

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

**WOMEN ONLY**

AGENCY - ALL 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>	822,345	313,024	16.9	192,482	10.4	57,344	3.1	41,884	2.3	21,314	1.2	509,321	27.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	696,164	266,431	18.8	167,651	11.8	48,531	3.4	33,095	2.3	17,154	1.2	429,733	30.3
GS-01	1,668	844	31.7	494	18.6	177	6.7	160	6.0	13	0.5	824	31.0
GS-02	2,717	1,310	28.7	792	17.3	300	6.6	122	2.7	96	2.1	1,407	30.8
GS-03	13,390	6,595	31.2	3,467	16.4	1,346	6.4	1,243	5.9	539	2.5	6,795	32.1
GS-04	37,501	17,373	30.1	10,486	18.2	3,039	5.3	1,927	3.3	1,921	3.3	20,128	34.9
GS-05	69,763	32,151	30.1	20,011	18.7	5,600	5.2	3,295	3.1	3,245	3.0	37,612	35.2
GS-06	57,501	24,579	29.3	16,137	19.2	4,002	4.8	2,450	2.9	1,990	2.4	32,922	39.2
GS-07	87,931	35,884	25.2	23,231	16.3	7,042	4.9	3,537	2.5	2,074	1.5	52,047	36.6
GS-08	36,523	16,663	29.5	11,466	20.3	3,472	6.1	1,138	2.0	587	1.0	19,860	35.1
GS-09	70,063	26,706	20.2	16,864	12.7	4,883	3.7	3,152	2.4	1,807	1.4	43,357	32.7
GS-10	8,924	3,276	18.3	2,193	12.3	485	2.7	345	1.9	253	1.4	5,648	31.6
GS-11	91,206	32,015	16.2	18,416	9.3	7,171	3.6	4,550	2.3	1,878	1.0	59,191	30.0
GS-12	96,783	32,982	14.5	21,117	9.3	5,681	2.5	4,732	2.1	1,452	0.6	63,801	28.0
GS-13	72,165	22,755	11.1	15,024	7.4	3,369	1.7	3,582	1.8	780	0.4	49,410	24.2
GS-14	32,780	9,245	9.3	5,930	6.0	1,311	1.3	1,624	1.6	380	0.4	23,535	23.7
GS-15	17,249	4,053	6.6	2,023	3.3	653	1.1	1,238	2.0	139	0.2	13,196	21.5
<b>AVERAGE GRADE</b>	9.1	8.6		8.6		8.5		9.2		7.7		9.4	
<b>SENIOR PAY LEVELS</b>	4,895	901	4.7	514	2.7	184	1.0	162	0.9	41	0.2	3,994	21.0
<b>OTHER WHITE COLLAR</b>	99,052	34,753	16.5	17,197	8.2	7,026	3.3	7,511	3.6	3,019	1.4	64,299	30.5
<b>TOTAL WAGE SYSTEMS</b>	22,234	10,939	5.3	7,120	3.5	1,603	0.8	1,116	0.5	1,100	0.5	11,295	5.5

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF AGRICULTURE 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>	47,997	12,594	11.2	7,685	6.9	2,651	2.4	1,224	1.1	1,034	0.9	35,403	31.6
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	47,099	12,305	11.5	7,530	7.0	2,557	2.4	1,200	1.1	1,018	0.9	34,794	32.4
GS-01	267	72	13.6	33	6.2	24	4.5	12	2.3	3	0.6	195	36.7
GS-02	900	451	30.3	332	22.3	92	6.2	15	1.0	12	0.8	449	30.2
GS-03	1,974	639	14.3	321	7.2	210	4.7	77	1.7	31	0.7	1,335	29.8
GS-04	2,978	674	9.2	292	4.0	226	3.1	86	1.2	70	1.0	2,304	31.4
GS-05	4,770	1,101	11.6	553	5.8	333	3.5	96	1.0	119	1.3	3,669	38.6
GS-06	3,243	791	13.7	480	8.3	163	2.8	67	1.2	81	1.4	2,452	42.4
GS-07	9,566	2,960	18.4	2,023	12.6	516	3.2	165	1.0	256	1.6	6,606	41.0
GS-08	1,869	518	12.7	391	9.6	63	1.5	32	0.8	32	0.8	1,351	33.1
GS-09	5,715	1,184	8.5	617	4.4	272	2.0	147	1.1	148	1.1	4,531	32.6
GS-10	154	54	8.2	47	7.1	4	0.6	1	0.2	2	0.3	100	15.2
GS-11	5,306	1,146	8.5	604	4.5	263	2.0	169	1.3	110	0.8	4,160	31.0
GS-12	5,486	1,400	9.3	897	6.0	233	1.6	164	1.1	106	0.7	4,086	27.3
GS-13	3,192	921	10.3	668	7.5	114	1.3	104	1.2	35	0.4	2,271	25.4
GS-14	1,181	308	8.1	212	5.6	34	0.9	51	1.3	11	0.3	873	23.1
GS-15	498	86	3.8	60	2.6	10	0.4	14	0.6	2	0.1	412	18.1
<b>AVERAGE GRADE</b>	8.2	8.0		8.2		7.3		8.6		7.9		8.3	
<b>SENIOR PAY LEVELS</b>	112	19	4.2	11	2.4	3	0.7	4	0.9	1	0.2	93	20.4
<b>OTHER WHITE COLLAR</b>	289	58	5.0	29	2.5	13	1.1	13	1.1	3	0.3	231	20.1
<b>TOTAL WAGE SYSTEMS</b>	497	212	6.6	115	3.6	78	2.4	7	0.2	12	0.4	285	8.8

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF COMMERCE  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>	17,519	6,281	16.6	4,380	11.6	722	1.9	1,055	2.8	124	0.3	11,238	29.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	17,283	6,227	17.1	4,344	11.9	716	2.0	1,044	2.9	123	0.3	11,056	30.3
GS-01	27	13	26.5	10	20.4	1	2.0	2	4.1	---	---	14	28.6
GS-02	47	18	23.1	8	10.3	4	5.1	6	7.7	---	---	29	37.2
GS-03	1,015	264	16.8	168	10.7	72	4.6	13	0.8	11	0.7	751	47.8
GS-04	2,889	656	16.4	440	11.0	141	3.5	38	1.0	37	0.9	2,233	56.0
GS-05	998	407	28.4	294	20.5	62	4.3	39	2.7	12	0.8	591	41.2
GS-06	828	313	31.1	250	24.9	33	3.3	19	1.9	11	1.1	515	51.2
GS-07	1,642	850	37.2	721	31.5	53	2.3	67	2.9	9	0.4	792	34.6
GS-08	778	360	39.5	310	34.0	25	2.7	20	2.2	5	0.5	418	45.9
GS-09	1,050	488	25.6	363	19.1	47	2.5	73	3.8	5	0.3	562	29.5
GS-10	206	104	24.9	95	22.7	5	1.2	2	0.5	2	0.5	102	24.4
GS-11	1,100	417	14.2	278	9.5	35	1.2	102	3.5	2	0.1	683	23.3
GS-12	2,498	933	15.5	640	10.6	89	1.5	195	3.2	9	0.1	1,565	26.0
GS-13	1,762	660	12.3	391	7.3	69	1.3	191	3.6	9	0.2	1,102	20.6
GS-14	1,794	599	10.1	305	5.2	61	1.0	225	3.8	8	0.1	1,195	20.2
GS-15	649	145	5.6	71	2.7	19	0.7	52	2.0	3	0.1	504	19.4
<b>AVERAGE GRADE</b>	8.9	9.1		8.8		8.1		11.2		7.1		8.8	
<b>SENIOR PAY LEVELS</b>	133	28	5.1	17	3.1	3	0.5	8	1.5	---	---	105	19.2
<b>OTHER WHITE COLLAR</b>	29	5	5.1	3	3.0	---	---	1	1.0	1	1.0	24	24.2
<b>TOTAL WAGE SYSTEMS</b>	74	21	2.8	16	2.1	3	0.4	2	0.3	---	---	53	7.0

