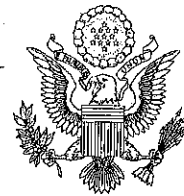


INTERNATIONAL BROADCASTING BUREAU



January 25, 2011

Mr. Dexter Brooks
Director, Office of Federal Operations
United States Equal Employment Opportunity Commission
One NoMA Station
131 M Street, NE, Fifth Floor
Washington, DC 20507

Dear Mr. Brooks:

In accordance with the *United States Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD-715)*, enclosed is the Broadcasting Board of Governors (Agency) *Fiscal Year 2010 Federal Agency Annual Equal Employment Opportunity Program Status Report*. Should you have any questions, you may reach me in the Office of Civil Rights (OCR) at (202) 382-7800.

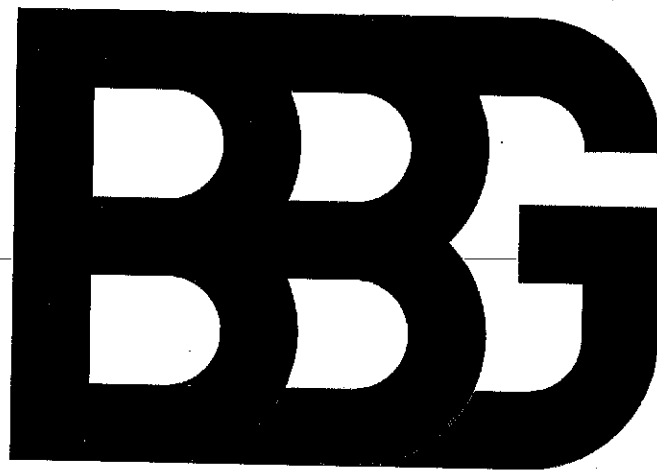
Sincerely,

A handwritten signature in cursive script that reads "Delia L. Johnson".

Delia L. Johnson
Director
Office of Civil Rights

Enclosure: As stated in letter

**Fiscal Year 2010
Federal Agency Annual Equal Employment
Opportunity (EEO) Program Status Report
(EEO Management Directive 715)**



Prepared By:

**Broadcasting Board of Governors
The Wilbur J. Cohen Building
330 Independence Avenue, SW
Washington, DC 20237**

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EEOC Form 715- 01

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For period covering October 1, 2009 to September 30, 2010.

PART A Department or Agency Identifying Information	1. Agency		Broadcasting Board of Governors	
	1.a. 2 nd level reporting component		Non-applicable	
	1.b. 3 rd level reporting component		Non-applicable	
	1.c. 4 th level reporting component		Non-applicable	
	2. Address		330 Independence Avenue, SW	
	3. City, State, Zip Code		Washington, DC 20237	
	4. CPDF Code	5. FIPS code(s)	4. IB00	5. 110010001
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 1,704
	2. Enter total number of temporary employees			2. 69
	3. Enter total number employees paid from non-appropriated funds			3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 1,773
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		Mr. Walter Isaacson, Chair Broadcasting Board of Governors	
	2. Agency Head Designee		Mr. Jeffrey N. Trimble, Executive Director Broadcasting Board of Governors	
	3. Principal EEO Director/Official/ Official Title/Series/Grade		Mrs. Delia L. Johnson, Director International Broadcasting Bureau, Office of Civil Rights GS-0260-15	
	4. Title VII Affirmative EEO Program Official		Affirmative Employment Program Manager	
	5. Section 501 Affirmative Action Program Official		Collateral Duty of an Encumbered Position	
	6. Complaint Processing Program Official		Complaints Program Manager	
	7. Other Responsible EEO Staff		EEO Specialist (Special Emphasis Program Coordinator and Collateral Duty Hispanic Employment Program Manager), EEO Specialist (Disability Program Coordinator), Executive Assistant, EEO Assistants, Special Assistant (detailed), and contractors (EEO Counselors, Investigators, and Instructors)	

EEOC FORM 715-01 PARTS A - D	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes
	The Equal Employment Opportunity Program is centralized at the Broadcasting Board of Governors, located in Washington, DC.	

Listed are the EEOC Forms and Documents that are included in BBG's Fiscal Year 2010 Federal Agency Annual EEO Program Status Report.

Executive Summary [FORM 715-01 PART E], that includes:	X	X	Optional Annual Self-Assessment Checklist Against Essential Elements – Excluded [FORM 715-01PART G]
I. Brief paragraph describing the Agency's Mission and Mission-related Functions	X	X	EEO Plan To Attain the Essential Elements of a Model EEO Program] for each programmatic essential element requiring improvement [FORM 715-01PART H]
II. Summary of Results of Agency's Annual Self-Assessment Against MD-715 "Essential Elements"	X	X	EEO Plan To Eliminate Identified Barrier for each identified barrier [FORM 715-01 PART I]
III. Summary of Analysis of Work Force Profiles including Net Change Analysis and Comparison to Relevant Civilian Labor Force (RCLF)	X	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]
IV. Summary of EEO Plan Objectives Planned to Eliminate Identified Barriers or Correct Program Action Items	X	X	Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans
V. Summary of EEO Plan Action Items Implemented or Accomplished	X	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 (Excluded)
Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	X	Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects
Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	X	Organizational Chart for Fiscal Year 2010

Broadcasting Board of Governors

For period covering October 1, 2009 to September 30, 2010.

EXECUTIVE SUMMARY

The Broadcasting Board of Governors (BBG or Agency) is submitting its *Fiscal Year 2010 Federal Agency Annual Equal Employment Opportunity Program Status Report (EEO Program Status Report)* in compliance with the United States Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD-715).

I. Brief Description of Agency's Mission, Vision, and Mission-Related Functions

The priorities and strategic direction of United States International Broadcasting reside with BBG. The BBG and International Broadcasting Bureau (IBB) were established under the 1994 International Broadcasting Act. The BBG, a multicultural organization broadcasting programming in 60 languages, became an independent Federal Agency on October 1, 1999. This was the result of the 1998 Foreign Affairs Reform and Restructuring Act (Public Law 105-277), the single most important legislation affecting United States International Broadcasting since the early 1950s.

The IBB, which operates under the direct supervision of BBG, provides administrative and engineering and technical support services to the international broadcasting elements. IBB is comprised of the broadcasting entities Voice of America (VOA) and Office of Cuba Broadcasting (OCB), including Radio Marti and TV Marti, and support Offices.

The BBG supports the broad foreign policy goals of the United States through its mission "*to promote freedom and democracy and to enhance understanding through multimedia communication of accurate, objective, and balanced news, information and other programming about America and the world to audiences overseas.*" It is grounded in the premise that a free media will support the establishment of freedom and democracy worldwide.

The BBG accomplishes its goal by delivering accurate news and information to significant audiences in support of United States strategic interests. The BBG's ability to accomplish its mission is directly tied to the quality and competency of its workforce. Therefore, it is critically important that the Agency manage its human capital strategically.

II. Summary of Results of BBG's Annual Self Assessment against MD-715 "Essential Elements"

Results of BBG's annual self-assessment are summarized in the narratives that address EEOC's *Essential Elements A through F* of a model Equal Employment Opportunity (EEO) program. These six essential elements of MD-715 serve as the foundation upon which BBG has created and maintained its model EEO program.

Essential Element A – Demonstrated Commitment from Agency Leadership: On June 30, 2010, the United States Senate confirmed the President's eight members of the Broadcasting Board of Governors, including the Chairman of the Board of Governors. Together with the Secretary of State, this membership constitutes a full bipartisan Board of Governors with no vacancies. On

September 17, 2010, the United States Senate confirmed the appointment of the Agency's new IBB Director. On September 22, 2010, the Agency's Chairman of the Board of Governors appointed a new OCB Director.

In fiscal year 2010, the BBG Chairman and senior managers demonstrated their commitment by issuing EEO/Anti-Harassment and Sexual Harassment Policy Statements (statements) to employees. These statements also were provided to and discussed with new employees at orientation, given to new managers and supervisors at training sessions, and were made available to employees and job applicants through the BBG's Intranet.

BBG's senior managers and supervisors are evaluated on their commitment to the Agency's EEO policies and principles as a critical element of their performance appraisal reviews. Seminars were conducted for senior managers on the performance management system.

A group of senior managers throughout the Agency, led by the IBB Chief of Staff and including the OCR Director, completed a *Human Capital and Succession Plan* that includes specific strategies to recruit, train, develop, and retain a diverse staff and ensure EEO principles are followed.

The Agency reestablished (in fiscal year 2000) the EEO Advisory Committee (Committee). The Committee, comprised of senior managers and division directors, provides a forum in which employees are afforded a mechanism to present their concerns regarding the effects of the Agency's employment decisions, policies, practices, and procedures. The Office of Civil Rights (OCR) plans and manages the Committee's quarterly meetings.

Employees received training from OCR on their EEO responsibilities and bi-annual refresher training on the *Federal Sector Discrimination Complaint Process, including Mediation/Alternative Dispute Resolution, Reasonable Accommodation* procedures, and protections afforded to employees and applicants. As required by EEOC, senior managers and employees have completed the *Prevention of Sexual Harassment Training*.

Funds for monetary awards were available early in the fiscal year, so that such awards could be utilized by senior managers to recognize extraordinary contributions by employees throughout the year.

The Medal Awards Program provided agency-wide recognition of employees' outstanding contributions to the BBG mission. The Agency sent electronic broadcast announcements to employees to ensure they were aware of the policies, practices, and procedures for implementing the Employee Recognition and Awards Program (Awards Program). The Agency created a task force of representatives from various offices and divisions to respond to questions from employees about the Awards Program. All employees had an opportunity to be involved in the nomination and review process. The Agency received 256 nominations for 96 Medals that were presented to employees in an agency-wide ceremony.

Essential Element B - Integration of EEO into the Agency's Strategic Mission: As part of integrating EEO into the strategic mission, Section II(B) of MD-715 instructs agencies to ensure that: (1) the

EEO Director has access to the Agency Head; (2) the EEO office coordinates and collaborates on projects/tasks with the Human Resources office; (3) sufficient resources are allocated to the EEO program; (4) the EEO office retains a competent staff; (5) all managers receive management training; (6) all managers and employees are involved in implementing the EEO program; and (7) all employees are informed of the EEO program.

The integration of EEO into the Agency's strategic mission is directly tied to the quality and competency of its workforce. Accordingly, in a continuing effort to improve its performance and work environment, the Agency participated, along with other Federal Agencies, in the U.S. Office of Personnel Management's (OPM) Annual Employee Survey. The survey assessed employee satisfaction as well as leadership and management practices. OPM conducted the survey for all BBG employees from October 19, 2009 to November 6, 2009. The survey allowed employees to express their views by responding to 45 questions about work experiences, performance culture, leadership, job satisfaction, recruitment, development and retention. Responses to the survey were completely confidential and transmitted directly to OPM.

The Agency developed and is implementing a comprehensive Employee Satisfaction Action Plan in response to the results of the employee attitude survey and based on the recommendations of an Agency's task force. For example, the Agency has taken a number of steps to improve communication between senior managers and employees. An electronic version of the *Tune In Newsletter* was developed that includes an online blog component to promote and encourage employee engagement and interaction. The monthly electronic newsletter has improved the flow of information to employees about strategic goals and highlights employees' accomplishments and Agency news. The online forum enables the Agency to address workplace issues raised by employees. In addition, the blog was utilized to ensure that all employees could participate in VOA's Town Hall Meeting with the new Board of Governors and senior managers, by allowing them to submit questions in advance. Responses from the new Board of Governors and senior managers to these questions and suggestions were posted on the blog, where they could be viewed and commented on by all employees. Input was also collected from senior managers, supervisors, and employees to address concerns, such as those reflected in the employees' surveys. This information was distributed to senior managers, supervisors, and employees who were instructed to listen to the employees' questions and discuss their concerns with them.

To promote openness and transparency of Board proceedings consistent with the requirements of the Government in the Sunshine Act, the Board held its first open meeting on September 17, 2010, in which the meeting was open to public observation via streamed webcast, both live and on-demand, on the BBG's public website at www.bbg.gov. The Board will continue to look for opportunities to hold open meetings to the extent that it can responsibly do so while protecting the integrity of Board processes and the BBG's statutory mandate.

The Agency posted its *Fiscal Year 2011 Budget Request* on its Intranet, along with the *BBG Strategic Plan 2008-2013*. Highlights of the monthly IBB, VOA, and OCB reports and weekly senior staff meetings were placed on the Intranet to provide current information on the Agency's activities and challenges. The Agency also conducted a number of forums on topics of interest to employees, such as an explanation of the budget process and VOA's use of the new media. Video recordings of these forums are on BBG's Intranet.

Employees also were surveyed about their opinions of the Agency's various support offices. While the responses indicated that the support offices generally understand the needs of their customers and respond to them, the results are being utilized to improve the quality of and to enhance their support for employees. The BBG and IBB Directors have reviewed the numerical ratings and comments with their respective staffs, identified areas that could be improved, outlined action plans for doing so, and have provided information to address any misunderstandings about their operations. The Agency posted on the Intranet a detailed PDF file containing each support offices' responses to the survey, including specific action plans for addressing the concerns indicated. Employees were able to view the full numerical results of the customer satisfaction survey (organized by the support offices) on the Agency's Intranet.

Essential Element C – Management and Program Accountability: The BBG has made a special effort to ensure that employees at the mid- and senior grade levels participate in management, leadership, and career development training. Training was provided on the following subjects: *Building Effective Communication Skills, Crucial Confrontations, Effective Business Writing, Executive Presence Forum, Foundations of Leadership: Skills for Supervisors, Human Capital and Succession Planning, Managing Time/Multi-Tasking and Organizing Your Workspace, Privacy Awareness, Results of BBG's Annual Self-Assessment Checklist – MD 715, Security Awareness, and Voice Coaching.*

Mandatory leadership training has increased for managers and supervisors at all grade levels. A recent series of two-day management refresher training sessions were sponsored for IBB, VOA, and OCB. For example, *Enhancing Supervision & Leadership: Managing from the Middle*, a two-day course required by the BBG for all managers and supervisors demonstrated the *Seven Basic Principles of Supervision* and utilized a series of dialogues to illustrate points and allow participants to explore various issues that supervisors may face.

Other leadership training is being conducted on important management skills, such as coaching, communication, listening, teambuilding, managing performance and addressing conduct problems and poor performance. Personal development training opportunities for employees now include the *Aspiring Leader (GS-5 through GS-7), New Leader (GS-7 through GS-11), and Executive Leadership (GS-11 through GS-13) Programs.*

Essential Element D – Proactive Prevention of Unlawful Discrimination: Ensuring that employees are treated with dignity and respect is core to effective management. Employees are encouraged to discuss concerns with their managers and supervisors. Employees also may raise EEO and work-related concerns through four other channels: the Office of Civil Rights, Office of Human Resources, Advisory, Referral and Counseling Service, or employee unions.

The Office of Civil Rights continued to successfully: manage the Federal Sector Discrimination Complaint Process Program, including executing the Mediation/Alternative Dispute Resolution and Reasonable Accommodation procedures; manage the Affirmative Employment Program; complete and submit Annual Accomplishment Reports; sponsor and coordinate the Mentoring Program, which increases annually; sponsor educational Special Emphasis Programs and Commemorative Observances; lead the Diversity Day Celebration; sponsor a series of Diversity Workshops; ensure senior managers are aware of and carry out their responsibilities pursuant to Federal laws, enforced

Regulations, Policy Guidance, Memoranda of Understanding, and Informal Discussion Letters enforced by the EEOC; and ensure training opportunities are available for managers and employees relevant to new developments in EEO, Anti-Harassment, Prevention of Sexual Harassment, Diversity, Americans with Disabilities Act Amendments, Genetic Information Nondiscrimination Act (*GINA*) of 2008, Rehabilitation Act of 1973, and *NO FEAR (Notification and Federal Employee Antidiscrimination and Retaliation)* Act of 2002.

Essential Element E – Efficiency in the Federal EEO Process: The Agency has a system in place for evaluating the impact and effectiveness of its EEO programs as well as an efficient and fair dispute resolution process to ensure that the investigation and adjudication functions (of its complaint resolution process) are separate from its legal defense arm. Upon enactment of the *NO FEAR Act* on May 15, 2002, the OCR ensured that training was available online for employees to complete as required and statistical data relating to EEO complaints are posted quarterly on the Agency's public web-site.

As of September 30, 2010, the BBG had an inventory of 20 active complaints pending processing at the formal stage.

- Acceptance/Dismissal – 0
- Completion of Investigation – 7
- Election of Hearing or Final Decision – 2
- EEOC Hearing or Recommended Decision – 11
- Final Decision – 0
- Complaints on Appeal to EEOC – 2
- Total Complaints Closed – 25

Essential Element F – Responsiveness and Legal Compliance: The Agency's OCR and Office of General Counsel have complied with Orders that were issued by EEOC Administrative Judges, responded to requests for counseling and mediation, and forwarded requests for hearings and appeals to EEOC for further processing on time.

III. Summary of Analysis of Workforce Profiles, Including Net Change Analysis and Comparison to Relevant Civilian Labor Force (RCLF)

In compliance with EEOC MD-715, OCR reviewed and analyzed the Agency's workforce statistical data that is provided in *EEOC's Workforce Data Tables A-1 to A-14 (see pages 35 to 52) and B-1 to B-14 (see pages 53 to 72)*. OCR completed a seven-year trend analysis to identify any potential triggers that may be prohibiting the Agency from maintaining a model EEO program. If any potential triggers or deficiencies were revealed, the Agency developed an action plan to address them in *EEOC Part I*. Comparisons of the RCLF ratios are based on calendar year 2000 National Census Data which is listed below.

