

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

**OFFICE OF FEDERAL OPERATIONS**



**Annual Report on the Federal Work Force**

**Fiscal Year 2007**





*EEOC FY 2007 Annual Report on the Federal Work Force*

---

- 3. Participation Rate of Individuals with Targeted Disabilities Continues to Fall ..... I-18

**Section E. Efficiency in the Federal EEO Process ..... I-21**

- 1. Federal Agency EEO Programs: Complaints Decrease But Processing Times Continue to Exceed Regulatory Deadlines..... I-21
- 2. EEOC Hearings and Appeals: More Efficient Processing Times For Hearings and Lower Appellate Inventory ..... I-35

**Section F. Responsiveness and Legal Compliance..... I-47**

- 1. 93% Submitted EEOC Form 462 Reports Were Timely ..... I-47
- 2. 50% Submitted MD-715 Reports Were Timely ..... I-47

**PART II PROFILES FOR SELECTED FEDERAL AGENCIES..... II-1**

**APPENDIX I GLOSSARY / DEFINITIONS ..... Appendix I-1**

**APPENDIX II FEDERAL SECTOR EEO COMPLAINT PROCESSING PROCEDURES ..... Appendix II-1**

**APPENDIX III FEDERAL WORK FORCE & COMPLAINTS PROCESSING TABLES ..... Appendix III-1**  
(Actual tables are only available on CD or on the EEOC's website at <http://www.eeoc.gov/federal/fsp07/appendix3.html>)

## PREFACE

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

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

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

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

This report covers the period from October 1, 2006, through September 30, 2007 and contains selected measures of agencies' progress toward model EEO programs.<sup>1</sup> Working within our mission as an oversight agency, EEOC strives to create a partnership with agencies. In FY 2007, EEOC expanded its Relationship Management program from 12 Cabinet/Mid-Size agencies to 13 and continued its newly launched small agency program with 14 agencies.

---

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

## ***EEOC FY 2007 Annual Report on the Federal Work Force***

---

The FY 2007 *Annual Report on the Federal Work Force*, submitted to the President and Congress, presents a summary of selected EEO program activities in the federal government, including work force profiles of 59 federal agencies. The report provides valuable information to all agencies as they strive to become model employers.

To prepare this report, the Commission relied on the following data: 1) work force data, as of September 30, 2007, obtained from the U.S. Office of Personnel Management's (OPM) Central Personnel Data File (CPDF)<sup>2</sup> supplemented with data provided by the Army & Air Force Exchange Service (AAFES), Federal Energy Regulatory Commission (FERC), the Foreign Service, Tennessee Valley Authority (TVA) and the United States Postal Service (USPS); 2) data from the 2000 EEO Special Files; 3) EEO complaint processing data submitted and certified as accurate by 107 federal agencies in their fiscal year (FY) 2007 Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEO 462 reports); 4) hearings and appeals data obtained from EEOC's internal databases; and 5) EEO program data submitted and certified as accurate by 167 of 197 federal agencies and subcomponents in their FY 2006 Federal Agency Annual Equal Employment Opportunity Program Status Reports (MD-715 reports).<sup>3</sup>

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

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

This year the Commission again provided agencies an opportunity to comment on the draft of this report. The Commission thanks those agencies that submitted comments and suggestions for assisting in the publishing of a more accurate report. Agencies are encouraged to submit all Reports to the Commission in a timely and accurate manner to ensure that the state of EEO in the federal work force is reflected correctly.

---

<sup>2</sup> The September 30, 2007 snapshot includes only employees in pay status on that date; thus, some permanent employees, like seasonal employees or those on active military tours of duty, are not included.

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

## **EXECUTIVE SUMMARY**

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

- ❑ In FY 2007, there were almost 2.6 million women and men employed by the federal government across the country and around the world.
  - 56.8% were men and 43.2% were women; the participation rate for women has slowly but steadily increased over the last ten years.
  - 7.8% were Hispanic or Latino, 65.8% were White, 18.4% were Black or African American, 6% were Asian, 0.2% were Native Hawaiian/Other Pacific Islander, 1.7% were American Indian/Alaska Native, and 0.2% were persons of Two or More Races.
- ❑ Between FY 2006 and FY 2007, Hispanic or Latinos, Whites, women and persons of Two or More Races remained below their overall availability in the national civilian labor force, as reported in the 2000 census (CLF). Black or African Americans, Asians, Native Hawaiian/Other Pacific Islanders, American Indian/Alaska Natives and men remained above their overall availability in the CLF.
- ❑ The number of employees with targeted disabilities in the federal work force has been steadily declining in the past ten years, from 28,035 (1.13%) in FY 1998 to 23,993 in FY 2007. In FY 2007, Individuals with Targeted Disabilities represented less than one percent (0.92%) of the total work force.
- ❑ Of the total work force, 0.76% held senior pay level positions, which is an increase from 0.63% in FY 1998. Hispanic or Latinos and women have made the most gains in securing senior level positions in the federal government, increasing their participation rates 57.02% and 53.81% respectively while Hispanics increased their participation rates in the total work force over the ten year period by 24.33% and women by only 8.47%.
- ❑ Of the total work force, 50.70% of employees occupied General Schedule and Related pay system positions.
- ❑ The average grade for permanent and temporary General Schedule employees remained at 10. Hispanic or Latino (9.4), Black or African American (9), Native Hawaiian/Other Pacific Islander (8.0), American Indian/Alaska Native (8.4) employees and employees of Two or More Races (8.7) all had average grades lower than the government-wide average. The average grade for Asian and Whites (10.3) exceeded the government-wide average.

## ***EEOC FY 2007 Annual Report on the Federal Work Force***

---

- ❑ The average General Schedule grade for women remained at 9.3, nearly one and a half grades below the average grade level for men of 10.6.
- ❑ The average General Schedule grade for Individuals with Targeted Disabilities remained at 8.5, one and a half grades below the government-wide average (for permanent and temporary employees) of 10.
- ❑ Of the total work force, 7.35% of employees occupy positions in the Federal Wage System. In comparison to the General Schedule and Related positions, the Federal Wage System had a higher percentage of men (89.10%), Hispanic or Latinos (7.88%), Black or African Americans (18.22%), Native Hawaiian/Other Pacific Islander (0.63%), American Indian/Alaska Natives (2.45%) and Individuals with Targeted Disabilities (1.13%) and a lower percentage of Asians (4.06%), Whites (66.54%) and women (10.90%).
- ❑ Of the total work force, 41.19% of employees occupied positions in Other Pay Systems (*i.e.* other than Senior Pay, General Schedule and Federal Wage Systems). In comparison to the General Schedule, the other pay systems had a higher percentage of Hispanic or Latinos (7.88%), Black or African Americans (19.35%), and Asians (7.54%); and a lower percentage of Whites (63.81%) American Indian/Alaska Natives (1.05%) and the same participation rates for Native Hawaiian/Other Pacific Islander (0.18%).
- ❑ Of the 167 agencies and subcomponents that submitted a FY 2006 MD-715 report, 68% reported that they had issued an EEO policy on an annual basis, an increase over the 50% of the 170 agencies and subcomponents that submitted an MD-715 report in FY 2005.
- ❑ Of the 94 agencies with 100 or more employees that were required to submit a FY 2007 EEOC Form 462 report, only 57 (61%) reported that the EEO Director reports directly to the agency head.
- ❑ A state of the agency briefing to the agency head, required by MD-715, was conducted by 63% of the 167 agencies and subcomponents that submitted a FY 2006 MD-715 report, up from the 59% of the 158 agencies and subcomponents that submitted a FY 2005 MD-715 report, and up from 38% of the agencies and subcomponents in FY 2004.
- ❑ Pre-complaint EEO counseling and alternative dispute resolution (ADR) programs addressed many employee concerns before they resulted in formal EEO complaints. Of the 37,809 instances of counseling in FY 2007, 55.6% did not result in a formal complaint due either to settlement by the parties or withdrawal from the EEO process.



## *EEOC FY 2007 Annual Report on the Federal Work Force*

---

- ❑ In FY 2007, 15,294 individuals filed 16,363 complaints alleging employment discrimination against the federal government.
- ❑ The number of complaints filed declined by 2.2% from the number filed the previous year and there was a 0.4% decrease in the number of individuals who filed complaints over the same period. In FY 2007, 9.3% of the complaints filed were by individuals who had previously filed at least one other complaint during the year, up from 8.2% in FY 2006.
- ❑ A total of 11,184 investigations were completed government-wide in an average of 176 days in FY 2007. Significantly, 8,271, or 74.0%, of the investigations were timely completed, up from 69.4% timely completed in FY 2006.
- ❑ Agencies issued 4,445 merit decisions without a decision by an EEOC Administrative Judge, and 2,818 (63.4%) of these decisions were timely issued, up from 62.3% timely issued in FY 2006.
- ❑ EEOC's hearing receipts increased by 0.8%, from 7,802 in FY 2006 to 7,869 in FY 2007. The average processing time for a hearing was 248 days, a 9.5% decrease from FY 2006's average of 274 days.

Congratulations to the Internal Revenue Service for receiving the EEOC Freedom to Compete Award in FY 2007.

Fostering its commitment to hire individuals with visual impairments, the IRS partnered with Lions World Services for the Blind in 1967 to form "Lions World Program." This program provides a pledge of employment to visually impaired candidates who complete pre-employment training on computer systems, alternative media resources and adaptive or assistive equipment that they will be expected to use on the job. Thus far, the results of the partnership have led to 673 hires of persons with visual impairments. The dedication of the IRS to its "Lions World Program" shows the agency's commitment to employ persons who will perform successfully, regardless of any disabilities.

The Freedom to Compete Award recognizes excellence in the implementation of specific equal employment opportunity practices that the Commission believes can be emulated by other employers, agencies or organizations. Further information about this award is available at <http://www.eeoc.gov/initiatives/compete/index.html>.



## *EEOC FY 2007 Annual Report on the Federal Work Force*

---

- ❑ EEOC's appeal receipts decreased by 22.5%, declining from 6,743 in FY 2006 to 5,226 in FY 2007. The average processing time for appeals in FY 2007 was 230 days, a 4.5% increase from the FY 2006 average of 220 days.
- ❑ In FY 2007, as a result of final agency decisions, settlement agreements, and final agency actions in which agencies agreed to fully implement EEOC Administrative Judges' decisions, agencies paid monetary benefits to EEO complainants totaling \$36.4 million, up from the \$32.6 million paid in FY 2006. An additional \$10.7 million was paid out in response to appellate decisions, a decrease from the \$11.7 million paid out in FY 2006.
- ❑ In FY 2007, EEOC's training and outreach program reached 4,351 federal employees through 111 sessions.
- ❑ In FY 2007, EEOC Form 462 reports were timely filed by 87 or 93% of the 94 agencies (with 100 or more employees) that were required to submit an EEOC Form 462 report.
- ❑ In FY 2006, MD-715 reports were timely filed by 84 or 50% of the 167 reporting agencies and subcomponents down from the 68% or 107 of the 158 reporting agencies and subcomponents in FY 2005.

## PART I

### SUMMARY OF EEO STATISTICS IN THE FEDERAL GOVERNMENT

#### **Section A - Demonstrated Commitment From Agency Leadership**

Now, more than ever before, with the increasing expectations of government institutions, federal agencies must position themselves to attract, develop and retain a top-quality work force in order to ensure our nation's continued growth, security and prosperity. To develop this competitive, highly qualified work force, federal agencies must fully utilize the talents of all employees, regardless of race, color, religion, national origin, sex or disability. In order to assist agencies in attaining these goals, on October 1, 2003, MD-715 became effective and set forth "policy guidance and standards for establishing and maintaining effective affirmative programs of equal employment opportunity under *Section 717 of Title VII* and effective affirmative action programs under *Section 501 of the Rehabilitation Act*."

MD-715 requires agency heads and other senior management officials to demonstrate a firm commitment to equality of opportunity for all employees and applicants for employment. Agencies must promote and safeguard equal employment opportunity into everyday practice and make those principles a fundamental part of agency culture.

#### **1. 68% of Agencies Issued EEO Policy Statements on an Annual Basis**

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

Of the 167 agencies and subcomponents that submitted an MD-715 report for FY 2006, 114 (68.3%) reported that they had issued an EEO policy statement and would continue to do so on an annual basis, up from the 50% of 158 agencies that submitted in FY 2005 and 54% of the 170 that submitted in FY 2004.

### **EEO Program Tip**

#### **“Start with an Effective EEO Program Policy Statement(s)”**

A committed agency/facility/installation head will, at the beginning of her/his tenure, and each year thereafter, issue a signed policy statement declaring the agency's position against discrimination on any protected basis.

This policy shall be prominently posted in all personnel offices, EEO offices, and on the agency's internal website.

This statement shall affirm the principles of equal employment opportunity and assure that EEO program requirements will be enforced by the agency head and agency management.

Some of the principles the policy statement must assure will be upheld include, but are not limited to:

- Equal employment opportunity for all employees and applicants for employment, regardless of their race, religion, color, sex, national origin, age, or disability.
- All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.
- Equal employment opportunity covers all personnel/employment programs, management practices and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.
- Workplace harassment will not be tolerated, allegations of harassment will be immediately investigated, and, where allegations are substantiated, appropriate action will be taken. (Anti-harassment policy requirements are discussed under Element Four. Agencies may choose to include all issues under one policy or issue a separate anti-harassment policy, based on their needs.)
- Reprisal against one who engaged in protected activity will not be tolerated, and the agency supports the rights of all employees to exercise their rights under the civil rights statutes.

See Instructions to Federal Agencies for EEO MD-715 at  
<http://www.eeoc.gov/federal/715instruct/index.html>

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

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

As part of integrating EEO into the strategic mission, Section II(B) of MD-7 15 instructs agencies to ensure that: (1) the EEO Director has access to the agency head; (2) the EEO office coordinates with Human Resources; (3) sufficient resources are allocated to the EEO program; (4) the EEO office retains a competent staff; (5) all managers receive management training; (6) all managers and employees are involved in implementing the EEO program; and (7) all employees are informed of the EEO program. Three aspects of this Section are highlighted below.

### **1. 61% of Agency EEO Directors Report to Agency Head**

EEOC's regulations governing agency programs to promote equal employment opportunity require each agency to "maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices and policies." 29 C.F.R. §1614.102(a). To implement its program, each agency shall designate a Director of Equal Employment Opportunity who shall be under the immediate supervision of the agency head. 29 C.F.R. §1614.102(b)(4).

When the EEO Director is under the authority of others within the agency, the agency creates a potential conflict of interest where the person to whom the EEO Director reports is involved in or would be affected by the actions of the EEO Director. By placing the EEO Director in a direct reporting relationship to the agency head, the agency underscores the importance of EEO to the agency's mission and ensures that the EEO Director is able to act with the greatest degree of independence.

Of the 94 agencies (with 100 or more employees) that were required to submit an EEOC Form 462 report in FY 2007, 57 agencies (60.6%) reported that their EEO Director reports to the agency head, down slightly from the (61.5%) reported in FY 2006.

## *EEOC FY 2007 Annual Report on the Federal Work Force*

---

### **2. 63% of EEO Directors Presented the State of the EEO Program to the Agency Head**

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

Of the 167 agencies and subcomponents that submitted an MD-715 report for FY 2006, 105 (63%) indicated that the EEO Director had conducted the briefing; up from the 59% of 158 in FY 2005 and the 44% of 170 in FY 2004.

### **3. 85% of Agencies Provided Their EEO Staff with Required Training**

Section II(B) of MD-715 requires that agencies attract, develop and retain EEO staff with the strategic competencies necessary to accomplish the agency’s EEO mission. In order to ensure staff competency within its EEO complaint program, agencies must comply with the mandatory training requirements for EEO counselors and investigators as set forth in MD-110. Agencies using contract staff to perform these functions must also ensure that these requirements are met.

Chapter 2, Section II of MD-110 requires that new EEO counselors receive thirty-two hours of EEO counselor training and thereafter eight hours of training each year. Likewise, new EEO investigators are required to have thirty-two hours of EEO investigator training and thereafter eight hours of training each year as set forth in Chapter 6, Section II of MD-110.

Of the 94 agencies with 100 or more employees that filed an EEOC Form 462 report in FY 2007, 85% ensured their EEO staff received the required regulatory training down from the 91% that reported providing the training in FY 2006. Agencies trained 1,720 new EEO counselors and 457 new EEO investigators. Agencies also provided the required eight hour annual refresher training to 2,970 EEO counselors and 1,821 EEO investigators. Additionally, agencies reported providing thirty-two hour training to 64 EEO counselor/investigators and eight hour training to 259 EEO counselor/investigators.



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

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

### **1. 70% of Agencies Evaluate Managers and Supervisors on EEO**

Section II(C) of MD-715 provides that a model EEO program must "evaluate managers and supervisors on efforts to ensure equality of opportunity for all employees." The success of an agency's EEO program ultimately depends on individual decisions made by its managers and supervisors. Therefore, agency managers and supervisors constitute an integral part of the agency's EEO program. As such, MD-715 makes clear that all managers and supervisors share responsibility with EEO program and human resources officials for the successful implementation of EEO programs. The EEO office serves as a resource to these managers by providing direction, guidance and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity. In this regard, the EEO office should inform managers and supervisors that a positive evaluation will include an assessment of how that manager contributes to the agency's EEO program by emphasizing to managers and supervisors that equality of opportunity is essential to attracting, developing and retaining the most qualified workforce, with such a workforce being essential to ensuring the agency's achievement of its strategic mission.

In FY 2006, 117 (70%) of the 167 agencies that submitted MD-715 reports indicated that the managers and supervisors were rated on their commitment to EEO.

### **EEO Program Tip**

To improve the significance and success of an EEO program, an agency might consider changing from a “measure of the past” performance standard to an “improvement” performance standard when rating managers and supervisors on their commitment to EEO.

In a copyrighted article published November 27, 2007, in the free email from FedSmith.com, Robbie Kunreuther suggested some measurable standards for evaluating managers and supervisors on their commitment to equal employment opportunity. Mr. Kunreuther suggests that shifting the focus of the standard to one of improvement rather than one of measuring the past would help supervisors and managers better understand and commit to civil rights. A few of Mr. Kunreuther’s twelve performance standards are listed below:

Communicate to all subordinates his/her personal commitment to EEO policies in writing.

Conduct monthly staff meetings that include reports and/or discussions of relevant EEO issues.

Develop and work with a team to identify EEO barriers within the group.

Review agency EEO/affirmative action policies and develop a short report for supervisor re: inconsistencies between policies and practices.

Document ideas for ongoing improvements in EEO education and climate.

Review at least three Federal EEOC decisions (and/or related court decisions) and summarize their potential impact.

Mr. Kunreuther then sets out exactly how many of the standards would need to be met for each rating level from “Outstanding” to “Unacceptable.”

Mr. Kunreuther’s complete article [Evaluating EEO As If It Really Mattered](http://www.fedsmith.com/article/1432) can be found at <http://www.fedsmith.com/article/1432>.

## **2. 58% of Agencies Report They Have A Written Anti-Harassment Policy**

Sections II(A) and (C) of EEOC’s MD-715 provide that model EEO programs should “issue a written policy statement expressing their commitment to . . . a workplace free of discriminatory harassment” and “establish procedures to prevent . . . harassment.”<sup>4</sup> In order to ensure that the agency’s anti-harassment policy is enforced, Section II(C) requires agencies to establish procedures to prevent harassment and to take immediate corrective action if harassment is found. These procedures are separate from the federal sector administrative EEO complaint process.

---

<sup>4</sup> For more information, please review EEOC’s Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, Notice 915.002 (June 18, 1999) (Enforcement Guidance on Harassment).



## ***EEOC FY 2007 Annual Report on the Federal Work Force***

---

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

Of the 167 agencies and subcomponents that submitted an MD-715 report for FY 2006, 96 (57.5%) reported that they had a written anti-harassment policy, down from the 101 of 158 agencies (64%) in FY 2005.

### **EEO Program Tip**

Without a written anti-harassment policy, an agency cannot establish that it exercised reasonable care to prevent and promptly correct any harassing behavior.

For example, in *Horton v. Department of Housing and Urban Development*, EEOC Appeal No. 07A40014 (June 16, 2004), EEOC held that an agency could not avoid liability after it found the agency had discriminated against complainant on the bases of race and sex, when her first line supervisor treated her in a condescending manner, closely scrutinized her work and assigned her work to others.

EEOC found no evidence that the agency had a written anti-harassment policy, or an established procedure, for reporting harassment in the record and ordered the agency to pay \$7,500.00 in non-pecuniary damages and attorney's fees, provide EEO training, and expunge complainant's employment file.



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

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

### **1. Barrier Analysis**

Pursuant to Section II(D) of MD-715, a model EEO program "must conduct a self-assessment on at least an annual basis to monitor progress and identify areas where barriers may operate to exclude certain groups." Part A(II) of MD-715 provides that "where an agency's self-assessment indicates that a racial, national origin, or gender group may have been denied equal access to employment opportunities, the agency must take steps to identify and eliminate the potential barrier." Of the 167 agencies and subcomponents that submitted a FY 2006 MD-715 report, 143 (85.6%) reported addressing potential barrier(s), up from the 120 of 158 (76%) in FY 2005.

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

### **EEO Program Tip**

A barrier is an agency employment policy, procedure, practice, or condition that limits employment opportunities for members of a particular race//color/ethnicity/gender or because of a disability.

Barrier analysis is an investigation of anomalies (triggers) found in workforce data with an eye toward identifying the root causes of those triggers (workplace policies, procedures, and practices), and if necessary, eliminating them.

In comparing workforce data to the appropriate benchmarks, agencies often ask whether they should conduct barrier analysis if the difference is less than one percent. EEOC encourages agencies to analyze all triggers.

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

With the increasing number of new grade and pay systems being adopted throughout the federal government, this year's report provides statistics on the composition of the Total Work Force as well as statistics on employees in four pay structures:

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

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

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

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

**Table 1 - FY 2007 Federal Work Force Pay Structure Participation Levels**

	<b># Work Force</b>	<b>% of Total Work Force</b>
<b>Total Work Force</b>	2,608,172	
<b>Senior Pay Level</b>	19,751	0.76
<b>General Schedule and Related</b>	1,322,332	50.70
<b>Federal Wage System</b>	191,701	7.35
<b>Other Pay Systems</b>	1,074,388	41.19

**a. Total Work Force: Hispanic or Latino employees and White Women Remain Below Availability**

In FY 2007, the federal government had a Total Work Force of 2,608,172 employees, compared to 2,479,199 in FY 1998. Table 2 shows the participation rate of the identified groups below, as compared to the civilian labor force (CLF). [Table A-1](#) in Appendix III, located at <http://www.eeoc.gov>, provides ten-year trend data.

***EEOC FY 2007 Annual Report on the Federal Work Force***

**Table 2 - Composition of Federal Work Force –  
Ten-Year Trend: Some Progress, Little Overall Change  
FY 1998 - FY 2007<sup>5</sup>**

	Work Force	Participation Rate		2000 CLF
	FY 2007	FY 1998 %	FY 2007 %	
<b>Men</b>	<b>1,482,165</b>	<b>58.13</b>	<b>56.83</b>	<b>53.23</b>
<b>Women</b>	<b>1,126,007</b>	<b>41.87</b>	<b>43.17</b>	<b>46.77</b>
<b>Hispanic or Latino Men</b>	<b>121,807</b>	<b>4.07</b>	<b>4.67</b>	<b>6.17</b>
<b>Hispanic or Latino Women</b>	<b>81,316</b>	<b>2.52</b>	<b>3.12</b>	<b>4.52</b>
<b>White Men</b>	<b>1,040,271</b>	<b>42.36</b>	<b>39.89</b>	<b>39.03</b>
<b>White Women</b>	<b>674,842</b>	<b>26.12</b>	<b>25.87</b>	<b>33.74</b>
<b>Black or African American Men</b>	<b>206,298</b>	<b>8.13</b>	<b>7.91</b>	<b>4.84</b>
<b>Black or African American Women</b>	<b>274,261</b>	<b>10.45</b>	<b>10.52</b>	<b>5.66</b>
<b>Asian Men</b>	<b>88,401</b>	<b>2.89*</b>	<b>3.39</b>	<b>1.92</b>
<b>Asian Women</b>	<b>66,802</b>	<b>2.06*</b>	<b>2.56</b>	<b>1.71</b>
<b>Native Hawaiian/Other Pacific Islander Men</b>	<b>3,107</b>	<b>*</b>	<b>0.12</b>	<b>0.06</b>
<b>Native Hawaiian/Other Pacific Islander Women</b>	<b>2,488</b>	<b>*</b>	<b>0.10</b>	<b>0.05</b>
<b>American Indian/Alaska Native Men</b>	<b>19,582</b>	<b>0.69</b>	<b>0.75</b>	<b>0.34</b>
<b>American Indian/Alaska Native Women</b>	<b>23,578</b>	<b>0.72</b>	<b>0.90</b>	<b>0.32</b>
<b>Two or More Race Men</b>	<b>2,699</b>	<b>**</b>	<b>0.10</b>	<b>0.88</b>
<b>Two or More Race Women</b>	<b>2,720</b>	<b>**</b>	<b>0.10</b>	<b>0.76</b>
<b>Individuals with Targeted Disabilities</b>	<b>23,993</b>	<b>1.13</b>	<b>0.92</b>	<b>CLF NOT AVAILABLE</b>

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

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

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

<sup>5</sup> Because separate data is unavailable, the Asian American/Other Pacific Islander data prior to 2006 throughout this report includes the data for Asian with "Native Hawaiians and Other Pacific Islander." Additionally, the remainder of the tables will not include data on persons of Two or More Races unless their participation rate was at least 0.02%.

<sup>6</sup> These tables report breakouts of the employment data for specific components of certain large federal agencies, including the Departments of Agriculture, Commerce, Health and Human Services, Homeland Security, Interior, Justice, Labor, Transportation, Treasury and Veterans Affairs, as well as certain defense agencies, the National Aeronautics and Space Administration and the United States Postal Service.

### **Recent Initiatives**

EEOC has recently implemented E-RACE (Eradicating Racism and Colorism from Employment), an initiative designed to advance the statutory right to a workplace free of race and color discrimination. EEOC has convened a work group to determine whether and to what extent a “bamboo ceiling” might exist that limits or impedes the career progress of Asians and Pacific Islanders (APIs) toward the senior and managerial ranks of the federal workforce. Preliminary observations indicate that, while APIs enjoy robust participation rates at many federal agencies, those participation rates tend to decline at higher grade levels.

The EEOC formed a partnership with the Social Security Administration to launch a Hispanic Work Group which will examine the community’s concerns about federal sector employment, including leadership development, hiring, and retention. The members of the work group represent a cross-section of federal agencies: U.S. Department of Commerce; Broadcasting Board of Governors; U.S. Postal Service; U.S. Department of Justice; U.S. Homeland Security; U.S. Department of Transportation; U.S. Department of the Air Force; and U.S. Department of Labor. The work group plans to share its progress and solicit feedback during the Hispanic Employment Program Managers Summit at the EEOC’s 2008 EXCEL Conference.

#### **b. Senior Pay Levels: Continued Improvement**

With a total of 19,751 employees, the Senior Pay Level (SPL) positions comprise 0.76% of the total workforce. SPL positions include the SES, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule. Table 3 below reflects the SPL representation. [Table A-2](#) of Appendix III at <http://www.eeoc.gov> contains additional data.

**EEOC FY 2007 Annual Report on the Federal Work Force**

**Table 3 - Senior Pay Level Representation  
FY 1998 / FY 2007**

	Senior Pay Level Positions					
	FY 1998			FY 2007		
	# in SPL	% of SPL	% of TWF	# in SPL	% of SPL	% of TWF
<b>Total SPL Work Force (#)</b>	15,633		2,479,199	19,751		2,608,172
<b>Men</b>	12,164	77.81	58.13	14,417	72.99	56.83
<b>Women</b>	3,469	22.20	41.87	5,334	27.01	43.17
<b>Hispanic or Latino</b>	456	2.92	6.59	716	3.63	7.79
<b>White</b>	13,693	87.60	68.48	16,798	85.05	65.76
<b>Black or African American</b>	1,048	6.70	18.57	1,309	6.63	18.43
<b>Asian</b>	328*	2.10*	4.95*	745	3.77	5.95
<b>Native Hawaiian/Other Pacific Islander</b>	**	**	**	6	0.03	0.21
<b>American Indians/Alaska Native</b>	108	0.70	1.40	154	0.89	1.65
<b>Two or More Races</b>	**	**	**	23	0.12	0.21
<b>Individuals with Targeted Disabilities</b>	64	0.41	1.13	123	0.62	0.92

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

- ▶ From FY 1998 to FY 2007, the Total SPL Work Force increased by 4,118 employees, a net change of 26.34%. Likewise, the number of Individuals with Targeted Disabilities in the SPL work force increased from 64 in FY1998 to 123 in FY 2007, a net change of 92.19%.
- ▶ The participation rate for women in the SPL work force increased 53.81% over the ten year period from FY 1998 (3,468) to FY 2007 (5,334) while women increased their participation rate in the total workforce by only 8.47% over the same ten-year period from 1,038,040 in 1998 to 1,126,007 in FY 2007.
- ▶ Between FY 1998 and FY 2007, the participation rate for Hispanic or Latino increased (57.02%) over the ten-year period from FY 1998 (456) to FY 2007 (716), while their overall participation rate in the total workforce increased 24.33%, while remaining below the 2000 CLF. The participation rate was (0.62%) for Individuals with Targeted Disabilities, (6.63%) for Black or African American employees, (3.77%) for Asian employees and (0.89%) for American Indian/Alaska Native employees.
- ▶ In FY 2007, the “feeder grades” to SPL positions <sup>7</sup> (GS grades 14 and 15) showed the following participation rates: men (65.80%), women (34.20%), Hispanic or Latino employees (4.34%), White employees (77.72%), Black or African American employees (10.26%), Asian employees (6.48%), Native

<sup>7</sup> Where an EEO group has a low participation rate in the feeder grade/applicant pool, there is a strong likelihood that the group will be absent or have a low participation rate in the next higher grade level. See Government Accountability Office Report No.GAO-03-34, *Senior Executive Service: Agency Efforts Needed to Improve Diversity as the Senior Corps Turns Over* (January 2003).

## EEOC FY 2007 Annual Report on the Federal Work Force

---

Hawaiian/Other Pacific Islander employees (0.05%), American Indian/Alaska Native employees (1.01%), and Individuals with Targeted Disabilities (0.52%).

- ▶ Part II of this report also contains information on the major occupations in selected government agencies. Data on participation rates of persons holding positions in an agency's major occupations can serve as a diagnostic tool to help determine possible areas where barriers to equal opportunity may exist and prevent upward mobility to SPL positions.

### **c. General Schedule and Related Positions: Hispanic or Latinos and Women Improve**

- ▶ With a total of 1,322,332 employees, the General Schedule and Related (GSR) positions comprised 50.70% of the total workforce in FY 2007. GSR positions are mostly comprised of positions whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature. GSR figures include employees in other pay systems that are easily converted to GS by OPM.
- ▶ In FY 2007, the GSR participation rate for Hispanic or Latino employees was 7.76%; for White employees was 66.94%; for Black or African American employees was 17.88%; for Asian employees was 4.97%, for Native Hawaiian/Other Pacific Islander employees was 0.18%; for American Indian/Alaska Native employees was 2.04%, for persons of Two or More Races (0.23%) and for Individuals with Targeted Disabilities was 1.04%. See [Table A-3](#) in Appendix III at <http://www.eeoc.gov>, for the entire ten-year trend in the GSR pay systems.



**EEOC FY 2007 Annual Report on the Federal Work Force**

---

**Table 4 - General Schedule & Related (GSR) Representation  
FY 1998 / FY 2007**

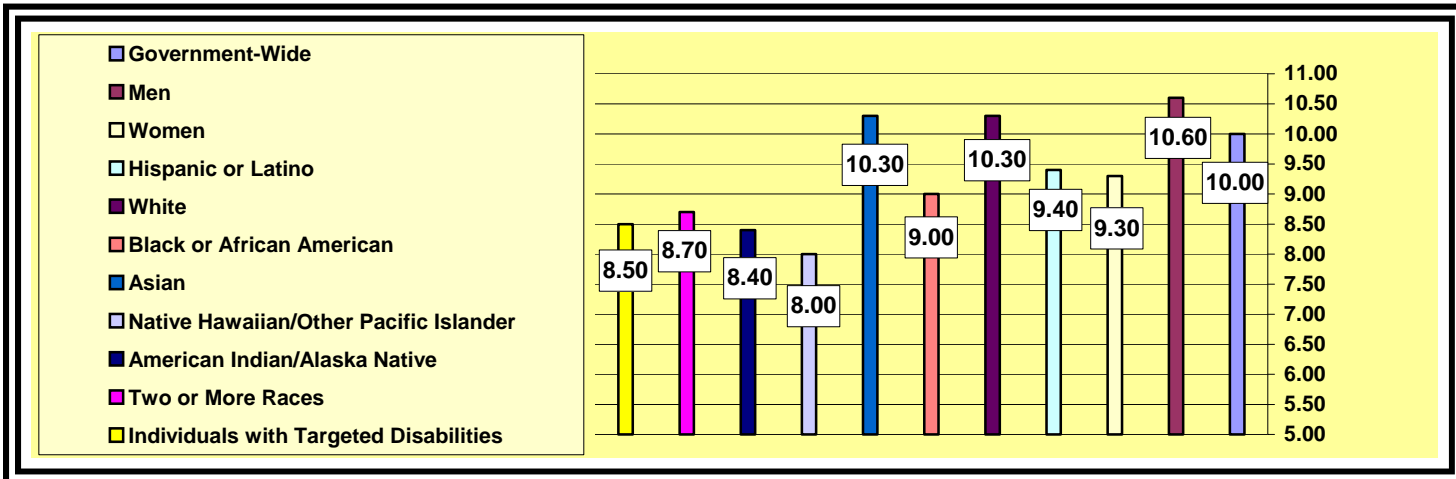
	GSR Positions			
	FY 1998		FY 2007	
	Number	% of GSR	Number	% of GSR
<b>Total GSR Work Force</b>	1,249,935		1,322,332	
<b>Men</b>	652,216	52.18	674,444	51.00
<b>Women</b>	597,719	47.82	647,888	49.00
<b>Hispanic or Latino</b>	80,871	6.47	102,634	7.76
<b>White</b>	865,705	69.26	885,149	66.94
<b>Black or African American</b>	227,613	18.21	236,386	17.88
<b>Asian</b>	50,122*	4.01*	65,718	4.97
<b>Native Hawaiian/Other Pacific Islander</b>	**	**	2408	0.18
<b>American Indian/Alaska Native</b>	25,499	2.04	27,017	2.04
<b>Two or More Races</b>	**	**	3,020	0.23
<b>Individuals with Targeted Disabilities</b>	15,874	1.27	13,700	1.04

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

- ▶ Women held 49.00% of all GSR positions in FY 2007, up from 47.82% in FY 1998. Over the ten year period, Hispanic or Latino employees and Asian employees gradually increased their representation rates in the GSR work force as well.
- ▶ Over the ten year period, the participation rate for Individuals with Targeted Disabilities in the total work force declined from 1.13% to 0.92% while the participation rate in the GSR work force declined from 1.27% to 1.04% of the GSR work force.
- ▶ The average grade level for the total GSR permanent and temporary work force was grade 10 in FY 2007. Of GSR employees, 18.66% were in grades 1-6, 38.76% were in grades 7-11, 30.35% were in grades 12-13, and 12.22% were in grades 14-15.

**EEOC FY 2007 Annual Report on the Federal Work Force**

**Figure 1 - Average Grade in the General Schedule and Related Positions  
FY 2007**



- ▶ The average GSR grade level for Hispanic or Latino employees (9.4), Black or African American employees (9), Native Hawaiian/Other Pacific Islander employees (8.0), American Indian/Alaska Native employees (8.4) and persons of Two or More Races (8.7) was lower than the government-wide average grade level (10).
- ▶ Approximately 41.77% of women employed in the GSR workforce were in grades 7- 11. The average GSR grade for women was 9.3 almost one full grade below the government-wide average of 10 and one and a half grades below men (10.6).
- ▶ The average GSR grade level for Individuals with Targeted Disabilities was 8.5, again one and a half grades below the government-wide average. See [Table A-3](http://www.eeoc.gov) in Appendix III at <http://www.eeoc.gov>.

**d. Federal Wage System Positions: Women, Asians and American Indian/Alaska Natives Decrease Slightly**

- ▶ With a total of 191,701 employees, Federal Wage System (FWS) positions comprised 7.35% of the total workforce in FY 2007. FWS (Blue-Collar) positions are mostly comprised of trade, craft and labor occupations.

***EEOC FY 2007 Annual Report on the Federal Work Force***

**Table 5 - Federal Wage System (FWS) Representation  
FY 1998 / FY 2007**

	Federal Wage System (FWS) Positions			
	FY 1998		FY 2007	
	Number	% of FWS	Number	% of FWS
<b>Total FWS Work Force</b>	232,693		191,701	
<b>Men</b>	207,958	89.37	170,809	89.10
<b>Women</b>	24,735	10.63	20,892	10.90
<b>Hispanic or Latino</b>	18,825	8.09	15,114	7.88
<b>White</b>	153,275	65.87	127,560	66.54
<b>Black or African American</b>	43,583	18.73	34,928	18.22
<b>Asian</b>	10,774*	4.63*	7,779	4.06
<b>Native Hawaiian/Other Pacific Islander</b>	*	*	1,205	0.63
<b>American Indian/Alaska Native</b>	6,236	2.68	4,702	2.45
<b>Two or More Races</b>	*	*	413	0.22
<b>Individuals with Targeted Disabilities</b>	3,421	1.47	2,167	1.13

\* Includes data for Native Hawaiian/Other Pacific Islander until separate data in FY 2006 data.

- ▶ FY 2007 FWS positions declined 17.62% from FY 1998.
- ▶ Since FY 1998, the participation rates for Hispanic or Latino employees (7.88%), Black or African American employees (18.22%), Asian employees (4.06%) and American Indian/Alaska Native employees (2.45%) have declined, while the participation rates of women (10.9%) and White employees (66.54%) have increased slightly. See [Table A-4](http://www.eeoc.gov) in Appendix III at <http://www.eeoc.gov> for the complete ten-year trend.
- ▶ In FY 2007, the participation rate of men in the FWS pay system was 38.2 percentage points higher than the participation rate of men in the GSR pay system. Comparatively, FWS participation rates for Hispanic or Latino employees, Black or African American employees, American Indian/Alaska Native employees and Individuals with Targeted Disabilities were higher than the GSR participation rates, while the FWS work force participation rates for women, White employees, and Asian employees were lower.

**e. Other Pay Systems: Employees Increase By 9.66%**

- ▶ With a total of 1,074,388 employees, other pay systems (OPS) comprised 41.19% of the total work force in FY 2007. Other Pay Systems include pay banding and other pay-for-performance systems.

**EEOC FY 2007 Annual Report on the Federal Work Force**

**Table 6 - Other Pay Systems (OPS) Representation FY 1998 – FY 2007**

	<b>Other Pay Systems (OPS) Positions</b>			
	<b>FY 1998</b>		<b>FY 2007</b>	
	<b>Number</b>	<b>% of OPS</b>	<b>Number</b>	<b>% of OPS</b>
<b>Total OPS Work Force</b>	980,856		1,074,388	
<b>Men</b>	586,846	59.83	622,495	57.94
<b>Women</b>	394,010	40.17	451,893	42.06
<b>Hispanic or Latino</b>	67,875	6.92	84,659	7.88
<b>White</b>	638,831	65.13	685,606	63.81
<b>Black or African American</b>	199,212	20.31	207,936	19.35
<b>Asian</b>	66,306*	6.76*	80,961	7.54
<b>Native Hawaiian/Other Pacific Islander</b>	**	**	1,976	0.18
<b>American Indian/Alaska Native</b>	8,632	0.88	11,287	1.05
<b>Two or More Races</b>	**	**	1,963	0.18
<b>Individuals with Targeted Disabilities</b>	9,122	0.93	8,003	0.74

\*Includes both Asian and Pacific Islander employees; \*\* Included with Asian employees

- ▶ The participation rate for women (42.06%) in OPS was significantly lower than those (49.00%) in the GSR pay system.
- ▶ In FY 2007, the OPS participation rates for Hispanic or Latino employees (7.88%), and Asian employees (7.54%) and American Indian/Alaska Native employees (1.05%) slowly rose, while the participation rates for White employees (63.81%), Black or African American employees (19.35%) and Individuals with Targeted Disabilities (0.74%) fell from FY 1998 levels.
- ▶ In FY 2007, the OPS participation rates for Hispanic or Latino employees, Black or African American employees, and Asian employees were higher than in the GSR and FWS pay systems. OPS participation rates for White employees and American Indian/Alaska Native employees and Individuals with Targeted Disabilities were lower than those in the GSR and FWS pay systems. See [Table A-5](http://www.eeoc.gov) in Appendix III at <http://www.eeoc.gov>, for the complete ten-year trend.

**3. Participation Rate of Individuals with Targeted Disabilities Continues to Fall**

- ▶ From FY 1998 to FY 2007, the Total Work Force increased by 128,973 employees, a net change of 5.20%. However, the number of federal employees with targeted disabilities decreased from 28,035 in FY 1998 to 23,993 in FY 2007, a net change of -14.42%, resulting in a 0.92% participation rate. The EEOC had the highest percentage of Individuals with Targeted Disabilities (2.65%) among those agencies with 500 or more employees. See Table 7 below.

***EEOC FY 2007 Annual Report on the Federal Work Force***

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

Agency	Total Work Force	Individuals with Targeted Disabilities	
		#	%
Equal Employment Opportunity Commission	2,192	58	2.65
Social Security Administration	62,407	1,288	2.06
Defense Finance and Accounting Service	12,449	253	2.03
Defense Logistics Agency	21,394	404	1.89
Department of the Treasury	102,787	1,748	1.70

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

**EEO Program Tip**

**LEAD** (Leadership for the Employment of Americans with Disabilities) is EEOC's initiative to address the declining number of employees with targeted disabilities in the federal workforce. The overarching goal for this initiative is to significantly increase the population of individuals with disabilities employed by the federal government. In support of the LEAD initiative, the Office of Federal Operations maintains a strategic workgroup formulating strategies and plans designed to assist federal agencies in reversing the negative trends facing the severely disabled who seek federal employment opportunities.

An excellent tool for hiring new employees with targeted disabilities into your agency is the Special Excepted Appointing Authority under Schedule A, codified by the OPM at 5 C.F.R. 213.3102(u). This authority allows agencies to hire individuals with targeted disabilities directly into available positions for which they are qualified without competition. EEOC's LEAD initiative has developed brochures entitled "The ABCs of Schedule A" for the hiring manager, the human resources manager, and the disability program manager. See <http://www.eeoc.gov/initiatives/lead/index.html>.

**EEOC FY 2007 Annual Report on the Federal Work Force**

**Table 8 - Ranking Cabinet Level Agencies by IWTD  
FY 1998 – FY 2007<sup>8</sup>**

Agencies		Fiscal Year (FY)									
		1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
1. Treasury	#	2,176	2,167	2,144	2,204	2,150	2,157	2,105	1,964	1,842	1,748
	%	1.58%	1.55%	1.54%	1.53%	1.53%	1.99%	1.90%	1.82%	1.73%	1.70%
2. Veterans Affairs	#	3,621	3,517	3,512	3,501	3,399	3,623	3,692	3,566	3,566	3,758
	%	1.83%	1.80%	1.79%	1.74%	1.69%	1.75%	1.56%	1.52%	1.49%	1.48%
3. Education	#	78	79	81	74	73	73	73	63	59	59
	%	1.81%	1.81%	1.85%	1.68%	1.69%	1.73%	1.59%	1.42%	1.36%	1.36%
4. Housing & Urban Development	#	144	137	137	136	138	148	139	134	130	126
	%	1.53%	1.45%	1.39%	1.40%	1.41%	1.45%	1.36%	1.35%	1.32%	1.31%
5. Labor	#	197	185	186	190	184	221	206	207	186	193
	%	1.29%	1.21%	1.19%	1.19%	1.16%	1.40%	1.30%	1.35%	1.21%	1.25%
6. Interior	#	530	579	603	609	598	702	692	678	684	700
	%	0.94%	1.02%	1.05%	1.03%	0.99%	1.15%	0.89%	0.88%	0.94%	0.97%
7. Agriculture	#	1,041	1,013	1,001	988	990	1,077	1,068	1,000	1,009	965
	%	1.21%	1.19%	1.17%	1.12%	1.09%	1.20%	0.95%	0.91%	0.96%	0.93%
8. Health & Human Services	#	567	567	574	614	619	673	651	624	576	596
	%	1.15%	1.13%	1.12%	1.18%	1.14%	1.27%	1.02%	0.97%	0.91%	0.81%
9. Defense	#	8,245	7,827	7,526	7,133	6,922	6,021	5,747	5,643	6,053	5,817
	%	1.18%	1.16%	1.13%	1.08%	1.05%	0.89%	0.84%	0.81%	0.86%	0.83%
10. Commerce	#	321	338	340	341	313	334	319	358	334	323
	%	0.98%	0.99%	1.00%	0.97%	0.87%	0.94%	0.84%	0.89%	0.82%	0.78%
11. Energy	#	124	116	129	128	127	122	119	116	111	122
	%	0.78%	0.75%	0.84%	0.82%	0.81%	0.80%	0.79%	0.77%	0.74%	0.82%
12. Transportation	#	338	333	334	356	498	307	322	298	285	302
	%	0.53%	0.53%	0.54%	0.55%	0.49%	0.53%	0.56%	0.55%	0.53%	0.56%
13. Homeland Security	#	--	--	--	--	--	756	740	720	709	674
	%	--	--	--	--	--	0.69	0.45%	0.44%	0.42%	0.41%
14. Justice	#	474	500	493	485	485	396	406	406	413	412
	%	0.40%	0.42%	0.41%	0.40%	0.39%	0.40%	0.39%	0.39%	0.39%	0.39%
15. State	#	63	63	69	64	67	93	93	90	88	84
	%	0.54%	0.53%	0.52%	0.48%	0.49%	0.53%	0.39%	0.37%	0.36%	0.33%
Total Work Force	#	28,035	27,601	27,231	26,834	26,230	25,551	25,917	25,142	24,442	23,993
	%	1.13%	1.13%	1.11%	1.10%	1.07%	1.05%	0.99%	0.96%	0.94%	0.92%

<sup>8</sup> Table 8 identifies participation rates based on total work force for FY 2000 – FY 2007. For years prior to FY 2000, the data reflects participation rates based on permanent employees only. The total work force figures are as reported in CPDF plus AAFES & the Foreign Service.

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

EEOC's regulations provide that each agency shall assure that individual complaints are fairly and thoroughly investigated and that final action is taken in a timely manner. 29 C.F.R. §1614.102(c)(5). Section II(E) of MD- 715 establishes that a model EEO program must have an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of its EEO programs. In this regard, Section II(E) recommends that agencies "benchmark against EEOC regulations at 29 C.F.R. Part 1614 and other federal agencies of similar size which are highly ranked in EEOC's Annual Report on the federal sector complaints process."

### **1. Federal Agency EEO Programs: Complaints Decrease but Processing Times Continue to Exceed Regulatory Deadlines**

Agencies process federal employees' EEO complaints under EEOC's regulations at 29 C.F.R. Part 1614. Employees unable to resolve their concerns through counseling can file a complaint with their agency.<sup>9</sup> The agency will either dismiss<sup>10</sup> or accept the complaint. If the complaint is accepted, the agency must conduct an investigation, and, in most instances, issue the investigative report within 180 days from the date the complaint was filed.<sup>11</sup>

After the employee receives the investigative report, s/he may: (1) request a hearing before an EEOC Administrative Judge, who issues a decision that the employee or the agency may appeal to EEOC's Office of Federal Operations; or (2) forgo a hearing and request a final agency decision. An employee who is dissatisfied with a final agency decision or the agency's decision to dismiss the complaint may appeal to EEOC. The complainant or agency may also request EEOC to reconsider its decision on the appeal. In addition, during various points in the process, the complainant has the right to file a civil action in a federal court.

---

<sup>9</sup> Concerns involving both claims of discrimination and agency actions appealable to the U. S. Merit System's Protection Board follow one of the processes set forth at 29 C.F.R. §1614.302.

<sup>10</sup> There are several reasons an agency may dismiss a complaint, including the complainant's failure to state a claim, timely contact an EEO counselor, or failure to provide necessary information to the agency. See 29 C.F.R. §1614.107(a).

<sup>11</sup> The 180-day period may be extended by 90 days if both parties agree. See 29 C.F.R. §1614.108(e). The regulations also extend the 180-day time limit for consolidated and amended complaints to the earlier of 180 days from the date of the most recent consolidated or amended complaint, or 360 days from the date of the earliest pending complaint. See 29 C.F.R. § 1614.108(f).



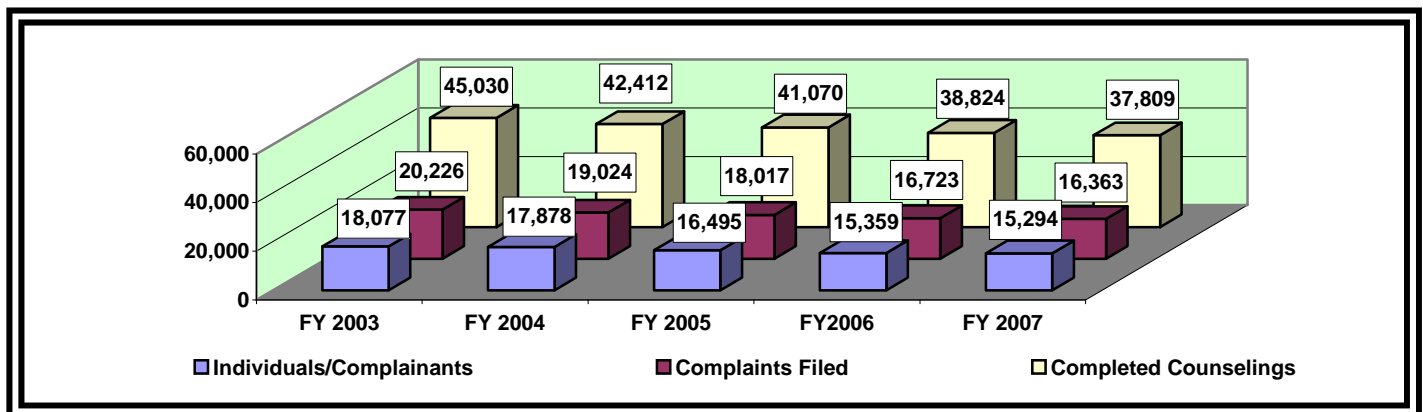
## EEOC FY 2007 Annual Report on the Federal Work Force

As the EEO complaint process has become increasingly more costly, adversarial, and lengthy, EEOC has encouraged agencies to promote and expand the use of alternative dispute resolution (ADR) as a means of avoiding formal adjudication processes. Used properly, ADR can provide fast and cost-effective results while improving workplace communication and morale.<sup>12</sup>

### a. Pre-Complaint Counselings and Complaints Decline

Completed counselings decreased by 2.6% from FY 2006 to FY 2007 and decreased 16.0% from FY 2003. Formal complaints declined by 2.2% from FY 2006 to FY 2007 and 19.1% from FY 2003. Of the 37,809 completed counselings, 15,294 individuals filed 16,363 formal complaints in FY 2007.<sup>13</sup> The number of formal complaints filed represents 43.3% of all pre-complaint counseling activities in FY 2007. As Figure 2 shows, over the past five fiscal years, the number of pre-complaint counseling activities has decreased from 45,030 in FY 2003 to a low of 37,809 in FY 2007, and likewise, the number of complaints filed by individuals has steadily decreased. During the same five-year period, the number of formal complaints filed continued to represent less than 50% of all pre-complaint counseling activities. See Figure 2. Significantly, while the United States Postal Service constituted 26.4% of the work force, it accounted for 45.7% of all EEO counselings, 37.2% of all complaints filed, 41.7% of all completed investigations and 35.1% of all complaints closed in FY 2007. See Tables B-1, B-9 and B-10 in Appendix III at [www.eeoc.gov](http://www.eeoc.gov).

**Figure 2 – Completed Counseling to Formal Complaints Filed/Complainants  
FY 2003 - FY 2007**



<sup>12</sup> See Jeffery M. Senger, *Federal Dispute Resolution: Using ADR with the United States Government*, 1-7 (Jossey-Bass/John Wiley & Sons, 2003).

<sup>13</sup> Counseling may be provided via EEO Counselor or ADR Intake Officer.



**EEOC FY 2007 Annual Report on the Federal Work Force**

Table 9 below shows that among the cabinet/large (15,000 or more employees) agencies, in FY 2007, the U.S. PS reported the highest percentage (2.0%) of its work force that completed counseling, while the government-wide average was 1.2%. Among the medium sized agencies (1,000 to 14,999 employees), Broadcasting Board of Governors reported the highest percentage (4.4%) of its work force completed counseling. Agencies that had fewer than 25 completed/ended counselings were not included in the ranking. Small agencies (1-999 employees) typically have fewer than 25 completed/ended counselings and therefore are not ranked. Table B-1 in Appendix III lists this information for all agencies and is located at <http://www.eeoc.gov>.

**Table 9 –Agencies with the Highest Counseling Rate In FY 2007**

Agency	Total Work Force	Percentage of Individuals Who Completed Counseling
<b><i>Cabinet/Large (15,000 or more employees)</i></b>		
U.S. Postal Service	777,352	2.0%
Department of Education	4,327	1.6%
Department of Housing & Urban Development	8,747	1.5%
<b><i>Medium Agencies (1,000 to 14,999 employees)</i></b>		
Broadcasting Board of Governors	1,764	4.4%
Federal Trade Commission	1,108	2.7%
Government Printing Office	2,289	2.6%

As shown in Table 10 below, in FY 2007, among the cabinet/large (15,000 or more employees), the Department of Education reported the highest complainant rate (1.2%), while the government-wide average was 0.5%. Among the medium sized agencies (1,000 to 14,999 employees), both the Government Printing Office and the EEOC reported the highest complainant rate of (1.1%). Agencies that had fewer than 25 complaints filed were not included in the ranking. Table B-1 in Appendix III contains this information for all agencies and is located at <http://www.eeoc.gov>.

**EEOC FY 2007 Annual Report on the Federal Work Force**

**Table 10 - Agencies with the Highest Complainant Rate in FY 2007**

Agency	Total Work Force	Complainants as % of Total Work Force
<b>Cabinet/Large (15,000 or more employees)</b>		
Department of Education	4,327	1.2%
Department of Housing & Urban Development	8,747	0.9%
Department of Transportation	57,363	0.8%
<b>Medium Agencies (1,000 to 14,999 employees)</b>		
Government Printing Office	2,289	1.1%
Equal Employment Opportunity Commission	2,198	1.1%
Court Services & Offender Supervision Agency for the District of Columbia	1,152	0.9%

**b. Pre-Complaint ADR Usage – Higher Rates in Two Major Categories**

Beginning in FY 2006, ADR offer and participation rates were measured in completed/ended counselings at the end of the fiscal year to ensure greater uniformity, consistency, and quality in the reporting and utilization of ADR data.

Therefore, comparison of FY 2006 and FY 2007 data with prior year's data is not possible. The government-wide ADR offer rate increased from 75.6% in FY 2006 to 80.7% in FY 2007. In FY 2007, the government-wide offer rate was 80.7% based upon 30,513 ADR offers made in 37,809 completed/ended counselings. Of these offers, 18,262 were accepted into agencies' ADR programs, resulting in a 48.3% participation rate in FY 2007, up from the 44.6% reported for FY 2006.

Twenty-one agencies had 100% offer rates in FY 2007. The agencies were the Department of Labor, Department of Housing and Urban Development, Defense National Geospatial Intelligence Agency, Broadcasting Board of Governors, Defense National Security Agency, OPM, EEOC, Defense Army & Air Force Exchange Service, Federal Reserve System-Board of Governors, Pension Benefit Guaranty Corporation, Defense Office of the Secretary/Wash. Hqtrs. Services, Central Intelligence Agency, Federal Trade Commission, National Credit Union Administration, Securities & Exchange Commission, Defense Threat Reduction Agency, National Labor Relations Board, Defense Information Systems Agency, Export-Import Bank, Federal Election Commission and National Science Foundation.

**The U.S. Postal Service Again Had the Highest ADR Participation Rate**

In FY 2007, the U.S. Postal Service reported the highest ADR participation rate in the pre-complaint process (76.1%) among the cabinet/large agencies, while the government-wide average was 48.3%. Among the medium sized agencies Defense Finance and Accounting Service reported the highest pre-complaint ADR participation rate (34.0%). The government-wide average falls to 24.9% without the U.S. Postal Service. No other agency with 25 or more completed/ended counsels had a participation rate greater than fifty per cent. See Table 11. Agencies that had fewer than 25 completed/ended counseling were not included in the ranking. See [Tables B-1 and B-4](#) in Appendix III for information on all agencies, which is located at <http://www.eeoc.gov>.

***Table 11 - Highest ADR Participation Rate in the Pre-Complaint Process  
FY 2007***

<b>Agency</b>	<b>Total Work Force</b>	<b>Completed/ Ended Counselings</b>	<b>Participation in ADR</b>	<b>Participation Rate</b>
<b><i>Cabinet/Large (15,000 or more employees)</i></b>				
U.S. Postal Service	777,352	17,285	13,157	76.1%
Department of Housing and Urban Development	8,747	140	69	49.3%
Department of the Air Force	174,435	1,175	466	39.7%
<b><i>Medium Agencies (1,000 to 14,999 employees)</i></b>				
Defense Finance and Accounting Service	12,571	147	50	34.0%
General Services Administration	12,130	125	41	32.8%
Equal Employment Opportunity Commission	2,198	54	15	27.8%

**EEO Program Tip**

To improve ADR programs:

Create a website that features ADR news, announcements of ADR events, ADR champions' statements, ADR policy statements, and a link for ADR contact information, i.e., address, phone and fax numbers.

Create an online introduction to ADR that introduces the viewer to ADR theories, techniques and uses of ADR with video clips of the agency head and EEO director advocating the use of ADR.

Develop ADR marketing strategies such as: flyers on bulletin boards, ADR brochure produced and disseminated to EEO counselors and ADR coordinators, ADR exhibit booth displays, ADR information disseminated at employee events, and ADR information in new employee orientation materials.

Ensure that management officials attending ADR sessions obtain settlement authorization from their supervisors prior to the session in order that a settlement can be reached at "the table."

**c. Agencies Meet Counseling Deadlines in 90% of Cases**

On average, in FY 2007 agencies met timeliness requirements for EEO counseling in 90.0% of all completed/ended counselings, an improvement from 89.0% in FY 2006 and twice as successful as the 45.9% that were timely in FY 2003. Agencies are required to complete counseling in 30 days except when there is a 60-day extension due to an ADR election or the complainant agrees in writing to an extension.

**d. Agencies Increase Pre-Complaint Resolution Rate in FY 2007**

During counseling and ADR in the pre-complaint stage, EEO disputes can be resolved by either a settlement or a decision not to file a formal complaint. In FY 2007, the government-wide resolution rate average was 55.6%, up from 55.2% in FY 2006.

**National Endowment for the Arts Holds the Highest Pre-Complaint Resolution Rate**

In FY 2007, the National Endowment for the Arts again reported the highest pre-complaint resolution rate (100%) among agencies with more than 25 completed/ended counselings. See Table 12. Among cabinet/large agencies, Defense National Guard Bureau reported the highest pre-complaint resolution rate (84.5%). The Federal Reserve System – Board of Governors reported the highest pre-complaint resolution rate (97.14%) among the medium sized agencies. Agencies that had fewer than 25

**EEOC FY 2007 Annual Report on the Federal Work Force**

completed/ended counselings were not included in the ranking. However five agencies, Federal Energy Regulatory Commission, Federal Housing Finance Board, Federal Maritime Commission, Holocaust Memorial Museum and the John F. Kennedy Center for the Performing Arts in this category had 100% resolution rates. [Table B-3](#) in Appendix III contains this information for all agencies and is located at <http://www.eeoc.gov>.

**Table 12 – Highest Pre-Complaint Resolution Rates  
FY 2007**

Agency	Total Work Force	Completed Counselings	Total Resolved	Resolution Rate
<b><i>Cabinet/Large (15,000 or more employees)</i></b>				
Defense National Guard Bureau	62,496	174	147	84.5%
Defense Army & Air Force Exchange Service	34,269	410	298	72.7%
U.S. Postal Service	777,352	17,285	11,102	64.2%
<b><i>Medium Agencies (1,000 to 14,999 employees)</i></b>				
Federal Reserve System - Board of Governors	1,903	35	34	97.1%
Federal Trade Commission	1,108	30	29	96.7%
Broadcasting Board of Governors	1,764	84	69	82.1%

**Defense Army & Air Force Exchange Had the Highest ADR Resolution Rate in FY 2007**

In FY 2007, the Defense Army & Air Force Exchange reported the highest ADR resolution rate in the pre-complaint process (74.51%), whereas the government-wide average was 66.5%. See Table 13. When the U.S. Postal Service resolution rate (74.45%) is excluded from the government-wide average, the government-wide ADR resolution rate decreased to 46.0% in FY 2007. Agencies that had fewer than 25 ADR closures were not included in the ranking. [Table B-5](#) in Appendix III contains this information for all agencies and is located at [www.eeoc.gov](http://www.eeoc.gov).

***EEOC FY 2007 Annual Report on the Federal Work Force***

**Table 13 – Highest Pre-Complaint ADR Resolution Rates  
FY 2007**

Agency	Total Work Force	ADR Closures	ADR Resolutions	ADR Resolution Rate
<b><i>Cabinet/Large (15,000 or more employees)</i></b>				
Defense Army & Air Force Exchange Service	34,269	51	38	74.5%
U.S. Postal Service	777,352	13,157	9,795	74.5%
National Aeronautics and Space Administration	18,520	32	21	65.6%
<b><i>Medium Agencies (1,000 to 14,999 employees)</i></b>				
Defense Finance & Accounting Service	12,571	50	30	60.0%
General Services Administration	12,130	41	16	39.0%

**e. Monetary Benefits in Pre-Complaint Phase Again on the Rise**

Monetary benefits awarded in settlements during the pre-complaint phase, shown in Table 14, have dropped significantly since FY 2003. The data showed an increase in the average amount of monetary benefits from \$2,680 in FY 2006 to \$3,349 in FY 2007.

**Table 14 – Monetary Benefits Awarded In Settlements  
During the Pre-Complaint Stage of the EEO Process  
FY 2003 – FY 2007**

FY	Completed Counselings	Total Resolutions		Total Settlements		Total Settlements with Monetary Benefits		Settlement Monetary Benefits	Average Award per Resolution with Monetary Benefits
		#	%	#	%	#	%		
2003	45,030	28,011	62.2	8,199	18.2	621	7.6	\$3,160,565	\$5,089
2004	42,412	21,520	50.7	7,856	18.5	603	7.7	\$3,137,911	\$5,203
2005	41,070	22,038	53.7	7,652	18.7	585	7.7	\$1,703,626	\$2,912
2006	38,824	21,430	55.2	7,424	19.1	622	8.4	\$1,666,651	\$2,680
2007	37,809	21,029	55.6	7,454	19.7	687	9.2	\$2,300,700	\$3,349

**f. The Most Frequently Alleged Basis and Issue Remain Unchanged**

Of the 16,363 complaints filed in FY 2007, the basis most frequently alleged was reprisal (6,960) and the issue most frequently alleged was non-sexual harassment (4,951). As shown in Tables 15 and 16, this trend has remained unchanged for the past five fiscal years. In FY 2007, complaints filed with allegations of disability (physical) exceeded those complaints filed with allegations of race (Black).

**EEOC FY 2007 Annual Report on the Federal Work Force**

**Table 15 – Top 3 Bases in Complaint Allegations Filed for FY 2003 – FY 2007**

<i>Basis</i>	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Reprisal	8,111	7,782	7,105	6,535	6,960
Age	5,774	5,449	5,088	4,769	4,851
Disability (Physical)					4,123
Race – Black	5,279	5,021	4,478	4,125	

Allegations of race discrimination were made in 36.4% of all complaints filed in FY 2007. In FY 2007, there was a 19.1% decrease in the number of complaints filed since FY 2003, and the percentage of complaints alleging discrimination based on race decreased by 28.8%. During that same period, the percentage of complaints filed alleging discrimination based on color increased 1.6%, from 1,650 in FY 2003 to 1,677 in FY 2007.<sup>14</sup>

In April 2006, EEOC issued Section 15 of the new Compliance Manual on “Race and Color Discrimination.” It includes numerous examples and guidance in proactive prevention and “best practices.” This Manual Section is located at [www.eeoc.gov/policy/docs/race-color.html](http://www.eeoc.gov/policy/docs/race-color.html).

**Table 16 – Top 3 Issues in Complaint Allegations Filed for FY 2003 – FY 2007**

<i>ISSUE</i>	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Harassment – Non-Sexual	5,689	5,175	4,550	4,544	4,951
Promotion/Non-Selection	4,435	3,892	2,937	2,793	2,719
Terms/Conditions	2,541	2,474	2,300	2,390	2,149

<sup>14</sup> Complaints may contain multiple bases and issues.



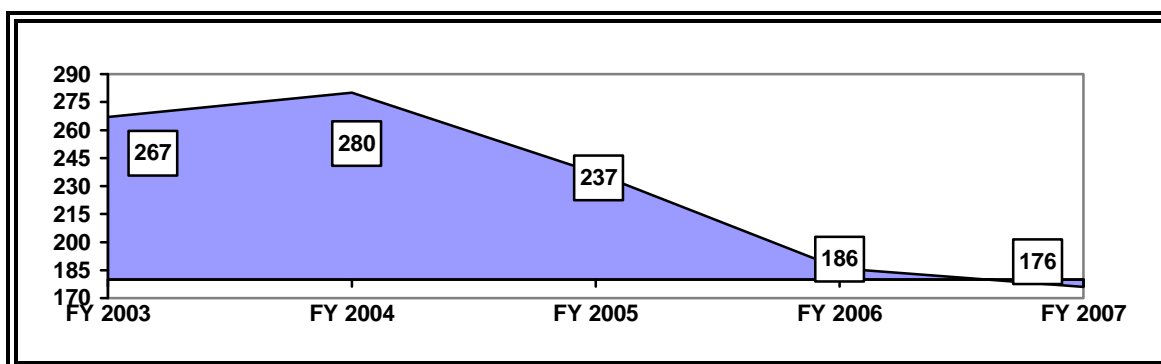
**g. Agency Investigation Times Lowest in Fourteen Years, Yet, Agencies Continue to Exceed Time Limits for Issuing Final Agency Decisions**

**Investigations**

Investigations into allegations of discrimination are a key component of the formal EEO complaint process. Delays may impede the primary goal of gathering sufficient evidence to permit a determination as to whether discrimination occurred. EEOC regulation 29 C.F.R. §1614.106(e)(2) requires agencies to conduct an investigation and issue a report to the complainant within 180 days of the filing of a complaint unless: 1) the parties agreed to no more than a 90-day extension (may not exceed 270 days); or 2) the complaint was amended or consolidated, which can add another 180 days to the period but may not exceed a total of 360 days.

In FY 2007, agencies timely completed investigations 73.95% of the time, up from 69.4% in FY 2006 (including written agreements to extend the investigation and consolidated or amended complaints). When the U.S. Postal Service is not included, the percentage of timely completed investigations decreased to 55.98% government-wide. Agencies reported the best investigation time in fourteen years by averaging 176 days to complete an investigation in FY 2007. In comparison, agency investigations averaged 186 days in FY 2006 and 267 days in FY 2003. See Figure 3 below.

**Figure 3 – Average Processing Days for Investigations for FY 2003 – FY 2007**



Of those investigations required to be completed within the 180-day time limit, agency in-house investigators averaged 230 days to complete the investigation, while contract investigators averaged 149 days. Several years ago, in a review of the investigatory practices of selected agencies, EEOC identified several reasons for untimely investigations: poorly staffed EEO offices, unnecessary and time-consuming procedures,<sup>15</sup> delays in obtaining affidavits, and inadequate tracking and monitoring

<sup>15</sup> For example, time-consuming procedures may appear in lengthy approval of investigative plans, or cumbersome procurement processes.

***EEOC FY 2007 Annual Report on the Federal Work Force***

---

systems. For more information, see EEOC's *Federal Sector Investigations – Time and Cost*, issued June 2004 and *Attaining a Model Agency Program: Efficiency at [www.eeoc.gov/federal/efficiency.html](http://www.eeoc.gov/federal/efficiency.html)*.

**National Aeronautics and Space Administration Completed the Highest Percentage of Timely Investigations**

As shown in Table 17, the National Aeronautics and Space Administration timely completed 100% of its investigations.<sup>16</sup> Significantly the US Postal Service timely completed 99.0% of its 4,669 investigations in FY 2007. Among medium agencies the General Services Administration reported the highest timely completed investigation rate (94.3%). Agencies that had completed fewer than 25 investigations were not included in the ranking. Table B-9 in Appendix III contains this information for all agencies and is located at <http://www.eeoc.gov>.

**Table 17 – Highest Percentage of Timely Completed Investigations for FY 2007**

Agencies	Total Work Force	# Completed Investigations	# Timely Completed	% Timely
<b><i>Cabinet/Large (15,000 or more employees)</i></b>				
National Aeronautics and Space Administration	18,520	25	25	100.0%
United States Postal Service	777,352	4,669	4,624	99.0%
Department of Labor	15,495	102	86	84.3%
<b><i>Medium Agencies (1,000 to 14,999 employees)</i></b>				
General Services Administration	12,130	53	50	94.3%
Tennessee Valley Authority	11,993	27	25	92.6%
Defense Finance & Accounting Service	12,571	36	29	80.6%

In FY 2007, the government-wide average cost for contracting out complaint investigations \$2247.02 increased by 6.3% from the FY 2006 average cost of \$2113.26. However, the FY 2007 average cost of agency (in-house) investigations (\$4753.30) was down 7% from the FY 2006 average cost of \$5111.93. Average costs to contract out investigations in FY 2007 were approximately 52.7% (down from the 58.7%<sup>17</sup> difference in FY 2006) less than the average costs of agency (in-house) investigations,

<sup>16</sup> Twenty one agencies with fewer than 25 total investigations timely completed 100% of their investigations.

<sup>17</sup> This figure was incorrectly reported as 68% in the FY 2006 Annual Report.

## EEOC FY 2007 Annual Report on the Federal Work Force

### Final Agency Actions

EEOC regulations require an agency to take a final action on each formal complaint filed. Table 18 below provides a breakdown with processing time for all final agency actions. Agencies may issue a decision dismissing a complaint on procedural grounds such as untimely EEO counselor contact or failure to state a claim. Government-wide, agencies took an average of 125 days to issue a decision dismissing a complaint on procedural grounds. EEOC maintains that, in general, acceptance letters/ dismissal decisions should be issued well in advance of the 180-day time limit to complete an investigation. A suggested practical method of procedure is to issue these actions within 60 days of the filing of the formal complaint.

**Table 18 – EEO Complaint Closures by Type with Government-Wide Average Processing Times in Days (APD) in FY 2003 – FY 2007**

FY	Complaint Closures		Merit Final Agency Actions With AJ Decisions		Merit Final Agency Decisions Without AJ Decisions				Procedural Dismissals		Settlements		Withdrawals	
	Total	APD	Total	APD from Comp. Filed	Total	APD	APD from Date Required	% Timely	Total	APD	Total	APD	Total	APD
2003	19,772	541	3,893	796	5,287	598	--	--	2,723	207	5,573	507	2,296	380
2004	23,153	469	4,478	743	6,167	601	200	43.6%	5,444	150	4,469	473	2,325	308
2005	22,974	411	4,832	669	6,381	479	191	59.1%	5,510	127	4,264	436	1,997	294
2006	19,119	367	4,283	624	4,857	426	135	62.3%	4,895	118	3,490	378	1,594	236
2007	15,805	355	3,228	585	4,445	403	120	63.4%	3,290	125	3,262	363	1,580	210

-- EEOC did not collect data showing the timely merit Final Agency Decisions until FY 2004.

An agency may also issue a decision after an investigation, either finding discrimination or finding no discrimination. In FY 2007, agencies timely issued 63.4% of their final agency merit decisions, an increase from the 62.3% timely completed in FY 2006. Commission regulations require agencies to issue final decisions within 60 days of a complainant's request for such a decision or Administrative Judge's remand for a final agency decision. In addition, regulations require agencies to issue a final agency decision within 90 days after completion of an investigation if the complainant has not requested either a final decision or an EEOC hearing. In FY 2007 agencies issued merit final agency decisions without an Administrative Judge's decision in an average of 120 days down from 135 days in FY 2006.

### U. S. Postal Service Issued the Highest Percentage of Timely Merit Decisions Without an Administrative Judge Decision

In FY 2007, the U. S. Postal Service reported the highest percentage (96.9%) of timely issued merit decisions without an Administrative Judge decision. The FY 2007

**EEOC FY 2007 Annual Report on the Federal Work Force**

government-wide average timely issued merit decision percentage was 63.4% with the U.S. Postal Service and dropped to 41.6% without the U.S. Postal Service. See Table 19 below.<sup>18</sup> Agencies that issued fewer than 25 merit decisions without a hearing were not included in the ranking. In FY 2007, there were no agencies smaller than cabinet/large (15,000 or more employees) that issued 25 or more merit decisions without an Administrative Judge Decision. See [Table B-14](#) in Appendix III for this information on all agencies located at [www.eeoc.gov](http://www.eeoc.gov).

**Table 19 – Agencies With the Highest Percentage of Timely Issued Merit Decisions (Without an Administrative Judge Decision) in FY 2007**

Agencies	Total Work Force	Merit Decisions without an AJ Decision		
		#	Timely	%
U.S. Postal Service	777,352	1,746	1,692	96.9%
Department of the Navy	204,751	130	125	96.2%
Department of Housing and Urban Development	8,747	35	30	85.7%
Defense Commissary Agency	15,714	26	21	80.8%
Department of Veterans' Affairs	252,661	511	335	65.6%

Finally, when an EEOC Administrative Judge has issued a decision, the agency must issue a final order either implementing the Administrative Judge's decision or not implementing and simultaneously appealing to EEOC. In FY 2007, agencies issued 3,310 final orders implementing and 73 orders not implementing the Administrative Judge's decision. Commission regulations require agencies to issue an order within 40 calendar days of receiving the Administrative Judge's decision or the decision becomes the agency's final decision. In FY 2007, agencies issued orders in an average of 585 days after the complaint was filed, a significant drop from 796 days in FY 2003.

**h. % of Findings of Discrimination and Monetary Benefits on the Rise**

After declining for the first time in five years in FY 2006, the percentage of findings of discrimination rose in FY 2007 to 2.9%. However, Table 20 below shows that both the total number of merit decisions and the number of findings of discrimination have decreased this year.

<sup>18</sup> We note that fourteen agencies issued 100.0% of their merit decisions in a timely fashion but issued fewer than 25 total merit decisions.

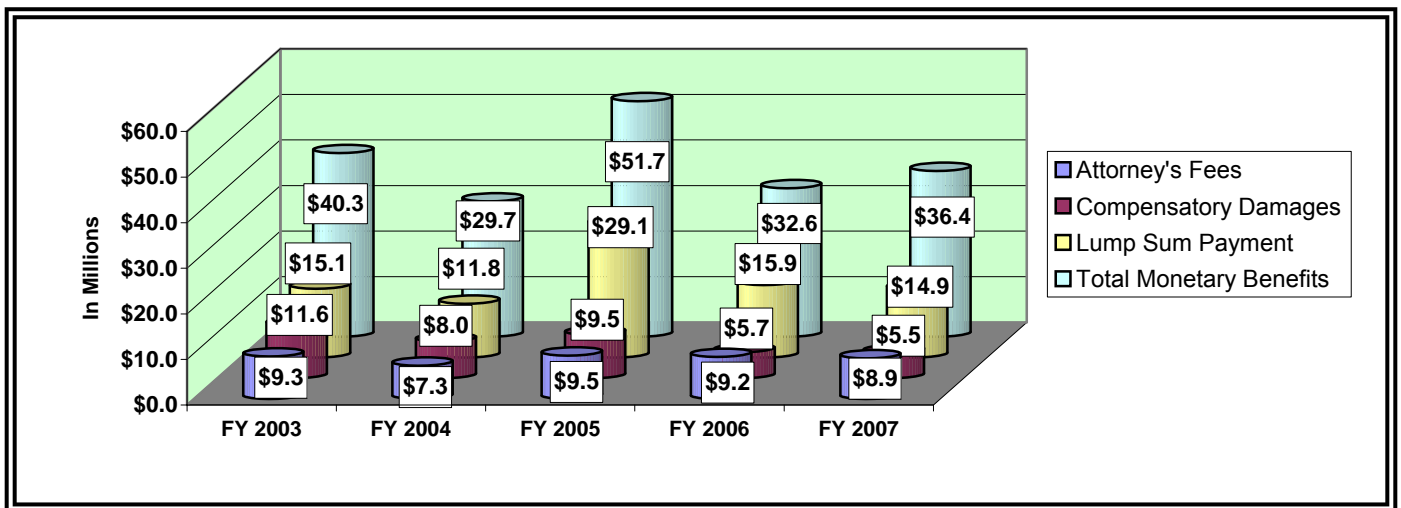
**EEOC FY 2007 Annual Report on the Federal Work Force**

**Table 20 – Amounts Awarded in Resolution of Formal EEO Complaints Before Appeals FY 2003 – FY 2007**

Total Complaint Closures			Findings of Discrimination		Settlements		Monetary Benefits			
FY	#	Total Merit Decisions	#	% of Merits Decisions	#	% of Total Closures	# Total Complaint Closures with Benefits	% of Total Complaint Closures with Benefits	Total (in millions)	Per Capita
2003	19,772	9,180	264	2.9%	5,573	28.2%	5,823	29.5%	\$40.3	\$6,926
2004	23,153	10,915	321	2.9%	4,469	19.3%	4,739	20.5%	\$29.7	\$6,266
2005	22,974	11,213	345	3.1%	4,264	18.6%	4,525	19.7%	\$51.7	\$11,417
2006	19,119	9140	224	2.5%	3,490	18.3%	3,634	19.0%	\$32.6	\$8,978
2007	15,805	7,673	216	2.8%	3,262	20.6%	3,414	21.6%	\$36.4	\$10,658

Average monetary benefits awarded in resolution of formal EEO complaints increased by 18.7% between FY 2006 and FY 2007 and by 53.9% from FY 2003. Table 20 above shows the total monetary benefits awarded during the formal complaint process for the past five fiscal years, while Figure 4 indicates what portion of these benefits were for compensatory damages, attorney’s fees and lump sum payments.

**Figure 4 – Monetary Benefits Awarded in the Formal Complaint Stage FY 2003 – FY 2007**



## EEOC FY 2007 Annual Report on the Federal Work Force

### **i. Affirmation Rate of Final Agency Decisions on Appeal**

As demonstrated by the Table 21 below, 68% of final agency decisions (FADs), excluding those in which an AJ issued a decision, were affirmed on appeal in FY 2007. This represents an 8.8% increase from FY 2006 affirmation rate and a 12.1% decrease from FY 2003 affirmation rate.

**Table 21 – Affirmation Rate of Final Agency Decisions on Appeal  
FY 2003 – FY2007**

Fiscal Year	FADs Decided on Appeal	FADs Affirmed on Appeal	Percentage of FADs Affirmed on Appeal
FY 2003	3,599	2,888	80.2%
FY 2004	3,563	2,876	80.7%
FY 2005	3,316	2,595	78.3%
FY 2006	3,785	2,257	59.6%
FY 2007	2,591	1,773	68.4%

### **2. EEOC Hearings and Appeals: More Efficient Processing Times for Hearings and Lower Appellate Inventory**

By federal regulation, EEOC becomes involved in the handling of an EEO complaint from a federal employee after the case initially has been processed by the employing agency and a hearing has been requested before an EEOC Administrative Judge or an appeal from a final agency action has been filed.

If a complainant requests a hearing, an EEOC Administrative Judge may oversee discovery between the parties and hold a hearing or issue a decision on the record. If a hearing is held, the Administrative Judge will hear the testimony of witnesses, review relevant evidence, and make findings of fact and conclusions of law in a decision issued to the parties. In appropriate cases, an Administrative Judge may, in lieu of holding a hearing, procedurally dismiss a case or issue a decision by summary judgment.

EEOC is also responsible for deciding appeals from final actions issued by federal agencies on complaints of employment discrimination. These final actions may involve an agency's decision to procedurally dismiss a complaint, a final decision on the merits of a complaint when the complainant has not requested a hearing, or a decision on whether or not to fully implement the decision of an EEOC Administrative Judge. Once appellate decisions are issued, EEOC monitors agency compliance with all orders and takes appropriate action to enforce them. EEOC's adjudicatory responsibilities also include resolving allegations of a breach of a settlement agreement involving a federal sector EEO complaint, as well as deciding petitions for review of decisions involving

## ***EEOC FY 2007 Annual Report on the Federal Work Force***

---

claims of discrimination by the Merit Systems Protection Board and petitions for review of final grievance decisions when claims of discrimination are permitted to be raised in the grievance procedure.

In addition to and equally important to its adjudicatory role, is EEOC's engagement in vigorously assisting federal agencies in the proactive prevention of discrimination. EEOC's Office of Federal Operations (OFO) provides outreach, technical assistance and oversight to federal agencies, including conducting program reviews throughout the federal government to evaluate agencies' efforts to develop and maintain model EEO programs. OFO monitors and evaluates agencies' activities to identify and correct barriers to equal opportunity, reasonable accommodation procedures for individuals with disabilities, and ADR programs. OFO also gathers and analyzes data provided by federal agencies on employment trends and EEO complaint processing; issues periodic reports which are publicly available; and works with individual agencies to identify both positive and negative trends in their EEO programs. In addition, through EEOC's Revolving Fund, OFO develops and delivers training to federal agencies and other interested parties on a wide variety of federal-sector EEO topics.

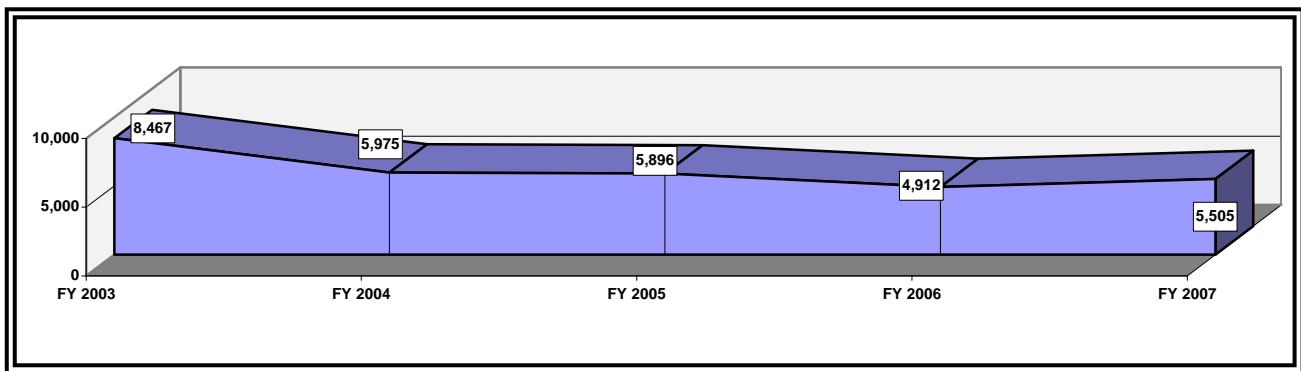


**a. HEARINGS**

**i. Hearings Inventory on the Rise**

The hearings inventory increased from 4,912 in FY 2006 to 5,505 in FY 2007, which represents an increase of 12.1%. Since FY 2003, the hearings inventory has fallen by 35% from a five year high of 8,467 cases.

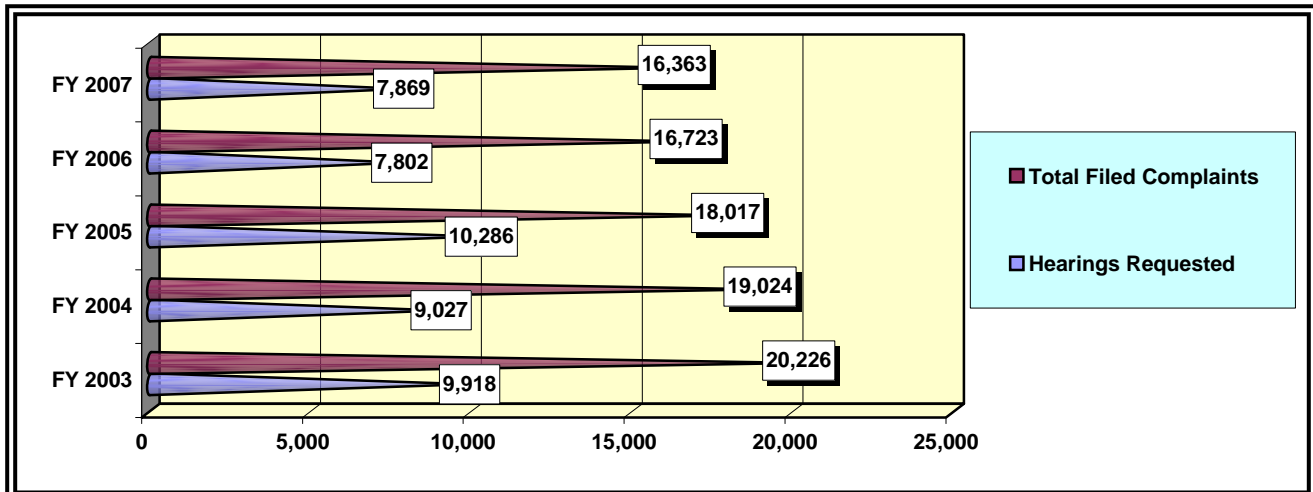
**Figure 5 – Hearings Inventory  
FY 2003 – FY 2007**



**ii. Hearing Requests Increase**

Hearing requests increased by 0.8% from 7,802 in FY 2006 to 7,869 in FY 2007, and have decreased by 20.7% from FY 2003. For comparison purposes, the 7,869 hearings requested comprised 48.1% of the total complaints filed in FY 2007.

**Figure 6 – Comparison of Requests for EEOC Hearings to Complaints Filed  
FY 2003 – FY 2007**



**iii. Hearing Closures**

During FY 2007, EEOC’s Hearings Program resolved 7,163 cases, including 48 class actions, which represents a 17.5% decrease from the 8,685 cases closed in FY 2006 and a 41.4% decrease from the 12,230 cases closed in FY 2003. Excluding the class actions, the 7,115 individual cases in FY 2007 were closed in the following manner: 12.9% were by decision following a hearing; 29.1% were by decisions on the record; 25.9% were closed by settlements; 15.0% were by procedural dismissal; and 17.1% were withdrawals. See Table 22 for a comparison of FY 2003 – FY 2007.

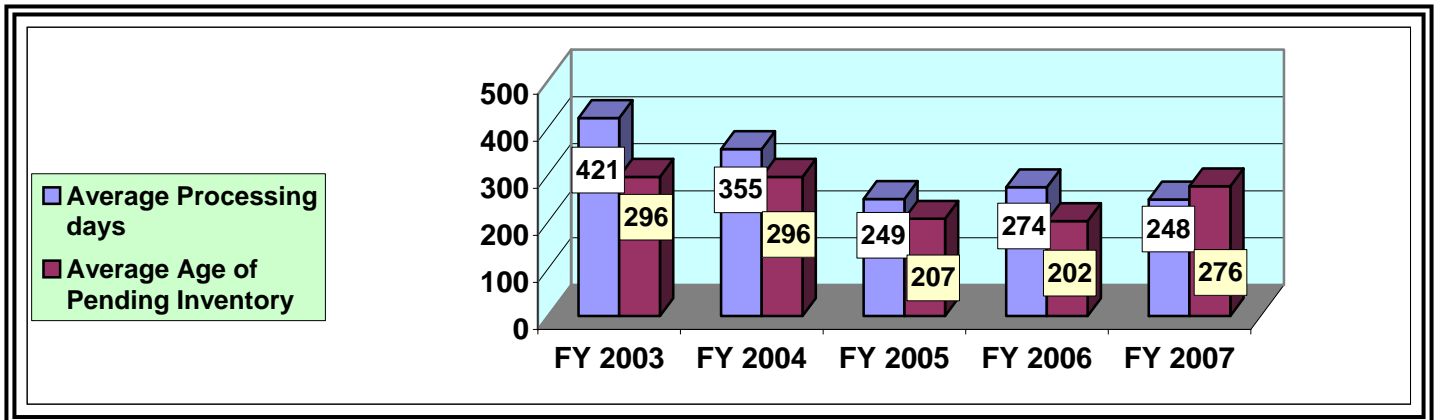
**Table 22 – Hearings Program Individual Case Closures: FY 2003 – FY 2007**

Closure Type	FY 2003		FY 2004		FY 2005		FY 2006		FY 2007	
	#	%	#	%	#	%	#	%	#	%
Decisions Following a Hearing	1,974	16.3	1,655	14.2	1,268	12.5	1,102	12.8	920	12.9
Decisions On the Record	2,804	23.1	3,481	30.0	3,272	32.3	2,883	33.4	2,067	29.1
Settlements	3,951	32.6	3,180	27.4	2,546	25.1	2,071	24.0	1,846	25.9
Procedural Dismissals	1,551	12.8	1,550	13.3	1,336	13.2	1,183	13.7	1,065	15.0
Withdrawals	1,844	15.2	1,760	15.1	1,721	17.0	1,380	16.0	1,217	17.1
<b>Total Individual Case Closures</b>	<b>12,124</b>		<b>11,626</b>		<b>10,143</b>		<b>8,619</b>		<b>7,115</b>	

**iv. Average Processing Time for Hearings**

The average processing time for hearing closures improved from 274 days in FY 2006 to 248 days in FY 2007, and represents a significant decrease from the 421 days in FY 2003. The average age of the pending inventory increased to 276 days in FY 2007 from 202 days in FY 2006, and is still lower than the 296 days in FY 2003 and FY 2004.

**Figure 7 - Average Processing Days for Hearings  
FY 2003 - FY 2007**



**EEOC FY 2007 Annual Report on the Federal Work Force**

**v. Agencies Challenge Findings of Discrimination**

In FY 2007, EEOC Administrative Judges issued 182 decisions finding discrimination, which was 6.1% of all decisions on the merits of complaints. In comparison to the 203 decisions finding discrimination that Administrative Judges issued in FY 2006, the 182 decisions in FY 2007 represent a 10.3% decrease. Agencies may either fully implement or appeal the Administrative Judge's decision to the OFO. In FY 2007, agencies appealed only 2.2% of all Administrative Judge decisions; however, they appealed 36.8% of the cases where an Administrative Judge found discrimination.

**Table 23 - Agency Actions on Administrative Judge Decisions FY 2003 - FY 2007**

FY	Finding Discrimination <sup>19</sup>				Finding No Discrimination				Totals			
	Implemented #	%	Appealed #	%	Implemented #	%	Appealed #	%	Implemented #	%	Appealed #	%
2003	159	63.3%	92	36.7%	3,639	99.9%	3	0.1%	3,798	97.6%	95	2.4%
2004	124	71.3%	50	28.7%	4,515	98.7%	59	0.3%	4,639	97.8%	109	2.2%
2005	182	69.7%	79	30.3%	4,567	99.9%	4	0.1%	4,749	98.3%	83	1.7%
2006	108	57.5%	80	42.5%	4,089	99.9%	6	0.1%	4,197	98.0%	86	2.0%
2007	110	63.2%	64	36.8%	3,046	99.7%	8	0.3%	3,156	97.8%	72	2.2%

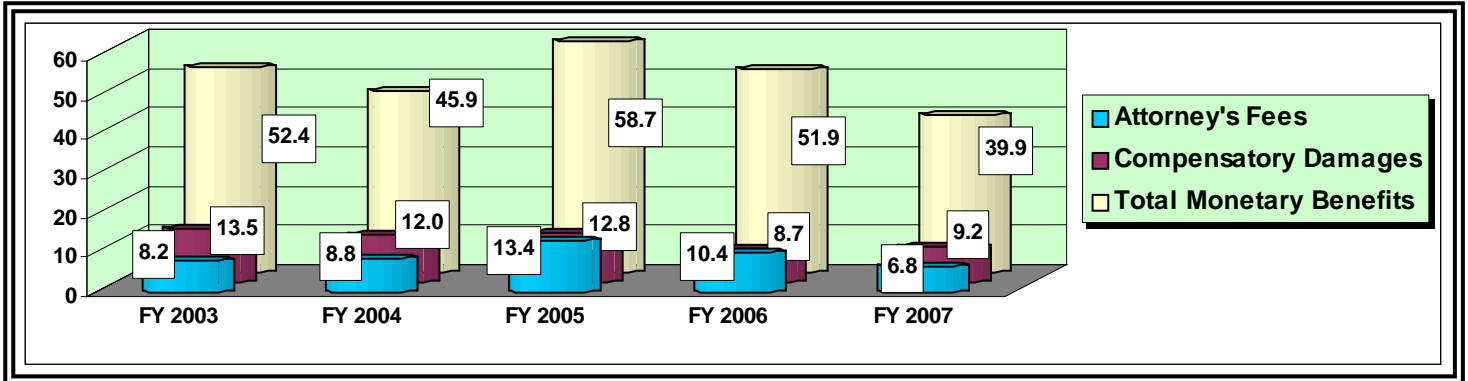
**vi. Monetary Benefits Decrease at Hearings**

In FY 2007, Administrative Judge decisions and settlements at the hearings stage awarded \$39.9 million in benefits, as compared to the \$51.9 million in FY 2006 and the \$52.4 million awarded in FY 2003. Note that benefits awarded by decisions of Administrative Judges at the hearings stage are preliminary, pending a decision on implementation by the agency or on appeal.

<sup>19</sup> These numbers do not parallel Administrative Judge findings of discrimination because agencies may not take final action in the same fiscal year as the decision was issued. Also agencies may settle a complaint where the Administrative Judge has found discrimination.

**EEOC FY 2007 Annual Report on the Federal Work Force**

**Figure 8 - Monetary Benefits Awarded from Hearings (In Millions of Dollars)  
FY 2003 - FY 2007**



**vii. High Affirmation Rate of AJ Decisions on Appeal**

As demonstrated by the table below, over 94% of Administrative Judge's decisions were affirmed on appeal in FY 2007.<sup>20</sup> After a three-year decline in affirmed Administrative Judge's decisions, FY 2007 saw a slight increase, up 0.4% from FY 2006. While the number of appealed Administrative Judge's decisions decreased 26.4% over the five year period FY 2003 to FY 2007, the affirmation rate decreased by only 1.4%.

**Table 24 – Affirmation Rate of AJ Decisions on Appeal  
FY 2003 - FY 2007**

Fiscal Year	AJ Decisions Appealed			AJ Decisions Affirmed on Appeal			% of AJ Decisions Affirmed on Appeal		
	Total	Appeal By Agency <sup>21</sup>	Appeal By Appellant	Total	Appeal By Agency	Appeal By Appellant	Total	Appeal By Agency	Appeal By Appellant
2003	1,772	123	1,649	1,703	87	1,616	96.1%	70.7%	98.0%
2004	1,828	152	1,676	1,741	107	1,634	95.2%	70.4%	97.5%
2005	1,712	93	1,619	1,616	71	1,545	94.4%	76.3%	95.4%
2006	1,443	58	1,384	1,361	47	1,313	94.3%	81.0%	95.0%
2007	1,305	76	1,229	1,236	64	1,172	94.7%	84.2%	95.4%

<sup>20</sup> Administrative Judge's decisions reported here do not include Petitions for Enforcement.

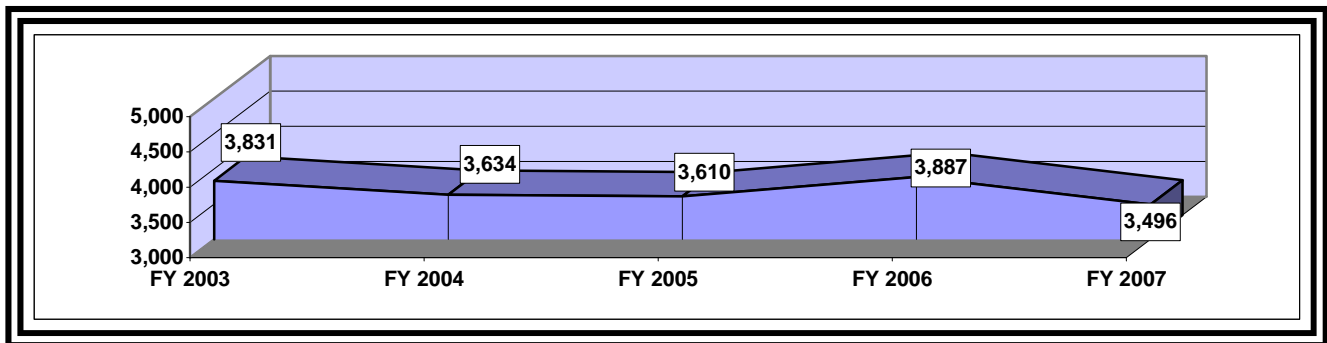
<sup>21</sup> "Appeal By Agency" occurs when the agency does not fully implement the Administrative Judge's decision.

**b. APPEALS**

**i. Appeals Inventory Declines**

OFO's appellate inventory fell in FY 2007 to 3,496, which represents a 10.1% decrease from the 3,887 case inventory at the close of FY 2006 and an 8.7% reduction from the 3,831 case inventory at the close of FY 2003.

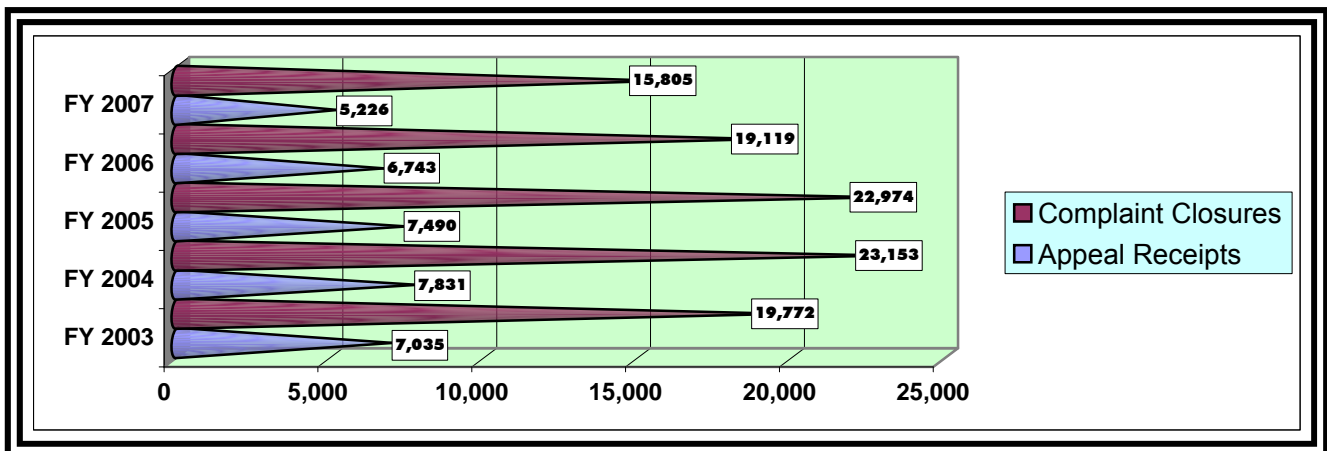
**Figure 9 - Appellate Inventory FY 2003 - FY 2007**



**ii. Appeal Receipts Continue On A Downward Trend**

OFO received 5,226 appeals in FY 2007, representing a 22.5% decrease from the 6,743 appeals filed in FY 2006. FY 2007 appeal receipts represent a 25.7% decrease from the 7,035 appeals received in FY 2003.

**Figure 10 – Comparison of Appeals Receipts to Complaint Closures  
FY 2003 - FY 2007**



**EEOC FY 2007 Annual Report on the Federal Work Force**

**iii. Appeal Closures Remain Steady**

OFO closed a total of 5,617 appellate cases in FY 2007. Of this number, 3,690 (65.7%) alleged violations of Title VII; 1,303 (23.2%) involved the Rehabilitation Act; 1,293 (23.0%) violations of the ADEA; and 25 (0.4%) involved the Equal Pay Act of 1963. In FY 2006, OFO closed a total of 6,466 appellate cases, of which 5,118 were Title VII cases (79.2%); 1,703 involved the Rehabilitation Act (26.3%); 1,721 alleged violations of the ADEA (26.6%); and two involved the Equal Pay Act of 1963 (0.03%).<sup>22</sup> See Figure 11 for the appeal closures from FY 2003 to FY 2007.

**Figure 11 - Appeal Closures FY 2003 - FY 2007**

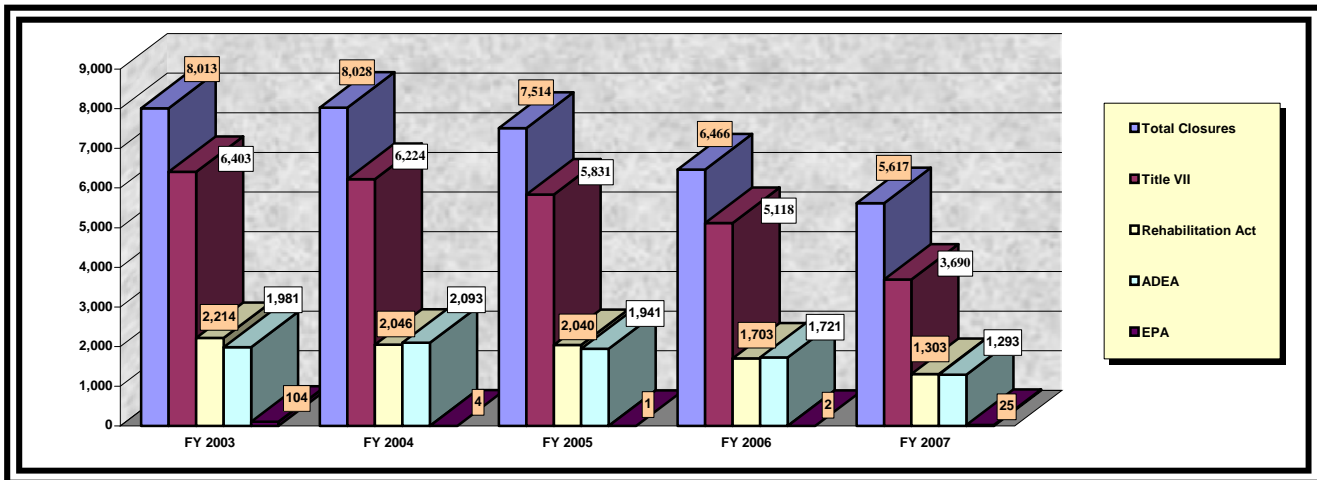


Table 25 below provides a breakdown by appeal type of all FY 2007 receipts and closures.

**Table 25 - Types of Receipts and Appeals FY 2007**

Types of Appeals	Receipts		Closures	
	#	% of Total	#	% of Total
<b>Total</b>	5,226		5,617	
<b>Initial Appeals from Complainants</b>	4,038	77.3	4,434	78.9
<b>Initial Appeals from Agencies</b>	82	1.6	91	1.6
<b>Petitions to Review MSPB Decisions</b>	127	2.4	126	2.2
<b>Appeals from a Grievance/Arbitration of FLRA Decisions</b>	6	0.1	2	0.04
<b>Petitions for Enforcement</b>	29	0.6	33	0.6
<b>Requests for Reconsiderations</b>	944	18.3	931	16.8

In FY 2007, OFO closed 2,298 appeals addressing the merits of the underlying discrimination claims, and made a total of 114 findings of discrimination, which

<sup>22</sup> The number and percentage of resolutions by statute is greater than the number of cases closed, because one or more statutory bases may be alleged in each appeal.

## EEOC FY 2007 Annual Report on the Federal Work Force

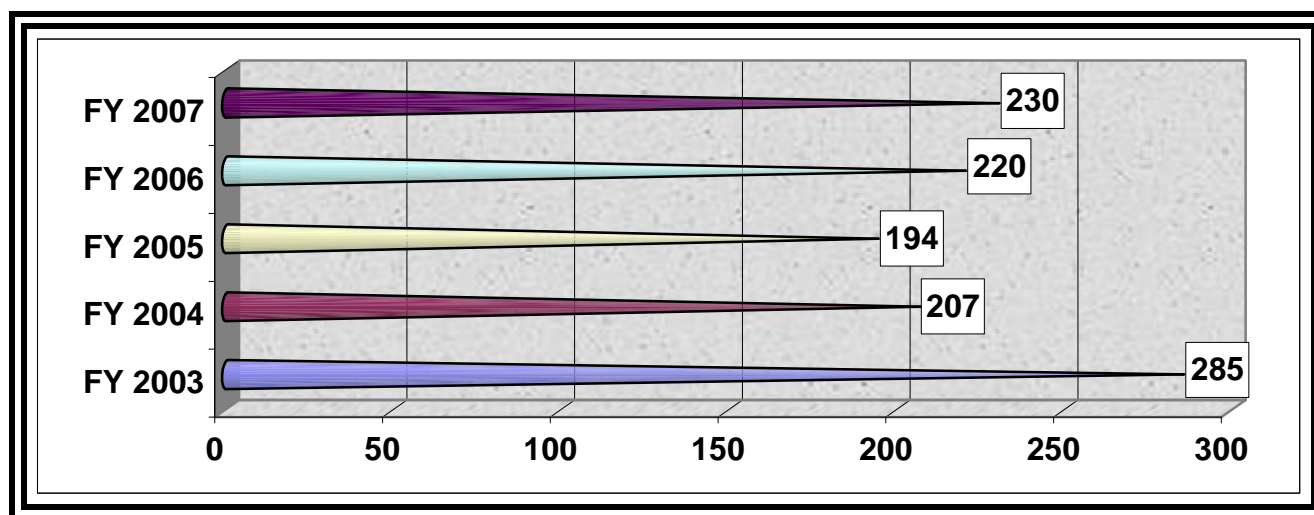
represents 5.0% of the total. In FY 2006, OFO closed 2,637 appeals addressing the merits of the underlying discrimination claims, and made a total of 134 findings of discrimination, which represented 5.1% of the total. In FY 2007, OFO reversed 22.1% of the 2,758 appeals of procedural dismissals.

### **iv. Average Processing Time of Appeal Closures**

The average processing time for appeal closures rose to 230 days in FY 2007, representing a 4.5% increase from 220 days in FY 2006 and a 19.3% decrease from 285 days in FY 2003.

OFO resolved 3,413 (60.8%) of the 5,617 appeals closed in FY 2007 within 180 days. The average age of the pending inventory at the end of FY 2007 was 305 days, a 48.8% increase from the 205-day average age at the end of FY 2006 and a 60.5% increase from the 190-day average age of the open inventory at the end of FY 2003.

**Figure 12 - Average Processing Days on Appeal  
FY 2003 - FY 2007**



### **v. Three Most Prevalent Bases and Issues on Appeal Remain Unchanged**

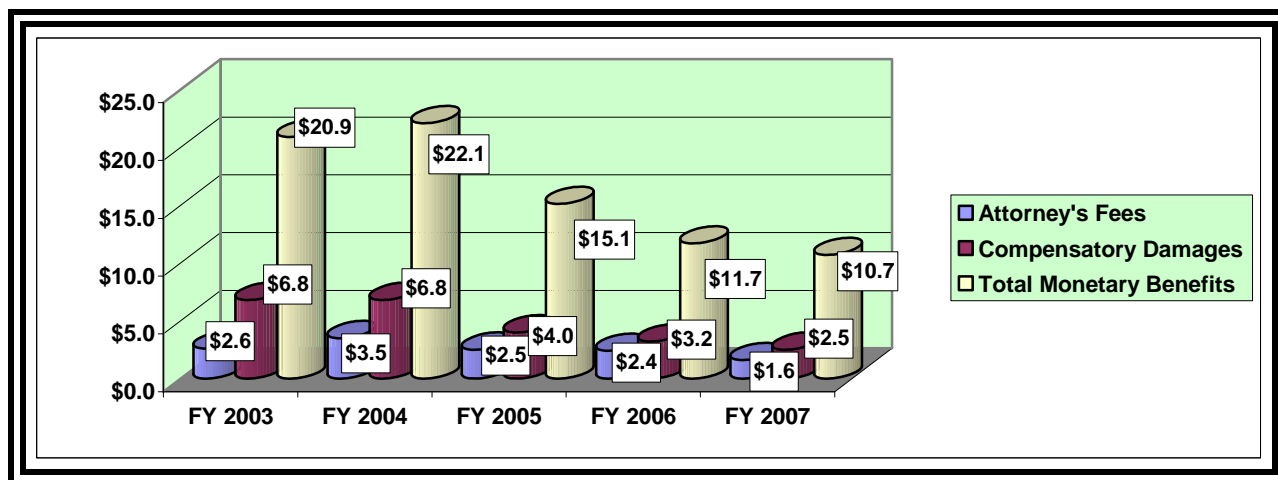
In FY 2007, just as in FY 2006, reprisal, age and disability were the most prevalent bases of discrimination in closed appeals. Harassment (non-sexual), promotion and removal were again the three most prevalent issues of discrimination in closed appeals.



**vi. \$10.7 Million Awarded on Appeal**

In FY 2007, the \$10.7 million in monetary benefits awarded in compliance with appellate decisions (including settlement agreements resolving appeals) is a decrease of 8.5% from the \$11.7 million awarded in FY 2006 and a 48.8% decrease from the \$20.9 million awarded in FY 2003.