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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
<b>TOTAL, ALL PAY PLANS</b>	48,560	14,319	9.6	7,877	5.3	3,814	2.5	2,009	1.3	619	0.4	34,241	22.8
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	45,243	13,412	12.9	7,418	7.1	3,582	3.5	1,902	1.8	510	0.5	31,831	30.7
GS-01	107	42	24.4	14	8.1	21	12.2	6	3.5	1	0.6	65	37.8
GS-02	331	102	17.6	45	7.8	39	6.7	14	2.4	4	0.7	229	39.5
GS-03	809	340	27.3	184	14.8	97	7.8	50	4.0	9	0.7	469	37.7
GS-04	2,255	1,006	31.3	570	17.7	274	8.5	130	4.0	32	1.0	1,249	38.8
GS-05	6,443	2,532	29.4	1,410	16.4	667	7.7	386	4.5	69	0.8	3,911	45.4
GS-06	4,074	1,387	23.1	767	12.8	386	6.4	187	3.1	47	0.8	2,687	44.7
GS-07	5,794	1,789	17.7	1,011	10.0	472	4.7	236	2.3	70	0.7	4,005	39.6
GS-08	626	142	10.1	90	6.4	31	2.2	19	1.3	2	0.1	484	34.3
GS-09	6,276	1,720	11.4	977	6.5	460	3.1	220	1.5	63	0.4	4,556	30.3
GS-10	176	46	4.4	22	2.1	10	1.0	14	1.3	---	---	130	12.5
GS-11	7,292	1,850	9.9	961	5.1	535	2.9	246	1.3	108	0.6	5,442	29.1
GS-12	6,860	1,635	8.4	893	4.6	411	2.1	252	1.3	79	0.4	5,225	27.0
GS-13	3,021	626	5.1	372	3.0	130	1.1	103	0.8	21	0.2	2,395	19.6
GS-14	898	166	3.8	84	1.9	41	0.9	37	0.8	4	0.1	732	16.8
GS-15	281	29	1.8	18	1.1	8	0.5	2	0.1	1	0.1	252	15.4
<b>AVERAGE GRADE</b>	8.6	8.0		7.9		7.9		8.0		8.5		8.9	
<b>SENIOR PAY LEVELS</b>	39	3	1.3	1	0.4	1	0.4	---	---	1	0.4	36	15.7
<b>OTHER WHITE COLLAR</b>	53	5	1.3	---	---	2	0.5	3	0.8	---	---	48	12.3
<b>TOTAL WAGE SYSTEMS</b>	3,225	899	2.0	458	1.0	229	0.5	104	0.2	108	0.2	2,326	5.1

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**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT  
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**WOMEN ONLY**

AGENCY - DEPARTMENT OF THE ARMY 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>	83,525	28,611	12.7	18,603	8.2	5,166	2.3	3,975	1.8	867	0.4	54,914	24.3
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	79,162	26,930	15.2	17,686	10.0	4,851	2.7	3,596	2.0	797	0.4	52,232	29.4
GS-01	133	53	23.2	31	13.6	20	8.8	1	0.4	1	0.4	80	35.1
GS-02	210	61	16.3	38	10.1	17	4.5	5	1.3	1	0.3	149	39.7
GS-03	698	283	24.2	189	16.2	59	5.0	28	2.4	7	0.6	415	35.5
GS-04	6,146	3,222	35.2	2,237	24.4	574	6.3	349	3.8	62	0.7	2,924	31.9
GS-05	9,936	4,529	28.4	3,015	18.9	835	5.2	570	3.6	109	0.7	5,407	33.9
GS-06	6,662	2,493	23.1	1,695	15.7	465	4.3	262	2.4	71	0.7	4,169	38.7
GS-07	11,037	3,811	20.0	2,607	13.7	713	3.7	390	2.0	101	0.5	7,226	38.0
GS-08	1,891	625	17.5	442	12.4	108	3.0	57	1.6	18	0.5	1,266	35.4
GS-09	9,344	2,982	15.4	1,902	9.8	545	2.8	422	2.2	113	0.6	6,362	32.8
GS-10	1,507	463	19.3	255	10.7	93	3.9	110	4.6	5	0.2	1,044	43.6
GS-11	11,015	3,274	12.5	2,006	7.6	626	2.4	531	2.0	111	0.4	7,741	29.5
GS-12	10,991	2,964	9.3	1,906	6.0	466	1.5	476	1.5	116	0.4	8,027	25.3
GS-13	6,751	1,602	6.5	1,021	4.2	236	1.0	286	1.2	59	0.2	5,149	20.9
GS-14	2,071	440	5.0	265	3.0	74	0.8	84	1.0	17	0.2	1,631	18.7
GS-15	770	128	3.0	77	1.8	20	0.5	25	0.6	6	0.1	642	14.8
<b>AVERAGE GRADE</b>	8.7	8.0		7.9		7.8		8.6		8.6		9.1	
<b>SENIOR PAY LEVELS</b>	68	7	1.6	5	1.2	1	0.2	1	0.2	---	---	61	14.3
<b>OTHER WHITE COLLAR</b>	670	260	14.3	18	1.0	17	0.9	221	12.1	4	0.2	410	22.5
<b>TOTAL WAGE SYSTEMS</b>	3,625	1,414	3.1	894	1.9	297	0.6	157	0.3	66	0.1	2,211	4.8

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**WOMEN ONLY**

AGENCY - DEPARTMENT OF THE NAVY 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>	53,513	18,191	10.3	9,946	5.6	2,610	1.5	5,289	3.0	346	0.2	35,322	19.9
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	50,419	16,990	12.7	9,207	6.9	2,474	1.8	4,980	3.7	329	0.2	33,429	24.9
GS-01	53	23	20.0	11	9.6	6	5.2	5	4.3	1	0.9	30	26.1
GS-02	120	52	24.0	14	6.5	9	4.1	29	13.4	---	---	68	31.3
GS-03	461	211	24.3	96	11.1	45	5.2	69	8.0	1	0.1	250	28.8
GS-04	2,426	1,314	34.8	713	18.9	173	4.6	415	11.0	13	0.3	1,112	29.5
GS-05	4,820	2,179	25.9	1,298	15.4	304	3.6	537	6.4	40	0.5	2,641	31.4
GS-06	3,811	1,585	24.2	927	14.1	201	3.1	427	6.5	30	0.5	2,226	33.9
GS-07	6,238	2,509	24.4	1,404	13.6	371	3.6	676	6.6	58	0.6	3,729	36.2
GS-08	1,071	402	20.5	262	13.3	49	2.5	84	4.3	7	0.4	669	34.1
GS-09	5,499	1,883	17.2	1,044	9.6	267	2.4	526	4.8	46	0.4	3,616	33.1
GS-10	326	99	7.1	62	4.5	8	0.6	27	1.9	2	0.1	227	16.3
GS-11	7,935	2,403	11.4	1,184	5.6	366	1.7	805	3.8	48	0.2	5,532	26.3
GS-12	9,534	2,575	8.2	1,269	4.0	418	1.3	847	2.7	41	0.1	6,959	22.2
GS-13	5,841	1,385	5.5	718	2.8	199	0.8	434	1.7	34	0.1	4,456	17.7
GS-14	1,549	287	4.1	165	2.3	44	0.6	73	1.0	5	0.1	1,262	17.9
GS-15	735	83	1.7	40	0.8	14	0.3	26	0.5	3	0.1	652	13.1
<b>AVERAGE GRADE</b>	9.4	8.6		8.4		8.7		8.8		8.8		9.8	
<b>SENIOR PAY LEVELS</b>	95	8	1.1	4	0.6	2	0.3	2	0.3	---	---	87	12.2
<b>OTHER WHITE COLLAR</b>	268	52	5.1	11	1.1	9	0.9	32	3.1	---	---	216	21.2
<b>TOTAL WAGE SYSTEMS</b>	2,731	1,141	2.8	724	1.7	125	0.3	275	0.7	17	*	1,590	3.8

