



PENSION BENEFIT GUARANTY CORPORATION



Management Directive 715

FISCAL YEAR 2011



Management Directive 715 2011

Table of Contents

TAB 1:

PART A: Department or Agency Identifying Information

PART B: Total Employment

PART C: Agency Official(s) Responsible for Oversight of EEO Program(s)

PART D: List of Subordinate Components Covered in This Report,
Forms and Documents Included in this report.

PART E: Executive Summary Copy of Relevant EEO Policy Statements

PART F: Certification-Establishment of Continuing Equal Employment Opportunity
SIGNATURE REQUIRED

TAB 2:

PART H: EEO Plan for Attaining the Essential Elements of a Model EEO
Program

TAB 3:

PART I: EEO Plan to Eliminate Identified Barriers

TAB 4:

Statistical Tables A

Statistical Tables B

Form 462: Annual Federal EEO Statistical Report of Discrimination Complaints

PBGC Organizational Chart

**EEOC FORM
715-01
PART A - D**

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT**

For period covering October 1, 2010 to September 30, 2011

	1. Agency		1. Pension Benefit Guaranty Corporation	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 1200 K Street, NW	
	3. City, State, Zip Code		3. Washington, DC 20005	
	4. CPDF Code	5. FIPS code(s)	4. BG00	5. 11001 (DC) 51510 (Alexandria, VA)
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 920	
	2. Enter total number of temporary employees		2. 61	
	3. Enter total number employees paid from non-appropriated funds		3. none	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 981	
	1. Head of Agency Official Title		1. Joshua Gotbaum, Agency Director	
	2. Agency Head Designee		2. N/A	
	3. Principal EEO Director/Official Official Title/series/grade		3. Karen Margensey, Director Office of Equal Employment and Opportunity and Diversity GS-301/15	
	4. Title VII Affirmative EEO Program Official		4. Lori J. Bledsoe Manager, Affirmative Employment and Diversity Matters	
	5. Section 501 Affirmative Action Program Official		5. Lori J. Bledsoe Manager, Affirmative Employment and Diversity Matters	
	6. Complaint Processing Program Managers		6. Dianne Wood, Attorney Advisor Craig Cassidy, EEO Specialist Christine Sloley, EEO Specialist	
	7. Other Responsible Staff		7. Cynthia Searles, EEO Specialist Penney Baile, Reasonable Accommodation Coordinator (HRD) Ruben Moreno, Reasonable Accommodation Coordinator(HRD) Donald Beasley, Selective Placement Coordinator (HRD)	

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	

EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the Agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of Agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	N/A
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	N/A	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	N/A
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

EEOC FORM 715-01 PART E	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Pension Benefit Guaranty Corporation	For period covering October 1, 2010 to September 30, 2011.	
EXECUTIVE SUMMARY		

Introduction:

The Pension Benefit Guaranty Corporation (PBGC or the “Agency”) Management Team has the major responsibility for implementing a viable, results-oriented EEO program through their leadership and active support of PBGC’s EEO program and activities. The EEO Office, headed by the Director of EEO and Diversity, has evaluation and oversight responsibility for PBGC’s EEO program plan and responsibility for providing EEO guidance and direction to the Agency. This annual report is submitted pursuant to Equal Employment Opportunity Management Directive 715 (MD 715).

The purpose of the report is to provide an annual assessment of the Pension Benefit Guaranty Corporation’s (PBGC’s) EEO program and to develop, report, and carry out plans for the Agency to attain a model EEO program. There are six broad categories or elements that serve as the foundation for achieving a model EEO program and the ultimate goal of a discrimination free work environment. This report describes the progress of PBGC, as measured against these elements, in developing an equitable work environment for all employees and applicants for employment regardless of race, color, religion, national origin, sex, age, genetic information, or disability. The report also describes areas where improvements are warranted and the Agency’s plans for enhancing its EEO program.

Background:

The Pension Benefit Guaranty Corporation protects the retirement incomes of more than 44 million American workers in more than 29,000 private-sector defined benefit pension plans. General tax revenues do not fund PBGC. PBGC collects insurance premiums from employers that sponsor insured pension plans, earns money from investments, and receives funds from pension plans it takes over.

The major occupations at PBGC are Auditor (Series 0511), General Attorney (Series 0905), Actuary (Series 1510), Information Technology Specialist (Series 2210), Accountant (Series 0510), Employee Benefit Law Specialist (Series 958), Financial Analyst (Series 1160), and Contract Specialist (Series 1102). These occupations represent a significant portion of the PBGC workforce. PBGC’s affirmative employment and outreach efforts will target collaborating with management on recruitment and retention in these major occupational categories.

It should be noted that, in the tables that follow, the references to Senior Executive Service members (SES) are inaccurate – PBGC does not have SESs, but Senior Levels (SLs) which for the sake of this report will be treated as SES.

Results of the Agency's Annual Self-Assessment:

The Agency has conducted its annual self-assessment of the MD-715 “Essential Elements.” The following highlights the Agency’s FY 2011 activities in support of a Model EEO Program.

Essential Element A: Demonstrated Commitment from Agency Leadership

- In April 2011, the Agency Director issued a reaffirmation statement to the agency in support of Equal Employment Opportunity (EEO), diversity, and a workplace free from discrimination and harassment.
- Policy statements and EEO Directives have been and continue to be provided to all new employees in the employee orientation package. In addition, an EEO Office representative participates in bi-weekly new employee orientation sessions to provide general information regarding the EEO program and policies. Copies of the Policy Statement and reaffirmations are provided to all employees..
- Information about the EEO program, administrative and judicial processes, and reasonable accommodation procedures are available to employees on the Agency’s internal and external websites. EEO Law Posters, updated in FY2011, are prominently posted in the HRD, EEO offices and other common areas.
- Additionally, the Human Resources Department (HRD) has continued their Disability Awareness Series and sponsored three Disability Awareness Training sessions this fiscal year.
- HRD has conducted Schedule A hiring training sessions.
- The agency has a Special Emphasis Program Committee and special emphasis programs are conducted throughout the year to promote diversity.

Essential Element B: Integration of EEO into the Agency’s Strategic Mission

- The Director of Equal Employment Opportunity and Diversity (EEO Director) reports directly to the head of the Agency.

- The EEO Director has access to Senior Management through bi-weekly meetings to keep management informed regarding EEO priorities.
- The EEO Office provided quarterly performance information on the Complaints program for the agency wide Strategic Performance Report.

Essential Element C: Management and Program Accountability

- The EEO Office provides regular updates to the Agency Director on EEO complaints and EEO priorities.
- The EEO Office continued to include management in the review and submission of the Agency's FY2011 MD715.
- The EEO Office briefed employee organizations (such as Federally Employed Women and Blacks in Government) on FY2010's MD715 submission and collected recommendations from the employee organizations for future MD715 submissions.

Essential Element D: Proactive Prevention of Unlawful Discrimination

- Continued strides were made incorporating Alternative Dispute Resolution into both formal and informal EEO complaints process, with increased positive results in achieving resolution.
- In FY2011, the EEO department offered a "How to Avoid EEO Mistakes" training course to managers and supervisors.
- Federal Mediation and Conciliation Service (FMCS) Conflict Resolution training sessions were offered to employees and managers quarterly commencing 4th quarter FY2011.

Essential Element E: Efficiency

- The EEO Office continues to improve the timeliness of EEO investigations. In FY 2011, PBGC timely processed 19 of its 22 investigations, with an overall average processing time of 202 days.
- By the close of FY 2011, there were no formal EEO complaints from prior fiscal years pending at the accept/dismiss or investigation stages.
- The Agency offered ADR to all employees who filed complaints and processed 100% of all pre-complaints timely. PBGC performed EEO counseling with full-time EEO staff, increasing the number of counselors and discontinuing collateral duty counseling.

Essential Element F: Responsiveness and Legal Compliance

- The Agency continues to timely post complaint statistical data on the website in compliance with the No FEAR Act.
- In the fourth quarter of FY 2011, the EEO Office deployed MicroPact's iComplaints electronic processing application, significantly improving on its prior manual process for tracking and recording complaint report data.
- Conducted quarterly Basic EEO trainings for new employees and supervisors.
- In collaboration with HRD the EEO office conducted additional Prevention of Workplace Harassment training for managers and supervisors.
- Provided departmental outreach to other organizational units within PBGC, including brown bag lunch and learn sessions, and conflict and mediation training opportunities for employees and supervisors.
- The agency is in full compliance with the law, including EEOC regulations, orders and other written instructions.
- The agency reports program efforts and accomplishments to EEOC and responds to EEOC directives and orders in accordance with EEOC instructions and time frames.
- The agency ensures that management fully and timely complies with final EEOC orders for corrective action and relief in EEO matters.

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Karen Margensey, Director, GS-0301-15, am
the
(Insert name above) (Insert official
title/series/grade above)

Principal EEO Director/Official for Pension Benefit Guaranty Corporation
(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Karen Margensey

02/24/2012

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date

John

07/16/2012

Signature of Agency Head or Agency Head Designee

Date

**EEOC FORM
715-01 PART H**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
**EEO Plan To Attain the Essential Elements of a Model EEO
Program**

FY 2011 Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT	Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP
OBJECTIVES:	<p>When promoted into supervisory ranks, employees are provided with a copy of the EEO Policy Statement;</p> <p>Heads of subordinate reporting components communicate support of all agency EEO policies through the ranks;</p> <p>Managers and supervisors are evaluated on their commitment to agency EEO policies, to include specific efforts in: resolving conflict; creating and sustaining a productive and respectful work environment; ensuring full cooperation of employees under their supervision with EEO Officials and Processes; ensuring a workplace free from all forms of discrimination; ensuring subordinate supervisors have effective managerial , communication and interpersonal skills to supervise diverse employees in the workplace & avoid disputes arising from ineffective communication; ensuring requests for reasonable accommodations are appropriately addressed and ensuring all supervisors and managers are responsible with EEO Officials for the effective implementation of the agency's EEO program and plans.</p>
RESPONSIBLE OFFICIAL:	PBGC Director, Executive Management Council (EMC) , EEO and Diversity Director , HRD Director and all Department Directors
DATE OBJECTIVE INITIATED:	February 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 2014
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)

Establish schedule for ongoing mandatory EEO and Diversity training courses for both current and new managers and supervisors	March 2012
<p>OEEOD and HRD work together to benchmark other related and similar agency standards and develop a meaningful and effective Senior Leader and managerial performance standard that clearly demonstrates agency leadership's commitment to EEO and Diversity.</p> <p>OEEOD and HRD make joint recommendation to the EMC to obtain standard approval and use.</p>	September 2012
<p>Department Director / Lead Managers ensure new supervisors are provided with a copy of the EEO Policy Statement upon promotion.</p> <p>OEEOD is informed quarterly of promotion to the supervisory works to confirm issuance of policy and establish training schedules for mandatory training</p>	March 2012 and ongoing
<p>Update current EEO Policy Statement;</p> <p>Issue new Harassment Policy Statement</p>	April 2012
Current EEO Policy statements are prominently posted in the HR and EEO Offices within agency and on EEO Intranet page	June 2012

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

FY 2011: Online agency-wide No Fear Training was launched October 1, 2010. As of January 2011, 973 PBGC employees had completed training. The Basic EEO for New Employees course was held second quarter of 2011 and will continue one each quarter, as needed throughout the FY. An EEO Course for Managers was held in February 2011. New EEO Posters were posted agency-wide during the second quarter. The new PBGC Director issued an updated EEO and Diversity Policy Statement in 2011 and it will be reissued each year.

