6.2	1,007	4.2	180	0.8	17,704	74.2
GS-14	9,403	1,986	21.1	1,180	12.5	429	4.6	315	3.3	62	0.7	7,417	78.9
GS-15	2,495	375	15.0	216	8.7	93	3.7	53	2.1	13	0.5	2,120	85.0
AVERAGE GRADE	9.5	9.0		8.8		9.0		9.9		9.3		9.9	
SENIOR PAY LEVELS	738	101	13.7	72	9.8	15	2.0	12	1.6	2	0.3	637	86.3
OTHER WHITE COLLAR	7,649	1,943	25.4	1,309	17.1	350	4.6	225	2.9	59	0.8	5,706	74.6
TOTAL WAGE SYSTEMS	3,310	1,664	50.3	1,233	37.3	261	7.9	150	4.5	20	0.6	1,646	49.7

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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
TOTAL, ALL PAY PLANS	222,728	83,324	37.4	52,863	23.7	14,357	6.4	14,140	6.3	1,964	0.9	139,404	62.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	142,673	52,390	36.7	34,715	24.3	9,088	6.4	7,290	5.1	1,297	0.9	90,283	63.3
GS-01	172	98	57.0	63	36.6	14	8.1	19	11.0	2	1.2	74	43.0
GS-02	316	163	51.6	120	38.0	30	9.5	7	2.2	6	1.9	153	48.4
GS-03	1,901	1,023	53.8	738	38.8	205	10.8	48	2.5	32	1.7	878	46.2
GS-04	9,357	5,072	54.2	3,935	42.1	730	7.8	314	3.4	93	1.0	4,285	45.8
GS-05	26,947	12,969	48.1	9,748	36.2	1,943	7.2	983	3.6	295	1.1	13,978	51.9
GS-06	23,973	10,493	43.8	7,675	32.0	1,636	6.8	921	3.8	261	1.1	13,480	56.2
GS-07	12,029	4,536	37.7	3,140	26.1	867	7.2	404	3.4	125	1.0	7,493	62.3
GS-08	4,380	1,516	34.6	1,042	23.8	301	6.9	136	3.1	37	0.8	2,864	65.4
GS-09	11,923	3,882	32.6	2,344	19.7	731	6.1	705	5.9	102	0.9	8,041	67.4
GS-10	4,494	1,278	28.4	809	18.0	291	6.5	144	3.2	34	0.8	3,216	71.6
GS-11	16,074	4,194	26.1	2,226	13.8	903	5.6	932	5.8	133	0.8	11,880	73.9
GS-12	11,527	2,644	22.9	1,383	12.0	559	4.8	619	5.4	83	0.7	8,883	77.1
GS-13	8,342	1,551	18.6	896	10.7	290	3.5	312	3.7	53	0.6	6,791	81.4
GS-14	2,986	529	17.7	273	9.1	99	3.3	141	4.7	16	0.5	2,457	82.3
GS-15	8,252	2,442	29.6	323	3.9	489	5.9	1,605	19.4	25	0.3	5,810	70.4
AVERAGE GRADE	8.3	7.4		6.7		7.7		9.8		7.5		8.8	
SENIOR PAY LEVELS	496	61	12.3	32	6.5	13	2.6	7	1.4	9	1.8	435	87.7
OTHER WHITE COLLAR	51,085	16,162	31.6	6,459	12.6	3,158	6.2	6,211	12.2	334	0.7	34,923	68.4
TOTAL WAGE SYSTEMS	28,474	14,711	51.7	11,657	40.9	2,098	7.4	632	2.2	324	1.1	13,763	48.3