**Figure 13 - Monetary Benefits Awarded from Appeals<sup>23</sup>  
FY 2003 - FY 2007 (In Millions of Dollars)**



**vii. Training and Outreach Conducted By EEOC**

In FY 2007, EEOC staff members informed a large number of federal employees of their rights and responsibilities under the EEO process, affirmative employment programs and laws that the Commission enforces. EEOC's proactive prevention activities targeted multiple agencies, and provided to agency managers and supervisors a better understanding of how to prevent employment discrimination within their workplace. OFO staff members as well as staff from various EEOC offices throughout the country provided these training sessions.

Specifically, staff members conducted 89 training sessions reaching 2,696 federal employees, including 209 new EEO counselors, 174 new EEO investigators and 182 EEO professionals in affirmative employment programs. Additionally, staff members participated in 22 outreach sessions which reached another 1,655 individuals.

<sup>23</sup> It should be noted that Hearings Benefits should not be added to Appeals Benefits for a grand total, as Hearings Benefits are only preliminary.

## ***EEOC FY 2007 Annual Report on the Federal Work Force***

---

OFO staff members also responded to more than 8,809 calls regarding the EEO complaint/appeals process, thereby providing the federal sector EEO community and employees with timely information. Additionally, in FY 2007 EEOC staff members provided 42 agencies and subcomponents with a written trend assessment of their FY 2006 MD-715 reports. Staff also provided technical assistance for affirmative employment programs through 24 in-person visits and 2,273 telephonic and email responses.

The Commission's training and outreach information can be found at <http://www.eeoc.gov/outreach>.



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

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

### **1. 93% of Submitted EEOC 462 Reports Were Timely**

EEOC regulation 29 C.F.R. § 1614.602(a) requires agencies to report to the EEOC information concerning pre-complaint counseling, ADR, and the status, processing, and disposition of complaints under this part at such times and in such manner as the Commission prescribes.

The requirement to file an EEOC Form 462 Report applies to all federal agencies and departments covered by 29 C.F.R. Part 1614, as defined in 29 C.F.R. § 1614.103(b). This includes Executive agencies as defined in 5 U.S.C. 105, military departments as defined in 5 U.S.C. 102, the Government Printing Office, the Postal Rate Commission, the Smithsonian Institution, the Tennessee Valley Authority, the United States Postal Service, and those units of the judicial branch of the federal government having positions in the competitive service. All covered agencies must file Form 462 Reports with the Commission. EEOC Form 462 Reports are due on or before October 31<sup>st</sup> of each year.

In FY 2007, 94 agencies (with 100 or more employees) were required to submit an EEOC Form 462 report and 87 or 92.6% did so timely. The percentage of timely filing is down compared to FY 2006 when 91 agencies (with 100 or more employees) were required to submit an EEOC Form 462 report and 86 or 94.5% submitted them timely.

### **2. 50% of Submitted FY 2006 MD-715 Reports Were Timely**

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

MD-715 reports provide information on an agency's progress in achieving the model EEO program elements, eliminating barriers, and ability to conducting a wide array of examinations of the agency's Title VII and Section 501 work force profiles. MD-715 applies to all Executive agencies and military departments (except uniformed members)

## ***EEOC FY 2007 Annual Report on the Federal Work Force***

---

as defined in Sections 102 and 105 of Title 5, U. S.C. (including those with employees and applicants for employment who are paid from non-appropriated funds), the United States Postal Service, the Postal Rate Commission, the Tennessee Valley Authority, the Smithsonian Institution, and those units of the judicial branch of the federal government having positions in the competitive service. These agencies and their Second Level Reporting Components are required to file an EEOC FORM 715-01 on or before January 31<sup>st</sup> of each year.

50% or 84 of the 167 agencies and subcomponents submitted timely MD-715 reports in FY 2006 down from the 68% or 107 of the 158 agencies and subcomponents that timely submitted in FY 2005.

## **PART II**

### **PROFILES FOR SELECTED FEDERAL AGENCIES**

What follows are individual profiles of federal agencies with a total work force of 500 or more employees. These profiles of selected indicators were created from data submitted by agencies in annual EEO C Form 462 reports, and the Civilian Personnel Data File (CPDF), which is maintained by the Office of Personnel Management (OPM).

Each agency's profile highlights the participation by race (including for the first time data on Native Hawaiian/Other Pacific Islanders and people of Two or More Races), national origin, gender, and disability status of employees in the workforce as a whole, as well as in the agency's major occupations, supervisor and manager ranks, Senior Pay Level, career Senior Executive Service (SES) and the "feeder grades" (GS-14 and GS-15) to the SES.

The profiles include participation rates by race, national origin, gender and Individuals with Targeted Disabilities for persons who serve as supervisors and managers.<sup>1</sup> Additionally, the profiles include data on the participation rates for career SES positions. Since those supervisors and managers comprising an agency's First-Level Officials and Managers may constitute a large portion of an agency's available pool of candidates for higher level managerial positions, a comparison of the data on the participation rates of persons as they progress through the managerial ranks and into the career SES ranks can serve as a diagnostic tool to help agencies uncover and effectively address impediments to fair and open competition in the federal workplace and allow individuals equal opportunity for advancement.

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

The profile narratives also contain a number of measures related to the agencies' EEO complaint activities, including the number of complaints filed, complainants, closed complaints, merit decisions, findings of discrimination, and settlements. Also included are timeliness measures for various stages of EEO complaint processing. EEOC relies on each agency to provide accurate and reliable data for its complaint processing program. Although the EEO C reviews and analyzes the data submitted, each agency remains ultimately responsible for the accuracy of its own data.

Finally, each profile narrative offers data concerning an agency's success in implementing ADR activities at the pre-complaint and formal complaint stages of the discrimination

---

<sup>1</sup> Employees classified as supervisors and managers who are at the GS-12 level or below are identified as First-Level Officials and Managers; those at the GS-13 or GS-14 level are identified as Mid-Level Officials and Managers; and those at the GS-15 or in the Senior Executive Service are identified as Senior-Level Officials and Managers. If the CPDF was unable to determine the grade level of particular managers, they are identified as Unclassified Managers.

complaint process. EEOC is firmly committed to using ADR to resolve workplace disputes. Used properly and in appropriate circumstances, ADR can provide faster and less expensive results while at the same time improving workplace communication and morale.



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

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

Government-Wide (II-4)	General Services Administration (II-64)
Agency for International Development (II-6)	Government Printing Office (II-66)
Agriculture, Department of (II-8)	Health and Human Services, Department of (II-68)
Air Force, Department of the (II-10)	Homeland Security, Department of (II-70)
Army, Department of the (II-12)	Housing and Urban Development, Department of (II-72)
Army and Air Force Exchange Service (II-14)	Interior, Department of the (II-74)
Broadcasting Board of Governors (II-16)	Justice, Department of (II-76)
Commerce, Department of (II-18)	Labor, Department of (II-78)
Corporation for National Service (II-20)	National Aeronautics and Space Administration (II-80)
Court Services and Offender Supervision Agency (II-22)	National Archives and Records Administration (II-82)
Defense Commissary Agency (II-24)	National Credit Union Administration (II-84)
Defense Contract Audit Agency (II-26)	National Gallery of Art (II-86)
Defense Contract Management Agency (II-28)	National Labor Relations Board (II-88)
Defense Education Activity (II-30)	National Science Foundation (II-90)
Defense Finance and Accounting Service (II-32)	Navy, Department of the (II-92)
Defense Human Resources Activity (II-34)	Nuclear Regulatory Commission (II-94)
Defense Information Systems Agency (II-36)	Office of Personnel Management (II-96)
Defense Inspector General, Office of the (II-38)	Peace Corps (II-98)
Defense Logistics Agency (II-40)	Pension Benefit Guaranty Corporation (II-100)
Office of the Secretary/Wash. Hqtrs. Services of (II-42)	Railroad Retirement Board (II-102)
Defense Security Service (II-44)	Securities and Exchange Commission (II-104)
Defense Threat Reduction Agency (II-46)	Small Business Administration (II-106)
Education, Department of (II-48)	Smithsonian Institution (II-108)
Energy, Department of (II-50)	Social Security Administration (II-110)
Environmental Protection Agency (II-52)	State, Department of (II-112)
Equal Employment Opportunity Commission (II-54)	Tennessee Valley Authority (II-114)
Federal Communications Commission (II-56)	Transportation, Department of (II-116)
Federal Deposit Insurance Corporation (II-58)	Treasury, Department of (II-118)
Federal Energy Regulatory Commission (II-60)	U.S. Postal Service (II-120)
Federal Trade Commission (II-62)	Veterans Affairs, Department of (II-122)

**Government-Wide (The Government)**

**Permanent Workforce: 2,333,060    Temporary Workforce: 275,112    Total Workforce: 2,608,172**

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,333,060	58.02%	42.01%	7.95%	65.26%	18.86%	6.01%	0.21%	1.52%	0.20%	0.98%
<b>GS-14 and GS-15*</b>	156,933	65.95%	34.05%	4.53%	77.02%	10.81%	6.46%	0.05%	1.01%	0.12%	0.51%
<b>Senior Pay Level*</b>	19,876	71.69%	28.31%	4.13%	82.85%	6.38%	5.58%	0.04%	0.87%	0.13%	0.42%
<b>SES</b>	6,408	70.99%	29.01%	3.65%	83.74%	8.68%	2.31%	0.03%	1.37%	0.19%	0.44%
<b>First-Level Officials/Managers</b>	50,038	59.81%	40.19%	9.21%	67.89%	15.39%	3.65%	0.32%	3.39%	0.17%	0.49%
<b>Mid-Level Officials/Managers</b>	65,792	66.16%	33.84%	6.05%	77.14%	11.43%	3.46%	0.11%	1.63%	0.19%	0.49%
<b>Senior-Level Officials/Managers</b>	38,837	70.28%	29.72%	3.89%	82.12%	8.69%	4.05%	0.04%	1.09%	0.12%	0.43%

\*Does not include pay-banded employees

**Targeted Disabilities**

The Government employed 23,969 Individuals with Targeted Disabilities in FY 2007, which was 0.92% of its total work force. This represents a decrease of 473 employees from FY 2006 and a decrease of 1,582 employees since FY 2003. The participation rate for FY 2006 was 0.94% and for FY 2003 was 1.05%. Over the 5-year period The Government had a net decrease of 0.13% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

The Government timely processed 90% of the 37,797 pre-complaint counselings (with 3 out remaining) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). Of the 16,363 complaints filed government-wide, 4,032 contained allegations of race (Black) discrimination, 1,414 contained allegations of race (White) discrimination, 369 contained allegations of race (Asian) discrimination, 141 contained allegations of race (American Indian/Alaska Native) discrimination, 1,677 contained allegations of color discrimination and 5,270 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 11,184 completed investigations, 74% were timely. The government-wide average time for completing an investigation was 176 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

The government-wide average processing time for all complaint closures decreased from 367 days in FY 2006 to 355 days in FY 2007.

**IV. Costs**

The Government agreed to pay \$2,300,700 for 7,454 pre-complaint settlements, of which 687 were monetary settlements averaging \$3,348. The Government expended a total of \$34,586,907 for 11,184 complaint investigations, for an average expenditure of \$3,092.

The Government agreed to pay a total of \$36,388,853 for 3,414 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$10,658.

**Government-Wide (The Government)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	19,547		18,262		37,809	
<b>Settlements</b>	1,478	7.6%	5,976	32.7%	7,454	19.7%
<b>Withdrawals or No Complaints Filed</b>	7,410	37.9%	6,165	33.8%	13,575	35.9%
<b>Complaints Filed*</b>					15,812	41.8%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					968	2.6%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	37,809	15,805
<b>Total Number Offered ADR</b>	30,513	2,988
<b>ADR Offer Rate*</b>	80.7%	18.9%
<b>ADR Participation Rate*</b>	48.3%	6.5%
<b>Total ADR Settlements</b>	5,976	578
<b>Total ADR Settlements Amount</b>	\$1,585,660.07	\$2,530,077.89

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	37,797	34,011	90%			
<b>All Investigations</b>	11,184	8,271	74%	186	176	-5.4%
<b>All Complaint Closures</b>	15,805			367	355	-3.3%
<b>Merit Decisions (no AJ)</b>	4,445	2,816	63.4%	426	403	-5.4%
<b>Dismissal Decisions (no AJ)</b>	3,135			95	105	10.5%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	16,363							
<b>Total Closures</b>	15,805							
<b>Settlements</b>	3,262	20.6%						
<b>Withdrawals</b>	1,580	10%						
<b>Total Final Agency Actions</b>	10,963	69.4%	7,580	69.1%	3,310	30.2%	73	0.7%
<b>Dismissals</b>	3,290	30%	3,135	95.3%	154	99.4%	1	0.7%
<b>Merit Decisions</b>	7,673	70%	4,445	57.9%	3,156	41.1%	72	0.9%
<b>Finding Discrimination</b>	216	2.8%	42	19.4%	110	50.9%	64	29.6%
<b>Finding No Discrimination</b>	7,457	97.2%	4,403	59%	3,046	40.8%	8	0.1%

**Agency for International Development (AID)**

Permanent Workforce: 1,796

Temporary Workforce: 632

Total Workforce: 2,428

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,796	46.88%	53.12%	3.67%	62.14%	28.56%	5.46%	0.00%	0.17%	0.00%	0.50%
<b>Major Occupations:</b>											
<b>MANAGEMENT AND PROGRAM ANALYSIS</b>	362	40.06%	59.94%	2.76%	68.51%	24.31%	4.42%	0.00%	0.00%	0.00%	0.55%
<b>PROGRAM MANAGEMENT</b>	160	67.50%	32.50%	1.25%	85.63%	9.38%	3.13%	0.00%	0.63%	0.00%	0.63%
<b>CONTRACTING</b>	175	51.43%	48.57%	4.57%	63.42%	25.14%	6.28%	0.00%	0.57%	0.00%	0.57%
<b>GS-14 and GS-15*</b>	890	55.73%	44.27%	3.82%	74.49%	16.52%	5.06%	0.00%	0.11%	0.00%	0.34%
<b>Senior Pay Level*</b>	154	66.23%	33.77%	2.60%	79.22%	13.64%	3.90%	0.00%	0.65%	0.00%	0.00%
<b>SES</b>	22	54.55%	45.45%	4.55%	63.64%	27.27%	4.55%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	73	58.90%	41.10%	1.37%	75.34%	12.33%	9.59%	0.00%	1.37%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	120	45.83%	54.17%	4.17%	74.17%	20.00%	0.83%	0.00%	0.83%	0.00%	0.83%
<b>Senior-Level Officials/Managers</b>	425	64.47%	35.53%	3.53%	81.18%	11.76%	3.29%	0.00%	0.24%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

AID employed 141 individuals with Targeted Disabilities in FY 2007, which was 0.58% of its total work force. This is the same as the number of employees in FY 2006 and an increase of 4 employees since FY 2003. The participation rate for FY 2006 was 0.58% and for FY 2003 was 0.59%. Over the 5-year period AID had a net decrease of 0.01% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

AID timely processed 100% of the 24 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Repaisal; and (3) Sex (Male). Of the 13 complaints filed at AID, 4 contained allegations of race (Black) discrimination, 2 contained allegations of race (White) discrimination, 1 contained allegations of color discrimination and 6 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 10 completed investigations, 70% were timely. AID's average time for completing an investigation was 293 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

AID's average processing time for all complaint closures increased from 631 days in FY 2006 to 863 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

AID reported no counseling settlements in FY 2007. AID expended a total of \$37,945 for 10 complaint investigations, for an average expenditure of \$3,794.

AID agreed to pay a total of \$40,000 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$20,000.

**Agency for International Development (AID)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	22		2		24	
<b>Settlements</b>	0	0%	0	0%	0	0%
<b>Withdrawals or No Complaints Filed</b>	10	45.5%	0	0%	10	41.7%
<b>Complaints Filed*</b>					13	54.2%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					1	4.2%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	24	13
<b>Total Number Offered ADR</b>	2	0
<b>ADR Offer Rate*</b>	8.3%	0%
<b>ADR Participation Rate*</b>	8.3%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	24	24	100%			
<b>All Investigations</b>	10	7	70%	551	293	-46.8%
<b>All Complaint Closures</b>	13			631	863	36.8%
<b>Merit Decisions (no AJ)</b>	2	0	0%	639	886	38.7%
<b>Dismissal Decisions (no AJ)</b>	4			222	82	-63.1%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	13							
<b>Total Closures</b>	13							
<b>Settlements</b>	2	15.4%						
<b>Withdrawals</b>	2	15.4%						
<b>Total Final Agency Actions</b>	9	69.2%	6	66.7%	3	33.3%	0	0%
<b>Dismissals</b>	4	44.4%	4	100%	0	0%	0	0%
<b>Merit Decisions</b>	5	55.6%	2	40%	3	60%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	5	100%	2	40%	3	60%	0	0%

**Department of Agriculture (USDA)**

Permanent Workforce: 84,923

Temporary Workforce: 19,203

Total Workforce: 104,126

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	84,923	56.39%	43.61%	6.12%	77.87%	10.86%	2.70%	0.07%	2.33%	0.05%	1.01%
<b>Major Occupations:</b>											
<b>FORESTRY TECHNICIAN</b>	14,353	80.30%	19.70%	8.14%	84.83%	1.55%	1.14%	0.01%	4.18%	0.14%	0.40%
<b>GEN NAT. RESOURCES MGT &amp; BIO SC</b>	4,939	66.31%	33.69%	6.78%	82.24%	3.81%	5.10%	0.14%	1.84%	0.08%	0.61%
<b>SOIL CONSERVATION</b>	4,363	73.02%	26.98%	3.98%	85.17%	7.01%	1.05%	0.07%	2.70%	0.00%	0.76%
<b>GS-14 and GS-15*</b>	6,035	68.75%	31.25%	3.84%	80.35%	9.68%	5.00%	0.02%	1.09%	0.02%	0.56%
<b>Senior Pay Level*</b>	464	75.00%	25.00%	3.88%	83.19%	7.97%	3.66%	0.22%	0.86%	0.22%	0.43%
<b>SES</b>	318	71.70%	28.30%	3.77%	80.82%	10.38%	3.46%	0.00%	1.26%	0.31%	0.63%
<b>First-Level Officials/Managers</b>	6,039	75.59%	24.41%	6.84%	81.35%	5.63%	2.55%	0.08%	3.53%	0.02%	0.48%
<b>Mid-Level Officials/Managers</b>	4,555	67.03%	32.97%	5.16%	80.15%	9.59%	3.36%	0.02%	1.69%	0.02%	0.68%
<b>Senior-Level Officials/Managers</b>	1,615	73.68%	26.32%	4.46%	82.29%	9.10%	3.10%	0.06%	0.93%	0.06%	0.50%

\*Does not include pay-banded employees

**Targeted Disabilities**

USDA employed 965 individuals with Targeted Disabilities in FY 2007, which was 0.93% of its total work force. This represents a decrease of 44 employees from FY 2006 and a net increase of 18 employees since FY 2003. The participation rate for FY 2006 was 0.96% and for FY 2003 was 1.05%. Over the 5-year period USDA had a net decrease of 0.12% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

USDA timely processed 75.1% of the 1,082 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 526 complaints filed at USDA, 112 contained allegations of race (Black) discrimination, 41 contained allegations of race (White) discrimination, 19 contained allegations of race (Asian) discrimination, 10 contained allegations of race (American Indian/Alaska Native) discrimination, 46 contained allegations of color discrimination and 111 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 428 completed investigations, 58.9% were timely. USDA's average time for completing an investigation was 190 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

USDA's average processing time for all complaint closures decreased from 680 days in FY 2006 to 634 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

USDA agreed to pay \$542,278 for 137 pre-complaint settlements, of which 45 were monetary settlements averaging \$12,050. USDA expended a total of \$1,291,938 for 428 complaint investigations, for an average expenditure of \$3,018.

USDA agreed to pay a total of \$2,573,525 for 190 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$13,544.



**Department of Agriculture (USDA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	767		315		1,082	
<b>Settlements</b>	56	7.3%	81	25.7%	137	12.7%
<b>Withdrawals or No Complaints Filed</b>	388	50.6%	15	4.8%	403	37.3%
<b>Complaints Filed*</b>					518	47.9%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					24	2.2%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	1,082	573
<b>Total Number Offered ADR</b>	892	131
<b>ADR Offer Rate*</b>	82.4%	22.9%
<b>ADR Participation Rate*</b>	29.1%	8.7%
<b>Total ADR Settlements</b>	81	19
<b>Total ADR Settlements Amount</b>	\$444,848.03	\$85,977.60

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	1,082	813	75.1%			
<b>All Investigations</b>	428	252	58.9%	216	190	-12%
<b>All Complaint Closures</b>	573			680	634	-6.8%
<b>Merit Decisions (no AJ)</b>	175	31	17.7%	919	828	-9.9%
<b>Dismissal Decisions (no AJ)</b>	65			607	716	18%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	526							
<b>Total Closures</b>	573							
<b>Settlements</b>	183	31.9%						
<b>Withdrawals</b>	30	5.2%						
<b>Total Final Agency Actions</b>	360	62.8%	240	66.7%	120	33.3%	0	0%
<b>Dismissals</b>	75	20.8%	65	86.7%	10	100%	0	0%
<b>Merit Decisions</b>	285	79.2%	175	61.4%	110	38.6%	0	0%
<b>Finding Discrimination</b>	7	2.5%	3	42.9%	4	57.1%	0	0%
<b>Finding No Discrimination</b>	278	97.5%	172	61.9%	106	38.1%	0	0%



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

Permanent Workforce: 147,357

Temporary Workforce: 7,871

Total Workforce: 155,228

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	147,357	69.47%	30.53%	7.31%	76.19%	11.38%	3.43%	0.29%	1.12%	0.29%	0.70%
<b>Major Occupations:</b>											
<b>CONTRACTING</b>	4,826	44.07%	55.93%	5.99%	76.23%	13.80%	2.67%	0.17%	0.95%	0.19%	0.77%
<b>ELECTRONICS ENGINEERING</b>	4,527	90.04%	9.96%	4.97%	74.13%	6.03%	13.54%	0.07%	0.80%	0.46%	0.68%
<b>AIRCRAFT MECHANIC</b>	7,934	96.82%	3.18%	8.70%	80.55%	6.29%	2.53%	0.50%	1.15%	0.28%	0.18%
<b>GS-14 and GS-15*</b>	3,249	84.89%	15.11%	3.72%	88.33%	3.94%	3.48%	0.06%	0.43%	0.03%	0.28%
<b>Senior Pay Level*</b>	264	84.47%	15.53%	0.76%	89.77%	3.79%	3.03%	0.00%	2.27%	0.38%	0.00%
<b>SES</b>	159	78.62%	21.38%	0.63%	91.19%	5.03%	0.00%	0.00%	2.52%	0.63%	0.00%
<b>First-Level Officials/Managers</b>	1,954	77.18%	22.82%	5.32%	83.78%	7.52%	2.05%	0.46%	0.61%	0.26%	0.20%
<b>Mid-Level Officials/Managers</b>	1,751	77.96%	22.04%	4.63%	84.75%	6.62%	3.08%	0.17%	0.63%	0.11%	0.40%
<b>Senior-Level Officials/Managers</b>	763	82.70%	17.30%	2.62%	91.48%	3.28%	1.83%	0.00%	0.66%	0.13%	0.13%

\*Does not include pay-banded employees

**Targeted Disabilities**

USAF employed 1,042 Individuals with Targeted Disabilities in FY 2007, which was 0.67% of its total work force. This represents a decrease of 81 employees from FY 2006 and a decrease of 115 employees since FY 2003. The participation rate for FY 2006 was 0.71% and for FY 2003 was 0.87%. Over the 5-year period USAF had a net decrease of 0.20% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

USAF timely processed 83.5% of the 1,175 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). Of the 472 complaints filed at USAF, 121 contained allegations of race (Black) discrimination, 37 contained allegations of race (White) discrimination, 11 contained allegations of race (Asian) discrimination, 3 contained allegations of race (American Indian/Alaska Native) discrimination, 60 contained allegations of color discrimination and 150 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 270 completed investigations, 61.9% were timely. USAF's average time for completing an investigation was 184 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

USAF's average processing time for all complaint closures increased from 333 days in FY 2006 to 356 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

USAF agreed to pay \$110,553 for 244 pre-complaint settlements, of which 34 were monetary settlements averaging \$3,251. USAF expended a total of \$338,909 for 270 complaint investigations, for an average expenditure of \$1,255.

USAF agreed to pay a total of \$922,130 for 188 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$4,904.

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

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	709		466		1,175	
<b>Settlements</b>	34	4.8%	210	45.1%	244	20.8%
<b>Withdrawals or No Complaints Filed</b>	355	50.1%	86	18.5%	441	37.5%
<b>Complaints Filed*</b>					461	39.2%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					29	2.5%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	1,175	493
<b>Total Number Offered ADR</b>	837	261
<b>ADR Offer Rate*</b>	71.2%	52.9%
<b>ADR Participation Rate*</b>	39.7%	29.2%
<b>Total ADR Settlements</b>	210	112
<b>Total ADR Settlements Amount</b>	\$102,191.18	\$445,834.30

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	1,175	981	83.5%			
<b>All Investigations</b>	270	167	61.9%	180	184	2.2%
<b>All Complaint Closures</b>	493			333	356	6.9%
<b>Merit Decisions (no AJ)</b>	125	55	44%	512	609	18.9%
<b>Dismissal Decisions (no AJ)</b>	60			136	140	2.9%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	472							
<b>Total Closures</b>	493							
<b>Settlements</b>	185	37.5%						
<b>Withdrawals</b>	59	12%						
<b>Total Final Agency Actions</b>	249	50.5%	185	74.3%	62	24.9%	2	0.8%
<b>Dismissals</b>	69	27.7%	60	87%	9	100%	0	0%
<b>Merit Decisions</b>	180	72.3%	125	69.4%	53	29.4%	2	1.1%
<b>Finding Discrimination</b>	3	1.7%	0	0%	3	100%	0	0%
<b>Finding No Discrimination</b>	177	98.3%	125	70.6%	50	28.2%	2	1.1%

**Department of the Army (ARMY)**

Permanent Workforce: 219,377

Temporary Workforce: 21,701

Total Workforce: 241,078

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	219,377	63.59%	36.41%	6.97%	71.09%	16.54%	3.77%	0.33%	1.01%	0.28%	0.75%
<b>Major Occupations:</b>											
<b>LOGISTICS MANAGEMENT</b>	6,137	68.32%	31.68%	4.66%	73.26%	18.82%	1.89%	0.10%	0.96%	0.31%	0.49%
<b>CONTRACTING</b>	5,680	38.64%	61.36%	4.51%	70.51%	20.72%	3.08%	0.18%	0.76%	0.25%	0.83%
<b>CIVIL ENGINEERING</b>	5,240	84.96%	15.04%	4.37%	83.11%	4.08%	7.39%	0.19%	0.65%	0.21%	0.36%
<b>GS-14 and GS-15*</b>	6,996	79.92%	20.08%	3.64%	83.85%	6.03%	5.39%	0.09%	0.81%	0.17%	0.37%
<b>Senior Pay Level*</b>	331	81.87%	18.13%	2.11%	90.63%	2.72%	3.63%	0.00%	0.60%	0.30%	0.00%
<b>SES</b>	240	78.33%	21.67%	1.67%	92.08%	2.92%	2.50%	0.00%	0.42%	0.42%	0.00%
<b>First-Level Officials/Managers</b>	4,962	65.11%	34.89%	5.52%	75.03%	15.44%	2.66%	0.20%	0.99%	0.16%	0.34%
<b>Mid-Level Officials/Managers</b>	4,236	77.79%	22.21%	4.77%	82.60%	8.12%	2.88%	0.19%	1.16%	0.28%	0.09%
<b>Senior-Level Officials/Managers</b>	1,404	83.33%	16.67%	2.71%	88.68%	4.70%	2.85%	0.07%	0.93%	0.07%	0.28%

\*Does not include pay-banded employees

**Targeted Disabilities**

ARMY employed 1,719 individuals with Targeted Disabilities in FY 2007, which was 0.71% of its total work force. This represents a decrease of 5 employees from FY 2006 and a net increase of 30 employees since FY 2003. The participation rate for FY 2006 was 0.72% and for FY 2003 was 0.82%. Over the 5-year period ARMY had a net decrease of 0.11% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

ARMY timely processed 81.6% of the 2,166 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. Of the 1,175 complaints filed at ARMY, 345 contained allegations of race (Black) discrimination, 87 contained allegations of race (White) discrimination, 29 contained allegations of race (Asian) discrimination, 13 contained allegations of race (American Indian/Alaska Native) discrimination, 134 contained allegations of color discrimination and 296 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 477 completed investigations, 48.6% were timely. ARMY's average time for completing an investigation was 210 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

ARMY's average processing time for all complaint closures decreased from 316 days in FY 2006 to 255 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

ARMY agreed to pay \$189,923 for 328 pre-complaint settlements, of which 35 were monetary settlements averaging \$ 5,426. ARMY expended a total of \$2,475,296 for 477 complaint investigations, for an average expenditure of \$5,189.

ARMY agreed to pay a total of \$3,590,798 for 529 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$6,787.

**Department of the Army (ARMY)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	1,619		547		2,166	
<b>Settlements</b>	92	5.7%	236	43.1%	328	15.1%
<b>Withdrawals or No Complaints Filed</b>	570	35.2%	95	17.4%	665	30.7%
<b>Complaints Filed*</b>					1,119	51.7%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					54	2.5%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	2,166	1,268
<b>Total Number Offered ADR</b>	1,173	357
<b>ADR Offer Rate*</b>	54.2%	28.2%
<b>ADR Participation Rate*</b>	25.3%	18.2%
<b>Total ADR Settlements</b>	236	115
<b>Total ADR Settlements Amount</b>	\$92,743.80	\$530,711.96

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	2,166	1,767	81.6%			
<b>All Investigations</b>	477	232	48.6%	240	210	-12.5%
<b>All Complaint Closures</b>	1,268			316	255	-19.3%
<b>Merit Decisions (no AJ)</b>	205	60	29.3%	622	453	-27.2%
<b>Dismissal Decisions (no AJ)</b>	253			68	68	0%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	1,175							
<b>Total Closures</b>	1,268							
<b>Settlements</b>	518	40.9%						
<b>Withdrawals</b>	140	11%						
<b>Total Final Agency Actions</b>	610	48.1%	458	75.1%	151	24.8%	1	0.2%
<b>Dismissals</b>	259	42.5%	253	97.7%	6	100%	0	0%
<b>Merit Decisions</b>	351	57.5%	205	58.4%	145	41.3%	1	0.3%
<b>Finding Discrimination</b>	12	3.4%	1	8.3%	10	83.3%	1	8.3%
<b>Finding No Discrimination</b>	339	96.6%	204	60.2%	135	39.8%	0	0%

**Defense Army and Air Force Exchange (AAFES)**

Permanent Workforce: 34,269

Temporary Workforce: 0

Total Workforce: 34,269

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	34,269	35.86%	64.14%	12.96%	42.22%	28.43%	11.05%	2.18%	0.80%	2.36%	1.62%
<b>Major Occupations:</b>											
<b>RETAIL OPERATORS</b>	1,037	31.73%	68.27%	10.80%	56.61%	22.46%	7.81%	1.54%	0.77%	0.16%	0.00%
<b>HOSPITALITY &amp; RESTAURANT</b>	692	38.01%	61.99%	10.41%	43.49%	31.22%	13.59%	0.87%	0.28%	0.14%	0.00%
<b>RETAIL SERVICES</b>	166	42.17%	57.83%	9.64%	65.06%	15.67%	6.03%	1.80%	1.80%	0.00%	0.00%
<b>GS-14 and GS-15*</b>	633	65.24%	34.76%	7.11%	77.73%	8.21%	4.58%	0.79%	1.42%	0.16%	0.79%
<b>Senior Pay Level*</b>	14	78.57%	21.43%	0.00%	78.57%	7.14%	7.14%	0.00%	7.14%	0.00%	0.00%
<b>SES</b>	14	78.57%	21.43%	0.00%	78.57%	7.14%	7.14%	0.00%	7.14%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	3,502	35.29%	64.71%	10.19%	56.40%	22.53%	8.62%	1.26%	0.89%	0.11%	1.26%
<b>Mid-Level Officials/Managers</b>	524	62.60%	37.40%	7.63%	76.91%	8.02%	4.96%	0.95%	1.34%	0.19%	0.76%
<b>Senior-Level Officials/Managers</b>	108	77.78%	22.22%	3.70%	81.48%	9.26%	3.70%	0.00%	1.85%	0.00%	0.93%

\*Does not include pay-banded employees

**Targeted Disabilities**

AAFES employed 556 individuals with Targeted Disabilities in FY 2007, which was 1.62% of its total workforce. This represents a decrease of 36 employees from FY 2006 and a decrease of 119 employees since FY 2003. The participation rate for FY 2006 was 1.65% and for FY 2003 was 1.88%. Over the 5-year period AAFES had a net decrease of 0.26% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

AAFES timely processed 81% of the 410 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Racial; (2) Sex (Female); and (3) Race (Black). Of the 112 complaints filed at AAFES, 24 contained allegations of race (Black) discrimination, 5 contained allegations of race (White) discrimination, 10 contained allegations of race (Asian) discrimination, 1 contained allegations of race (American Indian/Alaska Native) discrimination, 5 contained allegations of color discrimination and 20 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 69 completed investigations, 23.2% were timely. AAFES' average time for completing an investigation was 239 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

AAFES' average processing time for all complaint closures increased from 275 days in FY 2006 to 315 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

AAFES agreed to pay \$2,957 for 37 pre-complaint settlements, of which 2 were monetary settlements averaging \$1,478. AAFES expended a total of \$421,736 for 69 complaint investigations, for an average expenditure of \$6,112.

AAFES agreed to pay a total of \$224,416 for 48 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$4,675.

**Defense Army and Air Force Exchange (AAFES)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	359		51		410	
<b>Settlements</b>	26	7.2%	11	21.6%	37	9%
<b>Withdrawals or No Complaints Filed</b>	234	65.2%	27	52.9%	261	63.7%
<b>Complaints Filed*</b>					112	27.3%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	410	119
<b>Total Number Offered ADR</b>	410	89
<b>ADR Offer Rate*</b>	100%	74.8%
<b>ADR Participation Rate*</b>	12.4%	33.6%
<b>Total ADR Settlements</b>	11	26
<b>Total ADR Settlements Amount</b>	\$0.00	\$39,415.75

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	410	332	81%			
<b>All Investigations</b>	69	16	23.2%	241	239	-0.8%
<b>All Complaint Closures</b>	119			275	315	14.5%
<b>Merit Decisions (no AJ)</b>	20	13	65%	388	328	-15.5%
<b>Dismissal Decisions (no AJ)</b>	21			87	75	-13.8%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	112							
<b>Total Closures</b>	119							
<b>Settlements</b>	48	40.3%						
<b>Withdrawals</b>	10	8.4%						
<b>Total Final Agency Actions</b>	61	51.3%	41	67.2%	19	31.1%	1	1.6%
<b>Dismissals</b>	22	36.1%	21	95.5%	1	100%	0	0%
<b>Merit Decisions</b>	39	63.9%	20	51.3%	18	46.2%	1	2.6%
<b>Finding Discrimination</b>	1	2.6%	0	0%	0	0%	1	100%
<b>Finding No Discrimination</b>	38	97.4%	20	52.6%	18	47.4%	0	0%



**Broadcasting Board of Governors (BBG)**

Permanent Workforce: 1,494

Temporary Workforce: 84

Total Workforce: 1,578

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,494	63.19%	36.81%	6.63%	58.63%	20.35%	13.99%	0.00%	0.27%	0.13%	1.00%
<b>Major Occupations:</b>											
<b>GENERAL ARTS AND INFORMATION</b>	780	64.62%	35.38%	8.21%	55.26%	11.28%	25.13%	0.00%	0.13%	0.00%	0.64%
<b>AUDIOVISUAL PRODUCTION</b>	148	59.46%	40.54%	5.41%	64.86%	19.59%	10.14%	0.00%	0.00%	0.00%	0.68%
<b>BROADCASTING EQUIPMENT OPERATING</b>	102	94.12%	5.88%	0.98%	72.55%	24.51%	0.00%	0.00%	1.96%	0.00%	1.96%
<b>GS-14 and GS-15*</b>	264	72.73%	27.27%	5.30%	76.89%	10.98%	6.06%	0.00%	0.38%	0.38%	1.14%
<b>Senior Pay Level*</b>	18	77.78%	22.22%	5.56%	88.89%	0.00%	5.56%	0.00%	0.00%	0.00%	5.56%
<b>SES</b>	12	66.67%	33.33%	0.00%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	8.33%
<b>First-Level Officials/Managers</b>	13	76.92%	23.08%	0.00%	53.85%	23.08%	23.08%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	327	64.22%	35.78%	7.95%	65.14%	15.60%	10.40%	0.00%	0.31%	0.61%	1.53%
<b>Senior-Level Officials/Managers</b>	91	75.82%	24.18%	4.40%	89.01%	3.30%	3.30%	0.00%	0.00%	0.00%	1.10%

\*Does not include pay-banded employees

**Targeted Disabilities**

BBG employed 15 Individuals with Targeted Disabilities in FY 2007, which was 0.95% of its total work force. This is the same as the number of employees in FY 2006 and a decrease of one employee since FY 2003. The participation rate for FY 2006 was 0.86% and for FY 2003 was 0.90%. Over the 5-year period BBG had a net increase of 0.05% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

BBG timely processed 100% of the 84 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Racial; (2) Sex (Female); and (3) Race (Black). Of the 14 complaints filed at BBG, 3 contained allegations of race (Black) discrimination, 2 contained allegations of color discrimination and 1 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 8 completed investigations, 100% were timely. BBG's average time for completing an investigation was 89 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

BBG's average processing time for all complaint closures decreased from 227 days in FY 2006 to 212 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

BBG reported paying no monetary benefits for the one pre-complaint settlement it reached in FY 2007. BBG expended a total of \$20,000 for 8 complaint investigations, for an average expenditure of \$2,500.

BBG agreed to pay a total of \$25,000 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,333.

**Broadcasting Board of Governors (BBG)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	77		7		84	
<b>Settlements</b>	1	1.3%	0	0%	1	1.2%
<b>Withdrawals or No Complaints Filed</b>	61	79.2%	7	100%	68	81%
<b>Complaints Filed*</b>					14	16.7%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					1	1.2%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	84	27
<b>Total Number Offered ADR</b>	84	27
<b>ADR Offer Rate*</b>	100%	100%
<b>ADR Participation Rate*</b>	8.3%	3.7%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	84	84	100%			
<b>All Investigations</b>	8	8	100%	119	89	-25.2%
<b>All Complaint Closures</b>	27			227	212	-6.6%
<b>Merit Decisions (no AJ)</b>	12	10	83.3%	289	220	-23.9%
<b>Dismissal Decisions (no AJ)</b>	7			45	41	-8.9%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	14							
<b>Total Closures</b>	27							
<b>Settlements</b>	3	11.1%						
<b>Withdrawals</b>	1	3.7%						
<b>Total Final Agency Actions</b>	23	85.2%	19	82.6%	4	17.4%	0	0%
<b>Dismissals</b>	7	30.4%	7	100%	0	0%	0	0%
<b>Merit Decisions</b>	16	69.6%	12	75%	4	25%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	16	100%	12	75%	4	25%	0	0%



**Department of Commerce (DOC)**

Permanent Workforce: 39,354

Temporary Workforce: 1,864

Total Workforce: 41,218

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	39,354	53.94%	46.06%	3.92%	69.24%	16.51%	9.50%	0.08%	0.62%	0.12%	0.78%
<b>Major Occupations:</b>											
<b>INFORMATION TECHNOLOGY MANAGEMENT</b>	3,034	64.54%	35.46%	3.03%	64.40%	16.51%	15.43%	0.10%	0.43%	0.10%	0.86%
<b>METEOROLOGY</b>	2,598	88.18%	11.82%	2.31%	92.99%	2.12%	2.35%	0.00%	0.23%	0.00%	0.31%
<b>STATISTICS</b>	1,469	45.88%	54.12%	6.13%	66.58%	22.12%	4.77%	0.07%	0.20%	0.14%	0.61%
<b>GS-14 and GS-15*</b>	9,783	68.96%	31.04%	2.79%	73.86%	9.67%	13.29%	0.02%	0.37%	0.00%	0.33%
<b>Senior Pay Level*</b>	517	73.31%	26.69%	2.51%	86.65%	6.38%	4.26%	0.00%	0.19%	0.00%	0.58%
<b>SES</b>	317	71.61%	28.39%	2.84%	85.49%	8.20%	3.15%	0.00%	0.32%	0.00%	0.32%
<b>First-Level Officials/Managers</b>	522	42.91%	57.09%	8.62%	60.54%	28.16%	2.30%	0.00%	0.38%	0.00%	0.38%
<b>Mid-Level Officials/Managers</b>	1,512	64.29%	35.71%	3.77%	79.30%	12.24%	4.17%	0.07%	0.46%	0.00%	0.33%
<b>Senior-Level Officials/Managers</b>	2,138	73.71%	26.29%	2.76%	79.47%	7.90%	9.26%	0.00%	0.61%	0.00%	0.37%

\*Does not include pay-banded employees

**Targeted Disabilities**

DOC employed 323 individuals with Targeted Disabilities in FY 2007, which was 0.78% of its total work force. This represents a decrease of 11 employees from FY 2006 and an increase of 4 employees since FY 2003. The participation rate for FY 2006 was 0.82% and for FY 2003 was 0.90%. Over the 5-year period DOC had a net decrease of 0.12% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOC timely processed 71.9% of the 341 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). Of the 204 complaints filed at DOC, 69 contained allegations of race (Black) discrimination, 10 contained allegations of race (White) discrimination, 12 contained allegations of race (Asian) discrimination, 1 contained allegations of race (American Indian/Alaska Native) discrimination, 29 contained allegations of color discrimination and 70 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 126 completed investigations, 81.7% were timely. DOC's average time for completing an investigation was 187 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DOC's average processing time for all complaint closures decreased from 553 days in FY 2006 to 304 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DOC agreed to pay \$ 25,059 for 19 pre-complaint settlements, of which 7 were monetary settlements averaging \$3,579. DOC expended a total of \$627,971 for 126 complaint investigations, for an average expenditure of \$4,983.

DOC agreed to pay a total of \$883,839 for 59 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$14,980.

**Department of Commerce (DOC)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	313		28		341	
<b>Settlements</b>	13	4.2%	6	21.4%	19	5.6%
<b>Withdrawals or No Complaints Filed</b>	108	34.5%	7	25%	115	33.7%
<b>Complaints Filed*</b>					199	58.4%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					8	2.4%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	341	204
<b>Total Number Offered ADR</b>	242	149
<b>ADR Offer Rate*</b>	71%	73%
<b>ADR Participation Rate*</b>	8.2%	8.8%
<b>Total ADR Settlements</b>	6	13
<b>Total ADR Settlements Amount</b>	\$12,500.00	\$223,123.89

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	341	245	71.9%			
<b>All Investigations</b>	126	103	81.7%	244	187	-23.4%
<b>All Complaint Closures</b>	204			553	304	-45%
<b>Merit Decisions (no AJ)</b>	57	24	42.1%	791	370	-53.2%
<b>Dismissal Decisions (no AJ)</b>	53			79	68	-13.9%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	204							
<b>Total Closures</b>	204							
<b>Settlements</b>	58	28.4%						
<b>Withdrawals</b>	11	5.4%						
<b>Total Final Agency Actions</b>	135	66.2%	110	81.5%	24	17.8%	1	0.7%
<b>Dismissals</b>	54	40%	53	98.1%	0	0%	1	100%
<b>Merit Decisions</b>	81	60%	57	70.4%	24	29.6%	0	0%
<b>Finding Discrimination</b>	1	1.2%	0	0%	1	100%	0	0%
<b>Finding No Discrimination</b>	80	98.8%	57	71.3%	23	28.8%	0	0%

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

Permanent Workforce: 512

Temporary Workforce: 64

Total Workforce: 576

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	512	37.89%	62.11%	3.13%	61.13%	30.47%	4.88%	0.00%	0.39%	0.00%	0.39%
<b>Major Occupations:</b>											
<b>MISCELLANEOUS ADMINISTRATION AND PRO</b>	373	38.34%	61.66%	2.95%	68.90%	23.59%	4.29%	0.00%	0.27%	0.00%	0.54%
<b>GS-14 and GS-15*</b>	6	83.33%	16.67%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	7	42.86%	57.14%	14.29%	71.43%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	12	83.33%	16.67%	8.33%	58.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	9	55.56%	44.44%	11.11%	66.67%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

CNCS employed 2 Individuals with Targeted Disabilities in FY 2007, which was 0.35% of its total work force. This represents a decrease of 2 employees from FY 2006 and a decrease of 3 employees since FY 2003. The participation rate for FY 2006 was 0.72% and for FY 2003 was 2.62%. Over the 5-year period CNCS had a net decrease of 2.27% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

CNCS timely processed 50% of the 10 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Retaliation; (2) Race (Asian Pacific Islander); and (3) Race (Black). Of the 4 complaints filed at CNCS, none contained allegations of race color or disability discrimination.

**III. Complaint Processing Times**

Of the 4 completed investigations, 50% were timely. CNCS' average time for completing an investigation was 359 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

CNCS' average processing time for all complaint closures increased from 268 days in FY 2006 to 365 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

CNCS agreed to pay \$10,000 for the one pre-complaint settlement it reached in FY 2007. CNCS expended a total of \$16,947 for 4 complaint investigations, for an average expenditure of \$4,236.

CNCS agreed to pay a total of \$10,000 for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

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

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	9		1		10	
<b>Settlements</b>	0	0%	1	100%	1	10%
<b>Withdrawals or No Complaints Filed</b>	7	77.8%	0	0%	7	70%
<b>Complaints Filed*</b>					2	20%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	10	4
<b>Total Number Offered ADR</b>	4	0
<b>ADR Offer Rate*</b>	40%	0%
<b>ADR Participation Rate*</b>	10%	0%
<b>Total ADR Settlements</b>	1	0
<b>Total ADR Settlements Amount</b>	\$10,000.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	10	5	50%			
<b>All Investigations</b>	4	2	50%	124	359	189.5%
<b>All Complaint Closures</b>	4			268	365	36.2%
<b>Merit Decisions (no AJ)</b>	0	0	0%	0	0	NA%
<b>Dismissal Decisions (no AJ)</b>	0			0	0	NA%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	4							
<b>Total Closures</b>	4							
<b>Settlements</b>	1	25%						
<b>Withdrawals</b>	3	75%						
<b>Total Final Agency Actions</b>	0	0%	0	NA%	0	NA%	0	NA%
<b>Dismissals</b>	0	NA%	0	NA%	0	0%	0	0%
<b>Merit Decisions</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%

**Court Services and Offender Supervision Agency (CSOSA)**

Permanent Workforce: 1,113

Temporary Workforce: 37

Total Workforce: 1,150

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,113	36.39%	63.61%	4.31%	11.95%	82.12%	1.44%	0.00%	0.18%	0.00%	0.18%
<b>Major Occupations:</b>											
<b>SOCIAL SCIENCE</b>	647	36.01%	63.99%	5.41%	11.13%	82.53%	0.93%	0.00%	0.00%	0.00%	0.15%
<b>MISCELLANEOUS CLERK AND ASSISTANT</b>	100	11.00%	89.00%	1.00%	4.00%	95.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>GS-14 and GS-15*</b>	98	54.08%	45.92%	0.00%	35.71%	58.16%	5.10%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	11	63.64%	36.36%	0.00%	36.36%	63.64%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	10	40.00%	60.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	92	46.74%	53.26%	2.17%	19.57%	78.26%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	36	66.67%	33.33%	2.78%	30.56%	63.89%	2.78%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

CSOSA employed 2 Individuals with Targeted Disabilities in FY 2007, which was 0.17% of its total work force. This represents an increase of one employee over FY 2006 and no change in the number of employees since FY 2003. The participation rate for FY 2006 was 0.09% and for FY 2003 was 0.21%. Over the 5-year period CSOSA had a net decrease of 0.04% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

CSOSA timely processed 0% of the 11 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Religion. Of the 13 complaints filed at CSOSA, 3 contained allegations of race (Black) discrimination, 3 contained allegations of color discrimination and none contained allegations of disability discrimination.

**III. Complaint Processing Times**

CSOSA reported completing no investigations in FY 2007.

CSOSA's average processing time for all complaint closures increased from 506 days in FY 2006 to 550 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

CSOSA reported no counseling settlements in FY 2007. CSOSA reported completing no investigations in FY 2007.

CSOSA agreed to pay a total of \$80,000 for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

**Court Services and Offender Supervision Agency (CSOSA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	11		0		11	
<b>Settlements</b>	0	0%	0	0%	0	0%
<b>Withdrawals or No Complaints Filed</b>	1	9.1%	0	0%	1	9.1%
<b>Complaints Filed*</b>					10	90.9%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	11	2
<b>Total Number Offered ADR</b>	0	0
<b>ADR Offer Rate*</b>	0%	0%
<b>ADR Participation Rate*</b>	0%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	11	0	0%			
<b>All Investigations</b>	0	0	NA%	399	0	-100%
<b>All Complaint Closures</b>	2			506	550	8.7%
<b>Merit Decisions (no AJ)</b>	0	0	0%	0	0	NA%
<b>Dismissal Decisions (no AJ)</b>	1			226	559	147.3%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	13							
<b>Total Closures</b>	2							
<b>Settlements</b>	1	50%						
<b>Withdrawals</b>	0	0%						
<b>Total Final Agency Actions</b>	1	50%	1	100%	0	0%	0	0%
<b>Dismissals</b>	1	100%	1	100%	0	0%	0	0%
<b>Merit Decisions</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%

**Defense Commissary Agency (DeCA)**

Permanent Workforce: 11,660

Temporary Workforce: 3,326

Total Workforce: 14,986

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	11,660	39.70%	60.30%	8.85%	45.35%	27.78%	16.14%	0.93%	0.81%	0.15%	1.03%
<b>Major Occupations:</b>											
SALES STORE CLERICAL	3,573	15.53%	84.47%	8.37%	38.57%	28.86%	21.63%	1.04%	1.04%	0.50%	0.64%
STORE WORKING	3,428	58.66%	41.34%	10.79%	44.46%	32.03%	10.71%	0.93%	0.67%	0.41%	0.73%
GENERAL BUSINESS AND INDUSTRY	2,823	34.04%	65.96%	8.15%	36.49%	31.03%	19.45%	3.37%	0.96%	0.57%	0.92%
GS-14 and GS-15*	131	71.76%	28.24%	5.34%	79.39%	10.69%	1.53%	0.00%	3.05%	0.00%	0.76%
Senior Pay Level*	5	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	5	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	1,155	49.87%	50.13%	7.45%	58.53%	21.21%	11.17%	0.52%	1.04%	0.09%	0.43%
Mid-Level Officials/Managers	251	67.33%	32.67%	6.77%	73.31%	13.94%	5.18%	0.00%	0.80%	0.00%	0.40%
Senior-Level Officials/Managers	31	77.42%	22.58%	0.00%	90.32%	6.45%	0.00%	0.00%	3.23%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

DeCA employed 123 Individuals with Targeted Disabilities in FY 2007, which was 0.82% of its total work force. This represents a decrease of 19 employees from FY 2006 and a decrease of 33 employees since FY 2003. The participation rate for FY 2006 was 0.92% and for FY 2003 was 1.30%. Over the 5-year period DeCA had a net decrease of 0.48% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DeCA timely processed 61.8% of the 136 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Sex (Female); and (3) Reprisal. Of the 80 complaints filed at DeCA, 32 contained allegations of race (Black) discrimination, 3 contained allegations of race (White) discrimination, 9 contained allegations of race (Asian) discrimination, 11 contained allegations of color discrimination and 17 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 46 completed investigations, 39.1% were timely. DeCA's average time for completing an investigation was 221 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DeCA's average processing time for all complaint closures increased from 211 days in FY 2006 to 316 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DeCA reported paying no monetary benefits for 21 pre-complaint settlements. DeCA expended a total of \$237,744 for 46 complaint investigations, for an average expenditure of \$5,168.

DeCA agreed to pay a total of \$69,100 for 25 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$2,764.



**Defense Commissary Agency (DeCA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	101		35		136	
<b>Settlements</b>	11	10.9%	10	28.6%	21	15.4%
<b>Withdrawals or No Complaints Filed</b>	34	33.7%	6	17.1%	40	29.4%
<b>Complaints Filed*</b>					73	53.7%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					2	1.5%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	136	91
<b>Total Number Offered ADR</b>	64	13
<b>ADR Offer Rate*</b>	47.1%	14.3%
<b>ADR Participation Rate*</b>	25.7%	13.2%
<b>Total ADR Settlements</b>	10	4
<b>Total ADR Settlements Amount</b>	\$0.00	\$9,500.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	136	84	61.8%			
<b>All Investigations</b>	46	18	39.1%	217	221	1.8%
<b>All Complaint Closures</b>	91			211	316	49.8%
<b>Merit Decisions (no AJ)</b>	26	21	80.8%	260	433	66.5%
<b>Dismissal Decisions (no AJ)</b>	22			179	84	-53.1%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	80							
<b>Total Closures</b>	91							
<b>Settlements</b>	23	25.3%						
<b>Withdrawals</b>	11	12.1%						
<b>Total Final Agency Actions</b>	57	62.6%	48	84.2%	9	15.8%	0	0%
<b>Dismissals</b>	22	38.6%	22	100%	0	0%	0	0%
<b>Merit Decisions</b>	35	61.4%	26	74.3%	9	25.7%	0	0%
<b>Finding Discrimination</b>	2	5.7%	0	0%	2	100%	0	0%
<b>Finding No Discrimination</b>	33	94.3%	26	78.8%	7	21.2%	0	0%



**Defense Contract Audit Agency (DCAA)**

Permanent Workforce: 4,060

Temporary Workforce: 33

Total Workforce: 4,093

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	4,060	46.75%	53.25%	5.20%	74.46%	10.86%	8.10%	0.20%	0.32%	0.86%	0.99%
<b>Major Occupations:</b>											
<b>AUDITING</b>	3,526	50.85%	49.12%	5.08%	75.44%	9.53%	8.59%	0.20%	0.31%	0.85%	0.71%
<b>GS-14 and GS-15*</b>	225	66.22%	33.78%	3.56%	86.67%	4.00%	5.33%	0.00%	0.00%	0.44%	0.89%
<b>Senior Pay Level*</b>	15	93.33%	6.67%	6.67%	93.33%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%
<b>SES</b>	15	93.33%	6.67%	6.67%	93.33%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%
<b>First-Level Officials/Managers</b>	66	4.55%	95.45%	3.03%	65.15%	24.24%	4.55%	0.00%	0.00%	3.03%	1.52%
<b>Mid-Level Officials/Managers</b>	587	62.18%	37.82%	3.75%	83.99%	5.28%	5.62%	0.00%	0.51%	0.85%	0.68%
<b>Senior-Level Officials/Managers</b>	58	72.41%	27.59%	1.72%	91.38%	3.45%	3.45%	0.00%	0.00%	0.00%	1.72%

\*Does not include pay-banded employees

**Targeted Disabilities**

DCAA employed 40 Individuals with Targeted Disabilities in FY 2007, which was 0.98% of its total work force. This represents a decrease of one employee from FY 2006 and a decrease of 14 employees since FY 2003. The participation rate for FY 2006 was 1.02% and for FY 2003 was 1.34%. Over the 5-year period DCAA had a net decrease of 0.36% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DCAA timely processed 35.5% of the 31 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Reprisal; and (3) Age. Of the 20 complaints filed at DCAA, 11 contained allegations of race (Black) discrimination, 1 contained allegations of race (Asian) discrimination, 6 contained allegations of color discrimination and 5 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 8 completed investigations, 75% were timely. DCAA's average time for completing an investigation was 241 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DCAA's average processing time for all complaint closures decreased from 484 days in FY 2006 to 355 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DCAA agreed to pay \$9,900 for 4 pre-complaint settlements, of which 2 were monetary settlements averaging \$ 4,950. DCAA expended a total of \$36,576 for 8 complaint investigations, for an average expenditure of \$4,572.

DCAA agreed to pay a total of \$22,000 for 11 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$2,000.

**Defense Contract Audit Agency (DCAA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	28		3		31	
<b>Settlements</b>	1	3.6%	3	100%	4	12.9%
<b>Withdrawals or No Complaints Filed</b>	6	21.4%	0	0%	6	19.4%
<b>Complaints Filed*</b>					20	64.5%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					1	3.2%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	31	21
<b>Total Number Offered ADR</b>	4	5
<b>ADR Offer Rate*</b>	12.9%	23.8%
<b>ADR Participation Rate*</b>	9.7%	23.8%
<b>Total ADR Settlements</b>	3	5
<b>Total ADR Settlements Amount</b>	\$9,900.00	\$1,000.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	31	11	35.5%			
<b>All Investigations</b>	8	6	75%	257	241	-6.2%
<b>All Complaint Closures</b>	21			484	355	-26.7%
<b>Merit Decisions (no AJ)</b>	4	4	100%	284	268	-5.6%
<b>Dismissal Decisions (no AJ)</b>	1			25	36	44%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	20							
<b>Total Closures</b>	21							
<b>Settlements</b>	11	52.4%						
<b>Withdrawals</b>	0	0%						
<b>Total Final Agency Actions</b>	10	47.6%	5	50%	5	50%	0	0%
<b>Dismissals</b>	1	10%	1	100%	0	0%	0	0%
<b>Merit Decisions</b>	9	90%	4	44.4%	5	55.6%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	9	100%	4	44.4%	5	55.6%	0	0%

**Defense Contract Management Agency (DCMA)**

Permanent Workforce: 9,498

Temporary Workforce: 48

Total Workforce: 9,546

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	9,498	63.11%	36.89%	5.43%	76.57%	12.71%	4.35%	0.07%	0.76%	0.11%	1.27%
<b>Major Occupations:</b>											
<b>QUALITY ASSURANCE</b>	2,510	85.94%	14.06%	6.02%	81.24%	9.76%	2.03%	0.04%	0.92%	0.00%	0.44%
<b>CONTRACTING</b>	1,769	46.18%	53.82%	4.97%	75.98%	14.25%	4.24%	0.00%	0.51%	0.06%	1.81%
<b>GENERAL BUSINESS AND INDUSTRY</b>	1,290	72.64%	27.36%	5.19%	81.16%	9.15%	3.64%	0.00%	0.78%	0.08%	0.54%
<b>GS-14 and GS-15*</b>	574	66.03%	33.97%	4.53%	82.06%	9.58%	2.79%	0.00%	0.87%	0.17%	0.87%
<b>Senior Pay Level*</b>	10	70.00%	30.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	10	70.00%	30.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	5	40.00%	60.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	792	68.18%	31.82%	3.79%	83.21%	9.97%	2.65%	0.00%	0.25%	0.13%	0.63%
<b>Senior-Level Officials/Managers</b>	126	69.05%	30.95%	2.38%	81.75%	11.90%	1.59%	0.00%	2.38%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

DCMA employed 121 Individuals with Targeted Disabilities in FY 2007, which was 1.27% of its total workforce. This represents a decrease of 6 employees from FY 2006 and a decrease of 28 employees since FY 2003. The participation rate for FY 2006 was 1.29% and for FY 2003 was 1.39%. Over the 5-year period DCMA had a net decrease of 0.12% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DCMA timely processed 43.4% of the 76 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Retaliation; and (3) Race (Black). Of the 35 complaints filed at DCMA, 13 contained allegations of race (Black) discrimination, 3 contained allegations of race (White) discrimination, 1 contained allegations of race (Asian) discrimination, 9 contained allegations of color discrimination and 13 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 12 completed investigations, 50% were timely. DCMA's average time for completing an investigation was 205 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DCMA's average processing time for all complaint closures decreased from 961 days in FY 2006 to 578 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DCMA reported paying no monetary benefits for 6 pre-complaint settlements. DCMA expended a total of \$54,864 for 12 complaint investigations, for an average expenditure of \$4,572.

DCMA agreed to pay a total of \$242,641 for 7 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$34,663.

**Defense Contract Management Agency (DCMA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	60		16		76	
<b>Settlements</b>	1	1.7%	5	31.3%	6	7.9%
<b>Withdrawals or No Complaints Filed</b>	27	45%	4	25%	31	40.8%
<b>Complaints Filed*</b>					35	46.1%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					4	5.3%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	76	37
<b>Total Number Offered ADR</b>	37	2
<b>ADR Offer Rate*</b>	48.7%	5.4%
<b>ADR Participation Rate*</b>	21.1%	5.4%
<b>Total ADR Settlements</b>	5	1
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	76	33	43.4%			
<b>All Investigations</b>	12	6	50%	430	205	-52.3%
<b>All Complaint Closures</b>	37			961	578	-39.9%
<b>Merit Decisions (no AJ)</b>	5	0	0%	653	665	1.8%
<b>Dismissal Decisions (no AJ)</b>	5			101	46	-54.5%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	35							
<b>Total Closures</b>	37							
<b>Settlements</b>	7	18.9%						
<b>Withdrawals</b>	6	16.2%						
<b>Total Final Agency Actions</b>	24	64.9%	10	41.7%	14	58.3%	0	0%
<b>Dismissals</b>	5	20.8%	5	100%	0	0%	0	0%
<b>Merit Decisions</b>	19	79.2%	5	26.3%	14	73.7%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	19	100%	5	26.3%	14	73.7%	0	0%

## EEOC FY 2007 Annual Report on the Federal Work Force

### Department of Defense Education Activity (DODEA)

Permanent Workforce: 9,901

Temporary Workforce: 5,669

Total Workforce: 15,570

#### Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	9,901	28.99%	71.01%	7.19%	77.95%	11.47%	2.79%	0.09%	0.44%	0.06%	0.32%
<b>Major Occupations:</b>											
<b>GENERAL ED. &amp; TRAINING</b>	8,596	23.12%	76.88%	3.14%	84.23%	8.31%	3.20%	0.23%	0.69%	0.21%	0.22%
<b>ED. AND VOCATIONAL TRAINING</b>	2,511	14.85%	85.15%	16.17%	70.09%	11.91%	1.35%	0.04%	0.44%	0.00%	0.20%
<b>ED. AND TRAINING TECHNICIAN</b>	1,682	5.95%	94.05%	8.86%	67.42%	16.23%	5.59%	0.48%	1.01%	0.42%	0.12%
<b>GS-14 and GS-15*</b>	115	44.35%	55.65%	1.74%	86.09%	11.30%	0.87%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	25	60.00%	40.00%	4.00%	84.00%	0.00%	0.00%	0.00%	4.00%	4.00%	0.00%
<b>SES</b>	6	33.33%	66.67%	0.00%	66.67%	0.00%	0.00%	0.00%	16.67%	16.67%	0.00%
<b>First-Level Officials/Managers</b>	37	59.46%	40.54%	10.81%	64.86%	16.22%	8.11%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	65	38.46%	61.54%	3.08%	73.85%	16.92%	4.62%	0.00%	1.54%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	45	60.00%	40.00%	4.44%	84.44%	6.67%	0.00%	0.00%	2.22%	2.22%	0.00%

\*Does not include pay-banded employees

#### Targeted Disabilities

DODEA employed 37 individuals with Targeted Disabilities in FY 2007, which was 0.24% of its total workforce. This represents a decrease of 7 employees from FY 2006 and a decrease of one employee since FY 2003. The participation rate for FY 2006 was 0.27% and for FY 2003 was 0.35%. Over the 5-year period DODEA had a net decrease of 0.11% in employees with targeted disabilities.

#### EEO Complaint Processing

##### I. Counseling

DODEA timely processed 61% of the 100 pre-complaint counselings (without remedies) completed in FY 2007.

##### II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Age; and (3) Disability (Physical). Of the 49 complaints filed at DODEA, 21 contained allegations of race (Black) discrimination, 4 contained allegations of race (White) discrimination, 6 contained allegations of color discrimination and 19 contained allegations of disability discrimination.

##### III. Complaint Processing Times

Of the 23 completed investigations, 17.4% were timely. DODEA's average time for completing an investigation was 261 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DODEA's average processing time for all complaint closures decreased from 421 days in FY 2006 to 285 days in FY 2007. The government-wide average was 355 days.

##### IV. Costs

DODEA agreed to pay \$687 for 4 pre-complaint settlements, of which 1 were monetary settlements averaging \$ 687. DODEA expended a total of \$105,156 for 23 complaint investigations, for an average expenditure of \$4,572.

DODEA agreed to pay a total of \$17,700 for 7 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$2,528.

**Department of Defense Education Activity (DODEA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	85		15		100	
<b>Settlements</b>	1	1.2%	3	20%	4	4%
<b>Withdrawals or No Complaints Filed</b>	43	50.6%	2	13.3%	45	45%
<b>Complaints Filed*</b>					48	48%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					3	3%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	100	37
<b>Total Number Offered ADR</b>	22	2
<b>ADR Offer Rate*</b>	22%	5.4%
<b>ADR Participation Rate*</b>	15%	5.4%
<b>Total ADR Settlements</b>	3	1
<b>Total ADR Settlements Amount</b>	\$687.47	\$5,000.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	100	61	61%			
<b>All Investigations</b>	23	4	17.4%	192	261	35.9%
<b>All Complaint Closures</b>	37			421	285	-32.3%
<b>Merit Decisions (no AJ)</b>	6	3	50%	487	371	-23.8%
<b>Dismissal Decisions (no AJ)</b>	15			211	85	-59.7%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	49							
<b>Total Closures</b>	37							
<b>Settlements</b>	7	18.9%						
<b>Withdrawals</b>	2	5.4%						
<b>Total Final Agency Actions</b>	28	75.7%	21	75%	7	25%	0	0%
<b>Dismissals</b>	16	57.1%	15	93.8%	1	100%	0	0%
<b>Merit Decisions</b>	12	42.9%	6	50%	6	50%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	12	100%	6	50%	6	50%	0	0%



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

Permanent Workforce: 11,976

Temporary Workforce: 473

Total Workforce: 12,449

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	11,976	37.83%	62.17%	3.60%	70.18%	21.99%	3.07%	0.18%	0.79%	0.19%	2.08%
<b>Major Occupations:</b>											
<b>ACCOUNTING TECHNICIAN</b>	3,893	29.87%	70.13%	2.31%	73.00%	19.60%	3.85%	0.23%	0.82%	0.18%	2.26%
<b>ACCOUNTING</b>	2,321	42.22%	57.78%	3.83%	74.41%	16.85%	3.88%	0.13%	0.65%	0.26%	1.68%
<b>FINANCIAL ADMINISTRATION AND PROGRAM</b>	1,970	41.93%	58.07%	4.62%	72.03%	20.20%	2.03%	0.15%	0.81%	0.15%	0.96%
<b>GS-14 and GS-15*</b>	186	54.84%	45.16%	2.69%	79.57%	15.59%	2.15%	0.00%	0.00%	0.00%	2.15%
<b>Senior Pay Level*</b>	25	64.00%	36.00%	0.00%	96.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	25	64.00%	36.00%	0.00%	96.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	163	31.90%	68.10%	3.07%	70.55%	17.18%	7.98%	0.61%	0.61%	0.00%	2.45%
<b>Mid-Level Officials/Managers</b>	232	54.74%	45.26%	4.31%	79.74%	12.50%	3.45%	0.00%	0.00%	0.00%	1.29%
<b>Senior-Level Officials/Managers</b>	43	60.47%	39.53%	0.00%	97.67%	2.33%	0.00%	0.00%	0.00%	0.00%	2.33%

\*Does not include pay-banded employees

**Targeted Disabilities**

DFAS employed 253 Individuals with Targeted Disabilities in FY 2007, which was 2.03% of its total work force. This represents a decrease of 8 employees from FY 2006 and a decrease of 30 employees since FY 2003. The participation rate for FY 2006 was 1.99% and for FY 2003 was 2.08%. Over the 5-year period DFAS had a net decrease of 0.05% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DFAS timely processed 98.6% of the 147 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Racial; and (3) Disability (Physical). Of the 68 complaints filed at DFAS, 15 contained allegations of race (Black) discrimination, 7 contained allegations of race (White) discrimination, 1 contained allegations of race (Asian) discrimination, 1 contained allegations of race (American Indian/Alaska Native) discrimination, 9 contained allegations of color discrimination and 37 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 36 completed investigations, 80.6% were timely. DFAS' average time for completing an investigation was 167 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DFAS' average processing time for all complaint closures increased from 506 days in FY 2006 to 555 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DFAS agreed to pay \$5,128 for 32 pre-complaint settlements, of which 6 were monetary settlements averaging \$854. DFAS expended a total of \$320,004 for 36 complaint investigations, for an average expenditure of \$8,889.

DFAS agreed to pay a total of \$116,506 for 11 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$10,591.



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

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	97		50		147	
<b>Settlements</b>	2	2.1%	30	60%	32	21.8%
<b>Withdrawals or No Complaints Filed</b>	42	43.3%	0	0%	42	28.6%
<b>Complaints Filed*</b>					64	43.5%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					9	6.1%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	147	65
<b>Total Number Offered ADR</b>	80	9
<b>ADR Offer Rate*</b>	54.4%	13.9%
<b>ADR Participation Rate*</b>	34%	10.8%
<b>Total ADR Settlements</b>	30	5
<b>Total ADR Settlements Amount</b>	\$4,578.32	\$18,250.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	147	145	98.6%			
<b>All Investigations</b>	36	29	80.6%	196	167	-14.8%
<b>All Complaint Closures</b>	65			506	555	9.7%
<b>Merit Decisions (no AJ)</b>	15	10	66.7%	317	296	-6.6%
<b>Dismissal Decisions (no AJ)</b>	12			71	26	-63.4%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	68							
<b>Total Closures</b>	65							
<b>Settlements</b>	9	13.9%						
<b>Withdrawals</b>	7	10.8%						
<b>Total Final Agency Actions</b>	49	75.4%	27	55.1%	22	44.9%	0	0%
<b>Dismissals</b>	12	24.5%	12	100%	0	0%	0	0%
<b>Merit Decisions</b>	37	75.5%	15	40.5%	22	59.5%	0	0%
<b>Finding Discrimination</b>	2	5.4%	1	50%	1	50%	0	0%
<b>Finding No Discrimination</b>	35	94.6%	14	40%	21	60%	0	0%

**Defense Human Resource Activity (DHRA)**

Permanent Workforce: 882

Temporary Workforce: 9

Total Workforce: 891

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	882	39.23%	60.77%	7.14%	66.10%	19.50%	5.78%	0.00%	0.68%	0.79%	0.34%
<b>Major Occupations:</b>											
<b>HUMAN RESOURCES MANAGEMENT</b>	334	32.63%	67.37%	10.18%	60.48%	24.55%	2.99%	0.00%	0.90%	0.90%	0.30%
<b>INFORMATION TECHNOLOGY MANAGEMENT</b>	195	51.28%	48.72%	8.21%	69.74%	8.21%	13.33%	0.00%	0.51%	0.00%	0.51%
<b>MANAGEMENT AND PROGRAM ANALYSIS</b>	115	40.00%	60.00%	3.48%	71.30%	19.13%	3.48%	0.00%	1.74%	0.87%	0.00%
<b>GS-14 and GS-15*</b>	132	50.00%	50.00%	3.79%	81.06%	10.61%	3.79%	0.00%	0.76%	0.00%	0.00%
<b>Senior Pay Level*</b>	11	36.36%	63.64%	9.09%	90.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	10	30.00%	70.00%	10.00%	90.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	1	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	44	56.82%	43.18%	4.55%	88.64%	0.00%	6.82%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	55	49.09%	50.91%	3.64%	83.64%	12.73%	0.00%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

DHRA employed 3 Individuals with Targeted Disabilities in FY 2007, which was 0.34% of its total work force. This represents a decrease of one employee from FY 2006 and a decrease of 3 employees since FY 2003. The participation rate for FY 2006 was 0.45% and for FY 2003 was 0.82%. Over the 5-year period DHRA had a net decrease of 0.48% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DHRA timely processed 83.3% of the 6 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Sex (Male); and (3) Age. Of the 2 complaints filed at DHRA, 2 contained allegations of race (Black) discrimination, and none contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 3 completed investigations, 33.3% were timely. DHRA's average time for completing an investigation was 237 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DHRA's average processing time for all complaint closures decreased from 592 days in FY 2006 to 110 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DHRA reported no counseling settlements in FY 2007. DHRA expended a total of \$7,480 for 3 complaint investigations, for an average expenditure of \$2,493.

DHRA reported paying no monetary benefits for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

**Defense Human Resource Activity (DHRA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	4		2		6	
<b>Settlements</b>	0	0%	0	0%	0	0%
<b>Withdrawals or No Complaints Filed</b>	4	100%	0	0%	4	66.7%
<b>Complaints Filed*</b>					2	33.3%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	6	2
<b>Total Number Offered ADR</b>	3	1
<b>ADR Offer Rate*</b>	50%	50%
<b>ADR Participation Rate*</b>	33.3%	50%
<b>Total ADR Settlements</b>	0	1
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	6	5	83.3%			
<b>All Investigations</b>	3	1	33.3%	102	237	132.4%
<b>All Complaint Closures</b>	2			592	110	-81.4%
<b>Merit Decisions (no AJ)</b>	0	0	0%	367	0	-100%
<b>Dismissal Decisions (no AJ)</b>	1			0	124	NA%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	2							
<b>Total Closures</b>	2							
<b>Settlements</b>	1	50%						
<b>Withdrawals</b>	0	0%						
<b>Total Final Agency Actions</b>	1	50%	1	100%	0	0%	0	0%
<b>Dismissals</b>	1	100%	1	100%	0	0%	0	0%
<b>Merit Decisions</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%

**Defense Information Systems Agency (DISA)**

Permanent Workforce: 5,470

Temporary Workforce: 125

Total Workforce: 5,595

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	5,470	56.58%	43.42%	3.55%	68.24%	20.22%	6.95%	0.18%	0.57%	0.29%	0.95%
<b>Major Occupations:</b>											
<b>INFORMATION TECHNOLOGY MANAGEMENT</b>	2,204	62.39%	37.61%	3.81%	74.27%	17.20%	3.54%	0.09%	0.77%	0.32%	1.09%
<b>MANAGEMENT AND PROGRAM ANALYSIS</b>	558	30.82%	69.18%	3.76%	62.90%	29.39%	3.23%	0.18%	0.36%	0.18%	0.18%
<b>TELECOMMUNICATIONS</b>	502	79.48%	20.52%	2.79%	69.32%	21.12%	5.78%	0.20%	0.60%	0.20%	0.00%
<b>GS-14 and GS-15*</b>	1,159	69.37%	30.63%	2.67%	75.32%	14.24%	6.90%	0.17%	0.35%	0.35%	0.52%
<b>Senior Pay Level*</b>	29	72.41%	27.59%	3.45%	89.66%	6.90%	0.00%	0.00%	0.00%	0.00%	3.45%
<b>SES</b>	29	72.41%	27.59%	3.45%	89.66%	6.90%	0.00%	0.00%	0.00%	0.00%	3.45%
<b>First-Level Officials/Managers</b>	14	50.00%	50.00%	7.14%	78.57%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	419	66.35%	33.65%	2.63%	77.80%	14.08%	4.77%	0.00%	0.48%	0.24%	0.72%
<b>Senior-Level Officials/Managers</b>	286	70.63%	29.37%	2.45%	80.07%	13.99%	2.80%	0.00%	0.35%	0.35%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

DISA employed 53 individuals with Targeted Disabilities in FY 2007, which was 0.95% of its total work force. This represents a decrease of 9 employees from FY 2006 and a decrease of 11 employees since FY 2003. The participation rate for FY 2006 was 1.15% and for FY 2003 was 1.16%. Over the 5-year period DISA had a net decrease of 0.21% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DISA timely processed 100% of the 19 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Disability (Physical); (2) Sex (Female); and (3) Racial. Of the 9 complaints filed at DISA, 2 contained allegations of race (Black) discrimination, 1 contained allegations of race (White) discrimination, 1 contained allegations of color discrimination and 7 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 4 completed investigations, 100% were timely. DISA's average time for completing an investigation was 134 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DISA's average processing time for all complaint closures decreased from 655 days in FY 2006 to 596 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DISA reported paying no monetary benefits for the one pre-complaint settlement it reached in FY 2007. DISA expended a total of \$19,059 for 4 complaint investigations, for an average expenditure of \$4,764.

DISA agreed to pay a total of \$159,000 for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$31,800.

**Defense Information Systems Agency (DISA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	19		0		19	
<b>Settlements</b>	1	5.3%	0	0%	1	5.3%
<b>Withdrawals or No Complaints Filed</b>	8	42.1%	0	0%	8	42.1%
<b>Complaints Filed*</b>					7	36.8%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					3	15.8%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	19	12
<b>Total Number Offered ADR</b>	19	1
<b>ADR Offer Rate*</b>	100%	8.3%
<b>ADR Participation Rate*</b>	0%	8.3%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	19	19	100%			
<b>All Investigations</b>	4	4	100%	268	134	-50%
<b>All Complaint Closures</b>	12			655	596	-9%
<b>Merit Decisions (no AJ)</b>	2	2	100%	335	250	-25.4%
<b>Dismissal Decisions (no AJ)</b>	0			0	0	NA%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	9							
<b>Total Closures</b>	12							
<b>Settlements</b>	5	41.7%						
<b>Withdrawals</b>	3	25%						
<b>Total Final Agency Actions</b>	4	33.3%	2	50%	2	50%	0	0%
<b>Dismissals</b>	0	NA%	0	NA%	0	0%	0	0%
<b>Merit Decisions</b>	4	100%	2	50%	2	50%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	4	100%	2	50%	2	50%	0	0%

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

Permanent Workforce: 1,360

Temporary Workforce: 41

Total Workforce: 1,401

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,360	56.76%	43.24%	6.84%	67.57%	19.26%	4.78%	0.22%	0.81%	0.51%	1.32%
<b>Major Occupations:</b>											
<b>AUDITING</b>	659	53.26%	46.74%	7.28%	68.59%	18.51%	4.40%	0.00%	0.76%	0.46%	1.37%
<b>CRIMINAL INVESTIGATING</b>	340	79.41%	20.59%	8.53%	77.65%	7.65%	4.12%	0.88%	0.59%	0.59%	0.29%
<b>COMPLIANCE OFFICERS</b>	57	43.86%	56.14%	5.26%	70.18%	21.05%	0.00%	0.00%	3.51%	0.00%	3.51%
<b>GS-14 and GS-15*</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	17	70.59%	29.41%	5.88%	70.59%	11.76%	5.88%	0.00%	0.00%	5.88%	0.00%
<b>SES</b>	17	70.59%	29.41%	5.88%	70.59%	11.76%	5.88%	0.00%	0.00%	5.88%	0.00%
<b>First-Level Officials/ Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/ Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/ Managers</b>	17	70.59%	29.41%	5.88%	70.59%	11.76%	5.88%	0.00%	0.00%	5.88%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

DOIG employed 181 individuals with Targeted Disabilities in FY 2007, which was 1.28% of its total work force. This represents an increase of 3 employees over FY 2006 and an increase of 4 employees since FY 2003. The participation rate for FY 2006 was 1.08% and for FY 2003 was 1.19%. Over the 5-year period DOIG had a net increase of 0.09% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOIG timely processed 100% of the 6 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Disability (Physical); and (3) Sex (Female). Of the 4 complaints filed at DOIG, and 3 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 4 completed investigations, 100% were timely. DOIG's average time for completing an investigation was 130 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DOIG's average processing time for all complaint closures increased from 170 days in FY 2006 to 382 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DOIG reported no counseling settlements in FY 2007. DOIG expended a total of \$23,395 for 4 complaint investigations, for an average expenditure of \$5,848.

DOIG reported paying no monetary benefits for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

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

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	6		0		6	
<b>Settlements</b>	0	0%	0	0%	0	0%
<b>Withdrawals or No Complaints Filed</b>	2	33.3%	0	0%	2	33.3%
<b>Complaints Filed*</b>					4	66.7%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	6	4
<b>Total Number Offered ADR</b>	0	0
<b>ADR Offer Rate*</b>	0%	0%
<b>ADR Participation Rate*</b>	0%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	6	6	100%			
<b>All Investigations</b>	4	4	100%	306	130	-57.5%
<b>All Complaint Closures</b>	4			170	382	124.7%
<b>Merit Decisions (no AJ)</b>	2	2	100%	336	299	-11%
<b>Dismissal Decisions (no AJ)</b>	0			28	0	-100%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	4							
<b>Total Closures</b>	4							
<b>Settlements</b>	1	25%						
<b>Withdrawals</b>	0	0%						
<b>Total Final Agency Actions</b>	3	75%	2	66.7%	1	33.3%	0	0%
<b>Dismissals</b>	0	NA%	0	NA%	0	0%	0	0%
<b>Merit Decisions</b>	3	100%	2	66.7%	1	33.3%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	3	100%	2	66.7%	1	33.3%	0	0%



**Defense Logistics Agency (DLA)**

Permanent Workforce: 20,871

Temporary Workforce: 523

Total Workforce: 21,394

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	20,871	58.19%	41.80%	4.63%	67.84%	23.32%	2.66%	0.34%	1.05%	0.16%	1.90%
<b>Major Occupations:</b>											
<b>CONTRACTING</b>	2,430	37.98%	62.02%	4.90%	63.42%	28.68%	2.14%	0.04%	0.53%	0.29%	0.82%
<b>QUALITY ASSURANCE</b>	905	79.67%	20.33%	2.54%	75.14%	19.01%	1.66%	0.00%	1.44%	0.22%	0.99%
<b>INVENTORY MANAGEMENT</b>	790	45.44%	54.56%	5.19%	56.46%	35.44%	1.65%	0.00%	0.89%	0.38%	1.90%
<b>GS-14 and GS-15*</b>	1,101	60.31%	39.69%	2.82%	82.29%	12.53%	1.54%	0.09%	0.64%	0.09%	0.36%
<b>Senior Pay Level*</b>	25	72.00%	28.00%	8.00%	80.00%	8.00%	0.00%	0.00%	4.00%	0.00%	0.00%
<b>SES</b>	25	72.00%	28.00%	8.00%	80.00%	8.00%	0.00%	0.00%	4.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	584	62.84%	37.16%	3.42%	70.21%	22.43%	1.54%	0.34%	1.88%	0.17%	0.34%
<b>Mid-Level Officials/Managers</b>	1,461	59.21%	40.79%	2.94%	80.63%	14.31%	1.30%	0.14%	0.55%	0.14%	0.48%
<b>Senior-Level Officials/Managers</b>	310	65.81%	34.19%	2.58%	87.10%	8.71%	0.32%	0.00%	1.29%	0.00%	0.32%

\*Does not include pay-banded employees

**Targeted Disabilities**

DLA employed 404 individuals with Targeted Disabilities in FY 2007, which was 1.89% of its total work force. This represents a decrease of 9 employees from FY 2006 and a decrease of 44 employees since FY 2003. The participation rate for FY 2006 was 1.92% and for FY 2003 was 2.16%. Over the 5-year period DLA had a net decrease of 0.27% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DLA timely processed 78.9% of the 204 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Sex (Female). Of the 94 complaints filed at DLA, 18 contained allegations of race (Black) discrimination, 4 contained allegations of race (White) discrimination, 1 contained allegations of race (American Indian/Alaska Native) discrimination, 9 contained allegations of color discrimination and 25 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 65 completed investigations, 32.3% were timely. DLA's average time for completing an investigation was 251 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DLA average processing time for all complaint closures increased from 335 days in FY 2006 to 353 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DLA agreed to pay \$49,750 for 36 pre-complaint settlements, of which 5 were monetary settlements averaging \$9,950. DLA expended a total of \$538,316 for 65 complaint investigations, for an average expenditure of \$8,281.

DLA agreed to pay a total of \$97,765 for 35 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$2,793.

**Defense Logistics Agency (DLA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	125		79		204	
<b>Settlements</b>	2	1.6%	34	43%	36	17.7%
<b>Withdrawals or No Complaints Filed</b>	71	56.8%	4	5.1%	75	36.8%
<b>Complaints Filed*</b>					90	44.1%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					3	1.5%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	204	89
<b>Total Number Offered ADR</b>	143	29
<b>ADR Offer Rate*</b>	70.1%	32.6%
<b>ADR Participation Rate*</b>	38.7%	32.6%
<b>Total ADR Settlements</b>	34	21
<b>Total ADR Settlements Amount</b>	\$49,750.00	\$49,361.44

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	204	161	78.9%			
<b>All Investigations</b>	65	21	32.3%	209	251	20.1%
<b>All Complaint Closures</b>	89			335	353	5.4%
<b>Merit Decisions (no AJ)</b>	17	0	0%	435	528	21.4%
<b>Dismissal Decisions (no AJ)</b>	19			92	127	38%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	94							
<b>Total Closures</b>	89							
<b>Settlements</b>	34	38.2%						
<b>Withdrawals</b>	4	4.5%						
<b>Total Final Agency Actions</b>	51	57.3%	36	70.6%	15	29.4%	0	0%
<b>Dismissals</b>	19	37.3%	19	100%	0	0%	0	0%
<b>Merit Decisions</b>	32	62.7%	17	53.1%	15	46.9%	0	0%
<b>Finding Discrimination</b>	1	3.1%	1	100%	0	0%	0	0%
<b>Finding No Discrimination</b>	31	96.9%	16	51.6%	15	48.4%	0	0%

**Defense Office of the Secretary/WASH (OSD)**

Permanent Workforce: 7,181

Temporary Workforce: 511

Total Workforce: 7,692

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	7,181	60.30%	39.70%	3.15%	70.67%	21.45%	3.30%	0.28%	0.58%	0.57%	0.69%
<b>Major Occupations:</b>											
<b>POLICE</b>	613	87.28%	12.72%	5.38%	48.61%	43.23%	1.63%	0.00%	0.98%	0.16%	0.00%
<b>GENERAL ENGINEERING</b>	492	81.50%	18.50%	3.46%	85.16%	5.89%	3.66%	0.00%	0.41%	1.42%	0.20%
<b>FOREIGN AFFAIRS</b>	240	68.75%	31.25%	2.08%	92.08%	2.92%	2.50%	0.00%	0.00%	0.42%	0.42%
<b>GS-14 and GS-15*</b>	125	56.80%	43.20%	1.60%	89.60%	4.80%	3.20%	0.00%	0.00%	0.80%	0.00%
<b>Senior Pay Level*</b>	374	76.20%	23.80%	1.87%	92.51%	2.41%	2.41%	0.00%	0.27%	0.27%	0.00%
<b>SES</b>	254	76.38%	23.62%	1.57%	92.13%	2.36%	3.15%	0.00%	0.39%	0.39%	0.00%
<b>First-Level Officials/Managers</b>	21	47.62%	52.38%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	55	67.27%	32.73%	0.00%	96.36%	1.82%	1.82%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	362	76.80%	23.20%	2.21%	93.09%	2.21%	2.21%	0.00%	0.00%	0.28%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

OSD employed 55 Individuals with Targeted Disabilities in FY 2007, which was 0.72% of its total work force. This represents an increase of 10 employees over FY 2006 and an increase of 29 employees since FY 2003. The participation rate for FY 2006 was 0.68% and for FY 2003 was 0.67%. Over the 5-year period OSD had a net increase of 0.05% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

OSD timely processed 100% of the 56 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Sex (Female); and (3) Age. Of the 29 complaints filed at OSD, 14 contained allegations of race (Black) discrimination, 3 contained allegations of race (White) discrimination, 2 contained allegations of color discrimination and 9 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 26 completed investigations, 46.2% were timely. OSD's average time for completing an investigation was 265 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

OSD's average processing time for all complaint closures increased from 605 days in FY 2006 to 634 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

OSD reported paying no monetary benefits for 3 pre-complaint settlements. OSD expended a total of \$114,156 for 26 complaint investigations, for an average expenditure of \$4,390.

OSD agreed to pay a total of \$76,750 for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$15,350.

**Defense Office of the Secretary/WASH (OSD)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	54		2		56	
<b>Settlements</b>	1	1.9%	2	100%	3	5.4%
<b>Withdrawals or No Complaints Filed</b>	20	37%	0	0%	20	35.7%
<b>Complaints Filed*</b>					29	51.8%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					4	7.1%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	56	28
<b>Total Number Offered ADR</b>	56	0
<b>ADR Offer Rate*</b>	100%	0%
<b>ADR Participation Rate*</b>	3.6%	0%
<b>Total ADR Settlements</b>	2	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	56	56	100%			
<b>All Investigations</b>	26	12	46.2%	317	265	-16.4%
<b>All Complaint Closures</b>	28			605	634	4.8%
<b>Merit Decisions (no AJ)</b>	6	0	0%	665	496	-25.4%
<b>Dismissal Decisions (no AJ)</b>	2			132	169	28%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	29							
<b>Total Closures</b>	28							
<b>Settlements</b>	5	17.9%						
<b>Withdrawals</b>	2	7.1%						
<b>Total Final Agency Actions</b>	21	75%	8	38.1%	13	61.9%	0	0%
<b>Dismissals</b>	2	9.5%	2	100%	0	0%	0	0%
<b>Merit Decisions</b>	19	90.5%	6	31.6%	13	68.4%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	19	100%	6	31.6%	13	68.4%	0	0%

**Defense Security Service (DSS)**

Permanent Workforce: 525

Temporary Workforce: 1

Total Workforce: 526

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	525	58.86%	41.14%	2.67%	76.95%	16.57%	2.48%	0.00%	1.14%	0.19%	1.14%
<b>Major Occupations:</b>											
<b>SECURITY ADMINISTRATION</b>	361	55.96%	44.04%	2.22%	77.01%	16.90%	2.22%	0.00%	1.66%	0.00%	1.11%
<b>INFORMATION TECHNOLOGY MANAGEMENT</b>	52	84.62%	15.38%	5.77%	73.08%	13.46%	7.69%	0.00%	0.00%	0.00%	0.00%
<b>GS-14 and GS-15*</b>	84	65.48%	34.52%	4.76%	79.76%	13.10%	1.19%	0.00%	0.00%	1.19%	1.19%
<b>Senior Pay Level*</b>	6	50.00%	50.00%	0.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	6	50.00%	50.00%	0.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	58	65.52%	34.48%	5.17%	79.31%	12.07%	1.72%	0.00%	1.72%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	25	76.00%	24.00%	4.00%	80.00%	16.00%	0.00%	0.00%	0.00%	0.00%	4.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

DSS employed 6 Individuals with Targeted Disabilities in FY 2007, which was 1.14% of its total workforce. This represents a decrease of 2 employees from FY 2006 and a decrease of 15 employees since FY 2003. The participation rate for FY 2006 was 1.47% and for FY 2003 was 0.88%. Over the 5-year period DSS had a net increase of 0.26% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DSS timely processed 60% of the 5 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Retaliation; (2) Race (Black); and (3) Sex (Female). Of the 5 complaints filed at DSS, 4 contained allegations of race (Black) discrimination, and none contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 3 completed investigations, 66.7% were timely. DSS' average time for completing an investigation was 164 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DSS' average processing time for all complaint closures decreased from 384 days in FY 2006 to 367 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DSS reported no counseling settlements in FY 2007. DSS expended a total of \$19,374 for 3 complaint investigations, for an average expenditure of \$6,458.

DSS agreed to pay a total of \$25,500 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,500.

**Defense Security Service (DSS)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	5		0		5	
<b>Settlements</b>	0	0%	0	0%	0	0%
<b>Withdrawals or No Complaints Filed</b>	1	20%	0	0%	1	20%
<b>Complaints Filed*</b>					4	80%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	5	5
<b>Total Number Offered ADR</b>	0	0
<b>ADR Offer Rate*</b>	0%	0%
<b>ADR Participation Rate*</b>	0%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	5	3	60%			
<b>All Investigations</b>	3	2	66.7%	208	164	-21.2%
<b>All Complaint Closures</b>	5			384	367	-4.4%
<b>Merit Decisions (no AJ)</b>	0	0	0%	278	0	-100%
<b>Dismissal Decisions (no AJ)</b>	0			0	0	NA%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	5							
<b>Total Closures</b>	5							
<b>Settlements</b>	3	60%						
<b>Withdrawals</b>	2	40%						
<b>Total Final Agency Actions</b>	0	0%	0	NA%	0	NA%	0	NA%
<b>Dismissals</b>	0	NA%	0	NA%	0	0%	0	0%
<b>Merit Decisions</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%

**Defense Threat Reduction Agency (DTRA)**

Permanent Workforce: 1,096

Temporary Workforce: 22

Total Workforce: 1,118

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,096	60.04%	39.96%	8.39%	64.69%	21.44%	4.11%	0.00%	0.46%	0.91%	0.55%
<b>Major Occupations:</b>											
<b>MANAGEMENT AND PROGRAM ANALYSIS</b>	123	21.14%	78.86%	11.38%	43.09%	39.84%	4.07%	0.00%	0.00%	1.63%	0.00%
<b>INFORMATION TECHNOLOGY MANAGEMENT</b>	74	66.22%	33.78%	17.57%	66.22%	12.16%	4.05%	0.00%	0.00%	0.00%	0.00%
<b>ENGINEERING</b>	47	95.74%	4.26%	8.51%	70.21%	4.26%	14.89%	0.00%	0.00%	2.13%	0.00%
<b>GS-14 and GS-15*</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	13	76.92%	23.08%	0.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	13	76.92%	23.08%	0.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	13	76.92%	23.08%	0.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

DTRA employed 71 individuals with Targeted Disabilities in FY 2007, which was 0.63% of its total workforce. This represents a decrease of 3 employees from FY 2006 and an increase of 2 employees since FY 2003. The participation rate for FY 2006 was 0.86% and for FY 2003 was 0.56%. Over the 5-year period DTRA had a net increase of 0.07% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DTRA timely processed 100% of the 10 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) R eprisal; (2) Race (Black); and (3) S e x (Female). Of the 7 complaints filed at DTRA, 3 contained allegations of race (Black) discrimination, 1 contained allegations of race (White) discrimination, and none contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 4 completed investigations, 100% were timely. DTRA's average time for completing an investigation was 149 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DTRA's average processing time for all complaint closures decreased from 258 days in FY 2006 to 248 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DTRA reported no counseling settlements in FY 2007. DTRA expended a total of \$13,572 for 4 complaint investigations, for an average expenditure of \$3,393.

DTRA agreed to pay a total of \$10,000 for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.



**Defense Threat Reduction Agency (DTRA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	8		2		10	
<b>Settlements</b>	0	0%	0	0%	0	0%
<b>Withdrawals or No Complaints Filed</b>	3	37.5%	1	50%	4	40%
<b>Complaints Filed*</b>					6	60%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	10	5
<b>Total Number Offered ADR</b>	10	0
<b>ADR Offer Rate*</b>	100%	0%
<b>ADR Participation Rate*</b>	20%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	10	10	100%			
<b>All Investigations</b>	4	4	100%	176	149	-15.3%
<b>All Complaint Closures</b>	5			258	248	-3.9%
<b>Merit Decisions (no AJ)</b>	2	2	100%	339	278	-18%
<b>Dismissal Decisions (no AJ)</b>	0			25	0	-100%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	7							
<b>Total Closures</b>	5							
<b>Settlements</b>	1	20%						
<b>Withdrawals</b>	2	40%						
<b>Total Final Agency Actions</b>	2	40%	2	100%	0	0%	0	0%
<b>Dismissals</b>	0	NA%	0	NA%	0	0%	0	0%
<b>Merit Decisions</b>	2	100%	2	100%	0	0%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	2	100%	2	100%	0	0%	0	0%

**Department of Education (ED)**

Permanent Workforce: 3,869

Temporary Workforce: 477

Total Workforce: 4,346

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	3,869	36.44%	63.56%	4.06%	53.86%	36.88%	4.26%	0.10%	0.65%	0.18%	1.52%
<b>Major Occupations:</b>											
MANAGEMENT AND PROGRAM ANALYSIS	990	30.61%	69.39%	2.93%	52.93%	41.72%	1.82%	0.00%	0.40%	0.20%	1.01%
EDUCATION PROGRAM	343	27.11%	72.89%	4.66%	58.89%	30.61%	2.04%	0.58%	2.92%	0.29%	0.29%
GENERAL ATTORNEY	340	36.18%	63.82%	4.71%	70.59%	15.59%	8.53%	0.29%	0.29%	0.00%	1.18%
GS-14 and GS-15*	1,321	45.80%	54.20%	2.57%	69.42%	22.94%	4.09%	0.08%	0.83%	0.08%	1.14%
Senior Pay Level*	133	62.41%	37.59%	0.00%	87.97%	9.77%	2.26%	0.00%	0.00%	0.00%	0.75%
SES	67	64.18%	35.82%	0.00%	83.58%	13.43%	2.99%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	4	0.00%	100.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	398	44.72%	55.28%	3.02%	62.56%	30.15%	3.52%	0.00%	0.75%	0.00%	0.75%
Senior-Level Officials/Managers	522	51.72%	48.28%	1.72%	78.74%	16.48%	2.11%	0.00%	0.96%	0.00%	0.77%

\*Does not include pay-banded employees

**Targeted Disabilities**

ED employed 59 Individuals with Targeted Disabilities in FY 2007, which was 1.36% of its total workforce. This is the same as the number of employees in FY 2006 and a decrease of 11 employees since FY 2003. The participation rate for FY 2006 was 1.36% and for FY 2003 was 1.66%. Over the 5-year period ED had a net decrease of 0.30% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

ED timely processed 100% of the 86 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Racial; (2) Race (Black); and (3) Sex (Female). Of the 55 complaints filed at ED, 21 contained allegations of race (Black) discrimination, 2 contained allegations of race (White) discrimination, 3 contained allegations of race (Asian) discrimination, and 9 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 26 completed investigations, 26.9% were timely. ED's average time for completing an investigation was 299 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

ED's average processing time for all complaint closures decreased from 426 days in FY 2006 to 359 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

ED reported paying no monetary benefits for 6 pre-complaint settlements. ED expended a total of \$124,634 for 26 complaint investigations, for an average expenditure of \$4,793.

ED agreed to pay a total of \$61,000 for 8 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$7,625.

**Department of Education (ED)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	77		9		86	
<b>Settlements</b>	3	3.9%	3	33.3%	6	7%
<b>Withdrawals or No Complaints Filed</b>	19	24.7%	6	66.7%	25	29.1%
<b>Complaints Filed*</b>					55	64%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	86	41
<b>Total Number Offered ADR</b>	77	0
<b>ADR Offer Rate*</b>	89.5%	0%
<b>ADR Participation Rate*</b>	10.5%	0%
<b>Total ADR Settlements</b>	3	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	86	86	100%			
<b>All Investigations</b>	26	7	26.9%	220	299	35.9%
<b>All Complaint Closures</b>	41			426	359	-15.7%
<b>Merit Decisions (no AJ)</b>	9	0	0%	492	515	4.7%
<b>Dismissal Decisions (no AJ)</b>	18			203	294	44.8%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	55							
<b>Total Closures</b>	41							
<b>Settlements</b>	8	19.5%						
<b>Withdrawals</b>	2	4.9%						
<b>Total Final Agency Actions</b>	31	75.6%	27	87.1%	4	12.9%	0	0%
<b>Dismissals</b>	20	64.5%	18	90%	2	100%	0	0%
<b>Merit Decisions</b>	11	35.5%	9	81.8%	2	18.2%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	11	100%	9	81.8%	2	18.2%	0	0%

**Department of Energy (DOE)**

Permanent Workforce: 14,472

Temporary Workforce: 473

Total Workforce: 14,945

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	14,472	61.62%	38.38%	6.36%	75.68%	11.35%	4.45%	0.11%	1.50%	0.54%	0.84%
<b>Major Occupations:</b>											
<b>GENERAL ENGINEERING</b>	1,523	83.91%	16.09%	9.19%	75.38%	4.46%	9.19%	0.00%	1.44%	0.33%	0.39%
<b>MISCELLANEOUS ADMINISTRATION AND PRO</b>	1,410	47.52%	52.48%	6.45%	68.87%	20.64%	2.34%	0.14%	1.28%	0.28%	0.28%
<b>ELECTRICIAN (HIGH VOLTAGE)</b>	650	97.85%	2.15%	4.15%	89.38%	0.62%	1.08%	0.00%	3.23%	1.54%	0.15%
<b>GS-14 and GS-15*</b>	4,676	68.97%	31.03%	4.81%	80.47%	7.78%	5.58%	0.06%	1.03%	0.26%	0.56%
<b>Senior Pay Level*</b>	553	79.93%	20.07%	5.61%	83.91%	5.42%	3.80%	0.00%	1.08%	0.18%	0.72%
<b>SES</b>	421	77.20%	22.80%	5.23%	85.75%	5.46%	2.61%	0.00%	0.95%	0.00%	0.95%
<b>First-Level Officials/Managers</b>	78	83.33%	16.67%	15.38%	74.36%	5.13%	1.28%	0.00%	3.85%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	1,290	66.67%	33.33%	11.86%	74.96%	6.67%	4.19%	0.00%	1.78%	0.54%	0.62%
<b>Senior-Level Officials/Managers</b>	1,418	74.75%	25.25%	4.65%	83.29%	7.33%	3.53%	0.07%	1.06%	0.07%	0.42%

\*Does not include pay-banded employees

**Targeted Disabilities**

DOE employed 122 Individuals with Targeted Disabilities in FY 2007, which was 0.82% of its total work force. This represents an increase of 11 employees over FY 2006 and no change in the number of employees since FY 2003. The participation rate for FY 2006 was 0.74% and for FY 2003 was 0.80%. Over the 5-year period DOE had a net increase of 0.02% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOE timely processed 47% of the 117 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). Of the 64 complaints filed at DOE, 17 contained allegations of race (Black) discrimination, 3 contained allegations of race (White) discrimination, 2 contained allegations of race (American Indian/Alaska Native) discrimination, 11 contained allegations of color discrimination and 21 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 48 completed investigations, 62.5% were timely. DOE's average time for completing an investigation was 251 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DOE's average processing time for all complaint closures decreased from 506 days in FY 2006 to 429 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DOE agreed to pay \$152,561 for 21 pre-complaint settlements, of which 9 were monetary settlements averaging \$16,951. DOE expended a total of \$83,384 for 48 complaint investigations, for an average expenditure of \$1,737.

DOE agreed to pay a total of \$ 538,803 for 29 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$18,579.

**Department of Energy (DOE)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	97		20		117	
<b>Settlements</b>	12	12.4%	9	45%	21	18%
<b>Withdrawals or No Complaints Filed</b>	35	36.1%	0	0%	35	29.9%
<b>Complaints Filed*</b>					56	47.9%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					5	4.3%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	117	83
<b>Total Number Offered ADR</b>	87	41
<b>ADR Offer Rate*</b>	74.4%	49.4%
<b>ADR Participation Rate*</b>	17.1%	12.1%
<b>Total ADR Settlements</b>	9	5
<b>Total ADR Settlements Amount</b>	\$38,550.00	\$65,224.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	117	55	47%			
<b>All Investigations</b>	48	30	62.5%	213	251	17.8%
<b>All Complaint Closures</b>	83			506	429	-15.2%
<b>Merit Decisions (no AJ)</b>	19	15	79%	577	412	-28.6%
<b>Dismissal Decisions (no AJ)</b>	15			156	193	23.7%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	64							
<b>Total Closures</b>	83							
<b>Settlements</b>	28	33.7%						
<b>Withdrawals</b>	9	10.8%						
<b>Total Final Agency Actions</b>	46	55.4%	34	73.9%	12	26.1%	0	0%
<b>Dismissals</b>	19	41.3%	15	78.9%	4	100%	0	0%
<b>Merit Decisions</b>	27	58.7%	19	70.4%	8	29.6%	0	0%
<b>Finding Discrimination</b>	1	3.7%	1	100%	0	0%	0	0%
<b>Finding No Discrimination</b>	26	96.3%	18	69.2%	8	30.8%	0	0%

**Environmental Protection Agency (EPA)**

Permanent Workforce: 16,859

Temporary Workforce: 1,233

Total Workforce: 18,092

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	16,859	48.40%	51.60%	5.10%	69.29%	18.71%	6.01%	0.05%	0.75%	0.08%	1.06%
<b>Major Occupations:</b>											
<b>ENVIRONMENTAL PROTECTION SPECIALIST</b>	2,767	39.61%	60.39%	4.08%	73.00%	16.81%	4.81%	0.00%	1.30%	0.00%	1.26%
<b>GENERAL PHYSICAL SCIENCE</b>	2,325	60.77%	39.23%	4.99%	81.51%	7.31%	5.33%	0.00%	0.77%	0.09%	0.39%
<b>ENVIRONMENTAL ENGINEERING</b>	1,914	68.65%	31.35%	7.58%	71.94%	8.25%	11.60%	0.05%	0.47%	0.10%	0.31%
<b>GS-14 and GS-15*</b>	5,233	57.50%	42.50%	3.99%	79.72%	11.06%	4.76%	0.02%	0.42%	0.02%	0.40%
<b>Senior Pay Level*</b>	317	64.98%	35.02%	4.42%	84.86%	7.57%	2.84%	0.00%	0.32%	0.00%	0.00%
<b>SES</b>	261	62.45%	37.55%	4.98%	82.38%	9.20%	2.68%	0.00%	0.38%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	543	58.01%	41.99%	3.31%	78.45%	13.44%	4.42%	0.00%	0.37%	0.00%	0.37%
<b>Senior-Level Officials/Managers</b>	1,396	60.39%	39.61%	4.51%	81.66%	10.03%	3.08%	0.00%	0.64%	0.07%	0.21%

\*Does not include pay-banded employees

**Targeted Disabilities**

EPA employed 185 individuals with Targeted Disabilities in FY 2007, which was 1.02% of its total work force. This represents a decrease of 5 employees from FY 2006 and an increase of 2 employees since FY 2003. The participation rate for FY 2006 was 1.04% and for FY 2003 was 1.04%. Over the 5-year period EPA had a net decrease of 0.02% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

EPA timely processed 61.8% of the 89 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). Of the 64 complaints filed at EPA, 17 contained allegations of race (Black) discrimination, 8 contained allegations of race (White) discrimination, 7 contained allegations of race (Asian) discrimination, 1 contained allegations of race (American Indian/Alaska Native) discrimination, 8 contained allegations of color discrimination and 23 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 46 completed investigations, 26.1% were timely. EPA's average time for completing an investigation was 242 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

EPA's average processing time for all complaint closures decreased from 505 days in FY 2006 to 450 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

EPA reported paying no monetary benefits for 8 pre-complaint settlements. EPA expended a total of \$491,307 for 46 complaint investigations, for an average expenditure of \$10,680.

EPA agreed to pay a total of \$82,060 for 11 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$7,460.

**Environmental Protection Agency (EPA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	80		13		93	
<b>Settlements</b>	6	7.5%	2	15.4%	8	8.6%
<b>Withdrawals or No Complaints Filed</b>	15	18.8%	3	23.1%	18	19.4%
<b>Complaints Filed*</b>					66	71%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					1	1.1%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	93	76
<b>Total Number Offered ADR</b>	88	3
<b>ADR Offer Rate*</b>	94.6%	4%
<b>ADR Participation Rate*</b>	14%	1.3%
<b>Total ADR Settlements</b>	2	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	89	55	61.8%			
<b>All Investigations</b>	46	12	26.1%	206	242	17.5%
<b>All Complaint Closures</b>	76			505	450	-10.9%
<b>Merit Decisions (no AJ)</b>	23	0	0%	677	504	-25.6%
<b>Dismissal Decisions (no AJ)</b>	11			137	169	23.4%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	64							
<b>Total Closures</b>	76							
<b>Settlements</b>	11	14.5%						
<b>Withdrawals</b>	9	11.8%						
<b>Total Final Agency Actions</b>	56	73.7%	34	60.7%	21	37.5%	1	1.8%
<b>Dismissals</b>	19	33.9%	11	57.9%	8	100%	0	0%
<b>Merit Decisions</b>	37	66.1%	23	62.2%	13	35.1%	1	2.7%
<b>Finding Discrimination</b>	1	2.7%	0	0%	0	0%	1	100%
<b>Finding No Discrimination</b>	36	97.3%	23	63.9%	13	36.1%	0	0%



**Equal Employment Opportunity Commission (EEOC)**

Permanent Workforce: 2,142

Temporary Workforce: 50

Total Workforce: 2,192

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,142	32.96%	67.04%	13.31%	38.56%	42.95%	3.59%	0.14%	0.70%	0.75%	2.57%
<b>Major Occupations:</b>											
<b>GENERAL INVESTIGATING</b>	823	37.30%	62.70%	19.44%	33.78%	42.77%	2.55%	0.00%	0.73%	0.73%	2.31%
<b>GENERAL ATTORNEY</b>	487	37.99%	62.01%	9.65%	61.19%	22.79%	5.54%	0.21%	0.21%	0.41%	2.05%
<b>GS-14 and GS-15*</b>	574	41.99%	58.01%	10.28%	58.01%	25.61%	5.57%	0.00%	0.00%	0.52%	2.44%
<b>Senior Pay Level*</b>	30	53.33%	46.67%	16.67%	40.00%	43.33%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	29	55.17%	44.83%	17.24%	37.93%	44.83%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	40	35.00%	65.00%	15.00%	30.00%	50.00%	5.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	198	38.38%	61.62%	11.11%	46.46%	35.86%	6.57%	0.00%	0.00%	0.00%	2.02%
<b>Senior-Level Officials/Managers</b>	118	54.24%	45.76%	12.71%	50.85%	33.05%	2.54%	0.00%	0.00%	0.85%	3.39%

\*Does not include pay-banded employees

**Targeted Disabilities**

EEOC employed 58 Individuals with Targeted Disabilities in FY 2007, which was 2.65% of its total work force. This represents an increase of 6 employees over FY 2006 and an increase of 2 employees since FY 2003. The participation rate for FY 2006 was 2.37% and for FY 2003 was 2.19%. Over the 5-year period EEOC had a net increase of 0.46% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

EEOC timely processed 90.7% of the 54 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Disability (Physical); and (3) Sex (Male). Of the 28 complaints filed at EEOC, 1 contained allegations of race (Black) discrimination, 1 contained allegations of race (White) discrimination, 1 contained allegations of race (Asian) discrimination, and 14 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 14 completed investigations, 85.7% were timely. EEOC's average time for completing an investigation was 191 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

EEOC's average processing time for all complaint closures decreased from 408 days in FY 2006 to 345 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

EEOC reported paying no monetary benefits for 4 pre-complaint settlements. EEOC expended a total of \$52,000 for 14 complaint investigations, for an average expenditure of \$3,714.