**EEOC FORM
715-01 PART H**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program

FY2011 Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY’S STRATEGIC MISSION &</p> <p>Essential Element C : Management and Program Accountability</p>
OBJECTIVES:	<p>Clearly define the responsibilities and duties of EEO Officials; In particular in the HRD/EEO cross functional areas of outreach and recruitment;</p> <p>Develop schedule and conduct regular and effective means for the EEO Director to inform the agency head and top management officials regarding the EEO Program effectiveness, efficiency and compliance;</p> <p>Ensure that immediately following the MD-715 report submission the EEO Director schedule and presents a “State of the Agency” Briefing to the agency head and Senior Officials covering all components of the MD-715 EEO Report, including an assessment of the six essential elements of the Model EEO Program, the agency’s overall progress towards attainment of a Model EEO program and the agency’s progress in completing barrier analysis, to include identifying, eliminating or reducing the impact of any barriers;</p> <p>Ensure EEO Program officials are present and included in deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development and other workforce changes;</p> <p>Ensure the agency considers whether any group of employees or applicants might be negatively impacted prior to making human resource decisions (i.e. Reorganizations, realignments, creation of new policies, directives and practices)</p> <p>Establish resources, schedule and conduct regular intervals to assess agency policies, procedures and practices and determine whether there are any hidden impediments to the</p>

	<p>realization of equality of opportunity for any group (s) of employees or applicants.</p> <p>Ensure the agency's EEO Director is included in the agency strategic planning, and human capital planning processes, including succession planning, Training and development planning etc. to ensure that EEO concerns are integrated into the agency strategic mission;</p> <p>Sufficiently staff and provide the needed training and resources to have effective statutory Special Emphasis Programs and Program Managers to include and cover the following mandated programs : Federal Women's Program, Hispanic Employment Program, Persons with Disabilities/Selective Placement Program, Veterans Employment Program, Backs/African –American Program, Asian Pacific/Pacific Islander Program and the American Indiana/Alaska Native Program;</p> <p>Provide sufficient resources to continue ongoing mandated barrier analysis FY12 and beyond;</p> <p>The Human Resources and EEO Director meet regularly to assess whether personnel programs, policies and procedures are in conformity with the EEOC management directives;</p> <p>OEEOD provides regular EEO updates to managers and supervisors;</p>
RESPONSIBLE OFFICIAL(s):	Agency Director, HRD Director and EEO and Diversity Director (EEOD) and Staffs; EMC , Budget, Operations and Planning Department Director & Procurement Department Director and Staffs and general Department Directors and Management Officials
DATE OBJECTIVE INITIATED:	March 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 2013
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
EEOD initiates with HRD a review and finalization of the EEO Core Competencies and clarifies essential EEO duties, functions and required competencies and skills, and works with HRD to clarify the cross functional roles within the HRD areas of outreach, recruitment, diversity, and workforce demographics.	June 2012 and Ongoing
EEOD schedules regular and ongoing EEO Briefings and updates to the Agency Director, EMC, Directors and Managers and Supervisors.	June 2012 and Ongoing
Schedule and conduct State of Agency briefing immediately following	April 2012

<p>submission of FY2011 MD-715 report to EEOC.</p>	
<p>EEOD addresses within EEOC during TA visit and Phase II BATA discussions, strategies for ensuring EEO Program officials are present and included in deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development and other workforce changes; EEOD attends Departmental management meeting and provides briefings to ensure awareness among line managers; EEOD schedules discussions with Agency Director, CMO and others Senior officials to address strategies for ensuring EEO program officials are included ;</p> <p>Within Phase II of Barrier and Trends Analysis (BATA) establish schedule for review of key agency policies and directives.</p>	<p>May 2012 and Ongoing</p>
<p>Review the role of the SEPC; the need to sufficiently staff all the Special Emphasis programs to include OPM's and EEOC's regulatory requirements and the role and responsibilities of the Program Manager positions; incorporate views and understanding of SEP from staff within Phase II BATA.</p>	<p>July 2012</p>
<p>EEOD initiates discussion with CMO, Director of BOPD and Strategic Planning Division regarding the regulatory need for agency's EEO Director being included in the agency strategic planning, and human capital planning processes, including succession planning, Training and development planning etc. to ensure that EEO concerns are integrated into the agency strategic mission</p>	<p>June 2012 and Ongoing</p>
<p>Prepare Justification and submit request for additional BATA funding and work with Budget and Procurement Departments</p>	<p>June 2012</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p> <p>FY 2011: Obtained funding for the first time to support the initiation of barrier and trends analysis, a qualified contractor firm was obtained.</p> <p>FY 2012: EEOD was invited by the Director, Budget, Operations and Planning Department to participate in management body addressing Budget and HRD decisions</p>	

EEOC FORM
715-01 PART H

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program

FY 2011

Name of Agency of Reporting Component: PBGC

**STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:**

**Essential Element D : Proactive Prevention &
Essential Element E : Efficiency**

OBJECTIVES:

Senior Managers meet with and assist the EEO Director and EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity;

When barriers are identified senior managers help develop and implement with the EEO Office actions plans to eliminate the barriers;

Senior managers successfully implement EEO Action Plans and incorporate plan objectives into the agency strategic plans;

Trends analyses are conducted of: Workforce profiles, by race , major occupations, grade levels, compensation and rewards, management and personnel policies, procedures and practices by race , national origin, sex and disability;

The EEO Office staff has the adequate training and experience to conduct the required MD-715 analyses;

The agency has adequate data collection system(s) to track and provide the information required under MD-715;

The agency adequately tracks recruitment efforts and analyzes efforts to identify any potential barriers in accordance with the MD-715 requirements;

The agency identifies and monitors significant trends in

	complaint processing to ensure agency is meeting its Title VII and Rehab Act obligations.
RESPONSIBLE OFFICIAL:	EMC and Management Officials (Management and Supervisors) Human Resources Department Director and Staff, EEO and Diversity Director and Staff ,Procurement Department Director and Staff, Budget and Organizational Performance Department Director and Staff, Department Directors
DATE OBJECTIVE INITIATED:	March 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 2013 and Ongoing

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Include management officials in the Phase II of BATA to gain their input and insight; and as further BATA work is planned	April 2012
Provide ongoing management briefings at the conclusion of BATA Phase I and II and each future stage	August 2012
Complete initial trends analysis by workforce profiles, grade level distribution and rewards and identify triggers	June 2012
Establish schedule to conduct trends analysis of major occupations, career development, and management/personnel policies and procedures	May 2012
Identify staff training needs in conjunction with core competencies and identify resources to obtain the needed training and experience for staff	June 2012 and Ongoing
Conduct ongoing meetings to review all MD-715 data requirement needs and systems and data challenges (Recruitments, complaints and general workforce) with EEO, HRD and NBC	Quarterly starting 3 rd Qtr 2012 (by June 2012)

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agency Name: : Pension Benefit Guaranty Corporation	FY 2011	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<p>The Office of Equal Employment Opportunity and Diversity's (OEEOD) Affirmative Employment and Diversity Management (AE & DM) Team worked closely with the Budget, Operations and Planning Department and the Procurement Department staffs to obtain the needed funding and to solicit, review and select a qualified contracting firm (IVY Planning, LLC (IVY)) in FY 2011 to conduct initial Barrier and Trends Analysis (BATA) for the first time at PBGC. The BATA project began the first quarter of FY2012.</p> <p>IVY's initial report concluded that overall, Hispanics are underutilized in the PBGC workforce; the recruitment, selection, and hiring process is not yielding Hispanics commensurate with their availability in the CLF and the applicant pool; Hispanics are not promoted or receiving rewards at the same rate as their peers, and Hispanics voluntarily separate higher than their representation in the PBGC total workforce.</p>	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<p>IVY conducted a 3 year (2008-2010) data analysis of PBGC's workforce data to identify: any areas of underutilization or less than anticipated representation* in particular job and workforce groups; any overall net changes for each gender and race group; to conduct adverse impact analysis**, where appropriate; to identify any areas to increase opportunities in hiring and selections, and to identify promotion, separation and award ratios and any discrepancies in these areas.</p> <p>Triggers were identified through analysis of Tables A and B1-6; Tables A and B-7, Tables A7, A*, A9, A11, A13, and B*, B9, B11 and B13.</p>	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	No Barriers have yet been identified.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<p>Review the purpose, role and membership of the PBGC Workforce Diversity Board to determine if it meets the current needs of the agency, as well as the MD-715 regulatory requirements.</p> <p>Based on the results and recommendations from that review, develop/initiate/revise a PBGC agency-wide Team which will include PBGC management, the Hispanic Employment Program (HEP)</p>	

