

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

**OFFICE OF FEDERAL OPERATIONS**



**Annual Report on the Federal Work Force Part II  
Work Force Statistics**

**Fiscal Year 2010**



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## PREFACE

The U.S. Equal Employment Opportunity Commission (EEOC or Commission) was established by the *Civil Rights Act of 1964, Title VII*, with the mission of eradicating discrimination in the workplace. In the federal sector, EEOC enforces *Title VII*, which prohibits employment discrimination on the basis of race, color, religion, sex, and national origin; the *Age Discrimination in Employment Act of 1967 (ADEA)*, which prohibits employment discrimination against individuals 40 years of age or older; the *Equal Pay Act of 1963 (EPA)*, which prohibits discrimination on the basis of gender in compensation for substantially similar work under similar conditions; the *Rehabilitation Act of 1973 (Rehabilitation Act)*, which prohibits employment discrimination against federal employees and applicants with disabilities and requires that reasonable accommodations be provided; and beginning November 21, 2009 the *Genetic Information Nondiscrimination Act of 2008 (GINA)*, which prohibits employment discrimination on the basis of genetic information.

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

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

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

This report covers the period from October 1, 2009, through September 30, 2010 and contains selected measures of agencies' progress toward model EEO programs.<sup>1</sup> Working within our mission as an oversight agency, EEOC strives to create a partnership with agencies.

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

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The FY 2010 *Annual Report on the Federal Work Force*, submitted to the President and Congress, presents a summary of selected EEO program activities in the federal government, including work force profiles of 64 federal agencies.

To prepare this report, the Commission relied on the following data: 1) work force data, as of September 30, 2010, obtained from the U.S. Office of Personnel Management's (OPM) Central Personnel Data File (CPDF)<sup>2</sup> supplemented with data provided by the Army & Air Force Exchange Service (AAFES), Federal Energy Regulatory Commission (FERC), the Foreign Service, National Indian Gaming Commission (NIGC), Tennessee Valley Authority (TVA) and the United States Postal Service (USPS); 2) data from the 2000 EEO Special Files, and 3) EEO program data submitted and certified as accurate by 190 of 193 federal agencies and subcomponents in their FY 2010 Federal Agency Annual Equal Employment Opportunity Program Status Reports (MD-715 reports).<sup>3</sup>

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

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

This year the Commission again provided agencies an opportunity to comment on the draft of this report. The Commission thanks those agencies that submitted comments and suggestions for assisting in the publishing of a more accurate report.

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<sup>2</sup> The September 30, 2010 snapshot includes only employees in pay status on that date; thus, some permanent employees, like seasonal employees or those on active military tours of duty, are not included.

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

## **EXECUTIVE SUMMARY**

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

- ❑ In FY 2010, there were over 2.8 million women and men employed by the federal government across the country and around the world.
  - 56.0% were men and 44% were women; after a slow but steady increase, the participation rate for women fell slightly again from last year (44.06% to 43.97%).
  - 7.9% were Hispanic or Latino, 65.4% were White, 17.9% were Black or African American, 5.9% were Asian, 0.4% were Native Hawaiian or Other Pacific Islander, 1.6% were American Indian or Alaska Native, and 0.8% were persons of Two or More Races.
- ❑ Between FY 2009 and FY 2010, Women, Hispanic or Latino men and women, men of Two or More Races, and White women remained below their overall availability in the national civilian labor force, as reported in the 2000 census (CLF).
- ❑ After a steady decline for the past ten years, the participation rate of employees with targeted disabilities in the total federal work force again held steady in FY 2010 at 0.88%. Despite a modest net gain of 554 employees in FY 2010, Individuals with Targeted Disabilities still fell far short of the 2% goal set by EEOC's LEAD Initiative.
- ❑ Of the total work force, 0.75% held senior pay level positions, which is an increase from 0.69% in FY 2001. Over the last ten years women, Hispanic or Latino, Black/African American, and Asian employees have made the most gains in securing senior level positions in the federal government, increasing their participation rates by 56.94%, 51.83%, 41.47% and 126.30% respectively. Comparatively, women increased their participation rates in the total work force over the same period by 20.73%, Hispanic or Latino employees by 32.64%, Black/African American employees by 11.58% and Asian employees by 29.26%.
- ❑ Of the total work force, 54.78% of employees occupied General Schedule and Related (GSR) pay system positions. During FY 2010, many employees in Other Pay system positions were reclassified to GSR positions.
- ❑ The average grade for permanent and temporary GSR employees was 10.1 (\$45,771 per annum). The following groups Hispanic or Latino employees (9.7, \$49,873 per annum), Black or African American employees (9.3, \$44,333 per annum), Native Hawaiian or Other Pacific Islander employees (8.6, \$43,901 per annum), American Indian or Alaska Native employees (8.6, \$43,901 per annum) and employees of Two or More Races (9.3, \$44,333 per annum) had average grades lower than the government-

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wide average. The average grade for Asian employees (10.6, \$53,401 per annum) and White employees (10.4, \$50,349 per annum) exceeded the government-wide average.<sup>4</sup>

- ❑ The average GSR grade for women increased to 9.5 (\$47,103 per annum), still more than one grade below the average grade level for men of 10.7 (\$54,927 per annum).
- ❑ The average GSR grade for Individuals with Targeted Disabilities rose to 8.7 (\$45,155 per annum), nearly one and a half grades below the government-wide average (for permanent and temporary employees) of 10.1 (\$45,771 per annum).
- ❑ Of the total work force, 6.93% of employees occupy positions in the Federal Wage System. In comparison to the GSR positions, the Federal Wage System had a higher percentage of men (89.64%), Hispanic or Latino men (6.84%), and Black or African American men (14.61%), Asian men (3.36%), Native Hawaiian or Other Pacific Islanders (0.80%), American Indian or Alaska Natives (2.49%) and Individuals with Targeted Disabilities (1.09%) and a lower percentage of women (10.36%).
- ❑ Of the total work force, 37.54% of employees occupied positions in Other Pay Systems (*i.e.* other than Senior Pay, GSR and Federal Wage Systems).<sup>5</sup> In comparison to the GSR, the other pay systems had a higher percentage of men (55.37%), Hispanic or Latino men (4.88%), Black or African American men (8.59%), Asian employees (7.58%) and Native Hawaiian or Other Pacific Islander employees (0.36%); and a lower percentage of White employees (63.83%), and American Indian or Alaska Native employees (1.09%), Persons of Two or More Races (0.77%) and Individuals With Targeted Disabilities (0.69%).
- ❑ Of the 192 agencies and subcomponents that submitted a FY 2010 MD-715 report, 85% reported that they had issued an EEO policy on an annual basis, an increase from the 61% of the 180 agencies and subcomponents that submitted an MD-715 report in FY 2009.
- ❑ In FY 2010, reasonable accommodation procedures were posted on only 67% of 194 federal agency and subcomponent's external websites.
- ❑ A state of the agency briefing to the agency head, required by MD-715, was conducted by 88% of the 192 agencies and subcomponents that submitted a FY 2010 MD-715 report, up from 77% of the 180 agencies and subcomponents that submitted a FY 2009 MD-715 report.

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<sup>4</sup> Each General Schedule (GS) grade has 10 steps. Within Grade increases or step increases are periodic increases in a GS employee's rate of basic pay from one step to the next higher step.

<sup>5</sup> In FY 2010 many employees were reclassified into the General Schedule and Related pay system.



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- ❑ In FY 2010, 91% of the 192 agencies and subcomponents that submitted MD-715 reports reported rating its managers and supervisors on their commitment to EEO, which exceeds the 80% of the 180 agencies and subcomponents that submitted MD-715 reports in FY 2009.
- ❑ Of the 192 agencies and subcomponents that submitted a FY 2010 MD-715 report, 89% reported it maintained a written anti-harassment policy, up from the 77.8% of 180 agencies and subcomponents that submitted an MD-715 report in FY 2009.
- ❑ In FY 2010, 22% of the 192 agencies and subcomponents that submitted MD-715 reports included comprehensive applicant flow data, increasing slightly from the 18.33% of the 180 agencies and subcomponents that submitted MD-715 reports in FY 2009.
- ❑ In FY 2010, 88% or 169 of the 192 agencies and subcomponents that submitted a MD-715 report did so by the February 4, 2011 deadline. Agencies that participated in EEOC's pilot project involving the electronic filing of MD-715 data received an extension until February 28, 2011. In FY 2009, 79% or 143 of the 180 agencies and subcomponents that submitted reports were timely. No extensions were granted in FY 2009.
- ❑ Only 81.4% or 157 of the 194 agencies and subcomponents post the required Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act data on their external websites in FY 2010.



## I - SUMMARY OF EEO STATISTICS IN THE FEDERAL GOVERNMENT

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

Federal agencies must be forward-thinking in positioning themselves as the nation's employer of choice. Reaching all segments of our diverse population only strengthens an agency's ability to achieve its mission. EEOC's Management Directive 715 sets forth policy guidance and standards for establishing and maintaining effective affirmative programs of equal employment opportunity under Section 717 of Title VII and effective affirmative action programs under Section 501 of the Rehabilitation Act.

MD-715 requires agency heads and other senior management officials to demonstrate a firm commitment to equality of opportunity for all employees and applicants for employment. Agencies must safeguard the principles of equal employment opportunity and ensure that they become ingrained as part of their everyday practice and a fundamental part of agency culture. All agency leaders must "own" their agencies' EEO program.

#### **1. 85% of Agencies Issued EEO Policy Statements on an Annual Basis**

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

**Figure 1 - Percent of Agencies that Issued EEO Policy Statements  
On an Annual Basis FY 2006 - FY 2010**

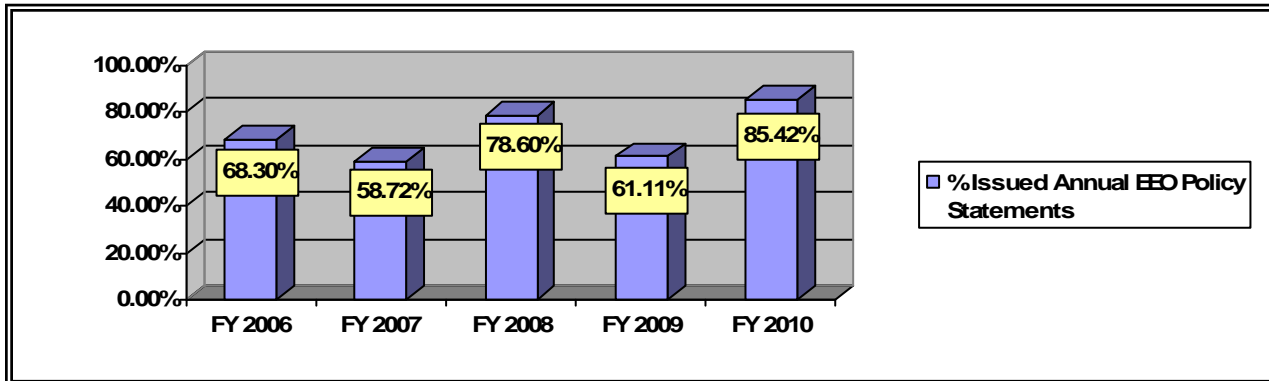


Figure 1 above shows the number of agencies that issued EEO policy statements on an annual basis. Of the 192 agencies and subcomponents that submitted an MD-715 report for FY 2010, 164 (85.42%) reported that they had issued an EEO policy statement annually and would continue to do so, an increase from the 61.1% of 180 agencies and subcomponents that submitted in FY 2009. See [Appendix III](#) for a detailed list of agencies' status.

**2. 67% of Agencies Post Reasonable Accommodation Procedures on the External Websites**

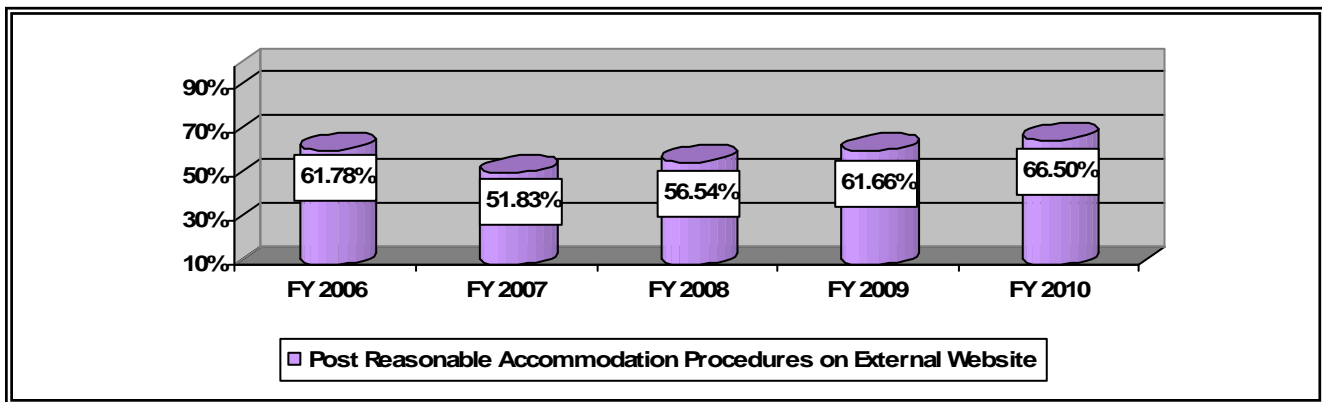
Section II(C) of EEOC's MD-715 provides that model EEO programs should "implement effective reasonable accommodation procedures that comply with applicable executive orders, EEOC guidance, the Architectural and Transportation Barriers Compliance Board's Uniform Federal Accessibility Standards and Electronic and Information Technology Accessibility Standards. Agencies should ensure that EEOC has reviewed those procedures when initially developed and if procedures are later significantly modified."

Part G of the MD-715 report, the Self-Assessment Checklist, provides agencies with a comprehensive listing of the kinds of agency documents and systems that should be in place in order to operate a model EEO program. These measures include "Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?" A review of agency external websites found that of the 194 agency and sub-component websites visited, the reasonable accommodation policies of 129 agencies and sub-components were located.

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Figure 2 below shows the number of agencies that posted reasonable accommodation procedures on their external websites for the last five years. As shown, in FY 2010, 4.72% more agencies posted their reasonable accommodation procedures on their external websites than did in FY 2006. See [Appendix III](#) for a detailed list of agencies' status.

**Figure 2 – Percent of Agencies that Post Reasonable Accommodation Procedures on the External Website FY 2006 – FY 2010**



### **EEO Program Tip**

#### **Posting Reasonable Accommodation Policy**

The EEOC requires that federal agencies post their reasonable accommodation policy and procedures to their public websites. This critical resource should easily be available to employees and potential applicants. It provides a public window on how agencies address reasonable accommodations. Such postings allow potential applicants to review the agency's policy relating to accommodations prior to submitting an application for employment. It also provides applicants with guidance on how to request accommodations during the application process. In its policies, agencies must alert applicants to the procedures used by the agency to ensure that applicants and employees receive timely and appropriate accommodations. Additionally agencies should also provide applicants with the contact information for the person or office responsible for those accommodations should they have any questions regarding their specific request. This information should also be included in the vacancy announcement.

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

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

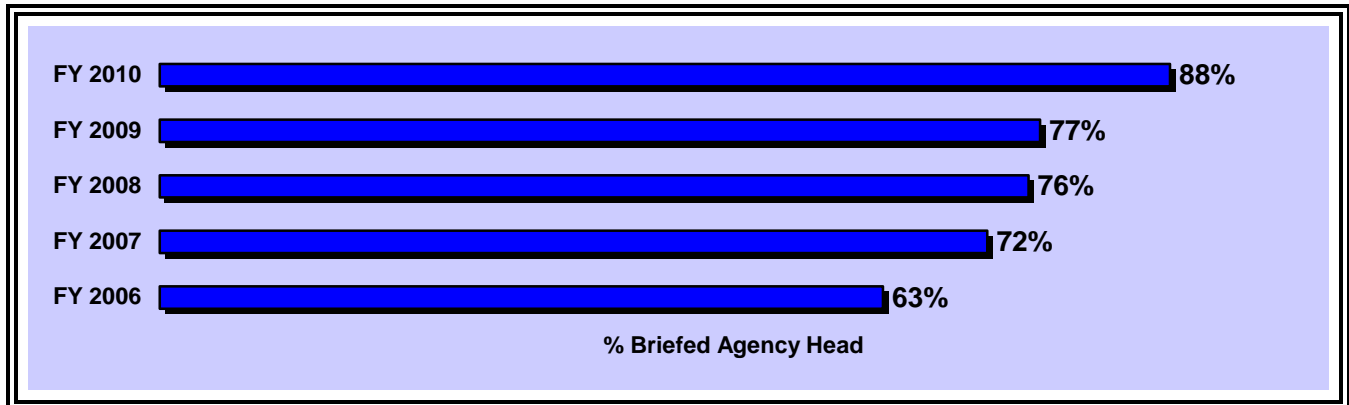
As part of integrating EEO into the strategic mission, Section II(B) of MD-715 instructs agencies to ensure that: (1) the EEO Director has access to the agency head; (2) the EEO office coordinates with Human Resources; (3) sufficient resources are allocated to the EEO program; (4) the EEO office retains a competent staff; (5) all managers receive effective managerial, communications and interpersonal skills training; (6) all managers and employees are involved in implementing the EEO program; and (7) all employees are informed of the EEO program. One aspect of this model element is highlighted below.

### **1. 88% of EEO Directors Presented the State of the EEO Program to the Agency Head**

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

Of the 192 agencies and subcomponents that submitted a MD-715 report for FY 2010, 169 (88.02%) indicated that the EEO Director had conducted the briefing, up from the 138 (76.7%) of 180 in FY 2009. Figure 3 below shows the percentage of Agency Heads that were briefed on the state of EEO over the last five years. See [Appendix III](#) for a detailed list of agencies' status.

**Figure 3 - Percent of Agency Heads Briefed on State of EEO  
FY 2006 - FY 2010**



#### **EEO Program Tip**

Integration of EEO into the agency's strategic mission requires that the agency's EEO programs support the agency's strategic mission. As well, such a program must be organized and structured to maintain a workplace that is free from discrimination in all of the agency's policies, procedures or practices. When an agency integrates the EEO program into its strategic mission, it demonstrates its commitment to achieving a highly-skilled and diversified workforce. The most effective agency strategic plans address the agency mission and goals as it pertains to its government-wide initiatives, and also include a goal describing its operational strategy for its own workforce. This can be done a number of ways including through a specific EEO goal that should align with the agency's Diversity and Inclusion Plan and EEO mandates. In this way, the strategic plan ensures that EEO is integrated into the agency's mission and is aligned with its vision, goals and priorities.

Specific goals should foster a highly qualified and diverse workforce by identifying and eliminating barriers to equal opportunity, as well as educating the agency workforce on EEO and diversity. Each goal should include the following: (1) strategies and specific tactics to meet the goal; (2) identification of individuals/organizations that will be responsible for leading and/or supporting the implementation of the strategy and tactics; (3) identification of the organizational challenges; (4) establishment of realistic time frames to meet the identified strategies; (5) establishment of meaningful measures of effort to meet the goal; (6) provision for the evaluation of the success in meeting the goal; and (7) whether modification of the goal will be necessary. A separate strategic plan for the EEO program that aligns with the overarching agency strategic plan is also vitally important to successfully executing the EEO program plans each year. A separate plan provides a blueprint for carrying out the objectives of the office to eliminate discrimination, promote inclusiveness and foster a culture that values diversity within the agency.



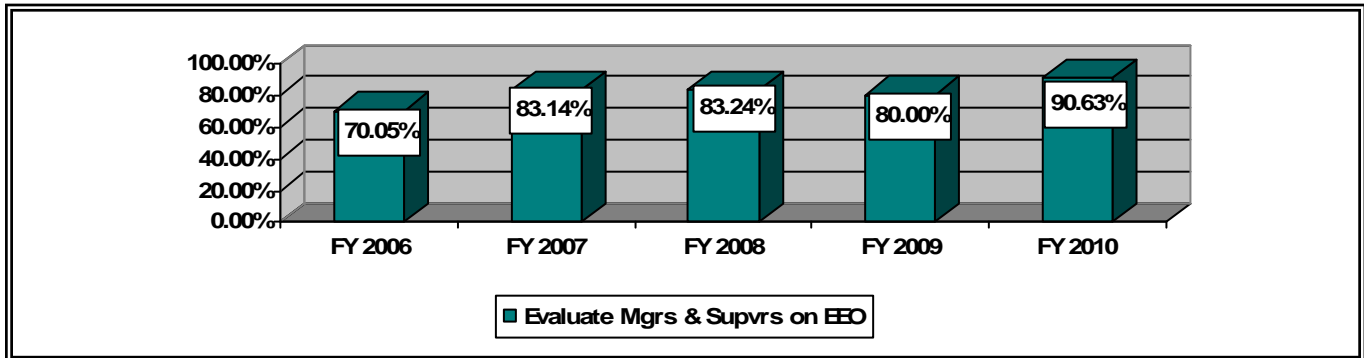
## **Section C - Management and Program Accountability**

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

### **1. 91% of Agencies Evaluate Managers and Supervisors on EEO**

Section II(C) of MD-715 provides that a model EEO program must "evaluate managers and supervisors on efforts to ensure equality of opportunity for all employees." The success of an agency's EEO program ultimately depends on individual decisions made by its managers and supervisors. MD-715 makes it clear that all managers and supervisors share responsibility for the successful implementation of EEO programs. The EEO office serves as a resource for the managers and supervisors by providing direction, guidance and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity. In evaluating managers and supervisors on these efforts, it is essential that such an evaluation include an assessment of how the manager contributes to the agency's EEO program.

**Figure 4 - Percent of Agencies that Evaluate Managers and Supervisors on their Commitment to EEO FY 2006 – FY 2010**



In FY 2010, 174 (90.6%) of the 192 agencies and subcomponents that submitted MD-715 reports indicated that its managers and supervisors were rated on their commitment to EEO, up from the 144 (80%) of the 180 agencies that submitted MD-715 reports in FY 2009. See [Appendix III](#) for a detailed list of agencies' status.

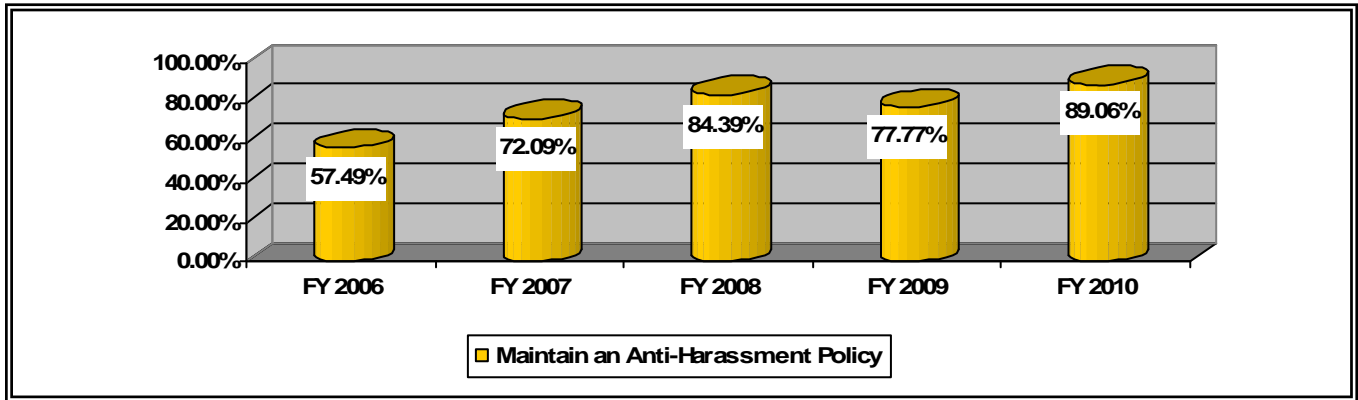
## **2. 89% of Agencies Report Having a Written Anti-Harassment Policy**

Sections II(A) and (C) of EEOC's MD-715 provide that model EEO programs should "issue a written policy statement expressing their commitment to . . . a workplace free of discriminatory harassment" and "establish procedures to prevent . . . harassment."<sup>6</sup> In order to ensure that the agency's anti-harassment policy is enforced, Section II(C) requires agencies to establish procedures to prevent harassment and to take immediate corrective action if harassment is found. These procedures are separate from and in addition to the EEO complaint process.

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

<sup>6</sup> For more information, please review EEOC's Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, Notice 915.002 (June 18, 1999) (Enforcement Guidance on Harassment).

**Figure 5 - Percent of Agencies that Maintain an Anti-Harassment Policy  
FY 2006 – FY 2010**



In FY 2010, 171 (89.06%) of the 192 agencies and subcomponents that submitted MD-715 reports reported they had a written anti-harassment policy, up from the 140 (77.8%) of the 180 agencies and subcomponents that submitted an MD-715 report in FY 2009. See [Appendix III](#) for a detailed list of agencies' status.

**EEO Program Tip**

**EEO & Diversity Performance Elements in Supervisory Performance Appraisals**

The importance of EEO to an agency can readily be measured by whether managers and supervisors are evaluated on their adherence and commitment to EEO principles by means of a critical element in their performance appraisals. If agencies do not measure their managers' and supervisors' performance on this element, it will be difficult to assess whether they are managing in such a way as to ensure equality and diversity in the workplace.

There are a host of factors that could be measured under an EEO performance element. The following are just a few examples:

- \* participating actively in barrier analysis and the implementation of resulting action plans;
- \* resolving conflicts in work environments promptly;
- \* building a climate of trust and respect;
- \* acknowledging the value of individual differences and soliciting diverse points of view in meetings;
- \* preventing harassment through swift investigation and corrective action;
- \* ensuring all employees are aware of and have opportunities to participate in mentoring and career development programs;
- \* cooperating in the EEO complaint process;
- \* engaging in the interactive reasonable accommodation process for individuals with disabilities;
- \* ensuring timely decisions for religious accommodation requests;
- \* participating in EEO and Diversity and Inclusion training;
- \* encouraging and recognizing employees for attending EEO and diversity and Inclusion training;
- \* increasing the use of internships, details, co-op students and other like programs to increase the participation of those groups with lower than expected participation; and
- \* participating in ADR when requested.

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

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

### **1. Barrier Analysis**

Pursuant to Section II(D) of MD-715, a model EEO program "must conduct a self-assessment on at least an annual basis to monitor progress and identify areas where barriers may operate to exclude certain groups." Part A(II) of MD-715 provides that "where an agency's self-assessment indicates that a racial, national origin, or gender group may have been denied equal access to employment opportunities, the agency must take steps to identify and eliminate the potential barrier." Similarly, Part B(IV) of MD-715 sets forth the same requirement to identify and eliminate barriers to individuals with disabilities.

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

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

This year's report provides statistics on the composition of the Total Work Force as well as statistics on employees in four pay structures:

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

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

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

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

**Table 1 - FY 2010 Federal Work Force Pay Structure Participation Levels**

	<b># in Work Force</b>	<b>% of Total Work Force</b>
<b>Total Work Force</b>	2,850,584	
<b>Senior Pay Level</b>	21,455	0.75
<b>General Schedule and Related</b>	1,561,411	54.78
<b>Federal Wage System</b>	197,543	6.93
<b>Other Pay Systems</b>	1,070,175	37.54

**a. Total Work Force: Hispanics or Latinos, White Women and Persons of Two or More Races Remain Below Availability**

In FY 2010, the Federal Government had a Total Work Force of 2,850,584 employees, compared to 2,445,335 in FY 2001. Table 2 shows the participation rate of the identified groups below, as compared to the civilian labor force (CLF). [Table A-1](#) in Appendix IV, located at <http://www.eeoc.gov/>, provides ten-year trend data.

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**Table 2 - Composition of Federal Work Force –  
Ten-Year Trend: Some Progress, Little Overall Change  
FY 2001 - FY 2010<sup>7</sup>**

	Work Force	Participation Rate		2000 CLF
	FY 2010	FY 2001 %	FY 2010 %	
<b>Men</b>	1,597,321	57.55	56.03	53.23
<b>Women</b>	1,253,263	42.45	43.97	46.77
<b>Hispanic or Latino Men</b>	133,082	4.22	4.67	6.17
<b>Hispanic or Latino Women</b>	92,018	2.72	3.23	4.52
<b>White Men</b>	1,111,654	41.40	39.00	39.03
<b>White Women</b>	754,405	26.11	26.46	33.74
<b>Black or African American Men</b>	218,865	8.11	7.68	4.84
<b>Black or African American Women</b>	292,455	10.63	10.26	5.66
<b>Asian Men</b>	94,846	3.10*	3.33	1.92
<b>Asian Women</b>	73,310	2.22*	2.57	1.71
<b>Native Hawaiian or Other Pacific Islander Men</b>	5,801	*	0.20	0.06
<b>Native Hawaiian or Other Pacific Islander Women</b>	4,556	*	0.16	0.05
<b>American Indian or Alaska Native Men</b>	20,443	0.71	0.72	0.34
<b>American Indian or Alaska Native Women</b>	25,170	0.76	0.88	0.32
<b>Two or More Race Men</b>	12,630	**	0.44	0.88
<b>Two or More Race Women</b>	11,349	**	0.40	0.76
<b>Individuals with Targeted Disabilities</b>	25,217	1.10	0.88	CLF NOT AVAILABLE

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

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

Participation rate information is located in Tables [A-1a](#), [A-6b](#) and [A-6c](#) of Appendix IV, located at <http://www.eeoc.gov>.<sup>8</sup>

<sup>7</sup> Because separate data is unavailable, the Asian American/Other Pacific Islander data prior to 2006 throughout this report includes the data for Asian with “Native Hawaiian and Other Pacific Islanders.”

<sup>8</sup> These tables report breakouts of the employment data for specific components of certain large federal agencies, including the Departments of Agriculture, Commerce, Health and Human Services, Homeland Security, Interior, Justice, Labor, Transportation, Treasury and Veterans Affairs, as well as certain defense agencies, the National Aeronautics and Space Administration and the United States Postal Service.

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**b. Senior Pay Levels: Incremental Improvement**

With a total of 21,455 employees, the Senior Pay Level (SPL) positions comprise 0.75% of the total work force. SPL positions include the SES, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 of the General Schedule. Table 3 below reflects the SPL representation. [Table A-2](#) and [Table A-2a](#) of Appendix IV at <http://www.eeoc.gov/> contains additional data.

**Table 3 - Senior Pay Level Representation  
FY 2001 / FY 2010**

	Senior Pay Level (SPL) Positions					
	FY 2001			FY 2010		
	# in SPL	% of SPL	% of TWF	# in SPL	% of SPL	% of TWF
<b>Total SPL Work Force (#)</b>	<b>16,918</b>		<b>2,445,335</b>	<b>21,455</b>		<b>2,850,584</b>
<b>Men</b>	12,837	75.88	57.55	15,050	70.15	56.03
<b>Women</b>	4,081	24.12	42.45	6,405	29.85	43.97
<b>Hispanic or Latino</b>	<b>519</b>	<b>3.07</b>	<b>6.94</b>	<b>788</b>	<b>3.67</b>	<b>7.90</b>
Hispanic or Latino Men	389	2.30	4.22	531	2.47	4.67
Hispanic or Latino Women	130	0.77	2.72	257	1.20	3.23
<b>White</b>	<b>14,699</b>	<b>86.88</b>	<b>67.52</b>	<b>17,838</b>	<b>83.14</b>	<b>65.46</b>
White Men	11,338	67.02	41.40	12,830	59.80	39.00
White Women	3,361	19.87	26.11	5,008	23.34	26.46
<b>Black or African American</b>	<b>1,143</b>	<b>6.76</b>	<b>18.74</b>	<b>1,617</b>	<b>7.54</b>	<b>17.94</b>
Black or African American Men	707	4.18	8.11	869	4.05	7.68
Black or African American Women	436	2.58	10.63	748	3.49	10.26
<b>Asian</b>	<b>422*</b>	<b>2.49*</b>	<b>5.32*</b>	<b>955</b>	<b>4.45</b>	<b>5.90</b>
Asian Men	308*	1.82*	3.10*	649	3.02	3.33
Asian Women	114*	0.67*	2.22*	306	1.43	2.57
Native Hawaiian or Other Pacific Islander	**	**	**	<b>14</b>	<b>0.07</b>	<b>0.36</b>
Native Hawaiian or Other Pacific Islander Men	**	**	**	12	0.06	0.20
Native Hawaiian or Other Pacific Islander Women	**	**	**	2	0.01	0.16
<b>American Indians or Alaska Native</b>	<b>135</b>	<b>0.80</b>	<b>1.48</b>	<b>172</b>	<b>0.80</b>	<b>1.60</b>
American Indians or Alaska Native Men	95	0.56	0.71	106	0.49	0.72
American Indians or Alaska Native Women	40	0.24	0.76	66	0.31	0.88
<b>Two or More Races</b>	**	**	**	<b>71</b>	<b>0.33</b>	<b>0.84</b>
Two or More Races Men	**	**	**	53	0.25	0.44
Two or More Races Women	**	**	**	18	0.08	0.40
<b>Individuals with Targeted Disabilities</b>	<b>60</b>	<b>0.35</b>	<b>1.10</b>	<b>111</b>	<b>0.52</b>	<b>0.88</b>

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

- ▶ From FY 2001 to FY 2010, the Total SPL Work Force increased by 4,537 employees, a net change of 26.82%. Comparatively, the number of Individuals with Targeted Disabilities in the SPL work force increased from 60 in FY 2001 to 111 in FY 2010, a net change of 85%.



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- ▶ The participation rate for women in the SPL work force increased 57% over the ten-year period from FY 2001 (4,081) to FY 2010 (6,405), while women increased their participation rate in the total work force by only 20.73% over the same ten-year period, from 1,038,045 in FY 2001 to 1,253,263 in FY 2010.
- ▶ Between FY 2001 and FY 2010, the participation rate for Hispanic or Latino employees in Senior Pay Level positions increased 51.83% over the ten-year period from FY 2001 (519) to FY 2010 (788). During the same period, the overall participation rate for Hispanic or Latino employees in the total work force increased 32.64%, although still remaining below the 2000 CLF.
- ▶ In the SPL, the participation rate increased to 0.52% for Individuals with Targeted Disabilities, 7.54% for Black or African American employees, 4.45% for Asian employees and 0.80% for American Indian or Alaska Native employees. The participation rate for White employees decreased to 83.14%.
- ▶ In FY 2010, the “feeder grades” to SPL positions<sup>9</sup> (GS grades 14 and 15) showed the following participation rates: men 64.21%, women 35.79%, Hispanic or Latino employees 4.46%, White employees 75.86%, Black or African American employees 11.26%, Asian employees 6.86%, Native Hawaiian or Other Pacific Islander employees 0.10%, American Indian or Alaska Native employees 0.94%, employees of Two or More Races 0.52% and Individuals with Targeted Disabilities 0.53%.
- ▶ Part II of this report also contains information on the major occupations in selected government agencies. Data on participation rates of persons holding positions in an agency’s major occupations can serve as a diagnostic tool to help determine possible areas where barriers to equal opportunity may exist and prevent upward mobility to SPL positions.

### **c. General Schedule and Related Positions**

- ▶ With a total of 1,561,411 employees, the General Schedule and Related (GSR) positions comprised 54.78% of the total work force in FY 2010. GSR positions are mostly comprised of positions whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature. GSR figures include employees in other pay systems that are easily converted to GS by OPM. The GSR participation rate reflects an

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<sup>9</sup> There is a strong likelihood that an EEO group will be absent or have a low participation rate in the next higher grade level where the group has a lower than expected participation rate in the feeder grade/applicant pool. See Government Accountability Office Report No.GAO-03-34, *Senior Executive Service: Agency Efforts Needed to Improve Diversity as the Senior Corps Turns Over* (January 2003).

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increase due in part to the conversion of the National Security Personnel System (NSPS) employees in military components back to the GS pay system.

- ▶ In FY 2010, the GSR participation rate for each group was: Hispanic or Latino employees 7.81%; White employees 66.17%; Black or African American employees 17.91%; Asian employees 5.03%; Native Hawaiian or Other Pacific Islander employees 0.31%; American Indian or Alaska Native employees 1.85%; persons of Two or More Races 0.91%, and Individuals with Targeted Disabilities 0.99%. See Table [A-3](#) in Appendix IV at <http://www.eeoc.gov/>, for the entire ten-year trend in the GSR pay systems.

**Table 4 - General Schedule & Related (GSR) Representation FY 2001 / FY 2010**

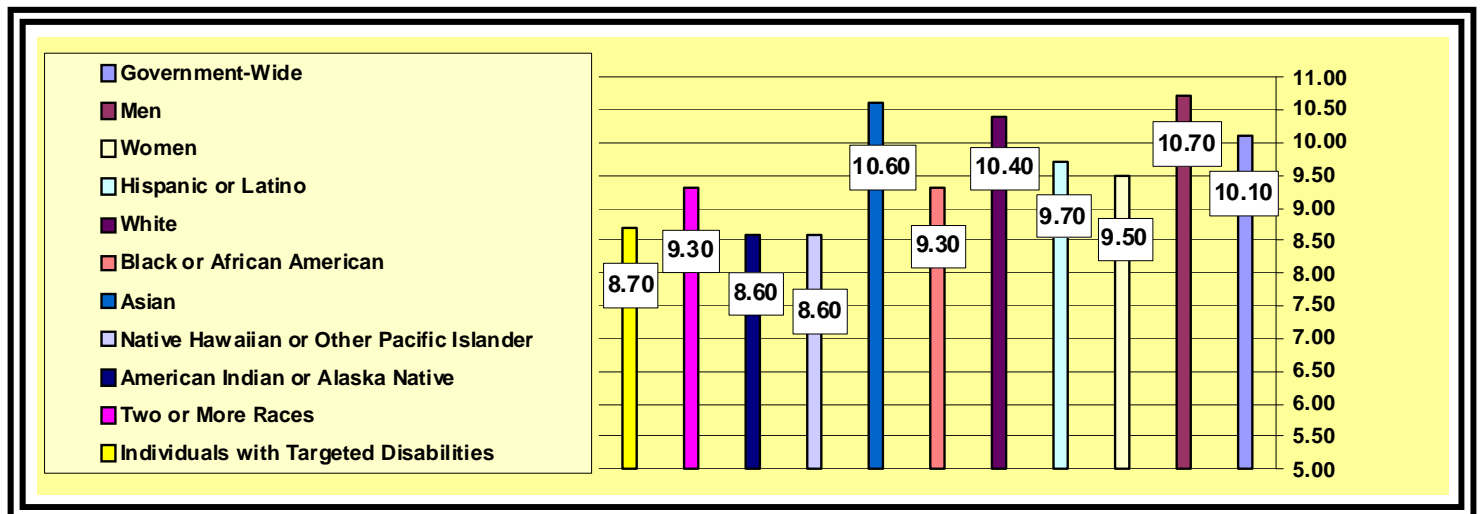
	<b>GSR Positions</b>			
	FY 2001		FY 2010	
	Number	% of GSR	Number	% of GSR
<b>Total GSR Work Force</b>	1,268,656		1,561,411	
<b>Men</b>	656,022	51.71	812,656	52.05
<b>Women</b>	612,634	48.29	748,755	47.95
<b>Hispanic or Latino</b>	<b>87,918</b>	<b>6.93</b>	<b>121,971</b>	<b>7.81</b>
<b>Hispanic or Latino Men</b>	44,657	3.52	66,865	4.28
<b>Hispanic or Latino Women</b>	43,261	3.41	55,106	3.53
<b>White</b>	<b>866,746</b>	<b>68.32</b>	<b>1,033,118</b>	<b>66.17</b>
<b>White Men</b>	461,030	36.34	587,591	37.63
<b>White Women</b>	405,589	31.97	445,527	28.53
<b>Black or African American</b>	<b>233,306</b>	<b>18.39</b>	<b>279,704</b>	<b>17.91</b>
<b>Black or African American Men</b>	70,030	5.52	97,156	6.22
<b>Black or African American Women</b>	163,149	12.86	182,548	11.69
<b>Asian</b>	<b>53,791*</b>	<b>4.24*</b>	<b>78,565</b>	<b>5.03</b>
<b>Asian Men</b>	26,515*	2.09*	40,309	2.58
<b>Asian Women</b>	27,276*	2.15*	38,256	2.45
<b>Native Hawaiian or Other Pacific Islander</b>	**	**	<b>4,900</b>	<b>0.31</b>
<b>Native Hawaiian or Other Pacific Islander Men</b>	**	**	2,473	0.16
<b>Native Hawaiian or Other Pacific Islander Women</b>	**	**	2,427	0.16
<b>American Indian or Alaska Native</b>	<b>26,642</b>	<b>2.10</b>	<b>28,889</b>	<b>1.85</b>
<b>American Indian or Alaska Native Men</b>	10,403	0.82	10,924	0.70
<b>American Indian or Alaska Native Women</b>	16,619	1.31	17,965	1.15
<b>Two or More Races</b>	**	**	<b>14,262</b>	<b>0.91</b>
<b>Two or More Races Men</b>	**	**	7,338	0.47
<b>Two or More Races Women</b>	**	**	6,926	0.44
<b>Individuals with Targeted Disabilities</b>	<b>15,351</b>	<b>1.21</b>	<b>15,522</b>	<b>0.99</b>

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

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- ▶ Women held 47.95% of all GSR positions in FY 2010, a drop from the 48.29% held in FY 2001. Over the ten-year period, Hispanic or Latino employees, and Asian employees gradually increased their representation rates in the GSR work force.
- ▶ Over the ten year period, the participation rate for Individuals with Targeted Disabilities in the total work force declined from 1.10% to 0.88%, as their participation rate in the GSR workforce declined from 1.21% to 0.99.
- ▶ The average grade level for the total GSR permanent and temporary work force increased<sup>10</sup> to grade 10.1 in FY 2010. Of GSR employees, 17.75% were in grades 1-6, 37.40% were in grades 7-11, 32.40% were in grades 12-13, and 12.45% were in grades 14-15.

**Figure 6 - Average Grade in the General Schedule and Related Positions  
FY 2010**



- ▶ The average GSR grade level for Hispanic or Latino employees (9.7), Black or African American employees (9.3), Native Hawaiian or Other Pacific Islander employees (8.6), American Indian or Alaska Native employees (8.6) and persons of Two or More Races (9.3) was lower than the government-wide average grade level (10.1).
- ▶ Approximately 40.6% of women employed in the GSR work force were in grades 7-11. The average GSR grade for women was 9.5, more than half a grade below the government-wide average of 10.1, and more than one grade below men (10.7).

<sup>10</sup> Average grade was impacted by the conversion of NSPS employees back to the GS pay system.

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- ▶ The average GSR grade level for Individuals with Targeted Disabilities was 8.7, almost one and a half grades below the government-wide average. See Table [A-3](#) in Appendix IV at <http://www.eeoc.gov/>.

**d. Federal Wage System Positions: Women, Hispanic or Latino, Black or African American and Asian Employee Participation Rates Decrease Slightly**

- ▶ With a total of 197,543 employees, Federal Wage System (FWS) positions comprised 6.93% of the total work force in FY 2010. FWS (Blue-Collar) positions are mostly comprised of trade, craft and labor occupations.

***Table 5 - Federal Wage System (FWS) Representation FY 2001 / FY 2010***

	<b>Federal Wage System (FWS) Positions</b>			
	<b>FY 2001</b>		<b>FY 2010</b>	
	<b>Number</b>	<b>% of FWS</b>	<b>Number</b>	<b>% of FWS</b>
<b>Total FWS Work Force</b>	208,580		197,543	
<b>Men</b>	186,637	89.48	177,071	89.64
<b>Women</b>	21,943	10.52	20,472	10.36
<b>Hispanic or Latino</b>	<b>16,061</b>	<b>7.70</b>	<b>15,006</b>	<b>7.60</b>
<b>Hispanic or Latino Men</b>	14,580	6.99	13,512	6.84
<b>Hispanic or Latino Women</b>	1,481	0.71	1,494	0.76
<b>White</b>	<b>138,330</b>	<b>66.32</b>	<b>132,058</b>	<b>66.85</b>
<b>White Men</b>	127,171	60.97	121,276	61.39
<b>White Women</b>	11,159	5.35	10,782	5.46
<b>Black or African American</b>	<b>38,796</b>	<b>18.60</b>	<b>34,967</b>	<b>17.70</b>
<b>Black or African American Men</b>	31,412	15.06	28,864	14.61
<b>Black or African American Women</b>	7,405	3.55	6,103	3.09
<b>Asian</b>	<b>9,636*</b>	<b>4.62*</b>	<b>7,568</b>	<b>3.83</b>
<b>Asian Men</b>	8,614*	4.13*	6,632	3.36
<b>Asian Women</b>	1,022*	0.49*	936	0.47
<b>Native Hawaiian or Other Pacific Islander</b>	**	**	<b>1,582</b>	<b>0.80</b>
<b>Native Hawaiian or Other Pacific Islander Men</b>	**	**	1,437	0.73
<b>Native Hawaiian or Other Pacific Islander Women</b>	**	**	145	0.07
<b>American Indian or Alaska Native</b>	<b>5,757</b>	<b>2.76</b>	<b>4,928</b>	<b>2.49</b>
<b>American Indian or Alaska Native Men</b>	4,902	2.35	4,114	2.08
<b>American Indian or Alaska Native Women</b>	876	0.42	814	0.41
<b>Two or More Races</b>	**	**	<b>1,434</b>	<b>0.73</b>
<b>Two or More Races Men</b>	**	**	1,236	0.63
<b>Two or More Races Women</b>	**	**	198	0.10
<b>Individuals with Targeted Disabilities</b>	<b>2,920</b>	<b>1.40</b>	<b>2,151</b>	<b>1.09</b>

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

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- ▶ FY 2010 FWS positions declined 5.29% from FY 2001.
- ▶ Since FY 2001, the participation rates for Hispanic or Latino employees (7.60%), Black or African American employees (17.70%), Asian employees (3.83%), American Indian or Alaska Native employees (2.49%) and women (10.36%) have declined, while the participation rates of White employees (66.85%) have essentially remained the same. See Table [A-4](#) in Appendix IV at <http://www.eeoc.gov/> for the complete ten-year trend.
- ▶ In FY 2010, the participation rate of men in the FWS pay system was 37.59 percentage points higher than the participation rate of men in the GSR pay system. Comparatively, FWS participation rates for White employees and Individuals with Targeted Disabilities were higher than the GSR participation rates, while the FWS work force participation rates for women, Asian employees, Black or African American employees, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander employees and Hispanic or Latino employees were lower.

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**e. Other Pay Systems: Employees Decrease**

- ▶ With a total of 1,070,175 employees, other pay systems (OPS) comprised 37.54% of the total work force in FY 2010. Other Pay Systems include pay banding and other pay-for-performance systems. The Other Pay Systems participation rate reflects a decrease due in part to the conversion of NSPS employees back to the GSR pay system.

**Table 6 - Other Pay Systems (OPS) Representation FY 2001 – FY 2010**

	<b>Other Pay Systems (OPS) Positions</b>			
	<b>FY 2001</b>		<b>FY 2010</b>	
	<b>Number</b>	<b>% of OPS</b>	<b>Number</b>	<b>% of OPS</b>
<b>Total OPS Work Force</b>	975,074		1,070,175	
<b>Men</b>	583,777	59.87	592,544	55.37
<b>Women</b>	391,297	40.13	477,631	44.63
<b>Hispanic or Latino</b>	<b>70,790</b>	<b>7.26</b>	<b>87,335</b>	<b>8.16</b>
<b>Hispanic or Latino Men</b>	45,341	4.65	52,174	4.88
<b>Hispanic or Latino Women</b>	25,449	2.61	35,161	3.29
<b>White</b>	<b>630,483</b>	<b>64.66</b>	<b>683,045</b>	<b>63.83</b>
<b>White Men</b>	394,417	40.45	389,957	36.44
<b>White Women</b>	236,065	24.21	293,088	27.39
<b>Black or African American</b>	<b>195,502</b>	<b>20.05</b>	<b>195,032</b>	<b>18.22</b>
<b>Black or African American Men</b>	99,458	10.20	91,976	8.59
<b>Black or African American Women</b>	96,045	9.85	103,056	9.63
<b>Asian</b>	<b>68,645*</b>	<b>7.04*</b>	<b>81,068</b>	<b>7.58</b>
<b>Asian Men</b>	39,978*	4.10*	47,256	4.42
<b>Asian Women</b>	28,667*	2.94*	33,812	3.16
<b>Native Hawaiian or Other Pacific Islander</b>	**	**	<b>3,861</b>	<b>0.36</b>
<b>Native Hawaiian or Other Pacific Islander Men</b>	**	**	1,879	0.18
<b>Native Hawaiian or Other Pacific Islander Women</b>	**	**	1,982	0.19
<b>American Indian or Alaska Native</b>	<b>9,653</b>	<b>0.99</b>	<b>11,624</b>	<b>1.09</b>
<b>American Indian or Alaska Native Men</b>	4,485	0.46	5,299	0.50
<b>American Indian or Alaska Native Women</b>	5,070	0.52	6,325	0.59
<b>Two or More Races</b>	**	**	<b>8,210</b>	<b>0.77</b>
<b>Two or More Races Men</b>	**	**	4,003	0.37
<b>Two or More Races Women</b>	**	**	4,207	0.39
<b>Individuals with Targeted Disabilities</b>	<b>8,873</b>	<b>0.91</b>	<b>7,433</b>	<b>0.69</b>

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

- ▶ The participation rate for women (44.63%) in OPS was lower in the GSR pay system (47.95%).
- ▶ In FY 2010, the OPS participation rates for Hispanic or Latino employees (8.16%), Asian employees (7.58%), and American Indian or Alaska Native

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employees (1.09%) slowly rose, while the participation rates for White employees (63.83%), Black or African American employees (18.22%) and Individuals with Targeted Disabilities (0.69%) fell from FY 2001 levels.

- ▶ In FY 2010, the OPS participation rates for Hispanic or Latino, Black or African American and Asian employees were higher than in the GSR and FWS pay systems. OPS participation rates for White employees, American Indian or Alaska Native employees and Individuals with Targeted Disabilities were lower than those in the GSR and FWS pay systems. See Table [A-5](#) in Appendix IV at <http://www.eeoc.gov/> for the complete ten-year trend.

**3. Participation Rate of Individuals with Targeted Disabilities Holds Steady**

- ▶ On July 26, 2010, the President issued Executive Order 13548, requiring federal agencies to develop a specific plan for promoting employment opportunities for individuals with disabilities. The plan shall include performance targets and numerical goals for employment of individuals with disabilities and sub-goals for employment of individuals with targeted disabilities.
- ▶ From FY 2001 to FY 2010, the Total Work Force increased by 405,249 employees, a net change of 16.57%. However, the number of federal employees with targeted disabilities decreased from 26,834 in FY 2001 to 25,217 in FY 2010, a net change of -6.03%, resulting in a 0.88% participation rate. Once again, only eleven agencies have achieved the federal goal of at least a 2% participation rate for Individuals with Targeted Disabilities.
- ▶ The EEOC had the highest percentage of Individuals with Targeted Disabilities (2.67%) among those agencies with 500 or more employees. See Table 7 below.

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

Agency	Total Work Force	Individuals with Targeted Disabilities	
		#	%
Equal Employment Opportunity Commission	2,543	68	2.67
Army & Air Force Exchange Service	35,512	847	2.39
Social Security Administration	69,963	1,387	1.98
Defense Finance and Accounting Service	12,878	246	1.91
Department of the Treasury	109,900	1,918	1.75

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Nine agencies with fewer than 500 employees exceeded the 2% federal goal. They were the Architectural & Transportation Barrier Compliance Board (ACCESS Board), Committee for Purchase From People Blind or Severely Disabled, Export Import Bank of the United States, Farm Credit Administration, Federal Mediation and Conciliation Service, National Council on Disability, Office of Navajo & Hopi Indian Relocation, Occupational Safety and Health Review Commission, and Trade and Development Agency.

Table 8 below shows that the Department of the Treasury continued to maintain the highest participation rate (1.75%) for Individuals with Targeted Disabilities among the cabinet level agencies.

Table 8a below shows that the Army and Air Force Exchange Service continued to maintain the highest participation rate (2.39%) for Individuals with Targeted Disabilities among the Department of Defense components.

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



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**Table 8 - Ranking Cabinet Level Agencies by IWTD  
FY 2001 – FY 2010<sup>11</sup>**

Agencies		Fiscal Year (FY)									
		2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
1. Treasury*	#	2,204	2,150	2,157	2,105	1,964	1,842	1,748	1,827	1,864	1,918
	%	1.53%	1.53%	1.53%	1.99%	1.90%	1.82%	1.73%	1.70%	1.73%	1.75%
2. Veterans Affairs*	#	3,501	3,399	3,623	3,692	3,566	3,566	3,758	3,985	4,241	4,650
	%	1.74%	1.69%	1.75%	1.56%	1.52%	1.49%	1.48%	1.43%	1.43%	1.51%
3. Education*	#	74	73	73	73	63	59	59	59	55	60
	%	1.68%	1.69%	1.73%	1.59%	1.42%	1.36%	1.36%	1.36%	1.30%	1.32%
4. Housing & Urban Development*	#	136	138	148	139	134	130	126	116	107	121
	%	1.40%	1.41%	1.45%	1.36%	1.35%	1.32%	1.31%	1.19%	1.12%	1.21%
5. Labor*	#	190	184	221	206	207	186	193	188	171	188
	%	1.19%	1.16%	1.40%	1.30%	1.35%	1.21%	1.25%	1.22%	1.07%	1.13%
6. Interior*	#	609	598	702	692	678	684	700	689	699	750
	%	1.03%	0.99%	1.15%	0.89%	0.88%	0.94%	0.97%	0.93%	0.91%	0.95%
7. Defense*	#	7,133	6,922	6,021	5,747	5,643	6,053	5,817	5,894	6,096	6,261
	%	1.08	1.05%	0.89%	0.84%	0.81%	0.86%	0.83%	0.82%	0.80%	0.89%
8. Agriculture*	#	988	990	1,077	1,068	1,000	1,009	965	893	883	924
	%	1.12	1.09%	1.20%	0.95%	0.91%	0.96%	0.93%	0.85%	0.83%	0.85%
9. Health & Human Services*	#	614	619	673	651	624	576	596	596	592	672
	%	1.18%	1.14%	1.27%	1.02%	0.97%	0.91%	0.81%	0.79%	0.75%	0.81%
10. Commerce	#	341	313	334	319	358	334	323	337	385	376
	%	0.97%	0.87%	0.94%	0.84%	0.89%	0.82%	0.78%	0.79%	0.78%	0.76%
11. Energy	#	128	127	122	119	116	111	122	118	120	124
	%	0.82%	0.81%	0.80%	0.79%	0.77%	0.74%	0.82%	0.76%	0.76%	0.75%
12. Transportation*	#	356	498	307	322	298	285	302	315	340	404
	%	0.55%	0.49%	0.53%	0.56%	0.55%	0.53%	0.56%	0.57%	0.59%	0.70%
13. Homeland Security*	#	--	--	756	740	720	709	674	692	727	744
	%	--	--	0.69%	0.45%	0.44%	0.42%	0.41%	0.39%	0.39%	0.39%
14. Justice*	#	485	485	396	406	406	413	412	408	421	452
	%	0.40%	0.39%	0.40%	0.39%	0.39%	0.39%	0.39%	0.38%	0.37%	0.39%
15. State	#	64	67	93	93	90	88	84	84	79	88
	%	0.48%	0.49%	0.53%	0.39%	0.37%	0.36%	0.33%	0.34%	0.31%	0.30%
Total Work Force*	#	26,834	26,230	25,551	25,917	25,142	24,442	23,993	24,427	24,663	25,217
	%	1.10%	1.07%	1.05%	0.99%	0.96%	0.94%	0.92%	0.88%	0.88%	0.88%

\* This agency showed an increase in the number and participation rate of IWTD in FY 2010.

<sup>11</sup> Table 8 identifies participation rates for FY 2001 – FY 2010 which reflects total work force numbers. The total work force figures are as reported in CPDF plus AAFES & the Foreign Service of the Department of State.