EEOC agreed to pay a total of \$2,000 for 7 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$285.

**Equal Employment Opportunity Commission (EEOC)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	39		15		54	
<b>Settlements</b>	0	0%	4	26.7%	4	7.4%
<b>Withdrawals or No Complaints Filed</b>	16	41%	0	0%	16	29.6%
<b>Complaints Filed*</b>					28	51.9%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					6	11.1%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	54	17
<b>Total Number Offered ADR</b>	54	17
<b>ADR Offer Rate*</b>	100%	100%
<b>ADR Participation Rate*</b>	27.8%	47.1%
<b>Total ADR Settlements</b>	4	6
<b>Total ADR Settlements Amount</b>	\$0.00	\$2,000.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	54	49	90.7%			
<b>All Investigations</b>	14	12	85.7%	210	191	-9%
<b>All Complaint Closures</b>	17			408	345	-15.4%
<b>Merit Decisions (no AJ)</b>	5	1	20%	611	510	-16.5%
<b>Dismissal Decisions (no AJ)</b>	1			76	114	50%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	28							
<b>Total Closures</b>	17							
<b>Settlements</b>	7	41.2%						
<b>Withdrawals</b>	1	5.9%						
<b>Total Final Agency Actions</b>	9	52.9%	6	66.7%	3	33.3%	0	0%
<b>Dismissals</b>	1	11.1%	1	100%	0	0%	0	0%
<b>Merit Decisions</b>	8	88.9%	5	62.5%	3	37.5%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	8	100%	5	62.5%	3	37.5%	0	0%

**Federal Communications Commission (FCC)**

Permanent Workforce: 1,758

Temporary Workforce: 46

Total Workforce: 1,804

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,758	46.30%	53.70%	3.41%	57.68%	32.82%	5.80%	0.00%	0.28%	0.00%	1.08%
<b>Major Occupations:</b>											
<b>GENERAL ATTORNEY</b>	507	50.69%	49.31%	2.37%	79.29%	12.82%	5.52%	0.00%	0.00%	0.00%	1.78%
<b>ELECTRONICS ENGINEERING</b>	273	87.91%	12.09%	4.03%	67.40%	10.62%	17.22%	0.00%	0.73%	0.00%	0.37%
<b>GS-14 and GS-15*</b>	969	59.65%	40.35%	2.48%	73.89%	16.10%	7.33%	0.00%	0.21%	0.00%	1.34%
<b>Senior Pay Level*</b>	48	64.58%	35.42%	2.08%	89.58%	6.25%	2.08%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	34	61.76%	38.24%	0.00%	88.24%	8.82%	2.94%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	1	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	31	32.26%	67.74%	0.00%	45.16%	54.84%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	262	58.02%	41.98%	1.91%	82.44%	11.45%	4.20%	0.00%	0.00%	0.00%	0.76%

\*Does not include pay-banded employees

**Targeted Disabilities**

FCC employed 19 Individuals with Targeted Disabilities in FY 2007, which was 1.05% of its total work force. This represents a decrease of one employee from FY 2006 and a decrease of 4 employees since FY 2003. The participation rate for FY 2006 was 1.08% and for FY 2003 was 1.14%. Over the 5-year period FCC had a net decrease of 0.09% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

FCC timely processed 100% of the 7 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Race (White); and (3) Age. Of the 3 complaints filed at FCC, 1 contained allegations of race (Black) discrimination, 1 contained allegations of race (White) discrimination, and none contained allegations of disability discrimination.

**III. Complaint Processing Times**

FCC reported completing no investigations in FY 2007.

FCC's average processing time for all complaint closures increased from 340 days in FY 2006 to 605 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

FCC reported no counseling settlements in FY 2007. FCC reported completing no investigations in FY 2007.

FCC reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2007.

**Federal Communications Commission (FCC)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	7		0		7	
<b>Settlements</b>	0	0%	0	0%	0	0%
<b>Withdrawals or No Complaints Filed</b>	4	57.1%	0	0%	4	57.1%
<b>Complaints Filed*</b>					3	42.9%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	7	3
<b>Total Number Offered ADR</b>	3	0
<b>ADR Offer Rate*</b>	42.9%	0%
<b>ADR Participation Rate*</b>	0%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	7	7	100%			
<b>All Investigations</b>	0	0	NA%	64	0	-100%
<b>All Complaint Closures</b>	3			340	605	77.9%
<b>Merit Decisions (no AJ)</b>	0	0	0%	0	0	NA%
<b>Dismissal Decisions (no AJ)</b>	1			35	145	314.3%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	3							
<b>Total Closures</b>	3							
<b>Settlements</b>	0	0%						
<b>Withdrawals</b>	0	0%						
<b>Total Final Agency Actions</b>	3	100%	1	33.3%	2	66.7%	0	0%
<b>Dismissals</b>	1	33.3%	1	100%	0	0%	0	0%
<b>Merit Decisions</b>	2	66.7%	0	0%	2	100%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	2	100%	0	0%	2	100%	0	0%

**Federal Deposit Insurance Corporation (FDIC)**

Permanent Workforce: 4,372

Temporary Workforce: 266

Total Workforce: 4,638

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	4,372	55.51%	44.49%	4.16%	73.44%	18.07%	3.68%	0.02%	0.53%	0.09%	0.71%
<b>Major Occupations:</b>											
<b>FINANCIAL INSTITUTION EXAMINING</b>	2,274	66.27%	33.73%	4.18%	82.54%	9.85%	2.95%	0.00%	0.35%	0.13%	0.53%
<b>GENERAL ATTORNEY</b>	235	63.83%	36.17%	3.83%	87.66%	5.11%	1.70%	0.85%	0.85%	0.00%	0.00%
<b>FINANCIAL ANALYSIS</b>	115	63.48%	36.52%	3.48%	73.04%	15.65%	7.83%	0.00%	0.00%	0.00%	0.87%
<b>GS-14 and GS-15*</b>	1,031	65.28%	34.72%	3.30%	82.44%	9.70%	4.07%	0.00%	0.48%	0.00%	0.39%
<b>Senior Pay Level*</b>	91	74.73%	25.27%	1.10%	82.42%	13.19%	1.10%	0.00%	1.10%	1.10%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	8	12.50%	87.50%	12.50%	37.50%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	32	68.75%	31.25%	9.38%	65.63%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	89	75.28%	24.72%	1.12%	82.02%	13.48%	1.12%	0.00%	1.12%	1.12%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

FDIC employed 32 individuals with Targeted Disabilities in FY 2007, which was 0.69% of its total work force. This is the same as the number of employees in FY 2006 and a decrease of 9 employees since FY 2003. The participation rate for FY 2006 was 0.70% and for FY 2003 was 0.77%. Over the 5-year period FDIC had a net decrease of 0.08% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

FDIC timely processed 97.8% of the 45 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (White). Of the 34 complaints filed at FDIC, 5 contained allegations of race (Black) discrimination, 12 contained allegations of race (White) discrimination, 2 contained allegations of color discrimination and 15 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 29 completed investigations, 48.3% were timely. FDIC's average time for completing an investigation was 199 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

FDIC's average processing time for all complaint closures decreased from 600 days in FY 2006 to 336 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

FDIC agreed to pay \$ 41,355 for 6 pre-complaint settlements, of which 2 were monetary settlements averaging \$ 20,677. FDIC expended a total of \$125,350 for 29 complaint investigations, for an average expenditure of \$4,322.

FDIC agreed to pay a total of \$262,660 for 9 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$29,184.

**Federal Deposit Insurance Corporation (FDIC)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	33		12		45	
<b>Settlements</b>	0	0%	6	50%	6	13.3%
<b>Withdrawals or No Complaints Filed</b>	5	15.2%	2	16.7%	7	15.6%
<b>Complaints Filed*</b>					32	71.1%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	45	43
<b>Total Number Offered ADR</b>	40	17
<b>ADR Offer Rate*</b>	88.9%	39.5%
<b>ADR Participation Rate*</b>	26.7%	11.6%
<b>Total ADR Settlements</b>	6	3
<b>Total ADR Settlements Amount</b>	\$41,355.00	\$150.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	45	44	97.8%			
<b>All Investigations</b>	29	14	48.3%	236	199	-15.7%
<b>All Complaint Closures</b>	43			600	336	-44%
<b>Merit Decisions (no AJ)</b>	12	2	16.7%	361	434	20.2%
<b>Dismissal Decisions (no AJ)</b>	12			0	212	NA%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	34							
<b>Total Closures</b>	43							
<b>Settlements</b>	9	20.9%						
<b>Withdrawals</b>	5	11.6%						
<b>Total Final Agency Actions</b>	29	67.4%	24	82.8%	5	17.2%	0	0%
<b>Dismissals</b>	12	41.4%	12	100%	0	0%	0	0%
<b>Merit Decisions</b>	17	58.6%	12	70.6%	5	29.4%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	17	100%	12	70.6%	5	29.4%	0	0%

**Federal Energy Regulatory Commission (FERC)**

Permanent Workforce: 1,270

Temporary Workforce: 26

Total Workforce: 1,296

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,270	53.39%	100.00%	2.28%	66.61%	23.31%	6.14%	0.00%	0.79%	0.87%	1.02%
<b>Major Occupations:</b>											
<b>ATTORNEY</b>	233	47.64%	52.36%	0.86%	83.69%	9.44%	5.15%	0.00%	0.43%	0.43%	1.72%
<b>ENERGY INDUSTRY ANALYST</b>	225	70.22%	41.78%	0.44%	86.22%	20.89%	3.11%	0.00%	0.44%	0.89%	1.78%
<b>CIVIL ENGINEER</b>	128	84.38%	15.63%	3.91%	71.88%	5.47%	17.97%	0.00%	0.78%	0.00%	0.00%
<b>GS-14 and GS-15*</b>	516	64.34%	35.66%	1.36%	82.95%	9.88%	5.23%	0.00%	0.19%	0.39%	0.97%
<b>Senior Pay Level*</b>	73	75.34%	24.66%	4.11%	83.56%	5.48%	4.11%	0.00%	2.74%	0.00%	1.37%
<b>SES</b>	42	73.81%	26.19%	2.38%	90.48%	7.14%	0.00%	0.00%	0.00%	0.00%	2.38%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

FERC employed 13 Individuals with Targeted Disabilities in FY 2007, which was 1.00% of its total work force. This represents an increase of 2 employees over FY 2006 and an increase of 2 employees since FY 2003. The participation rate for FY 2006 was 0.82% and for FY 2003 was 0.96%. Over the 5-year period FERC had a net increase of 0.04% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

FERC timely processed 100% of the 16 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Race (Asian Pacific Islander); and (3) Race (White). The single complaint filed at FERC contained allegations of race (Black) discrimination

**III. Complaint Processing Times**

FERC reported completing no investigations in FY 2007.

FERC's average processing time for all complaint closures remained constant between FY 2006 and FY 2007 at 0 days. The government-wide average was 355 days.

**IV. Costs**

FERC reported no counseling settlements in FY 2007. FERC reported completing no investigations in FY 2007.

FERC reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2007.



**Federal Energy Regulatory Commission (FERC)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	16		0		16	
<b>Settlements</b>	0	0%	0	0%	0	0%
<b>Withdrawals or No Complaints Filed</b>	16	100%	0	0%	16	100%
<b>Complaints Filed*</b>					0	0%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	16	1
<b>Total Number Offered ADR</b>	0	0
<b>ADR Offer Rate*</b>	0%	0%
<b>ADR Participation Rate*</b>	0%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	16	16	100%			
<b>All Investigations</b>	0	0	NA%	200	0	-100%
<b>All Complaint Closures</b>	1			0	0	NA%
<b>Merit Decisions (no AJ)</b>	0	0	0%	0	0	NA%
<b>Dismissal Decisions (no AJ)</b>	0			0	0	NA%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	1							
<b>Total Closures</b>	1							
<b>Settlements</b>	0	0%						
<b>Withdrawals</b>	1	100%						
<b>Total Final Agency Actions</b>	0	0%	0	NA%	0	NA%	0	NA%
<b>Dismissals</b>	0	NA%	0	NA%	0	0%	0	0%
<b>Merit Decisions</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%

**Federal Trade Commission (FTC)**

Permanent Workforce: 985

Temporary Workforce: 110

Total Workforce: 1,095

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	985	48.83%	51.17%	3.55%	70.86%	20.20%	4.97%	0.20%	0.20%	0.00%	0.61%
<b>Major Occupations:</b>											
<b>GENERAL ATTORNEY</b>	552	53.08%	46.92%	3.80%	84.60%	6.52%	5.07%	0.00%	0.00%	0.00%	0.54%
<b>GS-14 and GS-15*</b>	563	56.84%	43.16%	3.37%	84.37%	6.75%	5.51%	0.00%	0.00%	0.00%	0.71%
<b>Senior Pay Level*</b>	36	72.22%	27.78%	0.00%	97.22%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	29	68.97%	31.03%	0.00%	96.55%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	3	0.00%	100.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	46	36.96%	63.04%	4.35%	69.57%	23.91%	2.17%	0.00%	0.00%	0.00%	2.17%
<b>Senior-Level Officials/Managers</b>	230	65.22%	34.78%	1.30%	92.17%	4.78%	1.74%	0.00%	0.00%	0.00%	0.43%

\*Does not include pay-banded employees

**Targeted Disabilities**

FTC employed 6 Individuals with Targeted Disabilities in FY 2007, which was 0.55% of its total workforce. This represents a decrease of one employee from FY 2006 and an increase of 2 employees since FY 2003. The participation rate for FY 2006 was 0.66% and for FY 2003 was 0.41%. Over the 5-year period FTC had a net increase of 0.14% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

FTC timely processed 100% of the 30 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Retaliation; (2) Sex (Female); and (3) Race (Asian Pacific Islander). The single complaint filed at FTC contained no allegations of race or color.

**III. Complaint Processing Times**

FTC reported completing no investigations in FY 2007.

FTC's average processing time for all complaint closures decreased from 444 days in FY 2006 to 434 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

FTC reported no counseling settlements in FY 2007. FTC reported completing no investigations in FY 2007.

FTC agreed to pay a total of \$1,500 for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

**Federal Trade Commission (FTC)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	30		0		30	
<b>Settlements</b>	0	0%	0	0%	0	0%
<b>Withdrawals or No Complaints Filed</b>	29	96.7%	0	0%	29	96.7%
<b>Complaints Filed*</b>					1	3.3%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	30	1
<b>Total Number Offered ADR</b>	30	1
<b>ADR Offer Rate*</b>	100%	100%
<b>ADR Participation Rate*</b>	0%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	30	30	100%			
<b>All Investigations</b>	0	0	NA%	193	0	-100%
<b>All Complaint Closures</b>	1			444	434	-2.3%
<b>Merit Decisions (no AJ)</b>	0	0	0%	269	0	-100%
<b>Dismissal Decisions (no AJ)</b>	0			113	0	-100%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	1							
<b>Total Closures</b>	1							
<b>Settlements</b>	1	100%						
<b>Withdrawals</b>	0	0%						
<b>Total Final Agency Actions</b>	0	0%	0	NA%	0	NA%	0	NA%
<b>Dismissals</b>	0	NA%	0	NA%	0	0%	0	0%
<b>Merit Decisions</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%

**General Services Administration (GSA)**

Permanent Workforce: 11,857

Temporary Workforce: 139

Total Workforce: 11,996

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	11,857	50.72%	49.28%	5.34%	61.63%	26.60%	5.08%	0.13%	0.71%	0.52%	0.83%
<b>Major Occupations:</b>											
<b>CONTRACTING</b>	1,380	33.12%	66.88%	5.65%	53.12%	35.65%	4.49%	0.07%	0.58%	0.43%	0.94%
<b>GENERAL BUSINESS AND INDUSTRY</b>	1,171	53.37%	46.63%	4.87%	71.22%	18.96%	3.16%	0.09%	1.02%	0.68%	0.51%
<b>BUILDING MANAGEMENT</b>	1,002	69.66%	30.34%	7.39%	61.48%	27.64%	2.50%	0.20%	0.60%	0.20%	0.30%
<b>GS-14 and GS-15*</b>	2,211	58.71%	41.29%	3.30%	73.22%	18.18%	4.43%	0.00%	0.41%	0.45%	0.23%
<b>Senior Pay Level*</b>	115	70.43%	29.57%	2.61%	85.22%	11.30%	0.87%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	80	71.25%	28.75%	3.75%	85.00%	10.00%	1.25%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	76	64.47%	35.53%	6.58%	63.16%	18.42%	10.53%	1.32%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	1,506	57.77%	42.23%	4.38%	68.46%	22.44%	3.72%	0.07%	0.60%	0.33%	0.20%
<b>Senior-Level Officials/Managers</b>	676	63.02%	36.98%	2.81%	80.92%	12.57%	2.81%	0.00%	0.44%	0.44%	0.15%

\*Does not include pay-banded employees

**Targeted Disabilities**

GSA employed 98 Individuals with Targeted Disabilities in FY 2007, which was 0.82% of its total work force. This represents a decrease of one employee from FY 2006 and a decrease of 29 employees since FY 2003. The participation rate for FY 2006 was 0.81% and for FY 2003 was 1.02%. Over the 5-year period GSA had a net decrease of 0.20% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

GSA timely processed 98.4% of the 125 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). Of the 77 complaints filed at GSA, 16 contained allegations of race (Black) discrimination, 2 contained allegations of race (White) discrimination, 1 contained allegations of race (Asian) discrimination, 5 contained allegations of color discrimination and 19 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 53 completed investigations, 94.3% were timely. GSA's average time for completing an investigation was 170 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

GSA's average processing time for all complaint closures decreased from 373 days in FY 2006 to 331 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

GSA agreed to pay \$ 22,351 for 17 pre-complaint settlements, of which 4 were monetary settlements averaging \$5,587. GSA expended a total of \$131,478 for 53 complaint investigations, for an average expenditure of \$2,480.

GSA agreed to pay a total of \$ 263,935 for 32 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,247.

**General Services Administration (GSA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	84		41		125	
<b>Settlements</b>	3	3.6%	14	34.2%	17	13.6%
<b>Withdrawals or No Complaints Filed</b>	31	36.9%	2	4.9%	33	26.4%
<b>Complaints Filed*</b>					71	56.8%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					4	3.2%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	125	96
<b>Total Number Offered ADR</b>	113	40
<b>ADR Offer Rate*</b>	90.4%	41.7%
<b>ADR Participation Rate*</b>	32.8%	7.3%
<b>Total ADR Settlements</b>	14	2
<b>Total ADR Settlements Amount</b>	\$22,351.20	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	125	123	98.4%			
<b>All Investigations</b>	53	50	94.3%	158	170	7.6%
<b>All Complaint Closures</b>	96			373	331	-11.3%
<b>Merit Decisions (no AJ)</b>	21	19	90.5%	358	264	-26.3%
<b>Dismissal Decisions (no AJ)</b>	16			29	33	13.8%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	77							
<b>Total Closures</b>	96							
<b>Settlements</b>	32	33.3%						
<b>Withdrawals</b>	6	6.3%						
<b>Total Final Agency Actions</b>	58	60.4%	37	63.8%	21	36.2%	0	0%
<b>Dismissals</b>	16	27.6%	16	100%	0	0%	0	0%
<b>Merit Decisions</b>	42	72.4%	21	50%	21	50%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	42	100%	21	50%	21	50%	0	0%

**Government Printing Office (GPO)**

Permanent Workforce: 2,259

Temporary Workforce: 22

Total Workforce: 2,281

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	2,259	57.64%	42.36%	1.64%	39.88%	55.87%	2.17%	0.00%	0.44%	0.00%	1.64%
Major Occupations:											
MISC. PRINTING AND REPRODUCT	271	56.83%	43.17%	0.74%	15.13%	83.39%	0.74%	0.00%	0.00%	0.00%	0.74%
PRINTING SERVICES	251	51.39%	48.61%	1.99%	61.75%	33.86%	1.20%	0.00%	1.20%	0.00%	0.40%
BINDERY WORKING	219	65.30%	34.70%	1.37%	33.33%	63.01%	2.28%	0.00%	0.00%	0.00%	1.37%
GS-14 and GS-15*	168	66.07%	33.93%	2.98%	70.83%	20.24%	5.36%	0.00%	0.60%	0.00%	1.79%
Senior Pay Level*	30	86.67%	13.33%	3.33%	80.00%	13.33%	3.33%	0.00%	0.00%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	24	41.67%	58.33%	8.33%	20.83%	70.83%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	128	59.38%	40.63%	3.13%	64.06%	29.69%	2.34%	0.00%	0.78%	0.00%	1.56%
Senior-Level Officials/Managers	92	75.00%	25.00%	2.17%	72.83%	17.39%	6.52%	0.00%	1.09%	0.00%	1.09%

\*Does not include pay-banded employees

**Targeted Disabilities**

GPO employed 38 Individuals with Targeted Disabilities in FY 2007, which was 1.67% of its total work force. This represents a decrease of one employee from FY 2006 and a decrease of 5 employees since FY 2003. The participation rate for FY 2006 was 1.74% and for FY 2003 was 1.51%. Over the 5-year period GPO had a net increase of 0.16% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

GPO timely processed 100% of the 72 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Sex (Female); and (3) Race (Black). Of the 27 complaints filed at GPO, 12 contained allegations of race (Black) discrimination, 3 contained allegations of race (White) discrimination, 7 contained allegations of color discrimination and 5 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 23 completed investigations, 100% were timely. GPO's average time for completing an investigation was 152 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

GPO's average processing time for all complaint closures decreased from 496 days in FY 2006 to 301 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

GPO reported paying no monetary benefits for 4 pre-complaint settlements. GPO expended a total of \$52,659 for 23 complaint investigations, for an average expenditure of \$2,289.

GPO agreed to pay a total of \$70,718 for 8 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,839.

**Government Printing Office (GPO)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	66		6		72	
<b>Settlements</b>	0	0%	4	66.7%	4	5.6%
<b>Withdrawals or No Complaints Filed</b>	38	57.6%	2	33.3%	40	55.6%
<b>Complaints Filed*</b>					27	37.5%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					1	1.4%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	72	35
<b>Total Number Offered ADR</b>	10	0
<b>ADR Offer Rate*</b>	13.9%	0%
<b>ADR Participation Rate*</b>	8.3%	0%
<b>Total ADR Settlements</b>	4	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	72	72	100%			
<b>All Investigations</b>	23	23	100%	208	152	-26.9%
<b>All Complaint Closures</b>	35			496	301	-39.3%
<b>Merit Decisions (no AJ)</b>	9	8	88.9%	573	331	-42.2%
<b>Dismissal Decisions (no AJ)</b>	6			166	65	-60.8%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	27							
<b>Total Closures</b>	35							
<b>Settlements</b>	8	22.9%						
<b>Withdrawals</b>	2	5.7%						
<b>Total Final Agency Actions</b>	25	71.4%	15	60%	10	40%	0	0%
<b>Dismissals</b>	9	36%	6	66.7%	3	100%	0	0%
<b>Merit Decisions</b>	16	64%	9	56.3%	7	43.8%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	16	100%	9	56.3%	7	43.8%	0	0%



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

Permanent Workforce: 53,818

Temporary Workforce: 19,814

Total Workforce: 73,632

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	53,818	36.03%	63.97%	3.58%	52.35%	19.17%	7.01%	0.03%	17.81%	0.06%	0.96%
<b>Major Occupations:</b>											
<b>MEDICAL OFFICER</b>	5,745	67.21%	32.79%	3.74%	78.47%	4.89%	11.38%	0.02%	1.44%	0.05%	0.47%
<b>NURSE</b>	5,070	15.27%	84.73%	3.10%	68.80%	4.62%	2.66%	0.06%	20.75%	0.02%	0.41%
<b>GENERAL HEALTH SCIENCE</b>	4,156	42.40%	57.60%	3.59%	73.80%	8.23%	11.93%	0.02%	2.41%	0.02%	0.34%
<b>GS-14 and GS-15*</b>	11,697	48.63%	51.37%	3.03%	75.10%	11.39%	7.96%	0.03%	2.46%	0.03%	0.62%
<b>Senior Pay Level*</b>	1,075	66.79%	33.21%	1.67%	81.40%	6.33%	8.93%	0.00%	1.67%	0.00%	0.56%
<b>SES</b>	355	56.06%	43.94%	1.69%	79.44%	11.83%	1.97%	0.00%	5.07%	0.00%	0.56%
<b>First-Level Officials/Managers</b>	1,028	28.31%	71.69%	1.46%	28.11%	9.24%	0.58%	0.00%	60.60%	0.00%	0.19%
<b>Mid-Level Officials/Managers</b>	2,158	47.31%	52.69%	3.38%	67.33%	16.50%	4.26%	0.00%	8.53%	0.00%	0.60%
<b>Senior-Level Officials/Managers</b>	2,894	54.73%	45.27%	2.49%	80.93%	8.98%	4.70%	0.03%	2.83%	0.03%	0.38%

\*Does not include pay-banded employees

**Targeted Disabilities**

HHS employed 596 individuals with Targeted Disabilities in FY 2007, which was 0.81% of its total work force. This represents an increase of 20 employees over FY 2006 and an increase of one employee since FY 2003. The participation rate for FY 2006 was 0.91% and for FY 2003 was 1.12%. Over the 5-year period HHS had a net decrease of 0.31% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

HHS timely processed 60.8% of the 559 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). Of the 291 complaints filed at HHS, 88 contained allegations of race (Black) discrimination, 17 contained allegations of race (White) discrimination, 3 contained allegations of race (Asian) discrimination, 24 contained allegations of race (American Indian/Alaska Native) discrimination, 21 contained allegations of color discrimination and 64 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 157 completed investigations, 78.3% were timely. HHS' average time for completing an investigation was 173 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

HHS' average processing time for all complaint closures decreased from 436 days in FY 2006 to 397 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

HHS agreed to pay \$16,061,300 for 44 pre-complaint settlements, of which 13 were monetary settlements averaging \$1,235,400. HHS expended a total of \$496,992 for 157 complaint investigations, for an average expenditure of \$3,165.

HHS agreed to pay a total of \$1,753,483 for 82 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$21,383.

Department of Health and Human Services (HHS)

Outcome of Counselings Completed in FY 2007

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	410		149		559	
Settlements	17	4.1%	27	18.1%	44	7.9%
Withdrawals or No Complaints Filed	205	50%	4	2.7%	209	37.4%
Complaints Filed*					279	49.9%
Decision to File Complaint Pending at End of Fiscal Year					27	4.8%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

Agency Use of ADR for EEO Dispute Resolution in FY 2007

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	559	274
Total Number Offered ADR	522	55
ADR Offer Rate*	93.4%	20.1%
ADR Participation Rate*	26.7%	8%
Total ADR Settlements	27	4
Total ADR Settlements Amount	\$100,034.30	\$31,000.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2007

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
All Pre-Complaint Counselings (minus remands)	559	340	60.8%			
All Investigations	157	123	78.3%	193	173	-10.4%
All Complaint Closures	274			436	397	-8.9%
Merit Decisions (no AJ)	58	17	29.3%	726	642	-11.6%
Dismissal Decisions (no AJ)	52			82	66	-19.5%

\*APD = Average Processing Days

Outcomes of Complaints in FY 2007

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	291							
Total Closures	274							
Settlements	80	29.2%						
Withdrawals	23	8.4%						
Total Final Agency Actions	171	62.4%	110	64.3%	60	35.1%	1	0.6%
Dismissals	68	39.8%	52	76.5%	16	100%	0	0%
Merit Decisions	103	60.2%	58	56.3%	44	42.7%	1	1%
Finding Discrimination	3	2.9%	1	33.3%	1	33.3%	1	33.3%
Finding No Discrimination	100	97.1%	57	57%	43	43%	0	0%

**Department of Homeland Security (DHS)**

Permanent Workforce: 146,823

Temporary Workforce: 17,790

Total Workforce: 164,613

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	146,823	67.84%	32.16%	19.41%	60.18%	14.84%	4.44%	0.24%	0.84%	0.04%	0.39%
<b>Major Occupations:</b>											
<b>TRANSPORTATION SECURITY OFFICERS</b>	50,756	59.16%	40.84%	14.53%	55.37%	23.32%	5.04%	0.52%	1.21%	0.01%	0.54%
<b>CUSTOMS AND BORDER PROTECTION OFFICERS</b>	18,324	80.54%	19.46%	27.60%	59.30%	6.45%	5.96%	0.12%	0.57%	0.00%	0.07%
<b>ADJUDICATIONS OFFICER</b>	18,285	76.41%	23.59%	18.01%	65.63%	10.11%	5.18%	0.13%	0.92%	0.02%	0.22%
<b>GS-14 and GS-15*</b>	10,070	67.48%	32.52%	8.78%	75.86%	11.39%	3.38%	0.01%	0.55%	0.04%	0.21%
<b>Senior Pay Level*</b>	426	76.29%	23.71%	5.87%	88.03%	4.69%	1.17%	0.00%	0.23%	0.00%	0.23%
<b>SES</b>	325	73.85%	26.15%	6.15%	86.77%	6.15%	0.62%	0.00%	0.31%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	5,053	78.05%	21.95%	30.64%	56.03%	9.04%	3.42%	0.14%	0.73%	0.00%	0.20%
<b>Mid-Level Officials/Managers</b>	5,892	72.84%	27.16%	16.56%	71.13%	8.67%	3.04%	0.02%	0.54%	0.03%	0.14%
<b>Senior-Level Officials/Managers</b>	2,430	71.93%	28.07%	7.49%	81.60%	8.56%	1.73%	0.00%	0.53%	0.08%	0.08%

\*Does not include pay-banded employees

**Targeted Disabilities**

DHS employed 674 Individuals with Targeted Disabilities in FY 2007, which was 0.41% of its total work force. This represents a decrease of 35 employees from FY 2006 and an increase of 130 employees since FY 2003. The participation rate for FY 2006 was 0.42% and for FY 2003 was 0.50%. Over the 5-year period DHS had a net decrease of 0.09% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DHS timely processed 76.3% of the 2,240 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). Of the 1,086 complaints filed at DHS, 185 contained allegations of race (Black) discrimination, 68 contained allegations of race (White) discrimination, 31 contained allegations of race (Asian) discrimination, 4 contained allegations of race (American Indian/Alaska Native) discrimination, 80 contained allegations of color discrimination and 260 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 742 completed investigations, 50.5% were timely. DHS' average time for completing an investigation was 248 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DHS' average processing time for all complaint closures decreased from 558 days in FY 2006 to 550 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DHS agreed to pay \$27,302 for 176 pre-complaint settlements, of which 10 were monetary settlements averaging \$2,730. DHS expended a total of \$2,714,281 for 742 complaint investigations, for an average expenditure of \$3,658.

DHS agreed to pay a total of \$2,216,519 for 196 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$11,308.

Department of Homeland Security (DHS)

Outcome of Counselings Completed in FY 2007

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	1,404		836		2,240	
<b>Settlements</b>	44	3.1%	132	15.8%	176	7.9%
<b>Withdrawals or No Complaints Filed</b>	606	43.2%	317	37.9%	923	41.2%
<b>Complaints Filed*</b>					1,018	45.5%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					123	5.5%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

Agency Use of ADR for EEO Dispute Resolution in FY 2007

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	2,240	997
<b>Total Number Offered ADR</b>	1,546	275
<b>ADR Offer Rate*</b>	69%	27.6%
<b>ADR Participation Rate*</b>	37.3%	6.7%
<b>Total ADR Settlements</b>	132	28
<b>Total ADR Settlements Amount</b>	\$22,302.29	\$104,586.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2007

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	2,240	1,709	76.3%			
<b>All Investigations</b>	742	375	50.5%	279	248	-11.1%
<b>All Complaint Closures</b>	997			558	550	-1.4%
<b>Merit Decisions (no AJ)</b>	249	4	1.6%	728	727	-0.1%
<b>Dismissal Decisions (no AJ)</b>	187			256	257	0.4%

\*APD = Average Processing Days

Outcomes of Complaints in FY 2007

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	1,086							
<b>Total Closures</b>	997							
<b>Settlements</b>	187	18.8%						
<b>Withdrawals</b>	96	9.6%						
<b>Total Final Agency Actions</b>	714	71.6%	436	61.1%	275	38.5%	3	0.4%
<b>Dismissals</b>	196	27.5%	187	95.4%	9	100%	0	0%
<b>Merit Decisions</b>	518	72.5%	249	48.1%	266	51.4%	3	0.6%
<b>Finding Discrimination</b>	12	2.3%	2	16.7%	7	58.3%	3	25%
<b>Finding No Discrimination</b>	506	97.7%	247	48.8%	259	51.2%	0	0%

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

Permanent Workforce: 9,290

Temporary Workforce: 299

Total Workforce: 9,589

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	9,290	39.14%	60.86%	7.16%	48.98%	37.84%	4.70%	0.06%	1.13%	0.13%	1.29%
<b>Major Occupations:</b>											
<b>GENERAL BUSINESS AND INDUSTRY</b>	2,944	36.62%	63.38%	7.71%	53.60%	33.12%	3.57%	0.03%	1.80%	0.17%	1.02%
<b>MANAGEMENT AND PROGRAM ANALYSIS</b>	553	32.91%	67.09%	3.62%	42.13%	50.09%	3.25%	0.00%	0.90%	0.00%	1.45%
<b>EQUAL OPPORTUNITY COMPLIANCE</b>	404	34.41%	65.59%	12.62%	26.98%	58.17%	1.73%	0.00%	0.50%	0.00%	1.49%
<b>GS-14 and GS-15*</b>	2,325	51.53%	48.47%	5.72%	56.86%	31.96%	4.47%	0.00%	0.86%	0.13%	0.73%
<b>Senior Pay Level*</b>	252	62.30%	37.70%	5.16%	69.05%	20.63%	4.76%	0.00%	0.40%	0.00%	1.59%
<b>SES</b>	88	62.50%	37.50%	5.68%	55.68%	34.09%	3.41%	0.00%	1.14%	0.00%	2.27%
<b>First-Level Officials/Managers</b>	3	33.33%	66.67%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	720	48.89%	51.11%	8.33%	58.89%	28.19%	3.89%	0.00%	0.69%	0.00%	0.42%
<b>Senior-Level Officials/Managers</b>	782	57.54%	42.46%	5.63%	59.72%	29.92%	3.20%	0.00%	1.28%	0.26%	1.15%

\*Does not include pay-banded employees

**Targeted Disabilities**

HUD employed 126 individuals with Targeted Disabilities in FY 2007, which was 1.31% of its total work force. This represents a decrease of 4 employees from FY 2006 and a decrease of 14 employees since FY 2003. The participation rate for FY 2006 was 1.32% and for FY 2003 was 1.38%. Over the 5-year period HUD had a net decrease of 0.07% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

HUD timely processed 97.9% of the 140 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Sex (Female); and (3) Age. Of the 91 complaints filed at HUD, 28 contained allegations of race (Black) discrimination, 13 contained allegations of race (White) discrimination, 1 contained allegations of race (Asian) discrimination, 15 contained allegations of color discrimination and 32 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 57 completed investigations, 82.5% were timely. HUD's average time for completing an investigation was 171 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

HUD's average processing time for all complaint closures increased from 270 days in FY 2006 to 318 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

HUD reported paying no monetary benefits for 14 pre-complaint settlements. HUD expended a total of \$136,091 for 57 complaint investigations, for an average expenditure of \$2,387.

HUD agreed to pay a total of \$120,455 for 17 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$7,085.

Department of Housing and Urban Development (HUD)

Outcome of Counselings Completed in FY 2007

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	71		69		140	
Settlements	5	7%	9	13%	14	10%
Withdrawals or No Complaints Filed	31	43.7%	6	8.7%	37	26.4%
Complaints Filed*					88	62.9%
Decision to File Complaint Pending at End of Fiscal Year					1	0.7%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

Agency Use of ADR for EEO Dispute Resolution in FY 2007

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	140	92
Total Number Offered ADR	140	4
ADR Offer Rate*	100%	4.4%
ADR Participation Rate*	49.3%	4.4%
Total ADR Settlements	9	4
Total ADR Settlements Amount	\$0.00	\$52,631.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2007

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
All Pre-Complaint Counselings (minus remands)	140	137	97.9%			
All Investigations	57	47	82.5%	201	171	-14.9%
All Complaint Closures	92			270	318	17.8%
Merit Decisions (no AJ)	35	30	85.7%	97	210	116.5%
Dismissal Decisions (no AJ)	10			31	28	-9.7%

\*APD = Average Processing Days

Outcomes of Complaints in FY 2007

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	91							
Total Closures	92							
Settlements	17	18.5%						
Withdrawals	8	8.7%						
Total Final Agency Actions	67	72.8%	45	67.2%	22	32.8%	0	0%
Dismissals	10	14.9%	10	100%	0	0%	0	0%
Merit Decisions	57	85.1%	35	61.4%	22	38.6%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	57	100%	35	61.4%	22	38.6%	0	0%



**Department of the Interior (DOI)**

Permanent Workforce: 56,870

Temporary Workforce: 15,595

Total Workforce: 72,465

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	56,870	60.47%	39.53%	5.39%	74.07%	5.79%	1.92%	0.27%	11.75%	0.80%	1.04%
<b>Major Occupations:</b>											
<b>PARK RANGER</b>	5,046	64.84%	35.16%	3.84%	87.24%	3.84%	1.45%	0.40%	2.60%	0.63%	0.73%
<b>GEN NATURAL RESOURCES MGT AND BIO SC</b>	3,641	65.78%	34.22%	3.57%	89.70%	1.10%	1.37%	0.08%	3.49%	0.69%	0.58%
<b>MAINTENANCE MECHANIC</b>	3,435	92.84%	7.16%	6.35%	72.78%	6.78%	0.70%	0.67%	12.20%	0.52%	0.90%
<b>GS-14 and GS-15*</b>	5,005	69.03%	30.97%	3.14%	81.34%	4.38%	2.06%	0.04%	8.45%	0.60%	0.52%
<b>Senior Pay Level*</b>	338	72.78%	27.22%	3.85%	78.40%	6.21%	1.78%	0.30%	8.28%	1.18%	0.30%
<b>SES</b>	221	68.33%	31.67%	4.52%	73.30%	7.24%	1.36%	0.45%	12.22%	0.90%	0.00%
<b>First-Level Officials/Managers</b>	4,516	67.03%	32.97%	4.63%	79.19%	3.14%	1.11%	0.24%	10.98%	0.71%	0.49%
<b>Mid-Level Officials/Managers</b>	4,372	68.64%	31.36%	4.44%	80.15%	3.61%	1.46%	0.09%	9.29%	0.96%	0.50%
<b>Senior-Level Officials/Managers</b>	1,324	71.00%	29.00%	2.64%	79.91%	4.68%	1.21%	0.23%	10.65%	0.68%	0.45%

\*Does not include pay-banded employees

**Targeted Disabilities**

DOI employed 700 individuals with Targeted Disabilities in FY 2007, which was 0.97% of its total work force. This represents an increase of 16 employees over FY 2006 and an increase of 88 employees since FY 2003. The participation rate for FY 2006 was 0.94% and for FY 2003 was 1.01%. Over the 5-year period DOI had a net decrease of 0.04% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOI timely processed 60.3% of the 514 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 249 complaints filed at DOI, 39 contained allegations of race (Black) discrimination, 13 contained allegations of race (White) discrimination, 6 contained allegations of race (Asian) discrimination, 21 contained allegations of race (American Indian/Alaska Native) discrimination, 18 contained allegations of color discrimination and 60 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 203 completed investigations, 39.4% were timely. DOI's average time for completing an investigation was 291 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DOI's average processing time for all complaint closures decreased from 495 days in FY 2006 to 485 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DOI agreed to pay \$47,905 for 58 pre-complaint settlements, of which 14 were monetary settlements averaging \$3,421. DOI expended a total of \$675,778 for 203 complaint investigations, for an average expenditure of \$3,328.

DOI agreed to pay a total of \$5,433,016 for 90 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$60,366.



**Department of the Interior (DOI)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	416		98		514	
<b>Settlements</b>	35	8.4%	23	23.5%	58	11.3%
<b>Withdrawals or No Complaints Filed</b>	191	45.9%	0	0%	191	37.2%
<b>Complaints Filed*</b>					255	49.6%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					10	2%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	514	240
<b>Total Number Offered ADR</b>	313	44
<b>ADR Offer Rate*</b>	60.9%	18.3%
<b>ADR Participation Rate*</b>	19.1%	10.4%
<b>Total ADR Settlements</b>	23	18
<b>Total ADR Settlements Amount</b>	\$10,000.00	\$106,649.56

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	514	310	60.3%			
<b>All Investigations</b>	203	80	39.4%	272	291	7%
<b>All Complaint Closures</b>	240			495	485	-2%
<b>Merit Decisions (no AJ)</b>	64	2	3.1%	471	568	20.6%
<b>Dismissal Decisions (no AJ)</b>	21			282	288	2.1%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	249							
<b>Total Closures</b>	240							
<b>Settlements</b>	85	35.4%						
<b>Withdrawals</b>	21	8.8%						
<b>Total Final Agency Actions</b>	134	55.8%	85	63.4%	49	36.6%	0	0%
<b>Dismissals</b>	24	17.9%	21	87.5%	3	100%	0	0%
<b>Merit Decisions</b>	110	82.1%	64	58.2%	46	41.8%	0	0%
<b>Finding Discrimination</b>	5	4.5%	1	20%	4	80%	0	0%
<b>Finding No Discrimination</b>	105	95.5%	63	60%	42	40%	0	0%

**Department of Justice (DOJ)**

Permanent Workforce: 103,651

Temporary Workforce: 2,760

Total Workforce: 106,411

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	103,651	60.64%	39.36%	8.97%	69.62%	17.39%	3.06%	0.07%	0.87%	0.02%	0.38%
<b>Major Occupations:</b>											
<b>CRIMINAL INVESTIGATING</b>	22,381	84.75%	15.25%	8.18%	81.72%	6.22%	3.31%	0.03%	0.54%	0.01%	0.04%
<b>CORRECTIONAL OFFICER</b>	16,649	86.31%	13.69%	13.04%	59.98%	23.98%	1.29%	0.22%	1.45%	0.04%	0.25%
<b>GENERAL ATTORNEY</b>	9,469	61.95%	38.05%	4.51%	84.31%	6.91%	3.80%	0.03%	0.39%	0.05%	0.45%
<b>GS-14 and GS-15*</b>	12,639	67.23%	32.77%	5.93%	78.72%	11.19%	3.60%	0.01%	0.53%	0.03%	0.40%
<b>Senior Pay Level*</b>	3,978	69.41%	30.59%	4.98%	84.87%	7.42%	2.14%	0.05%	0.48%	0.00%	0.28%
<b>SES</b>	644	77.80%	22.20%	5.28%	82.14%	11.02%	0.62%	0.00%	0.93%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	3,879	63.73%	36.27%	10.98%	62.85%	22.35%	2.27%	0.03%	1.52%	0.00%	0.26%
<b>Mid-Level Officials/Managers</b>	6,381	72.54%	27.46%	7.80%	76.04%	12.74%	2.65%	0.00%	0.75%	0.02%	0.20%
<b>Senior-Level Officials/Managers</b>	3,748	71.26%	28.74%	5.18%	81.88%	9.95%	2.61%	0.00%	0.37%	0.00%	0.40%

\*Does not include pay-banded employees

**Targeted Disabilities**

DOJ employed 412 individuals with Targeted Disabilities in FY 2007, which was 0.39% of its total work force. This represents a decrease of one employee from FY 2006 and an increase of 32 employees since FY 2003. The participation rate for FY 2006 was 0.39% and for FY 2003 was 0.39%. Over the 5-year period DOJ had no change in the participation rate of employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOJ timely processed 91.6% of the 1,202 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Sex (Female); and (3) Age. Of the 630 complaints filed at DOJ, 102 contained allegations of race (Black) discrimination, 60 contained allegations of race (White) discrimination, 7 contained allegations of race (Asian) discrimination, 5 contained allegations of race (American Indian/Alaska Native) discrimination, 22 contained allegations of color discrimination and 141 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 303 completed investigations, 58.7% were timely. DOJ's average time for completing an investigation was 267 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DOJ's average processing time for all complaint closures decreased from 388 days in FY 2006 to 378 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DOJ agreed to pay \$ 26,619 for 111 pre-complaint settlements, of which 7 were monetary settlements averaging \$3,802. DOJ expended a total of \$1,201,827 for 303 complaint investigations, for an average expenditure of \$3,966.

DOJ agreed to pay a total of \$ 1,195,100 for 100 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$11,951.

**Department of Justice (DOJ)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	1,050		152		1,202	
<b>Settlements</b>	76	7.2%	35	23%	111	9.2%
<b>Withdrawals or No Complaints Filed</b>	348	33.1%	14	9.2%	362	30.1%
<b>Complaints Filed*</b>					630	52.4%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					99	8.2%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	1,202	490
<b>Total Number Offered ADR</b>	1,025	374
<b>ADR Offer Rate*</b>	85.3%	76.3%
<b>ADR Participation Rate*</b>	12.7%	3.1%
<b>Total ADR Settlements</b>	35	10
<b>Total ADR Settlements Amount</b>	\$21,758.00	\$103,137.29

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	1,202	1,101	91.6%			
<b>All Investigations</b>	303	178	58.7%	261	267	2.3%
<b>All Complaint Closures</b>	490			388	378	-2.6%
<b>Merit Decisions (no AJ)</b>	194	81	41.8%	369	437	18.4%
<b>Dismissal Decisions (no AJ)</b>	58			169	302	78.7%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	630							
<b>Total Closures</b>	490							
<b>Settlements</b>	88	18%						
<b>Withdrawals</b>	64	13.1%						
<b>Total Final Agency Actions</b>	338	69%	252	74.6%	81	24%	5	1.5%
<b>Dismissals</b>	69	20.4%	58	84.1%	11	100%	0	0%
<b>Merit Decisions</b>	269	79.6%	194	72.1%	70	26%	5	1.9%
<b>Finding Discrimination</b>	17	6.3%	8	47.1%	4	23.5%	5	29.4%
<b>Finding No Discrimination</b>	252	93.7%	186	73.8%	66	26.2%	0	0%

Department of Labor (DOL)

Permanent Workforce: 14,877

Temporary Workforce: 540

Total Workforce: 15,417

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	14,877	50.61%	49.39%	6.87%	65.47%	22.47%	4.45%	0.03%	0.60%	0.11%	1.22%
Major Occupations:											
MINE SAFETY AND HEALTH	1,393	95.84%	4.16%	2.66%	95.19%	1.51%	0.14%	0.00%	0.36%	0.14%	0.22%
ECONOMIST	1,345	62.45%	37.55%	3.87%	79.93%	10.93%	5.06%	0.00%	0.15%	0.07%	0.82%
WORKER'S COMPENSATION CLAIMS EXAMINER	1,285	37.74%	62.26%	6.61%	62.49%	25.68%	4.51%	0.00%	0.54%	0.16%	0.70%
GS-14 and GS-15*	2,299	58.20%	41.80%	4.39%	75.34%	15.48%	4.13%	0.00%	0.65%	0.00%	1.17%
Senior Pay Level*	199	68.84%	31.16%	4.52%	83.92%	7.54%	3.52%	0.00%	0.50%	0.00%	0.00%
SES	133	66.92%	33.08%	6.77%	78.95%	11.28%	2.26%	0.00%	0.75%	0.00%	0.00%
First-Level Officials/Managers	58	15.52%	84.48%	3.45%	55.17%	37.93%	3.45%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	1,425	64.28%	35.72%	6.32%	74.25%	16.00%	2.46%	0.00%	0.98%	0.00%	0.49%
Senior-Level Officials/Managers	700	63.57%	36.43%	4.00%	79.43%	13.00%	3.29%	0.00%	0.29%	0.00%	0.43%

\*Does not include pay-banded employees

Targeted Disabilities

DOL employed 193 individuals with Targeted Disabilities in FY 2007, which was 1.25% of its total workforce. This represents an increase of 7 employees over FY 2006 and a decrease of 20 employees since FY 2003. The participation rate for FY 2006 was 1.21% and for FY 2003 was 1.34%. Over the 5-year period DOL had a net decrease of 0.09% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOL timely processed 98.3% of the 178 pre-complaint counselings (without remedies) completed in FY 2007.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). Of the 126 complaints filed at DOL, 47 contained allegations of race (Black) discrimination, 10 contained allegations of race (White) discrimination, 1 contained allegations of race (Asian) discrimination, 18 contained allegations of color discrimination and 46 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 102 completed investigations, 84.3% were timely. DOL's average time for completing an investigation was 284 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DOL's average processing time for all complaint closures decreased from 958 days in FY 2006 to 599 days in FY 2007. The government-wide average was 355 days.

IV. Costs

DOL agreed to pay \$16,500 for 6 pre-complaint settlements, of which 4 were monetary settlements averaging \$4,125. DOL expended a total of \$309,962 for 102 complaint investigations, for an average expenditure of \$3,038.

DOL agreed to pay a total of \$431,889 for 44 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$9,815.

Department of Labor (DOL)

Outcome of Counselings Completed in FY 2007

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	166		12		178	
Settlements	0	0%	6	50%	6	3.4%
Withdrawals or No Complaints Filed	37	22.3%	1	8.3%	38	21.4%
Complaints Filed*					128	71.9%
Decision to File Complaint Pending at End of Fiscal Year					6	3.4%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

Agency Use of ADR for EEO Dispute Resolution in FY 2007

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	178	176
Total Number Offered ADR	178	166
ADR Offer Rate*	100%	94.3%
ADR Participation Rate*	6.7%	23.3%
Total ADR Settlements	6	38
Total ADR Settlements Amount	\$16,500.00	\$132,238.74

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2007

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
All Pre-Complaint Counselings (minus remands)	178	175	98.3%			
All Investigations	102	86	84.3%	426	284	-33.3%
All Complaint Closures	176			958	599	-37.5%
Merit Decisions (no AJ)	60	9	15%	695	682	-1.9%
Dismissal Decisions (no AJ)	25			189	292	54.5%

\*APD = Average Processing Days

Outcomes of Complaints in FY 2007

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	126							
Total Closures	176							
Settlements	38	21.6%						
Withdrawals	13	7.4%						
Total Final Agency Actions	125	71%	85	68%	39	31.2%	1	0.8%
Dismissals	27	21.6%	25	92.6%	2	100%	0	0%
Merit Decisions	98	78.4%	60	61.2%	37	37.8%	1	1%
Finding Discrimination	7	7.1%	1	14.3%	5	71.4%	1	14.3%
Finding No Discrimination	91	92.9%	59	64.8%	32	35.2%	0	0%

**National Aeronautics and Space Administration (NASA)**

Permanent Workforce: 17,065

Temporary Workforce: 1,396

Total Workforce: 18,461

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	17,065	64.68%	35.32%	5.52%	75.53%	11.68%	6.06%	0.05%	0.80%	0.36%	1.01%
<b>Major Occupations:</b>											
<b>AEROSPACE ENGINEERING</b>	4,319	80.18%	19.82%	5.44%	80.18%	5.83%	7.66%	0.02%	0.53%	0.32%	0.63%
<b>GENERAL ENGINEERING</b>	2,854	77.68%	22.32%	6.20%	81.78%	5.78%	5.05%	0.00%	0.91%	0.28%	0.35%
<b>COMPUTER ENGINEERING</b>	932	70.28%	29.72%	4.61%	71.89%	10.62%	11.70%	0.11%	0.64%	0.43%	0.64%
<b>GS-14 and GS-15*</b>	7,945	75.24%	24.76%	4.51%	81.13%	6.86%	6.51%	0.05%	0.70%	0.24%	0.49%
<b>Senior Pay Level*</b>	533	80.11%	19.89%	3.94%	84.99%	5.63%	4.88%	0.00%	0.38%	0.19%	0.19%
<b>SES</b>	431	76.57%	23.43%	4.41%	85.15%	6.03%	3.94%	0.00%	0.23%	0.23%	0.23%
<b>First-Level Officials/Managers</b>	2	100.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	387	64.60%	35.40%	5.17%	72.87%	13.18%	7.49%	0.26%	0.52%	0.52%	0.78%
<b>Senior-Level Officials/Managers</b>	1,856	74.73%	25.27%	5.60%	82.44%	6.57%	4.63%	0.05%	0.48%	0.22%	0.27%

\*Does not include pay-banded employees

**Targeted Disabilities**

NASA employed 178 Individuals with Targeted Disabilities in FY 2007, which was 0.96% of its total work force. This represents an increase of 4 employees over FY 2006 and a decrease of 16 employees since FY 2003. The participation rate for FY 2006 was 0.94% and for FY 2003 was 1.05%. Over the 5-year period NASA had a net decrease of 0.09% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NASA timely processed 96% of the 124 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Retaliation; and (3) Race (Black). Of the 57 complaints filed at NASA, 18 contained allegations of race (Black) discrimination, 4 contained allegations of race (White) discrimination, 1 contained allegations of race (Asian) discrimination, 4 contained allegations of color discrimination and 15 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 25 completed investigations, 100% were timely. NASA's average time for completing an investigation was 170 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

NASA's average processing time for all complaint closures decreased from 545 days in FY 2006 to 296 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

NASA reported paying no monetary benefits for 19 pre-complaint settlements. NASA expended a total of \$70,848 for 25 complaint investigations, for an average expenditure of \$2,833.

NASA agreed to pay a total of \$68,214 for 20 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,410.

**National Aeronautics and Space Administration (NASA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	92		32		124	
<b>Settlements</b>	12	13%	7	21.9%	19	15.3%
<b>Withdrawals or No Complaints Filed</b>	29	31.5%	14	43.8%	43	34.7%
<b>Complaints Filed*</b>					57	46%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					5	4%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	124	46
<b>Total Number Offered ADR</b>	90	20
<b>ADR Offer Rate*</b>	72.6%	43.5%
<b>ADR Participation Rate*</b>	25.8%	34.8%
<b>Total ADR Settlements</b>	7	11
<b>Total ADR Settlements Amount</b>	\$0.00	\$45,964.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	124	119	96%			
<b>All Investigations</b>	25	25	100%	233	170	-27%
<b>All Complaint Closures</b>	46			545	296	-45.7%
<b>Merit Decisions (no AJ)</b>	6	0	0%	916	713	-22.2%
<b>Dismissal Decisions (no AJ)</b>	14			316	83	-73.7%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	57							
<b>Total Closures</b>	46							
<b>Settlements</b>	19	41.3%						
<b>Withdrawals</b>	3	6.5%						
<b>Total Final Agency Actions</b>	24	52.2%	20	83.3%	4	16.7%	0	0%
<b>Dismissals</b>	14	58.3%	14	100%	0	0%	0	0%
<b>Merit Decisions</b>	10	41.7%	6	60%	4	40%	0	0%
<b>Finding Discrimination</b>	1	10%	1	100%	0	0%	0	0%
<b>Finding No Discrimination</b>	9	90%	5	55.6%	4	44.4%	0	0%



**National Archives and Records Administration (NARA)**

Permanent Workforce: 2,508

Temporary Workforce: 455

Total Workforce: 2,963

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,508	47.05%	52.95%	1.52%	66.67%	28.95%	2.47%	0.04%	0.32%	0.04%	1.59%
<b>Major Occupations:</b>											
<b>ARCHIVES TECHNICIAN</b>	1,597	48.03%	51.97%	1.50%	55.92%	39.82%	2.07%	0.06%	0.31%	0.31%	2.07%
<b>ARCHIVIST</b>	301	58.14%	41.86%	0.00%	91.69%	6.64%	1.33%	0.00%	0.33%	0.00%	1.00%
<b>GENERAL ARTS AND INFORMATION</b>	121	36.36%	63.64%	1.65%	76.03%	19.01%	3.31%	0.00%	0.00%	0.00%	0.83%
<b>GS-14 and GS-15*</b>	230	57.39%	42.61%	1.74%	81.74%	12.61%	3.91%	0.00%	0.00%	0.00%	0.43%
<b>Senior Pay Level*</b>	21	80.95%	19.05%	0.00%	90.48%	0.00%	9.52%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	17	76.47%	23.53%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	117	41.03%	58.97%	0.85%	68.38%	30.77%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	169	60.36%	39.64%	1.18%	89.35%	8.88%	0.59%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	89	69.66%	30.34%	1.12%	89.89%	5.62%	3.37%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

NARA employed 44 Individuals with Targeted Disabilities in FY 2007, which was 1.48% of its total work force. This represents a decrease of 3 employees from FY 2006 and a decrease of 2 employees since FY 2003. The participation rate for FY 2006 was 1.56% and for FY 2003 was 1.76%. Over the 5-year period NARA had a net decrease of 0.28% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NARA timely processed 100% of the 22 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Sex (Female); (2) Reprisal; and (3) Age. Of the 13 complaints filed at NARA, 3 contained allegations of race (Black) discrimination, 2 contained allegations of race (White) discrimination, 1 contained allegations of color discrimination and 8 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 12 completed investigations, 100% were timely. NARA's average time for completing an investigation was 130 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

NARA's average processing time for all complaint closures increased from 110 days in FY 2006 to 293 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

NARA reported paying no monetary benefits for 3 pre-complaint settlements. NARA expended a total of \$40,947 for 12 complaint investigations, for an average expenditure of \$3,412.

NARA agreed to pay a total of \$13,000 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$4,333.

**National Archives and Records Administration (NARA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	12		10		22	
<b>Settlements</b>	1	8.3%	2	20%	3	13.6%
<b>Withdrawals or No Complaints Filed</b>	3	25%	1	10%	4	18.2%
<b>Complaints Filed*</b>					13	59.1%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					2	9.1%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	22	15
<b>Total Number Offered ADR</b>	10	1
<b>ADR Offer Rate*</b>	45.5%	6.7%
<b>ADR Participation Rate*</b>	45.5%	6.7%
<b>Total ADR Settlements</b>	2	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	22	22	100%			
<b>All Investigations</b>	12	12	100%	185	130	-29.7%
<b>All Complaint Closures</b>	15			110	293	166.4%
<b>Merit Decisions (no AJ)</b>	4	0	0%	90	395	338.9%
<b>Dismissal Decisions (no AJ)</b>	3			214	129	-39.7%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	13							
<b>Total Closures</b>	15							
<b>Settlements</b>	3	20%						
<b>Withdrawals</b>	3	20%						
<b>Total Final Agency Actions</b>	9	60%	7	77.8%	2	22.2%	0	0%
<b>Dismissals</b>	3	33.3%	3	100%	0	0%	0	0%
<b>Merit Decisions</b>	6	66.7%	4	66.7%	2	33.3%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	6	100%	4	66.7%	2	33.3%	0	0%

**National Credit Union Administration (NCUA)**

Permanent Workforce: 901

Temporary Workforce: 10

Total Workforce: 911

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	901	54.61%	45.39%	3.55%	78.02%	13.43%	3.55%	0.33%	0.44%	0.67%	0.22%
<b>Major Occupations:</b>											
<b>CREDIT UNION EXAMINER</b>	687	60.26%	39.74%	3.20%	82.97%	9.32%	3.20%	0.29%	0.29%	0.73%	0.00%
<b>GS-14 and GS-15*</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	34	76.47%	23.53%	2.94%	85.29%	5.88%	2.94%	0.00%	0.00%	2.94%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	34	76.47%	23.53%	2.94%	85.29%	5.88%	2.94%	0.00%	0.00%	2.94%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

NCUA employed 2 Individuals with Targeted Disabilities in FY 2007, which was 0.22% of its total work force. This represents a decrease of one employee from FY 2006 and a decrease of 5 employees since FY 2003. The participation rate for FY 2006 was 0.33% and for FY 2003 was 0.78%. Over the 5-year period NCUA had a net decrease of 0.56% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NCUA timely processed 100% of the 7 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Retaliation; (2) Race (Hispanic); and (3) Age. Of the 2 complaints filed at NCUA, none contained allegations race, color or of disability discrimination.

**III. Complaint Processing Times**

Of the 2 completed investigations, 100% were timely. NCUA's average time for completing an investigation was 213 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

NCUA's average processing time for all complaint closures decreased from 503 days in FY 2006 to 458 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

NCUA reported paying no monetary benefits for the one pre-complaint settlement it reached in FY 2007. NCUA expended a total of \$8,169 for 2 complaint investigations, for an average expenditure of \$4,084.

NCUA agreed to pay a total of \$6,048 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,024.

**National Credit Union Administration (NCUA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	4		3		7	
<b>Settlements</b>	0	0%	1	33.3%	1	14.3%
<b>Withdrawals or No Complaints Filed</b>	3	75%	0	0%	3	42.9%
<b>Complaints Filed*</b>					2	28.6%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					1	14.3%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	7	5
<b>Total Number Offered ADR</b>	7	0
<b>ADR Offer Rate*</b>	100%	0%
<b>ADR Participation Rate*</b>	42.9%	0%
<b>Total ADR Settlements</b>	1	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	7	7	100%			
<b>All Investigations</b>	2	2	100%	155	213	37.4%
<b>All Complaint Closures</b>	5			503	458	-8.9%
<b>Merit Decisions (no AJ)</b>	2	1	50%	1,404	765	-45.5%
<b>Dismissal Decisions (no AJ)</b>	1			119	61	-48.7%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	2							
<b>Total Closures</b>	5							
<b>Settlements</b>	2	40%						
<b>Withdrawals</b>	0	0%						
<b>Total Final Agency Actions</b>	3	60%	3	100%	0	0%	0	0%
<b>Dismissals</b>	1	33.3%	1	100%	0	0%	0	0%
<b>Merit Decisions</b>	2	66.7%	2	100%	0	0%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	2	100%	2	100%	0	0%	0	0%

**National Gallery of Arts (NGA)**

Permanent Workforce: 803

Temporary Workforce: 7

Total Workforce: 810

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	803	58.90%	41.10%	1.99%	49.07%	46.95%	1.74%	0.00%	0.25%	0.00%	0.62%
<b>Major Occupations:</b>											
<b>SECURITY GUARD</b>	268	76.49%	23.51%	1.49%	10.82%	86.57%	0.75%	0.00%	0.37%	0.00%	1.49%
<b>MUSEUM SPECIALIST AND TECHNICIAN</b>	99	28.28%	71.72%	2.02%	95.96%	1.01%	1.01%	0.00%	0.00%	0.00%	0.00%
<b>MUSEUM CURATOR</b>	26	42.31%	57.69%	0.00%	96.15%	3.85%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>GS-14 and GS-15*</b>	77	44.16%	55.84%	2.60%	88.31%	5.19%	3.90%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	26	57.69%	42.31%	0.00%	88.46%	7.69%	3.85%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	46	82.61%	17.39%	0.00%	26.09%	73.91%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	39	53.85%	46.15%	0.00%	92.31%	5.13%	2.56%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	36	55.56%	44.44%	0.00%	94.44%	2.78%	2.78%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

NGA employed 51 individuals with Targeted Disabilities in FY 2007, which was 0.62% of its total work force. This is the same as the number of employees in FY 2006 and a decrease of 2 employees since FY 2003. The participation rate for FY 2006 was 0.63% and for FY 2003 was 0.91%. Over the 5-year period NGA had a net decrease of 0.29% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NGA timely processed 100% of the 7 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Reprisal; and (3) Color. Of the 4 complaints filed at NGA, 2 contained allegations of race (Black) discrimination, 2 contained allegations of color discrimination and 2 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 3 completed investigations, 100% were timely. NGA's average time for completing an investigation was 239 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

NGA's average processing time for all complaint closures decreased from 825 days in FY 2006 to 366 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

NGA agreed to pay \$8,092 for the one pre-complaint settlement it reached in FY 2007. NGA expended a total of \$12,950 for 3 complaint investigations, for an average expenditure of \$4,316.

NGA agreed to pay a total of \$5,910 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$2,955.

**National Gallery of Arts (NGA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	7		0		7	
<b>Settlements</b>	1	14.3%	0	0%	1	14.3%
<b>Withdrawals or No Complaints Filed</b>	1	14.3%	0	0%	1	14.3%
<b>Complaints Filed*</b>					5	71.4%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	7	5
<b>Total Number Offered ADR</b>	5	0
<b>ADR Offer Rate*</b>	71.4%	0%
<b>ADR Participation Rate*</b>	0%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	7	7	100%			
<b>All Investigations</b>	3	3	100%	190	239	25.8%
<b>All Complaint Closures</b>	5			825	366	-55.6%
<b>Merit Decisions (no AJ)</b>	0	0	0%	0	0	NA%
<b>Dismissal Decisions (no AJ)</b>	1			0	50	NA%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	4							
<b>Total Closures</b>	5							
<b>Settlements</b>	2	40%						
<b>Withdrawals</b>	1	20%						
<b>Total Final Agency Actions</b>	2	40%	1	50%	1	50%	0	0%
<b>Dismissals</b>	2	100%	1	50%	1	100%	0	0%
<b>Merit Decisions</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%

**National Labor Relations Board (NLRB)**

Permanent Workforce: 1,692

Temporary Workforce: 22

Total Workforce: 1,714

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,692	37.88%	62.12%	8.39%	66.31%	21.75%	3.07%	0.18%	0.24%	0.06%	0.65%
<b>Major Occupations:</b>											
<b>GENERAL ATTORNEY</b>	705	48.65%	51.35%	7.09%	78.58%	10.07%	3.55%	0.14%	0.43%	0.14%	0.57%
<b>LABOR-MANAGEMENT RELATIONS EXAMINING</b>	341	48.09%	51.91%	9.38%	79.77%	7.92%	2.93%	0.00%	0.00%	0.00%	0.59%
<b>SECRETARY</b>	147	6.12%	93.88%	11.56%	42.18%	40.82%	4.76%	0.68%	0.00%	0.00%	0.00%
<b>GS-14 and GS-15*</b>	755	50.73%	49.27%	6.89%	77.48%	11.79%	3.31%	0.13%	0.26%	0.13%	0.66%
<b>Senior Pay Level*</b>	100	78.00%	22.00%	4.00%	87.00%	9.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	55	70.91%	29.09%	3.64%	81.82%	14.55%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	46	6.52%	93.48%	6.52%	58.70%	32.61%	0.00%	0.00%	2.17%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	110	49.09%	50.91%	4.55%	62.73%	28.18%	3.64%	0.00%	0.91%	0.00%	0.91%
<b>Senior-Level Officials/Managers</b>	265	65.28%	34.72%	4.91%	82.64%	10.94%	1.51%	0.00%	0.00%	0.00%	1.13%

\*Does not include pay-banded employees

**Targeted Disabilities**

NLRB employed 12 Individuals with Targeted Disabilities in FY 2007, which was 0.70% of its total workforce. This is the same as the number of employees in FY 2006 and a decrease of 2 employees since FY 2003. The participation rate for FY 2006 was 0.65% and for FY 2003 was 0.74%. Over the 5-year period NLRB had a net decrease of 0.04% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NLRB timely processed 85.7% of the 14 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Reprisal; and (3) Disability (Physical). Of the 6 complaints filed at NLRB, 4 contained allegations of race (Black) discrimination, 1 contained allegations of race (White) discrimination, 2 contained allegations of color discrimination and 3 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 8 completed investigations, 87.5% were timely. NLRB's average time for completing an investigation was 215 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

NLRB's average processing time for all complaint closures decreased from 259 days in FY 2006 to 183 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

NLRB reported paying no monetary benefits for 2 pre-complaint settlements. NLRB expended a total of \$35,000 for 8 complaint investigations, for an average expenditure of \$4,375.

NLRB agreed to pay a total of \$1,577 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$525.



**National Labor Relations Board (NLRB)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	12		2		14	
<b>Settlements</b>	1	8.3%	1	50%	2	14.3%
<b>Withdrawals or No Complaints Filed</b>	6	50%	0	0%	6	42.9%
<b>Complaints Filed*</b>					6	42.9%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	14	21
<b>Total Number Offered ADR</b>	14	4
<b>ADR Offer Rate*</b>	100%	19.1%
<b>ADR Participation Rate*</b>	14.3%	0%
<b>Total ADR Settlements</b>	1	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	14	12	85.7%			
<b>All Investigations</b>	8	7	87.5%	178	215	20.8%
<b>All Complaint Closures</b>	21			259	183	-29.3%
<b>Merit Decisions (no AJ)</b>	14	13	92.9%	0	95	NA%
<b>Dismissal Decisions (no AJ)</b>	0			0	0	NA%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	6							
<b>Total Closures</b>	21							
<b>Settlements</b>	3	14.3%						
<b>Withdrawals</b>	3	14.3%						
<b>Total Final Agency Actions</b>	15	71.4%	14	93.3%	1	6.7%	0	0%
<b>Dismissals</b>	0	NA%	0	NA%	0	0%	0	0%
<b>Merit Decisions</b>	15	100%	14	93.3%	1	6.7%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	15	100%	14	93.3%	1	6.7%	0	0%

**National Science Foundation (NSF)**

Permanent Workforce: 1,120

Temporary Workforce: 262

Total Workforce: 1,382

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,120	35.63%	64.38%	2.23%	58.84%	32.68%	5.80%	0.00%	0.18%	0.27%	1.25%
<b>Major Occupations:</b>											
<b>MISC. ADMINISTRATION AND PRO</b>	144	23.61%	76.39%	1.39%	42.36%	54.17%	2.08%	0.00%	0.00%	0.00%	0.69%
<b>MANAGEMENT AND PROGRAM ANALYSIS</b>	102	16.67%	83.33%	0.00%	48.04%	47.06%	4.90%	0.00%	0.00%	0.00%	0.00%
<b>MISC. CLERK AND ASSISTANT</b>	101	12.87%	87.13%	2.97%	15.84%	74.26%	4.95%	0.00%	0.99%	0.99%	2.97%
<b>GS-14 and GS-15*</b>	197	43.15%	56.85%	1.52%	77.66%	15.74%	4.57%	0.00%	0.51%	0.00%	1.02%
<b>Senior Pay Level*</b>	298	59.73%	40.27%	3.69%	82.21%	5.70%	7.72%	0.00%	0.34%	0.34%	1.34%
<b>SES</b>	79	55.70%	44.30%	3.80%	83.54%	5.06%	7.59%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	26	3.85%	96.15%	0.00%	30.77%	69.23%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	23	30.43%	69.57%	0.00%	60.87%	34.78%	4.35%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	150	55.33%	44.67%	4.00%	83.33%	7.33%	4.67%	0.00%	0.00%	0.67%	1.33%

\*Does not include pay-banded employees

**Targeted Disabilities**

NSF employed 16 Individuals with Targeted Disabilities in FY 2007, which was 1.16% of its total work force. This represents a decrease of one employee from FY 2006 and an increase of 4 employees since FY 2003. The participation rate for FY 2006 was 1.25% and for FY 2003 was 1.10%. Over the 5-year period NSF had a net increase of 0.06% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NSF timely processed 42.9% of the 7 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Hispanic); (2) Disability (Physical); and (3) Race (Black). Of the 5 complaints filed at NSF, 1 contained allegations of race (Black) discrimination, 1 contained allegations of color discrimination and 3 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 3 completed investigations, 100% were timely. NSF's average time for completing an investigation was 103 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

NSF's average processing time for all complaint closures increased from 768 days in FY 2006 to 946 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

NSF reported no counseling settlements in FY 2007. NSF expended a total of \$12,105 for 3 complaint investigations, for an average expenditure of \$4,035.

NSF agreed to pay a total of \$61,403 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$30,701.

**National Science Foundation (NSF)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	7		0		7	
<b>Settlements</b>	0	0%	0	0%	0	0%
<b>Withdrawals or No Complaints Filed</b>	3	42.9%	0	0%	3	42.9%
<b>Complaints Filed*</b>					4	57.1%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	7	5
<b>Total Number Offered ADR</b>	7	0
<b>ADR Offer Rate*</b>	100%	0%
<b>ADR Participation Rate*</b>	0%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	7	3	42.9%			
<b>All Investigations</b>	3	3	100%	0	103	NA%
<b>All Complaint Closures</b>	5			768	946	23.2%
<b>Merit Decisions (no AJ)</b>	0	0	0%	0	0	NA%
<b>Dismissal Decisions (no AJ)</b>	1			0	161	NA%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	5							
<b>Total Closures</b>	5							
<b>Settlements</b>	2	40%						
<b>Withdrawals</b>	1	20%						
<b>Total Final Agency Actions</b>	2	40%	1	50%	1	50%	0	0%
<b>Dismissals</b>	1	50%	1	100%	0	0%	0	0%
<b>Merit Decisions</b>	1	50%	0	0%	1	100%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	1	100%	0	0%	1	100%	0	0%

**Department of the Navy (NAVY)**

Permanent Workforce: 168,526

Temporary Workforce: 4,686

Total Workforce: 173,212

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	168,526	70.35%	29.65%	4.48%	70.85%	13.02%	9.75%	0.89%	0.67%	0.35%	0.81%
<b>Major Occupations:</b>											
<b>ELECTRONICS ENGINEERING</b>	8,269	89.62%	10.38%	5.02%	72.67%	4.03%	17.21%	0.58%	0.30%	0.19%	0.48%
<b>ENGINEERING TECHNICIAN</b>	5,989	92.57%	7.43%	2.96%	85.07%	5.63%	4.91%	0.40%	0.83%	0.20%	0.75%
<b>MECHANICAL ENGINEERING</b>	5,248	91.60%	8.40%	3.35%	83.99%	2.82%	9.11%	0.10%	0.40%	0.23%	0.46%
<b>GS-14 and GS-15*</b>	9,605	81.01%	18.99%	2.43%	87.96%	4.09%	4.73%	0.23%	0.42%	0.15%	0.36%
<b>Senior Pay Level*</b>	648	84.57%	15.43%	0.77%	91.51%	2.01%	4.94%	0.00%	0.62%	0.15%	0.00%
<b>SES</b>	310	81.29%	18.71%	0.32%	92.26%	3.87%	2.58%	0.00%	0.65%	0.32%	0.00%
<b>First-Level Officials/Managers</b>	6,069	64.57%	35.43%	4.33%	72.71%	14.52%	6.54%	0.84%	0.76%	0.30%	0.35%
<b>Mid-Level Officials/Managers</b>	9,192	76.15%	23.85%	2.95%	83.68%	6.10%	6.16%	0.41%	0.50%	0.20%	0.42%
<b>Senior-Level Officials/Managers</b>	2,709	83.61%	16.39%	1.73%	90.48%	3.47%	3.77%	0.07%	0.41%	0.07%	0.37%

\*Does not include pay-banded employees

**Targeted Disabilities**

NAVY employed 1,380 Individuals with Targeted Disabilities in FY 2007, which was 0.80% of its total work force. This represents a decrease of 50 employees from FY 2006 and a decrease of 240 employees since FY 2003. The participation rate for FY 2006 was 0.82% and for FY 2003 was 0.92%. Over the 5-year period NAVY had a net decrease of 0.12% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NAVY timely processed 63.3% of the 1,262 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). Of the 625 complaints filed at NAVY, 173 contained allegations of race (Black) discrimination, 38 contained allegations of race (White) discrimination, 44 contained allegations of race (Asian) discrimination, 4 contained allegations of race (American Indian/Alaska Native) discrimination, 95 contained allegations of color discrimination and 136 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 317 completed investigations, 55.5% were timely. NAVY's average time for completing an investigation was 243 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

NAVY's average processing time for all complaint closures decreased from 376 days in FY 2006 to 310 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

NAVY agreed to pay \$66,908 for 139 pre-complaint settlements, of which 18 were monetary settlements averaging \$3,717. NAVY expended a total of \$2,894,210 for 317 complaint investigations, for an average expenditure of \$9,130.

NAVY agreed to pay a total of \$1,872,476 for 183 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$10,232.

**Department of the Navy (NAVY)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	1,018		244		1,262	
<b>Settlements</b>	72	7.1%	67	27.5%	139	11%
<b>Withdrawals or No Complaints Filed</b>	457	44.9%	9	3.7%	466	36.9%
<b>Complaints Filed*</b>					625	49.5%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					32	2.5%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	1,262	625
<b>Total Number Offered ADR</b>	784	40
<b>ADR Offer Rate*</b>	62.1%	6.4%
<b>ADR Participation Rate*</b>	19.3%	4.6%
<b>Total ADR Settlements</b>	67	18
<b>Total ADR Settlements Amount</b>	\$13,600.00	\$3,700.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	1,262	799	63.3%			
<b>All Investigations</b>	317	176	55.5%	239	243	1.7%
<b>All Complaint Closures</b>	625			376	310	-17.6%
<b>Merit Decisions (no AJ)</b>	130	125	96.2%	480	455	-5.2%
<b>Dismissal Decisions (no AJ)</b>	168			200	115	-42.5%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	625							
<b>Total Closures</b>	625							
<b>Settlements</b>	179	28.6%						
<b>Withdrawals</b>	71	11.4%						
<b>Total Final Agency Actions</b>	375	60%	298	79.5%	71	18.9%	6	1.6%
<b>Dismissals</b>	169	45.1%	168	99.4%	1	100%	0	0%
<b>Merit Decisions</b>	206	54.9%	130	63.1%	70	34%	6	2.9%
<b>Finding Discrimination</b>	10	4.9%	2	20%	2	20%	6	60%
<b>Finding No Discrimination</b>	196	95.1%	128	65.3%	68	34.7%	0	0%

**Nuclear Regulatory Commission (NRC)**

Permanent Workforce: 3,510

Temporary Workforce: 240

Total Workforce: 3,750

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	3,510	61.65%	38.35%	5.01%	71.14%	14.39%	8.49%	0.06%	0.57%	0.34%	0.91%
<b>Major Occupations:</b>											
<b>GENERAL ENGINEERING</b>	1,050	83.14%	16.86%	6.86%	70.67%	8.86%	12.67%	0.10%	0.67%	0.19%	0.67%
<b>NUCLEAR ENGINEERING</b>	418	91.63%	8.37%	4.55%	86.36%	2.87%	5.26%	0.00%	0.24%	0.72%	0.48%
<b>GENERAL PHYSICAL SCIENCE</b>	204	69.12%	30.88%	3.43%	83.82%	6.37%	5.39%	0.00%	0.49%	0.49%	0.49%
<b>GS-14 and GS-15*</b>	1,759	75.33%	24.67%	2.84%	77.15%	8.81%	10.57%	0.06%	0.45%	0.11%	0.51%
<b>Senior Pay Level*</b>	216	80.56%	19.44%	1.39%	87.50%	5.09%	5.56%	0.00%	0.46%	0.00%	1.85%
<b>SES</b>	146	80.14%	19.86%	1.37%	86.30%	6.85%	4.79%	0.00%	0.68%	0.00%	2.05%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	11	54.55%	45.45%	0.00%	63.64%	27.27%	0.00%	0.00%	9.09%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	434	76.04%	23.96%	3.00%	79.95%	9.22%	7.14%	0.00%	0.69%	0.00%	0.92%

\*Does not include pay-banded employees

**Targeted Disabilities**

NRC employed 32 Individuals with Targeted Disabilities in FY 2007, which was 0.85% of its total work force. This represents an increase of one employee over FY 2006 and an increase of 2 employees since FY 2003. The participation rate for FY 2006 was 0.89% and for FY 2003 was 1.00%. Over the 5-year period NRC had a net decrease of 0.15% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

NRC timely processed 65% of the 20 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) R reprisal; (2) Race (Black); and (3) Sex (Male). Of the 11 complaints filed at NRC, 4 contained allegations of race (Black) discrimination, and 2 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 8 completed investigations, 62.5% were timely. NRC's average time for completing an investigation was 282 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

NRC's average processing time for all complaint closures decreased from 326 days in FY 2006 to 253 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

NRC reported paying no monetary benefits for 3 pre-complaint settlements. NRC expended a total of \$29,154 for 8 complaint investigations, for an average expenditure of \$3,644.

NRC agreed to pay a total of \$5,000 for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

**Nuclear Regulatory Commission (NRC)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	16		4		20	
<b>Settlements</b>	3	18.8%	0	0%	3	15%
<b>Withdrawals or No Complaints Filed</b>	4	25%	0	0%	4	20%
<b>Complaints Filed*</b>					11	55%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					2	10%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	20	10
<b>Total Number Offered ADR</b>	14	10
<b>ADR Offer Rate*</b>	70%	100%
<b>ADR Participation Rate*</b>	20%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	20	13	65%			
<b>All Investigations</b>	8	5	62.5%	314	282	-10.2%
<b>All Complaint Closures</b>	10			326	253	-22.4%
<b>Merit Decisions (no AJ)</b>	5	3	60%	545	391	-28.3%
<b>Dismissal Decisions (no AJ)</b>	3			86	110	27.9%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	11							
<b>Total Closures</b>	10							
<b>Settlements</b>	1	10%						
<b>Withdrawals</b>	1	10%						
<b>Total Final Agency Actions</b>	8	80%	8	100%	0	0%	0	0%
<b>Dismissals</b>	3	37.5%	3	100%	0	0%	0	0%
<b>Merit Decisions</b>	5	62.5%	5	100%	0	0%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	5	100%	5	100%	0	0%	0	0%



**Office of Personnel Management (OPM)**

Permanent Workforce: 5,637

Temporary Workforce: 138

Total Workforce: 5,775

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	5,637	40.52%	59.48%	3.97%	68.97%	23.58%	2.45%	0.32%	0.60%	0.11%	0.69%
<b>Major Occupations:</b>											
<b>GENERAL INVESTIGATING</b>	1,813	50.19%	49.81%	5.07%	79.04%	11.97%	2.48%	0.55%	0.66%	0.22%	0.22%
<b>HUMAN RESOURCES MANAGEMENT</b>	422	34.60%	65.40%	4.98%	59.48%	30.57%	3.08%	0.47%	0.95%	0.00%	0.71%
<b>GENERAL LEGAL AND KINDRED ADMINISTRATION</b>	320	22.50%	77.50%	2.50%	52.81%	43.75%	0.94%	0.00%	0.00%	0.00%	0.94%
<b>GS-14 and GS-15*</b>	520	46.92%	53.08%	3.65%	69.62%	22.88%	3.46%	0.00%	0.38%	0.00%	0.58%
<b>Senior Pay Level*</b>	49	59.18%	40.82%	6.12%	85.71%	6.12%	2.04%	0.00%	0.00%	0.00%	2.04%
<b>SES</b>	41	60.98%	39.02%	7.32%	82.93%	7.32%	2.44%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	18	61.11%	38.89%	5.56%	44.44%	44.44%	5.56%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	227	49.78%	50.22%	2.20%	79.74%	16.74%	0.88%	0.00%	0.44%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	175	60.00%	40.00%	4.57%	80.57%	13.71%	1.14%	0.00%	0.00%	0.00%	1.14%

\*Does not include pay-banded employees

**Targeted Disabilities**

OPM employed 39 Individuals with Targeted Disabilities in FY 2007, which was 0.68% of its total work force. This represents an increase of one employee over FY 2006 and an increase of 3 employees since FY 2003. The participation rate for FY 2006 was 0.72% and for FY 2003 was 1.04%. Over the 5-year period OPM had a net decrease of 0.36% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

OPM timely processed 100% of the 55 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Disability (Physical); and (3) Reprisal. Of the 32 complaints filed at OPM, 7 contained allegations of race (Black) discrimination, 4 contained allegations of race (White) discrimination, 1 contained allegations of race (Asian) discrimination, 2 contained allegations of color discrimination and 12 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 18 completed investigations, 100% were timely. OPM's average time for completing an investigation was 100 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

OPM's average processing time for all complaint closures increased from 131 days in FY 2006 to 326 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

OPM reported paying no monetary benefits for 2 pre-complaint settlements. OPM expended a total of \$18,000 for 18 complaint investigations, for an average expenditure of \$1,000.

OPM agreed to pay a total of \$162,865 for 6 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$27,144.

Office of Personnel Management (OPM)

Outcome of Counselings Completed in FY 2007

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	55		0		55	
Settlements	2	3.6%	0	0%	2	3.6%
Withdrawals or No Complaints Filed	19	34.5%	0	0%	19	34.6%
Complaints Filed*					32	58.2%
Decision to File Complaint Pending at End of Fiscal Year					2	3.6%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

Agency Use of ADR for EEO Dispute Resolution in FY 2007

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	55	40
Total Number Offered ADR	55	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2007

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
All Pre-Complaint Counselings (minus remands)	55	55	100%			
All Investigations	18	18	100%	105	100	-4.8%
All Complaint Closures	40			131	326	148.9%
Merit Decisions (no AJ)	9	8	88.9%	209	389	86.1%
Dismissal Decisions (no AJ)	12			56	44	-21.4%

\*APD = Average Processing Days

Outcomes of Complaints in FY 2007

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	32							
Total Closures	40							
Settlements	6	15%						
Withdrawals	5	12.5%						
Total Final Agency Actions	29	72.5%	21	72.4%	8	27.6%	0	0%
Dismissals	12	41.4%	12	100%	0	0%	0	0%
Merit Decisions	17	58.6%	9	52.9%	8	47.1%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	17	100%	9	52.9%	8	47.1%	0	0%

**Peace Corps (PC)**

Permanent Workforce: 17

Temporary Workforce: 869

Total Workforce: 886

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	17	29.41%	70.59%	0.00%	41.18%	52.94%	5.88%	0.00%	0.00%	0.00%	5.88%
<b>Major Occupations:</b>											
<b>MISC. ADMINISTRATION AND PROGRAM MANAGEMENT</b>	307	40.07%	59.93%	2.61%	83.71%	10.75%	2.61%	0.00%	0.33%	0.00%	0.00%
<b>GS-14 and GS-15*</b>	155	57.42%	42.58%	4.52%	86.45%	7.10%	1.94%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	3	0.00%	100.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	2	50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	1	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	2	50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

PC employed 5 Individuals with Targeted Disabilities in FY 2007, which was 0.56% of its total workforce. This is the same as the number of employees in FY 2006 and a decrease of 2 employees since FY 2003. The participation rate for FY 2006 was 0.57% and for FY 2003 was 0.77%. Over the 5-year period PC had a net decrease of 0.21% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

PC timely processed 100% of the 4 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Sex (Female); and (3) Age. Of the 2 complaints filed at PC, none contained allegations of race, color or disability discrimination.

**III. Complaint Processing Times**

PC timely completed the one investigation it reported completing in FY 2007. PC's average time for completing an investigation was 141 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

PC's average processing time for all complaint closures decreased from 545 days in FY 2006 to 511 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

PC reported no counseling settlements in FY 2007. PC expended \$2,920 for the one investigation it completed in FY 2007.

PC reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2007.

**Peace Corps (PC)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	3		1		4	
<b>Settlements</b>	0	0%	0	0%	0	0%
<b>Withdrawals or No Complaints Filed</b>	2	66.7%	0	0%	2	50%
<b>Complaints Filed*</b>					2	50%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	4	1
<b>Total Number Offered ADR</b>	2	0
<b>ADR Offer Rate*</b>	50%	0%
<b>ADR Participation Rate*</b>	25%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	4	4	100%			
<b>All Investigations</b>	1	1	100%	145	141	-2.8%
<b>All Complaint Closures</b>	1			545	511	-6.2%
<b>Merit Decisions (no AJ)</b>	0	0	0%	0	0	NA%
<b>Dismissal Decisions (no AJ)</b>	0			0	0	NA%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	2							
<b>Total Closures</b>	1							
<b>Settlements</b>	0	0%						
<b>Withdrawals</b>	0	0%						
<b>Total Final Agency Actions</b>	1	100%	0	0%	1	100%	0	0%
<b>Dismissals</b>	1	100%	0	0%	1	100%	0	0%
<b>Merit Decisions</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%

**Pension Benefit Guaranty Corporation (PBGC)**

Permanent Workforce: 808

Temporary Workforce: 39

Total Workforce: 847

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	808	43.19%	56.81%	2.60%	46.29%	42.95%	7.30%	0.00%	0.50%	0.37%	1.36%
<b>Major Occupations:</b>											
<b>PENSION ANALYST</b>	127	34.65%	65.35%	3.15%	43.31%	46.46%	5.51%	0.00%	0.79%	0.79%	0.00%
<b>GS-14 and GS-15*</b>	312	56.09%	43.91%	1.28%	68.91%	21.47%	8.33%	0.00%	0.00%	0.00%	0.64%
<b>Senior Pay Level*</b>	32	56.25%	43.75%	0.00%	75.00%	18.75%	0.00%	0.00%	3.13%	3.13%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	31	45.16%	54.84%	3.23%	54.84%	38.71%	3.23%	0.00%	0.00%	0.00%	6.45%
<b>Senior-Level Officials/Managers</b>	104	56.73%	43.27%	0.00%	69.23%	24.04%	4.81%	0.00%	0.96%	0.96%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

PBGC employed 12 Individuals with Targeted Disabilities in FY 2007, which was 1.42% of its total work force. This is the same as the number of employees in FY 2006 and no change in the number of employees since FY 2003. The participation rate for FY 2006 was 1.42% and for FY 2003 was 1.62%. Over the 5-year period PBGC had a net decrease of 0.20% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

PBGC timely processed 77.8% of the 27 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Disability (Physical). Of the 15 complaints filed at PBGC, 5 contained allegations of race (Black) discrimination, and 6 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 3 completed investigations, 33.3% were timely. PBGC's average time for completing an investigation was 384 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

PBGC's average processing time for all complaint closures increased from 329 days in FY 2006 to 485 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

PBGC reported paying no monetary benefits for 4 pre-complaint settlements. PBGC expended a total of \$8,273 for 3 complaint investigations, for an average expenditure of \$2,757.

PBGC reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2007.

**Pension Benefit Guaranty Corporation (PBGC)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	25		2		27	
<b>Settlements</b>	4	16%	0	0%	4	14.8%
<b>Withdrawals or No Complaints Filed</b>	7	28%	0	0%	7	25.9%
<b>Complaints Filed*</b>					16	59.3%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	27	6
<b>Total Number Offered ADR</b>	27	0
<b>ADR Offer Rate*</b>	100%	0%
<b>ADR Participation Rate*</b>	7.4%	0%
<b>Total ADR Settlements</b>	0	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	27	21	77.8%			
<b>All Investigations</b>	3	1	33.3%	556	384	-30.9%
<b>All Complaint Closures</b>	6			329	485	47.4%
<b>Merit Decisions (no AJ)</b>	1	0	0%	420	1,054	151%
<b>Dismissal Decisions (no AJ)</b>	3			161	426	164.6%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	15							
<b>Total Closures</b>	6							
<b>Settlements</b>	0	0%						
<b>Withdrawals</b>	1	16.7%						
<b>Total Final Agency Actions</b>	5	83.3%	4	80%	1	20%	0	0%
<b>Dismissals</b>	3	60%	3	100%	0	0%	0	0%
<b>Merit Decisions</b>	2	40%	1	50%	1	50%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	2	100%	1	50%	1	50%	0	0%

**Railroad Retirement Board (RRB)**

Permanent Workforce: 988

Temporary Workforce: 4

Total Workforce: 992

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	988	37.25%	62.75%	5.26%	58.40%	33.50%	1.72%	0.10%	0.40%	0.61%	1.11%
Major Occupations:											
RAILROAD RETIREMENT CLAIMS EXAMINING	447	28.86%	71.14%	6.26%	59.28%	32.44%	0.89%	0.00%	0.67%	0.45%	0.67%
INFORMATION TECHNOLOGY MANAGEMENT	118	71.19%	28.81%	2.54%	72.88%	21.19%	3.39%	0.00%	0.00%	0.00%	1.69%
GS-14 and GS-15*	84	59.52%	40.48%	2.38%	84.52%	10.71%	2.38%	0.00%	0.00%	0.00%	1.19%
Senior Pay Level*	9	66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	9	66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	51	50.98%	49.02%	3.92%	74.51%	21.57%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	110	50.91%	49.09%	0.91%	74.55%	20.00%	3.64%	0.00%	0.00%	0.91%	1.82%
Senior-Level Officials/Managers	45	68.89%	31.11%	2.22%	88.89%	6.67%	2.22%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

RRB employed 11 Individuals with Targeted Disabilities in FY 2007, which was 1.11% of its total work force. This is the same as the number of employees in FY 2006 and a decrease of 2 employees since FY 2003. The participation rate for FY 2006 was 1.11% and for FY 2003 was 1.15%. Over the 5-year period RRB had a net decrease of 0.04% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

RRB timely processed 100% of the 4 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Sex (Female); and (3) Reprisal. Of the 4 complaints filed at RRB, 3 contained allegations of race (Black) discrimination, and 1 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 3 completed investigations, 100% were timely. RRB's average time for completing an investigation was 177 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

RRB's average processing time for all complaint closures increased from 0 days in FY 2006 to 258 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

RRB reported no counseling settlements in FY 2007. RRB expended a total of \$4,000 for 3 complaint investigations, for an average expenditure of \$1,333.

RRB reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2007.



**Railroad Retirement Board (RRB)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	4		0		4	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	0	0%	0	0%	0	0%
Complaints Filed*					4	100%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	4	1
Total Number Offered ADR	0	0
ADR Offer Rate*	0%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
All Pre-Complaint Counselings (minus remands)	4	4	100%			
All Investigations	3	3	100%	162	177	9.3%
All Complaint Closures	1			0	258	NA%
Merit Decisions (no AJ)	1	1	100%	0	258	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	4							
Total Closures	1							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	1	100%	1	100%	0	0%	0	0%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	1	100%	1	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	1	100%	0	0%	0	0%

**Securities and Exchange Commission (SEC)**

Permanent Workforce: 3,382

Temporary Workforce: 116

Total Workforce: 3,498

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	3,382	51.63%	48.37%	4.70%	67.98%	18.69%	8.19%	0.03%	0.33%	0.09%	1.27%
<b>Major Occupations:</b>											
<b>GENERAL ATTORNEY</b>	1,377	58.02%	41.98%	3.78%	80.83%	7.19%	7.63%	0.07%	0.36%	0.15%	0.87%
<b>ACCOUNTING</b>	933	59.06%	40.94%	5.68%	76.10%	6.75%	11.15%	0.00%	0.32%	0.00%	0.64%
<b>SECURITIES COMPLIANCE EXAMINING</b>	135	60.74%	39.26%	5.93%	73.33%	11.11%	9.63%	0.00%	0.00%	0.00%	0.74%
<b>GS-14 and GS-15*</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	98	64.29%	35.71%	3.06%	92.86%	3.06%	1.02%	0.00%	0.00%	0.00%	1.02%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	93	65.59%	34.41%	3.23%	92.47%	3.23%	1.08%	0.00%	0.00%	0.00%	1.08%

\*Does not include pay-banded employees

**Targeted Disabilities**

SEC employed 4 3 Individuals with Targeted Disabilities in FY 2007, which was 1.23% of its total work force. This represents an increase of one employee over FY 2006 and an increase of 2 employees since FY 2003. The participation rate for FY 2006 was 1.17% and for FY 2003 was 1.32%. Over the 5-year period SEC had a net decrease of 0.09% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

SEC timely processed 94.7% of the 19 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Age; and (3) Reprisal. Of the 11 complaints filed at SEC, 6 contained allegations of race (Black) discrimination, 2 contained allegations of race (White) discrimination, 2 contained allegations of race (Asian) discrimination, 3 contained allegations of color discrimination and 1 contained allegations of disability discrimination.

**III. Complaint Processing Times**

SEC timely completed the one investigation it reported completing in FY 2007. SEC's average time for completing an investigation was 148 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

SEC's average processing time for all complaint closures decreased from 358 days in FY 2006 to 294 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

SEC reported paying no monetary benefits for the one pre-complaint settlement it reached in FY 2007. SEC expended \$5,923 for the one investigation it completed in FY 2007.

SEC agreed to pay a total of \$124,500 for 9 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$13,833.

**Securities and Exchange Commission (SEC)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	13		6		19	
<b>Settlements</b>	0	0%	1	16.7%	1	5.3%
<b>Withdrawals or No Complaints Filed</b>	5	38.5%	2	33.3%	7	36.8%
<b>Complaints Filed*</b>					10	52.6%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					1	5.3%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	19	20
<b>Total Number Offered ADR</b>	19	0
<b>ADR Offer Rate*</b>	100%	0%
<b>ADR Participation Rate*</b>	31.6%	0%
<b>Total ADR Settlements</b>	1	0
<b>Total ADR Settlements Amount</b>	\$0.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	19	18	94.7%			
<b>All Investigations</b>	1	1	100%	171	148	-13.5%
<b>All Complaint Closures</b>	20			358	294	-17.9%
<b>Merit Decisions (no AJ)</b>	3	1	33.3%	262	449	71.4%
<b>Dismissal Decisions (no AJ)</b>	6			19	76	300%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	11							
<b>Total Closures</b>	20							
<b>Settlements</b>	9	45%						
<b>Withdrawals</b>	1	5%						
<b>Total Final Agency Actions</b>	10	50%	9	90%	1	10%	0	0%
<b>Dismissals</b>	6	60%	6	100%	0	0%	0	0%
<b>Merit Decisions</b>	4	40%	3	75%	1	25%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	4	100%	3	75%	1	25%	0	0%

**Small Business Administration (SBA)**

Permanent Workforce: 2,581

Temporary Workforce: 1,916

Total Workforce: 4,497

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,581	44.29%	55.71%	10.69%	57.03%	26.58%	4.92%	0.12%	0.62%	0.04%	1.05%
<b>Major Occupations:</b>											
<b>GENERAL BUSINESS AND INDUSTRY</b>	1,395	40.57%	59.43%	11.61%	57.35%	26.16%	3.58%	0.07%	1.22%	0.00%	0.79%
<b>LOAN SPECIALIST</b>	540	52.41%	47.59%	10.56%	57.22%	28.52%	3.15%	0.00%	0.56%	0.00%	0.37%
<b>PROGRAM MANAGEMENT</b>	188	74.47%	25.53%	12.77%	68.09%	12.77%	4.79%	0.53%	1.06%	0.00%	1.06%
<b>GS-14 and GS-15*</b>	540	59.26%	40.74%	6.67%	68.33%	19.07%	5.19%	0.19%	0.56%	0.00%	1.11%
<b>Senior Pay Level*</b>	49	77.55%	22.45%	12.24%	65.31%	16.33%	6.12%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	36	72.22%	27.78%	13.89%	61.11%	22.22%	2.78%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	8	12.50%	87.50%	12.50%	50.00%	37.50%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	198	60.61%	39.39%	7.58%	66.16%	21.72%	4.55%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	197	72.08%	27.92%	11.17%	67.51%	16.24%	3.55%	0.51%	1.02%	0.00%	1.02%

\*Does not include pay-banded employees

**Targeted Disabilities**

SBA employed 38 Individuals with Targeted Disabilities in FY 2007, which was 0.85% of its total work force. This represents a decrease of 10 employees from FY 2006 and an increase of 6 employees since FY 2003. The participation rate for FY 2006 was 0.77% and for FY 2003 was 1.02%. Over the 5-year period SBA had a net decrease of 0.17% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

SBA timely processed 87.3% of the 71 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. Of the 34 complaints filed at SBA, 15 contained allegations of race (Black) discrimination, 2 contained allegations of race (White) discrimination, 9 contained allegations of color discrimination and 7 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 29 completed investigations, 6.9% were timely. SBA's average time for completing an investigation was 359 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

SBA's average processing time for all complaint closures decreased from 689 days in FY 2006 to 351 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

SBA agreed to pay \$118,406 for 8 pre-complaint settlements, of which 2 were monetary settlements averaging \$59,203. SBA expended a total of \$94,418 for 29 complaint investigations, for an average expenditure of \$3,255.

SBA agreed to pay a total of \$330,350 for 10 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$33,035.

**Small Business Administration (SBA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	64		7		71	
<b>Settlements</b>	7	10.9%	1	14.3%	8	11.3%
<b>Withdrawals or No Complaints Filed</b>	26	40.6%	0	0%	26	36.6%
<b>Complaints Filed*</b>					34	47.9%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					3	4.2%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	71	50
<b>Total Number Offered ADR</b>	14	1
<b>ADR Offer Rate*</b>	19.7%	2%
<b>ADR Participation Rate*</b>	9.9%	2%
<b>Total ADR Settlements</b>	1	1
<b>Total ADR Settlements Amount</b>	\$116,116.65	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	71	62	87.3%			
<b>All Investigations</b>	29	2	6.9%	308	359	16.6%
<b>All Complaint Closures</b>	50			689	351	-49.1%
<b>Merit Decisions (no AJ)</b>	21	0	0%	621	227	-63.4%
<b>Dismissal Decisions (no AJ)</b>	7			375	104	-72.3%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	34							
<b>Total Closures</b>	50							
<b>Settlements</b>	10	20%						
<b>Withdrawals</b>	1	2%						
<b>Total Final Agency Actions</b>	39	78%	28	71.8%	11	28.2%	0	0%
<b>Dismissals</b>	7	17.9%	7	100%	0	0%	0	0%
<b>Merit Decisions</b>	32	82.1%	21	65.6%	11	34.4%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	32	100%	21	65.6%	11	34.4%	0	0%

**Smithsonian Institution (SI)**

Permanent Workforce: 3,885

Temporary Workforce: 126

Total Workforce: 4,011

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	3,885	56.60%	43.40%	4.86%	51.17%	38.46%	2.96%	0.10%	2.24%	0.21%	0.88%
<b>Major Occupations:</b>											
<b>MUSEUM SPECIALIST AND TECHNICIAN</b>	284	49.30%	50.70%	3.52%	85.92%	6.34%	1.76%	0.00%	2.11%	0.35%	0.00%
<b>MUSEUM CURATOR</b>	128	46.09%	53.91%	1.56%	91.41%	4.69%	1.56%	0.00%	0.78%	0.00%	0.78%
<b>EXHIBITS SPECIALIST</b>	100	85.00%	15.00%	1.00%	78.00%	18.00%	3.00%	0.00%	0.00%	0.00%	2.00%
<b>GS-14 and GS-15*</b>	432	64.35%	35.65%	3.94%	80.09%	8.56%	5.56%	0.23%	1.39%	0.23%	0.69%
<b>Senior Pay Level*</b>	101	71.29%	28.71%	1.98%	91.09%	5.94%	0.00%	0.00%	0.99%	0.00%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	200	68.00%	32.00%	2.50%	39.50%	54.50%	2.00%	0.00%	1.50%	0.00%	0.50%
<b>Mid-Level Officials/Managers</b>	210	55.71%	44.29%	2.86%	76.67%	15.24%	3.81%	0.00%	0.95%	0.48%	0.95%
<b>Senior-Level Officials/Managers</b>	156	66.67%	33.33%	1.92%	83.97%	9.62%	2.56%	0.00%	1.92%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

SI employed 34 Individuals with Targeted Disabilities in FY 2007, which was 0.85% of its total workforce. This represents a decrease of 2 employees from FY 2006 and a decrease of 2 employees since FY 2003. The participation rate for FY 2006 was 0.87% and for FY 2003 was 0.75%. Over the 5-year period SI had a net increase of 0.10% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

SI timely processed 100% of the 31 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Racial; (2) Sex (Female); and (3) Race (Black). Of the 14 complaints filed at SI, 3 contained allegations of race (Black) discrimination, 2 contained allegations of race (White) discrimination, 1 contained allegations of color discrimination and 3 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 15 investigations completed in FY 2007, 100% were timely. SI's average time for completing an investigation was 141 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

SI's average processing time for all complaint closures decreased from 202 days in FY 2006 to 161 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

SI reported no counseling settlements in FY 2007. SI expended a total of \$59,639 for 15 complaint investigations, for an average expenditure of \$3,975.

SI agreed to pay a total of \$25,000 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$12,500.

**Smithsonian Institution (SI)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	27		4		31	
<b>Settlements</b>	0	0%	0	0%	0	0%
<b>Withdrawals or No Complaints Filed</b>	12	44.4%	2	50%	14	45.2%
<b>Complaints Filed*</b>					15	48.4%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					2	6.5%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	31	16
<b>Total Number Offered ADR</b>	30	14
<b>ADR Offer Rate*</b>	96.8%	87.5%
<b>ADR Participation Rate*</b>	12.9%	18.8%
<b>Total ADR Settlements</b>	0	2
<b>Total ADR Settlements Amount</b>	\$0.00	\$25,000.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	31	31	100%			
<b>All Investigations</b>	15	15	100%	136	141	3.7%
<b>All Complaint Closures</b>	16			202	161	-20.3%
<b>Merit Decisions (no AJ)</b>	5	5	100%	186	152	-18.3%
<b>Dismissal Decisions (no AJ)</b>	3			59	17	-71.2%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	14							
<b>Total Closures</b>	16							
<b>Settlements</b>	2	12.5%						
<b>Withdrawals</b>	1	6.3%						
<b>Total Final Agency Actions</b>	13	81.3%	8	61.5%	5	38.5%	0	0%
<b>Dismissals</b>	3	23.1%	3	100%	0	0%	0	0%
<b>Merit Decisions</b>	10	76.9%	5	50%	5	50%	0	0%
<b>Finding Discrimination</b>	0	NA%	0	NA%	0	NA%	0	NA%
<b>Finding No Discrimination</b>	10	100%	5	50%	5	50%	0	0%



**Social Security Administration (SSA)**

Permanent Workforce: 61,474

Temporary Workforce: 933

Total Workforce: 62,407

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	61,474	30.16%	69.84%	13.03%	52.60%	28.55%	4.21%	0.16%	1.27%	0.18%	2.08%
<b>Major Occupations:</b>											
<b>SOCIAL INSURANCE ADMINISTRATION</b>	27,051	29.77%	70.23%	15.82%	56.40%	21.60%	4.30%	0.16%	1.62%	0.11%	1.26%
<b>CONTACT REPRESENTATIVE</b>	10,481	22.46%	77.54%	23.12%	36.97%	33.68%	4.36%	0.28%	1.38%	0.21%	3.53%
<b>MANAGEMENT AND PROGRAM ANALYSIS</b>	1,811	31.97%	68.03%	6.18%	56.10%	32.69%	3.37%	0.17%	0.99%	0.50%	0.94%
<b>GS-14 and GS-15*</b>	3,220	49.35%	50.65%	6.37%	70.62%	19.16%	2.48%	0.03%	1.18%	0.16%	0.62%
<b>Senior Pay Level*</b>	1,259	80.22%	19.78%	4.77%	86.10%	7.15%	0.48%	0.00%	1.27%	0.24%	1.11%
<b>SES</b>	134	58.21%	41.79%	8.21%	72.39%	18.66%	0.00%	0.00%	0.75%	0.00%	0.75%
<b>First-Level Officials/Managers</b>	1,978	27.40%	72.60%	14.66%	50.25%	30.74%	2.98%	0.15%	1.11%	0.10%	0.71%
<b>Mid-Level Officials/Managers</b>	3,395	42.36%	57.64%	9.40%	65.74%	20.88%	2.12%	0.12%	1.68%	0.06%	0.53%
<b>Senior-Level Officials/Managers</b>	686	52.77%	47.23%	5.25%	71.43%	20.70%	1.17%	0.00%	1.46%	0.00%	0.29%

\*Does not include pay-banded employees

**Targeted Disabilities**

SSA employed 1,288 Individuals with Targeted Disabilities in FY 2007, which was 2.06% of its total work force. This represents a decrease of 30 employees from FY 2006 and a decrease of 156 employees since FY 2003. The participation rate for FY 2006 was 2.07% and for FY 2003 was 2.27%. Over the 5-year period SSA had a net decrease of 0.21% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

SSA timely processed 70.9% of the 843 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). Of the 426 complaints filed at SSA, 125 contained allegations of race (Black) discrimination, 64 contained allegations of race (White) discrimination, 4 contained allegations of race (Asian) discrimination, 4 contained allegations of race (American Indian/Alaska Native) discrimination, 14 contained allegations of color discrimination and 136 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 220 completed investigations, 43.6% were timely. SSA's average time for completing an investigation was 246 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

SSA's average processing time for all complaint closures decreased from 649 days in FY 2006 to 587 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

SSA agreed to pay \$6,492 for 71 pre-complaint settlements, of which 3 were monetary settlements averaging \$2,164. SSA expended a total of \$626,522 for 220 complaint investigations, for an average expenditure of \$2,847.

SSA agreed to pay a total of \$618,467 for 74 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,357.

**Social Security Administration (SSA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	658		185		843	
<b>Settlements</b>	12	1.8%	59	31.9%	71	8.4%
<b>Withdrawals or No Complaints Filed</b>	308	46.8%	31	16.8%	339	40.2%
<b>Complaints Filed*</b>					412	48.9%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					21	2.5%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	843	463
<b>Total Number Offered ADR</b>	688	338
<b>ADR Offer Rate*</b>	81.6%	73%
<b>ADR Participation Rate*</b>	22%	5.4%
<b>Total ADR Settlements</b>	59	9
<b>Total ADR Settlements Amount</b>	\$25.00	\$4,999.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	843	598	70.9%			
<b>All Investigations</b>	220	96	43.6%	256	246	-3.9%
<b>All Complaint Closures</b>	463			649	587	-9.6%
<b>Merit Decisions (no AJ)</b>	188	22	11.7%	932	776	-16.7%
<b>Dismissal Decisions (no AJ)</b>	76			109	155	42.2%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	426							
<b>Total Closures</b>	463							
<b>Settlements</b>	69	14.9%						
<b>Withdrawals</b>	24	5.2%						
<b>Total Final Agency Actions</b>	370	79.9%	264	71.4%	103	27.8%	3	0.8%
<b>Dismissals</b>	84	22.7%	76	90.5%	8	100%	0	0%
<b>Merit Decisions</b>	286	77.3%	188	65.7%	95	33.2%	3	1%
<b>Finding Discrimination</b>	8	2.8%	1	12.5%	4	50%	3	37.5%
<b>Finding No Discrimination</b>	278	97.2%	187	67.3%	91	32.7%	0	0%

**Department of State (STATE)**

Permanent Workforce: 19,518

Temporary Workforce: 6,101

Total Workforce: 25,619

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	19,518	55.59%	44.41%	5.00%	72.91%	16.67%	5.06%	0.05%	0.32%	0.01%	0.38%
<b>Major Occupations:</b>											
<b>FOREIGN AFFAIRS</b>	6,026	63.51%	36.49%	4.15%	85.45%	4.86%	4.96%	0.02%	0.33%	0.02%	0.22%
<b>SECURITY ADMINISTRATORS</b>	1,568	87.31%	12.69%	5.68%	78.69%	11.86%	3.06%	0.00%	0.70%	0.00%	0.06%
<b>PASSPORT AND VISA EXAMINING</b>	1,297	35.24%	64.76%	10.95%	58.52%	24.83%	5.24%	0.00%	0.46%	0.00%	0.31%
<b>GS-14 and GS-15*</b>	1,848	57.85%	42.15%	2.71%	80.95%	11.53%	4.60%	0.00%	0.22%	0.00%	0.54%
<b>Senior Pay Level**</b>	1,062	72.69%	27.31%	2.92%	86.16%	8.10%	2.45%	0.00%	0.38%	0.00%	0.19%
<b>SES</b>	114	67.54%	32.46%	1.75%	93.86%	2.63%	1.75%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	465	58.92%	41.08%	5.16%	68.60%	21.08%	4.95%	0.00%	0.22%	0.00%	0.22%
<b>Mid-Level Officials/Managers</b>	1,199	65.30%	34.70%	3.75%	78.48%	14.68%	2.75%	0.00%	0.33%	0.25%	0.42%
<b>Senior-Level Officials/Managers</b>	1,936	65.50%	34.50%	3.98%	87.14%	5.01%	3.67%	0.00%	0.21%	0.00%	0.26%

\*Does not include Foreign Service employees or pay-banded employees. \*\*Does not include pay-banded employees.