	<p>Manager/Point of Contact and others to continue further barrier and trends analysis work, to include: reviewing identified triggers, identifying and scheduling the review of all agency policies, procedures and practices that impact the workforce, reviewing IVY's initial reports; developing strategies to identify any barriers and effective action plans & providing recommendations to overcome any identified barriers to increase opportunities for Hispanics at PBGC and promote a diverse and inclusive work place.</p>
RESPONSIBLE OFFICIAL:	<p>EMC, EEO and Diversity and HRD Directors and Staffs, PBGC Department Directors and Management Team; Workforce Diversity Board or its equivalent; and diverse employee representatives.</p>
DATE OBJECTIVE INITIATED:	<p>May 2012</p>
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<p>May 2014 and Ongoing</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Review of Workforce Diversity Board, makeup, role and responsibility in conjunction with the MD-715 regulatory	June 2012	
Appoint a Hispanic Employment Program (HEP) Manager /Point of contact (POC) to guide efforts in the area of Hispanic representation within the PBGC workforce.	August 2012	
Develop a charter and mission for a PBGC agency-wide Team which will include management, the HEP Manager/POC and others to develop strategies to increase the Hispanic applicant pool at PBGC, provide more opportunities at PBGC for Hispanics and to promote a diverse and inclusive work environment.	September 2012	
Team conducts trend and barrier analysis on the recruitment, hiring and selections and retention for Hispanics.	November 2012	
Team determines next stage and area of focus to conducts trend and barrier analysis on and develops a schedule for completion and review of policies, practices and procedures.	November 2012	
Team collects best practices from other agencies which have been successful in recruiting, hiring and retaining individuals from diverse communities.	January 2013	
Team works closely with employee advocacy group/organizations to identify resources to assist in addressing any identified barriers.	March 2013	
Team works with management and HRD to establish relationships with resources within communities and organizations, and develop partnerships with organizations and educational institutions to assist in addressing each area of the work life cycle, where triggers or barriers have been identified.	May 2013	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<ul style="list-style-type: none"> For 14 years PBGC has continued to welcome interns from the Hispanic Association of Colleges and Universities (HACU) as part of the HACU National Internship Program (HNIP). Since 2007, the agency has increased the numbers of interns each subsequent year. While the HACU interns are not reflected in PBGC's workforce numbers due to their contract status, the agency has hired permanently hired several interns who remain employed with the agency. 		

FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agency Name: : Pension Benefit Guaranty Corporation	FY 2011	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<p>The Office of Equal Employment Opportunity and Diversity's (OEEOD) Affirmative Employment and Diversity Management (AE & DM) Team worked closely with the Budget, Operations and Planning Department and the Procurement Department staffs to obtain the needed funding and to solicit, review and select a qualified contracting firm (IVY Planning, LLC (IVY)) in FY 2011 to conduct initial Barrier and Trends Analysis (BATA) for the first time at PBGC. The BATA project began the first quarter of FY2012.</p> <p>IVY's initial report concluded that overall, Whites are well-represented at higher levels within the organization. However, they are not fully utilized in lower grade levels of the PBGC workforce. Whites receive lower than anticipated rates of promotions relative to their representation in the PBGC workforce, and White females tend to voluntarily separate at a higher rate than their representation. However, whites are rewarded at and at times above their representation.</p>	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<p>IVY conducted a 3 year (2008-2010) data analysis of PBGC's workforce data to identify: any areas of underutilization or less than anticipated representation* in particular job and workforce groups; any overall net changes for each gender and race group; to conduct adverse impact analysis**, where appropriate; to identify any areas to increase opportunities in hiring and selections, and to identify promotion, separation and award ratios and any discrepancies in these areas.</p> <p>Triggers were identified through analysis of Tables A and B1-6; Tables A and B-7, Tables A7, A*, A9, A11, A13, and B*, B9, B11 and B13.</p>	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	No Barriers have yet been identified.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Review the purpose, role and membership of the PBGC Workforce Diversity Board (WDB) to determine if it meets the current needs of the agency, as well as the MD-715 regulatory requirements.	

	<p>Based on the results and recommendations from the WDB review, develop/initiate/revise a PBGC agency-wide team which will include PBGC management and others to continue further barrier and trends analysis work, to include: reviewing identified triggers, identifying and scheduling the review of all agency policies, procedures and practices that impact the workforce, reviewing IVY's initial reports; developing strategies to identify any barriers and effective action plans & providing recommendations to overcome any identified barriers to fully utilize Whites at the lower levels of PBGC and promote a diverse and inclusive work place.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>EMC, EEO and Diversity and HRD Directors and Staffs, PBGC Department Directors and Management Team; Workforce Diversity Board or its equivalent; diverse employee representatives</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>August 2012</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>May 2015 and ongoing</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Review of Workforce Diversity Board, makeup, role and responsibility in conjunction with the MD-715 regulatory requirements.	June 2012	
Develop a charter and mission for a PBGC agency-wide Team which will include management, and others to develop strategies to increase Whites at the lower level applicant pools at PBGC, and to promote a diverse and inclusive work environment.	September 2012	
Team determines next stage and area of focus to conducts trend and barrier analysis on and develops a schedule for completion and review of policies, practices and procedures.	November 2012	
Team collects best practices from other agencies which have been successful in recruiting, hiring and retaining individuals from diverse communities.	March 2013	
Team works with management and HRD to establish relationships with resources within communities and organizations, and develop partnerships with organizations and educational institutions to assist in addressing each area of the work life cycle, where triggers or barriers have been identified.	May 2013	
Team conducts further trend and barrier analysis on separation rates for white females.	December 2013	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agency Name: : Pension Benefit Guaranty Corporation	FY 2011	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<p>The Office of Equal Employment Opportunity and Diversity's (OEEOD) Affirmative Employment and Diversity Management (AE & DM) Team worked closely with the Budget, Operations and Planning Department and the Procurement Department staffs to obtain the needed funding and to solicit, review and select a qualified contracting firm (IVY Planning, LLC (IVY)) in FY 2011 to conduct initial Barrier and Trends Analysis (BATA) for the first time at PBGC. The BATA project began the first quarter of FY2012.</p> <p>IVY's initial report concluded that overall, PBGC is doing a good job of recruiting, selecting, and hiring African-American (Black) candidates, however, there are specific aspects of the employee life cycle impacting African-American (Black) employees that need further attention such as career ladder promotions, rewards, and complaints.</p>	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<p>IVY conducted a 3 year (2008-2010) data analysis of PBGC's workforce data to identify: any areas of underutilization or less than anticipated representation* in particular job and workforce groups; any overall net changes for each gender and race group; to conduct adverse impact analysis**, where appropriate; to identify any areas to increase opportunities in hiring and selections, and to identify promotion, separation and award ratios and any discrepancies in these areas.</p> <p>Triggers were identified through analysis of Tables A and B1-6; Tables A and B-7, Tables A7, A*, A9, A11, A13, and B*, B9, B11 and B13, and EEOC 462 Reports</p>	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	No Barriers have yet been identified.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<p>Review the purpose, role and membership of the PBGC Workforce Diversity Board (WDB) to determine if it meets the current needs of the agency, as well as the MD-715 regulatory requirements.</p> <p>Based on the results and recommendations from the WDB review, develop/initiate/revise a PBGC agency-wide Team which will include PBGC</p>	

	<p>management and others to continue further barrier and trends analysis work, to include: reviewing identified triggers, identifying and scheduling the review of all agency policies, procedures and practices that impact the workforce, reviewing IVY's initial reports; developing strategies to identify any barriers and effective action plans & providing recommendations to overcome any identified barriers to fully utilize African Americans (Blacks) throughout the work life cycle at PBGC and promote a diverse and inclusive work place.</p>
RESPONSIBLE OFFICIAL:	<p>EMC, EEO and Diversity and HRD Directors and Staffs, PBGC Department Directors and Management Team; Workforce Diversity Board or its equivalent; diverse employee representatives.</p>
DATE OBJECTIVE INITIATED:	<p>June 2012</p>
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<p>September 2013</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Review of Workforce Diversity Board, makeup, role and responsibility in conjunction with the MD-715 regulatory	June 2012	
Appoint a Black Employment Program (BEP) Manager /Point of contact (POC) to guide efforts in the area of African American (Black) representation within the PBGC workforce.	August 2012	
Develop a charter and mission for a PBGC agency-wide Team which will include management, the BEP Manager/POC and others to develop strategies to increase the African American applicant pool for higher grade levels at PBGC, provide more leadership opportunities at PBGC and to promote a diverse and inclusive work environment.	September 2012	
Team determines next stage and area of focus to conducts trend and barrier analysis on and develops a schedule for completion and review of policies, practices and procedures.	November 2012	
Team collects best practices from other agencies which have been successful in recruiting, hiring and retaining individuals from diverse communities.	January 2013	
Team works closely with employee advocacy group/organizations to identify resources to assist in addressing any identified barriers.	March 2013	
Team works with management and HRD to establish relationships with resources within communities and organizations, and develop partnerships with organizations and educational institutions to assist in addressing each area of the work life cycle, where triggers or barriers have been identified.	May 2013	
Team conducts further trend and barrier analysis on the identified work life cycle trigger areas of promotions, awards and complaints.	September 2013	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<ul style="list-style-type: none"> Overall, PBGC is doing a good job of recruiting, selecting, and hiring Black candidates in its major occupations. 		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agency Name: : Pension Benefit Guaranty Corporation	FY 2011	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<p>The Office of Equal Employment Opportunity and Diversity's (OEEOD) Affirmative Employment and Diversity Management (AE & DM) Team worked closely with the Budget, Operations and Planning Department and the Procurement Department staffs to obtain the needed funding and to solicit, review and select a qualified contracting firm (IVY Planning, LLC (IVY)) in FY 2011 to conduct initial Barrier and Trends Analysis (BATA) for the first time at PBGC. The BATA project began the first quarter of FY2012.</p> <p>IVY's initial report concluded that overall, Asians are well represented within the agency, however, they are not fully utilized in the higher grade levels, they have less than anticipated representation in career ladder promotions, awards are not proportionate to their representation in the PBGC workforce, and they tend to separate at a rate higher than their representation.</p>	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<p>IVY conducted a 3 year (2008-2010) data analysis of PBGC's workforce data to identify: any areas of underutilization or less than anticipated representation* in particular job and workforce groups; any overall net changes for each gender and race group; to conduct adverse impact analysis**, where appropriate; to identify any areas to increase opportunities in hiring and selections, and to identify promotion, separation and award ratios and any discrepancies in these areas.</p> <p>Triggers were identified through analysis of Tables A and B1-6; Tables A and B-7, Tables A7, A*, A9, A11, A13, and B*, B9, B11 and B13.</p>	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	No Barriers have yet been identified.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<p>Review the purpose, role and membership of the PBGC Workforce Diversity Board (WDB) to determine if it meets the current needs of the agency, as well as the MD-715 regulatory requirements.</p> <p>Based on the results and recommendations from the WDB review, develop/initiate/revise a PBGC agency-wide team which will include PBGC</p>	