Geography	Occupation Census/ SOC Code	Gender	Total Workforce	White Non-Hispanic	Hispanic/Latino	Black Non-Hispanic	Asian Non-Hispanic	American Indian and Alaska Native Non-Hispanic	Native Hawaiian or Other Pacific Islander Non-Hispanic	Two or More Races
U.S. Total	Total Civilian Labor Force	Total Ratio	100%	72.77%	10.69%	10.50%	3.63%	0.66%	0.11%	1.64%
U.S. Total	Total Civilian Labor Force	Males	53.23%	39.03%	6.17%	4.84%	1.92%	0.34%	0.06%	0.88%
U.S. Total	Total Civilian Labor Force	Females	46.77%	33.74%	4.52%	5.66%	1.71%	0.32%	0.05%	0.76%

Fiscal Years	Total Female RCLF - 46.77%	Total Male RCLF - 53.23%	Total Female and Male Workforce	Changes In Total Female and Male Workforce By Fiscal Years		
				Females	Males	Total Change
2004	662 (36.19%)	1,167 (63.80%)	1,829 (100%)	--	--	--
2005	647 (36.72%)	1,115 (63.28%)	1,762 (100%)	-15	-52	-67
2006	656 (37.68%)	1,085 (62.32%)	1,741 (100%)	+9	-30	-21
2007	662 (37.44%)	1,106 (62.56%)	1,768 (100%)	+6	+21	+27
2008	672 (38.07%)	1,093 (61.93%)	1,765 (100%)	+10	-13	-03
2009	685 (38.78%)	1,081 (61.21%)	1,766 (100%)	+13	-12	+01
2010	687 (38.75%)	1,086 (61.25%)	1,773 (100%)	+2	+5	+07

EEOC Workforce Data Table A-1: The BBG total workforce changed very little in fiscal year 2010; the workforce grew from 1,766 to 1,773 employees -- 687 (38.75%) females and 1,086 (61.25%) males. The Agency's total workforce consists of 1,704 (96.10%) permanent and 69 (3.89%) temporary employees. The total female workforce remained below the national RCLF ratio of 46.77%.

The Agency's workforce constitutes: 294 (16.58%) White Non-Hispanic females and 661 (37.28%) White Non-Hispanic males, a total of 955 (53.86%) employees; 218 (12.29%) Black/African-American Non-Hispanic females and 161 (9.08%) Black/African-American Non-Hispanic males, a total of 379 (21.37%) employees; 44 (2.48%) Hispanic/Latino females and 93 (5.25%) Hispanic/Latino males, a total of 137 (7.73%) employees; 121 (6.82%) Asian Non-Hispanic females and 164 (9.24%) Asian Non-Hispanic males, a total of 285 (16.07%) employees; and 4 (0.23%) American Indian Non-Hispanic males. American Indian Non-Hispanic females and Native Hawaiian/Other Pacific Islander Non-Hispanic males and females are not represented. Due to a congressionally mandated reduction in force at the Office of Cuba Broadcasting, there was a significant decrease in the total number of Hispanic/Latino males and females in the Agency.

The total workforce ratios of these groups were below their national RCLF ratios. Please note that BBG's specialized mission (international broadcasting) requires a specialized workforce that may not be directly comparable to the general RCLF ratios.

- White Non-Hispanic females at 33.74% - 16.58% in fiscal year 2010.
- Hispanic/Latino females at 5.2% - 2.48%; and Hispanic/Latino males at 6.17% - 5.25% in fiscal year 2010.
- Four (0.23%) males of American Indian descent are below 0.34%.
- American Indian females' and Native Hawaiian and Other Pacific Islander males' and females' ratios remained at 0%.

Employees in the *Two or More Races Category* increased from eight to 13 -- five (0.28%) Hispanic/White females, two (0.11%) Hispanic/White males, one (0.06%) Hispanic/Black female, one (0.06%) White/Asian male, one (0.06%) White/Asian/Black female, one (0.06%) American Indian/Black female, and two (0.11%) American Indian/White males.

EEOC Workforce Data Table B-1: No qualified job applicants with targeted disabilities were hired.

EEOC Workforce Data Tables A-2 and B-2: The BBG operates as a single component; therefore, these workforce data tables are non-applicable and were excluded.

EEOC Workforce Data Tables A3-1, A-4-1 and A-3-2, A-4-2: The Agency newly hired two Hispanic/Latino males and internally promoted one Black/African-American male to the GS-15 grade level. No Black/African-American males/females, Hispanic/Latino females, and Asian males were newly hired or internally promoted (competitively or non-competitively) to the Senior Executive Service (SES).

EEOC Workforce Data Tables B3-1 and B-3-2: No qualified employees with targeted disabilities were promoted to the GS-15 and SES levels.

EEOC Workforce Data Tables A-8 and B-8: As previously stated, no qualified applicants with targeted disabilities were hired. The ratios of new hires for these groups were below their national RCLF ratios.

- White Non-Hispanic females – 20.0 % compared to 33.74%.
- Hispanic/Latino males – 2.85% compared to 6.17%.
- Hispanic/Latino females – 0% compared to 4.52%.
- American Indian/Alaska Native males and females – 0% compared to 0.34% and 0.32%, respectively.
- Native Hawaiian/Other Pacific Islander males and females – 0% compared to 0.06 and 0.05%, respectively.

EEOC Workforce Data Tables A-13 and B-13: BBG distributed 1,216 Time-Off, 977 Cash, and 41 Quality Step Increase (QSI) Awards, for a total of 2,234 Awards. Of that total, 96 employees earned a Medal Award, which included a \$2,500 cash award. Fifty-three awards were distributed to employees with a disability, 41 employees with a non-targeted disability and 12 employees with a targeted disability.

EEOC Workforce Data Tables A-14 and B-14: There were 95 voluntary and 30 involuntary separations. An employee with a targeted disability involuntarily separated from the Agency.

IV. Summary of EEO Plan Objectives Planned to Eliminate Identified Barriers or Correct Program Program Action Items

The Agency has developed action plans in *EEOC Form 715-01 Part I* that will assist the new Board of Governors and senior managers in exploring potential triggers that were revealed in an analysis of its statistical data documented in *EEOC Workforce Data Tables. A-1 and B-1, A3-1 and B3-1, A3-2 and B3-2, A-4-1 and B-4-1, A-4-2 and B-4-2, A-8 and B-8, A-13 and B-13, and A-14 and B-14.*

V. Summary of EEO Plan Action Items Implemented or Accomplished

Developmental Opportunities

- Mentoring Program: In September 2010, the Agency launched its 2010/2011 Mentoring Program (Program), where 21 partnerships were formed. Employees selected in the Program engaged in an eight-month mentoring partnership. Mentors and Mentees were required to: (1) attend an initial Orientation Session; (2) meet one hour per week; (3) participate in Monthly Forums; (4) attend mandatory Mid-Point Energizers; and (5) participate in the Closing Ceremony. In June 2010, the Agency successfully completed its 2009/2010 Mentoring Program by acknowledging the accomplishments of the Mentees and Mentors in its Closing Ceremony.
- Career Development Opportunities: The Training Division currently provides career counseling services through the U.S. Department of State Career Development Resource Center, a career library, and selects one or two participants annually for each of the long term career development programs at the U.S. Department of Agriculture's Graduate School, including the *Aspiring Leader, New Leader, and Executive Leadership programs.*
- Rotational Programs and Detail Assignments: In addition to technical and core skills training, the Agency has increased personal development training opportunities and is establishing more rotational programs and detail assignments to help develop a workforce better able to adapt to new technological and programmatic challenges.

Recruitment

- Progress of Targeted Recruitment: Senior managers endeavor to achieve greater diversity through targeted recruitment to develop applicant pools of diverse and highly qualified individuals. Agency progress is indicated in the current overall workforce statistics compared to 11 years ago.

<i>Minorities</i>	1999	2010
% of Total Workforce	38.8%	46.0%
% of Employees at GS-13 and above	23.7%	36.1%
% of Supervisors	21.1%	33.0%

<i>Women</i>	1999	2010
% of Total Workforce	33.9%	38.7%
% of Employees at GS-13 and above	26.3%	34.7%
% of Supervisors	22.1%	27.9%

- ***Student Recruitment:*** The Marketing Director and Operations Director of the Office of Marketing and Program Placement traveled to the American University School of Communication, Washington, DC, and to the Radio/Television Program at Montgomery College, Germantown, Maryland, to recruit other minorities and female instructors for their overseas media workshops. Three female graduates (from South Africa, India, and China) of the American University School of Communication Media Arts Program are currently working as contractors in VOA's Urdu Service, Afghan Service, and Television. They were recruited by the Office's Marketing Director, who served as their mentor.
- ***Legal Intern/Extern Recruitment:*** The Office of General Counsel (OGC) continued its diversity outreach efforts at local universities to recruit legal interns and externs. Through externship and internship programs, students earn school credits and significant legal experience. In 2010, OGC hired one Black/African-American female Non-Hispanic extern, one Hispanic/Latino female intern, and two Asian-American Non-Hispanic female externs.

OGC also conducted specific, targeted diversity outreach at several universities in the D.C. area.

- At Howard University School of Law, OGC contacted the Law School Fellow and Coordinator for Equal Justice Program, submitted vacancy announcements for Spring and summer 2011 externship opportunities, contacted officials to participate in the Public Interest Career Fair, and registered to attend Howard's general career fair on January 29, 2011.
- At the Georgetown University Law Center, OGC spoke to the Executive Board Member of the Black Law Students Association (BLSA) about attracting students to apply for legal externships and internships at BBG and advertising BBG vacancy announcements on the BLSA list serv.
- ***Hispanic Intern Recruitment:*** The Latin American Division was very fortunate to have a constant flow of qualified Hispanic/Latino interns to recruit from different universities. This occurred as a result of an agreement between the OCR Director and the Hispanic Association of Colleges and Universities (HACU). A former Hispanic/Latino female intern was hired as a full time contractor for the Online Unit of the Spanish Service.
- ***Minority Recruitment Seminars:*** OCR participated in seminars throughout the year hosted by the Minority Serving Institutions-Community of Partners Council (MSI-COPC) in support of two Presidential Initiatives, The White House Initiative on Historically Black Colleges and Universities (WHI-HBCU) and The White House Initiative on Educational Excellence for Hispanic Americans. OCR collaborated with the WHI-HBCU in planning a special federal inter-agency meeting and coordinating the WHI-HBCU 2010 National Conference.

- Accommodations: Accommodations for job candidates and employees from diverse backgrounds, including persons with disabilities, have been improved.
- Job Fairs and Conferences: In conjunction with the Human Capital Plan, the Office of Human Resources (OHR) participated, in fiscal year 2010, in job fairs and conferences to promote recruitment of a competent, committed, and diverse workforce at all levels within the Agency.

In March 2010, OHR attended the Spring Internship Fair at American University (AU). The University has a student body that represents all 50 states, the District of Columbia, and 144 countries, and has robust programs in communications and international studies. The event provided an opportunity for the Agency to promote the BBG/VOA Intern Program to a highly diverse body and to establish relationships with AU career counselors.

- Career and Internship Fairs: OHR attended a Career and Intern Fair at Alabama State University (ASU) in Montgomery, Alabama in April 2010. ASU is a Historically Black University founded in 1867 as a school for Black/African-Americans. Today, the student population includes all races. ASU offers over 50 degree programs, including degree programs to become a journalist, TV/radio announcer, or recording engineer.

Also, in April 2010, the OHR Outreach Coordinator attended a Career and Intern Fair at Morgan State University (MSU) in Baltimore, Maryland. MSU includes a Communications Studies Department that offers undergraduate and graduate studies programs in communications and telecommunications and has been identified as an ideal entity for a potential partnership with the Agency.

OHR attended the Diversity Job Fair (Fair) held in Vienna, Virginia. The Fair enabled OHR to successfully introduce job opportunities available at the Agency to a large pool of diverse job seekers.

In May 2010, OHR attended the Public Service Recognition Week, Jobs Day, which was held on the Capitol Mall in Washington, DC. Given the huge number of attendees to this event, OHR was able to discuss job and intern opportunities at varying career levels with a highly diverse pool of job- and internship-seekers.

OHR participated in the National Association of Hispanic Journalists (NAHJ) Convention and Career Expo in Denver, Colorado, in June 2010. This event provided a good opportunity to disseminate information about the Latin America Division and Spanish Service within VOA and about Radio Marti at the Office of Cuba Broadcasting.

Also, in June 2010, OHR attended the Native American Journalists Association (NAJA) Convention held in St. Paul, Minnesota. Native Americans have been identified as an extremely underrepresented demographic within the BBG/VOA. OHR was able to discuss internship and job opportunities with participants and to disseminate information about the work and mission of the Agency.

OHR attended the National Association of Black Journalists (NABJ) Convention in San Diego, California, in July 2010. The event allowed access to a highly qualified pool of potential candidates, most of whom had great interest in the BBG/VOA, its mission, and the nature of its work. OHR was able to use the opportunity to promote career opportunities with the BBG/VOA to Black/African American individuals currently studying or with career experience in communications and media.

In August 2010, OHR attended the Asian American Journalists Association (AAJA) Convention in Los Angeles, California. OHR took this opportunity to advertise job and intern opportunities within the Agency and to disseminate information about the work of the Agency to Asian American journalists—a group that is not well represented outside of the East Asia and Pacific (EAP) Division. The audience included students and candidates with extensive specialized media-related experience and language fluency in several of the languages utilized in EAP Services.

OHR concluded their Outreach by attending the American University (AU) Fall 2010 Career and Internship Fair in Washington, DC in September 2010. OHR used the occasion to further enhance their relationship with AU and to disseminate more information to AU's international student body. The event was very well attended and many students in communications and international studies programs expressed interest in pursuing an opportunity to work with the Agency.

Training

- Mentoring, EEO, and Diversity Programs: OCR sponsored several EEO training sessions and a series of diversity workshops. Many senior managers and supervisors participated in these sessions and workshops throughout the fiscal year. Programs included *Crucial Confrontations*, *Enhancing Supervision and Leadership: Managing from the Middle*, and *Workplace Incivility and Workplace Bullying*.
- Increased Training Budget: The budget for training is now double what it was a few years ago. This allowed the Agency to expand training in its core journalistic and broadcasting skills to embrace TV production, web page management, writing and editing techniques, Internet enrichment, and other new media initiatives. Technical and equipment-specific skills courses for technicians, as well as training for employees in other occupations, have also been expanded.
- Accurate Needs Assessments: Senior management has instructed managers to assess employee training and developmental needs and provide for those needs whenever possible. Responsibility for providing appropriate training and development is being added to all managers' performance plans. The Office of Training is also developing comprehensive competency lists for critical occupations, so that managers will be able to assess the skill sets of their employees against an established metric and request and plan training accordingly.
- New Flash Training Sessions: OHR is offering a variety of "Flash" trainings, mostly for supervisors, on a number of important HR-related topics (hiring, performance management, labor relations, etc.).

Communication

- Addressing Employee Concerns: The (Acting) IBB Deputy Director has made it clear that managers are to ensure that all employees at all times are treated with respect and that they remain open to discussing employee questions and concerns. Notices have also been issued to publicize the various avenues available to employees, e.g., the Agency's Advisory, Referral and Counseling Service, OHR and OCR, for having their questions and concerns addressed in a responsive and timely manner.
- Staff Meetings: All managers have been instructed to conduct regular staff meetings that invite employee input and to reward employee ingenuity and innovation.
- Union Communications: Agency management has participated in regular meetings with union officials to improve communications and working relationships with the Employee Unions and to foster more efficient resolution of issues.

Periodic Planning and Assessment

- Human Capital and Succession Plan: The Agency began implementation of its Human Capital and Succession Plan for calendar years 2009 to 2014. It was developed by a group of managers from throughout the Agency, led by the IBB Chief of Staff. This Plan contains specific strategies to recruit, train, develop, and retain staff, while placing renewed focus on the concerns that arose in the Human Capital/Employee Viewpoint surveys. It will be updated twice a year to reflect progress on implementation and organizational changes.

Other

- Diverse Award Distribution: The 2010 awards, including Cash, Medal, Quality Step Increase (QSI), and Time Off awards, were distributed proportionality across gender; race, nationality, and origin; supervisory status; pay plan; and occupation. The evenhanded distribution leads to a diverse pool of award winners from all areas of the Agency. Additionally, the overall number of awards increased dramatically, from 1,184 to 2,266, which allowed more employees to be recognized for their accomplishments and contributions to the Agency.
- Diversity Awareness Day: In celebration of Diversity awareness, the Diversity Leadership Council and the OCR planned a day of interactive cultural activities for employees that included an opening program where employees displayed their talents, cultural exhibits and artifacts, and ethnic food tasting. Many offices took an active role in this Diversity Day. For example, the Eurasia division contributed heirlooms from Albania, Bosnia, Croatia, Macedonia, Russia, Serbia, and Ukraine. The division also appointed a Diversity Day Coordinator to ensure all regions were represented.

