

PENSION BENEFIT GUARANTY CORPORATION



Management Directive 715

FISCAL YEAR 2011





Management Directive 715 2011

Table of Contents

TAB 1:

PART A: Department or Agency Identifying Information

PART B: Total Employment

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

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

PART E: Executive Summary Copy of Relevant EEO Policy Statements

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

TAB 2:

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

TAB 3:

PART I: EEO Plan to Eliminate Identified Barriers

TAB 4:

Statistical Tables A

Statistical Tables B

Form 462: Annual Federal EEO Statistical Report of Discrimination Complaints

PBGC Organizational Chart

EEOC FORM 715-01 PART A - D

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

PART A - D	EEO PROGRAM STATUS REPORT				
For period covering October 1, 2010 to September 30, 2011					
	 1. Agency 1.a. 2nd level reporting component 1.b. 3rd level reporting component 		1. Pension Benefit	Guaranty	/ Corporation
	1.c. 4 th level repo	orting component			
	2. Address		2. 1200 K Street, NW		
	3. City, State, Zip	Code	3. Washington, DC 200	005	
	4. CPDF Code	5. FIPS code(s)	4. BG00	5. 11001 (DC) 51510 (Alexandria, VA)
PART B Total	1. Enter total nur	mber of permanent fu	ull-time and part-time empl	oyees	1. 920
Employment	2. Enter total nur	mber of temporary er	mployees		2. 61
	3. Enter total nur	mber employees paid	d from non-appropriated funds		3. none
	4. TOTAL EMPLOYMENT [add line		s B 1 through 3]		4. 981
	Head of Agency Official Title Agency Head Designee Principal EEO Director/Official Official Title/series/grade		1. Joshua Gotbaum, Agency Director		
			2. N/A		
			3. Karen Margensey, Director Office of Equal Employment and Opportunity and Diversity GS-301/15		
	4. Title VII Affirm Program Official	ative EEO	Lori J. Bledsoe Manager, Affirmative Employment and Diversity Matters		
	5. Section 501 Affirmative Action Program Official		5. Lori J. Bledsoe Manager, Affirmative Employment and Diversity Matters		
	6. Complaint Processing Program Managers		6. Dianne Wood, Attorney Advisor Craig Cassidy, EEO Specialist Christine Sloley, EEO Specialist		
	7. Other Responsible Staff		Ruben Moreno, Reas	nable Accor sonable Acc	mmodation Coordinator (HRD) ommodation Coordinator(HRD) ment Coordinator (HRD)

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This	Subordinate Component and Location (City/State)	CPE and FIPS code	3
Report			

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

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

Introduction:

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

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

Background:

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

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

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

Results of the Agency's Annual Self-Assessment:

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

Essential Element A: Demonstrated Commitment from Agency Leadership

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

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

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

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

Essential Element C: Management and Program Accountability

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

Essential Element D: Proactive Prevention of Unlawful Discrimination

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

Essential Element E: Efficiency

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

Essential Element F: Responsiveness and Legal Compliance

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

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

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I,	Karen Margensey, Director, C	GS-0301-15,	am the
	(Insert name above)	(Insert official title/series/grade above)	
Principal EEO Director/Official for		Pension Benefit Guaranty Corporation	

(Insert Agency/Component Name above)

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

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

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

I certify that proper documentation of this assessment is in place and is being maintained for EEOC	review upon request.
You Margensey	02/24/2012
Signature of Principal EEO Director/Official Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.	Date
Joshu C	07/16/2012 Date
Signature of Agency Head or Agency Head Designee	Date

EEOC FORM 715-01 PART H

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

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

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

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

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

EEOC FORM 715-01 PART H

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

FY:	วก	1	1

Name of Agency of Reporting Component: PBGC

STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION &

Essential Element C : Management and Program Accountability

OBJECTIVES:

Clearly define the responsibilities and duties of EEO Officials; In particular in the HRD/EEO cross functional areas of outreach and recruitment:

Develop schedule and conduct regular and effective means for the EEO Director to inform the agency head and top management officials regarding the EEO Program effectiveness, efficiency and compliance;

Ensure that immediately following the MD-715 report submission the EEO Director schedule and presents a "State of the Agency" Briefing to the agency head and Senior Officials covering all components of the MD-715 EEO Report, including an assessment of the six essential elements of the Model EEO Program, the agency's overall progress towards attainment of a Model EEO program and the agency's progress in completing barrier analysis, to include identifying, eliminating or reducing the impact of any barriers;

Ensure EEO Program officials are present and included in deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development and other workforce changes;

Ensure the agency considers whether any group of employees or applicants might be negatively impacted prior to making human resource decisions (i.e. Reorganizations, realignments, creation of new policies, directives and practices)

Establish resources, schedule and conduct regular intervals to assess agency policies, procedures and practices and determine whether there are any hidden impediments to the

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

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

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

FY 2011: Obtained funding for the first time to support the initiation of barrier and trends analysis, a qualified contractor firm was obtained.

FY 2012: EEOD was invited by the Director, Budget, Operations and Planning Department to participate in management body addressing Budget and HRD decisions

EEOC FORM 715-01 PART H

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

FY 2011

Name of Agency of Reporting Component: PBGC

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: **Essential Element D: Proactive Prevention &**

Essential Element E : Efficiency

OBJECTIVES:

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

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

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

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

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

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

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

The agency identifies and monitors significant trends in

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

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

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

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

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

EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Review of Workforce Diversity Board, makeup, role and responsibility in conjunction with the MD-715 regulatory	June 2012
Appoint a Hispanic Employment Program (HEP) Manager /Point of contact (POC) to guide efforts in the area of Hispanic representation within the PBGC workforce.	August 2012
Develop a charter and mission for a PBGC agency-wide Team which will include management, the HEP Manager/POC and others to develop strategies to increase the Hispanic applicant pool at PBGC, provide more opportunities at PBGC for Hispanics and to promote a diverse and inclusive work environment.	September 2012
Team conducts trend and barrier analysis on the recruitment, hiring and selections and retention for Hispanics.	November 2012
Team determines next stage and area of focus to conducts trend and barrier analysis on and develops a schedule for completion and review of policies, practices and procedures.	November 2012
Team collects best practices from other agencies which have been successful in recruiting, hiring and retaining individuals from diverse communities.	January 2013
Team works closely with employee advocacy group/organizations to identify resources to assist in addressing any identified barriers.	March 2013
Team works with management and HRD to establish relationships with resources within communities and organizations, and develop partnerships with organizations and educational institutions to assist in addressing each area of the work life cycle, where triggers or barriers have been identified.	May 2013

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

For 14 years PBGC has continued to welcome interns from the Hispanic Association of Colleges and Universities (HACU) as part of the HACU National Internship Program (HNIP). Since 2007, the agency has increased the numbers of interns each subsequent year. While the HACU interns are not reflected in PBGC's workforce numbers due to their contract status, the agency has hired permanently hired several interns who remain employed with the agency.

FORM 715-01 PART I

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

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

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

EEO Plan To Eliminate Identified Barrier

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

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

PARTI	EEU PROGRAIVI STATUS REPORT		
Agency Name: Corporation	: Pension Benefit Guaranty	FY 2011	
TRIGGER FOR Provide a brief n	F CONDITION THAT WAS A A POTENTIAL BARRIER: harrative describing the condition as the condition recognized as a ?	The Office of Equal Employment Opportunity and Diversity's (OEEOD) Affirmative Employment and Diversity Management (AE & DM) Team worked closely with the Budget, Operations and Planning Department and the Procurement Department staffs to obtain the needed funding and to solicit, review and select a qualified contracting firm (IVY Planning, LLC (IVY)) in FY 2011 to conduct initial Barrier and Trends Analysis (BATA) for the first time at PBGC. The BATA project began the first quarter of FY2012. IVY's initial report concluded that overall, PBGC is doing a good job of recruiting, selecting, and hiring African-American (Black) candidates, however, there are specific aspects of the employee life cycle impacting African-American (Black) employees that need further attention such as career ladder promotions, rewards, and complaints.	
	LYSIS: Provide a description of and data analyzed to determine adition.		
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. No Barriers have yet been identified.		No Barriers have yet been identified.	
agency policy, p	ate the alternative or revised rocedure or practice to be correct the undesired condition.	Review the purpose, role and membership of the PBGC Workforce Diversity Board (WDB) to determine if it meets the current needs of the agency, as well as the MD-715 regulatory requirements. Based on the results and recommendations from the	
		WDB review, develop/initiate/revise a PBGC agency-wide Team which will include PBGC	

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

EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Review of Workforce Diversity Board, makeup, role and responsibility in conjunction with the MD-715 regulatory	June 2012
Appoint a Black Employment Program (BEP) Manager /Point of contact (POC) to guide efforts in the area of African American (Black) representation within the PBGC workforce.	August 2012
Develop a charter and mission for a PBGC agency-wide Team which will include management, the BEP Manager/POC and others to develop strategies to increase the African American applicant pool for higher grade levels at PBGC, provide more leadership opportunities at PBGC and to promote a diverse and inclusive work environment.	September 2012
Team determines next stage and area of focus to conducts trend and barrier analysis on and develops a schedule for completion and review of policies, practices and procedures.	November 2012
Team collects best practices from other agencies which have been successful in recruiting, hiring and retaining individuals from diverse communities.	January 2013
Team works closely with employee advocacy group/organizations to identify resources to assist in addressing any identified barriers.	March 2013
Team works with management and HRD to establish relationships with resources within communities and organizations, and develop partnerships with organizations and educational institutions to assist in addressing each area of the work life cycle, where triggers or barriers have been identified.	May 2013
Team conducts further trend and barrier analysis on the identified work life cycle trigger areas of promotions, awards and complaints.	September 2013

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

 Overall, PBGC is doing a good job of recruiting, selecting, and hiring Black candidates in its major occupations.

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

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

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

EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Review of Workforce Diversity Board, makeup, role and responsibility in conjunction with the MD-715 regulatory	June 2012
Appoint a Asian-Pacific American Employment Program (APAEP) Manager /Point of contact (POC) to guide efforts in the area of Asian representation within the PBGC workforce.	August 2012
Develop a charter and mission for a PBGC agency-wide Team which will include management, the APAEP Manager/POC and others to develop strategies to increase the Asian applicant pool at the higher grade levels PBGC, provide more opportunities at PBGC for Asians and to promote a diverse and inclusive work environment.	September 2012
Team determines next stage and area of focus to conducts trend and barrier analysis on and develops a schedule for completion and review of policies, practices and procedures.	November 2012
Team collects best practices from other agencies which have been successful in recruiting, hiring and retaining individuals from diverse communities.	January 2013
Team works closely with employee advocacy group/organizations to identify resources to assist in addressing any identified barriers.	March 2013
Team works with management and HRD to establish relationships with resources within communities and organizations, and develop partnerships with organizations and educational institutions to assist in addressing each area of the work life cycle, where triggers or barriers have been identified.	May 2013
Team conducts trend and barrier analysis on the recruitment, hiring and selections and retention for Asians in higher grade levels.	September 2013

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

• Overall, Asians are well represented in the agency and within the major occupations.

EEOC FORM

U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL

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

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

EEOC
FORM
715-01
PART I

EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Review of Workforce Diversity Board, makeup, role and responsibility in conjunction with the MD-715 regulatory	June 2012
Develop a charter and mission for a PBGC agency-wide Team which will include management, the APAEP Manager/POC and others to develop strategies to increase the applicant pool of individuals with targeted disabilities and disabilities at PBGC and to promote a diverse and inclusive work environment.	August 2012
Team conducts trend and barrier analysis on the recruitment, hiring and selections and retention for Asians.	September 2012
Team determines next stage and area of focus to conducts trend and barrier analysis on and develops a schedule for completion and review of policies, practices and procedures.	November 2012
Team collects best practices from other agencies which have been successful in recruiting, hiring and retaining individuals from diverse communities.	November 2012
Team works closely with employee advocacy group/organizations to identify resources to assist in addressing any identified barriers.	December 2012
Team works with management and HRD to establish relationships with resources within communities and organizations, and develop partnerships with organizations and educational institutions to assist in addressing each area of the work life cycle, where triggers or barriers have been identified.	January 2013

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

- The Human Resources Department (HRD) has continued their Disability Awareness Series and sponsored three Disability Awareness Training sessions this fiscal year.
- HRD has conducted Schedule A hiring training sessions.

PENSION BENEFIT GUARANTY CORPORTATION Pay Period from 201021 to 201121

						Table	A1: TOTAI	WORKFO	ORCE - Distril	bution by R	ace/Ethnicit	y and Sex						
					RACE/ETH	INICITY				-								
						Non- Hispanic or Latino												
							Black or Native Hawaiian or American Indian or											
Employment Ten	ure	TOTAL W	ORKFOR		Hispanic or	Latino	White		African Ame	rican	Asian		Other Pacific Is	slander	Alaska Native		Two or more races	
	All male female male female		female	male	female	male	female	male	female	male f	emale	male	female	male	female			
TOTAL WORKF	ORCE -																	
	#	959	429	530		17	258	169			31	43		0		3		5
Prior FY	%	100%	44.73%	55.27%	1.36	1.77	26.9	17.62	12.93	30.55	3.23	4.48		0	0.1	0.31	0.21	0.52
	#	981	438	543	15	20	261	164	122	299	36			0	1	3		4
Current FY	%	100%	44.65%	55.35%	1.53	2.04	26.61	16.72	12.44	30.48	3.67	5.4		0		0.31	0.31	0.41
Nat 2k CLF	%	100%	53.23%	46.77%	6.17%	4.52%	39.03%	33.74%	4.84%	5.66%	1.92%	1.71%	0.06%	0.05%		0.32%	0.88%	0.76%
Org CLF	%		53.10%	46.90%	2.29%	2.56%	44.20%	36.08%	2.73%	4.22%	3.02%	3.13%	0.03%	0.04%		0.21%	0.67%	0.67%
Difference Ratio Change	# %	22	-0.09%	0.09%	0.17%	0.27%	-0.30%	-5 -0.90%	-2 -0.49%	-0.07%	0.44%	0.92%	0.00%	0.00%		-0.01%	0.10%	-1 -0.11%
Net Change	70	0.00% 2.29%	2.10%	2.45%	15.38%	17.65%	1.16%	-2.96%	-1.61%	2.05%	16.13%	23.26%	0.00%	0.00%		0.00%	50.00%	-20.00%
PERMANENT W	70 I		2.10%	2.43%	15.30%	17.05%	1.10%	-2.90%	-1.01%	2.05%	10.13%	23.20%	0%	0%	0.00%	0.00%	50.00%	-20.00%
PERIVIAINEINI VV	UKKFU #	896	398	498	13	17	246	165	107	271	30	38	٥	0	1	3	1	
Prior FY	%	100%	44.42%	55.58%	1.45%	1.90%	27.46%	18.42%	11.94%	30.25%	3.35%	4.24%	0.00%	0.00%		0.33%		0.45%
FIIOLII	#	921	410	511	1.4370	20	254	157	105	277	34	50		0.0070		3	1	4
Current FY	%	100%	44.52%	55.48%	1.63%	2.17%	27.58%	17.05%	11.40%	30.08%	3.69%	5.43%	0.00%	0.00%		0.33%	0.11%	0.43%
Difference	#	25	12	13		3	8	-8		6	4	12		0		0		0
Ratio Change	%	0%	0.10%	-0.10%	0.18%	0.27%	0.12%	-1.37%	-0.54%	-0.17%	0.34%	1.19%	0.00%	0.00%	0.00%	-0.01%	0.00%	-0.01%
Net Change	%	2.79%	3.02%	2.61%	15.38%	17.65%	3.25%	-4.85%	-1.87%	2.21%	13.33%	31.58%	0%	0%	0.00%	0.00%	0.00%	0.00%
TEMPORARY W	ORKFO	RCE				•						•	-					
	#	63	31	32	0	0	12	4	17	22	1	5	0	0	0	0	1	1
Prior FY	%	100%	49.21%	50.79%	0	0	19.05	6.35	26.98	34.92	1.59	7.94	0	0	0	0	1.59	1.59
	#	60	28	32	0	0	7	7	17	22	2	3	0	0	0	0		0
Current FY	%	100%	46.67%	53.33%	0	0	11.67	11.67	28.33	36.67	3.33	5	0	0		0	0.00	0
Difference	#	-3	-3	0	0	0	-5	3	0	0	1	-2		0	v	0		-1
Ratio Change	%	0%	-2.54%	2.54%	0.00%	0.00%	-7.38%	5.32%	1.35%	1.75%	1.75%	-2.94%	0.00%	0.00%		0.00%	1.75%	-1.59%
Net Change	%	-4.76%	-9.68%	0.00%	0%	0%	-41.67%	75.00%	0.00%	0.00%	100.00%	-40.00%	0%	0%	0%	0%	100.00%	-100.00%