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**Table 8a - Ranking of DOD Sub-Components by IWTD  
FY 2001 – FY 2010<sup>12</sup>**

Agencies		Fiscal Year (FY)									
		2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
1. Army & Air Force Exchange Service *	#	818	763	687	628	597	604	556	706	805	847
	%	2.00%	1.87%	1.88%	1.87%	1.69%	1.65%	1.62%	2.00%	2.27%	2.39%
2. Defense Finance & Accounting Service	#	317	302	283	275	271	261	253	243	238	246
	%	2.07%	2.11%	2.08%	2.05%	2.02%	1.99%	2.03%	2.04%	1.95%	1.91%
3. Defense Logistics Agency	#	534	495	448	449	430	413	404	409	418	416
	%	2.36%	2.28%	2.16%	2.07%	2.00%	1.92%	1.89%	1.78%	1.65%	1.65%
4. Defense Contract Management Agency	#	177	169	149	149	146	127	121	120	122	123
	%	1.48%	1.49%	1.39%	1.34%	1.39%	1.29%	1.27%	1.28%	1.22%	1.17%
5. Office of the Inspector General*	#	14	13	14	13	13	15	18	17	18	19
	%	1.12%	1.10%	1.19%	1.02%	0.95%	1.08%	1.28%	1.12%	1.14%	1.17%
6. Defense Commissary Agency*	#	178	174	156	158	141	142	123	124	141	170
	%	1.27%	1.42%	1.30%	1.07%	0.92%	0.92%	0.82%	0.82%	0.91%	1.09%
7. Defense Media Activity	#										5
	%										0.89%
8. Defense Contract Audit Agency	#	55	46	54	52	48	41	40	39	39	41
	%	1.37%	1.13%	1.34%	1.28%	1.17%	1.02%	0.98%	0.94%	0.90%	0.87%
9. Defense Information Systems Agency	#	67	74	64	60	53	62	53	55	53	54
	%	1.12%	1.25%	1.16%	1.15%	1.08%	1.15%	0.95%	0.97%	0.91%	0.87%
10. Defense TRICARE Management Activity	#										14
	%										0.87%
11. Defense Threat Reduction Agency	#	6	6	5	7	10	10	7	9	10	10
	%	0.64%	0.63%	0.56%	0.84%	0.90%	0.86%	0.63%	0.75%	0.83%	0.76%
12. Department of the Navy	#	1,732	1,724	1,620	1,562	1,500	1,430	1,380	1,398	1,423	1,427
	%	0.99%	0.97%	0.92%	0.88%	0.86%	0.82%	0.80%	0.78%	0.75%	0.72%
13. Defense Security Service	#	22	25	21	16	7	8	6	6	6	6
	%	0.83%	0.98%	0.88%	0.84%	1.33%	1.47%	1.14%	1.04%	0.83%	0.70%
14. Department of the Army	#	1,857	1,793	1,689	1,710	1,756	1,724	1,719	1,714	1,786	1,837
	%	0.89%	0.85%	0.82%	0.75%	0.74%	0.72%	0.71%	0.67%	0.65%	0.64%
15. Defense Human Resource Activity *	#	4	4	6	6	4	4	3	4	3	7
	%	0.60%	0.60%	0.82%	0.78%	0.50%	0.45%	0.34%	0.44%	0.29%	0.59%
16. Department of the Air Force	#	1,305	1,273	1,157	1,196	1,174	1,123	1,042	953	934	932
	%	0.90%	0.90%	0.87%	0.80%	0.75%	0.71%	0.67%	0.62%	0.58%	0.55%
17. Office of the Sec./Wash. Hqtrs. Services	#	32	32	38	39	41	45	54	60	42	40
	%	0.71%	0.72%	0.72%	0.78%	0.71%	0.69%	0.71%	0.71%	0.71%	0.54%
18. Defense Missile Defense Agency	#									10	10
	%									0.69%	0.49%
19. Defense Education Activity*	#	33	36	38	56	41	44	37	37	42	57
	%	0.30%	0.33%	0.35%	0.32%	0.25%	0.27%	0.24%	0.24%	0.28%	0.35%

\* These Defense Sub-Components showed an increase in the number and participation rate of IWTD in FY 2010.

<sup>12</sup> Table 8a data identifies participation rates based on total work force numbers. The total work force figures are as reported in CPDF plus AAFES.

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

A model EEO program must have adequate and accurate information collection systems, which are integrated into the agency's information management infrastructure, and provide the ability to conduct a wide array of periodic examinations of the agency's Title VII of the Civil Rights Act and Section 501 of the Rehabilitation Act workforce profile(s). Such systems should collect data, used to monitor and evaluate its EEO programs. The data collection system should allow the agency to identify and evaluate information related to management actions affecting employment status. The system should be capable of tracking applicant flow data for each selection made by the agency identified by race, national origin, sex, and, where known, disability, as well as the disposition of each application. 29 C.F.R. §1607.4.

The system should be capable of monitoring employment trends through review of personnel transactions and other historical data, tracking recruitment efforts to permit data analyses of these efforts, and allow for the integration of comprehensive management, personnel, and budget planning with Title VII and Rehabilitation Act program planning.

### **1. 22% of Agencies Collect Applicant Flow Data**

EEOC's regulations provide that each agency shall establish a system to collect and maintain accurate employment information on the race, national origin, sex and [disabilities] of its employees . . . [and] use the data . . . in studies and analyses which contribute affirmatively to achiev[e] the objectives of the equal employment opportunity program. 29 C.F.R. §114.601(a) and (e). Section II(E) of MD-715 establishes that a model EEO program must maintain a system that tracks applicant flow data, which identifies applicants by race, national origin, sex and disability status and the disposition of all applications.

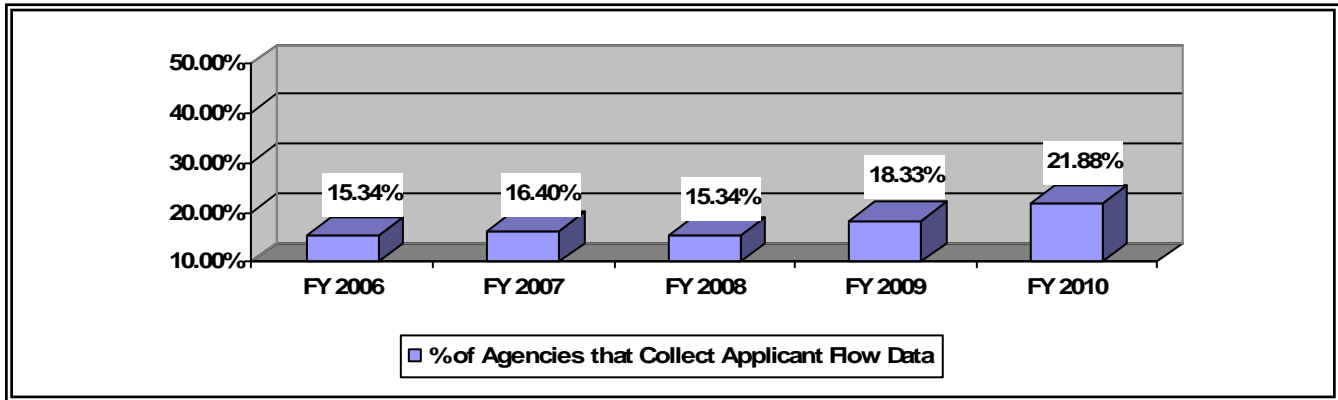
The MD-715 report tables currently require agencies to report applicant flow data for new hires and internal competitive promotions in major occupations, for internal selections to Senior Level positions and for participation in career development.

In FY 2010, 42 (22%) of the 192 agencies and subcomponents that submitted MD-715 data, reported collecting comprehensive applicant flow data, up from 33 (18.33%) of the 180 agencies and subcomponents, that submitted MD-715 data, reporting comprehensive applicant flow data in FY 2009. Figure 7 below shows the percentage of agencies that collected comprehensive applicant data on an annual basis. See [Appendix III](#) for a detailed list of agencies' status.

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**Figure 7 - Percent of Agencies that Collect Comprehensive Applicant Flow Data  
FY 2006 – FY 2010**



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

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

### **1. 88% of Agencies and Subcomponents Timely Submitted MD-715 Reports**

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

MD-715 reports provide information on an agency’s progress in achieving the model EEO program elements, identifying and eliminating barriers, and allow the EEOC to conduct a wide array of examinations of the agency’s Title VII and Section 501 work force profiles. MD-715 applies to all Executive agencies and military departments (except uniformed members) as defined in Sections 102 and 105 of Title 5, U.S.C. (including those with employees and applicants for employment who are paid from non-appropriated funds), the United States Postal Service, the Postal Rate Commission, the Tennessee Valley Authority, the Smithsonian Institution, and those units of the judicial branch of the federal government having positions in the competitive service. These agencies and their Second Level Reporting Components are required to file an EEOC FORM 715-01 on or before January 31<sup>st</sup> of each year.

In FY 2010, 88% or 169 of the 192 agencies and subcomponents that submitted a MD-715 report did so by the February 4, 2011 deadline. Agencies that participated in EEOC’s pilot project involving the electronic filing of MD-715 data received an extension until February 28, 2011. In FY 2009, 79% or 143 of the 180 agencies and subcomponents that submitted a MD-715 report did so in a timely manner. No extensions were granted in FY 2009. In FY 2008, 50% or 73 of 145 the agencies and subcomponents that submitted reports were timely; and increased to 80.7% or 117 with extensions. In FY 2007, MD-715 reports were timely filed by 77 or 44.7% of the 172 reporting agencies and subcomponents down from the 50% or 84 of the 167 reporting agencies and subcomponents in FY 2006. See [Appendix III](#) for a detailed list of agencies’ status.

**2. 81% of Agencies Post No FEAR Act Data**

On May 15, 2002, Congress enacted the “Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002,” which is commonly referred to as the No FEAR Act. One purpose of the Act is to “require that each Federal agency post quarterly on its public Web site, certain statistical data relating to Federal sector equal employment opportunity complaints filed with such agency[.]” Title III of Public Law 170-174 sets forth the required contents to be posted.

EEOC Regulations 29 C.F.R. §1614.701 to 705 implement Title III - setting forth basic requirements of agency postings, providing data set definitions for clarity, the manner and format with which the data should be posted, reiterating the required contents of the postings and setting forth the requirement for posting comparative data.

Of the 194 agencies and sub-components where we were able to find the agency posting on its web-site, 158 (81.44%) reported or were found to have the required postings of the No FEAR Act available on its public website. See [Appendix III](#) for a detailed list of agencies’ status.

## **II. PROFILES FOR SELECTED FEDERAL AGENCIES**

What follows are individual profiles of federal agencies with a total work force of 500 or more employees. These profiles of selected indicators were created with data from the Civilian Personnel Data File (CPDF), which is maintained by the Office of Personnel Management (OPM) or for agencies that do not submit data to the CPDF, from data submitted in their annual Management Directive 715 (MD-715) reports.

Each agency's profile highlights the participation by race, national origin, gender, and disability status of employees in the work force as a whole, as well as in the agency's major occupations, supervisor and manager ranks, Senior Pay Level, career Senior Executive Service (SES) and the "feeder grades" (GS-14 and GS-15) to the SES.

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

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

This year's profile narratives also focus on agencies' participation rates of individuals with targeted disabilities calculated using the number of employees with reportable disabilities and the participation rates of Women in permanent management official positions. Although the EEOC reviews and analyzes the data submitted, each agency remains ultimately responsible for the accuracy of its own data submitted to both EEOC and OPM.

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<sup>1</sup> Employees classified as supervisors and managers who are at the GS-12 level or below are identified as First-Level Officials and Managers; those at the GS-13 or GS-14 level are identified as Mid-Level Officials and Managers; and those at the GS-15 or in the Senior Executive Service are identified as Senior-Level Officials and Managers.

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

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

Government-Wide (II-3)  
Agency for International Development (II-4)  
Agriculture, Department of (II-5)  
Air Force, Department of the (II-6)  
Army, Department of the (II-7)  
Army and Air Force Exchange Service (II-8)  
Broadcasting Board of Governors (II-9)  
Commerce, Department of (II-10)  
Commodity Futures Trading Commission (II-11)  
Consumer Product Safety Commission (II-12)  
Corporation for National Service (II-13)  
Court Services and Offender Supervision Agency (II-14)  
Defense Commissary Agency (II-15)  
Defense Contract Audit Agency (II-16)  
Defense Contract Management Agency (II-17)  
Defense Education Activity, Department of (II-18)  
Defense Finance and Accounting Service (II-19)  
Defense Human Resources Activity (II-20)  
Defense Information Systems Agency (II-21)  
Defense Inspector General, Office of the (II-22)  
Defense Logistics Agency (II-23)  
Defense Media Activity (II-24)  
Defense Missile Defense Agency (II-25)  
Office of the Secretary/Wash. Hqtrs. Services Office (II-26)  
Defense Security Service (II-27)  
Defense Threat Reduction Agency (II-28)  
Defense TRICARE Management Activity (II-29)  
Education, Department of (II-30)  
Energy, Department of (II-31)  
Environmental Protection Agency (II-32)  
Equal Employment Opportunity Commission (II-33)  
Federal Communications Commission (II-34)  
Federal Deposit Insurance Corporation (II-35)  
Federal Energy Regulatory Commission (II-36)  
Federal Trade Commission (II-37)  
General Services Administration (II-38)  
Government Printing Office (II-39)  
Health and Human Services, Department of (II-40)  
Homeland Security, Department of (II-41)  
Housing and Urban Development, Department of (II-42)  
Interior, Department of the (II-43)  
Justice, Department of (II-44)  
Labor, Department of (II-45)  
National Aeronautics and Space Administration (II-46)  
National Archives and Records Administration (II-47)  
National Credit Union Administration (II-48)  
National Gallery of Art (II-49)  
National Labor Relations Board (II-50)  
National Science Foundation (II-51)  
Navy, Department of the (II-52)  
Nuclear Regulatory Commission (II-53)  
Office of Personnel Management (II-54)  
Peace Corps (II-55)  
Pension Benefit Guaranty Corporation (II-56)  
Railroad Retirement Board (II-57)  
Securities and Exchange Commission (II-58)  
Small Business Administration (II-59)  
Smithsonian Institution (II-60)  
Social Security Administration (II-61)  
State, Department of (II-62)  
Tennessee Valley Authority (II-63)  
Transportation, Department of (II-64)  
Treasury, Department of (II-65)  
U.S. Postal Service (II-66)  
Veterans' Affairs, Department of (II-67)



**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Government-Wide (The Government)**

**Permanent Workforce: 2,563,795    Temporary Workforce: 286,789    Total Workforce: 2,850,584**  
**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,563,795	56.75%	43.25%	8.15%	62.12%	18.50%	5.99%	0.35%	1.50%	0.81%	0.93%
<b>Major Occupations:</b>											
<b>GS-14 and GS-15*</b>	196,673	64.15%	35.85%	4.67%	75.16%	11.76%	6.83%	0.10%	0.95%	0.53%	0.52%
<b>Senior Pay Level*</b>	17,247	68.82%	30.18%	3.96%	83.21%	8.23%	3.33%	0.09%	0.82%	0.37%	0.50%
<b>SES</b>	7,738	68.75%	31.25%	3.68%	82.08%	9.49%	2.93%	0.09%	1.25%	0.48%	0.44%
<b>First-Level Officials/Managers</b>	70,510	60.04%	39.96%	7.81%	69.46%	15.23%	3.17%	0.45%	2.86%	1.02%	0.56%
<b>Mid-Level Officials/Managers</b>	104,279	65.88%	34.14%	7.44%	74.61%	11.99%	3.62%	0.21%	1.31%	0.82%	0.48%
<b>Senior-Level Officials/Managers</b>	51,367	68.16%	31.84%	3.91%	80.26%	9.95%	4.38%	0.08%	1.00%	0.41%	0.44%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, the Government employed 25,217 (0.88%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 57,012 IWTD were needed. This represents an increase of 554 employees over FY 2009 and an increase of 775 employees since FY 2006. The participation rate for FY 2009 was 0.88% and for FY 2006 was 0.94%. Over the 5-year period the Government had a net decrease of 0.06% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	154,923		153,815		160,244		164,763		168,707	
<b>Targeted Disabilities</b>	24,442	15.78%	23,993	15.6%	24,427	15.24%	24,663	12.18%	25,217	14.95%

\*The percentage of Targeted Disabilities in this table represents the number of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, the Government employed 1,108,954 Women in permanent positions. Women occupied only 31.84% of the Government's permanent senior level management positions. This represents an increase of 3,425 women in senior management positions since FY 2009 and an increase of 3,512 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	1,041,030	42.8%	976,280	42.05%	1,072,590	43.24%	1,095,487	43.35%	1,108,841	43.25%
<b>Senior Level Management</b>	12,841	28.07%	11,542	29.72%	12,179	30.65%	12,928	32.01%	16,353	31.84%
<b>Mid Level Management</b>	27,183	32.86%	22,267	33.84%	19,830	35.53%	20,034	37.00%	35,596	34.14%
<b>1<sup>st</sup> Level Management</b>	25,144	39.87%	20,108	40.19%	16,597	40.32%	16,902	40.79%	28,174	39.96%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Agency for International Development (AID)**

Permanent Workforce: 2,142    Temporary Workforce: 1,234    Total Workforce: 3,376

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,142	45.94%	54.06%	3.13%	64.61%	26.38%	5.23%	0.00%	0.28%	0.37%	0.65%
<b>Major Occupations:</b>											
Misc Admin & Pro	808	53.09%	46.91%	2.97%	79.33%	12.00%	4.21%	0.12%	0.87%	0.50%	0.37%
Mgt & Program Analysis	476	36.34%	63.66%	1.89%	71.85%	21.01%	4.83%	0.00%	0.42%	0.00%	0.21%
Contracting	242	54.13%	45.87%	2.89%	61.16%	29.34%	5.79%	0.00%	0.83%	0.00%	0.83%
GS-14 and GS-15*	1,056	54.36%	45.64%	3.60%	72.25%	18.18%	5.68%	0.00%	0.19%	0.09%	0.57%
Senior Pay Level*	178	61.80%	38.20%	1.69%	79.78%	13.48%	4.49%	0.00%	0.56%	0.00%	0.00%
SES	31	58.06%	41.94%	6.45%	64.52%	25.81%	3.23%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	57	49.12%	50.88%	0.00%	87.72%	7.02%	5.26%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers	217	53.92%	46.08%	3.23%	69.59%	22.12%	4.15%	0.00%	0.92%	0.00%	1.38%
Senior-Level Officials/ Managers	470	60.43%	39.57%	3.19%	77.66%	14.04%	4.89%	0.00%	0.21%	0.00%	0.21%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, AID employed 21 (0.62%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 68 IWTG were needed. This represents an increase of 11 employees over FY 2009 and an increase of 13 employees since FY 2006. The participation rate for FY 2009 was 0.57% and for FY 2006 was 0.58%. Over the 5-year period AID had a net increase of 0.04% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	NA		69		76		77		117	
Targeted Disabilities	14	NA	14	20.29%	15	19.74%	16	20.78%	21	17.95%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities. NA = not available.

**Women in Management\***

As of September 30, 2010, AID employed 1,158 Women in permanent positions. Women occupied only 39.57% of AID's permanent senior level management positions. This represents an increase of 6 women in senior management positions since FY 2009 and an increase of 25 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	938	53.11%	954	53.12%	1,004	53.58%	1,055	53.34%	1,158	54.06%
Senior Level Management	161	34.48%	151	35.53%	175	38.21%	180	40%	186	39.57%
Mid Level Management	66	51.56%	65	54.17%	64	50.79%	67	49.26%	100	46.08%
1 <sup>st</sup> Level Management	36	40%	30	41.1%	20	32.26%	24	38.71%	29	50.88%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of Agriculture (USDA)**

**Permanent Workforce: 86,562    Temporary Workforce: 21,729    Total Workforce: 108,291**  
**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	86,562	56.07%	43.93%	6.14%	0.97%	10.99%	2.76%	0.13%	2.21%	0.55%	0.99%
<b>Major Occupations:</b>											
Forestry Technician	16,432	81.36%	18.64%	5.74%	88.52%	1.30%	0.71%	0.15%	3.06%	0.53%	0.23%
Biological Science Technician	6,181	59.10%	40.90%	3.93%	86.02%	3.66%	4.03%	0.37%	1.25%	0.74%	0.63%
Gen Natural Resources Mgt And Bio Sc	5,455	63.94%	36.06%	6.42%	82.64%	3.57%	5.11%	0.24%	1.63%	0.38%	0.60%
GS-14 and GS-15*	6,128	66.47%	33.53%	4.13%	78.62%	10.49%	5.39%	0.02%	1.06%	0.29%	0.72%
Senior Pay Level*	473	72.09%	27.91%	4.23%	78.65%	11.63%	3.17%	0.42%	1.27%	0.63%	0.63%
SES	362	68.23%	31.77%	4.14%	76.24%	13.81%	3.04%	0.28%	1.66%	0.83%	0.83%
First-Level Officials/ Managers	11,871	67.64%	32.36%	5.76%	84.74%	4.28%	1.50%	0.11%	3.14%	0.46%	0.41%
Mid-Level Officials/ Managers	6,950	64.04%	35.96%	4.78%	79.71%	8.96%	4.36%	0.04%	1.65%	0.49%	0.69%
Senior-Level Officials/ Managers	2,297	74.66%	25.34%	3.96%	80.84%	8.97%	4.83%	0.09%	1.00%	0.30%	0.61%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, USDA employed 924 (0.85%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 2,166 IWTD were needed. This represents an increase of 41 employees over FY 2009 and a decrease of 85 employees since FY 2006. The participation rate for FY 2009 was 0.83% and for FY 2006 was 0.96%. Over the 5-year period USDA had a net decrease of 0.11% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	6,899		6,070		5,703		5,572		5,932	
<b>Targeted Disabilities</b>	1,009	14.63%	965	15.9%	893	15.66%	883	15.85%	924	15.58%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, USDA employed 38,030 Women in permanent positions. Women occupied only 25.34% of USDA's permanent senior level management positions. This represents an increase of 135 women in senior management positions since FY 2009 and an increase of 150 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	37,676	43.37%	37,035	43.61%	36,968	43.78%	37,290	43.88%	38,030	43.93%
<b>Senior Level Management</b>	432	25.46%	425	26.32%	441	27.34%	447	27.82%	582	25.34%
<b>Mid Level Management</b>	1,461	31.41%	1,502	32.97%	1,555	34.23%	1,506	35.9%	2,499	35.96%
<b>1<sup>st</sup> Level Management</b>	1,476	24.26%	1,474	24.41%	1,472	24.4%	1,223	24.04%	3,842	32.36%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

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

**Permanent Workforce: 159,630    Temporary Workforce: 11,222    Total Workforce: 170,852**  
**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	159,630	70.43%	29.57%	6.74%	75.66%	11.76%	3.35%	0.39%	1.07%	1.03%	0.57%
<b>Major Occupations:</b>											
<b>Aircraft Mechanic</b>	7,562	96.54%	3.46%	9.15%	79.91%	5.95%	2.41%	0.56%	1.20%	0.82%	0.20%
<b>Contracting</b>	5,731	45.79%	54.21%	5.46%	74.68%	14.85%	2.72%	0.21%	0.82%	1.26%	0.65%
<b>Electronics Engineering</b>	4,968	89.29%	10.71%	4.59%	72.71%	6.72%	13.83%	0.08%	0.89%	1.19%	0.62%
<b>GS-14 and GS-15*</b>	8,074	79.35%	20.65%	3.41%	87.21%	5.34%	2.45%	0.10%	0.69%	0.81%	0.33%
<b>Senior Pay Level*</b>	321	81.62%	18.38%	2.18%	88.79%	3.74%	3.12%	0.00%	1.25%	0.93%	0.00%
<b>SES</b>	195	76.41%	23.59%	3.08%	89.23%	4.62%	0.51%	0.00%	1.03%	1.54%	0.00%
<b>First-Level Officials/Managers</b>	9,691	67.31%	32.69%	6.11%	76.76%	12.34%	2.69%	0.33%	0.79%	0.97%	0.29%
<b>Mid-Level Officials/Managers</b>	10,466	73.10%	26.90%	4.24%	84.61%	7.10%	2.12%	0.25%	0.88%	0.80%	0.28%
<b>Senior-Level Officials/Managers</b>	1,901	78.54%	21.46%	2.74%	89.06%	4.63%	1.74%	0.05%	0.84%	0.95%	0.32%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, USAF employed 932 (0.55%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 3,417 IWTG were needed. This represents a decrease of 2 employees from FY 2009 and a decrease of 191 employees since FY 2006. The participation rate for FY 2009 was 0.58% and for FY 2006 was 0.71%. Over the 5-year period USAF had a net decrease of 0.16% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	10,790		8,083		7,617		7,620		7,906	
<b>Targeted Disabilities</b>	1,123	10.41%	1,042	12.89%	953	12.51%	934	12.26%	932	11.79%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, USAF employed 47,203 Women in permanent positions. Women occupied only 21.46% of USAF's permanent senior level management positions. This represents an increase of 313 women in senior management positions since FY 2009 and an increase of 40 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	46,625	31.02%	44,988	30.53%	43,736	30.33%	45,205	30.2%	47,203	29.57%
<b>Senior Level Management</b>	368	20.33%	132	17.3%	133	17.62%	95	16.16%	408	21.46%
<b>Mid Level Management</b>	3,407	34.89%	386	22.04%	411	23.19%	228	19.81%	2,815	26.9%
<b>1<sup>st</sup> Level Management</b>	3,407	34.89%	446	22.82%	419	21.95%	414	22.09%	3,168	32.69%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of the Army (ARMY)**

**Permanent Workforce: 261,438    Temporary Workforce: 27,298    Total Workforce: 288,736**  
**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	261,438	63.21%	36.79%	7.00%	69.71%	17.03%	3.77%	0.50%	0.91%	1.07%	0.67%
<b>Major Occupations:</b>											
<b>Logistics Management</b>	8,515	70.15%	29.85%	5.30%	68.17%	22.31%	1.86%	0.43%	0.85%	1.08%	0.40%
<b>Transportation/ Mobile Equip Mech</b>	7,458	97.69%	2.31%	9.17%	78.49%	9.20%	1.39%	0.35%	0.90%	0.50%	0.04%
<b>Civil Engineering</b>	6,834	83.30%	16.70%	4.78%	82.31%	4.43%	6.60%	0.22%	0.61%	1.04%	0.34%
<b>GS-14 and GS-15*</b>	14,691	74.94%	25.06%	3.93%	80.54%	9.41%	4.44%	0.26%	0.69%	0.73%	0.31%
<b>Senior Pay Level*</b>	385	82.60%	17.40%	1.30%	89.61%	4.16%	4.42%	0.00%	0.00%	0.52%	0.00%
<b>SES</b>	280	81.43%	18.57%	1.07%	90.36%	5.00%	2.86%	0.00%	0.00%	0.71%	0.00%
<b>First-Level Officials/ Managers</b>	7,241	43.96%	10.47%	100.35%	25.11%	3.94%	0.95%	1.57%	1.57%	0.59%	0.00%
<b>Mid-Level Officials/ Managers</b>	12,432	73.17%	26.83%	4.89%	78.97%	10.70%	3.27%	0.32%	0.89%	0.95%	0.50%
<b>Senior-Level Officials/ Managers</b>	3,226	77.71%	22.29%	3.16%	84.81%	7.53%	3.10%	0.22%	0.62%	0.56%	0.19%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, ARMY employed 1,837 (0.64%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 5,775 IWTG were needed. This represents an increase of 51 employees over FY 2009 and an increase of 113 employees since FY 2006. The participation rate for FY 2009 was 0.65% and for FY 2006 was 0.72%. Over the 5-year period ARMY had a net decrease of 0.08% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	17,729		15,559		16,411		18,049		19,162	
<b>Targeted Disabilities</b>	1,724	9.72%	1,719	11.05%	1,714	10.44%	1,786	9.9%	1,837	9.59%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, ARMY employed 96,187 Women in permanent positions. Women occupied only 22.29% of ARMY's permanent senior level management positions. This represents an increase of 533 women in senior management positions since FY 2009 and an increase of 39 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	79,399	36.29%	79,875	36.41%	84,268	36.75%	91,026	37.17%	96,187	36.79%
<b>Senior Level Management</b>	680	19.3%	234	16.67%	187	16.29%	186	17.5%	719	22.29%
<b>Mid Level Management</b>	2,551	24.51%	941	22.21%	401	20.31%	277	17.89%	3,335	26.83%
<b>1<sup>st</sup> Level Management</b>	3,222	33.65%	1,731	34.89%	639	29.57%	612	29.69%	758	10.47%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

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

Permanent Workforce: 35,512      Temporary Workforce: 0      Total Workforce: 35,512

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	35,512	36.68%	63.32%	14.89%	40.09%	26.76%	10.45%	2.77%	0.73%	4.32%	2.39%
<b>Major Occupations:</b>											
Retail Operations	2,435	26.49%	73.51%	12.81%	47.39%	23.49%	8.62%	2.92%	0.62%	4.15%	1.44%
Hospitality & Restaurant	1,042	36.76%	63.24%	13.72%	37.52%	20.06%	12.48%	1.82%	0.58%	4.22%	0.96%
Retail Specialist	299	33.11%	66.89%	9.03%	49.50%	27.76%	6.02%	1.34%	0.67%	5.69%	2.68%
GS-14 and GS-15*	682	64.52%	35.48%	7.48%	73.31%	8.94%	4.40%	0.29%	0.88%	4.69%	1.03%
Senior Pay Level*	14	85.71%	14.29%	7.14%	78.57%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%
SES	14	85.71%	14.29%	7.14%	78.57%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	3,833	35.85%	64.15%	11.97%	51.19%	22.10%	8.04%	1.62%	0.57%	4.51%	1.54%
Mid-Level Officials/Managers	545	62.57%	37.43%	7.71%	72.29%	8.81%	4.77%	0.37%	0.73%	5.32%	0.92%
Senior-Level Officials/Managers	120	76.67%	23.33%	7.50%	77.50%	10.00%	2.50%	0.00%	1.67%	0.83%	0.83%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, AAFES employed 847 (2.39%) Individuals with Targeted Disabilities (IWTED). In order to have met the federal 2% participation rate goal, 710 IWTED were needed. This represents an increase of 42 employees over FY 2009 and an increase of 243 employees since FY 2006. The participation rate for FY 2009 was 2.27% and for FY 2006 was 1.65%. Over the 5-year period AAFES had a net increase of 0.74% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	2,597		1,936		3,114		3,272		3,445	
<b>Targeted Disabilities</b>	604	23.26%	556	28.72%	706	22.67%	805	24.6%	847	24.59%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, AAFES employed 22,485 Women in permanent positions. Women occupied only 23.33% of AAFES' permanent senior level management positions. This represents an increase of 2 women in senior management positions since FY 2009 and an increase of 6 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	23,417	64.15%	21,980	64.14%	22,683	64.3%	22,531	63.63%	22,485	63.32%
<b>Senior Level Management</b>	22	22%	24	22.22%	26	23.64%	26	22.03%	28	23.33%
<b>Mid Level Management</b>	167	36.23%	196	37.4%	199	37.76%	201	37.92%	204	37.43%
<b>1<sup>st</sup> Level Management</b>	1,958	64.15%	2,266	64.71%	2,369	64.69%	2,445	64.36%	2,459	64.15%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Broadcasting Board of Governors (BBG)**

Permanent Workforce: 1,665    Temporary Workforce: 107    Total Workforce: 1,772

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,665	60.36%	39.64%	8.41%	54.23%	21.80%	15.08%	0.00%	0.24%	0.24%	0.78%
<b>Major Occupations:</b>											
General Arts And Information	886	64.00%	36.00%	9.71%	52.37%	11.74%	25.73%	0.00%	0.11%	0.34%	0.45%
Audiovisual Production	177	57.06%	42.94%	9.04%	58.76%	17.51%	14.69%	0.00%	0.00%	0.00%	0.56%
GS-14 and GS-15*	291	71.48%	28.52%	7.22%	74.57%	11.68%	5.84%	0.00%	0.34%	0.34%	1.03%
Senior Pay Level*	17	76.47%	23.53%	5.88%	88.24%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%
SES	14	71.43%	28.57%	7.14%	85.71%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	7	71.43%	28.57%	0.00%	71.43%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers	373	65.68%	34.32%	8.85%	64.61%	13.40%	12.60%	0.00%	0.27%	0.27%	1.07%
Senior-Level Officials/ Managers	94	73.40%	26.60%	4.26%	85.11%	5.32%	5.32%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, BBG employed 13 (0.73%) Individuals with Targeted Disabilities (IWTDD). In order to have met the federal 2% participation rate goal, 35 IWTDD were needed. This represents a decrease of one employee from FY 2009 and a decrease of 2 employees since FY 2006. The participation rate for FY 2009 was 0.79% and for FY 2006 was 0.86%. Over the 5-year period BBG had a net decrease of 0.13% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	NA		48		50		48		47	
Targeted Disabilities	15	NA	15	31.25%	15	30%	18	37.5%	13	27.66%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities. NA = Not Available.

**Women in Management\***

As of September 30, 2010, BBG employed 660 Women in permanent positions. Women occupied only 26.60% of BBG's permanent senior level management positions. This represents an increase of 4 women in senior management positions since FY 2009 and an increase of 1 woman since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	625	38.06%	550	36.81%	637	38.24%	661	39.3%	660	39.64%
Senior Level Management	24	22.64%	22	24.18%	24	25.26%	21	23.6%	25	26.6%
Mid Level Management	119	34.59%	117	35.78%	120	34.99%	128	35.36%	128	34.32%
1 <sup>st</sup> Level Management	7	26.92%	3	23.08%	0	0%	2	28.57%	2	28.57%

\*Numbers represent permanent employees only.

## EEOC FY 2010 Annual Report on the Federal Work Force Part II

### Department of Commerce (DOC)

Permanent Workforce: 41,103    Temporary Workforce: 8,059    Total Workforce: 49,162

#### Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	41,103	54.43%	45.57%	3.78%	68.91%	16.13%	10.15%	0.10%	0.65%	0.28%	0.79%
<b>Major Occupations:</b>											
Patent Examining	6,533	72.49%	27.51%	2.94%	48.98%	14.01%	33.60%	0.00%	0.41%	0.06%	0.49%
Meteorology	2,649	86.60%	13.40%	2.11%	92.83%	2.08%	2.53%	0.08%	0.38%	0.00%	0.34%
Statistics	1,638	45.67%	54.33%	6.53%	66.67%	20.09%	5.49%	0.00%	0.24%	0.98%	0.98%
GS-14 and GS-15*	11,168	67.18%	32.82%	2.70%	72.05%	10.11%	14.67%	0.03%	0.35%	0.10%	0.38%
Senior Pay Level*	542	72.32%	27.68%	2.03%	82.10%	9.23%	5.90%	0.00%	0.18%	0.55%	0.92%
SES	359	69.92%	30.08%	2.79%	80.50%	10.58%	5.01%	0.00%	0.28%	0.84%	0.28%
First-Level Officials/ Managers	525	38.67%	61.33%	6.67%	63.43%	26.67%	2.48%	0.00%	0.38%	0.38%	0.95%
Mid-Level Officials/ Managers	3,101	63.40%	36.60%	3.26%	77.07%	14.03%	5.19%	0.10%	0.23%	0.13%	0.52%
Senior-Level Officials/ Managers	2,476	69.95%	30.05%	2.67%	77.67%	9.29%	9.57%	0.00%	0.61%	0.20%	0.32%

\*Does not include pay-banded employees. All data includes US Patent & Trademark Office.

#### Targeted Disabilities Employment Trends

As of September 30, 2010, DOC employed 376 (0.76%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 983 IWTD were needed. This represents a decrease of 9 employees from FY 2009 and an increase of 42 employees since FY 2006. The participation rate for FY 2009 was 0.78% and for FY 2006 was 0.82%. Over the 5-year period DOC had a net decrease of 0.06% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	2,704		2,332		2,444		3,000		2,855	
<b>Targeted Disabilities</b>	334	12.35%	323	13.85%	337	13.79%	385	12.83%	376	13.17%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management\*

As of September 30, 2010, DOC employed 18,730 Women in permanent positions. Women occupied only 30.05% of DOC's permanent senior level management positions. This represents an increase of 86 women in senior management positions since FY 2009 and an increase of 225 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	18,301	46.76%	18,126	46.06%	18,308	45.63%	18,731	45.66%	18,730	45.57%
<b>Senior Level Management</b>	519	24.86%	562	26.29%	622	27.94%	658	28.95%	744	30.05%
<b>Mid Level Management</b>	512	34.09%	540	35.71%	553	35.65%	590	37.48%	1,135	36.6%
<b>1<sup>st</sup> Level Management</b>	343	55.77%	298	57.09%	286	61.51%	290	62.1%	322	61.33%

\*Numbers represent permanent employees only.



**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Commodity Futures Trading Commission (CFTC)**

Permanent Workforce: 636    Temporary Workforce: 63    Total Workforce: 699

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	636	56.60%	43.40%	2.83%	71.86%	18.08%	6.92%	0.00%	0.00%	0.31%	0.16%
<b>Major Occupations:</b>											
<b>General Attorney</b>	250	61.20%	38.80%	2.00%	84.80%	6.40%	6.80%	0.00%	0.00%	0.00%	0.40%
<b>GS-14 and GS-15*</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	29	68.97%	31.03%	0.00%	82.76%	13.79%	3.45%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	29	68.97%	31.03%	0.00%	82.76%	13.79%	3.45%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, CFTC employed 2 (0.29%) Individuals with Targeted Disabilities (IWTDD). In order to have met the federal 2% participation rate goal, 14 IWTDD were needed. This represents an increase of one employee over FY 2009 and an increase of one employee since FY 2006. The participation rate for FY 2009 was 0.18% and for FY 2006 was 0.22%. Over the 5-year period CFTC had a net increase of 0.07% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	14		13		12		14		17	
<b>Targeted Disabilities</b>	1	7.14%	1	7.69%	0	0%	1	7.14%	2	11.76%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, CFTC employed 276 Women in permanent positions. Women occupied only 31.03% of CFTC's permanent senior level management positions. This represents an increase of one woman in senior management positions since FY 2009 and a decrease of 2 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	216	48.54%	208	49.29%	215	48.64%	240	44.69%	276	43.4%
<b>Senior Level Management</b>	11	33.33%	7	29.16%	9	30%	8	27.58%	9	31.03%
<b>Mid Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Consumer Product Safety Commission (CPSC)**

Permanent Workforce: 477 Temporary Workforce: 33 Total Workforce: 510

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	477	49.27%	50.73%	4.40%	66.04%	18.66%	8.81%	0.00%	0.63%	1.47%	1.47%
<b>Major Occupations:</b>											
General Inspection, Investigation, & Enforcement, & Compliance	146	53.42%	46.58%	8.90%	69.86%	15.07%	4.79%	0.00%	1.37%	0.00%	0.68%
GS-14 and GS-15*	123	51.22%	48.78%	2.44%	78.05%	11.38%	7.32%	0.00%	0.00%	0.81%	1.63%
Senior Pay Level*	14	78.57%	21.43%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	14	78.57%	21.43%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	35	60.00%	40.00%	0.00%	71.43%	20.00%	5.71%	0.00%	2.86%	0.00%	0.00%
Senior-Level Officials/Managers	51	64.71%	35.29%	1.96%	90.20%	3.92%	3.92%	0.00%	0.00%	0.00%	1.96%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, CPSC employed 7 (1.37%) Individuals with Targeted Disabilities (IWTDD). In order to have met the federal 2% participation rate goal, 10 IWTDD were needed. This is the same as the number of employees in FY 2009 and an increase of one employee since FY 2006. The participation rate for FY 2009 was 1.52% and for FY 2006 was 1.49%. Over the 5-year period CPSC had a net decrease of 0.12% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	40		35		36		35		35	
<b>Targeted Disabilities</b>	6	15%	7	20%	7	19.44%	7	20%	7	20%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, CPSC employed 242 Women in permanent positions. Women occupied only 35.29% of CPSC' permanent senior level management positions. This represents a decrease of one woman in senior management positions since FY 2009 and a decrease of 2 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	205	52.7%	201	52.48%	214	51.81%	226	51.48%	242	50.73%
<b>Senior Level Management</b>	20	35.71%	17	34.69%	19	38.77%	19	36.53%	18	35.29%
<b>Mid Level Management</b>	13	52%	14	50%	13	46.42%	13	41.93%	14	40%
<b>1<sup>st</sup> Level Management</b>	1	100%	0	0%	0	0%	0	0%	0	0%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

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

Permanent Workforce: 561 Temporary Workforce: 71 Total Workforce: 632

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	561	36.19%	63.81%	2.14%	62.92%	30.30%	4.46%	0.00%	0.18%	0.00%	0.36%
<b>Major Occupations:</b>											
Misc Admin & Pro	394	34.52%	65.48%	2.03%	70.05%	23.35%	4.06%	0.00%	0.51%	0.00%	0.51%
GS-14 and GS-15*	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	6	83.33%	16.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	12	33.33%	66.67%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	6	83.33%	16.67%	0.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	6	83.33%	16.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, CNCS employed 2 (0.32%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 13 IWTD were needed. This is the same as the number of employees in FY 2009 and a decrease of 2 employees since FY 2006. The participation rate for FY 2009 was 0.34% and for FY 2006 was 0.72%. Over the 5-year period CNCS had a net decrease of 0.4% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	39		25		24		22		21	
<b>Targeted Disabilities</b>	4	10.26%	2	8%	3	12.5%	2	9.09%	2	9.52%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, CNCS employed 358 Women in permanent positions. Women occupied only 16.67% of CNCS' permanent senior level management positions. This represents no change in the number of women in senior management positions since FY 2009 and a decrease of 9 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	302	61.63%	318	62.11%	327	63.5%	330	64.58%	358	63.81%
<b>Senior Level Management</b>	10	47.62%	4	44.44%	3	37.5%	1	25%	1	16.67%
<b>Mid Level Management</b>	4	26.67%	2	16.67%	1	12.5%	1	14.29%	1	16.67%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	0	0%	8	66.67%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Court Services and Offender Supervision Agency for the District of Columbia  
(CSOSA)**

Permanent Workforce: 1,233

Temporary Workforce: 19

Total Workforce: 1,252

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,233	36.17%	63.83%	4.30%	12.65%	80.86%	1.54%	0.00%	0.16%	0.49%	0.41%
<b>Major Occupations:</b>											
Social Science	711	34.18%	65.82%	5.77%	12.38%	80.87%	0.98%	0.00%	0.00%	0.00%	0.14%
GS-14 and GS-15*	109	54.13%	45.87%	1.83%	32.11%	60.55%	4.59%	0.00%	0.92%	0.00%	0.00%
Senior Pay Level*	9	66.67%	33.33%	0.00%	44.44%	55.56%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	9	66.67%	33.33%	0.00%	44.44%	55.56%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers	113	45.13%	54.87%	2.65%	16.81%	79.65%	0.88%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Managers	36	69.44%	30.56%	5.56%	27.78%	63.89%	2.78%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, CSOSA employed 5 (0.4%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 25 IWTD were needed. This represents a decrease of 3 employees from FY 2009 and an increase of 4 employees since FY 2006. The participation rate for FY 2009 was 0.64% and for FY 2006 was 0.09%. Over the 5-year period CSOSA had a net increase of 0.31% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	60		52		54		63		56	
<b>Targeted Disabilities</b>	1	1.67%	2	3.85%	4	7.41%	8	12.7%	5	8.93%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, CSOSA employed 787 Women in permanent positions. Women occupied only 30.56% of CSOSA's permanent senior level management positions. This represents a decrease of one woman in senior management positions since FY 2009 and a decrease of 2 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	680	63.91%	708	63.61%	737	63.48%	785	64.03%	787	63.83%
<b>Senior Level Management</b>	13	34.21%	12	33.33%	9	26.47%	12	31.58%	11	30.56%
<b>Mid Level Management</b>	54	56.84%	49	53.26%	54	56.25%	59	53.64%	62	54.87%
<b>1<sup>st</sup> Level Management</b>	6	60%	6	60%	8	44.44%	8	57.14%	0	0%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Defense Commissary Agency (DeCA)**

Permanent Workforce: 12,600    Temporary Workforce: 2,980    Total Workforce: 15,580

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	12,600	41.10%	58.90%	8.29%	46.63%	27.13%	14.52%	1.60%	0.82%	1.02%	1.21%
<b>Major Occupations:</b>											
Store Working	1,918	60.95%	39.05%	8.39%	43.33%	32.90%	12.72%	1.20%	0.68%	0.78%	1.04%
Sales Store Clerical	1,551	13.09%	86.91%	7.16%	33.98%	26.89%	27.40%	2.06%	0.90%	1.61%	1.16%
Commissary Management	1,496	52.47%	47.53%	8.49%	58.09%	20.52%	10.36%	1.07%	0.47%	1.00%	0.27%
GS-14 and GS-15*	150	66.67%	33.33%	6.00%	76.67%	14.00%	2.00%	0.00%	1.33%	0.00%	0.67%
Senior Pay Level*	5	80.00%	20.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	5	80.00%	20.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	1,196	49.25%	50.75%	7.36%	54.85%	22.66%	11.79%	1.09%	1.09%	1.17%	0.33%
Mid-Level Officials/ Managers	252	64.68%	35.32%	7.14%	71.43%	15.48%	3.97%	1.19%	0.00%	0.79%	0.79%
Senior-Level Officials/ Managers	34	70.59%	29.41%	0.00%	76.47%	17.65%	0.00%	0.00%	5.88%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DeCA employed 170 (1.09%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 312 IWTD were needed. This represents an increase of 29 employees over FY 2009 and an increase of 28 employees since FY 2006. The participation rate for FY 2009 was 0.91% and for FY 2006 was 0.92%. Over the 5-year period DeCA had a net increase of 0.17% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	1,197		941		924		976		1,001	
Targeted Disabilities	142	11.86%	123	13.07%	124	13.42%	141	14.45%	170	16.98%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DeCA employed 7,421 Women in permanent positions. Women occupied only 29.41% of DeCA's permanent senior level management positions. This represents an increase of 9 women in senior management positions since FY 2009 and an increase of 3 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	7,087	60.01%	7,031	60.3%	7,178	60.24%	7,368	59.83%	7,421	58.9%
Senior Level Management	7	24.14%	7	22.58%	0	0%	1	25%	10	29.41%
Mid Level Management	78	31.71%	82	32.67%	1	33.33%	1	50%	89	35.32%
1 <sup>st</sup> Level Management	615	50.53%	579	50.13%	2	66.67%	2	50%	607	50.75%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Defense Contract Audit Agency (DCAA)**

Permanent Workforce: 4,683 Temporary Workforce: 34 Total Workforce: 4,717

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	4,683	46.70%	53.30%	4.87%	75.25%	10.08%	7.96%	0.17%	0.32%	1.35%	0.88%
<b>Major Occupations:</b>											
<b>Auditing</b>	4,092	50.00%	50.00%	4.69%	76.61%	8.50%	8.41%	0.17%	0.34%	1.27%	0.66%
<b>GS-14 and GS-15*</b>	300	60.67%	39.33%	2.33%	83.00%	7.33%	5.67%	0.33%	0.67%	0.67%	0.67%
<b>Senior Pay Level*</b>	17	94.12%	5.88%	5.88%	94.12%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%
<b>SES</b>	17	94.12%	5.88%	5.88%	94.12%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%
<b>First-Level Officials/Managers</b>	104	9.62%	90.38%	5.77%	62.50%	24.04%	4.81%	0.00%	0.96%	1.92%	0.96%
<b>Mid-Level Officials/Managers</b>	820	55.00%	45.00%	5.24%	80.00%	7.80%	5.37%	0.12%	0.49%	0.98%	0.98%
<b>Senior-Level Officials/Managers</b>	81	70.37%	29.63%	2.47%	90.12%	3.70%	2.47%	0.00%	0.00%	1.23%	1.23%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DCAA employed 41 (0.87%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 94 IWTG were needed. This represents an increase of 2 employees over FY 2009 and no change in the number of employees since FY 2006. The participation rate for FY 2009 was 0.9% and for FY 2006 was 1.02%. Over the 5-year period DCAA had a net decrease of 0.15% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	314		274		260		246		253	
<b>Targeted Disabilities</b>	41	13.06%	40	14.6%	39	15%	39	15.85%	41	16.21%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DCAA employed 2,496 Women in permanent positions. Women occupied only 29.63% of DCAA's permanent senior level management positions. This represents an increase of 21 women in senior management positions since FY 2009 and an increase of 7 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	2,083	52.3%	2,162	53.25%	2,265	54.75%	2,329	54.26%	2,496	53.3%
<b>Senior Level Management</b>	17	29.31%	16	27.59%	3	18.75%	3	20%	24	29.63%
<b>Mid Level Management</b>	212	35.1%	222	37.82%	0	0%	0	0%	369	45%
<b>1<sup>st</sup> Level Management</b>	60	95.24%	63	95.45%	0	0%	0	0%	94	90.38%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Defense Contract Management Agency (DCMA)**

Permanent Workforce: 10,405

Temporary Workforce: 120

Total Workforce: 10,525

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	10,405	65.32%	34.68%	5.74%	73.81%	13.87%	4.76%	0.15%	0.66%	1.01%	1.18%
<b>Major Occupations:</b>											
Quality Assurance	3,018	87.08%	12.92%	6.00%	79.92%	9.91%	2.22%	0.17%	0.96%	0.83%	0.46%
Contracting	2,364	48.73%	51.27%	4.74%	72.50%	16.33%	4.91%	0.13%	0.42%	0.97%	1.48%
General Business And Industry	943	76.35%	23.65%	6.26%	79.75%	9.12%	3.29%	0.11%	0.53%	0.95%	0.42%
GS-14 and GS-15*	731	66.89%	33.11%	2.60%	81.12%	10.94%	3.15%	0.14%	0.68%	1.37%	1.09%
Senior Pay Level*	7	57.14%	42.86%	0.00%	85.71%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	7	57.14%	42.86%	0.00%	85.71%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	978	70.25%	29.75%	3.99%	79.45%	11.76%	2.76%	0.10%	0.72%	1.23%	0.51%
Senior-Level Officials/Managers	155	65.16%	34.84%	3.23%	79.35%	12.26%	2.58%	0.00%	1.94%	0.65%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DCMA employed 123 (1.17%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 211 IWTG were needed. This represents an increase of one employee over FY 2009 and a decrease of 4 employees since FY 2006. The participation rate for FY 2009 was 1.22% and for FY 2006 was 1.29%. Over the 5-year period DCMA had a net decrease of 0.12% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	831		720		730		802		859	
<b>Targeted Disabilities</b>	127	15.28%	121	16.81%	120	16.44%	122	15.21%	123	14.32%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DCMA employed 3,608 Women in permanent positions. Women occupied only 34.84% of DCMA's permanent senior level management positions. This represents an increase of 51 women in senior management positions since FY 2009 and an increase of 21 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	3,651	37.15%	3,504	36.89%	3,370	36.4%	3,492	35.52%	3,608	34.68%
<b>Senior Level Management</b>	33	28.95%	39	30.95%	4	36.36%	3	33.33%	54	34.84%
<b>Mid Level Management</b>	222	28.65%	252	31.82%	0	0%	0	0%	291	29.75%
<b>1<sup>st</sup> Level Management</b>	4	50%	3	60%	0	0%	0	0%	0	0%

\*Numbers represent permanent employees only.

## EEOC FY 2010 Annual Report on the Federal Work Force Part II

### Department of Defense Education Activity (DODEA)

Permanent Workforce: 10,374    Temporary Workforce: 5,054    Total Workforce: 15,428

#### Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	10,374	28.35%	71.65%	7.12%	76.05%	12.72%	2.82%	0.21%	0.53%	0.54%	0.31%
<b>Major Occupations:</b>											
General Education & Training	8,136	23.88%	76.12%	3.68%	82.18%	8.43%	3.74%	0.43%	0.80%	0.75%	0.22%
Education & Vocational Training	2,774	13.52%	86.48%	12.58%	71.23%	13.95%	1.08%	0.04%	0.40%	0.72%	0.50%
Education & Training Technician	1,659	7.17%	92.83%	9.64%	62.09%	19.23%	5.61%	0.60%	1.33%	1.51%	0.30%
GS-14 and GS-15*	161	44.72%	55.28%	1.24%	81.99%	12.42%	3.11%	0.62%	0.00%	0.62%	0.62%
Senior Pay Level*	27	37.04%	62.96%	3.70%	81.48%	11.11%	0.00%	0.00%	0.00%	3.70%	0.00%
SES	6	50.00%	50.00%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%
First-Level Officials/Managers	96	80.21%	19.79%	4.17%	63.54%	26.04%	5.21%	0.00%	1.04%	0.00%	0.00%
Mid-Level Officials/Managers	81	59.26%	40.74%	0.00%	76.54%	16.05%	3.70%	0.00%	0.00%	3.70%	0.00%
Senior-Level Officials/Managers	62	46.77%	53.23%	1.61%	83.87%	11.29%	1.61%	0.00%	0.00%	1.61%	0.00%

\*Does not include pay-banded employees

#### Targeted Disabilities Employment Trends

As of September 30, 2010, DODEA employed 57 (0.37%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 309 IWTD were needed. This represents an increase of 15 employees over FY 2009 and an increase of 13 employees since FY 2006. The participation rate for FY 2009 was 0.28% and for FY 2006 was 0.27%. Over the 5-year period DODEA had a net increase of 0.1% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	482		426		420		470		503	
<b>Targeted Disabilities</b>	44	9.13%	37	8.69%	37	8.81%	42	8.94%	57	11.33%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management\*

As of September 30, 2010, DODEA employed 7,433 Women in permanent positions. Women occupied 53.23% of DODEA's permanent senior level management positions. This represents an increase of 24 women in senior management positions since FY 2009 and an increase of 16 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	7,425	71.08%	7,031	71.01%	6,951	71.56%	7,113	71.67%	7,433	71.65%
<b>Senior Level Management</b>	17	38.64%	18	40%	6	50%	9	69.23%	33	53.23%
<b>Mid Level Management</b>	43	62.32%	40	61.54%	3	37.5%	0	0%	33	40.74%
<b>1<sup>st</sup> Level Management</b>	16	44.44%	15	40.54%	0	0%	13	50%	19	19.79%

\*Numbers represent permanent employees only.