Official Personnel Folder System (eOPF) – OHR implemented the eOPF System, an electronic version of the paper Official Personnel Folder (OPF) with assured continuity of operations and disaster recovery. The eOPF is a self-service tool, enabling employees to electronically view and print their OPF documents, and replaces the paper OPF with "virtual folders" to house payroll, performance, personnel, retirement, security, training and other data.

VI. Ensuring A Safe Facility

The Agency's accomplishments in maintaining a safe, healthy, and accessible facility continued in fiscal year 2010. The Agency participated in the *National Fire Protection Association's Practice Your Escape Plan*. The Agency's *Occupant Emergency Plan*, posted on the Intranet, provides employees and contractors information on what they must do in an emergency.

Concerns about safety and security issues were reflected in the 2010 Federal Employee Viewpoint Survey. A discussion with employees during the Agency's second brown bag forum on the survey helped clarify the issues. Many employees, particularly in VOA, work shifts that require them to arrive at or leave work late at night when the area around the building is deserted. The Agency addressed the employees' concerns and provided some tips on how employees can stay safe.

Employees participated in the *Cardiopulmonary Resuscitation/Automated External Defibrillator (CPR/AED) Training*, a workplace defibrillation program sponsored by the Agency that focuses on preparedness for and proper response to medical emergencies that may occur in the workplace. Employees were issued certificates upon their completion of the *CPR/AED Training Program*.

In making the Cohen building a safer work environment, the Agency jointly collaborated with the GSA Fire Protection and Engineering Branch, to test the corridor doors' new magnetic locking system. Each test was approximately five to seven minutes, no alarm bells or sirens were heard, and employees were not hindered accessing the Cohen building. This final test was conducted by the GSA before the Agency's acceptance of the magnetic locking system.

Federal Law requires Agencies to administer an annual mandatory *Information Security Awareness Training* to employees and contractors who have access to government computer systems. To meet this statutory requirement, the Agency prepared and required employees and contractors to take a short online course that described the information and security risks that may be encountered when using government computer systems, and explained employee responsibilities for complying with BBG's policies and procedures to reduce these risks. A certificate was available to each employee and contractor who successfully completed the online training.

During the influenza season, the Agency extended the hours of its Health Unit and offered early morning and late evening flu shots to accommodate employees who worked early morning or late evening shifts.

In recognition of National HIV Testing Day, the Agency offered free, confidential and rapid HIV testing on site for employees at our Federal Occupational Health Centers.

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

I, Mrs. Della L. Johnson, Director for Civil Rights, GS-260-15 am the

(Insert name above) (Insert official
 title/series/grade above)

Principal EEO Director/Official
 for

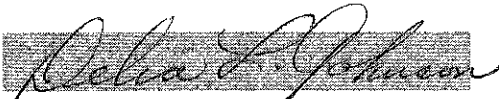
Broadcasting Board of Governors

(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.



Mrs. Della L. Johnson, Director
 Office of Civil Rights
 Signature of Principal EEO Director/Official

1/11/11

Date

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

[Redacted Signature]

Mr. Walter Isaacson, Chairman
 Broadcasting Board of Governors
 Signature of Agency Head

01/13/2011

Date

[Redacted Signature]

[Redacted Date]

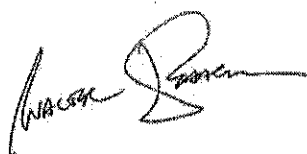
2011 Equal Employment Opportunity Policy Statement

The Broadcasting Board of Governors (BBG or Agency) is firmly committed to equal employment opportunity (EEO), diversity, and the promotion of a strong affirmative employment program. It is the policy of BBG to provide equal opportunities in employment for every employee and job applicant, and to ensure a workplace that is free of discrimination on the basis of race/ethnicity, color, religion, sex (including sexual harassment and sexual orientation), age (person 40 years of age and older), national origin, disability (physical and mental), genetic information, and retaliation (individual engaged in prior EEO activities). The BBG strongly promotes the full realization of equal opportunity in employment through a continuing affirmative program to identify and eliminate discriminatory practices.

EEO principles govern all aspects of the Agency's personnel policies, programs, practices, and operations. All phases of the Agency's employment – recruitment, hiring, retention, evaluations, promotions, transfers, benefits, assignments, training opportunities, awards, and separations – shall be conducted in compliance with the EEO laws and regulations.

The Agency holds each manager and supervisor accountable for ensuring a continuing affirmative application and enforcement of this EEO policy. Additionally, managers and supervisors must continue to take positive steps toward ensuring a supportive work environment and reaching early resolution of complaints. They must avoid even the appearance of acts of retaliation against individuals who exercise their right to file a complaint. Accordingly, equal opportunity will continue to be a factor in the performance evaluation of managers and supervisors.

Employees are essential in maintaining a work environment of equal opportunities, and have a moral and legal responsibility to treat all of their colleagues with respect and professionalism. The BBG strongly supports a workplace free of discrimination and holds every employee accountable for contributing to the achievement of a Model EEO Program.



Walter Isaacson
Chairman
Broadcasting Board of Governors

January 31, 2011

Date

2011 SEXUAL HARASSMENT POLICY STATEMENT

It is the policy of the Broadcasting Board of Governors (BBG or Agency) to ensure a work environment free of any form of harassment or intimidation. This policy includes sexual harassment, a form of sex discrimination that violates *Title VII of the Civil Rights Act of 1964, as amended*.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

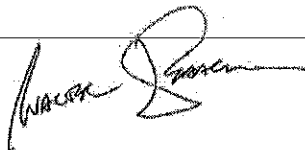
- Submission to or rejection of such conduct by an individual is made either explicit or implicitly as a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting an individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment.

Managers and supervisors will be held responsible for ensuring that the workplace is free from sexual harassment and that appropriate action is taken when allegations of violations of this policy are brought to their attention. The Agency will not tolerate any retaliation against an individual who presents a harassment complaint or who provides any information related to such a complaint.

Any Agency employee found to have engaged in sexual harassment in violation of this policy is subject to disciplinary action. The offending individual, however, may not necessarily be an employee, but may be a contractor or non-employee. Supervisors and managers who observe or are informed of any unprofessional behavior that may create a work environment offensive to any staff member have a responsibility to take appropriate, effective and immediate steps to prevent such behavior from recurring.

It is the intent of the agency to prevent sexual harassment and to take appropriate action before it rises to the level of a violation of Federal law. Therefore, any employee who believes he or she is being sexually harassed, even if such conduct is not severe or pervasive, should immediately contact a supervisor/manager, an EEO Counselor, or a member of the Office of Civil Rights. The Agency will take appropriate steps to address these matters expeditiously.

The Agency wants to ensure all employees that sexual harassment is unacceptable conduct and will not be tolerated or condoned at any level of the organization.



Walter Isaacson
Chairman
Broadcasting Board of Governors

January 31, 2011

Date

EEOC Form 715-01 Part G: Optional Annual Self-Assessment Checklist Against Elements (not included)

Senior managers' accomplishments are documented in *Part V: Summary of EEO Plan Action Items Implemented or Accomplished*. The Agency also developed action plans to explore potential triggers that were revealed in its annual self-assessment (see EEOC Form 715-01 Part I, pages 20 to 32).

EEOC Form 715-01 Part H: EEO Plan to Attain the Essential Elements of a Model EEO Program (for each programmatic essential element requiring improvement)

Senior managers will continue meeting with the OCR Director to explore potential triggers that were revealed in evaluating and monitoring the Agency's policies, practices, and procedures and in an analysis of the *EEOC Workforce Data Tables*.

EEOC Form 715-01 Part I: EEO Plan to Eliminate Identified Barrier (for each identified barrier)

Senior managers, including the OCR Director, have developed action plans (see EEOC Form 715-01, Part I, pages 20 to 32) that will assist them in exploring potential triggers that were revealed in their review of the Agency's Annual Self-Assessment and an analysis of the *EEOC Workforce Data Tables*.

<p>EEOC FORM 715-01 PART I</p>	<p>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p>Broadcasting Board of Governors</p>	<p>For the period covering October 1, 2010 to September 30, 2011.</p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><u>EEOC Table B-1:</u> The recruitment of qualified applicants with a disability, including qualified applicants with a targeted disability remained below the National Federal High (2.27%).</p> <p><u>EEOC Table B-8:</u> No qualified applicants with a disability, including qualified applicants with a targeted disability were hired in fiscal year 2010.</p> <p><u>EEOC Table B-11:</u> No employees or qualified candidates with a targeted disability were recruited for senior level (GS-13/14, GS-15, and SES) positions.</p> <p><u>EEOC Table B-14:</u> An employee with a targeted disability involuntarily separated from the Agency.</p> <p>In a feedback letter, dated September 25, 2009 that was in response to the Agency's fiscal year 2008 EEO Program Status Report, EEOC's (Acting) Chairman encouraged the Broadcasting Board of Governors "to take advantage of the assistance provided by EEOC through [its] LEAD (Leadership for the Employment of Americans with Disabilities) Initiative and other assistance that EEOC has readily available to agencies to improve its EEO performance."</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>An analysis of EEOC's Workforce Data Tables B-1, B-8, B-11, and B-14 revealed the conditions that are listed above as potential triggers to the Agency maintaining a model EEO program.</p> <p>A five-year trend analysis of fiscal years 2005 to 2010 workforce statistical data tables ascertained that the Agency's ratio of employees with a disability, including employees with a targeted disability has remained below the National Federal High of 2.27%.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Based on fiscal year 2010 workforce statistical data, BBG's senior managers (who have the authority) will aggressively take steps to identify any artificial barriers that may be affecting the recruitment of qualified applicants with a disability, including qualified applicants with a targeted disability.</p>

<p>EEOC FORM 715-01 PART I</p>	<p>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p>Broadcasting Board of Governors</p>	<p>For the period covering October 1, <u>2010</u> to September 30, <u>2011</u>.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p><u>EEOC B-1, 8, and 14 – Qualified Applicants with a Disability, Including Qualified Applicants with a Targeted Disability (cont'd)</u></p> <p>To ensure that the Agency's outreach and recruitment efforts are continually aimed at reaching qualified applicants with a disability, including qualified applicants with a targeted disability, for positions at all grade levels.</p>
<p>RESPONSIBLE OFFICIALS:</p>	<p>Mr. Walter Isaacson, BBG Chairman Mr. Jeffrey N. Trimble, BBG Executive Director Mr. Richard M. Lobo, IBB Director Mr. Danforth W. Austin, VOA Director Senior managers</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>Friday, November 5, 2010</p>
<p>TARGET DATES FOR COMPLETION OF OBJECTIVE:</p>	<p>Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010, January 20, March 24, June 23, and September 22, 2011</p>

<p>EEOC FORM 715-01 PART I</p>	<p>EEO Plan To Eliminate Identified Barrier</p>	
<p>Broadcasting Board of Governors</p>	<p>For the period covering October 1, <u>2010</u> to September 30, <u>2011</u>.</p>	
<p><u>Qualified Applicants With A Disability, Including Qualified Applicants With A Targeted Disability</u></p> <p><u>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</u></p>	<p>TARGET DATES (Must be specific)</p>	
<p>In fiscal year 2011, the Agency will coordinate its efforts with the Office of Personnel Management (OPM) and other Selected Placement Offices (<i>see</i>, EEOC Form 715-01 Part J) to increase its current ratio of qualified applicants with a disability, including qualified applicants with a targeted disability in its workforce.</p>	<p>Thursday, December 2, 2010; Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011</p>	
<p>Based on fiscal years 2009 and 2010 workforce statistical data tables, the Agency will conduct a barrier analysis to determine if any artificial barriers may be impeding the Agency from recruiting qualified applicants with a disability, including qualified applicants with a targeted disability.</p>	<p>Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011</p>	
<p>The Agency will establish a task force to evaluate its disability program and review the following documents to ascertain why qualified applicants with a disability, including qualified applicants with a targeted disability are not hired.</p> <ol style="list-style-type: none"> 1. Outreach and Recruitment Program 2. Vacancy Announcements 3. Total Number of New Hires with a Targeted Disability 4. Agency policy statement on hiring qualified applicants with a disability, including qualified applicants with a targeted disability. 5. Utilizing Special Schedule "A" Hiring Appointment Authorities 6. Utilize EEOC's LEAD (Leadership for the Employment of Americans with Disabilities) 	<p>Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011</p>	

<p>EEOC FORM 715-01 PART I</p>	<p>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p>Broadcasting Board of Governors</p>	<p>For the period covering October 1, 2010 to September 30, 2011.</p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>EEOC Table A-1 Females' total workforce ratio of 38.75% is below RCLF ratio of 46.77%.</p> <p>Hispanic/Latino males' workforce ratio of 5.25% is below RCLF ratio of 6.17%.</p> <p>Hispanic/Latino females' workforce ratio of 2.48% is below RCLF ratio of 4.52%.</p> <p>White Non-Hispanic females' workforce ratio of 16.58% is below RCLF ratio of 33.74%.</p> <p>White Non-Hispanic males' workforce ratio of 37.28% is below RCLF ratio of 39.03%.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analysis of EEOC's Table A-1 revealed the conditions that are listed above as potential triggers to the Agency maintaining a model EEO program.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The Agency's outreach and recruitment efforts of the groups listed above might not have reached qualified applicants for positions at all grade levels. However, RCLF ratios may not be relevant to the Agency's specialized workforce (e.g., international broadcasters) given the Agency's unique mission.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>To ensure that the Agency's outreach and recruitment efforts are continually aimed at reaching a diversity of well-qualified applicants for positions at all grade levels.</p>
<p>RESPONSIBLE OFFICIALS:</p>	<p>Mr. Walter Isaacson, BBG Chairman Mr. Jeffrey N. Trimble, BBG Executive Director Mr. Richard M. Lobo, IBB Director Mr. Danforth W. Austin, VOA Director Senior managers</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>Friday, November 5, 2010</p>
<p>TARGET DATES FOR COMPLETION OF OBJECTIVE:</p>	<p>Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
Broadcasting Board of Governors – <u>EEOC Table A-1 (cont'd)</u>	Fiscal Year 2011	
<u>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</u>	<u>TARGET DATES</u> (Must be specific)	
The Agency will aggressively recruit a diversity of well-qualified applicants from groups whose representation in the Agency are lower than their national RCLF ratios (particularly from those groups who may be underrepresented in the workforce).	Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011	
Based on fiscal years 2009 and 2010 workforce statistical data, the Agency will conduct a barrier analysis to determine if any artificial barriers may be affecting the recruitment of qualified applicants.	Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011	
<p>The Agency will establish a task force to evaluate and review the following areas and documents.</p> <ol style="list-style-type: none"> 1. Outreach and Recruitment Program 2. Vacancy Announcements 3. Exit interviews 4. Informal and Formal Complaints Filed 5. List of New Hires 6. Training opportunities 	Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011	
<p><u>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</u></p> <p>The OCR Director will monitor the Agency's progress toward fulfilling its objective of aggressively recruiting Hispanic/Latino males and females, and White Non-Hispanic females to increase their national RCLF ratios.</p> <p>The Agency will report on its progress in its fiscal year 2011 EEO Program Status Report.</p>		

<p align="center">EEOC FORM 715-01 PART I</p>	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p>Broadcasting Board of Governors</p>	<p>For the period covering October 1, <u>2010</u> to September 30, <u>2011</u>.</p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><u>EEOC Tables A3-1 and A3-2 Occupational Categories</u> –No Hispanic/Latino females, Asian Non Hispanic males, and American Indian/Alaska Native Non Hispanic males/females were newly hired or internally promoted (competitively or non-competitively) at the GS-15 and Senior Executive Service (SES) level.</p> <p>No Black/African-American males/females were newly hired or internally promoted (competitively or non-competitively) at the SES level.</p> <p>There is a low participation rate of Black/African-American Non Hispanic males and females, Hispanic/Latino males and females, and Asian Non Hispanic males at the GS-15 grade level.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>An analysis of EEOC Tables A3-1 and A3-2 revealed the conditions that are listed above as potential triggers to the Agency maintaining a model EEO program.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Based on an analysis of EEOC Tables A3-1 and A3-2 workforce statistical data, BBG will take steps to identify any artificial barriers that are currently affecting its efforts to recruit a diversity of well-qualified applicants.</p> <ul style="list-style-type: none"> ▪ Black/African-American Non Hispanic males and females at the GS-15 and SES level. ▪ Hispanic/Latino females at the SES level. ▪ Asian Non-Hispanic females at the GS-15 and SES levels. ▪ American Indians and Alaska Natives Non Hispanic at the GS-15 and SES levels.
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>To ensure that the Agency's outreach and recruitment efforts are continually aimed at reaching qualified applicants who are Black/African-American, Asian, American Indian and Alaska Native, and Native Hawaiian and Other Pacific Islander Non Hispanics for GS-15 and SES positions.</p>
<p>RESPONSIBLE OFFICIALS:</p>	<p>Mr. Walter Isaacson, BBG Chairman Mr. Jeffrey N. Trimble, BBG Executive Director Mr. Richard M. Lobo, IBB Director Mr. Danforth W. Austin, VOA Director Senior managers</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>Friday, November 5, 2010</p>
<p>TARGET DATES FOR COMPLETION OF OBJECTIVE:</p>	<p>Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011</p>