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**WOMEN ONLY**

AGENCY - DEPARTMENT OF DEFENSE 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>	238,238	79,564	12.2	48,036	7.4	14,629	2.2	14,722	2.3	2,177	0.3	158,674	24.4
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	213,623	72,108	14.8	43,897	9.0	12,990	2.7	13,306	2.7	1,915	0.4	141,515	29.1
GS-01	995	539	35.3	303	19.8	105	6.9	125	8.2	6	0.4	456	29.8
GS-02	774	248	18.7	111	8.4	78	5.9	54	4.1	5	0.4	526	39.6
GS-03	5,222	2,886	41.3	1,380	19.7	497	7.1	964	13.8	45	0.6	2,336	33.4
GS-04	13,986	6,920	34.6	4,216	21.1	1,256	6.3	1,324	6.6	124	0.6	7,066	35.3
GS-05	24,612	10,730	28.3	6,687	17.6	2,068	5.5	1,735	4.6	240	0.6	13,882	36.6
GS-06	17,789	6,825	24.4	4,356	15.6	1,214	4.3	1,077	3.9	178	0.6	10,964	39.2
GS-07	27,227	9,698	21.3	6,126	13.5	1,786	3.9	1,517	3.3	269	0.6	17,529	38.5
GS-08	4,275	1,453	18.4	1,011	12.8	215	2.7	198	2.5	29	0.4	2,822	35.7
GS-09	23,839	7,625	15.3	4,691	9.4	1,415	2.8	1,274	2.6	245	0.5	16,214	32.5
GS-10	2,122	648	12.9	367	7.3	113	2.2	159	3.2	9	0.2	1,474	29.3
GS-11	31,472	9,339	12.1	5,517	7.2	1,765	2.3	1,742	2.3	315	0.4	22,133	28.7
GS-12	33,918	9,104	9.3	5,423	5.6	1,545	1.6	1,862	1.9	274	0.3	24,814	25.4
GS-13	18,913	4,516	6.4	2,756	3.9	672	1.0	960	1.4	128	0.2	14,397	20.4
GS-14	5,938	1,219	5.1	737	3.1	207	0.9	241	1.0	34	0.1	4,719	19.7
GS-15	2,541	358	2.6	216	1.6	54	0.4	74	0.5	14	0.1	2,183	16.0
<b>AVERAGE GRADE</b>	8.8	8.0		8.0		7.9		8.1		8.6		9.2	
<b>SENIOR PAY LEVELS</b>	347	34	1.7	19	0.9	5	0.2	9	0.4	1	---	313	15.5
<b>OTHER WHITE COLLAR</b>	11,776	2,363	13.5	1,083	6.2	698	4.0	538	3.1	44	0.3	9,413	53.9
<b>TOTAL WAGE SYSTEMS</b>	12,492	5,059	3.5	3,037	2.1	936	0.6	869	0.6	217	0.1	7,433	5.1

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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	2,833	1,508	32.9	1,251	27.3	125	2.7	101	2.2	31	0.7	1,325	28.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	2,663	1,463	34.9	1,230	29.3	119	2.8	97	2.3	17	0.4	1,200	28.6
GS-02	2	1	25.0	1	25.0	---	---	---	---	---	---	1	25.0
GS-03	14	10	43.5	7	30.4	3	13.0	---	---	---	---	4	17.4
GS-04	26	19	43.2	15	34.1	1	2.3	3	6.8	---	---	7	15.9
GS-05	27	21	51.2	16	39.0	2	4.9	2	4.9	1	2.4	6	14.6
GS-06	42	31	53.4	24	41.4	5	8.6	2	3.4	---	---	11	19.0
GS-07	178	128	58.7	113	51.8	6	2.8	8	3.7	1	0.5	50	22.9
GS-08	60	51	78.5	48	73.8	2	3.1	1	1.5	---	---	9	13.8
GS-09	137	98	57.3	90	52.6	3	1.8	5	2.9	---	---	39	22.8
GS-10	7	4	57.1	3	42.9	1	14.3	---	---	---	---	3	42.9
GS-11	200	141	56.0	127	50.4	9	3.6	5	2.0	---	---	59	23.4
GS-12	582	366	43.8	307	36.7	29	3.5	27	3.2	3	0.4	216	25.8
GS-13	679	353	32.5	287	26.5	38	3.5	24	2.2	4	0.4	326	30.0
GS-14	445	177	21.0	143	17.0	13	1.5	17	2.0	4	0.5	268	31.9
GS-15	264	63	11.4	49	8.9	7	1.3	3	0.5	4	0.7	201	36.5
AVERAGE GRADE	12	11		11		12		12		13		13	
SENIOR PAY LEVELS	65	11	6.8	6	3.7	1	0.6	3	1.9	1	0.6	54	33.5
OTHER WHITE COLLAR	104	33	15.3	14	6.5	5	2.3	1	0.5	13	6.0	71	33.0
TOTAL WAGE SYSTEMS	1	1	16.7	1	16.7	---	---	---	---	---	---	---	---

\* - LESS THAN 0.05 PERCENT



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

**WOMEN ONLY**

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
<b>TOTAL, ALL PAY PLANS</b>	5,615	1,834	12.2	1,135	7.6	404	2.7	206	1.4	89	0.6	3,781	25.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	5,352	1,786	14.2	1,117	8.9	387	3.1	197	1.6	85	0.7	3,566	28.4
GS-01	3	2	50.0	---	---	2	50.0	---	---	---	---	1	25.0
GS-02	11	8	44.4	1	5.6	7	38.9	---	---	---	---	3	16.7
GS-03	7	4	36.4	1	9.1	2	18.2	1	9.1	---	---	3	27.3
GS-04	45	32	39.5	20	24.7	8	9.9	2	2.5	2	2.5	13	16.0
GS-05	57	22	27.2	11	13.6	4	4.9	5	6.2	2	2.5	35	43.2
GS-06	163	48	27.4	23	13.1	15	8.6	6	3.4	4	2.3	115	65.7
GS-07	354	128	28.6	78	17.4	25	5.6	11	2.5	14	3.1	226	50.6
GS-08	257	99	30.1	74	22.5	14	4.3	7	2.1	4	1.2	158	48.0
GS-09	419	191	32.9	140	24.1	35	6.0	11	1.9	5	0.9	228	39.3
GS-10	30	6	6.1	3	3.1	1	1.0	1	1.0	1	1.0	24	24.5
GS-11	523	191	21.9	129	14.8	40	4.6	12	1.4	10	1.1	332	38.1
GS-12	898	304	17.9	189	11.1	68	4.0	32	1.9	15	0.9	594	35.0
GS-13	1,259	417	12.3	259	7.6	93	2.7	46	1.4	19	0.6	842	24.8
GS-14	833	228	8.3	127	4.6	54	2.0	41	1.5	6	0.2	605	22.1
GS-15	493	106	5.2	62	3.1	19	0.9	22	1.1	3	0.1	387	19.1
<b>AVERAGE GRADE</b>	11.6	11.2		11.2		11.1		11.8		10.5		11.8	
<b>SENIOR PAY LEVELS</b>	106	21	3.7	7	1.2	7	1.2	5	0.9	2	0.4	85	15.0
<b>OTHER WHITE COLLAR</b>	93	20	3.4	9	1.5	6	1.0	3	0.5	2	0.3	73	12.5
<b>TOTAL WAGE SYSTEMS</b>	64	7	0.5	2	0.2	4	0.3	1	0.1	---	---	57	4.3