**Targeted Disabilities**

STATE employed 84 Individuals with Targeted Disabilities in FY 2007, which was 0.33% of its total work force. This represents a decrease of 4 employees from FY 2006 and a net increase of 11 employees since FY 2003. The participation rate for FY 2006 was 0.36% and for FY 2003 was 0.32%. Over the 5-year period STATE had a net increase of 0.01% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

STATE timely processed 58.1% of the 172 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Race (Black); and (3) Retaliation. Of the 94 complaints filed at STATE, 29 contained allegations of race (Black) discrimination, 7 contained allegations of race (White) discrimination, 2 contained allegations of race (Asian) discrimination, 1 contained allegations of race (American Indian/Alaska Native) discrimination, 18 contained allegations of color discrimination and 24 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 45 completed investigations, 33.3% were timely. STATE's average time for completing an investigation was 296 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

STATE's average processing time for all complaint closures increased from 368 days in FY 2006 to 436 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

STATE agreed to pay \$18,000 for 2 pre-complaint settlements, of which 1 was a monetary settlement for \$18,000. STATE expended a total of \$184,487 for 45 complaint investigations, for an average expenditure of \$4,099.

STATE agreed to pay a total of \$332,375 for 16 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$20,773.

**Department of State (STATE)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	148		24		172	
<b>Settlements</b>	0	0%	2	8.3%	2	1.2%
<b>Withdrawals or No Complaints Filed</b>	67	45.3%	4	16.7%	71	41.3%
<b>Complaints Filed*</b>					94	54.7%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					5	2.9%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	172	73
<b>Total Number Offered ADR</b>	137	6
<b>ADR Offer Rate*</b>	79.7%	8.2%
<b>ADR Participation Rate*</b>	14%	8.2%
<b>Total ADR Settlements</b>	2	1
<b>Total ADR Settlements Amount</b>	\$18,000.00	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	172	100	58.1%			
<b>All Investigations</b>	45	15	33.3%	245	296	20.8%
<b>All Complaint Closures</b>	73			368	436	18.5%
<b>Merit Decisions (no AJ)</b>	29	0	0%	466	472	1.3%
<b>Dismissal Decisions (no AJ)</b>	10			39	96	146.2%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	94							
<b>Total Closures</b>	73							
<b>Settlements</b>	15	20.6%						
<b>Withdrawals</b>	3	4.1%						
<b>Total Final Agency Actions</b>	55	75.3%	39	70.9%	16	29.1%	0	0%
<b>Dismissals</b>	10	18.2%	10	100%	0	0%	0	0%
<b>Merit Decisions</b>	45	81.8%	29	64.4%	16	35.6%	0	0%
<b>Finding Discrimination</b>	1	2.2%	0	0%	1	100%	0	0%
<b>Finding No Discrimination</b>	44	97.8%	29	65.9%	15	34.1%	0	0%

**Tennessee Valley Authority (TVA)**

Permanent Workforce: 11,634

Temporary Workforce: 266

Total Workforce: 11,900

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	11,634	80.23%	19.77%	0.64%	88.65%	8.78%	0.38%	0.03%	1.16%	0.37%	0.53%
<b>Major Occupations:</b>											
<b>UNIT OPERATORS</b>	758	92.74%	7.26%	0.53%	88.26%	8.97%	0.13%	0.00%	1.19%	0.79%	0.40%
<b>FOSSIL MECHANICAL TECHNICIANS</b>	515	96.50%	3.50%	0.78%	92.43%	5.63%	0.00%	0.00%	1.17%	0.00%	0.00%
<b>NUCLEAR UNIT OPERATORS</b>	282	93.97%	6.03%	1.06%	89.01%	7.09%	0.00%	0.00%	2.13%	0.71%	0.35%
<b>GS-14 and GS-15*</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	189	41.27%	58.73%	0.00%	88.36%	10.05%	0.00%	0.00%	1.06%	0.53%	0.00%
<b>Mid-Level Officials/Managers</b>	1,695	76.11%	23.89%	0.77%	89.73%	7.61%	0.59%	0.06%	1.12%	0.12%	0.35%
<b>Senior-Level Officials/Managers</b>	941	84.27%	15.73%	0.53%	93.30%	4.25%	0.85%	0.00%	0.74%	0.32%	0.32%

\*Does not include pay-banded employees

**Targeted Disabilities**

TVA employed 62 Individuals with Targeted Disabilities in FY 2007, which was 0.52% of its total work force. This represents a decrease of 7 employees from FY 2006 and a decrease of 19 employees since FY 2003. The participation rate for FY 2006 was 0.55% and for FY 2003 was 0.61%. Over the 5-year period TVA had a net decrease of 0.09% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

TVA timely processed 92.1% of the 76 pre-complaint counselings (without remands) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Disability (Physical); and (3) Reprisal. Of the 44 complaints filed at TVA, 15 contained allegations of race (Black) discrimination, 1 contained allegations of race (White) discrimination, 1 contained allegations of race (Asian) discrimination, 3 contained allegations of race (American Indian/Alaska Native) discrimination, and 31 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 27 completed investigations, 92.6% were timely. TVA's average time for completing an investigation was 93 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

TVA's average processing time for all complaint closures increased from 137 days in FY 2006 to 275 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

TVA agreed to pay \$545 for 3 pre-complaint settlements, of which 1 was a monetary settlement for \$545. TVA expended a total of \$98,555 for 27 complaint investigations, for an average expenditure of \$3,650.

TVA agreed to pay a total of \$252,000 for 11 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$22,909.

**Tennessee Valley Authority (TVA)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	73		3		76	
<b>Settlements</b>	3	4.1%	0	0%	3	4%
<b>Withdrawals or No Complaints Filed</b>	17	23.3%	0	0%	17	22.4%
<b>Complaints Filed*</b>					44	57.9%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					12	15.8%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	76	56
<b>Total Number Offered ADR</b>	10	4
<b>ADR Offer Rate*</b>	13.2%	7.1%
<b>ADR Participation Rate*</b>	4%	7.1%
<b>Total ADR Settlements</b>	0	2
<b>Total ADR Settlements Amount</b>	\$0.00	\$15,000.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	76	70	92.1%			
<b>All Investigations</b>	27	25	92.6%	109	93	-14.7%
<b>All Complaint Closures</b>	56			137	275	100.7%
<b>Merit Decisions (no AJ)</b>	21	18	85.7%	168	166	-1.2%
<b>Dismissal Decisions (no AJ)</b>	12			30	101	236.7%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	44							
<b>Total Closures</b>	56							
<b>Settlements</b>	8	14.3%						
<b>Withdrawals</b>	6	10.7%						
<b>Total Final Agency Actions</b>	42	75%	33	78.6%	9	21.4%	0	0%
<b>Dismissals</b>	12	28.6%	12	100%	0	0%	0	0%
<b>Merit Decisions</b>	30	71.4%	21	70%	9	30%	0	0%
<b>Finding Discrimination</b>	3	10%	3	100%	0	0%	0	0%
<b>Finding No Discrimination</b>	27	90%	18	66.7%	9	33.3%	0	0%



**Department of Transportation (DOT)**

Permanent Workforce: 52,916

Temporary Workforce: 1,203

Total Workforce: 54,119

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	52,916	73.31%	26.69%	6.13%	77.28%	11.09%	3.62%	0.17%	1.40%	0.32%	0.56%
<b>Major Occupations:</b>											
<b>AIR TRAFFIC CONTROL</b>	19,437	84.20%	15.80%	4.96%	86.80%	5.13%	1.62%	0.19%	1.05%	0.26%	0.13%
<b>TRANSPORTATION SPECIALIST</b>	6,788	87.93%	12.07%	7.75%	74.97%	10.49%	4.18%	0.22%	1.89%	0.50%	0.40%
<b>AVIATION SAFETY</b>	4,022	92.37%	7.63%	5.37%	86.45%	4.55%	1.59%	0.12%	1.72%	0.20%	0.17%
<b>GS-14 and GS-15*</b>	5,300	76.91%	23.09%	4.68%	79.17%	10.57%	4.38%	0.06%	0.92%	0.23%	0.58%
<b>Senior Pay Level*</b>	432	69.68%	30.32%	3.70%	83.33%	8.56%	3.94%	0.00%	0.46%	0.00%	0.46%
<b>SES</b>	188	63.83%	36.17%	1.06%	84.04%	11.17%	3.72%	0.00%	0.00%	0.00%	0.53%
<b>First-Level Officials/Managers</b>	76	78.95%	21.05%	18.42%	75.00%	6.58%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	1,298	71.34%	28.66%	4.31%	75.81%	14.02%	5.16%	0.00%	0.54%	0.15%	1.00%
<b>Senior-Level Officials/Managers</b>	1,036	72.20%	27.80%	3.96%	81.18%	10.23%	4.05%	0.00%	0.39%	0.19%	0.87%

\*Does not include pay-banded employees

**Targeted Disabilities**

DOT employed 302 individuals with Targeted Disabilities in FY 2007, which was 0.56% of its total work force. This represents an increase of 17 employees over FY 2006 and an increase of 3 employees since FY 2003. The participation rate for FY 2006 was 0.53% and for FY 2003 was 0.52%. Over the 5-year period DOT had a net increase of 0.04% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

DOT timely processed 95.5% of the 792 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Sex (Female). Of the 474 complaints filed at DOT, 82 contained allegations of race (Black) discrimination, 39 contained allegations of race (White) discrimination, 10 contained allegations of race (Asian) discrimination, 5 contained allegations of race (American Indian/Alaska Native) discrimination, 55 contained allegations of color discrimination and 84 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 300 completed investigations, 79.3% were timely. DOT's average time for completing an investigation was 194 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

DOT's average processing time for all complaint closures increased from 285 days in FY 2006 to 321 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

DOT agreed to pay \$11,000 for 40 pre-complaint settlements, of which 6 were monetary settlements averaging \$1,833. DOT expended a total of \$1,601,923 for 300 complaint investigations, for an average expenditure of \$5,339.

DOT agreed to pay a total of \$1,117,486 for 91 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$12,280.



**Department of Transportation (DOT)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	639		153		792	
<b>Settlements</b>	14	2.2%	26	17%	40	5.1%
<b>Withdrawals or No Complaints Filed</b>	279	43.7%	5	3.3%	284	35.9%
<b>Complaints Filed*</b>					449	56.7%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					19	2.4%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	792	392
<b>Total Number Offered ADR</b>	716	26
<b>ADR Offer Rate*</b>	90.4%	6.6%
<b>ADR Participation Rate*</b>	19.3%	4.1%
<b>Total ADR Settlements</b>	26	5
<b>Total ADR Settlements Amount</b>	\$11,000.00	\$2,400.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	792	756	95.5%			
<b>All Investigations</b>	300	238	79.3%	179	194	8.4%
<b>All Complaint Closures</b>	392			285	321	12.6%
<b>Merit Decisions (no AJ)</b>	74	26	35.1%	352	382	8.5%
<b>Dismissal Decisions (no AJ)</b>	161			159	120	-24.5%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	474							
<b>Total Closures</b>	392							
<b>Settlements</b>	85	21.7%						
<b>Withdrawals</b>	24	6.1%						
<b>Total Final Agency Actions</b>	283	72.2%	235	83%	46	16.3%	2	0.7%
<b>Dismissals</b>	169	59.7%	161	95.3%	8	100%	0	0%
<b>Merit Decisions</b>	114	40.3%	74	64.9%	38	33.3%	2	1.8%
<b>Finding Discrimination</b>	8	7%	3	37.5%	3	37.5%	2	25%
<b>Finding No Discrimination</b>	106	93%	71	67%	35	33%	0	0%

**Department of the Treasury (TREAS)**

Permanent Workforce: 100,640

Temporary Workforce: 2,147

Total Workforce: 102,787

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	100,640	37.42%	62.58%	8.25%	62.14%	24.08%	4.41%	0.06%	0.84%	0.22%	1.72%
<b>Major Occupations:</b>											
<b>INTERNAL REVENUE AGENT</b>	13,167	52.15%	47.85%	5.88%	70.17%	13.50%	9.45%	0.08%	0.76%	0.16%	0.92%
<b>TAX EXAMINING</b>	11,268	22.36%	77.64%	9.56%	62.50%	23.71%	3.12%	0.03%	0.97%	0.12%	2.23%
<b>CONTACT REPRESENTATIVE</b>	11,104	29.89%	70.11%	12.53%	51.82%	32.07%	2.57%	0.04%	0.83%	0.15%	2.58%
<b>GS-14 and GS-15*</b>	7,888	52.94%	47.06%	3.56%	74.14%	16.04%	5.26%	0.05%	0.61%	0.34%	0.72%
<b>Senior Pay Level*</b>	503	64.61%	35.39%	2.78%	82.11%	10.14%	3.38%	0.20%	0.99%	0.40%	0.20%
<b>SES</b>	386	63.21%	36.79%	3.11%	81.09%	10.62%	3.11%	0.26%	1.30%	0.52%	0.26%
<b>First-Level Officials/ Managers</b>	159	28.93%	71.07%	8.18%	63.52%	25.79%	1.89%	0.00%	0.63%	0.00%	0.00%
<b>Mid-Level Officials/ Managers</b>	622	55.79%	44.21%	4.02%	71.38%	21.54%	2.41%	0.00%	0.48%	0.16%	0.64%
<b>Senior-Level Officials/ Managers</b>	1,103	62.19%	37.81%	2.45%	82.59%	10.97%	3.08%	0.09%	0.54%	0.27%	0.27%

\*Does not include pay-banded employees

**Targeted Disabilities**

TREAS employed 1,748 Individuals with Targeted Disabilities in FY 2007, which was 1.70% of its total work force. This represents a decrease of 94 employees from FY 2006 and a decrease of 383 employees since FY 2003. The participation rate for FY 2006 was 1.73% and for FY 2003 was 1.97%. Over the 5-year period TREAS had a net decrease of 0.27% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

TREAS timely processed 92.3% of the 1,046 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Retaliation; (2) Race (Black); and (3) Age. Of the 538 complaints filed at TREAS, 141 contained allegations of race (Black) discrimination, 48 contained allegations of race (White) discrimination, 4 contained allegations of race (Asian) discrimination, 1 contained allegations of race (American Indian/Alaska Native) discrimination, 30 contained allegations of

color discrimination and 143 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 436 completed investigations, 54.4% were timely. TREAS' average time for completing an investigation was 270 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

TREAS' average processing time for all complaint closures decreased from 493 days in FY 2006 to 474 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

TREAS agreed to pay \$68,939 for 176 pre-complaint settlements, of which 7 were monetary settlements averaging \$9,848. TREAS expended a total of \$2,626,196 for 436 complaint investigations, for an average expenditure of \$6,023.

TREAS agreed to pay a total of \$1,362,306 for 153 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,903.

**Department of the Treasury (TREAS)**

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	739		307		1,046	
<b>Settlements</b>	89	12%	87	28.3%	176	16.8%
<b>Withdrawals or No Complaints Filed</b>	339	45.9%	8	2.6%	347	33.2%
<b>Complaints Filed*</b>					490	46.9%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					33	3.2%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	1,046	603
<b>Total Number Offered ADR</b>	987	184
<b>ADR Offer Rate*</b>	94.4%	30.5%
<b>ADR Participation Rate*</b>	29.4%	9.8%
<b>Total ADR Settlements</b>	87	26
<b>Total ADR Settlements Amount</b>	\$40,025.00	\$73,965.36

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	1,046	965	92.3%			
<b>All Investigations</b>	436	237	54.4%	334	270	-19.2%
<b>All Complaint Closures</b>	603			493	474	-3.9%
<b>Merit Decisions (no AJ)</b>	183	117	63.9%	492	496	0.8%
<b>Dismissal Decisions (no AJ)</b>	80			385	238	-38.2%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	538							
<b>Total Closures</b>	603							
<b>Settlements</b>	145	24.1%						
<b>Withdrawals</b>	62	10.3%						
<b>Total Final Agency Actions</b>	396	65.7%	263	66.4%	130	32.8%	3	0.8%
<b>Dismissals</b>	81	20.5%	80	98.8%	1	100%	0	0%
<b>Merit Decisions</b>	315	79.5%	183	58.1%	129	41%	3	1%
<b>Finding Discrimination</b>	9	2.9%	5	55.6%	3	33.3%	1	11.1%
<b>Finding No Discrimination</b>	306	97.1%	178	58.2%	126	41.2%	2	0.7%

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

Permanent Workforce: 583,629

Temporary Workforce: 99,786

Total Workforce: 683,415

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	583,629	64.32%	35.68%	8.48%	60.10%	22.20%	8.71%	0.00%	0.50%	0.00%	0.84%
<b>Major Occupations:</b>											
<b>CITY CARRIER</b>	222,072	72.92%	27.08%	10.98%	61.21%	18.61%	8.70%	0.00%	0.50%	0.00%	0.41%
<b>CLERK</b>	204,075	43.89%	56.11%	7.55%	56.06%	24.65%	11.14%	0.00%	0.60%	0.00%	1.06%
<b>RURAL CARRIER</b>	67,560	45.49%	54.51%	3.34%	89.05%	4.86%	2.10%	0.00%	0.66%	0.00%	0.40%
<b>GS-14 and GS-15*</b>	8,826	68.48%	31.52%	6.31%	70.45%	17.46%	5.12%	0.00%	0.66%	0.00%	0.25%
<b>Senior Pay Level*</b>	748	70.99%	29.01%	7.09%	74.47%	14.97%	3.21%	0.00%	0.27%	0.00%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities**

USPS employed 5,745 Individuals with Targeted Disabilities in FY 2007, which was 0.84% of its total work force. This represents a decrease of 227 employees from FY 2006 and a decrease of 971 employees since FY 2003. The participation rate for FY 2006 was 0.86% and for FY 2003 was 0.92%. Over the 5-year period USPS had a net decrease of 0.08% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

USPS timely processed 98.9% of the 17,277 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Disability (Physical); and (3) Age. Of the 6,090 complaints filed at USPS, 1,431 contained allegations of race (Black) discrimination, 679 contained allegations of race (White) discrimination, 109 contained allegations of race (Asian) discrimination, 31 contained allegations of race (American Indian/Alaska Native) discrimination, 839 contained allegations of color discrimination and 2,664 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 4,669 completed investigations, 99% were timely. USPS' average time for completing an investigation was 106 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

USPS' average processing time for all complaint closures decreased from 289 days in FY 2006 to 267 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

USPS agreed to pay \$498,777 for 5,328 pre-complaint settlements, of which 429 were monetary settlements averaging \$1,162. USPS expended a total of \$7,175,480 for 4,669 complaint investigations, for an average expenditure of \$1,536.

USPS agreed to pay a total of \$4,550,549 for 626 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$7,269.

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

**Outcome of Counselings Completed in FY 2007**

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	4,128		13,157		17,285	
<b>Settlements</b>	663	16.1%	4,665	35.5%	5,328	30.8%
<b>Withdrawals or No Complaints Filed</b>	644	15.6%	5,130	39%	5,774	33.4%
<b>Complaints Filed*</b>					5,879	34%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					304	1.8%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

**Agency Use of ADR for EEO Dispute Resolution in FY 2007**

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	17,285	5,548
<b>Total Number Offered ADR</b>	16,034	16
<b>ADR Offer Rate*</b>	92.8%	0.3%
<b>ADR Participation Rate*</b>	76.1%	0.3%
<b>Total ADR Settlements</b>	4,665	1
<b>Total ADR Settlements Amount</b>	\$372,430.83	\$0.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

**Timeliness in FY 2007**

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	17,277	17,088	98.9%			
<b>All Investigations</b>	4,669	4,624	99%	106	106	0%
<b>All Complaint Closures</b>	5,548			289	267	-7.6%
<b>Merit Decisions (no AJ)</b>	1,746	1,692	96.9%	267	229	-14.2%
<b>Dismissal Decisions (no AJ)</b>	1,194			36	25	-30.6%

\*APD = Average Processing Days

**Outcomes of Complaints in FY 2007**

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	6,090							
<b>Total Closures</b>	5,548							
<b>Settlements</b>	586	10.6%						
<b>Withdrawals</b>	497	9%						
<b>Total Final Agency Actions</b>	4,465	80.5%	2,940	65.8%	1,495	33.5%	30	0.7%
<b>Dismissals</b>	1,222	27.4%	1,194	97.7%	28	100%	0	0%
<b>Merit Decisions</b>	3,243	72.6%	1,746	53.8%	1,467	45.2%	30	0.9%
<b>Finding Discrimination</b>	66	2%	1	1.5%	39	59.1%	26	39.4%
<b>Finding No Discrimination</b>	3,177	98%	1,745	54.9%	1,428	44.9%	4	0.1%

**Department of Veterans Affairs (VA)**

Permanent Workforce: 229,979

Temporary Workforce: 24,054

Total Workforce: 254,033

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	229,979	41.05%	58.95%	6.85%	61.31%	24.41%	6.12%	0.09%	1.02%	0.20%	1.55%
<b>Major Occupations:</b>											
<b>NURSE</b>	43,015	15.12%	84.88%	6.17%	66.49%	15.28%	10.91%	0.09%	0.93%	0.12%	0.47%
<b>MEDICAL OFFICER</b>	17,461	68.55%	31.45%	6.83%	64.09%	4.35%	23.47%	0.13%	1.06%	0.08%	0.51%
<b>PRACTICAL NURSE</b>	11,550	16.45%	83.55%	6.73%	56.26%	29.84%	5.50%	0.15%	1.18%	0.35%	0.65%
<b>GS-14 and GS-15*</b>	14,309	66.76%	33.24%	5.72%	70.19%	6.91%	16.31%	0.08%	0.70%	0.08%	0.66%
<b>Senior Pay Level*^</b>											
<b>SES</b>											
<b>First-Level Officials/Managers</b>	6,990	46.17%	53.83%	6.62%	66.77%	22.29%	3.10%	0.10%	1.00%	0.11%	0.80%
<b>Mid-Level Officials/Managers</b>	5,240	55.40%	44.60%	4.98%	79.27%	11.93%	2.98%	0.04%	0.65%	0.15%	1.13%
<b>Senior-Level Officials/Managers</b>	3,427	74.35%	25.65%	5.22%	79.02%	4.46%	10.85%	0.06%	0.38%	0.00%	0.67%

\*Does not include pay-banded employees.

**Targeted Disabilities**

VA employed 3,758 Individuals with Targeted Disabilities in FY 2007, which was 1.48% of its total work force. This represents an increase of 192 employees over FY 2006 and an increase of 348 employees since FY 2003. The participation rate for FY 2006 was 1.49% and for FY 2003 was 1.65%. Over the 5-year period VA had a net decrease of 0.17% in employees with targeted disabilities.

**EEO Complaint Processing**

**I. Counseling**

VA timely processed 95.6% of the 3,694 pre-complaint counselings (without remedies) completed in FY 2007.

**II. Bases of Complaints Filed**

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. Of the 1,923 complaints filed at VA, 515 contained allegations of race (Black) discrimination, 90 contained allegations of race (White) discrimination, 30 contained allegations of race (Asian) discrimination, 4 contained allegations of race (American Indian/Alaska Native) discrimination, 51 contained allegations of color discrimination and 443 contained allegations of disability discrimination.

**III. Complaint Processing Times**

Of the 1,505 completed investigations, 49.4% were timely. VA's average time for completing an investigation was 220 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 93 days.

VA's average processing time for all complaint closures increased from 301 days in FY 2006 to 366 days in FY 2007. The government-wide average was 355 days.

**IV. Costs**

VA agreed to pay \$ 26,409 for 181 pre-complaint settlements, of which 15 were monetary settlements averaging \$1,760. VA expended a total of \$5,164,356 for 1,505 complaint investigations, for an average expenditure of \$3,431.

VA agreed to pay a total of \$3,503,366 for 407 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,607.

## Department of Veterans Affairs (VA)

### Outcome of Counselings Completed in FY 2007

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
<b>Pre-Complaint Counselings:</b>	2,686		1,008		3,694	
<b>Settlements</b>	47	1.7%	134	13.3%	181	4.9%
<b>Withdrawals or No Complaints Filed</b>	1,216	45.3%	328	32.5%	1,544	41.8%
<b>Complaints Filed*</b>					1,891	51.2%
<b>Decision to File Complaint Pending at End of Fiscal Year</b>					78	2.1%

\*Includes only complaints filed in FY 2007 where counseling was also completed during FY 2007.

### Agency Use of ADR for EEO Dispute Resolution in FY 2007

	Counseling	Complaint
<b>Completed/Ended Counselings/Complaint Closures</b>	3,694	1,875
<b>Total Number Offered ADR</b>	2,280	139
<b>ADR Offer Rate*</b>	61.7%	7.4%
<b>ADR Participation Rate*</b>	27.3%	4.6%
<b>Total ADR Settlements</b>	134	56
<b>Total ADR Settlements Amount</b>	\$11,654.00	\$337,570.00

\* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

### Timeliness in FY 2007

	Total #	# Timely	% Timely	FY 2006 APD*	FY 2007 APD	% Change
<b>All Pre-Complaint Counselings (minus remands)</b>	3,694	3,532	95.6%			
<b>All Investigations</b>	1,505	743	49.4%	204	220	7.8%
<b>All Complaint Closures</b>	1,875			301	366	21.6%
<b>Merit Decisions (no AJ)</b>	511	335	65.6%	291	383	31.6%
<b>Dismissal Decisions (no AJ)</b>	370			53	100	88.7%

\*APD = Average Processing Days

### Outcomes of Complaints in FY 2007

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
<b>Total Complaints Filed</b>	1,923							
<b>Total Closures</b>	1,875							
<b>Settlements</b>	387	20.6%						
<b>Withdrawals</b>	286	15.3%						
<b>Total Final Agency Actions</b>	1,202	64.1%	881	73.3%	308	25.6%	13	1.1%
<b>Dismissals</b>	389	32.4%	370	95.1%	19	100%	0	0%
<b>Merit Decisions</b>	813	67.6%	511	62.9%	289	35.5%	13	1.6%
<b>Finding Discrimination</b>	33	4.1%	6	18.2%	14	42.4%	13	39.4%
<b>Finding No Discrimination</b>	780	95.9%	505	64.7%	275	35.3%	0	0%





# APPENDIX I

## APPENDIX I

### GLOSSARY / DEFINITIONS

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

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

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

**ADR Election Rate** - Of the total counselings or complaints that received an ADR offer, the election rate represents the percentage that participated in the ADR process.

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

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

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

**Agency** - Executive agencies as defined in Section 102 of Title 5, U.S. Code (including those with employees and applicants for employment who are paid from nonappropriated funds), the United States Postal Service, the Postal Rate Commission, and those units of the legislative and judicial branches of the Federal government having positions in the competitive service.

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

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

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

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

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

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

**Central Personnel Data File (CPDF)** - This is a computer data file created and maintained by the OPM. The file is based on personnel action information submitted directly to the OPM by

Executive Branch federal agency appointing offices, and is updated monthly. Some Executive Branch agencies do not submit data to the CPDF including the following: the Tennessee Valley Authority, United States Postal Service, Army & Air Force Exchange Service, Central Intelligence Agency, Defense Intelligence Agency, National Geospatial-Intelligence Agency, and the National Security Agency.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Hearing Requests** – The number of hearings requested by complainants during the fiscal year.

**Hearings Inventory** – The number of hearing requests on hand at the end of the fiscal year.

**Investigations** – The number of agency reviews or inquiries into claims of discrimination raised in an EEO complaint, resulting in a report of investigation.

**Laborers and Helpers** - See “Occupational Categories.”

**Lump Sum Payment** - A single payment made in a settlement which does not identify the portion of the amount paid for back pay, compensatory damages, attorney fees, etc.

**Major Occupations** – Agency occupations that are mission related and heavily populated relative to other occupations within the agency.

**Merit Decisions** – Decisions that determine whether or not discrimination was proven. (issued by either a federal agency or an EEOC administrative judge).

**MD-110** - EEO Management Directive 110 provides policies, procedures and guidance relating to the processing of employment discrimination complaints governed by the Commission’s regulations in 29 CFR Part 1614.

**MD-715** – EEO Management Directive 715 describes program responsibilities and reporting requirements relating to agencies’ EEO programs.

**MD-715 Report** – The document which agencies use to annually report the status of its activities undertaken pursuant to its EEO program under Title VII of the Civil Rights Act of 1964 and its activities undertaken pursuant to its affirmative action obligations under the Rehabilitation Act of 1973.

**Monetary Benefits** – A payment that an agency agreed to provide in a settlement agreement, a final agency decision finding discrimination, a final order agreeing to fully implement an EEOC Administrative Judge's decision containing a payment award or in compliance with an Office of Federal Operations' appellate decision which ordered a payment award.

**No Complaint Filed** – Occurs when: (1) agency issues a Notice of Right to File Letter and does not receive a formal complaint within 15 days; or (2) the individual notifies the agency in writing that s/he is withdrawing from counseling.

**Occupational Categories** - The occupational categories for the EEO-9 are as follows:

**Administrative Support Workers** - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

**Craft Workers** - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.

**Laborers and Helpers** - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and unloading operations, and kindred workers.

**Officials and Managers** - Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken out into four sub-categories: (1) Executive/ Senior Level - includes those at the GS-15

grade or in the career Senior Executive Service, (2) Mid-Level - includes those at the GS-13 or 14 grade, (3) First-Level - includes those at or below the GS-12 grade and (4) Other - includes employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities, such as Administrative Officers.

**Operatives** - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic processors, workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.

**Professionals** - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

**Technicians** - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.

**Sales** - Occupations engaging wholly or primarily in direct selling.

**Service Workers** - Workers in both protective and non-protective service occupations.

**Officials and Managers** - See "Occupational Categories."

**Operatives** - See "Occupational Categories."

**Other Pay System Positions** – Those positions in alternative pay plans based on performance, like pay-banding, and market-based pay systems that are not easily converted to General Schedule and Related.

**Outreach** - Presentations and participation in meetings, conferences and seminars with employee and employer groups, professional associations, students, non-profit entities, community organizations and other members of the general public to provide general information about the EEOC, its mission, the employment discrimination laws enforced by EEOC and the complaint process.



**Participation Rate** - The extent to which members of a specific demographic group are represented in an agency's work force.

**Permanent Work Force** - Full-time, part-time and intermittent employees of a particular agency. For purposes of this Report, those persons employed as of September 30, 2006.

**Professionals** - See "Occupational Categories."

**Race/Ethnicity** -

**American Indian/Alaskan Native** - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

**Asian Americans** - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**Black (Not of Hispanic Origin)** - All persons having origins in any of the Black racial groups of Africa.

**Hispanic or Latino** - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

**Native Hawaiian/Other Pacific Islander** - All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**White (Not of Hispanic Origin)** - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**Persons of Two or More Races** - All persons who identify with two or more of the above race categories.

**Reportable Disability** - Any self-identified disability reported by an employee to the employing agency.

**Sales Workers** - See "Occupational Categories."

**Second Level Reporting Component** - A subordinate component of a Federal agency which has 1,000 or more employees and which is required to file EEOC FORM 715-01 with the EEOC. While many Federal agencies have subordinate components, not every subordinate component is a Second Level Reporting Component for purposes of filing EEOC FORM 715-01. A list of Federal agencies and departments covered by MD-715 and Second Level

Reporting Components is posted on the EEOC's website at <http://www.eeoc.gov/federal/715instruct/agencylist.html>.

**Senior Pay Level Positions** - Positions which include the career Senior Executive Service, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule.

**Service workers** - See "Occupational Categories."

**Settlements** – Where an agency agrees to award monetary or non-monetary benefits to an individual who agreed either to not file a formal complaint or to withdraw a formal complaint.

**Targeted Disabilities** - Those disabilities that the federal government, as a matter of policy, has identified for special emphasis. The targeted disabilities (and the codes that represent them on the Office of Personnel Management's Standard Form 256) are: deafness (16 and 17); blindness (23 and 25); missing extremities (28 and 32 through 38); partial paralysis (64 through 68); complete paralysis (71 through 78); convulsive disorders (82); mental retardation (90); mental illness (91); and distortion of limb and/or spine (92)."

**Technicians** - See "Occupational Categories."

**Temporary Work Force** – Employees in positions established for a limited period of time, usually for less than a year.

**Training** – The process of educating managers and employees on the laws enforced by EEOC and how to prevent and correct discrimination in the workplace and educating EEO professionals in carrying out the agency's EO responsibilities.

**Total Work Force** - All employees of an agency subject to 29 C.F.R. Part 1614 regulations, including temporary, seasonal and permanent employees. Total Work Force numbers in Part I, Sections A-D are as reported in the OPM's CPDF. Total Work Force numbers in Part I, Section E are as reported by agencies in their EEO Form 462 Reports.

**Withdrawals** – An election to end the EEO process during the formal complaint stage.

# APPENDIX II

## **APPENDIX II**

### **FEDERAL EEO COMPLAINT PROCESSING PROCEDURES**

#### **A. Contact EEO Counselor**

Aggrieved persons who believe they have been discriminated against must contact an agency EEO counselor prior to filing a formal complaint. The person must initiate counselor contact within 45 days of the matter alleged to be discriminatory. 29 C.F.R. Section 1614.105(a)(1). This time limit shall be extended where the aggrieved person shows that: he or she was not notified of the time limits and was not otherwise aware of them; he or she did not and reasonably should not have known that the discriminatory matter occurred; despite due diligence he or she was prevented by circumstances beyond his or her control from contacting the counselor within the time limits. 29 C.F.R. Section 1614.105(a)(2).

#### **B. EEO Counseling**

EEO counselors provide information to the aggrieved individual concerning how the federal sector EEO process works, including time frames and appeal procedures, and attempt to informally resolve the matter. At the initial counseling session, counselors must advise individuals in writing of their rights and responsibilities in the EEO process, including the right to request a hearing before an EEOC Administrative Judge or an immediate final decision from the agency following its investigation of the complaint. Individuals must be informed of their right to elect between pursuing the matter in the EEO process under part 1614 and a grievance procedure (where available) or the Merit Systems Protection Board appeal process (where applicable). The counselor must also inform the individuals of their right to proceed directly to court in a lawsuit under the Age Discrimination in Employment Act, of their duty to mitigate damages, and that only claims raised in pre-complaint counseling or claims like or related to those raised in counseling may be alleged in a subsequent complaint filed with the agency. 29 C.F.R. Section 1614.105(b)(1).

Counseling must be completed within 30 days of the date the aggrieved person contacted the agency's EEO office to request counseling. If the matter is not resolved in that time period, the counselor must inform the individual in writing of the right to file a discrimination complaint. This notice ("Notice of Final Interview") must inform the individual that a complaint must be filed within 15 days of receipt of the notice, identify the agency official with whom the complaint must be filed, and of the individual's duty to inform the agency if he or she is represented. 29 C.F.R. Section 1614.105(d). The 30-day counseling period may be extended for an additional 60 days: (1) where the individual agrees to such extension in writing; or (2) where the aggrieved person chooses to participate in an ADR procedure. If the claim is not resolved before the 90<sup>th</sup> day, the Notice of Final Interview described above must be issued to the individual. 29 C.F.R. Section 1614.105(e), (f). When a complaint is filed, the EEO counselor must submit a written report to the agency's EEO office concerning the issues discussed and the actions taken during counseling. 29 C.F.R. Section 1614.105(c).

### **C. Alternative Dispute Resolution (ADR)**

Beginning January 1, 2000 all agencies were required to establish or make available an ADR program. Such program must be available for both the pre-complaint process and the formal complaint process. 29 C.F.R. Section 1614.102(b)(2). At the initial counseling session, counselors must advise individuals that, where an agency agrees to offer ADR in a particular case, the individual may choose between participation in the ADR program and EEO counseling. 29 C.F.R. Section 1614.105(b)(2). As noted above, if the matter is not resolved in the ADR process within 90 days of the date the individual contacted the agency's EEO office, a Notice of Final Interview must be issued to the individual giving him or her the right to proceed with a formal complaint.

### **D. Complaints**

A complaint must be filed with the agency that allegedly discriminated against the complainant within 15 days of receipt of the Notice of Final Interview. The complaint must be a signed statement from the complainant or the complainant's attorney, containing the complainant's (or representative's) telephone number and address, and must be sufficiently precise to identify the complainant and the agency, and describe generally the action or practice which forms the basis of the complaint. 29 C.F.R. Section 1614.106.

A complainant may amend a complaint at any time prior to the conclusion of the investigation to include issues or claims like or related to those raised in the complaint. After requesting a hearing, a complainant may file a motion with the AJ to amend a complaint to include issues or claims like or related to those raised in the complaint. 29 C.F.R. Section 1614.106(d).

The agency must acknowledge receipt of the complaint in writing and inform the complainant of the date on which the complaint was filed, of the address of the EEOC office where a request for a hearing should be sent, that the complainant has the right to appeal the agency's final action or dismissal of a complaint, and that the agency must investigate the complaint within 180 days of the filing date. The agency's acknowledgment must also advise the complainant that when a complaint has been amended, the agency must complete the investigation within the earlier of: (1) 180 days after the last amendment to the complaint; or (2) 360 days after the filing of the original complaint. A complainant may request a hearing from an EEOC AJ on the consolidated complaints any time after 180 days from the date of the first filed complaint. 29 C.F.R. Section 1614.106(e).

### **E. Dismissals of Complaints**

Prior to a request for a hearing, in lieu of accepting a complaint for investigation an agency may dismiss an entire complaint for any of the following reasons: (1) failure to state a claim, or stating the same claim that is pending or has been decided by the agency or the EEOC; (2) failure to comply with the time limits; (3) filing a complaint on a matter that has not been brought to the attention of an EEO counselor and which is not like or related to the matters counseled; (4) filing a complaint which is the basis of a pending civil action, or which

was the basis of a civil action already decided by a court; (5) where the complainant has already elected to pursue the matter through either the negotiated grievance procedure or in an appeal to the Merit Systems Protection Board; (6) where the matter is moot or merely alleges a proposal to take a personnel action; (7) where the complainant cannot be located; (8) where the complainant fails to respond to a request to provide relevant information; (9) where the complaint alleges dissatisfaction with the processing of a previously filed complaint; (10) where the complaint is part of a clear pattern of misuse of the EEO process for a purpose other than the prevention and elimination of employment discrimination. 29 C.F.R. Section 1614.107.

If an agency believes that some, but not all, of the claims in a complaint should be dismissed for the above reasons, it must notify the complainant in writing of the rationale for this determination, identify the allegations which will not be investigated, and place a copy of this notice in the investigative file. This determination shall be reviewable by an EEOC AJ if a hearing is requested on the remainder of the complaint, but is not appealable until final action is taken by the agency on the remainder of the complaint. 29 C.F.R. Section 1614.107(b).

## **F. Investigations**

Investigations are conducted by the respondent agency. The agency must develop an impartial and appropriate factual record upon which to make findings on the claims raised by the complaint. An appropriate factual record is defined in the regulations as one that allows a reasonable fact finder to draw conclusions as to whether discrimination occurred. 29 C.F.R. Section 1614.108(b).

The investigation must be completed within 180 days from the filing of the complaint.<sup>1</sup> A copy of the investigative file must be provided to the complainant, along with a notification that, within 30 days of receipt of the file, the complainant has the right to request a hearing and a decision from an EEOC AJ or may request an immediate final decision from the agency. 29 C.F.R. Section 1614.108(f).

An agency may make an offer of resolution to a complainant who is represented by an attorney at any time after the filing of a complaint, but not later than the date an AJ is appointed to conduct a hearing. An agency may make an offer of resolution to a complaint, represented by an attorney or not, after the parties have received notice that an administrative judge has been appointed to conduct a hearing, but not later than 30 days prior to a hearing.

Such offer of resolution must be in writing and include a notice explaining the possible consequences of failing to accept the offer. If the complainant fails to accept the offer within 30 days of receipt, and the relief awarded in the final decision on the complaint is not more favorable than the offer, then the complainant shall not receive payment from the agency of

---

<sup>1</sup>The 180-day statutory period for investigating complaints can be extended to no more than 360 days if the consolidation of two or more complaints occurs. See 29 C.F.R. § 1614.606.

attorney's fees or costs incurred after the expiration of the 30-day acceptance period. 29 C.F.R. Section 1614.109(c).

## **G. Hearings**

Requests for a hearing must be sent by the complainant to the EEOC office indicated in the agency's acknowledgment letter, with a copy to the agency's EEO office. Within 15 days of receipt of the request for a hearing, the agency must provide a copy of the complaint file to EEOC. The EEOC will then appoint an AJ to conduct a hearing. 29 C.F.R. Section 1614.108(g).

Prior to the hearing, the parties may conduct discovery. The purpose of discovery is to enable a party to obtain relevant information for preparation of the party's case. Each party initially bears their own costs for discovery. For a more detailed description of discovery procedures, see EEOC Management Directive 110, Chapter 6.

Agencies provide for the attendance of all employees approved as witnesses by the AJ. Hearings are considered part of the investigative process, and are closed to the public. The AJ conducts the hearing and receives relevant information or documents as evidence. The hearing is recorded and the agency is responsible for paying for the transcripts of the hearing. Rules of evidence are not strictly applied to the proceedings. If the AJ determines that some or all facts are not in genuine dispute, he or she may limit the scope of the hearing or issue a decision without a hearing.

An EEOC AJ may dismiss a complaint for any of the reasons set out above under Dismissals or the AJ must conduct the hearing and issue a decision on the complaint within 180 days of receipt by the AJ of the complaint file from the agency. 29 C.F.R. Section 1614.109(b). The AJ will send copies of the hearing record, the transcript and the decision to the parties. If an agency does not issue a final order within 40 days of receipt of the AJ's decision, then the decision becomes the final action by the agency in the matter. 29 C.F.R. Section 1614.109(i).

## **H. Final Action by Agencies**

When an AJ has issued a decision (either a dismissal, a summary judgment decision or a decision following a hearing), the agency must take final action on the complaint by issuing a final order within 40 days of receipt of the hearing file and the AJ's decision. The final order must notify the complainant whether or not the agency will fully implement the decision of the AJ, and shall contain notice of the complainant's right to appeal to EEOC or to file a civil action. If the final order does not fully implement the decision of the AJ, the agency must simultaneously file an appeal with EEOC and attach a copy of the appeal to the final order. 29 C.F.R. Section 1614.110(a).

When an AJ has not issued a decision (i.e., when an agency dismisses an entire complaint under 1614.107, receives a request for an immediate final decision, or does not receive a reply to the notice providing the complainant the right to either request a hearing or



an immediate final decision), the agency must take final action by issuing a final decision. The agency's final decision will consist of findings by the agency on the merits of each issue in the complaint. Where the agency has not processed certain allegations in the complaint for procedural reasons set out in 29 C.F.R. Section 1614.107, it must provide the rationale for its decision not to process the allegations. The agency's decision must be issued within 60 days of receiving notification that the complainant has requested an immediate final decision. The agency's decision must contain notice of the complainant's right to appeal to the EEOC, or to file a civil action in federal court. 29 C.F.R. Section 1614.110(b).

## **I. Appeals to the EEOC**

Several types of appeals may be brought to the EEOC. A complainant may appeal an agency's final action or dismissal of a complaint within 30 days of receipt. 29 C.F.R. Sections 1614.401(a), 1614.402(a). A complainant may also appeal to the EEOC for a determination as to whether the agency has complied with the terms of a settlement agreement or decision. 29 C.F.R. Section 1614.504(b). A grievant may appeal the final decision of the agency, arbitrator or the FLRA on a grievance when an issue of employment discrimination was raised in the grievance procedure. 29 C.F.R. Section 1614.401(d). If the agency's final action and order do not fully implement the AJ's decision, the agency must appeal to the EEOC. 29 C.F.R. Section 1614.110(a); 29 C.F.R. Section 1614.401(b).

If the complaint is a class action, the class agent or the agency may appeal an AJ's decision accepting or dismissing all or part of the class complaint. A class agent may appeal a final decision on a class complaint. A class member may appeal a final decision on an individual claim for relief pursuant to a finding of class-wide discrimination. Finally, both the class agent or the agency may appeal from an AJ decision on the adequacy of a proposed settlement of a class action. 29 C.F.R. Section 1614.401(c).

Appeals must be filed with EEOC's Office of Federal Operations (OFO). Any statement or brief on behalf of a complainant in support of an appeal must be submitted to OFO within 30 days of filing the notice of appeal. Any statement or brief on behalf of the agency in support of its appeal must be filed within 20 days of filing the notice of appeal. An agency must submit the complaint file to OFO within 30 days of initial notification that the complainant has filed an appeal or within 30 days of submission of an appeal by the agency. Any statement or brief in opposition to an appeal must be submitted to OFO and served on the opposing party within 30 days of receipt of the statement or brief supporting the appeal, or, if no statement or brief supporting the appeal has been filed, within 60 days of receipt of the appeal. 29 C.F.R. Section 1614.403. EEOC has the authority to draw adverse inferences against a party failing to comply with its appeal procedures or requests for information. 29 C.F.R. Section 1614.404(c). The decision on an appeal from an agency's final action is based on a *de novo* review, except that the review of the factual findings in a decision by an AJ following a hearing is based on a substantial evidence standard of review. 29 C.F.R. Section 1614.405(a).

A party may request that EEOC reconsider its decision within 30 days of receipt of the Commission's decision. Such requests are not a second appeal, and will be granted only when the previous EEOC decision involved a clearly erroneous interpretation of material fact

or law; or when the decision will have a substantial impact on the policies, practices or operations of the agency. 29 C.F.R. Section 1614.405(b). The EEOC's decision will be based on a preponderance of the evidence. The decision will also inform the complainant of his or her right to file a civil action.

## **J. Civil Actions**

Prior to filing a civil action under Title VI of the Civil Rights Act of 1964 or the Rehabilitation Act of 1973, a federal sector complainant must first exhaust the administrative process set out at 29 C.F.R. Part 1614. "Exhaustion" for the purposes of filing a civil action may occur at different stages of the process. The regulations provide that civil actions may be filed in an appropriate federal court: (1) within 90 days of receipt of the final action where no administrative appeal has been filed; (2) after 180 days from the date of filing a complaint if an administrative appeal has not been filed and final action has not been taken; (3) within 90 days of receipt of EEOC's final decision on an appeal; or (4) after 180 days from the filing of an appeal with EEOC if there has been no final decision by the EEOC. 29 C.F.R. Section 1614.407.

Under the Age Discrimination in Employment Act (ADEA), a complainant may proceed directly to federal court after giving the EEOC notice of intent to sue. 29 C.F.R. Section 1614.201. An ADEA complainant who initiates the administrative process in 29 C.F.R. Part 1614 may also file a civil action within the time frames noted above. 29 C.F.R. Section 1614.407.

Under the Equal Pay Act, a complainant may file a civil action within 2 years (3 years for willful violations), regardless of whether he or she has pursued an administrative complaint. 29 C.F.R. Section 1614.408. Filing a civil action terminates EEOC processing of an appeal. 29 C.F.R. Section 1614.409.

## **K. Class Complaints**

Class complaints of discrimination are processed differently from individual complaints. See 29 C.F.R. Section 1614.204. The employee or applicant who wishes to file a class complaint must first seek counseling and be counseled, just like an individual complaint. However, once counseling is completed the class complaint is not investigated by the respondent agency. Rather, the complaint is forwarded to the nearest EEOC Field or District Office, where an EEOC AJ is appointed to make decision as to whether to accept or dismiss the class complaint. The AJ examines the class to determine whether it meets the class certification requirements of numerosity, commonality, typicality and adequacy of representation. The AJ may issue a decision dismissing the class because it fails to meet any of these class certification requirements, as well as for any of the reasons for dismissal discussed above for individual complaints.

A class complaint may begin as an individual complaint of discrimination. At a certain point, it may become evident that there are many more individuals than the complainant affected by the issues raised in the individual complaint. EEOC's regulations provide that a

complainant may move for class certification at any reasonable point in the process when it becomes apparent that there are class implications to the claims raised in an individual complaint. 29 C.F.R. Section 1614.204(b).

The AJ transmits his or her decision to accept or dismiss a class complaint to the class agent and the agency. The agency must then take final action by issuing a final order within 40 days of receipt of the AJ's decision. The final order must notify the agent whether or not the agency will implement the decision of the AJ. If the agency's final order does not implement the AJ's decision, the agency must simultaneously appeal the AJ's decision to EEOC's OFO. A copy of the agency's appeal must be appended to the agency's final order. 29 C.F.R. Section 1614.204(d)(7).

A dismissal of a class complaint shall inform the class agent either that the complaint is being filed on that date as an individual complaint and processed accordingly, or that the complaint is also dismissed as an individual complaint for one of the reasons for dismissal (discussed in section E, above). In addition, a dismissal must inform the class agent of the right to appeal to EEOC's OFO or to file a civil action in federal court.

When a class complaint is accepted, the agency must use reasonable means to notify the class members of the acceptance of the class complaint, a description of the issues accepted as part of the complaint, an explanation of the binding nature of the final decision or resolution on the class members, and the name, address and telephone number of the class representative. 29 C.F.R. Section 1614.204(e). In lieu of an investigation by the respondent agency, an EEOC AJ develops the record through discovery and a hearing. The AJ then issues a recommended decision to the agency. Within 60 days of receipt of the AJ's recommended decision on the merits of the class complaint, the agency must issue a final decision which either accepts, rejects or modifies the AJ's recommended decision. If the agency fails to issue such a decision within that time frame, the AJ's recommended decision becomes the agency's final decision in the class complaint.

When discrimination is found in the final decision and a class member believes that he or she is entitled to relief, the class member may file a written claim with the agency within 30 days of receipt of notification by the agency of its final decision. The EEOC AJ retains jurisdiction over the complaint in order to resolve disputed claims by class members. The claim for relief must contain a specific showing that the claimant is a class member entitled to relief. EEOC's regulations provide that, when a finding of discrimination against a class has been made, there is a presumption of discrimination as to each member of the class. The agency must show by clear and convincing evidence that any class member is not entitled to relief. The agency must issue a final decision on each individual claim for relief within 90 days of filing. Such decision may be appealed to EEOC's OFO, or a civil action may be filed in federal court. 29 C.F.R. Section 1614.204(l)(3).

A class complaint may be resolved at any time by agreement between the agency and the class agent. Notice of such resolution must be provided to all class members, and reviewed and approved by an EEOC AJ. If the AJ finds that the proposed resolution is not fair to the class as a whole, the AJ will issue a decision vacating the agreement, and may replace

the class agent with some other eligible class member to further process the class complaint. Such decision may be appealed to EEOC. If the AJ finds that the resolution is fair to the class as a whole, the resolution is binding on all class members. 29 C.F.R. Section 1614.204(g).

#### **L. Grievances**

Persons covered by collective bargaining agreements which permit allegations of discrimination to be raised in the grievance procedure, and who wish to file a complaint or grievance on an allegation of employment discrimination, must elect to proceed either under the procedures of 29 C.F.R. Part 1614 or the negotiated grievance procedures, but not both. 29 C.F.R. Section 1614.301(a). An election to proceed under Part 1614 is made by the filing of a complaint, and an election to proceed under the negotiated grievance procedures is made by filing a grievance. Participation in the pre-complaint procedures of Part 1614 is not an election of the 1614 procedures. The election requirement does not apply to employees of agencies not covered by 5 U.S.C. Section 7121(d), notably employees of the United States Postal Service.

#### **M. Mixed Case Complaints**

Some employment actions which may be the subject of a discrimination complaint under Part 1614 may also be appealed to the Merit Systems Protection Board (MSPB). In such cases, the employee must elect to proceed with a complaint as a "mixed case complaint" under Part 1614, or a "mixed case appeal" before the MSPB. Whichever is filed first is considered an election to proceed in that forum. 29 C.F.R. Section 1614.302.

Mixed case complaints are processed similarly to other complaints of discrimination, with the following notable exceptions: (1) the agency has only 120 days from the date of the filing of the mixed case complaint to issue a final decision, and the complainant may appeal the matter to the MSPB or file a civil action any time thereafter; (2) the complainant must appeal the agency's decision to the MSPB, not the EEOC, within 30 days of receipt of the agency's decision; (3) at the completion of the investigation the complainant does not have the right to request a hearing before an EEOC AJ, and the agency must issue a decision within 45 days. 29 C.F.R. Section 1614.302(d). Individuals who have filed either a mixed case complaint or a mixed case appeal, and who have received a final decision from the MSPB, may petition the EEOC to review the MSPB final decision.

In contrast to non-mixed matters, individuals who wish to file a civil action in mixed-case matters must file within 30 days (not 90) of receipt of: (1) the agency's final decision; (2) the MSPB's final decision; or (3) the EEOC's decision on a petition to review. Alternatively, a civil action may be filed after 120 days from the date of filing the mixed case complaint with the agency or the mixed case appeal with the MSPB if there has been no final decision on the complaint or appeal, or 180 days after filing a petition to review with EEOC if there has been no decision by EEOC on the petition. 29 C.F.R. Section 1614.310.



# APPENDIX III

## APPENDIX III

### FY 2007 FEDERAL WORK FORCE TABLES

**\*\*NOTE\*\* The following tables are available only on the Commission's website - [www.eeoc.gov](http://www.eeoc.gov)**

#### **GOVERNMENT-WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE (Data provided by CPDF, AAFES, FERC, Foreign Service, TVA and USPS)**

<a href="#">Table A-1</a>	Government-Wide Employment of Workers in Federal Work Force
<a href="#">Table A-1a</a>	Work Force Trend – Agencies with 500 or More Employees
<a href="#">Table A-1b</a>	Department or Agency with Selective Second Level Reporting Components
<a href="#">Table A-2</a>	Ten Year Trend - Government-Wide Employment of Workers in Senior Pay Level Positions
<a href="#">Table A-2a</a>	Ten Year Trend – Senior Pay Level Government-Wide Employment of Workers
<a href="#">Table A-2b</a>	Senior Pay Participation by Agency
<a href="#">Table A-3</a>	Government Wide Employment of Workers in General Schedule and Related Pay Systems
<a href="#">Table A-3a</a>	Distribution across Grade Ranges – General Schedule and Related
<a href="#">Table A-3b</a>	Government-Wide Employment of Workers in GS and GS Related Grades
<a href="#">Table A-4</a>	Government-Wide Employment of Workers in Federal Wage System Positions
<a href="#">Table A-5</a>	Government-Wide Employment of Workers in Other Pay Systems Work Force
<a href="#">Table A-6</a>	Ten Year Trend – Government-Wide Employment of Individuals with Targeted Disabilities
<a href="#">Table A-6a</a>	Government-Wide Employment of Individuals with Disabilities – By Grade Level and Pay Plan
<a href="#">Table A-6b</a>	Agency Participation of Individuals with Targeted Disabilities by Disability
<a href="#">Table A-6c</a>	Department or Agency with Selective Second Level Reporting Components

#### **GOVERNMENT-WIDE COMPLAINT PROCESSING, APPELLATE RECEIPTS AND CLOSURES, AND ALTERNATIVE DISPUTE RESOLUTION (Data provided by agencies' EEO Form 462 Reports)**

<a href="#">Table B-1</a>	Total Work Force, Counselings, and Complaints
<a href="#">Table B-2</a>	All Timely Completed Counselings
<a href="#">Table B-3</a>	Outcomes of All Pre-Complaint Closures
<a href="#">Table B-4</a>	Pre-Complaint ADR Offers, Rejections, and Acceptances
<a href="#">Table B-5</a>	ADR Pre-Complaint Resolutions
<a href="#">Table B-6</a>	Benefits Provided in All Pre-Complaint Settlements
<a href="#">Table B-7</a>	Agency Timeliness Indicators (totals with and without USPS data)
<a href="#">Table B-8</a>	Complaints Filed Bases and Issues - Grand Total
<a href="#">Table B-8a</a>	Complaints Filed Bases and Issues - Cabinet Level Agencies
<a href="#">Table B-8b</a>	Complaints Filed Bases and Issues - Medium Size Agencies
<a href="#">Table B-8c</a>	Complaints Filed Bases and Issues - Small Size Agencies
<a href="#">Table B-9</a>	Timeliness and Cost of All Completed Complaint Investigations
<a href="#">Table B-9a</a>	Timeliness/Cost of Complaint Investigations Completed by Agency Investigators
<a href="#">Table B-9b</a>	Timeliness/Cost of Complaint Investigations Completed by Contract Investigators



Table B-10	Total Number and Average Processing Days for All Complaint Closures
Table B-11	Types of Complaints Closures
Table B-12	Average Processing Days (APD) All Complaint Closures
Table B-13	Complaints Closed with Dismissals
Table B-14	Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)
Table B-15	Complaints Closed with Findings of Discrimination
Table B-16	Complaints Closed with Findings of No Discrimination
Table B-17	APD FADs/ Final Orders (FOs) Fully Implementing (FI) AJ Decisions
Table B-18	Average Processing Days, Final Orders Not Fully Implementing (NFI) AJ Decisions
Table B-19	Complaint ADR Offers, Rejections, and Acceptances
Table B-20	ADR Complaint Resolutions
Table B-21	Complaint Closures with Benefits
Table B-22	Complaint Closures By Statute
Table B-23	Summary of Pending Complaints By Category
Table B-24	Agency Staff Resources
Table B-24a	Contract Staff Resources
Table B-25	Agency New Staff Training
Table B-26	Agency Experienced Staff Training
Table B-27	Contractor New Staff Training
Table B-28	Contractor Experienced Staff Training
Table B-29	Appellate Receipts and Closures

**TABLE A-1  
TEN YEAR TREND**

**GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE\***

	2000CLF	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007
<b>TOTAL WORK FORCE</b>		<b>2,479,199</b>	<b>2,462,152</b>	<b>2,442,643</b>	<b>2,445,335</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>		<b>2,608,172</b>
% OF MEN	53.23	58.13	57.89	57.70	57.55	57.57	57.43	57.10	57.01	56.94	56.83	1,482,165
% OF WOMEN	46.77	41.87	42.11	42.30	42.45	42.43	42.57	42.90	42.99	43.06	43.17	1,126,007
<b>HISPANIC OR LATINO (%)</b>	<b>10.69</b>	<b>6.59</b>	<b>6.69</b>	<b>6.81</b>	<b>6.94</b>	<b>7.10</b>	<b>7.22</b>	<b>7.46</b>	<b>7.61</b>	<b>7.68</b>	<b>7.79</b>	<b>203,123</b>
% OF MEN	6.17	4.07	4.10	4.15	4.22	4.33	4.39	4.48	4.54	4.59	4.67	121,807
% OF WOMEN	4.52	2.52	2.59	2.65	2.72	2.77	2.83	2.98	3.07	3.10	3.12	81,316
<b>WHITE (%)</b>	<b>72.77</b>	<b>68.48</b>	<b>68.08</b>	<b>67.78</b>	<b>67.52</b>	<b>67.31</b>	<b>67.17</b>	<b>66.91</b>	<b>66.49</b>	<b>66.16</b>	<b>65.76</b>	<b>1,715,113</b>
% OF MEN	39.03	42.36	41.97	41.67	41.40	41.28	41.11	40.71	40.44	40.21	39.89	1,040,271
% OF WOMEN	33.74	26.12	26.11	26.10	26.11	26.03	26.06	26.19	26.05	25.96	25.87	674,842
<b>BLACK OR AFRICAN AMERICAN (%)</b>	<b>10.50</b>	<b>18.57</b>	<b>18.70</b>	<b>18.76</b>	<b>18.74</b>	<b>18.63</b>	<b>18.56</b>	<b>18.18</b>	<b>18.29</b>	<b>18.36</b>	<b>18.43</b>	<b>480,559</b>
% OF MEN	4.84	8.13	8.15	8.15	8.11	8.07	8.00	7.81	7.86	7.90	7.91	206,298
% OF WOMEN	5.66	10.45	10.55	10.62	10.63	10.56	10.56	10.37	10.43	10.46	10.52	274,261
<b>ASIAN (%) **</b>	<b>3.63</b>	<b>4.95</b>	<b>5.11</b>	<b>5.22</b>	<b>5.32</b>	<b>5.45</b>	<b>5.54</b>	<b>5.79</b>	<b>5.94</b>	<b>5.89</b>	<b>5.95</b>	<b>155,203</b>
% OF MEN	1.92	2.89	2.97	3.03	3.10	3.16	3.21	3.32	3.40	3.36	3.39	88,401
% OF WOMEN	1.71	2.06	2.14	2.18	2.22	2.29	2.33	2.46	2.54	2.53	2.56	66,802
<b>NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER (%)***</b>	<b>0.11</b>									<b>0.17</b>	<b>0.21</b>	<b>5,595</b>
% OF MEN	0.06									0.10	0.12	3,107
% OF WOMEN	0.05									0.07	0.10	2,488
<b>AMERICAN INDIAN/ ALASKA NATIVE (%)</b>	<b>0.66</b>	<b>1.40</b>	<b>1.42</b>	<b>1.44</b>	<b>1.48</b>	<b>1.50</b>	<b>1.50</b>	<b>1.67</b>	<b>1.67</b>	<b>1.68</b>	<b>1.65</b>	<b>43,160</b>
% OF MEN	0.34	0.69	0.69	0.70	0.71	0.72	0.71	0.77	0.77	0.77	0.75	19,582
% OF WOMEN	0.32	0.72	0.73	0.74	0.76	0.79	0.79	0.90	0.90	0.91	0.90	23,578
<b>TWO OR MORE RACES (%) ***</b>	<b>1.64</b>									<b>0.06</b>	<b>0.21</b>	<b>5,419</b>
% OF MEN	0.88									0.03	0.10	2,699
% OF WOMEN	0.76									0.03	0.10	2,720
<b>INDIVIDUALS WITH TARGETED DISABILITIES %</b>	CLF not available	<b>1.13</b>	<b>1.12</b>	<b>1.11</b>	<b>1.10</b>	<b>1.07</b>	<b>1.05</b>	<b>0.99</b>	<b>0.96</b>	<b>0.94</b>	<b>0.92</b>	<b>23,993</b>

\*Includes September 30, 2007 agency data as reported in CPDF plus AAFES, FERC, Foreign Service, TVA AND USPS; does not include data for intelligence gathering agencies. \*\*The numbers for 1998-2005 include totals for "Native Hawaiian or Other Pacific Islanders." \*\*\*Separate data became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO			WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***				
		MALE		FEMALE		MALE		FEMALE	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>																																	
1998	2,223	1,132	50.92	1,091	49.08	47	2.11	25	1.12	901	40.53	554	24.92	136	6.12	476	21.14	42	1.89	32	1.44					6	0.27	4	0.18				
1999	2,091	1,073	51.32	1,018	48.68	44	2.10	22	1.05	857	40.99	512	24.49	130	6.22	448	21.43	37	1.77	32	1.53					5	0.24	4	0.19				
2000	1,850	947	51.19	903	48.81	42	2.27	18	0.97	750	40.54	447	24.16	117	6.32	404	21.84	35	1.89	30	1.62					3	0.16	4	0.22				
2001	1,745	886	50.77	859	49.23	38	2.18	16	0.92	702	40.23	414	23.72	107	6.13	394	22.58	36	2.06	31	1.78					3	0.17	4	0.23				
2002	1,736	862	49.65	874	50.35	39	2.25	16	0.92	676	38.94	412	23.73	110	6.34	409	23.56	35	2.02	34	1.96					2	0.12	3	0.17				
2003	1,706	833	48.83	873	51.17	41	2.40	15	0.88	642	37.63	411	24.09	113	6.62	411	24.09	36	2.11	34	1.99					1	0.06	2	0.12				
2004	2,238	1,113	49.73	1,125	50.27	55	2.45	28	1.25	869	38.82	594	26.54	136	6.07	438	19.57	52	2.32	61	2.72					1	0.04	4	0.17				
2005	2,389	1,190	49.81	1,199	50.19	56	2.34	34	1.42	935	39.14	636	26.62	142	5.94	448	18.75	56	2.34	77	3.22					1	0.04	4	0.17				
2006	2,413	1,188	49.23	1,225	50.77	63	2.61	40	1.66	924	38.29	666	27.60	142	5.88	428	17.74	58	2.40	88	3.65	0	0.00	0	0.00	1	0.04	3	0.12	0	0.00	0	0.00
2007	2,428	1,174	48.35	1,254	51.65	60	2.47	39	1.61	920	37.89	692	28.50	139	5.72	425	17.50	52	2.14	95	3.91	0	0.00	0	0.00	3	0.12	3	0.12	0	0.00	0	0.00
<b>AGRICULTURE, DEPT. OF</b>																																	
1998	85,711	50,131	58.49	35,580	41.51	2,841	3.31	1,636	1.91	41,476	48.39	26,850	31.33	3,373	3.94	5,461	6.37	1,160	1.35	758	0.88					1,281	1.49	875	1.02				
1999	85,156	49,626	58.28	35,530	41.72	2,850	3.35	1,660	1.95	40,973	48.12	26,711	31.37	3,361	3.95	5,527	6.49	1,171	1.38	767	0.90					1,271	1.49	865	1.02				
2000	85,305	49,347	57.85	35,958	42.15	2,901	3.40	1,714	2.01	40,595	47.59	26,861	31.49	3,392	3.98	5,703	6.69	1,194	1.40	799	0.94					1,265	1.48	881	1.03				
2001	88,194	50,947	57.77	37,247	42.23	3,142	3.56	1,817	2.06	41,792	47.25	27,720	31.43	3,506	3.98	5,969	6.77	1,281	1.45	851	0.96					1,346	1.53	890	1.01				
2002	90,858	52,339	57.61	38,519	42.39	3,291	3.62	1,943	2.14	42,790	47.10	28,629	31.51	3,550	3.91	6,118	6.73	1,378	1.52	923	1.02					1,330	1.46	906	1.00				
2003	89,853	51,355	57.15	38,498	42.85	3,051	3.40	1,819	2.02	42,298	47.07	28,727	32.14	3,425	3.81	6,130	6.82	1,280	1.42	918	1.02					1,301	1.45	904	1.01				
2004	112,084	64,084	57.17	48,000	42.83	4,249	3.79	2,652	2.36	52,451	46.80	35,405	31.63	4,070	3.63	7,685	6.85	1,779	1.58	1,224	1.09					1,535	1.36	1,034	0.92				
2005	109,344	62,294	56.97	47,050	43.03	4,255	3.89	2,697	2.47	50,760	46.42	34,589	31.63	3,955	3.62	7,525	6.88	1,814	1.66	1,246	1.14					1,510	1.38	993	0.91				
2006	105,486	59,963	56.84	45,523	43.16	4,144	3.93	2,691	2.55	48,639	46.11	33,170	31.44	3,921	3.72	7,427	7.04	1,706	1.62	1,185	1.12	92	0.09	54	0.05	1,436	1.36	986	0.93	25	0.02	10	0.01
2007	104,126	59,262	56.91	44,864	43.09	4,172	4.01	2,730	2.62	47,927	46.03	32,555	31.27	3,867	3.71	7,286	7.00	1,716	1.65	1,204	1.16	104	0.10	63	0.06	1,418	1.36	980	0.94	58	0.06	46	0.04
<b>BROADCASTING BOARD OF GOVERNORS****</b>																																	
1998	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
1999	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2000	1,899	1,239	65.24	660	34.76	107	5.63	56	8.48	808	42.55	311	16.42	156	8.21	222	11.71	164	8.64	71	3.76					4	9.40	0	0.00				
2001	1,848	1,196	64.72	652	35.28	106	5.74	53	8.13	773	41.83	302	16.34	151	8.17	225	12.34	161	8.71	72	3.91					5	11.95	0	0.00				
2002	1,912	1,230	64.33	682	35.67	108	5.65	54	7.92	794	41.53	324	16.54	157	8.21	225	11.71	166	8.68	79	4.20					5	12.04	0	0.00				
2003	1,900	1,221	64.26	679	35.74	107	5.63	56	8.25	786	41.37	317	16.49	148	7.79	225	11.71	175	9.21	81	4.26					5	12.09	0	0.00				
2004	1,830	1,168	63.83	662	36.17	102	5.57	55	8.31	752	41.09	299	16.35	144	7.87	223	12.18	166	9.07	85	4.60					4	9.73	0	0.00				
2005	1,765	1,115	63.17	650	36.83	104	5.89	56	3.17	695	39.38	283	16.03	143	8.10	215	12.18	169	9.58	96	5.44					4	9.23	0	0.00				
2006	1,741	1,087	62.44	654	37.56	106	6.09	56	3.22	677	38.89	286	16.43	139	7.98	212	12.18	161	9.25	99	5.69	0	0.00	0	0.00	4	9.23	0	0.00	0	0.00	1	0.06
2007	1,578	1,000	63.37	578	36.63	69	4.37	39	2.47	652	41.32	270	17.11	134	8.49	178	11.28	140	8.87	90	5.70	0	0.00	0	0.00	4	9.25	0	0.00	1	0.06	1	0.06
<b>COMMERCE, DEPT. OF</b>																																	
1998	32,764	17,924	54.71	14,840	45.29	490	1.50	446	1.36	14,417	44.00	9,832	30.01	1,758	5.37	3,893	11.88	1,180	3.60	593	1.81					79	0.24	76	0.23				
1999	34,168	18,539	54.26	15,629	45.74	514	1.50	516	1.51	14,796	43.30	10,311	30.18	1,809	5.29	4,042	11.83	1,341	3.92	680	1.99					79	0.23	80	0.23				
2000	34,146	18,394	53.87	15,752	46.13	532	1.56	541	1.58	14,641	42.88	10,362	30.35	1,782	5.22	4,037	11.82	1,358	3.98	726	2.13					81	0.24	86	0.25				
2001	35,008	18,490	52.82	16,518	47.18	578	1.65	595	1.70	14,555	41.58	10,774	30.78	1,812	5.18	4,221	12.06	1,461	4.17	820	2.34					84	0.24	108	0.31				
2002	35,931	19,130	53.24	16,801	46.76	611	1.70	624	1.74	14,906	41.49	10,802	30.06	1,873	5.21	4,330	12.05	1,644	4.58	937	2.61					96	0.27	108	0.30				
2003	35,374	18,970	53.63	16,404	46.37	590	1.67	615	1.74	14,757	41.72	10,546	29.81	1,840	5.20	4,182	11.82	1,686	4.77	948	2.68					97	0.27	113	0.32				
2004	37,867	20,347	53.73	17,520	46.27	673	1.77	722	1.90	15,737	41.55	11,239	29.68	1,972	5.20	4,380	11.56	1,867	4.93	1,055	2.78					98	0.25	124	0.32				
2005	40,093	21,186	52.84	18,907	47.16	772	1.93	908	2.26	16,200	40.41	12,087	30.15	2,034	5.07	4,606	11.49	2,069	5.16	1,161	2.90					111	0.28	145	0.36				
2006	40,544	21,587	53.24	18,957	46.76	752	1.85	862	2.13	16,328	40.27	12,122	29.90	2,087	5.15	4,523	11.16	2,292	5.65	1,272	3.14	11	0.03	21	0.05	113	0.28	146	0.36	4	0.01	11	0.03
2007	41,218	22,197	53.85	19,021	46.15	750	1.82	867	2.10	16,557	40.17	12,023	29.17	2,260	5.48	4,551	11.04	2,483	6.02	1,362	3.30	16	0.04	21	0.05	116	0.28	142	0.34	15	0.04	55	0.13
<b>COMMODITY FUTURES TRADING COMMISSION****</b>																																	
1998	580	294	50.69	286	49.31	6	1.03	5	0.86	234	40.34	141	24.31	43	7.41	132	22.76	11	1.90	8	1.38					0	0.00	0	0.00				
1999	571	285	49.91	286	50.09	4	0.70	7	1.23	232	40.63	128	22.42	40	7.01	140	24.52	9	1.58	11	1.93					0	0.00	0	0.00				
2000	570	297	52.11	273	47.89	4	0.70	5	0.88	234	41.05	125	21.93	47	8.25	132	23.16	12	2.11	11	1.93					0	0.00	0	0.00				
2001	542	281	51.85	261	48.15	5	0.92</																										

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***					
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
<b>CORPORATION FOR NATIONAL AND COMMUNITY SERVICE</b>																																			
1998	534	226	42.32	308	57.68	12	2.25	4	0.75	151	28.28	181	33.90	56	10.49	108	20.22	6	1.12	14	2.62					1	0.19	1	0.19						
1999	596	247	41.44	349	58.56	15	2.52	5	0.84	160	26.85	194	32.55	63	10.57	136	22.82	8	1.34	12	2.01					1	0.17	2	0.34						
2000	623	250	40.13	373	59.87	18	2.89	13	2.09	159	25.52	204	32.74	63	10.11	145	23.27	8	1.28	11	1.77					2	0.32	0	0.00						
2001	584	235	40.24	349	59.76	13	2.23	10	1.71	154	26.37	199	34.08	59	10.10	129	22.09	8	1.37	11	1.88					1	0.17	0	0.00						
2002	605	234	38.68	371	61.32	14	2.31	15	2.48	157	25.95	214	35.37	52	8.60	129	21.32	9	1.49	13	2.15					2	0.33	0	0.00						
2003	586	233	39.76	353	60.24	12	2.05	14	2.39	160	27.30	198	33.79	49	8.36	128	21.84	11	1.88	12	2.05					1	0.17	1	0.17						
2004	571	218	38.18	353	61.82	11	1.93	12	2.10	144	25.22	194	33.98	50	8.76	132	23.12	12	2.10	14	2.45					1	0.18	1	0.18						
2005	587	225	38.33	362	61.67	12	2.04	12	2.04	149	25.38	209	35.60	52	8.86	125	21.29	11	1.87	15	2.56					1	0.17	1	0.17						
2006	558	214	38.35	344	61.65	13	2.33	12	2.15	139	24.91	197	35.30	49	8.78	120	21.51	12	2.15	14	2.51			0	0.00	0	0.00	1	0.18	1	0.18	0	0.00	0	0.00
2007	576	224	38.89	352	61.11	10	1.74	7	1.22	155	26.91	210	36.46	46	7.99	120	20.83	12	2.08	14	2.43			0	0.00	0	0.00	1	0.17	1	0.17	0	0.00	0	0.00
<b>COURT SERVICES AND OFFENDER SUPERVISION****</b>																																			
1998	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
1999	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2000	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2001	860	327	38.02	533	61.98	11	1.28	11	1.28	72	8.37	62	7.21	240	27.91	450	52.33	4	0.47	9	1.05					0	0.00	1	0.12						
2002	915	347	37.92	568	62.08	14	1.53	16	1.75	68	7.43	71	7.76	258	28.20	471	51.48	7	0.77	9	0.98					0	0.00	1	0.11						
2003	987	370	37.49	617	62.51	16	1.62	18	1.82	63	6.38	77	7.80	286	28.98	511	51.77	5	0.51	10	1.01					0	0.00	1	0.10						
2004	1,054	401	38.05	653	61.95	15	1.42	23	2.18	75	7.12	83	7.87	304	28.84	536	50.85	7	0.66	9	0.85					0	0.00	2	0.19						
2005	1,082	396	36.60	686	63.40	17	1.57	24	2.22	68	6.28	85	7.86	303	28.00	565	52.22	8	0.74	10	0.92					0	0.00	2	0.18						
2006	1,140	409	35.88	731	64.12	19	1.67	27	2.37	63	5.53	81	7.11	316	27.72	613	53.77	11	0.96	8	0.70			0	0.00	0	0.00	0	0.00	1	0.09	0	0.00	1	0.09
2007	1,150	419	36.43	731	63.57	20	1.74	29	2.52	60	5.22	76	6.61	329	28.61	618	53.74	10	0.87	6	0.52			0	0.00	0	0.00	0	0.00	2	0.17	0	0.00	0	0.00
<b>DEFENSE, DEPT. OF</b>																																			
1998	672,981	421,348	62.61	251,633	37.39	27,108	4.03	16,342	2.43	320,584	47.64	166,313	24.71	46,329	6.88	51,032	7.58	23,211	3.45	15,512	2.30					4,116	0.61	2,434	0.35						
1999	651,187	408,194	62.68	242,993	37.32	25,406	3.90	15,736	2.42	310,552	47.69	159,905	24.56	45,323	6.96	49,586	7.61	22,858	3.51	15,385	2.36					4,055	0.62	2,381	0.37						
2000	637,304	399,301	62.65	238,003	37.35	24,512	3.85	15,405	2.42	303,902	47.69	156,327	24.53	44,612	7.00	48,915	7.68	22,300	3.50	15,008	2.35					3,975	0.62	2,348	0.37						
2001	632,883	399,027	63.05	233,856	36.95	24,440	3.86	15,072	2.38	304,194	48.06	154,176	24.36	44,061	6.96	47,879	7.57	22,413	3.54	14,424	2.28					3,919	0.62	2,305	0.36						
2002	618,128	393,837	63.71	224,291	36.29	24,112	3.90	14,834	2.40	300,008	48.53	145,310	23.51	43,275	7.00	46,847	7.58	22,624	3.66	15,089	2.44					3,818	0.62	2,211	0.36						
2003	599,712	379,211	63.23	220,501	36.77	23,070	3.85	14,257	2.38	289,010	48.19	144,801	24.15	41,905	6.99	45,140	7.53	21,585	3.60	14,200	2.37					3,641	0.61	2,103	0.35						
2004	684,293	425,024	62.11	259,269	37.89	26,918	3.93	17,418	2.55	320,434	46.83	167,383	24.46	48,642	7.11	53,893	7.88	24,771	3.62	18,217	2.66					3,959	0.58	2,358	0.34						
2005	698,754	436,644	62.49	262,110	37.51	27,806	3.98	18,030	2.58	328,433	47.00	167,745	24.01	50,994	7.30	55,172	7.90	25,366	3.63	18,711	2.68					3,979	0.57	2,402	0.34						
2006	704,954	441,478	62.63	263,476	37.37	28,074	3.98	17,998	2.55	332,278	47.13	167,010	23.69	53,110	7.53	56,463	8.01	23,554	3.34	17,634	2.50	1,979	0.28	1,405	0.20	3,982	0.56	2,465	0.35	501	0.07	501	0.07		
2007	699,048	439,547	62.88	259,501	37.12	27,977	4.00	17,598	2.52	327,530	46.85	163,062	23.33	53,001	7.58	56,006	8.01	23,309	3.33	17,214	2.46	2,301	0.33	1,682	0.24	3,881	0.56	2,464	0.35	1,548	0.22	1,475	0.21		
<b>AIR FORCE, DEPARTMENT OF THE</b>																																			
1998	154,697	104,446	67.52	50,251	32.48	9,812	6.34	4,426	2.86	82,304	53.20	36,086	23.33	8,157	5.27	7,417	4.79	3,042	1.97	1,740	1.12					1,131	0.73	582	0.39						
1999	149,797	101,148	67.52	48,649	32.48	8,337	5.57	3,976	2.65	80,666	53.85	35,106	23.44	7,986	5.33	7,251	4.84	3,013	2.01	1,728	1.15					1,146	0.77	588	0.39						
2000	144,758	97,206	67.15	47,552	32.85	7,370	5.09	3,700	2.56	77,905	53.82	34,388	23.76	7,786	5.38	7,144	4.94	3,026	2.09	1,716	1.19					1,119	0.77	604	0.42						
2001	144,290	97,421	67.52	46,869	32.48	7,019	4.86	3,553	2.46	78,407	54.34	33,783	23.41	7,785	5.44	7,187	4.98	3,086	2.14	1,740	1.21					1,124	0.78	606	0.42						
2002	142,123	95,389	67.12	46,734	32.88	6,815	4.80	3,541	2.49	76,525	53.84	33,610	23.65	7,840	5.52	7,179	5.05	3,101	2.18	1,794	1.26					1,108	0.78	610	0.43						
2003	132,948	89,857	67.59	43,091	32.41	5,992	4.51	3,059	2.30	73,301	55.14	31,640	23.80	7,612	5.73	6,754	5.08	1,923	1.45	1,061	0.80					1,029	0.77	577	0.43						
2004	150,032	101,454	67.62	48,578	32.38	7,487	4.99	3,815	2.54	80,697	53.78	34,257	22.83	8,809	5.87	7,878	5.25	3,364	2.24	2,009	1.33					1,097	0.73	619	0.41						
2005	157,050	106,960	68.11	50,090	31.89	7,822	4.98	3,971	2.53	85,080	54.17	35,274	22.46	9,354	5.96	8,154	5.19	3,565	2.27	2,053	1.31					1,139	0.73	640	0.41						
2006	158,927	109,058	68.62	49,869	31.38	7,866	4.95	3,954	2.49	88,429	55.64	34,888	21.95	9,813	6.17	8,243	5.19	3,421	2.15	1,983	1.25	265	0.17	107	0.07	1,171	0.74	642	0.40	93	0.06	52	0.03		
2007	155,228	107,595	69.31	47,633	30.69	7,668	4.94	3,775	2.43	84,900	54.69	33,096	21.32	9,798	6.31	7,932	5.11	3,445	2.22	1,898	1.22	336	0.22	145	0.09	1,133	0.73	591	0.38	315	0.20	196	0.13		
<b>ARMY, DEPARTMENT OF THE</b>																																			
1998	216,796	137,013	63.20	79,783	36.80	8,434	3.89	4,133	1.91	107,239	49.47	54,527	25.15	15,099	6.96	17,000	7.84	4,710	2.17	3,241	1.49					1,531	0.71	882	0.41						
1999	210,054	132,873	63.26	77,181	36.74	8,394	4.00	4,107	1.96	103,501	49.27	52,502	24.99	14,837	7.06	16,514	7.86	4,634	2.21	3,177	1.51					1,507	0.72	881	0.42						
2000	208,803	132,250	63.34	76,553	36.66	8,536	4.09	4,174	2.00	102,600	49.14	51,706	24.76																						

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO			WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***				
		MALE		FEMALE		MALE		FEMALE	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
<b>ARMY AND AIR FORCE EXCHANGE SERVICE</b>																																	
1998	45,558	15,328	33.65	30,230	66.35	1,812	3.98	3,642	7.99	7,216	15.84	13,492	29.61	4,815	10.57	8,279	18.17	1,335	2.93	4,525	9.93					150	0.33	292	0.64				
1999	45,083	15,221	33.76	29,862	66.24	1,840	4.08	3,677	8.16	6,929	15.37	13,015	28.87	4,941	10.96	8,307	18.43	1,356	3.01	4,581	10.16					155	0.34	282	0.63				
2000	43,687	15,299	35.02	28,388	64.98	1,843	4.22	3,570	8.17	6,971	15.96	12,092	27.68	4,863	11.13	8,020	18.36	1,465	3.35	4,453	10.19					157	0.36	253	0.58				
2001	40,876	14,910	36.48	25,966	63.52	1,881	4.60	3,315	8.11	7,019	17.17	11,378	27.84	4,631	11.33	7,264	17.77	1,228	3.00	3,752	9.18					151	0.37	257	0.63				
2002	40,032	14,188	35.44	25,844	64.56	1,844	4.61	3,284	8.20	6,586	16.45	10,993	27.46	4,324	10.80	7,130	17.81	1,310	3.27	4,221	10.54					124	0.31	216	0.54				
2003	36,612	12,964	35.41	23,648	64.59	1,667	4.55	3,057	8.35	6,110	16.69	10,000	27.31	3,863	10.55	6,488	17.72	1,213	3.31	3,908	10.67					111	0.30	195	0.53				
2004	33,461	12,128	36.25	21,333	63.75	1,550	4.63	2,806	8.39	5,719	17.09	8,850	26.45	3,647	10.90	5,995	17.92	1,111	3.32	3,501	10.46					101	0.30	181	0.54				
2005	35,289	12,678	35.93	22,611	64.07	1,591	4.51	2,954	8.37	5,917	16.77	9,455	26.79	3,865	10.95	6,301	17.86	1,137	3.22	3,608	10.22					101	0.29	181	0.51				
2006	36,504	13,087	35.85	23,417	64.15	1,644	4.50	3,044	8.34	5,977	16.37	9,679	26.51	4,112	11.26	6,660	18.24	925	2.53	3,170	8.68	200	0.55	496	1.36	95	0.26	177	0.48	134	0.37	191	0.52
2007	34,269	12,288	35.86	21,981	64.14	1,567	4.57	2,875	8.39	5,589	16.31	8,878	25.91	3,673	10.72	6,068	17.71	843	2.46	2,944	8.59	199	0.58	548	1.60	94	0.27	181	0.53	323	0.94	487	1.42
<b>DEFENSE COMMISSARY AGENCY</b>																																	
1998	17,290	7,147	41.34	10,143	58.66	630	3.64	708	4.09	4,188	24.22	5,380	31.12	1,596	9.23	2,651	15.33	671	3.88	1,326	7.67					62	0.36	78	0.45				
1999	17,762	7,291	41.05	10,471	58.95	642	3.61	745	4.19	4,252	23.94	5,450	30.68	1,643	9.25	2,773	15.61	692	3.90	1,406	7.92					62	0.35	97	0.55				
2000	17,367	7,039	40.53	10,328	59.47	652	3.75	786	4.53	3,808	21.93	4,946	28.48	1,760	10.13	2,954	17.01	759	4.37	1,554	8.95					60	0.35	88	0.51				
2001	16,207	6,580	40.60	9,627	59.40	602	3.71	765	4.72	3,619	22.33	4,586	28.30	1,598	9.86	2,672	16.49	710	4.38	1,524	9.40					51	0.31	80	0.49				
2002	15,133	6,106	40.35	9,027	59.65	593	3.92	752	4.97	3,159	20.87	3,831	25.32	1,606	10.61	2,656	17.55	688	4.55	1,718	11.35					60	0.40	70	0.46				
2003	15,928	6,531	41.00	9,397	59.00	643	4.04	818	5.14	3,354	21.06	4,004	25.14	1,735	10.89	2,694	16.91	737	4.63	1,809	11.36					62	0.39	72	0.45				
2004	14,815	5,951	40.17	8,864	59.83	588	3.97	780	5.26	3,047	20.57	3,694	24.93	1,528	10.31	2,564	17.31	735	4.96	1,756	11.85					53	0.36	70	0.47				
2005	15,319	6,286	41.03	9,033	58.97	625	4.08	844	5.51	3,215	20.99	3,765	24.58	1,659	10.83	2,581	16.85	736	4.80	1,772	11.57					51	0.33	71	0.46				
2006	15,372	6,211	40.40	9,161	59.60	620	4.03	787	5.12	3,137	20.41	3,797	24.70	1,673	10.88	2,679	17.43	680	4.42	1,717	11.17	48	0.31	84	0.55	44	0.29	81	0.53	9	0.06	16	0.10
2007	14,986	6,064	40.46	8,922	59.54	599	4.00	742	4.95	3,017	20.13	3,633	24.24	1,692	11.29	2,639	17.61	620	4.14	1,680	11.21	67	0.45	116	0.77	47	0.31	82	0.55	22	0.15	30	0.20
<b>DEFENSE CONTRACT AUDIT AGENCY</b>																																	
1998	4,172	2,357	56.50	1,815	43.50	81	1.94	58	1.39	1,991	47.72	1,343	32.19	144	3.45	245	5.87	136	3.26	161	3.86					5	0.12	8	0.19				
1999	3,876	2,175	56.11	1,701	43.89	81	2.09	68	1.75	1,837	47.39	1,241	32.02	130	3.35	235	6.06	123	3.17	149	3.84					4	0.10	8	0.21				
2000	4,168	2,293	55.01	1,875	44.99	111	2.66	93	2.23	1,899	45.56	1,318	31.62	143	3.43	293	7.03	135	3.24	163	3.91					5	0.12	8	0.19				
2001	4,006	2,186	54.57	1,820	45.43	102	2.55	94	2.35	1,821	45.46	1,273	31.78	136	3.39	279	6.96	121	3.02	167	4.17					6	0.15	7	0.17				
2002	4,079	2,199	53.91	1,880	46.09	107	2.62	101	2.48	1,817	44.55	1,305	31.99	144	3.53	294	7.21	124	3.04	173	4.24					7	0.17	7	0.17				
2003	4,020	2,122	52.79	1,898	47.21	105	2.61	107	2.66	1,751	43.56	1,321	32.86	138	3.43	293	7.29	120	2.99	171	4.25					8	0.20	6	0.15				
2004	4,050	2,079	51.33	1,971	48.67	111	2.74	130	3.21	1,698	41.93	1,350	33.33	141	3.48	302	7.46	121	2.99	184	4.54					8	0.20	5	0.12				
2005	4,112	2,032	49.42	2,080	50.58	102	2.48	127	3.09	1,663	40.44	1,415	34.41	132	3.21	331	8.05	126	3.06	204	4.96					9	0.22	3	0.07				
2006	4,018	1,912	47.59	2,106	52.41	85	2.12	128	3.19	1,560	38.83	1,423	35.42	121	3.01	329	8.19	120	2.99	198	4.93	4	0.10	5	0.12	9	0.22	4	0.10	13	0.32	19	0.47
2007	4,093	1,906	46.57	2,187	53.43	80	1.95	133	3.25	1,566	38.26	1,480	36.16	117	2.86	329	8.04	117	2.86	214	5.23	4	0.10	4	0.10	7	0.17	7	0.17	15	0.37	20	0.49
<b>DEFENSE CONTRACT MANAGEMENT AGENCY****</b>																																	
1998	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1999	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2000	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2001	12,142	7,463	61.46	4,679	38.54	374	3.08	271	2.23	6,087	50.13	3,338	27.49	644	5.30	880	7.25	302	2.49	149	1.23					56	0.46	41	0.34				
2002	11,370	6,962	61.23	4,408	38.77	358	3.15	252	2.22	5,643	49.63	3,127	27.50	617	5.43	842	7.41	292	2.57	147	1.29					52	0.46	40	0.35				
2003	10,840	6,617	61.04	4,223	38.96	343	3.16	242	2.23	5,358	49.43	3,007	27.74	581	5.36	799	7.37	282	2.60	139	1.28					53	0.49	36	0.33				
2004	11,112	6,835	61.45	4,287	38.55	341	3.07	244	2.19	5,575	50.13	3,050	27.42	576	5.18	808	7.26	289	2.60	151	1.36					54	0.49	34	0.31				
2005	10,535	6,533	62.01	4,002	37.99	347	3.29	231	2.19	5,270	50.02	2,815	26.72	572	5.43	772	7.33	295	2.80	151	1.43					49	0.47	33	0.31				
2006	9,872	6,203	62.83	3,669	37.17	324	3.28	213	2.16	5,031	50.96	2,582	26.15	530	5.37	696	7.05	273	2.77	143	1.45	0	0.00	2	0.02	44	0.45	30	0.30	1	0.01	3	0.03
2007	9,546	6,025	63.12	3,521	36.88	304	3.18	212	2.22	4,880	51.12	2,439	25.55	522	5.47	686	7.19	269	2.82	145	1.52	5	0.05	2	0.02	41	0.43	31	0.32	4	0.04	6	0.06
<b>DEFENSE EDUCATION ACTIVITY</b>																																	
1998	10,491	3,091	29.46	7,400	70.54	274	2.61	476	4.54	2,450	23.35	5,872	55.97	320	3.05	858	8.18	38	0.36	166	1.58					9	0.09	28	0.27				
1999	10,498	3,068	29.22	7,430	70.78	270	2.57	488	4.65	2,411	22.97	5,903	56.23	334	3.18	857	8.16	44	0.42	157	1.50					9	0.09	25	0.24				
2000	10,741	3,084	28.71	7,657	71.29	263	2.45	519	4.83	2,434	22.66	6,058	56.40	331	3.08	880	8.19	46	0.43	172	1.60					10	0.09	28	0.26				
2001																																	

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
<b>DEFENSE FINANCE AND ACCOUNTING SERVICES</b>																																	
1998	17,939	6,630	36.96	11,309	63.04	286	1.59	491	2.74	4,930	27.48	7,320	40.80	1,084	6.04	2,917	16.26	279	1.56	481	2.68					51	0.28	100	0.56				
1999	18,135	6,707	36.98	11,428	63.02	306	1.69	523	2.88	4,945	27.27	7,354	40.55	1,128	6.22	2,948	16.26	275	1.52	497	2.74					53	0.29	106	0.58				
2000	16,967	6,337	37.35	10,630	62.65	287	1.69	458	2.70	4,672	27.54	6,815	40.17	1,079	6.36	2,788	16.43	251	1.48	478	2.82					48	0.28	91	0.54				
2001	16,067	6,019	37.46	10,048	62.54	277	1.72	455	2.83	4,448	27.68	6,428	40.01	1,003	6.24	2,640	16.43	242	1.51	441	2.74					49	0.30	84	0.52				
2002	14,835	5,543	37.36	9,292	62.64	266	1.79	444	2.99	4,101	27.64	5,939	40.03	899	6.06	2,387	16.09	233	1.57	443	2.99					44	0.30	79	0.53				
2003	14,049	5,261	37.45	8,788	62.55	257	1.83	429	3.05	3,913	27.85	5,658	40.27	836	5.95	2,213	15.75	215	1.53	412	2.93					40	0.28	76	0.54				
2004	13,403	5,017	37.43	8,386	62.57	242	1.81	398	2.97	3,733	27.85	5,351	39.92	790	5.89	2,174	16.22	213	1.59	394	2.94					39	0.29	69	0.51				
2005	13,388	5,037	37.62	8,351	62.38	249	1.86	396	2.96	3,733	27.88	5,292	39.53	803	6.00	2,201	16.44	214	1.60	389	2.91					38	0.28	73	0.55				
2006	13,083	4,891	37.38	8,192	62.62	216	1.65	291	2.22	3,603	27.54	5,279	40.35	841	6.43	2,173	16.61	184	1.41	328	2.51	13	0.10	29	0.22	29	0.22	81	0.62	5	0.04	11	0.08
2007	12,449	4,691	37.68	7,758	62.32	202	1.62	249	2.00	3,515	28.24	5,206	41.82	779	6.26	1,950	15.66	141	1.13	253	2.03	10	0.08	14	0.11	30	0.24	68	0.55	14	0.11	18	0.14
<b>DEFENSE HUMAN RESOURCES ACTIVITY</b>																																	
1998	717	306	42.68	411	57.32	13	1.81	20	2.79	253	35.29	303	42.26	24	3.35	63	8.79	14	1.95	22	3.07					2	0.28	3	0.42				
1999	664	284	42.77	380	57.23	13	1.96	17	2.56	241	36.30	285	42.92	18	2.71	53	7.98	10	1.51	22	3.31					2	0.30	3	0.45				
2000	687	285	41.48	402	58.52	14	2.04	19	2.77	243	35.37	302	43.96	14	2.04	55	8.01	12	1.75	23	3.35					2	0.29	3	0.44				
2001	674	275	40.80	399	59.20	13	1.93	20	2.97	235	34.87	301	44.66	15	2.23	54	8.01	11	1.63	21	3.12					1	0.15	3	0.45				
2002	673	285	42.35	388	57.65	12	1.78	22	3.27	237	35.22	287	42.64	24	3.57	57	8.47	11	1.63	20	2.97					1	0.15	2	0.30				
2003	734	312	42.51	422	57.49	16	2.18	28	3.81	253	34.47	299	40.74	26	3.54	70	9.54	16	2.18	23	3.13					1	0.14	2	0.27				
2004	772	320	41.45	452	58.55	17	2.20	33	4.27	254	32.90	313	40.54	32	4.15	83	10.75	16	2.07	21	2.72					1	0.13	2	0.26				
2005	795	321	40.38	474	59.62	17	2.14	36	4.53	251	31.57	302	37.99	34	4.28	108	13.58	18	2.26	24	3.02					1	0.13	4	0.50				
2006	880	344	39.09	536	60.91	17	1.93	41	4.66	262	29.77	344	39.09	43	4.89	115	13.07	19	2.16	30	3.41	0	0.00	0	0.00	2	0.23	4	0.45	1	0.11	2	0.23
2007	891	350	39.28	541	60.72	19	2.13	44	4.94	257	28.84	335	37.60	47	5.27	125	14.03	23	2.58	28	3.14	0	0.00	0	0.00	3	0.34	3	0.34	1	0.11	6	0.67
<b>DEFENSE INFORMATION SYSTEMS AGENCY</b>																																	
1998	6,221	3,235	52.00	2,986	48.00	97	1.56	110	1.77	2,553	41.04	2,019	32.45	397	6.38	695	11.17	172	2.76	140	2.25					16	0.26	22	0.35				
1999	5,203	2,729	52.45	2,474	47.55	57	1.10	56	1.08	2,133	41.00	1,700	32.67	349	6.71	569	10.94	174	3.34	133	2.56					16	0.31	16	0.31				
2000	6,042	3,150	52.14	2,892	47.86	105	1.74	99	1.64	2,429	40.20	1,968	32.57	400	6.62	649	10.74	196	3.24	153	2.53					20	0.33	23	0.38				
2001	6,000	3,135	52.25	2,865	47.75	100	1.67	95	1.58	2,417	40.28	1,962	32.70	396	6.60	636	10.60	205	3.42	152	2.53					17	0.28	20	0.33				
2002	5,898	3,119	52.88	2,779	47.12	100	1.70	90	1.53	2,401	40.71	1,894	32.11	398	6.75	623	10.56	206	3.49	151	2.56					14	0.24	21	0.36				
2003	5,519	2,949	53.43	2,570	46.57	94	1.70	82	1.49	2,257	40.90	1,759	31.87	388	7.03	576	10.44	196	3.55	136	2.46					14	0.25	17	0.31				
2004	5,161	2,834	54.91	2,327	45.09	89	1.72	69	1.34	2,159	41.83	1,579	30.59	384	7.44	533	10.33	188	3.64	133	2.58					14	0.27	13	0.25				
2005	4,909	2,767	56.37	2,142	43.63	90	1.83	61	1.24	2,067	42.11	1,436	29.25	385	7.84	495	10.08	213	4.34	137	2.79					12	0.24	13	0.26				
2006	5,370	3,010	56.05	2,360	43.95	101	1.88	75	1.40	2,214	41.23	1,539	28.66	438	8.16	583	10.86	232	4.32	143	2.66	6	0.11	2	0.04	16	0.30	12	0.22	3	0.06	6	0.11
2007	5,595	3,155	56.39	2,440	43.61	117	2.09	81	1.45	2,271	40.59	1,551	27.72	501	8.95	628	11.22	237	4.24	148	2.65	6	0.11	4	0.07	17	0.30	16	0.29	6	0.11	12	0.21
<b>DEFENSE LOGISTICS AGENCY</b>																																	
1998	40,545	24,328	60.00	16,217	40.00	1,260	3.11	633	1.56	18,282	45.09	11,021	27.18	3,767	9.29	4,007	9.88	774	1.91	394	0.97					245	0.60	162	0.40				
1999	38,076	22,883	60.10	15,193	39.90	1,211	3.18	592	1.55	17,068	44.83	10,204	26.80	3,557	9.34	3,824	10.04	812	2.13	420	1.10					235	0.62	153	0.40				
2000	35,300	21,026	59.56	14,274	40.44	1,124	3.18	551	1.56	15,788	44.73	9,595	27.18	3,122	8.84	3,589	10.17	773	2.19	390	1.10					219	0.62	149	0.42				
2001	22,651	13,200	58.28	9,451	41.72	730	3.22	291	1.28	9,494	41.91	6,139	27.10	2,360	10.84	2,674	11.81	462	2.04	242	1.07					154	0.68	105	0.46				
2002	21,698	12,469	57.47	9,229	42.53	721	3.32	317	1.46	9,019	41.57	5,981	27.56	2,153	9.92	2,611	12.03	425	1.96	217	1.00					151	0.70	103	0.47				
2003	20,763	11,929	57.45	8,834	42.55	649	3.13	307	1.48	8,673	41.77	5,688	27.39	2,109	10.16	2,523	12.15	364	1.75	222	1.07					134	0.65	94	0.45				
2004	21,685	12,707	58.60	8,978	41.40	707	3.26	330	1.52	9,155	42.22	5,783	26.67	2,333	10.76	2,543	11.73	383	1.77	230	1.06					129	0.59	92	0.42				
2005	21,501	12,596	58.58	8,905	41.42	656	3.05	329	1.53	9,082	42.24	5,732	26.66	2,328	10.83	2,516	11.70	398	1.85	296	1.38					132	0.61	92	0.43				
2006	21,459	12,585	58.65	8,874	41.35	665	3.10	324	1.51	9,034	42.10	5,675	26.45	2,364	11.02	2,536	11.82	335	1.56	221	1.03	40	0.19	20	0.09	138	0.64	95	0.44	9	0.04	3	0.01
2007	21,394	12,523	58.54	8,871	41.46	653	3.05	332	1.55	8,921	41.70	5,605	26.20	2,408	11.26	2,556	11.95	338	1.58	237	1.11	47	0.22	26	0.12	130	0.61	97	0.45	26	0.12	18	0.08
<b>DEFENSE SECURITY SERVICE</b>																																	
1998	2,454	1,317	53.67	1,137	46.33	39	1.59	33	1.34	1,133	46.17	811	33.05	103	4.20	257	10.47	29	1.18	31	1.26					13	0.53	5	0.20				
1999	2,420	1,312	54.21	1,108	45.79	38	1.57	32	1.32	1,130	46.69	792	32.73	104	4.30	251	10.37	28	1.16	29	1.20					12	0.50	4	0.17				
2000	2,533	1,340	52.90	1,193	47.10	39	1.54	41	1.62	1,155	45.60	863	34.07	109	4.30	259	10.23	25	0.99	27	1.07					12	0.47	3	0.12</				





TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>ENERGY, DEPT. OF</b>																																	
1998	16,759	10,386	61.97	6,373	38.03	445	2.66	398	2.37	8,767	52.31	4,361	26.02	598	3.57	1,335	7.97	449	2.68	192	1.15					127	0.76	87	0.52				
1999	15,828	9,849	62.23	5,979	37.77	428	2.70	384	2.43	8,307	52.48	4,078	25.76	552	3.49	1,256	7.94	434	2.74	178	1.12					128	0.81	83	0.52				
2000	15,368	9,556	62.18	5,812	37.82	439	2.86	367	2.39	8,037	52.30	3,947	25.68	516	3.36	1,224	7.96	435	2.83	189	1.23					129	0.84	85	0.55				
2001	15,608	9,690	62.08	5,918	37.92	463	2.97	384	2.46	8,123	52.04	4,032	25.83	524	3.36	1,210	7.75	446	2.86	204	1.31					134	0.86	88	0.56				
2002	15,726	9,745	61.97	5,981	38.03	486	3.09	408	2.59	8,133	51.72	4,073	25.90	529	3.36	1,199	7.62	463	2.94	209	1.33					134	0.85	92	0.59				
2003	15,196	9,451	62.19	5,745	37.81	473	3.11	399	2.63	7,863	51.74	3,888	25.59	516	3.40	1,153	7.59	463	3.05	213	1.40					136	0.89	92	0.61				
2004	15,023	9,408	62.62	5,615	37.38	488	3.24	404	2.68	7,817	52.03	3,781	25.16	521	3.46	1,135	7.55	448	2.98	206	1.37					134	0.89	89	0.59				
2005	14,973	9,330	62.31	5,643	37.69	517	3.45	426	2.85	7,704	51.45	3,766	25.15	518	3.46	1,148	7.67	447	2.99	213	1.42					144	0.96	90	0.60				
2006	14,950	9,290	62.14	5,660	37.86	526	3.52	433	2.90	7,658	51.22	3,753	25.10	515	3.44	1,147	7.67	443	2.96	227	1.52	5	0.03	1	0.01	137	0.92	95	0.64	6	0.04	4	0.03
2007	14,945	9,241	61.83	5,704	38.17	518	3.47	422	2.82	7,572	50.67	3,772	25.24	521	3.49	1,158	7.75	438	2.93	223	1.49	11	0.07	9	0.06	131	0.88	89	0.60	50	0.33	31	0.21
<b>ENVIRONMENTAL PROTECTION AGENCY</b>																																	
1998	17,840	8,951	50.17	8,889	49.83	356	2.00	430	2.41	7,376	41.35	5,488	30.76	737	4.13	2,505	14.04	429	2.40	394	2.21					53	0.30	72	0.40				
1999	17,842	8,936	50.08	8,906	49.92	373	2.09	428	2.40	7,302	40.93	5,457	30.59	744	4.17	2,515	14.09	448	2.51	430	2.41					69	0.39	76	0.43				
2000	17,411	8,727	50.12	8,684	49.88	372	2.14	422	2.42	7,114	40.86	5,291	30.39	722	4.15	2,475	14.22	453	2.60	422	2.42					66	0.38	74	0.43				
2001	17,456	8,691	49.79	8,765	50.21	378	2.17	425	2.43	7,037	40.31	5,286	30.28	744	4.26	2,536	14.53	466	2.67	443	2.54					66	0.38	75	0.43				
2002	17,495	8,681	49.62	8,814	50.38	394	2.25	437	2.50	6,998	40.00	5,285	30.21	750	4.29	2,564	14.66	474	2.71	451	2.58					65	0.37	77	0.44				
2003	17,642	8,685	49.23	8,957	50.77	408	2.31	455	2.58	6,950	39.39	5,370	30.44	765	4.34	2,582	14.64	492	2.79	472	2.68					70	0.40	78	0.44				
2004	18,576	9,258	49.84	9,318	50.16	424	2.33	491	2.64	7,437	40.03	5,610	30.20	796	4.28	2,622	14.41	521	2.80	513	2.76					70	0.37	82	0.44				
2005	18,398	9,083	49.37	9,315	50.63	432	2.35	500	2.72	7,262	39.47	5,596	30.42	792	4.30	2,619	14.24	530	2.88	522	2.84					67	0.36	78	0.42				
2006	18,248	9,016	49.41	9,232	50.59	405	2.22	477	2.61	7,298	39.99	5,738	31.44	745	4.08	2,443	13.39	509	2.79	497	2.72	0	0.00	1	0.01	59	0.32	76	0.42	0	0.00	0	0.00
2007	18,092	8,942	49.43	9,150	50.57	409	2.26	503	2.78	7,143	39.48	5,527	30.55	777	4.29	2,486	13.74	539	2.98	546	3.02	4	0.02	6	0.03	60	0.33	73	0.40	10	0.06	9	0.05
<b>EQUAL EMPLOYMENT OPPORTUNITY COMMISSION</b>																																	
1998	2,510	850	33.86	1,660	66.14	103	4.10	162	6.45	408	16.25	548	21.83	307	12.23	899	35.82	29	1.16	38	1.51					3	0.12	13	0.51				
1999	2,853	983	34.45	1,870	65.55	123	4.31	200	7.01	475	16.65	648	22.71	344	12.06	957	33.54	38	1.33	56	1.96					3	0.12	9	0.36				
2000	2,709	929	34.29	1,780	65.71	116	4.28	192	7.09	435	16.06	602	22.22	337	12.44	920	33.96	38	1.40	54	1.99					3	0.11	12	0.42				
2001	2,866	984	34.33	1,882	65.67	132	4.61	228	7.96	472	16.47	635	22.16	339	11.83	950	33.15	39	1.36	55	1.92					2	0.07	14	0.49				
2002	2,734	920	33.65	1,814	66.35	125	4.57	226	8.27	436	16.02	621	22.71	317	11.59	904	33.07	38	1.39	53	1.94					2	0.07	10	0.37				
2003	2,555	857	33.54	1,698	66.46	114	4.46	216	8.45	406	15.89	580	22.70	298	11.66	846	33.11	37	1.45	47	1.84					2	0.08	9	0.35				
2004	2,465	811	32.90	1,654	67.10	110	4.46	210	8.51	382	15.49	570	23.12	282	11.44	815	33.06	35	1.41	50	2.02					2	0.08	9	0.36				
2005	2,363	778	32.92	1,585	67.08	104	4.40	206	8.72	369	15.62	544	23.02	261	11.05	772	32.67	40	1.69	51	2.16					4	0.17	12	0.51				
2006	2,195	726	33.08	1,469	66.92	101	4.60	192	8.75	348	15.85	517	23.55	234	10.66	699	31.85	38	1.73	48	2.19	1	0.05	1	0.05	4	0.18	11	0.50	0	0.00	1	0.05
2007	2,192	725	33.07	1,467	66.93	99	4.52	195	8.90	341	15.56	504	22.99	237	10.81	702	32.03	38	1.73	42	1.92	2	0.09	1	0.05	2	0.09	13	0.59	6	0.27	10	0.46
<b>FEDERAL COMMUNICATIONS COMMISSION</b>																																	
1998	1,656	782	47.22	874	52.78	21	1.27	18	1.09	615	37.14	412	24.88	111	6.70	416	25.12	31	1.87	26	1.57					4	0.24	2	0.12				
1999	1,599	751	46.97	848	53.03	21	1.31	18	1.13	585	36.59	393	24.58	110	6.88	409	25.58	31	1.94	26	1.63					4	0.25	2	0.13				
2000	1,909	896	46.94	1,013	53.06	25	1.31	22	1.15	685	35.88	502	26.30	134	7.02	450	23.57	47	2.46	37	1.94					5	0.26	2	0.10				
2001	1,955	934	47.77	1,021	52.23	30	1.53	21	1.07	702	35.91	484	24.76	151	7.72	470	24.04	47	2.40	45	2.30					4	0.20	1	0.05				
2002	2,024	970	47.92	1,054	52.08	31	1.53	20	0.99	728	35.97	510	25.20	156	7.71	478	23.62	51	2.52	45	2.22					4	0.20	1	0.05				
2003	2,012	962	47.81	1,050	52.19	39	1.94	22	1.09	714	35.49	500	24.85	157	7.80	481	23.91	48	2.39	46	2.29					4	0.20	1	0.05				
2004	1,952	928	47.54	1,024	52.46	35	1.79	22	1.12	691	35.39	487	24.94	150	7.68	466	23.87	48	2.45	48	2.45					4	0.20	1	0.05				
2005	1,854	876	47.25	978	52.75	36	1.94	23	1.24	643	34.68	466	25.13	145	7.82	444	23.95	48	2.59	43	2.32					4	0.22	2	0.11				
2006	1,847	868	47.00	979	53.00	36	1.95	22	1.19	637	34.49	461	24.96	144	7.80	446	24.15	48	2.60	48	2.60	0	0.00	0	0.00	3	0.16	2	0.11	0	0.00	0	0.00
2007	1,804	841	46.62	963	53.38	36	2.00	24	1.33	606	33.59	448	24.83	144	7.98	437	24.22	53	2.94	51	2.83	0	0.00	0	0.00	2	0.11	3	0.17	0	0.00	0	0.00
<b>FEDERAL DEPOSIT INSURANCE CORPORATION</b>																																	
1998	6,615	3,633	54.92	2,982	45.08	125	1.89	91	1.38	3,116	47.11	1,955	29.55	299	4.52	825	12.47	72	1.09	94	1.42					21	0.32	17	0.26				
1999	6,609	3,623	54.82	2,986	45.18	139	2.10	95	1.44	3,067	46.41	1,909	28.88	307	4.65	852	12.89	85	1.29	106	1.60					25	0.38	24	0.36				
2000	6,352	3,488	54.91	2,864	45.09	139	2.19	92	1.45	2,943	46.33	1,815	28.57	305	4.80	833	13.11	80	1.26	99	1.56					21	0.33	25	0.39				
2001	6,160	3,379	54.85	2,781	45.15</																												





TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>NATIONAL AERONAUTICS AND SPACE ADMINISTRATION</b>																																	
1998	18,246	12,341	67.64	5,905	32.36	557	3.05	273	1.50	10,184	55.81	4,270	23.40	847	4.64	1,069	5.86	657	3.60	230	1.26					96	0.53	63	0.35				
1999	18,322	12,287	67.06	6,035	32.94	568	3.10	295	1.61	10,094	55.09	4,320	23.58	848	4.63	1,107	6.04	681	3.72	242	1.32					96	0.52	71	0.39				
2000	18,416	12,289	66.73	6,127	33.27	581	3.15	309	1.68	10,059	54.62	4,344	23.59	839	4.56	1,147	6.23	719	3.90	257	1.40					91	0.49	70	0.38				
2001	18,568	12,329	66.40	6,239	33.60	596	3.21	311	1.67	10,050	54.13	4,430	23.86	843	4.54	1,160	6.25	749	4.03	266	1.43					91	0.49	72	0.39				
2002	18,520	12,262	66.21	6,258	33.79	597	3.22	309	1.67	9,969	53.83	4,426	23.90	845	4.56	1,176	6.35	760	4.10	275	1.48					91	0.49	72	0.39				
2003	18,500	12,159	65.72	6,341	34.28	596	3.22	319	1.72	9,866	53.33	4,442	24.01	840	4.54	1,223	6.61	767	4.15	286	1.55					90	0.49	71	0.38				
2004	19,278	12,571	65.21	6,707	34.79	631	3.27	346	1.79	10,159	52.70	4,624	23.98	883	4.58	1,337	6.93	801	4.15	332	1.72					97	0.50	68	0.35				
2005	18,786	12,197	64.93	6,589	35.07	643	3.42	350	1.86	9,806	52.20	4,516	24.04	871	4.64	1,326	7.06	786	4.18	332	1.77					91	0.48	65	0.35				
2006	18,457	11,974	64.88	6,483	35.12	632	3.42	357	1.93	9,614	52.09	4,418	23.94	846	4.58	1,303	7.06	783	4.24	339	1.84	5	0.03	0	0.00	89	0.48	61	0.33	5	0.03	5	0.03
2007	18,461	11,961	64.79	6,500	35.21	637	3.45	364	1.97	9,543	51.69	4,413	23.90	836	4.53	1,289	6.98	800	4.33	338	1.83	7	0.04	5	0.03	91	0.49	57	0.31	47	0.25	34	0.18
<b>NATIONAL ARCHIVES AND RECORDS ADMINISTRATION</b>																																	
1998	2,417	1,063	43.98	1,354	56.02	19	0.79	16	0.66	772	31.94	771	31.90	250	10.34	523	21.64	19	0.79	36	1.49					3	0.12	8	0.33				
1999	2,403	1,059	44.07	1,344	55.93	17	0.71	18	0.75	773	32.17	782	32.54	251	10.45	507	21.10	16	0.67	31	1.29					2	0.08	6	0.25				
2000	2,482	1,106	44.56	1,376	55.44	18	0.73	17	0.68	794	31.99	803	32.35	268	10.80	521	20.99	22	0.89	29	1.17					4	0.16	6	0.24				
2001	2,585	1,174	45.42	1,411	54.58	19	0.74	20	0.77	844	32.65	807	31.22	282	10.91	547	21.16	26	1.01	31	1.20					3	0.12	6	0.23				
2002	2,723	1,262	46.35	1,461	53.65	20	0.73	23	0.84	910	33.42	841	30.89	297	10.91	556	20.42	31	1.14	33	1.21					4	0.15	8	0.29				
2003	2,619	1,221	46.62	1,398	53.38	22	0.84	21	0.80	886	33.83	840	32.07	283	10.81	501	19.13	27	1.03	30	1.15					3	0.11	6	0.23				
2004	2,979	1,391	46.69	1,588	53.31	25	0.83	26	0.87	990	33.23	952	31.95	341	11.44	556	18.66	31	1.04	47	1.57					4	0.13	7	0.23				
2005	3,043	1,412	46.40	1,631	53.60	26	0.85	25	0.82	1,010	33.19	971	31.91	331	10.88	581	19.09	41	1.35	46	1.51					4	0.13	8	0.26				
2006	3,018	1,392	46.12	1,626	53.88	25	0.83	25	0.83	1,004	33.27	981	32.50	324	10.74	570	18.89	36	1.19	42	1.39	0	0.00	1	0.03	3	0.10	6	0.20	0	0.00	1	0.03
2007	2,963	1,383	46.68	1,580	53.32	23	0.78	22	0.74	987	33.31	940	31.72	328	11.07	577	19.47	39	1.32	31	1.05	0	0.00	1	0.03	3	0.10	6	0.20	3	0.10	3	0.10
<b>NATIONAL CREDIT UNION ADMINISTRATION</b>																																	
1998	829	517	62.36	312	37.64	11	1.33			455	54.89	232	27.99	29	3.50	55	6.63	12	1.45	10	1.21					2	0.24	4	0.48				
1999	910	560	61.54	350	38.46	21	2.31	14	1.54	484	53.19	259	28.46	34	3.74	65	7.14	19	2.09	9	0.99					2	0.22	3	0.33				
2000	930	561	60.32	369	39.68	20	2.15	12	1.29	490	52.69	277	29.78	31	3.33	68	7.31	19	2.04	9	0.97					1	0.11	3	0.32				
2001	913	546	59.80	367	40.20	20	2.19	14	1.53	477	52.25	267	29.24	32	3.50	73	8.00	16	1.75	9	0.99					1	0.11	4	0.44				
2002	920	545	59.24	375	40.76	19	2.07	14	1.52	476	51.74	276	30.00	34	3.70	72	7.83	15	1.63	9	0.98					1	0.11	4	0.43				
2003	898	528	58.80	370	41.20	19	2.12	15	1.67	459	51.11	271	30.18	33	3.67	71	7.91	16	1.78	9	1.00					1	0.11	4	0.45				
2004	888	512	57.66	376	42.34	20	2.25	16	1.80	442	49.77	270	30.40	34	3.82	74	8.33	16	1.80	12	1.35					0	0.00	4	0.45				
2005	899	497	55.28	402	44.72	20	2.22	18	2.00	428	47.61	287	31.92	29	3.23	82	9.12	20	2.22	12	1.33					0	0.00	3	0.33				
2006	911	500	54.88	411	45.12	17	1.87	17	1.87	426	46.76	290	31.83	34	3.73	84	9.22	16	1.76	14	1.54	3	0.33	0	0.00	0	0.00	4	0.44	4	0.44	2	0.22
2007	911	498	54.67	413	45.33	19	2.09	14	1.54	418	45.88	293	32.16	35	3.84	87	9.55	19	2.09	13	1.43	3	0.33	0	0.00	0	0.00	4	0.44	4	0.44	2	0.22
<b>NATIONAL GALLERY OF ART</b>																																	
1998	774	451	58.27	323	41.73	6	0.78	4	0.52	170	21.96	204	26.36	272	35.14	107	13.82	2	0.26	7	0.90					1	0.13	1	0.13				
1999	795	462	58.11	333	41.89	9	1.13	4	0.50	171	21.51	207	26.04	279	35.09	115	14.47	2	0.25	6	0.75					1	0.13	1	0.13				
2000	779	454	58.28	325	41.72	9	1.16	4	0.51	167	21.44	203	26.06	275	35.30	110	14.12	2	0.26	7	0.90					1	0.13	1	0.13				
2001	781	470	60.18	311	39.82	11	1.41	3	0.38	185	23.69	195	24.97	271	34.70	106	13.57	2	0.26	6	0.77					1	0.13	1	0.13				
2002	795	469	58.99	326	41.01	8	1.01	4	0.50	183	23.02	206	25.91	275	34.59	108	13.58	2	0.25	8	1.01					1	0.13	0	0.00				
2003	806	467	57.94	339	42.06	14	1.74	6	0.74	188	23.33	212	26.30	260	32.26	108	13.40	4	0.50	13	1.61					1	0.12	0	0.00				
2004	810	469	57.90	341	42.10	13	1.60	6	0.74	192	23.70	221	27.28	259	31.98	103	12.72	4	0.49	1	0.12					1	0.12	0	0.00				
2005	810	471	58.15	337	41.60	13	1.60	6	0.74	194	23.95	212	26.17	260	32.10	110	13.58	4	0.49	9	1.11					2	0.25	0	0.00				
2006	792	465	58.71	327	41.29	10	1.26	5	0.63	192	24.24	205	25.88	256	32.32	108	13.64	5	0.63	9	1.14	0	0.00	0	0.00	2	0.25	0	0.00	0	0.00	0	0.00
2007	810	476	58.77	334	41.23	11	1.36	5	0.62	193	23.83	207	25.56	267	32.96	111	13.70	3	0.37	11	1.36	0	0.00	0	0.00	2	0.25	0	0.00	0	0.00	0	0.00
<b>NATIONAL LABOR RELATIONS BOARD</b>																																	
1998	1,843	758	41.13	1,085	58.87	43	2.33	75	4.07	621	33.70	626	33.97	81	4.40	354	19.21	12	0.65	28	1.52					1	0.05	2	0.11				
1999	1,841	743	40.36	1,098	59.64	43	2.34	82	4.45	611	33.19	636	34.55	80	4.35	349	18.96	8	0.43	29	1.58					1	0.05	2	0.11				
2000	1,940	772	39.79	1,168	60.21	45	2.32	80	4.12	634	32.68	698	35.98	83	4.28	356	18.35	9	0.46	31	1.60					1	0.05	3	0.15				
2001	2,019	796	39.43	1,223	60.57	49	2.43	87	4.31	647	3																						

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>NATIONAL SCIENCE FOUNDATION</b>																																	
1998	1,013	380	37.51	633	62.49	5	0.49	12	1.18	304	30.01	277	27.34	51	5.03	324	31.98	18	1.78	20	1.97					2	0.20	0	0.00				
1999	931	352	37.81	579	62.19	4	0.43	11	1.18	281	30.18	250	26.85	50	5.37	298	32.01	15	1.61	20	2.15					2	0.21	0	0.00				
2000	861	325	37.75	536	62.25	3	0.35	11	1.28	263	30.55	231	26.83	43	4.99	276	32.06	14	1.63	18	2.09					2	0.23	0	0.00				
2001	1,075	381	35.44	694	64.56	9	0.84	14	1.30	295	27.44	311	28.93	57	5.30	341	31.72	19	1.77	26	2.42					1	0.09	2	0.19				
2002	1,077	384	35.65	693	64.35	9	0.84	15	1.39	304	28.23	326	30.27	50	4.64	323	29.99	20	1.86	29	2.69					1	0.09	0	0.00				
2003	1,092	396	36.26	696	63.74	11	1.01	17	1.56	304	27.84	322	29.49	57	5.22	326	29.85	23	2.11	31	2.84					1	0.09	0	0.00				
2004	1,333	523	39.23	810	60.77	17	1.27	18	1.35	400	30.01	402	30.15	67	5.02	351	26.33	36	2.70	39	2.92					3	0.22	0	0.00				
2005	1,339	517	38.61	822	61.39	17	1.27	18	1.34	406	30.32	408	30.47	62	4.63	355	26.51	30	2.24	39	2.91					2	0.15	2	0.15				
2006	1,365	548	40.15	817	59.85	17	1.25	17	1.25	426	31.21	410	30.04	61	4.47	345	25.27	42	3.08	41	3.00	0	0.00	0	0.00	2	0.15	4	0.29	0	0.00	0	0.00
2007	1,382	538	38.93	844	61.07	16	1.16	18	1.30	418	30.25	421	30.46	63	4.56	353	25.54	38	2.75	43	3.11	0	0.00	0	0.00	1	0.07	6	0.43	2	0.14	3	0.22
<b>NUCLEAR REGULATORY COMMISSION</b>																																	
1998	2,903	1,840	63.38	1,063	36.62	38	1.31	21	0.72	1,532	52.77	742	25.56	116	4.00	251	8.65	149	5.13	46	1.58					5	0.17	3	0.10				
1999	2,813	1,771	62.96	1,042	37.04	38	1.35	22	0.78	1,465	52.08	719	25.56	112	3.98	252	8.96	151	5.37	45	1.60					5	0.18	4	0.14				
2000	2,787	1,744	62.58	1,043	37.42	43	1.54	25	0.90	1,439	51.63	713	25.58	108	3.88	257	9.22	150	5.38	46	1.65					4	0.14	2	0.07				
2001	2,785	1,743	62.59	1,042	37.41	58	2.08	30	1.08	1,425	51.17	708	25.42	107	3.84	253	9.08	147	5.28	49	1.76					6	0.22	2	0.07				
2002	2,872	1,782	62.05	1,090	37.95	71	2.47	45	1.57	1,436	50.00	723	25.17	116	4.04	267	9.30	153	5.33	53	1.85					6	0.21	2	0.07				
2003	2,995	1,878	62.70	1,117	37.30	81	2.70	52	1.74	1,499	50.05	733	24.47	128	4.27	276	9.22	162	5.41	54	1.80					8	0.27	2	0.07				
2004	3,224	2,033	63.06	1,191	36.94	84	2.60	55	1.70	1,633	50.65	783	24.28	135	4.18	284	8.80	170	5.27	68	2.10					11	0.34	1	0.03				
2005	3,295	2,080	63.13	1,215	36.87	85	2.58	58	1.76	1,660	50.38	781	23.70	140	4.25	301	9.14	183	5.55	71	2.15					12	0.36	4	0.12				
2006	3,492	2,217	63.49	1,275	36.51	94	2.69	68	1.95	1,749	50.09	813	23.28	154	4.41	311	8.91	202	5.78	76	2.18	1	0.03	1	0.03	14	0.40	4	0.11	3	0.09	2	0.06
2007	3,750	2,341	62.43	1,409	37.57	101	2.69	79	2.11	1,826	48.69	872	23.25	170	4.53	357	9.52	219	5.84	87	2.32	1	0.03	1	0.03	15	0.40	7	0.19	9	0.24	6	0.16
<b>OFFICE OF PERSONNEL MANAGEMENT</b>																																	
1998	3,443	1,284	37.29	2,159	62.71	49	1.42	54	1.57	983	28.55	1,304	37.87	227	6.59	760	22.07	20	0.58	34	0.99					5	0.15	7	0.20				
1999	3,484	1,306	37.49	2,178	62.51	54	1.55	69	1.98	989	28.39	1,282	36.80	236	6.77	781	22.42	21	0.60	36	1.03					6	0.17	10	0.29				
2000	3,598	1,325	36.83	2,273	63.17	59	1.64	79	2.20	991	27.54	1,333	37.05	245	6.81	799	22.21	23	0.64	48	1.33					7	0.19	14	0.39				
2001	3,441	1,264	36.73	2,177	63.27	54	1.57	73	2.12	942	27.38	1,261	36.65	241	7.00	782	22.73	22	0.64	47	1.37					5	0.15	14	0.41				
2002	3,534	1,291	36.53	2,243	63.47	57	1.61	82	2.32	963	27.25	1,296	36.67	243	6.88	801	22.67	23	0.65	47	1.33					5	0.14	17	0.48				
2003	3,456	1,267	36.66	2,189	63.34	56	1.62	88	2.55	946	27.37	1,258	36.40	235	6.80	789	22.83	24	0.69	42	1.22					6	0.17	12	0.35				
2004	3,648	1,366	37.45	2,282	62.55	59	1.62	79	2.16	1,011	27.71	1,312	35.96	260	7.12	835	22.88	29	0.79	45	1.23					7	0.19	11	0.30				
2005	5,107	2,075	40.63	3,032	59.37	90	1.76	120	2.35	1,607	31.47	1,871	36.64	310	6.07	958	18.76	52	1.02	66	1.29					16	0.31	16	0.31				
2006	5,276	2,149	40.73	3,127	59.27	87	1.65	124	2.35	1,681	31.86	1,971	37.36	315	5.97	935	17.72	49	0.93	75	1.42	3	0.06	6	0.11	14	0.27	15	0.28	0	0.00	1	0.02
2007	5,775	2,360	40.87	3,415	59.13	96	1.66	130	2.25	1,850	32.03	2,159	37.39	326	5.65	1,014	17.56	61	1.06	80	1.39	9	0.16	9	0.16	15	0.26	20	0.35	3	0.05	3	0.05
<b>PEACE CORPS OF THE UNITED STATES</b>																																	
1998	841	382	45.42	459	54.58	11	1.31	8	0.95	297	35.32	304	36.15	49	5.83	117	13.91	25	2.97	28	3.33					0	0.00	2	0.24				
1999	829	375	45.24	454	54.76	13	1.57	11	1.33	287	34.62	293	35.34	56	6.76	118	14.23	18	2.17	31	3.74					1	0.12	1	0.12				
2000	822	356	43.31	466	56.69	17	2.07	12	1.46	266	32.36	304	36.98	55	6.69	121	14.72	17	2.07	28	3.41					1	0.12	1	0.12				
2001	778	333	42.80	445	57.20	17	2.19	7	0.90	243	31.23	290	37.28	59	7.58	123	15.81	13	1.67	23	2.96					1	0.13	2	0.26				
2002	844	353	41.82	491	58.18	20	2.37	11	1.30	258	30.57	322	38.15	56	6.64	128	15.17	18	2.13	28	3.32					1	0.12	2	0.24				
2003	912	388	42.54	524	57.46	24	2.63	12	1.32	288	31.58	361	39.58	51	5.59	121	13.27	24	2.63	25	2.74					1	0.11	5	0.55				
2004	844	378	44.79	466	55.21	21	2.49	14	1.66	288	34.12	335	39.69	50	5.92	96	11.37	19	2.25	18	2.13					0	0.00	3	0.36				
2005	869	376	43.27	493	56.73	22	2.53	12	1.38	291	33.49	337	38.78	48	5.52	114	13.12	15	1.73	27	3.11					0	0.00	3	0.35				
2006	883	376	42.58	507	57.42	19	2.15	9	1.02	297	33.64	362	41.00	41	4.64	105	11.89	18	2.04	23	2.60	0	0.00	0	0.00	1	0.11	3	0.34	0	0.00	0	0.00
2007	886	389	43.91	497	56.09	18	2.03	9	1.02	309	34.88	359	40.52	44	4.97	99	11.17	18	2.03	28	3.16	0	0.00	0	0.00	0	0.00	2	0.23	0	0.00	0	0.00
<b>PENSION BENEFIT GUARANTY CORPORATION</b>																																	
1998	750	334	44.53	416	55.47	7	0.93	7	0.93	238	31.73	162	21.60	73	9.73	230	30.67	14	1.87	17	2.27					2	0.27	0	0.00				
1999	737	325	44.10	412	55.90	8	1.09	7	0.95	225	30.53	160	21.71	77	10.45	225	30.53	13	1.76	19	2.58					2	0.27	1	0.14				
2000	745	335	44.97	410	55.03	8	1.07	10	1.34	226	30.34	156	20.94	83	11.14	226	30.34	16	2.15	18	2.42					2	0.27	0	0.00				
2001	755	341	45.17	414	54.83	6	0.79	8	1.06	228	30.20	150	19.87	89	11.79	235																	

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>RAILROAD RETIREMENT BOARD</b>																																	
1998	1,279	499	39.01	780	60.99	8	0.63	40	3.13	420	32.84	386	30.18	61	4.77	343	26.82	10	0.78	8	0.63					0	0.00	2	0.15				
1999	1,247	486	38.97	761	61.03	9	0.72	44	3.53	407	32.64	366	29.35	59	4.73	340	27.27	10	0.80	8	0.64					1	0.08	3	0.23				
2000	1,165	459	39.40	706	60.60	7	0.60	46	3.95	385	33.05	336	28.84	58	4.98	313	26.87	8	0.69	8	0.69					1	0.09	3	0.24				
2001	1,171	457	39.03	714	60.97	8	0.68	44	3.76	379	32.37	335	28.61	58	4.95	324	27.67	11	0.94	8	0.68					1	0.09	3	0.26				
2002	1,161	453	39.02	708	60.98	7	0.60	47	4.05	378	32.56	329	28.34	57	4.91	321	27.65	10	0.86	8	0.69					1	0.09	3	0.26				
2003	1,128	440	39.01	688	60.99	7	0.62	47	4.17	367	32.54	316	28.01	56	4.96	314	27.84	9	0.80	8	0.71					1	0.09	3	0.27				
2004	1,087	419	38.55	668	61.45	7	0.64	43	3.96	345	31.74	311	28.61	55	5.06	303	27.87	11	1.01	8	0.74					1	0.09	3	0.28				
2005	1,007	383	38.03	624	61.97	6	0.60	39	3.87	313	31.08	291	28.90	53	5.26	282	28.00	11	1.09	9	0.89					0	0.00	3	0.30				
2006	994	375	37.73	619	62.27	6	0.60	44	4.43	310	31.19	285	28.67	47	4.73	274	27.57	9	0.91	8	0.80			0	0.00	1	0.10	0	0.00	4	0.40	3	0.30
2007	992	372	37.50	620	62.50	7	0.71	45	4.54	302	30.44	279	28.13	52	5.24	279	28.13	8	0.81	9	0.91			0	0.00	1	0.10	0	0.00	4	0.40	3	0.30
<b>SECURITIES AND EXCHANGE COMMISSION</b>																																	
1998	2,652	1,310	49.40	1,342	50.60	39	1.47	52	1.96	1,025	38.65	737	27.79	179	6.75	476	17.95	63	2.38	74	2.79					4	0.15	3	0.11				
1999	2,703	1,341	49.61	1,362	50.39	45	1.66	56	2.07	1,039	38.44	764	28.26	185	6.84	464	17.17	68	2.52	77	2.85					4	0.15	1	0.04				
2000	2,804	1,414	50.43	1,390	49.57	50	1.78	63	2.25	1,103	39.34	780	27.82	176	6.28	464	16.55	80	2.85	82	2.92					5	0.18	1	0.04				
2001	2,913	1,449	49.74	1,464	50.26	52	1.79	67	2.30	1,130	38.79	815	27.98	174	5.97	486	16.68	87	2.99	95	3.26					6	0.21	1	0.03				
2002	2,926	1,456	49.76	1,470	50.24	49	1.67	67	2.29	1,140	38.96	819	27.99	165	5.64	483	16.51	97	3.32	100	3.42					5	0.17	1	0.03				
2003	3,116	1,559	50.03	1,557	49.97	54	1.73	73	2.34	1,226	39.35	887	28.47	165	5.30	481	15.44	108	3.47	114	3.66					6	0.19	2	0.06				
2004	3,797	1,934	50.93	1,863	49.07	76	2.00	94	2.48	1,528	40.24	1,074	28.29	188	4.95	536	14.12	136	3.58	155	4.08					6	0.16	4	0.11				
2005	3,907	2,008	51.39	1,899	48.61	86	2.20	98	2.51	1,572	40.24	1,092	27.95	190	4.86	542	13.87	154	3.94	163	4.17					6	0.15	4	0.10				
2006	3,598	1,843	51.22	1,755	48.78	83	2.31	89	2.47	1,427	39.66	1,010	28.07	183	5.09	498	13.84	144	4.00	152	4.22			0	0.00	1	0.03	6	0.17	5	0.14	0	0.00
2007	3,498	1,803	51.54	1,695	48.46	80	2.29	82	2.34	1,393	39.82	979	27.99	188	5.37	470	13.44	135	3.86	154	4.40			0	0.00	2	0.06	6	0.17	5	0.14	1	0.03
<b>SMALL BUSINESS ADMINISTRATION</b>																																	
1998	3,564	1,618	45.40	1,946	54.60	148	4.15	186	5.22	1,186	33.28	1,078	30.25	216	6.06	592	16.61	55	1.54	76	2.13					13	0.36	14	0.39				
1999	3,554	1,625	45.72	1,929	54.28	148	4.16	185	5.21	1,179	33.17	1,065	29.97	230	6.47	589	16.57	55	1.55	78	2.19					13	0.37	12	0.34				
2000	3,447	1,571	45.58	1,876	54.42	142	4.12	187	5.43	1,142	33.13	1,024	29.71	224	6.50	579	16.80	51	1.48	74	2.15					12	0.35	12	0.35				
2001	3,339	1,513	45.31	1,826	54.69	141	4.22	182	5.45	1,090	32.64	985	29.50	222	6.65	574	17.19	49	1.47	73	2.19					11	0.33	12	0.36				
2002	3,243	1,471	45.36	1,772	54.64	142	4.38	176	5.43	1,051	32.41	953	29.39	223	6.88	562	17.33	45	1.39	70	2.16					10	0.31	11	0.34				
2003	3,145	1,422	45.21	1,723	54.79	141	4.48	172	5.47	1,009	32.08	916	29.13	217	6.90	551	17.52	46	1.46	71	2.26					9	0.29	13	0.41				
2004	4,152	1,956	47.11	2,196	52.89	207	4.99	256	6.17	1,388	33.43	1,130	27.22	299	7.20	697	16.79	51	1.23	87	2.10					11	0.26	26	0.63				
2005	4,322	2,038	47.15	2,284	52.85	182	4.21	231	5.34	1,483	34.31	1,195	27.65	301	6.96	743	17.19	61	1.41	91	2.11					11	0.25	24	0.56				
2006	6,268	2,919	46.57	3,349	53.43	230	3.67	268	4.28	2,043	32.59	1,599	25.51	520	8.30	1,307	20.85	104	1.66	137	2.19			2	0.03	0	0.00	20	0.32	38	0.61	0	0.00
2007	4,497	2,108	46.88	2,389	53.12	178	3.96	236	5.25	1,498	33.31	1,165	25.91	330	7.34	854	18.99	81	1.80	111	2.47			3	0.07	0	0.00	18	0.40	22	0.49	0	0.00
<b>SMITHSONIAN INSTITUTION</b>																																	
1998	4,619	2,698	58.41	1,921	41.59	78	1.69	42	0.91	1,414	30.61	1,119	24.23	1,133	24.53	695	15.05	52	1.13	36	0.78					21	0.45	29	0.63				
1999	4,688	2,744	58.53	1,944	41.47	85	1.81	46	0.98	1,423	30.35	1,121	23.91	1,163	24.81	716	15.27	54	1.15	33	0.70					19	0.41	28	0.60				
2000	4,638	2,709	58.41	1,929	41.59	81	1.75	49	1.06	1,399	30.16	1,104	23.80	1,162	25.05	707	15.24	45	0.97	38	0.82					22	0.47	31	0.67				
2001	4,595	2,678	58.28	1,917	41.72	85	1.85	48	1.04	1,423	30.97	1,099	23.92	1,102	23.98	696	15.15	45	0.98	40	0.87					23	0.50	34	0.74				
2002	4,677	2,744	58.67	1,933	41.33	96	2.05	54	1.15	1,415	30.25	1,088	23.26	1,165	24.91	715	15.29	44	0.94	43	0.92					24	0.51	33	0.71				
2003	4,783	2,800	58.54	1,983	41.46	134	2.80	64	1.34	1,406	29.40	1,079	22.56	1,182	24.71	750	15.68	55	1.15	54	1.13					23	0.48	36	0.75				
2004	5,042	2,853	56.58	2,189	43.42	138	2.74	79	1.57	1,425	28.26	1,193	23.66	1,180	23.40	795	15.77	65	1.29	60	1.19					45	0.89	62	1.23				
2005	4,061	2,295	56.51	1,766	43.49	106	2.61	74	1.82	1,189	29.28	930	22.90	899	22.14	652	16.06	61	1.50	56	1.38					40	0.98	54	1.33				
2006	4,144	2,346	56.61	1,798	43.39	136	3.28	75	1.81	1,206	29.10	942	22.73	909	21.94	663	16.00	63	1.52	59	1.42			0	0.00	1	0.02	37	0.89	58	1.40	0	0.00
2007	4,011	2,258	56.30	1,753	43.70	119	2.97	79	1.97	1,162	28.97	907	22.61	875	21.82	642	16.01	60	1.50	58	1.45			2	0.05	4	0.10	38	0.95	57	1.42	2	0.05
<b>SOCIAL SECURITY ADMINISTRATION</b>																																	
1998	63,403	18,435	29.08	44,968	70.92	1,463	2.31	3,948	5.23	13,584	21.42	25,449	40.14	2,836	4.47	14,312	22.57	398	0.63	908	1.43					154	0.24	351	0.52				
1999	62,004	18,193	29.34	43,811	70.66	1,529	2.47	4,157	6.70	13,249	21.37	24,331	39.24	2,843	4.59	13,960	22.51	434	0.70	998	1.61					138	0.22	365	0.59				
2000	62,247	18,240	29.30	44,007	70.70	1,697	2.73	4,513	7.25	13,004	20.89	24,114	38.74	2,880	4.63	13,868	22.28	494	0.79	1,075	1.73					165	0.27	437	0.70				
2001	63,178	18,478	29.25	44,700	70.75	1,867	2.96	4,935	7.81	12,885	20.39	24,032	38.04	2,977	4.71	13,981	22.13	562	0.														

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>STATE, DEPT. OF</b>																																	
1998	11,631	6,465	55.58	5,166	44.42	161	2.24	201	1.73	5,507	47.35	3,266	28.08	580	4.99	1,480	12.72	188	1.62	197	1.69					29	0.25	22	0.19				
1999	11,780	6,474	54.96	5,306	45.04	247	2.10	197	1.67	5,418	45.99	3,370	28.61	593	4.03	1,521	12.91	188	1.60	196	1.66					28	0.24	22	0.19				
2000	13,294	7,076	53.23	6,218	46.77	267	2.01	228	1.72	5,873	44.18	3,844	28.92	697	5.24	1,906	14.34	208	1.56	216	1.62					31	0.23	24	0.18				
2001	13,234	7,057	53.32	6,177	46.68	277	2.09	222	1.68	5,840	44.13	3,812	28.80	698	5.27	1,897	14.33	211	1.59	221	1.67					31	0.23	25	0.19				
2002	13,721	7,290	53.13	6,431	46.87	305	2.22	210	1.53	6,004	43.76	4,009	29.22	719	5.24	1,930	14.07	231	1.68	257	1.87					31	0.23	25	0.18				
2003	17,511	9,795	55.94	7,716	44.06	483	2.76	320	1.83	7,937	45.33	4,868	27.80	932	5.32	2,124	12.13	406	2.32	377	2.15					37	0.21	27	0.15				
2004	24,040	12,305	51.19	11,735	48.81	606	2.52	668	2.78	9,996	41.58	7,811	32.49	1,133	4.71	2,503	10.41	523	2.18	715	2.97					47	0.20	38	0.16				
2005	24,498	12,556	51.25	11,942	48.75	643	2.62	727	2.97	10,123	41.32	7,962	32.50	1,192	4.87	2,467	10.07	554	2.26	748	3.05					44	0.18	38	0.16				
2006	24,754	12,722	51.39	12,032	48.61	672	2.71	772	3.12	10,137	40.95	7,857	31.74	1,246	5.03	2,528	10.21	582	2.35	795	3.21	0	0.00	4	0.02	46	0.19	43	0.17	39	0.16	33	0.13
2007	25,619	13,060	50.98	12,559	49.02	716	2.79	813	3.17	10,447	40.78	8,279	32.32	1,250	4.88	2,541	9.92	597	2.33	849	3.31	6	0.02	28	0.11	40	0.16	47	0.18	0	0.00	2	0.01
<b>TENNESSEE VALLEY AUTHORITY</b>																																	
1998	13,818	10,887	78.79	2,931	21.21	47	0.34	6	0.04	9,825	71.10	2,515	18.20	853	6.17	351	2.54	85	0.62	26	0.19					77	0.56	33	0.24				
1999	13,321	10,503	78.85	2,818	21.15	44	0.33	6	0.05	9,474	71.12	2,404	18.05	833	6.25	349	2.62	80	0.60	25	0.19					72	0.54	34	0.26				
2000	13,121	10,363	78.98	2,758	21.02	46	0.35	7	0.05	9,326	71.08	2,344	17.86	838	6.39	354	2.70	81	0.62	24	0.18					72	0.55	29	0.22				
2001	13,430	10,626	79.12	2,804	20.88	43	0.32	10	0.07	9,521	70.89	2,379	17.71	893	6.65	364	2.71	89	0.66	24	0.18					80	0.60	27	0.20				
2002	13,444	10,625	79.03	2,819	20.97	46	0.34	10	0.07	9,534	70.92	2,390	17.78	862	6.41	366	2.72	97	0.72	27	0.20					86	0.64	26	0.19				
2003	13,379	10,561	78.94	2,818	21.06	54	0.40	11	0.08	9,450	70.63	2,393	17.89	865	6.47	359	2.68	102	0.76	28	0.21					90	0.67	27	0.20				
2004	12,742	10,188	79.96	2,554	20.04	57	0.45	13	0.10	9,096	71.39	2,161	16.96	824	6.47	329	2.58	104	0.82	24	0.19					95	0.75	21	0.16				
2005	12,565	10,054	80.02	2,511	19.98	58	0.46	16	0.13	6,048	48.13	2,146	17.08	807	6.42	320	2.55	14	0.11	3	0.02					108	0.86	19	0.15				
2006	12,600	9,973	79.15	2,503	19.87	60	0.48	16	0.13	8,947	71.01	2,139	16.98	790	6.27	318	2.52	28	0.22	7	0.06	2	0.02	0	0.00	113	0.90	16	0.13	33	0.26	7	0.06
2007	11,900	9,534	80.12	2,366	19.88	60	0.50	16	0.13	8,515	71.55	2,019	16.97	759	6.38	302	2.54	37	0.31	8	0.07	3	0.03	0	0.00	122	1.03	15	0.13	38	0.32	6	0.05
<b>TRANSPORTATION, DEPT. OF</b>																																	
1998	63,647	46,402	72.91	17,245	27.09	2,157	3.39	786	1.23	38,949	61.20	12,061	18.95	3,249	5.10	3,645	5.73	1,345	2.11	484	0.76					702	1.10	269	0.42				
1999	62,898	45,738	72.72	17,160	27.28	2,188	3.48	788	1.25	38,237	60.79	11,971	19.03	3,253	5.17	3,655	5.81	1,380	2.19	478	0.76					680	1.08	268	0.43				
2000	62,372	45,318	72.66	17,054	27.34	2,197	3.52	816	1.31	37,818	60.63	11,810	18.94	3,243	5.20	3,676	5.89	1,397	2.24	494	0.79					663	1.06	258	0.41				
2001	64,316	46,579	72.42	17,737	27.58	2,340	3.64	860	1.34	38,651	60.10	12,174	18.93	3,419	5.32	3,881	6.03	1,507	2.34	557	0.87					662	1.03	265	0.41				
2002	100,754	72,373	71.83	28,381	28.17	5,425	5.38	1,947	1.93	56,189	55.77	18,558	18.42	7,607	7.55	6,704	6.65	2,284	2.27	809	0.80					868	0.86	363	0.36				
2003	57,731	42,445	73.52	15,286	26.48	2,363	4.09	816	1.41	34,991	60.61	10,453	18.11	3,015	5.22	3,258	5.64	1,444	2.50	511	0.89					632	1.09	248	0.43				
2004	57,349	41,903	73.07	15,446	26.93	2,396	4.18	867	1.51	34,369	59.93	10,445	18.21	3,057	5.33	3,344	5.83	1,464	2.55	536	0.93					617	1.08	254	0.44				
2005	53,878	39,398	73.12	14,480	26.88	2,334	4.33	843	1.56	32,156	59.68	9,752	18.10	2,880	5.35	3,130	5.81	1,457	2.70	525	0.97					571	1.06	230	0.43				
2006	53,861	39,461	73.26	14,400	26.74	2,361	4.38	867	1.61	32,179	59.74	9,669	17.95	2,889	5.36	3,106	5.77	1,415	2.63	526	0.98	51	0.09	12	0.02	548	1.02	214	0.40	18	0.03	6	0.01
2007	54,119	39,583	73.14	14,536	26.86	2,430	4.49	887	1.64	32,059	59.24	9,723	17.97	2,951	5.45	3,094	5.72	1,421	2.63	534	0.99	64	0.12	26	0.05	540	1.00	214	0.40	118	0.22	58	0.11
<b>TREASURY, DEPT. OF</b>																																	
1998	137,444	61,275	44.58	76,169	55.42	5,234	3.81	6,091	4.43	45,786	33.31	45,125	32.83	7,640	5.56	22,023	16.02	2,182	1.59	2,296	1.67					433	0.32	634	0.46				
1999	139,632	61,607	44.12	78,025	55.88	5,378	3.85	6,250	4.48	45,730	32.75	45,962	32.92	7,818	5.60	22,774	16.31	2,234	1.60	2,380	1.70					447	0.32	659	0.47				
2000	139,663	61,347	43.93	78,316	56.07	5,525	3.96	6,464	4.63	45,318	32.45	45,961	32.91	7,843	5.62	22,847	16.36	2,220	1.59	2,388	1.71					441	0.32	656	0.47				
2001	143,588	62,606	43.60	80,982	56.40	5,860	4.08	6,956	4.84	45,899	31.97	47,236	32.90	8,027	5.59	23,560	16.41	2,358	1.64	2,543	1.77					462	0.32	687	0.48				
2002	140,690	61,396	43.64	79,294	56.36	5,878	4.18	6,668	4.74	45,028	32.01	46,781	33.25	7,695	5.47	22,647	16.10	2,347	1.67	2,546	1.81					448	0.32	652	0.46				
2003	108,199	40,683	37.60	67,516	62.40	2,699	2.49	5,333	4.93	30,055	27.78	39,273	36.30	5,967	5.51	20,139	18.61	1,681	1.55	2,173	2.01					281	0.26	598	0.55				
2004	110,612	41,432	37.46	69,180	62.54	2,861	2.59	5,796	5.24	30,303	27.40	39,613	35.81	6,135	5.55	20,727	18.74	1,835	1.66	2,435	2.20					298	0.27	609	0.55				
2005	107,753	40,292	37.39	67,461	62.61	2,801	2.60	5,739	5.33	29,290	27.18	38,315	35.56	6,081	5.64	20,379	18.91	1,839	1.71	2,443	2.27					281	0.26	585	0.54				
2006	106,623	40,062	37.57	66,561	62.43	2,854	2.68	5,823	5.46	28,989	27.19	37,752	35.41	5,956	5.59	19,699	18.48	1,945	1.82	2,632	2.47	8	0.01	19	0.02	282	0.26	590	0.55	28	0.03	46	0.04
2007	102,787	38,537	37.49	64,250	62.51	2,801	2.73	5,797	5.64	27,659	26.91	36,119	35.14	5,760	5.60	18,942	18.43	1,925	1.87	2,626	2.55	19	0.02	47	0.05	281	0.27	583	0.57	92	0.09	136	0.13
<b>U.S. POSTAL SERVICE</b>																																	
1998	791,073	500,821	63.31	290,252	36.																												



TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>VETERANS AFFAIRS, DEPT. OF</b>																																	
1998	198,272	85,812	43.28	112,460	56.72	5,988	3.02	5,656	2.85	56,849	28.67	70,956	35.79	18,544	9.35	28,874	14.56	3,735	1.88	6,079	3.07							696	0.35	895	0.45		
1999	195,226	84,289	43.18	110,937	56.82	5,989	3.07	5,678	2.91	55,439	28.40	69,644	35.67	18,372	9.41	28,629	14.66	3,790	1.94	6,090	3.12							699	0.36	896	0.46		
2000	196,009	84,352	43.03	111,657	56.97	6,201	3.16	5,921	3.02	55,041	28.08	69,747	35.58	18,473	9.42	28,786	14.69	3,930	2.01	6,290	3.21							707	0.36	913	0.47		
2001	201,343	86,173	42.80	115,170	57.20	6,396	3.18	6,243	3.10	55,833	27.73	71,050	35.51	19,094	9.48	29,708	14.75	4,115	2.04	6,732	3.34							735	0.37	987	0.49		
2002	201,078	85,354	42.45	115,724	57.55	6,372	3.17	6,382	3.17	55,114	27.41	71,619	35.62	18,946	9.42	29,743	14.79	4,193	2.09	6,963	3.46							729	0.36	1,017	0.51		
2003	207,091	87,231	42.12	119,860	57.88	6,605	3.19	6,382	3.27	55,915	27.00	73,855	35.66	19,576	9.45	30,833	14.89	4,388	2.12	7,309	3.53							747	0.36	1,089	0.53		
2004	236,258	98,435	41.66	137,823	58.34	7,851	3.32	8,266	3.50	61,981	26.23	84,147	35.62	21,548	9.12	34,595	14.64	6,189	2.62	9,573	4.05							866	0.37	1,242	0.53		
2005	235,042	97,429	41.45	137,613	58.55	7,840	3.34	8,361	3.56	61,088	25.99	83,732	35.62	21,303	9.06	34,566	14.71	6,343	2.70	9,740	4.14							855	0.36	1,214	0.52		
2006	239,689	98,648	41.16	141,041	58.84	7,902	3.30	8,576	3.58	61,707	25.74	85,551	35.69	21,559	8.99	35,355	14.75	6,438	2.69	10,012	4.18	57	0.02	76	0.03	967	0.40	1,424	0.59	18	0.01	47	0.02
2007	254,033	103,487	40.74	150,546	59.26	8,250	3.25	9,113	3.59	64,354	25.33	91,080	35.85	22,720	8.94	37,549	14.78	6,719	2.64	10,612	4.18	118	0.05	183	0.07	1,105	0.43	1,661	0.65	221	0.09	348	0.14

\*Includes September 30, 2007 agency data as reported in CPDF plus AAFES, FERC, TVA, and USPS Does not include Foreign Service, intelligence gathering

\*\* The numbers for 1998-2005 include totals for "Native Hawaiian/Other Pacific Islander "

\*\*\*Separate data became available in 2006 Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file

\*\*\*\* Agencies that have been established within last ten years or whose workforce has recently reached 500 or more employees or who no longer have 500 or more employees

**TABLE A-1b**  
**FY 2007 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \***

AGENCY	TOTAL ALL	TOTAL		HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN / OTHER PACIFIC ISLANDER				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES					
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
<b>Agriculture, Department of</b>	<b>104,126</b>	<b>59,262</b>	<b>56,91</b>	<b>44,864</b>	<b>43,086</b>	<b>4,172</b>	<b>4,01</b>	<b>2,730</b>	<b>2,62</b>	<b>47,927</b>	<b>46,03</b>	<b>32,555</b>	<b>31,27</b>	<b>3,867</b>	<b>3,71</b>	<b>7,286</b>	<b>7,00</b>	<b>1,716</b>	<b>1,65</b>	<b>1,204</b>	<b>1,16</b>	<b>104</b>	<b>0.10</b>	<b>63</b>	<b>0.06</b>	<b>1,418</b>	<b>1.36</b>	<b>980</b>	<b>0.94</b>	<b>58</b>	<b>0.06</b>	<b>46</b>	<b>0.04</b>
Second Level Reporting Components																																	
Agricultural Marketing Service	4,684	2,051	43.79	2,633	56.213	273	5.83	405	8.65	1,236	26.39	1,151	24.57	453	9.67	1,004	21.43	61	1.30	44	0.94	0	0.00	3	0.06	27	0.58	24	0.51	1	0.02	2	0.04
Agricultural Research Service	9,056	5,097	56.28	3,959	43.717	268	2.96	202	2.23	4,134	45.65	2,966	32.75	280	3.09	472	5.21	368	4.06	260	2.87	10	0.11	5	0.06	31	0.34	43	0.47	6	0.07	11	0.12
Animal and Plant Health Inspection Service	8,401	4,946	58.87	3,455	41.126	619	7.37	347	4.13	3,559	42.36	2,438	29.02	240	2.86	439	5.23	378	4.50	144	1.71	85	1.01	36	0.43	41	0.49	30	0.36	24	0.29	21	0.25
Farm Service Agency	5,354	2,397	44.77	2,957	55.23	100	1.87	101	1.89	2,054	38.36	2,389	44.62	176	3.29	380	7.10	28	0.52	44	0.82	0	0.00	1	0.02	39	0.73	42	0.78	0	0.00	0	0.00
Food and Nutrition Service	1,292	421	32.59	871	67.415	27	2.09	63	4.88	300	23.22	498	38.54	75	5.80	259	20.05	17	1.32	41	3.17	0	0.00	1	0.08	2	0.15	8	0.62	0	0.00	1	0.08
Food Safety and Inspection Service	9,873	5,517	55.88	4,356	44.12	409	4.14	259	2.62	4,199	42.53	2,471	25.03	575	5.82	1,389	14.07	250	2.53	122	1.24	4	0.04	3	0.03	77	0.78	106	1.07	3	0.03	6	0.06
Forest Service	39,185	24,834	63.38	14,351	36.624	1,858	4.74	812	2.07	21,051	53.72	12,086	30.84	629	1.61	648	1.65	357	0.91	274	0.70	1	0.00	1	0.00	918	2.34	527	1.34	20	0.05	3	0.01
National Agricultural Statistics Service	1,083	514	47.46	569	52.539	19	1.75	26	2.40	414	38.23	403	37.21	54	4.99	107	9.88	19	1.75	29	2.68	0	0.00	1	0.09	7	0.65	3	0.28	1	0.09	0	0.00
Natural Resources Conservation Service	12,082	8,084	66.91	3,998	33.091	341	2.82	160	1.32	6,912	57.21	3,299	27.31	518	4.29	368	3.05	90	0.74	66	0.55	4	0.03	6	0.05	219	1.81	99	0.82	0	0.00	0	0.00
Office of Chief Financial Officer	1,232	383	31.09	849	68.912	21	1.70	22	1.79	246	19.97	392	31.82	104	8.44	412	33.44	9	0.73	16	1.30	0	0.00	0	0.00	3	0.24	7	0.57	0	0.00	0	0.00
Rural Development	6,181	2,143	34.67	4,038	65.33	125	2.02	236	3.82	1,690	27.34	2,879	46.58	257	4.16	786	12.72	40	0.65	66	1.07	0	0.00	6	0.10	31	0.50	65	1.05	0	0.00	0	0.00
<b>Commerce, Department of</b>	<b>41,218</b>	<b>22,197</b>	<b>53.85</b>	<b>19,021</b>	<b>46.15</b>	<b>750</b>	<b>1.82</b>	<b>867</b>	<b>2.10</b>	<b>16,557</b>	<b>40.17</b>	<b>12,023</b>	<b>29.17</b>	<b>2,260</b>	<b>5.48</b>	<b>4,551</b>	<b>11.04</b>	<b>2,483</b>	<b>6.02</b>	<b>1,362</b>	<b>3.30</b>	<b>16</b>	<b>0.04</b>	<b>21</b>	<b>0.05</b>	<b>116</b>	<b>0.28</b>	<b>142</b>	<b>0.34</b>	<b>15</b>	<b>0.04</b>	<b>55</b>	<b>0.13</b>
Second Level Reporting Components																																	
Bureau of the Census	12,847	4,326	33.67	8,521	66.33	235	1.83	523	4.07	3,194	24.86	5,864	45.64	615	4.79	1,758	13.68	235	1.83	226	1.76	5	0.04	8	0.06	28	0.22	91	0.71	14	0.11	51	0.40
International Trade Administration	1,547	774	50.03	773	49.97	35	2.26	29	1.87	657	42.47	492	31.80	42	2.71	201	12.99	39	2.52	51	3.30	0	0.00	0	0.00	1	0.06	0	0.00	0	0.00	0	0.00
National Institute of Standards & Technology	2,932	1,894	64.60	1,038	35.40	34	1.16	40	1.36	1,566	53.41	774	26.40	117	3.99	112	3.82	168	5.73	104	3.55	2	0.07	1	0.03	7	0.24	7	0.24	0	0.00	0	0.00
National Oceanic & Atmospheric Administration	12,501	8,443	67.54	4,058	32.46	225	1.80	120	0.96	7,414	59.31	3,007	24.05	393	3.14	678	5.42	346	2.77	210	1.68	8	0.06	12	0.10	57	0.46	28	0.22	0	0.00	3	0.02
Patent and Trademark Office	8,902	5,453	61.26	3,449	38.74	163	1.83	104	1.17	2,795	31.40	1,303	14.64	867	9.74	1,336	15.01	1,609	18.07	695	7.81	0	0.00	0	0.00	19	0.21	11	0.12	0	0.00	0	0.00
<b>Defense, Department of</b>	<b>699,048</b>	<b>439,547</b>	<b>62.88</b>	<b>259,501</b>	<b>37.12</b>	<b>27,977</b>	<b>4.00</b>	<b>17,598</b>	<b>2.52</b>	<b>327,530</b>	<b>46.85</b>	<b>163,062</b>	<b>23.33</b>	<b>53,001</b>	<b>7.58</b>	<b>56,006</b>	<b>8.01</b>	<b>23,309</b>	<b>3.33</b>	<b>17,214</b>	<b>2.46</b>	<b>2,301</b>	<b>0.33</b>	<b>1,682</b>	<b>0.24</b>	<b>3,881</b>	<b>0.56</b>	<b>2,464</b>	<b>0.35</b>	<b>1,548</b>	<b>0.22</b>	<b>1,475</b>	<b>0.21</b>
Second Level Reporting Components																																	
Air Force, Department of the	155,228	107,595	69.31	47,633	30.69	7,668	4.94	3,775	2.43	84,900	54.69	33,096	21.32	9,798	6.31	7,932	5.11	3,445	2.22	1,898	1.22	336	0.22	145	0.09	1,133	0.73	591	0.38	315	0.20	196	0.13
Army, Department of the	241,078	153,725	63.77	87,353	36.23	10,969	4.55	5,517	2.29	115,922	48.08	55,343	22.96	19,347	8.03	20,726	8.60	5,114	2.12	4,085	1.69	456	0.19	378	0.16	1,515	0.63	920	0.38	402	0.17	384	0.16
Army and Air Force Exchange Service	34,269	12,288	35.86	21,981	64.14	1,567	4.57	2,875	8.39	5,589	16.31	8,878	25.91	3,673	10.72	6,068	17.71	843	2.46	2,944	8.59	199	0.58	548	1.60	94	0.27	181	0.53	323	0.94	487	1.42
Defense Commissary Agency	14,986	6,064	40.46	8,922	59.54	599	4.00	742	4.95	3,017	20.13	3,633	24.24	1,692	11.29	2,639	17.61	620	4.14	1,680	11.21	67	0.45	116	0.77	47	0.31	82	0.55	22	0.15	30	0.20
Defense Contract Audit Agency	4,093	1,906	46.57	2,187	53.43	80	1.95	133	3.25	1,566	38.26	1,480	36.16	117	2.86	329	8.04	117	2.86	214	5.23	4	0.10	4	0.10	7	0.17	7	0.17	15	0.37	20	0.49
Defense Contract Management Agency	9,546	6,025	63.12	3,521	36.88	304	3.18	212	2.22	4,880	51.12	2,439	25.55	522	5.47	686	7.19	269	2.82	145	1.52	5	0.05	2	0.02	41	0.43	31	0.32	4	0.04	6	0.06
Defense Education Activity	15,570	3,436	22.07	12,134	77.93	293	1.88	796	5.11	2,651	17.03	9,283	59.62	384	2.47	1,489	9.56	79	0.51	432	2.77	6	0.04	31	0.20	19	0.12	80	0.51	4	0.03	23	0.15
Defense Finance & Accounting Service	12,449	4,691	37.68	7,758	62.32	202	1.62	249	2.00	3,515	28.24	5,206	41.82	779	6.26	1,950	15.66	141	1.13	253	2.03	10	0.08	14	0.11	30	0.24	68	0.55	14	0.11	18	0.14
Defense Human Resources Activity	891	350	39.28	541	60.72	19	2.13	44	4.94	257	28.84	335	37.60	47	5.27	125	14.03	23	2.58	28	3.14	0	0.00	0	0.00	3	0.34	3	0.34	1	0.11	6	0.67
Defense Information Systems Agency	5,595	3,155	56.39	2,440	43.61	117	2.09	81	1.45	2,271	40.59	1,551	27.72	501	8.95	628	11.22	237	4.24	148	2.65	6	0.11	4	0.07	17	0.30	16	0.29	6	0.11	12	0.21
Defense Logistics Agency	21,394	12,523	58.54	8,871	41.46	653	3.05	332	1.55	8,921	41.70	5,605	26.20	2,408	11.26	2,556	11.95	338	1.58	237	1.11	47	0.22	26	0.12	130	0.61	97	0.45	26	0.12	18	0.08
Defense Threat Reduction Agency	1,118	670	59.93	448	40.07	49	4.38	43	3.85	464	41.50	262	23.43	113	10.11	125	11.18	32	2.86	14	1.25	0	0.00	0	0.00	5	0.45	0	0.00	7	0.63	4	0.36
Defense Security Service	526	309	58.75	217	41.25	12	2.28	2	0.38																								



**TABLE A-2**  
**TEN YEAR TREND**  
**GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN SENIOR PAY LEVEL POSITIONS (SPL)**

	2000 CLF%	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007
<b>TOTAL WORK FORCE</b>		<b>2,479,199</b>	<b>2,462,152</b>	<b>2,442,643</b>	<b>2,445,335</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>		<b>2,608,172</b>
<b>% of SPL Employees</b>		<b>0.63</b>	<b>0.65</b>	<b>0.68</b>	<b>0.69</b>	<b>0.55</b>	<b>0.76</b>	<b>0.73</b>	<b>0.74</b>	<b>0.77</b>		<b>0.76</b>
<b>SLP Work Force *</b>		<b>15,633</b>	<b>15,972</b>	<b>16,675</b>	<b>16,918</b>	<b>13,508</b>	<b>18,472</b>	<b>19,117</b>	<b>19,268</b>	<b>20,070</b>		<b>19,751</b>
% OF MEN	53.23	77.81	76.56	75.58	75.88	75.28	74.78	74.25	73.72	73.81	72.99	14,417
% OF WOMEN	46.77	22.19	23.44	24.42	24.12	24.72	25.22	25.75	26.28	26.19	27.01	5,334
<b>HISPANIC or LATINO (%)</b>	<b>10.69</b>	<b>2.92</b>	<b>3.06</b>	<b>3.30</b>	<b>3.07</b>	<b>3.33</b>	<b>3.42</b>	<b>3.43</b>	<b>3.54</b>	<b>3.65</b>	<b>3.63</b>	<b>716</b>
% OF MEN	6.17	2.12	2.20	2.33	2.30	2.43	2.50	2.47	2.57	2.61	2.54	501
% OF WOMEN	4.52	0.79	0.86	0.97	0.77	0.90	0.93	0.96	0.97	1.05	1.09	215
<b>WHITE (%)</b>	<b>72.77</b>	<b>87.59</b>	<b>87.11</b>	<b>86.57</b>	<b>86.88</b>	<b>86.42</b>	<b>86.09</b>	<b>86.09</b>	<b>85.66</b>	<b>85.23</b>	<b>85.05</b>	<b>16,798</b>
% OF MEN	39.03	69.32	67.99	66.67	67.02	66.09	65.41	65.05	64.38	64.13	63.42	12,527
% OF WOMEN	33.74	18.27	19.11	19.90	19.87	20.33	20.68	21.02	21.28	21.10	21.62	4,271
<b>BLACK or AFRICAN AMERICAN (%)</b>	<b>10.50</b>	<b>6.70</b>	<b>6.93</b>	<b>7.11</b>	<b>6.76</b>	<b>6.77</b>	<b>6.79</b>	<b>6.50</b>	<b>6.62</b>	<b>6.51</b>	<b>6.63</b>	<b>1,309</b>
% OF MEN	4.84	4.28	4.26	4.38	4.18	4.21	4.16	3.80	3.78	3.78	3.80	751
% OF WOMEN	5.66	2.42	2.67	2.73	2.58	2.56	2.63	2.70	2.84	2.74	2.83	558
<b>ASIAN (%) **</b>	<b>3.63</b>	<b>2.10</b>	<b>2.14</b>	<b>2.25</b>	<b>2.49</b>	<b>2.70</b>	<b>2.96</b>	<b>3.18</b>	<b>3.39</b>	<b>3.72</b>	<b>3.77</b>	<b>745</b>
% OF MEN	1.92	1.58	1.57	1.66	1.82	2.00	2.18	2.33	2.43	2.67	2.60	513
% OF WOMEN	1.71	0.52	0.58	0.59	0.67	0.71	0.77	0.85	0.96	1.05	1.17	232
<b>NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER (%) ***</b>	<b>0.11</b>									<b>0.01</b>	<b>0.03</b>	<b>6</b>
% OF MEN	0.06									0.01	0.03	5
% OF WOMEN	0.05									0.00	0.01	1
<b>AMERICAN INDIAN/ALASKA NATIVE (%)</b>	<b>0.66</b>	<b>0.69</b>	<b>0.76</b>	<b>0.77</b>	<b>0.80</b>	<b>0.79</b>	<b>0.75</b>	<b>0.81</b>	<b>0.78</b>	<b>0.83</b>	<b>0.89</b>	<b>154</b>
% OF MEN	0.34	0.51	0.53	0.55	0.56	0.56	0.54	0.59	0.56	0.59	0.54	106
% OF WOMEN	0.32	0.19	0.23	0.23	0.24	0.23	0.21	0.21	0.22	0.24	0.24	48
<b>TWO OR MORE RACES (%) ***</b>	<b>1.64</b>									<b>0.04</b>	<b>0.12</b>	<b>23</b>
% OF MEN	0.88									0.03	0.07	14
% OF WOMEN	0.76									0.01	0.05	9
<b>INDIVIDUALS WITH TARGETED DISABILITIES %</b>	<b>CLF not available</b>	<b>0.41</b>	<b>0.41</b>	<b>0.41</b>	<b>0.35</b>	<b>0.35</b>	<b>0.35</b>	<b>0.44</b>	<b>0.46</b>	<b>0.46</b>	<b>0.62</b>	<b>123</b>

\*Includes September 30, 2007 agency data as reported in CPDF plus FERC and Foreign Service. Does not include data for AAFES, TVA AND USPS or intelligence gathering agencies.

\*\*The numbers for 1998 - 2005 include totals for "Native Hawaiian or Other Pacific Islander."

\*\*\* Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-2a  
TEN YEAR TREND - SENIOR PAY LEVEL GOVERNMENT WIDE EMPLOYMENT OF WORKERS \*

	1998		1999		2000		2001		2002		2003		2004		2005		2006		2007	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>SPL WORK FORCE</b>	15,633		15,972		16,675		16,918		17,943		18,472		19,117		19,268		20,070		19,751	
MEN	12,164	77.81	12,228	76.56	12,603	75.58	12,837	75.88	13,508	75.28	13,814	74.78	14,196	74.25	14,205	73.72	14,814	73.81	14,417	72.99
WOMEN	3,469	22.19	3,744	23.44	4,072	24.42	4,081	24.12	4,435	24.72	4,658	25.22	4,921	25.75	5,063	26.28	5,256	26.19	5,334	27.01
<b>HISPANIC or LATINO</b>	<b>456</b>	<b>2.92</b>	<b>489</b>	<b>3.06</b>	<b>550</b>	<b>3.30</b>	<b>519</b>	<b>3.07</b>	<b>597</b>	<b>3.33</b>	<b>632</b>	<b>3.42</b>	<b>656</b>	<b>3.43</b>	<b>683</b>	<b>3.54</b>	<b>733</b>	<b>3.65</b>	<b>716</b>	<b>3.63</b>
MEN	332	2.12	352	2.20	388	2.33	389	2.30	436	2.43	461	2.50	472	2.47	496	2.57	523	2.61	501	2.54
WOMEN	124	0.79	137	0.86	162	0.97	130	0.77	161	0.90	171	0.93	184	0.96	187	0.97	210	1.05	215	1.09
<b>WHITE</b>	<b>13,693</b>	<b>87.59</b>	<b>13,913</b>	<b>87.11</b>	<b>14,436</b>	<b>86.57</b>	<b>14,699</b>	<b>86.88</b>	<b>15,506</b>	<b>86.42</b>	<b>15,902</b>	<b>86.09</b>	<b>16,457</b>	<b>86.09</b>	<b>16,505</b>	<b>85.66</b>	<b>17,105</b>	<b>85.23</b>	<b>16,798</b>	<b>85.05</b>
MEN	10,837	69.32	10,860	67.99	11,117	66.67	11,338	67.02	11,859	66.09	12,082	65.41	12,439	65.05	12,404	64.38	12,870	64.13	12,527	63.42
WOMEN	2,856	18.27	3,053	19.11	3,319	19.90	3,361	19.87	3,647	20.33	3,820	20.68	4,018	21.02	4,101	21.28	4,235	21.10	4,271	21.62
<b>BLACK or AFRICAN AMERICAN</b>	<b>1,048</b>	<b>6.70</b>	<b>1,107</b>	<b>6.93</b>	<b>1,185</b>	<b>7.11</b>	<b>1,143</b>	<b>6.76</b>	<b>1,214</b>	<b>6.77</b>	<b>1,254</b>	<b>6.79</b>	<b>1,243</b>	<b>6.50</b>	<b>1,275</b>	<b>6.62</b>	<b>1,307</b>	<b>6.51</b>	<b>1,309</b>	<b>6.63</b>
MEN	669	4.28	681	4.26	730	4.38	707	4.18	755	4.21	769	4.16	727	3.80	728	3.78	758	3.78	751	3.80
WOMEN	379	2.42	426	2.67	455	2.73	436	2.58	459	2.56	485	2.63	516	2.70	547	2.84	549	2.74	558	2.83
<b>ASIAN**</b>	<b>328</b>	<b>2.10</b>	<b>342</b>	<b>2.14</b>	<b>375</b>	<b>2.25</b>	<b>422</b>	<b>2.49</b>	<b>485</b>	<b>2.70</b>	<b>546</b>	<b>2.96</b>	<b>607</b>	<b>3.18</b>	<b>654</b>	<b>3.39</b>	<b>746</b>	<b>3.72</b>	<b>745</b>	<b>3.77</b>
MEN	247	1.58	250	1.57	277	1.66	308	1.82	358	2.00	403	2.18	445	2.33	469	2.43	536	2.67	513	2.60
WOMEN	81	0.52	92	0.58	98	0.59	114	0.67	127	0.71	143	0.77	162	0.85	185	0.96	210	1.05	232	1.17
<b>NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER</b>																	<b>3</b>	<b>0.01</b>	<b>6</b>	<b>0.03</b>
MEN																	3	0.01	5	0.03
WOMEN																	0	0.00	1	0.01
<b>AMERICAN INDIAN/ ALASKA NATIVE</b>	<b>108</b>	<b>0.69</b>	<b>121</b>	<b>0.76</b>	<b>129</b>	<b>0.77</b>	<b>135</b>	<b>0.80</b>	<b>141</b>	<b>0.79</b>	<b>138</b>	<b>0.75</b>	<b>154</b>	<b>0.81</b>	<b>151</b>	<b>0.78</b>	<b>167</b>	<b>0.83</b>	<b>154</b>	<b>0.78</b>
MEN	79	0.51	85	0.53	91	0.55	95	0.56	100	0.56	99	0.54	113	0.59	108	0.56	118	0.59	106	0.54
WOMEN	29	0.19	36	0.23	38	0.23	40	0.24	41	0.23	39	0.21	41	0.21	43	0.22	49	0.24	48	0.24
<b>TWO OR MORE RACES ***</b>																	<b>9</b>	<b>0.04</b>	<b>23</b>	<b>0.12</b>
MEN																	6	0.03	14	0.07
WOMEN																	3	0.01	9	0.05
<b>INDIVIDUALS WITH TARGETED DISABILITIES</b>	<b>64</b>	<b>0.41</b>	<b>65</b>	<b>0.41</b>	<b>69</b>	<b>0.41</b>	<b>60</b>	<b>0.35</b>	<b>62</b>	<b>0.35</b>	<b>64</b>	<b>0.35</b>	<b>84</b>	<b>0.44</b>	<b>88</b>	<b>0.46</b>	<b>93</b>	<b>0.46</b>	<b>123</b>	<b>0.62</b>

\*Includes September 30, 2007 agency data as reported in CPDF plus FERC and Foreign Service. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. \*\* The numbers for 1998-2005 include totals for "Native Hawaiian or Other Pacific Islander." \*\*\* Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

**TABLE A-2b  
FY 2007 SENIOR PAY PARTICIPATION BY AGENCY \***

AGENCY	TOTAL					HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER				AMERICAN INDIAN/ALASKA NATIVE				TWO OR MORE RACES			
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%
ADVISORY COUNCIL ON HISTORIC PRESERVATION	1	1	100	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
AFRICAN DEVELOPMENT FOUNDATION	3	3	100.00	0	0.00	0	0.00	0	0.00	3	66.67	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
AGENCY FOR INTERNATIONAL DEVELOPMENT	180	123	68.33	57	31.67	4	2.22	1	0.56	105	58.33	40	22.22	9	5.00	12	6.67	5	2.78	3	1.67	0	0.00	0	0.00	0	0.00	1	0.56	0	0.00	0	0.00
AGRICULTURE, DEPARTMENT OF	489	367	75.05	122	24.95	13	2.66	7	1.43	309	63.19	95	19.43	28	5.73	12	2.45	12	2.45	6	1.23	1	0.20	0	0.00	4	0.82	1	0.20	0	0.00	1	0.20
THE AMERICAN BATTLE MONUMENTS COMMISSION	2	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
APPALACHIAN REGIONAL COMMISSION	2	1	50.00	1	50.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ARCHITECTURAL & TRANSPORTATION BARRIER COMPLIANCE BOARD	16	13	81.25	3	18.75	1	6.25	0	0.00	12	75.00	3	18.75	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ARCTIC RESEARCH COMMISSION	7	4	57.14	3	42.86	0	0.00	0	0.00	4	57.14	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	14.29	0	0.00	0	0.00
ARMED FORCES RETIREMENT HOME	5	4	80.00	1	20.00	0	0.00	0	0.00	3	60.00	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
BARRY GOLDWATER SCHOOL & EXCELLENCE IN EDUCATION FOUNDATION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
BROADCASTING BOARD OF GOVERNORS	18	14	77.78	4	22.22	1	5.56	0	0.00	13	72.22	3	16.67	0	0.00	0	0.00	0	0.00	1	5.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CHEMICAL SAFETY/HAZARD INVESTIGATION BOARD	4	4	100.00	0	0.00	0	0.00	0	0.00	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMERCE, DEPARTMENT OF	543	401	73.85	142	26.15	14	2.58	3	0.55	350	64.46	118	21.73	22	4.05	12	2.21	14	2.58	9	1.66	0	0.00	0	0.00	1	0.18	0	0.00	0	0.00	0	0.00
COMMISSION ON CIVIL RIGHTS	10	6	60.00	4	40.00	0	0.00	1	10.00	1	10.00	2	20.00	3	30.00	1	10.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMISSION OF FINE ARTS	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERE DISABLED	4	4	100.00	0	0.00	0	0.00	0	0.00	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMODITY FUTURES TRADING COMMISSION	35	24	68.57	11	31.43	0	0.00	0	0.00	22	62.86	10	28.57	1	2.86	1	2.86	1	2.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CONSUMER PRODUCT SAFETY COMMISSION	14	10	71.43	4	28.57	0	0.00	0	0.00	9	64.29	4	28.57	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	19	10	52.63	9	47.37	2	10.53	0	0.00	7	36.84	8	42.11	1	5.26	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COUNCIL OF ECONOMIC ADVISERS	3	3	100.00	0	0.00	0	0.00	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COUNCIL ON ENVIRONMENTAL QUALITY AND OFFICE OF ENVIRONMENTAL QUALITY	4	2	50.00	2	50.00	0	0.00	0	0.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	12	8	66.67	4	33.33	0	0.00	0	0.00	3	25.00	1	8.33	5	41.67	3	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE, DEPARTMENT OF **	2,231	1,819	81.53	412	18.47	30	1.34	6	0.27	1,670	74.85	363	16.27	41	1.84	21	0.94	61	2.73	14	0.63	3	0.13	3	0.13	11	0.49	4	0.18	3	0.13	1	0.04
AIR FORCE, DEPARTMENT OF THE	290	245	84.48	45	15.52	2	0.69	0	0.00	221	76.21	41	14.14	7	2.41	3	1.03	9	3.10	0	0.00	0	0.00	0	0.00	5	1.72	1	0.34	1	0.34	0	0.00
ARMY, DEPARTMENT OF THE	450	374	83.11	76	16.89	8	1.78	1	0.22	340	75.56	68	15.11	11	2.44	4	0.89	12	2.67	1	0.22	0	0.00	1	0.22	2	0.44	0	0.00	1	0.22	1	0.22
DEFENSE COMMISSARY AGENCY	5	5	100.00	0	0.00	0	0.00	0	0.00	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE CONTRACT AUDIT AGENCY	15	14	93.33	1	6.67	1	6.67	0	0.00	13	86.67	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE CONTRACT MANAGEMENT AGENCY	10	7	70.00	3	30.00	0	0.00	0	0.00	6	60.00	2	20.00	1	10.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE EDUCATION ACTIVITY	27	15	55.56	12	44.44	1	3.70	0	0.00	12	44.44	11	40.74	0	0.00	0	0.00	0	0.00	1	3.70	0	0.00	1	3.70	1	3.70	0	0.00	0	0.00	0	0.00
DEFENSE FINANCE AND ACCOUNTING SERVICE	25	16	64.00	9	36.00	0	0.00	0	0.00	15	60.00	9	36.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE HUMAN RESOURCE ACTIVITY	13	5	38.46	8	61.54	0	0.00	1	7.69	5	38.46	7	53.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE INFORMATION SYSTEMS AGENCY	29	21	72.41	8	27.59	1	3.45	0	0.00	20	68.97	6	20.69	0	0.00	2	6.90	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE LOGISTICS AGENCY	45	36	80.00	9	20.00	1	2.22	1	2.22	32	71.11	8	17.78	2	4.44	0	0.00	0	0.00	0	0.00	1	2.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE SECURITY SERVICE	6	3	50.00	3	50.00	0	0.00	0	0.00	3	50.00	2	33.33	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE THREAT REDUCTION AGENCY	13	10	76.92	3	23.08	0	0.00	0	0.00	10	76.92	2	15.38	0	0.00	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NAVY, DEPARTMENT OF THE	783	669	85.44	114	14.56	8	1.02	2	0.26	614	78.42	103	13.15	11	1.40	4	0.51	32	4.09	4	0.51	0	0.00	0	0.00	3	0.38	1	0.13	1	0.13	0	0.00
OFFICE OF THE INSPECTOR GENERAL	19	13	68.42	6	31.58	1	5.26	0	0.00	12	63.16	2	10.53	0	0.00	2	10.53	0	0.00	1	5.26	0	0.00	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF SECRETARY WASH. HQTRS. SERVICES	501	386	77.05	115	22.95	7	1.40	1	0.20	362	72.26	101	20.16	8	1.60	4	0.80	8	1.60	7	1.40	1	0.20	1	0.20	0	0.00	1	0.20	0	0.00	0	0.00
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	38	37	97.37	1	2.63	1	2.63	0	0.00	35	92.11	1	2.63	0	0.00	0	0.00	1	2.63	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
EDUCATION, DEPARTMENT OF	168	100	59.52	68	40.48	1	0.60	2	1.19	90	53.57	54	32.14	7	4.17	9	5.36	2	1.19	3	1.79	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ELECTION ASSISTANCE COMMISSION	12	5	41.67	7	58.33	0	0.00	1	8.33	5	41.67	5	41.67	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ENERGY, DEPARTMENT OF	595	478	80.34	117	19.66	24	4.03	10	1.68	413	69.41	89	14.96	21	3.53	9	1.51	15	2.52	6	1.01	0	0.00	0	0.00	5	0.84	2	0.34	0	0.00	1	0.17
ENVIRONMENTAL PROTECTION AGENCY	344	228	66.28	116	33.72	12	3.49	3	0.87	195	56.69	96	27.91	15	4.36	11	3.20	6	1.74	5	1.45	0	0.00	0	0.00	0	0.00	1	0.29	0	0.00	0	0.00





**TABLE A-2b  
FY 2007 SENIOR PAY PARTICIPATION BY AGENCY \***

AGENCY	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER				AMERICAN INDIAN/ALASKA NATIVE				TWO OR MORE RACES				
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%
VETERANS AFFAIRS, DEPARTMENT OF	452	322	71.24	130	28.76	9	1.99	2	0.44	289	63.94	119	26.33	13	2.88	3	0.66	6	1.33	6	1.33	0	0.00	0	0.00	5	1.11	0	0.00	0	0.00	0	0.00
VIETNAM EDUCATION FOUNDATION	6	5	83.33	1	16.67	0	0.00	0	0.00	2	33.33	0	0.00	0	0.00	0	0.00	2	33.33	1	16.67	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00

\*Includes September 30, 2007 agency data as reported in CPDF plus FERC and Foreign Service. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

**TABLE A-3**  
**Government Wide Employment of Workers in**  
**GENERAL SCHEDULE AND RELATED (GSR) PAY SYSTEMS**

TOTAL WORK FORCE	2000CLF	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007
		2,479,199	2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493		2,608,172
% of GSR Employees		50.42	50.33	50.88	51.88	52.21	52.93	49.70	54.60	54.26		50.70
<b>GSR WORK FORCE*</b>		<b>1,249,935</b>	<b>1,239,323</b>	<b>1,242,737</b>	<b>1,268,656</b>	<b>1,284,048</b>	<b>1,285,322</b>	<b>1,295,555</b>	<b>1,425,499</b>	<b>1,416,901</b>		<b>1,322,332</b>
% OF MEN	53.23	52.18	52.07	51.91	51.71	51.33	50.95	50.61	51.10	51.38	51.00	674,444
% OF WOMEN	46.77	47.82	47.93	48.09	48.29	48.67	49.05	49.39	48.90	48.62	49.00	647,888
<b>HISPANIC or LATINO (%)</b>	<b>10.69</b>	<b>6.47</b>	<b>6.61</b>	<b>6.75</b>	<b>6.93</b>	<b>7.06</b>	<b>7.24</b>	<b>7.44</b>	<b>7.36</b>	<b>7.50</b>	<b>7.76</b>	<b>102,634</b>
% OF MEN	6.17	3.26	3.33	3.41	3.52	3.63	3.76	3.88	3.89	4.00	4.21	55,727
% OF WOMEN	4.52	3.22	3.28	3.34	3.41	3.43	3.48	3.56	3.48	3.50	3.55	46,907
<b>WHITE (%)</b>	<b>72.77</b>	<b>69.26</b>	<b>68.94</b>	<b>68.60</b>	<b>68.32</b>	<b>68.23</b>	<b>68.11</b>	<b>67.80</b>	<b>68.42</b>	<b>67.94</b>	<b>66.94</b>	<b>885,149</b>
% OF MEN	39.03	36.40	36.35	36.33	36.34	36.54	36.75	36.85	38.39	38.32	37.49	495,789
% OF WOMEN	33.74	32.86	32.59	32.27	31.97	31.69	31.37	30.95	30.03	29.62	29.44	389,360
<b>BLACK or AFRICAN AMERICAN (%)</b>	<b>10.50</b>	<b>18.21</b>	<b>18.28</b>	<b>18.41</b>	<b>18.39</b>	<b>18.17</b>	<b>18.10</b>	<b>18.06</b>	<b>17.35</b>	<b>17.50</b>	<b>17.88</b>	<b>236,386</b>
% OF MEN	4.84	5.38	5.43	5.50	5.52	5.52	5.54	5.60	5.55	5.70	5.78	76,474
% OF WOMEN	5.66	12.82	12.85	12.91	12.86	12.65	12.55	12.47	11.80	11.80	12.09	159,912
<b>ASIAN (%)**</b>	<b>3.63</b>	<b>4.01</b>	<b>4.08</b>	<b>4.14</b>	<b>4.24</b>	<b>4.39</b>	<b>4.43</b>	<b>4.60</b>	<b>4.90</b>	<b>4.88</b>	<b>4.97</b>	<b>65,718</b>
% OF MEN	1.92	1.99	2.02	2.04	2.09	2.16	2.19	2.27	2.52	2.50	2.55	33,740
% OF WOMEN	1.71	2.02	2.06	2.10	2.15	2.22	2.23	2.33	2.38	2.38	2.42	31,978
<b>NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER(%) ***</b>	<b>0.11</b>									<b>0.15</b>	<b>0.18</b>	<b>2,408</b>
% OF MEN	0.06									0.07	0.09	1,168
% OF WOMEN	0.05									0.08	0.09	1,240
<b>AMERICAN INDIAN/ ALASKA NATIVE(%)</b>	<b>0.66</b>	<b>2.04</b>	<b>2.08</b>	<b>2.11</b>	<b>2.13</b>	<b>2.16</b>	<b>2.12</b>	<b>2.10</b>	<b>1.97</b>	<b>1.96</b>	<b>2.04</b>	<b>27,017</b>
% OF MEN	0.34	0.79	0.80	0.81	0.82	0.82	0.80	0.80	0.76	0.75	0.77	10,161
% OF WOMEN	0.32	1.26	1.28	1.30	1.31	1.34	1.31	1.30	1.21	1.21	1.27	16,856
<b>TWO OR MORE RACES(%)***</b>	<b>1.64</b>									<b>0.06</b>	<b>0.23</b>	<b>3,020</b>
% OF MEN	0.88									0.03	0.10	1,385
% OF WOMEN	0.76									0.03	0.12	1,635
<b>INDIVIDUALS WITH TARGETED DISABILITIES(%)</b>	<b>CLF not avaialable</b>	<b>1.27</b>	<b>1.24</b>	<b>1.24</b>	<b>1.21</b>	<b>1.18</b>	<b>1.16</b>	<b>1.18</b>	<b>1.05</b>	<b>1.01</b>	<b>1.04</b>	<b>13,700</b>

\* The remainder of the figures in this table include September 30, 2007 agency data as reported in CPDF plus FERC. Does not include data for AAFES, the Foreign Service, TVA, USPS or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO File.

\*\* The numbers for 1998 - 2005 include totals for Native Hawaiian/Pacific Islanders. \*\*\* Separate data first became available in 2006.

TABLE A-3a  
FIVE YEAR DISTRIBUTION ACROSS GRADE RANGES-GENERAL SCHEDULE AND RELATED (GSR)\*

SCHEDULE AND RELATED GRADES	FY	TOTAL						HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		ALL		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
GSR 1-6	2003	289,422	99.141	34.25	190,258	65.74	10,084	3.48	14,867	5.14	62,458	21.58	105,037	36.29	19,235	6.65	53,204	18.38	4,590	1.59	9,108	3.15					2,797	0.97	8,042	2.78					
	2004	277,373	94.443	34.05	182,930	65.95	9,366	3.38	14,477	5.22	59,217	21.35	99,912	36.02	18,656	6.73	51,533	18.58	4,484	1.62	9,202	3.32					2,717	0.98	7,806	2.81					
	2005	267,541	90.987	34.01	176,554	65.99	9,138	3.42	14,247	5.33	56,577	21.15	96,022	35.89	18,283	6.83	49,641	18.55	4,335	1.62	8,925	3.34					2,654	0.99	7,719	2.89					
	2006	257,195	88.270	34.32	168,925	65.68	9,068	3.53	13,398	5.21	54,271	21.10	91,282	35.49	18,153	7.06	47,819	18.59	3,891	1.51	8,267	3.21					2,517	0.98	7,533	2.93					
	2007	246,790	87.635	35.51	159,155	64.49	9,432	3.82	12,341	5.00	53,611	21.72	85,141	34.50	17,747	7.19	45,653	18.50	3,735	1.51	7,503	3.04	269	0.10	449	0.17	2,517	0.98	7,533	2.93					
GSR 7-11	2003	536,608	243,276	45.34	293,332	54.66	23,969	4.47	21,879	4.08	175,383	32.68	180,853	33.70	29,523	5.50	72,086	13.43	10,059	1.87	12,020	2.24					4,342	0.81	6,494	1.21					
	2004	547,366	252,224	46.08	295,142	53.92	25,857	4.72	23,064	4.21	180,642	33.00	180,376	32.95	30,602	5.59	72,374	13.22	10,706	1.96	12,728	2.33					4,417	0.81	6,600	1.21					
	2005	552,037	258,013	46.74	294,024	53.26	26,716	4.84	23,647	4.28	183,807	33.30	178,295	32.30	31,811	5.76	72,459	13.13	11,213	2.03	12,943	2.34					4,466	0.81	6,680	1.21					
	2006	551,522	260,562	47.24	290,960	52.76	27,525	4.99	24,039	4.36	184,110	33.38	174,318	31.61	32,872	5.96	72,411	13.13	11,036	2.00	12,770	2.32					4,393	0.80	6,775	1.23					
	2007	512,593	242,909	47.39	269,684	52.61	27,035	5.27	22,520	4.39	169,573	33.08	159,650	31.15	30,939	6.04	68,301	13.32	10,053	1.96	11,448	2.23	518	0.10	476	0.09	4,254	0.83	6,644	1.30					
GSR 12-13	2003	429,986	264,178	61.44	165,808	38.56	14,004	3.26	8,525	1.98	215,841	50.20	112,099	26.07	21,247	4.94	35,312	8.21	13,307	3.09	7,707	1.79					2,779	0.65	2,165	0.50					
	2004	432,842	263,545	60.89	169,297	39.11	14,532	3.36	9,052	2.09	210,928	48.73	113,419	26.20	21,568	4.98	36,263	8.38	13,776	3.18	8,328	1.92					2,741	0.63	2,235	0.52					
	2005	438,581	265,378	60.51	173,203	39.49	14,965	3.41	9,550	2.18	211,537	48.23	115,112	26.25	22,125	5.04	37,357	8.52	14,015	3.20	8,880	2.02					2,736	0.62	2,304	0.53					
	2006	440,646	266,436	60.46	174,210	39.54	15,449	3.51	9,954	2.26	211,118	47.91	114,685	26.03	22,769	5.17	37,812	8.58	14,004	3.18	9,204	2.09					2,713	0.62	2,300	0.52					
	2007	401,294	237,331	59.14	163,963	40.86	14,489	3.61	9,714	2.42	186,240	46.41	106,094	26.44	21,019	5.24	36,609	9.12	12,477	3.11	8,842	2.20	240	0.06	176	0.04	2,480	0.62	2,217	0.55					
GSR 14-15	2003	155,595	108,385	69.66	47,210	30.34	4,111	2.64	1,773	1.14	91,592	58.87	35,000	22.49	6,158	3.96	7,364	4.73	5,547	3.57	2,578	1.66					977	0.63	495	0.32					
	2004	160,919	110,807	68.86	50,112	31.14	4,352	2.70	1,965	1.22	93,062	57.83	36,799	22.87	6,442	4.00	7,964	4.95	5,948	3.70	2,865	1.78					1,003	0.62	519	0.32					
	2005	167,340	114,130	68.20	53,210	31.80	4,594	2.75	2,119	1.27	95,261	56.93	38,702	23.13	6,904	4.13	8,705	5.20	6,391	3.82	3,121	1.87					980	0.59	563	0.34					
	2006	166,981	112,351	67.28	54,630	32.72	4,651	2.79	2,203	1.32	93,169	55.80	39,238	23.50	7,008	4.20	9,144	5.48	6,480	3.88	3,408	2.04					964	0.58	596	0.36					
	2007	161,655	106,569	65.92	55,086	34.08	4,771	2.95	2,332	1.44	86,365	53.43	38,475	23.80	6,769	4.19	9,349	5.78	7,475	4.62	4,185	2.59	63	0.04	25	0.02	997	0.62	638	0.39					
TOTAL GS GRADES	2003	1,411,611	714,980	50.65	696,608	49.35	52,168	3.70	47,044	3.33	545,274	38.63	432,989	30.67	76,163	5.40	167,966	11.90	33,503	2.37	31,413	2.23					10,895	0.77	17,196	1.22					
	2004	1,418,500	721,019	50.83	697,481	49.17	54,107	3.81	48,558	3.42	543,855	38.34	430,506	30.35	77,268	5.45	168,134	11.85	34,917	2.46	33,123	2.34					10,878	0.77	17,160	1.21					
	2005	1,425,499	728,508	51.11	696,991	48.89	55,413	3.89	49,563	3.48	547,182	38.39	428,131	30.03	79,123	5.55	168,162	11.80	35,954	2.52	33,869	2.38					10,836	0.76	17,266	1.21					
	2006	1,416,901	727,981	51.38	688,920	48.62	56,725	4.00	49,605	3.50	542,959	38.32	419,675	29.62	80,820	5.70	167,205	11.80	35,432	2.50	33,660	2.38					10,587	0.75	17,204	1.21					
	2007	1,322,332	674,444	51.00	647,888	49.00	55,727	4.21	46,907	3.55	495,789	37.49	389,360	29.44	76,474	5.78	159,912	12.09	33,740	2.55	31,978	2.42	1,168	0.09	1,240	0.09	10,161	0.77	16,856	1.27					

\*Includes September 30, 2007 agency data as reported in CPDF plus FERC Does not include data for Foreign Service, AAFES, TVA, USPS, or intelligence gathering agencies Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file

\*\* The numbers for 2002 - 2005 include totals for Native Hawaiian/Other Pacific Islanders

\*\*\* Separate data first became available in 2006

TABLE A-3b

## FIVE YEAR GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES \*

GS AND RELATED GRADES		TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN/ALASKA NATIVE				TWO OR MORE RACES***			
		ALL	MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
GRADE	YEAR	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
1	2003	2,753	1,067	38.76	1,686	61.24	94	3.41	170	6.18	637	23.14	829	30.11	236	8.57	527	19.14	81	2.94	138	5.01					19	0.69	22	0.80				
	2004	2,675	996	37.23	1,679	62.77	82	3.07	178	6.65	607	22.69	830	31.03	208	7.78	498	18.62	83	3.10	160	5.98					16	0.60	13	0.49				
	2005	2,826	1,110	39.28	1,716	60.72	107	3.79	171	6.05	643	22.75	833	29.48	234	8.28	522	18.47	109	3.86	169	5.98					17	0.60	21	0.74				
	2006	2,972	1,237	41.62	1,735	58.38	138	4.64	165	5.55	749	25.20	829	27.89	239	8.04	524	17.63	87	2.93	145	4.88	7	0.24	27	0.91	14	0.47	31	1.04	3	0.10	14	0.47
	2007	3,042	1,325	43.56	1,717	56.44	118	3.88	156	5.13	824	27.09	820	26.96	254	8.35	531	17.46	86	2.83	118	3.88	15	0.49	39	1.28	16	0.53	24	0.79	12	0.39	29	0.95
2	2003	5,157	2,039	39.54	3,118	60.46	268	5.20	383	7.43	1,216	23.58	1,565	30.35	414	8.03	949	18.40	71	1.38	115	2.23					70	1.36	106	2.06				
	2004	4,580	1,858	40.57	2,722	59.43	221	4.83	300	6.55	1,114	24.32	1,409	30.76	385	8.41	795	17.36	83	1.81	122	2.66					55	1.20	96	2.10				
	2005	4,513	1,741	38.58	2,772	61.42	184	4.08	348	7.71	1,127	24.97	1,500	33.24	300	6.65	694	15.38	83	1.84	133	2.95					47	1.04	97	2.15				
	2006	4,535	1,765	38.92	2,770	61.08	162	3.57	311	6.86	1,126	24.83	1,409	31.07	339	7.48	805	17.75	77	1.70	131	2.89	4	0.09	10	0.22	48	1.06	92	2.03	9	0.20	12	0.26
	2007	4,619	1,821	39.42	2,798	60.58	163	3.53	306	6.62	1,129	24.44	1,391	30.11	379	8.21	853	18.47	89	1.93	122	2.64	7	0.15	21	0.45	44	0.95	92	1.99	10	0.22	13	0.28
3	2003	22,306	8,253	37.00	14,053	63.00	785	3.52	1,289	5.78	5,404	24.23	7,271	32.60	1,298	5.82	3,560	15.96	480	2.15	1,343	6.02					286	1.28	590	2.65				
	2004	21,190	7,775	36.69	13,415	63.31	805	3.80	1,347	6.36	5,010	23.64	6,814	32.16	1,193	5.63	3,470	16.38	488	2.30	1,243	5.87					279	1.32	541	2.55				
	2005	20,462	7,405	36.19	13,057	63.81	742	3.63	1,342	6.56	4,794	23.43	6,671	32.60	1,117	5.46	3,315	16.20	495	2.42	1,200	5.86					257	1.26	529	2.59				
	2006	17,576	6,339	36.07	11,237	63.93	590	3.36	1,054	6.00	4,049	23.04	5,727	32.58	1,008	5.74	2,882	16.40	404	2.30	1,059	6.03	47	0.27	58	0.33	228	1.30	441	2.51	13	0.07	16	0.09
	2007	16,428	6,291	38.29	10,137	61.71	541	3.29	922	5.61	4,155	25.29	5,110	31.11	922	5.61	2,512	15.29	365	2.22	1,017	6.19	58	0.35	82	0.50	215	1.31	436	2.65	35	0.21	58	0.35
4	2003	60,386	21,016	34.80	39,370	65.20	1,901	3.15	3,176	5.26	13,508	22.37	21,300	35.27	4,052	6.71	10,886	18.03	849	1.41	1,954	3.24					706	1.17	2,054	3.40				
	2004	57,798	20,238	35.02	37,560	64.98	2,002	3.46	3,043	5.26	12,937	22.38	20,161	34.88	3,795	6.57	10,505	18.18	816	1.41	1,930	3.34					688	1.19	1,921	3.32				
	2005	54,898	19,170	34.92	35,728	65.08	1,902	3.46	2,975	5.42	12,194	22.21	19,002	34.61	3,596	6.55	10,028	18.27	800	1.46	1,828	3.33					678	1.24	1,895	3.45				
	2006	51,771	18,062	34.89	33,709	65.11	1,738	3.36	2,707	5.23	11,566	22.34	18,164	35.09	3,387	6.54	9,176	17.72	676	1.31	1,758	3.40	49	0.09	95	0.18	625	1.21	1,773	3.42	21	0.04	36	0.07
	2007	50,316	17,860	35.50	32,456	64.50	1,660	3.30	2,558	5.08	11,439	22.73	17,444	34.67	3,292	6.54	8,817	17.52	686	1.36	1,655	3.29	75	0.15	129	0.26	624	1.24	1,708	3.39	84	0.17	145	0.29
5	2003	112,913	40,248	35.65	72,665	64.35	4,683	4.15	5,750	5.09	24,634	21.82	39,816	35.26	7,931	7.02	20,609	18.25	1,939	1.72	3,224	2.86					1,061	0.94	3,266	2.89				
	2004	107,018	37,069	34.64	69,949	65.36	3,842	3.59	5,606	5.24	22,670	21.18	37,735	35.26	7,745	7.24	20,067	18.75	1,785	1.67	3,296	3.08					1,027	0.96	3,245	3.03				
	2005	103,196	35,721	34.61	67,475	65.39	3,778	3.66	5,323	5.16	21,675	21.00	36,382	35.26	7,596	7.36	19,430	18.83	1,653	1.60	3,127	3.03					1,019	0.99	3,213	3.11				
	2006	100,306	35,227	35.12	65,079	64.88	4,002	3.99	5,143	5.13	20,955	20.89	34,556	34.45	7,599	7.58	19,079	19.02	1,552	1.55	2,854	2.85	95	0.09	144	0.14	988	0.98	3,226	3.22	36	0.04	77	0.08
	2007	96,317	35,643	37.01	60,674	62.99	4,583	4.76	4,804	4.99	21,034	21.84	31,647	32.86	7,359	7.64	18,098	18.79	1,480	1.54	2,538	2.64	106	0.11	171	0.18	944	0.98	3,181	3.30	137	0.14	235	0.24
6	2003	85,907	26,541	30.90	59,366	69.10	2,353	2.74	4,099	4.77	17,059	19.86	34,256	39.88	5,304	6.17	16,673	19.41	1,170	1.36	2,334	2.72					655	0.76	2,004	2.33				
	2004	84,103	26,503	31.51	57,600	68.49	2,414	2.87	4,003	4.76	16,876	20.07	32,961	39.19	5,329	6.34	16,195	19.26	1,232	1.46	2,296	2.72					652	0.78	1,990	2.37				
	2005	81,646	25,840	31.65	55,806	68.35	2,425	2.97	4,088	5.01	16,144	19.77	31,634	38.75	5,440	6.66	15,652	19.17	1,195	1.46	2,468	3.02					636	0.78	1,964	2.41				
	2006	80,035	25,640	32.04	54,395	67.96	2,438	3.05	4,018	5.02	15,826	19.77	30,597	38.23	5,581	6.97	15,353	19.18	1,095	1.37	2,320	2.90	67	0.08	115	0.14	614	0.77	1,970	2.46	19	0.02	22	0.03
	2007	76,068	24,695	32.46	51,373	67.54	2,367	3.11	3,595	4.73	15,030	19.76	28,729	37.77	5,541	7.28	14,842	19.51	1,029	1.35	2,053	2.70	86	0.11	121	0.16	587	0.77	1,916	2.52	55	0.07	117	0.15
7	2003	140,599	52,381	37.26	88,218	62.74	5,909	4.20	6,860	4.88	35,220	25.05	52,401	37.27	7,862	5.59	23,461	16.69	2,319	1.65	3,488	2.48					1,071	0.76	2,008	1.43				
	2004	142,518	54,419	38.18	88,099	61.82	5,854	4.11	7,047	4.94	36,772	25.80	52,130	36.58	8,306	5.83	23,307	16.35	2,379	1.67	3,540	2.48					1,108	0.78	2,075	1.46				
	2005	141,206	54,461	38.57	86,745	61.43	5,181	3.67	6,885	4.88	37,288	26.41	51,117	36.20	8,483	6.01	23,072	16.34	2,388	1.69	3,558	2.52					1,121	0.79	2,113	1.50				
	2006	139,322	55,799	40.05	83,523	59.95	5,630	4.04	6,817	4.89	37,895	27.20	48,326	34.69	8,733	6.27	22,535	16.17	2,276	1.63	3,433	2.46	148	0.11	138	0.10	1,074	0.77	2,197	1.58	43	0.03	77	0.06
	2007	131,546	54,612	41.52	76,934	58.48	5,976	4.54	6,296	4.79	36,680	27.88	44,324	33.69	8,402	6.39	20,832	15.84	2,159	1.64	2,965	2.25	152	0.12	174	0.13	1,081	0.82	2,132	1.62	162	0.12	211	0.16
8	2003	54,487	19,045	34.95	35,442	65.05	1,990	3.65	3,201	5.87	12,593	23.11	19,420	35.64	3,458	6.35	11,262	20.67	564	1.04	1,009	1.85					440	0.81	550	1.01				
	2004	56,607	20,062	35.44	36,545	64.56	2,161	3.82	3,473	6.14	13,173	23.27	19,870	35.10	3,621	6.40	11,477	20.27	634	1.12	1,138	2.01					473	0.84	587	1.04				
	2005	57,680	21,394	37.09	36,286	62.91	2,359	4.09	3,636	6.30	14,099	24.44	19,405	33.64	3,757	6.51	11,449	19.85	709	1.23	1,183	2.05					470	0.81	613	1.06				
	2006	58,520	21,720	37.12	36,800	62.88	2,413	4.12	3,832	6.55	14,292	24.42	19,565	33.43	3,765	6.43	11,564	19.76	725	1.24	1,181	2.02	36	0.06	46	0.08	480	0.82	603	1.03	9	0.02	11	0.02
	2007	54,613	20,620	37.76	33,993	62.24	2,350	4.30	3,622	6.63	13,409	24.55	17,689	32.39	3,653	6.69	10,900	19.96	670	1.23	1,087	1.99												

TABLE A-3b

## FIVE YEAR GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES \*

GS AND RELATED GRADES		TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN/ALASKA NATIVE				TWO OR MORE RACES***			
		ALL	MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
GRADE	YEAR	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
10	2003	17,714	8,751	49.40	8,963	50.60	516	2.91	473	2.67	6,855	38.70	5,688	32.11	949	5.36	2,211	12.48	292	1.65	333	1.88					139	0.78	258	1.46				
	2004	17,899	8,952	50.01	8,947	49.99	523	2.92	485	2.71	6,969	38.94	5,665	31.65	995	5.56	2,199	12.29	340	1.90	345	1.93					125	0.70	253	1.41				
	2005	17,541	8,815	50.25	8,726	49.75	543	3.10	492	2.80	6,817	38.86	5,452	31.08	990	5.64	2,158	12.30	340	1.94	356	2.03					125	0.71	268	1.53				
	2006	16,515	8,511	51.53	8,004	48.47	527	3.19	433	2.62	6,535	39.57	4,957	30.02	982	5.95	2,005	12.14	318	1.93	341	2.06	18	0.11	6	0.04	128	0.78	257	1.56	3	0.02	5	0.03
	2007	15,326	7,614	49.68	7,712	50.32	490	3.20	407	2.66	5,768	37.64	4,710	30.73	926	6.04	1,951	12.73	279	1.82	319	2.08	19	0.12	6	0.04	116	0.76	300	1.96	16	0.10	19	0.12
11	2003	192,832	102,679	53.25	90,153	46.75	10,373	5.38	6,751	3.50	76,760	39.81	59,149	30.67	9,673	5.02	18,237	9.46	4,336	2.25	4,165	2.16					1,537	0.80	1,851	0.96				
	2004	197,640	106,298	53.78	91,342	46.22	11,399	5.77	7,174	3.63	78,645	39.79	59,282	29.99	10,310	5.20	18,457	9.34	4,675	2.37	4,551	2.30					1,548	0.78	1,878	0.95				
	2005	200,087	108,632	54.29	91,455	45.71	12,541	6.27	7,649	3.82	79,148	39.56	58,598	29.29	10,405	5.20	18,603	9.30	4,999	2.50	4,710	2.35					1,539	0.77	1,895	0.95				
	2006	202,082	110,584	54.72	91,498	45.28	13,373	6.62	7,921	3.92	79,589	39.38	58,137	28.77	10,862	5.38	18,640	9.22	5,006	2.48	4,675	2.31	171	0.08	151	0.07	1,536	0.76	1,921	0.95	47	0.02	53	0.03
	2007	185,909	100,156	53.87	85,753	46.13	12,658	6.81	7,584	4.08	71,055	38.22	53,727	28.90	10,119	5.44	17,946	9.65	4,510	2.43	4,273	2.30	173	0.09	127	0.07	1,451	0.78	1,907	1.03	190	0.10	189	0.10
12	2003	229,917	134,174	58.36	95,743	41.64	7,766	3.38	5,378	2.34	106,478	46.31	63,708	27.71	11,617	5.05	20,799	9.05	6,742	2.93	4,438	1.93					1,571	0.68	1,420	0.62				
	2004	228,407	131,388	57.52	97,019	42.48	7,817	3.42	5,682	2.49	103,467	45.30	63,936	27.99	11,620	5.09	21,204	9.28	6,929	3.03	4,743	2.08					1,555	0.68	1,454	0.64				
	2005	231,261	132,627	57.35	98,634	42.65	8,026	3.47	5,958	2.58	103,984	44.96	64,581	27.93	11,970	5.18	21,590	9.34	7,094	3.07	5,022	2.17					1,553	0.67	1,483	0.64				
	2006	231,347	132,825	57.41	98,522	42.59	8,274	3.58	6,216	2.69	103,467	44.72	63,806	27.58	12,309	5.32	21,722	9.39	6,998	3.02	5,160	2.23	173	0.07	113	0.05	1,545	0.67	1,449	0.63	59	0.03	56	0.02
	2007	211,511	118,971	56.25	92,540	43.75	7,849	3.71	6,020	2.85	91,727	43.37	58,926	27.86	11,397	5.39	20,985	9.92	6,203	2.93	4,892	2.31	155	0.07	117	0.06	1,442	0.68	1,415	0.67	198	0.09	185	0.09
13	2003	200,069	130,004	64.98	70,065	35.02	6,238	3.12	3,147	1.57	106,363	53.16	48,391	24.19	9,630	4.81	14,513	7.25	6,565	3.28	3,269	1.63					1,208	0.60	745	0.37				
	2004	204,393	132,145	64.65	72,248	35.35	6,715	3.29	3,370	1.65	107,451	52.57	49,466	24.20	9,946	4.87	15,047	7.36	6,847	3.35	3,585	1.75					1,186	0.58	780	0.38				
	2005	207,320	132,751	64.03	74,569	35.97	6,939	3.35	3,592	1.73	107,553	51.88	50,531	24.37	10,155	4.90	15,767	7.61	6,921	3.34	3,858	1.86					1,183	0.57	821	0.40				
	2006	209,299	133,611	63.84	75,688	36.16	7,175	3.43	3,738	1.79	107,651	51.43	50,879	24.31	10,460	5.00	16,090	7.69	7,006	3.35	4,044	1.93	95	0.05	52	0.02	1,168	0.56	851	0.41	56	0.03	34	0.02
	2007	189,783	118,360	62.37	71,423	37.63	6,640	3.50	3,694	1.95	94,513	49.80	47,168	24.85	9,622	5.07	15,624	8.23	6,274	3.31	3,950	2.08	85	0.04	59	0.03	1,038	0.55	802	0.42	188	0.10	126	0.07
14	2003	96,281	65,222	67.74	31,059	32.26	2,620	2.72	1,178	1.22	54,748	56.86	22,576	23.45	4,159	4.32	5,481	5.69	3,048	3.17	1,454	1.51					647	0.67	370	0.38				
	2004	99,432	66,607	66.99	32,825	33.01	2,773	2.79	1,312	1.32	55,485	55.80	23,570	23.70	4,395	4.42	5,938	5.97	3,305	3.32	1,625	1.63					649	0.65	380	0.38				
	2005	102,907	68,202	66.28	34,705	33.72	2,920	2.84	1,407	1.37	56,368	54.78	24,641	23.94	4,702	4.57	6,513	6.33	3,582	3.48	1,751	1.70					630	0.61	393	0.38				
	2006	100,947	65,978	65.36	34,969	34.64	2,875	2.85	1,452	1.44	54,211	53.70	24,491	24.26	4,728	4.68	6,748	6.68	3,502	3.47	1,851	1.83	27	0.03	14	0.01	615	0.61	395	0.39	23	0.02	18	0.02
	2007	93,695	59,909	63.94	33,786	36.06	2,796	2.98	1,445	1.54	48,517	51.78	23,099	24.65	4,407	4.70	6,814	7.27	3,468	3.70	1,948	2.08	40	0.04	15	0.02	592	0.63	401	0.43	89	0.09	64	0.07
15	2003	59,314	43,163	72.77	16,151	27.23	1,491	2.51	595	1.00	36,844	62.12	12,424	20.95	1,999	3.37	1,883	3.17	2,499	4.21	1,124	1.89					330	0.56	125	0.21				
	2004	61,416	44,148	71.88	17,268	28.12	1,578	2.57	653	1.06	37,530	61.11	13,214	21.52	2,044	3.33	2,023	3.29	2,643	4.30	1,239	2.02					353	0.57	139	0.23				
	2005	64,433	45,928	71.28	18,505	28.72	1,674	2.60	712	1.11	38,893	60.36	14,061	21.82	2,202	3.42	2,192	3.40	2,809	4.36	1,370	2.13					350	0.54	170	0.26				
	2006	66,034	46,373	70.23	19,661	29.77	1,776	2.69	751	1.14	38,958	59.00	14,747	22.33	2,283	3.46	2,396	3.63	2,978	4.51	1,557	2.36	17	0.03	3	0.00	349	0.53	201	0.30	12	0.02	6	0.01
	2007	67,960	46,660	68.66	21,300	31.34	1,975	2.91	887	1.31	37,848	55.69	15,376	22.63	2,362	3.48	2,535	3.73	4,007	5.90	2,237	3.29	23	0.03	10	0.01	405	0.60	237	0.35	40	0.06	18	0.03
Total GS & GS Related	2003	1,411,611	715,003	50.65	696,608	49.35	52,168	3.70	47,044	3.33	542,274	38.42	432,989	30.67	76,163	5.40	167,966	11.90	33,503	2.37	31,413	2.23					10,895	0.77	17,196	1.22				
	2004	1,418,500	721,019	50.83	697,481	49.17	54,107	3.81	48,558	3.42	543,855	38.34	430,506	30.35	77,268	5.45	168,134	11.85	34,917	2.46	33,123	2.34					10,878	0.77	17,160	1.21				
	2005	1,425,499	728,508	51.11	696,991	48.89	55,413	3.89	49,563	3.48	547,182	38.39	428,131	30.03	79,123	5.55	168,162	11.80	35,954	2.52	33,869	2.38					10,836	0.76	17,266	1.21				
	2006	1,416,901	727,981	51.38	688,920	48.62	56,725	4.00	49,605	3.50	542,959	38.32	419,675	29.62	80,820	5.70	167,205	11.80	35,432	2.50	33,660	2.38	1057	0.07	1082	0.08	10,587	0.75	17,204	1.21	401	0.03	489	0.03
	2007	1,322,332	674,444	51.00	647,888	49.00	55,727	4.21	46,907	3.55	495,789	37.49	389,360	29.44	76,474	5.78	159,912	12.09	33,740															

**TABLE A-4**  
**Government Wide Employment of Workers in**  
**FEDERAL WAGE SYSTEM (FWS) POSITIONS**

	2000	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007
<b>TOTAL WORK FORCE</b>	<b>CLF</b>	<b>2,479,199</b>	<b>2,462,152</b>	<b>2,442,643</b>	<b>2,445,335</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>		<b>2,608,172</b>
<b>% of FWS Employees</b>		9.45	9.15	8.79	8.48	8.34	7.45	7.51	7.54	7.46		7.35
<b>FWS WORK FORCE*</b>		<b>232,693</b>	<b>223,421</b>	<b>214,880</b>	<b>208,580</b>	<b>202,471</b>	<b>194,259</b>	<b>196,114</b>	<b>196,800</b>	<b>194,858</b>		<b>191,701</b>
% OF MEN	53.23	89.37	89.05	88.96	89.48	89.47	89.09	89.19	89.06	88.98	89.10	170,809
% OF WOMEN	46.77	10.63	10.95	11.04	10.52	10.53	10.91	10.81	10.94	11.01	10.90	20,892
<b>HISPANIC or LATINO (%)</b>	<b>10.69</b>	<b>8.09</b>	<b>7.73</b>	<b>7.67</b>	<b>7.70</b>	<b>7.67</b>	<b>7.70</b>	<b>7.87</b>	<b>7.85</b>	<b>7.87</b>	<b>7.88</b>	<b>15,114</b>
% OF MEN	6.17	7.36	7.00	6.92	6.99	6.94	6.91	7.08	7.02	7.04	7.08	13,569
% OF WOMEN	4.52	0.73	0.73	0.75	0.71	0.73	0.79	0.79	0.82	0.83	0.81	1,545
<b>WHITE (%)</b>	<b>72.77</b>	<b>65.87</b>	<b>66.06</b>	<b>66.07</b>	<b>66.32</b>	<b>66.35</b>	<b>66.43</b>	<b>66.43</b>	<b>66.60</b>	<b>66.51</b>	<b>66.54</b>	<b>127,560</b>
% OF MEN	39.03	60.65	60.62	60.59	60.97	60.95	60.81	60.85	60.93	60.88	60.94	116,814
% OF WOMEN	33.74	5.22	5.39	5.49	5.35	5.40	5.63	5.58	5.67	5.70	5.61	10,746
<b>BLACK or AFRICAN AMERICAN(%)</b>	<b>10.50</b>	<b>18.73</b>	<b>18.88</b>	<b>18.95</b>	<b>18.60</b>	<b>18.48</b>	<b>18.62</b>	<b>18.34</b>	<b>18.21</b>	<b>18.21</b>	<b>18.22</b>	<b>34,928</b>
% OF MEN	4.84	14.89	14.93	15.04	15.06	15.02	15.10	14.86	14.75	14.72	14.75	28,268
% OF WOMEN	5.66	3.84	3.95	3.91	3.55	3.46	3.52	3.49	3.46	3.49	3.47	6,660
<b>ASIAN (%)**</b>	<b>3.63</b>	<b>4.63</b>	<b>4.71</b>	<b>4.60</b>	<b>4.62</b>	<b>4.75</b>	<b>4.50</b>	<b>4.73</b>	<b>4.75</b>	<b>4.19</b>	<b>4.06</b>	<b>7,779</b>
% OF MEN	1.92	4.18	4.22	4.11	4.13	4.24	3.98	4.20	4.18	3.65	3.54	6,788
% OF WOMEN	1.71	0.45	0.49	0.49	0.49	0.51	0.52	0.53	0.57	0.54	0.52	991
<b>NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER (%)***</b>	<b>0.11</b>									<b>0.57</b>	<b>0.63</b>	<b>1,205</b>
% OF MEN	0.06									0.52	0.57	1,086
% OF WOMEN	0.05									0.05	0.06	119
<b>AMERICAN INDIAN/ALASKA NATIVE (%)</b>	<b>0.66</b>	<b>2.68</b>	<b>2.67</b>	<b>2.71</b>	<b>2.76</b>	<b>2.74</b>	<b>2.75</b>	<b>2.62</b>	<b>2.60</b>	<b>2.53</b>	<b>2.45</b>	<b>4,702</b>
% OF MEN	0.34	2.28	2.27	2.30	2.35	2.32	2.30	2.19	2.18	2.12	2.05	3,923
% OF WOMEN	0.32	0.40	0.40	0.41	0.42	0.43	0.45	0.43	0.42	0.41	0.41	779
<b>TWO OR MORE RACES***</b>	<b>1.64</b>									<b>0.06</b>	<b>0.22</b>	<b>413</b>
% OF MEN	0.88									0.05	0.19	361
% OF WOMEN	0.76									0.01	0.03	52
<b>INDIVIDUALS WITH TARGETED DISABILITIES %</b>	<b>CLF not available</b>	<b>1.47</b>	<b>1.45</b>	<b>1.40</b>	<b>1.40</b>	<b>1.34</b>	<b>1.29</b>	<b>1.23</b>	<b>1.16</b>	<b>1.14</b>	<b>1.13</b>	<b>2,167</b>

\*The remainder of the figures in this table include September 30, 2007 agency data as reported in CPDF. Does not include data for Foreign Service, AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

\*\* The numbers for 1998 - 2005 include totals for Native Hawaiian/Pacific Islanders.