PBGC PENSION BENEFIT GUARANTY CORPORTATION Pay Period from 201021 to 201121 Table B1 - Total Workforce - Distribution by Disability Total by Disability Status Detail for Targeted Disabilities (71-78)-92 (04,05)-1 (06-94) Targeted (16,17)(23,25)(28, 32 - 38)(64-68)-82 -90 -91 Disability Deafness Blindness Missing No Disability Partial Total Convulsive Mental Distortion Not Mental Disability Paralysis Paralysis Disorder Retardation Illness Employment Tenure Total Identified Limbs Limb/Spine **TOTAL WORKFORCE - Permanent and Temporary** 959 867 58 13 0 0 4 0 % 3.55% 6.05% 1.36% 0.10% 0.21% 0.00% 0.10% 0.00% 0.42% 0.42% 100% 90.41% 0.10% 0.00% Prior FY 981 887 61 % 100% 90.42% 3.36% 6.22% 1.33% 0.10% 0.20% 0.00% 0.10% 0.00% 0.10% 0.51% 0.00% 0.31% Current FY Federal High (FY08) 2.95% Difference 22 20 0 0 Ratio Change % 0.00% 0.01% -0.18% 0.17% -0.03% 0.00% 0.00% 0.00% 0.00% 0.00% -0.11% 0.00% 0.09% 0.00% Net Change % 2.29% 2.31% -2.94% 5.17% 0.00% 0.00% 0.00% 0.00% -25.00% 0.00% 25.00% 0% 0% 0% PERMANENT WORKFORCE 896 813 30 53 12 0 1 0 4 1 3 0 1 % 100% 90.74% 3.35% 5.92% 1.34% 0.11% 0.22% 0.00% 0.11% 0.00% 0.45% 0.11% 0.33% 0.00% Prior FY 921 836 31 54 Current FY % 100% 90.77% 3.37% 5.86% 1.19% 0.11% 0.22% 0.00% 0.11% 0.00% 0.33% 0.11% 0.33% 0.00% Difference 25 23 -1 0.00% 0.03% 0.02% 0.00% 0.00% -0.01% Ratio Change % -0.05% -0.14% -0.01% 0.00% 0.00% 0.00% -0.12% 0.00% 3.33% Net Change % 2.79% 2.83% 1.89% -8.33% 0.00% 0.00% 0% 0.00% 0% -25.00% 0.00% 0.00% 0% TEMPORARY WORKFORCE 63 54 0 0 0 0 85.71% 6.35% % 100% 7.94% 1.59% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 1.59% 0.00% Prior FY 51 % Current FY 100% 85.00% 3.33% 11.67% 3.33% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 3.33% 0.00% Difference # -3 0 0 0 0

Ratio Change

Net Change

0.00%

-4.76%

%

-0.71%

-5.56%

-3.02%

-50.00%

3.73%

40.00%

1.75%

100.00%

0.00%

0%

0.00%

0%

0.00%

0%

0.00%

%

0.00%

0%

0.00%

%

0.00%

1.75%

0% 100.00%

0.00%

%

PENSION BENEFIT GUARANTY CORPORATION Pay Period 201121

Table B2 - Permanent Workforce By Component -

		Total by Disability Status Detail for Targeted Disabilities													
			(04,05)		(06-94)	Targeted			(28,32-38)	(64-68)	(71-78)	-82	-90	-91	-92
			No		` ,		,	Blindness	, ,	Partial	,	Convulsiv	Mental	Mental	Distortion
Component		Total	Disability		,				J	Paralysis	Paralysis		Retardation	Illness	Limb/Spine
Federal High (FY07)	%					2.65%									
3 , ,	#	115	107	0	8	0	0	0	0	0	0	0	0	0	0
CHIEF FINANCIAL OFFICER (CFO) (ORG)	%	100%	93.04%	0.00%	6.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CHIEF INSURANCE PROGRAM OFFICER	#	170	147	11	12	2	0	0	0	0	0	2	0	0	0
(ORG)	%	100%	86.47%	6.47%	7.06%	1.18%	0.00%	0.00%	0.00%	0.00%	0.00%	1.18%	0.00%	0.00%	0.00%
CHIEF MANAGEMENT OFFICER (CMO)	#	95	83	6	6	1	0	0	0	1	0	0	0	0	0
(ORG)	%	100%	87.37%		6.32%	1.05%	0.00%	0.00%	0.00%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%
CHIEF OPERATING OFFICER (COO)	#	296	273		16		0	0	0	0	0	1	1	1	0
(ORG)	%	100%	92.23%	2.36%	5.41%	1.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.34%	0.34%	0.34%	0.00%
OFC OF GENERAL COUNSEL (OGC)	#	61	57		3	0	0	0	0	0	0	0	0	0	0
(ORG)	%	100%	93.44%		4.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFC OF POLICY & EXTERNAL AFFAIRS	#	36	34		2	2	0	0	0	0	0	0	0	2	0
(OPEA) (ORG)	%	100%	94.44%		5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%
OFC OF THE CHIEF INFORMATION	#	104	95		6	2	0	2	0	0	0	0	0	0	0
OFFICER (OCIO) (ORG)	%	100%	91.35%	2.88%	5.77%	1.92%	0.00%	1.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
OFC OF THE DIRECTOR (OD) (ORG)	%	100%	100.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFC OF THE INSPECTOR GENERAL	#	24	22		1	1 1 1 7 2 1	1 1 - 2	0	0	0	0	0	0	0	0
(OIG) (ORG)	%	100%	91.67%		4.17%		4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	902	819			11	1	2	0.000/	1	0	3	1	3	0
Total	%	100%	90.80%	3.22%	5.99%	1.22%	0.11%	0.22%	0.00%	0.11%	0.00%	0.33%	0.11%	0.33%	0.00%

PBGC PENSION BENEFIT GUARANTY CORPORTATION Pay Period 201121															
									-						
Table B3-1 - Occupational Categories - Distribution by Race/Ethnicity and Sex Total by Disability Status Detail for Targeted Disabilities															
	Detail for Targeted Disabilities														
			(04,05)		(06-94)	Targeted	` ' '	(23,25)	(28, 32-38)		(71-78)	-82			-92
			_	Not	Disability	Disability	Deafness	Blindness		Partial		Convulsiv	Mental		Distortion
Occupational Category		Total	Disability	Identified					Limbs	Paralysis	Paralysis	Disorder	Retardation	Illness	Limb/Spine
1. Officials and Managers						•									
Executive/Senior Level (Grades 15 and	#	112	99			1	0	-	v	v	0	-	•	1	0
Above)	%	100%	88.39%	4.46%		0.89%	0.00%	0.00%		0.00%	0.00%	0.00%		0.89%	0.00%
	#	28	26		_	1	0	Ü	v	v	0	v	, 0		0
Mid-Level (Grades 13-14)	%	100%	92.86%	0%		3.57%	0.00%			0.00%	0.00%	0.00%		3.57%	0.00%
	#	0	0		0	v	0	-		v	0	0	•	0	0
First-Level (Grades 12 and Below)	%	0%	0%	0%			0%					0%			0%
	#	207	192	5			0	-	v	0	0		0	Ü	0
Other	%	100%	92.75%	2.42%		0.48%	0.00%			0.00%		0.48%		0.00%	0.00%
	#	347	317	10			0	Ŭ		0	0	1	0	2	0
Officials And Managers - TOTAL	%	100%	91.35%	2.88%		0.86%	0.00%		0.00%	0.00%	0.00%	0.29%		0.58%	0.00%
	#	463	427	15		4	1	2		0	0		0	0	0
2. Professionals	%	100%	92.22%	3.24%		1	0.22%			0.00%	0.00%			0.00%	0.00%
	#	0	0		0	U	0	·		0	0		,	0	0
3. Technicians	%	0%	0%				0%								0%
	#	0	0	Ü	0	v	0	v			0	v	•	v	0
4. Sales Workers	%	0%	0%				0%					0%	0%	0%	0%
	#	106	87	6	. •		0	-	v		0		1	1	0
5. Administrative Support Workers	%	100%	82.08%	5.66%		3.77%	0.00%			0.94%		0.94%		0.94%	0.00%
	#	0	0	,	0	J	0	-		v	0	0	,	Ü	0
6. Craft Workers	%	0%	0%				0%	0%	0%	0%	0%	0%			0%
	#	0	0	,	0	J	0	v		_	0	-	,	Ü	0
7. Operatives	%	0%	0%		<u> </u>		0%								0%
	#	0	0		O		0	v		v	·	-	•	v	0
8. Laborers and Helpers	%	0%	0%	0%			0%								0%
	#	5	5	0	0	v	0		, ,		0		, 0	·	0
9. Service Workers	%	100%	100%	0%	0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

PBGC PENSION BENEFIT GUARANTY CORPORTATION Pay Period 201121																	
Table B3-2 - Occupational Categories - I																	
	Total by Disability Status [04,05] -1 (06-94) Targeted (Detail for Targeted Disabilities (16,17) (23,25) (28,32-38) (64-68) (71-78) -82 -90 -91								
								Blindness		Partial	Total	-oz Convulsiv	Mental		-92 Distortion		
Occupational Category			-	Identified		Disability	Deamess	Dilliuness	Limbs		Paralysis			Illness	Limb/Spine		
1. Officials and Managers		TUlai	Disability	luerillieu					LIIIDS	raiaiysis	raiaiysis	Disoldel	Retardation	11111622	Limb/Spine		
Executive/Senior Level (Grades 15 and	#	112	99	5	8	1	0	0	0	0	0	1 0	1 0	1	0		
Above)	%	100%	11.84%	16.13%		9.09%	0.00%			0.00%	_		J		0%		
710070)	#	28	26	0.1070		1	0.0070			0.0070	0 /0		0.0070		0,0		
Mid-Level (Grades 13-14)	%	100%	3.11%	0%	3.70%	9.09%	0.00%	,	Ū	0.00%		-	0.00%	33.33%	0%		
	#	0	0	0	0		0			0	0		0	0	0		
First-Level (Grades 12 and Below)	%	0%	0%	0%	0%	0%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%		
,	#	207	192	5	10	1	0	0	0	0	0	1	0	0	0		
Other	%	100%	22.97%	16.13%	18.52%	9.09%	0.00%	0.00%	0%	0.00%	0%	33.33%	0.00%	0.00%	0%		
	#	347	317	10		3	0	V		0	0		0	2	0		
Officials And Managers - TOTAL	%	37.68%	37.92%	32.26%	37.04%	27.27%	0.00%	0.00%	0%	0.00%	0%	33.33%	0.00%	66.67%	0%		
	#	463	427	15		4	1	2	. 0	0	0		0	0	0		
2. Professionals	%	50.27%	51.08%	48.39%	38.89%	36.36%	100.00%	100.00%		0.00%		33.33%	0.00%	0.00%	0%		
	#	0	0	0	0	0	0	0		0	0	Ŭ	0	Ŭ	0		
3. Technicians	%	0%	0%	0%		0%	0.00%			0.00%			0.00%	0.00%	0%		
	#	0	0	0	O	ŭ	0	0	Ū	0	0	Ū	0	U	0		
4. Sales Workers	%	0%	0%	0%		0%	0.00%			0.00%			0.00%	0.00%	0%		
	#	106	87	6		4	0 0000	,	Ū	1	0		1	1	0		
5. Administrative Support Workers	%	11.51%	10.41%	19.35%	24.07%	36.36%	0.00%	0.00%		100.00%			100.00%	33.33%	0% 0		
C. Croft Morley	#	0%	0 0%	0%	00/	v)	•	•	0.00%	J	v	U	0.00%	Ŭ		
6. Craft Workers	%	0%	0%	0%	0%	0%	0.00%			0.00%			0.00%	0.00%	0%		
7. Operatives	%	0%	0%	0%	V	0%	0.00%			0.00%	v	v	0.00%	0.00%	0%		
7. Operatives	#	0%	0 /8	0 %			0.00%			0.00%			0.00%	0.00%	0%		
8. Laborers and Helpers	%	0%	0%	0%	v	0%	0.00%			0.00%	v	-	0.00%	0.00%	0%		
	#	5	5	0 /0			0.0070			0.0070			0.0070	0.0070	0		
9. Service Workers	%	0.54%	0.60%	0%		0%	0.00%			0.00%	_	-	0.00%	0.00%	0%		
	#	921	836	31	54		1	2		1	0		1	3	0		
Permanent Workforce	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		

PBGC PENSION BENEFIT GUARANTY CORPORTATION - Pay Period 201121 Fable A4-1: Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workford