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF HEALTH AND HUMAN SERVICES  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>	38,546	19,409	30.6	7,891	12.4	1,263	2.0	2,347	3.7	7,908	12.5	19,137	30.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	34,536	17,931	34.4	7,496	14.4	1,129	2.2	1,789	3.4	7,517	14.4	16,605	31.9
GS-01	18	11	36.7	3	10.0	4	13.3	1	3.3	3	10.0	7	23.3
GS-02	121	98	58.3	26	15.5	4	2.4	4	2.4	64	38.1	23	13.7
GS-03	440	391	71.2	51	9.3	6	1.1	7	1.3	327	59.6	49	8.9
GS-04	1,510	1,369	75.5	124	6.8	17	0.9	28	1.5	1,200	66.2	141	7.8
GS-05	2,283	2,079	77.3	186	6.9	28	1.0	27	1.0	1,838	68.4	204	7.6
GS-06	1,647	1,405	71.9	324	16.6	27	1.4	31	1.6	1,023	52.4	242	12.4
GS-07	2,691	1,864	56.1	1,020	30.7	97	2.9	92	2.8	655	19.7	827	24.9
GS-08	1,263	763	49.9	528	34.5	48	3.1	54	3.5	133	8.7	500	32.7
GS-09	3,444	1,960	44.2	872	19.7	135	3.0	130	2.9	823	18.6	1,484	33.5
GS-10	581	275	36.8	65	8.7	19	2.5	16	2.1	175	23.4	306	41.0
GS-11	3,586	1,796	35.8	795	15.8	133	2.7	254	5.1	614	12.2	1,790	35.7
GS-12	5,284	2,437	30.3	1,443	17.9	237	2.9	383	4.8	374	4.6	2,847	35.4
GS-13	6,490	2,222	20.2	1,397	12.7	240	2.2	433	3.9	152	1.4	4,268	38.7
GS-14	3,472	913	13.4	482	7.1	86	1.3	249	3.6	96	1.4	2,559	37.5
GS-15	1,706	348	8.9	180	4.6	48	1.2	80	2.0	40	1.0	1,358	34.7
<b>AVERAGE GRADE</b>	10.3	9.0		10.3		10.8		11.5		6.8		11.7	
<b>SENIOR PAY LEVELS</b>	598	122	5.8	54	2.6	14	0.7	48	2.3	6	0.3	476	22.7
<b>OTHER WHITE COLLAR</b>	2,955	922	12.9	280	3.9	115	1.6	509	7.1	18	0.3	2,033	28.4
<b>TOTAL WAGE SYSTEMS</b>	457	434	20.8	61	2.9	5	0.2	1	---	367	17.6	23	1.1

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF HOMELAND SECURITY 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>	54,837	22,536	13.9	11,964	7.4	7,621	4.7	2,493	1.5	458	0.3	32,301	19.9
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	30,513	12,255	13.7	5,646	6.3	4,779	5.3	1,625	1.8	205	0.2	18,258	20.4
GS-01	27	18	48.6	7	18.9	7	18.9	4	10.8	---	---	9	24.3
GS-02	89	54	34.6	29	18.6	21	13.5	3	1.9	1	0.6	35	22.4
GS-03	269	116	26.5	55	12.6	49	11.2	12	2.7	---	---	153	34.9
GS-04	656	360	35.3	167	16.4	163	16.0	26	2.6	4	0.4	296	29.0
GS-05	2,178	1,007	22.5	380	8.5	424	9.5	181	4.1	22	0.5	1,171	26.2
GS-06	1,141	493	26.8	259	14.1	173	9.4	53	2.9	8	0.4	648	35.3
GS-07	5,584	2,437	18.3	1,099	8.3	968	7.3	329	2.5	41	0.3	3,147	23.7
GS-08	1,112	549	31.4	331	18.9	149	8.5	63	3.6	6	0.3	563	32.2
GS-09	3,601	1,293	12.9	518	5.2	557	5.6	192	1.9	26	0.3	2,308	23.0
GS-10	154	67	21.8	32	10.4	28	9.1	6	2.0	1	0.3	87	28.3
GS-11	5,479	2,305	10.5	876	4.0	1,097	5.0	296	1.3	36	0.2	3,174	14.4
GS-12	4,188	1,680	12.9	854	6.6	596	4.6	208	1.6	22	0.2	2,508	19.3
GS-13	3,578	1,210	9.2	644	4.9	373	2.8	172	1.3	21	0.2	2,368	18.0
GS-14	1,766	525	9.0	316	5.4	133	2.3	62	1.1	14	0.2	1,241	21.2
GS-15	691	141	6.2	79	3.5	41	1.8	18	0.8	3	0.1	550	24.2
<b>AVERAGE GRADE</b>	9.7	9.3		9.5		9.2		9.3		9.4		9.9	
<b>SENIOR PAY LEVELS</b>	100	14	2.9	8	1.7	4	0.8	2	0.4	---	---	86	18.0
<b>OTHER WHITE COLLAR</b>	24,153	10,254	14.7	6,303	9.0	2,836	4.1	862	1.2	253	0.4	13,899	19.9
<b>TOTAL WAGE SYSTEMS</b>	71	13	0.6	7	0.3	2	0.1	4	0.2	---	---	58	2.5

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT		TOTAL		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
PAY PLAN AND GRADE	TOTAL NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	6,078	3,514	34.9	2,761	27.4	436	4.3	245	2.4	72	0.7	2,564	25.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	6,031	3,484	35.1	2,739	27.6	429	4.3	244	2.5	72	0.7	2,547	25.7
GS-01	1	---	---	---	---	---	---	---	---	---	---	1	33.3
GS-02	19	15	57.7	13	50.0	1	3.8	1	3.8	---	---	4	15.4
GS-03	25	22	57.9	18	47.4	2	5.3	1	2.6	1	2.6	3	7.9
GS-04	79	58	51.8	49	43.8	3	2.7	4	3.6	2	1.8	21	18.8
GS-05	67	51	45.9	37	33.3	5	4.5	9	8.1	---	---	16	14.4
GS-06	89	64	55.2	55	47.4	6	5.2	1	0.9	2	1.7	25	21.6
GS-07	677	406	51.8	308	39.3	62	7.9	22	2.8	14	1.8	271	34.6
GS-08	118	81	58.7	70	50.7	6	4.3	5	3.6	---	---	37	26.8
GS-09	288	201	52.3	163	42.4	15	3.9	19	4.9	4	1.0	87	22.7
GS-10	45	42	84.0	39	78.0	1	2.0	1	2.0	1	2.0	3	6.0
GS-11	425	296	53.3	235	42.3	35	6.3	20	3.6	6	1.1	129	23.2
GS-12	1,609	909	37.6	690	28.5	138	5.7	58	2.4	23	1.0	700	28.9
GS-13	1,524	810	28.6	632	22.3	100	3.5	65	2.3	13	0.5	714	25.2
GS-14	672	343	24.7	278	20.0	34	2.4	26	1.9	5	0.4	329	23.7
GS-15	393	186	19.4	152	15.9	21	2.2	12	1.3	1	0.1	207	21.6
<b>AVERAGE GRADE</b>	11.5	11.2		11.2		11.3		11.3		10.6		11.8	
<b>SENIOR PAY LEVELS</b>	41	27	22.7	20	16.8	6	5.0	1	0.8	---	---	14	11.8
<b>OTHER WHITE COLLAR</b>	5	2	11.8	1	5.9	1	5.9	---	---	---	---	3	17.6
<b>TOTAL WAGE SYSTEMS</b>	1	1	25.0	1	25.0	---	---	---	---	---	---	---	---

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF THE INTERIOR 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>	31,080	10,351	13.3	2,097	2.7	1,534	2.0	754	1.0	5,966	7.7	20,729	26.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	27,110	7,539	12.2	2,011	3.2	1,427	2.3	734	1.2	3,367	5.4	19,571	31.6
GS-01	34	7	10.9	6	9.4	---	---	1	1.6	---	---	27	42.2
GS-02	127	47	15.0	15	4.8	17	5.4	5	1.6	10	3.2	80	25.6
GS-03	458	166	14.5	44	3.8	28	2.4	10	0.9	84	7.3	292	25.5
GS-04	1,794	578	16.1	94	2.6	91	2.5	42	1.2	351	9.8	1,216	33.9
GS-05	3,464	1,106	17.2	171	2.7	164	2.5	96	1.5	675	10.5	2,358	36.6
GS-06	2,068	678	21.2	140	4.4	127	4.0	49	1.5	362	11.3	1,390	43.5
GS-07	3,747	1,146	18.5	344	5.6	222	3.6	96	1.5	484	7.8	2,601	42.0
GS-08	742	273	18.9	89	6.2	59	4.1	17	1.2	108	7.5	469	32.5
GS-09	3,474	892	12.0	276	3.7	191	2.6	100	1.3	325	4.4	2,582	34.8
GS-10	108	45	14.8	30	9.9	2	0.7	2	0.7	11	3.6	63	20.7
GS-11	3,891	905	9.3	232	2.4	208	2.1	104	1.1	361	3.7	2,986	30.6
GS-12	3,714	880	8.6	297	2.9	192	1.9	111	1.1	280	2.7	2,834	27.6
GS-13	2,125	490	7.1	173	2.5	87	1.3	57	0.8	173	2.5	1,635	23.7
GS-14	1,006	267	7.9	88	2.6	33	1.0	37	1.1	109	3.2	739	21.9
GS-15	358	59	3.9	12	0.8	6	0.4	7	0.5	34	2.2	299	19.7
<b>AVERAGE GRADE</b>	8.8	8.3		8.9		8.5		8.9		7.8		8.9	
<b>SENIOR PAY LEVELS</b>	99	24	6.6	12	3.3	5	1.4	---	---	7	1.9	75	20.5
<b>OTHER WHITE COLLAR</b>	2,713	2,262	53.6	17	0.4	54	1.3	9	0.2	2,182	51.7	451	10.7
<b>TOTAL WAGE SYSTEMS</b>	1,158	526	4.8	57	0.5	48	0.4	11	0.1	410	3.7	632	5.7