\*\*\* Separate data first became available in 2006.

**TABLE A-5**  
**GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN**  
**OTHER PAY SYSTEMS (OPS) WORK FORCE\***

	2000	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007
<b>TOTAL WORK FORCE</b>	<b>CLF</b>	<b>2,479,199</b>	<b>2,462,152</b>	<b>2,442,643</b>	<b>2,445,335</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>		<b>2,608,172</b>
<b>% of Total Work Force</b>		39.56	40.04	40.59	39.87	40.40	40.96	37.33	37.13	37.51		41.19
<b>OPS WORK FORCE</b>		<b>980,856</b>	<b>985,787</b>	<b>991,463</b>	<b>975,074</b>	<b>993,602</b>	<b>994,647</b>	<b>973,172</b>	<b>969,353</b>	<b>979,664</b>		<b>1,074,388</b>
% OF MEN	53.23	59.83	59.89	59.77	59.87	59.96	59.69	59.43	58.86	58.27	57.94	622,495
% OF WOMEN	46.77	40.17	40.11	40.23	40.13	40.04	40.31	40.57	41.14	41.73	42.06	451,893
<b>HISPANIC or LATINO (%)</b>	<b>10.69</b>	<b>6.92</b>	<b>7.13</b>	<b>7.16</b>	<b>7.26</b>	<b>7.43</b>	<b>7.61</b>	<b>7.77</b>	<b>7.99</b>	<b>7.98</b>	<b>7.88</b>	<b>84,659</b>
% OF MEN	6.17	4.45	4.55	4.57	4.65	4.78	4.87	4.96	5.03	4.98	4.84	52,010
% OF WOMEN	4.52	2.46	2.57	2.60	2.61	2.65	2.74	2.82	2.96	3.00	3.04	32,649
<b>WHITE (%)</b>	<b>72.77</b>	<b>65.13</b>	<b>64.90</b>	<b>64.92</b>	<b>64.66</b>	<b>64.59</b>	<b>64.32</b>	<b>64.03</b>	<b>63.26</b>	<b>63.12</b>	<b>63.81</b>	<b>685,606</b>
% OF MEN	39.03	40.72	40.74	40.59	40.45	40.45	40.04	39.64	38.83	38.33	38.64	415,141
% OF WOMEN	33.74	24.41	24.17	24.33	24.21	24.14	24.28	24.39	24.43	24.79	25.17	270,465
<b>BLACK or AFRICAN AMERICAN (%)</b>	<b>10.50</b>	<b>20.31</b>	<b>20.36</b>	<b>20.11</b>	<b>20.05</b>	<b>19.84</b>	<b>19.77</b>	<b>19.66</b>	<b>19.93</b>	<b>19.87</b>	<b>19.35</b>	<b>207,936</b>
% OF MEN	4.84	10.36	10.35	10.22	10.20	10.10	10.02	9.92	9.94	9.79	9.38	100,805
% OF WOMEN	5.66	9.95	10.01	9.90	9.85	9.74	9.74	9.74	9.99	10.08	9.97	107,131
<b>ASIAN (%) **</b>	<b>3.63</b>	<b>6.76</b>	<b>6.70</b>	<b>6.85</b>	<b>7.04</b>	<b>7.12</b>	<b>7.29</b>	<b>7.49</b>	<b>7.76</b>	<b>7.73</b>	<b>7.54</b>	<b>80,961</b>
% OF MEN	1.92	3.90	3.82	3.95	4.10	4.15	4.27	4.42	4.56	4.55	4.41	47,360
% OF WOMEN	1.71	2.86	2.87	2.90	2.94	2.97	3.01	3.07	3.20	3.18	3.13	33,601
<b>NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER (%)***</b>	<b>0.11</b>									<b>0.13</b>	<b>0.18</b>	<b>1,976</b>
% OF MEN	0.06									0.05	0.08	848
% OF WOMEN	0.05									0.08	0.10	1,128
<b>AMERICAN INDIAN/ALASKA NATIVE(%)</b>	<b>0.66</b>	<b>0.88</b>	<b>0.91</b>	<b>0.95</b>	<b>0.99</b>	<b>1.02</b>	<b>1.02</b>	<b>1.05</b>	<b>1.05</b>	<b>1.11</b>	<b>1.05</b>	<b>11,287</b>
% OF MEN	0.34	0.40	0.43	0.45	0.46	0.48	0.49	0.50	0.50	0.54	0.50	5,392
% OF WOMEN	0.32	0.48	0.48	0.50	0.52	0.53	0.53	0.55	0.55	0.58	0.55	5,895
<b>TWO OR MORE RACES ***</b>	<b>1.64</b>									<b>0.05</b>	<b>0.18</b>	<b>1,963</b>
% OF MEN	0.88									0.03	0.09	939
% OF WOMEN	0.76									0.03	0.10	1,024
<b>Individuals With Targeted Disabilities %</b>	CLF not available	<b>0.93</b>	<b>0.93</b>	<b>0.91</b>	<b>0.91</b>	<b>0.88</b>	<b>0.86</b>	<b>0.84</b>	<b>0.81</b>	<b>0.80</b>	<b>0.74</b>	<b>8,003</b>

\* Includes September 30, 2007 agency data as reported in CPDF (330,896) and all employees of AAFES, Foreign Service, TVA AND USPS (743,492), but does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding and the addition of " Two or More Races" category in the 2000 Census Special EEO file. \*\* The numbers for 1998 - 2005 include totals for Native Hawaiian/Pacific Islanders. \*\*\* Separate data first became available in 2006.

**TABLE A-6**  
**TEN YEAR TREND**  
**GOVERNMENT WIDE EMPLOYMENT OF**

	<b>INDIVIDUALS WITH TARGETED DISABILITIES*</b>										<b>TEN YEAR NET CHANGE</b>
	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
<b>TOTAL WORK FORCE</b>	<b>2,479,199</b>	<b>2,462,152</b>	<b>2,442,643</b>	<b>2,445,335</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>	<b>2,608,172</b>	
<b>% OF TOTAL WORK FORCE</b>	1.13	1.12	1.11	1.10	1.07	1.05	0.99	0.96	0.94	0.92	
<b>TOTAL INDIVIDUALS WITH TARGETED DISABILITIES</b>	28,035	27,601	27,231	26,834	26,230	25,551	25,917	25,142	24,442	23,993	-14.42
<b>DEAFNESS</b>											
<b>TOTAL</b>	5,512	5,368	5,220	5,088	4,949	4,796	4,745	4,614	4,460	4,352	-21.04
<b>% OF TARGETED DISABILITIES</b>	19.66	19.45	19.17	18.96	18.87	18.77	18.31	18.35	18.25	18.14	
<b>BLINDNESS</b>											
<b>TOTAL</b>	2,615	2,570	2,603	2,636	2,582	2,588	2,687	2,606	2,573	2,516	-3.78
<b>% OF TARGETED DISABILITIES</b>	9.33	9.31	9.56	9.82	9.84	10.13	10.37	10.37	10.53	10.49	
<b>MISSING EXTREMITIES</b>											
<b>TOTAL</b>	1,812	1,733	1,697	1,627	1,556	1,525	1,505	1,446	1,376	1,302	-28.15
<b>% OF TARGETED DISABILITIES</b>	6.46	6.28	6.23	6.06	5.93	5.97	5.81	5.75	5.63	5.43	
<b>PARTIAL PARALYSIS</b>											
<b>TOTAL</b>	3,585	3,503	3,475	3,346	3,283	3,219	3,229	3,111	2,984	2,897	-19.19
<b>% OF TARGETED DISABILITIES</b>	12.79	12.69	12.76	12.47	12.52	12.6	12.46	12.37	12.21	12.07	
<b>COMPLETE PARALYSIS</b>											
<b>TOTAL</b>	1,507	1,459	1,435	1,415	1,387	1,316	1,328	1,258	1,222	1,182	-21.57
<b>% OF TARGETED DISABILITIES</b>	5.38	5.29	5.27	5.27	5.29	5.15	5.12	5.00	5.00	4.93	
<b>CONVULSIVE DISORDERS</b>											
<b>TOTAL</b>	3,860	3,826	3,811	3,767	3,730	3,637	3,660	3,537	3,452	3,355	-13.08
<b>% OF TARGETED DISABILITIES</b>	13.93	13.86	14	14.04	14.22	14.23	14.12	14.07	14.12	13.98	
<b>MENTAL RETARDATION</b>											
<b>TOTAL</b>	2,770	2,672	2,533	2,428	2,261	2,106	2,057	1,946	1,857	1,771	-36.06
<b>% OF TARGETED DISABILITIES</b>	9.88	9.68	9.3	9.05	8.62	8.24	7.94	7.74	7.60	7.38	
<b>MENTAL ILLNESS</b>											
<b>TOTAL</b>	5,579	5,690	5,697	5,801	5,786	5,695	6,043	5,982	5,900	6,016	7.83
<b>% OF TARGETED DISABILITIES</b>	19.9	20.62	20.92	21.62	22.06	22.29	23.32	23.79	24.14	25.07	
<b>DISTORTION OF LIMB &amp;/OR SPINE</b>											
<b>TOTAL</b>	795	780	757	726	696	669	663	642	618	602	-24.28
<b>% OF TARGETED DISABILITIES</b>	2.84	2.83	2.78	2.71	2.65	2.62	2.56	2.55	2.53	2.51	

\*Includes September 30, 2007 agency data as reported in CPDF plus AAFES, FERC, Foreign Service, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding.

Table A-6



TABLE A-6a

## FY 2007 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN \*

DISABILITY BY TYPE	GSR-1	GSR-2	GSR-3	GSR-4	GSR-5	GSR-6	GSR-7	GSR-8	GSR-9	GSR-10
<b># WORK FORCE IN GRADE</b>	<b>3,042</b>	<b>4,619</b>	<b>16,428</b>	<b>50,316</b>	<b>96,317</b>	<b>76,068</b>	<b>131,546</b>	<b>54,613</b>	<b>125,199</b>	<b>15,326</b>
% OF WORK FORCE IN GRADE	0.16	0.25	0.88	2.70	5.17	4.08	7.05	2.93	6.71	0.82
<b>NO DISABILITIES</b>	<b>2,910</b>	<b>4,260</b>	<b>14,760</b>	<b>44,153</b>	<b>85,449</b>	<b>68,260</b>	<b>120,032</b>	<b>49,406</b>	<b>114,560</b>	<b>13,962</b>
% OF GRADE LEVEL	95.66	92.23	89.85	87.75	88.72	89.74	91.25	90.47	91.50	91.10
<b>NOT IDENTIFIED/DISCLOSED</b>	<b>37</b>	<b>69</b>	<b>288</b>	<b>1,049</b>	<b>2,165</b>	<b>1,614</b>	<b>2,730</b>	<b>1,324</b>	<b>2,927</b>	<b>406</b>
% OF GRADE LEVEL	1.22	1.49	1.75	2.08	2.25	2.12	2.08	2.42	2.34	2.65
<b>REPORTABLE DISABILITIES</b>	<b>95</b>	<b>289</b>	<b>1,368</b>	<b>5,108</b>	<b>8,691</b>	<b>6,190</b>	<b>8,778</b>	<b>3,882</b>	<b>7,707</b>	<b>958</b>
% OF GRADE LEVEL	3.12	6.26	8.33	10.15	9.02	8.14	6.67	7.11	6.16	6.25
<b>TARGETED DISABILITIES</b>	<b>37</b>	<b>103</b>	<b>362</b>	<b>1,256</b>	<b>1,909</b>	<b>1,104</b>	<b>1,499</b>	<b>867</b>	<b>1,151</b>	<b>121</b>
% OF GRADE LEVEL	1.22	2.23	2.20	2.50	1.98	1.45	1.14	1.59	0.92	0.79
<b>DEAFNESS</b>	<b>2</b>	<b>5</b>	<b>39</b>	<b>242</b>	<b>366</b>	<b>195</b>	<b>280</b>	<b>80</b>	<b>149</b>	<b>11</b>
% OF TARGETED DISABILITIES	5.41	4.85	10.77	19.27	19.17	17.66	18.68	9.23	12.95	9.09
<b>BLINDNESS</b>	<b>2</b>	<b>8</b>	<b>31</b>	<b>123</b>	<b>202</b>	<b>121</b>	<b>178</b>	<b>266</b>	<b>148</b>	<b>18</b>
% OF TARGETED DISABILITIES	5.41	7.77	8.56	9.79	10.58	10.96	11.87	30.68	12.86	14.88
<b>MISSING EXTREMITIES</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>36</b>	<b>74</b>	<b>47</b>	<b>78</b>	<b>41</b>	<b>69</b>	<b>11</b>
% OF TARGETED DISABILITIES	2.70	1.94	0.55	2.87	3.88	4.26	5.20	4.73	5.99	9.09
<b>PARTIAL PARALYSIS</b>	<b>4</b>	<b>11</b>	<b>33</b>	<b>187</b>	<b>254</b>	<b>156</b>	<b>225</b>	<b>121</b>	<b>205</b>	<b>16</b>
% OF TARGETED DISABILITIES	10.81	10.68	9.12	14.89	13.31	14.13	15.01	13.96	17.81	13.22
<b>COMPLETE PARALYSIS</b>	<b>2</b>	<b>3</b>	<b>7</b>	<b>57</b>	<b>109</b>	<b>53</b>	<b>85</b>	<b>59</b>	<b>87</b>	<b>7</b>
% OF TARGETED DISABILITIES	5.41	2.91	1.93	4.54	5.71	4.80	5.67	6.81	7.56	5.79
<b>CONVULSIVE DISORDERS</b>	<b>2</b>	<b>9</b>	<b>40</b>	<b>121</b>	<b>255</b>	<b>158</b>	<b>224</b>	<b>121</b>	<b>195</b>	<b>12</b>
% OF TARGETED DISABILITIES	5.41	8.74	11.05	9.63	13.36	14.31	14.94	13.96	16.94	9.92
<b>MENTAL RETARDATION</b>	<b>10</b>	<b>42</b>	<b>129</b>	<b>175</b>	<b>131</b>	<b>46</b>	<b>42</b>	<b>13</b>	<b>12</b>	<b>1</b>
% OF TARGETED DISABILITIES	27.03	40.78	35.64	13.93	6.86	4.17	2.80	1.50	1.04	0.83
<b>MENTAL ILLNESS</b>	<b>13</b>	<b>22</b>	<b>74</b>	<b>288</b>	<b>470</b>	<b>294</b>	<b>326</b>	<b>134</b>	<b>248</b>	<b>41</b>
% OF TARGETED DISABILITIES	35.14	21.36	20.44	22.93	24.62	26.63	21.75	15.46	21.55	33.88
<b>DISTORTION OF LIMB &amp;/OR SPINE</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>27</b>	<b>48</b>	<b>34</b>	<b>61</b>	<b>32</b>	<b>38</b>	<b>4</b>
% OF TARGETED DISABILITIES	2.70	0.97	1.93	2.15	2.51	3.08	4.07	3.69	3.30	3.31

TABLE A-6a

## FY 2007 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN \*

DISABILITY BY TYPE	GSR-11	GSR-12	GSR-13	GSR-14	GSR-15	SENIOR PAY**	SES	WAGE AND NON GS	TOTAL GS RELATED	ALL
<b># WORK FORCE IN GRADE</b>	<b>185,909</b>	<b>211,511</b>	<b>189,783</b>	<b>93,695</b>	<b>67,960</b>	<b>12,231</b>	<b>7,520</b>	<b>522,597</b>	<b>1,322,332</b>	<b>1,864,680</b>
% OF WORK FORCE IN GRADE	9.97	11.34	10.18	5.02	3.64	0.66	0.40	28.03	70.91	
<b>NO DISABILITIES</b>	<b>170,783</b>	<b>193,430</b>	<b>175,590</b>	<b>86,733</b>	<b>56,236</b>	<b>17,276</b>	<b>6,891</b>	<b>484,548</b>	<b>1,200,524</b>	<b>1,709,239</b>
% OF GRADE LEVEL	91.86	91.45	92.52	92.57	82.75	141.25	91.64	92.72	90.79	91.66
<b>NOT IDENTIFIED/DISCLOSED</b>	<b>4,493</b>	<b>5,983</b>	<b>5,163</b>	<b>2,943</b>	<b>2,023</b>	<b>571</b>	<b>362</b>	<b>9,572</b>	<b>33,214</b>	<b>43,719</b>
% OF GRADE LEVEL	2.42	2.83	2.72	3.14	2.98	4.67	4.81	1.83	2.51	2.34
<b>REPORTABLE DISABILITIES</b>	<b>10,626</b>	<b>12,087</b>	<b>9,022</b>	<b>4,016</b>	<b>2,434</b>	<b>664</b>	<b>265</b>	<b>28,446</b>	<b>81,251</b>	<b>110,626</b>
% OF GRADE LEVEL	5.72	5.71	4.75	4.29	3.58	5.43	3.52	5.44	6.14	5.93
<b>TARGETED DISABILITIES</b>	<b>1,591</b>	<b>1,664</b>	<b>1,229</b>	<b>518</b>	<b>289</b>	<b>86</b>	<b>35</b>	<b>3,785</b>	<b>13,700</b>	<b>17,606</b>
% OF GRADE LEVEL	0.86	0.79	0.65	0.55	0.43	0.70	0.47	0.72	1.04	0.94
<b>DEAFNESS</b>	<b>160</b>	<b>201</b>	<b>117</b>	<b>21</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>512</b>	<b>1,875</b>	<b>2,388</b>
% OF TARGETED DISABILITIES	10.06	12.08	9.52	4.05	2.42	1.16	0.00	13.53	13.69	13.56
<b>BLINDNESS</b>	<b>275</b>	<b>253</b>	<b>195</b>	<b>89</b>	<b>41</b>	<b>13</b>	<b>8</b>	<b>391</b>	<b>1,950</b>	<b>2,362</b>
% OF TARGETED DISABILITIES	17.28	15.20	15.87	17.18	14.19	15.12	22.86	10.33	14.23	13.42
<b>MISSING EXTREMITIES</b>	<b>109</b>	<b>117</b>	<b>117</b>	<b>37</b>	<b>19</b>	<b>6</b>	<b>4</b>	<b>182</b>	<b>760</b>	<b>952</b>
% OF TARGETED DISABILITIES	6.85	7.03	9.52	7.14	6.57	6.98	11.43	4.81	5.55	5.41
<b>PARTIAL PARALYSIS</b>	<b>288</b>	<b>345</b>	<b>251</b>	<b>119</b>	<b>63</b>	<b>17</b>	<b>10</b>	<b>386</b>	<b>2,277</b>	<b>2,690</b>
% OF TARGETED DISABILITIES	18.10	20.73	20.42	22.97	21.80	19.77	28.57	10.20	16.62	15.28
<b>COMPLETE PARALYSIS</b>	<b>149</b>	<b>140</b>	<b>121</b>	<b>48</b>	<b>31</b>	<b>16</b>	<b>5</b>	<b>116</b>	<b>958</b>	<b>1,095</b>
% OF TARGETED DISABILITIES	9.37	8.41	9.85	9.27	10.73	18.60	14.29	3.06	6.99	6.22
<b>CONVULSIVE DISORDERS</b>	<b>239</b>	<b>226</b>	<b>196</b>	<b>81</b>	<b>54</b>	<b>8</b>	<b>5</b>	<b>577</b>	<b>1,933</b>	<b>2,523</b>
% OF TARGETED DISABILITIES	15.02	13.58	15.95	15.64	18.69	9.30	14.29	15.24	14.11	14.33
<b>MENTAL RETARDATION</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>562</b>	<b>613</b>	<b>1,176</b>
% OF TARGETED DISABILITIES	0.38	0.18	0.16	0.19	0.00	1.16	0.00	14.85	4.47	6.68
<b>MENTAL ILLNESS</b>	<b>313</b>	<b>323</b>	<b>193</b>	<b>109</b>	<b>69</b>	<b>23</b>	<b>1</b>	<b>979</b>	<b>2,917</b>	<b>3,920</b>
% OF TARGETED DISABILITIES	19.67	19.41	15.70	21.04	23.88	26.74	2.86	25.87	21.29	22.27
<b>DISTORTION OF LIMB &amp;/OR SPINE</b>	<b>52</b>	<b>56</b>	<b>37</b>	<b>13</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>80</b>	<b>417</b>	<b>500</b>
% OF TARGETED DISABILITIES	3.27	3.37	3.01	2.51	2.08	1.16	5.71	2.11	3.04	2.84

\*Includes September 30, 2007 agency data as reported in CPDF plus FERC. Does not include data for Foreign Service, AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding.

\*\*Note that Senior Executive Service employees are not included here, however they are reported separately.

TABLE A-6b

## FY 2007 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
ADVISORY COUNCIL ON HISTORIC PRESERVATION	50	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AFRICAN DEVELOPMENT FOUNDATION	29	#	2	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,428	#	69	14	4	0	1	4	0	2	3	0	0
		%		0.58%	0.16%	0.00%	0.04%	0.16%	0.00%	0.08%	0.12%	0.00%	0.00%
AGRICULTURE, U. S DEPARTMENT OF	104,126	#	6,070	965	122	80	57	182	84	122	62	224	32
		%		0.93%	0.12%	0.08%	0.05%	0.17%	0.08%	0.12%	0.06%	0.22%	0.07%
AMERICAN BATTLE MONUMENTS COMMISSION	59	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
APPALACHIAN REGIONAL COMMISSION	9	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ARCHITECTAL & TRANS. BARRIER COMPLIANCE BOARD	40	#	11	9	0	0	0	2	5	2	0	0	0
		%		22.50%	0.00%	0.00%	0.00%	5.00%	12.50%	5.00%	0.00%	0.00%	0.00%
ARCTIC RESEARCH COMMISSION	11	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ARMED FORCES RETIREMENT HOME	396	#	20	1	0	0	0	0	0	0	1	0	0
		%		0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.00%
EXCELLENCE IN EDUCATION FOUNDATION	7	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
BROADCASTING BOARD OF GOVERNORS	1,578	#	48	15	0	2	1	2	0	2	5	3	0
		%		0.95%	0.00%	0.13%	0.06%	0.13%	0.00%	0.13%	0.32%	0.19%	0.00%
CHEMICAL SAFETY & HAZARD INVESTIGATION BOARD	38	#	4	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	14	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COMMERCE, U.S. DEPARTMENT OF	41,218	#	2,332	323	47	35	6	38	14	55	28	94	6
		%		0.78%	0.11%	0.08%	0.01%	0.09%	0.03%	0.13%	0.07%	0.23%	1.46%
COMMISSION ON CIVIL RIGHTS	50	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COMMISSION OF FINE ARTS COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERELY DISABLED	8	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COMMODITY FUTURES TRADING COMMISSION	29	#	3	2	0	1	0	0	0	1	0	0	0
		%		6.90%	0.00%	3.45%	0.00%	0.00%	0.00%	3.45%	0.00%	0.00%	0.00%
CONSUMER PRODUCT SAFETY COMMISSION, U. S.	440	#	13	1	0	0	0	1	0	0	0	0	0
		%		0.23%	0.00%	0.00%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	396	#	35	7	1	2	0	0	0	1	0	3	0
		%		1.77%	0.25%	0.51%	0.00%	0.00%	0.00%	0.25%	0.00%	0.76%	0.00%
COUNCIL OF ECONOMIC ADVISORS	576	#	25	2	0	0	0	1	0	0	0	1	0
		%		0.35%	0.00%	0.00%	0.00%	0.17%	0.00%	0.00%	0.00%	0.17%	0.00%
QUALITY / OFFICE OF ENVIRONMENTAL QUALITY	24	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COURT SERVICES & OFFENDER SUPERVISION AGENCY	18	#	1	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DEFENSE, U.S. DEPARTMENT OF	1,150	#	52	2	0	0	1	0	1	0	0	0	0
		%		0.17%	0.00%	0.00%	0.09%	0.00%	0.09%	0.00%	0.00%	0.00%	0.00%
AIR FORCE, DEPARTMENT OF THE	699,048	#	42,212	5,817	902	492	350	995	351	940	527	1,054	206
		%		0.83%	0.13%	0.07%	0.05%	0.14%	0.05%	0.13%	0.08%	0.15%	2.95%
	155,228	#	8,083	1,042	124	97	67	192	67	187	73	190	45
		%		0.67%	0.08%	0.06%	0.04%	0.12%	0.04%	0.12%	0.05%	0.12%	2.90%

TABLE A-6b

## FY 2007 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
ARMY, DEPARTMENT OF THE	241,078	#	15,559	1,719	242	140	110	346	110	282	94	332	63
		%		0 71%	0 10%	0 06%	0 05%	0 14%	0 05%	0 12%	0 04%	0 14%	2 61%
ARMY AIR FORCE EXCHANGE SERVICE	34,269	#	1,936	556	55	41	15	47	25	80	143	138	12
		%		1 62%	0 16%	0 12%	0 04%	0 14%	0 07%	0 23%	0 42%	0 40%	3 50%
DEFENSE COMMISSARY AGENCY	14,986	#	941	123	21	12	4	13	3	24	13	29	4
		%		0 82%	0 14%	0 08%	0 03%	0 09%	0 02%	0 16%	0 09%	0 19%	2 67%
DEFENSE CONTRACT AUDIT AGENCY	4,093	#	274	40	4	4	4	13	1	4	1	9	0
		%		0 98%	0 10%	0 10%	0 10%	0 32%	0 02%	0 10%	0 02%	0 22%	0 00%
DEFENSE CONTRACT MANAGEMENT AGENCY	9,546	#	720	121	16	11	7	28	11	22	2	20	4
		%		1 27%	0 17%	0 12%	0 07%	0 29%	0 12%	0 23%	0 02%	0 21%	4 19%
DEFENSE EDUCATION ACTIVITY	15,570	#	426	37	3	4	5	6	1	15	0	3	0
		%		0 24%	0 02%	0 03%	0 03%	0 04%	0 01%	0 10%	0 00%	0 02%	0 00%
DEFENSE FINANCE AND ACCOUNTING SERVICE	12,449	#	1,408	253	84	18	15	44	18	25	10	34	5
		%		2 03%	0 67%	0 14%	0 12%	0 35%	0 14%	0 20%	0 08%	0 27%	4 02%
DEFENSE HUMAN RESOURCE ACTIVITY	891	#	51	3	1	1	0	1	0	0	0	0	0
		%		0 34%	0 11%	0 11%	0 00%	0 11%	0 00%	0 00%	0 00%	0 00%	0 00%
DEFENSE INFORMATION SYSTEMS AGENCY	5,595	#	404	53	10	5	3	10	4	12	3	3	3
		%		0 95%	0 18%	0 09%	0 05%	0 18%	0 07%	0 21%	0 05%	0 05%	5 36%
DEFENSE LOGISTICS AGENCY	21,394	#	1,709	404	108	31	24	59	20	54	39	56	13
		%		1 89%	0 50%	0 14%	0 11%	0 28%	0 09%	0 25%	0 18%	0 26%	6 08%
DEFENSE SECURITY SERVICE	526	#	39	6	0	0	0	2	0	2	0	2	0
		%		1 14%	0 00%	0 00%	0 00%	0 38%	0 00%	0 38%	0 00%	0 38%	0 00%
DEFENSE THREAT REDUCTION AGENCY	1,118	#	104	7	1	1	0	1	0	0	2	2	0
		%		0 63%	0 09%	0 09%	0 00%	0 09%	0 00%	0 00%	0 18%	0 18%	0 00%
NAVY, DEPARTMENT OF THE	173,212	#	10,043	1,380	215	116	92	220	89	223	141	228	56
		%		0 80%	0 12%	0 07%	0 05%	0 13%	0 05%	0 13%	0 08%	0 13%	3 23%
OFFICE OF THE INSPECTOR GENERAL	1,401	#	91	18	2	4	2	5	0	1	1	3	0
		%		1 28%	0 14%	0 29%	0 14%	0 36%	0 00%	0 07%	0 07%	0 21%	0 00%
OFFICE OF THE SECRETARY/ WASH. HQTRS SERVICES	7,692	#	424	55	16	7	2	8	2	9	5	5	1
		%		0 72%	0 21%	0 09%	0 03%	0 10%	0 03%	0 12%	0 07%	0 07%	1 30%
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	90	#	13	0	0	0	0	0	0	0	0	0	0
		%		0 00%	0 00%	0 00%	0 00%	0 00%	0 00%	0 00%	0 00%	0 00%	0 00%
EDUCATION, U.S. DEPARTMENT OF	4,346	#	210	59	10	22	1	7	5	5	6	3	0
		%		1 36%	0 23%	0 51%	0 02%	0 16%	0 12%	0 12%	0 14%	0 07%	0 00%
ELECTION ASSISTANCE COMMISSION	38	#	0	0	0	0	0	0	0	0	0	0	0
		%		0 00%	0 00%	0 00%	0 00%	0 00%	0 00%	0 00%	0 00%	0 00%	0 00%
ENERGY U.S. DEPARTMENT OF	14,945	#	898	122	14	11	6	18	14	20	1	33	5
		%		0 82%	0 09%	0 07%	0 04%	0 12%	0 09%	0 13%	0 01%	0 22%	3 35%
ENVIRONMENTAL PROTECTION AGENCY	18,092	#	806	185	28	28	10	36	12	25	13	29	4
		%		1 02%	0 15%	0 15%	0 06%	0 20%	0 07%	0 14%	0 07%	0 16%	2 21%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, U.S.	2,192	#	236	58	9	11	3	9	4	5	0	17	0
		%		2 65%	0 41%	0 50%	0 14%	0 41%	0 18%	0 23%	0 00%	0 78%	0 00%
EXPORT-IMPORT BANK OF THE UNITED STATES	364	#	39	8	4	0	0	2	0	0	0	2	0
		%		2 20%	1 10%	0 00%	0 00%	0 55%	0 00%	0 00%	0 00%	0 55%	0 00%
FARM CREDIT ADMINISTRATION	257	#	29	2	0	0	0	1	0	0	0	1	0
		%		0 78%	0 00%	0 00%	0 00%	0 39%	0 00%	0 00%	0 00%	0 39%	0 00%
FARM CREDIT SYSTEM INSURANCE CORPORATION	9	#	0	0	0	0	0	0	0	0	0	0	0
		%		0 00%	0 00%	0 00%	0 00%	0 00%	0 00%	0 00%	0 00%	0 00%	0 00%
FEDERAL COMMUNICATIONS COMMISSION	1,804	#	84	19	1	5	2	3	2	3	1	2	0
		%		1 05%	0 06%	0 28%	0 11%	0 17%	0 11%	0 17%	0 06%	0 11%	0 00%

TABLE A-6b

## FY 2007 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
FEDERAL DEPOSIT INSURANCE CORPORATION	4,638	#	252	32	13	3	1	7	1	3	1	2	1
		%		0.69%	0.28%	0.06%	0.02%	0.15%	0.02%	0.06%	0.02%	0.04%	2.16%
FEDERAL ELECTION COMMISSION	349	#	15	1	1	0	0	0	0	0	0	0	0
		%		0.29%	0.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL ENERGY REGULATORY COMMISSION	1,296	#	80	13	0	0	0	1	2	3	0	7	0
		%		1.00%	0.00%	0.00%	0.00%	0.08%	0.15%	0.23%	0.00%	0.54%	0.00%
INSTITUTIONS EXAMINATION COUNCIL	8	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL HOUSING FINANCE BOARD	134	#	10	1	0	0	0	0	0	0	0	1	0
		%		0.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.75%	0.00%
FEDERAL LABOR RELATIONS AUTHORITY	135	#	8	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL MARITIME COMMISSION	119	#	11	1	0	0	0	0	0	0	0	1	0
		%		0.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.84%	0.00%
FEDERAL MEDIATION AND CONCILIATION SERVICE	255	#	20	6	2	0	0	0	0	0	2	2	0
		%		2.35%	0.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.78%	0.78%	0.00%
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	39	#	2	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	69	#	3	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL TRADE COMMISSION	1,095	#	31	6	0	2	0	0	1	2	0	1	0
		%		0.55%	0.00%	0.18%	0.00%	0.00%	0.09%	0.18%	0.00%	0.09%	0.00%
GENERAL SERVICES ADMINISTRATION	11,996	#	542	98	11	16	5	15	8	12	20	9	2
		%		0.82%	0.09%	0.13%	0.04%	0.13%	0.07%	0.10%	0.17%	0.08%	1.67%
GOVERNMENT PRINTING OFFICE U. S.	2,281	#	149	38	10	4	0	1	1	2	16	3	1
		%		1.67%	0.44%	0.18%	0.00%	0.04%	0.04%	0.09%	0.70%	0.13%	4.38%
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	6	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HEALTH AND HUMAN SERVICES, DEPARTMENT OF THE	73,632	#	3,561	596	78	71	20	97	34	86	62	133	15
		%		0.81%	0.11%	0.10%	0.03%	0.13%	0.05%	0.12%	0.08%	0.18%	2.04%
HOLOCAUST MEMORIAL MUSEUM	205	#	20	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HOMELAND SECURITY DEPARTMENT OF THE	164,613	#	5,995	674	72	99	30	78	41	126	37	178	13
		%		0.41%	0.04%	0.06%	0.02%	0.05%	0.02%	0.08%	0.02%	0.11%	0.79%
DEVELOPMENT, DEPARTMENT OF THE	9,589	#	681	126	18	18	7	29	11	15	4	17	7
		%		1.31%	0.19%	0.19%	0.07%	0.30%	0.11%	0.16%	0.04%	0.18%	7.30%
INSTITUTE OF MUSEUM AND LIBRARY SERVICE	86	#	5	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERAGENCY COUNCIL ON HOMELESSNESS	17	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTER-AMERICAN FOUNDATION	44	#	2	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERIOR, DEPARTMENT OF THE	72,465	#	4,484	700	78	73	42	122	34	100	48	178	25
		%		0.97%	0.11%	0.10%	0.06%	0.17%	0.05%	0.14%	0.07%	0.25%	3.45%
INTERNATIONAL BOUNDARY & WATER COMMISSION, US & MEXICO	231	#	12	1	0	0	0	0	0	0	1	0	0
		%		0.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.43%	0.00%	0.00%
INTERNATIONAL BOUNDARY COMMISSION: US & CANADA	4	#	1	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

TABLE A-6b

## FY 2007 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
INTERNATIONAL JOINT COMMISSION: US AND CANADA	18	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERNATIONAL TRADE COMMISSION	364	#	29	2	0	0	0	0	0	1	0	1	0
		%	0.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.27%	0.00%
JAPAN-US. FRIENDSHIP COMMISSION	13	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	6	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JUSTICE, DEPARTMENT OF THE	106,411	#	3,329	412	41	77	29	59	28	95	11	61	11
		%	0.39%	0.39%	0.04%	0.07%	0.03%	0.06%	0.03%	0.09%	0.01%	0.06%	1.03%
LABOR, DEPARTMENT OF THE	15,417	#	956	193	31	33	14	33	15	23	5	36	3
		%	1.25%	1.25%	0.20%	0.21%	0.09%	0.21%	0.10%	0.15%	0.03%	0.23%	1.95%
MARINE MAMMAL COMMISSION	21	#	1	1	0	0	0	0	0	0	1	0	0
		%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%
MERIT SYSTEMS PROTECTION BOARD	220	#	6	1	0	0	0	0	0	1	0	0	0
		%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.45%	0.00%	0.00%	0.00%
MILLENNIUM CHALLENGE CORPORATION	300	#	6	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MORRIS K. UDALL SCHOLARSHIP FOUNDATION	42	#	3	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,461	#	942	178	26	28	12	35	23	19	2	27	6
		%	0.96%	0.96%	0.14%	0.15%	0.07%	0.19%	0.12%	0.10%	0.01%	0.15%	3.25%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,963	#	157	44	9	1	0	3	0	5	17	9	0
		%	1.48%	1.48%	0.30%	0.03%	0.00%	0.10%	0.00%	0.17%	0.57%	0.30%	0.00%
NATIONAL CAPITAL PLANNING COMMISSION	44	#	1	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL COUNCIL ON DISABILITY	26	#	5	4	0	3	0	1	0	0	0	0	0
		%	15.38%	15.38%	0.00%	11.54%	0.00%	3.85%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL CREDIT UNION ADMINISTRATION	911	#	50	2	0	0	0	0	0	1	0	1	0
		%	0.22%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%	0.00%	0.11%	0.00%
NATIONAL ENDOWMENT FOR THE ARTS	177	#	10	2	0	0	1	0	0	0	0	1	0
		%	1.13%	1.13%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	0.00%	0.56%	0.00%
NATIONAL ENDOWMENT FOR THE HUMANITIES	178	#	16	2	1	0	0	0	0	0	0	1	0
		%	1.12%	1.12%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.56%	0.00%
NATIONAL GALLERY OF ART	810	#	42	5	0	1	0	1	0	1	0	1	1
		%	0.62%	0.62%	0.00%	0.12%	0.00%	0.12%	0.00%	0.12%	0.00%	0.12%	12.35%
NATIONAL LABOR RELATIONS BOARD	1,714	#	57	12	0	1	0	4	2	1	1	3	0
		%	0.70%	0.70%	0.00%	0.06%	0.00%	0.23%	0.12%	0.06%	0.06%	0.18%	0.00%
NATIONAL MEDIATION BOARD	47	#	1	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL SCIENCE FOUNDATION	1,382	#	86	16	3	3	0	3	1	1	0	4	1
		%	1.16%	1.16%	0.22%	0.22%	0.00%	0.22%	0.07%	0.07%	0.00%	0.29%	7.24%
NATIONAL SECURITY COUNCIL	56	#	2	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL TRANSPORTATION SAFETY BOARD	376	#	16	1	1	0	0	0	0	0	0	0	0
		%	0.27%	0.27%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

TABLE A-6b

## FY 2007 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
NAVAJO & HOPI INDIAN RELOCATION, OFFICE OF	46	#	12	2	0	1	0	0	0	0	0	1	0
		%		4.35%	0.00%	2.17%	0.00%	0.00%	0.00%	0.00%	0.00%	2.17%	0.00%
NUCLEAR REGULATORY COMMISSION	3,750	#	213	32	4	7	3	6	0	3	1	7	1
		%		0.85%	0.11%	0.19%	0.08%	0.16%	0.00%	0.08%	0.03%	0.19%	2.67%
NUCLEAR WASTE TECHNICAL REVIEW BOARD	25	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	62	#	5	2	0	0	0	1	0	0	0	0	1
		%		3.23%	0.00%	0.00%	0.00%	1.61%	0.00%	0.00%	0.00%	0.00%	161.29%
OFFICE OF ADMINISTRATION	222	#	10	3	1	0	0	0	0	0	0	2	0
		%		1.35%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.90%	0.00%
OFFICE OF GOVERNMENT ETHICS, US	74	#	5	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF MANAGEMENT AND BUDGET	476	#	6	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF NATIONAL DRUG CONTROL POLICY	112	#	1	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF PERSONNEL MANAGEMENT	5,775	#	377	39	6	3	2	7	3	4	4	10	0
		%		0.68%	0.10%	0.05%	0.03%	0.12%	0.05%	0.07%	0.07%	0.17%	0.00%
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	29	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF SPECIAL COUNSEL, US	106	#	8	1	0	0	0	1	0	0	0	0	0
		%		0.94%	0.00%	0.00%	0.00%	0.94%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF U. S. TRADE REPRESENTATIVE	221	#	6	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OVERSEAS PRIVATE INVESTMENT CORPORATION	197	#	14	2	0	1	0	0	0	0	0	1	0
		%		1.02%	0.00%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.51%	0.00%
PEACE CORPS OF THE UNITED STATES	886	#	29	5	0	1	1	1	1	0	0	1	0
		%		0.56%	0.00%	0.11%	0.11%	0.11%	0.11%	0.00%	0.00%	0.11%	0.00%
PENSION BENEFIT GUARANTY CORPORATION	847	#	48	12	4	0	0	1	0	3	1	3	0
		%		1.42%	0.47%	0.00%	0.00%	0.12%	0.00%	0.35%	0.12%	0.35%	0.00%
PRESIDIO TRUST	334	#	12	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RAILROAD RETIREMENT BOARD	992	#	93	11	1	2	0	1	0	2	0	5	0
		%		1.11%	0.10%	0.20%	0.00%	0.10%	0.00%	0.20%	0.00%	0.50%	0.00%
SECURITIES AND EXCHANGE COMMISSION, US	3,498	#	166	43	12	4	2	4	2	7	3	8	1
		%		1.23%	0.34%	0.11%	0.06%	0.11%	0.06%	0.20%	0.09%	0.23%	2.86%
SELECTIVE SERVICE SYSTEM	189	#	14	2	1	0	0	1	0	0	0	0	0
		%		1.06%	0.53%	0.00%	0.00%	0.53%	0.00%	0.00%	0.00%	0.00%	0.00%
SMALL BUSINESS ADMINISTRATION	4,497	#	291	38	2	7	2	7	3	5	2	8	2
		%		0.85%	0.04%	0.16%	0.04%	0.16%	0.07%	0.11%	0.04%	0.18%	4.45%
SMITHSONIAN INSTITUTION	4,011	#	183	34	6	7	1	6	0	6	1	7	0
		%		0.85%	0.15%	0.17%	0.02%	0.15%	0.00%	0.15%	0.02%	0.17%	0.00%
SOCIAL SECURITY ADMINISTRATION	62,407	#	4,623	1,288	197	316	71	215	134	102	61	153	39
		%		2.06%	0.32%	0.51%	0.11%	0.34%	0.21%	0.16%	0.10%	0.25%	6.25%
STATE, DEPARTMENT OF THE	25,619	#	549	84	14	14	7	18	1	11	4	14	1
		%		0.33%	0.05%	0.05%	0.03%	0.07%	0.00%	0.04%	0.02%	0.05%	0.39%
TENNESSEE VALLEY AUTHORITY	12,013	#	666	62	6	5	4	18	3	8	1	12	5
		%		0.52%	0.05%	0.04%	0.03%	0.15%	0.02%	0.07%	0.01%	0.10%	4.16%
TRADE AND DEVELOPMENT AGENCY	43	#	1	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

TABLE A-6b

## FY 2007 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
TRANSPORTATION, DEPARTMENT OF THE	54,119	#	2,423	302	39	30	21	62	30	39	2	71	8
		%		0.56%	0.07%	0.06%	0.04%	0.11%	0.06%	0.07%	0.00%	0.13%	1.48%
TREASURY, DEPARTMENT OF THE	102,787	#	8,458	1,748	273	433	57	256	99	227	51	303	49
		%		1.70%	0.27%	0.42%	0.06%	0.25%	0.10%	0.22%	0.05%	0.29%	4.77%
UNITED STATES POSTAL SERVICE	683,399	#	34,224	5,745	1,901	102	328	137	59	743	451	1,939	85
		%		0.84%	0.28%	0.01%	0.05%	0.02%	0.01%	0.11%	0.07%	0.28%	1.24%
UNITED STATES TAX COURT	209	#	3	1	0	0	0	1	0	0	0	0	0
		%		0.48%	0.00%	0.00%	0.00%	0.48%	0.00%	0.00%	0.00%	0.00%	0.00%
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	15	#	1	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
VALLES CALDERA TRUST	45	#	2	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
VETERANS' AFFAIRS, DEPARTMENT OF	254,033	#	20,426	3,758	348	461	204	364	153	515	314	1,328	71
		%		1.48%	0.14%	0.18%	0.08%	0.14%	0.06%	0.20%	0.12%	0.52%	2.79%
VIETNAM EDUCATION FOUNDATION	9	#	0	0	0	0	0	0	0	0	0	0	0
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*Includes September 30, 2007 agency data as reported in CPDF plus AAFES, FERC, Foreign Service, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages reflected are based on people with disabilities total and not the overall work force total and may not add to 100% due to rounding.



TABLE A-6c

## FY 2007 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing	Partial	Complete	Convulsive	Mental	Mental	Distortion
	Work	Disabilities	%	Disabilities	%									
	Force	#	%	#	%			Extremities	Paralysis	Paralysis	Disorders	Retardation	Illness	&/OR Spine
<b>Agriculture, Department of</b>	<b>104,126</b>	<b>6,070</b>	<b>5.83</b>	<b>965</b>	<b>0.93</b>	<b>122</b>	<b>80</b>	<b>57</b>	<b>182</b>	<b>84</b>	<b>122</b>	<b>62</b>	<b>224</b>	<b>32</b>
Second Level Reporting Components:														
Agricultural Marketing Service	4,684	233	4.97	37	0.79	5	10	1	1	6	3	1	10	0
Agricultural Research Service	9,056	520	5.74	100	1.10	8	4	4	14	8	13	15	30	4
Animal and Plant Health Inspection Service	8,401	559	6.65	64	0.76	6	3	1	12	4	8	3	25	2
Farm Service Agency	5,354	351	6.56	63	1.18	6	6	5	14	9	11	3	8	1
Food and Nutrition Service	1,292	113	8.75	26	2.01	4	3	0	4	3	0	6	5	1
Food Safety and Inspection Service	9,873	742	7.52	102	1.03	8	11	6	16	1	15	5	40	0
Forest Service	39,185	1,802	4.60	289	0.74	25	21	26	67	33	36	14	56	11
National Agricultural Statistics Service	1,083	59	5.45	3	0.28	0	0	0	1	0	0	0	2	0
Natural Resources Conservation Service	12,082	772	6.39	124	1.03	21	9	8	27	10	15	5	25	4
Office of Chief Financial Officer	1,232	101	8.20	23	1.87	14	1	2	2	1	1	0	0	2
Rural Development	6,181	492	7.96	65	1.05	17	5	3	9	3	14	2	9	3
<b>Commerce, Department of</b>	<b>41,218</b>	<b>2,332</b>	<b>5.66</b>	<b>323</b>	<b>0.78</b>	<b>47</b>	<b>35</b>	<b>6</b>	<b>38</b>	<b>14</b>	<b>55</b>	<b>28</b>	<b>94</b>	<b>6</b>
Second Level Reporting Components:														
Bureau of the Census	12,847	1,221	9.50	138	1.07	18	7	3	14	4	27	10	54	1
International Trade Administration	1,547	55	3.56	8	0.52	2	2	0	2	0	0	0	2	0
National Institute of Standards & Technology	2,932	133	4.54	24	0.82	2	3	2	1	2	2	6	3	3
National Oceanic & Atmospheric Administration	12,501	511	4.09	80	0.64	15	14	1	9	5	10	7	18	1
Patent and Trademark Office	8,902	307	3.45	56	0.63	7	8	0	7	2	15	3	14	0
<b>Defense, Department of</b>	<b>699,048</b>	<b>42,212</b>	<b>6.04</b>	<b>5,817</b>	<b>0.83</b>	<b>902</b>	<b>492</b>	<b>350</b>	<b>995</b>	<b>351</b>	<b>940</b>	<b>527</b>	<b>1,054</b>	<b>206</b>
Second Level Reporting Components:														
Air Force, Department of the	155,228	8,083	5.21	1,042	0.67	124	97	67	192	67	187	73	190	45
Army, Department of the	241,078	15,559	6.45	1,719	0.71	242	140	110	346	110	282	94	332	63
Army and Air Force Exchange Service	34,269	1,936	5.65	556	1.62	55	41	15	47	25	80	143	138	12
Defense Commissary Agency	14,986	941	6.28	123	0.82	21	12	4	13	3	24	13	29	4
Defense Contract Audit Agency	4,093	274	6.69	40	0.98	4	4	4	13	1	4	1	9	0
Defense Contract Management Agency	9,546	720	7.54	121	1.27	16	11	7	28	11	22	2	20	4
Defense Education Activity	15,570	426	2.74	37	0.24	3	4	5	6	1	15	0	3	0
Defense Finance & Accounting Service	12,449	1,408	11.31	253	2.03	84	18	15	44	18	25	10	34	5
Defense Human Resources Activity	891	51	5.72	3	0.34	1	1	0	1	0	0	0	0	0
Defense Information Systems Agency	5,595	404	7.22	53	0.95	10	5	3	10	4	12	3	3	3
Defense Logistics Agency	21,394	1,709	7.99	404	1.89	108	31	24	59	20	54	39	56	13
Defense Threat Reduction Agency	1,118	104	9.30	7	0.63	1	1	0	1	0	0	2	2	0
Defense Security Service	526	39	7.41	6	1.14	0	0	0	2	0	2	0	2	0
Navy, Department of the	173,212	10,043	5.80	1,380	0.80	215	116	92	220	89	223	141	228	56
Office of Inspector General	1,401	91	6.50	18	1.28	2	4	2	5	0	1	1	3	0
Office of the Secretary/Wash Hqtrs. Service	7,692	424	5.51	55	0.72	16	7	2	8	2	9	5	5	1

TABLE A-6c

## FY 2007 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing	Partial	Complete	Convulsive	Mental	Mental	Distortion
	Work	Disabilities	%	Disabilities	%									
	Force	#	%	#	%									&/OR Spine
<b>Health and Human Services</b>	<b>73,632</b>	<b>3,561</b>	<b>4.84</b>	<b>596</b>	<b>0.81</b>	<b>78</b>	<b>71</b>	<b>20</b>	<b>97</b>	<b>34</b>	<b>86</b>	<b>62</b>	<b>133</b>	<b>15</b>
Second Level Reporting Components:														
Administration for Children and Families	1,290	80	6.20	16	1.24	2	4	0	3	0	2	1	4	0
Centers for Disease Control and Prevention	8,122	477	5.87	79	0.97	5	7	4	19	10	15	4	13	2
Centers for Medicare & Medicaid Services	4,598	399	8.68	87	1.89	8	14	3	12	9	10	1	26	4
Food and Drug Administration	11,272	483	4.28	94	0.83	17	10	4	13	1	11	11	25	2
Health Resources and Services Administration	1,476	83	5.62	9	0.61	0	2	0	4	1	0	0	2	0
Indian Health Service	13,253	559	4.22	39	0.29	0	10	2	3	1	11	1	10	1
National Institutes of Health	18,090	784	4.33	181	1.00	43	11	6	23	7	20	35	32	4
<b>Homeland Security, Department of</b>	<b>164,613</b>	<b>5,995</b>	<b>3.64</b>	<b>674</b>	<b>0.41</b>	<b>72</b>	<b>99</b>	<b>30</b>	<b>78</b>	<b>41</b>	<b>126</b>	<b>37</b>	<b>178</b>	<b>13</b>
Second Level Reporting Components:														
Bureau of Citizenship and Immigration Services	8,588	449	5.23	86	1.00	15	20	2	5	7	12	3	20	2
Bureau of Customs & Border Protection	47,254	946	2.00	171	0.36	24	10	5	20	14	23	31	41	3
Bureau of Immigrations and Customs Enforcement	16,825	321	1.91	42	0.25	2	4	5	11	5	6	2	6	1
Dept. of Homeland Security Headquarters	1,569	90	5.74	9	0.57	1	3	0	1	2	1	0	1	0
Federal Emergency Management Agency	16,119	924	5.73	73	0.45	3	17	3	15	2	9	0	20	4
Federal Law Enforcement Training Center	1,141	109	9.55	7	0.61	3	0	0	0	2	0	0	2	0
Transportation Security Administration	56,966	2,443	4.29	205	0.36	2	36	11	16	2	63	0	74	1
United States Coast Guard	7,716	553	7.17	54	0.70	16	5	3	4	6	7	0	12	1
United States Secret Service	6,587	66	1.00	18	0.27	6	0	1	3	1	4	1	1	1
<b>Interior, Department of the</b>	<b>72,465</b>	<b>4,484</b>	<b>6.19</b>	<b>700</b>	<b>0.97</b>	<b>78</b>	<b>73</b>	<b>42</b>	<b>122</b>	<b>34</b>	<b>100</b>	<b>48</b>	<b>178</b>	<b>25</b>
Second Level Reporting Components:														
Bureau of Indian Affairs	9,432	357	3.78	34	0.36	1	11	3	7	2	3	0	6	1
Bureau of Land Management	11,344	629	5.54	110	0.97	13	9	13	14	4	13	10	29	5
Bureau of Reclamation	5,524	762	13.79	77	1.39	5	3	7	14	7	12	4	23	2
Fish and Wildlife Service	9,156	556	6.07	97	1.06	12	5	4	20	7	8	1	37	3
Geological Survey	8,750	473	5.41	92	1.05	14	8	5	18	3	17	8	16	3
Minerals Management Service	1,619	96	5.93	13	0.80	3	0	1	4	0	2	0	2	1
National Park Service	22,505	1,320	5.87	234	1.04	25	28	7	36	10	44	24	52	8
Ofc of Surface Mining Reclamation & Enforcement	531	53	9.98	7	1.32	0	0	0	2	1	0	0	4	0
<b>Justice, Department of</b>	<b>106,411</b>	<b>3,329</b>	<b>3.13</b>	<b>412</b>	<b>0.39</b>	<b>41</b>	<b>77</b>	<b>29</b>	<b>59</b>	<b>28</b>	<b>95</b>	<b>11</b>	<b>61</b>	<b>11</b>
Second Level Reporting Components:														
Bureau of Alcohol, Tobacco, Firearms, Explosives	4,845	102	2.11	16	0.33	1	0	3	3	2	6	0	1	0
Drug Enforcement Administration	9,206	124	1.35	21	0.23	5	2	3	3	2	3	2	1	0
Executive Office of the U.S. Attorneys	10,970	362	3.30	53	0.48	5	7	4	12	9	6	2	8	0
Federal Bureau of Investigation	30,340	1,028	3.39	143	0.47	19	30	10	19	3	40	0	16	6
Federal Bureau of Prisons	36,007	1,198	3.33	95	0.26	0	22	6	7	4	29	1	21	5
U.S. Marshals Service	4,653	121	2.60	11	0.24	0	1	2	1	2	2	0	3	0

TABLE A-6c

## FY 2007 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing	Partial	Complete	Convulsive	Mental	Mental	Distortion
	Work	Disabilities	%	Disabilities	%									
	Force	#	%	#	%			Extremities	Paralysis	Paralysis	Disorders	Retardation	Illness	&/OR Spine
<b>Labor, Department of</b>	<b>15,417</b>	<b>956</b>	<b>6.20</b>	<b>193</b>	<b>1.25</b>	<b>31</b>	<b>33</b>	<b>14</b>	<b>33</b>	<b>15</b>	<b>23</b>	<b>5</b>	<b>36</b>	<b>3</b>
Second Level Reporting Components:														
Bureau of Labor Statistics	2,489	105	4.22	24	0.96	6	2	3	1	0	5	0	6	1
Employment Standards Administration	3,957	297	7.51	52	1.31	10	9	2	6	7	5	3	9	1
Employment and Training Administration	952	61	6.41	7	0.74	1	2	0	1	0	2	1	0	0
Mine Safety & Health Administration	2,260	108	4.78	17	0.75	7	1	2	0	2	1	1	3	0
Occupational Safety & Health Administration	2,076	120	5.78	18	0.87	1	3	0	4	2	3	0	5	0
<b>Transportation, Department of</b>	<b>54,119</b>	<b>2,423</b>	<b>4.48</b>	<b>302</b>	<b>0.56</b>	<b>39</b>	<b>30</b>	<b>21</b>	<b>62</b>	<b>30</b>	<b>39</b>	<b>2</b>	<b>71</b>	<b>8</b>
Second Level Reporting Components:														
Federal Aviation Administration	45,224	1,840	4.07	197	0.44	21	15	13	41	18	31	2	52	4
Federal Highway Administration	2,822	181	6.41	30	1.06	7	4	3	2	3	3	0	6	2
Federal Motor Carrier Safety Administration	1,006	72	7.16	11	1.09	0	3	0	3	1	2	0	1	1
<b>Treasury, Department of the</b>	<b>102,787</b>	<b>8,458</b>	<b>8.23</b>	<b>1,748</b>	<b>1.70</b>	<b>273</b>	<b>433</b>	<b>57</b>	<b>256</b>	<b>99</b>	<b>227</b>	<b>51</b>	<b>303</b>	<b>49</b>
Second Level Reporting Components:														
Bureau of Engraving and Printing	2,121	95	4.48	13	0.61	3	1	0	2	1	0	1	3	2
Bureau of Public Debt	2,085	154	7.39	26	1.25	4	1	1	5	4	5	0	6	0
Departmental Offices	1,413	59	4.18	6	0.42	3	1	2	0	0	0	0	0	0
Financial Management Service	1,961	109	5.56	23	1.17	6	2	3	2	1	3	4	1	1
Internal Revenue Service	87,417	7,612	8.71	1,621	1.85	249	417	51	238	91	210	38	281	46
Office of the Comptroller of the Currency	3,044	118	3.88	12	0.39	5	3	0	0	0	1	1	2	0
U.S. Mint	2,006	195	9.72	26	1.30	3	0	0	6	0	4	7	6	0
<b>U.S. Postal Service</b>	<b>683,415</b>	<b>34,224</b>	<b>5.01</b>	<b>5,745</b>	<b>0.84</b>	<b>1,901</b>	<b>102</b>	<b>328</b>	<b>137</b>	<b>59</b>	<b>743</b>	<b>451</b>	<b>1,939</b>	<b>85</b>
Second Level Reporting Components:														
Headquarters	13,529	429	3.17	73	0.54	15	1	5	4	2	7	8	29	2
Capital Metro	54,644	2,908	5.32	449	0.82	189	5	30	12	4	38	24	135	12
Eastern Area	80,948	3,211	3.97	736	0.91	282	14	41	11	4	103	59	213	9
Great Lakes Area	86,462	3,294	3.81	807	0.93	290	20	25	26	5	89	89	231	32
New York Metro Area	62,563	2,526	4.04	489	0.78	152	7	12	11	5	67	63	171	1
Northeast Area	54,239	1,715	3.16	423	0.78	89	7	35	13	5	90	19	159	6
Pacific Area	79,354	3,208	4.04	483	0.61	141	13	29	16	6	57	81	134	6
Southeast Area	80,091	5,389	6.73	689	0.86	222	9	51	15	14	95	31	245	7
Southwest Area	68,076	5,648	8.30	491	0.72	149	15	44	10	4	65	17	186	1
Western Area	103,509	5,896	5.70	1,105	1.07	372	11	56	19	10	132	60	436	9
<b>Veterans Affairs, Department of</b>	<b>254,033</b>	<b>20,426</b>	<b>8.04</b>	<b>3,758</b>	<b>1.48</b>	<b>348</b>	<b>461</b>	<b>204</b>	<b>364</b>	<b>153</b>	<b>515</b>	<b>314</b>	<b>1,328</b>	<b>71</b>
Second Level Reporting Components:														
Veterans Benefits Administration	13,817	2,096	15.17	335	2.42	60	27	23	52	16	44	8	99	6
Veterans Health Administration	228,905	17,194	7.51	3,236	1.41	261	409	170	288	126	441	303	1,179	59
National Cemetery Administration	1,594	154	9.66	30	1.88	0	4	2	2	0	5	2	15	0

\*Includes September 30, 2007 agency data as reported in CPDF, by AAFES and USPS. Percentages may not add to 100% due to rounding.

**Table B-1 FY 2007 Total Work Force, Counselings, and Complaints**

<b>Agency or Department</b>	<b>Total Work Force</b>	<b>Number Completed Counselings</b>	<b>Number Individuals with Completed Counselings</b>	<b>Counseled Individuals as % of Total Work Force</b>	<b>Number Complaints Filed</b>	<b>Number Complainants</b>	<b>Number Complainants as % of Total Work Force</b>
Agency for International Development	2,415	24	22	0.91%	13	12	0.50%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	1,764	84	78	4.42%	14	14	0.79%
Central Intelligence Agency*	0	30	28	0.00%	24	2	0.00%
Commodity Futures Trading Commission	441	115	50	11.34%	2	2	0.45%
Consumer Product Safety Commission	396	11	8	2.02%	6	3	0.76%
Corporation for National and Community Service	580	10	10	1.72%	4	2	0.34%
Court Services and Offender Supervision Agency for the District of Columbia	1,152	11	10	0.87%	13	10	0.87%
Defense Army and Air Force Exchange	34,269	410	375	1.09%	112	105	0.31%
Defense Commissary Agency	15,714	136	121	0.77%	80	73	0.46%
Defense Contract Audit Agency	4,114	31	30	0.73%	20	18	0.44%
Defense Contract Management Agency	9,336	76	68	0.73%	35	30	0.32%
Defense Finance and Accounting Service	12,571	147	133	1.06%	68	66	0.53%
Defense Human Resources Activity	893	6	6	0.67%	2	2	0.22%
Defense Information Systems Agency	5,389	19	19	0.35%	9	9	0.17%
Defense Intelligence Agency*	0	45	42	0.00%	24	22	0.00%
Defense Logistics Agency	19,166	204	193	1.01%	94	91	0.47%
Defense National Geospatial-Intelligence Agency*	0	26	26	0.00%	11	11	0.00%
Defense National Guard Bureau	62,496	174	156	0.25%	37	32	0.05%
Defense National Security Agency*	0	63	60	0.00%	24	24	0.00%
Defense Nuclear Facilities Safety Board	87	0	0	0.00%	0	0	0.00%
Defense Office of the Inspector General	1,411	6	6	0.43%	4	4	0.28%
Defense Security Service	524	5	5	0.95%	5	5	0.95%
Defense Technical Information Center	290	0	0	0.00%	0	0	0.00%
Defense Threat Reduction Agency	1,137	10	9	0.79%	7	5	0.44%
Defense Uniformed Services University	701	4	4	0.57%	2	1	0.14%
Defense Office of the Secretary/Wash.Hqtrs. Service	7,087	56	56	0.79%	29	29	0.41%
Department of Agriculture	109,999	1,082	948	0.86%	526	474	0.43%
Department of Commerce	41,330	341	317	0.77%	204	188	0.45%
Department of Defense Education Activity	15,994	100	94	0.59%	49	49	0.31%
Department of Education	4,327	86	70	1.62%	55	53	1.22%
Department of Energy	13,790	117	106	0.77%	64	56	0.41%

**Table B-1 FY 2007 Total Work Force, Counselings, and Complaints**

<b>Agency or Department</b>	<b>Total Work Force</b>	<b>Number Completed Counselings</b>	<b>Number Individuals with Completed Counselings</b>	<b>Counseled Individuals as % of Total Work Force</b>	<b>Number Complaints Filed</b>	<b>Number Complainants</b>	<b>Number Complainants as % of Total Work Force</b>
Department of Health and Human Services	63,626	559	522	0.82%	291	271	0.43%
Department of Homeland Security	166,082	2,240	2,166	1.30%	1,086	1,045	0.63%
Department of Housing and Urban Development	8,747	140	128	1.46%	91	79	0.90%
Department of Justice	105,928	1,202	1,160	1.10%	630	612	0.58%
Department of Labor	15,495	178	149	0.96%	126	116	0.75%
Department of State	24,571	172	170	0.69%	94	94	0.38%
Department of the Air Force	174,435	1,175	1,051	0.60%	472	437	0.25%
Department of the Army	226,258	2,166	2,019	0.89%	1,175	1,113	0.49%
Department of the Interior	74,689	514	480	0.64%	249	244	0.33%
Department of the Navy	204,751	1,262	1,215	0.59%	625	592	0.29%
Department of the Treasury	119,281	1,046	962	0.81%	538	495	0.41%
Department of Transportation	57,363	792	733	1.28%	474	452	0.79%
Department of Veterans Affairs	252,661	3,694	3,340	1.32%	1,923	1,769	0.70%
Environmental Protection Agency	18,337	93	91	0.50%	64	59	0.32%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	2,198	54	52	2.37%	28	23	1.05%
Export-Import Bank of the US	359	1	1	0.28%	1	1	0.28%
Farm Credit Administration	258	5	5	1.94%	5	4	1.55%
Federal Communications Commission	1,806	7	7	0.39%	3	3	0.17%
Federal Deposit Insurance Corporation	4,694	45	31	0.66%	34	21	0.45%
Federal Election Commission	350	11	8	2.29%	7	6	1.71%
Federal Energy Regulatory Commission	1,257	16	8	0.64%	1	0	0.00%
Federal Housing Finance Board	134	1	1	0.75%	0	0	0.00%
Federal Labor Relations Authority	135	4	4	2.96%	2	2	1.48%
Federal Maritime Commission	120	8	8	6.67%	0	0	0.00%
Federal Mediation and Conciliation Service	280	5	5	1.79%	5	2	0.71%
Federal Reserve System--Board of Governors	1,903	35	35	1.84%	1	1	0.05%
Federal Retirement Thrift Investment Board	66	0	0	0.00%	0	0	0.00%
Federal Trade Commission	1,108	30	30	2.71%	1	1	0.09%
General Services Administration	12,130	125	115	0.95%	77	67	0.55%

**Table B-1 FY 2007 Total Work Force, Counselings, and Complaints**

<b>Agency or Department</b>	<b>Total Work Force</b>	<b>Number Completed Counselings</b>	<b>Number Individuals with Completed Counselings</b>	<b>Counseled Individuals as % of Total Work Force</b>	<b>Number Complaints Filed</b>	<b>Number Complainants</b>	<b>Number Complainants as % of Total Work Force</b>
Government Printing Office	2,289	72	59	2.58%	27	24	1.05%
Holocaust Memorial Museum U.S.	376	3	3	0.80%	0	0	0.00%
International Boundary and Water Commission	234	4	3	1.28%	3	2	0.85%
International Trade Commission	365	7	7	1.92%	7	7	1.92%
John F. Kennedy Center for the Performing Arts	1,200	2	2	0.17%	0	0	0.00%
Merit Systems Protection Board	233	4	4	1.72%	3	3	1.29%
Millennium Challenge Corporation	300	0	0	0.00%	0	0	0.00%
National Aeronautics and Space Administration	18,520	124	103	0.56%	57	49	0.26%
National Archives and Records Administration	3,026	22	21	0.69%	13	13	0.43%
National Credit Union Administration	943	7	7	0.74%	2	2	0.21%
National Endowment for the Arts	160	70	28	17.50%	0	0	0.00%
National Endowment for the Humanities	179	0	0	0.00%	0	0	0.00%
National Gallery of Art	841	7	6	0.71%	4	4	0.48%
National Labor Relations Board	1,733	14	12	0.69%	6	6	0.35%
National Science Foundation	1,546	7	3	0.19%	5	3	0.19%
National Transportation Safety Board	396	1	1	0.25%	0	0	0.00%
Nuclear Regulatory Commission	3,551	20	19	0.54%	11	10	0.28%
Office of Personnel Management	5,818	55	53	0.91%	32	32	0.55%
Office of Special Counsel	113	1	1	0.88%	1	1	0.88%
Office of the Director of National Intelligence*	0	12	12	0.00%	3	3	0.00%
Overseas Private Investment Corporation	190	0	0	0.00%	0	0	0.00%
Peace Corps	889	4	4	0.45%	2	2	0.22%
Pension Benefit Guaranty Corporation	848	27	25	2.95%	15	13	1.53%
Railroad Retirement Board	991	4	4	0.40%	4	4	0.40%
Securities and Exchange Commission	3,499	19	18	0.51%	11	9	0.26%
Selective Service System	185	6	6	3.24%	8	6	3.24%
Small Business Administration	5,030	71	65	1.29%	34	34	0.68%
Smithsonian Institution	5,999	31	30	0.50%	14	13	0.22%
Social Security Administration	62,220	843	739	1.19%	426	386	0.62%
Tennessee Valley Authority	11,993	76	73	0.61%	44	44	0.37%
U.S. Postal Service	777,352	17,285	15,657	2.01%	6,090	5,722	0.74%
U.S. Tax Court	233	2	2	0.86%	1	1	0.43%

**Table B-1 FY 2007 Total Work Force, Counselings, and Complaints**

<b>Agency or Department</b>	<b>Total Work Force</b>	<b>Number Completed Counselings</b>	<b>Number Individuals with Completed Counselings</b>	<b>Counseled Individuals as % of Total Work Force</b>	<b>Number Complaints Filed</b>	<b>Number Complainants</b>	<b>Number Complainants as % of Total Work Force</b>
Cabinet Level Subtotal	2,631,574	35,569	32,596	1.24%	15,325	14,388	0.55%
Midsized Agencies Subtotal	138,923	1,408	1,247	0.90%	750	673	0.48%
Small Agencies Subtotal	47,150	832	670	1.42%	288	233	0.49%
Grand Total	2,817,647	37,809	34,513	1.22%	16,363	15,294	0.54%

NR = No Report Filed

\*Work Force numbers are not reported for national security reasons, therefore those agencies can not be considered in any of the annual report rankings.

**Table B-2 FY 2007 All Timely Completed Counselings**

<b>Agency or Department</b>	<b>Total Number Completed / Ended Counselings</b>	<b>Total Number Completed / Ended Counselings (excluding remands)</b>	<b>Number Timely within 30 Days</b>	<b>Number Timely with Written Extension</b>	<b>Number Timely with ADR Participation</b>	<b>Total Number Timely Completed / Ended</b>	<b>% Timely Completed Counselings (excluding remands)</b>
Agency for International Development	24	24	16	7	1	24	100.00%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	84	84	79	5	0	84	100.00%
Central Intelligence Agency	30	30	16	12	2	30	100.00%
Commodity Futures Trading Commission	115	115	115	0	0	115	100.00%
Consumer Product Safety Commission	11	11	8	0	3	11	100.00%
Corporation for National and Community Service	10	10	2	3	0	5	50.00%
Court Services and Offender Supervision Agency for the District of Columbia	11	11	0	0	0	0	0.00%
Defense Army and Air Force Exchange	410	410	234	53	45	332	80.98%
Defense Commissary Agency	136	136	66	0	18	84	61.76%
Defense Contract Audit Agency	31	31	4	5	2	11	35.48%
Defense Contract Management Agency	76	76	20	0	13	33	43.42%
Defense Finance and Accounting Service	147	147	89	16	40	145	98.64%
Defense Human Resources Activity	6	6	2	1	2	5	83.33%
Defense Information Systems Agency	19	19	13	6	0	19	100.00%
Defense Intelligence Agency	45	45	6	17	10	33	73.33%
Defense Logistics Agency	204	204	96	16	49	161	78.92%
Defense National Geospatial-Intelligence Agency	26	26	11	6	7	24	92.31%
Defense National Guard Bureau	174	174	90	31	1	122	70.11%
Defense National Security Agency	63	63	15	31	6	52	82.54%
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0.00%
Defense Office of the Inspector General	6	6	6	0	0	6	100.00%
Defense Security Service	5	5	3	0	0	3	60.00%
Defense Technical Information Center	0	0	0	0	0	0	0.00%
Defense Threat Reduction Agency	10	10	8	0	2	10	100.00%
Defense Uniformed Services University	4	4	4	0	0	4	100.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	56	56	32	24	0	56	100.00%
Department of Agriculture	1,082	1,082	296	252	265	813	75.14%
Department of Commerce	341	341	153	69	23	245	71.85%
Department of Defense Education Activity	100	100	22	33	6	61	61.00%
Department of Education	86	86	21	56	9	86	100.00%



**Table B-2 FY 2007 All Timely Completed Counselings**

<b>Agency or Department</b>	<b>Total Number Completed / Ended Counselings</b>	<b>Total Number Completed / Ended Counselings (excluding remands)</b>	<b>Number Timely within 30 Days</b>	<b>Number Timely with Written Extension</b>	<b>Number Timely with ADR Participation</b>	<b>Total Number Timely Completed / Ended</b>	<b>% Timely Completed Counselings (excluding remands)</b>
Department of Energy	117	117	24	14	17	55	47.01%
Department of Health and Human Services	559	559	148	85	107	340	60.82%
Department of Homeland Security	2,240	2,240	681	607	421	1,709	76.29%
Department of Housing and Urban Development	140	140	62	6	69	137	97.86%
Department of Justice	1,202	1,202	775	242	84	1,101	91.60%
Department of Labor	178	178	68	74	33	175	98.31%
Department of State	172	172	64	27	9	100	58.14%
Department of the Air Force	1,175	1,175	368	270	343	981	83.49%
Department of the Army	2,166	2,166	1,307	136	324	1,767	81.58%
Department of the Interior	514	514	110	134	66	310	60.31%
Department of the Navy	1,262	1,262	423	217	159	799	63.31%
Department of the Treasury	1,046	1,046	475	249	241	965	92.26%
Department of Transportation	792	792	401	215	140	756	95.45%
Department of Veterans Affairs	3,694	3,694	2,647	126	759	3,532	95.61%
Environmental Protection Agency	93	89	44	4	7	55	61.80%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	54	54	30	4	15	49	90.74%
Export-Import Bank of the US	1	1	1	0	0	1	100.00%
Farm Credit Administration	5	5	1	3	0	4	80.00%
Federal Communications Commission	7	7	7	0	0	7	100.00%
Federal Deposit Insurance Corporation	45	45	31	0	13	44	97.78%
Federal Election Commission	11	11	7	3	0	10	90.91%
Federal Energy Regulatory Commission	16	16	14	2	0	16	100.00%
Federal Housing Finance Board	1	1	1	0	0	1	100.00%
Federal Labor Relations Authority	4	4	2	2	0	4	100.00%
Federal Maritime Commission	8	8	8	0	0	8	100.00%
Federal Mediation and Conciliation Service	5	5	5	0	0	5	100.00%
Federal Reserve System--Board of Governors	35	35	35	0	0	35	100.00%
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0.00%

**Table B-2 FY 2007 All Timely Completed Counselings**

<b>Agency or Department</b>	<b>Total Number Completed / Ended Counselings</b>	<b>Total Number Completed / Ended Counselings (excluding remands)</b>	<b>Number Timely within 30 Days</b>	<b>Number Timely with Written Extension</b>	<b>Number Timely with ADR Participation</b>	<b>Total Number Timely Completed / Ended</b>	<b>% Timely Completed Counselings (excluding remands)</b>
Federal Trade Commission	30	30	29	1	0	30	100.00%
General Services Administration	125	125	41	48	34	123	98.40%
Government Printing Office	72	72	51	14	7	72	100.00%
Holocaust Memorial Museum U.S.	3	3	1	0	2	3	100.00%
International Boundary and Water Commission	4	4	4	0	0	4	100.00%
International Trade Commission	7	7	0	7	0	7	100.00%
John F. Kennedy Center for the Performing Arts	2	2	2	0	0	2	100.00%
Merit Systems Protection Board	4	4	0	3	1	4	100.00%
Millennium Challenge Corporation	0	0	0	0	0	0	0.00%
National Aeronautics and Space Administration	124	124	83	31	5	119	95.97%
National Archives and Records Administration	22	22	5	7	10	22	100.00%
National Credit Union Administration	7	7	4	0	3	7	100.00%
National Endowment for the Arts	70	70	62	8	0	70	100.00%
National Endowment for the Humanities	0	0	0	0	0	0	0.00%
National Gallery of Art	7	7	3	4	0	7	100.00%
National Labor Relations Board	14	14	5	6	1	12	85.71%
National Science Foundation	7	7	3	0	0	3	42.86%
National Transportation Safety Board	1	1	0	1	0	1	100.00%
Nuclear Regulatory Commission	20	20	6	0	7	13	65.00%
Office of Personnel Management	55	55	28	25	2	55	100.00%
Office of Special Counsel	1	1	0	1	0	1	100.00%
Office of the Director of National Intelligence	12	12	12	0	0	12	100.00%
Overseas Private Investment Corporation	0	0	0	0	0	0	0.00%
Peace Corps	4	4	1	2	1	4	100.00%
Pension Benefit Guaranty Corporation	27	27	5	14	2	21	77.78%
Railroad Retirement Board	4	4	3	1	0	4	100.00%
Securities and Exchange Commission	19	19	2	10	6	18	94.74%
Selective Service System	6	6	4	2	0	6	100.00%
Small Business Administration	71	71	18	40	4	62	87.32%
Smithsonian Institution	31	31	24	6	1	31	100.00%
Social Security Administration	843	843	207	269	122	598	70.94%
Tennessee Valley Authority	76	76	33	27	10	70	92.11%

**Table B-2 FY 2007 All Timely Completed Counselings**

<b>Agency or Department</b>	<b>Total Number Completed / Ended Counselings</b>	<b>Total Number Completed / Ended Counselings (excluding remands)</b>	<b>Number Timely within 30 Days</b>	<b>Number Timely with Written Extension</b>	<b>Number Timely with ADR Participation</b>	<b>Total Number Timely Completed / Ended</b>	<b>% Timely Completed Counselings (excluding remands)</b>
U.S. Postal Service	17,285	17,277	3,490	2,149	11,449	17,088	98.91%
U.S. Tax Court	2	2	2	0	0	2	100.00%
Cabinet Level Subtotal	35,569	35,561	12,234	5,167	14,719	32,120	90.32%
Midsize Agencies Subtotal	1,408	1,404	481	425	196	1,102	78.49%
Small Agencies Subtotal	832	832	579	147	63	789	94.83%
Grand Total	37,809	37,797	13,294	5,739	14,978	34,011	89.98%

NR = No Report Filed

**Table B-3 FY 2007 Outcomes of All Pre-Complaint Closures**

<b>Agency or Department</b>	<b>Number Completed / Ended Counselings</b>	<b>Number Settlements</b>	<b>% Settlements</b>	<b>Number Withdrawals/No Complaints Filed</b>	<b>% Withdrawals/No Complaints Filed</b>	<b>Total Number Resolutions</b>	<b>% Resolutions</b>	<b>Number Complaints</b>	<b>% Complaints</b>	<b>Number Decision to File Complaint Pending</b>	<b>% Decision to File Complaint Pending</b>
Agency for International Development	24	0	0.00%	10	41.67%	10	41.67%	13	54.17%	1	4.17%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	84	1	1.19%	68	80.95%	69	82.14%	14	16.67%	1	1.19%
Central Intelligence Agency	30	0	0.00%	6	20.00%	6	20.00%	22	73.33%	2	6.67%
Commodity Futures Trading Commission	115	0	0.00%	113	98.26%	113	98.26%	2	1.74%	0	0.00%
Consumer Product Safety Commission	11	2	18.18%	3	27.27%	5	45.45%	6	54.55%	0	0.00%
Corporation for National and Community Service	10	1	10.00%	7	70.00%	8	80.00%	2	20.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	11	0	0.00%	1	9.09%	1	9.09%	10	90.91%	0	0.00%
Defense Army and Air Force Exchange	410	37	9.02%	261	63.66%	298	72.68%	112	27.32%	0	0.00%
Defense Commissary Agency	136	21	15.44%	40	29.41%	61	44.85%	73	53.68%	2	1.47%
Defense Contract Audit Agency	31	4	12.90%	6	19.35%	10	32.26%	20	64.52%	1	3.23%
Defense Contract Management Agency	76	6	7.89%	31	40.79%	37	48.68%	35	46.05%	4	5.26%
Defense Finance and Accounting Service	147	32	21.77%	42	28.57%	74	50.34%	64	43.54%	9	6.12%
Defense Human Resources Activity	6	0	0.00%	4	66.67%	4	66.67%	2	33.33%	0	0.00%
Defense Information Systems Agency	19	1	5.26%	8	42.11%	9	47.37%	7	36.84%	3	15.79%
Defense Intelligence Agency	45	2	4.44%	18	40.00%	20	44.44%	23	51.11%	2	4.44%
Defense Logistics Agency	204	36	17.65%	75	36.76%	111	54.41%	90	44.12%	3	1.47%
Defense National Geospatial-Intelligence Agency	26	6	23.08%	6	23.08%	12	46.15%	11	42.31%	3	11.54%
Defense National Guard Bureau	174	36	20.69%	111	63.79%	147	84.48%	17	9.77%	10	5.75%
Defense National Security Agency	63	0	0.00%	39	61.90%	39	61.90%	24	38.10%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	6	0	0.00%	2	33.33%	2	33.33%	4	66.67%	0	0.00%
Defense Security Service	5	0	0.00%	1	20.00%	1	20.00%	4	80.00%	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	10	0	0.00%	4	40.00%	4	40.00%	6	60.00%	0	0.00%
Defense Uniformed Services University	4	0	0.00%	2	50.00%	2	50.00%	2	50.00%	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	56	3	5.36%	20	35.71%	23	41.07%	29	51.79%	4	7.14%
Department of Agriculture	1,082	137	12.66%	403	37.25%	540	49.91%	518	47.87%	24	2.22%
Department of Commerce	341	19	5.57%	115	33.72%	134	39.30%	199	58.36%	8	2.35%
Department of Defense Education Activity	100	4	4.00%	45	45.00%	49	49.00%	48	48.00%	3	3.00%
Department of Education	86	6	6.98%	25	29.07%	31	36.05%	55	63.95%	0	0.00%
Department of Energy	117	21	17.95%	35	29.91%	56	47.86%	56	47.86%	5	4.27%
Department of Health and Human Services	559	44	7.87%	209	37.39%	253	45.26%	279	49.91%	27	4.83%
Department of Homeland Security	2,240	176	7.86%	923	41.21%	1,099	49.06%	1,018	45.45%	123	5.49%
Department of Housing and Urban Development	140	14	10.00%	37	26.43%	51	36.43%	88	62.86%	1	0.71%
Department of Justice	1,202	111	9.23%	362	30.12%	473	39.35%	630	52.41%	99	8.24%
Department of Labor	178	6	3.37%	38	21.35%	44	24.72%	128	71.91%	6	3.37%
Department of State	172	2	1.16%	71	41.28%	73	42.44%	94	54.65%	5	2.91%
Department of the Air Force	1,175	244	20.77%	441	37.53%	685	58.30%	461	39.23%	29	2.47%
Department of the Army	2,166	328	15.14%	665	30.70%	993	45.84%	1,119	51.66%	54	2.49%
Department of the Interior	514	58	11.28%	191	37.16%	249	48.44%	255	49.61%	10	1.95%
Department of the Navy	1,262	139	11.01%	466	36.93%	605	47.94%	625	49.52%	32	2.54%

**Table B-3 FY 2007 Outcomes of All Pre-Complaint Closures**

<b>Agency or Department</b>	<b>Number Completed / Ended Counselings</b>	<b>Number Settlements</b>	<b>% Settlements</b>	<b>Number Withdrawals/No Complaints Filed</b>	<b>% Withdrawals/No Complaints Filed</b>	<b>Total Number Resolutions</b>	<b>% Resolutions</b>	<b>Number Complaints</b>	<b>% Complaints</b>	<b>Number Decision to File Complaint Pending</b>	<b>% Decision to File Complaint Pending</b>
Department of the Treasury	1,046	176	16.83%	347	33.17%	523	50.00%	490	46.85%	33	3.15%
Department of Transportation	792	40	5.05%	284	35.86%	324	40.91%	449	56.69%	19	2.40%
Department of Veterans Affairs	3,694	181	4.90%	1,544	41.80%	1,725	46.70%	1,891	51.19%	78	2.11%
Environmental Protection Agency	93	8	8.60%	18	19.35%	26	27.96%	66	70.97%	1	1.08%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	54	4	7.41%	16	29.63%	20	37.04%	28	51.85%	6	11.11%
Export-Import Bank of the US	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Farm Credit Administration	5	0	0.00%	1	20.00%	1	20.00%	4	80.00%	0	0.00%
Federal Communications Commission	7	0	0.00%	4	57.14%	4	57.14%	3	42.86%	0	0.00%
Federal Deposit Insurance Corporation	45	6	13.33%	7	15.56%	13	28.89%	32	71.11%	0	0.00%
Federal Election Commission	11	1	9.09%	3	27.27%	4	36.36%	7	63.64%	0	0.00%
Federal Energy Regulatory Commission	16	0	0.00%	16	100.00%	16	100.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	4	0	0.00%	2	50.00%	2	50.00%	2	50.00%	0	0.00%
Federal Maritime Commission	8	0	0.00%	8	100.00%	8	100.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	5	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%
Federal Reserve System--Board of Governors	35	0	0.00%	34	97.14%	34	97.14%	1	2.86%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	30	0	0.00%	29	96.67%	29	96.67%	1	3.33%	0	0.00%
General Services Administration	125	17	13.60%	33	26.40%	50	40.00%	71	56.80%	4	3.20%
Government Printing Office	72	4	5.56%	40	55.56%	44	61.11%	27	37.50%	1	1.39%
Holocaust Memorial Museum U.S.	3	1	33.33%	2	66.67%	3	100.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	4	0	0.00%	1	25.00%	1	25.00%	3	75.00%	0	0.00%
International Trade Commission	7	0	0.00%	0	0.00%	0	0.00%	7	100.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	2	2	100.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	4	1	25.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	124	19	15.32%	43	34.68%	62	50.00%	57	45.97%	5	4.03%
National Archives and Records Administration	22	3	13.64%	4	18.18%	7	31.82%	13	59.09%	2	9.09%
National Credit Union Administration	7	1	14.29%	3	42.86%	4	57.14%	2	28.57%	1	14.29%
National Endowment for the Arts	70	70	100.00%	0	0.00%	70	100.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	7	1	14.29%	1	14.29%	2	28.57%	5	71.43%	0	0.00%
National Labor Relations Board	14	2	14.29%	6	42.86%	8	57.14%	6	42.86%	0	0.00%
National Science Foundation	7	0	0.00%	3	42.86%	3	42.86%	4	57.14%	0	0.00%
National Transportation Safety Board	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Nuclear Regulatory Commission	20	3	15.00%	4	20.00%	7	35.00%	11	55.00%	2	10.00%
Office of Personnel Management	55	2	3.64%	19	34.55%	21	38.18%	32	58.18%	2	3.64%
Office of Special Counsel	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Office of the Director of National Intelligence	12	0	0.00%	9	75.00%	9	75.00%	3	25.00%	0	0.00%

**Table B-3 FY 2007 Outcomes of All Pre-Complaint Closures**

<b>Agency or Department</b>	<b>Number Completed / Ended Counselings</b>	<b>Number Settlements</b>	<b>% Settlements</b>	<b>Number Withdrawals/No Complaints Filed</b>	<b>% Withdrawals/No Complaints Filed</b>	<b>Total Number Resolutions</b>	<b>% Resolutions</b>	<b>Number Complaints</b>	<b>% Complaints</b>	<b>Number Decision to File Complaint Pending</b>	<b>% Decision to File Complaint Pending</b>
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Peace Corps	4	0	0.00%	2	50.00%	2	50.00%	2	50.00%	0	0.00%
Pension Benefit Guaranty Corporation	27	4	14.81%	7	25.93%	11	40.74%	16	59.26%	0	0.00%
Railroad Retirement Board	4	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%
Securities and Exchange Commission	19	1	5.26%	7	36.84%	8	42.11%	10	52.63%	1	5.26%
Selective Service System	6	0	0.00%	2	33.33%	2	33.33%	4	66.67%	0	0.00%
Small Business Administration	71	8	11.27%	26	36.62%	34	47.89%	34	47.89%	3	4.23%
Smithsonian Institution	31	0	0.00%	14	45.16%	14	45.16%	15	48.39%	2	6.45%
Social Security Administration	843	71	8.42%	339	40.21%	410	48.64%	412	48.87%	21	2.49%
Tennessee Valley Authority	76	3	3.95%	17	22.37%	20	26.32%	44	57.89%	12	15.79%
U.S. Postal Service	17,285	5,328	30.82%	5,774	33.40%	11,102	64.23%	5,879	34.01%	304	1.76%
U.S. Tax Court	2	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
<b>Cabinet Level Subtotal</b>	<b>35,569</b>	<b>7,218</b>	<b>20.29%</b>	<b>12,645</b>	<b>35.55%</b>	<b>19,863</b>	<b>55.84%</b>	<b>14,805</b>	<b>41.62%</b>	<b>901</b>	<b>2.53%</b>
<b>Midsized Agencies Subtotal</b>	<b>1,408</b>	<b>132</b>	<b>9.38%</b>	<b>497</b>	<b>35.30%</b>	<b>629</b>	<b>44.67%</b>	<b>731</b>	<b>51.92%</b>	<b>48</b>	<b>3.41%</b>
<b>Small Agencies Subtotal</b>	<b>832</b>	<b>104</b>	<b>12.50%</b>	<b>433</b>	<b>52.04%</b>	<b>537</b>	<b>64.54%</b>	<b>276</b>	<b>33.17%</b>	<b>19</b>	<b>2.28%</b>
<b>Grand Total</b>	<b>37,809</b>	<b>7,454</b>	<b>19.71%</b>	<b>13,575</b>	<b>35.90%</b>	<b>21,029</b>	<b>55.62%</b>	<b>15,812</b>	<b>41.82%</b>	<b>968</b>	<b>2.56%</b>

NR = No Report Filed

**Table B-4 FY 2007 Pre-Complaint ADR Offers, Rejections, and Acceptances**

<b>Agency or Department</b>	<b>Number Completed / Ended Counselings</b>	<b>Number Completed / Ended Counselings Offered ADR</b>	<b>% Completed / Ended Counselings Offered ADR (Offer Rate)</b>	<b>Number Offers Rejected by Individual</b>	<b>Number Offers Rejected by Agency (Includes Management Officials)</b>	<b>Total Completed / Ended Counselings Accepted/Participated in ADR Program</b>	<b>% Completed / Ended Counselings Accepted into ADR Program (Participation Rate)</b>
Agency for International Development	24	2	8.33%	0	0	2	8.33%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	84	84	100.00%	77	0	7	8.33%
Central Intelligence Agency	30	30	100.00%	29	0	1	3.33%
Commodity Futures Trading Commission	115	0	0.00%	0	0	0	0.00%
Consumer Product Safety Commission	11	3	27.27%	0	1	2	18.18%
Corporation for National and Community Service	10	4	40.00%	3	0	1	10.00%
Court Services and Offender Supervision Agency for the District of Columbia	11	0	0.00%	0	0	0	0.00%
Defense Army and Air Force Exchange	410	410	100.00%	359	0	51	12.44%
Defense Commissary Agency	136	64	47.06%	28	1	35	25.74%
Defense Contract Audit Agency	31	4	12.90%	1	0	3	9.68%
Defense Contract Management Agency	76	37	48.68%	21	0	16	21.05%
Defense Finance and Accounting Service	147	80	54.42%	30	0	50	34.01%
Defense Human Resources Activity	6	3	50.00%	1	0	2	33.33%
Defense Information Systems Agency	19	19	100.00%	19	0	0	0.00%
Defense Intelligence Agency	45	43	95.56%	32	1	10	22.22%
Defense Logistics Agency	204	143	70.10%	62	2	79	38.73%
Defense National Geospatial-Intelligence Agency	26	26	100.00%	16	2	8	30.77%
Defense National Guard Bureau	174	51	29.31%	27	3	21	12.07%
Defense National Security Agency	63	63	100.00%	53	0	10	15.87%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0	0	0.00%
Defense Office of the Inspector General	6	0	0.00%	0	0	0	0.00%
Defense Security Service	5	0	0.00%	0	0	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0	0	0.00%
Defense Threat Reduction Agency	10	10	100.00%	8	0	2	20.00%
Defense Uniformed Services University	4	0	0.00%	0	0	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	56	56	100.00%	50	4	2	3.57%
Department of Agriculture	1,082	892	82.44%	573	4	315	29.11%
Department of Commerce	341	242	70.97%	203	11	28	8.21%
Department of Defense Education Activity	100	22	22.00%	7	0	15	15.00%
Department of Education	86	77	89.53%	56	12	9	10.47%
Department of Energy	117	87	74.36%	67	0	20	17.09%

**Table B-4 FY 2007 Pre-Complaint ADR Offers, Rejections, and Acceptances**

<b>Agency or Department</b>	<b>Number Completed / Ended Counselings</b>	<b>Number Completed / Ended Counselings Offered ADR</b>	<b>% Completed / Ended Counselings Offered ADR (Offer Rate)</b>	<b>Number Offers Rejected by Individual</b>	<b>Number Offers Rejected by Agency (Includes Management Officials)</b>	<b>Total Completed / Ended Counselings Accepted/Participated in ADR Program</b>	<b>% Completed / Ended Counselings Accepted into ADR Program (Participation Rate)</b>
Department of Health and Human Services	559	522	93.38%	373	0	149	26.65%
Department of Homeland Security	2,240	1,546	69.02%	659	51	836	37.32%
Department of Housing and Urban Development	140	140	100.00%	67	4	69	49.29%
Department of Justice	1,202	1,025	85.27%	846	27	152	12.65%
Department of Labor	178	178	100.00%	131	35	12	6.74%
Department of State	172	137	79.65%	112	1	24	13.95%
Department of the Air Force	1,175	837	71.23%	342	29	466	39.66%
Department of the Army	2,166	1,173	54.16%	626	0	547	25.25%
Department of the Interior	514	313	60.89%	207	8	98	19.07%
Department of the Navy	1,262	784	62.12%	439	101	244	19.33%
Department of the Treasury	1,046	987	94.36%	542	138	307	29.35%
Department of Transportation	792	716	90.40%	344	219	153	19.32%
Department of Veterans Affairs	3,694	2,280	61.72%	1,223	49	1,008	27.29%
Environmental Protection Agency	93	88	94.62%	73	2	13	13.98%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	54	54	100.00%	37	2	15	27.78%
Export-Import Bank of the US	1	1	100.00%	1	0	0	0.00%
Farm Credit Administration	5	4	80.00%	2	1	1	20.00%
Federal Communications Commission	7	3	42.86%	1	2	0	0.00%
Federal Deposit Insurance Corporation	45	40	88.89%	28	0	12	26.67%
Federal Election Commission	11	11	100.00%	11	0	0	0.00%
Federal Energy Regulatory Commission	16	0	0.00%	0	0	0	0.00%
Federal Housing Finance Board	1	0	0.00%	0	0	0	0.00%
Federal Labor Relations Authority	4	2	50.00%	2	0	0	0.00%
Federal Maritime Commission	8	0	0.00%	0	0	0	0.00%
Federal Mediation and Conciliation Service	5	0	0.00%	0	0	0	0.00%
Federal Reserve System--Board of Governors	35	35	100.00%	34	0	1	2.86%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0	0	0.00%
Federal Trade Commission	30	30	100.00%	30	0	0	0.00%
General Services Administration	125	113	90.40%	66	6	41	32.80%



**Table B-4 FY 2007 Pre-Complaint ADR Offers, Rejections, and Acceptances**

<b>Agency or Department</b>	<b>Number Completed / Ended Counselings</b>	<b>Number Completed / Ended Counselings Offered ADR</b>	<b>% Completed / Ended Counselings Offered ADR (Offer Rate)</b>	<b>Number Offers Rejected by Individual</b>	<b>Number Offers Rejected by Agency (Includes Management Officials)</b>	<b>Total Completed / Ended Counselings Accepted/Participated in ADR Program</b>	<b>% Completed / Ended Counselings Accepted into ADR Program (Participation Rate)</b>
Government Printing Office	72	10	13.89%	4	0	6	8.33%
Holocaust Memorial Museum U.S.	3	2	66.67%	0	0	2	66.67%
International Boundary and Water Commission	4	3	75.00%	3	0	0	0.00%
International Trade Commission	7	0	0.00%	0	0	0	0.00%
John F. Kennedy Center for the Performing Arts	2	0	0.00%	0	0	0	0.00%
Merit Systems Protection Board	4	1	25.00%	0	0	1	25.00%
Millennium Challenge Corporation	0	0	0.00%	0	0	0	0.00%
National Aeronautics and Space Administration	124	90	72.58%	48	10	32	25.81%
National Archives and Records Administration	22	10	45.45%	0	0	10	45.45%
National Credit Union Administration	7	7	100.00%	3	1	3	42.86%
National Endowment for the Arts	70	0	0.00%	0	0	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0	0	0.00%
National Gallery of Art	7	5	71.43%	4	1	0	0.00%
National Labor Relations Board	14	14	100.00%	12	0	2	14.29%
National Science Foundation	7	7	100.00%	7	0	0	0.00%
National Transportation Safety Board	1	0	0.00%	0	0	0	0.00%
Nuclear Regulatory Commission	20	14	70.00%	8	2	4	20.00%
Office of Personnel Management	55	55	100.00%	53	2	0	0.00%
Office of Special Counsel	1	0	0.00%	0	0	0	0.00%
Office of the Director of National Intelligence	12	0	0.00%	0	0	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0	0	0.00%
Peace Corps	4	2	50.00%	1	0	1	25.00%
Pension Benefit Guaranty Corporation	27	27	100.00%	24	1	2	7.41%
Railroad Retirement Board	4	0	0.00%	0	0	0	0.00%
Securities and Exchange Commission	19	19	100.00%	13	0	6	31.58%
Selective Service System	6	0	0.00%	0	0	0	0.00%
Small Business Administration	71	14	19.72%	3	4	7	9.86%
Smithsonian Institution	31	30	96.77%	24	2	4	12.90%
Social Security Administration	843	688	81.61%	368	135	185	21.95%
Tennessee Valley Authority	76	10	13.16%	0	7	3	3.95%
U.S. Postal Service	17,285	16,034	92.76%	2,853	24	13,157	76.12%
U.S. Tax Court	2	0	0.00%	0	0	0	0.00%

**Table B-4 FY 2007 Pre-Complaint ADR Offers, Rejections, and Acceptances**

<b>Agency or Department</b>	Number Completed / Ended Counselings	Number Completed / Ended Counselings Offered ADR	% Completed / Ended Counselings Offered ADR (Offer Rate)	Number Offers Rejected by Individual	Number Offers Rejected by Agency (Includes Management Officials)	Total Completed / Ended Counselings Accepted/Participated in ADR Program	% Completed / Ended Counselings Accepted into ADR Program (Participation Rate)
Cabinet Level Subtotal	35,569	29,001	81.53%	10,377	726	17,898	50.32%
Midsize Agencies Subtotal	1,408	1,073	76.21%	610	166	297	21.09%
Small Agencies Subtotal	832	439	52.76%	359	13	67	8.05%
Grand Total	37,809	30,513	80.70%	11,346	905	18,262	48.30%

NR = No Report Filed

**Table B-5 FY 2007 ADR Pre-Complaint Resolutions (Informal Phase)**

<b>Agency or Department</b>	<b>Number ADR Closures</b>	<b>Number ADR Settlements</b>	<b>% ADR Settlements</b>	<b>Number ADR Withdrawals/ No Complaints Filed</b>	<b>% ADR Withdrawals No Complaints Filed</b>	<b>Number ADR Resolutions</b>	<b>% ADR Resolutions (Resolution Rate)</b>
Agency for International Development	2	0	0.00%	0	0.00%	0	0.00%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	7	0	0.00%	7	100.00%	7	100.00%
Central Intelligence Agency	1	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	2	2	100.00%	0	0.00%	2	100.00%
Corporation for National and Community Service	1	1	100.00%	0	0.00%	1	100.00%
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	51	11	21.57%	27	52.94%	38	74.51%
Defense Commissary Agency	35	10	28.57%	6	17.14%	16	45.71%
Defense Contract Audit Agency	3	3	100.00%	0	0.00%	3	100.00%
Defense Contract Management Agency	16	5	31.25%	4	25.00%	9	56.25%
Defense Finance and Accounting Service	50	30	60.00%	0	0.00%	30	60.00%
Defense Human Resources Activity	2	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	10	2	20.00%	4	40.00%	6	60.00%
Defense Logistics Agency	79	34	43.04%	4	5.06%	38	48.10%
Defense National Geospatial-Intelligence Agency	8	6	75.00%	1	12.50%	7	87.50%
Defense National Guard Bureau	21	6	28.57%	9	42.86%	15	71.43%
Defense National Security Agency	10	0	0.00%	4	40.00%	4	40.00%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	0	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	2	0	0.00%	1	50.00%	1	50.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	2	2	100.00%	0	0.00%	2	100.00%
Department of Agriculture	315	81	25.71%	15	4.76%	96	30.48%
Department of Commerce	28	6	21.43%	7	25.00%	13	46.43%
Department of Defense Education Activity	15	3	20.00%	2	13.33%	5	33.33%
Department of Education	9	3	33.33%	6	66.67%	9	100.00%
Department of Energy	20	9	45.00%	0	0.00%	9	45.00%
Department of Health and Human Services	149	27	18.12%	4	2.68%	31	20.81%
Department of Homeland Security	836	132	15.79%	317	37.92%	449	53.71%

**Table B-5 FY 2007 ADR Pre-Complaint Resolutions (Informal Phase)**

<b>Agency or Department</b>	<b>Number ADR Closures</b>	<b>Number ADR Settlements</b>	<b>% ADR Settlements</b>	<b>Number ADR Withdrawals/ No Complaints Filed</b>	<b>% ADR Withdrawals No Complaints Filed</b>	<b>Number ADR Resolutions</b>	<b>% ADR Resolutions (Resolution Rate)</b>
Department of Housing and Urban Development	69	9	13.04%	6	8.70%	15	21.74%
Department of Justice	152	35	23.03%	14	9.21%	49	32.24%
Department of Labor	12	6	50.00%	1	8.33%	7	58.33%
Department of State	24	2	8.33%	4	16.67%	6	25.00%
Department of the Air Force	466	210	45.06%	86	18.45%	296	63.52%
Department of the Army	547	236	43.14%	95	17.37%	331	60.51%
Department of the Interior	98	23	23.47%	0	0.00%	23	23.47%
Department of the Navy	244	67	27.46%	9	3.69%	76	31.15%
Department of the Treasury	307	87	28.34%	8	2.61%	95	30.94%
Department of Transportation	153	26	16.99%	5	3.27%	31	20.26%
Department of Veterans Affairs	1,008	134	13.29%	328	32.54%	462	45.83%
Environmental Protection Agency	13	2	15.38%	3	23.08%	5	38.46%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	15	4	26.67%	0	0.00%	4	26.67%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	1	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	12	6	50.00%	2	16.67%	8	66.67%
Federal Election Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	1	0	0.00%	1	100.00%	1	100.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	41	14	34.15%	2	4.88%	16	39.02%
Government Printing Office	6	4	66.67%	2	33.33%	6	100.00%
Holocaust Memorial Museum U.S.	2	1	50.00%	1	50.00%	2	100.00%
International Boundary and Water Commission	0	0	0.00%	0	0.00%	0	0.00%
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%

**Table B-5 FY 2007 ADR Pre-Complaint Resolutions (Informal Phase)**

<b>Agency or Department</b>	<b>Number ADR Closures</b>	<b>Number ADR Settlements</b>	<b>% ADR Settlements</b>	<b>Number ADR Withdrawals/ No Complaints Filed</b>	<b>% ADR Withdrawals No Complaints Filed</b>	<b>Number ADR Resolutions</b>	<b>% ADR Resolutions (Resolution Rate)</b>
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	1	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	32	7	21.88%	14	43.75%	21	65.63%
National Archives and Records Administration	10	2	20.00%	1	10.00%	3	30.00%
National Credit Union Administration	3	1	33.33%	0	0.00%	1	33.33%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	2	1	50.00%	0	0.00%	1	50.00%
National Science Foundation	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	4	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	0	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	1	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	2	0	0.00%	0	0.00%	0	0.00%
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	6	1	16.67%	2	33.33%	3	50.00%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	7	1	14.29%	0	0.00%	1	14.29%
Smithsonian Institution	4	0	0.00%	2	50.00%	2	50.00%
Social Security Administration	185	59	31.89%	31	16.76%	90	48.65%
Tennessee Valley Authority	3	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	13,157	4,665	35.46%	5,130	38.99%	9,795	74.45%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%
Cabinet Level Subtotal	17,898	5,870	32.80%	6,097	34.07%	11,967	66.86%
Midsize Agencies Subtotal	297	89	29.97%	54	18.18%	143	48.15%
Small Agencies Subtotal	67	17	25.37%	14	20.90%	31	46.27%
Grand Total	18,262	5,976	32.72%	6,165	33.76%	12,141	66.48%

NR = No Report Filed

**Table B-6 FY 2007 Benefits Provided in All Pre-Complaint Settlements**

<b>Agency or Department</b>	<b>Total Number Completed Counselings</b>	<b>Total Number Settlements</b>	<b>Number Completed Counselings with Non-Monetary Benefits</b>	<b>% Completed Counselings with Non-Monetary Benefits</b>	<b>Number Completed Counselings with Monetary Benefits</b>	<b>% Completed Counselings with Monetary Benefits</b>	<b>Total Amount of Monetary Benefits</b>	<b>Average Monetary Benefits Per Total Settlements</b>	<b>Ave Monetary Benefits Per Settlements With Monetary Benefits</b>
Agency for International Development	24	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	84	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Central Intelligence Agency	30	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Commodity Futures Trading Commission	115	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Consumer Product Safety Commission	11	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Corporation for National and Community Service	10	1	1	100.00%	1	100.00%	\$10,000.00	\$10,000.00	\$10,000.00
Court Services and Offender Supervision Agency for the District of Columbia	11	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Army and Air Force Exchange	410	37	35	94.59%	2	5.41%	\$2,957.14	\$79.92	\$1,478.57
Defense Commissary Agency	136	21	21	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Contract Audit Agency	31	4	2	50.00%	2	50.00%	\$9,900.00	\$2,475.00	\$4,950.00
Defense Contract Management Agency	76	6	6	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Finance and Accounting Service	147	32	31	96.88%	6	18.75%	\$5,128.32	\$160.26	\$854.72
Defense Human Resources Activity	6	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Information Systems Agency	19	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Intelligence Agency	45	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Logistics Agency	204	36	31	86.11%	5	13.89%	\$49,750.00	\$1,381.94	\$9,950.00
Defense National Geospatial-Intelligence Agency	26	6	6	100.00%	1	16.67%	\$2,759.00	\$459.83	\$2,759.00
Defense National Guard Bureau	174	36	35	97.22%	1	2.78%	\$7,926.00	\$220.17	\$7,926.00
Defense National Security Agency	63	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Office of the Inspector General	6	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Security Service	5	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Technical Information Center	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Threat Reduction Agency	10	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Uniformed Services University	4	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Office of the Secretary/Wash.Hqtrs. Service	56	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Agriculture	1,082	137	114	83.21%	45	32.85%	\$542,278.11	\$3,958.23	\$12,050.62
Department of Commerce	341	19	13	68.42%	7	36.84%	\$25,059.20	\$1,318.91	\$3,579.89
Department of Defense Education Activity	100	4	3	75.00%	1	25.00%	\$687.47	\$171.87	\$687.47
Department of Education	86	6	6	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Energy	117	21	14	66.67%	9	42.86%	\$152,561.91	\$7,264.85	\$16,951.32
Department of Health and Human Services	559	44	34	77.27%	13	29.55%	\$160,613.38	\$3,650.30	\$12,354.88
Department of Homeland Security	2,240	176	173	98.30%	10	5.68%	\$27,302.29	\$155.13	\$2,730.23
Department of Housing and Urban Development	140	14	14	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Justice	1,202	111	105	94.59%	7	6.31%	\$26,619.08	\$239.81	\$3,802.73
Department of Labor	178	6	5	83.33%	4	66.67%	\$16,500.00	\$2,750.00	\$4,125.00