	<p>management, and others to continue barrier and trends analysis work, to include: reviewing identified triggers, identifying and scheduling the review of all agency policies, procedures and practices that impact the workforce, reviewing IVY's initial reports; developing strategies to identify any barriers, and providing effective action plans & recommendations to overcome any identified barriers to fully utilize Asians throughout the work life cycle at PBGC and promote a diverse and inclusive work place.</p>
RESPONSIBLE OFFICIAL:	<p>EMC, EEO and Diversity and HRD Directors and Staffs, PBGC Department Directors and Management Team; Workforce Diversity Board or its equivalent; diverse employee representatives</p>
DATE OBJECTIVE INITIATED:	<p>June 2012</p>
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<p>September 2013</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Review of Workforce Diversity Board, makeup, role and responsibility in conjunction with the MD-715 regulatory	June 2012	
Appoint a Asian-Pacific American Employment Program (APAEP) Manager /Point of contact (POC) to guide efforts in the area of Asian representation within the PBGC workforce.	August 2012	
Develop a charter and mission for a PBGC agency-wide Team which will include management, the APAEP Manager/POC and others to develop strategies to increase the Asian applicant pool at the higher grade levels PBGC, provide more opportunities at PBGC for Asians and to promote a diverse and inclusive work environment.	September 2012	
Team determines next stage and area of focus to conducts trend and barrier analysis on and develops a schedule for completion and review of policies, practices and procedures.	November 2012	
Team collects best practices from other agencies which have been successful in recruiting, hiring and retaining individuals from diverse communities.	January 2013	
Team works closely with employee advocacy group/organizations to identify resources to assist in addressing any identified barriers.	March 2013	
Team works with management and HRD to establish relationships with resources within communities and organizations, and develop partnerships with organizations and educational institutions to assist in addressing each area of the work life cycle, where triggers or barriers have been identified.	May 2013	
Team conducts trend and barrier analysis on the recruitment, hiring and selections and retention for Asians in higher grade levels.	September 2013	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:		
<ul style="list-style-type: none"> Overall, Asians are well represented in the agency and within the major occupations. 		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agency Name: Pension Benefit Guaranty Corporation	FY 2011	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<p>The Office of Equal Employment Opportunity and Diversity's (OEEOD) Affirmative Employment and Diversity Management (AE & DM) Team worked closely with the Budget, Operations and Planning Department and the Procurement Department staffs to obtain the needed funding and to solicit, review and select a qualified contracting firm (IVY Planning, LLC (IVY)) in FY 2011 to conduct initial Barrier and Trends Analysis (BATA) for the first time at PBGC. The BATA project began the first quarter of FY2012.</p> <p>IVY's initial report concluded that overall, Persons with targeted disabilities (PWTD's) are not fully utilized in the PBGC workforce compared to the Federal and PBGC goal of 2%. Additionally, applicants with targeted disabilities are hired at a lower rate than their availability in the CLF. The rate of promotion as well as the rate in which they receive rewards is lower as compared to people without disabilities.</p>	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<p>IVY conducted a 3 year (2008-2010) data analysis of PBGC's workforce data to identify: any areas of underutilization or less than anticipated representation* in particular job and workforce groups; any overall net changes for each gender and race group; to conduct adverse impact analysis**, where appropriate; to identify any areas to increase opportunities in hiring and selections, and to identify promotion, separation and award ratios and any discrepancies in these areas.</p> <p>Triggers were identified through analysis of Tables A and B1-6; Tables A and B-7, Tables A7, A*, A9, A11, A13, and B*, B9, B11 and B13</p>	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<p>No Barriers have yet been identified.</p>	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<p>Review the purpose, role and membership of the PBGC Workforce Diversity Board (WDB) to determine if it meets the current needs of the agency, as well as the MD-715 regulatory requirements.</p> <p>Based on the results and recommendations from the WDB review, develop/initiate/revise a PBGC agency-wide Team which will include PBGC management , and others to continue barrier and trends analysis work, to include: reviewing identified triggers, identifying and scheduling the review of all agency policies, procedures and practices that impact the workforce, reviewing IVY's initial reports; developing strategies to identify</p>	

	any barriers, and providing effective action plans & recommendations to overcome any identified barriers to increase the hiring of persons with targeted disabilities and fully utilize PWTD's throughout the work life cycle at PBGC and promote a diverse and inclusive work place.
RESPONSIBLE OFFICIAL:	EMC, EEO and Diversity and HRD Directors and Staffs, PBGC Department Directors and Management Team; Workforce Diversity Board or its equivalent; diverse employee representatives
DATE OBJECTIVE INITIATED:	June 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 2013

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Review of Workforce Diversity Board, makeup, role and responsibility in conjunction with the MD-715 regulatory	June 2012	
Develop a charter and mission for a PBGC agency-wide Team which will include management, the APAEP Manager/POC and others to develop strategies to increase the applicant pool of individuals with targeted disabilities and disabilities at PBGC and to promote a diverse and inclusive work environment.	August 2012	
Team conducts trend and barrier analysis on the recruitment, hiring and selections and retention for Asians.	September 2012	
Team determines next stage and area of focus to conducts trend and barrier analysis on and develops a schedule for completion and review of policies, practices and procedures.	November 2012	
Team collects best practices from other agencies which have been successful in recruiting, hiring and retaining individuals from diverse communities.	November 2012	
Team works closely with employee advocacy group/organizations to identify resources to assist in addressing any identified barriers.	December 2012	
Team works with management and HRD to establish relationships with resources within communities and organizations, and develop partnerships with organizations and educational institutions to assist in addressing each area of the work life cycle, where triggers or barriers have been identified.	January 2013	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<ul style="list-style-type: none"> • The Human Resources Department (HRD) has continued their Disability Awareness Series and sponsored three Disability Awareness Training sessions this fiscal year. • HRD has conducted Schedule A hiring training sessions. 		

PENSION BENEFIT GUARANTY CORPORATION Pay Period from 201021 to 201121

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL WORKFORCE - Permanent and Temporary																		
Prior FY	#	959	429	530	13	17	258	169	124	293	31	43	0	0	1	3	2	5
	%	100%	44.73%	55.27%	1.36	1.77	26.9	17.62	12.93	30.55	3.23	4.48	0	0	0.1	0.31	0.21	0.52
Current FY	#	981	438	543	15	20	261	164	122	299	36	53	0	0	1	3	3	4
	%	100%	44.65%	55.35%	1.53	2.04	26.61	16.72	12.44	30.48	3.67	5.4	0	0	0.1	0.31	0.31	0.41
Nat 2k CLF	%	100%	53.23%	46.77%	6.17%	4.52%	39.03%	33.74%	4.84%	5.66%	1.92%	1.71%	0.06%	0.05%	0.34%	0.32%	0.88%	0.76%
Org CLF	%	%	53.10%	46.90%	2.29%	2.56%	44.20%	36.08%	2.73%	4.22%	3.02%	3.13%	0.03%	0.04%	0.15%	0.21%	0.67%	0.67%
Difference	#	22	9	13	2	3	3	-5	-2	6	5	10	0	0	0	0	1	-1
Ratio Change	%	0.00%	-0.09%	0.09%	0.17%	0.27%	-0.30%	-0.90%	-0.49%	-0.07%	0.44%	0.92%	0.00%	0.00%	0.00%	-0.01%	0.10%	-0.11%
Net Change	%	2.29%	2.10%	2.45%	15.38%	17.65%	1.16%	-2.96%	-1.61%	2.05%	16.13%	23.26%	0%	0%	0.00%	0.00%	50.00%	-20.00%
PERMANENT WORKFORCE																		
Prior FY	#	896	398	498	13	17	246	165	107	271	30	38	0	0	1	3	1	4
	%	100%	44.42%	55.58%	1.45%	1.90%	27.46%	18.42%	11.94%	30.25%	3.35%	4.24%	0.00%	0.00%	0.11%	0.33%	0.11%	0.45%
Current FY	#	921	410	511	15	20	254	157	105	277	34	50	0	0	1	3	1	4
	%	100%	44.52%	55.48%	1.63%	2.17%	27.58%	17.05%	11.40%	30.08%	3.69%	5.43%	0.00%	0.00%	0.11%	0.33%	0.11%	0.43%
Difference	#	25	12	13	2	3	8	-8	-2	6	4	12	0	0	0	0	0	0
Ratio Change	%	0%	0.10%	-0.10%	0.18%	0.27%	0.12%	-1.37%	-0.54%	-0.17%	0.34%	1.19%	0.00%	0.00%	0.00%	-0.01%	0.00%	-0.01%
Net Change	%	2.79%	3.02%	2.61%	15.38%	17.65%	3.25%	-4.85%	-1.87%	2.21%	13.33%	31.58%	0%	0%	0.00%	0.00%	0.00%	0.00%
TEMPORARY WORKFORCE																		
Prior FY	#	63	31	32	0	0	12	4	17	22	1	5	0	0	0	0	1	1
	%	100%	49.21%	50.79%	0	0	19.05	6.35	26.98	34.92	1.59	7.94	0	0	0	0	1.59	1.59
Current FY	#	60	28	32	0	0	7	7	17	22	2	3	0	0	0	0	2	0
	%	100%	46.67%	53.33%	0	0	11.67	11.67	28.33	36.67	3.33	5	0	0	0	0	3.33	0
Difference	#	-3	-3	0	0	0	-5	3	0	0	1	-2	0	0	0	0	1	-1
Ratio Change	%	0%	-2.54%	2.54%	0.00%	0.00%	-7.38%	5.32%	1.35%	1.75%	1.75%	-2.94%	0.00%	0.00%	0.00%	0.00%	1.75%	-1.59%
Net Change	%	-4.76%	-9.68%	0.00%	0%	0%	-41.67%	75.00%	0.00%	0.00%	100.00%	-40.00%	0%	0%	0%	0%	100.00%	-100.00%