			Tab	ole A4-1: Pa	articipation	Rates for 6	General Scl	hedule Gra	des - Distrib	ution by Ra	ace/Ethnicit	ty and Sex - F	Permanent Wo	rkforce				
GS/GM, SES AND					RACE/ETI													
RELATED GRADES							Non- Hispa Latino	anic or										
		TOTAL 514	DI 01/EE0						Black or				Native Hawa		American Inc		_	
		TOTAL EM			Hispanic c		White		African Am		Asian		Other Pacific		Alaska Nativ		Two or mo	
			male		male	female	male	female			male	female	male	female	male	female	male	female
	#	0	0	0	0	0	0	0	0		0	_ ~	_	0	0	(0	0
GS-01	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%		0%	1 1 1	0%
	#	0	0	0	0	0	0	0	0		0			0	0	(0	0
GS-02	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%	0%	0%	0%	0%
	#	0	0	0	0	0	0	0	0	0	0	C	v	0	0	(0	0
GS-03	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%				0%		0%
	#	2	0	2	0	0	0	1	0		0	V	Ū	0			0	0
GS-04	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	8	4	4	0	0	2	0			2	C	Ü	0	_		0	0
GS-05	%	100%	50.00%	50.00%	0.00%	0.00%	25.00%	0.00%	0.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	2	0	2	0	0	0	0		-	0	0	v	0	v	(0	0
GS-06	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	42	8	34	2	4	0	1	4	24	1	5		0		(0	0
GS-07	%	100%	19.05%	80.95%	4.76%	9.52%	0.00%	2.38%	9.52%	57.14%	2.38%	11.90%	0.00%	0.00%	2.38%	0.00%	0.00%	0.00%
	#	11	1	10	0	0	0	0	1	10	0	0	v	0	_	C	0	0
GS-08	%	100%	9.09%	90.91%	0.00%	0.00%	0.00%	0.00%	9.09%	90.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	42	13	29	0	1	8	2	3	22	2	4	0	0	0	(0	0
GS-09	%	100%	30.95%	69.05%	0.00%	2.38%	19.05%	4.76%	7.14%	52.38%	4.76%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0		0	0		0		C	0	0
GS-10	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	55	23	32	0	2	12	6	9	22	2	2	0	0	0	(0	0
GS-11	%	100%	41.82%	58.18%	0.00%	3.64%	21.82%	10.91%	16.36%	40.00%	3.64%	3.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	138	46	92	2	6	19	24	20		5	9	_	0	_	1	0	1
GS-12	%	100%	33.33%	66.67%	1.45%	4.35%	13.77%	17.39%	14.49%	36.96%	3.62%	6.52%	0.00%	0.00%	0.00%	0.72%	0.00%	0.72%
	#	185	80	105	2	5	37	23	33	63	7	12	0	0	0	(1	2
GS-13	%	100%	43.24%	56.76%	1.08%	2.70%	20.00%	12.43%	17.84%	34.05%	3.78%	6.49%	0.00%	0.00%	0.00%	0.00%	0.54%	1.08%
	#	276	149	127	8	2	109	56	21	55	11	12	. 0	0	0	1	0	1
GS-14	%	100%	53.99%	46.01%	2.90%	0.72%	39.49%	20.29%	7.61%	19.93%	3.99%	4.35%	0.00%	0.00%	0.00%	0.36%	0.00%	0.36%
	#	127	71	56	0	0	55	31	12	20	4	5	0	0	0	(0	0
GS-15	%	100%	55.91%	44.09%	0.00%	0.00%	43.31%	24.41%	9.45%	15.75%	3.15%	3.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	33	15	18	1	0	12	13	2	3	0	1	0	0	0	1	0	0
All other (unspecified)	%	100%	45.45%	54.55%	3.03%	0.00%	36.36%	39.39%	6.06%	9.09%	0.00%	3.03%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%
Senior																		
Executive	#	0	0	0	0	0	0	0	0	0	0	O	0	0	0	(0	0
Service	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

PBGC PENSION BENEFIT GUARANTY CORPORTATION - Pay Period 201121 Table A4-2: Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce GS/GM. SES AND RACE/ETHNICITY **RELATED GRADES** Non- Hispanic or Latino Black or Native Hawaiian or American Indian or TOTAL EMPLOYEES White African American Other Pacific Islander Hispanic or Latino Asian Alaska Native Two or more races male female 0 % 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0% 0% 0.00% 0.00% 0.00% 0.00% GS-01 0 % GS-02 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0% 0% 0.00% 0.00% 0.00% 0.00% # 0 Λ 0.00% 0.00% 0.00% 0.00% 0% 0% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% **GS-03** 0.00% 0 % 0.64% GS-04 0.22% 0.00% 0.39% 0.00% 0.00% 0.00% 0.00% 0.36% 0.00% 0.00% 0% 0% 0.00% 0.00% 0.00% 0.00% 0 0 % **GS-05** 0.87% 0.98% 0.78% 0.00% 0.00% 0.79% 0.00% 0.00% 1.44% 5.88% 0.00% 0% 0% 0.00% 0.00% 0.00% 0.00% # % 0.22% 0.00% 0.39% 0.00% 0.00% 0.00% 0.00% 0.00% 0.72% 0.00% 0.00% 0% 0% 0.00% 0.00% 0.00% 0.00% GS-06 # 42 34 24 0 GS-07 4.56% 1.95% 6.65% 13.33% 20.00% 0.00% 0.64% 3.81% 8.66% 2.94% 10.00% 0% 0% 100.00% 0.00% 0.00% 0.00% 11 10 10 0 Λ % 1.19% 0.24% 1.96% 0.00% 0.00% 0.00% 0.00% 0.95% 3.61% 0.00% 0% 0% 0.00% 0.00% **GS-08** 0.00% 0.00% 0.00% # 42 29 3.17% 0.00% 5.00% 3.15% 2.86% 7.94% 5.88% 8.00% 0% 0.00% 0.00% 0.00% 0.00% 4.56% 5.68% 1.27% 0% **GS-09** # 0 0 0 0 0 0 0 % 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0% 0.00% 0.00% **GS-10** 0.00% 0.00% 0% 0.00% 0.00% 55 23 32 12 6 22 0 0 % 7.94% GS-11 5.97% 5.61% 6.26% 0.00% 10.00% 4.72% 3.82% 8.57% 5.88% 4.00% 0% 0% 0.00% 0.00% 0.00% 0.00% # 138 46 92 19 24 20 51 0 0 % 14.98% 11.22% 18.00% 13.33% 30.00% 7.48% 15.29% 19.05% 18.41% 14.71% 18.00% 0% 0% 0.00% 33.33% 0.00% 25.00% GS-12 185 80 105 37 23 33 63 0 0 % 20.09% 20.55% 13.33% 31.43% 22.74% 24.00% 0% 19.51% 25.00% 14.57% 14.65% 20.59% 0% 0.00% 0.00% 100.00% GS-13 50.00% 276 149 127 109 55 11 56 GS-14 29.97% 36.34% 24.85% 53.33% 10.00% 42.91% 35.67% 20.00% 19.86% 32.35% 24.00% 0% 0% 0.00% 33.33% 0.00% 25.00% # 127 71 56 55 31 20 0 0 12 % 13.79% 10.96% 0.00% 0.00% 21.65% 19.75% 7.22% 11.76% 10.00% 0% 0.00% 0.00% 17.32% 11.43% 0% 0.00% 0.00% GS-15 33 15 18 12 13 All other (unspecified) % 45.45% 3.03% 9.09% 0.00% 0.00% 100% 54.55% 0.00% 36.36% 39.39% 6.06% 0.00% 3.03% 0.00% 3.03% 0.00% 0.00% Senior Executive

Service

TOTAL

0%

921

100%

#

%

0%

410

100%

0%

511

100%

0.00%

100%

15

0.00%

100%

20

0.00%

100%

254

0.00%

157

100%

0.00%

100%

105

0.00%

100%

277

0.00%

100%

34

0.00%

100%

50

0%

100%

0

0%

100%

0.00%

100%

0.00%

100%

0.00%

100%

0.00%

100%

PBGC PENSION BENEFIT GUARANTY CORPORTATION - Pay Period 201121

Table B4-1: Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

				isability Sta				Targeted Dis		Litilicity an	u Sex - Fe	manent won	NOICE		
			,					(23,25)		(64.60)	(74 70)	-82	-90	-91	-92
			(04,05) No		` '	0			(28,32-38)	Partial	(71-78) Total	Convulsive	Mental	Mental	Distortion
Occupational Cateman		Tatal	Disability		Disability	Disability	Deamess	Blindness	Limbs			Disorder		Illness	Limb/Spine
Occupational Category	-	Total 0	Disability	ndentined 0	0	0	0	^	LITIOS		Paraiysis 0		Retardation	niness	
00.04	#	0%	0%	J	ŭ	0%	0%	ŭ	0%	, ,	0%	v		V	J
GS-01	%	0%	0%		0%	0%	0%		0%		0%			0%	0%
GS-02	# %	0%	0%	Ŭ	0%	0%	0%		0%	Ŭ	0%	v		0%	0%
GS-02	% #	0%	0%			0%	0%		0%	0%	0%				0%
00.00	# %	0%	0%	Ŭ	J	0%	0%	0%	0%	0%	0%	V		U	0%
GS-03	% #	0%	0%		0%	0%	0%		0%		0%			0%	0%
GS-04	# %	100%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		50.00%	0.00%
33-04	#	100%	0.00%		100.00%	0.00%	0.00%	0.00%	0.00%		0.00%			30.00%	0.00%
GS-05	%	100%	100.00%	_	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	J		0.00%	0.00%
00-00	#	10070	100.0070	0.0070	0.0078	0.0078	0.0070	0.0070	0.0070		0.0078			0.0070	0.0070
GS-06	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	·	0.00%	Ŭ	·	0.00%	0.00%
00 00	#	42	36		5	1	0.0070	0.0070	0.0070		0.0070		0.0070	0.0070	0.0070
GS-07	%	100%	85.71%		11.90%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	2.38%	0.00%	0.00%	0.00%
00 01	#	11	8		1 11.0070	0	0.0070				0.0070			0.0070	0.007
GS-08	%	100%	72.73%	18.18%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
00 00	#	42	39		2	1	0	0	0		0			0	0
GS-09	%	100%	92.86%		4.76%	2.38%	0.00%	0.00%	0.00%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	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%
	#	55	49	2	4	0	0	0	0	0	0	0	C	0	0
GS-11	%	100%	89.09%	3.64%	7.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	138	124	5	9	2	1	0	0	0	0	1	C	0	0
GS-12	%	100%	89.86%	3.62%	6.52%	1.45%	0.72%	0.00%	0.00%	0.00%	0.00%	0.72%	0.00%	0.00%	0.00%
	#	185	170	5	10	1	0	0	0	0	0	1	C	0	0
GS-13	%	100%	91.89%	2.70%	5.41%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.54%	0.00%	0.00%	0.00%
	#	276	255	8		3	0	2	0	0	0	0	C	1	0
GS-14	%	100%	92.39%	2.90%	4.71%	1.09%	0.00%	0.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%	0.00%
	#	127	113			1	0	0	0	, ,	0	v		1	0
GS-15	%	100%	88.98%			0.79%	0.00%		0.00%		0.00%			0.79%	0.00%
	#	33	32		0	Ü	0	ŭ	Ŭ	·		9	•		0
1	%	100.00%	96.97%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior]							
Executive	#	0	0	v	0	0	0		0	v	0	0	C	0	0
Service	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

PBGC PENSION BENEFIT GUARANTY CORPORTATION - Pay Period 201121

Table B4-2: Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

		i abie L		Disability Sta		erai Scriedi		Fargeted Di		Litilicity an	iu Sex - Fe	manent wor	KIUICE		
			(04,05)		(06-94)	Targeted		(23,25)	(28,32-38)	(64.60)	(71-78)	-82	-90	-91	-92
			(04,05) No	Not	` ,	J	` ' '	(23,23) Blindness		Partial	Total	Convulsive	Mental	Mental	Distortion
Occupational Category		Total	-	Identified	Disability	Disability	Deamess	Dilliuliess	Limbs		Paralysis	Disorder		Illness	Limb/Spine
	#	10tai		0	0	0	0	0	0		r araiysis O			0	
	# %	0.00%	0.00%	Ü	0.00%	0.00%	0.00%	0.00%	0%	0.00%	Ŭ	, ,	·		•
	/o #	0.00%	0.00%					0.00%	0 /8		0 / 0			0.0076	0 /8
GS-02	_т	0.00%	0.00%	Ü	0.00%	0.00%	0.00%	0.00%		0.00%	Ū	, ,	·	0.00%	0%
	#	0.0070	0.0070		0.0070			0.0070	0 70		070			0.0070	0 0 0
GS-03	%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%	0%	0.00%	Ū	v	•	0.00%	0%
00 00	#	2	0.0070	i e		2	0.0070	0.0070			0,0			1	0,0
GS-04	%	0.22%	0.00%	0.00%	3.70%	18.18%	0.00%	0.00%	0%	0.00%	0%	0.00%	100.00%	33.33%	0%
	#	8	8	-		0		0	0		0			0	0
GS-05	%	0.87%	0.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
	#	2	2	0	0	0	0	0	0	0	0	C	0	0	0
GS-06	%	0.22%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
	#	42	36	1	5	1	0	0	0	0	0	1	0	0	0
GS-07	%	4.56%	4.31%	3.23%	9.26%	9.09%	0.00%	0.00%	0%	0.00%	0%	33.33%	0.00%	0.00%	0%
	#	11	8	2	1	0	0	0	0	0	0	C	0	0	0
	%	1.19%	0.96%	6.45%	1.85%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
	#	42	39	1	2	1	0	0	0	1	0	0	0	0	0
GS-09	%	4.56%	4.67%	3.23%	3.70%	9.09%	0.00%	0.00%	0%	100.00%	0%	0.00%	0.00%	0.00%	0%
	#	0	0		Ŭ	ŭ	Ŭ	0	ŭ	, ,	0	, ,	·	0	0
GS-10	%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%		0.00%	0.00%	0%
	#	55	49			0	V	0	Ŭ	ŭ	0		·		0
GS-11	%	5.97%	5.86%		7.41%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
	#	138	124	_	-	_	1	0	0		J	1	0		0
GS-12	%	14.98%	14.83%		16.67%	18.18%		0.00%	0%				0.00%	0.00%	0%
	#	185	170				0	0	0	, ,	0		0	0	0
	%	20.09%	20.33%			9.09%	0.00%	0.00%	0%	0.00%	0%			0.00%	0%
	#	276	255				0	2	0		0		•	1	0
	%	29.97%	30.50%		24.07%	27.27%		100.00%	0%	0.00%				33.33%	0%
	#	127	113		ŭ		0	0	0	ŭ	0	, ,	·	1	0
GS-15	%	13.79%	13.52%		14.81%	9.09%	0.00%	0.00%	0%	0.00%				33.33%	0%
A II 41 4 161 15	#	33	32		0	V	V	0	0	Ū	0		<u> </u>	0 0000	0
` ' '	%	3.58%	3.83%	3.23%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
Senior	,,	^	_	_	_	_	_	_	_		_	1			
Executive	#	0.000/	0.000/	_	0.000/		_	0.000/	000	-	0%		0.000/	0.000/	0
Service	% #	0.00%	0.00%		0.00% 54	0.00%	0.00%	0.00%		0.00%				0.00%	0%
TOTAL	# %	921	836	_	_		1000/	1000/	1000/		100%	Ų		1000/	1000/
TOTAL	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