<p>EEOC FORM 715-01 PART I</p>	<p>EEO Plan To Eliminate Identified Barrier</p>	
<p>Broadcasting Board of Governors – <u>EEOC Tables A3-1 and A3-2 Occupational Categories (cont'd)</u></p>	<p>Fiscal Year 2011</p>	
<p><u>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</u></p>	<p>TARGET DATES (Must be specific)</p>	
<p>The Agency will aggressively recruit and ensure an equal opportunity for the advancement of Black/African-American Non Hispanic, Hispanic/Latino, and Asian Non Hispanic males and females for positions at the GS-15 and SES levels.</p>	<p>Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011</p>	
<p>Based on an analysis of fiscal years 2009 and 2010 workforce statistical data tables, the Agency will review the following documents to determine if any artificial barriers may be precluding the recruitment and advancement of qualified employees and job applicants for positions at the GS-15 and SES levels.</p>	<p>Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011</p>	
<p>The Agency will establish a task force to evaluate and review the following programs and documents.</p> <ol style="list-style-type: none"> 1. Outreach and Recruitment Program 2. Professional Training and Career Development Program 3. Vacancy Announcements for senior level positions 4. Exit interviews 5. List of New Hires 6. Informal and Formal Complaints Filed 7. Certificates of Eligible Candidates 	<p>Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011</p>	
<p><u>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</u></p>		
<p>The OCR Director will monitor the Agency's progress toward fulfilling its objective of aggressively recruiting qualified applicants and ensuring an equal opportunity for Black/African-American, Hispanic/Latino, and Asian males and females for positions at the GS-15 and SES levels.</p>		
<p>The Agency will report on its progress in its fiscal year 2011 EEO Program Status Report.</p>		

<p align="center">EEOC FORM 715-01 PART I</p>	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p>Broadcasting Board of Governors</p>	<p>For the period covering October 1, <u>2010</u> to September 30, <u>2011</u></p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><u>EEOC Table A-8 – New Hires</u></p> <p>Ratios of new hires for these groups are below their national RCLF ratios.</p> <ul style="list-style-type: none"> ▪ White Non-Hispanic females – 20.0% compared to 33.74% ▪ Hispanic/Latino males – 2.85% compared to 6.17% ▪ Hispanic/Latino females – 0% compared to 4.52% ▪ American Indian/Alaska Native Non-Hispanic males and females – 0% ▪ Native Hawaiian/Other Pacific Islander Non Hispanic males and females – 0% <p>RCLF ratios may not be relevant to the Agency’s specialized workforce (e.g., international broadcasters).</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analysis of EEOC’s Table A-8 revealed the conditions that are listed above as potential triggers to the Agency maintaining a model EEO program.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Based on an analysis of EEOC Table A-8 workforce statistical data, BBG will take steps to identify any artificial barriers that are currently affecting its efforts to recruit a diversity of well-qualified applicants at the GS and SES grade levels.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>To ensure that the Agency’s outreach and recruitment efforts are continually aimed at reaching a diversity of well-qualified applicants for positions at all grade levels.</p>
<p>RESPONSIBLE OFFICIALS:</p>	<p>Mr. Walter Isaacson, BBG Chairman Mr. Jeffrey N. Trimble, BBG Executive Director Mr. Richard M. Lobo, IBB Director Mr. Danforth W. Austin, VOA Director Senior managers</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>Friday, November 5, 2010</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
Broadcasting Board of Governors – <u>EEOC Table A-8 – New Hires (cont'd)</u>	Fiscal Year 2011	
<u>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</u>	TARGET DATE (Must be specific)	
<p>The Agency will aggressively recruit qualified applicants who are listed below in order to increase their current ratios in its workforce.</p> <ul style="list-style-type: none"> ▪ White Non-Hispanic females – 20.0% compared to RCLF ratio of 33.74% ▪ Hispanic/Latino males – 2.58% compared to RCLF ratio of 6.17% ▪ Hispanic/Latino females – 0% compared to RCLF ratio of 4.52% ▪ American Indian/Alaska Native Non-Hispanic females from 0% to 0.28% ▪ Native Hawaiian/Other Pacific Islander Non Hispanic males and females from 0% to 0.06% <p>RCLF ratios may not be relevant to the Agency's specialized workforce (e.g., international broadcasters).</p>	Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011	
<p>Based on fiscal years 2009 and 2010 workforce statistical data tables, the Agency will conduct a barrier analysis to determine if any artificial barriers may be affecting the Agency from hiring qualified employees and job applicants from these groups. The Agency will review the following documents.</p> <ol style="list-style-type: none"> 1. Vacancy Announcements 2. List of New Hires 3. Fiscal Year 2009 Employee Survey 4. Fiscal Year 2009 Human Capital Plan Survey 	Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011	
<u>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</u>		
<p>The OCR Director will monitor the Agency's progress toward fulfilling its objective of recruiting candidates from the groups that are listed above to increase their current ratios in its workforce.</p> <p>The Agency will report on its progress in its fiscal year 2011 EEO Program Status Report.</p>		

<p>EEOC FORM 715-01 PART I</p>	<p>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p>Broadcasting Board of Governors</p>	<p>For the period covering October 1, <u>2010</u> to September 30, <u>2011</u>.</p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>American Indian Non Hispanic females and Native Hawaiian/Other Pacific Islander Non Hispanic males and females are not represented in the Agency.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>An analysis of EEOC's workforce data tables revealed the conditions that are listed above as potential barriers to the Agency maintaining a model EEO program.</p> <p>In its letter, dated September 28, 2006, EEOC stated that the Agency is filling positions for American Indians and Alaska Natives and Native Hawaiians and Other Pacific Islanders internally from an applicant pool that has a low participation rate for both groups. EEOC recommended that the Agency's outreach and recruitment</p>
	<p>efforts must be better aimed at reaching qualified American Indian and Alaska Natives and Native Hawaiian and Other Pacific Islander applicants for positions at all grade levels.</p> <p>RCLF ratios may not be relevant to the Agency's specialized workforce (e.g., international broadcasters).</p>
<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>	<p>A barrier identified is the Agency's low representation of American Indian Non Hispanic females and Alaska Natives and Native Hawaiians and Other Pacific Islanders to select from.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>To ensure that the Agency's outreach and recruitment efforts are continually aimed at reaching qualified applicants who are American Indian and Alaska Native and Native Hawaiian and Other Pacific Islander Non Hispanics for positions at all grade levels.</p>
<p>RESPONSIBLE OFFICIALS:</p>	<p>Mr. Walter Isaacson, BBG Chairman Mr. Jeffrey N. Trimble, BBG Executive Director Mr. Richard M. Lobo, IBB Director Mr. Danforth W. Austin, VOA Director Senior managers</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>Friday, November 5, 2010</p>
<p>TARGET DATES FOR COMPLETION OF OBJECTIVE:</p>	<p>Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
<u>Broadcasting Board of Governors –American Indian Non Hispanic females and Native Hawaiian/Other Pacific Islander Non Hispanic females and males (cont’d)</u>	Fiscal Year 2011	
<u>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</u>	<u>TARGET DATES</u> (Must be specific)	
<p>The Agency will aggressively recruit American Indian/Alaska Native Non Hispanic females and Native Hawaiian/Other Pacific Islander Non Hispanic females and males in order to increase their current ratios in its workforce.</p> <p>Based on fiscal years 2009 and 2010 workforce statistical data tables, the Agency will conduct a barrier analysis to determine if any artificial barriers may be impeding the Agency from hiring qualified employees and job applicants from these groups. The Agency will review the following documents.</p> <ol style="list-style-type: none"> 1. Professional Training and Career Development Program 2. Vacancy Announcements 3. Exit interviews 4. List of New Hires 5. Policy statement on hiring 	Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011	
<u>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</u>		
<p>The OCR Director will monitor the Agency’s progress toward fulfilling its objective of aggressively recruiting and retaining American Indian/Alaska Native Non Hispanic females and Native Hawaiian/Other Pacific Islander Non Hispanic males and females in order to increase their current ratios in its workforce.</p> <p>The Agency will report on its progress in its fiscal year 2011 EEO Program Status Report.</p>		

<p>EEOC FORM 715-01 PART I</p>	<p>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p>Broadcasting Board of Governors</p>	<p>For the period covering October 1, <u>2010</u> to September 30, <u>2011</u>.</p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><u>EEOC Table A-13 – Employee Recognition and Awards</u></p> <p>BBG employees earned 1,216 Time-Off, 977 Cash, and 41 Quality Step Increase (QSI) awards, for a total of 2,234 awards.</p> <p>In general, awards presented in 2010 were proportionally distributed by gender (sex), race, national origin, and pay plan and grade, with very few exceptions. However, the Agency will continue to review and make recommendations to ensure the distribution of awards is both effective and fair.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p><u>See above</u> Statement of Condition.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>To ensure BBG's current system of distributing Time-off, Cash, and QSI Awards are done so in a fair-manner for employees at all grade levels.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>To explore and eradicate any potential triggers that may be unfairly impeding an employee's full participation in the Agency's Employee Recognition and Awards Program and Merit Promotion Program.</p>
<p>RESPONSIBLE OFFICIALS:</p>	<p>Mr. Walter Isaacson, BBG Chairman Mr. Jeffrey N. Trimble, BBG Executive Director Mr. Richard M. Lobo, IBB Director Mr. Danforth W. Austin, VOA Director Senior managers</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>Friday, November 5, 2010</p>
<p>TARGET DATES FOR COMPLETION OF OBJECTIVE:</p>	<p>Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
Broadcasting Board of Governors - <u>EEOC Table A-13 - Employee Recognition and Awards (cont'd)</u>	Fiscal Year 2011	
<u>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</u>	<u>TARGET DATES</u> (Must be specific)	
The Agency will continue sending an electronic broadcast announcement to employees annually to ensure they are aware of the policy, practice, and procedure for the Employee Recognition and Awards Program (Awards Program).	Thursday, December 9, 2010	
The Agency will continue reviewing its policy, practice, and procedure for the Awards Program and ensure that employees (females and minorities) at all grade levels have a fair and equal opportunity to be recognized for significant Time-off, Cash, and QSI Awards.	Thursday, December 2 and Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011	
Based on fiscal years 2009 and 2010 workforce statistical data tables, the Agency will conduct a barrier analysis to determine if any artificial barriers may be unfairly impeding an employee's full participation in the Agency's Employee Recognition and Awards Program. The Agency will review the following documents. <ol style="list-style-type: none"> 1. Criteria for selecting recipients of awards. 2. List of all employees nominated to receive awards. 3. BBG policy statement about awards. 4. Criteria for selecting officials on the panel. 5. List of selecting officials on the panel. 	Thursday, December 2, 2010, Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011	
The Agency will continue evaluating the Awards Program to determine if there are any systemic barriers that may be impeding the full participation of every employee.	Thursday, December 2 and Tuesday, December 6, 2010, and Thursdays, December 9, 2010; January 20, March 24, June 23, and September 22, 2011	
<u>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</u>		
The OCR Director will continue to monitor the Agency's progress toward fulfilling its objective of ensuring Time-Off, Cash, and QSI Awards are distributed in an equitable and fair manner to employees at all grade levels.		
The Agency will report on its progress in its fiscal year 2011 EEO Program Status Report.		

EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
PART I – Agency Information	1. Agency		Broadcasting Board of Governors						
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the Beginning of Fiscal Year 2009.		... End of Fiscal Year 2010.		Net Change			
		Number	%	Number	%	Number	Rate of Change		
	Total Work Force	1,766	100%	1,773	100%	+07	0.39%		
	Reportable Disability	39	100%	38	100%	-01	2.56%		
	Targeted Disability*	14	100%	13	100%	-01	7.14%		
<p>* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).</p> <p>*The rate of change of <u>7.14%</u> for persons with targeted disabilities is greater than the rate of change of <u>0.039%</u> for the total workforce. Although the rate of change is greater than the rate of change for the total workforce, the Agency has proactively prepared an action plan in EEOC Form 715-01 Part I to ensure that its outreach and recruitment efforts are continually aimed at reaching qualified applicants with disabilities, including targeted disabilities at all grade levels.</p>									
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						Data Unavailable			
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						0			
PART III Participation Rates in Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	06-94-Reportable Disability		23-25; 28-38; 64-68; 82; 90; 91- Targeted Disability		01-Not Identified		05-No Disability	
		38	2.14%	13	0.73%	49	2.76%	1673	94.36%
3. Internal Competitive Promotions	28 (100%)	0	0%	0	0%	0	0%	28	100%
4. Non-Competitive Promotions	82 (100%)	0	0%	0	0%	1	1%	81	99%
5. Employee Career Development Programs	0	0	0%	0	0%	0	0%	0	0%
5.a. Grades 5 – 12	0	0	0%	0	0%	0	0	0	0%
5.b and c. Grades 13/14, GS-15, and SES	71	1	1.41%	0	0%	0	0%	70	98.59%
6. Employee Recognition and Awards	2,234 (100%)	41	1.83%	12	0.53%	49	2.19%	2,131	95.38%
6.a. Time-Off Awards (<u>501</u> @ 1 to 9 hours and <u>715</u> @ 9 hours and above)	1,216 (54.43%)	24	1.07%	9	0.40%	24	1.07%	1158	51.83%
6.b. Total Cash Awards (<u>41</u> QSIs; <u>581</u> @ \$100-500; and <u>396</u> @ \$501 plus)	1,018 (45.56%)	17	0.76%	3	0.13%	25	1.12%	973	43.54%

Broadcasting Board of Governors
Fiscal Year 2011 (Oct. 1, 2010 to Sept. 30, 2011)

<p align="center">EEOC FORM 715-01 Part J</p>	<p align="center"><u>SPECIAL PROGRAM PLAN FOR THE RECRUITMENT, HIRING, AND ADVANCEMENT OF INDIVIDUALS WITH TARGETED DISABILITIES</u></p>
<p align="center"><u>Part IV</u> Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<p align="center">Part V Goals for Targeted Disabilities</p>	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will affect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>

Fiscal Year 2011 Outreach, Recruitment, Hiring, and Advancement Strategies

1. Aggressively recruit qualified applicants with disabilities, including targeted disabilities.
2. Utilize special appointment hiring authorities to recruit qualified applicants with disabilities, including targeted disabilities.
3. Coordinate recruitment opportunities and outreach activities for qualified applicants with a disability by visiting and/or establishing contacts with colleges and universities.
4. Contact local colleges and universities to develop a roster of their Disability Support Services Offices and respective contact person to aid in developing an applicant pool of qualified applicants with disabilities.
5. Address career developmental needs of persons with disabilities through individual development plans and mentoring.
6. Work with OHR to identify positions for qualified applicants who contact the Agency through its Disability Program.
7. Increase the Agency's recruitment efforts by establishing and maintaining cooperative relationships with organizations that may be a resource for applicant referral, including qualified applicants with disabilities.

BBG FINAL FISCAL YEAR 2010 EEOC WORKFORCE STATISTICAL DATA TABLES B-1 TO B-14

BBG MD-715 Table B-1: Total Workforce - Distribution by Disability

FY 2010 Employment Tenure	Total	Total by Disability Status										Detail for Targeted Disabilities									
		[05] No Disability	[01] 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 of Limb/Spine							
Prior FY 2009	#	1766	1661	52	39	14	0	1	1	2	0	2	5	3	0						
	%	100.0	94.05	2.94	2.21	0.79	0.0	0.06	0.06	0.11	0.0	0.11	0.28	0.17	0.0						
Current FY 2010	#	1773	1673	49	38	13	0	1	1	2	0	1	5	3	0						
	%	100.0	94.36	2.76	2.14	0.73	0.0	0.06	0.06	0.11	0.0	0.06	0.28	0.17	0.0						
Difference	#	100.0	12	-3	-1	-1	0	0	0	0	0	-1	0	0	0						
Ratio Change	%	7	0.31	-0.18	-0.07	-0.06	0.0	0.0	0.0	0.0	0.0	-0.05	0.0	0.0	0.0						
Net Change	%	0.0	0.78	-5.77	-2.56	-7.14	0.0	0.0	0.0	0.0	-50.0	0.0	0.0	0.0	0.0						
Federal High	%	0.4																			
PERMANENT																					
Prior FY 2009	#	1707	1602	52	39	14	0	1	1	2	0	2	5	3	0						
	%	100.0	90.71	2.94	2.21	0.82	0.0	0.06	0.06	0.11	0.0	0.11	0.28	0.17	0.0						
Current FY 2010	#	1704	1604	49	38	13	0	1	1	2	0	1	5	3	0						
	%	100.0	90.47	-2.76	2.14	0.73	0.0	0.06	0.06	0.11	0.0	0.06	0.28	0.17	0.0						
Difference	#	-3	2	-3	-1	-1	0	0	0	0	0	-1	0	0	0						
Ratio Change	%	0.0	-0.24	-0.18	0.07	-0.09	0.0	0.0	0.0	0.0	0.0	-0.06	0.0	0.0	0.0						
Net Change	%	-0.23	0.12	-5.76	-2.56	-7.14	0.0	0.0	0.0	0.0	-50.0	0.0	0.0	0.0	0.0						
TEMPORARY																					
Prior FY 2009	#	59	59	0	0	0	0	0	0	0	0	0	0	0	0						
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0						
Current FY 2010	#	69	69	0	0	0	0	0	0	0	0	0	0	0	0						
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0						
Difference	#	+10	+10	0	0	0	0	0	0	0	0	0	0	0	0						
Ratio Change	%	15.94	+15.94	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0						
Net Change	%	+18.64	+18.64	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0						