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	41,600	15,557	15.1	10,639	10.3	3,432	3.3	1,198	1.2	288	0.3	26,043	25.3
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	38,924	14,800	16.2	10,166	11.1	3,248	3.6	1,117	1.2	269	0.3	24,124	26.4
GS-01	53	23	32.9	17	24.3	5	7.1	1	1.4	---	---	30	42.9
GS-02	120	68	35.8	46	24.2	15	7.9	7	3.7	---	---	52	27.4
GS-03	186	118	42.1	95	33.9	17	6.1	6	2.1	---	---	68	24.3
GS-04	402	235	40.5	151	26.0	61	10.5	21	3.6	2	0.3	167	28.8
GS-05	964	444	24.6	259	14.3	137	7.6	42	2.3	6	0.3	520	28.8
GS-06	1,873	798	26.4	501	16.6	210	6.9	66	2.2	21	0.7	1,075	35.5
GS-07	7,088	2,824	20.5	1,885	13.7	724	5.2	164	1.2	51	0.4	4,264	30.9
GS-08	4,159	1,832	18.9	1,345	13.9	359	3.7	99	1.0	29	0.3	2,327	24.0
GS-09	4,728	1,980	22.6	1,427	16.3	419	4.8	110	1.3	24	0.3	2,748	31.3
GS-10	1,010	306	10.9	172	6.1	91	3.2	37	1.3	6	0.2	704	25.1
GS-11	5,066	1,875	17.9	1,312	12.5	355	3.4	164	1.6	44	0.4	3,191	30.4
GS-12	4,595	1,812	17.2	1,252	11.9	387	3.7	131	1.2	42	0.4	2,783	26.5
GS-13	5,112	1,615	9.1	1,125	6.3	309	1.7	153	0.9	28	0.2	3,497	19.7
GS-14	1,911	534	7.9	390	5.8	87	1.3	47	0.7	10	0.1	1,377	20.4
GS-15	1,657	336	6.9	189	3.9	72	1.5	69	1.4	6	0.1	1,321	27.0
<b>AVERAGE GRADE</b>	9.8	9.4		9.5		9.2		9.9		9.7		10.1	
<b>SENIOR PAY LEVELS</b>	1,289	232	5.3	126	2.9	73	1.7	26	0.6	7	0.2	1,057	24.2
<b>OTHER WHITE COLLAR</b>	930	282	12.0	158	6.7	63	2.7	52	2.2	9	0.4	648	27.5
<b>TOTAL WAGE SYSTEMS</b>	457	243	5.1	189	4.0	48	1.0	3	0.1	3	0.1	214	4.5

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	7,961	3,770	23.9	2,762	17.5	578	3.7	374	2.4	56	0.4	4,191	26.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	7,879	3,749	24.1	2,749	17.7	574	3.7	370	2.4	56	0.4	4,130	26.6
GS-01	6	2	25.0	2	25.0	---	---	---	---	---	---	4	50.0
GS-02	10	10	62.5	10	62.5	---	---	---	---	---	---	---	---
GS-03	20	13	38.2	9	26.5	---	---	4	11.8	---	---	7	20.6
GS-04	126	90	46.9	68	35.4	15	7.8	7	3.6	---	---	36	18.8
GS-05	309	185	44.6	136	32.8	27	6.5	17	4.1	5	1.2	124	29.9
GS-06	597	299	42.5	231	32.8	45	6.4	21	3.0	2	0.3	298	42.3
GS-07	955	468	39.8	372	31.6	57	4.8	30	2.6	9	0.8	487	41.4
GS-08	190	117	57.6	104	51.2	9	4.4	3	1.5	1	0.5	73	36.0
GS-09	444	235	32.5	180	24.9	39	5.4	16	2.2	---	---	209	28.9
GS-10	22	14	56.0	13	52.0	---	---	1	4.0	---	---	8	32.0
GS-11	719	414	33.0	314	25.1	42	3.4	52	4.2	6	0.5	305	24.3
GS-12	2,364	1,149	20.8	766	13.8	233	4.2	130	2.3	20	0.4	1,215	21.9
GS-13	1,187	476	16.5	340	11.8	68	2.4	60	2.1	8	0.3	711	24.6
GS-14	636	216	13.9	166	10.7	30	1.9	16	1.0	4	0.3	420	27.0
GS-15	294	61	7.6	38	4.8	9	1.1	13	1.6	1	0.1	233	29.2
<b>AVERAGE GRADE</b>	10.6	10.2		10.0		10.4		10.7		10.5		10.9	
<b>SENIOR PAY LEVELS</b>	73	21	8.5	13	5.2	4	1.6	4	1.6	---	---	52	21.0
<b>OTHER WHITE COLLAR</b>	9	---	---	---	---	---	---	---	---	---	---	9	47.4
<b>TOTAL WAGE SYSTEMS</b>		---	---	---	---	---	---	---	---	---	---	---	---

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	11,702	3,920	16.3	2,501	10.4	667	2.8	714	3.0	38	0.2	7,782	32.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	11,311	3,847	17.1	2,461	10.9	649	2.9	700	3.1	37	0.2	7,464	33.2
GS-01	4	4	66.7	4	66.7	---	---	---	---	---	---	---	---
GS-02	12	10	50.0	10	50.0	---	---	---	---	---	---	2	10.0
GS-03	40	32	51.6	27	43.5	1	1.6	4	6.5	---	---	8	12.9
GS-04	122	81	42.9	74	39.2	4	2.1	3	1.6	---	---	41	21.7
GS-05	527	206	31.5	82	12.5	63	9.6	59	9.0	2	0.3	321	49.0
GS-06	783	300	32.0	133	14.2	86	9.2	78	8.3	3	0.3	483	51.5
GS-07	1,337	541	33.5	342	21.2	115	7.1	79	4.9	5	0.3	796	49.3
GS-08	1,524	446	23.5	240	12.7	101	5.3	104	5.5	1	0.1	1,078	56.9
GS-09	1,136	463	22.0	317	15.1	55	2.6	87	4.1	4	0.2	673	32.0
GS-10	33	15	42.9	12	34.3	2	5.7	1	2.9	---	---	18	51.4
GS-11	1,751	607	14.4	375	8.9	101	2.4	122	2.9	9	0.2	1,144	27.1
GS-12	1,346	505	15.8	398	12.4	39	1.2	64	2.0	4	0.1	841	26.3
GS-13	968	333	16.9	261	13.2	33	1.7	35	1.8	4	0.2	635	32.1
GS-14	1,114	197	5.4	125	3.4	31	0.9	37	1.0	4	0.1	917	25.3
GS-15	614	107	5.4	61	3.1	18	0.9	27	1.4	1	0.1	507	25.8
<b>AVERAGE GRADE</b>	10.0	9.5		9.7		8.8		9.2		10.2		10.2	
<b>SENIOR PAY LEVELS</b>	304	53	4.5	35	3.0	6	0.5	11	0.9	1	0.1	251	21.3
<b>OTHER WHITE COLLAR</b>	80	14	5.8	1	0.4	10	4.1	3	1.2	---	---	66	27.4
<b>TOTAL WAGE SYSTEMS</b>	7	6	12.0	4	8.0	2	4.0	---	---	---	---	1	2.0