					PRGC PEN	SION REN	FFIT GLIAF	SANTY CO	RPORTATIO	N Pay P	eriod 2011	21						
				•	DOO I LIV	OIOIN DEIN	LI II OOAI	0.1111 00	iti Oitiinii	or ray r	20112	-1						
		Table A	A6: PARTI	CIPATION	RATES F	OR MAJOI	R OCCUPA	TIONS - D	istribution by	/ Race/Eth	nicity and	Sex - Perma	anent Workford	e				
Job Title/Series Agency					RACE/ET													
Rate Occupational CLF							Non- Hispa	anic or										
							Latino											
									Black or		Asian		Native Hawai		American In			
		_	EMPLOYI		Hispanic o		White		African Am		Other Pacific				Two or mo			
				female	male	female		female		female	male	female	male	female	male	female		female
	#	60	34		_	1	14	6	16	15		4	0	0	0	0	0	0
Accounting (0510)	%	100%	56.67%	43.33%	0.00%	1.67%		10.00%	26.67%	25.00%	6.67%	6.67%		0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	#	100%	42.98%	56.64%	2.03%	3.10%	35.05%	42.80%	2.55%	5.31%	2.72%	4.70%	0.03%	0.06%	0.12%	0.26%	0.50%	0.77%
	#	101	36		1	7	13		19	39		10		V	0	0	0	1
Auditing (0511)	%	100%	35.64%	64.36%	0.99%	6.93%	12.87%	7.92%	18.81%	38.61%	2.97%	9.90%		0.00%	0.00%	0.00%	0.00%	0.99%
Occupational CLF	#	100%	42.98%	56.64%	2.03%	3.10%	35.05%	42.80%	2.55%	5.31%	2.72%	4.70%	0.03%	0.06%	0.12%	0.26%	0.50%	0.77%
	#	108	59	-	2	0			1	9	1	5	0	0	0	0	0	1
General Attorney (0905)	%	100%	54.63%	45.37%	1.85%	0.00%	50.93%	31.48%	0.93%	8.33%	0.93%	4.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.93%
Occupational CLF	#	100%	71.31%	28.40%	2.05%	1.24%	65.22%	23.93%	2.00%	1.88%	1.24%	1.04%	0.02%	0.01%	0.11%	0.09%	0.68%	0.48%
	#	66	21	45	0	1	11	9	9	31	1	3	0	0	0	1	0	0
Employee Benefit Law Specialist	%	100%	31.82%	68.18%	0.00%	1.52%	16.67%	13.64%	13.64%	46.97%	1.52%	4.55%		0.00%	0.00%	1.52%	0.00%	0.00%
Occupational CLF	#	100%	26.66%	72.66%	1.91%	5.48%	20.76%	58.06%	2.22%	6.29%	1.07%	1.80%	0.02%	0.06%	0.21%	0.49%	0.52%	1.12%
	#	16	11	5	1	0	_	2	5	3	0	0	0	0	0	0	0	0
Contract Specialist (1102)	%	100%	68.75%		6.25%	0.00%	31.25%	12.50%	31.25%	18.75%	0.00%			0.00%		0.00%	0.00%	0.00%
Occupational CLF	#	100%	46.95%	52.60%	2.86%	3.16%	39.80%	42.73%	2.55%	4.70%	1.03%	1.27%	0.05%	0.06%	0.18%	0.30%	0.49%	0.84%
	#	41	29	12	1	0	18	9	6	2	4	1	0	0	0	0	0	0
Financial Analyst (1160)	%	100%	70.73%	29.27%	2.44%	0.00%	43.90%	21.95%	14.63%	4.88%	9.76%	2.44%		0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	#	100%	42.99%	56.71%	3.60%	5.61%	32.99%	40.97%	3.85%	6.78%	1.64%	2.63%	0.06%	0.09%	0.21%	0.21%	0.66%	0.68%
	#	98	60	38	3	0	40	17	10	10	7	9	0	0	0	2	0	0
Actuary Science (1510)	%	100%	61.22%	38.78%	3.06%	0.00%	40.82%	17.35%	10.20%	10.20%	7.14%	9.18%	0.00%	0.00%	0.00%	2.04%	0.00%	0.00%
Occupational CLF	#	100%	66.08%	33.64%	0.80%	0.60%	58.94%	27.88%	1.23%	1.50%	4.78%	3.40%	0.00%	0.02%	0.02%	0.00%	0.31%	0.49%
	#	96	59	37	3	0	35	9	12	19	9	9	0	0	0	0	0	0
Information Technology Specialist (2210)	%	100%	61.46%	38.54%	3.13%	0.00%	36.46%	9.38%	12.50%	19.79%	9.38%	9.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	#	100%	66.73%	33.00%	3.14%	1.55%	50.42%	24.73%	4.29%	3.48%	7.40%	2.89%	0.05%	0.02%	0.24%	0.11%	1.23%	0.45%

PBGC PENSION BENEFIT GUARANTY CORPORTATION Pay Period 201121 Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

			Total by D	isability St	atus		Detail for	Fargeted Dis	sabilities						
			(04,05)	-1	(06-94)	Targeted	(16,17)	(23,25)	(28,32-38)	(64-68)	(71-78)	-82	-90	-91	-92
			No	Not	Disability	Disability	Deafness	Blindness	Missing	Partial	Total	Convulsiv	Mental	Mental	Distortion
Occupational Category		Total	Disability	Identified					Limbs	Paralysis	Paralysis	Disorder	Retardation	Illness	Limb/Spine
	#	60	56	0	4	0	0	0	0		0	0	0	0	0
Accounting (0510)	%	100%	93.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	101	92	5	4	1	1	0	0	0	0	0	0	0	0
Auditing (0511)	%	100%	91.09%	4.95%	3.96%	0.99%	0.99%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	108			7	0	0	0	0		_	0	0	0	0
General Attorney (0905)	%	100%	87.04%	6.48%	6.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	66	60	3	3	0	0	0	0	0	0	0	0	0	0
Employee Benefit Law Specialist	%	100%	90.91%	4.55%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	16	15	0	1	0	0	0	0	_	_	0	0	0	0
Contract Specialist (1102)	%	100%	93.75%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	41	38		2	1	0	0	0	0		1	0	0	0
Financial Analyst (1160)	%	100%			4.88%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	2.44%	0.00%	0.00%	0.00%
	#	98	93	2	3	1	0	0	0	0	0	1	0	0	0
Actuary Science (1510)	%	100%	94.90%	2.04%	3.06%	1.02%	0.00%	0.00%	0.00%	0.00%	0.00%	1.02%	0.00%	0.00%	0.00%
	#	96		3	ŭ	_	0	2	0			0	0	0	0
Information Technology Specialist (2210)	%	100%	90.63%	3.13%	6.25%	2.08%	0.00%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

			Table	A7: AP	PLICAN	ITS ANI	D HIRES	S FOR N	IAJOR (CCUP	ATIONS	by Rac	e/Ethnicit	v and	Sex			
			Total						., ., ., .			HNICITY	<u>, =</u>	,				
					Hispanio	or Latino						lon- Hispani						
							w	hite		African rican	A	sian	Nativ Hawaiia Other Pa	n or	Amerio Indian Alaska N	or	Two or M	ore Races
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male d	Female	Male	Female	Male	Female
Job Title/Series: 0			SORY AC	COUNTAN	İΤ													
Total Received	#	855																
Voluntarily Identified	#	653 100%	300 45.94%	353 54.06%	13 1.99%	23 3.52%	113 17.30%	65 9.95%	122 18.68%	194 29.71%	48 7.35%	67 10.26%	0.00%	0.00%	0.00%	0.00%	4 0.61%	4 0.61%
Qualified of those	% #	368	175	193	1.99%	13	82	32	58	100	29	45	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%
Identified	%	100%	47.55%	52.45%	1.09%	3.53%	22.28%	8.70%	15.76%	27.17%	7.88%	12.23%	0.00%	0.00%	0.00%	0.00%	0.54%	0.82%
Selected of those	#	9	5	4	0	0	3	1	2	2	0	1	0	0	0	0	0	0
Identified	%	100%	55.56%	44.44%	0.00%	0.00%	33.33%	11.11%	22.22%	22.22%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			43.00%	57.00%	2.00%	3.10%	35.00%	42.80%	2.60%	5.30%	2.70%	4.70%	0.00%	0.10%	0.10%	0.30%	0.50%	0.80%
Job Title/Series: 0	511 A	Auditor (I	MEPD)															
Total Received Voluntarily Identified	#	222	117	105	14	12	48	13	30	60	21	16	2	0	0	0	2	4
voidinarily idonation	%	100%	52.70%	47.30%	6.31%	5.41%	21.62%	5.86%	13.51%	27.03%	9.46%	7.21%	0.90%	0.00%	0.00%	0.00%	0.90%	1.80%
Qualified of those	#	189	101	88	13	11	41	13	25	47	19	14	1	0	0	0	2	3
Identified	%	100%	53.44%	46.56%	6.88%	5.82%	21.69%	6.88%	13.23%	24.87%	10.05%	7.41%	0.53%	0.00%	0.00%	0.00%	1.06%	1.59%
Selected of those Identified	#	3	0	3	0	2	0	0	0	1 20 200/	0	0	0	0	0	0	0	0
CLF	%	100%	0.00%	100.00% 57.00%	0.00% 2.00%	66.67% 3.10%	0.00% 35.00%	0.00% 42.80%	0.00% 2.60%	33.33% 5.30%	0.00% 2.70%	0.00% 4.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title/Series: 0	905.0	eneral /				J. 1U%	33.00%	42.00%	2.00%	5.30%	2.70%	4.70%	0.00%	0.10%	0.10%	0.30%	0.00%	0.00%
Total Received	#	502	orriey (C	Jungening	g Oroup)													
Voluntarily Identified	#	403	199	204	16	27	134	105	26	44	17	14	0	0	1	0	5	14
	%	100%	49.38%	50.62%	3.97%	6.70%	33.25%	26.05%	6.45%	10.92%	4.22%	3.47%	0.00%	0.00%	0.25%	0.00%	1.24%	3.47%
Qualified of those Identified	#	311	149	162	9	24	103	84	17	29	14	12	0	0	1	0	5	13
Selected of those	%	100%	47.91%	52.09%	2.89%	7.72%	33.12%	27.01%	5.47%	9.32%	4.50% 0	3.86%	0.00%	0.00%	0.32%	0.00%	1.61%	4.18% 0
Identified	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	,,,		71.30%	28.70%	2.00%	1.20%	65.20%	23.90%	2.00%	1.90%	1.20%	1.00%	0.00%	0.00%	0.10%	0.10%	0.70%	0.50%
Job Title/Series: 0	958 L	ead Em	oloyee Be	nefits Law	Specialis	t			•									
Total Received	#	290																
Voluntarily Identified	#	201 100%	101 50.25%	100 49.75%	10 4.98%	7 3.48%	64 31.84%	36 17.91%	22 10.95%	49 24.38%	1.00%	5 2.49%	0.00%	0.00%	0.00%	0.00%	3 1.49%	3 1.49%
Qualified of those	% #	100%	50.25%	49.75%	4.90%	3.40%	31.04%	17.91%	10.95%	24.36%	0	2.49%	0.00%	0.00%	0.00%	0.00%	1.49%	1.49%
Identified	%	100%	48.54%	51.46%	3.88%	2.91%	33.01%	16.50%	10.68%	30.10%	0.00%	1.94%	0.00%	0.00%	0.00%	0.00%	0.97%	0.00%
Selected of those	#	4	4	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0
Identified	%	100%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			26.70%	73.30%	1.90%	5.50%	20.80%	58.10%	2.20%	6.30%	1.10%	1.80%	0.00%	0.10%	0.20%	0.50%	0.50%	1.10%
Job Title/Series: 1 Total Received	160 S	5UPVY F 549	INANCIAL	ANALYST														
Voluntarily Identified	#	412	260	152	23	5	120	44	88	73	21	23	0	1	2	0	6	6
	%	100%	63.11%	36.89%	5.58%	1.21%	29.13%	10.68%	21.36%	17.72%	5.10%	5.58%	0.00%	0.24%	0.49%	0.00%	1.46%	1.46%
Qualified of those	#	324	208	116	19	5	100	35	65	56	18	15	0	0	1	0	5	5
Identified	%	100%	64.20%	35.80%	5.86%	1.54%	30.86%	10.80%	20.06%	17.28%	5.56%	4.63%	0.00%	0.00%	0.31%	0.00%	1.54%	1.54%
Selected of those Identified	#	11 100%	7 63.64%	4 36.36%	9.09%	0.00%	4 36.36%	2 18.18%	2 18.18%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%
CLF	70	100%	43.00%	57.00%	3.60%	5.60%	33.00%	41.00%	3.90%	6.80%	1.60%	2.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.70%
Job Title/Series: 1	510 A	CTUAR														1		
Total Received	#	79																
Voluntarily Identified	#	54	37	17	4	1	26	7	3	7	4	1	0	0	0	0	0	1
Overlified of these	%	100%	68.52% 12	31.48%	7.41%	1.85%	48.15% q	12.96%	5.56%	12.96%	7.41%	1.85%	0.00%	0.00%	0.00%	0.00%	0.00%	1.85%
Qualified of those Identified	# %	15 100%	12 80.00%	20.00%	6.67%	0.00%	9 60.00%	6.67%	0.00%	6.67%	13.33%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those	% #	0	0	0	0.67%	0.00%	0	0.07%	0.00%	0.07%	0	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Identified	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			66.10%	33.90%	0.80%	0.60%	58.90%	27.90%	1.20%	1.50%	4.80%	3.40%	0.00%	0.00%	0.00%	0.00%	0.30%	0.50%
Job Title/Series: 2			ory IT Spe	cialist (PL	CYPLN)													
Total Received	#	2294	1270	400	90	27	460	100	400	102	252	100	2	2	10	4	42	20
Voluntarily Identified	#	1739 100%	1270 73.03%	469 26.97%	89 5.12%	27 1.55%	469 26.97%	123 7.07%	402 23.12%	193 11.10%	253 14.55%	102 5.87%	2 0.12%	3 0.17%	12 0.69%	0.06%	43 2.47%	20 1.15%
Qualified of those	#	468	337	131	24	7	116	37	97	52	87	3.87 /8	1	0.17 /6	3	0.00%	9	4
Identified	%	100%	72.01%	27.99%	5.13%	1.50%	24.79%	7.91%	20.73%	11.11%	18.59%	6.62%	0.21%	0.00%	0.64%	0.00%	1.92%	0.85%
Selected of those	#	10	5	5	0	0	3	2	0	1	2	2	0	0	0	0	0	0
Identified	%	100%	50.00%	50.00%	0.00%	0.00%	30.00%	20.00%	0.00%	10.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			66.80%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	1.20%	0.50%