PBGC PENSION BENEFIT GUARANTY CORPORATION Pay Period from 201021 to 201121

Table B1 - Total Workforce - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
TOTAL WORKFORCE - Permanent and Temporary															
Prior FY	#	959	867	34	58	13	1	2	0	1	0	4	1	4	0
	%	100%	90.41%	3.55%	6.05%	1.36%	0.10%	0.21%	0.00%	0.10%	0.00%	0.42%	0.10%	0.42%	0.00%
Current FY	#	981	887	33	61	13	1	2	0	1	0	3	1	5	0
	%	100%	90.42%	3.36%	6.22%	1.33%	0.10%	0.20%	0.00%	0.10%	0.00%	0.31%	0.10%	0.51%	0.00%
Federal High (FY08)	#					2.95%									
Difference	#	22	20	-1	3	0	0	0	0	0	0	-1	0	1	0
Ratio Change	%	0.00%	0.01%	-0.18%	0.17%	-0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	-0.11%	0.00%	0.09%	0.00%
Net Change	%	2.29%	2.31%	-2.94%	5.17%	0.00%	0.00%	0.00%	0%	0.00%	0%	-25.00%	0.00%	25.00%	0%
PERMANENT WORKFORCE															
Prior FY	#	896	813	30	53	12	1	2	0	1	0	4	1	3	0
	%	100%	90.74%	3.35%	5.92%	1.34%	0.11%	0.22%	0.00%	0.11%	0.00%	0.45%	0.11%	0.33%	0.00%
Current FY	#	921	836	31	54	11	1	2	0	1	0	3	1	3	0
	%	100%	90.77%	3.37%	5.86%	1.19%	0.11%	0.22%	0.00%	0.11%	0.00%	0.33%	0.11%	0.33%	0.00%
Difference	#	25	23	1	1	-1	0	0	0	0	0	-1	0	0	0
Ratio Change	%	0.00%	0.03%	0.02%	-0.05%	-0.14%	0.00%	-0.01%	0.00%	0.00%	0.00%	-0.12%	0.00%	-0.01%	0.00%
Net Change	%	2.79%	2.83%	3.33%	1.89%	-8.33%	0.00%	0.00%	0%	0.00%	0%	-25.00%	0.00%	0.00%	0%
TEMPORARY WORKFORCE															
Prior FY	#	63	54	4	5	1	0	0	0	0	0	0	0	1	0
	%	100%	85.71%	6.35%	7.94%	1.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.59%	0.00%
Current FY	#	60	51	2	7	2	0	0	0	0	0	0	0	2	0
	%	100%	85.00%	3.33%	11.67%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.33%	0.00%
Difference	#	-3	-3	-2	2	1	0	0	0	0	0	0	0	1	0
Ratio Change	%	0.00%	-0.71%	-3.02%	3.73%	1.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.75%	0.00%
Net Change	%	-4.76%	-5.56%	-50.00%	40.00%	100.00%	0%	0%	0%	0%	0%	0%	0%	100.00%	0%

PENSION BENEFIT GUARANTY CORPORATION Pay Period 201121

Table B2 - Permanent Workforce By Component -

Component	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsiv Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
Federal High (FY07)	%				2.65%										
	#	115	107	0	8	0	0	0	0	0	0	0	0	0	0
CHIEF FINANCIAL OFFICER (CFO) (ORG)	%	100%	93.04%	0.00%	6.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CHIEF INSURANCE PROGRAM OFFICER (ORG)	#	170	147	11	12	2	0	0	0	0	0	2	0	0	0
	%	100%	86.47%	6.47%	7.06%	1.18%	0.00%	0.00%	0.00%	0.00%	0.00%	1.18%	0.00%	0.00%	0.00%
CHIEF MANAGEMENT OFFICER (CMO) (ORG)	#	95	83	6	6	1	0	0	0	1	0	0	0	0	0
	%	100%	87.37%	6.32%	6.32%	1.05%	0.00%	0.00%	0.00%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%
CHIEF OPERATING OFFICER (COO) (ORG)	#	296	273	7	16	3	0	0	0	0	0	1	1	1	0
	%	100%	92.23%	2.36%	5.41%	1.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.34%	0.34%	0.34%	0.00%
OFC OF GENERAL COUNSEL (OGC) (ORG)	#	61	57	1	3	0	0	0	0	0	0	0	0	0	0
	%	100%	93.44%	1.64%	4.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFC OF POLICY & EXTERNAL AFFAIRS (OPEA) (ORG)	#	36	34	0	2	2	0	0	0	0	0	0	0	2	0
	%	100%	94.44%	0.00%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%
OFC OF THE CHIEF INFORMATION OFFICER (OCIO) (ORG)	#	104	95	3	6	2	0	2	0	0	0	0	0	0	0
	%	100%	91.35%	2.88%	5.77%	1.92%	0.00%	1.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFC OF THE DIRECTOR (OD) (ORG)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFC OF THE INSPECTOR GENERAL (OIG) (ORG)	#	24	22	1	1	1	1	0	0	0	0	0	0	0	0
	%	100%	91.67%	4.17%	4.17%	4.17%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	902	819	29	54	11	1	2	0	1	0	3	1	3	0
	%	100%	90.80%	3.22%	5.99%	1.22%	0.11%	0.22%	0.00%	0.11%	0.00%	0.33%	0.11%	0.33%	0.00%

PBGC PENSION BENEFIT GUARANTY CORPORATION Pay Period 201121

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
			male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Accounting (0510)	#	60	34	26	0	1	14	6	16	15	4	4	0	0	0	0	0	0
	%	100%	56.67%	43.33%	0.00%	1.67%	23.33%	10.00%	26.67%	25.00%	6.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	#	100%	42.98%	56.64%	2.03%	3.10%	35.05%	42.80%	2.55%	5.31%	2.72%	4.70%	0.03%	0.06%	0.12%	0.26%	0.50%	0.77%
	%	100%	42.98%	56.64%	2.03%	3.10%	35.05%	42.80%	2.55%	5.31%	2.72%	4.70%	0.03%	0.06%	0.12%	0.26%	0.50%	0.77%
Auditing (0511)	#	101	36	65	1	7	13	8	19	39	3	10	0	0	0	0	0	1
	%	100%	35.64%	64.36%	0.99%	6.93%	12.87%	7.92%	18.81%	38.61%	2.97%	9.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.99%
Occupational CLF	#	100%	42.98%	56.64%	2.03%	3.10%	35.05%	42.80%	2.55%	5.31%	2.72%	4.70%	0.03%	0.06%	0.12%	0.26%	0.50%	0.77%
	%	100%	42.98%	56.64%	2.03%	3.10%	35.05%	42.80%	2.55%	5.31%	2.72%	4.70%	0.03%	0.06%	0.12%	0.26%	0.50%	0.77%
General Attorney (0905)	#	108	59	49	2	0	55	34	1	9	1	5	0	0	0	0	0	1
	%	100%	54.63%	45.37%	1.85%	0.00%	50.93%	31.48%	0.93%	8.33%	0.93%	4.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.93%
Occupational CLF	#	100%	71.31%	28.40%	2.05%	1.24%	65.22%	23.93%	2.00%	1.88%	1.24%	1.04%	0.02%	0.01%	0.11%	0.09%	0.68%	0.48%
	%	100%	71.31%	28.40%	2.05%	1.24%	65.22%	23.93%	2.00%	1.88%	1.24%	1.04%	0.02%	0.01%	0.11%	0.09%	0.68%	0.48%
Employee Benefit Law Specialist	#	66	21	45	0	1	11	9	9	31	1	3	0	0	0	1	0	0
	%	100%	31.82%	68.18%	0.00%	1.52%	16.67%	13.64%	13.64%	46.97%	1.52%	4.55%	0.00%	0.00%	0.00%	1.52%	0.00%	0.00%
Occupational CLF	#	100%	26.66%	72.66%	1.91%	5.48%	20.76%	58.06%	2.22%	6.29%	1.07%	1.80%	0.02%	0.06%	0.21%	0.49%	0.52%	1.12%
	%	100%	26.66%	72.66%	1.91%	5.48%	20.76%	58.06%	2.22%	6.29%	1.07%	1.80%	0.02%	0.06%	0.21%	0.49%	0.52%	1.12%
Contract Specialist (1102)	#	16	11	5	1	0	5	2	5	3	0	0	0	0	0	0	0	0
	%	100%	68.75%	31.25%	6.25%	0.00%	31.25%	12.50%	31.25%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	#	100%	46.95%	52.60%	2.86%	3.16%	39.80%	42.73%	2.55%	4.70%	1.03%	1.27%	0.05%	0.06%	0.18%	0.30%	0.49%	0.84%
	%	100%	46.95%	52.60%	2.86%	3.16%	39.80%	42.73%	2.55%	4.70%	1.03%	1.27%	0.05%	0.06%	0.18%	0.30%	0.49%	0.84%
Financial Analyst (1160)	#	41	29	12	1	0	18	9	6	2	4	1	0	0	0	0	0	0
	%	100%	70.73%	29.27%	2.44%	0.00%	43.90%	21.95%	14.63%	4.88%	9.76%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	#	100%	42.99%	56.71%	3.60%	5.61%	32.99%	40.97%	3.85%	6.78%	1.64%	2.63%	0.06%	0.09%	0.21%	0.21%	0.66%	0.68%
	%	100%	42.99%	56.71%	3.60%	5.61%	32.99%	40.97%	3.85%	6.78%	1.64%	2.63%	0.06%	0.09%	0.21%	0.21%	0.66%	0.68%
Actuary Science (1510)	#	98	60	38	3	0	40	17	10	10	7	9	0	0	0	2	0	0
	%	100%	61.22%	38.78%	3.06%	0.00%	40.82%	17.35%	10.20%	10.20%	7.14%	9.18%	0.00%	0.00%	0.00%	2.04%	0.00%	0.00%
Occupational CLF	#	100%	66.08%	33.64%	0.80%	0.60%	58.94%	27.88%	1.23%	1.50%	4.78%	3.40%	0.00%	0.02%	0.02%	0.00%	0.31%	0.49%
	%	100%	66.08%	33.64%	0.80%	0.60%	58.94%	27.88%	1.23%	1.50%	4.78%	3.40%	0.00%	0.02%	0.02%	0.00%	0.31%	0.49%
Information Technology Specialist (2210)	#	96	59	37	3	0	35	9	12	19	9	9	0	0	0	0	0	0
	%	100%	61.46%	38.54%	3.13%	0.00%	36.46%	9.38%	12.50%	19.79%	9.38%	9.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	#	100%	66.73%	33.00%	3.14%	1.55%	50.42%	24.73%	4.29%	3.48%	7.40%	2.89%	0.05%	0.02%	0.24%	0.11%	1.23%	0.45%
	%	100%	66.73%	33.00%	3.14%	1.55%	50.42%	24.73%	4.29%	3.48%	7.40%	2.89%	0.05%	0.02%	0.24%	0.11%	1.23%	0.45%