**Table B-6 FY 2007 Benefits Provided in All Pre-Complaint Settlements**

<b>Agency or Department</b>	<b>Total Number Completed Counselings</b>	<b>Total Number Settlements</b>	<b>Number Completed Counselings with Non-Monetary Benefits</b>	<b>% Completed Counselings with Non-Monetary Benefits</b>	<b>Number Completed Counselings with Monetary Benefits</b>	<b>% Completed Counselings with Monetary Benefits</b>	<b>Total Amount of Monetary Benefits</b>	<b>Average Monetary Benefits Per Total Settlements</b>	<b>Ave Monetary Benefits Per Settlements With Monetary Benefits</b>
Department of State	172	2	1	50.00%	1	50.00%	\$18,000.00	\$9,000.00	\$18,000.00
Department of the Air Force	1,175	244	235	96.31%	34	13.93%	\$110,553.18	\$453.09	\$3,251.56
Department of the Army	2,166	328	315	96.04%	35	10.67%	\$189,922.82	\$579.03	\$5,426.37
Department of the Interior	514	58	50	86.21%	14	24.14%	\$47,905.00	\$825.95	\$3,421.79
Department of the Navy	1,262	139	125	89.93%	18	12.95%	\$66,908.99	\$481.36	\$3,717.17
Department of the Treasury	1,046	176	173	98.30%	7	3.98%	\$68,939.44	\$391.70	\$9,848.49
Department of Transportation	792	40	38	95.00%	6	15.00%	\$11,000.00	\$275.00	\$1,833.33
Department of Veterans Affairs	3,694	181	166	91.71%	15	8.29%	\$26,409.00	\$145.91	\$1,760.60
Environmental Protection Agency	93	8	8	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	54	4	4	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Export-Import Bank of the US	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Farm Credit Administration	5	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Communications Commission	7	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Deposit Insurance Corporation	45	6	4	66.67%	2	33.33%	\$41,355.00	\$6,892.50	\$20,677.50
Federal Election Commission	11	1	1	100.00%	1	100.00%	\$25,000.00	\$25,000.00	\$25,000.00
Federal Energy Regulatory Commission	16	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Housing Finance Board	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Labor Relations Authority	4	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Maritime Commission	8	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Mediation and Conciliation Service	5	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Reserve System--Board of Governors	35	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Trade Commission	30	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
General Services Administration	125	17	17	100.00%	4	23.53%	\$22,351.20	\$1,314.78	\$5,587.80
Government Printing Office	72	4	4	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Holocaust Memorial Museum U.S.	3	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
International Boundary and Water Commission	4	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
International Trade Commission	7	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	2	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Merit Systems Protection Board	4	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Millennium Challenge Corporation	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Aeronautics and Space Administration	124	19	19	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Archives and Records Administration	22	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Credit Union Administration	7	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00

**Table B-6 FY 2007 Benefits Provided in All Pre-Complaint Settlements**

<b>Agency or Department</b>	<b>Total Number Completed Counselings</b>	<b>Total Number Settlements</b>	<b>Number Completed Counselings with Non-Monetary Benefits</b>	<b>% Completed Counselings with Non-Monetary Benefits</b>	<b>Number Completed Counselings with Monetary Benefits</b>	<b>% Completed Counselings with Monetary Benefits</b>	<b>Total Amount of Monetary Benefits</b>	<b>Average Monetary Benefits Per Total Settlements</b>	<b>Ave Monetary Benefits Per Settlements With Monetary Benefits</b>
National Endowment for the Arts	70	70	70	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Gallery of Art	7	1	1	100.00%	1	100.00%	\$8,092.00	\$8,092.00	\$8,092.00
National Labor Relations Board	14	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Science Foundation	7	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Transportation Safety Board	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Nuclear Regulatory Commission	20	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Office of Personnel Management	55	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Office of Special Counsel	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Office of the Director of National Intelligence	12	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Overseas Private Investment Corporation	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Peace Corps	4	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Pension Benefit Guaranty Corporation	27	4	4	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Railroad Retirement Board	4	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Securities and Exchange Commission	19	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Selective Service System	6	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Small Business Administration	71	8	7	87.50%	2	25.00%	\$118,406.40	\$14,800.80	\$59,203.20
Smithsonian Institution	31	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Social Security Administration	843	71	69	97.18%	3	4.23%	\$6,492.61	\$91.45	\$2,164.20
Tennessee Valley Authority	76	3	2	66.67%	1	33.33%	\$545.16	\$181.72	\$545.16
U.S. Postal Service	17,285	5,328	5,024	94.29%	429	8.05%	\$498,777.78	\$93.61	\$1,162.65
U.S. Tax Court	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Cabinet Level Subtotal	35,569	7,218	6,781	93.95%	672	9.31%	\$2,068,458.11	\$286.57	\$3,078.06
Midsized Agencies Subtotal	1,408	132	126	95.45%	12	9.09%	\$189,150.37	\$1,432.96	\$15,762.53
Small Agencies Subtotal	832	104	104	100.00%	3	2.88%	\$43,092.00	\$414.35	\$14,364.00
Grand Total	37,809	7,454	7,011	94.06%	687	9.22%	\$2,300,700.48	\$308.65	\$3,348.91

NR = No Report Filed



Table B-7 FY 2007 Profile Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs *No AJ Decision	Total Number Timely Merit FADs *No AJ Decision*	% Timely Merit FADs *No AJ Decision*	APD Merit FADs * No AJ Decision * from Date FAD Required	APD Merit FADs *No AJ Dec* from Date Complaint Filed/Remanded
Agency for International Development	24	24	100.00%	10	7	70.00%	293	13	863.38	2	0	0.00%	459	885 5
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	84	84	100.00%	8	8	100.00%	88.88	27	212.04	12	10	83.33%	65.25	219.75
Central Intelligence Agency	30	30	100.00%	14	14	100.00%	188	16	275.81	9	9	100.00%	40.11	332.67
Commodity Futures Trading Commission	115	115	100.00%	0	0	0.00%	0	1	311	0	0	0.00%	0	0
Consumer Product Safety Commission	11	11	100.00%	2	0	0.00%	197	6	326.5	3	3	100.00%	35.33	411.67
Corporation for National and Community Service	10	5	50.00%	4	2	50.00%	358.75	4	364.75	0	0	0.00%	0	0
Court Services and Offender Supervision Agency for the District of Columbia	11	0	0.00%	0	0	0.00%	0	2	549.5	0	0	0.00%	0	0
Defense Army and Air Force Exchange	410	332	80.98%	69	16	23.19%	239.19	119	315.2	20	13	65.00%	63.3	328.05
Defense Commissary Agency	136	84	61.76%	46	18	39.13%	220.8	91	315.73	26	21	80.77%	43.42	432.65
Defense Contract Audit Agency	31	11	35.48%	8	6	75.00%	240.88	21	354.9	4	4	100.00%	25.5	267.5
Defense Contract Management Agency	76	33	43.42%	12	6	50.00%	205	37	577.51	5	0	0.00%	262.6	664.6
Defense Finance and Accounting Service	147	145	98.64%	36	29	80.56%	166.78	65	554.52	15	10	66.67%	44.53	295.8
Defense Human Resources Activity	6	5	83.33%	3	1	33.33%	236.67	2	109.5	0	0	0.00%	0	0
Defense Information Systems Agency	19	19	100.00%	4	4	100.00%	134.25	12	596.17	2	2	100.00%	22.5	250
Defense Intelligence Agency	45	33	73.33%	23	14	60.87%	329.35	30	296.77	13	0	0.00%	189	416.08
Defense Logistics Agency	204	161	78.92%	65	21	32.31%	250.6	89	353.34	17	0	0.00%	302.35	528.24
Defense National Geospatial-Intelligence Agency	26	24	92.31%	14	12	85.71%	199.71	20	355.7	7	2	28.57%	69.57	430.14
Defense National Guard Bureau	174	122	70.11%	18	14	77.78%	132.22	22	162.55	2	1	50.00%	228	532
Defense National Security Agency	63	52	82.54%	13	10	76.92%	318.46	29	550.79	10	1	10.00%	210.7	763.8
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Defense Office of the Inspector General	6	6	100.00%	4	4	100.00%	130	4	382	2	2	100.00%	60	298.5
Defense Security Service	5	3	60.00%	3	2	66.67%	164.33	5	367.4	0	0	0.00%	0	0
Defense Technical Information Center	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Defense Threat Reduction Agency	10	10	100.00%	4	4	100.00%	149	5	247.6	2	2	100.00%	58.5	278
Defense Uniformed Services University	4	4	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Defense Office of the Secretary/Wash.Hqtrs. Service	56	56	100.00%	26	12	46.15%	265.38	28	633.57	6	0	0.00%	149.67	495.67
Department of Agriculture	1,082	813	75.14%	428	252	58.88%	190.31	573	634.21	175	31	17.71%	457.66	827.76
Department of Commerce	341	245	71.85%	126	103	81.75%	186.92	204	304.31	57	24	42.11%	115.88	370.16
Department of Defense Education Activity	100	61	61.00%	23	4	17.39%	261.26	37	285.19	6	3	50.00%	60.5	371.17
Department of Education	86	86	100.00%	26	7	26.92%	298.96	41	358.51	9	0	0.00%	150.22	515.22
Department of Energy	117	55	47.01%	48	30	62.50%	251.4	83	429.45	19	15	78.95%	67.53	411.68
Department of Health and Human Services	559	340	60.82%	157	123	78.34%	172.8	274	396.7	58	17	29.31%	350.34	642.4
Department of Homeland Security	2,240	1,709	76.29%	742	375	50.54%	247.82	997	550.04	249	4	1.61%	355.37	726.8
Department of Housing and Urban Development	140	137	97.86%	57	47	82.46%	171	92	317.68	35	30	85.71%	50.71	209.63
Department of Justice	1,202	1,101	91.60%	303	178	58.75%	267.38	490	377.62	194	81	41.75%	161.77	437.39
Department of Labor	178	175	98.31%	102	86	84.31%	283.76	176	598.69	60	9	15.00%	221.82	681.92
Department of State	172	100	58.14%	45	15	33.33%	295.73	73	436.12	29	0	0.00%	155.31	471.9
Department of the Air Force	1,175	981	83.49%	270	167	61.85%	183.74	493	355.86	125	55	44.00%	237.99	608.5
Department of the Army	2,166	1,767	81.58%	477	232	48.64%	209.56	1,268	254.55	205	60	29.27%	80.58	452.64
Department of the Interior	514	310	60.31%	203	80	39.41%	291.27	240	485.15	64	2	3.13%	220.27	568.11
Department of the Navy	1,262	799	63.31%	317	176	55.52%	242.97	625	310.37	130	125	96.15%	62.37	454.59
Department of the Treasury	1,046	965	92.26%	436	237	54.36%	269.86	603	473.94	183	117	63.93%	62.21	496.04
Department of Transportation	792	756	95.45%	300	238	79.33%	193.96	392	320.9	74	26	35.14%	89.8	381.85
Department of Veterans Affairs	3,694	3,532	95.61%	1,505	743	49.37%	220.08	1,875	365.8	511	335	65.56%	60.96	382.96
Environmental Protection Agency	89	55	61.80%	46	12	26.09%	242	76	449.88	23	0	0.00%	282.57	504.13
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	54	49	90.74%	14	12	85.71%	190.86	17	345.47	5	1	20.00%	190.8	510.2
Export-Import Bank of the US	1	1	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Farm Credit Administration	5	4	80.00%	1	1	100.00%	359	1	72	0	0	0.00%	0	0

Table B-7 FY 2007 Profile Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs "No AJ Decision"	Total Number Timely Merit FADs "No AJ Decision"	% Timely Merit FADs "No AJ Decision"	APD Merit FADs * No AJ Decision * from Date FAD Required	APD Merit FADs "No AJ Dec" from Date Complaint Filed/Remanded
Federal Communications Commission	7	7	100.00%	0	0	0.00%	0	3	605	0	0	0.00%	0	0
Federal Deposit Insurance Corporation	45	44	97.78%	29	14	48.28%	198.97	43	336.19	12	2	16.67%	149.08	434.08
Federal Election Commission	11	10	90.91%	2	1	50.00%	222.5	6	246.17	2	1	50.00%	55	237
Federal Energy Regulatory Commission	16	16	100.00%	0	0	0.00%	0	1	0	0	0	0.00%	0	0
Federal Housing Finance Board	1	1	100.00%	0	0	0.00%	0	1	790	0	0	0.00%	0	0
Federal Labor Relations Authority	4	4	100.00%	0	0	0.00%	0	1	450	0	0	0.00%	0	0
Federal Maritime Commission	8	8	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Federal Mediation and Conciliation Service	5	5	100.00%	0	0	0.00%	0	5	0	0	0	0.00%	0	0
Federal Reserve System--Board of Governors	35	35	100.00%	2	2	100.00%	89	0	0	0	0	0.00%	0	0
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Federal Trade Commission	30	30	100.00%	0	0	0.00%	0	1	434	0	0	0.00%	0	0
General Services Administration	125	123	98.40%	53	50	94.34%	169.96	96	330.6	21	19	90.48%	62.38	263.62
Government Printing Office	72	72	100.00%	23	23	100.00%	151.96	35	301.06	9	8	88.89%	35.89	331.33
Holocaust Memorial Museum U.S.	3	3	100.00%	0	0	0.00%	0	1	358	0	0	0.00%	0	0
International Boundary and Water Commission	4	4	100.00%	2	2	100.00%	101.5	5	221	2	2	100.00%	30.5	261.5
International Trade Commission	7	7	100.00%	1	1	100.00%	141	6	112.33	0	0	0.00%	0	0
John F. Kennedy Center for the Performing Arts	2	2	100.00%	0	0	0.00%	0	2	543	0	0	0.00%	0	0
Merit Systems Protection Board	4	4	100.00%	3	3	100.00%	104	1	191	1	1	100.00%	52	191
Millennium Challenge Corporation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Aeronautics and Space Administration	124	119	95.97%	25	25	100.00%	170.2	46	295.83	6	0	0.00%	428.33	713
National Archives and Records Administration	22	22	100.00%	12	12	100.00%	130.33	15	292.73	4	0	0.00%	112.25	395.25
National Credit Union Administration	7	7	100.00%	2	2	100.00%	212.5	5	458.4	2	1	50.00%	581.5	764.5
National Endowment for the Arts	70	70	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Endowment for the Humanities	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Gallery of Art	7	7	100.00%	3	3	100.00%	239	5	365.6	0	0	0.00%	0	0
National Labor Relations Board	14	12	85.71%	8	7	87.50%	214.63	21	183.29	14	13	92.86%	67.79	95.36
National Science Foundation	7	3	42.86%	3	3	100.00%	103	5	946.2	0	0	0.00%	0	0
National Transportation Safety Board	1	1	100.00%	0	0	0.00%	0	3	1,094.67	0	0	0.00%	0	0
Nuclear Regulatory Commission	20	13	65.00%	8	5	62.50%	281.88	10	252.8	5	3	60.00%	59.2	391.2
Office of Personnel Management	55	55	100.00%	18	18	100.00%	100.33	40	325.7	9	8	88.89%	35.89	388.89
Office of Special Counsel	1	1	100.00%	2	2	100.00%	180	2	244.5	2	2	100.00%	50	244.5
Office of the Director of National Intelligence	12	12	100.00%	1	1	100.00%	180	1	239	1	1	100.00%	60	239
Overseas Private Investment Corporation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Peace Corps	4	4	100.00%	1	1	100.00%	141	1	511	0	0	0.00%	0	0
Pension Benefit Guaranty Corporation	27	21	77.78%	3	1	33.33%	384.33	6	484.67	1	0	0.00%	1,054.00	1,054.00
Railroad Retirement Board	4	4	100.00%	3	3	100.00%	177	1	258	1	1	100.00%	56	258
Securities and Exchange Commission	19	18	94.74%	1	1	100.00%	148	20	293.6	3	1	33.33%	104	449.33
Selective Service System	6	6	100.00%	6	6	100.00%	166.83	5	96	0	0	0.00%	0	0
Small Business Administration	71	62	87.32%	29	2	6.90%	358.93	50	350.84	21	0	0.00%	209.43	226.86
Smithsonian Institution	31	31	100.00%	15	15	100.00%	140.6	16	160.56	5	5	100.00%	23.6	152
Social Security Administration	843	598	70.94%	220	96	43.64%	245.83	463	587.44	188	22	11.70%	399.86	776.47
Tennessee Valley Authority	76	70	92.11%	27	25	92.59%	93.19	56	274.57	21	18	85.71%	52.9	166.48
U.S. Postal Service	17,277	17,088	98.91%	4,669	4,624	99.04%	106.11	5,548	266.79	1,746	1,692	96.91%	28.2	229.16
U.S. Tax Court	2	2	100.00%	1	1	100.00%	173	1	215	1	1	100.00%	33	215

Table B-7 FY 2007 Profile Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs "No AJ Decision"	Total Number Timely Merit FADs "No AJ Decision"	% Timely Merit FADs "No AJ Decision"	APD Merit FADs "No AJ Decision" from Date FAD Required	APD Merit FADs "No AJ Dec" from Date Complaint Filed/Remanded
Cabinet Level Subtotal Including USPS	35,561	32,120	90.32%	10,582	7,890	74.56%	174.17	14,663	348.43	4,060	2,684	66.11%	106.57	389.7
Midsized Agencies Subtotal	1,404	1,102	78.49%	444	239	53.83%	223.61	846	474.55	297	66	22.22%	313.03	611.5
Small Agencies Subtotal	832	789	94.83%	158	142	89.87%	179.66	296	330.93	88	66	75.00%	96.17	327.98
Grand Total Including USPS	37,797	34,011	89.98%	11,184	8,271	73.95%	176.21	15,805	354.85	4,445	2,816	63.35%	120.16	403.3
USPS Percentage of Cabinet Sub Total	48.58%	53.20%		44.12%	58.61%			37.84%		43.00%	63.04%			
USPS Percentage of Grand Total	45.71%	50.24%		41.75%	55.91%			35.10%		39.28%	60.09%			
Cabinet Level Subtotal Minus USPS	18,284	15,032	82.21%	5,913	3,266	55.23%	227.92	9,115	398.12	2,314	992	42.87%	165.7	683.48
Grand Total Minus USPS	20,520	16,923	82.47%	6,515	3,647	55.98%	226.45	10,257	402.48	2,699	1,124	41.65%	179.65	663.97

NR = No Report Filed

**Table B-8 FY 2007 Complaints Filed Bases and Issues - Grand Total**

ALLEGATION ISSUES	TITLE VII										EQUAL PAY ACT		ADEA	REHABILITATION ACT		ALL STATUTES	TOTALS		
	RACE AND COLOR					RELIGION	SEX		NATIONAL ORIGIN		MALE	FEMALE	AGE	MENTAL	PHYSICAL	REPRISAL	BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE
	AMERICAN INDIAN/ALASKA NATIVE	ASIAN AMERICAN/OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN	WHITE	COLOR		MALE	FEMALE	HISPANIC or LATINO	OTHER									
Appointment/Hire	13	14	122	43	49	31	67	80	21	56	0	0	199	29	142	169	1,035	568	546
Assignment Of Duties	13	29	428	131	169	56	212	403	59	97	0	0	485	82	373	702	3,239	1,533	1,501
Awards	1	9	119	21	45	13	47	78	17	22	0	0	101	15	37	186	711	335	326
Conversion To Full Time	0	2	9	6	5	2	2	9	0	2	0	0	10	1	2	10	60	35	34
Disciplinary Action	28	69	761	313	389	162	471	685	128	244	0	0	872	290	758	1,653	6,823	3,138	3,081
A. Demotion	0	2	22	8	9	6	16	23	9	10	0	0	31	7	19	44	206	93	91
B. Reprimand	5	23	234	107	125	51	138	239	39	59	0	0	315	63	202	503	2,103	960	945
C. Suspension	8	25	258	101	129	55	178	194	40	102	0	0	267	91	242	578	2,268	1,049	1,022
D. Removal	9	12	168	68	90	33	95	156	27	54	0	0	176	108	207	314	1,517	672	664
5. Other	6	7	79	29	36	17	44	73	13	19	0	0	83	21	88	214	729	364	359
Duty Hours	4	7	128	53	55	28	81	139	20	36	0	0	146	35	219	254	1,205	582	577
Evaluation/Appraisal	6	35	331	73	106	41	129	255	51	81	0	0	312	62	157	670	2,309	1,105	1,071
Examination/Test	0	1	5	4	2	1	5	8	3	3	0	0	20	9	14	20	95	48	46
Harassment	44	118	1,244	422	539	226	686	1,704	227	330	0	0	1,355	378	1,084	2,568	10,925	5,496	5,256
A. Non-Sexual	44	118	1,244	422	539	226	584	1,276	227	330	0	0	1,355	378	1,084	2,425	10,252	4,951	4,715
B. Sexual							102	428								143	673	545	541
Medical Examination	0	4	17	12	14	4	11	16	3	12	0	0	39	28	74	48	282	129	126
Pay Including Overtime	5	14	215	96	107	38	165	201	39	69	8	32	323	57	257	450	2,076	924	902
Promotion/Non-Selection	31	71	838	254	272	77	415	465	152	196	0	0	1,215	99	368	960	5,413	2,719	2,591
Reassignment	10	21	201	80	83	31	114	227	47	59	0	0	293	57	222	383	1,828	869	852
A. Denied	2	8	91	35	43	16	57	106	20	24	0	0	131	31	123	163	850	390	381
B. Directed	8	13	110	45	40	15	57	121	27	35	0	0	162	26	99	220	978	479	471
Reasonable Accommodation						29								196	881	366	1,472	1,048	1,015
Reinstatement	0	1	12	9	6	2	3	7	5	4	0	0	14	9	14	24	110	49	49
Retirement	0	10	26	11	17	7	11	26	4	12	0	0	82	21	36	64	327	146	146
Termination	8	34	322	97	134	55	159	297	50	99	0	0	338	144	375	379	2,491	1,278	1,262
Terms/Conditions Of Employment	14	34	547	253	300	90	363	560	77	146	0	0	619	168	608	1,081	4,860	2,149	2,069
Time And Attendance	9	21	340	122	147	58	180	327	50	88	0	0	347	147	411	749	2,996	1,361	1,328
Training	4	18	154	54	55	21	72	113	22	42	0	0	161	35	72	228	1,051	494	483
U. Other	12	18	243	92	104	59	158	192	34	68	0	0	256	105	265	472	2,078	1,027	1,006
Total Issues By Bases	202	530	6,062	2,146	2,598	1,031	3,351	5,792	1,009	1,666	8	32	7,187	1,967	6,369	11,436			
Total Complaints Filed By Bases	141	369	4,032	1,414	1,677	640	2,224	3,777	686	1,088	8	32	4,851	1,147	4,123	6,960			
Total Complainants By Bases	139	360	3,857	1,337	1,602	611	2,122	3,641	657	1,018	8	32	4,606	1,087	3,939	6,301			

**Table B-8a FY 2007 Complaints Filed Bases and Issues - Cabinet Level Agencies**

ALLEGATION ISSUES	TITLE VII										EQUAL PAY ACT		ADEA	REHABILITATION ACT		ALL STATUTES	TOTALS		
	RACE AND COLOR					RELIGION	SEX		NATIONAL ORIGIN		MALE	FEMALE	AGE	MENTAL	PHYSICAL	REPRISAL	BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE
	AMERICAN INDIAN/ALASKA NATIVE	ASIAN AMERICAN/OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN	WHITE	COLOR		MALE	FEMALE	HISPANIC or LATINO	OTHER									
Appointment/Hire	13	12	114	41	47	28	64	74	16	51	0	0	189	29	134	159	971	539	520
Assignment Of Duties	13	25	386	121	163	52	194	369	56	90	0	0	434	73	348	642	2,966	1,409	1,390
Awards	1	7	88	15	40	12	35	56	12	14	0	0	68	5	28	147	528	250	245
Conversion To Full Time	0	2	8	6	5	2	2	9	0	2	0	0	6	1	2	10	55	30	29
Disciplinary Action	25	68	718	291	384	155	450	651	121	228	0	0	818	256	720	1,566	6,451	2,979	2,934
A. Demotion	0	2	21	6	9	6	15	22	9	10	0	0	27	6	19	40	192	85	83
B. Reprimand	5	23	217	98	123	48	133	223	35	54	0	0	292	49	190	468	1,958	905	896
C. Suspension	7	24	245	92	126	52	169	187	38	94	0	0	248	78	223	547	2,130	991	970
D. Removal	9	12	163	67	90	32	93	152	27	53	0	0	171	103	202	304	1,478	657	649
5. Other	4	7	72	28	36	17	40	67	12	17	0	0	80	20	86	207	693	341	336
Duty Hours	2	7	126	52	55	26	80	135	20	33	0	0	143	33	216	246	1,174	567	563
Evaluation/Appraisal	6	29	292	58	93	39	113	229	43	67	0	0	268	46	133	593	2,009	986	961
Examination/Test	0	1	5	2	2	1	4	8	2	2	0	0	16	6	13	17	79	42	41
Harassment	40	111	1,166	386	517	214	648	1,625	214	305	0	0	1,277	345	1,032	2,418	10,298	5,205	4,997
A. Non-Sexual	40	111	1,166	386	517	214	551	1,217	214	305	0	0	1,277	345	1,032	2,281	9,656	4,685	4,481
B. Sexual							97	408								137	642	520	516
Medical Examination	0	4	17	9	14	4	10	16	3	9	0	0	35	23	73	44	261	123	123
Pay Including Overtime	5	14	203	86	103	37	155	191	36	62	7	26	293	47	246	426	1,937	870	854
Promotion/Non-Selection	26	63	734	194	251	67	337	407	132	160	0	0	1,020	86	321	839	4,637	2,373	2,281
Reassignment	10	21	186	73	78	30	101	210	40	55	0	0	264	48	208	355	1,679	803	790
A. Denied	2	8	79	30	38	15	48	96	15	20	0	0	111	23	114	146	745	350	345
B. Directed	8	13	107	43	40	15	53	114	25	35	0	0	153	25	94	209	934	453	445
Reasonable Accommodation						28								172	821	342	1,363	968	943
Reinstatement	0	0	12	6	5	2	3	6	4	2	0	0	10	8	13	23	94	45	45
Retirement	0	10	24	8	16	7	10	23	3	12	0	0	75	18	34	59	299	133	133
Termination	8	34	304	83	130	53	148	275	48	88	0	0	310	125	355	352	2,313	1,192	1,186
Terms/Conditions Of Employment	10	29	500	237	280	81	341	520	71	128	0	0	560	148	571	1,000	4,476	2,007	1,941
Time And Attendance	8	20	309	111	141	57	169	299	45	81	0	0	318	125	378	689	2,750	1,257	1,233
Training	4	15	140	42	52	21	63	103	22	31	0	0	132	22	65	201	913	437	432
U. Other	9	15	206	83	100	53	149	166	32	64	0	0	229	90	244	412	1,852	913	892
Total Issues By Bases	180	487	5,538	1,904	2,476	969	3,076	5,372	920	1,484	7	26	6,465	1,706	5,955	10,540			
Total Complaints Filed By Bases	132	348	3,737	1,299	1,608	606	2,059	3,550	623	1,009	7	26	4,442	1,053	3,877	6,470			
Total Complainants By Bases	130	340	3,578	1,252	1,537	582	1,986	3,423	601	964	7	26	4,257	1,006	3,717	5,887			

**Table B-8b FY 2007 Complaints Filed Bases and Issues - Medium Size Agencies**

ALLEGATION ISSUES	TITLE VII										EQUAL PAY ACT		ADEA	REHABILITATION		ALL	TOTALS			
	RACE AND COLOR					RELIGION	SEX		NATIONAL ORIGIN		MALE	FEMALE	AGE	ACT		REPRISAL	STATUTES	BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE
	AMERICAN INDIAN/ ALASKA NATIVE	ASIAN AMERICAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	COLOR		MALE	FEMALE	HISPANIC or LATINO	OTHER				MENTAL	PHYSICAL					
Appointment/Hire	0	2	4	2	1	0	1	5	0	3	0	0	6	0	1	5	30	13	13	
Assignment Of Duties	0	1	28	7	4	0	12	21	0	6	0	0	38	8	18	41	184	78	72	
Awards	0	1	31	6	4	1	11	19	4	7	0	0	32	9	8	35	168	77	73	
Conversion To Full Time	0	0	1	0	0	0	0	0	0	0	0	0	4	0	0	0	5	5	5	
Disciplinary Action	3	1	29	21	3	4	20	23	5	16	0	0	45	27	30	68	295	128	117	
A. Demotion	0	0	1	2	0	0	1	1	0	0	0	0	4	1	0	4	14	8	8	
B. Reprimand	0	0	10	8	0	1	4	9	2	5	0	0	18	10	9	25	101	38	33	
C. Suspension	1	1	11	9	3	3	9	7	2	8	0	0	18	13	17	28	130	53	47	
D. Removal	0	0	2	1	0	0	2	1	0	1	0	0	3	2	3	6	21	10	10	
5. Other	2	0	5	1	0	0	4	5	1	2	0	0	2	1	1	5	29	19	19	
Duty Hours	2	0	2	1	0	1	1	3	0	3	0	0	3	2	3	8	29	14	13	
Evaluation/Appraisal	0	3	20	10	8	1	12	13	4	9	0	0	33	10	12	48	183	74	67	
Examination/Test	0	0	0	2	0	0	1	0	0	1	0	0	3	3	1	2	13	5	4	
Harassment	3	6	49	30	11	8	31	43	12	19	0	0	65	24	43	106	450	208	186	
A. Non-Sexual	3	6	49	30	11	8	28	31	12	19	0	0	65	24	43	103	432	194	172	
B. Sexual							3	12								3	18	14	14	
Medical Examination	0	0	0	3	0	0	1	0	0	3	0	0	4	5	1	4	21	6	3	
Pay Including Overtime	0	0	7	9	3	0	6	6	2	6	0	3	22	9	8	19	100	38	32	
Promotion/Non-Selection	5	6	82	54	17	6	65	36	14	32	0	0	162	10	38	100	627	272	240	
Reassignment	0	0	11	7	4	1	10	14	5	4	0	0	24	7	12	23	122	50	47	
A. Denied	0	0	9	5	4	1	8	9	3	4	0	0	16	7	8	13	87	30	27	
B. Directed	0	0	2	2	0	0	2	5	2	0	0	0	8	0	4	10	35	20	20	
Reasonable Accommodation						1								18	45	19	83	61	55	
Reinstatement	0	1	0	3	1	0	0	1	1	2	0	0	4	1	1	1	16	4	4	
Retirement	0	0	2	2	1	0	1	3	0	0	0	0	6	3	1	4	23	9	9	
Termination	0	0	15	13	3	0	10	13	2	7	0	0	23	14	17	19	136	59	56	
Terms/Conditions Of Employment	3	2	25	11	13	4	16	22	3	16	0	0	46	15	25	53	254	91	79	
Time And Attendance	1	1	23	11	5	1	9	20	4	7	0	0	25	20	28	52	207	86	78	
Training	0	2	13	12	3	0	7	5	0	10	0	0	25	13	6	22	118	46	40	
U. Other	3	1	32	9	3	5	7	21	1	4	0	0	22	14	18	54	194	102	102	
Total Issues By Bases	20	27	374	213	84	33	221	268	57	155	0	3	592	212	316	683				
Total Complaints Filed By Bases	8	14	214	95	43	20	131	149	44	60	0	3	332	67	182	369				
Total Complainants By Bases	8	13	202	65	40	19	103	142	40	36	0	3	279	59	163	305				

**Table B-8c FY 2007 Complaints Filed Bases and Issues - Small Size Agencies**

ALLEGATION ISSUES	TITLE VII										EQUAL PAY ACT		ADEA	REHABILITATION		ALL	TOTALS			
	RACE AND COLOR					RELIGION	SEX		NATIONAL ORIGIN		MALE	FEMALE	AGE	ACT		REPRISAL	STATUTES	BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE
	AMERICAN INDIAN/ ALASKA NATIVE	ASIAN AMERICAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	COLOR		MALE	FEMALE	HISPANIC or LATINO	OTHER				MENTAL	PHYSICAL					
Appointment/Hire	0	0	4	0	1	3	2	1	5	2	0	0	4	0	7	5	34	16	13	
Assignment Of Duties	0	3	14	3	2	4	6	13	3	1	0	0	13	1	7	19	89	46	39	
Awards	0	1	0	0	1	0	1	3	1	1	0	0	1	1	1	4	15	8	8	
Conversion To Full Time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Action	0	0	14	1	2	3	1	11	2	0	0	0	9	7	8	19	77	31	30	
A. Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
B. Reprimand	0	0	7	1	2	2	1	7	2	0	0	0	5	4	3	10	44	17	16	
C. Suspension	0	0	2	0	0	0	0	0	0	0	0	0	1	0	2	3	8	5	5	
D. Removal	0	0	3	0	0	1	0	3	0	0	0	0	2	3	2	4	18	5	5	
5. Other	0	0	2	0	0	0	0	1	0	0	0	0	1	0	1	2	7	4	4	
Duty Hours	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2	1	1	
Evaluation/Appraisal	0	3	19	5	5	1	4	13	4	5	0	0	11	6	12	29	117	45	43	
Examination/Test	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	1	3	1	1	
Harassment	1	1	29	6	11	4	7	36	1	6	0	0	13	9	9	44	177	83	73	
A. Non-Sexual	1	1	29	6	11	4	5	28	1	6	0	0	13	9	9	41	164	72	62	
B. Sexual							2	8								3	13	11	11	
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Pay Including Overtime	0	0	5	1	1	1	4	4	1	1	1	3	8	1	3	5	39	16	16	
Promotion/Non-Selection	0	2	22	6	4	4	13	22	6	4	0	0	33	3	9	21	149	74	70	
Reassignment	0	0	4	0	1	0	3	3	2	0	0	0	5	2	2	5	27	16	15	
A. Denied	0	0	3	0	1	0	1	1	2	0	0	0	4	1	1	4	18	10	9	
B. Directed	0	0	1	0	0	0	2	2	0	0	0	0	1	1	1	1	9	6	6	
Reasonable Accommodation						0								6	15	5	26	19	17	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	1	0	0	0	0	1	0	0	0	1	0	1	1	5	4	4	
Termination	0	0	3	1	1	2	1	9	0	4	0	0	5	5	3	8	42	27	20	
Terms/Conditions Of Employment	1	3	22	5	7	5	6	18	3	2	0	0	13	5	12	28	130	51	49	
Time And Attendance	0	0	8	0	1	0	2	8	1	0	0	0	4	2	5	8	39	18	17	
Training	0	1	1	0	0	0	2	5	0	1	0	0	4	0	1	5	20	11	11	
U. Other	0	2	5	0	1	1	2	5	1	0	0	0	5	1	3	6	32	12	12	
Total Issues By Bases	2	16	150	29	38	29	54	152	32	27	1	3	130	49	98	213				
Total Complaints Filed By Bases	1	7	81	20	26	14	34	78	19	19	1	3	77	27	64	121				
Total Complainants By Bases	1	7	77	20	25	10	33	76	16	18	1	3	70	22	59	109				

**Table B-9 FY 2007 Timeliness and Cost of All Completed Complaint Investigations**

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Agency for International Development	10	293	1	6	7	70.00%	\$37,945.00	\$3,794.50
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	8	88.88	8	0	8	100.00%	\$20,000.00	\$2,500.00
Central Intelligence Agency	14	188	9	5	14	100.00%	\$110,600.00	\$7,900.00
Commodity Futures Trading Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Consumer Product Safety Commission	2	197	0	0	0	0.00%	\$4,850.00	\$2,425.00
Corporation for National and Community Service	4	358.75	0	2	2	50.00%	\$16,947.00	\$4,236.75
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Army and Air Force Exchange	69	239.19	5	11	16	23.19%	\$421,736.00	\$6,112.12
Defense Commissary Agency	46	220.8	17	1	18	39.13%	\$237,744.00	\$5,168.35
Defense Contract Audit Agency	8	240.88	1	5	6	75.00%	\$36,576.00	\$4,572.00
Defense Contract Management Agency	12	205	6	0	6	50.00%	\$54,864.00	\$4,572.00
Defense Finance and Accounting Service	36	166.78	28	1	29	80.56%	\$320,004.00	\$8,889.00
Defense Human Resources Activity	3	236.67	1	0	1	33.33%	\$7,480.00	\$2,493.33
Defense Information Systems Agency	4	134.25	3	1	4	100.00%	\$19,059.00	\$4,764.75
Defense Intelligence Agency	23	329.35	0	14	14	60.87%	\$168,852.00	\$7,341.39
Defense Logistics Agency	65	250.6	14	7	21	32.31%	\$538,316.72	\$8,281.80
Defense National Geospatial-Intelligence Agency	14	199.71	7	5	12	85.71%	\$32,132.00	\$2,295.14
Defense National Guard Bureau	18	132.22	14	0	14	77.78%	\$59,298.43	\$3,294.36
Defense National Security Agency	13	318.46	0	10	10	76.92%	\$59,436.00	\$4,572.00
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Inspector General	4	130	4	0	4	100.00%	\$23,395.00	\$5,848.75
Defense Security Service	3	164.33	2	0	2	66.67%	\$19,374.00	\$6,458.00
Defense Technical Information Center	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Threat Reduction Agency	4	149	4	0	4	100.00%	\$13,572.00	\$3,393.00
Defense Uniformed Services University	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Secretary/Wash.Hqtrs. Service	26	265.38	2	10	12	46.15%	\$114,156.00	\$4,390.62
Department of Agriculture	428	190.31	239	13	252	58.88%	\$1,291,938.48	\$3,018.55
Department of Commerce	126	186.92	67	36	103	81.75%	\$627,971.68	\$4,983.90
Department of Defense Education Activity	23	261.26	4	0	4	17.39%	\$105,156.00	\$4,572.00
Department of Education	26	298.96	7	0	7	26.92%	\$124,634.67	\$4,793.64
Department of Energy	48	251.4	20	10	30	62.50%	\$83,384.16	\$1,737.17
Department of Health and Human Services	157	172.8	107	16	123	78.34%	\$496,992.05	\$3,165.55



**Table B-9 FY 2007 Timeliness and Cost of All Completed Complaint Investigations**

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Department of Homeland Security	742	247.82	305	70	375	50.54%	\$2,714,281.08	\$3,658.06
Department of Housing and Urban Development	57	171	38	9	47	82.46%	\$136,091.00	\$2,387.56
Department of Justice	303	267.38	110	68	178	58.75%	\$1,201,827.90	\$3,966.43
Department of Labor	102	283.76	23	63	86	84.31%	\$309,962.00	\$3,038.84
Department of State	45	295.73	1	14	15	33.33%	\$184,487.37	\$4,099.72
Department of the Air Force	270	183.74	160	7	167	61.85%	\$338,909.48	\$1,255.22
Department of the Army	477	209.56	198	34	232	48.64%	\$2,475,296.64	\$5,189.30
Department of the Interior	203	291.27	58	22	80	39.41%	\$675,778.57	\$3,328.96
Department of the Navy	317	242.97	89	87	176	55.52%	\$2,894,210.00	\$9,130.00
Department of the Treasury	436	269.86	187	50	237	54.36%	\$2,626,196.76	\$6,023.39
Department of Transportation	300	193.96	183	55	238	79.33%	\$1,601,923.68	\$5,339.75
Department of Veterans Affairs	1,505	220.08	483	260	743	49.37%	\$5,164,356.00	\$3,431.47
Environmental Protection Agency	46	242	10	2	12	26.09%	\$491,307.00	\$10,680.59
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	14	190.86	7	5	12	85.71%	\$52,000.00	\$3,714.29
Export-Import Bank of the US	0	0	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit Administration	1	359	0	1	1	100.00%	\$3,408.00	\$3,408.00
Federal Communications Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Deposit Insurance Corporation	29	198.97	12	2	14	48.28%	\$125,350.31	\$4,322.42
Federal Election Commission	2	222.5	1	0	1	50.00%	\$5,896.00	\$2,948.00
Federal Energy Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Housing Finance Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Labor Relations Authority	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Maritime Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mediation and Conciliation Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Reserve System--Board of Governors	2	89	2	0	2	100.00%	\$9,000.00	\$4,500.00
Federal Retirement Thrift Investment Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
General Services Administration	53	169.96	39	11	50	94.34%	\$131,478.00	\$2,480.72
Government Printing Office	23	151.96	19	4	23	100.00%	\$52,659.00	\$2,289.52
Holocaust Memorial Museum U.S.	0	0	0	0	0	0.00%	\$0.00	\$0.00

**Table B-9 FY 2007 Timeliness and Cost of All Completed Complaint Investigations**

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
International Boundary and Water Commission	2	101.5	2	0	2	100.00%	\$4,850.00	\$2,425.00
International Trade Commission	1	141	1	0	1	100.00%	\$3,788.00	\$3,788.00
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
Merit Systems Protection Board	3	104	3	0	3	100.00%	\$11,166.00	\$3,722.00
Millennium Challenge Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Aeronautics and Space Administration	25	170.2	16	9	25	100.00%	\$70,848.49	\$2,833.94
National Archives and Records Administration	12	130.33	11	1	12	100.00%	\$40,947.77	\$3,412.31
National Credit Union Administration	2	212.5	1	1	2	100.00%	\$8,169.00	\$4,084.50
National Endowment for the Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Gallery of Art	3	239	2	1	3	100.00%	\$12,950.00	\$4,316.67
National Labor Relations Board	8	214.63	6	1	7	87.50%	\$35,000.00	\$4,375.00
National Science Foundation	3	103	3	0	3	100.00%	\$12,105.00	\$4,035.00
National Transportation Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Nuclear Regulatory Commission	8	281.88	4	1	5	62.50%	\$29,154.00	\$3,644.25
Office of Personnel Management	18	100.33	18	0	18	100.00%	\$18,000.00	\$1,000.00
Office of Special Counsel	2	180	2	0	2	100.00%	\$0.00	\$0.00
Office of the Director of National Intelligence	1	180	1	0	1	100.00%	\$0.00	\$0.00
Overseas Private Investment Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Peace Corps	1	141	1	0	1	100.00%	\$2,920.00	\$2,920.00
Pension Benefit Guaranty Corporation	3	384.33	1	0	1	33.33%	\$8,273.00	\$2,757.67
Railroad Retirement Board	3	177	3	0	3	100.00%	\$4,000.00	\$1,333.33
Securities and Exchange Commission	1	148	1	0	1	100.00%	\$5,923.00	\$5,923.00
Selective Service System	6	166.83	6	0	6	100.00%	\$19,215.00	\$3,202.50
Small Business Administration	29	358.93	2	0	2	6.90%	\$94,418.00	\$3,255.79
Smithsonian Institution	15	140.6	15	0	15	100.00%	\$59,639.00	\$3,975.93
Social Security Administration	220	245.83	69	27	96	43.64%	\$626,522.25	\$2,847.83
Tennessee Valley Authority	27	93.19	24	1	25	92.59%	\$98,555.79	\$3,650.21
U.S. Postal Service	4,669	106.11	4,602	22	4,624	99.04%	\$7,175,480.45	\$1,536.83
U.S. Tax Court	1	173	1	0	1	100.00%	\$1,000.00	\$1,000.00
Cabinet Level Subtotal Including USPS	10,582	174.17	6,989	901	7,890	74.56%	\$32,354,873.12	\$3,057.54
Midsize Agencies Subtotal	444	223.61	187	52	239	53.83%	\$1,698,118.84	\$3,824.59
Small Agencies Subtotal	158	179.66	114	28	142	89.87%	\$530,765.77	\$3,359.21

**Table B-9 FY 2007 Timeliness and Cost of All Completed Complaint Investigations**

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Grand Total Including USPS	11,184	176.21	7,290	981	8,271	73.95%	\$34,583,757.73	\$3,092.25
USPS Percentage of Cabinet Sub Total	44.12%		65.85%	2.44%	58.61%		22.18%	
USPS Percentage of Grand Total	41.75%		63.13%	2.24%	55.91%		20.75%	
Cabinet Level Subtotal Minus USPS	5,913	227.92	2,387	879	3,266	55.23%	\$25,179,392.67	\$4,258.31
Grand Total Minus USPS	6,515	226.45	2,688	959	3,647	55.98%	\$27,408,307.28	\$4,206.95

NR = No Report Filed

**Table B-9a FY 2007 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators**

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Agency for International Development	0	0	0	0	0	0.00%	\$0.00	\$0.00
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	0	0	0	0	0	0.00%	\$0.00	\$0.00
Central Intelligence Agency	11	188.55	7	4	11	100.00%	\$83,600.00	\$7,600.00
Commodity Futures Trading Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Consumer Product Safety Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Corporation for National and Community Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Court Services and Offender Supervision Agency for th	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Army and Air Force Exchange	69	239.19	5	11	16	23.19%	\$421,736.00	\$6,112.12
Defense Commissary Agency	46	220.8	17	1	18	39.13%	\$237,744.00	\$5,168.35
Defense Contract Audit Agency	8	240.88	1	5	6	75.00%	\$36,576.00	\$4,572.00
Defense Contract Management Agency	12	205	6	0	6	50.00%	\$54,864.00	\$4,572.00
Defense Finance and Accounting Service	36	166.78	28	1	29	80.56%	\$320,004.00	\$8,889.00
Defense Human Resources Activity	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Information Systems Agency	4	134.25	3	1	4	100.00%	\$19,059.00	\$4,764.75
Defense Intelligence Agency	23	329.35	0	14	14	60.87%	\$168,852.00	\$7,341.39
Defense Logistics Agency	65	250.6	14	7	21	32.31%	\$538,316.72	\$8,281.80
Defense National Geospatial-Intelligence Agency	14	199.71	7	5	12	85.71%	\$32,132.00	\$2,295.14
Defense National Guard Bureau	14	120.93	11	0	11	78.57%	\$27,294.43	\$1,949.60
Defense National Security Agency	11	276.45	0	10	10	90.91%	\$50,292.00	\$4,572.00
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Inspector General	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Security Service	3	164.33	2	0	2	66.67%	\$19,374.00	\$6,458.00
Defense Technical Information Center	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Threat Reduction Agency	1	160	1	0	1	100.00%	\$4,572.00	\$4,572.00
Defense Uniformed Services University	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Secretary/Wash.Hqtrs. Service	23	271.96	2	8	10	43.48%	\$105,156.00	\$4,572.00
Department of Agriculture	0	0	0	0	0	0.00%	\$65,983.00	\$0.00
Department of Commerce	24	194.96	9	7	16	66.67%	\$182,637.68	\$7,609.90
Department of Defense Education Activity	23	261.26	4	0	4	17.39%	\$105,156.00	\$4,572.00
Department of Education	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Energy	2	503.5	0	0	0	0.00%	\$0.00	\$0.00
Department of Health and Human Services	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Homeland Security	60	267.15	33	5	38	63.33%	\$274,217.00	\$4,570.28
Department of Housing and Urban Development	0	0	0	0	0	0.00%	\$0.00	\$0.00

**Table B-9a FY 2007 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators**

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Department of Justice	92	382.24	13	3	16	17.39%	\$483,332.55	\$5,253.61
Department of Labor	72	290.5	19	42	61	84.72%	\$210,162.00	\$2,918.92
Department of State	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of the Air Force	270	183.74	160	7	167	61.85%	\$338,909.48	\$1,255.22
Department of the Army	477	209.56	198	34	232	48.64%	\$2,475,296.64	\$5,189.30
Department of the Interior	2	203	1	0	1	50.00%	\$13,060.08	\$6,530.04
Department of the Navy	317	242.97	89	87	176	55.52%	\$2,894,210.00	\$9,130.00
Department of the Treasury	436	269.86	187	50	237	54.36%	\$2,626,196.76	\$6,023.39
Department of Transportation	248	182.35	167	48	215	86.69%	\$1,341,630.40	\$5,409.80
Department of Veterans Affairs	1,355	225.96	383	254	637	47.01%	\$4,667,898.00	\$3,444.94
Environmental Protection Agency	5	134.2	5	0	5	100.00%	\$13,954.00	\$2,790.80
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	14	190.86	7	5	12	85.71%	\$52,000.00	\$3,714.29
Export-Import Bank of the US	0	0	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Communications Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Deposit Insurance Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Election Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Energy Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Housing Finance Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Labor Relations Authority	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Maritime Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mediation and Conciliation Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Reserve System--Board of Governors	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Retirement Thrift Investment Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
General Services Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
Government Printing Office	0	0	0	0	0	0.00%	\$0.00	\$0.00
Holocaust Memorial Museum U.S.	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Boundary and Water Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00

**Table B-9a FY 2007 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators**

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Merit Systems Protection Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Millennium Challenge Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Aeronautics and Space Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Archives and Records Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Credit Union Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Gallery of Art	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Labor Relations Board	8	214.63	6	1	7	87.50%	\$35,000.00	\$4,375.00
National Science Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Transportation Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Nuclear Regulatory Commission	2	232.5	1	1	2	100.00%	\$10,000.00	\$5,000.00
Office of Personnel Management	18	100.33	18	0	18	100.00%	\$18,000.00	\$1,000.00
Office of Special Counsel	2	180	2	0	2	100.00%	\$0.00	\$0.00
Office of the Director of National Intelligence	1	180	1	0	1	100.00%	\$0.00	\$0.00
Overseas Private Investment Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Peace Corps	0	0	0	0	0	0.00%	\$0.00	\$0.00
Pension Benefit Guaranty Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Railroad Retirement Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Securities and Exchange Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Selective Service System	0	0	0	0	0	0.00%	\$0.00	\$0.00
Small Business Administration	2	45.5	2	0	2	100.00%	\$0.00	\$0.00
Smithsonian Institution	0	0	0	0	0	0.00%	\$0.00	\$0.00
Social Security Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
Tennessee Valley Authority	2	182	1	1	2	100.00%	\$6,000.00	\$3,000.00
U.S. Postal Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
U.S. Tax Court	1	173	1	0	1	100.00%	\$1,000.00	\$1,000.00
Cabinet Level Subtotal	3,707	230.85	1,360	600	1,960	52.87%	\$17,714,661.74	\$4,778.71
Midsize Agencies Subtotal	9	125.11	8	1	9	100.00%	\$19,954.00	\$2,217.11
Small Agencies Subtotal	57	165.74	43	11	54	94.74%	\$199,600.00	\$3,501.75
Grand Total	3,773	229.61	1,411	612	2,023	53.62%	\$17,934,215.74	\$4,753.30

NR = No Report Filed

**Table B-9b FY 2007 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators**

<b>Agency or Department</b>	<b>Total Number Completed Investigations By Contractors</b>	<b>Average Processing Days Completed Investigations By Contractor</b>	<b>Number Timely Completed within 180 Days</b>	<b>Number Timely Completed within 181-360 Days</b>	<b>Total Number Timely Completed Investigations By Contractor</b>	<b>% Investigations Timely Completed By Contractor</b>	<b>Total Cost Completed Investigations By Contractor</b>	<b>Average Cost Completed Investigations By Contractor</b>
Agency for International Development	10	293	1	6	7	70.00%	\$37,945.00	\$3,794.50
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	8	88.88	8	0	8	100.00%	\$20,000.00	\$2,500.00
Central Intelligence Agency	3	186	2	1	3	100.00%	\$27,000.00	\$9,000.00
Commodity Futures Trading Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Consumer Product Safety Commission	2	197	0	0	0	0.00%	\$4,850.00	\$2,425.00
Corporation for National and Community Service	4	358.75	0	2	2	50.00%	\$16,947.00	\$4,236.75
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Army and Air Force Exchange	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Commissary Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Contract Audit Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Contract Management Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Finance and Accounting Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Human Resources Activity	3	236.67	1	0	1	33.33%	\$7,480.00	\$2,493.33
Defense Information Systems Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Intelligence Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Logistics Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense National Geospatial-Intelligence Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense National Guard Bureau	4	171.75	3	0	3	75.00%	\$32,004.00	\$8,001.00
Defense National Security Agency	2	549.5	0	0	0	0.00%	\$9,144.00	\$4,572.00
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Inspector General	4	130	4	0	4	100.00%	\$23,395.00	\$5,848.75
Defense Security Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Technical Information Center	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Threat Reduction Agency	3	145.33	3	0	3	100.00%	\$9,000.00	\$3,000.00
Defense Uniformed Services University	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Secretary/Wash.Hqtrs. Service	3	215	0	2	2	66.67%	\$9,000.00	\$3,000.00
Department of Agriculture	428	190.31	239	13	252	58.88%	\$1,225,955.48	\$2,864.38
Department of Commerce	102	185.03	58	29	87	85.29%	\$445,334.00	\$4,366.02
Department of Defense Education Activity	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Education	26	298.96	7	0	7	26.92%	\$124,634.67	\$4,793.64
Department of Energy	46	240.43	20	10	30	65.22%	\$83,384.16	\$1,812.70
Department of Health and Human Services	157	172.8	107	16	123	78.34%	\$496,992.05	\$3,165.55
Department of Homeland Security	682	246.12	272	65	337	49.41%	\$2,440,064.08	\$3,577.81
Department of Housing and Urban Development	57	171	38	9	47	82.46%	\$136,091.00	\$2,387.56
Department of Justice	211	217.3	97	65	162	76.78%	\$718,495.35	\$3,405.19
Department of Labor	30	267.6	4	21	25	83.33%	\$99,800.00	\$3,326.67
Department of State	45	295.73	1	14	15	33.33%	\$184,487.37	\$4,099.72
Department of the Air Force	0	0	0	0	0	0.00%	\$0.00	\$0.00

**Table B-9b FY 2007 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators**

<b>Agency or Department</b>	<b>Total Number Completed Investigations By Contractors</b>	<b>Average Processing Days Completed Investigations By Contractor</b>	<b>Number Timely Completed within 180 Days</b>	<b>Number Timely Completed within 181-360 Days</b>	<b>Total Number Timely Completed Investigations By Contractor</b>	<b>% Investigations Timely Completed By Contractor</b>	<b>Total Cost Completed Investigations By Contractor</b>	<b>Average Cost Completed Investigations By Contractor</b>
Department of the Army	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of the Interior	201	292.15	57	22	79	39.30%	\$662,718.49	\$3,297.11
Department of the Navy	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of the Treasury	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Transportation	52	249.33	16	7	23	44.23%	\$260,293.28	\$5,005.64
Department of Veterans Affairs	150	167.01	100	6	106	70.67%	\$496,458.00	\$3,309.72
Environmental Protection Agency	41	255.15	5	2	7	17.07%	\$477,353.00	\$11,642.76
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Export-Import Bank of the US	0	0	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit Administration	1	359	0	1	1	100.00%	\$3,408.00	\$3,408.00
Federal Communications Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Deposit Insurance Corporation	29	198.97	12	2	14	48.28%	\$125,350.31	\$4,322.42
Federal Election Commission	2	222.5	1	0	1	50.00%	\$5,896.00	\$2,948.00
Federal Energy Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Housing Finance Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Labor Relations Authority	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Maritime Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mediation and Conciliation Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Reserve System--Board of Governors	2	89	2	0	2	100.00%	\$9,000.00	\$4,500.00
Federal Retirement Thrift Investment Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
General Services Administration	53	169.96	39	11	50	94.34%	\$131,478.00	\$2,480.72
Government Printing Office	23	151.96	19	4	23	100.00%	\$52,659.00	\$2,289.52
Holocaust Memorial Museum U.S.	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Boundary and Water Commission	2	101.5	2	0	2	100.00%	\$4,850.00	\$2,425.00
International Trade Commission	1	141	1	0	1	100.00%	\$3,788.00	\$3,788.00
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
Merit Systems Protection Board	3	104	3	0	3	100.00%	\$11,166.00	\$3,722.00
Millennium Challenge Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Aeronautics and Space Administration	25	170.2	16	9	25	100.00%	\$70,848.49	\$2,833.94
National Archives and Records Administration	12	130.33	11	1	12	100.00%	\$40,947.77	\$3,412.31
National Credit Union Administration	2	212.5	1	1	2	100.00%	\$8,169.00	\$4,084.50
National Endowment for the Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Gallery of Art	3	239	2	1	3	100.00%	\$12,950.00	\$4,316.67
National Labor Relations Board	0	0	0	0	0	0.00%	\$0.00	\$0.00



**Table B-9b FY 2007 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators**

<b>Agency or Department</b>	<b>Total Number Completed Investigations By Contractors</b>	<b>Average Processing Days Completed Investigations By Contractor</b>	<b>Number Timely Completed within 180 Days</b>	<b>Number Timely Completed within 181-360 Days</b>	<b>Total Number Timely Completed Investigations By Contractor</b>	<b>% Investigations Timely Completed By Contractor</b>	<b>Total Cost Completed Investigations By Contractor</b>	<b>Average Cost Completed Investigations By Contractor</b>
National Science Foundation	3	103	3	0	3	100.00%	\$12,105.00	\$4,035.00
National Transportation Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Nuclear Regulatory Commission	6	298.33	3	0	3	50.00%	\$19,154.00	\$3,192.33
Office of Personnel Management	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Special Counsel	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of the Director of National Intelligence	0	0	0	0	0	0.00%	\$0.00	\$0.00
Overseas Private Investment Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Peace Corps	1	141	1	0	1	100.00%	\$2,920.00	\$2,920.00
Pension Benefit Guaranty Corporation	3	384.33	1	0	1	33.33%	\$8,273.00	\$2,757.67
Railroad Retirement Board	3	177	3	0	3	100.00%	\$4,000.00	\$1,333.33
Securities and Exchange Commission	1	148	1	0	1	100.00%	\$5,923.00	\$5,923.00
Selective Service System	6	166.83	6	0	6	100.00%	\$19,215.00	\$3,202.50
Small Business Administration	27	382.15	0	0	0	0.00%	\$94,418.00	\$3,496.96
Smithsonian Institution	15	140.6	15	0	15	100.00%	\$59,639.00	\$3,975.93
Social Security Administration	220	245.83	69	27	96	43.64%	\$626,522.25	\$2,847.83
Tennessee Valley Authority	25	86.08	23	0	23	92.00%	\$92,555.79	\$3,702.23
U.S. Postal Service	4,669	106.11	4,602	22	4,624	99.04%	\$7,175,480.45	\$1,536.83
U.S. Tax Court	0	0	0	0	0	0.00%	\$0.00	\$0.00
Cabinet Level Subtotal	6,875	143.61	5,629	301	5,930	86.25%	\$14,640,211.38	\$2,129.49
Midsized Agencies Subtotal	435	225.65	179	51	230	52.87%	\$1,678,164.84	\$3,857.85
Small Agencies Subtotal	101	187.52	71	17	88	87.13%	\$331,165.77	\$3,278.87
Grand Total	7,411	149.03	5,879	369	6,248	84.31%	\$16,649,541.99	\$2,246.60

NR = No Report Filed

**Table B-10 FY 2007 Total Number and Average Processing Days for All Complaint Closures**

Agency or Department	Total Number Complaint Closures	APD Complaint Closures	Total Number Dismissals	APD Dismissals	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination
Agency for International Development	13	863.38	4	81.75	2	885.5	3	655.33	0	0	5	747.4
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	27	212.04	7	40.57	12	219.75	4	396.25	0	0	16	263.88
Central Intelligence Agency	16	275.81	3	17	9	332.67	1	1,130.00	0	0	10	412.4
Commodity Futures Trading Commission	1	311	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	6	326.5	2	5.5	3	411.67	1	713	0	0	4	487
Corporation for National and Community Service	4	364.75	0	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	2	549.5	1	559	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	119	315.2	22	91.14	20	328.05	19	589.05	1	432	38	455.82
Defense Commissary Agency	91	315.73	22	84.18	26	432.65	9	497.33	2	200	33	464.39
Defense Contract Audit Agency	21	354.9	1	36	4	267.5	5	523.8	0	0	9	409.89
Defense Contract Management Agency	37	577.51	5	45.8	5	664.6	14	774.79	0	0	19	745.79
Defense Finance and Accounting Service	65	554.52	12	26	15	295.8	22	1,322.68	2	447	35	932.63
Defense Human Resources Activity	2	109.5	1	124	0	0	0	0	0	0	0	0
Defense Information Systems Agency	12	596.17	0	0	2	250	2	592.5	0	0	4	421.25
Defense Intelligence Agency	30	296.77	11	98.45	13	416.08	0	0	0	0	13	416.08
Defense Logistics Agency	89	353.34	19	126.53	17	528.24	15	893.2	1	395	31	709.13
Defense National Geospatial-Intelligence Agency	20	355.7	0	0	7	430.14	3	724.67	0	0	10	518.5
Defense National Guard Bureau	22	162.55	3	149.33	2	532	3	530.33	1	800	4	463.75
Defense National Security Agency	29	550.79	10	124.4	10	763.8	4	793.5	0	0	14	772.29
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	4	382	0	0	2	298.5	1	910	0	0	3	502.33
Defense Security Service	5	367.4	0	0	0	0	0	0	0	0	0	0
Defense Technical Information Center	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	5	247.6	0	0	2	278	0	0	0	0	2	278
Defense Uniformed Services University	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash.Hqtrs. Service	28	633.57	2	168.5	6	495.67	13	857.08	0	0	19	742.95
Department of Agriculture	573	634.21	75	718.84	175	827.76	110	726.52	7	1,244.29	278	777.21
Department of Commerce	204	304.31	54	72.81	57	370.16	24	468.92	1	216	80	401.71
Department of Defense Education Activity	37	285.19	16	102.63	6	371.17	6	919.5	0	0	12	645.33
Department of Education	41	358.51	20	295.4	9	515.22	2	61.5	0	0	11	432.73
Department of Energy	83	429.45	19	521.58	19	411.68	8	477.75	1	545	26	426.88
Department of Health and Human Services	274	396.7	68	82.22	58	642.4	45	545.13	3	896	100	591.02
Department of Homeland Security	997	550.04	196	270.49	249	726.8	269	733.84	12	1,006.83	506	723.9
Department of Housing and Urban Development	92	317.68	10	27.9	35	209.63	22	655	0	0	57	381.53
Department of Justice	490	377.62	69	337.13	194	437.39	75	575.73	17	763.41	252	456.57
Department of Labor	176	598.69	27	304.26	60	681.92	38	826.21	7	945.14	91	721.92

**Table B-10 FY 2007 Total Number and Average Processing Days for All Complaint Closures**

Agency or Department	Total Number Complaint Closures	APD Complaint Closures	Total Number Dismissals	APD Dismissals	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination
Department of State	73	436.12	10	96	29	471.9	16	603.94	1	1,217.00	44	502.98
Department of the Air Force	493	355.86	69	181.52	125	608.5	55	592.84	3	559.67	177	604.46
Department of the Army	1,268	254.55	259	78.34	205	452.64	146	610.51	12	648.25	339	513.71
Department of the Interior	240	485.15	24	308.38	64	568.11	46	743.17	5	1,473.60	105	601.69
Department of the Navy	625	310.37	169	118.43	130	454.59	76	638.87	10	699	196	513.58
Department of the Treasury	603	473.94	81	239.4	183	496.04	132	683.92	9	725	306	570.35
Department of Transportation	392	320.9	169	170.61	74	381.85	40	692.25	8	743.13	106	471.72
Department of Veterans Affairs	1,875	365.8	389	121.33	511	382.96	302	611.06	33	661.82	780	459.48
Environmental Protection Agency	76	449.88	19	283.79	23	504.13	14	724.79	1	556	36	588.5
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	17	345.47	1	114	5	510.2	3	531	0	0	8	518
Export-Import Bank of the US	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	1	72	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	3	605	1	145	0	0	2	835	0	0	2	835
Federal Deposit Insurance Corporation	43	336.19	12	211.75	12	434.08	5	595.4	0	0	17	481.53
Federal Election Commission	6	246.17	2	48	2	237	0	0	0	0	2	237
Federal Energy Regulatory Commission	1	0	0	0	0	0	0	0	0	0	0	0
Federal Housing Finance Board	1	790	1	790	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	1	450	0	0	0	0	1	450	0	0	1	450
Federal Maritime Commission	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	5	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	0	0	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1	434	0	0	0	0	0	0	0	0	0	0
General Services Administration	96	330.6	16	32.63	21	263.62	21	685.05	0	0	42	474.33
Government Printing Office	35	301.06	9	169.22	9	331.33	7	424.71	0	0	16	372.19
Holocaust Memorial Museum U.S.	1	358	1	358	0	0	0	0	0	0	0	0
International Boundary and Water Commission	5	221	1	6	2	261.5	1	324	0	0	3	282.33
International Trade Commission	6	112.33	4	104.5	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	2	543	0	0	0	0	2	543	0	0	2	543
Merit Systems Protection Board	1	191	0	0	1	191	0	0	0	0	1	191
Millennium Challenge Corporation	0	0	0	0	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	46	295.83	14	82.64	6	713	4	516	1	1,607.00	9	526.11
National Archives and Records Administration	15	292.73	3	129.33	4	395.25	2	564	0	0	6	451.5

**Table B-10 FY 2007 Total Number and Average Processing Days for All Complaint Closures**

Agency or Department	Total Number Complaint Closures	APD Complaint Closures	Total Number Dismissals	APD Dismissals	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination
National Credit Union Administration	5	458.4	1	61	2	764.5	0	0	0	0	2	764.5
National Endowment for the Arts	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	5	365.6	2	470	0	0	0	0	0	0	0	0
National Labor Relations Board	21	183.29	0	0	14	95.36	1	833	0	0	15	144.53
National Science Foundation	5	946.2	1	161	0	0	1	395	0	0	1	395
National Transportation Safety Board	3	1,094.67	0	0	0	0	3	1,094.67	1	2,162.00	2	561
Nuclear Regulatory Commission	10	252.8	3	109.67	5	391.2	0	0	0	0	5	391.2
Office of Personnel Management	40	325.7	12	43.67	9	388.89	8	526.5	0	0	17	453.65
Office of Special Counsel	2	244.5	0	0	2	244.5	0	0	0	0	2	244.5
Office of the Director of National Intelligence	1	239	0	0	1	239	0	0	0	0	1	239
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	1	511	1	511	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	6	484.67	3	426.33	1	1,054.00	1	347	0	0	2	700.5
Railroad Retirement Board	1	258	0	0	1	258	0	0	0	0	1	258
Securities and Exchange Commission	20	293.6	6	76.17	3	449.33	1	646	0	0	4	498.5
Selective Service System	5	96	0	0	0	0	0	0	0	0	0	0
Small Business Administration	50	350.84	7	103.86	21	226.86	11	689.55	0	0	32	385.91
Smithsonian Institution	16	160.56	3	17	5	152	5	7	0	0	10	79.5
Social Security Administration	463	587.44	84	190.26	188	776.47	98	676.71	8	704.88	278	743.37
Tennessee Valley Authority	56	274.57	12	101	21	166.48	9	660.44	3	190	27	328.52
U.S. Postal Service	5,548	266.79	1,222	34.95	1,746	229.16	1,497	489.88	66	755.27	3,177	341.08
U.S. Tax Court	1	215	0	0	1	215	0	0	0	0	1	215
Cabinet Level Subtotal	14,663	348.43	3,054	122.81	4,060	389.7	3,019	580.77	202	772.01	6,877	462.35
Midsized Agencies Subtotal	846	474.55	167	165.17	297	611.5	167	655.43	13	644	451	626.83
Small Agencies Subtotal	296	330.93	69	135.25	88	327.98	42	579.4	1	2,162.00	129	395.62
Grand Total	15,805	354.85	3,290	125.22	4,445	403.3	3,228	584.62	216	770.75	7,457	471.15

NR = No Report Filed

**\*This column also includes Merit Decisions (with AJ Decision) that are not fully implemented (i.e. appealed) by the agency.**

**Table B-11 FY 2007 Types of Complaints Closures**

<b>Agency or Department</b>	<b>Total Complaint Closures</b>	<b>Number Settlements</b>	<b>% Settlements</b>	<b>Number Withdrawals</b>	<b>% Withdrawals</b>	<b>Number Dismissals</b>	<b>% Dismissals</b>	<b>Merit Complaint Closures</b>	<b>% Merit Complaint Closures</b>
Agency for International Development	13	2	15.38%	2	15.38%	4	30.77%	5	38.46%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	27	3	11.11%	1	3.70%	7	25.93%	16	59.26%
Central Intelligence Agency	16	0	0.00%	3	18.75%	3	18.75%	10	62.50%
Commodity Futures Trading Commission	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	6	0	0.00%	0	0.00%	2	33.33%	4	66.67%
Corporation for National and Community Service	4	1	25.00%	3	75.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%
Defense Army and Air Force Exchange	119	48	40.34%	10	8.40%	22	18.49%	39	32.77%
Defense Commissary Agency	91	23	25.27%	11	12.09%	22	24.18%	35	38.46%
Defense Contract Audit Agency	21	11	52.38%	0	0.00%	1	4.76%	9	42.86%
Defense Contract Management Agency	37	7	18.92%	6	16.22%	5	13.51%	19	51.35%
Defense Finance and Accounting Service	65	9	13.85%	7	10.77%	12	18.46%	37	56.92%
Defense Human Resources Activity	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%
Defense Information Systems Agency	12	5	41.67%	3	25.00%	0	0.00%	4	33.33%
Defense Intelligence Agency	30	3	10.00%	3	10.00%	11	36.67%	13	43.33%
Defense Logistics Agency	89	34	38.20%	4	4.49%	19	21.35%	32	35.96%
Defense National Geospatial-Intelligence Agency	20	3	15.00%	7	35.00%	0	0.00%	10	50.00%
Defense National Guard Bureau	22	8	36.36%	6	27.27%	3	13.64%	5	22.73%
Defense National Security Agency	29	3	10.34%	2	6.90%	10	34.48%	14	48.28%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	4	1	25.00%	0	0.00%	0	0.00%	3	75.00%
Defense Security Service	5	3	60.00%	2	40.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	5	1	20.00%	2	40.00%	0	0.00%	2	40.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	28	5	17.86%	2	7.14%	2	7.14%	19	67.86%
Department of Agriculture	573	183	31.94%	30	5.24%	75	13.09%	285	49.74%
Department of Commerce	204	58	28.43%	11	5.39%	54	26.47%	81	39.71%
Department of Defense Education Activity	37	7	18.92%	2	5.41%	16	43.24%	12	32.43%
Department of Education	41	8	19.51%	2	4.88%	20	48.78%	11	26.83%
Department of Energy	83	28	33.73%	9	10.84%	19	22.89%	27	32.53%
Department of Health and Human Services	274	80	29.20%	23	8.39%	68	24.82%	103	37.59%
Department of Homeland Security	997	187	18.76%	96	9.63%	196	19.66%	518	51.96%
Department of Housing and Urban Development	92	17	18.48%	8	8.70%	10	10.87%	57	61.96%
Department of Justice	490	88	17.96%	64	13.06%	69	14.08%	269	54.90%

**Table B-11 FY 2007 Types of Complaints Closures**

<b>Agency or Department</b>	<b>Total Complaint Closures</b>	<b>Number Settlements</b>	<b>% Settlements</b>	<b>Number Withdrawals</b>	<b>% Withdrawals</b>	<b>Number Dismissals</b>	<b>% Dismissals</b>	<b>Merit Complaint Closures</b>	<b>% Merit Complaint Closures</b>
Department of Labor	176	38	21.59%	13	7.39%	27	15.34%	98	55.68%
Department of State	73	15	20.55%	3	4.11%	10	13.70%	45	61.64%
Department of the Air Force	493	185	37.53%	59	11.97%	69	14.00%	180	36.51%
Department of the Army	1,268	518	40.85%	140	11.04%	259	20.43%	351	27.68%
Department of the Interior	240	85	35.42%	21	8.75%	24	10.00%	110	45.83%
Department of the Navy	625	179	28.64%	71	11.36%	169	27.04%	206	32.96%
Department of the Treasury	603	145	24.05%	62	10.28%	81	13.43%	315	52.24%
Department of Transportation	392	85	21.68%	24	6.12%	169	43.11%	114	29.08%
Department of Veterans Affairs	1,875	387	20.64%	286	15.25%	389	20.75%	813	43.36%
Environmental Protection Agency	76	11	14.47%	9	11.84%	19	25.00%	37	48.68%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	17	7	41.18%	1	5.88%	1	5.88%	8	47.06%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	3	0	0.00%	0	0.00%	1	33.33%	2	66.67%
Federal Deposit Insurance Corporation	43	9	20.93%	5	11.63%	12	27.91%	17	39.53%
Federal Election Commission	6	2	33.33%	0	0.00%	2	33.33%	2	33.33%
Federal Energy Regulatory Commission	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Federal Labor Relations Authority	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	5	0	0.00%	5	100.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
General Services Administration	96	32	33.33%	6	6.25%	16	16.67%	42	43.75%
Government Printing Office	35	8	22.86%	2	5.71%	9	25.71%	16	45.71%
Holocaust Memorial Museum U.S.	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
International Boundary and Water Commission	5	1	20.00%	0	0.00%	1	20.00%	3	60.00%
International Trade Commission	6	1	16.67%	1	16.67%	4	66.67%	0	0.00%
John F. Kennedy Center for the Performing Arts	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%
Merit Systems Protection Board	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	46	19	41.30%	3	6.52%	14	30.43%	10	21.74%

**Table B-11 FY 2007 Types of Complaints Closures**

<b>Agency or Department</b>	<b>Total Complaint Closures</b>	<b>Number Settlements</b>	<b>% Settlements</b>	<b>Number Withdrawals</b>	<b>% Withdrawals</b>	<b>Number Dismissals</b>	<b>% Dismissals</b>	<b>Merit Complaint Closures</b>	<b>% Merit Complaint Closures</b>
National Archives and Records Administration	15	3	20.00%	3	20.00%	3	20.00%	6	40.00%
National Credit Union Administration	5	2	40.00%	0	0.00%	1	20.00%	2	40.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	5	2	40.00%	1	20.00%	2	40.00%	0	0.00%
National Labor Relations Board	21	3	14.29%	3	14.29%	0	0.00%	15	71.43%
National Science Foundation	5	2	40.00%	1	20.00%	1	20.00%	1	20.00%
National Transportation Safety Board	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%
Nuclear Regulatory Commission	10	1	10.00%	1	10.00%	3	30.00%	5	50.00%
Office of Personnel Management	40	6	15.00%	5	12.50%	12	30.00%	17	42.50%
Office of Special Counsel	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%
Office of the Director of National Intelligence	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Peace Corps	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Pension Benefit Guaranty Corporation	6	0	0.00%	1	16.67%	3	50.00%	2	33.33%
Railroad Retirement Board	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Securities and Exchange Commission	20	9	45.00%	1	5.00%	6	30.00%	4	20.00%
Selective Service System	5	1	20.00%	4	80.00%	0	0.00%	0	0.00%
Small Business Administration	50	10	20.00%	1	2.00%	7	14.00%	32	64.00%
Smithsonian Institution	16	2	12.50%	1	6.25%	3	18.75%	10	62.50%
Social Security Administration	463	69	14.90%	24	5.18%	84	18.14%	286	61.77%
Tennessee Valley Authority	56	8	14.29%	6	10.71%	12	21.43%	30	53.57%
U.S. Postal Service	5,548	586	10.56%	497	8.96%	1,222	22.03%	3,243	58.45%
U.S. Tax Court	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Cabinet Level Subtotal	14,663	3,044	20.76%	1,486	10.13%	3,054	20.83%	7,079	48.28%
Midsize Agencies Subtotal	846	160	18.91%	55	6.50%	167	19.74%	464	54.85%
Small Agencies Subtotal	296	58	19.59%	39	13.18%	69	23.31%	130	43.92%
Grand Total	15,805	3,262	20.64%	1,580	10.00%	3,290	20.82%	7,673	48.55%

NR = No Report Filed

**Table B-12 FY 2007 Average Processing Days (APD) All Complaint Closures**

<b>Agency or Department</b>	<b>APD All Complaint Closures</b>	<b>APD All Withdrawals</b>	<b>APD Non-ADR Withdrawals</b>	<b>APD ADR Withdrawals</b>	<b>APD All Settlements</b>	<b>APD Non-ADR Settlements</b>	<b>APD ADR Settlements</b>	<b>APD All Final Agency Actions</b>
Agency for International Development	863.38	856.5	856.5	0	2,723.50	2,723.50	0	451.56
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	212.04	217	217	0	334	334	0	195.91
Central Intelligence Agency	275.81	79.33	79.33	0	0	0	0	321.15
Commodity Futures Trading Commission	311	0	0	0	311	311	0	0
Consumer Product Safety Commission	326.5	0	0	0	0	0	0	326.5
Corporation for National and Community Service	364.75	308.67	308.67	0	533	533	0	0
Court Services and Offender Supervision Agency for the District of Columbia	549.5	0	0	0	540	540	0	559
Defense Army and Air Force Exchange	315.2	88.2	59.17	131.75	351.44	594.77	145.54	323.9
Defense Commissary Agency	315.73	230.09	240.9	122	374.91	377.26	363.75	308.37
Defense Contract Audit Agency	354.9	0	0	0	338.91	547.5	88.6	372.5
Defense Contract Management Agency	577.51	380.67	380.67	0	669.29	772.17	52	599.96
Defense Finance and Accounting Service	554.52	145.86	145.86	0	130.56	200.25	74.8	690.78
Defense Human Resources Activity	109.5	0	0	0	95	0	95	124
Defense Information Systems Agency	596.17	252	252	0	942.6	942.6	0	421.25
Defense Intelligence Agency	296.77	381.33	381.33	0	422.33	422.33	0	270.5
Defense Logistics Agency	353.34	295.25	295.25	0	161.29	245.31	109.29	485.92
Defense National Geospatial-Intelligence Agency	355.7	165.14	165.14	0	257.67	257.67	0	518.5
Defense National Guard Bureau	162.55	39.83	39.83	0	29.25	35.2	19.33	387.88
Defense National Security Agency	550.79	413	413	0	1,030.33	1,030.33	0	502.33
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	382	0	0	0	21	21	0	502.33
Defense Security Service	367.4	112	112	0	537.67	537.67	0	0
Defense Technical Information Center	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	247.6	221	221	0	240	240	0	278
Defense Uniformed Services University	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash.Hqtrs. Service	633.57	323.5	323.5	0	528	528	0	688.24
Department of Agriculture	634.21	304.83	304.83	0	412.95	416.62	381.32	774.13
Department of Commerce	304.31	196.73	190.1	263	407.43	400.93	429.92	268.78
Department of Defense Education Activity	285.19	205	205	0	108	110.83	91	335.21
Department of Education	358.51	154.5	154.5	0	465.25	465.25	0	344.13
Department of Energy	429.45	232	257.43	143	428.64	476.17	210	468.57
Department of Health and Human Services	396.7	440.43	440.43	0	389.81	401.03	176.75	394.04
Department of Homeland Security	550.04	297.41	317.29	105.22	472.97	469.94	490.18	604.19
Department of Housing and Urban Development	317.68	225.13	225.13	0	317.65	383.38	104	328.75
Department of Justice	377.62	149.25	149.25	0	274.86	294.44	122.2	447.62



**Table B-12 FY 2007 Average Processing Days (APD) All Complaint Closures**

<b>Agency or Department</b>	<b>APD All Complaint Closures</b>	<b>APD All Withdrawals</b>	<b>APD Non-ADR Withdrawals</b>	<b>APD ADR Withdrawals</b>	<b>APD All Settlements</b>	<b>APD Non-ADR Settlements</b>	<b>APD ADR Settlements</b>	<b>APD All Final Agency Actions</b>
Department of Labor	598.69	292.46	292.46	0	553.71	0	553.71	644.21
Department of State	436.12	403.67	403.67	0	421.2	430.86	286	441.96
Department of the Air Force	355.86	231.61	241.57	168.13	219.36	336.18	143.21	486.72
Department of the Army	254.55	166.15	183.87	59.85	187.81	213.36	98.28	331.5
Department of the Interior	485.15	273.24	265.95	419	385.31	413.03	282.11	581.69
Department of the Navy	310.37	186.8	186.8	0	296.39	307.32	198.56	340.44
Department of the Treasury	473.94	321.24	313.35	0	451.23	531.39	84.35	506.17
Department of Transportation	320.9	251.75	251.75	0	411.41	426.06	177	299.58
Department of Veterans Affairs	365.8	203.69	201.46	272.22	517.28	524.13	476.79	355.6
Environmental Protection Agency	449.88	348.78	348.78	0	356.18	356.18	0	484.54
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	345.47	486	0	486	161.29	109	170	473.11
Export-Import Bank of the US	0	0	0	0	0	0	0	0
Farm Credit Administration	72	0	0	0	72	72	0	0
Federal Communications Commission	605	0	0	0	0	0	0	605
Federal Deposit Insurance Corporation	336.19	289.8	289.8	0	253.33	212.5	335	369.9
Federal Election Commission	246.17	0	0	0	453.5	453.5	0	142.5
Federal Energy Regulatory Commission	0	0	0	0	0	0	0	0
Federal Housing Finance Board	790	0	0	0	0	0	0	790
Federal Labor Relations Authority	450	0	0	0	0	0	0	450
Federal Maritime Commission	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0
Federal Trade Commission	434	0	0	0	434	434	0	0
General Services Administration	330.6	74.83	74.83	0	338.91	351.2	154.5	352.48
Government Printing Office	301.06	330.5	330.5	0	299.75	299.75	0	299.12
Holocaust Memorial Museum U.S.	358	0	0	0	0	0	0	358
International Boundary and Water Commission	221	0	0	0	252	0	252	213.25
International Trade Commission	112.33	153	153	0	103	0	103	104.5
John F. Kennedy Center for the Performing Arts	543	0	0	0	0	0	0	543
Merit Systems Protection Board	191	0	0	0	0	0	0	191
Millennium Challenge Corporation	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	295.83	333	333	0	268.95	225.88	300.27	312.46

**Table B-12 FY 2007 Average Processing Days (APD) All Complaint Closures**

<b>Agency or Department</b>	<b>APD All Complaint Closures</b>	<b>APD All Withdrawals</b>	<b>APD Non-ADR Withdrawals</b>	<b>APD ADR Withdrawals</b>	<b>APD All Settlements</b>	<b>APD Non-ADR Settlements</b>	<b>APD ADR Settlements</b>	<b>APD All Final Agency Actions</b>
National Archives and Records Administration	292.73	127.33	127.33	0	304	304	0	344.11
National Credit Union Administration	458.4	0	0	0	351	351	0	530
National Endowment for the Arts	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0
National Gallery of Art	365.6	44	44	0	422	422	0	470
National Labor Relations Board	183.29	305	305	0	255.33	255.33	0	144.53
National Science Foundation	946.2	196	196	0	1,989.50	1,989.50	0	278
National Transportation Safety Board	1,094.67	0	0	0	0	0	0	1,094.67
Nuclear Regulatory Commission	252.8	104	104	0	139	139	0	285.63
Office of Personnel Management	325.7	411.2	411.2	0	456	456	0	284
Office of Special Counsel	244.5	0	0	0	0	0	0	244.5
Office of the Director of National Intelligence	239	0	0	0	0	0	0	239
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0
Peace Corps	511	0	0	0	0	0	0	511
Pension Benefit Guaranty Corporation	484.67	228	228	0	0	0	0	536
Railroad Retirement Board	258	0	0	0	0	0	0	258
Securities and Exchange Commission	293.6	113	113	0	367.56	367.56	0	245.1
Selective Service System	96	45	45	0	300	300	0	0
Small Business Administration	350.84	164	164	0	430.2	426.22	466	335.28
Smithsonian Institution	160.56	1,043.00	0	1,043.00	340	0	340	65.08
Social Security Administration	587.44	315.63	315.63	0	523.68	580.62	144.11	616.96
Tennessee Valley Authority	274.57	265.17	265.17	0	391.63	446	228.5	253.62
U.S. Postal Service	266.79	170.18	170.18	0	374.41	375.01	26	263.42
U.S. Tax Court	215	0	0	0	0	0	0	215
Cabinet Level Subtotal	348.43	206.74	209.06	146.27	358.47	385.56	232.83	366.19
Midsize Agencies Subtotal	474.55	298.35	284.56	1,043.00	415.01	452.96	250.57	505
Small Agencies Subtotal	330.93	220.82	213.84	486	462.31	508.78	171.88	314.22
Grand Total	354.85	210.28	211.86	167.96	363.09	391.12	232.9	373.24

NR = No Report Filed

**Table B-13 FY 2007 Complaints Closed with Dismissals**

<b>Agency or Department</b>	<b>Total Complaint Closures</b>	<b>Number All Dismissals</b>	<b>Number Final Agency Decision (FAD) Dismissals (no AJ)</b>	<b>% FAD Dismissals</b>	<b>Number Final Orders (FOs) of AJ Dismissals</b>	<b>% FOs of AJ Dismissals</b>	<b>Number FOs Fully Implementing (FI) AJ Dismissals</b>	<b>% FOs FI AJ Dismissals</b>	<b>Number FOs Not Fully Implementing (NFI) AJ Dismissals</b>	<b>% FOs NFI AJ Dismissals</b>
Agency for International Development	13	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	27	7	7	100.00%	0	0.00%	0	0.00%	0	0.00%
Central Intelligence Agency	16	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	6	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	4	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	2	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	119	22	21	95.45%	1	4.55%	1	100.00%	0	0.00%
Defense Commissary Agency	91	22	22	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Contract Audit Agency	21	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Contract Management Agency	37	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	65	12	12	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Human Resources Activity	2	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	12	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	30	11	11	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	89	19	19	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	20	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	22	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense National Security Agency	29	10	10	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	4	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	5	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	5	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	28	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	573	75	65	86.67%	10	13.33%	10	100.00%	0	0.00%
Department of Commerce	204	54	53	98.15%	1	1.85%	0	0.00%	1	100.00%
Department of Defense Education Activity	37	16	15	93.75%	1	6.25%	1	100.00%	0	0.00%
Department of Education	41	20	18	90.00%	2	10.00%	2	100.00%	0	0.00%
Department of Energy	83	19	15	78.95%	4	21.05%	4	100.00%	0	0.00%
Department of Health and Human Services	274	68	52	76.47%	16	23.53%	16	100.00%	0	0.00%
Department of Homeland Security	997	196	187	95.41%	9	4.59%	9	100.00%	0	0.00%
Department of Housing and Urban Development	92	10	10	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Justice	490	69	58	84.06%	11	15.94%	11	100.00%	0	0.00%
Department of Labor	176	27	25	92.59%	2	7.41%	2	100.00%	0	0.00%
Department of State	73	10	10	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of the Air Force	493	69	60	86.96%	9	13.04%	9	100.00%	0	0.00%
Department of the Army	1,268	259	253	97.68%	6	2.32%	6	100.00%	0	0.00%

**Table B-13 FY 2007 Complaints Closed with Dismissals**

<b>Agency or Department</b>	<b>Total Complaint Closures</b>	<b>Number All Dismissals</b>	<b>Number Final Agency Decision (FAD) Dismissals (no AJ)</b>	<b>% FAD Dismissals</b>	<b>Number Final Orders (FOs) of AJ Dismissals</b>	<b>% FOs of AJ Dismissals</b>	<b>Number FOs Fully Implementing (FI) AJ Dismissals</b>	<b>% FOs FI AJ Dismissals</b>	<b>Number FOs Not Fully Implementing (NFI) AJ Dismissals</b>	<b>% FOs NFI AJ Dismissals</b>
Department of the Interior	240	24	21	87.50%	3	12.50%	3	100.00%	0	0.00%
Department of the Navy	625	169	168	99.41%	1	0.59%	1	100.00%	0	0.00%
Department of the Treasury	603	81	80	98.77%	1	1.23%	1	100.00%	0	0.00%
Department of Transportation	392	169	161	95.27%	8	4.73%	8	100.00%	0	0.00%
Department of Veterans Affairs	1,875	389	370	95.12%	19	4.88%	19	100.00%	0	0.00%
Environmental Protection Agency	76	19	11	57.89%	8	42.11%	8	100.00%	0	0.00%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	17	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Export-Import Bank of the US	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	3	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	43	12	12	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Election Commission	6	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	1	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Federal Labor Relations Authority	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	5	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
General Services Administration	96	16	16	100.00%	0	0.00%	0	0.00%	0	0.00%
Government Printing Office	35	9	6	66.67%	3	33.33%	3	100.00%	0	0.00%
Holocaust Memorial Museum U.S.	1	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
International Boundary and Water Commission	5	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
International Trade Commission	6	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	46	14	14	100.00%	0	0.00%	0	0.00%	0	0.00%
National Archives and Records Administration	15	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	5	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	5	2	1	50.00%	1	50.00%	1	100.00%	0	0.00%
National Labor Relations Board	21	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	5	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	3	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%

**Table B-13 FY 2007 Complaints Closed with Dismissals**

<b>Agency or Department</b>	<b>Total Complaint Closures</b>	<b>Number All Dismissals</b>	<b>Number Final Agency Decision (FAD) Dismissals (no AJ)</b>	<b>% FAD Dismissals</b>	<b>Number Final Orders (FOs) of AJ Dismissals</b>	<b>% FOs of AJ Dismissals</b>	<b>Number FOs Fully Implementing (FI) AJ Dismissals</b>	<b>% FOs FI AJ Dismissals</b>	<b>Number FOs Not Fully Implementing (NFI) AJ Dismissals</b>	<b>% FOs NFI AJ Dismissals</b>
Nuclear Regulatory Commission	10	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	40	12	12	100.00%	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Peace Corps	1	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Pension Benefit Guaranty Corporation	6	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Railroad Retirement Board	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	20	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%
Selective Service System	5	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	50	7	7	100.00%	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	16	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	463	84	76	90.48%	8	9.52%	8	100.00%	0	0.00%
Tennessee Valley Authority	56	12	12	100.00%	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	5,548	1,222	1,194	97.71%	28	2.29%	28	100.00%	0	0.00%
U.S. Tax Court	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Cabinet Level Subtotal	14,663	3,054	2,922	95.68%	132	4.32%	131	99.24%	1	0.76%
Midsize Agencies Subtotal	846	167	151	90.42%	16	9.58%	16	100.00%	0	0.00%
Small Agencies Subtotal	296	69	62	89.86%	7	10.14%	7	100.00%	0	0.00%
Grand Total	15,805	3,290	3,135	95.29%	155	4.71%	154	99.35%	1	0.65%

NR = No Report Filed

**Table B-14 FY 2007 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)**

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date of Complaints Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Agency for International Development	2	885.5	459	0	0	0	0	0.00%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	12	219.75	65.25	9	0	1	10	83.33%
Central Intelligence Agency	9	332.67	40.11	7	2	0	9	100.00%
Commodity Futures Trading Commission	0	0	0	0	0	0	0	0.00%
Consumer Product Safety Commission	3	411.67	35.33	1	1	1	3	100.00%
Corporation for National and Community Service	0	0	0	0	0	0	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0	0	0	0	0	0.00%
Defense Army and Air Force Exchange	20	328.05	63.3	10	1	2	13	65.00%
Defense Commissary Agency	26	432.65	43.42	0	11	10	21	80.77%
Defense Contract Audit Agency	4	267.5	25.5	0	4	0	4	100.00%
Defense Contract Management Agency	5	664.6	262.6	0	0	0	0	0.00%
Defense Finance and Accounting Service	15	295.8	44.53	3	7	0	10	66.67%
Defense Human Resources Activity	0	0	0	0	0	0	0	0.00%
Defense Information Systems Agency	2	250	22.5	0	2	0	2	100.00%
Defense Intelligence Agency	13	416.08	189	0	0	0	0	0.00%
Defense Logistics Agency	17	528.24	302.35	0	0	0	0	0.00%
Defense National Geospatial-Intelligence Agency	7	430.14	69.57	0	1	1	2	28.57%
Defense National Guard Bureau	2	532	228	0	0	1	1	50.00%
Defense National Security Agency	10	763.8	210.7	1	0	0	1	10.00%
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0.00%
Defense Office of the Inspector General	2	298.5	60	1	1	0	2	100.00%
Defense Security Service	0	0	0	0	0	0	0	0.00%
Defense Technical Information Center	0	0	0	0	0	0	0	0.00%
Defense Threat Reduction Agency	2	278	58.5	0	2	0	2	100.00%
Defense Uniformed Services University	0	0	0	0	0	0	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	6	495.67	149.67	0	0	0	0	0.00%
Department of Agriculture	175	827.76	457.66	14	7	10	31	17.71%
Department of Commerce	57	370.16	115.88	9	6	9	24	42.11%
Department of Defense Education Activity	6	371.17	60.5	1	2	0	3	50.00%
Department of Education	9	515.22	150.22	0	0	0	0	0.00%
Department of Energy	19	411.68	67.53	9	6	0	15	78.95%
Department of Health and Human Services	58	642.4	350.34	9	1	7	17	29.31%
Department of Homeland Security	249	726.8	355.37	2	0	2	4	1.61%
Department of Housing and Urban Development	35	209.63	50.71	17	10	3	30	85.71%

**Table B-14 FY 2007 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)**

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date of Complaints Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Department of Justice	194	437.39	161.77	32	45	4	81	41.75%
Department of Labor	60	681.92	221.82	3	1	5	9	15.00%
Department of State	29	471.9	155.31	0	0	0	0	0.00%
Department of the Air Force	125	608.5	237.99	5	26	24	55	44.00%
Department of the Army	205	452.64	80.58	16	28	16	60	29.27%
Department of the Interior	64	568.11	220.27	0	0	2	2	3.13%
Department of the Navy	130	454.59	62.37	49	48	28	125	96.15%
Department of the Treasury	183	496.04	62.21	68	20	29	117	63.93%
Department of Transportation	74	381.85	89.8	10	12	4	26	35.14%
Department of Veterans Affairs	511	382.96	60.96	83	178	74	335	65.56%
Environmental Protection Agency	23	504.13	282.57	0	0	0	0	0.00%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	5	510.2	190.8	1	0	0	1	20.00%
Export-Import Bank of the US	0	0	0	0	0	0	0	0.00%
Farm Credit Administration	0	0	0	0	0	0	0	0.00%
Federal Communications Commission	0	0	0	0	0	0	0	0.00%
Federal Deposit Insurance Corporation	12	434.08	149.08	0	1	1	2	16.67%
Federal Election Commission	2	237	55	1	0	0	1	50.00%
Federal Energy Regulatory Commission	0	0	0	0	0	0	0	0.00%
Federal Housing Finance Board	0	0	0	0	0	0	0	0.00%
Federal Labor Relations Authority	0	0	0	0	0	0	0	0.00%
Federal Maritime Commission	0	0	0	0	0	0	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0	0.00%
Federal Reserve System--Board of Governors	0	0	0	0	0	0	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0.00%
Federal Trade Commission	0	0	0	0	0	0	0	0.00%
General Services Administration	21	263.62	62.38	3	11	5	19	90.48%
Government Printing Office	9	331.33	35.89	1	3	4	8	88.89%
Holocaust Memorial Museum U.S.	0	0	0	0	0	0	0	0.00%
International Boundary and Water Commission	2	261.5	30.5	1	0	1	2	100.00%
International Trade Commission	0	0	0	0	0	0	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0	0.00%
Merit Systems Protection Board	1	191	52	0	1	0	1	100.00%

**Table B-14 FY 2007 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)**

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date of Complaints Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Millennium Challenge Corporation	0	0	0	0	0	0	0	0.00%
National Aeronautics and Space Administration	6	713	428.33	0	0	0	0	0.00%
National Archives and Records Administration	4	395.25	112.25	0	0	0	0	0.00%
National Credit Union Administration	2	764.5	581.5	0	1	0	1	50.00%
National Endowment for the Arts	0	0	0	0	0	0	0	0.00%
National Endowment for the Humanities	0	0	0	0	0	0	0	0.00%
National Gallery of Art	0	0	0	0	0	0	0	0.00%
National Labor Relations Board	14	95.36	67.79	1	0	12	13	92.86%
National Science Foundation	0	0	0	0	0	0	0	0.00%
National Transportation Safety Board	0	0	0	0	0	0	0	0.00%
Nuclear Regulatory Commission	5	391.2	59.2	1	1	1	3	60.00%
Office of Personnel Management	9	388.89	35.89	0	5	3	8	88.89%
Office of Special Counsel	2	244.5	50	1	1	0	2	100.00%
Office of the Director of National Intelligence	1	239	60	1	0	0	1	100.00%
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0.00%
Peace Corps	0	0	0	0	0	0	0	0.00%
Pension Benefit Guaranty Corporation	1	1,054.00	1,054.00	0	0	0	0	0.00%
Railroad Retirement Board	1	258	56	0	1	0	1	100.00%
Securities and Exchange Commission	3	449.33	104	0	0	1	1	33.33%
Selective Service System	0	0	0	0	0	0	0	0.00%
Small Business Administration	21	226.86	209.43	0	0	0	0	0.00%
Smithsonian Institution	5	152	23.6	2	2	1	5	100.00%
Social Security Administration	188	776.47	399.86	0	20	2	22	11.70%
Tennessee Valley Authority	21	166.48	52.9	10	3	5	18	85.71%
U.S. Postal Service	1,746	229.16	28.2	275	971	446	1,692	96.91%
U.S. Tax Court	1	215	33	0	1	0	1	100.00%
Cabinet Level Subtotal	4,060	389.7	106.57	617	1,390	677	2,684	66.11%
Midsize Agencies Subtotal	297	611.5	313.03	15	37	14	66	22.22%
Small Agencies Subtotal	88	327.98	96.17	25	17	24	66	75.00%
Grand Total	4,445	403.3	120.16	657	1,444	715	2,816	63.35%

NR = No Report Filed



**Table B-15 FY 2007 Complaints Closed with Findings of Discrimination**

<b>Agency or Department</b>	<b>Total Number Merit Complaint Closures</b>	<b>Number Merit Final Agency Decisions (FADs) (no AJ)</b>	<b>Number Merit FADs Finding Discrimination</b>	<b>% Merit FADs Finding Discrimination</b>	<b>Number Final Orders (FOs) of AJ Merit Decisions</b>	<b>Number FOs of AJ Merit Decisions Finding Discrimination</b>	<b>% FOs of AJ Merit Decisions Finding Discrimination</b>	<b>Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination</b>	<b>% FOs FI AJ Merit Decisions Finding Discrimination</b>
Agency for International Development	5	2	0	0.00%	3	0	0.00%	0	0.00%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	16	12	0	0.00%	4	0	0.00%	0	0.00%
Central Intelligence Agency	10	9	0	0.00%	1	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Consumer Product Safety Commission	4	3	0	0.00%	1	0	0.00%	0	0.00%
Corporation for National and Community Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	39	20	0	0.00%	19	1	5.26%	0	0.00%
Defense Commissary Agency	35	26	0	0.00%	9	2	22.22%	2	100.00%
Defense Contract Audit Agency	9	4	0	0.00%	5	0	0.00%	0	0.00%
Defense Contract Management Agency	19	5	0	0.00%	14	0	0.00%	0	0.00%
Defense Finance and Accounting Service	37	15	1	6.67%	22	1	4.55%	1	100.00%
Defense Human Resources Activity	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Information Systems Agency	4	2	0	0.00%	2	0	0.00%	0	0.00%
Defense Intelligence Agency	13	13	0	0.00%	0	0	0.00%	0	0.00%
Defense Logistics Agency	32	17	1	5.88%	15	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	10	7	0	0.00%	3	0	0.00%	0	0.00%
Defense National Guard Bureau	5	2	0	0.00%	3	1	33.33%	1	100.00%
Defense National Security Agency	14	10	0	0.00%	4	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Office of the Inspector General	3	2	0	0.00%	1	0	0.00%	0	0.00%
Defense Security Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Threat Reduction Agency	2	2	0	0.00%	0	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	19	6	0	0.00%	13	0	0.00%	0	0.00%
Department of Agriculture	285	175	3	1.71%	110	4	3.64%	4	100.00%
Department of Commerce	81	57	0	0.00%	24	1	4.17%	1	100.00%
Department of Defense Education Activity	12	6	0	0.00%	6	0	0.00%	0	0.00%
Department of Education	11	9	0	0.00%	2	0	0.00%	0	0.00%
Department of Energy	27	19	1	5.26%	8	0	0.00%	0	0.00%
Department of Health and Human Services	103	58	1	1.72%	45	2	4.44%	1	50.00%
Department of Homeland Security	518	249	2	0.80%	269	10	3.72%	7	70.00%
Department of Housing and Urban Development	57	35	0	0.00%	22	0	0.00%	0	0.00%

**Table B-15 FY 2007 Complaints Closed with Findings of Discrimination**

<b>Agency or Department</b>	<b>Total Number Merit Complaint Closures</b>	<b>Number Merit Final Agency Decisions (FADs) (no AJ)</b>	<b>Number Merit FADs Finding Discrimination</b>	<b>% Merit FADs Finding Discrimination</b>	<b>Number Final Orders (FOs) of AJ Merit Decisions</b>	<b>Number FOs of AJ Merit Decisions Finding Discrimination</b>	<b>% FOs of AJ Merit Decisions Finding Discrimination</b>	<b>Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination</b>	<b>% FOs FI AJ Merit Decisions Finding Discrimination</b>
Department of Justice	269	194	8	4.12%	75	9	12.00%	4	44.44%
Department of Labor	98	60	1	1.67%	38	6	15.79%	5	83.33%
Department of State	45	29	0	0.00%	16	1	6.25%	1	100.00%
Department of the Air Force	180	125	0	0.00%	55	3	5.45%	3	100.00%
Department of the Army	351	205	1	0.49%	146	11	7.53%	10	90.91%
Department of the Interior	110	64	1	1.56%	46	4	8.70%	4	100.00%
Department of the Navy	206	130	2	1.54%	76	8	10.53%	2	25.00%
Department of the Treasury	315	183	5	2.73%	132	4	3.03%	3	75.00%
Department of Transportation	114	74	3	4.05%	40	5	12.50%	3	60.00%
Department of Veterans Affairs	813	511	6	1.17%	302	27	8.94%	14	51.85%
Environmental Protection Agency	37	23	0	0.00%	14	1	7.14%	0	0.00%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	8	5	0	0.00%	3	0	0.00%	0	0.00%
Export-Import Bank of the US	0	0	0	0.00%	0	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Communications Commission	2	0	0	0.00%	2	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	17	12	0	0.00%	5	0	0.00%	0	0.00%
Federal Election Commission	2	2	0	0.00%	0	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Housing Finance Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Labor Relations Authority	1	0	0	0.00%	1	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Trade Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
General Services Administration	42	21	0	0.00%	21	0	0.00%	0	0.00%
Government Printing Office	16	9	0	0.00%	7	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0	0.00%	0	0	0.00%	0	0.00%
International Boundary and Water Commission	3	2	0	0.00%	1	0	0.00%	0	0.00%
International Trade Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	2	0	0	0.00%	2	0	0.00%	0	0.00%
Merit Systems Protection Board	1	1	0	0.00%	0	0	0.00%	0	0.00%

**Table B-15 FY 2007 Complaints Closed with Findings of Discrimination**

<b>Agency or Department</b>	<b>Total Number Merit Complaint Closures</b>	<b>Number Merit Final Agency Decisions (FADs) (no AJ)</b>	<b>Number Merit FADs Finding Discrimination</b>	<b>% Merit FADs Finding Discrimination</b>	<b>Number Final Orders (FOs) of AJ Merit Decisions</b>	<b>Number FOs of AJ Merit Decisions Finding Discrimination</b>	<b>% FOs of AJ Merit Decisions Finding Discrimination</b>	<b>Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination</b>	<b>% FOs FI AJ Merit Decisions Finding Discrimination</b>
Millennium Challenge Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Aeronautics and Space Administration	10	6	1	16.67%	4	0	0.00%	0	0.00%
National Archives and Records Administration	6	4	0	0.00%	2	0	0.00%	0	0.00%
National Credit Union Administration	2	2	0	0.00%	0	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Gallery of Art	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Labor Relations Board	15	14	0	0.00%	1	0	0.00%	0	0.00%
National Science Foundation	1	0	0	0.00%	1	0	0.00%	0	0.00%
National Transportation Safety Board	3	0	0	0.00%	3	1	33.33%	1	100.00%
Nuclear Regulatory Commission	5	5	0	0.00%	0	0	0.00%	0	0.00%
Office of Personnel Management	17	9	0	0.00%	8	0	0.00%	0	0.00%
Office of Special Counsel	2	2	0	0.00%	0	0	0.00%	0	0.00%
Office of the Director of National Intelligence	1	1	0	0.00%	0	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%
Peace Corps	0	0	0	0.00%	0	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	2	1	0	0.00%	1	0	0.00%	0	0.00%
Railroad Retirement Board	1	1	0	0.00%	0	0	0.00%	0	0.00%
Securities and Exchange Commission	4	3	0	0.00%	1	0	0.00%	0	0.00%
Selective Service System	0	0	0	0.00%	0	0	0.00%	0	0.00%
Small Business Administration	32	21	0	0.00%	11	0	0.00%	0	0.00%
Smithsonian Institution	10	5	0	0.00%	5	0	0.00%	0	0.00%
Social Security Administration	286	188	1	0.53%	98	7	7.14%	4	57.14%
Tennessee Valley Authority	30	21	3	14.29%	9	0	0.00%	0	0.00%
U.S. Postal Service	3,243	1,746	1	0.06%	1,497	65	4.34%	39	60.00%
U.S. Tax Court	1	1	0	0.00%	0	0	0.00%	0	0.00%
<b>Cabinet Level Subtotal</b>	<b>7,079</b>	<b>4,060</b>	<b>37</b>	<b>0.91%</b>	<b>3,019</b>	<b>165</b>	<b>5.47%</b>	<b>105</b>	<b>63.64%</b>
<b>Midsize Agencies Subtotal</b>	<b>464</b>	<b>297</b>	<b>5</b>	<b>1.68%</b>	<b>167</b>	<b>8</b>	<b>4.79%</b>	<b>4</b>	<b>50.00%</b>
<b>Small Agencies Subtotal</b>	<b>130</b>	<b>88</b>	<b>0</b>	<b>0.00%</b>	<b>42</b>	<b>1</b>	<b>2.38%</b>	<b>1</b>	<b>100.00%</b>
<b>Grand Total</b>	<b>7,673</b>	<b>4,445</b>	<b>42</b>	<b>0.94%</b>	<b>3,228</b>	<b>174</b>	<b>5.39%</b>	<b>110</b>	<b>63.22%</b>

NR = No Report Filed

**Table B-16 FY 2007 Complaints Closed with Findings of No Discrimination**

<b>Agency or Department</b>	<b>Number Merit Complaint Closures</b>	<b>Number Merit Final Agency Decisions (FADs) (no AJ)</b>	<b>Number FADs Finding No Discrimination</b>	<b>% FADs Finding No Discrimination</b>	<b>Number Final Orders (FOs) of AJ Merit Decisions</b>	<b>FOs of AJ Decisions Finding No Discrimination</b>	<b>% FOs of AJ Decisions Finding No Discrimination</b>	<b>Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination</b>	<b>% FOs FI AJ Decisions Finding No Discrimination</b>
Agency for International Development	5	2	2	100.00%	3	3	100.00%	3	100.00%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	16	12	12	100.00%	4	4	100.00%	4	100.00%
Central Intelligence Agency	10	9	9	100.00%	1	1	100.00%	1	100.00%
Commodity Futures Trading Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Consumer Product Safety Commission	4	3	3	100.00%	1	1	100.00%	1	100.00%
Corporation for National and Community Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	39	20	20	100.00%	19	18	94.74%	18	100.00%
Defense Commissary Agency	35	26	26	100.00%	9	7	77.78%	7	100.00%
Defense Contract Audit Agency	9	4	4	100.00%	5	5	100.00%	5	100.00%
Defense Contract Management Agency	19	5	5	100.00%	14	14	100.00%	14	100.00%
Defense Finance and Accounting Service	37	15	14	93.33%	22	21	95.45%	21	100.00%
Defense Human Resources Activity	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Information Systems Agency	4	2	2	100.00%	2	2	100.00%	2	100.00%
Defense Intelligence Agency	13	13	13	100.00%	0	0	0.00%	0	0.00%
Defense Logistics Agency	32	17	16	94.12%	15	15	100.00%	15	100.00%
Defense National Geospatial-Intelligence Agency	10	7	7	100.00%	3	3	100.00%	3	100.00%
Defense National Guard Bureau	5	2	2	100.00%	3	2	66.67%	2	100.00%
Defense National Security Agency	14	10	10	100.00%	4	4	100.00%	4	100.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Office of the Inspector General	3	2	2	100.00%	1	1	100.00%	1	100.00%
Defense Security Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Threat Reduction Agency	2	2	2	100.00%	0	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	19	6	6	100.00%	13	13	100.00%	13	100.00%
Department of Agriculture	285	175	172	98.29%	110	106	96.36%	106	100.00%
Department of Commerce	81	57	57	100.00%	24	23	95.83%	23	100.00%
Department of Defense Education Activity	12	6	6	100.00%	6	6	100.00%	6	100.00%
Department of Education	11	9	9	100.00%	2	2	100.00%	2	100.00%
Department of Energy	27	19	18	94.74%	8	8	100.00%	8	100.00%
Department of Health and Human Services	103	58	57	98.28%	45	43	95.56%	43	100.00%
Department of Homeland Security	518	249	247	99.20%	269	259	96.28%	259	100.00%
Department of Housing and Urban Development	57	35	35	100.00%	22	22	100.00%	22	100.00%

**Table B-16 FY 2007 Complaints Closed with Findings of No Discrimination**

<b>Agency or Department</b>	<b>Number Merit Complaint Closures</b>	<b>Number Merit Final Agency Decisions (FADs) (no AJ)</b>	<b>Number FADs Finding No Discrimination</b>	<b>% FADs Finding No Discrimination</b>	<b>Number Final Orders (FOs) of AJ Merit Decisions</b>	<b>FOs of AJ Decisions Finding No Discrimination</b>	<b>% FOs of AJ Decisions Finding No Discrimination</b>	<b>Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination</b>	<b>% FOs FI AJ Decisions Finding No Discrimination</b>
Department of Justice	269	194	186	95.88%	75	66	88.00%	66	100.00%
Department of Labor	98	60	59	98.33%	38	32	84.21%	32	100.00%
Department of State	45	29	29	100.00%	16	15	93.75%	15	100.00%
Department of the Air Force	180	125	125	100.00%	55	52	94.55%	50	96.15%
Department of the Army	351	205	204	99.51%	146	135	92.47%	135	100.00%
Department of the Interior	110	64	63	98.44%	46	42	91.30%	42	100.00%
Department of the Navy	206	130	128	98.46%	76	68	89.47%	68	100.00%
Department of the Treasury	315	183	178	97.27%	132	128	96.97%	126	98.44%
Department of Transportation	114	74	71	95.95%	40	35	87.50%	35	100.00%
Department of Veterans Affairs	813	511	505	98.83%	302	275	91.06%	275	100.00%
Environmental Protection Agency	37	23	23	100.00%	14	13	92.86%	13	100.00%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	8	5	5	100.00%	3	3	100.00%	3	100.00%
Export-Import Bank of the US	0	0	0	0.00%	0	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Communications Commission	2	0	0	0.00%	2	2	100.00%	2	100.00%
Federal Deposit Insurance Corporation	17	12	12	100.00%	5	5	100.00%	5	100.00%
Federal Election Commission	2	2	2	100.00%	0	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Housing Finance Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Labor Relations Authority	1	0	0	0.00%	1	1	100.00%	1	100.00%
Federal Maritime Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Trade Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
General Services Administration	42	21	21	100.00%	21	21	100.00%	21	100.00%
Government Printing Office	16	9	9	100.00%	7	7	100.00%	7	100.00%
Holocaust Memorial Museum U.S.	0	0	0	0.00%	0	0	0.00%	0	0.00%
International Boundary and Water Commission	3	2	2	100.00%	1	1	100.00%	1	100.00%
International Trade Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	2	0	0	0.00%	2	2	100.00%	2	100.00%