Table B7: APPLICANTS AND HIRES by Disability

											•				
		Total	Т	otal by Disa	ability Statu	ıs				Detail for	or Targeted	Disabilities			
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28,32-38] Missing Limbs		[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Dist. of Limb/Spine
Schedule A				ı	1		1			1		<u> </u>		<u> </u>	
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Voluntarily Identif	ied (C	utside o	f Schedule	e A)					-						
Applications	#	8419	7654	457	308	165	0	0	0	0	0	0	0	0	0
	%	100.00%	90.91%	5.43%	90.91%	1.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hires	#	83	73	5	5	1	0	0	0	0	0	0	0	0	0
	%	100.00%	87.95%	6.02%	6.02%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

PBGC PENSION BENEFIT GUARANTY CORPORTATION For Period (2010-10-01 TO 2011-09-30) Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex RACE/ETHNICITY Non- Hispanic or Latino Native Hawaiian or Black or American Indian or Employment Tenure | TOTAL EMPLOYEES Hispanic or Latino White African American Other Pacific Islander Alaska Native Asian Two or more races female female female female male All male male male female male female male male female male female 64 30 34 16 12 6 11 0 0 % 100% 46.88% 53.13% 3.13% 4.69% 25.00% 12.50% 9.38% 18.75% 9.38% 17.19% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% Permanent 38 23 14 0 2.63% 0.00% Temporary % 100% 39.47% 60.53% 0.00% 2.63% 15.79% 18.42% 18.42% 36.84% 5.26% 0.00% 0.00% 0.00% 0.00% 0.00% # 102 22 15 13 26 TOTAL % 22.55% 21.57% 37.25% 14.71% 1.96% 3.92% 14.71% 12.75% 25.49% 7.84% 11.76% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 100% 53.20% 46.80% 4.50% 39.00% 33.70% 4.80% 1.90% 0.10% 0.10% 0.30% 0.30% 0.90% CLF % 6.20% 5.70% 1.70% 0.80%

CLF is based on all workers on all Census Population

PBGC PENSION BENEFIT GUARANTY CORPORTATION For Period (2010-10-01 TO 2011-09-30) Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Table Do. NEW I	· · · · · · · ·	0 01 111		CITATIVIE	T DIOTID	ation by ite		y and ock							
			Total by D	isability St	atus		Detail for	Γargeted Di	sabilities						
			(04,05)	-1	(06-94)	Targeted	(16,17)	(23,25)	(28, 32 - 38)	(64-68)	(71-78)	-82	-90	-91	-92
			No	Not	Disability	Disability	Deafness	Blindness	Missing	Partial	Total	Convulsiv	Mental	Mental	Distortion
Type of Appointm	nent	Total	Disability	Identified					Limbs	Paralysis	Paralysis	Disorder	Retardation	Illness	Limb/Spine
	#	64	57	2	4	1	0	1	0	0	0	0	0	0	0
Permanent	%	100%	89.06%	3.13%	6.25%	1.56%	0.00%	1.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	38	34	2	1	1	0	0	0	0	0	0	0	1	0
Temporary	%	100%	89.47%	5.26%	2.63%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.63%	0.00%
	#	102	91	4	5	2	0	1	0	0	0	0	0	1	0
Total	%	100%	89.22%	3.92%	4.90%	1.96%	0.00%	0.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.98%	0.00%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		I able A	Total	JIIONS I	OK IIVIE	RNAL CC	/WIF E IIII	VL FROM	10110143	I OK WIA		THNICITY	NO Dy IN	ice/Lumin	city and v	JCX		
					Hispanic	or Latino						Non- Hispai	nic or Latino	,				
					·opuo	o	WI	nite	Black o	r African		ian		tive	Ame	rican	Two or N	More Races
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Series of Vacancy: 05	10 SUPER\	ISORY AC	COUNTAN	Т														
Total Applications Received	#	6	1	5	0	0	0	0	1	0	0	5	0	0	0	0	0	0
Qualified	#	6	1	5	0	0	0	0	1	0	0	5	0	0	0	0	0	0
	%	100%	16.67%	83.33%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	2	1	1	0	0	0	0	1	0	0	1	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		1
Job Series of Vacancy: 05	11 Auditor																	
Total Applications Received	#	9	3	6	0	2	1	1	2	1	0	1	0	0	0	0	0	1
Qualified	#	9	3	6	0	2	1	1	2	1	0	1	0	0	0	0	0	1
	%	100%	33.33%	66.67%	0.00%	22.22%	11.11%	11.11%	22.22%	11.11%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%
Selected	#	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		1
Job Series of Vacancy: 095	58 Lead En	nployee Be	nefits Law	Specialist														
Total Applications Received	#	5	3	2	0	0	1	1	2	1	0	0	0	0	0	0	0	0
Qualified	#	4	3	1	0	0	1	1	2	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	25.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
Job Series of Vacancy: 110	60 SUPVY	FINANCIAL	ANALYST	•														
Total Applications Received	#	13	9	4	1	0	6	2	2	1	0	0	0	0	0	0	0	1
Qualified	#	13	9	4	1	0	6	2	2	1	0	0	0	0	0	0	0	1
	%	100%	69.23%	30.77%	7.69%	0.00%	46.15%	15.38%	15.38%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%
Selected	#	11	7	4	1	0	4	2	2	1	0	0	0	0	0	0	0	1
	%	100%	63.64%	36.36%	9.09%	0.00%	36.36%	18.18%	18.18%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%
Relevant Applicant Pool %																		
Job Series of Vacancy: 22	10 Supervi	sory IT Spe	ecialist (PL	CYPLN)														
Total Applications Received	#	4	4	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0
Qualified	#	4	4	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS for Major Occupations by Disability

la	able B9	: SELEC	TIONS	FOR IN	IERNAL	. COMPI	ETITIVE	PROM	OTIONS				by Disa	bility	
		Total	7	Total by Dis	ability Statu	s				Detail for	Targeted D	isabilities			
			[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	[90] Mental Retardation	[91] Mental Illness	[92] Dist. of Limb/Spine
Series: 0510 SUPERVISOR	Y ACCOU	NTANT	l	<u> </u>	1			<u> </u>	1			Disorder	1		l
Total Applications Received	#	11	10	1	0	0	0	0	0	0	0	0	0	0	0
· · · · · · · · · · · · · · · · · · ·	%	100.00%	90.91%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	11	10	1	0	0	0	0	0	0	0	0	0	0	0
-	%	100.00%	90.91%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	6	5	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	%														
Series: 0511 Auditor															
Total Applications Received	#	14	11	1	2	1	0	0	0	0	0	0	0	0	0
	%	100.00%	78.57%	7.14%	14.29%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	14	11	1	2	1	0	0	0	0	0	0	0	0	0
	%	100.00%	78.57%	7.14%	14.29%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Colocica	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	%	100.0070	100.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070
Series: 0958 Lead Employe	e Renefits	s Law Snec	ialist			·			·I						I
Total Applications Received	#	17	17	0	0	0	0	0	0	0	0	0	0	0	0
· · · · · · · · · · · · · · · · · · ·	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	14	14	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	%														
Series: 1160 SUPVY FINAN	CIAI ANA	J YST		!	!	!			4			!	!		<u>!</u>
Total Applications Received	#	15	14	0	1	0	0	0	0	0	0	0	0	0	0
· · ·	%	100.00%	93.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	15	14	0	1	0	0	0	0	0	0	0	0	0	0
ļ	%	100.00%	93.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0
ļ	%	100.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	%														
Conice 2040 Comments	- C'-''	-+ (DI OVE:	L	<u> </u>	<u> </u>	<u>I</u>	<u> </u>	<u> </u>	1	1	<u> </u>	<u>I</u>	<u>I</u>	<u> </u>	<u>I</u>
Series: 2210 Supervisory IT Total Applications Received		18	N)	1 1	3	2	0	0	0	0	0	0	T 0	0	0
Total Applications Received	# %	100.00%	77.78%	5.56%	16.67%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	15	11.78%	5.56%	3	2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	%	100.00%	73.33%	6.67%	20.00%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Calantad				1				1					0.00%	0.00%	
Selected	#	3 100.00%	3 100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Dalamant A. E. 15	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	%														

PBGC PENSION BENEFIT GUARANTY CO	RPC	ORTATIO	ON For Po	eriod (201	121)													
Table A10: NON-COMPETITIVE PROMOTION	ONS	- TIME	IN GRAD	E - Distrib	ution by Ra	ce/Ethnicit	ty and Sex											
					RACE/ETH	HNICITY												
							Non- Hispa	anic or Latir	10									
Black or Native Hawaiian or American Indian or																		
ermanent Workforce TOTAL WORKFORCE Hispanic or Latino White African American Asian Other Pacific Islander Alaska Native Two or more races All male female female female female female male female female female female female																		
					male	female					male	female	male	female	male	female	male	female
Total Employees Eligible for Career Ladder		179	72	107	4	9	35				7	19	0	0	0	1	0	1
Promotions	%	100%	40.22%	59.78%	2.23%	5.03%	19.55%	11.17%	14.53%	31.84%	3.91%	10.61%	0.00%	0.00%	0.00%	0.56%	0.00%	0.56%
Time in grade in excess of miniumum																		
	#	25	5	20	0	0	1	6	4	13		1	0	·	0	0	0	0
1-12 Months	%	100%	20.00%	80.00%	0.00%	0.00%	4.00%	24.00%	16.00%	52.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	23	13		1	0	4	3	6	6	2	1	0	0	0	0	0	0
13-24 Months	%	100%	56.52%	43.48%	4.35%	0.00%	17.39%	13.04%	26.09%	26.09%	8.70%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	11	4	7	0	0	1	1	3	3	0	1	0	0	0	1	0	1
25 + months	%	100%	36.36%	63.64%	0.00%	0.00%	9.09%	9.09%	27.27%	27.27%	0.00%	9.09%	0.00%	0.00%	0.00%	9.09%	0.00%	9.09%

PBGC PENSION BENEFIT GUARANTY CORPORTATION Pay Period 201121

Table B10 - Non-Competitive Promotions - Time in Grade - By Disability - Permanent Workforce

			Total by D	isability St	atus		Detail for	Fargeted Di	sabilities						
			(04,05)	-1	(06-94)	Targeted	(16,17)	(23,25)	(28, 32-38)	(64-68)	(71-78)	-82	-90	-91	-92
			No	Not	Disability	Disability	Deafness	Blindness	Missing	Partial	Total	Convulsiv	Mental	Mental	Distortion
Employment Tenure		Total	Disability	Identified					Limbs	Paralysis	Paralysis	Disorder	Retardation	Illness	Limb/Spine
Total Employees Eligible for Career Ladder	#	179	166	5	8	1	1	0	0	0	0	0	0	0	0
Promotions	%	100%	92.74%	2.79%	4.47%	0.56%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Time in Grade Excess of Minimum															
	#	25	25	0	0	0	0	0	0	0	0	0	0	0	0
1-12 Months	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	23	19	1	3	1	1	0	0	0	0	0	0	0	0
13-24 Months	%	100%	82.61%	4.35%	13.04%	4.35%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	11	10	1	0	0	0	0	0	0	0	0	0	0	0
25 + Months	%	100%	90.91%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) by Race/Ethnicity and Sex

		1		I. INTER	NAL SEL	ECHON	S FUR SE	NIOK LE	VEL POS	THOMS (iliu SES)	by Kace	Ethinicity	and Sex		
			Total									THNICITY						
					Hispanic	or Latino						Non- Hispai						
								nite	Black or	African		ian		tive		rican		ore Races
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
13				•			•			-		•		•		•		•
Total	#	26	11	15	1	4	7	1	3	4	0	5	0	0	0	0	0	1
Application	%	100%	42.31%	57.69%	3.85%	15.38%	26.92%	3.85%	11.54%	15.38%	0.00%	19.23%	0.00%	0.00%	0.00%	0.00%	0.00%	3.85%
Qualified	#	25	11	14	1	3	7	1	3	4	0	5	0	0	0	0	0	1
	%	100%	44.00%	56.00%	4.00%	12.00%	28.00%	4.00%	12.00%	16.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%
Selected	#	8	4	4	1	2	2	0	1	2	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	12.50%	25.00%	25.00%	0.00%	12.50%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Ap	plicant Pool																	
14																		
Total	#	13	9	4	1	1	5	0	3	1	0	2	0	0	0	0	0	0
Application	%	100%	69.23%	30.77%	7.69%	7.69%	38.46%	0.00%	23.08%	7.69%	0.00%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qbalified d	#	13	9	4	1	1	5	0	3	1	0	2	0	0	0	0	0	0
	%	100%	69.23%	30.77%	7.69%	7.69%	38.46%	0.00%	23.08%	7.69%	0.00%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	6	4	2	0	0	2	0	2	1	0	1	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	33.33%	0.00%	33.33%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Ap	plicant Pool																	
15				•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Total	#	6	5	1	0	0	3	1	1	0	1	0	0	0	0	0	0	0
Application	%	100%	83.33%	16.67%	0.00%	0.00%	50.00%	16.67%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	6	5	1	0	0	3	1	1	0	1	0	0	0	0	0	0	0
	%	100%	83.33%	16.67%	0.00%	0.00%	50.00%	16.67%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Ap	plicant Pool																	
SES				•			•		•		•			•	•	•		
Total	#	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Application	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
QBalified d	#	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Selected	#	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Relevant Ap												1						

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, and SES) POSITIONS by Disability