BBG MD-715 Table B3-1: Occupational Categories - Distribution by Disability

FY 2010 Occupational Category	Total WF	Total by Disability Status							Detail for Targeted Disabilities						
		[05] No Disability	[01] 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 of Limb/Spine	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	86	1	2	0	0	0	0	0	0	0	0	0	0	
	%	96.62	1.12	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1b. Mid-Level (Grades 13 and 14)	#	371	15	8	4	0	0	2	0	1	0	1	0		
	%	100.0	4.04	3.24	1.08	0.0	0.0	0.54	0.0	0.27	0.0	0.27	0.0		
1c. First-Level (Grades 12 and Below)	#	3	0	0	0	0	0	0	0	0	0	0	0		
	%	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
TOTAL(1a, 1b, and 1c) Officials and Managers	#	463	16	10	4	0	0	2	0	0	0	1	0		
	%	100.0	3.45	2.15	0.83	0.0	0.0	0.41	0.0	0.0	0.0	0.21	0.0		
2. Professionals (Non-Managers)	#	1310	33	83	9	0	0	0	0	0	0	0	0		
	%	100.0	2.51	6.33	3.05	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
TOTAL WORKFORCE	#	1773	49	38	13	0	1	2	0	1	5	3	0		
	%	100.0	2.76	2.14	0.73	0.0	0.06	0.06	0.0	0.06	0.28	0.17	0.0		
		53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05		

BBG MD-715 Table B3-2: Occupational Categories - Distribution by Disability

FY 2010 Occupational Category	Total WF	Total by Disability Status										Detail for Targeted Disabilities					
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,47] 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 of Limb/Spine			
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	# 89 % 5.01	86	1	2	0	0	0	0	0	0	0	0	0	0			
1b. Mid-Level (Grades 13 and 14)	# 371 % 20.91	344	15	8	4	0	0	2	0	1	0	1	0	0			
1c. First-Level (Grades 12 and Below)	# 3 % 0.16	3	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL(1a, 1b, and 1c) Officials and Managers	# 463 % 26.09	428	16	10	9	0	0	2	0	1	0	1	0	0			
2. Professionals (Non-Management)	# 1310 % 100.0	1245	33	83	4	0	0	0	0	0	0	0	0	0			
TOTAL WORKFORCE	# 1773 % 100.0	1673	49	38	13	0	0	2	0	1	5	3	0	0			
		94.36	2.76	2.14	0.73	0.0	0.0	0.11	0.0	0.06	0.28	0.17	0	0			
		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			

BBG MD-715 Table B4-1: Participation Rates for General Schedule (GS) Grades - Distribution by Disability

FY 2010 GS/GM/66, SES, and Related Grades	Total	Total by Disability Status										Detail for Targeted Disabilities						
		[05] No Disability	[01] 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 of Limb/Spine				
GS - 03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	0.0	
GS - 04	#	6	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	83.33	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	
GS - 05	#	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	33.33	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	
GS - 06	#	10	5	0	3	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	50.0	0.0	30.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 07	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	0.0	
GS - 08	#	12	11	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	91.67	8.33	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	
GS - 09	#	49	45	3	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	91.84	6.12	2.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 10	#	7	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	57.14	42.86	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	
GS - 11	#	155	152	2	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	98.06	1.29	0.65	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 12	#	661	637	13	11	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	96.37	1.97	1.66	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 13	#	415	386	15	11	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	93.01	3.61	2.65	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 14	#	203	187	9	4	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	92.12	4.43	3.45	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 15	#	75	73	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	97.33	1.33	1.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Senior Executive Service	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	92.86	0.0	7.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

BBG MD-715 Table B4-1: Participation Rates for General Schedule (GS) Grades – (Permanent) Distribution by Disability

FY 2010 GS/GM/SES and Related Grades	Total	Total by Disability Status										Detail for Targeted Disabilities					
		[05] No Disability	[01] 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] Disortion of Limb/ Spine			
GS - 03	#	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 04	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	66.66	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 05	#	3	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	33.33	0.0	66.66	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 06	#	10	5	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	50.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 07	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	0.0
GS - 08	#	12	11	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	91.67	8.33	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
GS - 09	#	43	39	3	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	90.7	6.98	2.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 10	#	7	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	57.14	42.86	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
GS - 11	#	141	138	2	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	97.87	1.42	0.71	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 12	#	642	618	13	11	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	96.26	2.02	1.71	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 13	#	414	385	15	11	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	92.99	3.62	2.65	0.0	0.0	0.24	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 14	#	202	186	9	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	92.08	4.46	1.98	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15	#	72	70	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	97.22	1.39	1.39	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	92.86	0.0	7.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BBG MD-715 Table B4-1: Participation Rates for General Schedule (GS) Grades (Temporary) – Distribution by Disability

FY 2010 GS/GM/SES, and Related Grades	Total	Total by Disability Status										Detail for Targeted Disabilities					
		[05] No Disability	[01] 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 of Limb/Spine			
GS - 03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 04	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 05	#	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 06	#	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 07	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 08	#	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 09	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 10	#	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 11	#	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 12	#	19	19	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 13	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 14	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 15	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
Senior Executive Service	#	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

BBG MD-715 Table B4-2: Participation Rates for General Schedule (GS) Grades - Distribution by Disability

FY 2010 GS/GM/GG/SES, and Related Grades	Total	Total by Disability Status										Detail for Targeted Disabilities									
		[05] No Disability	[01] 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 of Limb/Spine							
GS - 03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	100.0	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	0.0				
GS - 04	#	6	5	0	1	0	0	0	0	0	0	0	0	0	1	0	0				
	%	100.0	83.33	0.0	16.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.67	0.0	0.0				
GS - 05	#	2	0	0	2	0	0	0	0	0	0	0	0	0	2	0	0				
	%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0				
GS - 06	#	10	5	0	5	2	0	0	0	0	0	0	0	0	2	0	0				
	%	100.0	50.0	0.0	50.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0	0.0	0.0				
GS - 07	#	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	100.0	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	0.0				
GS - 08	#	12	11	1	0	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	91.67	8.33	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				
GS - 09	#	49	45	3	1	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	91.84	6.12	2.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
GS - 10	#	7	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	57.14	42.86	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				
GS - 11	#	155	152	2	1	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	98.06	1.29	0.65	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
GS - 12	#	661	637	13	11	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	96.37	1.97	1.66	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
GS - 13	#	416	387	15	14	3	0	0	0	0	0	0	0	0	2	0	0				
	%	100.0	93.03	3.61	3.37	0.72	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.48	0.0	0.0					
GS - 14	#	203	187	9	7	3	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	92.12	4.43	3.45	1.48	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
GS - 15	#	75	73	1	1	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	97.33	1.33	1.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
Senior Executive Service	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	92.86	0.0	7.14	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	#	1344	1272	39	33	6	0	0	0	0	0	0	0	0	2	0	0				
	%	100.0	94.64	2.9	2.46	0.45	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.15	0.0	0.0					

BBG MD-715 Table B4-2: Participation Rates for General Schedule (GS) Grades (Permanent) - Distribution by Disability

FY 2010 GS/GM, SES, and Related Grades	Total	Total by Disability Status										Detail for Targeted Disabilities							
		[05] No Disability	[01] Not Identified	[06-04] 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 of Limb/Spine					
GS - 03	# 0 % 0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS - 04	# 3 % 100.0	2	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0		
GS - 05	# 2 % 100.0	0	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0		
GS - 06	# 10 % 100.0	5	0	5	2	0	0	0	0	0	0	0	0	0	2	0	0		
GS - 07	# 9 % 100.0	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS - 08	# 12 % 100.0	11	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS - 09	# 43 % 100.0	39	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS - 10	# 7 % 100.0	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS - 11	# 141 % 100.0	138	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS - 12	# 642 % 0.0	618	13	11	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS - 13	# 415 % 100.0	386	15	14	3	0	0	0	0	0	0	0	0	0	0	2	0		
GS - 14	# 202 % 100.0	186	9	7	3	0	0	0	0	0	0	0	0	0	0	0	0		
GS - 15	# 72 % 100.0	70	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
Senior Executive Service	# 14 % 100.0	13	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL	# 1558 % 100.0	1468	47	43	11	0	0	0	0	0	0	0	0	0	5	2	0		

BBG MD-715 Table B4-2: Participation Rates for General Schedule (GS) Grades (Temporary) - Distribution by Disability

FY 2010 GS/GM, SES, and Related Grades	Total	Total by Disability Status										Detail for Targeted Disabilities					
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28,32-38] Missing Limbs	[64-68] Partial Paralysis	[71-75] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine			
GS - 03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 04	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 05	#	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 06	#	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 07	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 08	#	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 09	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 10	#	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 11	#	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 12	#	19	19	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 13	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 14	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
GS - 15	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	
Senior Executive Service	#	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TOTAL	#	49	49	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	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	

BBG MD-715 Table B5-1: Participation Rates for Wage Grades - Distribution by Disability

FY 2010 MD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status										Detail for Targeted Disabilities					
		[05] No Disability	[01] 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 of Limb/Spine			
WB - 02	#	86	81	1	4	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	94.19	1.16	4.65	1.16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WB - 04	#	10	9	0	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	90.0	0.0	10.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG - 10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	0.0
WG - 14	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	0.0

BBG MD-715 Table B5-1: Participation Rates for Wage Grades (Permanent) - Distribution by Disability

FY 2010 MD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status										Detail for Targeted Disabilities					
		[05] No Disability	[01] 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 of Limb/Spine			
WB - 02	#	86	81	1	3	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	94.19	1.16	4.65	1.16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WB - 04	#	10	9	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	90.0	0.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WG - 10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	0.0
WG - 14	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	0.0

BBG MD-715 Table B5-1: Participation Rates for Wage Grades (Temporary) - Distribution for Disability - No Records Selected.

BBG MD-715 Table B5-2: Participation Rates for Wage Grades - Distribution by Disability

FY 2010 WD/WS & Other Wage Grades	Total	Total by Disability Status										Detail for Targeted Disabilities				
		[05] No Disability	[01] 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 of Limb/Spine		
WB - 02	#	86	81	1	4	1	0	0	0	0	0	0	0	1	0	
	%	100.0	94.19	1.16	4.65	1.16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.16	0.0	
WB - 04	#	10	9	0	1	1	0	0	0	0	0	0	0	0	0	
	%	100.0	90.0	0.0	10.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
WG - 10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
WG - 14	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

BBG MD-715 Table B5-2: Participation Rates for Wage Grades (Permanent) - Distribution by Disability

FY 2010 WD/WS & Other Wage Grades	Total	Total by Disability Status										Detail for Targeted Disabilities				
		[05] No Disability	[01] 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 of Limb/Spine		
WB - 02	#	86	81	1	4	1	0	0	0	0	0	0	0	1	0	
	%	100.0	94.19	1.16	4.65	1.16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.16	0.0	
WB - 04	#	10	9	0	1	1	0	0	0	0	0	0	0	0	0	
	%	100.0	90.0	0.0	10.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
WG - 10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
WG - 14	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

BBG MD-715 Table B5-2: Participation Rates for Wage Grades (Temporary) - Distribution by Disability - No Records Selected.

BBG MD-715 Table B-6: Participation Rates for Major Occupations - Distribution by Disability

Job Title/Series Agency Rate Occupational CLF	Total	Total by Disability Status										Detail for Targeted Disabilities					
		[05] No Disability	[01] 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 of Limb/Spine			
Broadcasters (General Arts and Information) (1001)	#	886	850	19	13	4	0	0	1	1	0	1	0	1	0		
	%	100.0	95.94	2.14	1.46	0.45	0.0	0.11	0.11	0.0	0.11	0.0	0.11	0.0	0.0		
Audiovisual Production (1071)	#	177	169	3	4	1	0	0	0	0	0	1	0	0			
	%	100.0	95.48	1.69	2.25	0.56	0.0	0.0	0.0	0.0	0.0	0.56	0.0	0.0			
Broadcasting Equipment Operating (3940)	#	96	90	1	3	2	0	1	0	0	0	0	0	1			
	%	100.0	93.75	1.04	3.12	2.08	0.0	1.04	0.0	0.0	0.0	0.0	0.0	1.04			
Writing and Editing (1082)	#	66	62	3	1	0	0	0	0	0	0	0	0	0			
	%	100.0	93.94	4.55	1.52	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
Engineering (0855, 0856, and 0801)	#	10	9	1	0	0	0	0	0	0	0	0	0	0			
	%	100	90.0	10.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
Information Technology Management	#	82	80	0	2	0	0	0	0	0	0	0	0	0			
	%	100.0	97.56	0.	2.43	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
Telecommunications (0391)	#	55	50	2	3	0	0	0	0	0	0	0	0	0			
	%	100.0	90.91	3.64	5.45	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			

BBG MD-715 Table B-6: Participation Rates for Major Occupations (Permanent) - Distribution by Disability

Job Title/ Series Agency Rate Occupational CLF	FY 2010 Total	Total by Disability Status										Detail for Targeted Disabilities						
		[05] No Disability	[01] Not Identified	[06-04] 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 of Limb/Spine				
Broadcasters (General Arts and Information) (1001)	# 835 % 100.0	799	19	13	4	0	0	1	1	0	1	0	1	0				
Audiovisual Production (1071)	# 176 % 100.0	168	3	4	1	0	0	0	0	0	0	0	1	0				
Broadcasting Equipment Operating (3940)	# 96 % 100.0	90	1	3	2	0	1	0	0	0	0	0	1	0				
Writing and Editing (1082)	# 66 % 100.0	62	3	1	0	0	0	0	0	0	0	0	1	0				
Engineering (0855, 0856, and 0801)	# 10 % 100	9	1	0	0	0	0	0	0	0	0	0	0	0				
Information Technology Management	# 82 % 100.0	80	0	2	0	0	0	0	0	0	0	0	0	0				
Telecommunications (0391)	# 55 % 100.0	50	2	3	0	0	0	0	0	0	0	0	0	0				
		90.91	3.64	5.45	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				

BBG MD-715 Table B-6: Participation Rates for Major Occupations (Temporary) - Distribution by Disability

FY 2010 Job Title/Series Agency Rate Occupational CLF	Total	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] 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 of Limb/Spine		
Broadcasters (General Arts and Information) (1001)	#	51	51	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Audiovisual Production (1071)	#	1	1	0	0	0	0	0	0	0	0	0	0	0		
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
Engineering (0856)	#	8	8	0	0	0	0	0	0	0	0	0	0	0		
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		

BBG MD-715 Table B-7: Applicants and Hires - Distribution by Disability - No Records Selected

BBG MD-715 Table B-8: New Hires by Type of Appointment - Distribution by Disability

FY 2010 Type of Appointment	Total	Total by Disability Status										Detail for Targeted Disabilities					
		[05] No Disability	[01] 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 of Limb/Spine			
Permanent	#	101	101	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	0.0
Temporary	#	39	39	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	0.0
Current Year Total Hires FY 2010	#	140	140	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	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	0.0
Prior Year Total Hires FY 2009	#	100	99	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	99.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BBG MD-715 Table B-9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Disability

FY 2010 Job Title/Series	Total	Total by Disability Status										Detail for Targeted Disabilities						
		[05] No Disability	[01] 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 of Limb/Spine				
Broadcasters (General Arts and Information) (1001):																		
Total Applications Received	# 12	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 100.0	100.0	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	0.0	0.0	
Qualified	# 12	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 100.0	100.0	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	0.0	0.0	
Selected	# 12	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 100.0	100.0	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	0.0	0.0	
Relevant Applicant Pool	% 100.0	100.0	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	0.0	0.0	
Engineering (0801, 0855, and 0856)																		
Total Applications Received	# 2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 100.0	100.0	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	0.0	0.0	
Qualified	# 2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 100.0	100.0	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	0.0	0.0	
Selected	# 2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 100.0	100.0	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	0.0	0.0	
Relevant Applicant Pool	% 100.0	100.0	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	0.0	0.0	
Information Technology:																		
Total Applications Received	# 4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 100.0	100.0	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	0.0	0.0	
Qualified	# 4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 100.0	100.0	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	0.0	0.0	
Selected	# 4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 100.0	100.0	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	0.0	0.0	
Relevant Applicant Pool	% 100.0	100.0	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	0.0	0.0	

BBG MD-715 Table B-9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Disability (continued)

FY 2010 Job Title/Series	Total	Total by Disability Status										Detail for Targeted Disabilities						
		[05] No Disability	[10] Not Identified	[06-04] 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 of Limb/Spine				
Audiovisual Production (1071):																		
Total Applications Received	# 5	5	0	0	0	0	0	0	0	0	0	0	0	0	0			
	% 100.0	100.0	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			
Qualified	# 5	5	0	0	0	0	0	0	0	0	0	0	0	0	0			
	% 100.0	100.0	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			
Selected	# 5	5	0	0	0	0	0	0	0	0	0	0	0	0	0			
	% 100.0	100.0	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			
Relevant Applicant Pool	% 100.0	100.0	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			
Telecommunications (0391)																		
Total Applications Received	# 1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
	% 100.0	100.0	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			
Qualified	# 1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
	% 100.0	100.0	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			
Selected	# 1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
	% 100.0	100.0	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			
Relevant Applicant Pool	% 100.0	100.0	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			
Writing and Editing (1082):																		
Total Applications Received	# 4	4	0	0	0	0	0	0	0	0	0	0	0	0	0			
	% 100.0	100.0	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			
Qualified	# 4	4	0	0	0	0	0	0	0	0	0	0	0	0	0			
	% 100.0	100.0	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			
Selected	# 4	4	0	0	0	0	0	0	0	0	0	0	0	0	0			
	% 100.0	100.0	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			
Relevant Applicant Pool	% 100.0	100.0	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			

BBG MD-715 Table B-10: Non-Competitive Promotions – Time-In-Grade – Distribution by Disability

FY 2010 Time In Grade	Total	Total by Disability Status										Detail for Targeted Disabilities					
		[05] No Disability	[01] 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 of Limb/Spine			
Total Employees Eligible for Career Ladder Promotions	# 82 % 100.0	81 98.78	1 1.21	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 0.0	0 0.0	0 0.0		
Time in grade in excess of minimum																	
1 - 12 months	# 5 % 100.0	5 100.0	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	0 0.0	0 0.0	0 0.0	0 0.0		
	# 5 % 100.0	5 100.0	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	0 0.0	0 0.0	0 0.0	0 0.0		
13 - 24 months	# 3 % 100.0	3 100.0	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	0 0.0	0 0.0	0 0.0	0 0.0		
	# 3 % 100.0	3 100.0	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	0 0.0	0 0.0	0 0.0	0 0.0		
25 + months	# 3 % 100.0	3 100.0	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	0 0.0	0 0.0	0 0.0	0 0.0		
	# 3 % 100.0	3 100.0	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	0 0.0	0 0.0	0 0.0	0 0.0		

BBG MD-715 Table B-11: Internal Selections for Senior Level (GS 13/14, GS 15, and SES) Positions – Distribution by Disability

FY 2010 Time In Grade	Total	Total by Disability Status										Detail for Targeted Disabilities					
		[05] No Disability	[01] 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 of Limb/Spine			
Non-Targeted Disabilities:																	
Relevant Pool	71	70	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
Total Applications Received	# 71 % 100.0	70 98.59	0 0.0	1 1.41	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 0.0	0 0.0	0 0.0	
Qualified	# 71 % 100.0	70 98.59	0 0.0	1 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 0.0	0 0.0	0 0.0	0 0.0	
	# 71 % 100.0	70 98.59	0 0.0	1 1.41	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 0.0	0 0.0	0 0.0	
Selected	# 71 % 100.0	70 98.59	0 0.0	1 1.41	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 0.0	0 0.0	0 0.0	

BBG MD-715 Table B-12: Participation in Career Development – Distribution by Disability – No Records Selected.