95

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 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
TOTAL, ALL PAY PLANS	2,774	1,701	61.3	1,239	44.7	358	12.9	92	3.3	12	0.4	1,073	38.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	2,728	1,676	61.4	1,223	44.8	350	12.8	91	3.3	12	0.4	1,052	38.6
GS-01	1	1	100.0	1	100.0	---	---	---	---	---	---	---	---
GS-02	4	4	100.0	2	50.0	2	50.0	---	---	---	---	---	---
GS-03	8	6	75.0	6	75.0	---	---	---	---	---	---	2	25.0
GS-04	13	7	53.8	2	15.4	4	30.8	1	7.7	---	---	6	46.2
GS-05	135	99	73.3	71	52.6	22	16.3	4	3.0	2	1.5	36	26.7
GS-06	106	80	75.5	66	62.3	10	9.4	4	3.8	---	---	26	24.5
GS-07	190	140	73.7	112	58.9	21	11.1	7	3.7	---	---	50	26.3
GS-08	44	37	84.1	29	65.9	6	13.6	1	2.3	1	2.3	7	15.9
GS-09	145	97	66.9	67	46.2	23	15.9	4	2.8	3	2.1	48	33.1
GS-10	1	---	---	---	---	---	---	---	---	---	---	1	100.0
GS-11	196	143	73.0	106	54.1	27	13.8	9	4.6	1	0.5	53	27.0
GS-12	801	517	64.5	372	46.4	122	15.2	19	2.4	4	0.5	284	35.5
GS-13	451	270	59.9	197	43.7	52	11.5	20	4.4	1	0.2	181	40.1
GS-14	521	229	44.0	161	30.9	50	9.6	18	3.5	---	---	292	56.0
GS-15	112	46	41.1	31	27.7	11	9.8	4	3.6	---	---	66	58.9
AVERAGE GRADE	11	11		11		11		11		10		12	
SENIOR PAY LEVELS	46	25	54.3	16	34.8	8	17.4	1	2.2	---	---	21	45.7

57

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - ENVIRONMENTAL PROTECTION AGENCY	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
TOTAL, ALL PAY PLANS	18,733	5,521	29.5	3,491	18.6	901	4.8	976	5.2	153	0.8	13,212	70.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	17,687	5,410	30.6	3,436	19.4	871	4.9	952	5.4	151	0.9	12,277	69.4
GS-01	12	9	75.0	8	66.7	1	8.3	---	---	---	---	3	25.0
GS-02	28	23	82.1	18	64.3	4	14.3	1	3.6	---	---	5	17.9
GS-03	67	38	56.7	27	40.3	10	14.9	1	1.5	---	---	29	43.3
GS-04	204	135	66.2	95	46.6	17	8.3	21	10.3	2	1.0	69	33.8
GS-05	153	102	66.7	76	49.7	20	13.1	6	3.9	---	---	51	33.3
GS-06	143	106	74.1	83	58.0	15	10.5	7	4.9	1	0.7	37	25.9
GS-07	743	416	56.0	312	42.0	62	8.3	36	4.8	6	0.8	327	44.0
GS-08	352	212	60.2	169	48.0	29	8.2	10	2.8	4	1.1	140	39.8
GS-09	674	320	47.5	242	35.9	37	5.5	32	4.7	9	1.3	354	52.5
GS-10	120	46	38.3	41	34.2	1	0.8	3	2.5	1	0.8	74	61.7
GS-11	868	371	42.7	262	30.2	41	4.7	50	5.8	18	2.1	497	57.3
GS-12	2,532	982	38.8	630	24.9	168	6.6	155	6.1	29	1.1	1,550	61.2
GS-13	6,716	1,765	26.3	980	14.6	285	4.2	443	6.6	57	0.8	4,951	73.7
GS-14	3,018	612	20.3	342	11.3	122	4.0	131	4.3	17	0.6	2,406	79.7
GS-15	2,057	273	13.3	151	7.3	59	2.9	56	2.7	7	0.3	1,784	86.7
AVERAGE GRADE	12.3	11.3		11.0		11.6		12.2		12.0		12.8	
SENIOR PAY LEVELS	313	45	14.4	25	8.0	13	4.2	7	2.2	---	---	268	85.6
OTHER WHITE COLLAR	717	58	8.1	22	3.1	17	2.4	17	2.4	2	0.3	659	91.9
TOTAL WAGE SYSTEMS	16	8	50.0	8	50.0	---	---	---	---	---	---	8	50.0