\* - LESS THAN 0.05 PERCENT



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

**WOMEN ONLY**

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
<b>TOTAL, ALL PAY PLANS</b>	15,353	4,964	8.7	3,312	5.8	865	1.5	534	0.9	253	0.4	10,389	18.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	6,289	2,522	14.2	1,860	10.4	345	1.9	251	1.4	66	0.4	3,767	21.2
GS-01	7	5	50.0	4	40.0	---	---	1	10.0	---	---	2	20.0
GS-02	6	4	33.3	2	16.7	2	16.7	---	---	---	---	2	16.7
GS-03	19	11	30.6	7	19.4	3	8.3	---	---	1	2.8	8	22.2
GS-04	79	44	32.1	28	20.4	11	8.0	5	3.6	---	---	35	25.5
GS-05	156	68	30.6	49	22.1	11	5.0	3	1.4	5	2.3	88	39.6
GS-06	454	168	32.7	114	22.2	35	6.8	11	2.1	8	1.6	286	55.6
GS-07	630	274	29.8	205	22.3	46	5.0	19	2.1	4	0.4	356	38.7
GS-08	348	185	47.2	154	39.3	16	4.1	7	1.8	8	2.0	163	41.6
GS-09	470	267	33.3	194	24.2	46	5.7	22	2.7	5	0.6	203	25.3
GS-10	106	38	29.7	30	23.4	1	0.8	1	0.8	6	4.7	68	53.1
GS-11	488	221	23.8	161	17.3	34	3.7	19	2.0	7	0.8	267	28.8
GS-12	942	381	14.1	303	11.2	34	1.3	35	1.3	9	0.3	561	20.8
GS-13	1,271	460	9.1	331	6.5	52	1.0	71	1.4	6	0.1	811	16.0
GS-14	1,018	323	6.7	230	4.8	40	0.8	47	1.0	6	0.1	695	14.5
GS-15	295	73	6.4	48	4.2	14	1.2	10	0.9	1	0.1	222	19.5
<b>AVERAGE GRADE</b>	10.9	10.4		10.4		9.9		11.4		9.6		11.1	
<b>SENIOR PAY LEVELS</b>	132	29	6.1	18	3.8	6	1.3	5	1.0	---	---	103	21.5
<b>OTHER WHITE COLLAR</b>	8,895	2,396	6.3	1,425	3.7	510	1.3	276	0.7	185	0.5	6,499	17.0
<b>TOTAL WAGE SYSTEMS</b>	37	17	2.6	9	1.4	4	0.6	2	0.3	2	0.3	20	3.0

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF THE TREASURY 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>	69,176	29,564	26.7	20,725	18.7	5,795	5.2	2,435	2.2	609	0.6	39,612	35.8
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	65,867	28,299	28.0	19,810	19.6	5,611	5.6	2,297	2.3	581	0.6	37,568	37.2
GS-01	23	18	64.3	11	39.3	7	25.0	---	---	---	---	5	17.9
GS-02	110	83	53.5	47	30.3	26	16.8	9	5.8	1	0.6	27	17.4
GS-03	2,142	1,041	36.6	627	22.1	314	11.1	78	2.7	22	0.8	1,101	38.8
GS-04	4,852	1,999	31.9	1,374	21.9	480	7.7	96	1.5	49	0.8	2,853	45.5
GS-05	5,766	2,724	38.5	1,872	26.4	639	9.0	163	2.3	50	0.7	3,042	43.0
GS-06	4,597	2,017	34.2	1,476	25.0	375	6.4	129	2.2	37	0.6	2,580	43.8
GS-07	10,319	4,640	34.5	3,188	23.7	1,035	7.7	319	2.4	98	0.7	5,679	42.3
GS-08	7,099	3,508	36.1	2,568	26.4	720	7.4	149	1.5	71	0.7	3,591	37.0
GS-09	6,018	2,773	33.3	1,968	23.6	541	6.5	219	2.6	45	0.5	3,245	39.0
GS-10	899	334	31.6	268	25.4	49	4.6	9	0.9	8	0.8	565	53.5
GS-11	6,052	2,629	28.6	1,858	20.2	486	5.3	230	2.5	55	0.6	3,423	37.3
GS-12	6,678	2,640	22.8	1,869	16.1	423	3.6	281	2.4	67	0.6	4,038	34.8
GS-13	7,648	2,766	16.6	1,889	11.3	384	2.3	438	2.6	55	0.3	4,882	29.3
GS-14	3,014	993	14.1	698	9.9	117	1.7	157	2.2	21	0.3	2,021	28.7
GS-15	650	134	7.7	97	5.6	15	0.9	20	1.2	2	0.1	516	29.8
<b>AVERAGE GRADE</b>	8.7	8.4		8.5		7.8		9.5		8.5		8.9	
<b>SENIOR PAY LEVELS</b>	173	26	4.6	17	3.0	2	0.4	5	0.9	2	0.4	147	26.0
<b>OTHER WHITE COLLAR</b>	2,715	929	14.8	664	10.6	145	2.3	94	1.5	26	0.4	1,786	28.5
<b>TOTAL WAGE SYSTEMS</b>	421	310	11.3	234	8.5	37	1.3	39	1.4	---	---	111	4.0

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF VETERANS AFFAIRS 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	137,798	53,673	22.7	34,592	14.6	8,266	3.5	9,573	4.1	1,242	0.5	84,125	35.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	90,989	36,015	23.7	25,187	16.5	5,441	3.6	4,500	3.0	887	0.6	54,974	36.1
GS-01	121	62	34.8	47	26.4	7	3.9	7	3.9	1	0.6	59	33.1
GS-02	180	80	26.1	56	18.3	14	4.6	10	3.3	---	---	100	32.7
GS-03	942	521	31.5	383	23.1	92	5.6	35	2.1	11	0.7	421	25.4
GS-04	5,716	3,167	35.1	2,495	27.7	418	4.6	190	2.1	64	0.7	2,549	28.3
GS-05	19,184	9,294	33.8	7,230	26.3	1,189	4.3	659	2.4	216	0.8	9,890	35.9
GS-06	18,611	8,209	31.2	6,160	23.4	1,096	4.2	734	2.8	219	0.8	10,402	39.5
GS-07	8,800	3,292	24.4	2,388	17.7	565	4.2	255	1.9	84	0.6	5,508	40.8
GS-08	3,049	1,053	21.5	782	16.0	155	3.2	86	1.8	30	0.6	1,996	40.8
GS-09	7,340	2,422	20.0	1,491	12.3	423	3.5	434	3.6	74	0.6	4,918	40.7
GS-10	2,673	864	16.7	601	11.6	145	2.8	96	1.9	22	0.4	1,809	35.0
GS-11	9,675	2,801	16.7	1,506	9.0	571	3.4	649	3.9	75	0.4	6,874	41.1
GS-12	6,882	1,923	14.8	1,057	8.1	361	2.8	453	3.5	52	0.4	4,959	38.1
GS-13	4,033	948	10.2	600	6.5	172	1.9	153	1.6	23	0.2	3,085	33.2
GS-14	1,241	339	10.4	210	6.4	50	1.5	71	2.2	8	0.2	902	27.7
GS-15	2,542	1,040	11.3	181	2.0	183	2.0	668	7.2	8	0.1	1,502	16.3
AVERAGE GRADE	8	7		7		8		9		7		8	
SENIOR PAY LEVELS	149	22	4.3	16	3.1	1	0.2	3	0.6	2	0.4	127	25.0
OTHER WHITE COLLAR	40,537	13,843	25.3	6,276	11.5	2,402	4.4	4,897	9.0	268	0.5	26,694	48.8
TOTAL WAGE SYSTEMS	6,123	3,793	13.2	3,113	10.8	422	1.5	173	0.6	85	0.3	2,330	8.1