**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

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

Permanent Workforce: 12,674 Temporary Workforce: 204 Total Workforce: 12,878

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	12,674	39.19%	60.81%	2.51%	71.34%	22.30%	2.39%	0.20%	0.77%	0.50%	1.94%
<b>Major Occupations:</b>											
Accounting Technician	3,778	29.96%	70.04%	1.32%	77.18%	18.40%	1.88%	0.11%	0.77%	0.34%	2.83%
Accounting	2,568	42.72%	57.28%	2.49%	74.26%	18.65%	3.27%	0.16%	0.62%	0.55%	1.36%
Financial Admin And Program	2,017	44.08%	55.92%	3.47%	68.57%	24.39%	1.98%	0.25%	0.64%	0.69%	0.79%
GS-14 and GS-15*	382	60.47%	39.53%	2.88%	81.15%	13.87%	1.57%	0.26%	0.00%	0.26%	1.83%
Senior Pay Level*	25	52.00%	48.00%	0.00%	92.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	25	52.00%	48.00%	0.00%	92.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	531	37.66%	62.34%	2.82%	65.73%	29.00%	0.94%	0.56%	0.75%	0.19%	0.56%
Mid-Level Officials/ Managers	456	59.21%	40.79%	2.41%	80.04%	15.35%	1.54%	0.22%	0.00%	0.44%	0.88%
Senior-Level Officials/ Managers	125	59.20%	40.80%	3.20%	83.20%	11.20%	2.40%	0.00%	0.00%	0.00%	0.80%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DFAS employed 246 (1.91%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 258 IWTB were needed. This represents an increase of 8 employees over FY 2009 and a decrease of 15 employees since FY 2006. The participation rate for FY 2009 was 1.95% and for FY 2006 was 1.99%. Over the 5-year period DFAS had a net decrease of 0.08% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	1,571		1,408		1,327		1,317		1,351	
Targeted Disabilities	261	16.61%	253	17.97%	243	18.31%	238	18.07%	246	18.21%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DFAS employed 7,707 Women in permanent positions. Women occupied only 40.80% of DFAS' permanent senior level management positions. This represents an increase of 36 women in senior management positions since FY 2009 and an increase of 9 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	7,692	62.14%	7,445	62.17%	7,280	62.08%	7,380	61.39%	7,707	60.81%
Senior Level Management	42	31.58%	17	39.53%	13	39.39%	15	48.39%	51	40.8%
Mid Level Management	267	40.45%	105	45.26%	43	56.58%	32	60.38%	186	40.79%
1 <sup>st</sup> Level Management	443	65.63%	111	68.1%	18	56.25%	7	41.18%	331	62.34%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Defense Human Resources Activity (DHRA)**

Permanent Workforce: 1,141 Temporary Workforce: 44 Total Workforce: 1,185

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,141	42.33%	57.67%	6.75%	64.94%	19.28%	6.31%	0.09%	0.44%	2.19%	0.61%
<b>Major Occupations:</b>											
Human Resources Management	384	32.55%	67.45%	9.11%	58.33%	26.56%	2.86%	0.00%	0.78%	2.34%	0.26%
Mgt & Program Analysis	226	49.12%	50.88%	4.42%	75.22%	14.16%	3.98%	0.00%	0.44%	1.77%	0.88%
Information Technology Management	220	59.55%	40.45%	8.64%	66.82%	6.36%	15.91%	0.00%	0.00%	2.27%	0.45%
GS-14 and GS-15*	361	46.81%	53.19%	5.26%	73.41%	15.79%	3.05%	0.28%	0.28%	1.94%	0.28%
Senior Pay Level*	14	35.71%	64.29%	7.14%	78.57%	7.14%	0.00%	0.00%	0.00%	7.14%	0.00%
SES	14	35.71%	64.29%	7.14%	78.57%	7.14%	0.00%	0.00%	0.00%	7.14%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	105	56.19%	43.81%	7.62%	67.62%	19.05%	3.81%	0.00%	0.00%	1.90%	0.00%
Senior-Level Officials/Managers	106	54.72%	45.28%	3.77%	76.42%	14.15%	0.94%	0.94%	0.94%	2.83%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DHRA employed 7 (0.59%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 24 IWTD were needed. This represents an increase of 4 employees over FY 2009 and an increase of 3 employees since FY 2006. The participation rate for FY 2009 was 0.29% and for FY 2006 was 0.45%. Over the 5-year period DHRA had a net increase of 0.14% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	62		51		64		76		100	
<b>Targeted Disabilities</b>	4	6.45%	3	5.88%	4	6.25%	3	3.95%	7	7%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DHRA employed 658 Women in permanent positions. Women occupied only 45.28% of DHRA's permanent senior level management positions. This represents an increase of 38 women in senior management positions since FY 2009 and an increase of 7 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	529	61.23%	536	60.77%	543	60.74%	602	59.84%	658	57.67%
<b>Senior Level Management</b>	41	51.9%	28	50.91%	7	58.33%	10	66.67%	48	45.28%
<b>Mid Level Management</b>	41	53.95%	19	43.18%	0	0%	0	0%	46	43.81%
<b>1<sup>st</sup> Level Management</b>	0	0%	1	100%	0	0%	0	0%	0	0%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Defense Information Systems Agency (DISA)**

Permanent Workforce: 6,134 Temporary Workforce: 95 Total Workforce: 6,229

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	6,134	59.23%	40.77%	3.08%	68.83%	19.74%	6.68%	0.26%	0.64%	0.77%	0.86%
<b>Major Occupations:</b>											
Information Technology Management	2,719	67.82%	32.18%	3.38%	76.06%	15.26%	3.64%	0.18%	0.81%	0.66%	0.92%
Mgt & Program Analysis	701	34.09%	65.91%	3.28%	59.77%	31.81%	3.42%	0.14%	0.43%	1.14%	0.29%
Telecommunications	501	80.64%	19.36%	2.59%	67.27%	21.56%	6.59%	0.60%	0.80%	0.60%	0.00%
GS-14 and GS-15*	1,328	70.18%	29.82%	2.26%	72.36%	16.87%	7.30%	0.15%	0.45%	0.60%	0.38%
Senior Pay Level*	29	79.31%	20.69%	3.45%	93.10%	3.45%	0.00%	0.00%	0.00%	0.00%	3.45%
SES	29	79.31%	20.69%	3.45%	93.10%	3.45%	0.00%	0.00%	0.00%	0.00%	3.45%
First-Level Officials/Managers	5	80.00%	20.00%	0.00%	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	526	66.73%	33.27%	1.90%	78.33%	14.64%	3.04%	0.57%	0.95%	0.57%	0.38%
Senior-Level Officials/Managers	341	69.50%	30.50%	2.05%	75.95%	16.72%	4.40%	0.00%	0.59%	0.29%	0.59%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DISA employed 54 (0.87%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 125 IWTd were needed. This represents an increase of one employee over FY 2009 and a decrease of 8 employees since FY 2006. The participation rate for FY 2009 was 0.91% and for FY 2006 was 1.15%. Over the 5-year period DISA had a net decrease of 0.28% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	421		404		407		426		463	
Targeted Disabilities	62	14.73%	53	13.12%	55	13.51%	53	12.44%	54	11.66%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DISA employed 2,501 Women in permanent positions. Women occupied only 30.50% of DISA's permanent senior level management positions. This represents an increase of 15 women in senior management positions since FY 2009 and an increase of 24 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	2,291	43.65%	2,375	43.42%	2,381	42.76%	2,413	42.12%	2,501	40.77%
Senior Level Management	80	29.74%	84	29.37%	79	29.26%	89	29.18%	104	30.5%
Mid Level Management	122	32.71%	141	33.65%	116	33.53%	130	34.95%	175	33.27%
1 <sup>st</sup> Level Management	6	60%	7	50%	2	40%	0	0%	1	20%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

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

Permanent Workforce: 1,575

Temporary Workforce: 54

Total Workforce: 1,629

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,575	56.76%	43.24%	6.41%	65.65%	21.46%	4.57%	0.19%	0.63%	1.08%	1.14%
<b>Major Occupations:</b>											
<b>Auditing</b>	748	53.34%	46.66%	6.68%	65.51%	22.06%	4.28%	0.00%	0.53%	0.94%	0.94%
<b>Criminal Investigating</b>	371	78.44%	21.56%	8.63%	76.55%	8.09%	4.31%	0.81%	0.54%	1.08%	0.00%
<b>General Inspection, Investigation, &amp; Enforcement, &amp; Compliance</b>	81	58.02%	41.98%	4.94%	70.37%	19.75%	1.23%	0.00%	1.23%	2.47%	2.47%
<b>GS-14 and GS-15*</b>	396	63.64%	36.36%	3.79%	77.27%	13.13%	4.04%	0.00%	0.51%	1.26%	1.01%
<b>Senior Pay Level*</b>	21	66.67%	33.33%	0.00%	80.95%	14.29%	4.76%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	20	65.00%	35.00%	0.00%	80.00%	15.00%	5.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	5	20.00%	80.00%	0.00%	20.00%	60.00%	20.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	187	57.75%	42.25%	4.81%	72.73%	17.11%	2.67%	0.00%	0.53%	2.14%	1.60%
<b>Senior-Level Officials/Managers</b>	97	68.04%	31.96%	3.09%	82.47%	8.25%	4.12%	0.00%	1.03%	1.03%	1.03%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DOIG employed 19 (1.17%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 33 IWTG were needed. This represents an increase of one employee over FY 2009 and an increase of 4 employees since FY 2006. The participation rate for FY 2009 was 1.14% and for FY 2006 was 1.08%. Over the 5-year period DOIG had a net increase of 0.09% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	92		91		101		98		103	
<b>Targeted Disabilities</b>	15	16.3%	18	19.78%	17	16.83%	18	18.37%	19	18.45%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DOIG employed 681 Women in permanent positions. Women occupied only 31.96% of DOIG's permanent senior level management positions. This represents an increase of 24 women in senior management positions since FY 2009 and an increase of 9 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	593	43.1%	588	43.24%	628	42.58%	664	43.31%	681	43.24%
<b>Senior Level Management</b>	22	25.58%	5	29.41%	6	31.58%	7	38.89%	31	31.96%
<b>Mid Level Management</b>	51	30.54%	0	0%	0	0%	0	0%	79	42.25%
<b>1<sup>st</sup> Level Management</b>	2	100%	0	0%	0	0%	0	0%	4	80%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Defense Logistics Agency (DLA)**

Permanent Workforce: 24,776

Temporary Workforce: 378

Total Workforce: 25,154

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	24,776	59.64%	40.36%	5.05%	65.64%	23.37%	3.14%	0.59%	0.90%	1.32%	1.66%
<b>Major Occupations:</b>											
Contracting	2,980	41.34%	58.66%	4.93%	62.79%	27.75%	2.75%	0.10%	0.40%	1.28%	0.94%
Warehousing & Stock Handling	2,114	77.67%	22.33%	12.30%	49.91%	29.56%	4.78%	1.32%	0.80%	1.32%	1.94%
Materials Handler	1,156	83.74%	16.26%	4.07%	56.92%	34.00%	2.42%	0.69%	0.87%	1.04%	1.64%
GS-14 and GS-15*	1,362	58.37%	41.63%	3.52%	77.39%	14.90%	2.28%	0.15%	0.51%	1.25%	0.44%
Senior Pay Level*	25	72.00%	28.00%	4.00%	84.00%	4.00%	0.00%	0.00%	4.00%	4.00%	0.00%
SES	25	72.00%	28.00%	4.00%	84.00%	4.00%	0.00%	0.00%	4.00%	4.00%	0.00%
First-Level Officials/ Managers	803	63.14%	36.86%	4.61%	68.12%	21.79%	2.37%	0.50%	1.37%	1.25%	0.62%
Mid-Level Officials/ Managers	1,889	57.17%	42.83%	3.49%	77.29%	15.19%	1.91%	0.48%	0.48%	1.16%	0.53%
Senior-Level Officials/ Managers	359	63.79%	36.21%	2.79%	82.73%	11.42%	0.84%	0.00%	1.11%	1.11%	0.28%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DLA employed 416 (1.65%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 503 IWTD were needed. This represents a decrease of 2 employees from FY 2009 and an increase of 3 employees since FY 2006. The participation rate for FY 2009 was 1.65% and for FY 2006 was 1.92%. Over the 5-year period DLA had a net decrease of 0.27% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	1,851		1,709		1,815		2,170		2,217	
<b>Targeted Disabilities</b>	413	22.31%	404	23.64%	409	22.53%	418	19.26%	416	18.76%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DLA employed 9,999 Women in permanent positions. Women occupied only 36.21% of DLA's permanent senior level management positions. This represents an increase of 123 women in senior management positions since FY 2009 and an increase of 25 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	8,687	41.8%	8,724	41.8%	9,345	41.62%	10,077	41.03%	9,999	40.36%
<b>Senior Level Management</b>	105	35.35%	106	34.19%	8	30.77%	7	25%	130	36.21%
<b>Mid Level Management</b>	481	40.22%	596	40.79%	1	50%	0	0%	809	42.83%
<b>1<sup>st</sup> Level Management</b>	189	34.49%	217	37.16%	0	0%	0	0%	296	36.86%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Defense Media Activity (DMA)**

Permanent Workforce: 555    Temporary Workforce: 5    Total Workforce: 560

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	555	65.95%	34.05%	4.86%	75.50%	14.77%	2.52%	0.54%	0.18%	1.62%	0.90%
<b>Major Occupations:</b>											
Audiovisual Production	109	81.65%	18.35%	2.75%	83.49%	10.09%	1.83%	0.92%	0.00%	0.92%	0.92%
General Arts and Information	67	74.63%	25.37%	2.99%	82.09%	7.46%	4.48%	0.00%	0.00%	2.99%	1.49%
Information Technology Management	39	64.10%	35.90%	5.13%	76.92%	10.26%	5.13%	0.00%	0.00%	2.56%	0.00%
GS-14 and GS-15*	79	77.22%	22.78%	3.80%	86.08%	7.59%	1.27%	0.00%	1.27%	0.00%	0.00%
Senior Pay Level*	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	50	76.00%	24.00%	6.00%	78.00%	12.00%	4.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	93	83.87%	16.13%	3.23%	77.42%	13.98%	3.23%	1.08%	0.00%	1.08%	0.00%
Senior-Level Officials/Managers	28	85.71%	14.29%	3.57%	89.29%	3.57%	0.00%	0.00%	3.57%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DMA employed 5 (0.89%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 11 IWTD were needed. DMA was stood up in FY 2010 so previous years data is not available.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	NA		NA		NA		NA		37	
<b>Targeted Disabilities</b>	NA	NA	NA	NA	NA	NA	NA	NA	5	13.51%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities. NA = Not Available.

**Women in Management\***

As of September 30, 2010, DMA employed 189 Women in permanent positions. Women occupied only 14.29% of DMA's permanent senior level management positions. DMA was stood up in FY 2010 so previous years data is not available.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	NA	NA	NA	NA	NA	NA	NA	NA	189	34.05%
<b>Senior Level Management</b>	NA	NA	NA	NA	NA	NA	NA	NA	4	14.29%
<b>Mid Level Management</b>	NA	NA	NA	NA	NA	NA	NA	NA	15	16.13%
<b>1<sup>st</sup> Level Management</b>	NA	NA	NA	NA	NA	NA	NA	NA	12	24%

\*Numbers represent permanent employees only. NA = Not Available

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Defense Missile Defense Agency (DMDA)**

Permanent Workforce: 2,001

Temporary Workforce: 27

Total Workforce: 2,028

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,001	66.82%	33.18%	3.15%	81.36%	10.69%	2.65%	0.05%	0.45%	1.65%	0.50%
<b>Major Occupations:</b>											
General Engineering	803	78.58%	21.42%	2.86%	84.31%	6.85%	3.74%	0.00%	0.50%	1.74%	0.25%
Mgt & Program Analysis	258	62.40%	37.60%	3.88%	86.05%	7.75%	0.78%	0.00%	0.00%	1.55%	0.39%
Contracting	177	41.81%	58.19%	2.26%	76.84%	14.12%	1.13%	0.56%	1.13%	3.95%	0.00%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	22	72.73%	27.27%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	18	72.22%	27.78%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Managers	18	72.22%	27.78%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DMDA employed, 10 (0.49%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 41 IWTG were needed. This is the same as the number of employees in FY 2009. The participation rate for FY 2009 was 0.69%. Over the 1-year period DMDA had a net decrease of 0.20% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	NA		NA		NA		125		157	
Targeted Disabilities	NA	NA	NA	NA	NA	NA	10	8%	10	6.37%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities. NA = Not Available.

**Women in Management\***

As of September 30, 2010, DMDA employed 664 Women in permanent positions. Women occupied only 27.78% of DMDA's permanent senior level management positions. This represents no change for women in senior management positions since FY 2009 and a decrease of 27 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	289	35.68%	362	35.35%	422	34.99%	487	33.94%	664	33.18%
Senior Level Management	32	25.19%	4	21.05%	5	26.31%	5	27.78%	5	27.78%
Mid Level Management	8	42.1%	0	0%	0	0%	0	0%	0	0%
1 <sup>st</sup> Level Management	1	100%	0	0%	0	0%	0	0%	0	0%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Defense Office of the Secretary - Wash. Hqtrs. Services (OSD)**

Permanent Workforce: 6,122

Temporary Workforce: 1,347

Total Workforce: 7,469

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	6,122	63.95%	36.05%	3.25%	67.13%	24.22%	3.30%	0.31%	0.42%	1.36%	0.60%
<b>Major Occupations:</b>											
Police	840	87.86%	12.14%	5.24%	50.24%	41.19%	1.43%	0.12%	0.48%	1.31%	0.00%
General Attorney	283	71.38%	28.62%	1.77%	91.52%	4.24%	2.12%	0.00%	0.00%	0.35%	0.35%
Foreign Affairs	278	64.39%	35.61%	1.08%	92.81%	1.44%	3.60%	0.00%	0.00%	1.08%	0.00%
GS-14 and GS-15*	2,008	66.58%	33.42%	3.14%	79.53%	12.00%	3.74%	0.20%	0.25%	1.15%	0.25%
Senior Pay Level*	378	74.87%	25.13%	2.91%	89.15%	4.50%	2.12%	0.26%	0.79%	0.26%	0.26%
SES	313	74.44%	25.56%	2.88%	88.50%	4.47%	2.56%	0.32%	0.96%	0.32%	0.32%
First-Level Officials/Managers	66	77.27%	22.73%	1.52%	42.42%	46.97%	3.03%	1.52%	1.52%	3.03%	0.00%
Mid-Level Officials/Managers	315	63.81%	36.19%	3.49%	66.98%	25.08%	1.90%	1.27%	0.63%	0.63%	0.63%
Senior-Level Officials/Managers	779	73.94%	26.06%	2.57%	85.49%	7.57%	2.95%	0.13%	0.77%	0.51%	0.26%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, OSD employed 40 (0.54%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 149 IWTD were needed. This represents a decrease of 2 employees from FY 2009 and a decrease of 5 employees since FY 2006. The participation rate for FY 2009 was 0.71% and for FY 2006 was 0.68%. Over the 5-year period OSD had a net decrease of 0.14% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	349		424		464		286		354	
<b>Targeted Disabilities</b>	45	12.89%	55	12.97%	60	12.93%	42	14.69%	40	11.3%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, OSD employed 2,207 Women in permanent positions. Women occupied only 26.06% of OSD's permanent senior level management positions. This represents an increase of 113 women in senior management positions since FY 2009 and a decrease of 73 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	2,235	37.53%	2,851	39.7%	2,927	38.69%	1,891	36.23%	2,207	36.05%
<b>Senior Level Management</b>	276	25.02%	84	23.2%	102	25.69%	90	26.87%	203	26.06%
<b>Mid Level Management</b>	132	35.58%	18	32.73%	5	25%	3	25%	114	36.19%
<b>1<sup>st</sup> Level Management</b>	17	37.78%	11	52.38%	15	45.45%	0	0%	15	22.73%

\*Numbers represent permanent employees only.



**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Defense Security Service (DSS)**

Permanent Workforce: 852    Temporary Workforce: 5    Total Workforce: 857

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	852	60.21%	39.79%	2.58%	75.12%	15.61%	3.52%	0.12%	0.59%	2.46%	0.70%
<b>Major Occupations:</b>											
<b>Security Administration</b>	437	54.92%	45.08%	2.06%	75.51%	17.62%	1.60%	0.23%	1.14%	1.83%	0.46%
<b>Information Technology Management</b>	127	75.59%	24.41%	4.72%	71.65%	10.24%	8.66%	0.00%	0.00%	4.72%	0.00%
<b>GS-14 and GS-15*</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	13	76.92%	23.08%	7.69%	76.92%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	12	75.00%	25.00%	0.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DSS employed 6 (0.7%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 17 IWTD were needed. This is the same as the number of employees in FY 2009 and a decrease of 2 employees since FY 2006. The participation rate for FY 2009 was 0.83% and for FY 2006 was 1.47%. Over the 5-year period DSS had a net decrease of 0.77% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	47		39		41		46		57	
<b>Targeted Disabilities</b>	8	17.02%	6	15.38%	6	14.63%	6	13.04%	6	10.53%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DSS employed 339 Women in permanent positions. Women occupied only 25% of DSS' permanent senior level management positions. This represents a decrease of 2 women in senior management positions since FY 2009 and a decrease of 6 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	226	41.77%	216	41.14%	239	41.57%	291	41.16%	339	39.79%
<b>Senior Level Management</b>	9	33.33%	6	24%	5	19.23%	5	20.83%	3	25.00%
<b>Mid Level Management</b>	24	35.29%	20	34.48%	24	40%	28	42.42%	0	0%
<b>1<sup>st</sup> Level Management</b>	2	25%	0	0%	0	0%	1	100%	0	0%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Defense Threat Reduction Agency (DTRA)**

Permanent Workforce: 1,298

Temporary Workforce: 25

Total Workforce: 1,323

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,298	61.17%	38.83%	6.86%	67.95%	18.72%	4.16%	0.23%	0.39%	1.69%	0.62%
<b>Major Occupations:</b>											
<b>Mgt &amp; Program Analysis</b>	122	29.51%	70.49%	7.38%	49.18%	39.34%	0.82%	0.82%	0.00%	2.46%	0.82%
<b>General Physical Science</b>	101	79.21%	20.79%	1.98%	85.15%	5.94%	5.94%	0.00%	0.00%	0.99%	0.99%
<b>Contracting</b>	80	31.25%	68.75%	8.75%	68.75%	15.00%	2.50%	0.00%	0.00%	5.00%	0.00%
<b>GS-14 and GS-15*</b>	436	73.85%	26.15%	2.06%	80.50%	11.47%	3.90%	0.23%	0.46%	1.38%	0.23%
<b>Senior Pay Level*</b>	12	75.00%	25.00%	0.00%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	12	75.00%	25.00%	0.00%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/ Managers</b>	21	76.19%	23.81%	19.05%	66.67%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/ Managers</b>	129	64.34%	35.66%	3.88%	66.67%	23.26%	2.33%	0.78%	0.78%	2.33%	0.00%
<b>Senior-Level Officials/ Managers</b>	167	78.44%	21.56%	1.80%	82.04%	11.38%	3.59%	0.00%	0.00%	1.20%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DTRA employed 10 (0.76%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 26 IWTD were needed. This is the same as the number of employees in FY 2009 and no change in the number of employees since FY 2006. The participation rate for FY 2009 was 0.83% and for FY 2006 was 0.86%. Over the 5-year period DTRA had a net decrease of 0.1% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	131		104		116		133		132	
<b>Targeted Disabilities</b>	10	7.63%	7	6.73%	9	7.76%	10	7.52%	10	7.58%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DTRA employed 504 Women in permanent positions. Women occupied only 21.56% of DTRA's permanent senior level management positions. This represents an increase of 33 women in senior management positions since FY 2009 and FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	461	40.83%	438	39.96%	446	37.99%	451	38.29%	504	38.83%
<b>Senior Level Management</b>	3	18.75%	3	23.08%	3	23.08%	3	23.08%	36	21.56%
<b>Mid Level Management</b>	4	44.44%	0	0%	0	0%	0	0%	46	35.66%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	0	0%	5	23.81%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Defense TRICARE Management Activity (DTMA)**

Permanent Workforce: 1,368      Temporary Workforce: 248      Total Workforce: 1,616

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,368	48.54%	51.46%	4.17%	71.64%	17.76%	4.53%	0.00%	0.66%	1.24%	0.88%
<b>Major Occupations:</b>											
Health System Specialist	88	52.27%	47.73%	4.55%	59.09%	29.55%	5.68%	0.00%	0.00%	1.14%	0.00%
Gen Natural Resources Mgt And Bio Sc	76	52.63%	47.37%	0.00%	68.42%	1.32%	26.32%	0.00%	1.32%	2.63%	0.00%
Medical Officer	74	83.78%	16.22%	1.35%	94.59%	1.35%	2.70%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	398	57.29%	42.71%	2.76%	76.38%	15.83%	2.76%	0.00%	1.26%	1.01%	0.50%
Senior Pay Level*	88	65.91%	34.09%	1.14%	90.91%	2.27%	3.41%	0.00%	2.27%	0.00%	0.00%
SES	9	77.78%	22.22%	0.00%	88.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	37	35.14%	64.86%	0.00%	72.97%	27.03%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers	106	56.60%	43.40%	5.66%	71.70%	22.64%	0.00%	0.00%	0.00%	0.00%	0.94%
Senior-Level Officials/ Managers	142	61.97%	38.03%	2.11%	85.92%	7.75%	2.82%	0.00%	1.41%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DTMA employed 14 (0.87%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 32 IWTD were needed. DTMA was stood up in FY 2010 so previous years data is not available.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	NA		NA		NA		NA		103	
Targeted Disabilities	NA	NA	NA	NA	NA	NA	NA	NA	14	13.59%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities. NA = Not Available.

**Women in Management\***

As of September 30, 2010, DTMA employed 704 Women in permanent positions. Women occupied only 38.03% of DTMA's permanent senior level management positions. This represents an increase of 39 women in senior management positions since FY 2009 and an increase of 52 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	212	52.35%	528	54.43%	566	51.92%	599	51.72%	704	51.46%
Senior Level Management	2	22.22%	2	25.01%	13	31.7%	15	34.09%	54	38.03%
Mid Level Management	18	58.06%	11	35.48%	1	20%	0	0%	46	43.4%
1 <sup>st</sup> Level Management	2	100%	10	58.82%	1	50%	1	100%	24	64.86%

\*Numbers represent permanent employees only. Data for this table was separable from OSD data for previous years.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of Education (ED)**

Permanent Workforce: 4,082

Temporary Workforce: 454

Total Workforce: 4,536

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	4,082	37.09%	62.91%	4.80%	51.91%	36.40%	5.27%	0.05%	0.59%	0.98%	1.45%
<b>Major Occupations:</b>											
<b>Mgt &amp; Program Analysis</b>	952	29.83%	70.17%	3.68%	51.79%	41.18%	2.42%	0.00%	0.32%	0.63%	1.47%
<b>General Attorney</b>	409	34.23%	65.77%	6.11%	64.79%	18.58%	8.07%	0.24%	0.49%	1.71%	1.47%
<b>Education Program</b>	377	29.18%	70.82%	6.10%	58.09%	29.18%	2.92%	0.53%	1.86%	1.33%	0.27%
<b>GS-14 and GS-15*</b>	1,393	43.14%	56.86%	3.30%	67.62%	23.40%	4.45%	0.00%	0.65%	0.57%	1.36%
<b>Senior Pay Level*</b>	173	59.54%	40.46%	2.31%	68.21%	24.28%	4.62%	0.00%	0.00%	0.58%	0.00%
<b>SES</b>	79	59.49%	40.51%	2.53%	77.22%	15.19%	5.06%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	312	44.55%	55.45%	4.17%	60.26%	29.49%	5.45%	0.00%	0.64%	0.00%	0.96%
<b>Senior-Level Officials/Managers</b>	582	50.52%	49.48%	2.92%	73.54%	19.93%	2.75%	0.00%	0.69%	0.17%	1.03%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, ED employed 60 (1.32%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 91 IWTD were needed. This represents an increase of 5 employees over FY 2009 and an increase of one employee since FY 2006. The participation rate for FY 2009 was 1.3% and for FY 2006 was 1.36%. Over the 5-year period ED had a net decrease of 0.04% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	NA		210		197		202		226	
<b>Targeted Disabilities</b>	59	NA	59	28.1%	59	29.95%	55	27.23%	60	26.55%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities. NA = Not Available.

**Women in Management\***

As of September 30, 2010, ED employed 2,568 Women in permanent positions. Women occupied only 49.48% of ED's permanent senior level management positions. This represents an increase of 22 women in senior management positions since FY 2009 and an increase of only 3 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	2,445	62.81%	2,459	63.56%	2,473	63.31%	2,446	63.62%	2,568	62.91%
<b>Senior Level Management</b>	285	48.31%	252	48.28%	261	49.34%	266	50.47%	288	49.48%
<b>Mid Level Management</b>	239	56.37%	220	55.28%	178	54.27%	175	56.09%	173	55.45%
<b>1<sup>st</sup> Level Management</b>	0	0%	4	100%	0	0%	0	0%	0	0%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of Energy (DOE)**

Permanent Workforce: 15,936

Temporary Workforce: 689

Total Workforce: 16,625

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	15,936	61.66%	38.34%	6.34%	75.21%	11.23%	4.71%	0.15%	1.35%	1.00%	0.77%
<b>Major Occupations:</b>											
General Engineering	1,668	80.76%	19.24%	8.69%	75.48%	4.92%	8.45%	0.18%	1.44%	0.84%	0.36%
General Physical Science	664	73.19%	26.81%	3.92%	82.83%	4.67%	5.42%	0.30%	2.41%	0.45%	0.45%
Electrician (High Voltage)	544	96.88%	3.13%	3.86%	91.18%	0.55%	0.74%	0.00%	1.65%	2.02%	0.18%
GS-14 and GS-15*	4,443	66.73%	33.27%	3.38%	79.92%	9.34%	5.78%	0.14%	0.90%	0.54%	0.61%
Senior Pay Level*	571	79.16%	20.84%	4.55%	83.36%	6.65%	4.38%	0.00%	0.70%	0.35%	0.18%
SES	446	77.13%	22.87%	3.81%	84.53%	6.95%	4.04%	0.00%	0.67%	0.00%	0.22%
First-Level Officials/Managers	9	44.44%	55.56%	11.11%	88.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	852	67.37%	32.63%	4.93%	80.16%	7.16%	4.93%	0.00%	1.88%	0.94%	0.82%
Senior-Level Officials/Managers	1,418	72.99%	27.01%	3.39%	82.79%	8.67%	3.88%	0.07%	0.85%	0.35%	0.14%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DOE employed 124 (0.75%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 333 IWTD were needed. This represents an increase of 4 employees over FY 2009 and an increase of 13 employees since FY 2006. The participation rate for FY 2009 was 0.76% and for FY 2006 was 0.74%. Over the 5-year period DOE had a net increase of 0.01% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	871		898		874		834		882	
<b>Targeted Disabilities</b>	111	12.74%	122	13.59%	118	13.5%	120	14.39%	124	14.06%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DOE employed 6,110 Women in permanent positions. Women occupied only 27.01% of DOE's permanent senior level management positions. This represents an increase of 27 women in senior management positions since FY 2009 and an increase of 51 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	5,516	37.98%	5,554	38.38%	5,785	38.6%	5,940	38.73%	6,110	38.34%
<b>Senior Level Management</b>	332	23.41%	358	25.25%	336	25.77%	356	26.49%	383	27.01%
<b>Mid Level Management</b>	431	32.85%	430	33.33%	247	31.63%	247	34.02%	278	32.63%
<b>1<sup>st</sup> Level Management</b>	21	26.58%	13	16.67%	7	53.85%	3	37.5%	5	55.56%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Environmental Protection Agency (EPA)**

Permanent Workforce: 17,202    Temporary Workforce: 1,540    Total Workforce: 18,742

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	17,202	48.08%	51.92%	5.58%	68.43%	18.05%	6.14%	0.12%	0.67%	1.00%	1.35%
<b>Major Occupations:</b>											
Environmental Protection Specialist	2,751	39.73%	60.27%	4.76%	72.37%	16.54%	3.96%	0.18%	1.27%	0.91%	1.42%
General Physical Science	2,474	58.04%	41.96%	5.34%	79.79%	7.52%	5.74%	0.04%	0.73%	0.85%	0.65%
Environmental Engineering	1,947	66.72%	33.28%	8.17%	70.83%	8.22%	11.81%	0.00%	0.15%	0.82%	0.62%
GS-14 and GS-15*	5,352	56.32%	43.68%	4.47%	77.97%	11.14%	5.03%	0.11%	0.62%	0.67%	0.71%
Senior Pay Level*	308	62.99%	37.01%	4.87%	82.14%	9.42%	3.25%	0.00%	0.00%	0.32%	0.32%
SES	274	60.58%	39.42%	5.11%	81.02%	10.58%	2.92%	0.00%	0.00%	0.36%	0.36%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	600	56.83%	43.17%	4.50%	76.17%	13.33%	4.17%	0.00%	1.33%	0.50%	0.50%
Senior-Level Officials/Managers	1,467	59.37%	40.63%	4.84%	80.10%	10.29%	3.54%	0.00%	0.55%	0.68%	0.34%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, EPA employed 242 (1.29%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 375 IWTd were needed. This represents an increase of 2 employees over FY 2009 and an increase of 52 employees since FY 2006. The participation rate for FY 2009 was 1.3% and for FY 2006 was 1.04%. Over the 5-year period EPA had a net increase of 0.25% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	870		806		815		1,147		1,137	
<b>Targeted Disabilities</b>	190	21.84%	185	22.95%	191	23.44%	240	20.92%	242	21.28%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, EPA employed 8,932 Women in permanent positions. Women occupied only 40.63% of EPA's permanent senior level management positions. This represents a decrease of 8 women in senior management positions since FY 2009 and an increase of 47 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	8,820	51.59%	8,699	51.6%	8,746	51.83%	8,838	51.83%	8,932	51.92%
<b>Senior Level Management</b>	549	38.99%	553	39.61%	568	40.23%	604	41.34%	596	40.63%
<b>Mid Level Management</b>	239	42%	228	41.99%	235	41.59%	255	41.87%	259	43.17%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	1	100%	0	0%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Equal Employment Opportunity Commission (EEOC)**

Permanent Workforce: 2,505

Temporary Workforce: 38

Total Workforce: 2,543

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,505	35.21%	64.79%	13.41%	39.16%	41.36%	3.83%	0.12%	0.68%	1.44%	2.71%
<b>Major Occupations:</b>											
General Investigating	983	40.49%	59.51%	18.31%	35.91%	39.98%	3.36%	0.10%	0.71%	1.63%	2.54%
General Attorney	497	38.43%	61.57%	8.25%	61.17%	22.74%	6.44%	0.00%	0.20%	1.21%	2.41%
GS-14 and GS-15*	564	40.60%	59.40%	9.93%	57.62%	25.71%	5.85%	0.00%	0.18%	0.71%	2.48%
Senior Pay Level*	26	65.38%	34.62%	7.69%	38.46%	53.85%	0.00%	0.00%	0.00%	0.00%	3.85%
SES	26	65.38%	34.62%	7.69%	38.46%	53.85%	0.00%	0.00%	0.00%	0.00%	3.85%
First-Level Officials/ Managers	41	43.90%	56.10%	9.76%	24.39%	58.54%	7.32%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers	216	35.65%	64.35%	14.81%	43.06%	35.65%	6.48%	0.00%	0.00%	0.00%	2.31%
Senior-Level Officials/ Managers	105	58.10%	41.90%	11.43%	50.48%	34.29%	2.86%	0.00%	0.00%	0.95%	2.86%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, EEOC employed 68 (2.67%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 51 IWTB were needed. This represents an increase of 8 employees over FY 2009 and an increase of 16 employees since FY 2006. The participation rate for FY 2009 was 2.55% and for FY 2006 was 2.37%. Over the 5-year period EEOC had a net increase of 0.3% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	251		236		257		259		289	
<b>Targeted Disabilities</b>	52	20.72%	58	24.58%	65	25.29%	60	23.17%	68	23.53%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, EEOC employed 1,623 Women in permanent positions. Women occupied only 41.9% of EEOC's permanent senior level management positions. This represents no change in senior management positions for women since FY 2009 and a decrease of 13 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	1,396	66.86%	1,436	67.04%	1,456	66.85%	1,526	65.41%	1,623	64.79%
<b>Senior Level Management</b>	57	45.6%	54	45.76%	49	44.95%	44	40%	44	41.9%
<b>Mid Level Management</b>	121	60.8%	122	61.62%	115	60.21%	134	63.51%	139	64.35%
<b>1<sup>st</sup> Level Management</b>	18	75%	26	65%	25	64.1%	22	62.86%	23	56.1%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Federal Communications Commission (FCC)**

Permanent Workforce: 1,742

Temporary Workforce: 90

Total Workforce: 1,832

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,742	46.67%	53.33%	3.21%	58.50%	31.23%	6.72%	0.00%	0.34%	0.00%	0.98%
<b>Major Occupations:</b>											
General Attorney	545	48.07%	51.93%	1.83%	79.08%	13.21%	5.69%	0.00%	0.18%	0.00%	1.65%
Electronics Engineering	270	87.78%	12.22%	4.07%	65.19%	10.74%	19.26%	0.00%	0.74%	0.00%	0.37%
GS-14 and GS-15*	1,011	57.96%	42.04%	2.08%	74.28%	15.83%	7.62%	0.00%	0.20%	0.00%	1.19%
Senior Pay Level*	43	60.47%	39.53%	2.33%	83.72%	6.98%	6.98%	0.00%	0.00%	0.00%	0.00%
SES	36	55.56%	44.44%	2.78%	83.33%	8.33%	5.56%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers	34	35.29%	64.71%	2.94%	47.06%	50.00%	0.00%	0.00%	0.00%	0.00%	2.94%
Senior-Level Officials/ Managers	387	59.17%	40.83%	2.07%	79.59%	11.89%	6.20%	0.00%	0.26%	0.00%	0.78%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, FCC employed 20 (1.09%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 37 IWTD were needed. This represents an increase of 2 employees over FY 2009 and no change in the number of employees since FY 2006. The participation rate for FY 2009 was 0.96% and for FY 2006 was 1.08%. Over the 5-year period FCC had a net increase of 0.01% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	100		84		86		81		87	
<b>Targeted Disabilities</b>	20	20%	19	22.62%	19	22.09%	18	22.22%	20	22.99%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, FCC employed 929 Women in permanent positions. Women occupied only 40.83% of FCC's permanent senior level management positions. This represents an increase of 52 women in senior management positions since FY 2009 and an increase of 54 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	956	53.05%	944	53.7%	943	53.64%	938	53.85%	929	53.33%
<b>Senior Level Management</b>	104	39.54%	110	41.98%	100	40.16%	106	40.61%	158	40.83%
<b>Mid Level Management</b>	19	65.52%	21	67.74%	22	64.71%	20	60.61%	22	64.71%
<b>1<sup>st</sup> Level Management</b>	2	100%	1	100%	0	0%	1	100%	0	0%

\*Numbers represent permanent employees only.



**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Federal Deposit Insurance Corporation (FDIC)**

Permanent Workforce: 5,280    Temporary Workforce: 2,869    Total Workforce: 8,149

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	5,280	56.48%	43.52%	3.67%	73.67%	17.58%	4.17%	0.00%	0.49%	0.42%	0.66%
<b>Major Occupations:</b>											
<b>Financial Institution Examining</b>	2,868	64.82%	35.18%	3.56%	81.49%	10.36%	3.49%	0.00%	0.45%	0.66%	0.49%
<b>General Attorney</b>	520	61.73%	38.27%	2.50%	87.88%	5.00%	2.88%	0.00%	0.19%	1.54%	0.38%
<b>Financial Analysis</b>	483	72.26%	27.74%	3.11%	81.78%	9.73%	4.35%	0.00%	0.41%	0.62%	0.00%
<b>GS-14 and GS-15*</b>	1,258	64.23%	35.77%	3.02%	80.45%	10.57%	5.33%	0.00%	0.64%	0.00%	0.32%
<b>Senior Pay Level*</b>	108	74.07%	25.93%	1.85%	84.26%	11.11%	1.85%	0.00%	0.93%	0.00%	0.93%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	5	20.00%	80.00%	0.00%	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	55	50.91%	49.09%	5.45%	69.09%	23.64%	1.82%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	123	72.36%	27.64%	4.88%	80.49%	12.20%	1.63%	0.00%	0.81%	0.00%	0.81%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, FDIC employed 47 (0.58%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 163 IWTB were needed. This represents an increase of 2 employees over FY 2009 and an increase of 15 employees since FY 2006. The participation rate for FY 2009 was 0.7% and for FY 2006 was 0.7%. Over the 5-year period FDIC had a net decrease of 0.12% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	257		252		259		367		457	
<b>Targeted Disabilities</b>	32	12.45%	32	12.7%	35	13.51%	45	12.26%	47	10.28%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, FDIC employed 2,298 Women in permanent positions. Women occupied only 27.64% of FDIC's permanent senior level management positions. This represents an increase of 9 women in senior management positions since FY 2009 and an increase of 11 women since FY 2006.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>WOMEN IN:</b>										
<b>Permanent Workforce</b>	1,901	44.06%	1,945	44.49%	2,025	44.78%	2,227	44.19%	2,298	43.52%
<b>Senior Level Management</b>	23	24.47%	22	24.72%	26	26%	25	23.81%	34	27.64%
<b>Mid Level Management</b>	14	35%	10	31.25%	12	52.17%	17	53.13%	27	49.09%
<b>1<sup>st</sup> Level Management</b>	9	90%	7	87.5%	5	83.33%	3	75%	4	80%

\*Numbers represent permanent employees only.

## EEOC FY 2010 Annual Report on the Federal Work Force Part II

### Federal Energy Regulatory Commission (FERC)

Permanent Workforce: 1,457

Temporary Workforce: 20

Total Workforce: 1,477

#### Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,457	55.80%	44.20%	1.72%	63.97%	19.70%	7.00%	0.00%	0.75%	6.86%	0.55%
<b>Major Occupations:</b>											
Energy Industry Analyst	298	61.74%	38.26%	1.68%	74.83%	16.11%	3.36%	0.00%	0.00%	4.03%	1.01%
Attorney	263	50.95%	49.05%	0.76%	78.33%	8.75%	5.32%	0.00%	0.38%	6.46%	0.76%
Civil Engineer	137	83.94%	16.06%	3.65%	70.80%	4.38%	17.52%	0.00%	0.73%	2.92%	0.00%
GS-14 and GS-15*	609	63.22%	36.78%	1.31%	79.15%	9.03%	5.42%	0.00%	0.49%	4.60%	0.82%
Senior Pay Level*	83	77.11%	22.89%	2.41%	77.11%	7.23%	7.23%	0.00%	1.20%	4.82%	0.00%
SES	47	74.47%	25.53%	0.00%	80.85%	8.51%	6.38%	0.00%	0.00%	4.26%	0.00%
First-Level Officials/ Managers	128	32.81%	67.19%	1.56%	42.19%	37.50%	5.47%	0.00%	3.13%	10.16%	0.00%
Mid-Level Officials/ Managers	228	49.56%	50.44%	2.63%	58.33%	32.46%	2.63%	0.00%	0.00%	3.95%	1.32%
Senior-Level Officials/ Managers	255	71.37%	28.63%	1.96%	79.61%	9.41%	4.71%	0.00%	0.78%	3.53%	0.39%

\*Does not include pay-banded employees

#### Targeted Disabilities Employment Trends

As of September 30, 2010, FERC employed 8 (0.54%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 30 IWTB were needed. This represents a decrease of 4 employees from FY 2009 and a decrease of 3 employees since FY 2006. The participation rate for FY 2009 was 0.82% and for FY 2006 was 0.82%. Over the 5-year period FERC had a net decrease of 0.28% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	94		80		81		94		86	
Targeted Disabilities	11	11.7%	13	16.25%	11	13.58%	12	12.77%	8	9.3%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

#### Women in Management\*

As of September 30, 2010, FERC employed 644 Women in permanent positions. Women occupied only 28.63% of FERC's permanent senior level management positions. This represents an increase of 8 women in senior management positions since FY 2009 and an increase of 73 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	604	46%	592	46.61%	606	45.46%	649	44.79%	644	44.2%
Senior Level Management	0	0%	0	0%	21	27.63%	65	27.08%	73	28.63%
Mid Level Management	0	0%	0	0%	0	0%	112	50.91%	115	50.44%
1 <sup>st</sup> Level Management	0	0%	0	0%	0	0%	89	64.49%	86	67.19%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Federal Trade Commission (FTC)**

Permanent Workforce: 1,092

Temporary Workforce: 97

Total Workforce: 1,189

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,092	49.36%	50.64%	3.57%	71.25%	18.50%	5.68%	0.18%	0.37%	0.46%	0.55%
<b>Major Occupations:</b>											
<b>General Attorney</b>	630	51.43%	48.57%	4.13%	83.02%	5.71%	6.35%	0.00%	0.32%	0.48%	0.48%
<b>GS-14 and GS-15*</b>	665	55.49%	44.51%	3.76%	82.41%	6.62%	6.17%	0.15%	0.45%	0.45%	0.60%
<b>Senior Pay Level*</b>	37	67.57%	32.43%	0.00%	89.19%	5.41%	5.41%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	36	66.67%	33.33%	0.00%	88.89%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	35	31.43%	68.57%	5.71%	65.71%	22.86%	5.71%	0.00%	0.00%	0.00%	2.86%
<b>Senior-Level Officials/Managers</b>	203	65.02%	34.98%	2.96%	88.18%	5.42%	3.45%	0.00%	0.00%	0.00%	0.49%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, FTC employed 7 (0.59%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 24 IWTD were needed. This represents an increase of 2 employees over FY 2009 and no change in the number of employees since FY 2006. The participation rate for FY 2009 was 0.45% and for FY 2006 was 0.66%. Over the 5-year period FTC had a net decrease of 0.07% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	35		31		30		31		36	
<b>Targeted Disabilities</b>	7	20%	6	19.35%	5	16.67%	5	16.13%	7	19.44%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, FTC employed 553 Women in permanent positions. Women occupied only 34.98% of FTC's permanent senior level management positions. This represents no change in senior management positions since FY 2009 and a decrease of 4 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	492	51.25%	0	0%	521	51.53%	526	50.97%	553	50.64%
<b>Senior Level Management</b>	75	32.19%	80	34.78%	86	37.55%	71	34.98%	71	34.98%
<b>Mid Level Management</b>	29	59.18%	29	63.04%	25	60.98%	20	62.5%	24	68.57%
<b>1<sup>st</sup> Level Management</b>	1	100%	3	100%	3	100%	2	100%	0	0%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**General Services Administration (GSA)**

Permanent Workforce: 12,646      Temporary Workforce: 247      Total Workforce: 12,893

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	12,646	51.24%	48.76%	5.06%	61.36%	26.36%	5.45%	0.19%	0.60%	0.98%	0.81%
<b>Major Occupations:</b>											
<b>Contracting</b>	1,572	37.28%	62.72%	4.77%	52.99%	35.11%	5.73%	0.06%	0.57%	0.76%	0.76%
<b>General Business And Industry</b>	1,465	55.09%	44.91%	5.87%	68.53%	18.84%	4.57%	0.14%	0.61%	1.43%	0.48%
<b>Building Management</b>	1,026	68.23%	31.77%	6.82%	62.48%	26.32%	3.12%	0.19%	0.39%	0.68%	0.39%
<b>GS-14 and GS-15*</b>	2,557	56.36%	43.64%	2.70%	71.53%	19.87%	4.69%	0.04%	0.39%	0.78%	0.20%
<b>Senior Pay Level*</b>	114	65.79%	34.21%	2.63%	81.58%	13.16%	1.75%	0.00%	0.00%	0.88%	0.00%
<b>SES</b>	97	65.98%	34.02%	3.09%	81.44%	12.37%	2.06%	0.00%	0.00%	1.03%	0.00%
<b>First-Level Officials/ Managers</b>	61	57.38%	42.62%	11.48%	57.38%	16.39%	9.84%	3.28%	0.00%	1.64%	0.00%
<b>Mid-Level Officials/ Managers</b>	1,621	57.25%	42.75%	4.01%	67.80%	23.20%	3.89%	0.12%	0.68%	0.31%	0.12%
<b>Senior-Level Officials/ Managers</b>	796	59.67%	40.33%	2.64%	77.14%	15.45%	3.52%	0.00%	0.13%	1.13%	0.13%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, GSA employed 103 (0.8%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 258 IWTG were needed. This represents an increase of 3 employees over FY 2009 and an increase of 4 employees since FY 2006. The participation rate for FY 2009 was 0.8% and for FY 2006 was 0.81%. Over the 5-year period GSA had a net decrease of 0.01% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	584		542		537		573		633	
<b>Targeted Disabilities</b>	99	16.95%	98	18.08%	97	18.06%	100	17.45%	103	16.27%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, GSA employed 6,166 Women in permanent positions. Women occupied only 40.33% of GSA's permanent senior level management positions. This represents an increase of 19 women in senior management positions since FY 2009 and an increase of 83 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	5,942	49.52%	504	51.17%	5,844	49.31%	6,050	48.99%	6,166	48.76%
<b>Senior Level Management</b>	238	36.17%	250	36.98%	271	37.96%	302	39.68%	321	40.33%
<b>Mid Level Management</b>	638	42.08%	636	42.23%	655	42.64%	686	42.93%	693	42.75%
<b>1<sup>st</sup> Level Management</b>	39	43.33%	27	35.53%	26	44.07%	27	41.54%	26	42.62%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Government Printing Office (GPO)**

Permanent Workforce: 2,264

Temporary Workforce: 26

Total Workforce: 2,290

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,264	58.79%	41.21%	1.37%	41.21%	53.93%	2.47%	0.13%	0.53%	0.35%	1.41%
<b>Major Occupations:</b>											
Miscellaneous Printing And Reproduction	251	62.55%	37.45%	0.40%	22.31%	76.89%	0.40%	0.00%	0.00%	0.00%	0.80%
Printing Services	241	53.94%	46.06%	1.66%	61.41%	34.02%	1.24%	0.41%	1.24%	0.00%	0.00%
Bindery Working	219	64.38%	35.62%	1.37%	36.99%	59.82%	1.83%	0.00%	0.00%	0.00%	0.91%
GS-14 and GS-15*	181	62.43%	37.57%	1.66%	66.30%	26.52%	4.97%	0.00%	0.55%	0.00%	0.00%
Senior Pay Level*	23	91.30%	8.70%	4.35%	82.61%	13.04%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	21	38.10%	61.90%	0.00%	23.81%	71.43%	0.00%	0.00%	0.00%	4.76%	0.00%
Mid-Level Officials/Managers	127	53.54%	46.46%	0.79%	59.06%	35.43%	3.15%	0.00%	0.79%	0.79%	0.00%
Senior-Level Officials/Managers	83	72.29%	27.71%	3.61%	72.29%	18.07%	4.82%	0.00%	1.20%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, GPO employed 33 (1.44%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 46 IWTD were needed. This is the same as the number of employees in FY 2009 and a decrease of 6 employees since FY 2006. The participation rate for FY 2009 was 1.43% and for FY 2006 was 1.74%. Over the 5-year period GPO had a net decrease of 0.3% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	NA		149		152		161		173	
Targeted Disabilities	39	NA	38	25.5%	37	24.34%	33	20.5%	33	19.08%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities. NA = Not Available

**Women in Management\***

As of September 30, 2010, GPO employed 933 Women in permanent positions. Women occupied only 27.71% of GPO's permanent senior level management positions. This represents an increase of 2 women in senior management positions since FY 2009 and an increase of 3 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	920	42.03%	5,843	49.28%	992	42.19%	947	41.52%	933	41.21%
Senior Level Management	20	22.22%	23	25%	25	28.41%	21	25%	23	27.71%
Mid Level Management	47	40.17%	52	40.63%	56	44.09%	57	44.53%	59	46.46%
1 <sup>st</sup> Level Management	17	58.62%	14	58.33%	17	65.38%	14	66.67%	13	61.9%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of Health and Human Services (HHS)**

Permanent Workforce: 59,905    Temporary Workforce: 23,297    Total Workforce: 83,202

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	59,905	35.26%	64.74%	3.27%	50.99%	20.08%	7.65%	0.08%	17.69%	0.24%	0.93%
<b>Major Occupations:</b>											
Medical Officer	6,370	65.21%	34.79%	3.16%	78.26%	5.02%	11.70%	0.09%	1.52%	0.25%	0.44%
Nurse	5,635	15.62%	84.38%	2.98%	69.10%	5.15%	3.28%	0.11%	19.27%	0.11%	0.41%
General Health Science	5,189	41.20%	58.80%	3.10%	71.77%	8.96%	13.91%	0.08%	1.89%	0.29%	0.54%
GS-14 and GS-15*	14,253	45.77%	54.23%	3.16%	71.89%	12.75%	9.93%	0.06%	2.09%	0.13%	0.60%
Senior Pay Level*	756	60.05%	39.95%	1.46%	81.08%	9.26%	5.29%	0.00%	2.78%	0.13%	0.66%
SES	448	52.23%	47.77%	1.56%	78.57%	12.72%	2.23%	0.00%	4.69%	0.22%	0.89%
First-Level Officials/Managers	1,034	28.82%	71.18%	1.35%	26.69%	10.25%	0.58%	0.00%	61.03%	0.10%	0.39%
Mid-Level Officials/Managers	2,248	44.26%	55.74%	3.69%	62.54%	19.57%	5.78%	0.04%	8.32%	0.04%	0.76%
Senior-Level Officials/Managers	3,200	51.81%	48.19%	2.22%	79.16%	10.78%	5.19%	0.03%	2.63%	0.00%	0.53%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, HHS employed 672 (0.81%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 1,664 IWTB were needed. This represents an increase of 80 employees over FY 2009 and an increase of 96 employees since FY 2006. The participation rate for FY 2009 was 0.75% and for FY 2006 was 0.91%. Over the 5-year period HHS had a net decrease of 0.1% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	3,353		3,561		3,562		3,629		4,138	
<b>Targeted Disabilities</b>	576	17.18%	596	16.74%	596	16.73%	592	16.31%	672	16.24%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, HHS employed 38,785 Women in permanent positions. Women occupied only 48.19% of HHS' permanent senior level management positions. This represents an increase of 41 women in senior management positions since FY 2009 and an increase of 112 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	34,250	63.64%	34,427	63.97%	35,041	64.56%	36,982	64.81%	38,785	64.74%
<b>Senior Level Management</b>	1,430	40.33%	1,310	45.27%	1,389	46.35%	1,501	48.2%	1,542	48.19%
<b>Mid Level Management</b>	1,129	51.04%	1,137	52.69%	1,148	53.4%	1,231	54.98%	1,253	55.74%
<b>1<sup>st</sup> Level Management</b>	768	71.51%	737	71.69%	728	70.54%	756	71.52%	736	71.18%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of Homeland Security (DHS)**

Permanent Workforce: 172,848    Temporary Workforce: 16,135    Total Workforce: 188,983

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	172,848	68.03%	31.97%	20.27%	58.32%	14.32%	4.60%	0.30%	0.75%	1.45%	0.38%
<b>Major Occupations:</b>											
Compliance Inspection And Support	50,653	58.42%	41.58%	15.31%	54.98%	22.33%	4.75%	0.49%	1.12%	1.00%	0.49%
Customs And Border Protection	20,514	81.35%	18.65%	31.13%	50.89%	7.18%	7.10%	0.51%	0.48%	2.72%	0.09%
Border Patrol Agent	20,337	94.94%	5.06%	50.93%	43.90%	1.65%	0.90%	0.10%	0.40%	2.13%	0.04%
GS-14 and GS-15*	14,775	65.69%	34.31%	9.21%	71.49%	13.71%	4.05%	0.05%	0.51%	0.98%	0.32%
Senior Pay Level*	551	71.32%	28.68%	4.90%	83.48%	7.62%	2.90%	0.18%	0.36%	0.54%	0.00%
SES	498	70.68%	29.32%	5.22%	82.73%	8.23%	2.61%	0.20%	0.40%	0.60%	0.00%
First-Level Officials/ Managers	2,048	66.50%	33.50%	29.39%	52.59%	12.35%	3.37%	0.20%	0.54%	1.56%	0.39%
Mid-Level Officials/ Managers	12,678	77.55%	22.45%	25.04%	61.36%	7.77%	3.26%	0.11%	0.52%	1.95%	0.11%
Senior-Level Officials/ Managers	3,697	68.84%	31.16%	7.22%	76.74%	12.06%	2.65%	0.08%	0.60%	0.65%	0.22%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DHS employed 744 (0.39%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 3,780 IWTB were needed. This represents an increase of 17 employees over FY 2009 and an increase of 35 employees since FY 2006. The participation rate for FY 2009 was 0.39% and for FY 2006 was 0.42%. Over the 5-year period DHS had a net decrease of 0.03% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	7,467		5,995		6,330		6,846		7,167	
<b>Targeted Disabilities</b>	709	9.5%	674	11.24%	692	10.93%	727	10.62%	744	10.38%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DHS employed 55,267 Women in permanent positions. Women occupied only 31.16% of DHS' permanent senior level management positions. This represents an increase of 155 women in senior management positions since FY 2009 and an increase of 482 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	44,398	32.04%	47,218	32.16%	51,894	32.47%	54,591	32.21%	55,267	31.97%
<b>Senior Level Management</b>	670	27.61%	682	28.07%	835	29.08%	997	29.98%	1,152	31.16%
<b>Mid Level Management</b>	1,631	27.17%	1,600	27.16%	1,796	27.14%	1,984	26.61%	2,846	22.45%
<b>1<sup>st</sup> Level Management</b>	1,418	28.84%	1,109	21.95%	1,122	20.3%	1,195	19.77%	686	33.5%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of Housing and Urban Development (HUD)**

Permanent Workforce: 9,442

Temporary Workforce: 599

Total Workforce: 10,041

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	9,442	39.19%	60.81%	6.78%	48.97%	37.77%	4.94%	0.06%	1.14%	0.34%	1.24%
<b>Major Occupations:</b>											
<b>Gen Business &amp; Industry</b>	3,049	36.44%	63.56%	7.71%	54.64%	31.85%	3.54%	0.07%	1.97%	0.23%	1.15%
<b>Mgt &amp; Program Analysis</b>	619	32.79%	67.21%	3.23%	41.20%	50.73%	3.39%	0.16%	0.97%	0.32%	1.62%
<b>Equal Opportunity Compliance</b>	404	33.66%	66.34%	12.13%	28.22%	57.18%	2.48%	0.00%	0.00%	0.00%	1.49%
<b>GS-14 and GS-15*</b>	2,414	49.01%	50.99%	5.51%	55.30%	33.18%	5.14%	0.04%	0.70%	0.12%	0.70%
<b>Senior Pay Level*</b>	113	59.29%	40.71%	3.54%	59.29%	31.86%	1.77%	0.00%	1.77%	1.77%	1.77%
<b>SES</b>	110	58.18%	41.82%	3.64%	59.09%	31.82%	1.82%	0.00%	1.82%	1.82%	1.82%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	751	47.40%	52.60%	8.12%	55.39%	32.09%	3.60%	0.00%	0.53%	0.27%	0.40%
<b>Senior-Level Officials/Managers</b>	785	54.78%	45.22%	4.59%	58.09%	32.36%	3.18%	0.13%	1.40%	0.25%	1.15%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, HUD employed 121 (1.21%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 201 IWTD were needed. This represents an increase of 14 employees over FY 2009 and a decrease of 9 employees since FY 2006. The participation rate for FY 2009 was 1.12% and for FY 2006 was 1.32%. Over the 5-year period HUD had a net decrease of 0.11% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	764		681		667		630		678	
<b>Targeted Disabilities</b>	130	17.02%	126	18.5%	116	17.39%	107	16.98%	121	17.85%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, HUD employed 5,742 Women in permanent positions. Women occupied only 45.22% of HUD's permanent senior level management positions. This represents an increase of 20 women in senior management positions since FY 2009 and an increase of 43 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	5,735	60.61%	5,654	60.86%	5,796	61.05%	5,647	61.43%	5,742	60.81%
<b>Senior Level Management</b>	312	40.41%	332	42.46%	353	44.35%	335	44.43%	355	45.22%
<b>Mid Level Management</b>	355	49.72%	368	51.11%	381	52.41%	389	53.51%	395	52.6%
<b>1<sup>st</sup> Level Management</b>	1	50%	2	66.67%	2	100%	0	0%	0	0%

\*Numbers represent permanent employees only.