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

	Total			RACE/ETHNICITY															
				Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or More Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: 0510 SUPERVISORY ACCOUNTANT																			
Total Received	#	855																	
Voluntarily Identified	#	653	300	353	13	23	113	65	122	194	48	67	0	0	0	0	4	4	
	%	100%	45.94%	54.06%	1.99%	3.52%	17.30%	9.95%	18.68%	29.71%	7.35%	10.26%	0.00%	0.00%	0.00%	0.00%	0.61%	0.61%	
Qualified of those Identified	#	368	175	193	4	13	82	32	58	100	29	45	0	0	0	0	2	3	
	%	100%	47.55%	52.45%	1.09%	3.53%	22.28%	8.70%	15.76%	27.17%	7.88%	12.23%	0.00%	0.00%	0.00%	0.00%	0.54%	0.82%	
Selected of those Identified	#	9	5	4	0	0	3	1	2	2	0	1	0	0	0	0	0	0	
	%	100%	55.56%	44.44%	0.00%	0.00%	33.33%	11.11%	22.22%	22.22%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF			43.00%	57.00%	2.00%	3.10%	35.00%	42.80%	2.60%	5.30%	2.70%	4.70%	0.00%	0.10%	0.10%	0.30%	0.50%	0.80%	
Job Title/Series: 0511 Auditor (MEPD)																			
Total Received	#	293																	
Voluntarily Identified	#	222	117	105	14	12	48	13	30	60	21	16	2	0	0	0	2	4	
	%	100%	52.70%	47.30%	6.31%	5.41%	21.62%	5.86%	13.51%	27.03%	9.46%	7.21%	0.90%	0.00%	0.00%	0.00%	0.90%	1.80%	
Qualified of those Identified	#	189	101	88	13	11	41	13	25	47	19	14	1	0	0	0	2	3	
	%	100%	53.44%	46.56%	6.88%	5.82%	21.69%	6.88%	13.23%	24.87%	10.05%	7.41%	0.53%	0.00%	0.00%	0.00%	1.06%	1.59%	
Selected of those Identified	#	3	0	3	0	2	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100%	0.00%	100.00%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF			43.00%	57.00%	2.00%	3.10%	35.00%	42.80%	2.60%	5.30%	2.70%	4.70%	0.00%	0.10%	0.10%	0.30%	0.50%	0.80%	
Job Title/Series: 0905 General Attorney (Counseling Group)																			
Total Received	#	502																	
Voluntarily Identified	#	403	199	204	16	27	134	105	26	44	17	14	0	0	1	0	5	14	
	%	100%	49.38%	50.62%	3.97%	6.70%	33.25%	26.05%	6.45%	10.92%	4.22%	3.47%	0.00%	0.00%	0.25%	0.00%	1.24%	3.47%	
Qualified of those Identified	#	311	149	162	9	24	103	84	17	29	14	12	0	0	1	0	5	13	
	%	100%	47.91%	52.09%	2.89%	7.72%	33.12%	27.01%	5.47%	9.32%	4.50%	3.86%	0.00%	0.00%	0.32%	0.00%	1.61%	4.18%	
Selected of those Identified	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0	
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF			71.30%	28.70%	2.00%	1.20%	65.20%	23.90%	2.00%	1.90%	1.20%	1.00%	0.00%	0.00%	0.10%	0.10%	0.70%	0.50%	
Job Title/Series: 0958 Lead Employee Benefits Law Specialist																			
Total Received	#	290																	
Voluntarily Identified	#	201	101	100	10	7	64	36	22	49	2	5	0	0	0	0	3	3	
	%	100%	50.25%	49.75%	4.98%	3.48%	31.84%	17.91%	10.95%	24.38%	1.00%	2.49%	0.00%	0.00%	0.00%	0.00%	1.49%	1.49%	
Qualified of those Identified	#	103	50	53	4	3	34	17	11	31	0	2	0	0	0	0	1	0	
	%	100%	48.54%	51.46%	3.88%	2.91%	33.01%	16.50%	10.68%	30.10%	0.00%	1.94%	0.00%	0.00%	0.00%	0.00%	0.97%	0.00%	
Selected of those Identified	#	4	4	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF			26.70%	73.30%	1.90%	5.50%	20.80%	58.10%	2.20%	6.30%	1.10%	1.80%	0.00%	0.10%	0.20%	0.20%	0.50%	1.10%	
Job Title/Series: 1160 SUPVY FINANCIAL ANALYST																			
Total Received	#	549																	
Voluntarily Identified	#	412	260	152	23	5	120	44	88	73	21	23	0	1	2	0	6	6	
	%	100%	63.11%	36.89%	5.58%	1.21%	29.13%	10.68%	21.36%	17.72%	5.10%	5.58%	0.00%	0.24%	0.49%	0.00%	1.46%	1.46%	
Qualified of those Identified	#	324	208	116	19	5	100	35	65	56	18	15	0	0	1	0	5	5	
	%	100%	64.20%	35.80%	5.86%	1.54%	30.86%	10.80%	20.06%	17.28%	5.56%	4.63%	0.00%	0.00%	0.31%	0.00%	1.54%	1.54%	
Selected of those Identified	#	11	7	4	1	0	4	2	2	1	0	0	0	0	0	0	0	1	
	%	100%	63.64%	36.36%	9.09%	0.00%	36.36%	18.18%	18.18%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%	
CLF			43.00%	57.00%	3.60%	5.60%	33.00%	41.00%	3.90%	6.80%	1.60%	2.60%	0.10%	0.10%	0.20%	0.20%	0.70%	0.70%	
Job Title/Series: 1510 ACTUARY (BAPD/ASD)																			
Total Received	#	79																	
Voluntarily Identified	#	54	37	17	4	1	26	7	3	7	4	1	0	0	0	0	0	1	
	%	100%	68.52%	31.48%	7.41%	1.85%	48.15%	12.96%	5.56%	12.96%	7.41%	1.85%	0.00%	0.00%	0.00%	0.00%	0.00%	1.85%	
Qualified of those Identified	#	15	12	3	1	0	9	1	0	1	2	1	0	0	0	0	0	0	
	%	100%	80.00%	20.00%	6.67%	0.00%	60.00%	6.67%	0.00%	6.67%	13.33%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF			66.10%	33.90%	0.80%	0.60%	58.90%	27.90%	1.20%	1.50%	4.80%	3.40%	0.00%	0.00%	0.00%	0.00%	0.30%	0.50%	
Job Title/Series: 2210 Supervisory IT Specialist (PLCYPLN)																			
Total Received	#	2234																	
Voluntarily Identified	#	1739	1270	469	89	27	469	123	402	193	253	102	2	3	12	1	43	20	
	%	100%	73.03%	26.97%	5.12%	1.55%	26.97%	7.07%	23.12%	11.10%	14.55%	5.87%	0.12%	0.17%	0.69%	0.06%	2.47%	1.15%	
Qualified of those Identified	#	468	337	131	24	7	116	37	97	52	87	31	1	0	3	0	9	4	
	%	100%	72.01%	27.99%	5.13%	1.50%	24.79%	7.91%	20.73%	11.11%	18.59%	6.62%	0.21%	0.00%	0.64%	0.00%	1.92%	0.85%	
Selected of those Identified	#	10	5	5	0	0	3	2	0	1	2	2	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0.00%	0.00%	30.00%	20.00%	0.00%	10.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF			66.80%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	1.20%	0.50%	

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2010-10-01 TO 2011-09-30)

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY																	
					Hispanic or Latino		Non- Hispanic or Latino										Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							White		Black or African American		Asian											
							male	female	male	female	male	female	male	female	male	female						
#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female				
Permanent	#	64	30	34	2	3	16	8	6	12	6	11	0	0	0	0	0	0	0			
	%	100%	46.88%	53.13%	3.13%	4.69%	25.00%	12.50%	9.38%	18.75%	9.38%	17.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Temporary	#	38	15	23	0	1	6	7	7	14	2	1	0	0	0	0	0	0	0			
	%	100%	39.47%	60.53%	0.00%	2.63%	15.79%	18.42%	18.42%	36.84%	5.26%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
TOTAL	#	102	45	57	2	4	22	15	13	26	8	12	0	0	0	0	0	0	0			
	%	37.25%	14.71%	22.55%	1.96%	3.92%	21.57%	14.71%	12.75%	25.49%	7.84%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.90%	0.80%				

CLF is based on all workers on all Census Population

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2010-10-01 TO 2011-09-30)

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Type of Appointment	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsiv Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
Permanent	#	64	57	2	4	1	0	1	0	0	0	0	0	0	0
	%	100%	89.06%	3.13%	6.25%	1.56%	0.00%	1.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary	#	38	34	2	1	1	0	0	0	0	0	0	1	0	
	%	100%	89.47%	5.26%	2.63%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.63%	0.00%	
Total	#	102	91	4	5	2	0	1	0	0	0	0	1	0	
	%	100%	89.22%	3.92%	4.90%	1.96%	0.00%	0.98%	0.00%	0.00%	0.00%	0.00%	0.98%	0.00%	

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (201121)

Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Permanent Workforce	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino								Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
				male	female	White		Black or African American		Asian		male	female	male	female	male	female	male	female
Total Employees Eligible for Career Ladder Promotions	#	179	72	107	4	9	35	20	26	57	7	19	0	0	0	1	0	1	
	%	100%	40.22%	59.78%	2.23%	5.03%	19.55%	11.17%	14.53%	31.84%	3.91%	10.61%	0.00%	0.00%	0.00%	0.56%	0.00%	0.56%	
Time in grade in excess of miniumum																			
1-12 Months	#	25	5	20	0	0	1	6	4	13	0	1	0	0	0	0	0	0	
	%	100%	20.00%	80.00%	0.00%	0.00%	4.00%	24.00%	16.00%	52.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
13-24 Months	#	23	13	10	1	0	4	3	6	6	2	1	0	0	0	0	0	0	
	%	100%	56.52%	43.48%	4.35%	0.00%	17.39%	13.04%	26.09%	26.09%	8.70%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
25 + months	#	11	4	7	0	0	1	1	3	3	0	1	0	0	0	1	0	1	
	%	100%	36.36%	63.64%	0.00%	0.00%	9.09%	9.09%	27.27%	27.27%	0.00%	9.09%	0.00%	0.00%	0.00%	9.09%	0.00%	9.09%	