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 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>	1,653	1,083	44.0	814	33.0	210	8.5	50	2.0	9	0.4	570	23.1
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	1,635	1,071	44.1	807	33.3	206	8.5	49	2.0	9	0.4	564	23.2
GS-01	1	1	100.0	---	---	1	100.0	---	---	---	---	---	---
GS-02	1	1	100.0	1	100.0	---	---	---	---	---	---	---	---
GS-03	4	4	66.7	4	66.7	---	---	---	---	---	---	---	---
GS-04	6	5	62.5	3	37.5	2	25.0	---	---	---	---	1	12.5
GS-05	115	84	63.2	62	46.6	16	12.0	3	2.3	3	2.3	31	23.3
GS-06	69	57	74.0	44	57.1	9	11.7	4	5.2	---	---	12	15.6
GS-07	150	114	62.6	95	52.2	15	8.2	4	2.2	---	---	36	19.8
GS-08	35	30	78.9	25	65.8	4	10.5	---	---	1	2.6	5	13.2
GS-09	63	46	61.3	37	49.3	6	8.0	1	1.3	2	2.7	17	22.7
GS-10	1	---	---	---	---	---	---	---	---	---	---	1	100.0
GS-11	108	82	63.1	66	50.8	12	9.2	4	3.1	---	---	26	20.0
GS-12	506	345	44.1	250	32.0	82	10.5	11	1.4	2	0.3	161	20.6
GS-13	212	143	40.2	114	32.0	22	6.2	6	1.7	1	0.3	69	19.4
GS-14	319	137	25.7	91	17.0	33	6.2	13	2.4	---	---	182	34.1
GS-15	45	22	21.6	15	14.7	4	3.9	3	2.9	---	---	23	22.5
<b>AVERAGE GRADE</b>	11.1	10.6		10.5		11.0		11.4		8.7		11.9	
<b>SENIOR PAY LEVELS</b>	18	12	31.6	7	18.4	4	10.5	1	2.6	---	---	6	15.8

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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
<b>TOTAL, ALL PAY PLANS</b>	9,314	3,707	20.0	2,621	14.1	491	2.6	513	2.8	82	0.4	5,607	30.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	9,034	3,669	20.9	2,602	14.8	483	2.8	503	2.9	81	0.5	5,365	30.6
GS-01	11	10	58.8	7	41.2	2	11.8	1	5.9	---	---	1	5.9
GS-02	23	19	61.3	17	54.8	1	3.2	1	3.2	---	---	4	12.9
GS-03	26	18	36.7	13	26.5	3	6.1	2	4.1	---	---	8	16.3
GS-04	98	61	39.4	41	26.5	13	8.4	6	3.9	1	0.6	37	23.9
GS-05	77	57	50.4	42	37.2	10	8.8	5	4.4	---	---	20	17.7
GS-06	87	63	62.4	51	50.5	7	6.9	4	4.0	1	1.0	24	23.8
GS-07	563	333	48.1	247	35.6	59	8.5	26	3.8	1	0.1	230	33.2
GS-08	283	181	61.1	150	50.7	19	6.4	10	3.4	2	0.7	102	34.5
GS-09	545	297	41.4	224	31.2	40	5.6	31	4.3	2	0.3	248	34.6
GS-10	67	34	30.1	31	27.4	---	---	2	1.8	1	0.9	33	29.2
GS-11	592	283	32.6	192	22.1	41	4.7	40	4.6	10	1.2	309	35.6
GS-12	1,471	656	26.6	488	19.8	78	3.2	71	2.9	19	0.8	815	33.1
GS-13	3,104	1,115	16.5	742	11.0	125	1.8	216	3.2	32	0.5	1,989	29.4
GS-14	1,251	369	12.4	243	8.2	60	2.0	59	2.0	7	0.2	882	29.6
GS-15	836	173	8.0	114	5.2	25	1.2	29	1.3	5	0.2	663	30.5
<b>AVERAGE GRADE</b>	11.9	11.2		11.0		11.0		11.9		12.2		12.4	
<b>SENIOR PAY LEVELS</b>	115	15	4.6	9	2.8	2	0.6	4	1.2	---	---	100	30.7
<b>OTHER WHITE COLLAR</b>	165	23	3.3	10	1.4	6	0.9	6	0.9	1	0.1	142	20.2
<b>TOTAL WAGE SYSTEMS</b>		---	---	---	---	---	---	---	---	---	---	---	---

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - GENERAL SERVICES ADMINISTRATION 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>	6,181	2,838	22.5	2,173	17.3	337	2.7	272	2.2	56	0.4	3,343	26.6
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	6,068	2,771	23.7	2,116	18.1	332	2.8	269	2.3	54	0.5	3,297	28.2
GS-01	1	1	100.0	1	100.0	---	---	---	---	---	---	---	---
GS-02	6	4	44.4	4	44.4	---	---	---	---	---	---	2	22.2
GS-03	14	8	38.1	7	33.3	1	4.8	---	---	---	---	6	28.6
GS-04	59	38	39.2	25	25.8	10	10.3	3	3.1	---	---	21	21.6
GS-05	133	77	40.7	57	30.2	11	5.8	8	4.2	1	0.5	56	29.6
GS-06	157	100	51.8	82	42.5	12	6.2	4	2.1	2	1.0	57	29.5
GS-07	485	248	34.9	186	26.2	30	4.2	27	3.8	5	0.7	237	33.4
GS-08	78	37	38.1	28	28.9	5	5.2	3	3.1	1	1.0	41	42.3
GS-09	589	321	34.4	235	25.2	49	5.3	33	3.5	4	0.4	268	28.8
GS-10	1	---	---	---	---	---	---	---	---	---	---	1	100.0
GS-11	648	289	22.4	218	16.9	42	3.2	23	1.8	6	0.5	359	27.8
GS-12	1,674	806	25.9	613	19.7	97	3.1	80	2.6	16	0.5	868	27.9
GS-13	1,330	555	19.8	444	15.8	43	1.5	55	2.0	13	0.5	775	27.6
GS-14	643	222	14.4	169	10.9	23	1.5	24	1.6	6	0.4	421	27.2
GS-15	250	65	9.4	47	6.8	9	1.3	9	1.3	---	---	185	26.6
<b>AVERAGE GRADE</b>	11.3	10.9		10.9		10.6		11.1		11.2		11.6	
<b>SENIOR PAY LEVELS</b>	31	6	5.3	5	4.4	1	0.9	---	---	---	---	25	21.9
<b>OTHER WHITE COLLAR</b>	20	3	10.7	1	3.6	---	---	1	3.6	1	3.6	17	60.7
<b>TOTAL WAGE SYSTEMS</b>	62	58	7.7	51	6.8	4	0.5	2	0.3	1	0.1	4	0.5

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - NATIONAL AERONAUTICS AND SPACE ADMINISTRATION		TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
PAY PLAN AND GRADE	TOTAL NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	6,706	2,083	10.8	1,337	6.9	346	1.8	332	1.7	68	0.4	4,623	24.0
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	6,541	2,039	11.0	1,307	7.1	342	1.8	325	1.8	65	0.4	4,502	24.3
GS-01	12	9	50.0	5	27.8	2	11.1	2	11.1	---	---	3	16.7
GS-02	13	7	35.0	6	30.0	1	5.0	---	---	---	---	6	30.0
GS-03	7	3	30.0	2	20.0	---	---	1	10.0	---	---	4	40.0
GS-04	37	19	31.7	13	21.7	2	3.3	4	6.7	---	---	18	30.0
GS-05	79	37	30.1	28	22.8	5	4.1	3	2.4	1	0.8	42	34.1
GS-06	321	135	36.5	114	30.8	15	4.1	5	1.4	1	0.3	186	50.3
GS-07	502	186	30.0	121	19.5	43	6.9	14	2.3	8	1.3	316	51.1
GS-08	267	107	39.6	82	30.4	16	5.9	4	1.5	5	1.9	160	59.3
GS-09	372	166	30.3	109	19.9	32	5.8	21	3.8	4	0.7	206	37.6
GS-10	57	27	28.1	20	20.8	---	---	3	3.1	4	4.2	30	31.3
GS-11	597	222	15.2	148	10.1	33	2.3	32	2.2	9	0.6	375	25.7
GS-12	940	294	14.7	204	10.2	35	1.8	43	2.2	12	0.6	646	32.3
GS-13	1,689	460	8.6	261	4.9	85	1.6	105	2.0	9	0.2	1,229	23.0
GS-14	1,029	237	5.7	135	3.2	43	1.0	48	1.1	11	0.3	792	18.9
GS-15	619	130	3.9	59	1.8	30	0.9	40	1.2	1	*	489	14.5
<b>AVERAGE GRADE</b>	11.6	10.9		10.6		11.1		12.1		11.0		11.8	
<b>SENIOR PAY LEVELS</b>	112	24	4.1	15	2.6	3	0.5	4	0.7	2	0.3	88	15.2
<b>OTHER WHITE COLLAR</b>	51	18	11.5	13	8.3	1	0.6	3	1.9	1	0.6	33	21.2
<b>TOTAL WAGE SYSTEMS</b>	2	2	5.1	2	5.1	---	---	---	---	---	---	---	---