**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of the Interior (DOI)**

Permanent Workforce: 58,416    Temporary Workforce: 20,632    Total Workforce: 79,048

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	58,416	59.90%	40.10%	5.52%	74.23%	5.59%	2.04%	0.35%	11.04%	1.22%	1.05%
<b>Major Occupations:</b>											
<b>Park Ranger</b>	5,828	63.50%	36.50%	3.69%	88.01%	3.33%	1.20%	0.43%	2.04%	1.30%	0.81%
<b>Maintenance Mechanic</b>	4,089	93.08%	6.92%	5.82%	74.00%	6.26%	0.66%	0.78%	11.71%	0.76%	0.71%
<b>Gen Natural Resources Mgt &amp; Bio Sc</b>	3,919	63.38%	36.62%	3.90%	89.03%	1.12%	1.35%	0.13%	3.57%	0.89%	0.66%
<b>GS-14 and GS-15*</b>	5,297	66.36%	33.64%	3.32%	80.12%	4.81%	2.45%	0.06%	8.25%	0.98%	0.62%
<b>Senior Pay Level*</b>	370	70.00%	30.00%	4.59%	76.76%	5.68%	1.35%	0.27%	10.54%	0.81%	0.27%
<b>SES</b>	265	66.42%	33.58%	5.66%	72.45%	6.79%	0.75%	0.38%	13.21%	0.75%	0.00%
<b>First-Level Officials/Managers</b>	4,786	66.30%	33.70%	5.06%	79.23%	2.67%	1.34%	0.23%	10.22%	1.25%	0.52%
<b>Mid-Level Officials/Managers</b>	4,654	66.22%	33.78%	4.28%	79.44%	3.85%	1.63%	0.11%	9.33%	1.38%	0.69%
<b>Senior-Level Officials/Managers</b>	1,488	68.55%	31.45%	3.02%	79.17%	5.17%	1.61%	0.20%	10.22%	0.60%	0.54%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DOI employed 750 (0.95%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 1,581 IWTd were needed. This represents an increase of 51 employees over FY 2009 and an increase of 66 employees since FY 2006. The participation rate for FY 2009 was 0.91% and for FY 2006 was 0.94%. Over the 5-year period DOI had a net increase of 0.01% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	4,957		4,484		4,552		4,671		4,765	
<b>Targeted Disabilities</b>	684	13.8%	700	15.61%	689	15.14%	699	14.96%	750	15.74%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DOI employed 23,422 Women in permanent positions. Women occupied only 31.45% of DOI's permanent senior level management positions. This represents an increase of 27 women in senior management positions since FY 2009 and an increase of 73 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	22,816	39.29%	22,481	39.53%	22,536	39.8%	23,037	39.91%	23,422	40.1%
<b>Senior Level Management</b>	395	29.48%	384	29%	407	30.13%	441	30.67%	468	31.45%
<b>Mid Level Management</b>	1,329	30.48%	1,371	31.36%	1,436	32.63%	1,496	33.02%	1,572	33.78%
<b>1<sup>st</sup> Level Management</b>	1,556	33.66%	1,489	32.97%	1,514	33.01%	1,575	33.4%	1,613	33.7%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of Justice (DOJ)**

**Permanent Workforce: 113,490    Temporary Workforce: 3,411    Total Workforce: 116,901**  
**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	113,490	60.73%	39.27%	8.62%	70.13%	16.90%	3.25%	0.10%	0.80%	0.20%	0.39%
<b>Major Occupations:</b>											
<b>Criminal Investigating</b>	24,520	84.44%	15.56%	7.87%	81.89%	6.06%	3.38%	0.07%	0.49%	0.24%	0.04%
<b>Correctional Officer</b>	17,730	86.18%	13.82%	12.51%	61.40%	23.02%	1.34%	0.24%	1.29%	0.21%	0.28%
<b>General Attorney</b>	10,709	60.28%	39.72%	4.32%	83.52%	6.98%	4.46%	0.04%	0.42%	0.26%	0.47%
<b>GS-14 and GS-15*</b>	15,090	65.74%	34.26%	5.57%	78.05%	11.94%	3.84%	0.00%	0.52%	0.09%	0.34%
<b>Senior Pay Level*</b>	4,039	67.62%	32.38%	5.20%	84.30%	7.35%	2.60%	0.07%	0.40%	0.07%	0.37%
<b>SES</b>	731	74.97%	25.03%	5.61%	82.22%	9.99%	1.64%	0.00%	0.55%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	4,686	64.28%	35.72%	11.67%	62.68%	21.85%	2.05%	0.04%	1.64%	0.06%	0.23%
<b>Mid-Level Officials/Managers</b>	9,007	69.79%	30.21%	7.82%	75.15%	13.31%	2.88%	0.01%	0.80%	0.03%	0.17%
<b>Senior-Level Officials/Managers</b>	4,506	68.91%	31.09%	5.68%	80.34%	10.32%	3.11%	0.02%	0.42%	0.11%	0.36%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DOJ employed 452 (0.39%) Individuals with Targeted Disabilities (IWTDD). In order to have met the federal 2% participation rate goal, 2,338 IWTDD were needed. This represents an increase of 31 employees over FY 2009 and an increase of 39 employees since FY 2006. The participation rate for FY 2009 was 0.37% and for FY 2006 was 0.39%. Over the 5-year period DOJ had no change in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	3,617		3,329		3,315		3,444		3,681	
<b>Targeted Disabilities</b>	413	11.42%	412	12.38%	408	12.31%	421	12.22%	452	12.28%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DOJ employed 44,572 Women in permanent positions. Women occupied only 31.09% of DOJ's permanent senior level management positions. This represents an increase of 181 women in senior management positions since FY 2009 and an increase of 337 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	40,775	39.5%	40,797	39.36%	41,426	39.38%	43,085	39.45%	44,572	39.27%
<b>Senior Level Management</b>	1,064	27.25%	1,077	28.74%	1,110	28.55%	1,220	30.08%	1,401	31.09%
<b>Mid Level Management</b>	1,792	27.11%	1,752	27.46%	1,852	28.24%	2,003	28.83%	2,721	30.21%
<b>1<sup>st</sup> Level Management</b>	1,479	37.78%	1,407	36.27%	1,404	36.02%	1,403	35.51%	1,674	35.72%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of Labor (DOL)**

Permanent Workforce: 15,899 Temporary Workforce: 741 Total Workforce: 16,640

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	15,899	50.61%	49.39%	7.58%	63.97%	22.31%	5.31%	0.06%	0.60%	0.16%	1.11%
<b>Major Occupations:</b>											
<b>Mine Safety And Health</b>	1,423	95.57%	4.43%	2.32%	95.71%	1.41%	0.07%	0.00%	0.49%	0.00%	0.21%
<b>Economist</b>	1,298	63.25%	36.75%	4.39%	79.35%	9.55%	6.39%	0.00%	0.23%	0.08%	0.54%
<b>Worker's Compensation Claims Examiners</b>	1,240	37.66%	62.34%	6.21%	63.06%	25.65%	4.44%	0.00%	0.56%	0.08%	0.73%
<b>GS-14 and GS-15*</b>	2,529	55.71%	44.29%	4.94%	72.76%	16.29%	5.58%	0.04%	0.40%	0.00%	0.75%
<b>Senior Pay Level*</b>	204	64.71%	35.29%	4.41%	80.88%	10.78%	2.94%	0.00%	0.98%	0.00%	0.00%
<b>SES</b>	152	62.50%	37.50%	5.92%	75.00%	14.47%	3.29%	0.00%	1.32%	0.00%	0.00%
<b>First-Level Officials/ Managers</b>	61	14.75%	85.25%	4.92%	59.02%	31.15%	3.28%	0.00%	0.00%	1.64%	0.00%
<b>Mid-Level Officials/ Managers</b>	1,822	61.47%	38.53%	8.23%	71.95%	16.03%	3.24%	0.05%	0.38%	0.11%	0.38%
<b>Senior-Level Officials/ Managers</b>	877	59.75%	40.25%	3.88%	77.65%	14.25%	3.76%	0.00%	0.46%	0.00%	0.34%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DOL employed 188 (1.13%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 333 IWTD were needed. This represents an increase of 17 employees over FY 2009 and an increase of 2 employees since FY 2006. The participation rate for FY 2009 was 1.07% and for FY 2006 was 1.21%. Over the 5-year period DOL had a net decrease of 0.08% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	1,144		956		923		937		1,015	
<b>Targeted Disabilities</b>	186	16.26%	193	20.19%	188	20.37%	171	18.25%	188	18.52%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DOL employed 7,853 Women in permanent positions. Women occupied only 40.25% of DOL's permanent senior level management positions. This represents an increase of 59 women in senior management positions since FY 2009 and an increase of 88 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	7,425	50.05%	7,348	49.39%	7,291	49.22%	7,521	49.31%	7,853	49.39%
<b>Senior Level Management</b>	265	35.86%	255	36.43%	272	37.26%	294	38.79%	353	40.25%
<b>Mid Level Management</b>	477	34.62%	509	35.72%	506	35.46%	527	36.98%	702	38.53%
<b>1<sup>st</sup> Level Management</b>	53	81.54%	49	84.48%	43	87.76%	40	85.11%	52	85.25%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**National Aeronautics and Space Administration (NASA)**

Permanent Workforce: 17,330    Temporary Workforce: 1,341    Total Workforce: 18,671

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	17,330	64.48%	35.52%	5.79%	74.60%	11.83%	6.25%	0.08%	0.76%	0.68%	1.17%
<b>Major Occupations:</b>											
Aerospace Engineering	4,529	79.66%	20.34%	5.56%	79.82%	5.70%	7.68%	0.02%	0.53%	0.68%	0.84%
General Engineering	3,031	76.25%	23.75%	7.03%	80.53%	5.81%	5.21%	0.00%	0.92%	0.49%	0.36%
Computer Engineering	918	70.48%	29.52%	4.03%	72.00%	10.78%	12.20%	0.00%	0.22%	0.76%	0.76%
GS-14 and GS-15*	8,587	73.82%	26.18%	5.01%	80.04%	7.26%	6.53%	0.06%	0.58%	0.52%	0.61%
Senior Pay Level*	576	78.30%	21.70%	4.34%	83.51%	5.38%	5.73%	0.00%	0.35%	0.69%	0.52%
SES	434	73.73%	26.27%	4.38%	83.41%	6.45%	4.84%	0.00%	0.23%	0.69%	0.23%
First-Level Officials/Managers	1	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	323	61.30%	38.70%	5.88%	71.83%	13.31%	8.05%	0.62%	0.31%	0.00%	0.62%
Senior-Level Officials/Managers	2,039	72.39%	27.61%	5.44%	81.31%	7.50%	4.66%	0.05%	0.54%	0.49%	0.44%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, NASA employed 208 (1.11%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 373 IWTB were needed. This represents an increase of 25 employees over FY 2009 and an increase of 34 employees since FY 2006. The participation rate for FY 2009 was 0.99% and for FY 2006 was 0.94%. Over the 5-year period NASA had a net increase of 0.17% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	1,020		942		933		929		957	
<b>Targeted Disabilities</b>	174	17.06%	178	18.9%	173	18.54%	183	19.7%	208	21.73%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, NASA employed 6,155 Women in permanent positions. Women occupied only 27.61% of NASA's permanent senior level management positions. This represents an increase of 37 women in senior management positions since FY 2009 and an increase of 131 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	6,035	35.03%	957	42.36%	6,069	35.51%	6,085	35.52%	6,155	35.52%
<b>Senior Level Management</b>	432	24.32%	469	25.27%	490	25.8%	526	26.58%	563	27.61%
<b>Mid Level Management</b>	149	36.52%	137	35.4%	134	36.81%	125	37.2%	125	38.7%
<b>1<sup>st</sup> Level Management</b>	2	40%	0	0%	0	0%	0	0%	1	100%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**National Archives and Records Administration (NARA)**

Permanent Workforce: 2,812

Temporary Workforce: 717

Total Workforce: 3,529

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,812	46.87%	53.13%	1.46%	69.13%	26.21%	2.28%	0.04%	0.28%	0.60%	1.67%
<b>Major Occupations:</b>											
Archives Technician	1,813	48.87%	51.13%	1.71%	57.97%	36.90%	1.93%	0.11%	0.39%	0.99%	1.82%
Archivist	347	50.72%	49.28%	0.29%	92.80%	4.32%	1.15%	0.00%	0.29%	1.15%	0.86%
General Arts And Information	184	35.87%	64.13%	1.63%	75.54%	19.02%	2.72%	0.00%	0.00%	1.09%	0.54%
GS-14 and GS-15*	281	55.87%	44.13%	1.42%	84.34%	9.61%	4.63%	0.00%	0.00%	0.00%	0.71%
Senior Pay Level*	22	72.73%	27.27%	0.00%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%
SES	18	66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	141	46.10%	53.90%	1.42%	72.34%	26.24%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	158	56.96%	43.04%	0.63%	90.51%	8.86%	0.00%	0.00%	0.00%	0.00%	0.63%
Senior-Level Officials/Managers	100	60.00%	40.00%	1.00%	88.00%	6.00%	5.00%	0.00%	0.00%	0.00%	1.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, NARA employed 50 (1.42%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 71 IWTd were needed. This represents an increase of one employee over FY 2009 and an increase of 3 employees since FY 2006. The participation rate for FY 2009 was 1.45% and for FY 2006 was 1.56%. Over the 5-year period NARA had a net decrease of 0.14% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	166		157		161		177		192	
<b>Targeted Disabilities</b>	47	28.31%	44	28.03%	43	26.71%	49	27.68%	50	26.04%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, NARA employed 1,494 Women in permanent positions. Women occupied only 40% of NARA's permanent senior level management positions. This represents an increase of 6 women in senior management positions since FY 2009 and an increase of 11 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	1,399	53.01%	6,027	35.32%	1,365	53.2%	1,411	52.87%	1,494	53.13%
<b>Senior Level Management</b>	29	30.21%	27	30.34%	31	34.07%	34	34.69%	40	40%
<b>Mid Level Management</b>	64	38.55%	67	39.64%	66	42.04%	72	43.9%	68	43.04%
<b>1<sup>st</sup> Level Management</b>	71	57.72%	69	58.97%	72	54.55%	73	52.14%	76	53.9%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**National Credit Union Administration (NCUA)**

Permanent Workforce: 1,061

Temporary Workforce: 18

Total Workforce: 1,079

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,061	53.91%	46.09%	4.15%	76.15%	12.91%	4.62%	0.47%	0.38%	1.32%	0.28%
<b>Major Occupations:</b>											
<b>Credit Union Examiner</b>	836	58.61%	41.39%	3.71%	80.26%	9.33%	4.55%	0.60%	0.36%	1.20%	0.12%
<b>GS-14 and GS-15*</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	41	75.61%	24.39%	2.44%	90.24%	2.44%	2.44%	0.00%	0.00%	2.44%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	40	75.00%	25.00%	2.50%	90.00%	2.50%	2.50%	0.00%	0.00%	2.50%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, NCUA employed 4 (0.37%) Individuals with Targeted Disabilities (IWTDD). In order to have met the federal 2% participation rate goal, 22 IWTDD were needed. This is the same as the number of employees in FY 2009 and an increase of one employee since FY 2006. The participation rate for FY 2009 was 0.39% and for FY 2006 was 0.33%. Over the 5-year period NCUA had a net increase of 0.04% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	57		50		50		61		60	
<b>Targeted Disabilities</b>	3	5.26%	2	4%	2	4%	4	6.56%	4	6.67%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, NCUA employed 489 Women in permanent positions. Women occupied only 25% of NCUA's permanent senior level management positions. This represents an increase of 2 women in senior management positions since FY 2009 and no change in women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	399	44.88%	1,328	52.95%	420	44.97%	456	45.6%	489	46.09%
<b>Senior Level Management</b>	10	26.32%	8	23.53%	9	26.47%	8	25%	10	25%
<b>Mid Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**National Gallery of Art (NGA)**

Permanent Workforce: 819 Temporary Workforce: 3 Total Workforce: 822

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	819	59.34%	40.66%	1.95%	51.04%	44.20%	1.95%	0.12%	0.24%	0.49%	0.73%
<b>Major Occupations:</b>											
<b>Security Guard</b>	282	79.08%	20.92%	1.42%	12.41%	83.69%	1.77%	0.00%	0.35%	0.35%	1.42%
<b>Museum Specialist &amp; Technician</b>	99	27.27%	72.73%	1.01%	96.97%	1.01%	1.01%	0.00%	0.00%	0.00%	0.00%
<b>Museum Curator</b>	28	32.14%	67.86%	0.00%	96.43%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>GS-14 and GS-15*</b>	83	43.37%	56.63%	1.20%	89.16%	4.82%	3.61%	1.20%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	26	42.31%	57.69%	3.85%	88.46%	3.85%	3.85%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	59	71.19%	28.81%	0.00%	33.90%	66.10%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	82	42.68%	57.32%	0.00%	91.46%	3.66%	3.66%	1.22%	0.00%	0.00%	0.00%
<b>Senior-Level Officials/Managers</b>	62	46.77%	53.23%	3.23%	90.32%	4.84%	1.61%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, NGA employed 6 (0.73%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 16 IWTD were needed. This is the same as the number of employees in FY 2009 and an increase of one employee since FY 2006. The participation rate for FY 2009 was 0.71% and for FY 2006 was 0.63%. Over the 5-year period NGA had a net increase of 0.1% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	47		42		42		40		41	
<b>Targeted Disabilities</b>	5	10.64%	5	11.9%	6	14.29%	6	15%	6	14.63%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, NGA employed 333 Women in permanent positions. Women occupied only 53.23% of NGA's permanent senior level management positions. This represents an increase of 16 women in senior management positions since FY 2009 and an increase of 17 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	325	41.35%	409	45.39%	321	40.02%	330	39.66%	333	40.66%
<b>Senior Level Management</b>	16	47.06%	16	44.44%	17	45.95%	17	45.95%	33	53.23%
<b>Mid Level Management</b>	14	40%	18	46.15%	17	51.52%	19	55.88%	47	57.32%
<b>1<sup>st</sup> Level Management</b>	9	18.37%	8	17.39%	7	14%	7	14.58%	17	28.81%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**National Labor Relations Board (NLRB)**

Permanent Workforce: 1,658

Temporary Workforce: 56

Total Workforce: 1,714

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,658	36.79%	63.21%	8.99%	64.60%	21.77%	4.04%	0.24%	0.24%	0.12%	0.66%
<b>Major Occupations:</b>											
<b>General Attorney</b>	682	44.87%	55.13%	8.06%	75.37%	11.00%	4.84%	0.15%	0.29%	0.29%	0.73%
<b>Labor-Management Relations Examining</b>	315	45.71%	54.29%	10.16%	78.73%	7.94%	3.17%	0.00%	0.00%	0.00%	0.00%
<b>Secretary</b>	131	5.34%	94.66%	12.98%	40.46%	39.69%	6.11%	0.76%	0.00%	0.00%	0.00%
<b>GS-14 and GS-15*</b>	708	48.16%	51.84%	8.05%	74.29%	12.29%	4.80%	0.00%	0.42%	0.14%	0.71%
<b>Senior Pay Level*</b>	99	75.76%	24.24%	4.04%	86.87%	8.08%	1.01%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	60	68.33%	31.67%	3.33%	85.00%	10.00%	1.67%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	50	10.00%	90.00%	8.00%	54.00%	38.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/Managers</b>	116	52.59%	47.41%	8.62%	62.07%	25.86%	2.59%	0.00%	0.86%	0.00%	0.86%
<b>Senior-Level Officials/Managers</b>	259	59.07%	40.93%	5.79%	78.38%	12.36%	3.09%	0.00%	0.39%	0.00%	1.16%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, NLRB employed 12 (0.7%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 34 IWTd were needed. This represents a decrease of one employee from FY 2009 and no change in the number of employees since FY 2006. The participation rate for FY 2009 was 0.79% and for FY 2006 was 0.65%. Over the 5-year period NLRB had a net increase of 0.05% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	76		57		54		57		56	
<b>Targeted Disabilities</b>	12	15.79%	12	21.05%	12	22.22%	13	22.81%	12	21.43%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, NLRB employed 1,048 Women in permanent positions. Women occupied only 40.93% of NLRB's permanent senior level management positions. This represents an increase of 4 women in senior management positions since FY 2009 and an increase of 18 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	1,110	61.67%	330	41.1%	1,008	62.41%	1,012	62.86%	1,048	63.21%
<b>Senior Level Management</b>	88	32.96%	92	34.72%	97	36.33%	102	38.93%	106	40.93%
<b>Mid Level Management</b>	60	47.24%	56	50.91%	51	48.11%	44	44%	55	47.41%
<b>1<sup>st</sup> Level Management</b>	45	91.84%	43	93.48%	45	91.84%	45	91.84%	45	90%

\*Numbers represent permanent employees only.



**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**National Science Foundation (NSF)**

Permanent Workforce: 1,212

Temporary Workforce: 271

Total Workforce: 1,483

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	1,212	35.31%	64.69%	2.64%	57.51%	32.26%	6.77%	0.00%	0.33%	0.50%	1.40%
<b>Major Occupations:</b>											
Misc Admin & Pro	199	17.09%	82.91%	1.51%	33.67%	61.81%	3.02%	0.00%	0.00%	0.00%	1.51%
Mgt & Program Analysis	124	18.55%	81.45%	0.81%	47.58%	45.97%	3.23%	0.00%	0.00%	2.42%	0.00%
Miscellaneous Clerk And Assistant	110	17.27%	82.73%	4.55%	16.36%	69.09%	8.18%	0.00%	1.82%	0.00%	4.55%
GS-14 and GS-15*	230	40.00%	60.00%	1.74%	73.48%	17.39%	6.96%	0.00%	0.43%	0.00%	0.00%
Senior Pay Level*	347	57.93%	42.07%	4.03%	80.12%	6.34%	8.65%	0.00%	0.29%	0.58%	1.15%
SES	75	58.67%	41.33%	2.67%	85.33%	5.33%	6.67%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	15	6.67%	93.33%	0.00%	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers	42	21.43%	78.57%	0.00%	47.62%	50.00%	2.38%	0.00%	0.00%	0.00%	2.38%
Senior-Level Officials/ Managers	127	56.69%	43.31%	2.36%	85.04%	7.09%	4.72%	0.00%	0.00%	0.79%	0.79%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, NSF employed 18 (1.21%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 30 IWTD were needed. This represents an increase of 2 employees over FY 2009 and an increase of one employee since FY 2006. The participation rate for FY 2009 was 1.08% and for FY 2006 was 1.25%. Over the 5-year period NSF had a net decrease of 0.04% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	102		86		88		100		100	
<b>Targeted Disabilities</b>	17	16.67%	16	18.6%	13	14.77%	16	16%	18	18%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, NSF employed 784 Women in permanent positions. Women occupied only 43.31% of NSF's permanent senior level management positions. This represents a decrease of 16 women in senior management positions since FY 2009 and a decrease of 15 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	699	63.43%	1,051	62.12%	749	64.35%	772	64.66%	784	64.69%
<b>Senior Level Management</b>	70	45.45%	67	44.67%	68	45.03%	71	45.51%	55	43.31%
<b>Mid Level Management</b>	13	68.42%	16	69.57%	28	82.35%	28	80%	33	78.57%
<b>1<sup>st</sup> Level Management</b>	30	100%	25	96.15%	14	93.33%	13	92.86%	14	93.33%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of the Navy (NAVY)**

Permanent Workforce: 191,403    Temporary Workforce: 6,130    Total Workforce: 197,533

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	191,403	70.48%	29.52%	4.76%	69.88%	13.02%	9.47%	1.17%	0.64%	1.06%	0.72%
<b>Major Occupations:</b>											
<b>Electronics Engineering</b>	8,581	89.10%	10.90%	5.40%	70.63%	4.60%	17.69%	0.70%	0.35%	0.63%	0.42%
<b>Engineering Technician</b>	6,735	91.98%	8.02%	3.24%	83.50%	5.73%	5.39%	0.71%	0.74%	0.68%	0.58%
<b>Mechanical Engineering</b>	6,220	90.21%	9.79%	3.76%	82.81%	3.12%	8.92%	0.24%	0.37%	0.77%	0.45%
<b>GS-14 and GS-15*</b>	10,075	78.57%	21.43%	2.96%	84.98%	5.94%	4.86%	0.31%	0.36%	0.60%	0.39%
<b>Senior Pay Level*</b>	641	82.84%	17.16%	1.40%	90.17%	2.81%	4.52%	0.16%	0.47%	0.47%	0.16%
<b>SES</b>	348	79.02%	20.98%	1.44%	89.94%	4.31%	2.87%	0.29%	0.57%	0.57%	0.29%
<b>First-Level Officials/Managers</b>	4,198	42.88%	7.36%	100.76%	21.56%	8.46%	1.88%	1.21%	1.64%	0.57%	0.00%
<b>Mid-Level Officials/Managers</b>	10,208	75.85%	24.15%	3.29%	80.43%	7.59%	6.63%	0.74%	0.39%	0.92%	0.42%
<b>Senior-Level Officials/Managers</b>	2,872	80.92%	19.08%	2.72%	87.33%	5.01%	3.93%	0.17%	0.38%	0.45%	0.31%

\*Does not include non-appropriated funds or pay-banded employees.

**Targeted Disabilities Employment Trends**

As of September 30, 2010, NAVY employed 1,427 (0.72%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 3,951 IWTB were needed. This represents an increase of 4 employees over FY 2009 and a decrease of 3 employees since FY 2006. The participation rate for FY 2009 was 0.75% and for FY 2006 was 0.82%. Over the 5-year period NAVY had a net decrease of 0.1% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	10,088		10,043		10,576		11,068		11,482	
<b>Targeted Disabilities</b>	1,430	14.18%	1,380	13.74%	1,398	13.22%	1,423	12.86%	1,427	12.43%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, NAVY employed 56,505 Women in permanent positions. Women occupied only 19.08% of NAVY's permanent senior level management positions. This represents an increase of 341 women in senior management positions since FY 2009 and a decrease of 37 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	50,016	29.65%	49,968	29.65%	51,742	29.66%	54,794	29.76%	56,505	29.52%
<b>Senior Level Management</b>	585	17.6%	444	16.39%	375	16.44%	207	15.79%	548	19.08%
<b>Mid Level Management</b>	2,471	24.31%	2,192	23.85%	967	23.53%	368	23.8%	2,465	24.15%
<b>1<sup>st</sup> Level Management</b>	2,381	36.72%	2,150	35.43%	208	33.39%	112	34.15%	309	7.36%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Nuclear Regulatory Commission (NRC)**

Permanent Workforce: 3,973      Temporary Workforce: 238      Total Workforce: 4,211

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	3,973	60.38%	39.62%	5.66%	68.69%	15.13%	8.86%	0.05%	0.60%	1.01%	0.93%
<b>Major Occupations:</b>											
General Engineering	1,190	79.33%	20.67%	7.23%	71.26%	8.99%	11.34%	0.08%	0.34%	0.76%	0.84%
Nuclear Engineering	430	90.70%	9.30%	6.51%	82.33%	4.19%	5.35%	0.00%	0.47%	1.16%	0.00%
General Physical Science	218	68.35%	31.65%	4.13%	81.19%	7.34%	4.13%	0.00%	1.38%	1.83%	0.92%
GS-14 and GS-15*	2,101	72.35%	27.65%	4.05%	73.77%	10.04%	11.09%	0.05%	0.48%	0.52%	0.67%
Senior Pay Level*	247	79.35%	20.65%	1.62%	85.43%	7.69%	4.45%	0.00%	0.40%	0.40%	0.40%
SES	161	78.88%	21.12%	1.86%	83.23%	9.32%	4.35%	0.00%	0.62%	0.62%	0.62%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	13	76.92%	23.08%	7.69%	53.85%	38.46%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	493	73.63%	26.37%	2.84%	79.51%	9.74%	6.09%	0.20%	0.61%	1.01%	0.81%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, NRC employed 39 (0.93%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 84 IWTD were needed. This represents an increase of 4 employees over FY 2009 and an increase of 8 employees since FY 2006. The participation rate for FY 2009 was 0.84% and for FY 2006 was 0.89%. Over the 5-year period NRC had a net increase of 0.04% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	205		213		245		238		245	
<b>Targeted Disabilities</b>	31	15.12%	32	15.02%	35	14.29%	35	14.71%	39	15.92%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, NRC employed 1,574 Women in permanent positions. Women occupied only 26.37% of NRC's permanent senior level management positions. This represents an increase of one woman in senior management positions since FY 2009 and an increase of 41 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	1,228	37.14%	721	64.38%	1,473	38.68%	1,526	38.97%	1,574	39.62%
<b>Senior Level Management</b>	89	22.47%	104	23.96%	133	27.14%	129	26.6%	130	26.37%
<b>Mid Level Management</b>	3	30%	5	45.45%	2	16.67%	2	18.18%	3	23.08%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Office of Personnel Management (OPM)**

Permanent Workforce: 6,115

Temporary Workforce: 131

Total Workforce: 6,246

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	6,115	40.13%	59.87%	4.60%	68.29%	22.94%	2.70%	0.44%	0.52%	0.51%	0.77%
<b>Major Occupations:</b>											
General Investigating	1,790	48.21%	51.79%	5.81%	77.04%	12.79%	2.79%	0.56%	0.45%	0.56%	0.22%
Human Resources Management	467	30.41%	69.59%	4.93%	55.25%	34.26%	3.85%	0.43%	0.43%	0.86%	1.28%
General Legal & Kindred Admin	308	20.45%	79.55%	1.62%	55.84%	41.56%	0.65%	0.00%	0.00%	0.32%	0.32%
GS-14 and GS-15*	579	45.60%	54.40%	3.63%	67.53%	24.01%	3.11%	0.52%	0.52%	0.69%	0.69%
Senior Pay Level*	56	60.71%	39.29%	12.50%	75.00%	8.93%	1.79%	0.00%	1.79%	0.00%	0.00%
SES	53	58.49%	41.51%	13.21%	73.58%	9.43%	1.89%	0.00%	1.89%	0.00%	0.00%
First-Level Officials/Managers	21	38.10%	61.90%	4.76%	71.43%	19.05%	0.00%	0.00%	0.00%	4.76%	0.00%
Mid-Level Officials/Managers	256	52.73%	47.27%	3.13%	74.61%	19.14%	1.56%	0.78%	0.39%	0.39%	0.39%
Senior-Level Officials/Managers	195	56.41%	43.59%	5.64%	76.92%	13.33%	2.05%	0.51%	0.51%	1.03%	0.51%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, OPM employed 48 (0.77%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 125 IWTd were needed. This represents an increase of 7 employees over FY 2009 and an increase of 10 employees since FY 2006. The participation rate for FY 2009 was 0.7% and for FY 2006 was 0.72%. Over the 5-year period OPM had a net increase of 0.05% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	388		377		382		375		412	
<b>Targeted Disabilities</b>	38	9.79%	39	10.34%	36	9.42%	41	10.93%	48	11.65%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, OPM employed 3,661 Women in permanent positions. Women occupied only 43.59% of OPM's permanent senior level management positions. This represents no change for women in senior management positions since FY 2009 and an increase of 11 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	3,105	59.43%	1,346	38.35%	3,413	59.68%	3,442	60.16%	3,661	59.87%
<b>Senior Level Management</b>	74	40.22%	70	40%	69	42.07%	85	45.7%	85	43.59%
<b>Mid Level Management</b>	107	47.14%	114	50.22%	107	49.54%	106	48.4%	121	47.27%
<b>1<sup>st</sup> Level Management</b>	12	54.55%	7	38.89%	9	47.37%	11	42.31%	13	61.9%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Peace Corps (PC)**

Permanent Workforce: 6    Temporary Workforce: 927    Total Workforce: 933

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	6	16.67%	83.33%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Major Occupations:</b>											
Misc Admin & Pro	384	36.20%	63.80%	3.13%	83.59%	8.33%	2.34%	0.00%	0.78%	1.82%	0.26%
GS-14 and GS-15*	1	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	21	47.62%	52.38%	0.00%	85.72%	9.52%	0.00%	0.00%	4.76%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	25	48.00%	52.00%	0.00%	92.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	160	43.75%	56.25%	1.26%	84.38%	9.38%	4.38%	0.00%	0.63%	0.00%	0.00%
Senior-Level Officials/Managers	117	60.68%	39.32%	5.13%	82.05%	10.25%	1.71%	0.00%	0.85%	0.00%	0.00%

\*Temporary work force numbers include all term employees and are included in all statistics reported above. Does not include pay band employees.

**Targeted Disabilities Employment Trends**

As of September 30, 2010, PC employed 1 (0.11%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 19 IWTD were needed. This is the same as the number of employees in FY 2009 and a decrease of 4 employees since FY 2006. The participation rate for FY 2009 was 0.12% and for FY 2006 was 0.57%. Over the 5-year period PC had a net decrease of 0.46% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	28		29		22		21		20	
<b>Targeted Disabilities</b>	5	17.86%	5	17.24%	3	13.64%	1	4.76%	1	5%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, PC employed 551 Women in permanent and term positions. Women occupied only 39.32% of PC's senior level management positions. This represents an increase of 12 women in senior management positions since FY 2009 and an increase of 30 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	514	57.56%	499	59.48%	481	63.64%	491	58.04%	551	58.43%
<b>Senior Level Management</b>	16	32%	43	36.13%	50	40%	34	36.96%	46	39.32%
<b>Mid Level Management</b>	24	63.16%	93	48.95%	99	55.93%	69	57.02%	90	56.25%
<b>1<sup>st</sup> Level Management</b>	8	72.73%	32	65.31%	36	59.02%	11	50%	13	52%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Pension Benefit Guaranty Corporation (PBGC)**

Permanent Workforce: 895    Temporary Workforce: 53    Total Workforce: 948

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	895	44.47%	55.53%	3.13%	46.03%	42.12%	7.49%	0.00%	0.45%	0.78%	1.34%
<b>Major Occupations:</b>											
General Attorney	105	55.24%	44.76%	1.90%	84.76%	9.52%	2.86%	0.00%	0.00%	0.95%	0.00%
Auditing	100	39.00%	61.00%	5.00%	21.00%	62.00%	11.00%	0.00%	0.00%	1.00%	2.00%
GS-14 and GS-15*	389	53.98%	46.02%	2.06%	64.01%	25.45%	7.46%	0.00%	0.26%	0.77%	1.29%
Senior Pay Level*	35	48.57%	51.43%	2.86%	77.14%	14.29%	2.86%	0.00%	2.86%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	29	34.48%	65.52%	0.00%	44.83%	48.28%	6.90%	0.00%	0.00%	0.00%	3.45%
Senior-Level Officials/Managers	106	51.89%	48.11%	0.94%	65.09%	26.42%	6.60%	0.00%	0.94%	0.00%	0.94%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, PBGC employed 12 (1.27%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 19 IWTG were needed. This is the same as the number of employees in FY 2009 and no change in the number of employees since FY 2006. The participation rate for FY 2009 was 1.31% and for FY 2006 was 1.42%. Over the 5-year period PBGC had a net decrease of 0.15% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	48		48		54		51		49	
Targeted Disabilities	12	25%	12	25%	14	25.93%	12	23.53%	12	24.49%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, PBGC employed 497 Women in permanent positions. Women occupied only 48.11% of PBGC's permanent senior level management positions. This represents an increase of 2 women in senior management positions since FY 2009 and an increase of 12 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	439	54.47%	12	70.59%	484	57.28%	483	55.71%	497	55.53%
Senior Level Management	39	36.11%	45	43.27%	47	41.96%	49	46.23%	51	48.11%
Mid Level Management	17	56.67%	17	54.84%	18	47.37%	16	53.33%	19	65.52%
1 <sup>st</sup> Level Management	0	0%	0	0%	0	0%	0	0%	0	0%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Railroad Retirement Board (RRB)**

Permanent Workforce: 974    Temporary Workforce: 9    Total Workforce: 983

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	974	38.60%	61.40%	5.85%	56.26%	34.19%	2.57%	0.10%	0.31%	0.72%	0.92%
<b>Major Occupations:</b>											
<b>Railroad Retirement Claims Examining</b>	425	28.47%	71.53%	7.53%	54.82%	35.76%	0.47%	0.00%	0.71%	0.71%	0.47%
<b>Information Technology Management</b>	126	69.84%	30.16%	2.38%	68.25%	21.43%	7.94%	0.00%	0.00%	0.00%	1.59%
<b>GS-14 and GS-15*</b>	107	58.88%	41.12%	1.87%	77.57%	15.89%	3.74%	0.00%	0.00%	0.93%	0.93%
<b>Senior Pay Level*</b>	9	66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	9	66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	45	40.00%	60.00%	11.11%	60.00%	26.67%	0.00%	0.00%	0.00%	2.22%	0.00%
<b>Mid-Level Officials/Managers</b>	110	55.45%	44.55%	0.91%	74.55%	17.27%	5.45%	0.00%	0.00%	1.82%	0.91%
<b>Senior-Level Officials/Managers</b>	46	63.04%	36.96%	2.17%	80.43%	13.04%	4.35%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, RRB employed 9 (0.92%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 20 IWTD were needed. This is the same as the number of employees in FY 2009 and a decrease of 2 employees since FY 2006. The participation rate for FY 2009 was 0.93% and for FY 2006 was 1.11%. Over the 5-year period RRB had a net decrease of 0.19% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	106		93		90		83		77	
<b>Targeted Disabilities</b>	11	10.38%	11	11.83%	10	11.11%	9	10.84%	9	11.69%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, RRB employed 598 Women in permanent positions. Women occupied only 36.96% of RRB's permanent senior level management positions. This represents an increase of 2 women in senior management positions since FY 2009 and FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	619	62.53%	459	56.81%	595	61.91%	590	61.33%	598	61.4%
<b>Senior Level Management</b>	15	30.61%	14	31.11%	14	32.56%	15	34.88%	17	36.96%
<b>Mid Level Management</b>	51	44.74%	54	49.09%	53	44.17%	50	45.05%	49	44.55%
<b>1<sup>st</sup> Level Management</b>	24	47.06%	25	49.02%	28	60.87%	26	59.09%	27	60%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Securities and Exchange Commission (SEC)**

Permanent Workforce: 3,752

Temporary Workforce: 165

Total Workforce: 3,917

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	3,752	51.76%	48.24%	4.42%	68.34%	17.64%	8.90%	0.05%	0.24%	0.40%	1.01%
<b>Major Occupations:</b>											
General Attorney	1,652	57.57%	42.43%	3.45%	80.69%	7.14%	8.17%	0.06%	0.06%	0.42%	0.85%
Accounting	996	58.03%	41.97%	5.62%	74.10%	8.23%	11.55%	0.00%	0.30%	0.20%	0.30%
Securities Compliance Examining	148	64.86%	35.14%	4.05%	75.00%	9.46%	10.14%	0.00%	0.00%	1.35%	0.68%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	119	68.07%	31.93%	3.36%	89.92%	3.36%	1.68%	0.00%	0.84%	0.84%	0.84%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	111	69.37%	30.63%	2.70%	90.09%	3.60%	1.80%	0.00%	0.90%	0.90%	0.90%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, SEC employed 39 (1%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 78 IWTD were needed. This represents an increase of one employee over FY 2009 and a decrease of 3 employees since FY 2006. The participation rate for FY 2009 was 1.02% and for FY 2006 was 1.17%. Over the 5-year period SEC had a net decrease of 0.17% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	182		166		167		173		172	
<b>Targeted Disabilities</b>	42	23.08%	43	25.9%	42	25.15%	38	21.97%	39	22.67%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, SEC employed 1,810 Women in permanent positions. Women occupied only 30.63% of SEC's permanent senior level management positions. This represents no change for women in senior management positions since FY 2009 and an increase of 2 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	1,686	48.38%	620	62.75%	1,697	48.47%	1,751	48.56%	1,810	48.24%
<b>Senior Level Management</b>	32	34.78%	32	34.41%	34	34%	34	34%	34	30.63%
<b>Mid Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%

\*Numbers represent permanent employees only.



**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Small Business Administration (SBA)**

Permanent Workforce: 2,822    Temporary Workforce: 1,197    Total Workforce: 4,019

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	2,822	44.93%	55.07%	10.24%	57.23%	25.66%	5.67%	0.11%	0.89%	0.21%	0.74%
<b>Major Occupations:</b>											
General Business And Industry	1,125	40.36%	59.64%	11.11%	57.60%	23.91%	5.96%	0.09%	1.07%	0.27%	0.53%
Loan Specialist	534	55.06%	44.94%	8.80%	62.92%	21.16%	5.24%	0.19%	0.94%	0.75%	0.37%
Construction Analyst	380	90.00%	10.00%	5.26%	86.58%	6.32%	1.58%	0.00%	0.26%	0.00%	0.26%
GS-14 and GS-15*	557	58.89%	41.11%	7.00%	68.04%	19.93%	4.67%	0.00%	0.36%	0.00%	0.54%
Senior Pay Level*	52	61.54%	38.46%	11.54%	63.46%	17.31%	7.69%	0.00%	0.00%	0.00%	0.00%
SES	52	61.54%	38.46%	11.54%	63.46%	17.31%	7.69%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	31	16.13%	83.87%	12.90%	48.39%	35.48%	3.23%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers	231	59.74%	40.26%	6.06%	71.43%	18.18%	4.33%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Managers	205	65.37%	34.63%	10.24%	66.34%	19.02%	3.90%	0.00%	0.49%	0.00%	0.98%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, SBA employed 27 (0.67%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 80 IWTG were needed. This is the same as the number of employees in FY 2009 and a decrease of 21 employees since FY 2006. The participation rate for FY 2009 was 0.69% and for FY 2006 was 0.77%. Over the 5-year period SBA had a net decrease of 0.1% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	479		291		316		237		227	
<b>Targeted Disabilities</b>	48	10.02%	38	13.06%	31	9.81%	27	11.39%	27	11.89%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, SBA employed 1,554 Women in permanent positions. Women occupied only 34.63% of SBA's permanent senior level management positions. This represents no change for women in senior management positions since FY 2009 and an increase of 12 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	1,377	56.11%	1,636	48.37%	1,490	55.66%	1,522	55.79%	1,554	55.07%
<b>Senior Level Management</b>	59	29.21%	55	27.92%	62	31.63%	71	34.98%	71	34.63%
<b>Mid Level Management</b>	96	39.02%	78	39.39%	80	37.21%	82	41%	93	40.26%
<b>1<sup>st</sup> Level Management</b>	13	81.25%	7	87.5%	10	100%	8	100%	26	83.87%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Smithsonian Institution (SI)**

Permanent Workforce: 4,030

Temporary Workforce: 123

Total Workforce: 4,153

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	4,030	56.92%	43.08%	4.89%	50.55%	38.86%	3.13%	0.10%	2.13%	0.35%	0.92%
<b>Major Occupations:</b>											
Security Guard	663	68.33%	31.67%	9.20%	6.94%	81.00%	1.96%	0.00%	0.75%	0.15%	0.60%
General Arts & Information	370	30.81%	69.19%	3.78%	66.76%	14.59%	3.51%	0.00%	10.81%	0.54%	1.35%
Museum Specialist & Technician	282	48.94%	51.06%	3.90%	83.33%	7.09%	2.84%	0.35%	2.13%	0.35%	0.00%
GS-14 and GS-15*	450	63.33%	36.67%	4.44%	79.11%	8.67%	5.78%	0.00%	1.56%	0.44%	0.89%
Senior Level Pay Level*	103	69.90%	30.10%	1.94%	90.29%	6.80%	0.00%	0.00%	0.97%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	230	66.52%	33.48%	9.57%	26.96%	60.43%	1.30%	0.00%	1.30%	0.43%	0.43%
Mid-Level Officials/Managers	229	55.90%	44.10%	3.06%	76.42%	16.59%	2.18%	0.00%	1.31%	0.44%	0.87%
Senior-Level Officials/Managers	169	62.13%	37.87%	1.78%	82.84%	10.06%	2.37%	0.00%	2.37%	0.59%	0.00%

\*Does not include trust-fund employees.

**Targeted Disabilities Employment Trends**

As of September 30, 2010, SI employed 37 (0.89%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 83 IWTB were needed. This represents a decrease of one employee from FY 2009 and an increase of one employee since FY 2006. The participation rate for FY 2009 was 0.92% and for FY 2006 was 0.87%. Over the 5-year period SI had a net increase of 0.02% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	280		183		190		191		190	
<b>Targeted Disabilities</b>	36	12.86%	34	18.58%	37	19.47%	38	19.9%	37	19.47%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, SI employed 1,736 Women in permanent positions. Women occupied only 37.87% of SI's permanent senior level management positions. This represents an increase of 2 women in senior management positions since FY 2009 and an increase of 15 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	1,722	42.85%	1,438	55.71%	1,705	42.81%	1,735	42.92%	1,736	43.08%
<b>Senior Level Management</b>	49	30.06%	52	33.33%	59	36.88%	62	38.51%	64	37.87%
<b>Mid Level Management</b>	95	44.6%	93	44.29%	90	43.06%	91	43.54%	101	44.1%
<b>1<sup>st</sup> Level Management</b>	76	34.7%	64	32%	73	32.3%	67	33.67%	77	33.48%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Social Security Administration (SSA)**

Permanent Workforce: 67,992    Temporary Workforce: 1,971    Total Workforce: 69,963

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	67,992	31.75%	68.25%	13.90%	50.64%	28.29%	5.06%	0.23%	1.21%	0.68%	2.00%
<b>Major Occupations:</b>											
<b>Social Insurance Administration</b>	29,473	29.53%	70.47%	17.44%	52.61%	22.61%	5.07%	0.23%	1.52%	0.52%	1.35%
<b>Contact Representative</b>	12,701	27.08%	72.92%	21.73%	37.49%	33.38%	4.74%	0.44%	1.31%	0.91%	3.22%
<b>General Legal And Kindred Administration</b>	3,488	32.80%	67.20%	5.85%	31.19%	52.47%	9.12%	0.11%	0.43%	0.83%	1.61%
<b>GS-14 and GS-15*</b>	3,494	46.99%	53.01%	6.98%	68.00%	20.06%	3.23%	0.06%	1.09%	0.57%	0.83%
<b>Senior Pay Level*</b>	1,560	71.67%	28.33%	4.81%	84.74%	7.76%	1.35%	0.06%	1.03%	0.26%	1.09%
<b>SES</b>	151	57.62%	42.38%	5.30%	75.50%	17.88%	0.66%	0.00%	0.66%	0.00%	0.66%
<b>First-Level Officials/Managers</b>	2,335	27.67%	72.33%	18.93%	45.65%	28.74%	4.97%	0.17%	1.16%	0.39%	0.73%
<b>Mid-Level Officials/Managers</b>	3,658	39.45%	60.55%	10.80%	60.88%	23.24%	2.87%	0.27%	1.42%	0.52%	0.57%
<b>Senior-Level Officials/Managers</b>	761	52.96%	47.04%	5.91%	71.22%	19.19%	1.84%	0.13%	1.18%	0.53%	0.39%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, SSA employed 1,387 (1.98%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 1,399 IWTB were needed. This represents an increase of 41 employees over FY 2009 and an increase of 69 employees since FY 2006. The participation rate for FY 2009 was 1.99% and for FY 2006 was 2.07%. Over the 5-year period SSA had a net decrease of 0.09% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	5,003		4,623		4,726		5,063		5,205	
<b>Targeted Disabilities</b>	1,318	26.34%	1,288	27.86%	1,289	27.27%	1,346	26.59%	1,387	26.65%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, SSA employed 46,407 Women in permanent positions. Women occupied only 47.04% of SSA's permanent senior level management positions. This represents an increase of 25 women in senior management positions since FY 2009 and an increase of 52 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	43,971	69.84%	1,686	43.4%	43,755	69.6%	45,466	68.82%	46,407	68.25%
<b>Senior Level Management</b>	306	45.88%	324	47.23%	323	46.54%	333	46.57%	358	47.04%
<b>Mid Level Management</b>	1,810	55.95%	1,957	57.64%	2,031	59.01%	2,107	59.44%	2,215	60.55%
<b>1<sup>st</sup> Level Management</b>	1,155	73.15%	1,436	72.6%	1,563	71.53%	1,646	72.45%	1,689	72.33%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of State (STATE)**

Permanent Workforce: 22,120    Temporary Workforce: 7,236    Total Workforce: 29,356

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	22,120	55.79%	44.21%	5.05%	72.65%	16.08%	5.64%	0.09%	0.34%	0.15%	0.49%
<b>Major Occupations:</b>											
Foreign Affairs	2,074	56.89%	43.11%	3.28%	87.17%	5.45%	3.86%	0.00%	0.24%	0.00%	0.48%
Passport & Visa Examining	1,462	35.50%	64.50%	10.33%	60.19%	23.46%	5.34%	0.27%	0.41%	0.00%	0.27%
Mgt & Program Analysis	769	39.14%	60.86%	5.59%	62.03%	27.44%	4.29%	0.00%	0.52%	0.13%	0.52%
GS-14 and GS-15*	2,202	56.31%	43.69%	3.27%	77.75%	14.21%	4.50%	0.00%	0.23%	0.05%	0.36%
Senior Pay Level*	168	64.29%	35.71%	1.79%	91.67%	4.76%	1.79%	0.00%	0.00%	0.00%	0.60%
SES	159	63.52%	36.48%	1.89%	91.19%	5.03%	1.89%	0.00%	0.00%	0.00%	0.63%
First-Level Officials/ Managers	232	31.03%	68.97%	8.62%	53.88%	32.33%	3.88%	0.00%	1.29%	0.00%	0.86%
Mid-Level Officials/ Managers	782	53.45%	46.55%	4.35%	68.41%	23.40%	3.58%	0.00%	0.26%	0.00%	0.26%
Senior-Level Officials/ Managers	784	59.44%	40.56%	3.06%	84.95%	8.93%	2.55%	0.00%	0.51%	0.00%	0.26%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, STATE employed 88 (0.3%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 587 IWTG were needed. This represents an increase of 9 employees over FY 2009 and no change in the number of employees since FY 2006. The participation rate for FY 2009 was 0.31% and for FY 2006 was 0.36%. Over the 5-year period STATE had a net decrease of 0.06% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
Reportable Disabilities	1,484		1,549		1,428		1,325		1,146	
Targeted Disabilities	88	5.93%	84	6.26%	84	5.88%	79	5.96%	88	7.68%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, STATE employed 9,780 Women in permanent positions. Women occupied only 40.56% of STATE's permanent senior level management positions. This represents an increase of 75 women in senior management positions since FY 2009 and a decrease of 297 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
Permanent Workforce	8,320	44.18%	8,668	44.41%	8,983	45.09%	9,771	44.51%	9,780	44.21%
Senior Level Management	615	29.85%	668	34.5%	244	34.66%	243	33.29%	318	40.56%
Mid Level Management	479	35.85%	416	62.28%	213	49.77%	235	50.21%	364	46.55%
1 <sup>st</sup> Level Management	169	37.47%	191	45.91%	108	70.13%	134	68.72%	160	68.97%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Tennessee Valley Authority (TVA)**

Permanent Workforce: 12,258      Temporary Workforce: 199      Total Workforce: 12,457

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	12,258	80.61%	19.39%	0.75%	88.96%	8.08%	0.58%	0.04%	1.12%	0.47%	0.44%
<b>GS-14 and GS-15*</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Senior Pay Level*</b>	94	88.30%	11.70%	1.06%	94.68%	3.19%	1.06%	0.00%	0.00%	0.00%	0.00%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>First-Level Officials/Managers</b>	398	59.80%	40.20%	0.75%	88.44%	8.79%	1.26%	0.25%	0.25%	0.25%	0.00%
<b>Mid-Level Officials/Managers</b>	1,494	76.44%	23.56%	0.47%	90.63%	6.96%	0.47%	0.13%	0.94%	0.40%	0.47%
<b>Senior-Level Officials/Managers</b>	1,606	81.63%	18.37%	0.93%	91.66%	5.29%	1.06%	0.00%	0.62%	0.44%	0.25%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, TVA employed 55 (0.44%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 249 IWTG were needed. This represents a decrease of 2 employees from FY 2009 and a decrease of 14 employees since FY 2006. The participation rate for FY 2009 was 0.47% and for FY 2006 was 0.55%. Over the 5-year period TVA had a net decrease of 0.11% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	683		666		705		884		941	
<b>Targeted Disabilities</b>	69	10.1%	62	9.31%	54	7.66%	57	6.45%	55	5.84%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, TVA employed 2,377 Women in permanent positions. Women occupied only 18.37% of TVA's permanent senior level management positions. This represents an increase of 98 women in senior management positions since FY 2009 and an increase of 165 since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	2,503	20.06%	42,933	69.84%	2,178	19.38%	2,274	18.95%	2,377	19.39%
<b>Senior Level Management</b>	130	14.32%	148	15.73%	168	16.88%	197	17.57%	295	18.37%
<b>Mid Level Management</b>	413	23.35%	405	23.89%	376	23.6%	383	22.89%	352	23.56%
<b>1<sup>st</sup> Level Management</b>	110	52.88%	111	58.73%	126	48.09%	153	39.84%	160	40.2%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of Transportation (DOT)**

Permanent Workforce: 56,508    Temporary Workforce: 1,439    Total Workforce: 57,947

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	56,508	73.07%	26.93%	6.45%	75.79%	11.53%	4.00%	0.24%	1.25%	0.74%	0.68%
<b>Major Occupations:</b>											
<b>Air Traffic Control</b>	20,594	83.46%	16.54%	5.80%	84.18%	6.04%	2.02%	0.23%	0.96%	0.76%	0.17%
<b>Transportation Specialist</b>	6,806	87.73%	12.27%	8.08%	73.99%	10.55%	4.22%	0.38%	1.66%	1.12%	0.56%
<b>Aviation Safety</b>	4,312	92.51%	7.49%	5.29%	86.62%	4.52%	1.53%	0.23%	1.32%	0.49%	0.21%
<b>GS-14 and GS-15*</b>	4,829	77.61%	22.39%	4.68%	78.71%	10.58%	4.64%	0.14%	0.72%	0.52%	0.62%
<b>Senior Pay Level*</b>	450	66.44%	33.56%	4.89%	79.11%	11.56%	3.33%	0.22%	0.67%	0.22%	1.11%
<b>SES</b>	212	60.38%	39.62%	3.77%	78.77%	12.74%	3.30%	0.47%	0.47%	0.47%	1.89%
<b>First-Level Officials/ Managers</b>	72	81.94%	18.06%	25.00%	66.67%	5.56%	2.78%	0.00%	0.00%	0.00%	0.00%
<b>Mid-Level Officials/ Managers</b>	770	69.35%	30.65%	5.58%	73.12%	14.03%	6.23%	0.00%	0.26%	0.78%	1.04%
<b>Senior-Level Officials/ Managers</b>	1,022	67.81%	32.19%	3.72%	77.20%	13.80%	4.11%	0.10%	0.59%	0.49%	1.37%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, DOT employed 404 (0.7%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 1,159 IWTG were needed. This represents an increase of 64 employees over FY 2009 and an increase of 119 employees since FY 2006. The participation rate for FY 2009 was 0.59% and for FY 2006 was 0.53%. Over the 5-year period DOT had a net increase of 0.17% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	2,775		2,423		2,445		2,572		2,921	
<b>Targeted Disabilities</b>	285	10.27%	302	12.46%	315	12.88%	340	13.22%	404	13.83%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, DOT employed 15,217 Women in permanent positions. Women occupied only 32.19% of DOT's permanent senior level management positions. This represents an increase of 10 women in senior management positions since FY 2009 and an increase of 27 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	13,993	26.58%	14,123	26.69%	14,548	26.98%	15,058	26.96%	15,217	26.93%
<b>Senior Level Management</b>	302	27.48%	288	27.8%	304	28.98%	319	30.85%	329	32.19%
<b>Mid Level Management</b>	420	29.01%	372	28.66%	346	29.17%	269	30.22%	236	30.65%
<b>1<sup>st</sup> Level Management</b>	19	27.14%	16	21.05%	16	21.33%	15	19.23%	13	18.06%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of the Treasury (TREAS)**

**Permanent Workforce: 108,110    Temporary Workforce: 1,790    Total Workforce: 109,900**  
**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	108,110	37.58%	62.42%	8.98%	60.82%	24.17%	5.00%	0.04%	0.77%	0.21%	1.76%
<b>Major Occupations:</b>											
Internal Revenue Agent	14,749	49.89%	50.11%	6.31%	67.54%	14.20%	10.77%	0.08%	0.78%	0.31%	0.75%
Contact Represent	12,649	30.09%	69.91%	12.47%	51.63%	32.17%	2.74%	0.02%	0.81%	0.17%	2.46%
Tax Examining	12,209	23.35%	76.65%	10.31%	60.88%	24.21%	3.71%	0.02%	0.75%	0.11%	2.72%
GS-14 and GS-15*	9,236	51.01%	48.99%	3.72%	71.72%	17.61%	6.29%	0.04%	0.50%	0.12%	0.79%
Senior Pay Level*	554	63.90%	36.10%	3.07%	81.77%	11.01%	3.97%	0.00%	0.00%	0.18%	0.36%
SES	454	62.33%	37.67%	3.08%	81.06%	11.45%	4.19%	0.00%	0.00%	0.22%	0.44%
First-Level Officials/Managers	226	30.97%	69.03%	5.31%	67.26%	23.45%	3.10%	0.44%	0.44%	0.00%	2.21%
Mid-Level Officials/Managers	3,385	41.18%	58.82%	4.70%	66.53%	23.90%	3.84%	0.03%	0.86%	0.15%	0.86%
Senior-Level Officials/Managers	2,074	56.75%	43.25%	2.94%	77.82%	14.03%	4.97%	0.05%	0.05%	0.14%	0.29%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, TREAS employed 1,918 (1.75%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 2,198 IWTG were needed. This represents an increase of 54 employees over FY 2009 and an increase of 76 employees since FY 2006. The participation rate for FY 2009 was 1.71% and for FY 2006 was 1.73%. Over the 5-year period TREAS had a net increase of 0.02% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	10,786		8,458		8,740		8,772		8,831	
<b>Targeted Disabilities</b>	1,842	17.08%	1,748	20.67%	1,827	20.9%	1,864	21.25%	1,918	21.72%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, TREAS employed 67,485 Women in permanent positions. Women occupied only 43.25% of TREAS' permanent senior level management positions. This represents an increase of 438 women in senior management positions since FY 2009 and an increase of 485 women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	64,527	62.33%	62,981	62.58%	65,225	62.86%	67,097	62.61%	67,485	62.42%
<b>Senior Level Management</b>	412	36.33%	417	37.81%	435	37.24%	459	38.15%	897	43.25%
<b>Mid Level Management</b>	276	42.59%	275	44.21%	281	45.32%	305	48.34%	1,991	58.82%
<b>1<sup>st</sup> Level Management</b>	121	70.35%	113	71.07%	95	66.43%	97	63.82%	156	69.03%

\*Numbers represent permanent employees only.