BBG MD-715 Table B-13: Employee Recognition and Awards - Distribution by Disability

FY 2010 Recognition or Award Program # Awards Given Total Cash	Total	Total by Disability Status											Detail for Targeted Disabilities							
		[05] No Disability	[01] 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 of Limb/Spine						
Time-Off awards - 1-9 Hours																				
Total Time-Off Awards 1-9 hours	# 501	473	10	13	5	0	0	0	0	0	0	0	0	0	4	1	0			
	% 100.0	94.41	1.99	2.59	0.99	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.79	0.19	0.0			
Total Hours	# 3,968.0	3,776.0	80.0	112.0	24.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.0	8.0	0.0			
Average Hours	# 7.92	7.98	8.0	8.61	4.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	8.0	0.0				
Time-Off awards - 9+ Hours																				
Total Time-Off Awards Over 8 hours	# 715	685	14	11	4	0	2	0	0	0	0	0	0	0	0	2	0			
	% 100.0	95.80	1.95	1.53	0.55	0.0	0.28	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.28	0.0			
Total Hours	# 15,720	15,104	320	296	80	0	32	0	0	0	0	0	0	0	0	48	0			
Average Hours	# 21.98	22.04	22.85	26.90	20.0	0.0	16.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	24.0	0.0	0.0			
Cash Awards - \$100-\$500																				
Total Cash Awards \$500 and under	# 581	548	18	13	2	0	0	0	0	0	0	0	0	0	2	0	0			
	% 100.0	94.32	3.09	2.23	0.34	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.34	0.0	0.0				
Total Amount	# \$210,764	\$198,792.	\$6529.68	\$4,715.88	\$725.52	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	\$725.52	0.0	0.0				
Average Amount	# \$362.76	\$362.76	\$362.76	\$362.76	\$362.50	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	\$362.50	0.0	0.0				
Cash Awards - \$501+																				
Total Cash Awards \$501 and over	# 396	384	7	4	1	0	0	0	0	0	0	0	0	0	0	1	0			
	% 100.0	96.96	1.76	1.01	0.25	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.25	0.0			
Total Amount	# \$572,665	\$555,264.	\$10,122.84	\$5,784.0	\$1,446.	0	0	0	0	0	0	0	0	0	\$1,446.	0				
Average Amount	# \$1,446.12	\$1,446.12	\$1,446.	\$1,446.	\$1,446.	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	\$1,446.	0.0				
Quality Step Increases (QSts):																				
Total QSts Awarded	# 41	41	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	% 100.0	100.0	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	0.0	0.0			
Total Benefit	# 41	41	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			

BBG MD-715 Table B-14: Separations by Type of Separation - Distribution by Disability

FY 2010 Type of Separation	Total	Total by Disability Status										Detail for Targeted Disabilities					
		[05] No Disability	[01] 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 of Limb/Spine			
Voluntary	# 4 % 100.0	0 0.0	3 66.67	1 33.33	0 16.67	0 0.0	0 0.0	0 0.0	0 0.0	0 16.67	0 0.0	0 0.0	0 0.0	0 0.0			
Involuntary	# 1 % 0.0	0 0.0	0 0.0	0 0.0	1 0.0	0 0.0	0 0.0	0 0.0	0 0.0	1 0.0	0 0.0	0 0.0	0 0.0				
Total Separations	# 5 % 100.0	0 0.0	3 66.67	1 33.33	1 16.67	0 0.0	0 0.0	0 0.0	0 0.0	1 16.67	0 0.0	0 0.0	0 0.0				
Current Total Work Force FY 2010	# 1773 % 100.0	1673 94.36	49 2.76	38 2.14	13 0.73	0 0.0	1 0.06	1 0.06	2 0.11	0 0.0	1 0.06	5 0.28	3 0.17	0 0.0			
Prior Total Workforce FY 2009	# 1766	1661	52	39	14	0	1	1	2	0	2	5	3	0			
Net Change	# +7	+12	-3	-1	-1	0	0	0	0	1	0	0	0	0			

BBG MD-715 Table A3-1: Occupational Categories - Distribution by Race/Ethnicity and Sex

Occupational Categories	Total Employees						Race/Ethnicity													
	All		Male		Female		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	89	62	27	3	0	54	22	1	3	4	1	0	0	0	0	0	0	0	0
	%	100.0	69.66	30.34	3.37	0.0	60.67	24.72	1.12	3.37	4.49	1.12	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1b. Mid-Level (Grades 13 and 14)	#	371	243	128	18	14	170	68	23	27	31	17	0	0	0	0	0	0	0	0
	%	100.0	65.5	34.5	4.85	3.77	45.82	18.33	6.2	7.28	8.36	4.58	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1c. First-Level (Grades 12 and Below)	#	3	2	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.0	66.67	33.33	0.0	0.0	33.33	33.33	0.0	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL(1a, 1b, and 1c) Officials and Managers	#	463	307	156	21	14	225	91	24	30	36	18	0	0	0	0	1	0	0	0
	%	100.0	66.31	33.69	4.54	3.02	48.6	19.65	5.18	6.48	7.78	3.89	0.0	0.0	0.0	0.0	0.22	0.0	0.0	0.0
2. Professionals (Non-Management)	#	1310	779	531	72	30	436	203	137	188	126	103	0	0	0	0	3	0	6	5
	%	100.0	59.46	40.53	5.49	2.29	33.28	15.49	10.45	14.35	9.61	7.86	0.0	0.0	0.0	0.0	0.22	0.0	0.45	0.38
TOTAL WORKFORCE	#	1773	1086	687	93	44	661	294	161	218	164	121	0	0	0	0	4	0	5	8
	%	100.0	61.25	38.75	5.25	2.48	37.28	16.58	9.08	12.29	9.24	6.82	0.0	0.0	0.0	0.0	0.23	0.0	0.28	0.45
RCLF (2000)		100.0	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		

BBG MD-715 Table A3-2: Occupational Categories - Distribution by Race/Ethnicity and Sex

Occupational Categories	Total Employees						Race/Ethnicity												
	Hispanic or Latino			White			Black or African American		Asian		Native Hawaiian or Pacific Islander		Other		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		
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	89	62	27	3	0	54	22	1	3	4	1	0	0	0	0	0	0	1
	%	5.01	5.70	3.93	3.22	0.0	8.16	7.48	0.62	1.37	2.43	0.82	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1b. Mid-Level (Grades 13 and 14)	#	371	243	128	18	14	170	68	23	27	31	17	0	0	0	1	0	0	2
	%	20.91	22.35	18.63	19.35	31.81	25.71	23.12	14.28	12.38	18.90	14.04	0.0	0.0	0.0	25.0	0.0	0.0	25.0
1c. First-Level (Grades 12 and Below)	#	3	2	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0
	%	0.16	0.18	0.14	0.0	0.0	0.15	0.34	0.0	0.0	0.60	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL(1a, 1b, and 1c) Officials and Managers	#	463	307	156	21	14	225	91	24	30	36	18	0	0	0	1	0	0	3
	%	26.09	28.24	22.70	22.58	31.81	34.03	30.95	14.90	13.76	21.95	14.87	0.0	0.0	0.0	25.0	0.0	0.0	37.5
2. Professionals (Non-Management)	#	1310	779	531	72	30	436	203	137	188	126	103	0	0	0	3	0	0	5
	%	73.90	71.73	77.29	77.41	68.18	65.96	68.04	85.09	86.23	76.82	85.12	0	0	0	75.0	0	0	62.5
TOTAL WORKFORCE	#	1773	1086	687	93	44	661	294	161	218	164	121	0	0	0	4	0	0	8
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	100.0	100.0	100.0	100.0
RCLEF (2000)		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		

BBG MD-715 Table A4-1: Participation Rates for General Schedule (GS) Grades - Distribution by Race/Ethnicity and Sex

FY 2010 GS/GM/GG_SES and Related Grades	Total Employees				Race/Ethnicity													
	All		Hispanic or Latino		White		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		
GS - 03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	#	6	4	2	0	3	0	1	0	0	0	0	0	0	0	0		
	%	100.0	66.67	33.33	0.0	50.0	0.0	16.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
GS - 04	#	3	1	2	0	1	1	0	0	0	0	0	0	0	0	0		
	%	100.0	50.0	50.0	0.0	33.33	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
GS - 05	#	10	6	4	0	1	2	5	1	0	0	0	0	0	0	0		
	%	100.0	60.0	40.0	0.0	10.0	20.0	50.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
GS - 06	#	9	1	8	0	0	2	1	6	0	0	0	0	0	0	0		
	%	100.0	11.11	88.89	0.0	0.0	22.22	11.11	66.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
GS - 07	#	12	2	10	0	1	0	1	8	0	0	0	0	0	0	0		
	%	100.0	16.67	83.33	0.0	8.33	0.0	8.33	66.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
GS - 08	#	49	16	33	0	8	6	6	23	2	2	0	0	0	0	0		
	%	100.0	32.65	67.35	0.0	16.33	12.24	12.24	46.94	4.08	4.08	0.0	0.0	0.0	0.0	2.04		
GS - 09	#	7	0	7	0	0	0	0	7	0	0	0	0	0	0	0		
	%	100.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
GS - 10	#	155	80	75	0	1	26	17	32	36	25	0	0	0	1	0		
	%	100.0	51.61	48.39	0.0	0.65	16.77	10.97	20.65	23.23	16.13	0.0	0.0	0.0	0.65	0.0		
GS - 11	#	661	376	285	50	20	196	120	76	71	67	0	0	0	3	2		
	%	100.0	56.88	43.12	7.56	3.03	29.65	18.15	11.5	10.74	10.14	0.0	0.0	0.0	0.45	0.3		
GS - 12	#	415	256	159	24	13	162	79	43	36	21	0	0	1	1	3		
	%	100.0	61.68	38.31	5.78	3.13	39.03	19.03	10.36	8.67	5.06	0.0	0.0	0.24	0.0	0.72		
GS - 13	#	203	143	60	12	6	104	36	16	12	1	0	0	1	0	1		
	%	100.0	70.44	29.56	5.91	2.96	51.23	17.73	7.88	5.91	0.49	0.0	0.0	0.49	0.0	0.49		
GS - 14	#	75	52	23	2	0	45	19	3	4	0	0	0	0	0	1		
	%	100.0	69.33	30.67	2.67	0.0	60.0	25.33	4.0	5.33	0.0	0.0	0.0	0.0	0.0	1.33		
GS - 15	#	14	10	4	1	0	9	3	0	0	1	0	0	0	0	0		
	%	100.0	71.43	28.57	7.14	0.0	64.29	21.43	0.0	0.0	7.14	0.0	0.0	0.0	0.0	0.0		
Senior Executive Service	#	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		
	%	100.0	87.88	11.42	8.49	73.33	63.33	9.13	10.63	3.53	3.17	0.11	0.09	0.64	0.61	1.58		
RCLEF (2000)	#	100,0	53,23	46,77	6,17	4,52	39,03	33,74	4,84	5,66	1,92	1,71	0,06	0,05	0,32	0,76		

BBG MD-715 Table A4-1: Participation Rates for General Schedule (GS) Grades (Permanent) - Distribution by Race/Ethnicity and Sex

FY 2010 GS/GM/GE, SES, and Related Grades	Total Employees				Race/Ethnicity												
	Hispanic or Latino		White		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			
GS - 03	#	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 04	#	3	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	66.67	33.33	0.0	33.33	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 05	#	3	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0
	%	100.0	50.0	50.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 06	#	10	6	4	0	1	2	2	1	0	0	0	0	0	0	0	0
	%	100.0	60.0	40.0	0.0	10.0	20.0	50.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 07	#	8	1	7	0	0	3	3	1	0	0	0	0	0	0	0	0
	%	100.0	12.5	87.5	0.0	0.0	37.5	12.5	62.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 08	#	12	2	10	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	16.67	83.33	0.0	16.67	8.33	0.0	66.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 09	#	43	12	31	0	1	6	6	22	1	1	0	0	0	0	0	0
	%	100.0	27.91	72.09	0.0	2.33	13.95	13.95	51.16	2.33	2.33	0.0	0.0	0.0	0.0	0.0	2.33
GS - 10	#	7	0	7	0	0	0	0	7	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 11	#	141	67	74	0	1	22	17	32	31	24	0	0	0	0	0	0
	%	100.0	47.52	52.48	0.0	0.71	15.6	12.06	22.7	21.99	17.02	0.0	0.0	0.0	0.0	0.0	0.0
GS - 12	#	642	363	279	50	20	189	118	55	75	64	0	0	0	0	0	0
	%	100.0	56.54	43.46	7.79	3.12	29.44	18.38	8.57	11.68	10.44	9.97	0.0	0.0	0.0	0.0	0.31
GS - 13	#	414	255	159	24	13	162	79	32	43	35	21	0	0	0	0	0
	%	100.0	61.59	38.40	5.79	3.14	39.13	19.08	7.72	10.38	8.45	5.07	0.0	0.0	0.0	0.24	0.0
GS - 14	#	202	143	59	12	6	104	36	14	15	12	1	0	0	0	0	0
	%	100.0	70.79	29.21	5.94	2.97	51.49	17.82	6.93	7.43	5.94	0.5	0.0	0.0	0.0	0.0	0.0
GS - 15	#	72	49	23	2	0	42	19	1	3	4	0	0	0	0	0	0
	%	100.0	68.06	31.94	2.78	0.0	58.33	26.39	1.39	4.17	5.56	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service	#	14	10	4	1	0	9	3	0	0	0	1	0	0	0	0	0
	%	100.0	71.43	28.57	7.14	0.0	64.29	21.43	0.0	0.0	0.0	7.14	0.0	0.0	0.0	0.0	0.0

BBG MD-715 Table A4-1: Participation Rates for General Schedule (GS) Grades (Temporary) - Distribution by Race/Ethnicity and Sex

FY 2010 GS/GM/SG, SES, and Related Grades	Total Employees			Race/Ethnicity															
	#	Male	Female	Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino		Native Hawaiian or Other Islander		American Indian or Alaska Native		Two or more races	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS - 03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 04	#	3	2	1	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	66.67	33.33	0.0	66.67	0.0	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 05	#	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	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
GS - 06	#	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	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
GS - 07	#	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 08	#	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	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
GS - 09	#	6	4	2	0	2	0	1	1	1	1	1	1	0	0	0	0	0	0
	%	100.0	66.67	33.33	0.0	33.33	0.0	16.67	16.67	16.67	16.67	16.67	16.67	0.0	0.0	0.0	0.0	0.0	0.0
GS - 10	#	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	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
GS - 11	#	14	13	1	0	4	0	3	0	5	1	3	0	0	0	0	0	0	0
	%	100.0	92.86	7.14	0.0	28.57	0.0	21.43	0.0	35.71	7.14	7.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 12	#	19	13	6	0	7	2	1	1	4	3	0	0	0	0	0	0	0	0
	%	100.0	68.42	31.58	0.0	36.84	10.53	5.26	5.26	21.05	15.79	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 13	#	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 14	#	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15	#	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	100.0	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
Senior Executive Service	#	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	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