**Table B-16 FY 2007 Complaints Closed with Findings of No Discrimination**

<b>Agency or Department</b>	<b>Number Merit Complaint Closures</b>	<b>Number Merit Final Agency Decisions (FADs) (no AJ)</b>	<b>Number FADs Finding No Discrimination</b>	<b>% FADs Finding No Discrimination</b>	<b>Number Final Orders (FOs) of AJ Merit Decisions</b>	<b>FOs of AJ Decisions Finding No Discrimination</b>	<b>% FOs of AJ Decisions Finding No Discrimination</b>	<b>Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination</b>	<b>% FOs FI AJ Decisions Finding No Discrimination</b>
Merit Systems Protection Board	1	1	1	100.00%	0	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Aeronautics and Space Administration	10	6	5	83.33%	4	4	100.00%	4	100.00%
National Archives and Records Administration	6	4	4	100.00%	2	2	100.00%	2	100.00%
National Credit Union Administration	2	2	2	100.00%	0	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Gallery of Art	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Labor Relations Board	15	14	14	100.00%	1	1	100.00%	1	100.00%
National Science Foundation	1	0	0	0.00%	1	1	100.00%	1	100.00%
National Transportation Safety Board	3	0	0	0.00%	3	2	66.67%	2	100.00%
Nuclear Regulatory Commission	5	5	5	100.00%	0	0	0.00%	0	0.00%
Office of Personnel Management	17	9	9	100.00%	8	8	100.00%	8	100.00%
Office of Special Counsel	2	2	2	100.00%	0	0	0.00%	0	0.00%
Office of the Director of National Intelligence	1	1	1	100.00%	0	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%
Peace Corps	0	0	0	0.00%	0	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	2	1	1	100.00%	1	1	100.00%	1	100.00%
Railroad Retirement Board	1	1	1	100.00%	0	0	0.00%	0	0.00%
Securities and Exchange Commission	4	3	3	100.00%	1	1	100.00%	1	100.00%
Selective Service System	0	0	0	0.00%	0	0	0.00%	0	0.00%
Small Business Administration	32	21	21	100.00%	11	11	100.00%	11	100.00%
Smithsonian Institution	10	5	5	100.00%	5	5	100.00%	5	100.00%
Social Security Administration	286	188	187	99.47%	98	91	92.86%	91	100.00%
Tennessee Valley Authority	30	21	18	85.71%	9	9	100.00%	9	100.00%
U.S. Postal Service	3,243	1,746	1,745	99.94%	1,497	1,432	95.66%	1,428	99.72%
U.S. Tax Court	1	1	1	100.00%	0	0	0.00%	0	0.00%
<b>Cabinet Level Subtotal</b>	<b>7,079</b>	<b>4,060</b>	<b>4,023</b>	<b>99.09%</b>	<b>3,019</b>	<b>2,854</b>	<b>94.53%</b>	<b>2,846</b>	<b>99.72%</b>
<b>Midsize Agencies Subtotal</b>	<b>464</b>	<b>297</b>	<b>292</b>	<b>98.32%</b>	<b>167</b>	<b>159</b>	<b>95.21%</b>	<b>159</b>	<b>100.00%</b>
<b>Small Agencies Subtotal</b>	<b>130</b>	<b>88</b>	<b>88</b>	<b>100.00%</b>	<b>42</b>	<b>41</b>	<b>97.62%</b>	<b>41</b>	<b>100.00%</b>
<b>Grand Total</b>	<b>7,673</b>	<b>4,445</b>	<b>4,403</b>	<b>99.06%</b>	<b>3,228</b>	<b>3,054</b>	<b>94.61%</b>	<b>3,046</b>	<b>99.74%</b>

NR = No Report Filed

**Table B-17 FY 2007 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions**

<b>Agency or Department</b>	<b>APD All Final Agency Decisions (FADs) (No AJ)</b>	<b>APD FADs Finding Discrimination</b>	<b>APD FADs Finding No Discrimination</b>	<b>APD Merit FADs From Date of Complaints Filed/Remanded</b>	<b>APD FAD Dismissals</b>	<b>APD ALL Final Orders (FOs) of AJ Decisions</b>	<b>APD FOs Fully Implementing (FI) Merit Decisions</b>	<b>APD FI AJ Decisions Finding Discrimination</b>	<b>APD FI AJ Decisions Finding No Discrimination</b>	<b>APD FOs FI AJ Dismissals</b>
Agency for International Development	349.67	0	885.5	885.5	81.75	655.33	655.33	0	655.33	0
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	153.74	0	219.75	219.75	40.57	396.25	396.25	0	396.25	0
Central Intelligence Agency	253.75	0	332.67	332.67	17	1,130.00	1,130.00	0	1,130.00	0
Commodity Futures Trading Commission	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	249.2	0	411.67	411.67	5.5	713	713	0	713	0
Corporation for National and Community Service	0	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	559	0	0	0	559	0	0	0	0	0
Defense Army and Air Force Exchange	198.34	0	328.05	328.05	74.81	581.3	589.16	0	597.78	434
Defense Commissary Agency	272.94	0	432.65	432.65	84.18	497.33	497.33	200	582.29	0
Defense Contract Audit Agency	221.2	0	267.5	267.5	36	523.8	523.8	0	523.8	0
Defense Contract Management Agency	355.2	0	664.6	664.6	45.8	774.79	774.79	0	774.79	0
Defense Finance and Accounting Service	175.89	329	293.43	295.8	26	1,322.68	1,322.68	565	1,358.76	0
Defense Human Resources Activity	124	0	0	0	124	0	0	0	0	0
Defense Information Systems Agency	250	0	250	250	0	592.5	592.5	0	592.5	0
Defense Intelligence Agency	270.5	0	416.08	416.08	98.45	0	0	0	0	0
Defense Logistics Agency	316.22	395	536.56	528.24	126.53	893.2	893.2	0	893.2	0
Defense National Geospatial-Intelligence Agency	430.14	0	430.14	430.14	0	724.67	724.67	0	724.67	0
Defense National Guard Bureau	302.4	0	532	532	149.33	530.33	530.33	800	395.5	0
Defense National Security Agency	444.1	0	763.8	763.8	124.4	793.5	793.5	0	793.5	0
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	298.5	0	298.5	298.5	0	910	910	0	910	0
Defense Security Service	0	0	0	0	0	0	0	0	0	0
Defense Technical Information Center	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	278	0	278	278	0	0	0	0	0	0
Defense Uniformed Services University	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash.Hqtrs. Service	413.88	0	495.67	495.67	168.5	857.08	857.08	0	857.08	0
Department of Agriculture	797.61	2,167.67	804.39	827.76	716.45	727.18	727.18	551.75	733.11	734.4
Department of Commerce	224.75	0	370.16	370.16	68.38	462.48	468.92	216	479.91	0
Department of Defense Education Activity	166.86	0	371.17	371.17	85.13	840.29	840.29	0	919.5	365
Department of Education	367.96	0	515.22	515.22	294.33	183.25	183.25	0	61.5	305
Department of Energy	315.32	545	404.28	411.68	193.27	902.75	902.75	0	477.75	1,752.75
Department of Health and Human Services	369.89	237	649.51	642.4	65.94	437.59	428.52	1,469.00	513.49	135.13
Department of Homeland Security	525.38	839.5	725.88	726.8	257.19	727.78	723.6	1,010.00	722	546.89
Department of Housing and Urban Development	169.24	0	209.63	209.63	27.9	655	655	0	655	0
Department of Justice	406.19	527.63	433.51	437.39	301.84	569.01	543.19	955	521.56	523.18
Department of Labor	567.19	566	683.88	681.92	291.84	807.88	799.08	979.8	792.06	459.5
Department of State	375.51	0	471.9	471.9	96	603.94	603.94	1,217.00	563.07	0
Department of the Air Force	456.55	0	608.5	608.5	139.97	573.95	571.74	559.67	592.84	458.56

**Table B-17 FY 2007 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions**

<b>Agency or Department</b>	<b>APD All Final Agency Decisions (FADs) (No AJ)</b>	<b>APD FADs Finding Discrimination</b>	<b>APD FADs Finding No Discrimination</b>	<b>APD Merit FADs From Date of Complaints Filed/Remanded</b>	<b>APD FAD Dismissals</b>	<b>APD ALL Final Orders (FOs) of AJ Decisions</b>	<b>APD FOs Fully Implementing (FI) Merit Decisions</b>	<b>APD FI AJ Decisions Finding Discrimination</b>	<b>APD FI AJ Decisions Finding No Discrimination</b>	<b>APD FOs FI AJ Dismissals</b>
Department of the Army	239.96	565	452.09	452.64	67.63	607.34	605.28	629.5	606.82	530.17
Department of the Interior	498.95	428	570.33	568.11	288.19	725.2	725.2	1,735.00	648.71	449.67
Department of the Navy	262.96	821	448.87	454.59	114.68	640.3	644.25	893.5	635.38	749
Department of the Treasury	417.43	564.6	494.11	496.04	237.63	681.64	671.86	696.33	673.59	381
Department of Transportation	202.3	442.33	379.3	381.85	119.77	775.83	784.17	1,150.00	659.2	1,193.75
Department of Veterans Affairs	263.93	379.33	383	382.96	99.54	607.19	599.01	653.64	599.91	545.63
Environmental Protection Agency	395.65	0	504.13	504.13	168.82	621.91	625.05	0	737.77	441.88
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	444.17	0	510.2	510.2	114	531	531	0	531	0
Export-Import Bank of the US	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	145	0	0	0	145	835	835	0	835	0
Federal Deposit Insurance Corporation	322.92	0	434.08	434.08	211.75	595.4	595.4	0	595.4	0
Federal Election Commission	142.5	0	237	237	48	0	0	0	0	0
Federal Energy Regulatory Commission	0	0	0	0	0	0	0	0	0	0
Federal Housing Finance Board	0	0	0	0	0	790	790	0	0	790
Federal Labor Relations Authority	0	0	0	0	0	450	450	0	450	0
Federal Maritime Commission	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	0	0	0	0	0	0	0	0	0	0
General Services Administration	163.73	0	263.62	263.62	32.63	685.05	685.05	0	685.05	0
Government Printing Office	224.67	0	331.33	331.33	64.67	410.8	410.8	0	424.71	378.33
Holocaust Memorial Museum U.S.	0	0	0	0	0	358	358	0	0	358
International Boundary and Water Commission	176.33	0	261.5	261.5	6	324	324	0	324	0
International Trade Commission	104.5	0	0	0	104.5	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	543	543	0	543	0
Merit Systems Protection Board	191	0	191	191	0	0	0	0	0	0
Millennium Challenge Corporation	0	0	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	271.75	1,607.00	534.2	713	82.64	516	516	0	516	0
National Archives and Records Administration	281.29	0	395.25	395.25	129.33	564	564	0	564	0
National Credit Union Administration	530	0	764.5	764.5	61	0	0	0	0	0
National Endowment for the Arts	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	50	0	0	0	50	890	890	0	0	890



**Table B-17 FY 2007 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions**

<b>Agency or Department</b>	<b>APD All Final Agency Decisions (FADs) (No AJ)</b>	<b>APD FADs Finding Discrimination</b>	<b>APD FADs Finding No Discrimination</b>	<b>APD Merit FADs From Date of Complaints Filed/Remanded</b>	<b>APD FAD Dismissals</b>	<b>APD ALL Final Orders (FOs) of AJ Decisions</b>	<b>APD FOs Fully Implementing (FI) Merit Decisions</b>	<b>APD FI AJ Decisions Finding Discrimination</b>	<b>APD FI AJ Decisions Finding No Discrimination</b>	<b>APD FOs FI AJ Dismissals</b>
National Labor Relations Board	95.36	0	95.36	95.36	0	833	833	0	833	0
National Science Foundation	161	0	0	0	161	395	395	0	395	0
National Transportation Safety Board	0	0	0	0	0	1,094.67	1,094.67	2,162.00	561	0
Nuclear Regulatory Commission	285.63	0	391.2	391.2	109.67	0	0	0	0	0
Office of Personnel Management	191.62	0	388.89	388.89	43.67	526.5	526.5	0	526.5	0
Office of Special Counsel	244.5	0	244.5	244.5	0	0	0	0	0	0
Office of the Director of National Intelligence	239	0	239	239	0	0	0	0	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0	0	0
Peace Corps	0	0	0	0	0	511	511	0	0	511
Pension Benefit Guaranty Corporation	583.25	0	1,054.00	1,054.00	426.33	347	347	0	347	0
Railroad Retirement Board	258	0	258	258	0	0	0	0	0	0
Securities and Exchange Commission	200.56	0	449.33	449.33	76.17	646	646	0	646	0
Selective Service System	0	0	0	0	0	0	0	0	0	0
Small Business Administration	196.11	0	226.86	226.86	103.86	689.55	689.55	0	689.55	0
Smithsonian Institution	101.38	0	152	152	17	7	7	0	7	0
Social Security Administration	597.53	410	778.43	776.47	154.89	665.36	659.7	662.5	671.31	526.25
Tennessee Valley Authority	142.67	190	162.56	166.48	101	660.44	660.44	0	660.44	0
U.S. Postal Service	146.15	311	229.12	229.16	24.75	489.51	483.78	727.51	477.4	469.71
U.S. Tax Court	215	0	215	215	0	0	0	0	0	0
Cabinet Level Subtotal	269.92	644.51	387.36	389.7	103.48	579.51	574.62	785.02	567.88	552.5
Midsize Agencies Subtotal	449.67	517.4	613.11	611.5	131.38	640.44	637.24	662.5	652.02	484.06
Small Agencies Subtotal	230.07	0	327.98	327.98	91.1	571.82	571.82	2,162.00	540.8	526.29
Grand Total	279.75	629.38	401.14	403.3	104.58	582.7	577.97	793.08	571.91	544.2

NR = No Report Filed

**Table B-18 FY 2007 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions**

<b>Agency or Department</b>	<b>APD All Final Orders (FOs) of AJ Decisions</b>	<b>APD All FOs Not Fully Implementing (NFI) AJ Decisions</b>	<b>APD FOs NFI AJ Decisions Finding Discrimination</b>	<b>APD Agency Appeal of Finding in AJ Decisions</b>	<b>APD Agency Appeal of Remedy in AJ Decisions</b>	<b>APD Agency Appeal of Remedy and Finding in AJ Decisions</b>	<b>APD FOs NFI AJ Decisions Finding No Discrimination</b>	<b>APD FOs NFI AJ Dismissals</b>
Agency for International Development	655.33	0	0	0	0	0	0	0
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	396.25	0	0	0	0	0	0	0
Central Intelligence Agency	1,130.00	0	0	0	0	0	0	0
Commodity Futures Trading Commission	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	713	0	0	0	0	0	0	0
Corporation for National and Community Service	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	581.3	432	432	0	0	432	0	0
Defense Commissary Agency	497.33	0	0	0	0	0	0	0
Defense Contract Audit Agency	523.8	0	0	0	0	0	0	0
Defense Contract Management Agency	774.79	0	0	0	0	0	0	0
Defense Finance and Accounting Service	1,322.68	0	0	0	0	0	0	0
Defense Human Resources Activity	0	0	0	0	0	0	0	0
Defense Information Systems Agency	592.5	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0
Defense Logistics Agency	893.2	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	724.67	0	0	0	0	0	0	0
Defense National Guard Bureau	530.33	0	0	0	0	0	0	0
Defense National Security Agency	793.5	0	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	910	0	0	0	0	0	0	0
Defense Security Service	0	0	0	0	0	0	0	0
Defense Technical Information Center	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	0	0	0	0	0	0	0	0
Defense Uniformed Services University	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash.Hqtrs. Service	857.08	0	0	0	0	0	0	0
Department of Agriculture	727.18	0	0	0	0	0	0	0
Department of Commerce	462.48	308	0	0	0	0	0	308
Department of Defense Education Activity	840.29	0	0	0	0	0	0	0
Department of Education	183.25	0	0	0	0	0	0	0
Department of Energy	902.75	0	0	0	0	0	0	0
Department of Health and Human Services	437.59	982	982	0	0	982	0	0
Department of Homeland Security	727.78	1,111.00	1,111.00	0	0	1,111.00	0	0

**Table B-18 FY 2007 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions**

<b>Agency or Department</b>	<b>APD All Final Orders (FOs) of AJ Decisions</b>	<b>APD All FOs Not Fully Implementing (NFI) AJ Decisions</b>	<b>APD FOs NFI AJ Decisions Finding Discrimination</b>	<b>APD Agency Appeal of Finding in AJ Decisions</b>	<b>APD Agency Appeal of Remedy in AJ Decisions</b>	<b>APD Agency Appeal of Remedy and Finding in AJ Decisions</b>	<b>APD FOs NFI AJ Decisions Finding No Discrimination</b>	<b>APD FOs NFI AJ Dismissals</b>
Department of Housing and Urban Development	655	0	0	0	0	0	0	0
Department of Justice	569.01	987.4	987.4	0	1,098.00	821.5	0	0
Department of Labor	807.88	1,151.00	1,151.00	0	1,151.00	0	0	0
Department of State	603.94	0	0	0	0	0	0	0
Department of the Air Force	573.95	642.5	0	0	0	0	642.5	0
Department of the Army	607.34	919	919	0	0	919	0	0
Department of the Interior	725.2	0	0	0	0	0	0	0
Department of the Navy	640.3	593.5	593.5	0	0	593.5	0	0
Department of the Treasury	681.64	1,105.33	1,613.00	0	0	1,613.00	851.5	0
Department of Transportation	775.83	584	584	0	752	416	0	0
Department of Veterans Affairs	607.19	801	801	482	939.8	747.43	0	0
Environmental Protection Agency	621.91	556	556	0	0	556	0	0
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	531	0	0	0	0	0	0	0
Export-Import Bank of the US	0	0	0	0	0	0	0	0
Farm Credit Administration	0	0	0	0	0	0	0	0
Federal Communications Commission	835	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	595.4	0	0	0	0	0	0	0
Federal Election Commission	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	0	0	0	0	0	0	0	0
Federal Housing Finance Board	790	0	0	0	0	0	0	0
Federal Labor Relations Authority	450	0	0	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0
Federal Trade Commission	0	0	0	0	0	0	0	0
General Services Administration	685.05	0	0	0	0	0	0	0
Government Printing Office	410.8	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	358	0	0	0	0	0	0	0
International Boundary and Water Commission	324	0	0	0	0	0	0	0
International Trade Commission	0	0	0	0	0	0	0	0

**Table B-18 FY 2007 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions**

<b>Agency or Department</b>	<b>APD All Final Orders (FOs) of AJ Decisions</b>	<b>APD All FOs Not Fully Implementing (NFI) AJ Decisions</b>	<b>APD FOs NFI AJ Decisions Finding Discrimination</b>	<b>APD Agency Appeal of Finding in AJ Decisions</b>	<b>APD Agency Appeal of Remedy in AJ Decisions</b>	<b>APD Agency Appeal of Remedy and Finding in AJ Decisions</b>	<b>APD FOs NFI AJ Decisions Finding No Discrimination</b>	<b>APD FOs NFI AJ Dismissals</b>
John F. Kennedy Center for the Performing Arts	543	0	0	0	0	0	0	0
Merit Systems Protection Board	0	0	0	0	0	0	0	0
Millennium Challenge Corporation	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	516	0	0	0	0	0	0	0
National Archives and Records Administration	564	0	0	0	0	0	0	0
National Credit Union Administration	0	0	0	0	0	0	0	0
National Endowment for the Arts	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0
National Gallery of Art	890	0	0	0	0	0	0	0
National Labor Relations Board	833	0	0	0	0	0	0	0
National Science Foundation	395	0	0	0	0	0	0	0
National Transportation Safety Board	1,094.67	0	0	0	0	0	0	0
Nuclear Regulatory Commission	0	0	0	0	0	0	0	0
Office of Personnel Management	526.5	0	0	0	0	0	0	0
Office of Special Counsel	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0
Peace Corps	511	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	347	0	0	0	0	0	0	0
Railroad Retirement Board	0	0	0	0	0	0	0	0
Securities and Exchange Commission	646	0	0	0	0	0	0	0
Selective Service System	0	0	0	0	0	0	0	0
Small Business Administration	689.55	0	0	0	0	0	0	0
Smithsonian Institution	7	0	0	0	0	0	0	0
Social Security Administration	665.36	859.67	859.67	0	917	831	0	0
Tennessee Valley Authority	660.44	0	0	0	0	0	0	0
U.S. Postal Service	489.51	775	814	0	898	803.04	521.5	0
U.S. Tax Court	0	0	0	0	0	0	0	0
Cabinet Level Subtotal	579.51	797.9	827.88	482	968.46	795.67	634.25	308
Midsize Agencies Subtotal	640.44	783.75	783.75	0	917	739.33	0	0
Small Agencies Subtotal	571.82	0	0	0	0	0	0	0
Grand Total	582.7	797.12	825.13	482	964.79	792.22	634.25	308

NR = No Report Filed

**Table B-19 FY 2007 Total Complaint Closures Accepted/Participated in ADR**

<b>Agency or Department</b>	<b>Number Complaint Closures</b>	<b>Number Complaint Closures Offered ADR</b>	<b>% Complaints Closures Offered ADR (Offer Rate)</b>	<b>Number Offers Rejected by Complainant</b>	<b>Number Offers Rejected by Agency (Includes Management Officials)</b>	<b>Total Complaint Closures Accepted / Participated in ADR Program</b>	<b>% Complaint Closures Accepted into ADR Program (Participation Rate)</b>
Agency for International Development	13	0	0.00%	0	0	0	0.00%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	27	27	100.00%	26	0	1	3.70%
Central Intelligence Agency	16	16	100.00%	15	0	1	6.25%
Commodity Futures Trading Commission	1	0	0.00%	0	0	0	0.00%
Consumer Product Safety Commission	6	0	0.00%	0	0	0	0.00%
Corporation for National and Community Service	4	0	0.00%	0	0	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	2	0	0.00%	0	0	0	0.00%
Defense Army and Air Force Exchange	119	89	74.79%	22	27	40	33.61%
Defense Commissary Agency	91	13	14.29%	1	0	12	13.19%
Defense Contract Audit Agency	21	5	23.81%	0	0	5	23.81%
Defense Contract Management Agency	37	2	5.41%	0	0	2	5.41%
Defense Finance and Accounting Service	65	9	13.85%	2	0	7	10.77%
Defense Human Resources Activity	2	1	50.00%	0	0	1	50.00%
Defense Information Systems Agency	12	1	8.33%	0	0	1	8.33%
Defense Intelligence Agency	30	13	43.33%	13	0	0	0.00%
Defense Logistics Agency	89	29	32.58%	0	0	29	32.58%
Defense National Geospatial-Intelligence Agency	20	0	0.00%	0	0	0	0.00%
Defense National Guard Bureau	22	19	86.36%	8	1	10	45.45%
Defense National Security Agency	29	18	62.07%	18	0	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0	0	0.00%
Defense Office of the Inspector General	4	0	0.00%	0	0	0	0.00%
Defense Security Service	5	0	0.00%	0	0	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0	0	0.00%
Defense Threat Reduction Agency	5	0	0.00%	0	0	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	28	0	0.00%	0	0	0	0.00%
Department of Agriculture	573	131	22.86%	79	2	50	8.73%
Department of Commerce	204	149	73.04%	131	0	18	8.82%
Department of Defense Education Activity	37	2	5.41%	0	0	2	5.41%
Department of Education	41	0	0.00%	0	0	0	0.00%

**Table B-19 FY 2007 Total Complaint Closures Accepted/Participated in ADR**

<b>Agency or Department</b>	<b>Number Complaint Closures</b>	<b>Number Complaint Closures Offered ADR</b>	<b>% Complaints Closures Offered ADR (Offer Rate)</b>	<b>Number Offers Rejected by Complainant</b>	<b>Number Offers Rejected by Agency (Includes Management Officials)</b>	<b>Total Complaint Closures Accepted / Participated in ADR Program</b>	<b>% Complaint Closures Accepted into ADR Program (Participation Rate)</b>
Department of Energy	83	41	49.40%	30	1	10	12.05%
Department of Health and Human Services	274	55	20.07%	33	0	22	8.03%
Department of Homeland Security	997	275	27.58%	188	20	67	6.72%
Department of Housing and Urban Development	92	4	4.35%	0	0	4	4.35%
Department of Justice	490	374	76.33%	357	2	15	3.06%
Department of Labor	176	166	94.32%	112	13	41	23.30%
Department of State	73	6	8.22%	0	0	6	8.22%
Department of the Air Force	493	261	52.94%	93	24	144	29.21%
Department of the Army	1,268	357	28.15%	126	0	231	18.22%
Department of the Interior	240	44	18.33%	19	0	25	10.42%
Department of the Navy	625	40	6.40%	7	4	29	4.64%
Department of the Treasury	603	184	30.51%	96	29	59	9.78%
Department of Transportation	392	26	6.63%	2	8	16	4.08%
Department of Veterans Affairs	1,875	139	7.41%	53	0	86	4.59%
Environmental Protection Agency	76	3	3.95%	2	0	1	1.32%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	17	17	100.00%	9	0	8	47.06%
Export-Import Bank of the US	0	0	0.00%	0	0	0	0.00%
Farm Credit Administration	1	0	0.00%	0	0	0	0.00%
Federal Communications Commission	3	0	0.00%	0	0	0	0.00%
Federal Deposit Insurance Corporation	43	17	39.53%	12	0	5	11.63%
Federal Election Commission	6	0	0.00%	0	0	0	0.00%
Federal Energy Regulatory Commission	1	0	0.00%	0	0	0	0.00%
Federal Housing Finance Board	1	0	0.00%	0	0	0	0.00%
Federal Labor Relations Authority	1	1	100.00%	0	0	1	100.00%
Federal Maritime Commission	0	0	0.00%	0	0	0	0.00%
Federal Mediation and Conciliation Service	5	0	0.00%	0	0	0	0.00%
Federal Reserve System--Board of Governors	0	0	0.00%	0	0	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0	0	0.00%

**Table B-19 FY 2007 Total Complaint Closures Accepted/Participated in ADR**

<b>Agency or Department</b>	<b>Number Complaint Closures</b>	<b>Number Complaint Closures Offered ADR</b>	<b>% Complaints Closures Offered ADR (Offer Rate)</b>	<b>Number Offers Rejected by Complainant</b>	<b>Number Offers Rejected by Agency (Includes Management Officials)</b>	<b>Total Complaint Closures Accepted / Participated in ADR Program</b>	<b>% Complaint Closures Accepted into ADR Program (Participation Rate)</b>
Federal Trade Commission	1	1	100.00%	1	0	0	0.00%
General Services Administration	96	40	41.67%	28	5	7	7.29%
Government Printing Office	35	0	0.00%	0	0	0	0.00%
Holocaust Memorial Museum U.S.	1	0	0.00%	0	0	0	0.00%
International Boundary and Water Commission	5	1	20.00%	0	0	1	20.00%
International Trade Commission	6	2	33.33%	1	0	1	16.67%
John F. Kennedy Center for the Performing Arts	2	0	0.00%	0	0	0	0.00%
Merit Systems Protection Board	1	0	0.00%	0	0	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0	0	0.00%
National Aeronautics and Space Administration	46	20	43.48%	2	2	16	34.78%
National Archives and Records Administration	15	1	6.67%	0	0	1	6.67%
National Credit Union Administration	5	0	0.00%	0	0	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0	0	0.00%
National Gallery of Art	5	0	0.00%	0	0	0	0.00%
National Labor Relations Board	21	4	19.05%	4	0	0	0.00%
National Science Foundation	5	0	0.00%	0	0	0	0.00%
National Transportation Safety Board	3	2	66.67%	2	0	0	0.00%
Nuclear Regulatory Commission	10	10	100.00%	10	0	0	0.00%
Office of Personnel Management	40	0	0.00%	0	0	0	0.00%
Office of Special Counsel	2	0	0.00%	0	0	0	0.00%
Office of the Director of National Intelligence	1	0	0.00%	0	0	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0	0	0.00%
Peace Corps	1	0	0.00%	0	0	0	0.00%
Pension Benefit Guaranty Corporation	6	0	0.00%	0	0	0	0.00%
Railroad Retirement Board	1	0	0.00%	0	0	0	0.00%
Securities and Exchange Commission	20	0	0.00%	0	0	0	0.00%
Selective Service System	5	0	0.00%	0	0	0	0.00%
Small Business Administration	50	1	2.00%	0	0	1	2.00%
Smithsonian Institution	16	14	87.50%	8	3	3	18.75%
Social Security Administration	463	338	73.00%	260	53	25	5.40%
Tennessee Valley Authority	56	4	7.14%	0	0	4	7.14%

**Table B-19 FY 2007 Total Complaint Closures Accepted/Participated in ADR**

<b>Agency or Department</b>	<b>Number Complaint Closures</b>	<b>Number Complaint Closures Offered ADR</b>	<b>% Complaints Closures Offered ADR (Offer Rate)</b>	<b>Number Offers Rejected by Complainant</b>	<b>Number Offers Rejected by Agency (Includes Management Officials)</b>	<b>Total Complaint Closures Accepted / Participated in ADR Program</b>	<b>% Complaint Closures Accepted into ADR Program (Participation Rate)</b>
U.S. Postal Service	5,548	16	0.29%	1	0	15	0.27%
U.S. Tax Court	1	0	0.00%	0	0	0	0.00%
Cabinet Level Subtotal	14,663	2,469	16.84%	1,391	131	947	6.46%
Midsized Agencies Subtotal	846	437	51.65%	312	63	62	7.33%
Small Agencies Subtotal	296	82	27.70%	68	0	14	4.73%
Grand Total	15,805	2,988	18.91%	1,771	194	1,023	6.47%

NR = No Report Filed



**Table B-20 FY 2007 ADR Complaint Resolutions (Formal Phase)**

<b>Agency Name</b>	<b>Number ADR Closures</b>	<b>Number ADR Settlements</b>	<b>% ADR Settlements</b>	<b>Number ADR Withdrawals</b>	<b>% ADR Withdrawals</b>	<b>Total Number ADR Resolutions</b>	<b>% ADR Resolutions (Resolution Rate)</b>
Agency for International Development	0	0	0.00%	0	0.00%	0	0.00%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	1	0	0.00%	0	0.00%	0	0.00%
Central Intelligence Agency	1	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	0	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	40	26	65.00%	4	10.00%	30	75.00%
Defense Commissary Agency	12	4	33.33%	1	8.33%	5	41.67%
Defense Contract Audit Agency	5	5	100.00%	0	0.00%	5	100.00%
Defense Contract Management Agency	2	1	50.00%	0	0.00%	1	50.00%
Defense Finance and Accounting Service	7	5	71.43%	0	0.00%	5	71.43%
Defense Human Resources Activity	1	1	100.00%	0	0.00%	1	100.00%
Defense Information Systems Agency	1	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	29	21	72.41%	0	0.00%	21	72.41%
Defense National Geospatial-Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	10	3	30.00%	0	0.00%	3	30.00%
Defense National Security Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	0	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	50	19	38.00%	0	0.00%	19	38.00%
Department of Commerce	18	13	72.22%	1	5.56%	14	77.78%
Department of Defense Education Activity	2	1	50.00%	0	0.00%	1	50.00%
Department of Education	0	0	0.00%	0	0.00%	0	0.00%
Department of Energy	10	5	50.00%	2	20.00%	7	70.00%
Department of Health and Human Services	22	4	18.18%	0	0.00%	4	18.18%

**Table B-20 FY 2007 ADR Complaint Resolutions (Formal Phase)**

<b>Agency Name</b>	<b>Number ADR Closures</b>	<b>Number ADR Settlements</b>	<b>% ADR Settlements</b>	<b>Number ADR Withdrawals</b>	<b>% ADR Withdrawals</b>	<b>Total Number ADR Resolutions</b>	<b>% ADR Resolutions (Resolution Rate)</b>
Department of Homeland Security	67	28	41.79%	9	13.43%	37	55.22%
Department of Housing and Urban Development	4	4	100.00%	0	0.00%	4	100.00%
Department of Justice	15	10	66.67%	0	0.00%	10	66.67%
Department of Labor	41	38	92.68%	0	0.00%	38	92.68%
Department of State	6	1	16.67%	0	0.00%	1	16.67%
Department of the Air Force	144	112	77.78%	8	5.56%	120	83.33%
Department of the Army	231	115	49.78%	20	8.66%	135	58.44%
Department of the Interior	25	18	72.00%	1	4.00%	19	76.00%
Department of the Navy	29	18	62.07%	0	0.00%	18	62.07%
Department of the Treasury	59	26	44.07%	0	0.00%	26	44.07%
Department of Transportation	16	5	31.25%	0	0.00%	5	31.25%
Department of Veterans Affairs	86	56	65.12%	9	10.47%	65	75.58%
Environmental Protection Agency	1	0	0.00%	0	0.00%	0	0.00%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	8	6	75.00%	1	12.50%	7	87.50%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	5	3	60.00%	0	0.00%	3	60.00%
Federal Election Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	1	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	0	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	7	2	28.57%	0	0.00%	2	28.57%
Government Printing Office	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0.00%	0	0.00%	0	0.00%

**Table B-20 FY 2007 ADR Complaint Resolutions (Formal Phase)**

<b>Agency Name</b>	<b>Number ADR Closures</b>	<b>Number ADR Settlements</b>	<b>% ADR Settlements</b>	<b>Number ADR Withdrawals</b>	<b>% ADR Withdrawals</b>	<b>Total Number ADR Resolutions</b>	<b>% ADR Resolutions (Resolution Rate)</b>
International Boundary and Water Commission	1	1	100.00%	0	0.00%	1	100.00%
International Trade Commission	1	1	100.00%	0	0.00%	1	100.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	0	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	16	11	68.75%	0	0.00%	11	68.75%
National Archives and Records Administration	1	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	0	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	0	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	0	0	0.00%	0	0.00%	0	0.00%
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	0	0	0.00%	0	0.00%	0	0.00%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	1	1	100.00%	0	0.00%	1	100.00%
Smithsonian Institution	3	2	66.67%	1	33.33%	3	100.00%
Social Security Administration	25	9	36.00%	0	0.00%	9	36.00%
Tennessee Valley Authority	4	2	50.00%	0	0.00%	2	50.00%
U.S. Postal Service	15	1	6.67%	0	0.00%	1	6.67%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%

**Table B-20 FY 2007 ADR Complaint Resolutions (Formal Phase)**

<b>Agency Name</b>	<b>Number ADR Closures</b>	<b>Number ADR Settlements</b>	<b>% ADR Settlements</b>	<b>Number ADR Withdrawals</b>	<b>% ADR Withdrawals</b>	<b>Total Number ADR Resolutions</b>	<b>% ADR Resolutions (Resolution Rate)</b>
Cabinet Level Subtotal	947	540	57.02%	55	5.81%	595	62.83%
Midsized Agencies Subtotal	62	30	48.39%	1	1.61%	31	50.00%
Small Agencies Subtotal	14	8	57.14%	1	7.14%	9	64.29%
Grand Total	1,023	578	56.50%	57	5.57%	635	62.07%

NR = No Report Filed

**Table B-21 FY 2007 Complaint Closures with Benefits**

Agency or Department	Number Complaint Closures with Benefits	Number Complaints Closed w/ Monetary Benefits	Total Amount Back Pay / Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Agency for International Development	2	1	\$0.00	\$10,000.00	\$0.00	\$30,000.00	\$40,000.00	\$20,000.00	1	50.00%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	3	2	\$0.00	\$25,000.00	\$0.00	\$0.00	\$25,000.00	\$8,333.33	1	33.33%
Central Intelligence Agency	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Commodity Futures Trading Commission	1	0	\$0.00	\$0.00	\$0.00	\$11,600.00	\$11,600.00	\$11,600.00	0	0.00%
Consumer Product Safety Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Corporation for National and Community Service	1	0	\$0.00	\$10,000.00	\$0.00	\$0.00	\$10,000.00	\$10,000.00	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	1	1	\$0.00	\$0.00	\$50,000.00	\$30,000.00	\$80,000.00	\$80,000.00	0	0.00%
Defense Army and Air Force Exchange	48	28	\$1,150.05	\$218,765.70	\$0.00	\$4,500.00	\$224,415.75	\$4,675.33	18	37.50%
Defense Commissary Agency	25	12	\$8,400.00	\$48,900.00	\$4,500.00	\$7,300.00	\$69,100.00	\$2,764.00	12	48.00%
Defense Contract Audit Agency	11	5	\$0.00	\$22,000.00	\$0.00	\$0.00	\$22,000.00	\$2,000.00	6	54.55%
Defense Contract Management Agency	7	4	\$0.00	\$54,141.00	\$62,865.05	\$125,634.95	\$242,641.00	\$34,663.00	3	42.86%
Defense Finance and Accounting Service	11	6	\$2,500.00	\$10,100.00	\$49,525.00	\$54,381.96	\$116,506.96	\$10,591.54	4	36.36%
Defense Human Resources Activity	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1	100.00%
Defense Information Systems Agency	5	5	\$89,000.00	\$70,000.00	\$0.00	\$0.00	\$159,000.00	\$31,800.00	6	120.00%
Defense Intelligence Agency	3	1	\$0.00	\$44,500.00	\$0.00	\$0.00	\$44,500.00	\$14,833.33	3	100.00%
Defense Logistics Agency	35	7	\$7,000.00	\$70,265.44	\$0.00	\$20,500.00	\$97,765.44	\$2,793.30	26	74.29%
Defense National Geospatial-Intelligence Agency	3	2	\$4,440.00	\$12,500.00	\$0.00	\$6,000.00	\$22,940.00	\$7,646.67	2	66.67%
Defense National Guard Bureau	9	2	\$30,950.00	\$2,500.00	\$25,000.00	\$0.00	\$58,450.00	\$6,494.44	7	77.78%
Defense National Security Agency	3	2	\$4,839.64	\$1,084.00	\$10,000.00	\$64,400.00	\$80,323.64	\$26,774.55	3	100.00%
Defense Nuclear Facilities Safety Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Office of the Inspector General	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1	100.00%
Defense Security Service	3	1	\$0.00	\$1,000.00	\$0.00	\$24,500.00	\$25,500.00	\$8,500.00	0	0.00%
Defense Technical Information Center	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Threat Reduction Agency	1	1	\$0.00	\$10,000.00	\$0.00	\$0.00	\$10,000.00	\$10,000.00	0	0.00%
Defense Uniformed Services University	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	5	2	\$0.00	\$43,600.00	\$0.00	\$33,150.00	\$76,750.00	\$15,350.00	3	60.00%
Department of Agriculture	190	99	\$19,590.78	\$1,351,732.46	\$192,755.23	\$1,009,446.20	\$2,573,524.67	\$13,544.87	58	30.53%
Department of Commerce	59	38	\$0.00	\$806,839.00	\$35,000.00	\$42,000.00	\$883,839.00	\$14,980.32	17	28.81%
Department of Defense Education Activity	7	1	\$0.00	\$0.00	\$5,000.00	\$12,700.00	\$17,700.00	\$2,528.57	4	57.14%
Department of Education	8	0	\$0.00	\$0.00	\$0.00	\$61,000.00	\$61,000.00	\$7,625.00	5	62.50%
Department of Energy	29	17	\$66,118.38	\$188,416.64	\$87,800.00	\$196,468.53	\$538,803.55	\$18,579.43	10	34.48%
Department of Health and Human Services	82	39	\$134,291.34	\$642,910.96	\$352,474.33	\$623,807.24	\$1,753,483.87	\$21,383.95	31	37.80%
Department of Homeland Security	196	91	\$474,289.88	\$633,057.76	\$314,583.00	\$794,589.06	\$2,216,519.70	\$11,308.77	117	59.69%
Department of Housing and Urban Development	17	4	\$1,500.00	\$27,631.00	\$15,000.00	\$76,324.00	\$120,455.00	\$7,085.59	7	41.18%
Department of Justice	100	27	\$194,773.04	\$566,905.00	\$204,750.90	\$228,671.22	\$1,195,100.16	\$11,951.00	66	66.00%
Department of Labor	44	28	\$70,433.77	\$115,366.64	\$31,060.16	\$215,029.13	\$431,889.70	\$9,815.68	18	40.91%
Department of State	16	12	\$29,782.91	\$229,500.00	\$6,500.00	\$66,593.00	\$332,375.91	\$20,773.49	14	87.50%
Department of the Air Force	188	61	\$2,375.64	\$453,881.14	\$274,398.19	\$191,475.52	\$922,130.49	\$4,904.95	104	55.32%
Department of the Army	529	170	\$575,753.76	\$1,693,679.71	\$527,751.35	\$793,614.09	\$3,590,798.91	\$6,787.90	322	60.87%
Department of the Interior	90	53	\$4,242,164.00	\$802,333.56	\$161,609.74	\$226,908.75	\$5,433,016.05	\$60,366.85	23	25.56%
Department of the Navy	183	63	\$235,547.22	\$1,164,987.33	\$54,739.00	\$417,202.70	\$1,872,476.25	\$10,232.11	100	54.64%
Department of the Treasury	153	54	\$31,430.00	\$150,640.00	\$751,940.00	\$428,296.81	\$1,362,306.81	\$8,903.97	84	54.90%
Department of Transportation	91	41	\$4,001.00	\$583,596.31	\$125,742.50	\$404,146.48	\$1,117,486.29	\$12,280.07	33	36.26%
Department of Veterans Affairs	407	160	\$63,445.62	\$2,501,138.87	\$232,791.00	\$705,990.51	\$3,503,366.00	\$8,607.78	164	40.29%
Environmental Protection Agency	11	6	\$1,802.00	\$74,890.00	\$0.00	\$5,368.00	\$82,060.00	\$7,460.00	7	63.64%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR

**Table B-21 FY 2007 Complaint Closures with Benefits**

<b>Agency or Department</b>	<b>Number Complaint Closures with Benefits</b>	<b>Number Complaints Closed w/ Monetary Benefits</b>	<b>Total Amount Back Pay / Front Pay</b>	<b>Total Amount Lump Sum Payments</b>	<b>Total Amount Compensatory Damages</b>	<b>Total Amount Attorney's Fees and Costs</b>	<b>Total Amount All Monetary Benefits</b>	<b>Average Monetary Benefits Per Complaint Closures With Benefits</b>	<b>Number Complaint Closures with Non-Monetary Benefits</b>	<b>% Complaint Closures with Non-Monetary Benefits</b>
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	7	0	\$0.00	\$2,000.00	\$0.00	\$0.00	\$2,000.00	\$285.71	7	100.00%
Export-Import Bank of the US	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Farm Credit Administration	1	1	\$871.20	\$0.00	\$0.00	\$0.00	\$871.20	\$871.20	0	0.00%
Federal Communications Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Deposit Insurance Corporation	9	6	\$163,061.87	\$15,440.67	\$0.00	\$84,158.00	\$262,660.54	\$29,184.50	6	66.67%
Federal Election Commission	2	0	\$0.00	\$0.00	\$0.00	\$45,000.00	\$45,000.00	\$22,500.00	0	0.00%
Federal Energy Regulatory Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Housing Finance Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Labor Relations Authority	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Maritime Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Mediation and Conciliation Service	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Reserve System--Board of Governors	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Retirement Thrift Investment Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Trade Commission	1	1	\$0.00	\$1,500.00	\$0.00	\$0.00	\$1,500.00	\$1,500.00	0	0.00%
General Services Administration	32	17	\$0.00	\$78,361.91	\$79,000.00	\$106,572.95	\$263,934.86	\$8,247.96	11	34.38%
Government Printing Office	8	5	\$7,218.75	\$58,500.00	\$0.00	\$5,000.00	\$70,718.75	\$8,839.84	1	12.50%
Holocaust Memorial Museum U.S.	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
International Boundary and Water Commission	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1	100.00%
International Trade Commission	1	1	\$13,188.00	\$0.00	\$0.00	\$0.00	\$13,188.00	\$13,188.00	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Merit Systems Protection Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Millennium Challenge Corporation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Aeronautics and Space Administration	20	10	\$4,464.00	\$31,000.00	\$18,000.00	\$14,750.00	\$68,214.00	\$3,410.70	14	70.00%
National Archives and Records Administration	3	1	\$0.00	\$4,000.00	\$0.00	\$9,000.00	\$13,000.00	\$4,333.33	1	33.33%
National Credit Union Administration	2	1	\$500.00	\$0.00	\$0.00	\$5,548.50	\$6,048.50	\$3,024.25	0	0.00%
National Endowment for the Arts	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Endowment for the Humanities	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Gallery of Art	2	2	\$2,910.00	\$1,000.00	\$0.00	\$2,000.00	\$5,910.00	\$2,955.00	0	0.00%
National Labor Relations Board	3	2	\$0.00	\$1,577.59	\$0.00	\$0.00	\$1,577.59	\$525.86	1	33.33%
National Science Foundation	2	1	\$0.00	\$25,000.00	\$0.00	\$36,403.89	\$61,403.89	\$30,701.95	1	50.00%
National Transportation Safety Board	1	0	\$0.00	\$10,000.00	\$69,269.00	\$0.00	\$79,269.00	\$79,269.00	0	0.00%
Nuclear Regulatory Commission	1	0	\$0.00	\$0.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00	0	0.00%
Office of Personnel Management	6	4	\$7,083.00	\$9,372.00	\$77,000.00	\$69,410.00	\$162,865.00	\$27,144.17	2	33.33%
Office of Special Counsel	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Office of the Director of National Intelligence	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Overseas Private Investment Corporation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Peace Corps	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Pension Benefit Guaranty Corporation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Railroad Retirement Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Securities and Exchange Commission	9	3	\$0.00	\$112,500.00	\$0.00	\$12,000.00	\$124,500.00	\$13,833.33	5	55.56%
Selective Service System	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1	100.00%
Small Business Administration	10	5	\$0.00	\$301,000.00	\$0.00	\$29,350.00	\$330,350.00	\$33,035.00	4	40.00%
Smithsonian Institution	2	1	\$0.00	\$15,000.00	\$0.00	\$10,000.00	\$25,000.00	\$12,500.00	1	50.00%
Social Security Administration	74	26	\$61,567.11	\$176,645.00	\$120,095.45	\$260,159.76	\$618,467.32	\$8,357.67	44	59.46%
Tennessee Valley Authority	11	5	\$6,458.00	\$221,000.00	\$8,542.00	\$16,000.00	\$252,000.00	\$22,909.09	9	81.82%
U.S. Postal Service	626	383	\$529,117.41	\$1,208,974.17	\$1,527,260.76	\$1,285,197.03	\$4,550,549.37	\$7,269.25	198	31.63%
U.S. Tax Court	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%

**Table B-21 FY 2007 Complaint Closures with Benefits**

<b>Agency or Department</b>	<b>Number Complaint Closures with Benefits</b>	<b>Number Complaints Closed w/ Monetary Benefits</b>	<b>Total Amount Back Pay / Front Pay</b>	<b>Total Amount Lump Sum Payments</b>	<b>Total Amount Compensatory Damages</b>	<b>Total Amount Attorney's Fees and Costs</b>	<b>Total Amount All Monetary Benefits</b>	<b>Average Monetary Benefits Per Complaint Closures With Benefits</b>	<b>Number Complaint Closures with Non-Monetary Benefits</b>	<b>% Complaint Closures with Non-Monetary Benefits</b>
Cabinet Level Subtotal	3,186	1,419	\$6,822,894.44	\$13,730,946.69	\$5,053,046.21	\$8,119,827.18	\$33,726,714.52	\$10,585.91	1,470	46.14%
Midsize Agencies Subtotal	169	76	\$237,352.98	\$913,337.58	\$225,637.45	\$526,358.71	\$1,902,686.72	\$11,258.50	96	56.80%
Small Agencies Subtotal	59	26	\$31,770.95	\$270,449.59	\$196,269.00	\$260,962.39	\$759,451.93	\$12,872.07	22	37.29%
Grand Total	3,414	1,521	\$7,092,018.37	\$14,914,733.86	\$5,474,952.66	\$8,907,148.28	\$36,388,853.17	\$10,658.72	1,588	46.51%

NR = No Report Filed

**Table B-22 FY 2007 Complaint Closures By Statute**

<b>Agency or Department</b>	<b>Total Complaint Closures</b>	<b>Title VII</b>	<b>ADEA</b>	<b>Rehabilitation Act</b>	<b>EPA</b>	<b>Total by Statute</b>
Agency for International Development	13	12	3	1	0	16
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	27	27	6	1	1	35
Central Intelligence Agency	16	14	2	2	0	18
Commodity Futures Trading Commission	1	1	0	0	0	1
Consumer Product Safety Commission	6	6	2	5	1	14
Corporation for National and Community Service	4	4	0	0	0	4
Court Services and Offender Supervision Agency for the District of Columbia	2	1	1	1	0	3
Defense Army and Air Force Exchange	119	92	21	20	3	136
Defense Commissary Agency	91	91	20	31	0	142
Defense Contract Audit Agency	21	20	7	7	0	34
Defense Contract Management Agency	37	33	18	13	1	65
Defense Finance and Accounting Service	65	57	28	16	0	101
Defense Human Resources Activity	2	2	0	1	0	3
Defense Information Systems Agency	12	11	3	2	0	16
Defense Intelligence Agency	30	30	6	7	0	43
Defense Logistics Agency	89	73	29	29	0	131
Defense National Geospatial-Intelligence Agency	20	15	8	0	3	26
Defense National Guard Bureau	22	20	4	1	0	25
Defense National Security Agency	29	18	16	7	0	41
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0
Defense Office of the Inspector General	4	4	1	0	0	5
Defense Security Service	5	4	3	0	0	7
Defense Technical Information Center	0	0	0	0	0	0
Defense Threat Reduction Agency	5	4	1	0	0	5
Defense Uniformed Services University	0	0	0	0	0	0
Defense Office of the Secretary/Wash.Hqtrs. Service	28	23	6	4	1	34
Department of Agriculture	573	477	189	93	9	768
Department of Commerce	204	170	87	71	0	328
Department of Defense Education Activity	37	32	14	10	0	56
Department of Education	41	31	11	13	0	55
Department of Energy	83	67	33	13	2	115
Department of Health and Human Services	274	240	80	75	7	402
Department of Homeland Security	997	725	275	269	13	1,282



**Table B-22 FY 2007 Complaint Closures By Statute**

<b>Agency or Department</b>	<b>Total Complaint Closures</b>	<b>Title VII</b>	<b>ADEA</b>	<b>Rehabilitation Act</b>	<b>EPA</b>	<b>Total by Statute</b>
Department of Housing and Urban Development	92	79	30	21	1	131
Department of Justice	490	405	94	82	0	581
Department of Labor	176	146	83	48	8	285
Department of State	73	61	17	18	0	96
Department of the Air Force	493	420	135	121	2	678
Department of the Army	1,268	1,079	324	246	8	1,657
Department of the Interior	240	209	87	51	2	349
Department of the Navy	625	529	169	130	3	831
Department of the Treasury	603	483	180	171	2	836
Department of Transportation	392	331	123	70	6	530
Department of Veterans Affairs	1,875	1,423	385	406	11	2,225
Environmental Protection Agency	76	67	30	26	1	124
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	17	14	4	6	0	24
Export-Import Bank of the US	0	0	0	0	0	0
Farm Credit Administration	1	1	0	0	0	1
Federal Communications Commission	3	3	0	0	0	3
Federal Deposit Insurance Corporation	43	41	25	12	0	78
Federal Election Commission	6	4	2	0	1	7
Federal Energy Regulatory Commission	1	1	0	0	0	1
Federal Housing Finance Board	1	1	0	0	0	1
Federal Labor Relations Authority	1	1	0	0	1	2
Federal Maritime Commission	0	0	0	0	0	0
Federal Mediation and Conciliation Service	5	0	5	0	0	5
Federal Reserve System--Board of Governors	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	0	0	0	0	0	0
Federal Trade Commission	1	1	1	0	0	2
General Services Administration	96	87	33	20	1	141
Government Printing Office	35	28	14	1	1	44
Holocaust Memorial Museum U.S.	1	1	0	0	0	1
International Boundary and Water Commission	5	4	2	0	0	6
International Trade Commission	6	6	0	0	0	6

**Table B-22 FY 2007 Complaint Closures By Statute**

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
John F. Kennedy Center for the Performing Arts	2	2	0	0	0	2
Merit Systems Protection Board	1	1	1	1	0	3
Millennium Challenge Corporation	0	0	0	0	0	0
National Aeronautics and Space Administration	46	46	11	13	1	71
National Archives and Records Administration	15	13	3	4	0	20
National Credit Union Administration	5	4	3	0	0	7
National Endowment for the Arts	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0
National Gallery of Art	5	2	3	1	0	6
National Labor Relations Board	21	20	3	2	0	25
National Science Foundation	5	5	0	2	0	7
National Transportation Safety Board	3	3	1	0	0	4
Nuclear Regulatory Commission	10	8	3	3	0	14
Office of Personnel Management	40	37	21	15	1	74
Office of Special Counsel	2	2	0	2	0	4
Office of the Director of National Intelligence	1	1	0	0	0	1
Overseas Private Investment Corporation	0	0	0	0	0	0
Peace Corps	1	1	1	1	0	3
Pension Benefit Guaranty Corporation	6	5	2	0	1	8
Railroad Retirement Board	1	0	0	1	0	1
Securities and Exchange Commission	20	17	7	5	2	31
Selective Service System	5	4	1	0	0	5
Small Business Administration	50	33	13	6	0	52
Smithsonian Institution	16	13	4	4	1	22
Social Security Administration	463	378	163	123	0	664
Tennessee Valley Authority	56	38	24	23	0	85
U.S. Postal Service	5,548	4,605	1,675	2,106	3	8,389
U.S. Tax Court	1	1	0	0	0	1
Cabinet Level Subtotal	14,663	12,009	4,162	4,152	85	20,408
Midsized Agencies Subtotal	846	703	303	227	4	1,237
Small Agencies Subtotal	296	256	91	54	9	410
Grand Total	15,805	12,968	4,556	4,433	98	22,055

NR = No Report Filed

**Table B-23 FY 2007 Summary of Pending Complaints By Category**

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Agency for International Development	19	7,604	400.21	0	0	0	8	1,397	174.63	5	2,741	548.2	6	3,466	577.67
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	14	2,606	186.14	0	0	0	4	385	96.25	9	2,103	233.67	1	118	118
Central Intelligence Agency	19	3,303	173.84	0	0	0	12	1,778	148.17	6	1,515	252.5	1	10	10
Commodity Futures Trading Commission	3	392	130.67	0	0	0	2	142	71	1	250	250	0	0	0
Consumer Product Safety Commission	3	411	137	0	0	0	2	110	55	1	301	301	0	0	0
Corporation for National and Community Service	4	1,427	356.75	0	0	0	0	0	0	1	462	462	3	965	321.67
Court Services and Offender Supervision Agency for the District of Columbia	19	7,472	393.26	13	2,212	170.15	3	1,611	537	2	2,357	1,178.50	1	1,292	1,292.00
Defense Army and Air Force Exchange	96	25,041	260.84	6	29	4.83	47	5,084	108.17	25	15,231	609.24	18	4,697	260.94
Defense Commissary Agency	81	16,852	208.05	20	1,585	79.25	19	950	50	37	12,741	344.35	5	1,576	315.2
Defense Contract Audit Agency	19	10,476	551.37	1	18	18	7	592	84.57	9	9,382	1,042.44	2	484	242
Defense Contract Management Agency	44	19,318	439.05	0	0	0	24	4,901	204.21	13	7,576	582.77	7	6,841	977.29
Defense Finance and Accounting Service	57	17,572	308.28	2	12	6	25	1,985	79.4	20	13,770	688.5	10	1,805	180.5
Defense Human Resources Activity	4	1,246	311.5	0	0	0	1	86	86	2	878	439	1	282	282
Defense Information Systems Agency	11	2,163	196.64	0	0	0	6	588	98	1	450	450	4	1,125	281.25
Defense Intelligence Agency	39	16,401	420.54	0	0	0	18	3,765	209.17	12	6,744	562	9	5,892	654.67
Defense Logistics Agency	130	58,217	447.82	1	3	3	40	6,061	151.53	56	31,687	565.84	33	20,466	620.18
Defense National Geospatial-Intelligence Agency	12	2,660	221.67	0	0	0	1	408	408	9	2,184	242.67	2	68	34
Defense National Guard Bureau	66	29,220	442.73	9	911	101.22	16	2,375	148.44	15	12,365	824.33	26	13,569	521.88
Defense National Security Agency	32	11,990	374.69	0	0	0	15	1,648	109.87	13	9,019	693.77	4	1,323	330.75
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	4	800	200	0	0	0	2	103	51.5	2	697	348.5	0	0	0
Defense Security Service	4	1,067	266.75	0	0	0	1	124	124	0	0	0	3	943	314.33
Defense Technical Information Center	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	7	740	105.71	2	25	12.5	3	150	50	2	565	282.5	0	0	0
Defense Uniformed Services University	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash.Hqtrs. Service	47	17,186	365.66	0	0	0	20	3,716	185.8	16	8,528	533	11	4,942	449.27
Department of Agriculture	1,234	928,349	752.31	113	17,408	154.05	242	67,472	278.81	401	345,935	862.68	478	497,534	1,040.87
Department of Commerce	230	93,798	407.82	4	20	5	82	9,303	113.45	116	77,103	664.68	28	7,372	263.29
Department of Defense Education Activity	47	13,104	278.81	0	0	0	24	2,455	102.29	17	8,359	491.71	6	2,290	381.67
Department of Education	75	18,150	242	0	0	0	39	8,454	216.77	29	8,765	302.24	7	931	133
Department of Energy	76	21,907	288.25	5	138	27.6	38	8,302	218.47	24	9,985	416.04	9	3,482	386.89
Department of Health and Human Services	324	97,290	300.28	40	2,901	72.53	126	19,073	151.37	105	50,943	485.17	53	24,373	459.87
Department of Homeland Security	2,050	1,267,369	618.23	4	161	40.25	585	63,918	109.26	676	527,461	780.27	785	675,829	860.93
Department of Housing and Urban Development	104	46,220	444.42	1	5	5	41	3,462	84.44	58	42,065	725.26	4	688	172
Department of Justice	941	286,345	304.3	21	619	29.48	569	106,705	187.53	242	138,041	570.42	109	40,980	375.96
Department of Labor	191	108,885	570.08	3	35	11.67	57	7,482	131.26	96	86,373	899.72	35	14,995	428.43
Department of State	120	36,368	303.07	0	0	0	81	16,293	201.15	25	13,423	536.92	14	6,652	475.14
Department of the Air Force	545	235,924	432.89	4	101	25.25	203	34,514	170.02	128	77,954	609.02	210	123,355	587.4
Department of the Army	877	253,836	289.44	8	37	4.63	442	47,402	107.24	290	150,573	519.22	137	55,824	407.47
Department of the Interior	545	301,292	552.83	37	10,699	289.16	196	55,514	283.23	202	169,718	840.19	110	65,361	594.19
Department of the Navy	623	178,797	286.99	7	42	6	326	40,146	123.15	188	98,824	525.66	102	39,785	390.05
Department of the Treasury	719	392,305	545.63	12	4,748	395.67	274	33,729	123.1	358	317,841	887.82	75	35,987	479.83
Department of Transportation	731	384,290	525.7	15	2,182	145.47	301	44,852	149.01	319	296,868	930.62	96	40,388	420.71
Department of Veterans Affairs	1,943	686,613	353.38	35	653	18.66	699	64,545	92.34	1,023	535,382	523.35	186	86,033	462.54

**Table B-23 FY 2007 Summary of Pending Complaints By Category**

	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
Environmental Protection Agency	71	20,550	289.44	2	19	9.5	33	4,606	139.58	20	9,514	475.7	16	6,411	400.69
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	27	6,183	229	0	0	0	11	744	67.64	6	1,698	283	10	3,741	374.1
Export-Import Bank of the US	4	3,040	760	0	0	0	0	0	0	4	3,040	760	0	0	0
Farm Credit Administration	2	173	86.5	0	0	0	2	173	86.5	0	0	0	0	0	0
Federal Communications Commission	3	736	245.33	0	0	0	2	153	76.5	1	583	583	0	0	0
Federal Deposit Insurance Corporation	29	8,114	279.79	2	6	3	12	1,109	92.42	12	5,542	461.83	3	1,457	485.67
Federal Election Commission	5	1,430	286	0	0	0	4	906	226.5	0	0	0	1	524	524
Federal Energy Regulatory Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Housing Finance Board	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Federal Labor Relations Authority	2	18	9	1	3	3	1	15	15	0	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	2	60	30	0	0	0	2	60	30	0	0	0	0	0	0
Federal Reserve System--Board of Governors	5	1,971	394.2	0	0	0	0	0	0	4	1,364	341	1	607	607
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	2	408	204	0	0	0	1	16	16	0	0	0	1	392	392
General Services Administration	71	21,258	299.41	6	346	57.67	34	3,640	107.06	27	15,243	564.56	4	2,029	507.25
Government Printing Office	28	8,725	311.61	4	95	23.75	13	1,914	147.23	9	6,419	713.22	2	297	148.5
Holocaust Memorial Museum U.S	1	264	264	0	0	0	0	0	0	1	264	264	0	0	0
International Boundary and Water Commission	1	200	200	0	0	0	0	0	0	1	200	200	0	0	0
International Trade Commission	1	671	671	0	0	0	0	0	0	1	671	671	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	3	523	174.33	0	0	0	1	166	166	1	317	317	1	40	40
Millennium Challenge Corporation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	59	19,301	327.14	1	2	2	37	3,555	96.08	14	12,764	911.71	7	2,980	425.71
National Archives and Records Administration	14	2,316	165.43	0	0	0	6	519	86.5	6	1,257	209.5	2	540	270
National Credit Union Administration	1	51	51	0	0	0	1	51	51	0	0	0	0	0	0
National Endowment for the Arts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	4	1,045	261.25	0	0	0	1	65	65	2	687	343.5	1	293	293
National Labor Relations Board	9	3,683	409.22	1	3	3	2	270	135	5	3,376	675.2	1	34	34
National Science Foundation	3	295	98.33	0	0	0	3	295	98.33	0	0	0	0	0	0
National Transportation Safety Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	10	2,579	257.9	2	32	16	2	166	83	4	1,574	393.5	2	807	403.5
Office of Personnel Management	27	6,566	243.19	0	0	0	7	548	78.29	17	5,712	336	3	306	102
Office of Special Counsel	2	2,228	1,114.00	0	0	0	0	0	0	1	678	678	1	1,550	1,550.00
Office of the Director of National Intelligence	2	325	162.5	0	0	0	2	325	162.5	0	0	0	0	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	2	129	64.5	0	0	0	1	83	83	1	46	46	0	0	0
Pension Benefit Guaranty Corporation	27	12,963	480.11	0	0	0	19	4,029	212.05	3	2,198	732.67	5	6,736	1,347.20
Railroad Retirement Board	4	989	247.25	0	0	0	1	107	107	3	882	294	0	0	0
Securities and Exchange Commission	6	1,181	196.83	1	2	2	3	274	91.33	2	905	452.5	0	0	0
Selective Service System	3	45	15	3	45	15	0	0	0	0	0	0	0	0	0
Small Business Administration	50	19,706	394.12	0	0	0	29	7,094	244.62	10	6,154	615.4	11	6,458	587.09
Smithsonian Institution	16	8,377	523.56	0	0	0	7	355	50.71	7	7,778	1,111.14	2	244	122

**Table B-23 FY 2007 Summary of Pending Complaints By Category**

	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
Social Security Administration	625	358,484	573.57	71	2,614	36.82	233	43,158	185.23	215	233,938	1,088.08	106	78,774	743.15
Tennessee Valley Authority	36	11,418	317.17	2	26	13	12	573	47.75	14	7,791	556.5	8	3,028	378.5
U.S. Postal Service	5,075	1,367,615	269.48	51	1,166	22.86	1,494	86,633	57.99	2,832	1,137,772	401.76	698	142,044	203.5
U.S. Tax Court	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cabinet Level Subtotal	17,103	6,949,406	406.33	401	43,498	108.47	6,064	752,790	124.14	7,361	4,225,202	574	3,277	1,927,916	588.32
Midsized Agencies Subtotal	957	467,208	488.2	84	3,013	35.87	397	64,090	161.44	319	298,724	936.44	157	101,381	645.74
Small Agencies Subtotal	282	82,012	290.82	25	2,392	95.68	116	16,302	140.53	97	41,600	428.87	44	21,718	493.59
Grand Total	18,342	7,498,626	408.82	510	48,903	95.89	6,577	833,182	126.68	7,777	4,565,526	587.05	3,478	2,051,015	589.71

NR = No Report Filed

**Table B-24 FY 2007 Agency Staff Resources**

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigato						
	Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty	
		Number	%	Number	%	Number	%		Number	%	Number	%	Number	%		Number	%	Number	%	Number	%
Agency for International Development	8	0	0.00%	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	0	0.00%	6	100.00%
Central Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	7	7	100.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	8	0	0.00%	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	8	0	0.00%	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	16	0	0.00%	0	0.00%	16	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	277	0	0.00%	0	0.00%	277	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Commissary Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Audit Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Management Agency	8	3	37.50%	5	62.50%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	14	14	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Human Resources Activity	4	0	0.00%	0	0.00%	4	100.00%	86	86	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	12	2	16.67%	0	0.00%	10	83.33%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	54	7	12.96%	0	0.00%	47	87.04%	0	0	0.00%	0	0.00%	0	0.00%	13	3	23.08%	0	0.00%	10	76.92%
Defense National Geospatial-Intelligence Agency	10	1	10.00%	4	40.00%	5	50.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	510	31	6.08%	1	0.20%	478	93.73%	21	3	14.29%	1	4.76%	17	80.95%	98	7	7.14%	1	1.02%	90	91.84%
Defense National Security Agency	3	3	100.00%	0	0.00%	0	0.00%	4	2	50.00%	2	50.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	5	5	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	0	0	0.00%	0	0.00%	0	0.00%	86	86	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	81	74	91.36%	1	1.23%	6	7.41%	0	0	0.00%	0	0.00%	0	0.00%	5	5	100.00%	0	0.00%	0	0.00%
Department of Commerce	59	17	28.81%	0	0.00%	42	71.19%	4	4	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
Department of Defense Education Activity	15	10	66.67%	0	0.00%	5	33.33%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Education	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Energy	82	3	3.66%	0	0.00%	79	96.34%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Health and Human Services	232	35	15.09%	1	0.43%	196	84.48%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Homeland Security	205	37	18.05%	34	16.59%	134	65.37%	10	1	10.00%	9	90.00%	0	0.00%	2	0	0.00%	2	100.00%	0	0.00%
Department of Housing and Urban Development	4	4	100.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Justice	469	16	3.41%	10	2.13%	443	94.46%	45	9	20.00%	2	4.44%	34	75.56%	0	0	0.00%	0	0.00%	0	0.00%
Department of Labor	45	1	2.22%	2	4.44%	42	93.33%	0	0	0.00%	0	0.00%	0	0.00%	6	6	100.00%	0	0.00%	0	0.00%
Department of State	320	0	0.00%	0	0.00%	320	100.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Air Force	303	142	46.86%	6	1.98%	155	51.16%	91	91	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Army	876	0	0.00%	7	0.80%	869	99.20%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Interior	302	18	5.96%	120	39.74%	164	54.30%	2	1	50.00%	1	50.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Navy	156	137	87.82%	4	2.56%	15	9.62%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Treasury	136	45	33.09%	7	5.15%	84	61.76%	47	28	59.57%	0	0.00%	19	40.43%	4	0	0.00%	0	0.00%	4	100.00%
Department of Transportation	169	6	3.55%	1	0.59%	162	95.86%	9	9	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Veterans Affairs	38	38	100.00%	0	0.00%	0	0.00%	46	46	100.00%	0	0.00%	0	0.00%	7	7	100.00%	0	0.00%	0	0.00%
Environmental Protection Agency	56	10	17.86%	0	0.00%	46	82.14%	6	6	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR

**Table B-24 FY 2007 Agency Staff Resources**

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigato						
	Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	2	2	100.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	8	0	0.00%	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	3	2	66.67%	0	0.00%	1	33.33%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Election Commission	2	1	50.00%	0	0.00%	1	50.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	4	0	0.00%	0	0.00%	4	100.00%	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	9	1	11.11%	0	0.00%	8	88.89%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Government Printing Office	4	1	25.00%	0	0.00%	3	75.00%	2	0	0.00%	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	8	0	0.00%	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	8	0	0.00%	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	27	3	11.11%	14	51.85%	10	37.04%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Archives and Records Administration	2	1	50.00%	0	0.00%	1	50.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	9	0	0.00%	0	0.00%	9	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	49	0	0.00%	0	0.00%	49	100.00%	0	0	0.00%	0	0.00%	0	0.00%	5	5	100.00%	0	0.00%	0	0.00%
National Science Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	2	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	22	0	0.00%	1	4.55%	21	95.45%	0	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	2	100.00%	0	0.00%
Office of Personnel Management	13	0	0.00%	0	0.00%	13	100.00%	0	0	0.00%	0	0.00%	0	0.00%	4	4	100.00%	0	0.00%	0	0.00%
Office of Special Counsel	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	3	0	0.00%	0	0.00%	3	100.00%
Office of the Director of National Intelligence	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	11	0	0.00%	0	0.00%	11	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	6	0	0.00%	1	16.67%	5	83.33%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Railroad Retirement Board	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	15	0	0.00%	0	0.00%	15	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Selective Service System	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	16	0	0.00%	0	0.00%	16	100.00%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	153	16	10.46%	0	0.00%	137	89.54%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Tennessee Valley Authority	22	1	4.55%	0	0.00%	21	95.45%	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	153	0	0.00%	0	0.00%	153	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	0	0.00%	2	100.00%

**Table B-24 FY 2007 Agency Staff Resources**

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigato						
	Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%
Cabinet Level Subtotal	4,565	649	14.22%	203	4.45%	3,713	81.34%	454	367	80.84%	15	3.30%	72	15.86%	136	29	21.32%	3	2.21%	104	76.47%
Midsized Agencies Subtotal	281	34	12.10%	14	4.98%	233	82.92%	11	6	54.55%	0	0.00%	5	45.45%	0	0	0.00%	0	0.00%	0	0.00%
Small Agencies Subtotal	271	8	2.95%	2	0.74%	261	96.31%	6	2	33.33%	2	33.33%	2	33.33%	31	18	58.06%	2	6.45%	11	35.48%
Grand Total	5,117	691	13.50%	219	4.28%	4,207	82.22%	471	375	79.62%	17	3.61%	79	16.77%	167	47	28.14%	5	2.99%	115	68.86%

NR = No Report Filed



**Table B-24a FY 2007 Contract Staff Resources**

Agency or Department	Contract Counselors							Contract Investigators							Contract Counselors/Investigato						
	Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty	
		Number	%	Number	%	Number	%		Number	%	Number	%	Number	%		Number	%	Number	%	Number	%
Agency for International Development	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	2	0	0.00%	2	100.00%	0	0.00%	6	0	0.00%	6	100.00%	0	0.00%	8	0	0.00%	8	100.00%	0	0.00%
Central Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	0	0	0.00%	0	0.00%	0	0.00%	4	0	0.00%	4	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Commissary Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Audit Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Management Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Human Resources Activity	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	10	10	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	4	4	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	0	0	0.00%	0	0.00%	0	0.00%	4	3	75.00%	1	25.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Security Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	0	0	0.00%	0	0.00%	0	0.00%	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash.Hqtrs. Service	2	0	0.00%	2	100.00%	0	0.00%	5	0	0.00%	5	100.00%	0	0.00%	13	0	0.00%	13	100.00%	0	0.00%
Department of Agriculture	28	24	85.71%	2	7.14%	2	7.14%	353	32	9.07%	291	82.44%	30	8.50%	2	2	100.00%	0	0.00%	0	0.00%
Department of Commerce	0	0	0.00%	0	0.00%	0	0.00%	40	36	90.00%	0	0.00%	4	10.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Defense Education Activity	3	0	0.00%	3	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Education	0	0	0.00%	0	0.00%	0	0.00%	11	11	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Energy	0	0	0.00%	0	0.00%	0	0.00%	23	15	65.22%	7	30.43%	1	4.35%	0	0	0.00%	0	0.00%	0	0.00%
Department of Health and Human Services	10	10	100.00%	0	0.00%	0	0.00%	81	71	87.65%	10	12.35%	0	0.00%	13	12	92.31%	1	7.69%	0	0.00%
Department of Homeland Security	47	42	89.36%	0	0.00%	5	10.64%	227	101	44.49%	120	52.86%	6	2.64%	1	0	0.00%	0	0.00%	1	100.00%
Department of Housing and Urban Development	0	0	0.00%	0	0.00%	0	0.00%	87	87	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Justice	0	0	0.00%	0	0.00%	0	0.00%	106	87	82.08%	0	0.00%	19	17.92%	0	0	0.00%	0	0.00%	0	0.00%
Department of Labor	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of State	13	13	100.00%	0	0.00%	0	0.00%	36	36	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Air Force	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Army	19	0	0.00%	14	73.68%	5	26.32%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Interior	2	1	50.00%	1	50.00%	0	0.00%	45	17	37.78%	26	57.78%	2	4.44%	5	5	100.00%	0	0.00%	0	0.00%
Department of the Navy	7	1	14.29%	0	0.00%	6	85.71%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Treasury	14	0	0.00%	0	0.00%	14	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Transportation	10	2	20.00%	8	80.00%	0	0.00%	63	0	0.00%	63	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Veterans Affairs	3	0	0.00%	3	100.00%	0	0.00%	56	22	39.29%	34	60.71%	0	0.00%	21	3	14.29%	18	85.71%	0	0.00%
Environmental Protection Agency	0	0	0.00%	0	0.00%	0	0.00%	7	7	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%

**Table B-24a FY 2007 Contract Staff Resources**

Agency or Department	Contract Counselors							Contract Investigators							Contract Counselors/Investigato						
	Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	2	2	100.00%	0	0.00%	0	0.00%	18	1	5.56%	0	0.00%	17	94.44%	0	0	0.00%	0	0.00%	0	0.00%
Federal Election Commission	4	4	100.00%	0	0.00%	0	0.00%	6	6	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	100	0	0.00%	0	0.00%	100	100.00%	100	0	0.00%	0	0.00%	100	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	0	0	0.00%	0	0.00%	0	0.00%	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	27	27	100.00%	0	0.00%	0	0.00%	38	38	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Government Printing Office	0	0	0.00%	0	0.00%	0	0.00%	8	8	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Trade Commission	2	0	0.00%	2	100.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	2	2	100.00%	0	0.00%	0	0.00%	5	5	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	9	7	77.78%	1	11.11%	1	11.11%	0	0	0.00%	0	0.00%	0	0.00%	4	4	100.00%	0	0.00%	0	0.00%
National Archives and Records Administration	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	12	0	0.00%	12	100.00%	0	0.00%
National Credit Union Administration	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	0	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	1	1	100.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	6	6	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	1	0	0.00%	0	0.00%	1	100.00%	2	0	0.00%	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	0	0	0.00%	0	0.00%	0	0.00%	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	74	4	5.41%	70	94.59%	0	0.00%	90	5	5.56%	85	94.44%	0	0.00%	75	0	0.00%	75	100.00%	0	0.00%
Selective Service System	1	0	0.00%	0	0.00%	1	100.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	0	0	0.00%	0	0.00%	0	0.00%	20	20	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	0	0	0.00%	0	0.00%	0	0.00%	7	0	0.00%	7	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	6	0	0.00%	0	0.00%	6	100.00%	220	0	0.00%	220	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Tennessee Valley Authority	0	0	0.00%	0	0.00%	0	0.00%	3	0	0.00%	3	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	0	0	0.00%	0	0.00%	0	0.00%	130	130	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Cabinet Level Subtotal	172	107	62.21%	33	19.19%	32	18.60%	1,273	653	51.30%	558	43.83%	62	4.87%	55	22	40.00%	32	58.18%	1	1.82%
Midsized Agencies Subtotal	44	36	81.82%	1	2.27%	7	15.91%	313	66	21.09%	230	73.48%	17	5.43%	4	4	100.00%	0	0.00%	0	0.00%
Small Agencies Subtotal	187	11	5.88%	74	39.57%	102	54.55%	249	44	17.67%	105	42.17%	100	40.16%	96	1	1.04%	95	98.96%	0	0.00%
Grand Total	403	154	38.21%	108	26.80%	141	34.99%	1,835	763	41.58%	893	48.66%	179	9.75%	155	27	17.42%	127	81.94%	1	0.65%

NR = No Report Filed

**Table B-25 FY 2007 Agency New Staff Training**

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Agency for International Development	2,415	0	0	0	0	0	0	0	0	0	0	0	0
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	1,764	0	0	0	0	0	0	0	0	0	0	0	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	441	1	1	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	396	0	0	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	580	0	0	0	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,152	10	10	0	0	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	34,269	56	56	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,714	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,114	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,336	0	0	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	12,571	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	893	0	0	0	0	6	0	6	0	0	0	0	0
Defense Information Systems Agency	5,389	2	2	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	19,166	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	0	2	2	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	62,496	89	46	50	6	4	3	1	0	38	11	27	1
Defense National Security Agency	0	0	0	0	0	1	1	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	87	2	2	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,411	0	0	0	0	0	0	0	0	0	0	0	0
Defense Security Service	524	0	0	0	0	0	0	0	0	0	0	0	0
Defense Technical Information Center	290	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,137	4	0	4	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	701	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash. Hqtrs. Service	7,087	0	0	0	0	12	6	0	6	0	0	0	0
Department of Agriculture	109,999	9	4	3	2	0	0	0	0	0	0	0	0
Department of Commerce	41,330	10	10	0	0	0	0	0	0	0	0	0	0
Department of Defense Education Activity	15,994	2	2	0	0	0	0	0	0	0	0	0	0
Department of Education	4,327	0	0	0	0	0	0	0	0	0	0	0	0
Department of Energy	13,790	10	10	0	0	0	0	0	0	0	0	0	0
Department of Health and Human Services	63,626	7	6	5	0	0	0	0	0	0	0	0	0
Department of Homeland Security	166,082	11	11	0	0	0	0	0	0	0	0	0	0
Department of Housing and Urban Development	8,747	0	0	0	0	0	0	0	0	0	0	0	0
Department of Justice	105,928	123	108	0	15	3	3	0	0	0	0	0	0
Department of Labor	15,495	0	0	0	0	0	0	0	0	0	0	0	0
Department of State	24,571	118	118	0	0	1	0	0	1	0	0	0	0
Department of the Air Force	174,435	54	37	13	9	0	0	0	0	0	0	0	0

**Table B-25 FY 2007 Agency New Staff Training**

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Department of the Army	226,258	283	241	37	5	0	0	0	0	0	0	0	0
Department of the Interior	74,689	32	25	1	6	0	0	0	0	0	0	0	0
Department of the Navy	204,751	24	24	0	0	0	0	0	0	0	0	0	0
Department of the Treasury	119,281	9	6	3	0	0	0	0	0	0	0	0	0
Department of Transportation	57,363	17	4	10	3	0	0	0	0	0	0	0	0
Department of Veterans Affairs	252,661	2	2	2	0	2	2	2	0	0	0	0	0
Environmental Protection Agency	18,337	16	16	0	0	0	0	0	0	0	0	0	0
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	2,198	0	0	0	0	1	0	0	1	0	0	0	0
Export-Import Bank of the United States	359	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	258	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	1,806	0	0	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	4,694	0	0	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	350	0	0	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,257	0	0	0	0	0	0	0	0	0	0	0	0
Federal Housing Finance Board	134	1	1	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	135	0	0	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	120	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	280	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	1,903	0	0	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	66	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,108	2	0	0	2	0	0	0	0	0	0	0	0
General Services Administration	12,130	0	0	0	0	0	0	0	0	0	0	0	0
Government Printing Office	2,289	0	0	0	0	1	1	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	376	3	3	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	234	4	4	0	0	0	0	0	0	0	0	0	0
International Trade Commission	365	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,200	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	233	3	3	3	0	0	0	0	0	0	0	0	0
Millennium Challenge Corporation	300	1	0	0	1	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	18,520	5	5	0	0	0	0	0	0	0	0	0	0
National Archives and Records Administration	3,026	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	943	1	1	0	0	0	0	0	0	0	0	0	0
National Endowment for the Arts	160	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	179	0	0	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	841	0	0	0	0	0	0	0	0	0	0	0	0
National Labor Relations Board	1,733	7	2	0	5	0	0	0	0	0	0	0	0

**Table B-25 FY 2007 Agency New Staff Training**

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
National Science Foundation	1,546	0	0	0	0	0	0	0	0	0	0	0	0
National Transportation Safety Board	396	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,551	8	8	7	0	0	0	0	0	2	2	0	0
Office of Personnel Management	5,818	8	8	0	0	0	0	0	0	0	0	0	0
Office of Special Counsel	113	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	190	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	889	1	1	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	848	4	4	0	0	0	0	0	0	0	0	0	0
Railroad Retirement Board	991	0	0	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,499	0	0	0	0	0	0	0	0	0	0	0	0
Selective Service System	185	0	0	0	0	0	0	0	0	0	0	0	0
Small Business Administration	5,030	5	5	0	0	0	0	0	0	0	0	0	0
Smithsonian Institution	5,999	0	0	0	0	0	0	0	0	0	0	0	0
Social Security Administration	62,220	20	20	0	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	11,993	2	2	2	0	0	0	0	0	0	0	0	0
U.S. Postal Service	777,352	15	15	0	0	0	0	0	0	0	0	0	0
U.S. Tax Court	233	0	0	0	0	0	0	0	0	0	0	0	0
Cabinet Level Subtotal	2,631,574	881	731	128	46	29	15	9	7	38	11	27	1
Midsized Agencies Subtotal	138,923	48	48	2	0	0	0	0	0	0	0	0	0
Small Agencies Subtotal	47,150	54	46	10	8	2	1	0	1	2	2	0	0
Grand Total	2,817,647	983	825	140	54	31	16	9	8	40	13	27	1

NR = No Report Filed

\*Work Force numbers are not reported for national security reasons, therefore those agencies can not be considered in any of the annual report rankings.

Table B-26 FY 2007 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Agency for International Development	2,415	8	7	0	1	0	0	0	0	0	0	0	0
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	1,764	6	6	0	0	0	0	0	0	6	6	0	0
Central Intelligence Agency*	0	0	0	0	0	0	0	0	0	7	7	0	0
Commodity Futures Trading Commission	441	7	6	0	1	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	396	3	3	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	580	8	0	8	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,152	6	6	0	0	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	34,269	221	42	49	130	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,714	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,114	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,336	8	8	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	12,571	14	14	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	893	4	4	0	0	80	75	0	5	0	0	0	0
Defense Information Systems Agency	5,389	10	10	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency*	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	19,166	54	24	18	12	0	0	0	0	13	0	9	4
Defense National Geospatial-Intelligence Agency*	0	8	8	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	62,496	421	201	76	159	17	5	5	7	60	38	9	19
Defense National Security Agency*	0	3	3	0	0	3	3	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	87	3	3	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,411	4	4	0	0	0	0	0	0	0	0	0	0
Defense Security Service	524	6	5	0	1	0	0	0	0	0	0	0	0
Defense Technical Information Center	290	4	4	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,137	1	1	0	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	701	5	5	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash.Hqtrs. Service	7,087	0	0	0	0	74	75	0	0	0	0	0	0
Department of Agriculture	109,999	72	68	4	0	0	0	0	0	5	0	5	0
Department of Commerce	41,330	49	49	0	0	4	4	0	0	1	1	0	0
Department of Defense Education Activity	15,994	13	0	13	0	0	0	0	0	0	0	0	0
Department of Education	4,327	3	3	0	0	0	0	0	0	0	0	0	0
Department of Energy	13,790	72	47	21	4	1	1	0	0	0	0	0	0
Department of Health and Human Services	63,626	226	213	11	2	0	0	0	0	0	0	0	0
Department of Homeland Security	166,082	194	102	79	13	10	1	9	0	2	0	2	0
Department of Housing and Urban Development	8,747	4	4	1	0	1	1	0	0	0	0	5	0
Department of Justice	105,928	346	256	1	89	42	42	0	0	0	0	0	0
Department of Labor	15,495	45	45	0	0	0	0	0	0	6	6	0	0
Department of State	24,571	202	52	0	150	0	0	0	0	0	0	0	0
Department of the Air Force	174,435	249	170	6	75	91	0	249	91	0	0	0	0
Department of the Army	226,258	593	308	220	65	0	0	0	0	0	0	0	0
Department of the Interior	74,689	270	49	98	123	2	0	1	1	0	0	0	0
Department of the Navy	204,751	132	129	0	3	0	0	0	0	0	0	0	0
Department of the Treasury	119,281	127	109	7	11	47	28	0	19	4	4	0	0
Department of Transportation	57,363	152	55	73	24	9	9	0	0	0	0	0	0
Department of Veterans Affairs	252,661	36	36	0	0	44	44	0	0	7	7	0	0
Environmental Protection Agency	18,337	40	40	0	0	6	6	0	0	0	0	0	0
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	2,198	2	2	0	0	1	1	0	0	0	0	0	0
Export-Import Bank of the US	359	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	258	7	6	0	1	0	0	0	0	0	0	0	0

Table B-26 FY 2007 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Federal Communications Commission	1,806	8	8	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	4,694	3	3	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	350	2	2	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,257	4	3	0	1	0	0	0	0	0	0	0	0
Federal Housing Finance Board	134	2	1	0	1	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	135	4	3	0	1	0	0	0	0	0	0	0	0
Federal Maritime Commission	120	2	2	0	0	0	0	0	0	1	1	1	0
Federal Mediation and Conciliation Service	280	4	0	4	0	2	0	2	0	0	0	0	0
Federal Reserve System--Board of Governors	1,903	2	2	0	0	0	2	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	66	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,108	7	4	0	3	0	0	0	0	0	0	0	0
General Services Administration	12,130	2	2	0	0	0	0	0	0	0	0	0	0
Government Printing Office	2,289	4	4	0	0	1	0	1	0	0	0	0	0
Holocaust Memorial Museum U.S.	376	5	5	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	234	4	0	4	0	0	0	0	0	0	0	0	0
International Trade Commission	365	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,200	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	233	0	0	0	0	0	0	0	0	0	0	0	0
Millennium Challenge Corporation	300	0	0	0	0	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	18,520	22	17	3	2	0	0	2	0	0	0	0	0
National Archives and Records Administration	3,026	2	2	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	943	8	8	0	0	0	0	0	0	0	0	0	0
National Endowment for the Arts	160	1	1	0	0	0	0	0	0	1	1	0	0
National Endowment for the Humanities	179	2	2	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	841	5	5	0	0	0	0	0	0	0	0	0	0
National Labor Relations Board	1,733	42	0	0	42	0	0	0	0	5	3	0	2
National Science Foundation	1,546	0	0	0	0	0	0	0	0	0	0	0	0
National Transportation Safety Board	396	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,551	14	14	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,818	5	5	0	0	0	0	0	0	4	4	0	0
Office of Special Counsel	113	4	3	0	1	0	0	0	0	3	2	0	1
Office of the Director of National Intelligence*	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	190	2	0	0	2	0	0	0	0	0	0	0	0
Peace Corps	889	10	10	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	848	2	2	0	0	0	0	0	0	0	0	0	0
Railroad Retirement Board	991	5	4	0	1	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,499	15	15	0	0	0	0	0	0	0	0	0	0
Selective Service System	185	1	1	0	0	0	0	0	0	0	0	0	0
Small Business Administration	5,030	11	11	0	0	3	3	0	0	0	0	0	0
Smithsonian Institution	5,999	2	2	0	0	0	0	0	0	0	0	0	0
Social Security Administration	62,220	133	131	0	2	0	0	0	0	0	0	0	0
Tennessee Valley Authority	11,993	20	20	0	0	2	2	0	0	0	0	0	0
U.S. Postal Service	777,352	138	135	3	0	0	0	0	0	0	0	0	0
U.S. Tax Court	233	0	0	0	0	0	0	0	0	2	1	0	1
Cabinet Level Subtotal	2,631,574	3,685	2,162	680	861	425	288	15	123	98	56	30	23
Midsized Agencies Subtotal	138,923	233	226	3	4	11	11	0	0	0	0	0	0
Small Agencies Subtotal	47,150	217	146	16	55	4	3	3	0	29	25	1	4
Grand Total	2,817,647	4,135	2,534	699	920	440	302	18	123	127	81	31	27

NR = No Report Filed

\*Work Force numbers are not reported for national security reasons, therefore those agencies can not be considered in any of the annual report rankings.

Table B-27 FY 2007 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Agency for International Development	2,415	0	0	0	0	0	0	0	0	0	0	0	0
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	1,764	0	0	0	0	0	0	0	0	0	0	0	0
Central Intelligence Agency*	0	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	441	0	0	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	396	0	0	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	580	0	0	0	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,152	0	0	0	0	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	34,269	0	0	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,714	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,114	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,336	0	0	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	12,571	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	893	0	0	0	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency	5,389	0	0	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency*	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	19,166	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency*	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	62,496	0	0	0	0	3	3	4	1	0	0	0	0
Defense National Security Agency*	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	87	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,411	0	0	0	0	0	0	0	0	0	0	0	0
Defense Security Service	524	0	0	0	0	0	0	0	0	0	0	0	0
Defense Technical Information Center	290	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,137	0	0	0	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	701	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash.Hqtrs. Service	7,087	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	109,999	0	0	0	0	28	0	28	0	0	0	0	0
Department of Commerce	41,330	0	0	0	0	0	0	0	0	0	0	0	0
Department of Defense Education Activity	15,994	0	0	0	0	0	0	0	0	0	0	0	0
Department of Education	4,327	0	0	0	0	11	11	0	0	0	0	0	0
Department of Energy	13,790	0	0	0	0	0	0	0	0	0	0	0	0
Department of Health and Human Services	63,626	65	65	0	0	8	8	0	0	0	0	0	0
Department of Homeland Security	166,082	0	0	0	0	1	1	0	0	1	0	1	0
Department of Housing and Urban Development	8,747	0	0	0	0	0	0	0	0	0	0	0	0
Department of Justice	105,928	0	0	0	0	0	0	0	0	0	0	0	0
Department of Labor	15,495	0	0	0	0	0	0	0	0	0	0	0	0
Department of State	24,571	0	0	0	0	9	9	0	0	0	0	0	0
Department of the Air Force	174,435	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Army	226,258	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Interior	74,689	0	0	0	0	2	0	2	0	0	0	0	0
Department of the Navy	204,751	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Treasury	119,281	0	0	0	0	0	0	0	0	0	0	0	0
Department of Transportation	57,363	0	0	0	0	0	0	0	0	0	0	0	0
Department of Veterans Affairs	252,661	0	0	0	0	4	4	3	0	1	1	0	0
Environmental Protection Agency	18,337	0	0	0	0	4	4	0	0	0	0	0	0
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	2,198	0	0	0	0	0	0	0	0	0	0	0	0
Export-Import Bank of the US	359	0	0	0	0	0	0	0	0	0	0	1	0
Farm Credit Administration	258	0	0	0	0	0	0	0	0	0	0	0	0



Table B-27 FY 2007 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Federal Communications Commission	1,806	0	0	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	4,694	0	0	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	350	0	0	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,257	0	0	0	0	0	0	0	0	0	0	0	0
Federal Housing Finance Board	134	0	0	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	135	0	0	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	120	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	280	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	1,903	0	0	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	66	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,108	0	0	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,130	1	1	0	0	1	1	2	0	0	0	0	0
Government Printing Office	2,289	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	376	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	234	0	0	0	0	0	0	0	0	0	0	0	0
International Trade Commission	365	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,200	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	233	0	0	0	0	0	0	0	0	0	0	0	0
Millennium Challenge Corporation	300	0	0	0	0	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	18,520	0	0	0	0	0	0	0	0	0	0	0	0
National Archives and Records Administration	3,026	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	943	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Arts	160	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	179	0	0	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	841	0	0	0	0	1	1	0	0	0	0	0	0
National Labor Relations Board	1,733	0	0	0	0	0	0	0	0	0	0	0	0
National Science Foundation	1,546	0	0	0	0	1	1	0	0	0	0	0	0
National Transportation Safety Board	396	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,551	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,818	0	0	0	0	0	0	0	0	0	0	0	0
Office of Special Counsel	113	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence*	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	190	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	889	0	0	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	848	0	0	0	0	0	0	0	0	0	0	0	0
Railroad Retirement Board	991	0	0	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,499	0	0	0	0	0	0	0	0	0	0	0	0
Selective Service System	185	0	0	0	0	0	0	0	0	0	0	0	0
Small Business Administration	5,030	0	0	0	0	0	0	0	0	0	0	0	0
Smithsonian Institution	5,999	0	0	0	0	0	0	0	0	0	0	0	0
Social Security Administration	62,220	0	0	0	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	11,993	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	777,352	0	0	0	0	60	60	0	0	0	0	0	0
U.S. Tax Court	233	0	0	0	0	0	0	0	0	0	0	0	0
Cabinet Level Subtotal	2,631,574	65	65	0	0	126	96	37	1	2	1	1	0
Midsized Agencies Subtotal	138,923	1	1	0	0	5	5	2	0	0	0	0	0
Small Agencies Subtotal	47,150	0	0	0	0	2	2	0	0	0	0	1	0
Grand Total	2,817,647	66	66	0	0	133	103	39	1	2	1	2	0

NR = No Report Filed

\*Work Force numbers are not reported for national security reasons, therefore those agencies can not be considered in any of the annual report rankings.

Table B-28 FY 2007 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Agency for International Development	2,415	0	0	0	0	0	0	0	0	0	0	0	0
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	1,764	2	2	0	0	6	6	0	0	8	8	0	0
Central Intelligence Agency	0	0	0	0	0	1	1	0	0	0	0	0	0
Commodity Futures Trading Commission	441	0	0	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	396	0	0	0	0	2	2	0	0	0	0	0	0
Corporation for National and Community Service	580	0	0	0	0	4	0	0	4	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,152	0	0	0	0	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	34,269	0	0	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,714	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,114	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,336	0	0	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	12,571	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	893	0	0	0	0	2	2	0	0	0	0	0	0
Defense Information Systems Agency	5,389	0	0	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	10	10	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	19,166	4	3	1	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	62,496	0	0	0	0	1	2	3	1	0	0	0	0
Defense National Security Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	87	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,411	0	0	0	0	3	3	0	0	0	0	0	0
Defense Security Service	524	0	0	0	0	0	0	0	0	0	0	0	0
Defense Technical Information Center	290	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,137	0	0	0	0	1	1	0	0	0	0	0	0
Defense Uniformed Services University	701	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash. Hqtrs. Service	7,087	2	2	0	0	5	5	0	0	13	13	0	0
Department of Agriculture	109,999	28	26	12	0	325	302	18	20	2	2	2	0
Department of Commerce	41,330	0	0	0	0	40	40	0	0	0	0	0	0
Department of Defense Education Activity	15,994	3	3	0	0	0	0	0	0	0	0	0	0
Department of Educator	4,327	0	0	0	0	0	0	0	0	0	0	0	0
Department of Energy	13,790	0	0	0	0	23	21	0	2	0	0	0	0
Department of Health and Human Services	63,626	25	25	0	0	182	101	82	7	26	14	12	0
Department of Homeland Security	166,082	47	36	11	0	226	141	85	0	0	0	0	0
Department of Housing and Urban Development	8,747	0	0	0	0	87	87	0	0	0	0	0	0
Department of Justice	105,928	0	0	0	0	106	106	0	0	0	0	0	0
Department of Labor	15,495	0	0	0	0	0	0	0	0	0	0	0	0
Department of State	24,571	13	13	0	0	27	16	0	11	0	0	0	0
Department of the Air Force	174,435	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Army	226,258	19	19	0	0	0	0	0	0	0	0	0	0
Department of the Interior	74,689	2	0	0	2	43	8	27	8	5	0	5	0

Table B-28 FY 2007 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Department of the Navy	204,751	7	7	0	0	0	0	0	0	0	0	0	0
Department of the Treasury	119,281	14	14	0	0	0	0	0	0	0	0	0	0
Department of Transportation	57,363	10	5	4	1	63	63	0	0	0	0	0	0
Department of Veterans Affairs	252,661	3	3	0	0	52	52	0	0	20	20	0	0
Environmental Protection Agency	18,337	0	0	0	0	3	3	0	0	0	0	0	0
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	2,198	0	0	0	0	0	0	0	0	0	0	0	0
Export-Import Bank of the United States	359	0	0	0	0	0	0	0	0	1	1	0	0
Farm Credit Administration	258	0	0	0	0	2	2	0	0	0	0	0	0
Federal Communications Commission	1,806	0	0	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	4,694	2	2	0	0	18	18	0	0	0	0	0	0
Federal Election Commission	350	4	4	0	0	6	6	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,257	0	0	0	0	0	0	0	0	0	0	0	0
Federal Housing Finance Board	134	0	0	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	135	0	0	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	120	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	280	100	0	100	0	100	0	100	0	0	0	0	0
Federal Reserve System--Board of Governors	1,903	0	2	0	0	3	3	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	66	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,108	0	0	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,130	26	26	0	0	37	37	0	0	0	0	0	0
Government Printing Office	2,289	0	0	0	0	8	8	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	376	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	234	0	0	0	0	1	1	0	0	0	0	0	0
International Trade Commission	365	2	2	0	0	1	1	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,200	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	233	2	2	2	0	5	5	5	0	0	0	0	0
Millennium Challenge Corporation	300	0	0	0	0	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	18,520	9	7	0	2	0	0	0	0	4	4	0	0
National Archives and Records Administration	3,026	0	0	0	0	0	0	0	0	12	12	0	0
National Credit Union Administration	943	0	0	0	0	2	2	0	0	0	0	0	0
National Endowment for the Arts	160	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	179	0	0	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	841	0	0	0	0	1	1	0	0	0	0	0	0
National Labor Relations Board	1,733	0	0	0	0	0	0	0	0	0	0	0	0
National Science Foundation	1,546	1	1	0	0	1	1	0	0	0	0	0	0
National Transportation Safety Board	396	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,551	0	0	0	0	6	6	0	0	0	0	0	0
Office of Personnel Management	5,818	0	0	0	0	0	0	0	0	0	0	0	0

Table B-28 FY 2007 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Office of Special Counsel	113	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	190	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	889	1	1	0	0	2	2	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	848	0	0	0	0	3	3	0	0	0	0	0	0
Railroad Retirement Board	991	0	0	0	0	2	2	0	0	0	0	0	0
Securities and Exchange Commission	3,499	74	74	0	0	90	90	0	0	75	75	0	0
Selective Service System	185	1	1	0	0	1	1	0	0	0	0	0	0
Small Business Administration	5,030	0	0	0	0	20	20	0	0	0	0	0	0
Smithsonian Institution	5,999	0	0	0	0	7	7	0	0	0	0	0	0
Social Security Administration	62,220	6	6	0	0	220	220	0	0	0	0	0	0
Tennessee Valley Authority	11,993	0	0	0	0	3	3	0	0	0	0	0	0
U.S. Postal Service	777,352	0	0	0	0	70	70	0	0	0	0	0	0
U.S. Tax Court	233	0	0	0	0	0	0	0	0	0	0	0	0
Cabinet Level Subtotal	2,631,574	187	166	28	3	1,256	1,020	215	49	66	49	19	0
Midsized Agencies Subtotal	138,923	43	41	0	2	308	308	0	0	4	4	0	0
Small Agencies Subtotal	47,150	187	89	102	0	247	143	105	4	96	96	0	0
Grand Total	2,817,647	417	296	130	5	1,811	1,471	320	53	166	149	19	0

NR = No Report Filed

\*Work Force numbers are not reported for national security reasons, therefore those agencies can not be considered in any of the annual report rankings.

**Table B-29 FY 2007 Appellate Receipts and Closures**

Agency Name	Total Work Force	Number Appellate Receipts	% Appellate Receipts Per Total Work Force	Number Appellate Closures	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Agency for International Development	2,415	3	0.12%	1	4	1	25.00%	1	0	0.00%
Armed Forces Retirement Home	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Broadcasting Board of Governors	1,764	6	0.34%	3	3	0	0.00%	3	2	66.67%
Central Intelligence Agency	0	6	0.00%	1	4	0	0.00%	2	0	0.00%
Commodity Futures Trading Commission	441	0	0.00%	0	0	0	0.00%	0	0	0.00%
Consumer Product Safety Commission	396	3	0.76%	2	1	0	0.00%	1	1	0.00%
Corporation for National and Community Service	580	0	0.00%	0	0	0	0.00%	0	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	1,152	1	0.09%	0	0	0	0.00%	1	0	0.00%
Defense Army and Air Force Exchange	34,269	21	0.06%	15	0	0	0.00%	13	1	7.69%
Defense Commissary Agency	15,714	25	0.16%	19	14	1	7.14%	12	5	41.67%
Defense Contract Audit Agency	4,114	5	0.12%	3	3	0	0.00%	0	0	0.00%
Defense Contract Management Agency	9,336	15	0.16%	4	4	0	0.00%	5	1	20.00%
Defense Dependent Education Activity	15,994	6	0.04%	5	2	0	0.00%	7	2	28.57%
Defense Finance and Accounting Service	12,571	20	0.16%	14	11	0	0.00%	13	2	15.38%
Defense Human Resource Activity	893	0	0.00%	0	0	0	0.00%	0	0	0.00%
Defense Information Systems Agency	5,389	3	0.06%	3	1	0	0.00%	3	0	0.00%
Defense Intelligence Agency	0	7	0.00%	2	0	0	0.00%	1	0	0.00%
Defense Logistics Agency	19,166	36	0.19%	23	19	0	0.00%	19	1	5.26%
Defense National Geospatial-Intelligence	0	2	0.00%	1	1	0	0.00%	0	0	0.00%
Defense National Guard Bureau	62,496	7	0.01%	0	0	0	0.00%	0	0	0.00%
Defense National Security Agency	0	13	0.00%	6	2	1	50.00%	7	3	0.00%
Defense Nuclear Facilities Safety Board	87	0	0.00%	0	0	0	0.00%	0	0	0.00%
Defense Office of the Inspector General	1,411	1	0.07%	1	1	0	0.00%	1	0	0.00%
Defense Office of the Secretary	0	10	0.00%	4	2	0	0.00%	6	3	50.00%
Defense Security Service	524	1	0.19%	0	1	0	0.00%	0	0	0.00%
Defense Threat Reduction Agency	1,137	4	0.35%	4	1	0	0.00%	2	1	50.00%
Defense Uniformed Services University	701	0	0.00%	0	0	0	0.00%	0	0	0.00%
Department of Agriculture	109,999	139	0.13%	59	72	5	6.94%	38	8	21.05%
Department of Commerce	41,330	69	0.17%	38	25	0	0.00%	23	4	17.39%

**Table B-29 FY 2007 Appellate Receipts and Closures**

Agency Name	Total Work Force	Number Appellate Receipts	% Appellate Receipts Per Total Work Force	Number Appellate Closures	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Department of Education	4,327	18	0.42%	10	6	0	0.00%	7	3	42.86%
Department of Energy	13,790	29	0.21%	19	21	1	4.76%	13	1	7.69%
Department of Health and Human Services	63,626	88	0.14%	39	27	2	7.41%	33	12	36.36%
Department of Homeland Security	166,082	327	0.20%	175	146	10	6.85%	160	29	18.13%
Department of Housing and Urban Development	8,747	34	0.39%	15	18	1	5.56%	14	1	7.14%
Department of Justice	105,928	177	0.17%	109	68	6	8.82%	144	88	61.11%
Department of Labor	15,495	54	0.35%	33	24	0	0.00%	11		0.00%
Department of State	24,571	29	0.12%	17	15	1	6.67%	10	2	20.00%
Department of the Air Force	174,435	128	0.07%	91	0	3	0.00%	62	11	17.74%
Department of the Army	226,258	325	0.14%	208	112	6	5.36%	186	53	28.49%
Department of the Interior	74,689	84	0.11%	47	37	3	8.11%	23	2	8.70%
Department of the Navy	204,751	256	0.13%	181	87	2	2.30%	182	45	24.73%
Department of the Treasury	119,281	162	0.14%	100	73	4	5.48%	65	5	7.69%
Department of Transportation	57,363	143	0.25%	91	40	3	7.50%	23	44	191.30%
Department of Veterans Affairs	252,661	496	0.20%	311	93	9	9.68%	246	44	17.89%
Environmental Protection Agency	18,337	26	0.14%	14	12	1	8.33%	19	5	26.32%
EOP - National Drug Control Policy	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of Administration	NR	1	NR	1	1	NR	NR	1	NR	NR
EOP - Office of Management and Budget	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
EOP - Office of the U.S. Trade Representative	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Commission	2,198	5	0.23%	0	4	0	0.00%	3	0	0.00%
Export-Import Bank of the US	359	1	0.28%	0	0	0	0.00%	0	0	0.00%
Farm Credit Administration	258	0	0.00%	0	0	0	0.00%	0	0	0.00%
Federal Communications Commission	1,806	4	0.22%	4	2	0	0.00%	3	0	0.00%
Federal Deposit Insurance Corporation	4,694	9	0.19%	7	4	0	0.00%	2	0	0.00%
Federal Election Commission	350	4	1.14%	3	2	0	0.00%	2	0	0.00%
Federal Energy Regulatory Commission	1,257	0	0.00%	0	0	0	0.00%	0	0	0.00%
Federal Housing Finance Board	134	1	0.75%	1	1	0	0.00%	0	0	0.00%
Federal Labor Relations Authority	135	2	1.48%	0	0	0	0.00%	0	0	0.00%

**Table B-29 FY 2007 Appellate Receipts and Closures**

Agency Name	Total Work Force	Number Appellate Receipts	% Appellate Receipts Per Total Work Force	Number Appellate Closures	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Federal Maritime Commission	120	1	0.83%	0	0	0	0.00%	0	0	0.00%
Federal Mediation and Conciliation Service	280	1	0.36%	0	0	0	0.00%	0	0	0.00%
Federal Reserve System--Board of Governors	1,903	1	0.05%	1	1	0	0.00%	0	0	0.00%
Federal Retirement Thrift Investment Board	66	0	0.00%	0	0	0	0.00%	0	0	0.00%
Federal Trade Commission	1,108		0.00%	0	0	0	0.00%	0	0	0.00%
General Services Administration	12,130	38	0.31%	22	8	0	0.00%	15	6	40.00%
Government Printing Office	2,289	6	0.26%	4	2	0	0.00%	3	0	0.00%
Holocaust Memorial Museum U.S.	376		0.00%	0	0	0	0.00%	0	0	0.00%
International Boundary and Water Commission	234	1	0.43%	1	1	0	0.00%	0	0	0.00%
International Trade Commission	365	0	0.00%	0	0	0	0.00%	0	0	0.00%
John F. Kennedy Center for the Performing Arts	1,200	0	0.00%	0	0	0	0.00%	0	0	0.00%
Merit Systems Protection Board	233	0	0.00%	0	0	0	0.00%	0	0	0.00%
National Aeronautics and Space Administration	18,520	9	0.05%	7	5	1	20.00%	11	3	27.27%
National Archives and Records Administration	3,026	2	0.07%	2	2	0	0.00%	1	0	0.00%
National Credit Union Administration	943	1	0.11%	0	0	0	0.00%	1	0	0.00%
National Endowment for the Arts	160	0	0.00%	0	0	0	0.00%	0	0	0.00%
National Endowment for the Humanities	179	0	0.00%	0	0	0	0.00%	0	0	0.00%
National Gallery of Art	841	0	0.00%	0	0	0	0.00%	0	0	0.00%
National Labor Relations Board	1,733	1	0.06%	0	0	0	0.00%	0	0	0.00%
National Science Foundation	1,546	0	0.00%	0	0	0	0.00%	0	0	0.00%
National Transportation Safety Board	396	4	1.01%	3	3	0	0.00%	2	0	0.00%
Nuclear Regulatory Commission	3,551	3	0.08%	1	2	1	0.00%	1	0	0.00%
Office of Personnel Management	5,818	27	0.46%	19	7	0	0.00%	24	2	8.33%
Office of Special Counsel	113	0	0.00%	0	0	0	0.00%	0	0	0.00%
Overseas Private Investment Corporation	190	1	0.53%	1	1	0	0.00%	0	0	0.00%
Peace Corps	889	2	0.22%	1	1	1	0.00%	1	0	0.00%
Pension Benefit Guaranty Corporation	848	3	0.35%	1	0	0	0.00%	1	1	0.00%

**Table B-29 FY 2007 Appellate Receipts and Closures**

Agency Name	Total Work Force	Number Appellate Receipts	% Appellate Receipts Per Total Work Force	Number Appellate Closures	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Railroad Retirement Board	991	0	0.00%	0	0	0	0.00%	0	0	0.00%
Securities and Exchange Commission	3,499	6	0.17%	6	3	0	0.00%	4	1	25.00%
Selective Service System	185	0	0.00%	0	0	0	0.00%	0	0	0.00%
Small Business Administration	5,030	18	0.36%	8	7	0	0.00%	5	1	20.00%
Smithsonian Institution	5,999	5	0.08%	4	4	0	0.00%	7	2	28.57%
Social Security Administration	62,220	154	0.25%	64	57	7	12.28%	60	12	20.00%
Tennessee Valley Authority	11,993	15	0.13%	7	7	0	0.00%	5	0	0.00%
U.S. Postal Service	777,352	2,110	0.27%	1,257	1,019	44	4.32%	1,142	204	17.86%
U.S. Tax Court	233	0	0.00%	0	0	0	0.00%	0	0	0.00%
Other Agencies*										
Grand Total										

Other agencies include African Development Foundation, Institute of Museum & Library Services, Administrative Office of the U.S. Courts, National Reconnaissance Office, Presidio Trust, and Commission on Civil Rights.