52

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - GENERAL SERVICES ADMINISTRATION 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
TOTAL, ALL PAY PLANS	14,224	5,429	38.2	3,962	27.9	721	5.1	556	3.9	190	1.3	8,795	61.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	12,599	4,678	37.1	3,374	26.8	627	5.0	508	4.0	169	1.3	7,921	62.9
GS-01	4	3	75.0	3	75.0	---	---	---	---	---	---	1	25.0
GS-02	9	7	77.8	6	66.7	1	11.1	---	---	---	---	2	22.2
GS-03	38	24	63.2	16	42.1	5	13.2	2	5.3	1	2.6	14	36.8
GS-04	151	91	60.3	65	43.0	15	9.9	10	6.6	1	0.7	60	39.7
GS-05	290	168	57.9	120	41.4	26	9.0	19	6.6	3	1.0	122	42.1
GS-06	299	158	52.8	126	42.1	22	7.4	8	2.7	2	0.7	141	47.2
GS-07	1,024	470	45.9	336	32.8	71	6.9	49	4.8	14	1.4	554	54.1
GS-08	208	97	46.6	80	38.5	10	4.8	4	1.9	3	1.4	111	53.4
GS-09	1,027	485	47.2	348	33.9	85	8.3	32	3.1	20	1.9	542	52.8
GS-10	42	25	59.5	14	33.3	9	21.4	1	2.4	1	2.4	17	40.5
GS-11	1,301	548	42.1	392	30.1	79	6.1	50	3.8	27	2.1	753	57.9
GS-12	3,203	1,253	39.1	893	27.9	168	5.2	152	4.7	40	1.2	1,950	60.9
GS-13	2,866	897	31.3	655	22.9	84	2.9	122	4.3	36	1.3	1,969	68.7
GS-14	1,484	356	24.0	252	17.0	41	2.8	47	3.2	16	1.1	1,128	76.0
GS-15	653	96	14.7	68	10.4	11	1.7	12	1.8	5	0.8	557	85.3
AVERAGE GRADE	11.4	10.7		10.7		10.3		11.1		11.2		11.7	
SENIOR PAY LEVELS	115	15	13.0	11	9.6	2	1.7	2	1.7	---	---	100	87.0
OTHER WHITE COLLAR	27	5	18.5	1	3.7	---	---	3	11.1	1	3.7	22	81.5
TOTAL WAGE SYSTEMS	1,483	731	49.3	576	38.8	92	6.2	43	2.9	20	1.3	752	50.7

65

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - NATIONAL AERONAUTICS AND SPACE ADMINISTRATION 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
TOTAL, ALL PAY PLANS	18,866	4,222	22.4	2,085	11.1	920	4.9	1,053	5.6	164	0.9	14,644	77.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	18,243	4,121	22.6	2,028	11.1	901	4.9	1,032	5.7	160	0.9	14,122	77.4
GS-01	11	4	36.4	3	27.3	---	---	1	9.1	---	---	7	63.6
GS-02	16	7	43.8	7	43.8	---	---	---	---	---	---	9	56.3
GS-03	26	16	61.5	12	46.2	2	7.7	2	7.7	---	---	10	38.5
GS-04	71	33	46.5	25	35.2	4	5.6	3	4.2	1	1.4	38	53.5
GS-05	118	42	35.6	30	25.4	6	5.1	6	5.1	---	---	76	64.4
GS-06	456	186	40.8	135	29.6	40	8.8	7	1.5	4	0.9	270	59.2
GS-07	592	218	36.8	139	23.5	39	6.6	28	4.7	12	2.0	374	63.2
GS-08	299	112	37.5	84	28.1	15	5.0	6	2.0	7	2.3	187	62.5
GS-09	522	181	34.7	116	22.2	32	6.1	26	5.0	7	1.3	341	65.3
GS-10	162	55	34.0	38	23.5	5	3.1	7	4.3	5	3.1	107	66.0
GS-11	1,514	420	27.7	263	17.4	80	5.3	67	4.4	10	0.7	1,094	72.3
GS-12	1,942	464	23.9	294	15.1	79	4.1	67	3.5	24	1.2	1,478	76.1
GS-13	5,473	1,278	23.4	524	9.6	318	5.8	396	7.2	40	0.7	4,195	76.6
GS-14	4,094	672	16.4	231	5.6	178	4.3	232	5.7	31	0.8	3,422	83.6
GS-15	2,947	433	14.7	127	4.3	103	3.5	184	6.2	19	0.6	2,514	85.3
AVERAGE GRADE	12.6	11.8		11.1		12.2		12.9		12.0		12.8	
SENIOR PAY LEVELS	496	68	13.7	31	6.3	15	3.0	18	3.6	4	0.8	428	86.3
OTHER WHITE COLLAR	73	5	6.8	2	2.7	2	2.7	1	1.4	---	---	68	93.2
TOTAL WAGE SYSTEMS	54	28	51.9	24	44.4	2	3.7	2	3.7	---	---	26	48.1