BBG MD-715 Table A4-2: Participation Rates for General Schedule (GS) Grades - Distribution by Race/Ethnicity and Sex

FY 2010 GS/GM/GG, SES, and Related Grades	Total Employees		Race/Ethnicity																	
			Hispanic or Latino		White		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	Male	Female		
GS - 03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.06	0.06	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	6	4	2	0	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0
GS - 04	%	100.0	66.67	33.33	0.0	50.0	0.0	16.67	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	3	2	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	50.0	50.0	0.0	50.0	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	0.0
GS - 05	#	10	6	4	0	1	1	2	2	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	60.0	40.0	0.0	10.0	10.0	20.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	9	1	8	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0
GS - 06	%	100.0	10.0	90.0	0.0	0.0	30.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	12	2	10	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	16.67	83.33	0.0	8.33	0.0	8.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 07	#	49	16	33	0	8	6	6	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	32.65	67.35	0.0	16.33	12.24	12.24	4.08	4.08	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.04
	#	7	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 08	%	100.0	0.0	100.0	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	0.0	0.0	0.0
	#	155	80	75	0	1	26	17	17	32	36	25	0	0	0	0	0	0	1	0
	%	100.0	51.61	48.39	0.0	0.65	16.77	10.97	10.97	20.65	23.23	16.13	0.0	0.0	0.0	0.0	0.0	0.0	0.65	0.0
GS - 09	#	661	376	285	50	20	196	120	56	76	71	67	0	0	0	0	0	0	3	2
	%	100.0	56.88	43.12	7.56	3.03	29.65	18.15	8.47	11.5	10.74	10.14	0.0	0.0	0.0	0.0	0.0	0.0	0.45	0.3
	#	415	256	159	24	13	162	79	32	43	36	21	0	0	0	0	0	0	1	3
GS - 10	%	100.0	61.54	38.46	5.77	3.13	38.94	18.99	7.69	10.34	8.65	5.29	0.0	0.0	0.0	0.0	0.0	0.0	0.24	0.72
	#	203	143	60	12	6	104	36	14	16	12	1	0	0	0	0	0	0	1	1
	%	100.0	70.44	29.56	5.91	2.96	51.23	17.73	6.9	7.88	5.91	0.49	0.0	0.0	0.0	0.0	0.0	0.0	0.49	0.49
GS - 11	#	75	52	23	2	0	45	19	1	3	4	0	0	0	0	0	0	0	0	1
	%	100.0	69.33	30.67	2.67	0.0	60.0	25.33	1.33	4.0	5.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.33
	#	14	10	4	-1	0	9	3	0	0	0	1	0	0	0	0	0	0	0	0
Senior Executive Service	%	100.0	71.43	28.57	7.14	0.0	64.29	21.43	0.0	0.0	0.0	7.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

BBG MD-715 Table A4-2: Participation Rates for General Schedule (GS) Grades (Permanent) - Distribution by Race/Ethnicity and Sex

FY 2010 GS/GM/SES, and Related Grades	Total Employees				Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino		American Indian or Alaska Native		Two or more Races	
	#	Male	Female	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS - 04	3	2	1	100.0	0	0	1	0	1	1	0	0	0	0	0	0	0	0
	#	66.67	33.33	100.0	0.0	0.0	33.33	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
GS - 05	3	1	2	100.0	0	0	33.33	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	33.33	66.67	100.0	0.0	0.0	33.33	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	10	6	4	0	0	1	1	2	5	1	0	0	0	0	0	0	0
GS - 06	10	6	4	100.0	0	0	10.0	10.0	20.0	50.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	60.0	40.0	100.0	0.0	0.0	0	0	2	1	5	0	0	0	0	0	0	0
	%	8	1	7	0	0	0	0	25.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 07	8	1	7	100.0	0	0	0	0	0	1	5	0	0	0	0	0	0	0
	#	12.5	87.5	100.0	0.0	0.0	0.0	0.0	0.0	62.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	12	2	10	0	0	2	1	0	8	0	0	0	0	0	0	0	0
GS - 08	12	2	10	100.0	0	0	16.67	8.33	0.0	8.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	16.67	83.33	100.0	0.0	0.0	16.67	8.33	0.0	8.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	43	12	31	0	0	1	6	6	5	22	1	1	0	0	0	0	2.33
GS - 09	43	12	31	100.0	0	0	2.33	13.95	13.95	11.63	51.16	2.33	2.33	0.0	0.0	0.0	0.0	0
	#	27.91	72.09	100.0	0.0	0.0	2.33	13.95	13.95	11.63	51.16	2.33	2.33	0.0	0.0	0.0	0.0	0
	%	7	0	7	0	0	0	0	0	0	7	0	0	0	0	0	0	0.0
GS - 10	7	0	7	100.0	0	0	0	0	0	0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	0.0	100.0	100.0	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	0.0
	%	141	67	74	0	0	1	22	17	14	32	31	24	0	0	0	0	0
GS - 11	141	67	74	100.0	0	0	0.71	15.6	12.06	9.93	22.7	21.99	17.02	0.0	0.0	0.0	0.0	0.0
	#	47.52	52.48	100.0	0.0	0.0	0.71	15.6	12.06	9.93	22.7	21.99	17.02	0.0	0.0	0.0	0.0	0.0
	%	363	279	50	20	189	189	118	55	75	67	64	9.97	0	0	0	0	0.31
GS - 12	642	363	279	100.0	50	20	189	118	55	75	67	64	9.97	0	0	0	0	0.31
	#	56.54	43.46	100.0	7.79	3.12	29.44	18.38	8.57	11.68	10.44	9.97	0.0	0.0	0.0	0.0	0.0	0.31
	%	414	255	159	24	13	162	79	32	43	35	21	0	0	0	0	0	1
GS - 13	414	255	159	100.0	24	13	162	79	32	43	35	21	0	0	0	0	0	1
	#	61.59	38.40	100.0	5.79	3.14	39.13	19.08	7.72	10.38	8.45	5.07	0.0	0.0	0.0	0.0	0.0	0.24
	%	202	143	59	12	6	104	36	14	15	12	1	0	0	0	0	0	0.24
GS - 14	202	143	59	100.0	12	6	104	36	14	15	12	1	0	0	0	0	0	0.24
	#	70.79	29.21	100.0	5.94	2.97	51.49	17.82	6.93	7.43	5.94	0.5	0.0	0.0	0.0	0.0	0.0	0.5
	%	72	49	23	2	0	42	19	1	3	4	0	0	0	0	0	0	1
GS - 15	72	49	23	100.0	2	0	42	19	1	3	4	0	0	0	0	0	0	1
	#	68.06	31.94	100.0	2.78	0.0	58.33	26.39	1.39	4.17	5.56	0.0	0.0	0.0	0.0	0.0	0.0	1.39
	%	14	10	4	1	0	9	3	0	0	0	1	0	0	0	0	0	0
Senior Executive Service	14	10	4	100.0	1	0	64.29	21.43	0.0	0.0	0.0	7.14	0.0	0.0	0.0	0.0	0.0	0.0
	#	71.43	28.57	100.0	7.14	0.0	64.29	21.43	0.0	0.0	0.0	7.14	0.0	0.0	0.0	0.0	0.0	0.0
	%	1571	910	661	89	44	538	283	129	213	150	112	0	0	0	0	2	3
TOTAL	1571	910	661	100.0	89	44	538	283	129	213	150	112	0	0	0	0	2	3
	#	5792	42.07	5.66	2.8	34.24	18.01	8.21	13.55	9.54	7.12	0.0	0.0	0.0	0.0	0.13	0.0	0.19
	%	42.07	5.66	2.8	34.24	18.01	8.21	13.55	9.54	7.12	0.0	0.0	0.0	0.0	0.13	0.0	0.19	0.51

BBG MD-715 Table A4-2: Participation Rates for General Schedule (GS) Grades (Temporary) - Distribution by Race/Ethnicity and Sex

FY 2010 GS/GM/gg, SES, and Related Grades	Total Employees				Race/Ethnicity													
	All		Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
GS - 03	All	1	100.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Male	1	100.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
GS - 04	All	3	66.67	0	0.0	2	66.67	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Male	2	66.67	0	0.0	2	66.67	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
GS - 05	All	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
GS - 06	All	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
GS - 07	All	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
GS - 08	All	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
GS - 09	All	6	66.67	2	33.33	2	33.33	1	16.67	1	16.67	1	16.67	0	0.0	0	0.0	
	Male	4	66.67	0	0.0	2	33.33	0	0.0	1	16.67	1	16.67	0	0.0	0	0.0	
GS - 10	All	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
GS - 11	All	14	92.85	1	7.14	4	28.57	3	21.42	5	35.71	1	7.14	0	0.0	1	7.14	
	Male	13	92.85	0	0.0	4	28.57	0	0.0	5	35.71	1	7.14	0	0.0	1	7.14	
GS - 12	All	19	68.42	6	31.58	7	36.84	2	10.53	4	21.05	3	15.79	0	0.0	0	0.0	
	Male	13	68.42	0	0.0	7	36.84	1	5.26	4	21.05	3	15.79	0	0.0	0	0.0	
GS - 13	All	1	100.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	
	Male	1	100.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	
GS - 14	All	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Male	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
GS - 15	All	3	100.0	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Male	3	100.0	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Senior Executive Service	All	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Male	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 Workforce	All	49	75.51	12	24.48	18	36.73	6	12.24	11	22.44	5	10.20	0	0.0	0	0.0	
	Male	37	75.51	12	24.48	18	36.73	6	12.24	11	22.44	5	10.20	0	0.0	0	0.0	

BBG MD-715 Table A5-1 and A5-2: Participation Rates for Wage Grades - Distribution by Race/Ethnicity and Sex

FY 2010 WB/WG, WL/WS, & Other Wage Grades	Total Employees						Race/Ethnicity											
	Hispanic or Latino			White			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	
WB-02	#	86	80	6	1	0	53	4	23	1	1	1	0	0	2	0	0	
	%	100.0	93.02	6.98	1.16	0.0	61.63	4.65	26.74	1.16	1.16	1.16	0.0	0.0	2.33	0.0	0.0	
WB-04	#	10	9	1	0	0	8	0	1	0	0	0	0	0	0	0	0	
	%	100.0	90.0	10.0	0.0	0.0	80.0	0.0	10.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
WG-10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
WG-14	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TOTAL	#	99	92	7	1	0	64	4	24	2	1	1	0	2	0	0	0	
	%	100.0	92.92	7.0	1.0	0.0	64.64	4.0	24.24	2.0	1.0	1.0	0.0	2.0	0.0	0.0	0.0	

BBG MD-715 Table A5-1 and A5-2: Participation Rates for Wage Grades (Permanent) - Distribution by Race/Ethnicity and Sex

FY 2010 WB/WG, WL/WS, & Other Wage Grades	Total Employees						Race/Ethnicity											
	Hispanic or Latino			White			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	
WB - 02	#	86	80	6	1	0	53	4	23	1	1	1	0	2	0	0	0	
	%	100.0	93.02	6.98	1.16	0.0	61.63	4.65	26.74	1.16	1.16	1.16	0.0	2.33	0.0	0.0	0.0	
WB - 04	#	10	9	1	0	0	8	0	1	0	0	0	0	0	0	0	0	
	%	100.0	90.0	10.0	0.0	0.0	80.0	0.0	10.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
WG - 10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
WG - 14	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TOTAL	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

BBG MD-715 Table A5-1 and A5-2: Participation Rates for Wage Grades (Temporary) - Distribution by Race/Ethnicity and Sex - No Records Selected.

BBG MD-715 Table A-6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex

FY 2010 Job Title/ Series Agency Rate Occupational CLF	Total Employees				Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino				Two or more races	
	All	Male	Female	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Broadcasters (General Arts and Information) (1001)	#	886	566	320	58	26	310	154	64	41	129	98	0	0	1	0	4	1
	%	100.0	63.88	36.11	6.54	2.93	34.98	17.38	7.22	4.62	14.54	11.05	0.0	0.0	0.11	0.0	0.45	0.11
Broadcasters (General Arts and Information) (1001) CLF	%	100.0	52.94	47.06	3.74	1.94	43.58	41.28	1.78	0.94	2.13	1.58	0.04	0.02	0.52	0.35	1.16	0.94
	#	177	101	76	11	4	64	40	12	19	14	12	0	0	0	0	0	0
Audiovisual Production (1071)	%	100.0	57.06	42.94	6.21	2.26	36.16	22.6	6.78	10.73	7.91	6.78	0.0	0.0	0.0	0.0	0.0	0.56
	#	96	89	7	1	0	61	4	24	2	1	1	0	0	2	0	0	0
Broadcasting Equipment Operating (3940)	%	100.0	92.71	7.29	1.04	0.0	63.54	4.17	25.0	2.08	1.04	1.04	0.0	0.0	2.08	0.0	0.0	0.0
	#	100.0	85.85	14.15	7.03	1.19	67.68	10.15	6.9	1.92	2.02	0.42	0.12	0.03	0.45	0.09	1.65	0.37
Writing and Editing (1082)	#	66	43	23	6	1	31	18	3	2	3	2	0	0	0	0	0	0
	%	100.0	65.15	34.85	9.09	1.52	46.97	27.27	4.55	3.03	4.55	3.03	0.0	0.0	0.0	0.0	0.0	0.0
Writing & Editing (1082) CLF	%	100.0	47.23	52.77	1.34	1.46	42.24	46.51	1.66	2.35	0.97	1.14	0.01	0.01	0.21	0.34	0.8	0.96
	#	69	69	0	4	0	55	0	4	0	6	0	0	0	0	0	0	0
Engineering (0801, 0855, and 0856)	%	100.0	100.0	0.0	5.79	0.0	79.71	0.0	5.79	0.0	8.69	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	82	62	20	6	1	34	6	16	5	1	1	0	0	0	0	1	0
Information Technology	%	100.0	75.61	24.39	7.32	1.22	41.46	7.32	19.51	14.63	6.1	1.22	0.0	0.0	0.0	0.0	1.22	0.0
	#	100.0	66.77	33.23	3.14	1.55	50.42	24.73	4.29	3.48	7.4	2.89	0.05	0.02	0.24	0.11	1.23	0.45
Telecommunications (0391)	#	55	45	10	2	1	37	3	6	0	0	0	0	0	0	0	0	0
	%	100.0	81.82	18.18	3.64	1.82	67.27	5.45	10.91	10.91	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Telecommunications (0391) CLF	%	100.0	85.85	14.15	7.03	1.19	67.68	10.15	6.9	1.92	2.02	0.42	0.12	0.03	0.45	0.09	1.65	0.37

BBG MD-715 Table A-6: Participation Rates for Major Occupations (Permanent) - Distribution by Race/Ethnicity and Sex

Job title/ Series Agency Rate Occupational CLF	Total Employees		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or 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																				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%																			
Broadcasters (General Arts and Information) (1001)	835	100.0	527	63.11	308	36.88	57	6.82	26	3.11	290	34.73	150	17.96	59	7.06	39	4.67	119	14.23	10.89	0.0	0.0	0.0	0.12	1	0.12	2	0.24	1	0.12						
Broadcasters (General Arts and Information) (1001) CLF	100.0		52.94		47.06		3.74		1.94		43.58		41.28		1.78		0.94		2.13		1.58		0.04		0.02		0.52		0.35		1.16		0.94				
Audiovisual Production (1071)	176	100.0	100	56.82	76	43.18	11	6.25	4	2.27	64	36.36	40	22.73	12	6.82	19	10.8	13	7.39	12	6.82	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.57			
Audiovisual Production (1071) CLF	100.0		56.82		43.18		6.25		2.27		36.36		22.73		6.82		10.8		7.39		6.82		0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.57				
Broadcasting Equipment Operating (3940)	96	100.0	89	92.71	7	7.29	1	1.04	0	0.0	61	63.54	4	4.17	24	25.0	2	2.08	1	1.04	1	1.04	0	0.0	0	0.0	2	2.08	0	0.0	0	0.0	0	0.0			
Broadcasting Equipment Operating (3940) CLF	100.0		92.71		7.29		1.04		0.0		63.54		4.17		25.0		2.08		1.04		1.04		0.0		0.0	0.0	2.08	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
Writing and Editing (1082)	66	100.0	43	65.15	23	34.85	6	9.09	1	1.52	31	46.97	18	27.27	3	4.55	2	3.03	3	4.55	2	3.03	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Writing and Editing (1082) CLF	100.0		65.15		34.85		9.09		1.52		46.97		27.27		4.55		3.03		4.55		3.03		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	
Engineering (0801, 0855, and 0856)	61	100.0	61	100.0	0	0.0	4	6.55	0	0.0	48	78.68	0	0.0	3	4.91	0	0	6	9.83	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	
Engineering (0801, 0855, and 0856) CLF	100.0		100.0		0.0		6.55		0.0		78.68		0.0		4.91		0		9.83		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	
Information Technology	82	100.0	62	75.61	20	24.39	6	7.32	1	1.22	34	41.46	6	7.32	16	19.51	12	14.63	5	6.1	1	1.22	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Information Technology CLF	100.0		75.61		24.39		7.32		1.22		41.46		7.32		19.51		14.63		6.1		1.22		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
Telecommunications (0391)	55	100.0	45	81.82	10	18.18	2	3.64	1	1.82	37	67.27	3	5.45	6	10.91	6	10.91	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	
Telecommunications (0391) CLF	100.0		81.82		18.18		3.64		1.82		67.27		5.45		10.91		10.91		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	0.0	0.0
Telecommunications (0391) CLF	100.0		85.85		14.15		7.03		1.19		67.68		10.15		6.9		1.92		2.02		0.42		0.12		0.03		0.45		0.09		1.65		0.37		0.37		