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**U.S. Postal Service (USPS)**

**Permanent Workforce: 583,483    Temporary Workforce: 86,864    Total Workforce: 670,347**  
**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	583,483	59.54%	40.46%	8.87%	60.26%	21.03%	8.42%	0.22%	0.67%	0.53%	0.79%
<b>Major Occupations:</b>											
<b>City Carrier</b>	192,048	72.38%	27.62%	11.64%	57.66%	19.00%	9.01%	0.24%	0.52%	0.38%	0.39%
<b>Clerk</b>	156,838	42.84%	57.16%	8.18%	54.20%	24.21%	11.96%	0.25%	0.63%	0.55%	1.02%
<b>Rural Route Carrier</b>	67,173	43.91%	56.09%	4.08%	86.76%	5.49%	2.28%	0.09%	0.77%	0.53%	0.40%
<b>GS-14 and GS-15*</b>	8,981	65.68%	34.32%	7.58%	66.76%	18.41%	5.33%	0.18%	0.85%	0.89%	0.18%
<b>Senior Pay Level*</b>	734	70.03%	29.97%	7.36%	72.89%	14.17%	3.81%	0.41%	0.41%	0.95%	0.14%
<b>SES</b>	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, USPS employed 4,879 (0.73%) Individuals with Targeted Disabilities (IWTGD). In order to have met the federal 2% participation rate goal, 13,407 IWTGD were needed. This represents a decrease of 493 employees from FY 2009 and a decrease of 1,093 employees since FY 2006. The participation rate for FY 2009 was 0.76% and for FY 2006 was 0.86%. Over the 5-year period USPS had a net decrease of 0.13% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	41,240		34,224		41,451		38,500		35,803	
<b>Targeted Disabilities</b>	5,972	14.48%	5,745	16.79%	5,854	14.12%	5,372	13.95%	4,879	13.63%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, USPS employed 236,082 Women in permanent positions. Women occupied only 29.97% of USPS' permanent senior level management positions. This represents an increase of 4 women in senior management positions since FY 2009 and no change for women since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	273,101	39.37%	208,239	35.68%	266,238	40.15%	250,311	40.24%	236,082	40.46%
<b>Senior Level Management</b>	220	28.65%	217	28.65%	236	30.33%	216	28.99%	220	29.97%
<b>Mid Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%
<b>1<sup>st</sup> Level Management</b>	0	0%	0	0%	0	0%	0	0%	0	0%

\*Numbers represent permanent employees only.



**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

**Department of Veterans Affairs (VA)**

Permanent Workforce: 285,735    Temporary Workforce: 23,079    Total Workforce: 308,814

**Workforce Composition**

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
<b>Permanent Workforce</b>	285,735	40.44%	59.56%	6.77%	61.14%	23.78%	6.23%	0.20%	1.13%	0.76%	1.54%
<b>Major Occupations:</b>											
Nurse	53,702	15.71%	84.29%	5.82%	66.33%	15.84%	10.36%	0.15%	1.06%	0.45%	0.55%
Medical Officer	21,283	66.00%	34.00%	6.40%	63.81%	4.54%	23.16%	0.13%	1.52%	0.45%	0.50%
Practical Nurse	13,116	16.60%	83.40%	6.82%	56.38%	29.08%	5.34%	0.26%	1.31%	0.82%	0.77%
GS-14 and GS-15*	18,917	63.15%	36.85%	5.65%	68.18%	7.82%	16.67%	0.12%	1.07%	0.50%	0.66%
Senior Pay Level*	419	63.96%	36.04%	4.05%	84.73%	8.11%	14.25%	0.13%	1.28%	0.35%	0.30%
SES	419	63.96%	36.04%	4.05%	84.73%	8.11%	1.43%	0.36%	1.08%	0.36%	1.79%
First-Level Officials/Managers	8,347	45.92%	54.08%	6.58%	66.43%	21.98%	2.97%	0.17%	1.17%	0.69%	1.22%
Mid-Level Officials/Managers	6,762	51.60%	48.40%	5.22%	76.28%	13.65%	3.45%	0.06%	0.74%	0.61%	0.98%
Senior-Level Officials/Managers	4,223	70.54%	29.46%	5.26%	76.70%	5.94%	11.15%	0.14%	0.50%	0.31%	0.66%

\*Does not include pay-banded employees

**Targeted Disabilities Employment Trends**

As of September 30, 2010, VA employed 4,650 (1.51%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 6,176 IWTD were needed. This represents an increase of 409 employees over FY 2009 and an increase of 1,084 employees since FY 2006. The participation rate for FY 2009 was 1.43% and for FY 2006 was 1.49%. Over the 5-year period VA had a net increase of 0.02% in the participation rate of employees with targeted disabilities.

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%*	#	%*	#	%*	#	%*	#	%*
<b>Reportable Disabilities</b>	22,070		20,426		22,235		24,518		26,387	
<b>Targeted Disabilities</b>	3,566	16.16%	3,758	18.4%	3,985	17.92%	4,241	17.3%	4,650	17.62%

\*The % of Targeted Disabilities in this table represents the # of employees with reportable disabilities that are targeted disabilities.

**Women in Management\***

As of September 30, 2010, VA employed 170,181 Women in permanent positions. Women occupied only 29.46% of VA's permanent senior level management positions. This represents an increase of 122 women in senior management positions since FY 2009 and an increase of 471 since FY 2006.

WOMEN IN:	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010	
	#	%	#	%	#	%	#	%	#	%
<b>Permanent Workforce</b>	129,196	58.82%	135,573	58.95%	149,878	59.4%	162,411	59.78%	170,181	59.56%
<b>Senior Level Management</b>	773	23.91%	879	25.65%	981	27.25%	1,122	28.94%	1,244	29.46%
<b>Mid Level Management</b>	2,114	42.47%	2,337	44.6%	2,626	45.88%	2,939	47.2%	3,273	48.4%
<b>1<sup>st</sup> Level Management</b>	3,707	54.01%	3,763	53.83%	4,041	54.24%	4,312	54.16%	4,514	54.08%

\*Numbers represent permanent employees only.

# APPENDIX I

## **APPENDIX I**

### **GLOSSARY / DEFINITIONS**

**Administrative Support Workers** - See "Occupational Categories."

**Affirmation Rate** – The percentage of appeal closures that were affirmed by the EEOC.

**ADR Closures** – The number of counselings or complaints that completed the ADR process during the fiscal year.

**ADR Offer Rate** - The percentage of completed/ended counselings or the complaint closures that received an ADR offer.

**ADR Participation Rate** - The percentage of completed/ended counseling or the complaint closures where both parties agreed to participate in ADR.

**ADR Resolution Rate** - The percentage of ADR closures that were resolved by either settlement or withdrawal from the EEO process.

**Agency** – Military departments as defined in Section 102 of Title 5, U.S. Code and executive agencies as defined in Section 105 of Title 5, U.S. Code, the United States Postal Service, the Postal Regulatory Commission, the Tennessee Valley Authority, those units of the legislative and judicial branches of the Federal government having positions in the competitive service, the National Oceanic and Atmospheric Administration Commissioned Corps, the Government Printing Office and the Smithsonian Institution (including those with employees and applicants for employment who are paid from non-appropriated funds).

**Annual Reports** - Reports required to be submitted to EEOC on agencies' affirmative employment program accomplishments pursuant to EEOC Management Directive 715.

**Appeal Closures** – The number of appeals decided by the EEOC during the fiscal year.

**Appeal Receipts** – The number of appeals filed with the EEOC during the fiscal year.

**Appeals Inventory** – The number of appeals on hand at the end of the fiscal year.

**Average Age of Open Pending Inventory** – Average number of days of all complaints, hearings or appeals which are not yet resolved at the end of the reporting period.

**Average Processing Time** – The total number of days divided by the number of investigations, complaint closures, hearing closures, or appeal closures.

**Central Personnel Data File (CPDF)** - This is a computer data file created and maintained by the OPM. The file is based on personnel action information submitted directly to the OPM by Executive Branch federal agency appointing offices, and is updated monthly. Some Executive Branch agencies do not submit data to the CPDF including the following: the Tennessee Valley Authority, United States Postal Service, Army & Air Force Exchange Service, Central Intelligence Agency, Defense Intelligence Agency, National Geospatial-Intelligence Agency, and the National Security Agency.

**Civilian Labor Force (CLF)** - Data derived from the decennial census reflecting persons, 16 years of age or older who were employed or seeking employment, excluding those in the Armed Services. CLF data used in this report is based on the 2000 Census.

**Complainants** – Individuals, either employees or applicants, who filed a formal complaint against a federal agency during the fiscal year.

**Complaint Closures** – The number of complaints that were completed in the formal complaint process during the fiscal year.

**Complaint Rate** – The percentage of individuals who filed a complaint per the total work force.

**Complaints Filed** – The number of complaints that were filed against the federal government during the fiscal year.

**Completed/Ended Counselings** – The number of counselings which were concluded/closed, either by a written settlement agreement, a written withdrawal from the counseling process, the issuance of a notice of right to file a formal complaint, the forwarding of a counseling to an Administrative Judge when requested/ordered by the Administrative Judge, or the filing of a complaint after the regulatory counseling period has expired even though not all counseling duties have been performed during the fiscal year.

**Counseling Rate** – The percentage of individuals who completed counseling per the total work force.

**Counselings Initiated** – The number of new counselings that began during the current fiscal year.

**Craft Workers** - See “Occupational Categories.”

**Data from 2000 Census Special EEO File** - Data derived from the 2000 decennial census ([www.census.gov/eeo2000/](http://www.census.gov/eeo2000/)).

**Decision to File Complaint Pending** – The number of completed counselings in which (1) the agency did not receive a complaint, and (2) the 15-day period for filing a complaint had not expired at the end of the fiscal year.

**Disability** - A physical or mental impairment that substantially limits one or more major life activities.

**Dismissals** – An agency’s final action on a complaint of discrimination which meets the criteria set forth in 29 C.F.R. § 1614.107(a).

**EEOC Form 462 Report** – The document in which federal agencies report their discrimination complaint process statistics by October 31<sup>st</sup> of each year.

**Federal Wage System Positions** - Positions OPM classifies as those whose primary duty involves the performance of physical work which requires a knowledge or experience of a trade, craft, or manual-labor work.

**Final Agency Actions** – An agency’s final action on a complaint of discrimination, which includes a final agency decision, a final order implementing an EEOC Administrative Judge’s decision or a final determination on a breach of settlement agreement claim.

**General Schedule Positions** - Positions OPM classifies as those whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature.

**Hearing Closures** – The number of hearings decided by EEOC Administrative Judges during the fiscal year.

**Hearing Requests** – The number of hearings requested by complainants during the fiscal year.

**Hearings Inventory** – The number of hearing requests on hand at the end of the fiscal year.

**Investigations** – The number of agency reviews or inquiries into claims of discrimination raised in an EEO complaint, resulting in a report of investigation.

**Laborers and Helpers** - See “Occupational Categories.”

**Lump Sum Payment** - A single payment made in a settlement which does not identify the portion of the amount paid for back pay, compensatory damages, attorney fees, etc.

**Major Occupations** – Agency occupations that are mission related and heavily populated relative to other occupations within the agency.

**Merit Decisions** – Decisions that determine whether or not discrimination was proven. (issued by either a federal agency or an EEOC administrative judge).

**MD-110** - EEO Management Directive 110 provides policies, procedures and guidance relating to the processing of employment discrimination complaints governed by the Commission's regulations in 29 CFR Part 1614.

**MD-715** – EEO Management Directive 715 describes program responsibilities and reporting requirements relating to agencies' EEO programs.

**MD-715 Report** – The document which agencies use to annually report the status of its activities undertaken pursuant to its EEO program under Title VII of the Civil Rights Act of 1964 and its activities undertaken pursuant to its affirmative action obligations under the Rehabilitation Act of 1973.

**Monetary Benefits** – A payment that an agency agreed to provide in a settlement agreement, a final agency decision finding discrimination, a final order agreeing to fully implement an EEOC Administrative Judge's decision containing a payment award, or in compliance with an Office of Federal Operations' appellate decision which ordered a payment award.

**No Complaint Filed** – Occurs when: (1) agency issues a Notice of Right to File Letter and does not receive a formal complaint within 15 days; or (2) the individual notifies the agency in writing that s/he is withdrawing from counseling.

**Occupational Categories** - The occupational categories for the EEO-9 are as follows:

**Administrative Support Workers** - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

**Craft Workers** - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.

**Laborers and Helpers** - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

**Officials and Managers** - Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken down into four sub-categories: (1) Executive/Senior Level - includes those at the GS-15 grade or in the career Senior Executive Service, (2) Mid-Level - includes those at the GS-13 or 14 grade, (3) First-Level - includes those at or below the GS-12 grade and (4) Other - includes employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities, such as Administrative Officers.

**Operatives** - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.

**Professionals** - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

**Technicians** - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.

**Sales Workers** - Occupations engaging wholly or primarily in direct selling.

**Service Workers** - Workers in both protective and non-protective service occupations.

**Officials and Managers** - See “Occupational Categories.”

**Operatives** - See “Occupational Categories.”

**Other Pay System Positions** – Those positions in alternative pay plans based on performance, like pay-banding, and market-based pay systems that are not easily converted to General Schedule and Related.

**Outreach** - Presentations and participation in meetings, conferences and seminars with employee and employer groups, professional associations, students, non-profit entities, community organizations and other members of the general public to provide general information about the EEOC, its mission, the employment discrimination laws enforced by EEOC and the complaint process.

**Participation Rate** - The extent to which members of a specific demographic group are represented in an agency’s work force.

**Permanent Work Force** - Full-time, part-time and intermittent employees of a particular agency. For purposes of this Report, those persons employed as of September 30, 2010.

**Professionals** - See “Occupational Categories.”

**Race/Ethnicity** -

**American Indian or Alaska Native** - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

**Asian** - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**Black or African American** (Not of Hispanic Origin) - All persons having origins in any of the Black racial groups of Africa.

**Hispanic or Latino** - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.



**Native Hawaiian or Other Pacific Islander** – All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**White** (Not of Hispanic Origin) - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**Persons of Two or More Races** – All persons who identify with two or more of the above race categories.

**Reportable Disability** - Any self-identified disability reported by an employee to the employing agency.

**Sales Workers** - See “Occupational Categories.”

**Second Level Reporting Component** - A subordinate component of a Federal agency which has 1,000 or more employees and which is required to file EEOC FORM 715-01 with the EEOC. While many Federal agencies have subordinate components, not every subordinate component is a Second Level Reporting Component for purposes of filing EEOC FORM 715-01. A list of Federal agencies and departments covered by MD-715 and Second Level

Reporting Components is posted on the EEOC’s website at: [Department or Agency List with Second Level Reporting Components](#).

**Senior Pay Level Positions** - Positions which include the career Senior Executive Service, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule in leadership positions.

**Service workers** - See “Occupational Categories.”

**Settlements** – Where an agency agrees to award monetary or non-monetary benefits to an individual who agreed either to not file a formal complaint or to withdraw a formal complaint.

**Targeted Disabilities** - Those disabilities that the federal government, as a matter of policy, has identified for special emphasis. The targeted disabilities (and the codes that represent them on the Office of Personnel Management’s Standard Form 256) are: hearing 18 (previously deafness (16 and 17)); vision 21 (previously blindness (23 and 25)); missing extremities 30 (previously 28 and 32 through 38); partial paralysis 69 (previously 64 through 68); complete paralysis 79 (previously 71 through 78); epilepsy 82 (previously convulsive disorders (82)); severe intellectual disability 90 (previously mental retardation (90)); psychiatric disability 91 (previously mental illness (91)); and dwarfism 92 (previously distortion of limb and/or spine (92)).”

**Technicians** - See “Occupational Categories.”

**Temporary Work Force** –Employees in positions established for a limited period of time, usually for less than a year.

**Training** – The process of educating managers and employees on the laws enforced by EEOC and how to prevent and correct discrimination in the workplace and educating EEO professionals in carrying out the agency’s equal opportunity responsibilities.

**Total Work Force** - All employees of an agency subject to 29 C.F.R. Part 1614 regulations, including temporary, seasonal and permanent employees. Total Work Force numbers in the Annual Report Part I, Section E are as reported by agencies in their EEO Form 462 Reports. Total Work Force numbers in the Annual Report Part II, are as reported in the OPM’s CPDF or for agencies that do not report to the CPDF, from their submitted annual MD-715 report.

**Withdrawals** – An election to end the EEO process during the formal complaint stage.

# APPENDIX II

## **APPENDIX II**

### **FEDERAL EEO COMPLAINT PROCESSING PROCEDURES**

#### **A. Contact EEO Counselor**

Aggrieved persons who believe they have been discriminated against must contact an agency EEO counselor prior to filing a formal complaint. The person must initiate counselor contact within 45 days of the matter alleged to be discriminatory. 29 C.F.R. Section 1614.105(a)(1). This time limit shall be extended where the aggrieved person shows that: he or she was not notified of the time limits and was not otherwise aware of them; he or she did not and reasonably should not have known that the discriminatory matter occurred; despite due diligence he or she was prevented by circumstances beyond his or her control from contacting the counselor within the time limits. 29 C.F.R. Section 1614.105(a)(2).

#### **B. EEO Counseling**

EEO counselors provide information to the aggrieved individual concerning how the federal sector EEO process works, including time frames and appeal procedures, and attempt to informally resolve the matter. At the initial counseling session, counselors must advise individuals in writing of their rights and responsibilities in the EEO process, including the right to request a hearing before an EEOC Administrative Judge or an immediate final decision from the agency following its investigation of the complaint. Individuals must be informed of their right to elect between pursuing the matter in the EEO process under part 1614 and a grievance procedure (where available) or the Merit Systems Protection Board appeal process (where applicable). The counselor must also inform the individuals of their right to proceed directly to court in a lawsuit under the Age Discrimination in Employment Act, of their duty to mitigate damages, and that only claims raised in pre-complaint counseling or claims like or related to those raised in counseling may be alleged in a subsequent complaint filed with the agency. 29 C.F.R. Section 1614.105(b)(1).

Counseling must be completed within 30 days of the date the aggrieved person contacted the agency's EEO office to request counseling. If the matter is not resolved in that time period, the counselor must inform the individual in writing of the right to file a discrimination complaint. This notice ("Notice of Final Interview") must inform the individual that a complaint must be filed within 15 days of receipt of the notice, identify the agency official with whom the complaint must be filed, and of the individual's duty to inform the agency if he or she is represented. 29 C.F.R. Section 1614.105(d). The 30-day counseling period may be extended for an additional 60 days: (1) where the individual agrees to such extension in writing; or (2) where the aggrieved person chooses to participate in an ADR procedure. If the claim is not resolved before the 90<sup>th</sup>

day, the Notice of Final Interview described above must be issued to the individual. 29 C.F.R. Section 1614.105(e), (f). When a complaint is filed, the EEO counselor must submit a written report to the agency's EEO office concerning the issues discussed and the actions taken during counseling. 29 C.F.R. Section 1614.105(c).

### **C. Alternative Dispute Resolution (ADR)**

Beginning January 1, 2000, all agencies were required to establish or make available an ADR program. Such program must be available for both the pre-complaint process and the formal complaint process. 29 C.F.R. Section 1614.102(b)(2). At the initial counseling session, counselors must advise individuals that, where an agency agrees to offer ADR in a particular case, the individual may choose between participation in the ADR program and EEO counseling. 29 C.F.R. Section 1614.105(b)(2). As noted above, if the matter is not resolved in the ADR process within 90 days of the date the individual contacted the agency's EEO office, a Notice of Final Interview must be issued to the individual giving him or her the right to proceed with a formal complaint.

### **D. Complaints**

A complaint must be filed with the agency that allegedly discriminated against the complainant within 15 days of receipt of the Notice of Final Interview. The complaint must be a signed statement from the complainant or the complainant's attorney, containing the complainant's (or representative's) telephone number and address, and must be sufficiently precise to identify the complainant and the agency, and describe generally the action or practice which forms the basis of the complaint. 29 C.F.R. Section 1614.106.

A complainant may amend a complaint at any time prior to the conclusion of the investigation to include issues or claims like or related to those raised in the complaint. After requesting a hearing, a complainant may file a motion with the AJ to amend a complaint to include issues or claims like or related to those raised in the complaint. 29 C.F.R. Section 1614.106(d).

The agency must acknowledge receipt of the complaint in writing and inform the complainant of the date on which the complaint was filed, of the address of the EEOC office where a request for a hearing should be sent, that the complainant has the right to appeal the agency's final action or dismissal of a complaint, and that the agency must investigate the complaint within 180 days of the filing date. The agency's acknowledgment must also advise the complainant that when a complaint has been amended, the agency must complete the investigation within the earlier of: (1) 180 days after the last amendment to the complaint; or (2) 360 days after the filing of the original complaint. A complainant may request a hearing from an EEOC AJ on the

consolidated complaints any time after 180 days from the date of the first filed complaint. 29 C.F.R. Section 1614.106(e).

### **E. Dismissals of Complaints**

Prior to a request for a hearing, in lieu of accepting a complaint for investigation, an agency may dismiss an entire complaint for any of the following reasons: (1) failure to state a claim, or stating the same claim that is pending or has been decided by the agency or the EEOC; (2) failure to comply with the time limits; (3) filing a complaint on a matter that has not been brought to the attention of an EEO counselor and which is not like or related to the matters counseled; (4) filing a complaint which is the basis of a pending civil action, or which was the basis of a civil action already decided by a court; (5) where the complainant has already elected to pursue the matter through either the negotiated grievance procedure or in an appeal to the Merit Systems Protection Board; (6) where the matter is moot or merely alleges a proposal to take a personnel action; (7) where the complainant cannot be located; (8) where the complainant fails to respond to a request to provide relevant information; (9) where the complaint alleges dissatisfaction with the processing of a previously filed complaint; (10) where the complaint is part of a clear pattern of misuse of the EEO process for a purpose other than the prevention and elimination of employment discrimination. 29 C.F.R. Section 1614.107.

If an agency believes that some, but not all, of the claims in a complaint should be dismissed for the above reasons, it must notify the complainant in writing of the rationale for this determination, identify the allegations which will not be investigated, and place a copy of this notice in the investigative file. This determination shall be reviewable by an EEOC AJ if a hearing is requested on the remainder of the complaint, but is not appealable until final action is taken by the agency on the remainder of the complaint. 29 C.F.R. Section 1614.107(b).

### **F. Investigations**

Investigations are conducted by the respondent agency. The agency must develop an impartial and appropriate factual record upon which to make findings on the claims raised by the complaint. An appropriate factual record is defined in the regulations as one that allows a reasonable fact finder to draw conclusions as to whether discrimination occurred. 29 C.F.R. Section 1614.108(b).

The investigation must be completed within 180 days from the filing of the complaint.<sup>1</sup> A copy of the investigative file must be provided to the complainant, along

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<sup>1</sup>The 180-day statutory period for investigating complaints can be extended to no more than 360 days if the consolidation of two or more complaints occurs. See 29 C.F.R. § 1614.606.

with a notification that, within 30 days of receipt of the file, the complainant has the right to request a hearing and a decision from an EEOC AJ or may request an immediate final decision from the agency. 29 C.F.R. Section 1614.108(f).

An agency may make an offer of resolution to a complainant who is represented by an attorney at any time after the filing of a complaint, but not later than the date an AJ is appointed to conduct a hearing. An agency may make an offer of resolution to a complaint, represented by an attorney or not, after the parties have received notice that an administrative judge has been appointed to conduct a hearing, but not later than 30 days prior to a hearing.

Such offer of resolution must be in writing and include a notice explaining the possible consequences of failing to accept the offer. If the complainant fails to accept the offer within 30 days of receipt, and the relief awarded in the final decision on the complaint is not more favorable than the offer, then the complainant shall not receive payment from the agency of attorney's fees or costs incurred after the expiration of the 30-day acceptance period. 29 C.F.R. Section 1614.109(c).

## **G. Hearings**

Requests for a hearing must be sent by the complainant to the EEOC office indicated in the agency's acknowledgment letter, with a copy to the agency's EEO office. Within 15 days of receipt of the request for a hearing, the agency must provide a copy of the complaint file to EEOC. The EEOC will then appoint an AJ to conduct a hearing. 29 C.F.R. Section 1614.108(g).

Prior to the hearing, the parties may conduct discovery. The purpose of discovery is to enable a party to obtain relevant information for preparation of the party's case. Each party initially bears their own costs for discovery. For a more detailed description of discovery procedures, see EEOC Management Directive 110, Chapter 6.

Agencies provide for the attendance of all employees approved as witnesses by the AJ. Hearings are considered part of the investigative process, and are closed to the public. The AJ conducts the hearing and receives relevant information or documents as evidence. The hearing is recorded and the agency is responsible for paying for the transcripts of the hearing. Rules of evidence are not strictly applied to the proceedings. If the AJ determines that some or all facts are not in genuine dispute, he or she may limit the scope of the hearing or issue a decision without a hearing.

An EEOC AJ may dismiss a complaint for any of the reasons set out above under Dismissals or the AJ must conduct the hearing and issue a decision on the complaint within 180 days of receipt by the AJ of the complaint file from the agency.

29 C.F.R. Section 1614.109(b). The AJ will send copies of the hearing record, the transcript and the decision to the parties. If an agency does not issue a final order within 40 days of receipt of the AJ's decision, then the decision becomes the final action by the agency in the matter. 29 C.F.R. Section 1614.109(i).

#### **H. Final Action by Agencies**

When an AJ has issued a decision (either a dismissal, a summary judgment decision or a decision following a hearing), the agency must take final action on the complaint by issuing a final order within 40 days of receipt of the hearing file and the AJ's decision. The final order must notify the complainant whether or not the agency will fully implement the decision of the AJ, and shall contain notice of the complainant's right to appeal to EEOC or to file a civil action. If the final order does not fully implement the decision of the AJ, the agency must simultaneously file an appeal with EEOC and attach a copy of the appeal to the final order. 29 C.F.R. Section 1614.110(a).

When an AJ has not issued a decision (i.e., when an agency dismisses an entire complaint under 1614.107, receives a request for an immediate final decision, or does not receive a reply to the notice providing the complainant the right to either request a hearing or an immediate final decision), the agency must take final action by issuing a final decision. The agency's final decision will consist of findings by the agency on the merits of each issue in the complaint. Where the agency has not processed certain allegations in the complaint for procedural reasons set out in 29 C.F.R. Section 1614.107, it must provide the rationale for its decision not to process the allegations. The agency's decision must be issued within 60 days of receiving notification that the complainant has requested an immediate final decision. The agency's decision must contain notice of the complainant's right to appeal to the EEOC, or to file a civil action in federal court. 29 C.F.R. Section 1614.110(b).

#### **I. Appeals to the EEOC**

Several types of appeals may be brought to the EEOC. A complainant may appeal an agency's final action or dismissal of a complaint within 30 days of receipt. 29 C.F.R. Sections 1614.401(a), 1614.402(a). A complainant may also appeal to the EEOC for a determination as to whether the agency has complied with the terms of a settlement agreement or decision. 29 C.F.R. Section 1614.504(b). A grievant may appeal the final decision of the agency, arbitrator or the FLRA on a grievance when an issue of employment discrimination was raised in the grievance procedure. 29 C.F.R. Section 1614.401(d). If the agency's final action and order do not fully implement the AJ's decision, the agency must appeal to the EEOC. 29 C.F.R. Section 1614.110(a); 29 C.F.R. Section 1614.401(b).



If the complaint is a class action, the class agent or the agency may appeal an AJ's decision accepting or dismissing all or part of the class complaint. A class agent may appeal a final decision on a class complaint. A class member may appeal a final decision on an individual claim for relief pursuant to a finding of class-wide discrimination. Finally, either the class agent or the agency may appeal from an AJ decision on the adequacy of a proposed settlement of a class action. 29 C.F.R. Section 1614.401(c).

Appeals must be filed with EEOC's Office of Federal Operations (OFO). Any statement or brief on behalf of a complainant in support of an appeal must be submitted to OFO within 30 days of filing the notice of appeal. Any statement or brief on behalf of the agency in support of its appeal must be filed within 20 days of filing the notice of appeal. An agency must submit the complaint file to OFO within 30 days of initial notification that the complainant has filed an appeal or within 30 days of submission of an appeal by the agency. Any statement or brief in opposition to an appeal must be submitted to OFO and served on the opposing party within 30 days of receipt of the statement or brief supporting the appeal, or, if no statement or brief supporting the appeal has been filed, within 60 days of receipt of the appeal. 29 C.F.R. Section 1614.403. EEOC has the authority to draw adverse inferences against a party failing to comply with its appeal procedures or requests for information. 29 C.F.R. Section 1614.404(c). The decision on an appeal from an agency's final action is based on a *de novo* review, except that the review of the factual findings in a decision by an AJ following a hearing is based on a substantial evidence standard of review. 29 C.F.R. Section 1614.405(a).

A party may request that EEOC reconsider its decision within 30 days of receipt of the Commission's decision. Such requests are not a second appeal, and will be granted only when the previous EEOC decision involved a clearly erroneous interpretation of material fact or law; or when the decision will have a substantial impact on the policies, practices or operations of the agency. 29 C.F.R. Section 1614.405(b). The EEOC's decision will be based on a preponderance of the evidence. The decision will also inform the complainant of his or her right to file a civil action.

## **J. Civil Actions**

Prior to filing a civil action under Title VII of the Civil Rights Act of 1964 or the Rehabilitation Act of 1973, a federal sector complainant must first exhaust the administrative process set out at 29 C.F.R. Part 1614. "Exhaustion," for the purposes of filing a civil action, may occur at different stages of the process. The regulations provide that civil actions may be filed in an appropriate federal court: (1) within 90 days of receipt of the final action where no administrative appeal has been filed; (2) after 180 days from the date of filing a complaint if an administrative appeal has not been filed and final action has not been taken; (3) within 90 days of receipt of EEOC's final

decision on an appeal; or (4) after 180 days from the filing of an appeal with EEOC if there has been no final decision by the EEOC. 29 C.F.R. Section 1614.407.

Under the Age Discrimination in Employment Act (ADEA), an individual may proceed directly to federal court after giving the EEOC notice of intent to sue. 29 C.F.R. Section 1614.201. An ADEA complainant who initiates the administrative process in 29 C.F.R. Part 1614 may also file a civil action within the time frames noted above. 29 C.F.R. Section 1614.407.

Under the Equal Pay Act, an individual may file a civil action within 2 years (3 years for willful violations), regardless of whether he or she has pursued an administrative complaint. 29 C.F.R. Section 1614.408. Filing a civil action terminates EEOC processing of an appeal. 29 C.F.R. Section 1614.409.

## **K. Class Complaints**

Class complaints of discrimination are processed differently from individual complaints. See 29 C.F.R. Section 1614.204. The employee or applicant who wishes to file a class complaint must first seek counseling and be counseled, just like an individual complaint. However, once counseling is completed the class complaint is not investigated by the respondent agency. Rather, the complaint is forwarded to the nearest EEOC Field or District Office, where an EEOC AJ is appointed to make a decision as to whether to accept or dismiss the class complaint. The AJ examines the class to determine whether it meets the class certification requirements of numerosity, commonality, typicality and adequacy of representation. The AJ may issue a decision dismissing the class because it fails to meet any of these class certification requirements, as well as for any of the reasons for dismissal discussed above for individual complaints.

A class complaint may begin as an individual complaint of discrimination. At a certain point, it may become evident that there are many more individuals than the complainant affected by the issues raised in the individual complaint. EEOC's regulations provide that a complainant may move for class certification at any reasonable point in the process when it becomes apparent that there are class implications to the claims raised in an individual complaint. 29 C.F.R. Section 1614.204(b).

The AJ transmits his or her decision to accept or dismiss a class complaint to the class agent and the agency. The agency must then take final action by issuing a final order within 40 days of receipt of the AJ's decision. The final order must notify the agent whether or not the agency will implement the decision of the AJ. If the agency's final order does not implement the AJ's decision, the agency must simultaneously

appeal the AJ's decision to EEOC's OFO. A copy of the agency's appeal must be appended to the agency's final order. 29 C.F.R. Section 1614.204(d)(7).

A dismissal of a class complaint shall inform the class agent either that the complaint is being filed on that date as an individual complaint and processed accordingly, or that the complaint is also dismissed as an individual complaint for one of the reasons for dismissal (discussed in section E, above). In addition, a dismissal must inform the class agent of the right to appeal to EEOC's OFO or to file a civil action in federal court.

When a class complaint is accepted, the agency must use reasonable means to notify the class members of the acceptance of the class complaint, a description of the issues accepted as part of the complaint, an explanation of the binding nature of the final decision or resolution on the class members, and the name, address and telephone number of the class representative. 29 C.F.R. Section 1614.204(e). In lieu of an investigation by the respondent agency, an EEOC AJ develops the record through discovery and a hearing. The AJ then issues a recommended decision to the agency. Within 60 days of receipt of the AJ's recommended decision on the merits of the class complaint, the agency must issue a final decision which either accepts, rejects or modifies the AJ's recommended decision. If the agency fails to issue such a decision within that time frame, the AJ's recommended decision becomes the agency's final decision in the class complaint.

When discrimination is found in the final decision and a class member believes that he or she is entitled to relief, the class member may file a written claim with the agency within 30 days of receipt of notification by the agency of its final decision. The EEOC AJ retains jurisdiction over the complaint in order to resolve disputed claims by class members. The claim for relief must contain a specific showing that the claimant is a class member entitled to relief. EEOC's regulations provide that, when a finding of discrimination against a class has been made, there is a presumption of discrimination as to each member of the class. The agency must show by clear and convincing evidence that any class member is not entitled to relief. The agency must issue a final decision on each individual claim for relief within 90 days of filing. Such decision may be appealed to EEOC's OFO, or a civil action may be filed in federal court. 29 C.F.R. Section 1614.204(l)(3).

A class complaint may be resolved at any time by agreement between the agency and the class agent. Notice of such resolution must be provided to all class members, and reviewed and approved by an EEOC AJ. If the AJ finds that the proposed resolution is not fair to the class as a whole, the AJ will issue a decision vacating the agreement, and may replace the class agent with some other eligible class member to further process the class complaint. Such decision may be appealed to

EEOC. If the AJ finds that the resolution is fair to the class as a whole, the resolution is binding on all class members. 29 C.F.R. Section 1614.204(g).

#### **L. Grievances**

Persons covered by collective bargaining agreements which permit allegations of discrimination to be raised in the grievance procedure, and who wish to file a complaint or grievance on an allegation of employment discrimination, must elect to proceed either under the procedures of 29 C.F.R. Part 1614 or the negotiated grievance procedures, but not both. 29 C.F.R. Section 1614.301(a). An election to proceed under Part 1614 is made by the filing of a complaint, and an election to proceed under the negotiated grievance procedures is made by filing a grievance. Participation in the pre-complaint procedures of Part 1614 is not an election of the 1614 procedures. The election requirement does not apply to employees of agencies not covered by 5 U.S.C. Section 7121(d), notably employees of the United States Postal Service.

#### **M. Mixed Case Complaints**

Some employment actions which may be the subject of a discrimination complaint under Part 1614 may also be appealed to the Merit Systems Protection Board (MSPB). In such cases, the employee must elect to proceed with a complaint as a "mixed case complaint" under Part 1614, or a "mixed case appeal" before the MSPB. Whichever is filed first is considered an election to proceed in that forum. 29 C.F.R. Section 1614.302.

Mixed case complaints are processed similarly to other complaints of discrimination, with the following notable exceptions: (1) the agency has only 120 days from the date of the filing of the mixed case complaint to issue a final decision, and the complainant may appeal the matter to the MSPB or file a civil action any time thereafter; (2) the complainant must appeal the agency's decision to the MSPB, not the EEOC, within 30 days of receipt of the agency's decision; (3) at the completion of the investigation the complainant does not have the right to request a hearing before an EEOC AJ, and the agency must issue a decision within 45 days. 29 C.F.R. Section 1614.302(d). Individuals who have filed either a mixed case complaint or a mixed case appeal, and who have received a final decision from the MSPB, may petition the EEOC to review the MSPB final decision.

In contrast to non-mixed matters, individuals who wish to file a civil action in mixed-case matters must file within 30 days (not 90) of receipt of: (1) the agency's final decision; (2) the MSPB's final decision; or (3) the EEOC's decision on a petition to review. Alternatively, a civil action may be filed after 120 days from the date of filing the mixed case complaint with the agency or the mixed case appeal with the MSPB if there has been no final decision on the complaint or appeal, or 180 days after filing a petition

to review with EEOC if there has been no decision by EEOC on the petition. 29 C.F.R. Section 1614.310.

# APPENDIX III



## **Appendix III**

### **FEDERAL AGENCIES' PROGRAM STATUS**

February 4, 2011 was the deadline for FY 2010 MD-715 reports to be timely submitted to EEOC. Those agencies and subcomponents that participated in EEOC's pilot involving the electronic filing of MD-715 data were granted an extension for timely filings until February 28, 2011.





**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

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African Development Foundation	■	√	√	√	■	√	■	■
Agency for International Development	√	√	√	√	√	√	■	√
American Battle Monuments Commission	■	■	√	√	■	√	■	√
Architectural and Transportation Barriers Compliance Board	√	■	√	■	√	■	■	■
Armed Forces Retirement Home	■	■	■	■	√	■	■	■
Broadcasting Board of Governors	√	√	√	√	■	√	√	√
Central Intelligence Agency	√	√	√	√	√	■	■	√
Chemical Safety and Hazard Investigation Board	√	■	■	■	√	■	■	√
Commission on Civil Rights	√	√	√	■	√	■	■	■
Committee for Purchase from People Who Are Blind or Severely Disabled	DNF	√	√	√	■	√	■	■
Commodity Futures Trading Commission	√	√	√	√	■	√	■	√
Consumer Product Safety Commission	√	√	√	√	√	√	√	√
Corporation for National and Community Service	√	√	√	√	√	√	■	■
Court Services and Offender Supervision Agency for the DC	√	√	√	√	■	√	√	√
Defense Army and Air Force Exchange	√	√	√	√	■	√	■	√
Defense Commissary Agency	√	√	√	√	√	√	■	√
Defense Contract Audit Agency	√	■	√	√	√	√	■	√
Defense Contract Management Agency	■	■	√	√	√	■	■	■
Defense Finance and Accounting Service	√	√	√	√	■	√	√	√
Defense Human Resources Activity	√	√	√	√	√	√	■	√
Defense Information Systems Agency	■	√	√	√	■	√	■	√
Defense Intelligence Agency	√	√	√	√	√	√	■	√

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<b>Defense Logistics Agency</b>	√	√	√	√	√	√	■	√
<b>Defense Media Activity</b>	√	■	■	■	■	√	√	√
<b>Defense Missile Defense Agency</b>	√	■	√	√	■	√	■	■
<b>Defense National Geospatial-Intelligence Agency</b>	√	√	√	√	√	√	■	■
<b>Defense National Security Agency</b>	√	√	√	√	√	√	■	√
<b>Defense Nuclear Facilities Safety Board</b>	√	√	√	√	√	√	√	√
<b>Defense Office of the Inspector General</b>	√	■	√	√	■	√	■	√
<b>Defense Office of the Secretary/Wash. Hqtrs. Services</b>	√	√	√	√	√	√	■	√
<b>Defense Security Service</b>	√	√	√	√	√	√	■	√
<b>Defense Technical Information Center</b>	√	√	√	■	√	√	■	√
<b>Defense Threat Reduction Agency</b>	√	√	√	√	■	√	■	√
<b>Defense TRICARE Management Activity</b>	DNF	√	■	√	■	√	■	■
<b>Department of Agriculture</b>	√	√	√	√	√	√	■	√
Agricultural Marketing Service	√	√	√	√	√	√	■	√
Agricultural Research Service	√	√	√	√	√	√	■	√
Animal & Plant Health Inspection Service	√	√	√	√	√	√	■	√
Farm Service Agency	√	√	√	√	√	√	■	√
Food and Nutrition Service	√	√	√	√	√	√	■	√
Food Safety And Inspection Service	√	√	√	√	√	√	■	√
Forest Service	√	√	√	√	√	√	■	√
National Agricultural Statistics Service	√	√	√	√	√	■	■	√
Natural Resources Conservation Service	√	√	√	√	√	√	■	√
Office Of The Chief Financial Officer	√	√	√	√	√	■	■	√
Rural Development	√	√	√	√	√	√	■	√

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<b>Department of Commerce</b>	√	√	√	√	√	√	■	■
Bureau of Census	■	√	√	√	■	√	■	√
International Trade Administration	√	√	√	√	■	√	■	■
National Institute of Stds & Technology	√	√	√	√	■	√	■	■
National Oceanic & Atmospheric Admin	√	√	√	√	■	√	■	■
U. S. Patent and Trademark Office	√	√	√	√	√	√	■	√
<b>Department of Defense Education Activity</b>	√	√	√	√	√	√	■	■
<b>Department of Education</b>	√	√	√	■	√	√	■	√
<b>Department of Energy</b>	√	■	■	■	■	√	■	√
<b>Department of Health and Human Services</b>	√	√	√	√	√	√	■	√
Ctrs for Disease Control & Prevention	√	√	√	√	√	√	■	√
Centers for Medicare & Medicaid Services	√	√	√	√	√	√	■	√
Food and Drug Administration	√	√	√	√	√	√	■	√
Health Resources & Services Admin	√	√	√	√	√	√	■	√
Indian Health Service	√	√	√	√	√	√	■	√
National Institutes of Health	√	√	√	√	√	√	■	√
<b>Department of Homeland Security</b>	√	√	√	√	√	√	√	√
DHS Headquarters	√	√	√	√	√	√	√	√
Federal Emergency Management Agency	√	■	√	√	√	√	■	√
Federal Law Enforcement Training Center	√	√	√	√	√	√	■	√
Transportation Security Administration	√	√	√	√	√	√	■	√
U.S. Citizenship & Immigration Services	√	√	√	√	■	√	■	√
U.S. Coast Guard	√	√	√	√	√	√	■	√
U.S. Customs and Border Protection	√	√	√	√	■	√	■	√
U.S. Immigration & Customs Enforcement	√	■	√	√	■	■	■	√
U.S. Secret Service	√	√	√	√	√	√	√	√

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<b>Department of Housing and Urban Development</b>	√	√	■	√	√	√	■	√
<b>Department of Justice</b>	√	√	√	√	√	√	■	√
Alcohol, Tobacco, Firearms & Explosives	■	■	√	√	√	√	■	√
Bureau of Prisons	√	√	√	√	√	■	■	√
Drug Enforcement Administration	√	√	√	√	√	√	■	√
Executive Office for U.S. Attorneys	√	√	√	√	√	■	■	√
Federal Bureau of Investigation	√	√	√	√	■	√	■	√
U.S. Marshals Service	■	√	√	√	√	√	√	√
<b>Department of Labor</b>	√	√	√	√	√	√	√	√
Bureau of Labor Statistics	√	√	√	√	√	√	√	√
Employment & Training Admin	√	√	√	√	√	√	√	√
Wage and Hour Division	√	√	√	√	√	√	√	√
Office of Workers Compensation Program	√	√	√	√	√	√	√	√
Mine Safety & Health Admin	√	√	√	√	√	√	√	√
Occupational Safety & Health Admin	√	√	√	√	√	√	√	√
<b>Department of State</b>	√	√	■	√	√	√	■	√
<b>Department of the Air Force</b>	√	■	√	√	■	√	■	√
<b>Department of the Army</b>	√	■	■	√	√	√	√	■
<b>Department of the Interior</b>	√	■	■	■	√	√	■	√
Bureau Of Indian Affairs	√	√	√	√	■	√	■	√
Bureau Of Land Management	√	√	√	√	■	√	■	√
Bureau Of Reclamation	√	√	√	√	■	√	■	√
Bureau Of Surface Mining	√	√	√	√	■	√	■	√
Fish And Wildlife Service	√	■	√	√	√	√	■	√
Geological Survey	√	√	√	√	■	√	■	√
Minerals Management Service (BOEMRE)	√	√	√	√	■	√	■	√
National Park Service	√	√	√	√	√	√	■	√

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<b>DEPARTMENT OR AGENCY</b> <b>Second Level Reporting Component</b> √ Timely Filed / Yes ■ Filed After 2/4/2011 / No DNF - Did Not File	<b>FY 2010</b> <b>MD-715</b> <b>Report</b> <b>Timely</b> <b>Filed</b>	<b>Issue EEO</b> <b>Policy</b> <b>Statement</b> <b>Annually in</b> <b>FY 2010</b>	<b>Conduct</b> <b>EEO</b> <b>State of</b> <b>the</b> <b>Agency</b> <b>Briefing</b> <b>in FY</b> <b>2010</b>	<b>Evaluate</b> <b>Mgt. on</b> <b>EEO in</b> <b>FY 2010</b>	<b>Post RA</b> <b>Procedures</b> <b>on External</b> <b>Web Site in</b> <b>FY 2010</b>	<b>Maintain an</b> <b>Anti-</b> <b>Harassment</b> <b>Policy in FY</b> <b>2010</b>	<b>Collect</b> <b>Applicant</b> <b>Flow</b> <b>Data in</b> <b>FY 2010</b>	<b>Post NO</b> <b>FEAR Act</b> <b>data on</b> <b>External</b> <b>Web Site</b> <b>FY 2010</b>
<b>Department of the Interior cont'</b>								
Office Of The Secretary	√	■	■	√	√	√	■	√
<b>Department of the Navy</b>	√	√	√	√	√	■	√	√
<b>Department of the Treasury</b>	√	√	√	√	√	√	√	√
Bureau of Engraving and Printing	√	√	√	√	√	√	■	√
Bureau of the Public Debt	√	√	√	√	√	√	√	√
Departmental Offices	√	√	√	√	√	√	■	√
Financial Management Service	√	√	√	√	√	√	■	√
Internal Revenue Service	√	√	√	√	√	√	■	√
IRS Office of the Chief Counsel	√	√	√	√	√	√	■	√
Office of the Comptroller of the Currency	√	√	√	√	√	√	■	√
Office of Thrift Supervision	√	√	√	√	√	√	■	√
U. S. Mint	√	√	√	√	√	√	■	√
<b>Department of Transportation</b>	■	√	√	√	√	√	■	√
Federal Aviation Admin	√	■	√	√	√	√	■	√
Federal Highway Admin	■	√	√	√	√	√	■	√
Federal Motor Carriers Safety Admin	■	√	√	√	√	√	■	√
<b>Department of Veterans Affairs</b>	√	√	√	√	√	√	■	√
NCA	√	√	√	√	√	√	■	√
Veterans Benefits Administration	√	√	√	√	√	√	■	√
Veterans Health Administration	√	√	√	√	√	√	■	√
<b>Environmental Protection Agency</b>	√	√	√	√	√	√	■	√
<b>Equal Employment Opportunity Commission</b>	■	√	√	√	√	√	■	√
<b>Export-Import Bank of the US</b>	√	√	√	√	√	√	■	√
<b>Farm Credit Administration</b>	√	√	√	√	√	√	■	√
<b>Farm Credit System Insurance Corporation</b>	√	■	√	√	√	√	■	√
<b>Federal Communications Commission</b>	■	√	√	√	√	√	■	■

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

DEPARTMENT OR AGENCY Second Level Reporting Component √ Timely Filed / Yes ■ Filed After 2/4/2011 / No DNF - Did Not File	FY 2010 MD-715 Report Timely Filed	Issue EEO Policy Statement Annually in FY 2010	Conduct EEO State of the Agency Briefing in FY 2010	Evaluate Mgt. on EEO in FY 2010	Post RA Procedures on External Web Site in FY 2010	Maintain an Anti- Harassment Policy in FY 2010	Collect Applicant Flow Data in FY 2010	Post NO FEAR Act data on External Web Site FY 2010
Federal Deposit Insurance Corporation	√	√	√	√	■	√	√	√
Federal Election Commission	√	√	√	■	■	√	■	√
Federal Energy Regulatory Commission	√	√	√	√	√	√	■	√
Federal Housing Finance Agency	√	√	√	√	■	√	√	√
Federal Labor Relations Authority	√	√	■	√	■	√	■	√
Federal Maritime Commission	√	√	√	√	√	√	√	√
Federal Mediation and Conciliation Service	√	√	√	√	■	√	■	■
Federal Mine Safety and Health Review Commission	√	√	√	√	√	√	■	■
Federal Reserve System--Board of Governors	√	√	√	√	■	■	■	√
Federal Retirement Thrift Investment Board	■	√	√	√	■	■	■	■
Federal Trade Commission	√	■	√	√	■	√	√	√
General Services Administration	√	√	√	√	■	√	√	√
Harry S. Truman Scholarship Foundation	√	■	■	■	√	■	■	■
Holocaust Memorial Museum U.S.	■	√	√	√	■	√	■	■
Institute of Museum and Library Services	√	√	√	√	√	√	√	√
Inter-American Foundation	√	√	√	√	■	√	√	√
International Boundary and Water Commission	√	√	√	√	√	√	■	■
International Trade Commission	√	√	■	√	■	√	■	■
Japan-United States Friendship Commission	■	√	√	√	√	√	√	■
John F. Kennedy Center for the Performing Arts	√	■	■	■	■	■	■	■
Marine Mammal Commission	■	■	■	√	■	■	■	■
Merit Systems Protection Board	■	√	√	√	√	√	■	√
Millennium Challenge Corporation	√	√	√	√	■	√	■	■
National Aeronautics and Space Administration	√	√	√	√	√	√	√	√
National Archives and Records Administration	√	√	√	√	■	√	■	√
National Capital Planning Commission	√	√	√	√	■	√	■	√

**EEOC FY 2010 Annual Report on the Federal Work Force Part II**

DEPARTMENT OR AGENCY Second Level Reporting Component √ Timely Filed / Yes ■ Filed After 2/4/2011 / No DNF - Did Not File	FY 2010 MD-715 Report Timely Filed	Issue EEO Policy Statement Annually in FY 2010	Conduct EEO State of the Agency Briefing in FY 2010	Evaluate Mgt. on EEO in FY 2010	Post RA Procedures on External Web Site in FY 2010	Maintain an Anti- Harassment Policy in FY 2010	Collect Applicant Flow Data in FY 2010	Post NO FEAR Act data on External Web Site FY 2010
National Council on Disability	√	√	√	√	√	√	√	■
National Credit Union Administration	√	√	√	√	√	√	■	√
National Endowment for the Arts	√	√	√	√	■	√	√	√
National Endowment for the Humanities	√	√	√	√	■	√	√	√
National Gallery of Art	√	√	■	√	■	√	■	■
National Indian Gaming Commission	√	√	√	√	■	√	■	■
National Labor Relations Board	√	√	√	√	■	√	√	√
National Mediation Board	√	√	√	■	√	√	√	■
National Reconnaissance Office	√	√	√	√	■	√	√	√
National Science Foundation	√	√	■	■	√	√	■	√
National Transportation Safety Board	■	√	■	√	√	√	■	√
Navajo and Hopi Indian Relocation Commission	√	√	√	√	√	√	√	√
Nuclear Regulatory Commission	√	√	√	√	√	√	√	√
Occupational Safety & Health Review Commission	√	√	√	√	■	√	√	√
Office of Government Ethics	√	√	■	■	■	■	■	■
Office of Personnel Management	√	√	■	√	■	■	■	√
Office of Special Counsel	■	√	■	■	■	√	■	√
Office of the Director of National Intelligence	■	√	√	√	■	√	■	√
Overseas Private Investment Corporation	√	■	■	√	■	√	■	■
Peace Corps	√	■	√	√	√	■	√	√
Pension Benefit Guaranty Corporation	√	■	■	√	■	√	■	√
Postal Regulatory Commission	√	√	√	√	■	√	■	√
Railroad Retirement Board	√	√	√	√	√	√	√	√
Securities and Exchange Commission	√	√	√	√	■	√	■	√
Selective Service System	■	■	√	■	■	■	■	√
Small Business Administration	■	√	√	√	√	√	■	√



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<b>DEPARTMENT OR AGENCY Second Level Reporting Component √ Timely Filed / Yes ■ Filed After 2/4/2011 / No DNF - Did Not File</b>	<b>FY 2010 MD-715 Report Timely Filed</b>	<b>Issue EEO Policy Statement Annually in FY 2010</b>	<b>Conduct EEO State of the Agency Briefing in FY 2010</b>	<b>Evaluate Mgt. on EEO in FY 2010</b>	<b>Post RA Procedures on External Web Site in FY 2010</b>	<b>Maintain an Anti- Harassment Policy in FY 2010</b>	<b>Collect Applicant Flow Data in FY 2010</b>	<b>Post NO FEAR Act data on External Web Site FY 2010</b>
<b>Smithsonian Institution</b>	√	√	√	√	√	√	√	■
<b>Social Security Administration</b>	√	√	√	■	√	√	■	√
<b>Tennessee Valley Authority</b>	√	√	√	√	■	√	■	√
<b>Trade and Development Agency</b>	√	√	√	√	√	√	■	√
<b>U.S. Postal Service</b>	√	√	√	√	√	√	■	√
Capital Metro Area Operations	√	√	√	√	√	√	■	√
Eastern Area	√	√	√	√	√	√	■	√
Great Lakes Area	√	√	√	√	√	√	■	√
National Area	√	√	√	√	√	√	■	√
Northeast Area	√	√	√	√	√	√	■	√
Office of the Inspector General	√	√	√	√	√	√	■	√
Pacific Area	√	√	√	√	√	√	■	√
Southeast Area	√	√	√	√	√	√	■	√
Southwest Area	√	√	√	√	√	√	■	√
Western Area	√	√	√	√	√	√	■	√
<b>U.S. Tax Court</b>	√	√	√	√	■	√	■	■

# APPENDIX IV

## APPENDIX IV

### FY 2010 FEDERAL WORK FORCE TABLES

**\*\*NOTE\*\*** The following tables are available only on the Commission's website - [www.eeoc.gov](http://www.eeoc.gov) or on CD

#### GOVERNMENT-WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE (Data provided by CPDF, AAFES, FERC, Foreign Service, NIGC, TVA and USPS)

<a href="#">Table A-1</a>	Government-Wide Employment of Workers in Federal Work Force
<a href="#">Table A-1a</a>	Work Force Trend – Agencies with 500 or More Employees
<a href="#">Table A-1b</a>	Department or Agency with Selective Second Level Reporting Components
<a href="#">Table A-2</a>	Ten Year Trend - Government-Wide Employment of Workers in Senior Pay Level Positions
<a href="#">Table A-2a</a>	Ten Year Trend – Senior Pay Level Government-Wide Employment of Workers
<a href="#">Table A-2b</a>	Senior Pay Participation by Agency
<a href="#">Table A-3</a>	Government Wide Employment of Workers in General Schedule and Related Pay Systems
<a href="#">Table A-3a</a>	Distribution across Grade Ranges – General Schedule and Related
<a href="#">Table A-3b</a>	Government-Wide Employment of Workers in GS and GS Related Grades
<a href="#">Table A-4</a>	Government-Wide Employment of Workers in Federal Wage System Positions
<a href="#">Table A-5</a>	Government-Wide Employment of Workers in Other Pay Systems Work Force
<a href="#">Table A-6</a>	Ten Year Trend – Government-Wide Employment of Individuals with Targeted Disabilities
<a href="#">Table A-6a</a>	Government-Wide Employment of Individuals with Disabilities – By Grade Level and Pay Plan
<a href="#">Table A-6b</a>	Agency Participation of Individuals with Targeted Disabilities by Disability
<a href="#">Table A-6c</a>	Department or Agency with Selective Second Level Reporting Components
<a href="#">Table A-6d</a>	Distribution across Grade Ranges – General Schedule and Related

**TABLE A-1  
TEN YEAR TREND  
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE\***

	2000CLF	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2010
<b>TOTAL WORK FORCE</b>		<b>2,445,335</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>	<b>2,608,172</b>	<b>2,763,183</b>	<b>2,811,277</b>		<b>2,850,584</b>
% OF MEN	53.20	57.55	57.57	57.43	57.10	57.01	56.94	56.83	55.87	55.94	56.03	1,597,321
% OF WOMEN	46.80	42.45	42.43	42.57	42.90	42.99	43.06	43.17	44.13	44.06	43.97	1,253,263
<b>HISPANIC OR LATINO (%)</b>	<b>10.70</b>	<b>6.94</b>	<b>7.10</b>	<b>7.22</b>	<b>7.46</b>	<b>7.61</b>	<b>7.68</b>	<b>7.79</b>	<b>7.94</b>	<b>7.90</b>	<b>7.90</b>	<b>225,100</b>
% OF MEN	6.20	4.22	4.33	4.39	4.48	4.54	4.59	4.67	4.70	4.68	4.67	133,082
% OF WOMEN	4.50	2.72	2.77	2.83	2.98	3.07	3.10	3.12	3.24	3.23	3.23	92,018
<b>WHITE (%)</b>	<b>72.70</b>	<b>67.52</b>	<b>67.31</b>	<b>67.17</b>	<b>66.91</b>	<b>66.49</b>	<b>66.16</b>	<b>65.76</b>	<b>65.39</b>	<b>65.59</b>	<b>65.46</b>	<b>1,866,059</b>
% OF MEN	39.00	41.40	41.28	41.11	40.71	40.44	40.21	39.89	38.84	39.02	39.00	1,111,654
% OF WOMEN	33.70	26.11	26.03	26.06	26.19	26.05	25.96	25.87	26.54	26.57	26.46	754,405
<b>BLACK OR AFRICAN AMERICAN (%)</b>	<b>10.60</b>	<b>18.74</b>	<b>18.63</b>	<b>18.56</b>	<b>18.18</b>	<b>18.29</b>	<b>18.36</b>	<b>18.43</b>	<b>18.30</b>	<b>18.03</b>	<b>17.94</b>	<b>511,320</b>
% OF MEN	4.80	8.11	8.07	8.00	7.81	7.86	7.90	7.91	7.81	7.69	7.68	218,865
% OF WOMEN	5.80	10.63	10.56	10.56	10.37	10.43	10.46	10.52	10.49	10.34	10.26	292,455
<b>ASIAN (%) **</b>	<b>3.60</b>	<b>5.32</b>	<b>5.45</b>	<b>5.54</b>	<b>5.79</b>	<b>5.94</b>	<b>5.89</b>	<b>5.95</b>	<b>5.87</b>	<b>5.84</b>	<b>5.90</b>	<b>168,156</b>
% OF MEN	1.90	3.10	3.16	3.21	3.32	3.40	3.36	3.39	3.33	3.30	3.33	94,846
% OF WOMEN	1.70	2.22	2.29	2.33	2.46	2.54	2.53	2.56	2.54	2.54	2.57	73,310
<b>NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (%)***</b>	<b>0.20</b>						<b>0.17</b>	<b>0.21</b>	<b>0.31</b>	<b>0.33</b>	<b>0.36</b>	<b>10,357</b>
% OF MEN	0.10						0.10	0.12	0.17	0.18	0.20	5,801
% OF WOMEN	0.10						0.07	0.10	0.14	0.15	0.16	4,556
<b>AMERICAN INDIAN OR ALASKA NATIVE (%)</b>	<b>1.00</b>	<b>1.48</b>	<b>1.50</b>	<b>1.50</b>	<b>1.67</b>	<b>1.67</b>	<b>1.68</b>	<b>1.65</b>	<b>1.64</b>	<b>1.65</b>	<b>1.60</b>	<b>45,613</b>
% OF MEN	0.50	0.71	0.72	0.71	0.77	0.77	0.77	0.75	0.73	0.74	0.72	20,443
% OF WOMEN	0.50	0.76	0.79	0.79	0.90	0.90	0.91	0.90	0.90	0.91	0.88	25,170
<b>TWO OR MORE RACES (%) ***</b>	<b>0.90</b>						<b>0.06</b>	<b>0.21</b>	<b>0.56</b>	<b>0.66</b>	<b>0.84</b>	<b>23,979</b>
% OF MEN	0.50						0.03	0.10	0.29	0.33	0.44	12,630
% OF WOMEN	0.40						0.03	0.10	0.28	0.33	0.40	11,349
<b>INDIVIDUALS WITH TARGETED DISABILITIES %</b>	CLF not available	<b>1.10</b>	<b>1.07</b>	<b>1.05</b>	<b>0.99</b>	<b>0.96</b>	<b>0.94</b>	<b>0.92</b>	<b>0.88</b>	<b>0.88</b>	<b>0.88</b>	<b>25,217</b>

\*Includes September 30, 2010 agency data as reported in CPDF plus AAFES, FERC, Foreign Service, NIGC, TVA and USPS. Does not include data for intelligence gathering agencies. \*\*The numbers for 1998-2005 include totals for "Native Hawaiian or Other Pacific Islanders." \*\*\*Separate data became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.



TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER***				AMERICAN INDIAN OR ALASKA NATIVE				TWO OR MORE RACES ***										
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE												
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%											
		COURT SERVICES AND OFFENDER SUPERVISION																																						
2001	860	327	38.02	533	61.98	11	1.28	11	1.28	72	8.37	62	7.21	240	27.91	450	52.33	4	0.47	9	1.05																			
2002	915	347	37.92	568	62.08	14	1.53	16	1.75	68	7.43	71	7.76	258	28.20	471	51.48	7	0.77	9	0.98																			
2003	987	370	37.49	617	62.51	16	1.62	18	1.82	63	6.38	77	7.80	286	28.98	511	51.77	5	0.51	10	1.01																			
2004	1,054	401	38.05	653	61.95	15	1.42	23	2.18	75	7.12	83	7.87	304	28.84	536	50.85	7	0.66	9	0.85																			
2005	1,082	396	36.60	686	63.40	17	1.57	24	2.22	68	6.28	85	7.86	303	28.00	565	52.22	8	0.74	10	0.92																			
2006	1,140	409	35.88	731	64.12	19	1.67	27	2.37	63	5.53	81	7.11	316	27.72	613	53.77	11	0.96	8	0.70	0	0.00	0	0.00	0	0.00	0	0.00	1	0.09	0	0.00	1	0.09					
2007	1,150	419	36.43	731	63.57	20	1.74	29	2.52	60	5.22	76	6.61	329	28.61	618	53.74	10	0.87	6	0.52	0	0.00	0	0.00	0	0.00	2	0.17	0	0.00	0	0.00	0	0.00					
2008	1,186	437	36.85	749	63.15	19	1.60	30	2.53	68	5.73	75	6.32	341	28.75	636	53.63	9	0.76	6	0.51	0	0.00	0	0.00	0	0.00	2	0.17	0	0.00	0	0.00	0	0.00					
2009	1,245	447	35.90	798	64.10	20	1.61	37	2.97	74	5.94	80	6.43	343	27.55	668	53.65	9	0.72	8	0.64	0	0.00	0	0.00	0	0.00	2	0.16	1	0.08	3	0.24							
2010	1,252	452	36.10	800	63.90	22	1.76	32	2.56	79	6.31	78	6.23	338	27.00	676	53.99	10	0.80	9	0.72	0	0.00	0	0.00	0	0.00	2	0.16	3	0.24									
<b>DEFENSE, DEPT. OF</b>																																								
2001	632,883	399,027	63.05	233,856	36.95	24,440	3.86	15,072	2.38	304,194	48.06	154,176	24.36	44,061	6.96	47,879	7.57	22,413	3.54	14,424	2.28																			
2002	618,128	393,837	63.71	224,291	36.29	24,112	3.90	14,834	2.40	300,008	48.53	145,310	23.51	43,275	7.00	46,847	7.58	22,624	3.66	15,089	2.44																			
2003	599,712	379,211	63.23	220,501	36.77	23,070	3.85	14,257	2.38	289,010	48.19	144,801	24.15	41,905	6.99	45,140	7.53	21,585	3.60	14,200	2.37																			
2004	684,293	425,024	62.11	259,269	37.89	26,918	3.93	17,418	2.55	320,434	46.83	167,383	24.46	48,642	7.11	53,893	7.88	24,771	3.62	18,217	2.66																			
2005	698,754	436,644	62.49	262,110	37.51	27,806	3.98	18,030	2.58	328,433	47.00	167,745	24.01	50,994	7.30	55,172	7.90	25,366	3.63	18,711	2.68																			
2006	704,954	441,478	62.63	263,476	37.37	28,074	3.98	17,998	2.55	332,278	47.13	167,010	23.69	53,110	7.53	56,463	8.01	23,554	3.34	17,634	2.50	1,979	0.28	1,405	0.20	3,982	0.56	2,465	0.35	501	0.07	501	0.07							
2007	699,048	439,547	62.88	259,501	37.12	27,977	4.00	17,598	2.52	327,530	46.85	163,062	23.33	53,001	7.58	56,006	8.01	23,309	3.33	17,214	2.46	2,301	0.33	1,682	0.24	3,881	0.56	2,464	0.35	1,548	0.22	1,475	0.21							
2008	722,838	454,583	62.89	268,585	37.16	28,815	3.99	18,393	2.54	336,762	46.59	166,884	23.09	55,445	7.67	58,298	8.07	23,848	3.30	17,630	2.44	2,795	0.39	2,090	0.29	4,018	0.56	2,520	0.35	2,900	0.40	2,770	0.38							
2009	762,859	481,440	63.11	288,116	37.77	30,268	3.97	26,111	3.42	356,017	46.67	174,296	22.85	58,647	7.69	60,895	7.98	24,901	3.26	18,144	2.38	3,154	0.41	2,319	0.30	4,115	0.54	2,571	0.34	4,338	0.57	3,780	0.50							
2010	799,811	497,545	62.21	291,558	36.45	31,585	3.95	20,050	2.51	374,713	46.85	180,473	22.56	62,183	7.77	63,142	7.89	26,040	3.26	18,591	2.32	3,548	0.44	2,539	0.32	4,204	0.53	2,601	0.33	5,541	0.69	4,601	0.58							
<b>AIR FORCE, DEPARTMENT OF THE</b>																																								
2001	144,290	97,421	67.52	46,869	32.48	7,019	4.86	3,553	2.46	78,407	54.34	33,783	23.41	7,785	5.44	7,187	4.98	3,086	2.14	1,740	1.21																			
2002	142,123	95,389	67.12	46,734	32.88	6,815	4.80	3,541	2.49	76,525	53.84	33,610	23.65	7,840	5.52	7,179	5.05	3,101	2.18	1,794	1.26																			
2003	132,948	89,857	67.59	43,091	32.41	5,992	4.51	3,059	2.30	73,301	55.14	31,640	23.80	7,612	5.73	6,754	5.08	1,923	1.45	1,061	0.80																			
2004	150,032	101,454	67.62	48,578	32.38	7,487	4.99	3,815	2.54	80,697	53.78	34,257	22.83	8,809	5.87	7,878	5.28	3,364	2.24	2,009	1.33																			
2005	157,050	106,960	68.11	50,090	31.89	7,822	4.98	3,971	2.53	85,080	54.17	35,274	22.46	9,354	5.96	8,154	5.19	3,565	2.27	2,053	1.31																			
2006	158,927	109,058	68.62	49,869	31.38	7,866	4.95	3,954	2.49	88,429	55.64	34,888	21.95	9,813	6.17	8,243	5.19	3,421	2.15	1,983	1.25																			
2007	155,228	107,595	69.31	47,633	30.69	7,668	4.94	3,775	2.43	84,900	54.69	33,096	21.32	9,798	6.31	7,932	5.11	3,445	2.22	1,898	1.22	336	0.22	145	0.09	1,133	0.73	591	0.38	315	0.20	196	0.13							
2008	153,779	106,704	69.39	47,075	30.61	7,447	4.84	3,679	2.39	84,019	54.64	32,361	21.04	9,794	6.37	8,020	5.22	3,453	2.25	1,944	1.26	387	0.25	185	0.12	1,117	0.73	573	0.37	487	0.32	313	0.20							
2009	160,644	111,640	69.50	49,004	30.50	7,501	4.67	3,733	2.32	87,866	54.70	33,547	20.88	10,213	6.36	8,369	5.21	3,542	2.20	2,013	1.25	445	0.28	211	0.13	1,136	0.71	587	0.37	937	0.58	544	0.34							
2010	170,852	119,780	70.11	51,072	29.89	7,757	4.54	3,858	2.26	94,127	55.09	34,838	20.39	11,265	6.59	8,841	5.17	3,675	2.15	2,025	1.19	486	0.28	241	0.14	1,197	0.70	610	0.36	1,273	0.75	659	0.39							
<b>ARMY, DEPARTMENT OF THE</b>																																								
2001	208,792	132,340	63.38	76,452	36.62	8,850	4.24	4,212	2.02	102,370	49.03	51,578	24.70	14,935	7.15	16,612	7.96	4,724	2.26	3,198	1.53																			
2002	209,797	132,519	63.17	77,278	36.83	8,961	4.27	4,354	2.08	102,316	48.77	51,783	24.68	15,062	7.18	16,940	8.07	4,714	2.25	3,361	1.60																			
2003	205,878	129,355	62.83	76,523	37.17	9,065	4.40	4,478	2.18	99,550	48.35	50,977	24.76	14,574	7.08	16,825	8.17	4,767	2.32	3,426	1.66																			
2004	226,568	142,889	63.07	83,679	36.9																																			



TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER***				AMERICAN INDIAN OR ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
<b>DEFENSE HUMAN RESOURCES ACTIVITY</b>																																	
2001	674	275	40.80	399	59.20	13	1.93	20	2.97	235	34.87	301	44.66	15	2.23	54	8.01	11	1.63	21	3.12					1	0.15	3	0.45				
2002	673	285	42.35	388	57.65	12	1.78	22	3.27	237	35.22	287	42.64	24	3.57	57	8.47	11	1.63	20	2.97					1	0.15	2	0.30				
2003	734	312	42.51	422	57.49	16	2.18	28	3.81	253	34.47	299	40.74	26	3.54	70	9.54	16	2.18	23	3.13					1	0.14	2	0.27				
2004	772	320	41.45	452	58.55	17	2.20	33	4.27	254	32.90	313	40.54	32	4.15	83	10.75	16	2.07	21	2.72					1	0.13	2	0.26				
2005	795	321	40.38	474	59.62	17	2.14	36	4.53	251	31.57	302	37.99	34	4.28	108	13.58	18	2.26	24	3.02					1	0.13	4	0.50				
2006	880	344	39.09	536	60.91	17	1.93	41	4.66	262	29.77	344	39.09	43	4.89	115	13.07	19	2.16	30	3.41	0	0.00	0	0.00	2	0.23	4	0.45	1	0.11	2	0.23
2007	891	350	39.28	541	60.72	19	2.13	44	4.94	257	28.84	335	37.60	47	5.27	125	14.03	23	2.58	28	3.14	0	0.00	0	0.00	3	0.34	3	0.34	1	0.11	6	0.67
2008	904	356	39.38	548	60.62	21	2.32	41	4.54	254	28.10	348	38.50	47	5.20	118	13.05	24	2.65	31	3.43	0	0.00	0	0.00	2	0.22	2	0.22	8	0.88	8	0.88
2009	1,037	418	40.31	619	59.69	23	2.22	38	3.66	302	29.12	392	37.80	55	5.30	133	12.83	26	2.51	39	3.76	0	0.00	1	0.10	3	0.29	3	0.29	9	0.87	13	1.25
2010	1,185	504	42.53	681	57.47	31	2.62	46	3.88	355	29.96	414	34.94	67	5.65	156	13.16	39	3.29	44	3.71	0	0.00	1	0.08	3	0.25	2	0.17	9	0.76	18	1.52
<b>DEFENSE INFORMATION SYSTEMS AGENCY</b>																																	
2001	6,000	3,135	52.25	2,865	47.75	100	1.67	95	1.58	2,417	40.28	1,962	32.70	396	6.60	636	10.60	205	3.42	152	2.53					17	0.28	20	0.33				
2002	5,898	3,119	52.88	2,779	47.12	100	1.70	90	1.53	2,401	40.71	1,894	32.11	398	6.75	623	10.56	206	3.49	151	2.56					14	0.24	21	0.36				
2003	5,519	2,949	53.43	2,570	46.57	94	1.70	82	1.49	2,257	40.90	1,759	31.87	388	7.03	576	10.44	196	3.55	136	2.46					14	0.25	17	0.31				
2004	5,161	2,834	54.91	2,327	45.09	89	1.72	69	1.34	2,159	41.83	1,579	30.59	384	7.44	533	10.33	188	3.64	133	2.58					14	0.27	13	0.25				
2005	4,909	2,767	56.37	2,142	43.63	90	1.83	61	1.24	2,067	42.11	1,436	29.25	385	7.84	495	10.08	213	4.34	137	2.79					12	0.24	13	0.26				
2006	5,370	3,010	56.05	2,360	43.95	101	1.88	75	1.40	2,214	41.23	1,539	28.66	438	8.16	583	10.86	232	4.32	143	2.66	6	0.11	2	0.04	16	0.30	12	0.22	3	0.06	6	0.11
2007	5,595	3,155	56.39	2,440	43.61	117	2.09	81	1.45	2,271	40.59	1,551	27.72	501	8.95	628	11.22	237	4.24	148	2.65	6	0.11	4	0.07	17	0.30	16	0.29	6	0.11	12	0.21
2008	5,661	3,235	57.15	2,426	42.85	112	1.98	78	1.38	2,354	41.58	1,540	27.20	501	8.85	619	10.93	235	4.15	152	2.69	4	0.07	5	0.09	18	0.32	17	0.30	11	0.19	15	0.26
2009	5,808	3,358	57.82	2,450	42.18	106	1.83	80	1.38	2,450	42.18	1,587	27.32	506	8.71	599	10.31	248	4.27	144	2.48	7	0.12	7	0.12	21	0.36	16	0.28	20	0.34	17	0.29
2010	6,229	3,688	59.21	2,541	40.79	111	1.78	80	1.28	2,688	43.15	1,614	25.91	574	9.21	649	10.42	259	4.16	151	2.42	9	0.14	7	0.11	22	0.35	17	0.27	25	0.40	23	0.37
<b>DEFENSE LOGISTICS AGENCY</b>																																	
2001	22,651	13,200	58.28	9,451	41.72	730	3.22	291	1.28	9,494	41.91	6,139	27.10	2,360	10.84	2,674	11.81	462	2.04	242	1.07					154	0.68	105	0.46				
2002	21,698	12,469	57.47	9,229	42.53	721	3.32	317	1.46	9,019	41.57	5,981	27.56	2,153	9.92	2,611	12.03	425	1.96	217	1.00					151	0.70	103	0.47				
2003	20,763	11,929	57.45	8,834	42.55	649	3.13	307	1.48	8,673	41.77	5,688	27.39	2,109	10.16	2,523	12.15	364	1.75	222	1.07					134	0.65	94	0.45				
2004	21,685	12,707	58.60	8,978	41.40	707	3.26	330	1.52	9,155	42.22	5,783	26.67	2,333	10.76	2,543	11.73	383	1.77	230	1.06					129	0.59	92	0.42				
2005	21,501	12,596	58.58	8,905	41.42	656	3.05	329	1.53	9,082	42.24	5,732	26.66	2,328	10.83	2,516	11.70	398	1.85	296	1.38					132	0.61	92	0.43				
2006	21,459	12,585	58.65	8,874	41.35	665	3.10	324	1.51	9,034	42.10	5,675	26.45	2,364	11.02	2,536	11.82	335	1.56	221	1.03	40	0.19	20	0.09	138	0.64	95	0.44	9	0.04	3	0.01
2007	21,394	12,523	58.54	8,871	41.46	653	3.05	332	1.55	8,921	41.70	5,605	26.20	2,408	11.26	2,556	11.95	338	1.58	237	1.11	47	0.22	26	0.12	130	0.61	97	0.45	26	0.12	18	0.08
2008	23,017	13,504	58.67	9,513	41.33	719	3.12	380	1.65	9,471	41.15	5,948	25.84	2,695	11.71	2,738	11.90	361	1.57	274	1.19	54	0.23	35	0.15	137	0.60	101	0.44	67	0.29	37	0.16
2009	25,295	15,002	59.31	10,293	40.69	820	3.24	445	1.76	10,339	40.87	6,418	25.37	2,991	11.82	2,883	11.40	445	1.76	311	1.23	86	0.34	44	0.17	138	0.55	93	0.37	183	0.72	99	0.39
2010	25,134	4,761	18.93	9,685	38.50	829	3.30	439	1.75	10,269	40.82	6,218	24.72	3,018	12.00	2,877	11.44	476	1.89	325	1.29	97	0.39	52	0.21	133	0.53	90	0.36	208	0.83	123	0.49
<b>DEFENSE SECURITY SERVICE</b>																																	
2001	2,655	1,386	52.20	1,269	47.80	38	1.43	43	1.62	1,200	45.20	922	34.73	109	4.11	271	10.21	27	1.02	29	1.09					12	0.45	4	0.15				
2002	2,561	1,291	50.41	1,270	49.59	39	1.52	43	1.68	1,118	43.65	916	35.77	101	3.94	279	10.89	22	0.86	27	1.05					11	0.43	5	0.20				
2003	2,377	1,214	51.07	1,163	48.93	44	1.85	43	1.81	1,037	43.63	815	34.29	93	3.91	274	11.53	28	1.18	25	1.05					12	0.50	6	0.25				
2004	2,140	1,106	51.68	1,034	48.32	43	2.01	44	2.06	946	44.21	727	33.97	83	3.88	233	10.89	24	1.12	23	1.07					10	0.47	7	0.33				
2005	525	303	57.71	222	42.29	11	2.10	5	0.95	254	48.38	152	28.95	29	5.52	57	10.86	7	1.33	5	0.95					2	0.38	3	0.57				
2006	544	316	58.09	228	41.91	13	2.39	5	0.92	266	48.90	159	29.23	26	4.78	54	9.93	7	1.29	5	0.92	0	0.00	0	0.00	2	0.37	4	0.74	2	0.37	1	0.18
2007	526	309	58.75	217	41.25	12	2.28	2	0.38	257	48.86	148	28.14	30	5.70	57	10.84	7	1.33	6	1.14	0	0.00	0	0.00	2	0.38	4	0.76	1	0.19	0	0.00
2008	577	337	58.41	240	41.59	12	2.08	2	0.35	278	48.18	171	29.64	34	5.89	54	9.36	7	1.21	8	1.39	0											



TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER***				AMERICAN INDIAN OR ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE			MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
<b>NAVY, DEPARTMENT OF THE</b>																																		
2001	174,813	120,462	68.91	54,351	31.09	4,993	2.86	2,626	1.50	90,483	51.76	36,143	20.68	11,958	6.84	10,462	5.98	12,125	6.94	4,740	2.71							903	0.52	380	0.22			
2002	176,216	126,762	71.94	49,454	28.06	5,204	2.95	2,528	1.43	95,574	54.24	31,400	17.82	12,478	7.08	10,260	5.82	12,593	7.15	4,881	2.77					913	0.52	385	0.22					
2003	175,794	122,842	69.88	52,952	30.12	5,126	2.92	2,562	1.46	91,622	52.12	35,161	20.00	12,361	7.03	9,883	5.62	12,829	7.30	4,982	2.83					904	0.51	364	0.21					
2004	177,538	123,983	69.83	53,555	30.17	5,163	2.90	2,611	1.47	92,384	52.03	35,355	19.91	12,551	7.06	9,950	5.60	13,003	7.32	5,293	2.98					882	0.50	346	0.19					
2005	174,728	122,368	70.03	52,360	29.97	5,248	3.00	2,658	1.52	90,821	51.98	34,306	19.63	12,355	7.07	9,737	5.57	13,090	7.49	5,219	3.04					854	0.49	340	0.19					
2006	173,944	121,798	70.02	52,146	29.98	5,238	3.01	2,668	1.53	89,792	51.62	33,845	19.46	12,831	7.38	9,840	5.66	11,940	6.86	5,035	2.89	1,051	0.60	344	0.20	850	0.49	345	0.20	96	0.06	69	0.04	
2007	173,212	121,290	70.02	51,922	29.98	5,240	3.03	2,667	1.54	89,140	51.46	33,481	19.33	12,727	7.35	9,789	5.65	11,850	6.84	4,981	2.88	1,153	0.67	398	0.23	802	0.46	360	0.21	378	0.22	246	0.14	
2008	180,017	126,020	70.00	54,327	30.18	5,577	3.10	2,794	1.55	92,044	51.13	34,735	19.30	13,332	7.41	10,304	5.72	12,194	6.77	5,182	2.88	1,316	0.73	485	0.27	825	0.46	386	0.21	732	0.41	441	0.24	
2009	190,434	133,187	69.94	57,247	30.06	6,006	3.15	3,082	1.62	97,263	51.07	36,406	19.12	13,933	7.32	10,786	5.66	12,627	6.63	5,350	2.81	1,470	0.77	594	0.31	852	0.45	408	0.21	1,036	0.54	621	0.33	
2010	197,533	138,582	70.16	58,951	29.84	6,277	3.18	3,181	1.61	100,771	51.01	37,236	18.85	14,606	7.39	11,062	5.60	13,073	6.62	5,575	2.82	1,664	0.84	668	0.34	877	0.44	401	0.20	1,314	0.67	828	0.42	
<b>OFFICE OF THE INSPECTOR GENERAL</b>																																		
2001	1,248	741	59.38	507	40.63	22	1.76	14	1.12	608	48.72	331	26.52	87	6.97	140	11.22	22	1.76	18	1.44					2	0.16	4	0.32					
2002	1,179	682	57.85	497	42.15	21	1.78	17	1.44	556	47.16	305	25.87	80	6.79	149	12.64	23	1.95	22	1.87					2	0.17	4	0.34					
2003	1,180	678	57.46	502	42.54	23	1.95	17	1.44	550	46.61	301	25.51	77	6.53	153	12.97	26	2.20	25	2.12					2	0.17	6	0.51					
2004	1,271	746	58.69	525	41.31	29	2.28	19	1.49	595	46.81	314	24.70	90	7.08	156	12.27	31	2.44	29	2.28					1	0.08	7	0.55					
2005	1,373	798	58.12	575	41.88	34	2.48	25	1.82	628	45.74	352	25.64	97	7.06	157	11.43	40	2.91	33	2.40					1	0.07	8	0.58					
2006	1,391	794	57.08	597	42.92	42	3.02	34	2.44	612	44.00	358	25.74	97	6.97	166	11.93	39	2.80	28	2.01	1	0.07	2	0.14	3	0.22	8	0.58	0	0.00	1	0.07	
2007	1,401	800	57.10	601	42.90	53	3.78	42	3.00	603	43.04	348	24.84	95	6.78	170	12.13	36	2.57	30	2.14	2	0.14	1	0.07	4	0.29	9	0.64	7	0.50	1	0.07	
2008	1,516	879	57.98	637	42.02	60	3.96	44	2.90	647	42.68	367	24.21	114	7.52	188	12.40	44	2.90	27	1.78	2	0.13	1	0.07	3	0.20	8	0.53	9	0.59	2	0.13	
2009	1,578	904	57.29	674	42.71	56	3.55	43	2.72	669	42.40	380	24.08	119	7.54	205	12.99	46	2.92	33	2.09	2	0.13	1	0.06	1	0.06	8	0.51	11	0.70	4	0.25	
2010	1,629	929	57.03	700	42.97	58	3.56	45	2.76	683	41.93	390	23.94	131	8.04	216	13.26	41	2.52	33	2.03	2	0.12	2	0.12	4	0.25	7	0.43	10	0.61	7	0.43	
<b>OFFICE OF THE SECRETARY/WASH. HQ TRS. SERVICE</b>																																		
2001	4,551	2,650	58.23	1,901	41.77	57	1.25	45	0.99	2,014	44.25	1,219	26.79	502	11.03	579	12.72	58	1.27	57	1.25					19	0.42	1	0.02					
2002	4,493	2,584	57.51	1,909	42.49	60	1.34	40	0.89	2,071	46.09	1,231	27.40	377	8.39	575	12.80	62	1.38	62	1.38					14	0.31	1	0.02					
2003	5,352	3,294	61.55	2,058	38.45	93	1.74	47	0.88	2,471	46.17	1,313	24.53	628	11.73	638	11.92	80	1.49	59	1.10					22	0.41	1	0.02					
2004	5,552	3,430	61.78	2,122	38.22	108	1.95	60	1.08	2,560	46.11	1,363	24.55	647	11.65	628	11.31	92	1.66	68	1.22					23	0.41	3	0.05					
2005	5,827	3,637	62.42	2,190	37.58	113	1.94	66	1.13	2,730	46.85	1,387	23.80	669	11.48	654	11.22	102	1.75	76	1.30					23	0.39	7	0.12					
2006	6,576	4,146	63.05	2,430	36.95	120	1.82	75	1.14	3,140	47.75	1,568	23.84	733	11.15	663	10.08	123	1.87	98	1.49	2	0.03	9	0.14	24	0.36	11	0.17	4	0.06	6	0.09	
2007	7,692	4,720	61.36	2,972	38.64	152	1.98	88	1.14	3,577	46.50	1,974	25.66	768	9.98	737	9.58	158	2.05	119	1.55	10	0.13	15	0.20	32	0.42	15	0.20	23	0.30	24	0.31	
2008	8,471	5,189	61.26	3,282	38.74	178	2.10	98	1.16	3,906	46.11	2,175	25.68	854	10.08	795	9.38	182	2.15	142	1.68	7	0.08	16	0.19	34	0.40	17	0.20	28	0.33	39	0.46	
2009	5,881	3,790	64.44	2,078	35.33	128	2.18	45	0.77	2,727	46.37	1,281	21.78	780	13.26	614	10.44	106	1.80	94	1.60	8	0.14	10	0.17	19	0.32	7	0.12	22	0.37	27	0.46	
2010	7,469	4,906	65.68	2,563	34.32	157	2.10	74	0.99	3,632	48.63	1,605	21.49	896	12.00	696	9.32	140	1.87	120	1.61	10	0.13	9	0.12	23	0.31	9	0.12	48	0.64	50	0.67	
<b>EDUCATION, DEPT. OF</b>																																		
2001	4,411	1,633	37.02	2,778	62.98	71	1.61	109	2.47	1,110	25.16	1,242	28.16	381	8.64	1,311	29.72	60	1.36	94	2.13					11	0.25	22	0.50					
2002	4,309	1,618	37.55	2,691	62.45	70	1.62	110	2.55	1,093	25.37	1,204	27.94	383	8.89	1,263	29.31	61	1.42	93	2.16					11	0.26	21	0.49					
2003	4,225	1,585	37.51	2,640	62.49	71	1.68	111	2.63	1,081	25.59	1,179	27.91	367	8.69	1,241	29.37	55	1.30	90	2.13					11	0.26	19	0.45					
2004	4,584	1,746	38.09	2,838	61.91	76	1.65	125	2.72	1,195	26.06	1,326	28.92	389	8.48	1,253	27.33	66	1.44	101	2.20					20	0.44	33	0.72					
2005	4,445	1,709	38.45	2,736	61.55	78	1.75	116	2.61	1,164	26.19	1,291	29.04	376	8.46	1,197	26.93	74	1.66	105	2.36					17	0.38	27	0.61					
2006	4,344	1,648	37.94	2,696	62.06	75	1.73	107	2.46	1,124	25.87	1,291	29.72	355	8.17	1,159	26.68	73	1.68	111	2.56	2	0.05	1	0.02	19	0.44	27	0.62	0	0.00	0	0.00	
2007	4,346	1,628	37.46	2,718	62.54	77	1.77	108	2.49	1,109	25.52	1,311	30.17	351	8.08	1,156	26.60	75	1.73	106	2.44	1	0.02	3	0.07	14	0.32	27	0.62	1	0.02	7	0.16	
2008	4,335	1,625	37.49	2,710	62.51																													



TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER***				AMERICAN INDIAN OR ALASKA NATIVE				TWO OR MORE RACES ***													
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE											
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%												
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%												
<b>FEDERAL TRADE COMMISSION</b>																																											
2001	820	343	41.83	477	58.17	9	1.10	10	1.09	MALE				278	33.90	275	33.54	45	4.89	169	18.37	11	1.20	21	2.28																		
2002	959	462	48.18	497	51.82	11	1.15	10	1.04	394	41.08	294	30.66	44	4.59	168	17.52	13	1.36	23	2.40					0	0.00	2	0.22														
2003	969	468	48.30	501	51.70	10	1.03	10	1.03	402	41.49	292	30.13	44	4.54	175	18.06	12	1.24	22	2.27					0	0.00	2	0.21														
2004	1,073	535	49.86	538	50.14	13	1.21	13	1.21	456	42.49	319	29.72	48	4.47	180	16.77	17	1.58	24	2.23					1	0.09	2	0.18														
2005	1,017	499	49.07	518	50.93	18	1.77	12	1.18	419	41.20	302	29.70	46	4.52	176	17.31	16	1.57	25	2.46					0	0.00	3	0.29														
2006	1,068	524	49.06	544	50.94	20	1.87	12	1.12	433	40.54	330	30.90	49	4.59	165	15.45	21	1.97	34	3.18			0	0.00	0	0.00	1	0.09	3	0.28	0	0.00	0	0.00								
2007	1,095	538	49.13	557	50.87	24	2.19	11	1.00	437	39.91	341	31.14	53	4.84	163	14.89	22	2.01	40	3.65			2	0.18	0	0.00	0	0.00	2	0.18	0	0.00	0	0.00	0	0.00						
2008	1,122	545	48.57	577	51.43	23	2.05	14	1.25	436	38.86	351	31.28	57	5.08	161	14.35	26	2.32	47	4.19			2	0.18	1	0.09	0	0.00	3	0.27	1	0.09	0	0.00	0	0.00						
2009	1,120	549	49.02	571	50.98	22	1.96	16	1.43	442	39.46	345	30.80	58	5.18	157	14.02	24	2.14	47	4.20			2	0.18	1	0.09	0	0.00	4	0.36	1	0.09	1	0.09								
2010	1,189	583	49.03	606	50.97	25	2.10	18	1.51	468	39.36	375	31.54	60	5.05	158	13.29	27	2.27	47	3.95			2	0.17	0	0.00	0	0.00	4	0.34	1	0.08	4	0.34								
<b>GENERAL SERVICES ADMINISTRATION</b>																																											
2001	14,016	7,768	55.42	6,248	44.58	397	2.83	304	2.17	5,324	37.99	3,328	23.74	1,679	11.98	2,292	16.35	287	2.05	252	1.80					81	0.58	72	0.51														
2002	14,095	7,707	54.68	6,388	45.32	417	2.96	350	2.48	5,277	37.44	3,403	24.14	1,620	11.49	2,289	16.24	292	2.07	258	1.83					101	0.72	88	0.62														
2003	12,400	6,364	51.32	6,036	48.68	282	2.27	309	2.49	4,579	36.93	3,265	26.33	1,184	9.55	2,134	17.21	263	2.12	268	2.16					56	0.45	60	0.48														
2004	12,597	6,412	50.90	6,185	49.10	303	2.40	337	2.67	4,599	36.50	3,347	26.56	1,164	9.24	2,173	17.25	286	2.27	272	2.15					60	0.47	56	0.44														
2005	12,666	6,416	50.66	6,250	49.34	313	2.47	345	2.72	4,581	36.17	3,386	26.73	1,156	9.13	2,160	17.05	305	2.41	308	2.43					61	0.48	51	0.40														
2006	12,170	6,148	50.52	6,022	49.48	303	2.49	349	2.87	4,339	35.65	3,230	26.54	1,127	9.26	2,080	17.09	303	2.49	302	2.48			6	0.05	7	0.06	58	0.48	40	0.33	12	0.10	14	0.12								
2007	11,996	6,092	50.78	5,904	49.22	301	2.51	337	2.81	4,290	35.76	3,113	25.95	1,111	9.26	2,070	17.26	305	2.54	304	2.53			6	0.05	9	0.08	51	0.43	36	0.30	28	0.23	35	0.29								
2008	11,958	6,058	50.66	5,900	49.34	295	2.47	334	2.79	4,235	35.42	3,095	25.88	1,124	9.40	2,077	17.37	314	2.63	308	2.58			7	0.06	12	0.10	48	0.40	30	0.25	35	0.29	44	0.37								
2009	12,490	6,383	51.10	6,107	48.90	305	2.44	346	2.77	4,474	35.82	3,201	25.63	1,153	9.23	2,133	17.08	341	2.73	325	2.60			10	0.08	11	0.09	49	0.39	30	0.24	51	0.41	61	0.49								
2010	12,893	6,626	51.39	6,267	48.61	303	2.35	345	2.68	4,644	36.02	3,286	25.49	1,199	9.30	2,172	16.85	360	2.79	352	2.73			12	0.09	13	0.10	48	0.37	30	0.23	60	0.47	69	0.54								
<b>GOVERNMENT PRINTING OFFICE</b>																																											
2001	3,001	1,733	57.75	1,268	42.25	35	1.17	26	0.87	800	26.66	320	10.66	877	29.22	908	30.26	16	0.53	11	0.37					5	0.17	3	0.10														
2002	2,979	1,727	57.97	1,252	42.03	36	1.21	25	0.84	770	25.85	324	10.88	897	30.11	887	29.78	17	0.57	15	0.50					7	0.23	1	0.03														
2003	2,789	1,618	58.01	1,171	41.99	31	1.11	19	0.68	725	25.99	314	11.26	840	30.12	816	29.26	18	0.65	19	0.68					4	0.14	3	0.11														
2004	2,396	1,405	58.64	991	41.36	25	1.04	13	0.54	653	27.25	295	12.31	706	29.46	661	27.58	18	0.75	19	0.79					3	0.12	3	0.12														
2005	2,363	1,365	57.77	998	42.23	26	1.10	13	0.55	630	26.66	290	12.27	682	28.86	668	28.27	20	0.85	24	1.02					4	0.17	3	0.13														
2006	2,235	1,300	58.17	935	41.83	27	1.21	12	0.54	605	27.07	285	12.75	641	28.68	611	27.34	23	1.03	24	1.07			0	0.00	0	0.00	4	0.18	3	0.13	0	0.00	0	0.00								
2007	2,281	1,317	57.74	964	42.26	26	1.14	12	0.53	616	27.01	298	13.06	643	28.19	626	27.44	26	1.14	24	1.05			0	0.00	0	0.00	6	0.26	4	0.18	0	0.00	0	0.00								
2008	2,383	1,378	57.83	1,005	42.17	22	0.92	12	0.50	664	27.86	313	13.13	655	27.49	648	27.19	31	1.30	28	1.17			0	0.00	0	0.00	6	0.25	4	0.17	0	0.00	0	0.00								
2009	2,314	1,347	58.21	967	41.79	21	0.91	13	0.56	658	28.44	303	13.09	628	27.14	618	26.71	31	1.34	28	1.21			1	0.04	0	0.00	7	0.30	4	0.17	1	0.04	1	0.04								
2010	2,290	1,345	58.73	945	41.27	19	0.83	12	0.52	660	28.82	289	12.62	624	27.25	606	26.46	27	1.18	29	1.27			2	0.09	1	0.04	7	0.31	5	0.22	6	0.26	3	0.13								
<b>HEALTH AND HUMAN SERVICES, DEPT. OF</b>																																											
2001	52,241	18,919	36.21	33,322	63.79	702	1.34	1,010	1.93	12,439	23.81	16,824	32.20	2,500	4.79	7,343	14.06	1,073	2.05	1,443	2.76					2,205	4.22	6,702	12.83														
2002	54,147	19,588	36.18	34,559	63.82	776	1.43	1,089	2.04	12,693	23.44	17,135	31.65	2,593	4.79	7,583	14.00	1,198	2.21	1,587	2.93					2,328	4.30	7,165	13.23														
2003	52,938	19,007	35.90	33,931	64.10	773	1.46	1,088	2.06	12,241	23.12	16,702	31.55	2,509	4.74	7,438	14.05	1,220	2.30	1,652	3.12					2,264	4.2																

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER***			AMERICAN INDIAN OR ALASKA NATIVE			TWO OR MORE RACES ***					
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
<b>HOUSING AND URBAN DEVELOPMENT, DEPT. OF</b>																																	
2001	9,727	3,952	40.63	5,775	59.37	278	2.86	405	4.16	2,622	26.96	2,583	26.55	850	8.74	2,535	26.06	161	1.66	190	1.95					41	0.42	62	0.64				
2002	9,793	3,948	40.31	5,845	59.69	278	2.84	411	4.20	2,594	26.49	2,550	26.04	872	8.90	2,623	26.78	166	1.70	199	2.03					38	0.39	62	0.63				
2003	10,177	4,040	39.70	6,137	60.30	290	2.85	437	4.29	2,608	25.63	2,636	25.90	935	9.19	2,765	27.17	170	1.67	230	2.26					37	0.36	69	0.68				
2004	10,218	4,064	39.77	6,154	60.23	284	2.77	437	4.27	2,573	25.18	2,613	25.57	987	9.65	2,786	27.26	186	1.82	246	2.40					34	0.33	72	0.70				
2005	9,921	3,960	39.92	5,961	60.08	283	2.85	428	4.31	2,508	25.28	2,505	25.25	954	9.62	2,714	27.36	181	1.82	242	2.44					34	0.34	72	0.73				
2006	9,825	3,886	39.55	5,939	60.45	283	2.88	431	4.39	2,423	24.66	2,431	24.74	954	9.71	2,751	28.00	191	1.94	244	2.48	0	0.00	5	0.05	31	0.32	75	0.76	4	0.04	2	0.02
2007	9,589	3,764	39.25	5,825	60.75	268	2.79	418	4.36	2,323	24.23	2,349	24.50	932	9.72	2,717	28.33	201	2.10	252	2.63	0	0.00	7	0.07	33	0.34	76	0.79	7	0.07	6	0.06
2008	9,781	3,819	39.05	5,962	60.95	264	2.70	421	4.30	2,343	23.95	2,369	24.22	959	9.80	2,800	28.63	198	2.02	269	2.75	0	0.00	8	0.08	35	0.36	81	0.83	20	0.20	14	0.14
2009	9,563	3,686	38.54	5,877	61.46	256	2.68	413	4.32	2,248	23.51	2,326	24.32	938	9.81	2,768	28.94	187	1.96	265	2.77	0	0.00	8	0.08	35	0.37	80	0.84	22	0.23	17	0.18
2010	10,041	3,922	39.06	6,119	60.94	259	2.58	405	4.03	2,397	23.87	2,484	24.74	1,003	9.99	2,833	28.21	200	1.99	299	2.98	2	0.02	5	0.05	45	0.45	68	0.68	16	0.16	25	0.25
<b>INTERIOR, DEPT. OF</b>																																	
2001	59,141	36,596	61.88	22,545	38.12	1,708	2.89	1,242	2.10	28,438	48.09	15,765	26.66	1,786	3.02	1,910	3.23	602	1.02	548	0.93					4,062	6.87	3,080	5.21				
2002	60,465	37,233	61.58	23,232	38.42	1,685	2.79	1,267	2.10	29,108	48.14	16,226	26.84	1,739	2.88	1,936	3.20	626	1.04	570	0.94					4,075	6.74	3,233	5.35				
2003	60,840	37,344	61.38	23,496	38.62	1,708	2.81	1,280	2.10	29,272	48.11	16,383	26.93	1,726	2.84	1,936	3.18	645	1.06	600	0.99					3,993	6.56	3,297	5.42				
2004	77,600	46,505	59.93	31,095	40.07	2,104	2.71	1,534	1.97	36,017	46.41	20,742	26.72	1,914	2.46	2,097	2.70	807	1.03	754	0.97					5,663	7.29	5,968	7.69				
2005	76,676	45,806	59.74	30,870	40.26	2,086	2.72	1,572	2.05	35,469	46.26	20,531	26.78	1,830	2.39	2,084	2.72	817	1.07	750	0.98					5,604	7.31	5,933	7.74				
2006	73,126	43,416	59.37	29,710	40.63	2,007	2.74	1,532	2.10	33,609	45.96	19,722	26.97	1,735	2.37	2,800	28.63	198	2.02	686	0.94	94	0.13	52	0.07	5,237	7.16	5,652	7.73	69	0.09	59	0.08
2007	72,465	43,001	59.34	29,464	40.66	2,041	2.82	1,555	2.15	33,281	45.93	19,559	26.99	1,720	2.37	1,969	2.72	634	0.87	633	0.87	130	0.18	83	0.11	4,901	6.76	5,419	7.48	294	0.41	246	0.34
2008	73,891	43,785	59.26	30,106	40.74	2,093	2.83	1,583	2.14	34,041	46.07	20,178	27.31	1,755	2.38	1,967	2.66	665	0.90	647	0.88	166	0.22	91	0.12	4,715	6.38	5,359	7.25	350	0.47	281	0.38
2009	76,647	45,531	59.40	31,116	40.60	2,184	2.85	1,634	2.13	35,452	46.25	20,933	27.31	1,796	2.34	2,039	2.66	685	0.89	679	0.89	193	0.25	123	0.16	4,823	6.29	5,397	7.04	398	0.52	311	0.18
2010	79,048	46,941	59.38	32,107	40.62	2,282	2.89	1,738	2.20	36,485	46.16	21,599	27.32	1,832	2.32	2,098	2.65	732	0.93	704	0.89	217	0.27	137	0.17	4,913	6.22	5,440	6.88	480	0.61	391	0.25
<b>JUSTICE, DEPT. OF</b>																																	
2001	122,669	76,390	62.27	46,279	37.73	8,971	7.31	4,792	3.91	56,420	45.99	28,222	23.01	8,279	6.75	11,465	9.35	2,088	1.70	1,479	1.21					632	0.52	321	0.26				
2002	124,539	77,466	62.20	47,073	37.80	12,623	10.14	5,081	4.08	53,712	43.13	28,618	22.98	8,296	6.66	11,616	9.33	2,219	1.78	1,419	1.14					616	0.49	339	0.27				
2003	98,180	58,404	59.49	39,776	40.51	5,148	5.24	3,138	3.20	43,817	44.63	25,071	25.54	7,382	7.52	10,238	10.43	1,515	1.54	1,045	1.06					542	0.55	284	0.29				
2004	102,906	61,303	59.57	41,603	40.43	5,415	5.26	3,432	3.33	46,037	44.74	26,044	25.30	7,600	7.38	10,641	10.34	1,693	1.64	1,198	1.16					558	0.54	288	0.27				
2005	104,098	62,430	59.97	41,668	40.03	5,528	5.31	3,521	3.38	46,914	45.07	26,059	25.03	7,655	7.35	10,559	10.14	1,775	1.71	1,242	1.19					558	0.54	287	0.28				
2006	105,827	63,784	60.27	42,043	39.73	5,701	5.39	3,584	3.39	47,810	45.18	26,082	24.65	7,776	7.35	10,680	10.09	1,878	1.77	1,373	1.30	43	0.04	20	0.02	571	0.54	303	0.29	5	0.00	1	0.00
2007	106,411	64,280	60.41	42,131	39.59	5,858	5.51	3,641	3.42	48,000	45.11	26,070	24.50	7,849	7.38	10,648	10.01	1,910	1.79	1,406	1.32	54	0.05	26	0.02	592	0.56	326	0.31	17	0.02	14	0.01
2008	108,340	65,417	60.38	42,923	39.62	6,073	5.61	3,802	3.51	48,764	45.01	26,530	24.49	7,936	7.33	10,719	9.89	1,965	1.81	1,501	1.39	57	0.05	25	0.02	587	0.54	324	0.30	35	0.03	22	0.02
2009	112,482	67,786	60.26	44,696	39.74	6,161	5.48	3,929	3.49	50,645	45.02	27,785	24.70	8,177	7.27	10,955	9.74	2,067	1.84	1,580	1.40	66	0.06	35	0.03	583	0.52	333	0.30	87	0.08	79	0.07
2010	116,901	70,605	60.40	46,296	39.60	6,098	5.22	3,950	3.38	52,978	45.32	28,903	24.72	8,553	7.32	11,231	9.61	2,175	1.86	1,685	1.44	81	0.07	36	0.03	590	0.50	341	0.29	130	0.11	150	0.13
<b>LABOR, DEPT. OF</b>																																	
2001	16,368	8,149	49.79	8,219	50.21	541	3.30	586	3.58	6,279	38.36	4,312	26.34	1,041	6.35	2,926	17.87	241	1.47	330	2.01					47	0.28	65	0.40				
2002	15,832	7,881	49.78	7,951	50.22	519	3.28	560	3.54	6,047	38.19	4,204	26.55	1,005	6.35	2,794	17.65	252	1.59	333	2.10					58	0.37	60	0.38				
2003	15,838	7,877	49.73	7,961	50.27	533	3.37	577	3.64	6,055	38.23	4,185	26.42	969	6.12	2,779	17.55	266	1.68	361	2.28					54	0.34	59	0.37				
2004	15,814	7,849	49.63	7,965	50.37	523	3.30	578	3.65	6,001	37.95	4,195	26.52	973	6.15	2,762	17.47	296	1.87	374	2.36					56	0.35	56	0.35				
2005	15,380	7,695	50.03	7,685	49.97	513	3.34	560	3.64	5,880	38.23	4,055	26.37	946	6.15	2,659	17.29	298	1.94	362	2.35					58	0.38	49	0.32				
2006	15,339	7,635	49.78	7,704	50.22	494	3.22	553	3.61	5,837	38.05	4,082	26.61	935	6.10	2,632	17.16	317	2.07	388	2.53	2	0.01	3	0.02	50	0.33	46	0.30	0	0.00	0	0.00
2007	15,417	7,779	50.46	7,638	49.54	498	3.23	552	3.58	6,001	38.92	4,080	26.46	917	5.95	2,563	16.62	307	1.99	384	2.49	2	0.01	3	0.02	48	0.31	42	0.27	6	0.04	14	0.09
2008	15,373	7,772	50.56	7,601	49.44	498	3.24	569	3.70	6,000	39.03	4,026	26.19	908	5.91	2,537	16.50	308	2.00	401	2.61	3	0.02	5	0.03	47	0.31	45	0.29	8	0.05	18	0

TABLE A-1a  
 WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER***			AMERICAN INDIAN OR ALASKA NATIVE				TWO OR MORE RACES ***				
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	MALE		FEMALE		MALE		FEMALE						
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
<b>NATIONAL ARCHIVES AND RECORDS ADMINISTRATION</b>																																	
2001	2,585	1,174	45.42	1,411	54.58	19	0.74	20	0.77	844	32.65	807	31.22	282	10.91	547	21.16	26	1.01	31	1.20					3	0.12	6	0.23				
2002	2,723	1,262	46.35	1,461	53.65	20	0.73	23	0.84	910	33.42	841	30.89	297	10.91	556	20.42	31	1.14	33	1.21					4	0.15	8	0.29				
2003	2,619	1,221	46.62	1,398	53.38	22	0.84	21	0.80	886	33.83	840	32.07	283	10.81	501	19.13	27	1.03	30	1.15					3	0.11	6	0.23				
2004	2,979	1,391	46.69	1,588	53.31	25	0.83	26	0.87	990	33.23	952	31.95	341	11.44	556	18.66	31	1.04	47	1.57					4	0.13	7	0.23				
2005	3,043	1,412	46.40	1,631	53.60	26	0.85	25	0.82	1,010	33.19	971	31.91	331	10.88	581	19.09	41	1.35	46	1.51					4	0.13	8	0.26				
2006	3,018	1,392	46.12	1,626	53.88	25	0.83	25	0.83	1,004	33.27	981	32.50	324	10.74	570	18.89	36	1.19	42	1.39	0	0.00	1	0.03	3	0.10	6	0.20	0	0.00	1	0.03
2007	2,963	1,383	46.68	1,580	53.32	23	0.78	22	0.74	987	33.31	940	31.72	328	11.07	577	19.47	39	1.32	31	1.05	0	0.00	1	0.03	3	0.10	6	0.20	3	0.10	3	0.10
2008	3,139	1,435	45.72	1,704	54.28	20	0.64	24	0.76	1,021	32.53	1,051	33.48	338	10.77	581	18.51	43	1.37	31	0.99	0	0.00	0	0.00	3	0.10	7	0.22	10	0.32	10	0.32
2009	3,383	1,543	45.61	1,840	54.39	21	0.62	29	0.86	1,101	32.55	1,137	33.61	366	10.82	608	17.97	41	1.21	35	1.03	0	0.00	1	0.03	4	0.12	6	0.18	10	0.30	24	0.71
2010	3,529	1,623	45.99	1,906	54.01	24	0.68	32	0.91	1,158	32.81	1,212	34.34	378	10.71	596	16.89	44	1.25	36	1.02	1	0.03	1	0.03	5	0.14	8	0.23	13	0.37	21	0.60
<b>NATIONAL CREDIT UNION ADMINISTRATION</b>																																	
2001	913	546	59.80	367	40.20	20	2.19	14	1.53	477	52.25	267	29.24	32	3.50	73	8.00	16	1.75	9	0.99					1	0.11	4	0.44				
2002	920	545	59.24	375	40.76	19	2.07	14	1.52	476	51.74	276	30.00	34	3.70	72	7.83	15	1.63	9	0.98					1	0.11	4	0.43				
2003	898	528	58.80	370	41.20	19	2.12	15	1.67	459	51.11	271	30.18	33	3.67	71	7.91	16	1.78	9	1.00					1	0.11	4	0.45				
2004	888	512	57.66	376	42.34	20	2.25	16	1.80	442	49.77	270	30.40	34	3.82	74	8.33	16	1.80	12	1.35					0	0.00	4	0.45				
2005	899	497	55.28	402	44.72	20	2.22	18	2.00	428	47.61	287	31.92	29	3.23	82	9.12	20	2.22	12	1.33					0	0.00	3	0.33				
2006	911	500	54.88	411	45.12	17	1.87	17	1.87	426	46.76	290	31.83	34	3.73	84	9.22	16	1.76	14	1.54	3	0.33	0	0.00	0	0.00	4	0.44	4	0.44	2	0.22
2007	911	498	54.67	413	45.33	19	2.09	14	1.54	418	45.88	293	32.16	35	3.84	87	9.55	19	2.09	13	1.43	3	0.33	0	0.00	0	0.00	4	0.44	4	0.44	2	0.22
2008	946	520	54.97	426	45.03	19	2.01	17	1.80	434	45.88	295	31.18	38	4.02	95	10.04	23	2.43	13	1.37	3	0.32	0	0.00	0	0.00	4	0.42	3	0.32	2	0.21
2009	1,013	551	54.39	462	45.61	24	2.37	20	1.97	458	45.21	305	30.11	40	3.95	109	10.76	17	1.68	19	1.88	3	0.30	0	0.00	2	0.20	4	0.39	7	0.69	5	0.49
2010	1,079	580	53.75	499	46.25	23	2.13	23	2.13	486	45.04	336	31.14	37	3.43	102	9.45	20	1.85	29	2.69	5	0.46	0	0.00	1	0.09	3	0.28	8	0.74	6	0.56
<b>NATIONAL GALLERY OF ART</b>																																	
2001	781	470	60.18	311	39.82	11	1.41	3	0.38	185	23.69	195	24.97	271	34.70	106	13.57	2	0.26	6	0.77					1	0.13	1	0.13				
2002	795	469	58.99	326	41.01	8	1.01	4	0.50	183	23.02	206	25.91	275	34.59	108	13.58	2	0.25	8	1.01					1	0.13	0	0.00				
2003	806	467	57.94	339	42.06	14	1.74	6	0.74	188	23.33	212	26.30	260	32.26	108	13.40	4	0.50	13	1.61					1	0.12	0	0.00				
2004	810	469	57.90	341	42.10	13	1.60	6	0.74	192	23.70	221	27.28	259	31.98	103	12.72	4	0.49	1	0.12					1	0.12	0	0.00				
2005	810	471	58.15	337	41.60	13	1.60	6	0.74	194	23.95	212	26.17	260	32.10	110	13.58	4	0.49	9	1.11					2	0.25	0	0.00				
2006	792	465	58.71	327	41.29	10	1.26	5	0.63	192	24.24	205	25.88	256	32.32	108	13.64	5	0.63	9	1.14	0	0.00	0	0.00	2	0.25	0	0.00	0	0.00	0	0.00
2007	810	476	58.77	334	41.23	11	1.36	5	0.62	193	23.83	207	25.56	267	32.96	111	13.70	3	0.37	11	1.36	0	0.00	0	0.00	2	0.25	0	0.00	0	0.00	0	0.00
2008	818	485	59.29	333	40.71	10	1.22	4	0.49	203	24.82	206	25.18	264	32.27	111	13.57	6	0.73	12	1.47	0	0.00	0	0.00	2	0.24	0	0.00	0	0.00	0	0.00
2009	843	503	59.67	340	40.33	12	1.42	4	0.47	207	24.56	217	25.74	275	32.62	105	12.46	7	0.83	11	1.30	0	0.00	0	0.00	2	0.24	0	0.00	0	0.00	3	0.36
2010	822	486	59.12	336	40.88	11	1.34	5	0.61	203	24.70	217	26.40	262	31.87	101	12.29	6	0.73	10	1.22	1	0.12	0	0.00	2	0.24	0	0.00	1	0.12	3	0.36
<b>NATIONAL LABOR RELATIONS BOARD</b>																																	
2001	2,019	796	39.43	1,223	60.57	49	2.43	87	4.31	647	32.05	751	37.20	87	4.31	353	17.48	11	0.54	28	1.39					2	0.10	4	0.20				
2002	2,099	828	39.45	1,271	60.55	53	2.53	90	4.29	671	31.97	771	36.73	91	4.34	373	17.77	11	0.52	33	1.57					2	0.10	4	0.19				
2003	1,891	741	39.19	1,150	60.81	47	2.49	85	4.49	600	31.73	707	37.39	78	4.12	324	17.13	14	0.74	30	1.59					2	0.11	4	0.21				
2004	1,898	736	38.78	1,162	61.22	51	2.68	91	4.79	591	31.14	710	37.40	79	4.16	322	16.96	13	0.68	36	1.89					2	0.10	3	0.15				
2005	1,870	731	39.09	1,139	60.91	55	2.94	105	5.61	575	30.75	673	35.99	87	4.65	314	16.79	12	0.64	44	2.35					2	0.11	3	0.16				
2006	1,836	707	38.51	1,129	61.49	48	2.61	102	5.56	556	30.28	670	36.49	84	4.58	308	16.78	15	0.82	43	2.34	0	0.00	2	0.11	4	0.22	4	0.22	0	0.00	0	0.00
2007	1,714	653	38.10	1,061	61.90	47	2.74	98	5.72	511	29.81	622	36.29	79	4.61	297	17.33	13	0.76	39	2.28	0	0.00	3	0.18	3	0.18	1	0.06	0	0.00	1	0.06
2008	1,643	621	37.80	1,022	62.20	45	2.74	96	5.84	487	29.64	587	35.73	73	4.44	292	17.77	14	0.85	43	2.62	0	0.00	3	0.18	2	0.12	0	0.00	0	0.00	1	0.06
2009	1,649	617	37.42	1,032	62.58	47	2.85	97	5.88	475	28.81	596	36.14	74	4.49	288	17.47	19	1.15	46	2.79	0	0.00	2	0.12	2	0.12	2	0.12	0	0.00	1	0.06
2010	1,714	632	36.87	1,082	63.13	46	2.68	108	6.30	478	27.89	625	36.46	83	4.84	291	16.98	22	1.28	48	2.80	1	0.06	3	0.18	2	0.12	4	0.23	0	0.00	3	0.18
<b>NATIONAL SCIENCE FOUNDATION</b>																																	
2001	1,075	381	35.44	694	64.56	9	0.84	14	1.30	295	27.44	311	28.93	57	5.30	341	31.72	19	1.77	26	2.42					1	0.09	2	0.19				
2002	1,077	384	35.65	693	64.35	9	0.84	15	1.39	304	28.23	326	30.27	50	4.64	323	29.99	20	1.86	29	2.69					1	0.09	0	0.00				
2003	1,092	396	36.26	696	63.74	11	1.01	17	1.56	304	27.84	322	29.49	57	5.22	326	29.85	23	2.11	31	2.84												