89

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - OFFICE OF PERSONNEL MANAGEMENT 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
TOTAL, ALL PAY PLANS	3,652	1,333	36.5	1,092	29.9	142	3.9	76	2.1	23	0.6	2,319	63.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	3,573	1,316	36.8	1,079	30.2	139	3.9	76	2.1	22	0.6	2,257	63.2
GS-01	17	1	5.9	---	---	---	---	---	---	1	5.9	16	94.1
GS-02	23	9	39.1	9	39.1	---	---	---	---	---	---	14	60.9
GS-03	151	42	27.8	37	24.5	3	2.0	---	---	2	1.3	109	72.2
GS-04	984	257	26.1	187	19.0	45	4.6	16	1.6	9	0.9	727	73.9
GS-05	220	81	36.8	64	29.1	12	5.5	5	2.3	---	---	139	63.2
GS-06	120	58	48.3	52	43.3	4	3.3	2	1.7	---	---	62	51.7
GS-07	297	180	60.6	167	56.2	6	2.0	6	2.0	1	0.3	117	39.4
GS-08	50	36	72.0	34	68.0	---	---	1	2.0	1	2.0	14	28.0
GS-09	176	53	30.1	43	24.4	9	5.1	1	0.6	---	---	123	69.9
GS-10	6	5	83.3	4	66.7	---	---	1	16.7	---	---	1	16.7
GS-11	291	175	60.1	157	54.0	10	3.4	6	2.1	2	0.7	116	39.9
GS-12	338	157	46.4	128	37.9	19	5.6	9	2.7	1	0.3	181	53.6
GS-13	513	174	33.9	142	27.7	11	2.1	18	3.5	3	0.6	339	66.1
GS-14	265	67	25.3	41	15.5	13	4.9	11	4.2	2	0.8	198	74.7
GS-15	122	21	17.2	14	11.5	7	5.7	---	---	---	---	101	82.8
AVERAGE GRADE	8.4	8.6		8.6		8.4		9.6		7.2		8.2	
SENIOR PAY LEVELS	46	7	15.2	3	6.5	3	6.5	---	---	1	2.2	39	84.8
OTHER WHITE COLLAR	7	---	---	---	---	---	---	---	---	---	---	7	100.0
TOTAL WAGE SYSTEMS	26	10	38.5	10	38.5	---	---	---	---	---	---	16	61.5