		Table	B11: INT	ERNAL S	ELECTIC	ONS FOR	SENIOR	LEVEL (GS 13/14,	GS 15, aı	nd SES) F	POSITION	NS by Dis	ability	
		Total	-	Total by Disa	ability Status	s		•		Detail for	Targeted Di	isabilities		-	
			[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] Dist. of Limb/Spine
Grade: 13													-		
Relevant Applicant Pool %	%														
Total	#	45	40	2	3	1	0	0	0	0	0	0	0	0	0
Application	%	100.00%	88.89%	4.44%	6.67%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qbalified d	#	42	37	2	3	1	0	0	0	0	0	0	0	0	0
	%	100.00%	88.10%	4.76%	7.14%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	16	14	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.50%	6.25%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade: 14															
Relevant Applicant Pool %	%														
Total	#	29	27	0	2	0	0	0	0	0	0	0	0	0	0
Application	%	100.00%	93.10%	0.00%	6.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qbalified d	#	28	26	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.86%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade: 15															
Relevant Applicant Pool %	%														
Total	#	23	19	1	3	2	0	0	0	0	0	0	0	0	0
Application	%	100.00%	82.61%	4.35%	13.04%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
QBalified d	#	20	16	1	3	2	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	5.00%	15.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade: SES	;														
Relevant Applicant Pool %	%														
Total	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Application	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qbalified d	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
i -	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

				SION BENEI					•			ŕ					
	T	Table A1	3 - Emplo	yee Recogn		Awards - L	Distributio	n by Race/	Ethnicity	and Sex -	Permaner	nt Workforc	e				
				KACE/E IIII	NICITI	Non- Hispa Latino	anic or										
								Black or				Native Hawa	aiian or	American Ir	ndian or		
Type of Award	TOTAL EMP			Hispanic or		White		African Am		Asian				Alaska Nati			nore races
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off Awards - 1-9 hours	1 040	0.0	400			40	0.5	00	70		40	1					
#	212 100%	82 38.68%	130 61.32%		2.36%	49 23.11%	35 16.51%		76 35.85%	2.36%	13 6.13%	0.00%	0.00%				0.47%
Total Time-Off Awards Given %	1402	38.68% 561	61.32% 841		2.36%	23.11%	16.51%		35.85% 480		6.13%	0.00%	0.00%			0.00%	
Average Hours	7	7	641		7	7	233		400		6	0				_	
Time-Off Awards - 9+ hours	,	,		,			•	,		0				,1	0	U	
#	340	136	204	3	7	98	78	29	101	6	16	0	C	ol c	0	0	2
Total Time-Off Awards Given %		40.00%	60.00%		2.06%	28.82%	22.94%	8.53%	29.71%	1.76%	4.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.59%
Total Hours	9237	3771	5466		196	2772	2304	695	2488	208	418	0	(0	0	0	60
Average Hours	27	28	27	32	28	28	30	24	25	35	26	0	C	0	0	0	30
Cash Awards - \$100 - \$500																	
#	705		435		17	150			253		46	0	_	_	3	1	2
Total Cash Awards Given %		38.30%	61.70%		2.41%	21.28%	16.17%		35.89%	3.12%	6.52%	0.00%	0.00%		0.43%	0.14%	
Total Amount	\$227,735	\$85,910	\$141,825 \$326		\$5,224	\$48,005	\$36,962	\$26,263	\$82,062 \$324		\$15,791	\$0	\$0			\$293	\$750 \$375
Average Amount Cash Awards - \$501+	\$323	\$318	\$326	\$305	\$307	\$320	\$324	\$320	\$324	\$310	\$343	l 0) \$2/5	\$345	\$293	\$3/5
Cash Awards - \$501+	1205	550	655	19	18	380	230	113	341	36	56	0	C) 2	1	0	6
Total Cash Awards Given %		45.64%	54.36%		1.49%	31.54%	19.09%	9.38%	28.30%	2.99%	4.65%	0.00%				-	0.50%
Total Amount	\$2,727,471	\$1,344,203	\$1,383,268		\$33,012	\$964,269	\$559,995	\$255,589	\$662,362	\$84,427	\$105,116	\$0	\$(\$12,890	\$0	
Average Amount	\$2,263	\$2,444	\$2,112	\$2,007	\$1,834	\$2,538	\$2,435	\$2,262	\$1,942	\$2,345	\$1,877	0	C	\$896	\$3,223	0	\$1,649
Senior Executive Service Per	formance Aw	ards										•		•	•		
#	1	0	1	0	0	0		0	0	_	0			· ~	_	-	-
Total Cash Awards Given %	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount	\$35,460	\$0	\$35,460		\$0	\$0	\$35,460	\$0	\$0		\$0	\$0			1		
Average Amount	\$35,460	0	\$35,460	0	0	0	\$35,460	0	0	0	0	0	C	0	0	0	0
Quality Step Increases(QSI)	25	10	40		1	9	6	1 4		1	2	0)] (1 0		0
Total QSIs Awarded %	25 100%	12 48.00%	52.00%		4.00%	36.00%	24.00%	4.00%	16.00%	4.00%	8.00%	0.00%		,		0.00%	0.00%
Total Benefit	\$83.612	\$43,292	\$40,320	\$3,507	\$2,495	\$32,795	\$19.076	\$4,125	\$11,117	\$2.865	\$7,632	0.0076 \$0	\$0.0076		1	0.0076	1
Average Benefit	\$3,344	\$3,608	\$3,102		\$2,495	\$3,644	\$3,179		\$2,779	. ,	\$3,816	0	C				

		P	BGC PENSIO	N BENEFIT	GUARANT	Y CORPOR	TATION I	For Period	(2010-10)-01 TO 2	011-09-30	0)			
			3 - Employee		on and Awa	ards - Disti				d Sex - Pe	rmanent	Workforce			
			Total by Disal		L(00,04)	T		Targeted Di		(04.00)	(74.70)	1 00	1 00	04	-92
			(04,05) No	Not	(06-94) Disability	Targeted Disability		` ' '	(28,32-38) Missing	(64-68) Partial	(71-78) Total	-82 Convulsiv	-90 Mental	-91 Mental	-92 Distortion
Employment Tenure	.		Disability	Identified	Disability	Disability	Deamess	Dilliuliess	Limbs						Limb/Spine
Time-Off Awards - 1-9 hou		Total	Disability	lueritilleu					LIIIDS	raiaiysis	raiaiysis	District	Retaidation	11111622	Limb/Spine
Time-on Awards - 1-9 noc	#	212	191	7	14	1	0	0	0	0	0	0	1	0	0
Total Time-Off Awards Given	%	100%	90.09%	3.30%	6.60%	0.47%	0.00%	ŭ	0.00%	0.00%	_	_	0.47%	0.00%	0.00%
Total Hours	,,	1402	1264	40		4	0.0070		0.0070					0.0070	
Average Hours		7	7	6		4	0	0	0	0	0	0	4	0	0
Time-Off Awards - 9+ hou	rs											•	•		
	#	340	310	14	16	2	0	0	0	0	_		0	1	0
Total Time-Off Awards Given	%	100%	91.18%	4.12%		0.59%	0.00%	0.00%	0.00%	0.00%	0.00%			0.29%	0.00%
Total Hours		9237	8285	466		48			0				_	,	
Average Hours		27	27	33	30	24	0	0	0	0	0	16	0	32	0
Cash Awards - \$100 - \$500)							_		_					
	#	705	631	28		9	0	_	0	_	_			1	0
	%	100%	89.50%	3.97%		1.28%	0.00%		0.00%	0.28%				0.14%	0.00%
Total Amount		\$227,735	\$204,635		\$14,053	\$2,794			\$0					\$293	
Average Amount		\$323	\$324	\$323	\$306	\$310	0	\$293	0	\$372	0	\$293	\$293	\$293	Ü
Cash Awards - \$501+	ш	1205	1106	38	C4	1.1	1 0		0	1 0	1 0		1 0		
Total Cash Awards Given	# %	1205	91.78%	3.15%		14 1.16%	0.00%		0.00%	0.00%	_			0.50%	0.00%
Total Amount	70	\$2,727,471	\$2,516,476	\$79,746		\$33,420			\$0						
Average Amount		\$2,727,471	\$2,275	\$2,099		\$2,387	0		0						
Senior Executive Service P	erf	+ ,		Ψ2,000	Ψ2,102	Ψ2,001	J	Ψ2,044	U	J	U	ψ2,000	J	Ψ2,020	
Comer Executive Colvice I	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total Cash Awards Given	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount		\$35,460	\$35,460	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount		\$35,460	\$35,460	0	0	0	0	0	0	0	0	0	0	0	0
Quality Step Increases(QS	1)						•			•		•	•		
	#	25	23		_	0	v	_		-	_		-	,	_
	%	100%	92.00%	8.00%	0.00%	0.00%	0.00%		0.00%	0.00%				0.00%	0.00%
Total Amount		\$83,612	\$76,598	\$7,014	\$0	\$0	\$0		\$0	\$0					
Average Amount		\$3,344	\$3,330	\$3,507	0	0	0	0	0	0	0	0	0	0	0

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

| | Table A14 - Separations by Type of Separation - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Table A14 - Sepa	ration	าร by Ty	pe of Sepa	aration - D	istribution b	y Race/Eth	nnicity and	Sex - Perm	anent Work	force								
					RACE/ETI	HNICITY												
							Non- Hispa Latino	anic or										
									Black or				Native Hawaii	an or	American In	dian or		
Type of Separatio	n	TOT	AL EMPL	OYEES	Hispanic c	or Latino	White		African Am	erican	Asian		Other Pacific	Islander	Alaska Nativ	⁄e	Two or m	ore races
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	#	44	20	24	0	0	10	15	8	9	2	0	0	0	0	0	0	0
Voluntary	%	100%	45.45%	54.55%	0.00%	0.00%	22.73%	34.09%	18.18%	20.45%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	3	2	1	0	0	2	0	0	1	0	0	0	0	0	0	0	0
Involuntary	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RIF	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	47	22	25	0	0	12	15	8	10	2	0	0	0	0	0	0	0
Total separation	%	100%	46.81%	53.19%	0.00%	0.00%	25.53%	31.91%	17.02%	21.28%	4.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

PBGC PENSION BENEFIT GUARANTY CORPORTATION For Period (2010-10-01 TO 2011-09-30) Table B14 - Separations by Type of Separation - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Table 614 - Separa	atioi	is by ry	pe or sepa	ilalion - Di	SHIDUHUH L	y Nace/⊑ii	illicity and	Sex - Feiiii	aneni work	IUICE					
			Total by D	isability St	atus		Detail for	Γargeted Di	sabilities						
			(04,05)	-1	(06-94)	Targeted	(16,17)	(23,25)	(28,32-38)	(64-68)	(71-78)	-82	-90	-91	-92
			No	Not	Disability	Disability	Deafness	Blindness	Missing	Partial	Total	Convulsiv	Mental	Mental	Distortion
Type of Separation	1	Total	Disability	Identified					Limbs	Paralysis	Paralysis	Disorder	Retardation	Illness	Limb/Spine
	#	44	37	1	6	2	0	1	0	0	0	1	0	0	0
Voluntary	%	100%	84.09%	2.27%	13.64%	4.55%	0.00%	2.27%	0.00%	0.00%	0.00%	2.27%	0.00%	0.00%	0.00%
	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Involuntary	%	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RIF	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	47	40	1	6	2	0	1	0	0	0	1	0	0	0
Total Separations	%	100%	85.11%	2.13%	12.77%	4.26%	0.00%	2.13%	0.00%	0.00%	0.00%	2.13%	0.00%	0.00%	0.00%

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

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

AGENCY OR DEPARTMENT:				REPORTING PER	IOD: FY	
	PART I	- PRE-CO	MPLAINT ACTIVITIES			
	_		E. NON-ADR SETTLEMENTS WITH N	MONETARY BENE	FITS	
EEO COUNSELOR				COUNSELINGS	INDIVIDUALS	AMOUNT
	COUNSELINGS INDI	IVIDUALS	TOTAL			\$
A. INTENTIONALLY LEFT BLANK			1. COMPENSATORY DAMAGES			\$
			BACKPAY/FRONTPAY LUMP SUM PAYMENT			\$
ADR INTAKE OFFICER	ī		LUMP SUM PAYMENT ATTORNEY FEES AND COSTS			Ф
ADK INTAKE OF FIGER	COUNSELINGS INDI	IVIDUALS	5.			\$
B. INTENTIONALLY LEFT BLANK			6.			\$
	1		7.			\$
	_					
TOTAL COMPLETED/ENDED COUNSELINGS	1		F. NON-ADR SETTLEMENTS WITH N	NON-MONETARY E	BENEFITS	
	COUNSELINGS INDI	IVIDUALS		COUNSELINGS	INDIVIDUALS	
			TOTAL			
C. TOTAL COMPLETED/ENDED COUNSELINGS			1. HIRES			
4 COUNCELED WITHIN 20 DAYS			a. RETROACTIVE			
COUNSELED WITHIN 30 DAYS			b. NON-RETROACTIVE 2. PROMOTIONS			
2. COUNSELED WITHIN 31 TO 90 DAYS			a. RETROACTIVE			
a. COUNSELED WITHIN WRITTEN EXTENSION			b. NON-RETROACTIVE			
PERIOD NO LONGER THAN 60 DAYS			3. EXPUNGEMENTS			
b. COUNSELED WITHIN 90 DAYS WHERE			4. REASSIGNMENTS			
INDIVIDUAL PARTICIPATED IN ADR			5. REMOVALS RESCINDED			
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	<u> </u>		a. REINSTATEMENT			
COUNSELED BEYOND 90 DAYS			b. VOLUNTARY RESIGNATION			
4. COUNSELED DUE TO REMANDS			6. ACCOMMODATIONS			
	,		7. TRAINING			
			8. APOLOGY			
D. DDE COMDI AINT ACTIVITIES	COUNSELINGS INDI	IVIDUALS	DISCIPLINARY ACTIONS a. RESCINDED			
D. PRE-COMPLAINT ACTIVITIES 1. ON HAND AT THE BEGINNING OF THE	-		b. MODIFIED			
REPORTING PERIOD			10. PERFORMANCE EVALUATION MODIFIED			
2. INITIATED DURING THE REPORTING PERIOD			11. LEAVE RESTORED			
3. COMPLETED/ENDED COUNSELINGS	1		12.			
a. SETTLEMENTS (MONETARY AND			13.			
NON-MONETARY)						
b. WITHDRAWALS/NO COMPLAINT FILED			G. ADR SETTLEMENTS WITH MONE	TARY BENEFITS		
c. COUNSELINGS COMPLETED/ENDED IN				COUNSELINGS	INDIVIDUALS	AMOUNT
REPORTING PERIOD THAT RESULTED			TOTAL			\$
IN COMPLAINT FILINGS IN REPORTING			1. COMPENSATORY DAMAGES			\$
d. DECISION TO FILE COMPLAINT PENDING	-		BACKPAY/FRONTPAY LUMP SUM PAYMENT			φ •
AT THE END OF THE REPORTING PERIOD			4. ATTORNEY FEES AND COSTS			φ \$
4. COUNSELINGS PENDING AT THE END OF THE			5.			\$
REPORTING PERIOD			6.			\$
			7.			\$
			H. ADR SETTLEMENTS WITH NON-M	ONETARY BENEF	TITS	
				COUNSELINGS	INDIVIDUALS	
			TOTAL			
			1. HIRES			
			a. RETROACTIVE			
			b. NON-RETROACTIVE 2. PROMOTIONS			
			a. RETROACTIVE			
			b. NON-RETROACTIVE			
			3. EXPUNGEMENTS			
			4. REASSIGNMENTS			
			5. REMOVALS RESCINDED			
			a. REINSTATEMENT			
			b. VOLUNTARY RESIGNATION			
			6. ACCOMMODATIONS			
			7. TRAINING			
			8. APOLOGY			
		1	9. DISCIPLINARY ACTIONS			
			a. RESCINDED			
			b. MODIFIED 10. PERFORMANCE EVALUATION MODIFIED			
			11. LEAVE RESTORED			
		1	12.			
			13.			
		1				
		1	I. NON-ADR SETTLEMENTS			
				COUNSELINGS	INDIVIDUALS	
			TOTAL			