TABLE A-1a  
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER***			AMERICAN INDIAN OR ALASKA NATIVE			TWO OR MORE RACES ***					
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	MALE		FEMALE	MALE		FEMALE	MALE		FEMALE				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
<b>NUCLEAR REGULATORY COMMISSION</b>																																	
2001	2,785	1,743	62.59	1,042	37.41	58	2.08	30	1.08	1,425	51.17	708	25.42	107	3.84	253	9.08	147	5.28	49	1.76					6	0.22	2	0.07				
2002	2,872	1,782	62.05	1,090	37.95	71	2.47	45	1.57	1,436	50.00	723	25.17	116	4.04	267	9.30	153	5.33	53	1.85					6	0.21	2	0.07				
2003	2,995	1,878	62.70	1,117	37.30	81	2.70	52	1.74	1,499	50.05	733	24.47	128	4.27	276	9.22	162	5.41	54	1.80					8	0.27	2	0.07				
2004	3,224	2,033	63.06	1,191	36.94	84	2.60	55	1.70	1,633	50.65	783	24.28	135	4.18	284	8.80	170	5.27	68	2.10					11	0.34	1	0.03				
2005	3,295	2,080	63.13	1,215	36.87	85	2.58	58	1.76	1,660	50.38	781	23.70	140	4.25	301	9.14	183	5.55	71	2.15					12	0.36	4	0.12				
2006	3,492	2,217	63.49	1,275	36.51	94	2.69	68	1.95	1,749	50.09	813	23.28	154	4.41	311	8.91	202	5.78	76	2.18	1	0.03	1	0.03	14	0.40	4	0.11	3	0.09	2	0.06
2007	3,750	2,341	62.43	1,409	37.57	101	2.69	79	2.11	1,826	48.69	872	23.25	170	4.53	357	9.52	219	5.84	87	2.32	1	0.03	1	0.03	15	0.40	7	0.19	9	0.24	6	0.16
2008	4,080	2,527	61.94	1,553	38.06	123	3.01	97	2.38	1,940	47.55	934	22.89	189	4.63	389	9.53	242	5.93	107	2.62	2	0.05	1	0.02	13	0.32	8	0.20	18	0.44	17	0.42
2009	4,151	2,553	61.50	1,598	38.50	129	3.11	99	2.38	1,944	46.83	950	22.89	197	4.75	405	9.76	246	5.93	113	2.72	1	0.02	1	0.02	16	0.39	9	0.22	20	0.48	21	0.51
2010	4,211	2,555	60.67	1,656	39.33	131	3.11	100	2.37	1,931	45.86	976	23.18	209	4.96	420	9.97	246	5.84	122	2.90	2	0.05	1	0.02	15	0.36	10	0.24	21	0.50	27	0.64
<b>OFFICE OF PERSONNEL MANAGEMENT</b>																																	
2001	3,441	1,264	36.73	2,177	63.27	54	1.57	73	2.12	942	27.38	1,261	36.65	241	7.00	782	22.73	22	0.64	47	1.37					5	0.15	14	0.41				
2002	3,534	1,291	36.53	2,243	63.47	57	1.61	82	2.32	963	27.25	1,296	36.67	243	6.88	801	22.67	23	0.65	47	1.33					5	0.14	17	0.48				
2003	3,456	1,267	36.66	2,189	63.34	56	1.62	88	2.55	946	27.37	1,258	36.40	235	6.80	789	22.83	24	0.69	42	1.22					6	0.17	12	0.35				
2004	3,648	1,366	37.45	2,282	62.55	59	1.61	79	2.16	1,011	27.71	1,312	35.96	260	7.12	835	22.88	29	0.79	45	1.23					7	0.19	11	0.30				
2005	5,107	2,075	40.63	3,032	59.37	90	1.76	120	2.35	1,607	31.47	1,871	36.64	310	6.07	958	18.76	52	1.02	66	1.29					16	0.31	16	0.31				
2006	5,276	2,149	40.73	3,127	59.27	87	1.65	124	2.35	1,681	31.86	1,971	37.36	315	5.97	935	17.72	49	0.93	75	1.42	3	0.06	6	0.11	14	0.27	15	0.28	0	0.00	1	0.02
2007	5,775	2,360	40.87	3,415	59.13	96	1.66	130	2.25	1,850	32.03	2,159	37.39	326	5.65	1,014	17.56	61	1.06	80	1.39	9	0.16	9	0.16	15	0.26	20	0.35	3	0.05	3	0.05
2008	5,855	2,374	40.55	3,481	59.45	114	1.95	140	2.39	1,841	31.44	2,187	37.35	327	5.58	1,035	17.68	61	1.04	84	1.43	11	0.19	11	0.19	16	0.27	18	0.31	4	0.07	6	0.10
2009	5,832	2,340	40.12	3,492	59.88	111	1.90	154	2.64	1,805	30.95	2,190	37.55	330	5.66	1,022	17.52	62	1.06	83	1.42	12	0.21	15	0.26	14	0.24	19	0.33	6	0.10	9	0.15
2010	6,246	2,530	40.51	3,716	59.49	115	1.84	172	2.75	1,942	31.09	2,321	37.16	351	5.62	1,082	17.32	84	1.34	89	1.42	11	0.18	16	0.26	15	0.24	17	0.27	12	0.19	19	0.30
<b>PEACE CORPS OF THE UNITED STATES</b>																																	
2001	778	333	42.80	445	57.20	17	2.19	7	0.90	243	31.23	290	37.28	59	7.58	123	15.81	13	1.67	23	2.96					1	0.13	2	0.26				
2002	844	353	41.82	491	58.18	20	2.37	11	1.30	258	30.57	322	38.15	56	6.64	128	15.17	18	2.13	28	3.32					1	0.12	2	0.24				
2003	912	388	42.54	524	57.46	24	2.63	12	1.32	288	31.58	361	39.58	51	5.59	121	13.27	24	2.63	25	2.74					1	0.11	5	0.55				
2004	844	378	44.79	466	55.21	21	2.49	14	1.66	288	34.12	335	39.69	50	5.92	96	11.37	19	2.25	18	2.13					0	0.00	3	0.36				
2005	869	376	43.27	493	56.73	22	2.53	12	1.38	291	33.49	337	38.78	48	5.52	114	13.12	15	1.73	27	3.11					0	0.00	3	0.35				
2006	883	376	42.58	507	57.42	19	2.15	9	1.02	297	33.64	362	41.00	41	4.64	105	11.89	18	2.04	23	2.60	0	0.00	0	0.00	1	0.11	3	0.34	0	0.00	0	0.00
2007	886	389	43.91	497	56.09	18	2.03	9	1.02	309	34.88	359	40.52	44	4.97	99	11.17	18	2.03	28	3.16	0	0.00	0	0.00	0	0.00	2	0.23	0	0.00	0	0.00
2008	826	342	41.40	484	58.60	11	1.33	7	0.85	274	33.17	347	42.01	37	4.48	98	11.86	17	2.06	29	3.51	0	0.00	0	0.00	3	0.36	3	0.36	0	0.00	0	0.00
2009	848	358	42.22	490	57.78	11	1.30	7	0.83	281	33.14	353	41.63	40	4.72	95	11.20	22	2.59	29	3.42	0	0.00	0	0.00	3	0.35	2	0.24	1	0.12	4	0.47
2010	933	386	41.37	547	58.63	13	1.39	11	1.18	306	32.80	413	44.27	41	4.39	89	9.54	21	2.25	23	2.47	0	0.00	0	0.00	3	0.32	2	0.21	2	0.21	9	0.96
<b>PENSION BENEFIT GUARANTY CORPORATION</b>																																	
2001	755	341	45.17	414	54.83	6	0.79	8	1.06	228	30.20	150	19.87	89	11.79	235	31.13	15	1.99	20	2.65					3	0.40	1	0.13				
2002	776	351	45.23	425	54.77	8	1.03	10	1.29	234	30.15	150	19.33	90	11.60	238	30.67	17	2.19	26	3.35					2	0.26	1	0.13				
2003	793	359	45.27	434	54.73	7	0.88	12	1.51	237	29.89	156	19.67	96	12.11	242	30.52	18	2.27	23	2.90					1	0.13	1	0.13				
2004	802	366	45.64	436	54.36	7	0.87	15	1.87	237	29.55	154	19.20	98	12.22	244	30.42	23	2.87	23	2.87					1	0.12	0	0.00				
2005	806	365	45.29	441	54.71	12	1.49	14	1.74	237	29.40	147	18.24	95	11.79	250	31.02	20	2.48	29	3.60					1	0.12	1	0.12				
2006	847	382	45.10	465	54.90	12	1.42	13	1.53	243	28.69	156	18.42	101	11.92	263	31.05	25	2.95	31	3.66	0	0.00	0	0.00	1	0.12	2	0.24	0	0.00	0	0.00
2007	847	367	43.33	480	56.67	9	1.06	13	1.53	228	26.92	156	18.42	106	12.51	267	31.52	23	2.72	38	4.49	0	0.00	0	0.00	1	0.12	3	0.35	0	0.00	3	0.35
2008	893	385	43.11	508	56.89	9	1.01	12	1.34	242	27.10	163	18.25	107	11.98	286	32.03	25	2.80	39	4.37	0	0.00	0	0.00								

TABLE A-1a  
 WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES \*

FY	TOTAL ALL	TOTAL				HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER***			AMERICAN INDIAN OR ALASKA NATIVE			TWO OR MORE RACES ***						
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
<b>SECURITIES AND EXCHANGE COMMISSION</b>										<b>MALE</b>																								
2001	2,913	1,449	49.74	1,464	50.26	52	1.79	67	2.30	1,130	38.79	815	27.98	174	5.97	486	16.68	87	2.99	95	3.26							6	0.21	1	0.03			
2002	2,926	1,456	49.76	1,470	50.24	49	1.67	67	2.29	1,140	38.96	819	27.99	165	5.64	483	16.51	97	3.32	100	3.42						5	0.17	1	0.03				
2003	3,116	1,559	50.03	1,557	49.97	54	1.73	73	2.34	1,226	39.35	887	28.47	165	5.30	481	15.44	108	3.47	114	3.66						6	0.19	2	0.06				
2004	3,797	1,934	50.93	1,863	49.07	76	2.00	94	2.48	1,528	40.24	1,074	28.29	188	4.95	536	14.12	136	3.58	155	4.08						6	0.16	4	0.11				
2005	3,907	2,008	51.39	1,899	48.61	86	2.20	98	2.51	1,572	40.24	1,092	27.95	190	4.86	542	13.87	154	3.94	163	4.17						6	0.15	4	0.10				
2006	3,598	1,843	51.22	1,755	48.78	83	2.31	89	2.47	1,427	39.66	1,010	28.07	183	5.09	498	13.84	144	4.00	152	4.22	0	0.00	1	0.03	6	0.17	5	0.14	0	0.00	0	0.00	
2007	3,498	1,803	51.54	1,695	48.46	80	2.29	82	2.34	1,393	39.82	979	27.99	188	5.37	470	13.44	135	3.86	154	4.40	0	0.00	2	0.06	6	0.17	5	0.14	1	0.03	3	0.09	
2008	3,631	1,872	51.56	1,759	48.44	81	2.23	84	2.31	1,459	40.18	1,015	27.95	184	5.07	476	13.11	137	3.77	171	4.71	0	0.00	2	0.06	5	0.14	5	0.14	6	0.17	6	0.17	
2009	3,728	1,922	51.56	1,806	48.44	85	2.28	91	2.44	1,479	39.67	1,044	28.00	194	5.20	487	13.06	148	3.97	171	4.59	1	0.03	2	0.05	5	0.13	5	0.13	10	0.27	6	0.16	
2010	3,917	2,030	51.83	1,887	48.17	83	2.12	89	2.27	1,565	39.95	1,113	28.41	200	5.11	486	12.41	166	4.24	188	4.80	1	0.03	2	0.05	5	0.13	4	0.10	10	0.26	5	0.13	
<b>SMALL BUSINESS ADMINISTRATION</b>																																		
2001	3,339	1,513	45.31	1,826	54.69	141	4.22	182	5.45	1,090	32.64	985	29.50	222	6.65	574	17.19	49	1.47	73	2.19						11	0.33	12	0.36				
2002	3,243	1,471	45.36	1,772	54.64	142	4.38	176	5.43	1,051	32.41	953	29.39	223	6.88	562	17.33	45	1.39	70	2.16						10	0.31	11	0.34				
2003	3,145	1,422	45.21	1,723	54.79	141	4.48	172	5.47	1,009	32.08	916	29.13	217	6.90	551	17.52	46	1.46	71	2.26						9	0.29	13	0.41				
2004	4,152	1,956	47.11	2,196	52.89	207	4.99	256	6.17	1,388	33.43	1,130	27.22	299	7.20	697	16.79	51	1.23	87	2.10						11	0.26	26	0.63				
2005	4,322	2,038	47.15	2,284	52.85	182	4.21	231	5.34	1,483	34.31	1,195	27.65	301	6.96	743	17.19	61	1.41	91	2.11						11	0.25	24	0.56				
2006	6,268	2,919	46.57	3,349	53.43	230	3.67	268	4.28	2,043	32.59	1,599	25.51	520	8.30	1,307	20.85	104	1.66	137	2.19	2	0.03	0	0.00	20	0.32	38	0.61	0	0.00	0	0.00	
2007	4,497	2,108	46.88	2,389	53.12	178	3.96	236	5.25	1,498	33.31	1,165	25.91	330	7.34	854	18.99	81	1.80	111	2.47	3	0.07	0	0.00	18	0.40	22	0.49	0	0.00	1	0.02	
2008	4,829	2,275	47.11	2,554	52.89	184	3.81	237	4.91	1,614	33.42	1,280	26.51	360	7.45	886	18.35	92	1.91	121	2.51	3	0.06	0	0.00	22	0.46	30	0.62	0	0.00	0	0.00	
2009	3,927	1,905	48.51	2,022	51.49	164	4.18	201	5.12	1,349	34.35	1,012	25.77	286	7.28	671	17.09	84	2.14	115	2.93	2	0.05	0	0.00	16	0.41	19	0.48	4	0.10	4	0.10	
2010	4,019	1,950	48.52	2,069	51.48	160	3.98	197	4.90	1,379	34.31	1,061	26.40	293	7.29	664	16.52	95	2.36	121	3.01	3	0.07	0	0.00	14	0.35	20	0.50	6	0.15	6	0.15	
<b>SMITHSONIAN INSTITUTION</b>																																		
2001	4,595	2,678	58.28	1,917	41.72	85	1.85	48	1.04	1,423	30.97	1,099	23.92	1,102	23.98	696	15.15	45	0.98	40	0.87						23	0.50	34	0.74				
2002	4,677	2,744	58.67	1,933	41.33	96	2.05	54	1.15	1,415	30.25	1,088	23.26	1,165	24.91	715	15.29	44	0.94	43	0.92						24	0.51	33	0.71				
2003	4,783	2,800	58.54	1,983	41.46	134	2.80	64	1.34	1,406	29.40	1,079	22.56	1,182	24.71	750	15.68	55	1.15	54	1.13						23	0.48	36	0.75				
2004	5,042	2,853	56.58	2,189	43.42	138	2.74	79	1.57	1,425	28.26	1,193	23.66	1,180	23.40	795	15.77	65	1.29	60	1.19						45	0.89	62	1.23				
2005	4,061	2,295	56.51	1,766	43.49	106	2.61	74	1.82	1,189	29.28	930	22.90	899	22.14	652	16.06	61	1.50	56	1.38						40	0.98	54	1.33				
2006	4,144	2,346	56.61	1,798	43.39	136	3.28	75	1.81	1,206	29.10	942	22.73	909	21.94	663	16.00	63	1.52	59	1.42	0	0.00	1	0.02	37	0.89	58	1.40	0	0.00	0	0.00	
2007	4,011	2,258	56.30	1,753	43.70	119	2.97	79	1.97	1,162	28.97	907	22.61	875	21.82	642	16.01	60	1.50	58	1.45	2	0.05	4	0.10	38	0.95	57	1.42	2	0.05	6	0.15	
2008	4,133	2,344	56.71	1,789	43.29	121	2.93	79	1.91	1,185	28.67	922	22.31	930	22.50	667	16.14	65	1.57	56	1.35	3	0.07	2	0.05	35	0.85	54	1.31	5	0.12	9	0.22	
2009	4,144	2,354	56.81	1,790	43.19	120	2.90	83	2.00	1,197	28.89	926	22.35	918	22.15	657	15.85	70	1.69	57	1.38	3	0.07	2	0.05	38	0.92	55	1.33	8	0.19	10	0.24	
2010	4,153	2,347	56.51	1,806	43.49	117	2.82	87	2.09	1,191	28.68	919	22.13	931	22.42	668	16.08	70	1.69	61	1.47	2	0.05	2	0.05	33	0.79	57	1.37	3	0.07	12	0.29	
<b>SOCIAL SECURITY ADMINISTRATION</b>																																		
2001	63,178	18,478	29.25	44,700	70.75	1,867	2.96	4,935	7.81	12,885	20.39	24,032	38.04	2,977	4.71	13,981	22.13	562	0.89	1,214	1.92						187	0.30	538	0.85				
2002	63,226	18,486	29.24	44,740	70.76	1,869	2.96	5,130	8.11	12,700	20.09	23,646	37.40	3,110	4.92	14,104	22.31	598	0.95	1,310	2.07						209	0.33	550	0.87				
2003	63,599	18,630	29.29	44,969	70.71	1,952	3.07	5,425	8.53	12,552	19.74	23,321	36.67	3,248	5.11	14,215	22.35	664	1.04	1,445	2.27						214	0.34	563	0.89				
2004	65,258	19,375	29.69	45,883	70.31	2,104	3.22	5,781	8.86	12,777	19.58	23,375	35.82	3,515	5.39	14,568	22.32	765	1.17	1,588	2.43						214	0.33	571	0.87				
2005	66,147	19,894	30.08	46,253	69.92	2,249	3.40	6,028	9.11	12,847	19.42	23,242	35.14	3,721	5.63	14,685	22.20	855	1.29	1,725	2.61						222	0.34	593	0.90				
2006	63,647	19,219	30.20	44,428	69.80	2,217	3.48	5,934	9.32	12,220	19.20	21,876	34.37	3,699	5.81	14,291	22.45	858	1.35	1,670	2.62	13	0.02	63	0.10									





**TABLE A-1b**  
**FY 2010 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \***

AGENCY	TOTAL ALL	TOTAL		HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER				AMERICAN INDIAN OR ALASKA NATIVE				TWO OR MORE RACES					
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
<b>Agriculture, Department of</b>	<b>108,291</b>	<b>62,051</b>	<b>57.30</b>	<b>46,240</b>	<b>42.70</b>	<b>3,850</b>	<b>3.56</b>	<b>2,681</b>	<b>2.48</b>	<b>50,687</b>	<b>46.81</b>	<b>33,664</b>	<b>31.09</b>	<b>4,024</b>	<b>3.72</b>	<b>7,306</b>	<b>6.75</b>	<b>1,669</b>	<b>1.54</b>	<b>1,282</b>	<b>1.18</b>	<b>124</b>	<b>0.11</b>	<b>79</b>	<b>0.07</b>	<b>1,292</b>	<b>1.19</b>	<b>915</b>	<b>0.84</b>	<b>405</b>	<b>0.37</b>	<b>313</b>	<b>0.29</b>
Second Level Reporting Components:																																	
Agricultural Marketing Service	4,252	1,865	43.86	2,387	56.14	237	5.57	347	8.16	1,170	27.52	1,085	25.52	359	8.44	870	20.46	66	1.55	54	1.27	0	0.00	1	0.02	21	0.49	19	0.45	12	0.28	11	0.26
Agricultural Research Service	9,112	5,177	56.82	3,935	43.18	247	2.71	168	1.84	4,195	46.04	2,947	32.34	304	3.34	459	5.04	376	4.13	297	3.26	3	0.03	4	0.04	37	0.41	44	0.48	15	0.16	16	0.18
Animal and Plant Health Inspection Service	8,999	5,440	60.45	3,559	39.55	596	6.62	325	3.61	4,064	45.16	2,557	28.41	264	2.93	433	4.81	331	3.68	147	1.63	72	0.80	21	0.23	52	0.58	27	0.30	61	0.68	49	0.54
Farm Service Agency	5,255	2,287	43.52	2,968	56.48	92	1.75	109	2.07	1,937	36.86	2,357	44.85	175	3.33	383	7.29	27	0.51	46	0.88	1	0.02	3	0.06	41	0.78	45	0.86	14	0.27	25	0.48
Food and Nutrition Service	1,420	471	33.17	949	66.83	32	2.25	74	5.21	323	22.75	547	38.52	84	5.92	272	19.15	27	81.40	44	31.00	0	0.00	0	0.00	2	6.03	9	6.63	3	2.21	3	2.21
Food Safety and Inspection Service	10,006	5,488	54.85	4,518	45.15	400	4.00	282	2.82	4,105	41.03	2,500	24.99	629	6.29	1,469	14.68	243	2.43	138	1.38	3	0.03	3	0.03	90	0.90	105	1.05	18	0.18	21	0.21
Forest Service	42,351	27,137	64.08	15,214	35.92	1,575	3.72	775	1.83	23,572	55.66	12,974	30.63	692	1.63	630	1.49	316	0.75	255	0.60	31	0.07	21	0.05	786	1.86	467	1.10	165	0.39	92	0.22
National Agricultural Statistics Service	1,072	519	48.41	553	51.59	17	1.59	27	2.52	411	38.34	386	36.01	55	5.13	101	9.42	24	2.24	29	2.71	1	0.09	2	0.19	8	0.75	4	0.37	3	0.28	4	0.37
Natural Resources Conservation Service	12,214	7,957	65.15	4,257	34.85	366	3.00	206	1.69	6,734	55.13	3,428	28.07	494	4.04	396	3.24	82	0.67	68	0.56	6	0.05	11	0.09	191	1.56	88	0.72	84	0.69	60	0.49
Office of Chief Financial Officer	1,227	400	32.60	827	67.40	24	1.96	22	1.79	240	19.56	362	29.50	117	9.54	414	33.74	16	1.30	17	1.39	0	0.00	0	0.00	3	0.24	9	0.73	0	0.00	3	0.24
Rural Development	6,190	2,146	34.67	4,044	65.33	126	2.04	246	3.97	1,671	27.00	2,832	45.75	264	4.26	824	13.31	45	0.73	55	0.89	3	0.05	11	0.18	27	0.44	62	1.00	10	0.16	14	0.23
<b>Commerce, Department of</b>	<b>49,162</b>	<b>26,097</b>	<b>53.08</b>	<b>23,065</b>	<b>46.92</b>	<b>932</b>	<b>1.90</b>	<b>1,121</b>	<b>2.28</b>	<b>19,158</b>	<b>38.97</b>	<b>14,280</b>	<b>29.05</b>	<b>2,866</b>	<b>5.83</b>	<b>5,573</b>	<b>11.34</b>	<b>2,862</b>	<b>5.82</b>	<b>1,693</b>	<b>3.44</b>	<b>28</b>	<b>0.06</b>	<b>46</b>	<b>0.09</b>	<b>171</b>	<b>0.35</b>	<b>202</b>	<b>0.41</b>	<b>80</b>	<b>0.16</b>	<b>150</b>	<b>0.31</b>
Second Level Reporting Components:																																	
Bureau of the Census	19,172	7,216	37.64	11,956	62.36	443	2.31	788	4.11	5,074	26.47	7,629	39.79	1,164	6.07	2,798	14.59	399	2.08	445	2.32	16	0.08	23	0.12	66	0.34	152	0.79	54	0.28	121	0.63
International Trade Administration	1,563	794	50.80	769	49.20	37	2.37	25	1.60	658	42.10	504	32.25	45	2.88	181	11.58	45	2.88	55	3.52	0	0.00	0	0.00	3	0.19	1	0.06	6	0.38	3	0.19
National Institute of Standards & Technology	3,164	2,029	64.13	1,135	35.87	40	1.26	44	1.39	1,677	53.00	821	25.95	120	3.79	135	4.27	180	5.69	121	3.82	1	0.03	2	0.06	6	0.19	7	0.22	5	0.16	5	0.16
National Oceanic & Atmospheric Administration	13,040	8,691	66.65	4,349	33.35	220	1.69	117	0.90	7,599	58.27	3,271	25.08	406	3.11	667	5.12	389	2.98	235	1.80	11	0.08	20	0.15	61	0.47	28	0.21	5	0.04	11	0.08
Patent and Trademark Office	9,498	5,937	62.51	3,561	37.49	152	1.60	100	1.05	3,128	32.93	1,422	14.97	874	9.20	1,279	13.47	1,749	18.41	750	7.90	0	0.00	0	0.00	29	0.31	9	0.09	5	0.05	1	0.01
<b>Defense, Department of</b>	<b>799,811</b>	<b>497,545</b>	<b>62.21</b>	<b>291,588</b>	<b>36.45</b>	<b>31,585</b>	<b>3.95</b>	<b>20,050</b>	<b>2.51</b>	<b>374,713</b>	<b>46.85</b>	<b>180,473</b>	<b>22.56</b>	<b>62,183</b>	<b>7.77</b>	<b>63,142</b>	<b>7.89</b>	<b>26,040</b>	<b>3.26</b>	<b>18,591</b>	<b>2.32</b>	<b>3,548</b>	<b>0.44</b>	<b>2,539</b>	<b>0.32</b>	<b>4,204</b>	<b>0.53</b>	<b>2,601</b>	<b>0.33</b>	<b>5,541</b>	<b>0.69</b>	<b>4,601</b>	<b>0.58</b>
Second Level Reporting Components:																																	
Air Force, Department of the	170,852	119,780	70.11	51,072	29.89	7,757	4.54	3,858	2.26	94,127	55.09	34,838	20.39	11,265	6.59	8,841	5.17	3,675	2.15	2,025	1.19	486	0.28	241	0.14	1,197	0.70	610	0.36	1,273	0.75	659	0.39
Army, Department of the	288,242	183,186	63.55	105,200	36.50	12,985	4.50	6,928	2.40	136,409	47.32	65,842	22.84	23,992	8.32	24,965	8.66	6,186	2.15	4,878	1.69	950	0.33	807	0.28	1,824	0.63	1,154	0.40	1,848	0.64	1,634	0.57
Army and Air Force Exchange Service	35,512	13,027	36.68	22,485	63.32	1,945	5.48	3,343	9.41	5,604	15.78	8,633	24.31	3,574	10.06	5,929	16.70	880	2.48	2,830	7.97	325	0.92	657	1.85	97	0.27	162	0.46	602	1.70	931	2.62
Defense Commissary Agency	15,580	6,478	41.58	9,102	58.42	567	3.64	719	4.61	3,328	21.36	3,862	24.79	1,695	10.88	2,534	16.26	583	3.74	1,584	10.17	110	0.71	158	1.01	44	0.28	84	0.54	151	0.97	161	1.03
Defense Contract Audit Agency	4,717	2,195	46.53	2,522	53.47	83	1.76	146	3.10	1,808	38.33	1,747	37.04	128	2.71	345	7.31	142	3.01	232	4.92	3	0.06	5	0.11	9	0.19	6	0.13	22	0.47	41	0.87
Defense Contract Management Agency	10,252	6,876	65.33	3,649	34.67	369	3.51	229	2.18	5,405	51.35	2,369	22.51	653	6.20	805	7.65	337	3.20	165	1.57	10	0.10	7	0.07	42	0.40	28	0.27	60	0.57	46	0.44
Defense Education Activity	15,428	3,502	22.70	11,926	77.30	263	1.70	798	5.17	2,648	17.16	8,835	57.27	454	2.94	1,560	10.11	84	0.54	456	2.96	12	0.08	50	0.32	18	0.12	100	0.65	23	0.15	127	0.82
Defense Finance & Accounting Service	12,878	5,045	39.18	7,833	60.82	141	1.09	182	1.41	3,911	30.37	5,286	41.05	816	6.34	2,047	15.90	105	0.82	202	1.57	11	0.09	14	0.11	36	0.28	62	0.48	25	0.19	40	0.31
Defense Human Resources Activity	1,185	504	42.53	681	57.47	31	2.62	46	3.88	355	29.96	414	34.94	67	5.65	156	13.16	39	3.29	44	3.71	0	0.00	1	0.08	3	0.25	2	0.17	9	0.76	18	1.52
Defense Information Systems Agency	6,229	3,688	59.21	2,541	40.79	111	1.78	80	1.28	2,688	43.15	1,614	25.91	574	9.21	649	10.42	259	4.16	151	2.42	9	0.14	7	0.11	22	0.35	17	0.27	25	0.40	23	0.37
Defense Logistics Agency	25,154	15,030	59.75	10,124	40.25	829	3.30	439	1.75	10,269	40.82	6,218	24.72	3,018	12.00	2,877	11.44	476	1.89	325	1.29	97	0.39	52	0.21	133	0.53	90	0.36	208	0.83	123	0.49
Defense Media Agency	560	370	66.07	190	33.93	16	2.86	11	1.96	303	54.11	121	21.61	38	6.79	44	7.86	8	1.43	6	1.07	2	0.36	1	0.18	1	0.18	0	0.00	2	0.36	7	1.25
Defense Missile Defense Agency	2,028	1,352	66.67	676	33.33	44	2.17	20	0.99	1,142	56.31	506	24.95	104	5.13	114	5.62	35	1.73	18	0.89	0	0.00	1	0.05	5	0.25	4	0.20	22	1.08	13	0.64
Defense Threat Reduction Agency	1,323	810	61.22	513	38.78	47	3.55	43	3.25	604	45.65	300	22.68	109	8.24	135	10.20	33	2.49	21	1.59	0	0.00	3	0.23	3	0.23	2	0.15	14	1.06	9	0.68
Defense Security Service	857	516	60.21	341	39.79	12	1.40	10	1.17	414	48.31	231	26.95	58	6.77	75	8.75	14	1.63	16	1.87	1	0.12	0	0.00	2	0.23	3	0.35	15	1.75	6	0

Table A-1b

FY 2010 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

AGENCY	TOTAL ALL	TOTAL		HISPANIC				WHITE				BLACK				ASIAN AMERICANS				NATIVE HAWAIIAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES				TWO OR MORE RACES							
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
<b>Interior, Department of the</b>	<b>79,048</b>	<b>46,941</b>	<b>59.38</b>	<b>32,107</b>	<b>40.62</b>	<b>2,282</b>	<b>2.89</b>	<b>1,738</b>	<b>2.20</b>	<b>36,485</b>	<b>46.16</b>	<b>21,599</b>	<b>27.32</b>	<b>1,832</b>	<b>2.32</b>	<b>2,098</b>	<b>2.65</b>	<b>732</b>	<b>0.93</b>	<b>704</b>	<b>0.89</b>	<b>217</b>	<b>0.27</b>	<b>137</b>	<b>0.17</b>	<b>4,913</b>	<b>6.22</b>	<b>5,440</b>	<b>6.88</b>	<b>480</b>	<b>0.61</b>	<b>391</b>	<b>0.49</b>		
Second Level Reporting Components:																																			
Bureau of Indian Affairs	9,420	4,458	47.32	4,962	52.68	76	0.81	74	0.79	587	6.23	429	4.55	18	0.19	21	0.22	15	0.16	6	0.06	14	0.15	20	0.21	3,724	39.53	4,379	46.49	24	0.25	33	0.35		
Bureau of Land Management	11,846	7,588	64.06	4,258	35.94	500	4.22	357	3.01	6,567	55.44	3,427	28.93	129	1.09	225	1.90	91	0.77	61	0.51	18	0.15	8	0.07	201	1.70	128	1.08	82	0.69	52	0.44		
Bureau of Reclamation	5,327	3,513	65.95	1,814	34.05	301	5.65	206	3.87	2,883	54.12	1,355	25.44	70	1.31	90	1.69	88	1.65	60	1.13	13	0.24	11	0.21	90	1.69	48	0.90	68	1.28	44	0.83		
Fish and Wildlife Service	10,147	6,100	60.12	4,047	39.88	326	3.21	253	2.49	5,277	52.01	3,283	32.35	159	1.57	242	2.38	87	0.86	112	1.10	9	0.09	11	0.11	169	1.67	94	0.93	73	0.72	52	0.51		
Geological Survey	9,246	5,729	61.96	3,517	38.04	166	1.80	170	1.84	5,190	56.13	2,933	31.72	125	1.35	198	2.14	142	1.54	131	1.42	13	0.14	5	0.05	32	0.35	45	0.49	41	0.44	35	0.38		
Bur. Of Ocean Mgt., Reg., & Enforcement	1,769	876	49.52	893	50.48	39	2.20	61	3.45	706	39.91	645	36.46	63	3.56	140	7.91	48	2.71	24	1.36	0	0.00	2	0.11	12	0.68	7	0.40	8	0.45	14	0.79		
National Park Service	26,897	16,773	62.36	10,124	37.64	804	2.99	443	1.65	13,920	51.75	8,263	30.72	1,094	4.07	786	2.92	207	0.77	216	0.80	143	0.50	69	0.26	451	1.68	228	0.85	154	0.57	119	0.44		
Ofc of Surface Mining Reclamation & Enforcement	528	293	55.49	235	44.51	9	1.70	13	2.46	255	48.30	149	28.22	17	3.22	61	11.55	6	1.14	7	1.33	0	0.00	1	0.19	3	0.57	3	0.57	3	0.57	1	0.19		
<b>Justice, Department of</b>	<b>116,901</b>	<b>70,605</b>	<b>60.40</b>	<b>46,296</b>	<b>39.60</b>	<b>6,098</b>	<b>5.22</b>	<b>3,950</b>	<b>3.38</b>	<b>52,978</b>	<b>45.32</b>	<b>28,903</b>	<b>24.72</b>	<b>8,553</b>	<b>7.32</b>	<b>11,231</b>	<b>9.61</b>	<b>2,175</b>	<b>1.86</b>	<b>1,685</b>	<b>1.44</b>	<b>81</b>	<b>0.07</b>	<b>36</b>	<b>0.03</b>	<b>590</b>	<b>0.50</b>	<b>341</b>	<b>0.29</b>	<b>130</b>	<b>0.11</b>	<b>150</b>	<b>0.13</b>		
Second Level Reporting Components:																																			
Bureau of Alcohol, Tobacco, Firearms, Explosives	5,152	3,283	63.72	1,869	36.28	211	4.10	99	1.92	2,655	51.53	1,238	24.03	305	5.92	471	9.14	63	1.22	41	0.80	7	0.14	1	0.02	31	0.60	6	0.12	11	0.21	13	0.25		
Drug Enforcement Administration	9,939	6,272	63.10	3,667	36.90	590	5.94	446	4.46	4,897	49.27	2,138	21.51	553	5.56	912	9.18	188	1.89	144	1.45	4	0.04	0	0.00	29	0.29	16	0.16	11	0.11	14	0.14		
Executive Office of the U.S. Attorneys	12,184	4,993	40.98	7,191	59.02	329	2.70	767	6.30	4,001	32.84	4,706	38.62	400	3.28	1,325	10.87	219	1.80	322	2.64	6	0.05	3	0.02	19	0.16	50	0.41	19	0.16	18	0.15		
Federal Bureau of Investigation	34,944	19,692	56.35	15,252	43.65	1,201	3.44	1,035	2.96	16,068	45.98	10,371	29.68	1,440	4.12	3,115	8.91	850	2.43	601	1.72	9	0.03	7	0.02	89	0.25	74	0.21	35	0.10	49	0.14		
Federal Bureau of Prisons	37,586	27,222	72.44	10,358	27.56	3,187	8.48	1,053	2.80	18,209	48.45	5,825	15.50	4,855	12.92	3,081	8.20	506	1.35	211	0.56	48	0.13	21	0.06	375	1.00	143	0.38	42	0.11	24	0.06		
U.S. Marshals Service	5,540	4,144	74.80	1,396	25.20	386	6.97	167	3.01	3,266	58.95	911	16.44	343	6.19	258	4.66	107	1.93	44	0.79	6	0.11	1	0.02	33	0.60	13	0.23	3	0.05	2	0.04		
<b>Labor, Department of</b>	<b>16,640</b>	<b>8,359</b>	<b>50.23</b>	<b>8,281</b>	<b>49.77</b>	<b>584</b>	<b>3.51</b>	<b>687</b>	<b>4.13</b>	<b>6,268</b>	<b>37.67</b>	<b>4,336</b>	<b>26.06</b>	<b>1,055</b>	<b>6.34</b>	<b>2,685</b>	<b>16.14</b>	<b>389</b>	<b>2.34</b>	<b>493</b>	<b>2.96</b>	<b>7</b>	<b>0.04</b>	<b>3</b>	<b>0.02</b>	<b>44</b>	<b>0.26</b>	<b>55</b>	<b>0.33</b>	<b>12</b>	<b>0.07</b>	<b>22</b>	<b>0.13</b>		
Second Level Reporting Components:																																			
Bureau of Labor Statistics	2,521	1,340	53.15	1,181	46.85	44	1.75	50	1.98	1,032	40.94	704	27.93	134	5.32	303	12.02	122	4.84	117	4.64	1	0.04	0	0.00	5	0.20	7	0.28	2	0.08	0	0.00		
Employment Standards Administration	4,400	1,791	40.70	2,609	59.30	266	6.05	318	7.23	1,066	24.23	1,197	27.20	331	7.52	909	20.66	107	2.43	156	3.55	1	0.02	3	0.07	13	0.30	17	0.39	7	0.16	9	0.20		
Employment and Training Administration	1,265	532	42.06	733	57.94	34	2.69	56	4.43	332	26.25	303	23.95	137	10.73	331	26.17	23	1.82	35	2.77	0	0.00	0	0.00	6	0.47	6	0.47	0	0.00	2	0.16		
Mine Safety & Health Administration	2,351	1,799	76.52	552	23.48	35	1.49	14	0.60	1,709	72.69	449	19.10	41	1.74	73	3.19	9	0.38	10	0.43	0	0.00	0	0.00	5	0.21	3	0.13	0	0.00	1	0.04		
Occupational Safety & Health Administration	2,291	1,292	56.39	999	43.61	109	4.76	93	4.06	996	43.47	590	25.75	135	5.89	264	11.52	42	1.83	39	1.70	2	0.09	0	0.00	8	0.35	10	0.44	0	0.00	3	0.13		
<b>Transportation, Department of</b>	<b>57,947</b>	<b>42,239</b>	<b>72.89</b>	<b>15,708</b>	<b>27.11</b>	<b>2,738</b>	<b>4.73</b>	<b>1,000</b>	<b>1.73</b>	<b>33,566</b>	<b>57.93</b>	<b>10,230</b>	<b>17.65</b>	<b>3,359</b>	<b>5.80</b>	<b>3,411</b>	<b>5.89</b>	<b>1,651</b>	<b>2.85</b>	<b>684</b>	<b>1.18</b>	<b>98</b>	<b>0.17</b>	<b>40</b>	<b>0.07</b>	<b>511</b>	<b>0.88</b>	<b>214</b>	<b>0.37</b>	<b>316</b>	<b>0.55</b>	<b>129</b>	<b>0.22</b>		
Second Level Reporting Components:																																			
Federal Aviation Administration	48,418	36,377	75.13	12,041	24.87	2,261	4.67	773	1.60	29,263	60.44	8,310	17.16	1,670	3.42	2,142	4.42	1,336	2.76	493	1.02	96	0.20	34	0.07	476	0.98	197	0.41	275	0.57	92	0.19		
Federal Highway Administration	2,982	1,860	62.37	1,122	37.63	117	3.92	80	2.68	1,418	47.55	670	22.47	170	5.70	295	9.89	133	4.46	621	20.82	1	0.03	2	0.07	10	0.34	5	0.17	11	0.37	9	0.30		
Federal Motor Carrier Safety Administration	1,076	696	64.68	380	35.32	232	21.56	56	5.20	377	35.04	188	17.47	69	6.41	120	11.15	11	1.02	8	0.74	0	0.00	2	0.19	3	0.28	5	0.46	4	0.37	1	0.09		
<b>Treasury, Department of the</b>	<b>109,900</b>	<b>41,488</b>	<b>37.75</b>	<b>68,412</b>	<b>62.25</b>	<b>3,192</b>	<b>2.90</b>	<b>6,610</b>	<b>6.01</b>	<b>29,337</b>	<b>26.69</b>	<b>37,573</b>	<b>34.19</b>	<b>6,248</b>	<b>5.69</b>	<b>20,293</b>	<b>18.46</b>	<b>2,320</b>	<b>2.11</b>	<b>3,196</b>	<b>2.91</b>	<b>16</b>	<b>0.01</b>	<b>33</b>	<b>0.03</b>	<b>273</b>	<b>0.25</b>	<b>562</b>	<b>0.51</b>	<b>102</b>	<b>0.09</b>	<b>145</b>	<b>0.13</b>		
Second Level Reporting Components:																																			
Bureau of Engraving and Printing	1,932	1,446	74.84	486	25.16	85	4.40	14	0.72	801	41.46	132	6.83	528	27.33	318	16.46	26	1.35	17	0.88	0	0.00	0	0.00	4	0.21	2	0.10	2	0.10	3	0.16		
Bureau of Public Debt	1,945	723	37.17	1,222	62.83	6	0.31	9	0.46	679	34.91	1,171	60.21	30	1.54	32	1.65	5	0.26	7	0.36	1	0.05	0	0.00	2	0.10	3	0.15	0	0.00	0	0.00		
Departmental Offices	1,899	999	52.61	900	47.39	20	1.05	30	1.58	797	41.97	556	29.28	119	6.27	263	13.85	55	2.90	39	2.05	0	0.00	1	0.05	2	0.11	1	0.05	6	0.32				

**TABLE A-2**  
**TEN YEAR TREND**  
**GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN SENIOR PAY LEVEL POSITIONS (SPL)**

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2010
<b>TOTAL WORK FORCE</b>	<b>CLF%</b>	<b>2,445,335</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>	<b>2,608,172</b>	<b>2,763,183</b>	<b>2,811,277</b>		<b>2,850,584</b>
<b>% of SPL Employees</b>		<b>0.69</b>	<b>0.55</b>	<b>0.76</b>	<b>0.73</b>	<b>0.74</b>	<b>0.77</b>	<b>0.76</b>	<b>0.74</b>	<b>0.73</b>		<b>0.75</b>
<b>SLP Work Force *</b>		<b>16,918</b>	<b>13,508</b>	<b>18,472</b>	<b>19,117</b>	<b>19,268</b>	<b>20,070</b>	<b>19,751</b>	<b>20,407</b>	<b>20,423</b>		<b>21,455</b>
% OF MEN	53.20	75.88	75.28	74.78	74.25	73.72	73.81	72.99	72.30	71.08	70.15	15,050
% OF WOMEN	46.80	24.12	24.72	25.22	25.75	26.28	26.19	27.01	27.70	28.92	29.85	6,405
<b>HISPANIC OR LATINO (%)</b>	<b>10.70</b>	<b>3.07</b>	<b>3.33</b>	<b>3.42</b>	<b>3.43</b>	<b>3.54</b>	<b>3.65</b>	<b>3.63</b>	<b>3.62</b>	<b>3.62</b>	<b>3.67</b>	<b>788</b>
% OF MEN	6.20	2.30	2.43	2.50	2.47	2.57	2.61	2.54	2.57	2.48	2.47	531
% OF WOMEN	4.50	0.77	0.90	0.93	0.96	0.97	1.05	1.09	1.05	1.14	1.20	257
<b>WHITE (%)</b>	<b>72.70</b>	<b>86.88</b>	<b>86.42</b>	<b>86.09</b>	<b>86.09</b>	<b>85.66</b>	<b>85.23</b>	<b>85.05</b>	<b>85.61</b>	<b>84.00</b>	<b>83.14</b>	<b>17,838</b>
% OF MEN	39.00	67.02	66.09	65.41	65.05	64.38	64.13	63.42	63.17	61.15	59.80	12,830
% OF WOMEN	33.70	19.87	20.33	20.68	21.02	21.28	21.10	21.62	22.44	22.85	23.34	5,008
<b>BLACK OR AFRICAN AMERICAN (%)</b>	<b>10.60</b>	<b>6.76</b>	<b>6.77</b>	<b>6.79</b>	<b>6.50</b>	<b>6.62</b>	<b>6.51</b>	<b>6.63</b>	<b>6.68</b>	<b>7.05</b>	<b>7.54</b>	<b>1,617</b>
% OF MEN	4.80	4.18	4.21	4.16	3.80	3.78	3.78	3.80	3.77	3.87	4.05	869
% OF WOMEN	5.80	2.58	2.56	2.63	2.70	2.84	2.74	2.83	2.91	3.18	3.49	748
<b>ASIAN **</b>	<b>3.60</b>	<b>2.49</b>	<b>2.70</b>	<b>2.96</b>	<b>3.18</b>	<b>3.39</b>	<b>3.72</b>	<b>3.77</b>	<b>3.97</b>	<b>4.21</b>	<b>4.45</b>	<b>955</b>
% OF MEN	1.90	1.82	2.00	2.18	2.33	2.43	2.67	2.60	2.70	2.85	3.02	649
% OF WOMEN	1.70	0.67	0.71	0.77	0.85	0.96	1.05	1.17	1.27	1.36	1.43	306
<b>NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER ***</b>	<b>0.20</b>						<b>0.01</b>	<b>0.03</b>	<b>0.04</b>	<b>0.05</b>	<b>0.07</b>	<b>14</b>
% OF MEN	0.10						0.01	0.03	0.03	0.04	0.06	12
% OF WOMEN	0.10						0.00	0.01	0.01	0.01	0.01	2
<b>AMERICAN INDIAN OR ALASKA NATIVE (%)</b>	<b>1.00</b>	<b>0.80</b>	<b>0.79</b>	<b>0.75</b>	<b>0.81</b>	<b>0.78</b>	<b>0.83</b>	<b>0.89</b>	<b>0.75</b>	<b>0.76</b>	<b>0.80</b>	<b>172</b>
% OF MEN	0.50	0.56	0.56	0.54	0.59	0.56	0.59	0.54	0.50	0.49	0.49	106
% OF WOMEN	0.50	0.24	0.23	0.21	0.21	0.22	0.24	0.24	0.25	0.27	0.31	66
<b>TWO OR MORE RACES ***</b>	<b>1.00</b>						<b>0.04</b>	<b>0.12</b>	<b>0.18</b>	<b>0.30</b>	<b>0.33</b>	<b>71</b>
% OF MEN	0.50						0.03	0.07	0.11	0.19	0.25	53
% OF WOMEN	0.50						0.01	0.05	0.06	0.11	0.08	18
<b>INDIVIDUALS WITH TARGETED DISABILITIES %</b>	<b>CLF not available</b>	<b>0.35</b>	<b>0.35</b>	<b>0.35</b>	<b>0.44</b>	<b>0.46</b>	<b>0.46</b>	<b>0.62</b>	<b>0.51</b>	<b>0.48</b>	<b>0.52</b>	<b>111</b>

\*Includes September 30, 2010 agency data as reported in CPDF,FERC, Foreign Service and NIGC. Does not include data for AAFES, TVA, and USPS or intelligence gathering agencies. \*\*The numbers for 1998 - 2005 include totals for "Native Hawaiian or Other Pacific Islander." \*\*\* Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-2a  
TEN YEAR TREND - SENIOR PAY LEVEL GOVERNMENT WIDE EMPLOYMENT OF WORKERS \*

	2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>SPL WORK FORCE</b>	16,918		17,943		18,472		19,117		19,268		20,070		19,751		20,407		20,423		21,455	
MEN	12,837	75.88	13,508	75.28	13,814	74.78	14,196	74.25	14,205	69.61	14,814	73.81	14,417	72.99	14,754	72.30	14,517	71.08	15,050	70.15
WOMEN	4,081	24.12	4,435	24.72	4,658	25.22	4,921	25.75	5,063	24.81	5,256	25.74	5,334	27.01	5,653	27.70	5,906	28.92	6,405	29.85
<b>HISPANIC OR LATINO</b>	<b>519</b>	<b>3.07</b>	<b>597</b>	<b>3.33</b>	<b>632</b>	<b>3.42</b>	<b>656</b>	<b>3.43</b>	<b>683</b>	<b>3.54</b>	<b>733</b>	<b>3.65</b>	<b>716</b>	<b>3.63</b>	<b>738</b>	<b>3.62</b>	<b>739</b>	<b>3.62</b>	<b>788</b>	<b>3.67</b>
MEN	389	2.30	436	2.43	461	2.50	472	2.47	496	2.43	523	2.56	501	2.54	524	2.57	507	2.48	531	2.47
WOMEN	130	0.77	161	0.90	171	0.93	184	0.96	187	0.92	210	1.03	215	1.09	214	1.05	232	1.14	257	1.20
<b>WHITE</b>	<b>14,699</b>	<b>86.88</b>	<b>15,506</b>	<b>86.42</b>	<b>15,902</b>	<b>86.09</b>	<b>16,457</b>	<b>86.09</b>	<b>16,505</b>	<b>85.66</b>	<b>17,105</b>	<b>85.23</b>	<b>16,798</b>	<b>85.05</b>	<b>17,471</b>	<b>85.61</b>	<b>17,156</b>	<b>84.00</b>	<b>17,838</b>	<b>83.14</b>
MEN	11,338	67.02	11,859	66.09	12,082	65.41	12,439	65.05	12,404	60.78	12,870	64.13	12,527	63.42	12,891	63.17	12,489	61.15	12,830	59.80
WOMEN	3,361	19.87	3,647	20.33	3,820	20.68	4,018	21.02	4,101	20.10	4,235	20.74	4,271	21.62	4,580	22.44	4,667	22.85	5,008	23.34
<b>BLACK OR AFRICAN AMERICAN</b>	<b>1,143</b>	<b>6.76</b>	<b>1,214</b>	<b>6.77</b>	<b>1,254</b>	<b>6.79</b>	<b>1,243</b>	<b>6.50</b>	<b>1,275</b>	<b>6.62</b>	<b>1,307</b>	<b>6.40</b>	<b>1,309</b>	<b>6.63</b>	<b>1,363</b>	<b>6.68</b>	<b>1,440</b>	<b>7.05</b>	<b>1,617</b>	<b>7.54</b>
MEN	707	4.18	755	4.21	769	4.16	727	3.80	728	3.57	758	3.71	751	3.80	770	3.77	791	3.87	869	4.05
WOMEN	436	2.58	459	2.56	485	2.63	516	2.70	547	2.68	549	2.69	558	2.83	593	2.91	649	3.18	748	3.49
<b>ASIAN**</b>	<b>422</b>	<b>2.49</b>	<b>485</b>	<b>2.70</b>	<b>546</b>	<b>2.96</b>	<b>607</b>	<b>3.18</b>	<b>654</b>	<b>3.39</b>	<b>746</b>	<b>3.72</b>	<b>745</b>	<b>3.77</b>	<b>811</b>	<b>3.97</b>	<b>860</b>	<b>4.21</b>	<b>955</b>	<b>4.45</b>
MEN	308	1.82	358	2.00	403	2.18	445	2.33	469	2.30	536	2.62	513	2.60	551	2.70	582	2.85	649	3.02
WOMEN	114	0.67	127	0.71	143	0.77	162	0.85	185	0.91	210	1.03	232	1.17	260	1.27	278	1.36	306	1.43
<b>NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER***</b>											<b>3</b>	<b>0.01</b>	<b>6</b>	<b>0.03</b>	<b>8</b>	<b>0.04</b>	<b>11</b>	<b>0.05</b>	<b>14</b>	<b>0.07</b>
MEN											3	0.01	5	0.03	6	0.03	9	0.04	12	0.06
WOMEN											0	0.00	1	0.01	2	0.01	2	0.01	2	0.01
<b>AMERICAN INDIAN OR ALASKA NATIVE</b>	<b>135</b>	<b>0.80</b>	<b>141</b>	<b>0.79</b>	<b>138</b>	<b>0.75</b>	<b>154</b>	<b>0.81</b>	<b>151</b>	<b>0.78</b>	<b>167</b>	<b>0.83</b>	<b>154</b>	<b>0.78</b>	<b>154</b>	<b>0.75</b>	<b>156</b>	<b>0.76</b>	<b>172</b>	<b>0.80</b>
MEN	95	0.56	100	0.56	99	0.54	113	0.59	108	0.53	118	0.58	106	0.54	102	0.49	100	0.49	106	0.49
WOMEN	40	0.24	41	0.23	39	0.21	41	0.21	43	0.21	49	0.24	48	0.24	52	0.26	56	0.27	66	0.31
<b>TWO OR MORE RACES ***</b>											<b>9</b>	<b>0.04</b>	<b>23</b>	<b>0.12</b>	<b>36</b>	<b>0.18</b>	<b>61</b>	<b>0.30</b>	<b>71</b>	<b>0.33</b>
MEN											6	0.03	14	0.07	23	0.11	39	0.19	53	0.25
WOMEN											3	0.01	9	0.00	13	0.06	22	0.11	18	0.08
<b>INDIVIDUALS WITH TARGETED DISABILITIES</b>	<b>60</b>	<b>0.35</b>	<b>62</b>	<b>0.35</b>	<b>64</b>	<b>0.35</b>	<b>84</b>	<b>0.44</b>	<b>88</b>	<b>0.46</b>	<b>93</b>	<b>0.46</b>	<b>123</b>	<b>0.62</b>	<b>104</b>	<b>0.51</b>	<b>99</b>	<b>0.48</b>	<b>111</b>	<b>0.52</b>

\* Includes September 30, 2010 agency data as reported in CPDF, FERC, Foreign Service and NIGC. Does not include data for AAFES, TVA, .USPS, or intelligence gathering agencies.

\*\* The numbers for 1998-2005 include totals for "Native Hawaiian or Other Pacific Islander."