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2010-10-01 TO 2011-09-30)

Table A13 - Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Award	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off Awards - 1-9 hours																	
#	212	82	130	2	5	49	35	26	76	5	13	0	0	0	0	0	1
Total Time-Off Awards Given %	100%	38.68%	61.32%	0.94%	2.36%	23.11%	16.51%	12.26%	35.85%	2.36%	6.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.47%
Total Hours	1402	561	841	12	36	334	233	177	480	38	84	0	0	0	0	0	8
Average Hours	7	7	6	6	7	7	7	7	6	8	6	0	0	0	0	0	8
Time-Off Awards - 9+ hours																	
#	340	136	204	3	7	98	78	29	101	6	16	0	0	0	0	0	2
Total Time-Off Awards Given %	100%	40.00%	60.00%	0.88%	2.06%	28.82%	22.94%	8.53%	29.71%	1.76%	4.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.59%
Total Hours	9237	3771	5466	96	196	2772	2304	695	2488	208	418	0	0	0	0	0	60
Average Hours	27	28	27	32	28	28	30	24	25	35	26	0	0	0	0	0	30
Cash Awards - \$100 - \$500																	
#	705	270	435	13	17	150	114	82	253	22	46	0	0	2	3	1	2
Total Cash Awards Given %	100%	38.30%	61.70%	1.84%	2.41%	21.28%	16.17%	11.63%	35.89%	3.12%	6.52%	0.00%	0.00%	0.28%	0.43%	0.14%	0.28%
Total Amount	\$227,735	\$85,910	\$141,825	\$3,971	\$5,224	\$48,005	\$36,962	\$26,263	\$82,062	\$6,828	\$15,791	\$0	\$0	\$550	\$1,036	\$293	\$750
Average Amount	\$323	\$318	\$326	\$305	\$307	\$320	\$324	\$320	\$324	\$310	\$343	0	0	\$275	\$345	\$293	\$375
Cash Awards - \$501+																	
#	1205	550	655	19	18	380	230	113	341	36	56	0	0	2	4	0	6
Total Cash Awards Given %	100%	45.64%	54.36%	1.58%	1.49%	31.54%	19.09%	9.38%	28.30%	2.99%	4.65%	0.00%	0.00%	0.17%	0.33%	0.00%	0.50%
Total Amount	\$2,727,471	\$1,344,203	\$1,383,268	\$38,127	\$33,012	\$964,269	\$559,995	\$255,589	\$662,362	\$84,427	\$105,116	\$0	\$0	\$1,791	\$12,890	\$0	\$9,893
Average Amount	\$2,263	\$2,444	\$2,112	\$2,007	\$1,834	\$2,538	\$2,435	\$2,262	\$1,942	\$2,345	\$1,877	0	0	\$896	\$3,223	0	\$1,649
Senior Executive Service Performance Awards																	
#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Total Cash Awards Given %	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount	\$35,460	\$0	\$35,460	\$0	\$0	\$0	\$35,460	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount	\$35,460	0	\$35,460	0	0	0	\$35,460	0	0	0	0	0	0	0	0	0	0
Quality Step Increases(OSI)																	
#	25	12	13	1	1	9	6	1	4	1	2	0	0	0	0	0	0
Total QSIs Awarded %	100%	48.00%	52.00%	4.00%	4.00%	36.00%	24.00%	4.00%	16.00%	4.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit	\$83,612	\$43,292	\$40,320	\$3,507	\$2,495	\$32,795	\$19,076	\$4,125	\$11,117	\$2,865	\$7,632	\$0	\$0	\$0	\$0	\$0	\$0
Average Benefit	\$3,344	\$3,608	\$3,102	\$3,507	\$2,495	\$3,644	\$3,179	\$4,125	\$2,779	\$2,865	\$3,816	0	0	0	0	0	0

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2010-10-01 TO 2011-09-30)

Table B14 - Separations by Type of Separation - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsiv Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
Voluntary	#	44	37	1	6	2	0	1	0	0	0	1	0	0	0
	%	100%	84.09%	2.27%	13.64%	4.55%	0.00%	2.27%	0.00%	0.00%	0.00%	2.27%	0.00%	0.00%	0.00%
Involuntary	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RIF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Separations	#	47	40	1	6	2	0	1	0	0	0	1	0	0	0
	%	100%	85.11%	2.13%	12.77%	4.26%	0.00%	2.13%	0.00%	0.00%	0.00%	2.13%	0.00%	0.00%	0.00%

Modified 4/2/2012 to correct errors in Part VII.B.

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART I - PRE-COMPLAINT ACTIVITIES

EEO COUNSELOR	COUNSELINGS	INDIVIDUALS
A. INTENTIONALLY LEFT BLANK		
ADR INTAKE OFFICER		
B. INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELINGS		
C. TOTAL COMPLETED/ENDED COUNSELINGS		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
D. PRE-COMPLAINT ACTIVITIES		
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD		
2. INITIATED DURING THE REPORTING PERIOD		
3. COMPLETED/ENDED COUNSELINGS		
a. SETTLEMENTS (MONETARY AND NON-MONETARY)		
b. WITHDRAWALS/NO COMPLAINT FILED		
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD		
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD		

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
TOTAL	COUNSELINGS	INDIVIDUALS	AMOUNT
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FROTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			\$
6.			\$
7.			\$

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
TOTAL	COUNSELINGS	INDIVIDUALS	
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
TOTAL	COUNSELINGS	INDIVIDUALS	AMOUNT
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FROTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			\$
6.			\$
7.			\$

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
TOTAL	COUNSELINGS	INDIVIDUALS	
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

I. NON-ADR SETTLEMENTS			
TOTAL	COUNSELINGS	INDIVIDUALS	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: _____ **REPORTING PERIOD: FY** _____

PART II - FORMAL COMPLAINT ACTIVITIES

A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD

B. COMPLAINTS FILED

C. REMANDS (sum of lines C1+C2+C3)

C.1. REMANDS (NOT INCLUDED IN A OR B)

C.2. REMANDS (INCLUDED IN A OR B)

C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE

C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS

D. TOTAL COMPLAINTS (sum of lines A+B+C1)

E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED

F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD

G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED

H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD

I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]

J. INDIVIDUALS FILING COMPLAINTS (Complainants)

K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
1. WORK FORCE				
a. TOTAL WORK FORCE				
b. PERMANENT EMPLOYEES				
2. COUNSELOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
3. INVESTIGATOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
4. COUNSELOR/INVESTIGATOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS						
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						

C. REPORTING LINE

1 EEO DIRECTOR'S NAME: _____

1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD? YES NO

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
PERSON: _____
TITLE: _____

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
PERSON: _____
TITLE: _____

4. WHO DOES THAT PERSON REPORT TO?
PERSON: _____
TITLE: _____

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE												
B. ASSIGNMENT OF DUTIES												
C. AWARDS												
D. CONVERSION TO FULL TIME												
E. DISCIPLINARY ACTION												
DEMOTION												
1. REPRIMAND												
2. SUSPENSION												
3. REMOVAL												
4.												
5.												
6.												
7.												
F. DUTY HOURS												
G. EVALUATION/APPRaisal												
H. EXAMINATION/TEST												
I. HARASSMENT												
NON-SEXUAL												
1. SEXUAL												
J. MEDICAL EXAMINATION												
K. PAY INCLUDING OVERTIME												
L. PROMOTION/NON-SELECTION												
M. REASSIGNMENT												
DENIED												
1. DIRECTED												
TOTAL ALL ISSUES BY BASES												
TOTAL ALL COMPLAINTS FILED BY BASES												
TOTAL ALL COMPLAINANTS BY BASES												

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
N. REASONABLE ACCOMMODATION												
O. REINSTATEMENT												
P. RETIREMENT												
Q. TERMINATION												
R. TERMS/CONDITIONS OF EMPLOYMENT												
S. TIME AND ATTENDANCE												
T. TRAINING												
U. OTHER (Please specify below)												
1.												
2.												
3.												
4.												
TOTAL ALL ISSUES BY BASES												
TOTAL ALL COMPLAINTS FILED BY BASES												
TOTAL ALL COMPLAINANTS BY BASES												

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE		
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA					
	MALE	FEMALE		HISPANIC/ LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL						
A. APPOINTMENT/HIRE																
B. ASSIGNMENT OF DUTIES																
C. AWARDS																
D. CONVERSION TO FULL TIME																
E. DISCIPLINARY ACTION																
DEMOTION																
1. REPRIMAND																
2. SUSPENSION																
3. REMOVAL																
4.																
5.																
6.																
7. DUTY HOURS																
F. DUTY HOURS																
G. EVALUATION/APPRaisal																
H. EXAMINATION/TEST																
I. HARASSMENT																
NON-SEXUAL																
1. SEXUAL																
J. MEDICAL EXAMINATION																
K. PAY INCLUDING OVERTIME																
L. PROMOTION/NON-SELECTION																
M. REASSIGNMENT																
DENIED																
1. DIRECTED																
TOTAL ALL ISSUES BY BASES																
TOTAL ALL COMPLAINTS FILED BY BASES																
TOTAL ALL COMPLAINANTS BY BASES																

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA				
	MALE	FEMALE		HISPANIC/ LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL					
N. REASONABLE ACCOMMODATION															
O. REINSTATEMENT															
P. RETIREMENT															
Q. TERMINATION															
R. TERMS/CONDITIONS OF EMPLOYMENT															
S. TIME AND ATTENDANCE															
T. TRAINING															
U. OTHER (Please specify below)															
1.															
2.															
3.															
4.															
5. TOTAL ALL ISSUES BY BASES															
TOTAL ALL COMPLAINTS FILED BY BASES															
TOTAL ALL COMPLAINANTS BY BASES															