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - OFFICE OF PERSONNEL MANAGEMENT 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>	2,280	970	26.6	835	22.9	79	2.2	45	1.2	11	0.3	1,310	35.9
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	2,256	961	27.1	829	23.3	76	2.1	45	1.3	11	0.3	1,295	36.5
GS-01	6	2	25.0	2	25.0	---	---	---	---	---	---	4	50.0
GS-02	22	6	17.6	3	8.8	2	5.9	1	2.9	---	---	16	47.1
GS-03	42	11	14.7	10	13.3	---	---	---	---	1	1.3	31	41.3
GS-04	605	167	16.8	136	13.6	23	2.3	3	0.3	5	0.5	438	43.9
GS-05	169	62	28.7	52	24.1	8	3.7	2	0.9	---	---	107	49.5
GS-06	81	50	54.9	47	51.6	3	3.3	---	---	---	---	31	34.1
GS-07	221	122	42.1	114	39.3	2	0.7	5	1.7	1	0.3	99	34.1
GS-08	41	33	62.3	31	58.5	---	---	2	3.8	---	---	8	15.1
GS-09	160	64	30.8	55	26.4	6	2.9	3	1.4	---	---	96	46.2
GS-10	3	2	50.0	2	50.0	---	---	---	---	---	---	1	25.0
GS-11	231	129	41.1	119	37.9	4	1.3	5	1.6	1	0.3	102	32.5
GS-12	216	126	37.3	104	30.8	13	3.8	8	2.4	1	0.3	90	26.6
GS-13	256	123	25.0	106	21.5	8	1.6	9	1.8	---	---	133	27.0
GS-14	155	52	17.9	37	12.7	6	2.1	7	2.4	2	0.7	103	35.4
GS-15	48	12	8.5	11	7.8	1	0.7	---	---	---	---	36	25.5
<b>AVERAGE GRADE</b>	8.3	8.8		8.8		8.2		10.4		7.4		7.8	
<b>SENIOR PAY LEVELS</b>	20	7	10.8	4	6.2	3	4.6	---	---	---	---	13	20.0
<b>OTHER WHITE COLLAR</b>	2	---	---	---	---	---	---	---	---	---	---	2	16.7
<b>TOTAL WAGE SYSTEMS</b>	2	2	11.8	2	11.8	---	---	---	---	---	---	---	---

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\* - LESS THAN 0.05 PERCENT



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

**WOMEN ONLY**

AGENCY - SOCIAL SECURITY 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
<b>TOTAL, ALL PAY PLANS</b>	45,882	22,507	34.5	14,568	22.3	5,780	8.9	1,588	2.4	571	0.9	23,375	35.8
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	45,611	22,432	35.3	14,515	22.8	5,766	9.1	1,586	2.5	565	0.9	23,179	36.5
GS-01	34	30	63.8	21	44.7	8	17.0	1	2.1	---	---	4	8.5
GS-02	69	46	45.1	29	28.4	13	12.7	2	2.0	2	2.0	23	22.5
GS-03	236	160	48.6	103	31.3	37	11.2	17	5.2	3	0.9	76	23.1
GS-04	1,042	570	41.9	469	34.5	72	5.3	19	1.4	10	0.7	472	34.7
GS-05	2,767	1,644	45.3	1,173	32.3	329	9.1	112	3.1	30	0.8	1,123	30.9
GS-06	1,910	1,231	52.5	864	36.9	286	12.2	60	2.6	21	0.9	679	29.0
GS-07	3,139	1,998	46.8	1,268	29.7	491	11.5	205	4.8	34	0.8	1,141	26.7
GS-08	8,129	4,414	44.7	2,602	26.4	1,447	14.7	249	2.5	116	1.2	3,715	37.6
GS-09	4,449	2,757	47.6	2,103	36.3	457	7.9	154	2.7	43	0.7	1,692	29.2
GS-10	358	236	51.9	221	48.6	9	2.0	2	0.4	4	0.9	122	26.8
GS-11	11,345	4,991	32.5	2,635	17.2	1,766	11.5	409	2.7	181	1.2	6,354	41.4
GS-12	7,698	2,805	24.6	1,887	16.5	616	5.4	229	2.0	73	0.6	4,893	42.8
GS-13	3,154	1,104	19.0	819	14.1	160	2.8	90	1.6	35	0.6	2,050	35.4
GS-14	1,058	380	17.0	268	12.0	66	2.9	35	1.6	11	0.5	678	30.3
GS-15	223	66	12.0	53	9.6	9	1.6	2	0.4	2	0.4	157	28.5
<b>AVERAGE GRADE</b>	9.6	9.1		9.0		9.2		9.3		9.6		10.1	
<b>SENIOR PAY LEVELS</b>	231	51	3.8	31	2.3	12	0.9	2	0.1	6	0.4	180	13.4
<b>OTHER WHITE COLLAR</b>	12	2	6.7	1	3.3	1	3.3	---	---	---	---	10	33.3
<b>TOTAL WAGE SYSTEMS</b>	28	22	6.7	21	6.4	1	0.3	---	---	---	---	6	1.8

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	23,996	10,797	22.2	8,403	17.3	1,113	2.3	1,109	2.3	172	0.4	13,199	27.1
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	19,550	9,158	24.5	7,232	19.3	925	2.5	847	2.3	154	0.4	10,392	27.7
GS-01	17	15	65.2	11	47.8	2	8.7	2	8.7	---	---	2	8.7
GS-02	55	32	34.0	25	26.6	2	2.1	4	4.3	1	1.1	23	24.5
GS-03	288	157	31.3	135	26.9	9	1.8	11	2.2	2	0.4	131	26.1
GS-04	394	231	34.3	192	28.5	22	3.3	17	2.5	---	---	163	24.2
GS-05	1,061	745	38.3	634	32.6	65	3.3	29	1.5	17	0.9	316	16.3
GS-06	951	504	39.0	409	31.6	60	4.6	29	2.2	6	0.5	447	34.6
GS-07	2,076	1,227	42.9	988	34.5	125	4.4	83	2.9	31	1.1	849	29.7
GS-08	847	573	55.8	503	49.0	40	3.9	25	2.4	5	0.5	274	26.7
GS-09	1,782	983	36.8	794	29.7	100	3.7	70	2.6	19	0.7	799	29.9
GS-10	287	161	45.7	142	40.3	14	4.0	5	1.4	---	---	126	35.8
GS-11	1,952	936	28.4	719	21.8	99	3.0	97	2.9	21	0.6	1,016	30.9
GS-12	3,294	1,527	24.1	1,186	18.7	156	2.5	156	2.5	29	0.5	1,767	27.8
GS-13	2,679	1,058	18.4	785	13.7	122	2.1	139	2.4	12	0.2	1,621	28.2
GS-14	2,284	667	11.5	480	8.2	70	1.2	114	2.0	3	0.1	1,617	27.8
GS-15	1,583	342	7.1	229	4.8	39	0.8	66	1.4	8	0.2	1,241	25.8
<b>AVERAGE GRADE</b>	10.5	9.7		9.5		9.9		10.9		9.4		11.2	
<b>SENIOR PAY LEVELS</b>	647	103	4.3	64	2.7	19	0.8	17	0.7	3	0.1	544	23.0
<b>OTHER WHITE COLLAR</b>	3,519	1,324	17.8	909	12.2	160	2.2	243	3.3	12	0.2	2,195	29.5
<b>TOTAL WAGE SYSTEMS</b>	280	212	14.9	198	13.9	9	0.6	2	0.1	3	0.2	68	4.8

\* - LESS THAN 0.05 PERCENT

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