BBG MD-715 Table A-6: Participation Rates for Major Occupations (Temporary) - Distribution by Race/Ethnicity and Sex

Job title/ Series Agency Rate Occupational CLF	Total Employees				Hispanic or Latino		Race/Ethnicity													
	All	Male		Female		Male	Female	White		Black or African American		Asian		Non - Hispanic or Latino		American Indian or Alaska Native		Two or more races		
		%	#	%	#			%	#	%	#	%	#	%	#	%	#	%	#	%
Broadcasters (General Arts and Information) (1001)	%	51	38	13	1	0	20	4	5	2	10	7	0	0	0	0	0	0	2	0
	%	100.0	74.51	25.49	1.96	0.0	39.22	7.84	9.8	3.92	19.61	13.73	0.0	0.0	0.0	0.0	0.0	0.0	3.92	0.0
Broadcasters (General Arts and Information) (1001) CLF	%	100.0	52.94	47.06	3.74	1.94	43.58	41.28	1.78	0.94	2.13	1.58	0.04	0.02	0.52	0.35	1.16	0.94		
Audiovisual Production (1071)	#	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Audiovisual Production (1071) CLF	%	100.0	62.35	37.65	3.48	2.16	52.21	30.49	3.72	2.89	1.48	1.1	0.01	0.05	0.3	0.13	1.15	0.84		
Broadcasting Equipment Operating (3940)	#	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	0.0	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	0.0
Broadcasting Equipment Operating (3940) CLF	%	100.0	85.85	14.15	7.03	1.19	67.68	10.15	6.9	1.92	2.02	0.42	0.12	0.03	0.45	0.09	1.65	0.37		
Writing and Editing (1082)	#	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	0.0	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	0.0
Writing and Editing (1082) CLF	%	100.0	47.23	52.77	1.34	1.46	42.24	46.51	1.66	2.35	0.97	1.14	0.01	0.01	0.21	0.34	0.8	0.96		
Engineering (0801, 0855, and 0856)	#	8	8	0	0	0	7	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	87.5	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Engineering (0801, 0855, and 0856) CLF	%	100	89	11	4	1	71	8	4	1	8	1	0	0	0	0	0	1	0	0
Information Technology	#	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	0.0	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	0.0
Information Technology CLF	%	100.0	66.77	33.23	3.14	1.55	50.42	24.73	4.29	3.48	7.4	2.89	0.05	0.02	0.24	0.11	1.23	0.45		
Telecommunications (0391)	#	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	0.0	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	0.0
Telecommunications (0391) CLF	%	100.0	85.85	14.15	7.03	1.19	67.68	10.15	6.9	1.92	2.02	0.42	0.12	0.03	0.45	0.09	1.65	0.37		

BBG MD-715 Table A-7: Applicants and Hires for Major Occupations – Distribution by Race/Ethnicity and Sex – No Records Selected.

BBG MD-715 Table A-8: New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex

FY 2010 Type of Appointment	Total Employees						Race/Ethnicity													
	All		Male		Female		Hispanic or Latino		White		Black or African American		Asian		Non - Hispanic or Latino		American Indian or Alaska Native		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Permanent	#	101	65	36	4	0	43	25	10	9	6	1	0	0	0	0	0	0	2	1
	%	100.0	64.35	35.64	3.96	0.0	42.57	24.75	9.90	8.91	5.94	0.99	0.0	0.0	0.0	0.0	0.0	0.0	1.98	0.99
Temporary	#	39	28	11	0	0	15	3	4	2	6	4	0	0	0	0	0	0	1	0
	%	100.0	71.79	28.20	0.0	0.0	38.46	7.69	10.25	5.12	15.38	10.25	0.0	0.0	0.0	0.0	0.0	0.0	2.56	0.0
TOTAL NEW HIRES	#	140	93	47	4	0	58	28	16	11	13	7	0	0	0	0	0	2	1	
	%	100.0	66.42	33.57	2.85	0.0	41.42	20.0	11.42	7.85	9.28	5.0	0.0	0.0	0.0	0.0	0.0	1.42	0.71	
RCLF (2000)	#	100.0	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		
	%	100.0	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		

BBG MD-715 Table A-9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Race/Ethnicity and Sex

FY 2010 Job Series of Vacancy	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		White		Black or African American		Asian		Non - Hispanic or Latino		Two or more races			
	All	Male	Female	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Broadcasters (General Arts and Information) (1001):	Total Applications Received	# 12	9	3	0	0	8	2	0	0	1	1	0	0	0	0	0	0
		% 100.0	75.0	25.0	0.0	0.0	66.66	6.66	0.0	8.33	8.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Engineering (0801, 0855, and 0856):	Total Applications Received	# 2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
		% 100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Information Technology:	Total Applications Received	# 4	4	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0
		% 100.0	100.0	0.0	0.0	0.0	75.0	0.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Audiovisual Production (1071):	Total Applications Received	# 5	5	0	0	4	0	1	0	0	0	0	0	0	0	0	0	0
		% 100.0	63.64	36.36	9.09	0.0	27.27	18.18	9.09	18.18	18.18	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Telecommunications (0391):	Total Applications Received	# 1	.1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
		% 100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Writing and Editing (1082):	Total Applications Received	# 4	1	3	0	0	1	0	0	2	0	1	0	0	0	0	0	0
		% 100.0	25.0	75.0	0.0	0.0	25.0	0.0	0.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	1.04

BBG MD-715 Table A-10: Non-Competitive Promotions – Time-In-Grade - Distribution by Race/Ethnicity and Sex

FY 2010 Type of Appointment	Total Employees														Race/Ethnicity													
	Total Employees						Hispanic or Latino				White				Black or African American		Asian		Non - Hispanic or Latino		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	Male	Female	Male	Female	Male	Female				
Total Employees Eligible for Career Ladder Promotions	# 82	33	49	2	1	1.22	18	22	8	24	4	1	0	0	0	0.0	0.0	0	0	0	0	0	1	1	1.22	1.22		
%	100.0	40.24	59.75	2.43	1.22	21.95	26.83	9.76	29.27	4.88	1.22	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	0.0	0.0	
Time in grade in excess of minimum																												
1 - 12 months	#	5	0	5	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	80.0	0.0	20.0	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	0.0	0.0	0.0	0.0	0.0
13 - 24 months	#	5	0	5	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	0.0	100.0	0.0	0.0	0.0	80.0	0.0	20.0	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	0.0	0.0	0.0	0.0	
25 + months	#	3	1	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	33.33	66.66	33.33	33.33	0.0	0.0	0.0	33.33	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	0.0	0.0	0.0	

BBG MD-715 Table A-11: Internal Selections for Senior Level Positions (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity and Sex

FY 2010 Grade Vacancy	Total Employees						Race/Ethnicity																			
	Total Employees						Hispanic or Latino				White				Black or African American		Asian		Non - Hispanic or Latino		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	Male	Female	Male	Female	Male	Female		
Total Number of Employees Selected	# 71	42	29	6	4	29	15	2	6	5	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Percentage	% 100.0	59.15	40.84	8.45	5.63	40.85	21.13	2.82	8.45	7.04	5.63	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	
Relevant Pool	71	42	29	6	4	29	15	2	6	5	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

BBG MD-715 Table-A-12: Participation in Career Development - Distribution by Race/Ethnicity and Sex – No Records Selected.

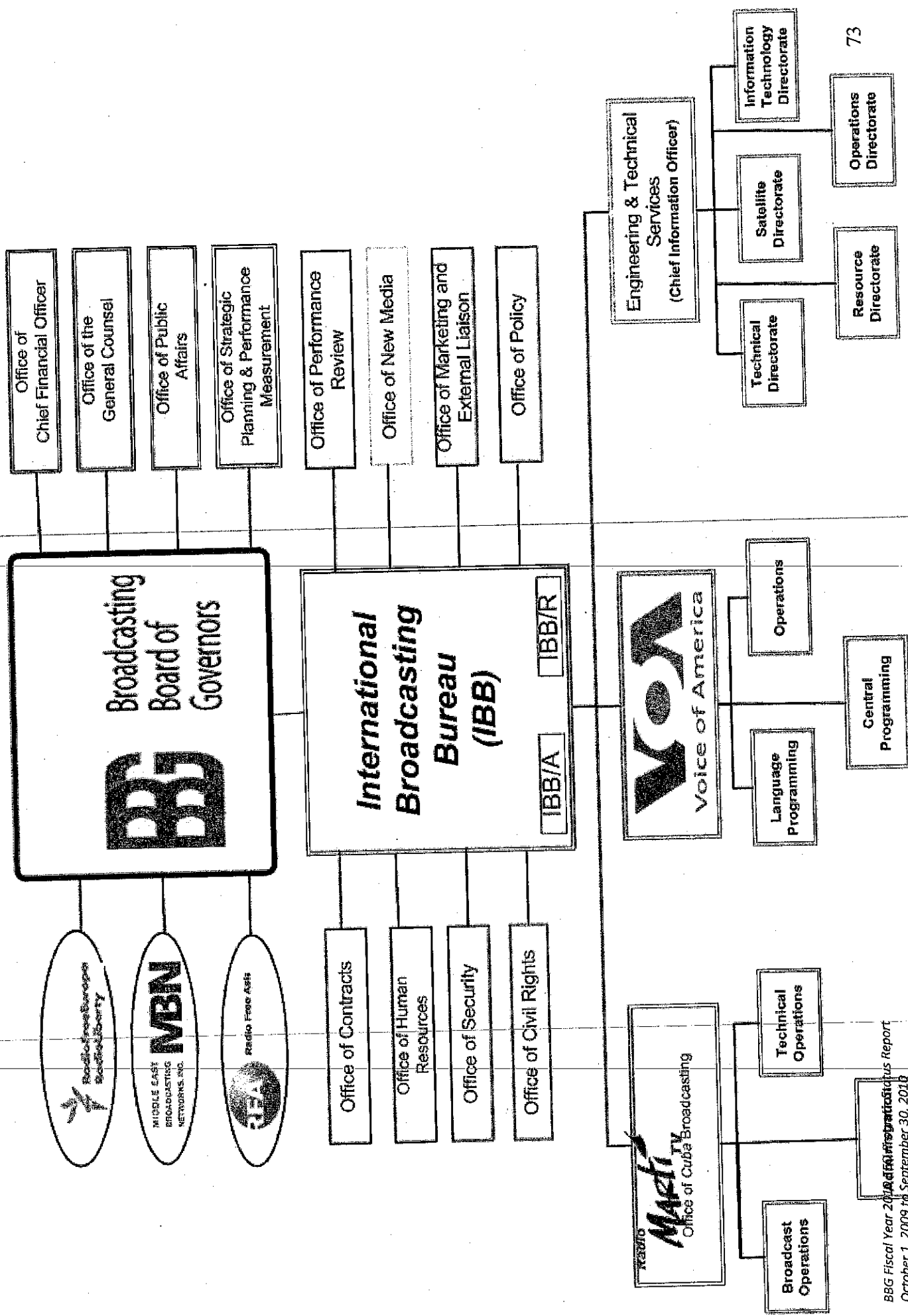
BBG MD-715 Table A-13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

FY 2010 Recognition or Award Program # Awards Given Total Cash	Total Employees		Race/Ethnicity															
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
			All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Time-Off awards - 1-9 Hours																		
Total Time-Off Awards 1-9 hours	#	501	290	211	4	4	143	78	66	63	74	65	0	0	1	0	2	1
	%	100.0	57.88	42.11	0.79	0.79	28.54	15.56	13.17	12.57	14.77	12.97	0.0	0.0	0.19	0.0	0.39	0.19
Total Hours	#	3,968.0	2,296.0	1,672.0	32.0	32.0	1,168.0	664.0	480.0	496.0	592.0	472.0	0.0	0.0	8.0	0.0	16.0	8.0
Average Hours	#	7.92	7.91	7.92	8.0	8.0	8.16	8.51	7.27	7.44	8.0	7.49	0.0	0.0	8.0	0.0	8.0	8.0
Time-Off awards - 9+ Hours																		
Total Time-Off Awards Over 8 hours	#	715	464	251	4	2	247	89	64	52	142	101	0	0	5	0	2	2
	%	100.0	64.89	35.10	0.55	0.27	34.54	12.44	8.95	7.27	19.86	14.12	0.0	0.0	0.13	0.0	0.27	0.27
Total Hours	#	15,720	10,584	5,136	216	72	5,576	1,808	1,296	1,080	3,384	2,136	0	0	96	0	16	40
Average Hours	#	21.98	22.81	20.46	54.0	36.0	22.57	20.31	20.25	20.76	23.83	21.14	0.0	0.0	19.2	0.0	8.0	20.0
Cash Awards - \$100-\$500																		
Total Cash Awards \$500 and under	#	581	444	137	12	7	181	82	42	83	97	71	0	0	1	0	1	4
	%	100.0	76.41	23.58	2.06	1.20	31.15	14.11	7.22	14.28	16.69	12.22	0.0	0.0	0.17	0.0	0.17	0.68
Total Amount	#	\$210,764.0	\$119,831.0	\$90,933.0	\$4,460.0	\$3,650.0	\$66,124.0	\$32,183.0	\$15,042.0	\$29,054.0	\$33,340.0	\$24,338.0	0.0	0.0	\$500.0	0.0	\$365.0	\$1,708.0
Average Amount	#	\$362.76	\$269.88	\$663.74	\$371.66	\$521.42	\$365.32	\$392.47	\$358.14	\$350.04	\$343.71	\$342.78	0.0	0.0	\$500.0	0.0	\$365.0	\$427.0
Cash Awards - \$501+																		
Total Cash Awards \$501 and over	#	396	239	157	17	12	165	79	37	52	18	12	0	0	1	0	1	2
	%	100.0	60.35	39.64	4.29	3.03	41.66	19.94	9.34	13.13	4.54	3.03	0.0	0.0	0.25	0.0	0.25	0.50
Total Amount	#	\$572,665	\$337,171	\$235,494	\$26,250	\$16,600	\$247,587	\$129,765	\$44,184	\$60,929	\$17,450	\$25,050	0	0	\$1,000	0	\$700	\$3,150
Average Amount	#	\$1,446.12	\$1,410.75	\$1,499.96	\$1,544.11	\$1,383.33	\$1,500.52	\$1,642.59	\$1,194.62	\$1,171.71	\$969.44	\$2,087.50	0.0	0.0	\$1,000	0.0	\$700	\$4,575
Quality Step Increases (QSI):																		
Total QSI Awarded	#	41	22	19	3	2	15	9	3	6	3	2	0	0	0	0	0	0
	%	100.0	53.65	46.34	7.31	4.87	36.58	21.95	7.31	14.63	7.31	4.87	0.0	0.0	0.0	0.0	0.0	0.0
Total Benefit	#	41	22	19	3	2	15	9	3	6	3	2	0	0	0	0	0	0

BBG MD-715 Table A-14: Separations by Type of Separation - (Permanent) - Distribution by Race/Ethnicity and Sex

FY 2010 Type of Separation	Total Employees						Race/Ethnicity												
	All			Hispanic or Latino			White		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	Male	Female	Male	Female
Voluntary	#	95	60	35	2	3	40	21	7	8	10	3	0	0	0	0	0	1	0
	%	100.0	63.15	36.84	2.10	3.15	42.10	22.10	7.36	8.42	10.52	3.15	0.0	0.0	0.0	0.0	0.0	1.05	0.0
Involuntary	#	30	20	10	9	6	8	3	2	1	1	0	0	0	0	0	0	0	0
	%	100.0	66.66	33.33	30.0	20.0	26.66	10.0	6.66	3.33	3.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Separations	#	125	80	45	11	9	48	24	9	9	11	3	0	0	0	0	0	1	0
	%	100.0	64.0	36.0	8.80	7.20	38.40	19.20	7.20	7.20	8.80	2.40	0.0	0.0	0.0	0.0	0.0	0.80	0.0
Current Total Workforce FY 2010	#	1773	1086	687	93	44	661	294	161	218	164	121	0	0	0	4	0	5	8
	%	100.0	61.25	38.75	5.25	2.48	37.28	16.58	9.08	12.29	9.24	6.82	0.0	0.0	0.0	0.23	0.0	0.28	0.45
Prior Total Workforce FY 2009	#	1766	1081	685	101	55	655	292	154	217	162	117	0	0	0	5	0	4	4
	%	100.0	61.21	38.79	5.72	3.11	37.09	16.53	8.72	12.29	9.17	6.63	0.0	0.0	0.0	0.28	0.0	0.23	0.23
Total Separations by Group	#	+7	+5	+2	-8	-11	+6	+2	+7	+1	+2	+4	0	0	-1	0	0	+1	+4
	%	100.0	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	

Broadcasting Board of Governors



BBG Fiscal Year 2010 Organizational Chart Report
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