19

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - SOCIAL SECURITY ADMINISTRATION	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
TOTAL, ALL PAY PLANS	64,647	27,740	42.9	17,795	27.5	7,207	11.1	1,962	3.0	776	1.2	36,907	57.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	62,985	27,395	43.5	17,558	27.9	7,135	11.3	1,945	3.1	757	1.2	35,590	56.5
GS-01	49	37	75.5	21	42.9	12	24.5	2	4.1	2	4.1	12	24.5
GS-02	231	182	78.8	117	50.6	54	23.4	7	3.0	4	1.7	49	21.2
GS-03	422	289	68.5	195	46.2	67	15.9	16	3.8	11	2.6	133	31.5
GS-04	1,524	866	56.8	685	44.9	117	7.7	41	2.7	23	1.5	658	43.2
GS-05	4,044	2,376	58.8	1,634	40.4	510	12.6	185	4.6	47	1.2	1,668	41.2
GS-06	2,777	1,672	60.2	1,085	39.1	411	14.8	131	4.7	45	1.6	1,105	39.8
GS-07	4,325	2,593	60.0	1,601	37.0	688	15.9	248	5.7	56	1.3	1,732	40.0
GS-08	9,024	4,684	51.9	2,808	31.1	1,506	16.7	266	2.9	104	1.2	4,340	48.1
GS-09	5,510	3,224	58.5	2,356	42.8	603	10.9	172	3.1	93	1.7	2,286	41.5
GS-10	482	282	58.5	258	53.5	14	2.9	6	1.2	4	0.8	200	41.5
GS-11	15,623	5,867	37.6	3,209	20.5	2,048	13.1	424	2.7	186	1.2	9,756	62.4
GS-12	10,998	3,316	30.2	2,228	20.3	707	6.4	287	2.6	94	0.9	7,682	69.8
GS-13	5,377	1,347	25.1	930	17.3	250	4.6	114	2.1	53	1.0	4,030	74.9
GS-14	2,076	546	26.3	356	17.1	123	5.9	39	1.9	28	1.3	1,530	73.7
GS-15	523	114	21.8	75	14.3	25	4.8	7	1.3	7	1.3	409	78.2
AVERAGE GRADE	9.7	9.0		8.9		9.1		9.1		9.4		10.3	
SENIOR PAY LEVELS	1,244	156	12.5	73	5.9	57	4.6	11	0.9	15	1.2	1,088	87.5
OTHER WHITE COLLAR	57	12	21.1	9	15.8	2	3.5	1	1.8	---	---	45	78.9
TOTAL WAGE SYSTEMS	361	177	49.0	155	42.9	13	3.6	5	1.4	4	1.1	184	51.0

29

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

MEN AND WOMEN COMBINED

AGENCY - ALL OTHER INDEPENDENT AGENCIES	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
TOTAL, ALL PAY PLANS	57,398	19,690	34.3	13,836	24.1	3,125	5.4	2,340	4.1	389	0.7	37,708	65.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	42,113	15,357	36.5	11,374	27.0	1,974	4.7	1,731	4.1	278	0.7	26,756	63.5
GS-01	66	50	75.8	40	60.6	10	15.2	---	---	---	---	16	24.2
GS-02	185	97	52.4	78	42.2	9	4.9	7	3.8	3	1.6	88	47.6
GS-03	656	362	55.2	287	43.8	33	5.0	38	5.8	4	0.6	294	44.8
GS-04	773	452	58.5	372	48.1	43	5.6	30	3.9	7	0.9	321	41.5
GS-05	2,055	1,435	69.8	1,235	60.1	129	6.3	53	2.6	18	0.9	620	30.2
GS-06	1,510	864	57.2	747	49.5	63	4.2	47	3.1	7	0.5	646	42.8
GS-07	3,167	1,749	55.2	1,381	43.6	202	6.4	121	3.8	45	1.4	1,418	44.8
GS-08	1,126	762	67.7	680	60.4	45	4.0	32	2.8	5	0.4	364	32.3
GS-09	2,724	1,344	49.3	1,068	39.2	152	5.6	95	3.5	29	1.1	1,380	50.7
GS-10	374	184	49.2	159	42.5	14	3.7	11	2.9	---	---	190	50.8
GS-11	3,852	1,529	39.7	1,122	29.1	189	4.9	181	4.7	37	1.0	2,323	60.3
GS-12	7,416	2,562	34.5	1,786	24.1	436	5.9	294	4.0	46	0.6	4,854	65.5
GS-13	6,700	1,905	28.4	1,262	18.8	274	4.1	335	5.0	34	0.5	4,795	71.6
GS-14	6,563	1,273	19.4	722	11.0	230	3.5	298	4.5	23	0.4	5,290	80.6
GS-15	4,946	789	16.0	435	8.8	145	2.9	189	3.8	20	0.4	4,157	84.0
AVERAGE GRADE	11.1	9.8		9.3		10.6		11.4		10.1		11.9	
SENIOR PAY LEVELS	2,288	285	12.5	165	7.2	65	2.8	49	2.1	6	0.3	2,003	87.5
OTHER WHITE COLLAR	11,171	3,002	26.9	1,484	13.3	941	8.4	501	4.5	76	0.7	8,169	73.1
TOTAL WAGE SYSTEMS	1,826	1,046	57.3	813	44.5	145	7.9	59	3.2	29	1.6	780	42.7

* - LESS THAN 0.05 PERCENT