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED BASES IN SETTLEMENTS																			
	RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMER INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR RACES				MALE	FEMALE		HISPANIC/ LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations																				
1a. Number of Counselings Settled																				
1b. Number of Counselors Settled With																				
2. Complaint Settlement Allegations																				
2a. Number of Complaints Settled																				
2b. Number of Complainants Settled With																				
3. Final Agency Decision Findings																				
3a. Number FADs with Findings																				
3b. Number Complainants Issued FAD Findings																				
4. AJ Decision Findings																				
4a. Number AJ Decisions With Findings																				
5. Final Agency Order Findings Implemented																				
5a. Number of Final Orders With Findings Implemented																				
5b. # of Complainants issued FOs with Findings Implemented																				
TOTAL SETTLEMENT ALLEGATIONS																				
TOTAL FINAL ACTION FINDINGS																				

PART IVB - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS																											
	APPOINTMENT/ HIRE	ASSIGNMENT OF DUTIES	AWARDS	CONVERSION TO FULL TIME	DISCIPLINARY ACTION				DUTY HOURS	EVAL/ APPRAISAL	EXAM/ TEST	HARASSMENT		MEDICAL EXAM	PAY/ OVERTIME	PROMOTION/ NON- SELECTION	REASSIGNMENT		REASONABLE ACCOMM	REIN- STATEMENT	RETIREMENT	TERMINATION	TERMS & CONDITIONS					
					DEMOTION	REPRIMAND	SUSPENSION	REMOVAL				NON-SEXUAL	SEXUAL				DENIED	DIRECTED					EMPLOYMENT	TIME AND ATTENDANCE	TRAINING	OTHER		
1. Counseling Settlement Allegations																												
1a. Number of Counselings Settled																												
1b. Number of Counselors Settled With																												
2. Complaint Settlement Allegations																												
2a. Number of Complaints Settled																												
2b. Number of Complainants Settled With																												
3. Final Agency Decision Findings																												
3a. Number FADs with Findings																												
3b. Number Complainants Issued FAD Findings																												
4. AJ Decision Findings																												
4a. Number AJ Decisions With Findings																												
5. Final Agency Order Findings Implemented																												
5a. Number of Final Orders With Findings Implemented																												
5b. # of Complainants issued FOs with Findings Implemented																												
TOTAL SETTLEMENT ALLEGATIONS																												
TOTAL FINAL ACTION FINDINGS																												

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

- 1. TITLE VII
- 1a. PREGNANCY DISCRIMINATION ACT (PDA)
- 2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
- 3. REHABILITATION ACT
- 4. EQUAL PAY ACT (EPA)
- 5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

B. TOTAL BY STATUTES

THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)			
1. WITHDRAWALS			
a. NON-ADR WITHDRAWALS			
b. ADR WITHDRAWALS			
2. SETTLEMENTS			
a. NON-ADR SETTLEMENTS			
b. ADR SETTLEMENTS			
3. FINAL AGENCY ACTIONS (B+C)			
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)			
1. FINDING DISCRIMINATION			
2. FINDING NO DISCRIMINATION			
3. DISMISSAL OF COMPLAINTS			
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)			
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)			
(a) FINDING DISCRIMINATION			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)			
(a) FINDING DISCRIMINATION (i+ii+iii)			
i. AGENCY APPEALED FINDING BUT NOT REMEDY			
ii. AGENCY APPEALED REMEDY BUT NOT FINDING			
iii. AGENCY APPEALED BOTH FINDING AND REMEDY			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)			
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST			
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD			
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)			
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION			
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION			

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS		
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT		\$ 92,500
1. BACK PAY/FRONT PAY		\$
2. LUMP SUM PAYMENT		\$
3. COMPENSATORY DAMAGES		\$
4. ATTORNEY FEES AND COSTS		\$ 59,000
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT		
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
1. HIRES		
a. RETROACTIVE		
b. NON-RETROACTIVE		
2. PROMOTIONS		
a. RETROACTIVE		
b. NON-RETROACTIVE		
3. EXPUNGEMENTS		
4. REASSIGNMENTS		
5. REMOVALS RESCINDED		
a. REINSTATEMENT		
b. VOLUNTARY RESIGNATION		
6. ACCOMMODATIONS		
7. TRAINING		
8. APOLOGY		
9. DISCIPLINARY ACTIONS		
a. RESCINDED		
b. MODIFIED		
10. PERFORMANCE EVALUATION MODIFIED		
11. LEAVE RESTORED		
12		
13		
14		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+1a+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)				
1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS				
2. COMPLAINTS PENDING IN INVESTIGATION				
3. COMPLAINTS PENDING IN HEARINGS				
4. COMPLAINTS PENDING A FINAL AGENCY ACTION				

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)			
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			
1. TIMELY COMPLETED INVESTIGATIONS			
2. UNTIMELY COMPLETED INVESTIGATIONS			
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			
2. AGENCY INVESTIGATION COSTS	\$		\$
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			
1. TIMELY COMPLETED INVESTIGATIONS			
2. UNTIMELY COMPLETED INVESTIGATIONS			
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			
4. CONTRACTOR INVESTIGATION COSTS	\$		\$

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY				
2. REJECTED BY INDIVIDUAL (COUNSELEE)				
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
1. INHOUSE				
2. ANOTHER FEDERAL AGENCY				
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4. MULTIPLE RESOURCES USED (Please specify in a comment box)				
5. FEDERAL EXECUTIVE BOARD				
6.				
7.				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
1. MEDIATION				
2. SETTLEMENT CONFERENCES				
3. EARLY NEUTRAL EVALUATIONS				
4. FACTFINDING				
5. FACILITATION				
6. OMBUDSMAN				
7. PEER REVIEW				
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)				
9.				
10.				
11.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED				
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b. NO FORMAL COMPLAINT FILED				
c. COMPLAINT FILED				
i. NO RESOLUTION				
ii. NO ADR ATTEMPT (aka Part X.E.1.d)				
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD				
2. INTENTIONALLY LEFT BLANK				

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
1.	ADR OFFERED BY AGENCY				
2.	REJECTED BY COMPLAINANT				
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	INHOUSE				
2.	ANOTHER FEDERAL AGENCY				
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)				
5.	FEDERAL EXECUTIVE BOARD				
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	MEDIATION				
2.	SETTLEMENT CONFERENCES				
3.	EARLY NEUTRAL EVALUATIONS				
4.	FACTFINDING				
5.	FACILITATION				
6.	OMBUDSMAN				
7.	MINI-TRIALS				
8.	PEER REVIEW				
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)				
10.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED				
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b.	WITHDRAWAL FROM EEO PROCESS				
c.	NO RESOLUTION				
d.	NO ADR ATTEMPT				
2.	INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTALS)			\$	
a.	COMPENSATORY DAMAGES			\$	
b.	BACKPAY/FRONTPAY			\$	
c.	LUMP SUM			\$	
d.	ATTORNEY FEES AND COSTS			\$	
e.				\$	
f.				\$	
g.				\$	
2.	NON-MONETARY (INSERT TOTALS)				
a.	HIRES				
i.	RETROACTIVE				
ii.	NON-RETROACTIVE				
b.	PROMOTIONS				
i.	RETROACTIVE				
ii.	NON-RETROACTIVE				
c.	EXPUNGEMENTS				
d.	REASSIGNMENTS				
e.	REMOVALS RESCINDED				
i.	REINSTATEMENT				
ii.	VOLUNTARY RESIGNATION				
f.	ACCOMMODATIONS				
g.	TRAINING				
h.	APOLOGY				
i.	DISCIPLINARY ACTIONS				
i.	RESCINDED				
ii.	MODIFIED				
j.	PERFORMANCE EVALUATION MODIFIED				
k.	LEAVE RESTORED				
l.					
m.					

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED

B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR

C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)

1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)

D. EEO ADR FUNDING SPENT

AMOUNT

\$

E. EEO ADR CONTACT INFORMATION

1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER _____
2. TITLE _____
3. TELEPHONE NUMBER _____ 4. EMAIL _____

F. EEO ADR PROGRAM INFORMATION

YES	NO
-----	----

1. Does the agency require the alleged responsible management official to participate in EEO ADR?
1a. If yes, is there a written policy requiring the participation?
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2010 through September 30, 2011, is accurate and complete.

NAME AND TITLE OF CERTIFYING OFFICIAL:

SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature)

DATE: _____ TELEPHONE NUMBER: _____ E-MAIL: _____

NAME AND TITLE OF PREPARER:

DATE: _____ TELEPHONE NUMBER: _____ E-MAIL: _____

The FY 2011 report (with the PIN entered) is due on or before October 31, 2011.

Appendix A - Comments



Pension Benefit Guaranty Corporation
April 19, 2011

Advisory Committee



Small group that represents interests of employers with pension plans, employee organizations and the general public

Board of Directors



Timothy F. Geithner, Secretary of Treasury
Hilda L. Solis, Chairman, Secretary of Labor
Gary F. Locke, Secretary of Commerce

OIG



Rebecca Batts
Inspector General
Office of Inspector General

Director



Joshua Gotbaum
Director

EEO



Karen Margensey
Director
Office of Equal Employment Opportunity



Ann Orr
Chief of Staff

CIPO



Michael Rae, Acting
Chief Insurance
Program Officer

CIO



Richard Macy
Chief Information Officer
Office of Information Technology

CFO



Patricia Kelly
Chief Financial Officer

DDO



Vincent Snowbarger
Deputy Director Operations

DDP



Laricke Blanchard
Deputy Director Policy
Office of Policy & External Affairs

GC



Judith R. Starr
General Counsel

CMO



Alice C. Maroni
Chief Management Officer

DISC



Robert Bacon
Acting Director
Department of Insurance
Supervision & Compliance

OCC



Israel D. Goldowitz
Chief Counsel
Office of Chief Counsel

ITBMD



Vidhya Shyamsunder
Director
Information Technology & Business Modernization Department

ITIOD



Deborah Herald
Director
Information Technology Infrastructure Operations Department

FOD



Theodore Winter
Director
Financial Operations Department

CID



John Greenberg
Chief Investment Officer
Corporate Investments Department

CCRD



Martin Boehm
Director
Contracts & Controls Review Department

BAPD



Bennie Hagans,
Director
Benefits Administration & Payment Department

CPAD



Jioni Palmer
Director
Communications & Public Affairs Department

LRD



John Hanley
Director
Legislative & Regulatory Department

PRAD



David Gustafson
Director
Policy Research & Analysis Department

BOPD



Edgar Bennett
Director
Budget & Organizational Performance Department

HRD



Arrie Etheridge
Director
Human Resources Department

FASD



Patti Davis
Director
Facilities & Services Department

PD



Arthur S. Block
Director
Procurement Department