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

REPORTING PERIOD: FY

AGENCY OR DEPARTMENT:	REPORTING P	ERIOD: F	Υ				
PART II - FORMAL COMPLAINT ACTIVITIES	PART III - AGENCY RESOU	RCES, TR	AINING,	REPORT	ING LINE		
A. COMPLAINTS ON HAND AT THE BEGINNING	A. AGENCY & CONTRACT R	RESOURC	ES				
OF THE REPORTING PERIOD			AGE	NCY	CONT	TRACT	
			NUMBER	PERCENT	NUMBER	PERCENT	
B. COMPLAINTS FILED	1. WORK FORCE						
	a. TOTAL WORK F	ORCE					
C. REMANDS (sum of lines C1+C2+C3)	b. PERMANENT E	MPLOYEES					
C.1. REMANDS (NOT INCLUDED IN A OR B)	2. COUNSELOR						
C.2. REMANDS (INCLUDED IN A OR B)	a. FULL-TIME						
C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING	b. PART-TIME						
PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE	c. COLLATERAL [DUTY					
C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT							
REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS	3. INVESTIGATOR						
D. TOTAL COMPLAINTS (* (F A . D . O4)	a. FULL-TIME						
D. TOTAL COMPLAINTS (sum of lines A+B+C1)	b. PART-TIME	NITV					
E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED	c. COLLATERAL D	JUTY					
E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED	4 COLINGELOR/INIVESTICATOR						
F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD	4. COUNSELOR/INVESTIGATOR a. FULL-TIME						
1. SOWI EXIMITO IN LINE E GEOGLE BONNING RELIGINITE ENIOD	b. PART-TIME						
G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED	c. COLLATERAL D	DUTY	1	<u> </u>			
	B. AGENCY & CONTRACT S		AINING	п			
H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD			-				
		COUNS	ELORS	INVESTI	GATORS	COUNS/INV	ESTIG
I. COMPLAINTS ON HAND AT THE END OF THE		AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]	1. NEW STAFF - TOTAL						
	a. STAFF RECEIVING REQUIRED						
J. INDIVIDUALS FILING COMPLAINTS (Complainants)	32 OR MORE HOURS						
	b. STAFF RECEIVING 8 OR MORE						
K. NUMBER OF JOINT PROCESSING UNITS FROM	HOURS, USUALLY GIVEN TO						
CONSOLIDATION OF COMPLAINTS	EXPERIENCED STAFF						
	c. STAFF RECEIVING NO						
	TRAINING AT ALL						
	2. EXPERIENCED STAFF - TOTAL						
	a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
	b. STAFF RECEIVING 32 OR						
	MORE HOURS, GENERALLY						
	GIVEN TO NEW STAFF						
	c. STAFF RECEIVING NO						
	TRAINING AT ALL						
	C. REPORTING LINE						
	1 EEO DIRECTOR'S	NAME:					
	1a. DOES THE EEO D	IRECTOR R	EPORT			YES	NO
	TO THE AGENCY	HEAD?					
	2. IF NO, WHO DOES	S THE EEO [DIRECTOR	REPORT T	0?		
	PERSON:						
	TITLE:						
	3. WHO IS RESPONS	SIBLE FOR T	THE DAY-TO	O-DAY OPE	RATION O	F THE FEO	
	PROGRAM IN YOU						
	PERSON:						
	TITLE:						
	4 WHO DOES THAT	PERSON R	EPORT TO	?			
	PERSON:						
	TITLE:						
	1						

EEOC FORM 462 (REVISED APR 2011) page 2

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

AGENCY OR DEPARTMENT: REPORTING PERIOD: FY

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

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

EEOC FORM 462 (REVISED APR 2011)

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

AGENCY OR DEPARTMENT: REPORTING PERIOD: FY

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

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

EEOC FORM 462 (REVISED APR 2011) page 3a

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

AGENCY OR DEPARTMENT: REPORTING PERIOD: FY

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

					BASES OF	ALLEGED DIS	CRIMINATI	ON						
	SI	EX	PREGNANCY	NATIONA	L ORIGIN	EQU	AL.	AGE	DISAE	BILITY	GINA	TOTAL	TOTAL ALL	TOTAL ALL
			DISCRIMINATION ACT		1	PAY A	CT					ALL BASES	COMPLAINTS	COMPLAINANTS
ISSUES OF	MALE	FEMALE		HISPANIC/	OTHER	MALE	FEMALE		MENTAL	PHYSICAL		BY ISSUE	BY ISSUE	BY ISSUE
ALLEGED														
DISCRIMINATION				LATINO										
A. APPOINTMENT/HIRE														
B. ASSIGNMENT OF DUTIES														
C. AWARDS														
D. CONVERSION TO FULL TIME														
E. DISCIPLINARY ACTION														
DEMOTION														
1. REPRIMAND														
2. SUSPENSION														
3. REMOVAL														
4.														
5.														
6.														
7. F. DUTY HOURS														
G. EVALUATION/APPRAISAL														
H. EXAMINATION/TEST														
I. HARASSMENT														
NON-SEXUAL														
1. SEXUAL														
3: MEDICAL EXAMINATION														
K. PAY INCLUDING OVERTIME														
L. PROMOTION/NON-SELECTION														
M. REASSIGNMENT	_				_									
DENIED														
1. DIRECTED														
TOTAL ALL ISSUES BY BASES														
TOTAL ALL COMPLAINTS FILED BY BASES														
TOTAL ALL COMPLAINANTS BY BASES														

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

AGENCY OR DEPARTMENT: REPORTING PERIOD: FY

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

					BASES OF	ALLEGED DIS	CRIMINATI	ON						
	S	EX	PREGNANCY	NATIONA	AL ORIGIN	EQU	AL	AGE	DISA	BILITY	GINA	TOTAL	TOTAL ALL	TOTAL ALL
			DISCRIMINATION ACT			PAY A	CT					ALL BASES	COMPLAINTS	COMPLAINANTS
ISSUES OF	MALE	FEMALE		HISPANIC/	OTHER	MALE	FEMALE		MENTAL	PHYSICAL		BY ISSUE	BY ISSUE	BY ISSUE
ALLEGED														
DISCRIMINATION				LATINO										
N. REASONABLE ACCOMMODATION														
O. REINSTATEMENT														
P. RETIREMENT														
Q. TERMINATION														
R. TERMS/CONDITIONS OF EMPLOYMENT														
S. TIME AND ATTENDANCE														
T. TRAINING														
U. OTHER (Please specify below)														
1.														
2.														
3.														
4.				_					_					
TOTAL ALL ISSUES BY BASES														
TOTAL ALL COMPLAINTS FILED BY BASES														
TOTAL ALL COMPLAINANTS BY BASES														

EEOC FORM 462 (REVISED APR 2011) page 3c

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

			PART IVA	- BASES	OF DISCRI	MINATIO	ON IN FII	NDINGS A	ND ALLEG	ED IN SE	TTLEMENTS	S								
	1					DACEC	DE DISCRI	MINATION	IN EINDING	S AND ALL	ECED DAGES	IN CETTI E	MENITS							
			RACI	E		COLOR			REPRISAL	S AND ALLEGED BASES SEX		PDA	NATIONA	L ORIGIN	EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMER. INDIAN/	ASIAN	NATIVE HAWAIIAN	BLACK/ AFRICAN	WHITE	TWO OR				MALE	FEMALE		HISPANIC/	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	l
	ALASKA	ASIAN	OTHER PACIFIC	AMERICAN	WHITE	IWOOK				MALE	PEMALE		HISPANIC	OTHER	SIALE	PESIALE		MENTAL	FHISICAL	l
FINDINGS/ALLEGATIONS IN:	NATIVE		ISLANDER			RACES							LATINO							
Counseling Settlement Allegations					MORE															<u> </u>
1. Counseling Settlement Amegations																			 	
1a. Number of Counselings Settled 1b. Number of Counselees Settled With																				
2. Complaint Settlement Allegations																				
2a. Number of Complaints Settled																				
2b. Number of Complainants Settled With																				
3. Final Agency Decision Findings																				
3a. Number FADs with Findings																				-
3b. Number Complainants Issued FAD Findings																				
4. AJ Decision Findings																				
4a. Number AJ Decisions With Findings																			\vdash	
5. Final Agency Order Findings Implemented																				
5a. Number of Final Orders With Findings Implemented 5b. # of Complainants issued FOs with Findings Implemented																				
TOTAL SETTLEMENT ALLEGATIONS																				
TOTAL FINAL ACTION FINDINGS																				

		PAR	T IVB - IS	SUES OF D	DISCRIMIN	ATION I	N FINDI	NGS AND	ALLEGED	IN SETTLE	MENTS														
	ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS																								
				CONVERSION												PROMOTION/							TERMS &		
	APPOINTMENT/	ASSIGNMENT		то		DISCIPLIN	ARY ACTION		DUTY	EVAL/	EXAM/	HARAS	SMENT	MEDICAL	PAY/	NON-	REASSIG	GNMENT	REASONABLE	REIN-			CONDITIONS	TIME AND	
FINDINGS/ALLEGATIONS IN:	HIRE	OF DUTIES	AWARDS	FULL TIME	DEMOTION	REPRIMAND	SUSPENSION	REMOVAL	HOURS	APPRAISAL	TEST	NON-SEXUAL	SEXUAL	EXAM	OVERTIME	SELECTION	DENIED	DIRECTED	ACCOMM	STATEMENT	RETIREMENT	TERMINATION	EMPLOYMENT	ATTENDANCE	TRAINING (
Counseling Settlement Allegations													1												\longmapsto
1. Counseling Settlement Allegations													1											<u> </u>	\vdash
1a. Number of Counselings Settled	1																								
1b. Number of Counselees Settled With																									
2. Complaint Settlement Allegations																									
2a. Number of Complaints Settled																			ļ					<u> </u>	\longrightarrow
2b. Number of Complainants Settled With																								 	+
3. Final Agency Decision Findings																									
3a. Number FADs with Findings																									
3b. Number Complainants Issued FAD Findings																								 '	\vdash
4. AJ Decision Findings																									
4a. Number AJ Decisions With Findings																									
<u> </u>																									
5. Final Agency Order Findings Implemented														<u> </u>						ļ				ļ	\longrightarrow
5a. Number of Final Orders With Findings Implemented 5b. # of Complainants issued FOs with Findings Implemented														<u> </u>											\vdash
2 Supplies the second sec																									
FOTAL SETTLEMENT ALLEGATIONS																									
TOTAL FINAL ACTION FINDINGS																									

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

AGENCY OR DE	EPARTMENT: REPORTING PERIOD: FY
	PART V - SUMMARY OF CLOSURES BY STATUTE
A. STATUTE	(IF A CINCLE COMPLAINT HAS MULTIPLE STATUTES DECORD FACIL ON THE APPROPRIATE LINE)
	(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.) TITLE VII
1a	a. PREGNANCY DISCRIMINATION ACT (PDA)
2.	AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
3.	REHABILITATION ACT
4.	EQUAL PAY ACT (EPA)
5.	GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
B. TOTAL BY S	STATUTES
(A1+A1a+A2+A3+A4	THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

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

EEOC FORM 462 (REVISED APR 2011) page 5

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT:	REPORTING	PERIOD: F	1	
PART VI - SUMMARY OF CLOSURES BY CATEGO	· ` ·		1	
	TOTAL	TOTAL	AVERAGE	
	NUMBER	DAYS	DAYS	
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)				
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)				_
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST				_
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST				
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)				
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD				
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD				
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)				
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE				
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE				
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)				
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION				
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION				_
PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED	1		T	_
	NU	MBER	AMOUNT	
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS				
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT			\$	92,500
1. BACK PAY/FRONT PAY			\$	
2. LUMP SUM PAYMENT			\$	
3. COMPENSATORY DAMAGES			\$	
4. ATTORNEY FEES AND COSTS			\$	- [59,000
D. INTENTIONALLY LEFT BLANK				
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT				
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOS MONETARY E	SURES THAT RECEIVED BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS	
1. HIRES				
a. RETROACTIVE				
b. NON-RETROACTIVE				
2. PROMOTIONS				
a. RETROACTIVE				
b. NON-RETROACTIVE				
3. EXPUNGEMENTS				
4. REASSIGNMENTS				
5. REMOVALS RESCINDED				
a. REINSTATEMENT				
b. VOLUNTARY RESIGNATION				
6. ACCOMMODATIONS				
7. TRAINING				
8. APOLOGY				
9. DISCIPLINARY ACTIONS				
a. RESCINDED				
b. MODIFIED				
10. PERFORMANCE EVALUATION MODIFIED				
11. LEAVE RESTORED				
12				
13				

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

AGENCY OR DEPARTMENT:	REPORTING PERIOD: FY						
PART VIII - SUMMARY OF PEN	DING COMP	LAINTS BY	' CATEGORY				
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+1a+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF D	AYS PENDING EST CASE		
COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)							
1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS							
2. COMPLAINTS PENDING IN INVESTIGATION							
3. COMPLAINTS PENDING IN HEARINGS							
4. COMPLAINTS PENDING A FINAL AGENCY ACTION							
PART IX - SUMMARY OF II	NVESTIGAT	ONS COM	PLETED				
			TOTAL	TOTAL DAYS	AVERAGE		
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD		(1+3)					
INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS 1. TIMELY COMPLETED INVESTIGATIONS 2. UNTIMELY COMPLETED INVESTIGATIONS		(a+b+c)					
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS 2. AGENCY INVESTIGATION COSTS 3. INVESTIGATIONS COMPLETED BY CONTRACTORS a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS 1. TIMELY COMPLETED INVESTIGATIONS 2. UNTIMELY COMPLETED INVESTIGATIONS c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		(a+b+c)	\$		\$		
4. CONTRACTOR INVESTIGATION COSTS			\$		\$		
4. CONTRACTOR INVESTIGATION COSTS			\$		\$		

EEOC FORM 462 (REVISED APR 2011) page 7

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

AGENCY OR DEPARTMENT: REPORTING PERIOD: FY

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES **INFORMAL PHASE (PRE-COMPLAINT)** INTENTIONALLY LEFT BLANK B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS COUNSELINGS **INDIVIDUALS** ADR OFFERED BY AGENCY 1. 2. REJECTED BY INDIVIDUAL (COUNSELEE) INTENTIONALLY LEFT BLANK 3. TOTAL ACCEPTED INTO ADR PROGRAM C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS) INHOUSE 1. 2. ANOTHER FEDERAL AGENCY PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL) MULTIPLE RESOURCES USED (Please specify in a comment box) 4. FEDERAL EXECUTIVE BOARD 5. 6. 7 COUNSELINGS **INDIVIDUALS** DAYS **AVERAGE DAYS** D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS) **MEDIATION** 1. 2. SETTLEMENT CONFERENCES **EARLY NEUTRAL EVALUATIONS** 3. **FACTFINDING** 4 **FACILITATION** 5. 6 **OMBUDSMAN** PEER REVIEW 7. 8. MULTIPLE TECHNIQUES USED (Please specify in a comment box) 9. 10. E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS COUNSELINGS **INDIVIDUALS** DAYS **AVERAGE DAYS** TOTAL CLOSED SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)

EEOC FORM 462 (REVISED APR 2011) page 8

NO FORMAL COMPLAINT FILED

ii. NO ADR ATTEMPT (aka Part X.E.1.d)

DECISION TO FILE COMPLAINT PENDING AT THE END OF THE

COMPLAINT FILED

i. NO RESOLUTION

e. REPORTING PERIOD

INTENTIONALLY LEFT BLANK

b.

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

AGENCY OR DEPARTMENT: REPORTING PERIOD: FY

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHA		= D)		
CTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
ADR OFFERED BY AGENCY	COMPLAINTS	COMPLAINANTS		
REJECTED BY COMPLAINANT				
TOTAL ACCEPTED INTO ADR PROGRAM				
ESOURCES USED IN COMPLAINT CLOSURES (TOTALS)				
INHOUSE				
ANOTHER FEDERAL AGENCY				
PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS,				
•				
` ' '				
FEDERAL EXECUTIVE BOARD				
	COMPLAINTS	COMPLAINANTO	DAYC	AVEDAGE DAVO
CHNIQUES LISED IN COMPLAINT OLOSURES (TOTALS)	COMPLAINTS	COMPLAINANTS	DATS	AVERAGE DAYS
, ,				
PEER REVIEW				
(,				
S OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
TOTAL CLOSED				
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b. WITHDRAWAL FROM EEO PROCESS				
c. NO RESOLUTION				
	COMPLAINTS	COMPLAINANTS		
			\$	
			\$	
			\$	
			\$ \$	
			\$	
f.			\$	
g.			\$	
NON-MONETARY (INSERT TOTALS)				
a. HIRES				
i. RETROACTIVE				
ii. NON-RETROACTIVE				
b. PROMOTIONS				
i. RETROACTIVE				
ii. NON-RETROACTIVE	1			
c. EXPUNGEMENTS	1			
d. REASSIGNMENTS				
e. REMOVALS RESCINDED				
i. REINSTATEMENT				
ii. VOLUNTARY RESIGNATION				
	+			
· ·	1			
h. APOLOGY	_			
i. DISCIPLINARY ACTIONS	+			
	1	Į		
i. RESCINDED				
ii. MODIFIED				
ii. MODIFIED j. PERFORMANCE EVALUATION MODIFIED				
ii. MODIFIED				
5	SOURCES USED IN COMPLAINT CLOSURES (TOTALS) INHOUSE ANOTHER FEDERAL AGENCY PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL) MULTIPLE RESOURCES USED (Please specify in a comment box) FEDERAL EXECUTIVE BOARD CHNIQUES USED IN COMPLAINT CLOSURES (TOTALS) MEDIATION SETTLEMENT CONFERENCES EARLY NEUTRAL EVALUATIONS FACTFINDING FACILITATION OMBUDSMAN MINI-TRIALS PEER REVIEW MULTIPLE TECHNIQUES USED (Please specify in a comment box) SOF CASES IN COMPLAINT CLOSURES TOTAL CLOSED a. SETTLEMENTS WITH BENEFITS (Morettary and Non-monettary) b. WITHDRAWAL FROM EEO PROCESS c. NO RESOLUTION d. NO ADR ATTEMPT INTENTIONALLY LEFT BLANK TS RECEIVED MONETARY (INSERT TOTALS) a. COMPENSATORY DAMAGES b. BACKPAY/FRONTPAY c. LUMP SUM d. ATTORNEY FEES AND COSTS e. f. g. NON-MONETARY (INSERT TOTALS) a. HIRES i. RETROACTIVE ii. NON-RETROACTIVE b. PROMOTIONS i. RETROACTIVE iii. NON-RETROACTIVE c. EXPUNGEMENTS e. REMOVALS RESCINDED i. REINSTATEMENT ii. VOLUNTARY RESIGNATION f. ACCOMMODATIONS g. TRAINING	TOTAL ACCEPTED INTO ADR PROGRAM SOURCES USED IN COMPLAINT CLOSURES (TOTALS) INHOUSE ANOTHER FEDERAL AGENCY PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL) MULTIPLE RESOURCES USED (Please specify in a comment box) FEDERAL EXECUTIVE BOARD COMPLAINTS CHNIQUES USED IN COMPLAINT CLOSURES (TOTALS) MEDIATION SETTLEMENT CONFERENCES EARLY NEUTRAL EVALUATIONS FACTIFINDING FACILITATION OMBUDSMAN MINI-TRIALS PEER REVIEW MULTIPLE TECHNIQUES USED (Please specify in a comment box) SOF CASES IN COMPLAINT CLOSURES C. NO RESOLUTION D. WITHORAWAL FROM EEO PROCESS C. NO RESOLUTION D. NO ADR ATTEMPT INTENTIONALLY LEFT BLANK TS RECEIVED MONETARY (INSERT TOTALS) A. COMPENSATORY DAMAGES D. BACKPAY/FRONTPAY C. LUMP SUM D. ATTORNEY FEES AND COSTS D. PROMOTIONS I. RETROACTIVE II. NON-METROACTIVE III. NON-METROACTIVE III. NON-METROACTIVE III. NON-METROACTIVE III. NON-RETROACTIVE III. NON-RETROACT	TOTAL ACCEPTED INTO ADR PROGRAM SOURCES USED IN COMPLAINT CLOSURES (TOTALS) INHOUSE ANOTHER FEDERAL AGENCY PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/CUNIVERSITY PERSONNEL) MULTIPLE RESOURCES USED (Please specify in a comment box) FEDERAL EXECUTIVE BOARD COMPLAINTS COMPLAINANTS COMPLAINTS COMPLAINTS COMPLAINTS COMPLAINTS COMPLAINANTS FEREVIEW MULTIPLE TECHNIQUES USED (Please specify in a comment box) SOF CASES IN COMPLAINT CLOSURES COMPLAINTS COMPLAINANTS TOTAL CLOSED 1. SETTLEMENTS WITH BENEFITS (Monthlay and Non-monthlay) MUTHDRAWAL FROM EEO PROCESS C. NO RESOLUTION d. NO ADR ATTEMPT INTENTIONALLY LEFT BLANK TS RECEIVED MONETARY (INSERT TOTALS) a. COMPENSATORY DAMAGES b. BACKPAY/FRONTPAY C. LUMP SUM d. ATTORNEY FEES AND COSTS e. I. NON-MONETARY (INSERT TOTALS) a. HIRES i. RETROACTIVE ii. NON-RETROACTIVE b. PROMOTIONS i. RETROACTIVE ii. NON-RETROACTIVE b. PROMOTIONS i. RETROACTIVE ii. NON-RETROACTIVE iii. NON-RETROACTIVE iii. NON-RETROACTIVE iii. NON-R	TOTAL ACCEPTED INTO ADR PROGRAM SOURCES USED IN COMPLAINT CLOSURES (TOTALS) INHOUSE ANOTHER FEDERAL AGENCY PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, (in. DIVIDUAL VOLUNTEERS OR COLLEGEUNIVERSITY PERSONNEL) MULTIPLE RESOURCES USED (Please specify in a comment box) FEDERAL EXECUTIVE BOARD CHNIQUES USED IN COMPLAINT CLOSURES (TOTALS) MEDIATION SETTLEMENT CONFERENCES EARLY NEUTRAL EVALUATIONS FACTFINDING FACILITATION OMBUDSMAN MINI-TRIALS PEER REVIEW MULTIPLE TECHNIQUES USED (Please specify in a comment box) SOF CASES IN COMPLAINT CLOSURES TOTAL CLOSED 1. SETTLEMENTS WITH BENEFITS (Intensity and Intensified) 1. WITHDRAWAL FROM EEO PROCESS 1. ON RESOLUTION 1. NO ADR ATTEMPT INTENTIONALLY LEFT BLANK TS RECEIVED MONETARY (INSERT TOTALS) 1. SETLEMENTS WITH BENEFITS (INTENSIFY) MONETARY (INSERT TOTALS) 1. SOF CASES IN COMPLAINANTS SOF CASES IN COMPLAINT CLOSURES TOTAL CLOSED 1. SOFTLEMENTS WITH BENEFITS (INTENSIFY) MONETARY (INSERT TOTALS) 1. NO ARTHEMPT INTENTIONALLY LEFT BLANK TS RECEIVED COMPLAINTS COMPLAINANTS SOMPLAINANTS AMOUNT AMOUNT AMOUNT SOMPLAINANTS COMPLAINANTS COMPLAINANTS AMOUNT AMOUNT SOMPLAINANTS AMOUNT SOMPLAINANTS AMOUNT AMOUNT SOMPLAINANTS COMPLAINANTS COMPLAINANTS AMOUNT AMOUNT SOMPLAINANTS AMOUNT AMOUNT SOMPLAINANTS AMOUNT AMOUNT SOMPLAINANTS AMOUNT SOMPLAINANTS AMOUNT SOMPLAINANTS AMOUNT SOMPLAINANTS AMOUNT AMOUNT SOMPLAINANTS AMOUNT AMOUNT SOMPLAINANTS AMOUNT SOMPLAINANTS AMOUNT AMOUNT SOMPLAINANTS AMOUNT AMOUNT SOMPLAINANTS AMOUNT SOMPLAINANTS SOMPLAI

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

AGENCY OR DEPARTMENT: REPORTING PERIOD: FY PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES **EEO ADR RESOURCES** A. NO LONGER COLLECTED B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.) IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY) 1. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY) 2. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT) 3. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS) 4. **AMOUNT** D. EEO ADR FUNDING SPENT E. EEO ADR CONTACT INFORMATION 1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER 3. TELEPHONE NUMBER _____ 4.EMAIL F. EEO ADR PROGRAM INFORMATION NO 1. Does the agency require the alleged responsible management official to participate in EEO ADR? 1a. If yes, is there a written policy requiring the participation? 2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR? CERTIFICATION AND CONTACT INFORMATION I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2010 through September 30, 2011, is accurate and complete. NAME AND TITLE OF CERTIFYING OFFICIAL: SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature) TELEPHONE NUMBER: E-MAIL: NAME AND TITLE OF PREPARER: TELEPHONE NUMBER: DATE: E-MAIL: The FY 2011 report (with the PIN entered) is due on or before October 31, 2011.

EEOC FORM 462 (REVISED MARCH 2011) page 10

Appendix A - Comments



Pension Benefit Guaranty Corporation April 19, 2011

Advisory Committee



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



Ann Orr Chief of Staff



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

Director

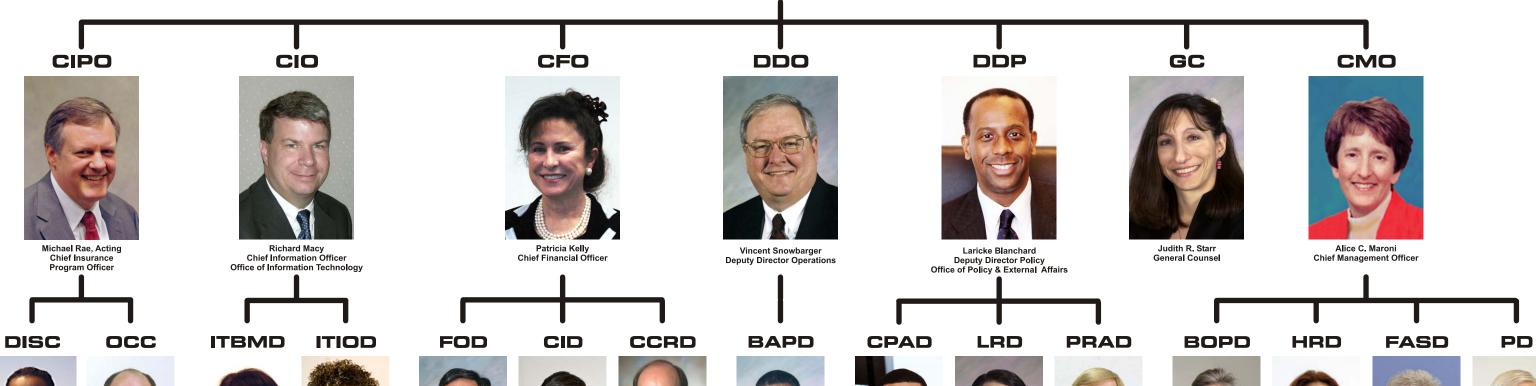


OIG

Rehecca Batts Inspector General Office of Inspector General



Karen Margensey Office of Equal Employment Opportunity



Joshua Gotbaum Director



Robert Bacon **Acting Director** Department of Insurance Supervision & Compliance

Israel D. Goldowitz

Chief Counsel
Office of Chief
Counsel



Vidhya Shyamsunder Director Information Technology & Business Modernization

Department



Deborah Herald Director Information Technology Infrastructure Operations

Department



Director Financial Operations



Officer Corporate Department



Contracts & Controls Review



Director Benefits Administration & Payment Department



Jioni Palmer Director Communications & Public Affairs



John Hanley Director Legislative & Regulatory



David Gustafson Director Policy Research &

Analysis

Department



Director Budget & Organizational Performance Department



Arrie Etheridge Director Human Resources



Patti Davis Director Facilities & Services