\*\*\*Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

**TABLE A-2b**  
**FY 2010 SENIOR PAY PARTICIPATION BY AGENCY \***

AGENCY	TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER				AMERICAN INDIAN OR ALASKA NATIVE				TWO OR MORE RACES							
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%				
ADVISORY COUNCIL ON HISTORIC PRESERVATION	1	1	100	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
AFRICAN DEVELOPMENT FOUNDATION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
AGENCY FOR INTERNATIONAL DEVELOPMENT	218	135	61.93	83	38.07	2	0.92	1	0.46	115	52.75	61	27.98	12	5.50	14	6.42	6	2.75	6	2.75	0	0.00	0	0.00	0	0.00	0	0.00	1	0.46	0	0.00	0	0.00	0	0.00
AGRICULTURE, DEPARTMENT OF THE AMERICAN BATTLE MONUMENTS COMMISSION	491	356	72.51	135	27.49	16	3.26	4	0.81	289	58.86	99	20.16	33	6.72	23	4.68	9	1.83	6	1.22	2	0.41	0	0.00	4	0.81	3	0.61	3	0.61	0	0.00	0	0.00	0	0.00
APPALACHIAN REGIONAL COMMISSION	3	3	100.00	0	0.00	0	0.00	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ARCHITECTURAL & TRANSPORTATION BARRIER COMPLIANCE BOARD	14	12	85.71	2	14.29	1	7.14	0	0.00	11	78.57	2	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ARCTIC RESEARCH COMMISSION	6	4	66.67	2	33.33	0	0.00	0	0.00	4	66.67	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ARMED FORCES RETIREMENT HOME	6	6	100.00	0	0.00	0	0.00	0	0.00	5	83.33	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
BROADCASTING BOARD OF GOVERNORS	26	20	76.92	6	23.08	2	7.69	0	0.00	18	69.23	5	19.23	0	0.00	0	0.00	0	0.00	1	3.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CHEMICAL SAFETY/HAZARD INVESTIGATION BOARD	6	6	100.00	0	0.00	1	16.67	0	0.00	5	83.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMERCE, DEPARTMENT OF	578	419	72.49	159	27.51	10	1.73	4	0.69	346	59.86	123	21.28	33	5.71	23	3.98	26	4.50	9	1.56	0	0.00	0	0.00	1	0.17	0	0.00	3	0.52	0	0.00	0	0.00	0	0.00
COMMISSION ON CIVIL RIGHTS	10	7	70.00	3	30.00	0	0.00	0	0.00	2	20.00	2	20.00	3	30.00	1	10.00	1	10.00	0	0.00	0	0.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMISSION OF FINE ARTS	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERELY DISABLED	5	4	80.00	1	20.00	0	0.00	0	0.00	4	80.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMODITY FUTURES TRADING COMMISSION	37	27	72.97	10	27.03	0	0.00	0	0.00	23	62.16	9	24.32	3	8.11	1	2.70	1	2.70	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CONSUMER PRODUCT SAFETY COMMISSION	19	13	68.42	6	31.58	0	0.00	0	0.00	12	63.16	6	31.58	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	18	11	61.11	7	38.89	1	5.56	0	0.00	8	44.44	5	27.78	1	5.56	2	11.11	1	5.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COUNCIL OF ECONOMIC ADVISERS	6	4	66.67	2	33.33	0	0.00	0	0.00	4	66.67	1	16.67	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COUNCIL ON ENVIRONMENTAL QUALITY AND OFFICE OF ENVIRONMENTAL QUALITY	3	2	66.67	1	33.33	0	0.00	0	0.00	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	9	6	66.67	3	33.33	0	0.00	0	0.00	3	33.33	1	11.11	3	33.33	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE, DEPARTMENT OF	2,579	2,050	79.49	529	20.51	34	1.32	13	0.50	1,854	71.89	461	17.88	66	2.56	33	1.28	69	2.68	14	0.54	2	0.08	5	0.19	9	0.35	5	0.19	11	0.43	3	0.12				
AIR FORCE, DEPARTMENT OF THE ARMY, DEPARTMENT OF THE DEFENSE COMMISSARY AGENCY	363	300	82.64	63	17.36	5	1.38	2	0.55	269	74.10	56	15.43	9	2.48	4	1.10	10	2.75	1	0.28	0	0.00	0	0.00	0	0.00	4	1.10	0	0.00	3	0.83	0	0.00	0	0.00
DEFENSE CONTRACT AUDIT AGENCY	564	463	82.09	101	17.91	7	1.24	3	0.53	417	73.94	90	15.96	18	3.19	4	0.71	17	3.01	2	0.35	0	0.00	0	0.00	1	0.18	0	0.00	3	0.53	2	0.35				
DEFENSE CONTRACT MANAGEMENT AGENCY	7	4	80.00	1	20.00	0	0.00	0	0.00	3	60.00	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE EDUCATION ACTIVITY	17	16	94.12	1	5.88	1	5.88	0	0.00	15	88.24	1	5.88	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE FINANCE AND ACCOUNTING SERVICE	28	10	35.71	18	64.29	1	3.57	0	0.00	9	32.14	13	46.43	0	0.00	3	10.71	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	3.57	1	3.57				
DEFENSE HUMAN RESOURCE ACTIVITY	15	6	40.00	9	60.00	0	0.00	1	6.67	4	26.67	8	53.33	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	6.67	0	0.00	0	0.00				
DEFENSE INFORMATION SYSTEMS AGENCY	29	23	79.31	6	20.69	1	3.45	0	0.00	22	75.86	5	17.24	0	0.00	1	3.45	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE LOGISTICS AGENCY	25	18	72.00	7	28.00	0	0.00	1	4.00	15	60.00	6	24.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.00	0	0.00	1	4.00	0	0.00	0	0.00				
DEFENSE MISSILE DEFENSE AGENCY	23	17	73.91	6	26.09	0	0.00	0	0.00	17	73.91	6	26.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE SECURITY SERVICE AGENCY	13	10	76.92	3	23.08	1	7.69	0	0.00	7	53.85	3	23.08	2	15.38	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
NAVY, DEPARTMENT OF THE	12	9	75.00	3	25.00	0	0.00	0	0.00	9	75.00	2	16.67	0	0.00	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
OFFICE OF THE INSPECTOR GENERAL	765	636	83.14	129	16.86	7	0.92	4	0.52	580	75.82	113	14.77	14	1.83	7	0.92	29	3.79	4	0.52	1	0.13	0	0.00	2	0.26	1	0.13	3	0.39	0	0.00				
OFFICE OF SECRETARY WASH. HQTRS. SERVICES	22	15	68.18	7	31.82	0	0.00	0	0.00	15	68.18	3	13.64	0	0.00	3	13.64	0	0.00	1	4.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	526	403	76.62	123	23.38	10	1.90	1	0.19	363	69.01	106	20.15	16	3.04	9	1.71	8	1.52	5	0.95	1	0.19	3	0.57	1	0.19	2	0.38	1	0.19	0	0.00				
EDUCATION, DEPARTMENT OF	41	38	92.68	3	7.32	0	0.00	0	0.00	36	87.80	2	4.88	1	2.44	1	2.44	1	2.44	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
ELECTION ASSISTANCE COMMISSION	210	118	56.19	92	43.81	1	0.48	6	2.86	87	41.43	60	28.57	22	10.48	22	10.48	7	3.33	4	1.90	0	0.00	0	0.00	0	0.00	1	0.48	0	0.00	0	0.00				
ENERGY, DEPARTMENT OF AGENCY	19	10	52.63	9	47.37	0	0.00	0	0.00	9	47.37	7	36.84	1	5.26	2	10.53	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	621	490	78.90	131	21.10	21	3.38	6	0.97	419	67.47	100	16.10	25	4.03	13	2.09	18	2.90	10	1.61	1	0.16	0	0.00	5	0.81	1	0.16	1	0.16	1	0.16				
EXPORT-IMPORT BANK OF THE UNITED STATES	343	220	64.14	123	35.86	15	4.37	3	0.87	180	52.48	97	28.28	17	4																						

**TABLE A-2b  
FY 2010 SENIOR PAY PARTICIPATION BY AGENCY \***

AGENCY	TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER				AMERICAN INDIAN OR ALASKA NATIVE				TWO OR MORE RACES							
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%				
FEDERAL DEPOSIT INSURANCE CORPORATION	120	90	75.00	30	25.00	3	2.50	0	0.00	76	63.33	26	21.67	8	6.67	4	3.33	2	1.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0.83	0	0.00	0	0.00	0	0.00
FEDERAL ELECTION COMMISSION	15	7	46.67	8	53.33	0	0.00	1	6.67	7	46.67	7	46.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL ENERGY REGULATORY COMMISSION	83	64	77.11	19	22.89	0	0.00	2	2.41	51	61.45	13	15.66	3	3.61	3	3.61	5	6.02	1	1.20	0	0.00	0	0.00	0	0.00	0	0.00	1	1.20	0	0.00	4	4.82	0	0.00
FEDERAL LABOR RELATIONS AUTHORITY	25	16	64.00	9	36.00	0	0.00	0	0.00	15	60.00	8	32.00	1	4.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL MARITIME COMMISSION	14	8	57.14	6	42.86	0	0.00	0	0.00	8	57.14	5	35.71	0	0.00	0	0.00	0	0.00	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL MEDIATION AND CONCILIATION SERVICE	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	25	20	80.00	5	20.00	0	0.00	0	0.00	18	72.00	4	16.00	0	0.00	1	4.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.00	0	0.00
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	13	9	69.23	4	30.77	0	0.00	0	0.00	9	69.23	3	23.08	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL TRADE COMMISSION	43	28	65.12	15	34.88	0	0.00	1	2.33	25	58.14	13	30.23	2	4.65	0	0.00	1	2.33	1	2.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
GENERAL SERVICES ADMINISTRATION	116	76	65.52	40	34.48	1	0.86	2	1.72	67	57.76	27	23.28	4	3.45	11	9.48	3	2.59	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0.86	0	0.00
GOVERNMENT PRINTING OFFICE	26	23	88.46	3	11.54	1	3.85	0	0.00	21	80.77	1	3.85	1	3.85	2	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HEALTH AND HUMAN SERVICES, DEPARTMENT OF	2,812	1,891	67.25	921	32.75	39	1.39	20	0.71	1,521	54.09	707	25.14	70	2.49	71	2.52	245	8.71	106	3.77	0	0.00	0	0.00	13	0.46	16	0.57	3	0.11	1	0.04				
US HOLOCAUST MEMORIAL MUSEUM	9	4	44.44	5	55.56	0	0.00	0	0.00	4	44.44	3	33.33	0	0.00	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HOMELEAND SECURITY, DEPARTMENT OF	739	535	72.40	204	27.60	30	4.06	8	1.08	445	60.22	162	21.92	42	5.68	23	3.11	12	1.62	11	1.49	1	0.14	0	0.00	2	0.27	0	0.00	3	0.41	0	0.00				
HOUSING AND URBAN DEVELOPMENT, DEPT. OF	126	76	60.32	50	39.68	3	2.38	2	1.59	54	42.86	22	17.46	16	12.70	22	17.46	0	0.00	2	1.59	0	0.00	0	0.00	2	1.59	1	0.79	1	0.79	1	0.79				
INSTITUTE OF MUSEUM AND LIBRARY SERVICE	5	0	0.00	5	100.00	0	0.00	0	0.00	0	0.00	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
INTERAGENCY COUNCIL ON HOMELESSNESS	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
INTERIOR, DEPARTMENT OF	390	270	69.23	120	30.77	11	2.82	7	1.79	210	53.85	83	21.28	12	3.08	11	2.82	3	0.77	4	1.03	2	0.51	0	0.00	28	7.18	15	3.85	4	1.03	0	0.00				
INTERNATIONAL JOINT COMMISSION: US/CANADA	4	2	50.00	2	50.00	0	0.00	0	0.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
INTERNATIONAL TRADE COMMISSION	22	15	68.18	7	31.82	0	0.00	0	0.00	14	63.64	7	31.82	1	4.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
JAMES MADISON MEMORIAL FELLOWSHIP FOUN	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
JUSTICE, DEPARTMENT OF	4,236	2,885	68.11	1,351	31.89	137	3.23	84	1.98	2,495	58.90	1,069	25.24	172	4.06	149	3.52	68	1.61	38	0.90	3	0.07	0	0.00	8	0.00	9	0.21	2	0.05	2	0.05				
LABOR, DEPARTMENT OF	248	160	64.52	88	35.48	6	2.42	8	3.23	135	54.44	61	24.60	15	6.05	14	5.65	2	0.81	5	2.02	0	0.00	0	0.00	2	0.81	0	0.00	0	0.00	0	0.00				
MARINE MAMMAL COMMISSION	4	3	75.00	1	25.00	0	0.00	0	0.00	2	50.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00				
MERIT SYSTEMS PROTECTION BOARD	20	13	65.00	7	35.00	0	0.00	0	0.00	11	55.00	5	25.00	1	5.00	1	5.00	1	5.00	1	5.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
MILLENNIUM CHALLENGE CORPORATION	20	12	60.00	8	40.00	0	0.00	0	0.00	9	45.00	4	20.00	3	15.00	3	15.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	5.00	0	0.00	0	0.00				
MORRIS K. UDALL SCHOLARSHIP FOUNDATION	4	2	50.00	2	50.00	0	0.00	0	0.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	602	472	78.41	130	21.59	20	3.32	5	0.83	405	67.28	99	16.45	20	3.32	13	2.16	24	3.99	10	1.66	0	0.00	0	0.00	1	0.17	1	0.17	2	0.33	2	0.33				
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	32	24	75.00	8	25.00	0	0.00	0	0.00	22	68.75	8	25.00	0	0.00	0	0.00	2	6.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
NATIONAL CAPITAL PLANNING COMMISSION	7	7	100.00	0	0.00	0	0.00	0	0.00	3	42.86	0	0.00	3	42.86	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
NATIONAL COUNCIL ON DISABILITY	13	7	53.85	6	46.15	0	0.00	0	0.00	5	38.46	6	46.15	1	7.69	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
NATIONAL CREDIT UNION ADMINISTRATION	48	35	72.92	13	27.08	1	2.08	1	2.08	32	66.67	11	22.92	0	0.00	1	2.08	1	2.08	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	2.08	0	0.00				
NATIONAL ENDOWMENT FOR THE ARTS	9	5	55.56	4	44.44	0	0.00	0	0.00	4	44.44	2	22.22	0	0.00	1	11.11	1	11.11	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
NATIONAL ENDOWMENT FOR THE HUMANITIES	12	8	66.67	4	33.33	0	0.00	0	0.00	8	66.67	3	25.00	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
NATIONAL GALLERY OF THE ARTS	26	11	42.31	15	57.69	1	3.85	0	0.00	9	34.62	14	53.85	1	3.85	0	0.00	0	0.00	1	3.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
NATIONAL LABOR RELATIONS BOARD	105	80	76.19	25	23.81	2	1.90	2	1.90	71	67.62	20	19.05	6	5.71	3	2.86	1	0.95	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
NATIONAL MEDIATION BOARD	4	1	25.00	3	75.00	0	0.00	0	0.00	1	25.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
NATIONAL SCIENCE FOUNDATION	396	234	59.09	162	40.91	8	2.02	7	1.77	196	49.49	126	31.82	7	1.77	16	4.04	21	5.30	12	3.03	0	0.00	0	0.00	1	0.25	0	0.00	1	0.25	1	0.25				
NATIONAL SECURITY COUNCIL	25	17	68.00	8	32.00	1	4.00	0	0.00	14	56.00	7	28.00	0	0.00	1	4.00	2																			

**TABLE A-2b**  
**FY 2010 SENIOR PAY PARTICIPATION BY AGENCY \***

AGENCY	TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER				AMERICAN INDIAN OR ALASKA NATIVE				TWO OR MORE RACES						
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN
NUCLEAR REGULATORY COMMISSION	278	216	77.70	62	22.30	3	1.08	2	0.72	186	66.91	51	18.35	15	5.40	6	2.16	10	3.60	3	1.08	0	0.00	0	0.00	1	0.36	0	0.00	1	0.36	0	0.00			
NUCLEAR WASTE TECHNICAL REVIEW BOARD	20	18	90.00	2	10.00	0	0.00	0	0.00	17	85.00	1	5.00	1	5.00	1	5.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
OCCUPATIONAL SAFETY & HEALTH REVIEW COMMISSION	18	13	72.22	5	27.78	0	0.00	0	0.00	13	72.22	2	11.11	0	0.00	3	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
OFFICE OF ADMINISTRATION	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
OFFICE OF GOVERNMENT ETHICS	6	4	66.67	2	33.33	0	0.00	0	0.00	4	66.67	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
OFFICE OF MANAGEMENT AND BUDGET	81	58	71.60	23	28.40	1	1.23	0	0.00	53	65.43	20	24.69	1	1.23	1	1.23	2	2.47	2	2.47	0	0.00	0	0.00	0	0.00	1	1.23	0	0.00					
OFFICE OF NATIONAL DRUG CONTROL POLICY	16	13	81.25	3	18.75	0	0.00	0	0.00	11	68.75	3	18.75	1	6.25	0	0.00	1	6.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
OFFICE OF PERSONNEL MANAGEMENT	63	39	61.90	24	38.10	5	7.94	2	3.17	30	47.62	18	28.57	3	4.76	3	4.76	1	1.59	0	0.00	0	0.00	0	0.00	1	1.59	0	0.00	0	0.00					
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	8	6	75.00	2	25.00	0	0.00	0	0.00	5	62.50	2	25.00	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
OFFICE OF SPECIAL COUNSEL	2	1	50.00	1	50.00	0	0.00	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
OFFICE OF THE U.S. TRADE REPRESENTATIVE	31	18	58.06	13	41.94	0	0.00	2	6.45	16	51.61	11	35.48	1	3.23	0	0.00	1	3.23	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
OVERSEAS PRIVATE INVESTMENT CORPORATION	24	16	66.67	8	33.33	0	0.00	1	4.17	12	50.00	6	25.00	2	8.33	1	4.17	2	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
PEACE CORPS	21	10	47.62	11	52.38	0	0.00	0	0.00	8	38.10	10	47.62	2	9.52	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.76	0	0.00	0	0.00			
PENSION BENEFIT GUARANTY CORPORATION	36	18	50.00	18	50.00	1	2.78	0	0.00	15	41.67	13	36.11	2	5.56	3	8.33	0	0.00	1	2.78	0	0.00	0	0.00	0	0.00	1	2.78	0	0.00	0	0.00			
PRESIDIO TRUST	37	25	67.57	12	32.43	0	0.00	0	0.00	25	67.57	12	32.43	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
RAILROAD RETIREMENT BOARD	12	9	75.00	3	25.00	0	0.00	0	0.00	9	75.00	3	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
SECURITIES AND EXCHANGE COMMISSION	133	91	68.42	42	31.58	3	2.26	1	0.75	81	60.90	39	29.32	2	1.50	2	1.50	3	2.26	0	0.00	0	0.00	0	0.00	1	0.75	0	0.00	1	0.75	0	0.00			
SELECTIVE SERVICE SYSTEM	3	3	100.00	0	0.00	2	66.67	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
SMALL BUSINESS ADMINISTRATION	73	45	61.64	28	38.36	5	6.85	1	1.37	31	42.47	16	21.92	8	10.96	7	9.59	1	1.37	4	5.48	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
SMITHSONIAN INSTITUTION	104	73	70.19	31	29.81	2	1.92	0	0.00	67	64.42	27	25.96	3	2.88	4	3.85	0	0.00	0	0.00	0	0.00	1	0.96	0	0.00	0	0.00	0	0.00	0	0.00			
SOCIAL SECURITY ADMINISTRATION	1,592	1,145	71.92	447	28.08	55	3.45	21	1.32	1,008	63.32	343	21.55	60	3.77	62	3.89	10	0.63	11	0.69	0	0.00	1	0.06	9	0.57	7	0.44	3	0.19	2	0.13			
STATE, DEPARTMENT OF	1,176	810	68.88	366	31.12	34	2.89	15	1.28	707	60.12	291	24.74	40	3.40	48	4.08	26	2.21	9	0.77	0	0.00	0	0.00	3	0.26	2	0.17	0	0.00	1	0.09			
TRADE AND DEVELOPMENT AGENCY	5	4	80.00	1	20.00	0	0.00	0	0.00	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
TRANSPORTATION, DEPARTMENT OF	482	324	67.22	158	32.78	16	3.32	8	1.66	258	53.53	122	25.31	33	6.85	23	4.77	13	2.70	3	0.62	0	0.00	1	0.21	3	0.62	0	0.00	1	0.21	1	0.21			
TREASURY, DEPARTMENT OF	618	403	65.21	215	34.79	13	2.10	8	1.29	336	54.37	168	27.18	37	5.99	28	4.53	17	2.75	9	1.46	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	0.32			
US TAX COURT	6	3	50.00	3	50.00	0	0.00	0	0.00	3	50.00	3	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			
VETERANS AFFAIRS, DEPARTMENT OF	419	268	63.96	151	36.04	13	3.10	4	0.95	230	54.89	125	29.83	16	3.82	18	4.30	5	1.19	4	0.95	1	0.24	0	0.00	3	0.72	0	0.00	0	0.00	0	0.00			
VIETNAM EDUCATION FOUNDATION	6	3	50.00	3	50.00	0	0.00	0	0.00	3	50.00	3	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00			

\*Includes September 30, 2010 agency data as reported in CPDF, FERC, Foreign Service and NIGC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

**TABLE A-3**  
**Government Wide Employment of Workers in**  
**GENERAL SCHEDULE AND RELATED (GSR) PAY SYSTEMS ##**

		2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2010
<b>TOTAL WORK FORCE</b>	<b>2000CLF</b>	<b>2,445,335</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>	<b>2,608,172</b>	<b>2,763,183</b>	<b>2,811,277</b>		<b>2,850,584</b>
<b>% of GSR Employees</b>		48.67	49.18	49.22	49.67	54.60	54.26	50.70	46.97	47.56		54.78
<b>GSR WORK FORCE*</b>		<b>1,268,656</b>	<b>1,284,048</b>	<b>1,285,322</b>	<b>1,295,555</b>	<b>1,425,499</b>	<b>1,416,901</b>	<b>1,322,332</b>	<b>1,297,866</b>	<b>1,337,162</b>		<b>1,561,411</b>
% OF MEN	53.20	51.71	51.33	50.95	50.61	51.10	51.38	51.00	50.60	50.57	52.05	812,656
% OF WOMEN	46.80	48.29	48.67	49.05	49.39	48.90	48.62	49.00	49.40	49.43	47.95	748,755
<b>HISPANIC OR LATINO (%)</b>	<b>10.70</b>	<b>6.93</b>	<b>7.06</b>	<b>7.24</b>	<b>7.44</b>	<b>7.36</b>	<b>7.50</b>	<b>7.76</b>	<b>8.00</b>	<b>8.06</b>	<b>7.81</b>	<b>121,971</b>
% OF MEN	6.20	3.52	3.63	3.76	3.88	3.89	4.00	4.21	4.35	4.39	4.28	66,865
% OF WOMEN	4.50	3.41	3.43	3.48	3.56	3.48	3.50	3.55	3.65	3.67	3.53	55,106
<b>WHITE (%)</b>	<b>72.70</b>	<b>68.32</b>	<b>68.23</b>	<b>68.11</b>	<b>67.80</b>	<b>68.42</b>	<b>67.94</b>	<b>66.94</b>	<b>66.19</b>	<b>65.86</b>	<b>66.17</b>	<b>1,033,118</b>
% OF MEN	39.00	36.34	36.54	36.75	36.85	38.39	38.32	37.49	36.84	36.55	37.63	587,591
% OF WOMEN	33.70	31.97	31.69	31.37	30.95	30.03	29.62	29.44	29.35	29.31	28.53	445,527
<b>BLACK OR AFRICAN AMERICAN (%)</b>	<b>10.60</b>	<b>18.39</b>	<b>18.17</b>	<b>18.10</b>	<b>18.06</b>	<b>17.35</b>	<b>17.50</b>	<b>17.88</b>	<b>18.24</b>	<b>18.23</b>	<b>17.91</b>	<b>279,704</b>
% OF MEN	4.80	5.52	5.52	5.54	5.60	5.55	5.70	5.78	5.88	5.97	6.22	97,156
% OF WOMEN	5.80	12.86	12.65	12.55	12.47	11.80	11.80	12.09	12.35	12.26	11.69	182,548
<b>ASIAN (%)**</b>	<b>3.60</b>	<b>4.24</b>	<b>4.39</b>	<b>4.43</b>	<b>4.60</b>	<b>4.90</b>	<b>4.88</b>	<b>4.97</b>	<b>4.91</b>	<b>4.94</b>	<b>5.03</b>	<b>78,565</b>
% OF MEN	1.90	2.09	2.16	2.19	2.27	2.52	2.50	2.55	2.49	2.50	2.58	40,309
% OF WOMEN	1.70	2.15	2.22	2.23	2.33	2.38	2.38	2.42	2.41	2.44	2.45	38,256
<b>NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (%) ***</b>	<b>0.20</b>						<b>0.15</b>	<b>0.18</b>	<b>0.21</b>	<b>0.25</b>	<b>0.31</b>	<b>4,900</b>
% OF MEN	0.10						0.07	0.09	0.10	0.12	0.16	2,473
% OF WOMEN	0.10						0.08	0.09	0.11	0.12	0.16	2,427
<b>AMERICAN INDIAN OR ALASKA NATIVE (%)</b>	<b>1.00</b>	<b>2.10</b>	<b>2.16</b>	<b>2.12</b>	<b>2.10</b>	<b>1.97</b>	<b>1.96</b>	<b>2.04</b>	<b>2.07</b>	<b>2.06</b>	<b>1.85</b>	<b>28,889</b>
% OF MEN	0.50	0.82	0.82	0.80	0.80	0.76	0.75	0.77	0.76	0.76	0.70	10,924
% OF WOMEN	0.50	1.31	1.34	1.31	1.30	1.21	1.21	1.27	1.31	1.30	1.15	17,965
<b>TWO OR MORE RACES (%)***</b>	<b>1.00</b>						<b>0.06</b>	<b>0.23</b>	<b>0.38</b>	<b>0.60</b>	<b>0.91</b>	<b>14,262</b>
% OF MEN	0.50						0.03	0.10	0.17	0.28	0.47	7,338
% OF WOMEN	0.50						0.03	0.12	0.21	0.32	0.44	6,926
<b>INDIVIDUALS WITH TARGETED DISABILITIES (%)</b>	<b>CLF not available</b>	<b>1.21</b>	<b>1.18</b>	<b>1.16</b>	<b>1.18</b>	<b>1.05</b>	<b>1.01</b>	<b>1.04</b>	<b>1.03</b>	<b>1.03</b>	<b>0.99</b>	<b>15,522</b>

## Some of the increase reflected in the GS workforce numbers this year are due to agencies converting "pay for performance plan employees" (e.g. DOD's NSPS) back to the GS pay schedule.

\*The remainder of the figures in this table include September 30, 2010 agency data as reported in CPDF, plus FERC and NIGC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

\*\* The numbers for 1997 - 2005 include totals for Native Hawaiian/Pacific Islanders. \*\*\* Separate data first became available in 2006.



TABLE A-3a  
FIVE YEAR DISTRIBUTION ACROSS GRADE RANGES-GENERAL SCHEDULE AND RELATED (GSR)\* ##

GENERAL SCHEDULE AND RELATED GRADES	FY	TOTAL						HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER***				AMERICAN INDIAN OR ALASKA NATIVE				TWO OR MORE RACES ***			
		ALL		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
GSR 1-6	2006	257,195	88.270	34.32	168,925	65.68	9,068	3.53	13,398	5.21	54,271	21.10	91,282	35.49	18,153	7.06	47,819	18.59	3,891	1.51	8,267	3.21	269	0.10	449	0.17	2,517	0.98	7,533	2.93	101	0.04	177	0.07	
	2007	246,790	87,635	35.51	159,155	64.49	9,432	3.82	12,341	5.00	53,611	21.72	85,141	34.50	17,747	7.19	45,653	18.50	3,735	1.51	7,503	3.04	347	0.14	563	0.23	2,430	0.98	7,357	2.98	333	0.13	597	0.24	
	2008	254,041	92,240	36.31	161,801	63.69	9,395	3.70	12,555	4.94	57,310	22.56	86,334	33.98	18,363	7.23	46,528	18.32	3,801	1.50	7,278	2.86	422	0.17	654	0.26	2,388	0.94	7,432	2.93	561	0.22	1020	0.40	
	2009	264,349	98,738	37.35	165,611	62.65	9,371	3.54	12,850	4.86	62,302	23.57	89,260	33.77	19,141	7.24	46,427	17.56	3,914	1.48	7,332	2.77	494	0.19	774	0.29	2,540	0.96	7,389	2.80	976	0.37	1579	0.60	
	2010	277,175	103,822	37.46	173,353	62.54	9,001	3.25	13,281	4.79	65,615	23.67	93,978	33.91	20,692	7.47	47,648	17.19	4,071	1.47	7,998	2.89	615	0.22	956	0.34	2,499	0.90	7,395	2.67	1329	0.48	2097	0.76	
GSR 7-11	2006	551,522	260,562	47.24	290,960	52.76	27,525	4.99	24,039	4.36	184,110	33.38	174,318	31.61	32,872	5.96	72,411	13.13	11,036	2.00	12,770	2.32	476	0.09	451	0.08	4,393	0.80	6,775	1.23	150	0.03	198	0.04	
	2007	512,593	242,909	47.39	269,684	52.61	27,035	5.27	22,520	4.39	169,573	33.08	159,650	31.15	30,939	6.04	68,301	13.32	10,053	1.96	11,448	2.23	518	0.10	476	0.09	4,254	0.83	6,644	1.30	537	0.10	645	0.13	
	2008	506,460	241,650	47.71	264,810	52.29	28,187	5.57	22,634	4.47	166,867	32.95	155,157	30.64	30,914	6.10	67,589	13.35	9,930	1.96	11,128	2.20	588	0.12	509	0.10	4,209	0.83	6,668	1.32	955	0.19	1125	0.22	
	2009	530,662	256,830	48.40	273,832	51.60	30,052	5.66	23,483	4.43	176,894	33.33	160,324	30.21	32,881	6.20	69,152	13.03	10,433	1.97	11,477	2.16	727	0.14	607	0.11	4,287	0.81	6,995	1.32	1556	0.29	1794	0.34	
	2010	584,002	280,049	47.95	303,953	52.05	26,745	4.58	25,417	4.35	194,386	33.29	177,576	30.41	39,132	6.70	76,772	13.15	11,535	1.98	13,165	2.25	1,013	0.17	977	0.17	4,433	0.76	7,181	1.23	2805	0.48	2865	0.49	
GSR12-13	2006	440,646	266,436	60.46	174,210	39.54	15,449	3.51	9,954	2.26	211,118	47.91	114,685	26.03	22,769	5.17	37,812	8.58	14,004	3.18	9,204	2.09	268	0.06	165	0.04	2,713	0.62	2,300	0.52	115	0.03	90	0.02	
	2007	401,294	237,331	59.14	163,963	40.86	14,489	3.61	9,714	2.42	186,240	46.41	106,094	26.44	21,019	5.24	36,609	9.12	12,477	3.11	8,842	2.20	240	0.06	176	0.04	2,480	0.62	2,217	0.55	386	0.10	311	0.08	
	2008	383,570	223,172	58.18	160,398	41.82	14,361	3.74	9,995	2.61	173,383	45.20	102,126	26.63	20,276	5.29	35,449	9.24	11,957	3.12	8,999	2.35	282	0.07	187	0.05	2,349	0.61	2,247	0.59	563	0.15	446	0.12	
	2009	385,438	221,149	57.38	164,289	42.62	14,651	3.80	10,310	2.67	170,115	44.14	103,456	26.84	20,756	5.39	37,700	9.78	12,049	3.13	9,532	2.47	327	0.08	238	0.06	2,377	0.62	2,327	0.60	874	0.23	726	0.19	
	2010	505,814	303,941	60.09	201,873	39.91	25,527	5.05	13,331	2.64	227,457	44.97	126,609	25.03	28,267	5.59	45,291	8.95	16,474	3.26	11,988	2.37	716	0.14	433	0.09	2,920	0.58	2,640	0.52	2580	0.51	1581	0.31	
GSR 14-15	2006	166,981	112,351	67.28	54,630	32.72	4,651	2.79	2,203	1.32	93,169	55.80	39,238	23.50	7,008	4.20	9,144	5.48	6,480	3.88	3,408	2.04	44	0.03	17	0.01	964	0.58	596	0.36	35	0.02	24	0.01	
	2007	161,655	106,569	65.92	55,086	34.08	4,771	2.95	2,332	1.44	86,365	53.43	38,475	23.80	6,769	4.19	9,349	5.78	7,475	4.62	4,185	2.59	63	0.04	25	0.02	997	0.62	638	0.39	129	0.08	82	0.05	
	2008	153,795	99,694	64.82	54,101	35.18	4,511	2.93	2,298	1.49	80,536	52.37	37,350	24.29	6,776	4.41	9,772	6.35	6,688	4.35	3,893	2.53	57	0.04	33	0.02	934	0.61	637	0.41	192	0.12	118	0.08	
	2009	156,713	99,470	63.47	57,243	36.53	4,611	2.94	2,485	1.59	79,422	50.68	38,925	24.84	7,099	4.53	10,600	6.76	7,037	4.49	4,336	2.77	72	0.05	41	0.03	938	0.60	657	0.42	291	0.19	199	0.13	
	2010	194,420	124,844	64.21	69,576	35.79	5,592	2.88	3,077	1.58	100,133	51.50	47,364	24.36	9,065	4.66	12,837	6.60	8,229	4.23	5,105	2.63	129	0.07	61	0.03	1072	0.55	749	0.39	624	0.32	383	0.20	
TOTAL GS GRADES	2006	1,416,901	727,981	51.38	688,920	48.62	56,725	4.00	49,605	3.50	542,959	38.32	419,675	29.62	80,820	5.70	167,205	11.80	35,432	2.50	33,660	2.38	1,057	0.07	1,082	0.08	10,587	0.75	17,204	1.21	401	0.03	489	0.03	
	2007	1,322,332	674,444	51.00	647,888	49.00	55,727	4.21	46,907	3.55	495,789	37.49	389,360	29.44	76,474	5.78	159,912	12.09	33,740	2.55	31,978	2.42	1,168	0.09	1,240	0.09	10,161	0.77	16,856	1.27	1,385	0.10	1,635	0.12	
	2008	1,297,866	656,755	50.60	641,111	49.40	56,454	4.35	47,432	3.65	478,096	36.84	380,967	29.35	76,329	5.88	160,338	12.35	32,376	2.49	31,298	2.41	1,349	0.10	1,383	0.11	9,880	0.76	16,984	1.31	2,271	0.17	2,709	0.21	
	2009	1,337,162	676,187	50.57	660,975	49.43	58,685	4.39	49,128	3.67	488,733	36.55	391,965	29.31	79,877	5.97	163,879	12.26	33,433	2.50	32,677	2.44	1,620	0.12	1,660	0.12	10,142	0.76	17,368	1.30	3,697	0.28	4,298	0.32	
	2010	1,561,411	812,656	52.05	748,755	47.95	66,865	4.28	55,106	3.53	587,591	37.63	445,527	28.53	97,156	6.22	182,548	11.69	40,309	2.58	38,256	2.45	2,473	0.16	2,427	0.16	10,924	0.70	17,965	1.15	7,338	0.47	6,926	0.44	

## Some of the increase reflected in the GS workforce numbers this year are due to agencies converting "pay for performance plan employees" (e.g. DOD's NSPS) back to the GS pay schedule.

\* Includes September 30, 2010 agency data as reported in CPDF, FERC and NIGC. Does not include data for AAFES, TVA, USPS or other intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

\*\* The numbers for 2002 - 2005 include totals for Native Hawaiian/Other Pacific Islanders

\*\*\* Separate data first became available in 2006

TABLE A-3b

## FIVE YEAR GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES \* ##

GS AND RELATED GRADES		TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER				AMERICAN INDIAN OR ALASKA NATIVE				TWO OR MORE RACES***			
		ALL		MEN		WOMEN	MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
GRADE	YEAR	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
1	2006	2,972	1,237	41.62	1,735	58.38	138	4.64	165	5.55	749	25.20	829	27.89	239	8.04	524	17.63	87	2.93	145	4.88	7	0.24	27	0.91	14	0.47	31	1.04	3	0.10	14	0.47
	2007	3,042	1,325	43.56	1,717	56.44	118	3.88	156	5.13	824	27.09	820	26.96	254	8.35	531	17.46	86	2.83	118	3.88	15	0.49	39	1.28	16	0.53	24	0.79	12	0.39	29	0.95
	2008	3,803	1,743	45.83	2,060	54.17	161	4.23	136	3.58	1,085	28.53	1,032	27.14	324	8.52	630	16.57	96	2.52	135	3.55	20	0.53	26	0.68	19	0.50	38	1.00	38	1.00	63	1.66
	2009	3,890	1,805	46.40	2,085	53.60	161	4.14	148	3.80	1,094	28.12	1,058	27.20	342	8.79	601	15.45	103	2.65	145	3.73	19	0.49	21	0.54	19	0.49	23	0.59	67	1.72	89	2.29
	2010	3,718	1,709	45.97	2,009	54.03	141	3.79	137	3.68	1,051	28.27	1,030	27.70	320	8.61	584	15.71	83	2.23	128	3.44	21	0.56	21	0.56	18	0.48	30	0.81	75	2.02	79	2.12
2	2006	4,535	1,765	38.92	2,770	61.08	162	3.57	311	6.86	1,126	24.83	1,409	31.07	339	7.48	805	17.75	77	1.70	131	2.89	4	0.09	10	0.22	48	1.06	92	2.03	9	0.20	12	0.26
	2007	4,619	1,821	39.42	2,798	60.58	163	3.53	306	6.62	1,129	24.44	1,391	30.11	379	8.21	853	18.47	89	1.93	122	2.64	7	0.15	21	0.45	44	0.95	92	1.99	10	0.22	13	0.28
	2008	4,919	1,991	40.48	2,928	59.52	143	2.91	289	5.88	1,257	25.55	1,449	29.46	423	8.60	884	17.97	101	2.05	155	3.15	13	0.26	14	0.28	40	0.81	94	1.91	14	0.28	43	0.87
	2009	5,191	2,153	41.48	3,038	58.52	172	3.31	281	5.41	1,356	26.12	1,519	29.26	440	8.48	904	17.41	104	2.00	157	3.02	16	0.31	21	0.40	40	0.77	94	1.81	25	0.48	62	1.19
	2010	5,758	2,433	42.25	3,325	57.75	181	3.14	290	5.04	1,528	26.54	1,710	29.70	505	8.77	964	16.74	107	1.86	163	2.83	21	0.36	23	0.40	43	0.75	92	1.60	48	0.83	83	1.44
3	2006	17,576	6,339	36.066	11,237	63.93	590	3.36	1,054	6.00	4,049	23.04	5,727	32.58	1,008	5.74	2,882	16.40	404	2.30	1,059	6.03	47	0.27	58	0.33	228	1.30	441	2.51	13	0.07	16	0.09
	2007	16,428	6,291	38.294	10,137	61.71	541	3.29	922	5.61	4,155	25.29	5,110	31.11	922	5.61	2,512	15.29	365	2.22	1,017	6.19	58	0.35	82	0.50	215	1.31	436	2.65	35	0.21	58	0.35
	2008	17,294	7,075	40.91	10,219	59.09	556	3.21	879	5.08	4,836	27.96	5,279	30.53	1,006	5.82	2,589	14.97	362	2.09	865	5.00	65	0.38	95	0.55	190	1.10	444	2.57	60	0.35	68	0.39
	2009	18,622	7,871	42.267	10,751	57.73	562	3.02	947	5.09	5,547	29.79	5,679	30.50	1,030	5.53	2,604	13.98	357	1.92	894	4.80	56	0.30	85	0.46	204	1.10	410	2.20	115	0.62	132	0.71
	2010	18,947	7,953	41.975	10,994	58.03	583	3.08	1,085	5.73	5,502	29.04	5,770	30.45	1,113	5.87	2,564	13.53	326	1.72	904	4.77	74	0.39	89	0.47	199	1.05	405	2.14	156	0.82	177	0.93
4	2006	51,771	18,062	34.89	33,709	65.11	1,738	3.36	2,707	5.23	11,566	22.34	18,164	35.09	3,387	6.54	9,176	17.72	676	1.31	1,758	3.40	49	0.09	95	0.18	625	1.21	1,773	3.42	21	0.04	36	0.07
	2007	50,316	17,860	35.50	32,456	64.50	1,660	3.30	2,558	5.08	11,439	22.73	17,444	34.67	3,292	6.54	8,817	17.52	686	1.36	1,655	3.29	75	0.15	129	0.26	624	1.24	1,708	3.39	84	0.17	145	0.29
	2008	50,973	18,553	36.40	32,420	63.60	1,586	3.11	2,503	4.91	12,044	23.63	17,277	33.89	3,366	6.60	9,018	17.69	688	1.35	1,545	3.03	93	0.18	162	0.32	642	1.26	1,685	3.31	134	0.26	230	0.45
	2009	52,495	19,696	37.52	32,799	62.48	1,545	2.94	2,587	4.93	13,053	24.87	17,816	33.94	3,422	6.52	8,691	16.56	712	1.36	1,530	2.91	116	0.22	189	0.36	658	1.25	1,650	3.14	190	0.36	336	0.64
	2010	56,552	21,325	37.71	35,227	62.29	1,549	2.74	2,811	4.97	14,218	25.14	19,305	34.14	3,755	6.64	8,987	15.89	767	1.36	1,783	3.15	144	0.25	246	0.43	621	1.10	1,679	2.97	271	0.48	416	0.74
5	2006	100,306	35,227	35.12	65,079	64.88	4,002	3.99	5,143	5.13	20,955	20.89	34,556	34.45	7,599	7.58	19,079	19.02	1,552	1.55	2,854	2.85	95	0.09	144	0.14	988	0.98	3,226	3.22	36	0.04	77	0.08
	2007	96,317	35,643	37.01	60,674	62.99	4,583	4.76	4,804	4.99	21,034	21.84	31,647	32.86	7,359	7.64	18,098	18.79	1,480	1.54	2,538	2.64	106	0.11	171	0.18	944	0.98	3,181	3.30	137	0.14	235	0.24
	2008	99,634	37,228	37.36	62,406	62.64	4,425	4.44	5,025	5.04	22,406	22.49	32,607	32.73	7,648	7.68	18,402	18.47	1,522	1.53	2,551	2.56	135	0.14	211	0.21	917	0.90	3,225	3.24	195	0.20	385	0.39
	2009	102,920	39,805	38.68	63,115	61.32	4,297	4.18	4,916	4.78	24,555	23.86	33,242	32.30	7,863	7.64	18,328	17.81	1,577	1.53	2,533	2.46	173	0.17	277	0.27	985	0.96	3,208	3.12	355	0.34	611	0.59
	2010	103,811	39,856	38.39	63,955	61.61	3,682	3.55	4,747	4.57	24,641	23.74	33,853	32.61	8,296	7.99	18,383	17.71	1,625	1.57	2,706	2.61	224	0.22	329	0.32	937	0.90	3,145	3.03	451	0.43	792	0.76
6	2006	80,035	25,640	32.04	54,395	67.96	2,438	3.05	4,018	5.02	15,826	19.77	30,597	38.23	5,581	6.97	15,353	19.18	1,095	1.37	2,320	2.90	67	0.08	115	0.14	614	0.77	1,970	2.46	19	0.02	22	0.03
	2007	76,068	24,695	32.46	51,373	67.54	2,367	3.11	3,595	4.73	15,030	19.76	28,729	37.77	5,541	7.28	14,842	19.51	1,029	1.35	2,053	2.70	86	0.11	121	0.16	587	0.77	1,916	2.52	55	0.07	117	0.15
	2008	77,418	25,650	33.13	51,768	66.87	2,524	3.26	3,723	4.81	15,682	20.26	28,690	37.06	5,596	7.23	15,005	19.38	1,032	1.33	2,027	2.62	96	0.12	146	0.19	600	0.78	1,946	2.51	120	0.16	231	0.30
	2009	81,231	27,408	33.74	53,823	66.26	2,634	3.24	3,971	4.89	16,697	20.55	29,946	36.87	6,044	7.44	15,299	18.83	1,061	1.31	2,073	2.55	114	0.14	181	0.22	634	0.78	2,004	2.47	224	0.28	349	0.43
	2010	88,389	30,546	34.56	57,843	65.44	2,865	3.24	4,211	4.76	18,675	21.13	32,310	36.55	6,703	7.58	16,166	18.29	1,163	1.32	2,314	2.62	131	0.15	248	0.28	681	0.77	2,044	2.31	328	0.37	550	0.62
7	2006	139,322	55,799	40.05	83,523	59.95	5,630	4.04	6,817	4.89	37,895	27.20	48,326	34.69	8,733	6.27	22,535	16.17	2,276	1.63	3,433	2.46	148	0.11	138	0.10	1,074	0.77	2,197	1.58	43	0.03	77	0.06
	2007	131,546	54,612	41.52	76,934	58.48	5,976	4.54	6,296	4.79	36,680	27.88	44,324	33.69	8,402	6.39	20,832	15.84	2,159	1.64	2,965	2.25	152	0.12	174	0.13	1,081	0.82	2,132	1.62	162	0.12	211	0.16
	2008	133,463	57,583	43.15	75,880	56.85	6,672	5.00	6,451	4.83	38,296	28.69	43,053	32.26	8,805	6.60	20,804	15.59	2,243	1.68	2,880	2.16	172	0.13	193	0.14	1,104	0.83	2,133	1.60	291	0.22	366	0.27
	2009	142,499	62,731	44.02	79,768	55.98	6,850	4.81	6,748	4.74	42,116	29.56	45,375	31.84	9,482	6.65	21,458	15.06	2,458	1.72	2,990	2.10	211	0.15	244	0.17	1,152	0.81	2,321	1.63	462	0.32	632	0.44
	2010	150,879	65,363	43.32	85,516	56.68	6,562	4.35	7,155	4.74	43,500	28.83	48,448	32.11	10,599	7.02	22,967	15.22	2,551	1.69	3,435	2.28	264	0.17	321	0.21	1,179	0.78	2,312	1.53	708	0.47	878	0.58
8	2006	58,520	21,720	37.12	36,800	62.88	2,413	4.12	3,832	6.55	14,292	24.42	19,565	33.43	3,765	6.43	11,564	19.76	725	1.24	1,181	2.02	36	0.06	46	0.08	480	0.82	603	1.03	9	0.02	11	0.02
	2007	54,613	20,620	37.76	33,993	62.24	2,350	4.30	3,622	6.63	13,409	24.55	17,689	32.39	3,653	6.69																		

TABLE A-3b

FIVE YEAR GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES \* ##

GS AND RELATED GRADES		TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER				AMERICAN INDIAN OR ALASKA NATIVE				TWO OR MORE RACES***			
		ALL	MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
GRADE	YEAR	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
10	2006	16,515	8,511	51.53	8,004	48.47	527	3.19	433	2.62	6,535	39.57	4,957	30.02	982	5.95	2,005	12.14	318	1.93	341	2.06	18	0.11	6	0.04	128	0.78	257	1.56	3	0.02	5	0.03
	2007	15,326	7,614	49.68	7,712	50.32	490	3.20	407	2.66	5,768	37.64	4,710	30.73	926	6.04	1,951	12.73	279	1.82	319	2.08	19	0.12	6	0.04	116	0.76	300	1.96	16	0.10	19	0.12
	2008	14,994	7,319	48.81	7,675	51.19	479	3.19	427	2.85	5,502	36.69	4,703	31.37	858	5.72	1,848	12.32	307	2.05	353	2.35	21	0.14	5	0.03	129	0.86	307	2.05	23	0.15	32	0.21
	2009	15,344	7,548	49.19	7,796	50.81	445	2.90	419	2.73	5,748	37.46	4,818	31.40	866	5.64	1,852	12.07	298	1.94	341	2.22	27	0.18	10	0.07	125	0.81	303	1.97	39	0.25	53	0.35
	2010	17,142	8,654	50.48	8,488	49.52	484	2.82	446	2.60	6,569	38.32	5,229	30.50	1,038	6.06	2,043	11.92	314	1.83	369	2.15	41	0.24	19	0.11	129	0.75	299	1.74	79	0.46	83	0.48
11	2006	202,082	110,584	54.72	91,498	45.28	13,373	6.62	7,921	3.92	79,589	39.38	58,137	28.77	10,862	5.38	18,640	9.22	5,006	2.48	4,675	2.31	171	0.08	151	0.07	1,536	0.76	1,921	0.95	47	0.02	53	0.03
	2007	185,909	100,156	53.87	85,753	46.13	12,658	6.81	7,584	4.08	71,055	38.22	53,727	28.90	10,119	5.44	17,946	9.65	4,510	2.43	4,273	2.30	173	0.09	127	0.07	1,451	0.78	1,907	1.03	190	0.10	189	0.10
	2008	180,035	96,482	53.59	83,553	46.41	12,457	6.92	7,411	4.12	67,942	37.74	51,754	28.75	9,812	5.45	17,934	9.96	4,351	2.42	4,127	2.29	199	0.11	141	0.08	1,418	0.79	1,897	1.05	303	0.17	289	0.16
	2009	187,613	100,666	53.66	86,947	46.34	13,408	7.15	7,714	4.11	70,252	37.45	53,654	28.60	10,378	5.53	18,661	9.95	4,435	2.36	4,268	2.27	221	0.12	157	0.08	1,440	0.77	1,988	1.06	532	0.28	505	0.27
	2010	204,817	106,393	51.95	98,424	48.05	9,333	4.56	8,109	3.96	76,732	37.46	60,739	29.66	12,719	6.21	21,577	10.53	4,686	2.29	4,772	2.33	358	0.17	276	0.13	1,483	0.72	2,043	1.00	1,082	0.53	908	0.44
12	2006	231,347	132,825	57.41	98,522	42.59	8,274	3.58	6,216	2.69	103,467	44.72	63,806	27.58	12,309	5.32	21,722	9.39	6,998	3.02	5,160	2.23	173	0.07	113	0.05	1,545	0.67	1,449	0.63	59	0.03	56	0.02
	2007	211,511	118,971	56.25	92,540	43.75	7,849	3.71	6,020	2.85	91,727	43.37	58,926	27.86	11,397	5.39	20,985	9.92	6,203	2.93	4,892	2.31	155	0.07	117	0.06	1,442	0.68	1,415	0.67	198	0.09	185	0.09
	2008	200,955	111,256	55.36	89,699	44.64	7,804	3.88	6,082	3.03	84,875	42.24	56,339	28.04	10,872	5.41	20,509	10.21	5,868	2.92	4,941	2.46	182	0.09	113	0.06	1,342	0.67	1,449	0.72	312	0.16	267	0.13
	2009	203,105	111,180	54.74	91,925	45.26	8,000	3.94	6,294	3.10	83,999	41.36	57,172	28.15	11,169	5.50	21,136	10.41	5,952	2.93	5,245	2.58	220	0.11	142	0.07	1,375	0.68	1,507	0.74	465	0.23	429	0.21
	2010	269,080	156,724	58.24	112,356	41.76	15,918	5.92	8,253	3.07	113,035	42.01	69,274	25.74	15,577	5.79	25,400	9.44	8,544	3.18	6,550	2.43	471	0.18	257	0.10	1,662	0.62	1,699	0.63	1,517	0.56	923	0.34
13	2006	209,299	133,611	63.84	75,688	36.16	7,175	3.43	3,738	1.79	107,651	51.43	50,879	24.31	10,460	5.00	16,090	7.69	7,006	3.35	4,044	1.93	95	0.05	52	0.02	1,168	0.56	851	0.41	56	0.03	34	0.02
	2007	189,783	118,360	62.37	71,423	37.63	6,640	3.50	3,694	1.95	94,513	49.80	47,168	24.85	9,622	5.07	15,624	8.23	6,274	3.31	3,950	2.08	85	0.04	59	0.03	1,038	0.55	802	0.42	188	0.10	126	0.07
	2008	182,615	111,916	61.29	70,699	38.71	6,557	3.59	3,863	2.12	88,508	48.47	45,787	25.07	9,404	5.15	15,940	8.73	6,089	3.33	4,058	2.22	100	0.05	74	0.04	1,007	0.55	798	0.44	251	0.14	179	0.10
	2009	182,333	109,969	60.31	72,364	39.69	6,651	3.65	4,016	2.20	86,116	47.23	46,284	25.38	9,587	5.26	16,564	9.08	6,097	3.34	4,287	2.35	107	0.06	96	0.05	1,002	0.55	820	0.45	409	0.22	297	0.16
	2010	236,734	147,217	62.19	89,517	37.81	9,609	4.06	5,078	2.15	114,422	48.33	57,335	24.22	12,690	5.36	19,891	8.40	7,930	3.35	5,438	2.30	245	0.10	176	0.07	1,258	0.53	941	0.40	1,063	0.45	658	0.28
14	2006	100,947	65,978	65.36	34,969	34.64	2,875	2.85	1,452	1.44	54,211	53.70	24,491	24.26	4,728	4.68	6,748	6.68	3,502	3.47	1,851	1.83	27	0.03	14	0.01	615	0.61	395	0.39	23	0.02	18	0.02
	2007	93,695	59,909	63.94	33,786	36.06	2,796	2.98	1,445	1.54	48,517	51.78	23,099	24.65	4,407	4.70	6,814	7.27	3,468	3.70	1,948	2.08	40	0.04	15	0.02	592	0.63	401	0.43	89	0.09	64	0.07
	2008	92,014	57,826	62.84	34,188	37.16	2,774	3.01	1,479	1.61	46,324	50.34	22,969	24.96	4,483	4.87	7,131	7.75	3,522	3.83	2,072	2.25	36	0.04	20	0.02	559	0.61	425	0.46	128	0.14	92	0.10
	2009	93,199	57,201	61.38	35,998	38.62	2,832	3.04	1,601	1.72	45,254	48.56	23,790	25.53	4,670	5.01	7,696	8.26	3,690	3.96	2,322	2.49	44	0.05	28	0.03	528	0.57	417	0.45	183	0.20	144	0.15
	2010	118,706	74,304	62.59	44,402	37.41	3,566	3.00	2,024	1.71	59,085	49.77	29,460	24.82	6,095	5.13	9,351	7.88	4,416	3.72	2,783	2.34	90	0.08	41	0.03	624	0.53	481	0.41	428	0.36	262	0.22
15	2006	66,034	46,373	70.23	19,661	29.77	1,776	2.69	751	1.14	38,958	59.00	14,747	22.33	2,283	3.46	2,396	3.63	2,978	4.51	1,557	2.36	17	0.03	3	0.00	349	0.53	201	0.30	12	0.02	6	0.01
	2007	67,960	46,660	68.66	21,300	31.34	1,975	2.91	887	1.31	37,848	55.69	15,376	22.63	2,362	3.48	2,535	3.73	4,007	5.90	2,237	3.29	23	0.03	10	0.01	405	0.60	237	0.35	40	0.06	18	0.03
	2008	61,781	41,868	67.77	19,913	32.23	1,737	2.81	819	1.33	34,212	55.38	14,381	23.28	2,293	3.71	2,541	4.11	3,166	5.12	1,821	2.95	21	0.03	13	0.02	375	0.61	212	0.34	64	0.10	26	0.04
	2009	63,514	42,269	66.55	21,245	33.45	1,779	2.80	884	1.39	34,168	53.80	15,135	23.83	2,429	3.82	2,904	4.57	3,347	5.27	2,014	3.17	28	0.04	13	0.02	410	0.65	240	0.38	108	0.17	55	0.09
	2010	75,714	50,540	66.75	25,174	33.25	2,026	2.68	1,053	1.39	41,048	54.21	17,904	23.65	2,970	3.92	3,486	4.60	3,813	5.04	2,322	3.07	39	0.05	20	0.03	448	0.59	268	0.35	196	0.26	121	0.16
Total GS & GS Related	2006	1,416,901	727,981	51.38	688,920	48.62	56,725	4.00	49,605	3.50	542,959	38.32	419,675	29.62	80,820	5.70	167,205	11.80	35,432	2.50	33,660	2.38	1,057	0.07	1,082	0.08	10,587	0.75	17,204	1.21	401	0.03	489	0.03
	2007	1,322,332	674,444	51.00	647,888	49.00	55,727	4.21	46,907	3.55	495,789	37.49	389,360	29.44	76,474	5.78	159,912	12.09	33,740	2.55	31,978	2.42	1,168	0.09	1,240	0.09	10,161	0.77	16,856	1.27	1,385	0.10	1,635	0.12
	2008	1,297,866	656,755	50.60	641,111	49.40	56,454	4.35	47,432	3.65	478,096	36.84	380,967	29.35	76,329	5.88	160,338	12.35	32,376	2.49	31,298	2.41	1,349	0.10	1,383	0.11	9,880	0.76	16,984	1.31	2,271	0.17	2,709	0.21
	2009	1,337,162	676,187	50.60	660,975	49.40	58,685	4.35	49,128	3.65	488,733	36.84	391,965	29.35	79,877	5.88	163,879	12.35	33,433	2.49	32,677	2.41	1,620	0.10	1,660	0.11	10,142	0.76	17,368	1.31	3,697	0.17	4,298	0.21
	2010	1,561,411	812,656	52.05	748,755	47.95	66,865	4.28	55,106	3.53	587,591	37.63	445,527	28.53	97,156	6.22	182,548	11.69	40,309	2.58	38,256	2.45	2,473	0.16	2,427	0.16	10,924	0.70	17,965	1.15	7,338	0.47	6,926	0.44

**TABLE A-4**  
**Government Wide Employment of Workers in**  
**FEDERAL WAGE SYSTEM (FWS) POSITIONS**

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2010
<b>TOTAL WORK FORCE</b>	<b>CLF</b>	<b>2,445,335</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>	<b>2,608,172</b>	<b>2,763,183</b>	<b>2,811,277</b>		<b>2,850,584</b>
<b>% of FWS Employees</b>		8.53	8.23	8.00	7.52	7.54	7.46	7.35	7.06	6.99		6.93
<b>FWS WORK FORCE*</b>		<b>208,580</b>	<b>202,471</b>	<b>194,259</b>	<b>196,114</b>	<b>196,800</b>	<b>194,858</b>	<b>191,701</b>	<b>195,073</b>	<b>196,487</b>		<b>197,543</b>
% OF MEN	53.20	89.48	89.47	89.09	89.19	89.06	88.98	89.10	89.10	89.36	89.64	177,071
% OF WOMEN	46.80	10.52	10.53	10.91	10.81	10.94	11.01	10.90	10.90	10.64	10.36	20,472
<b>HISPANIC OR LATINO (%)</b>	<b>10.70</b>	<b>7.70</b>	<b>7.67</b>	<b>7.70</b>	<b>7.87</b>	<b>7.85</b>	<b>7.87</b>	<b>7.88</b>	<b>7.72</b>	<b>7.94</b>	<b>7.60</b>	<b>15,006</b>
% OF MEN	6.20	6.99	6.94	6.91	7.08	7.02	7.04	7.08	6.92	6.89	6.84	13,512
% OF WOMEN	4.50	0.71	0.73	0.79	0.79	0.82	0.83	0.81	0.80	0.78	0.76	1,494
<b>WHITE (%)</b>	<b>72.70</b>	<b>66.32</b>	<b>66.35</b>	<b>66.43</b>	<b>66.43</b>	<b>66.60</b>	<b>66.51</b>	<b>66.54</b>	<b>66.63</b>	<b>66.95</b>	<b>66.85</b>	<b>132,058</b>
% OF MEN	39.00	60.97	60.95	60.81	60.85	60.93	60.88	60.94	60.96	61.34	61.39	121,276
% OF WOMEN	33.70	5.35	5.40	5.63	5.58	5.67	5.70	5.61	5.66	5.61	5.46	10,782
<b>BLACK OR AFRICAN AMERICAN(%)</b>	<b>10.60</b>	<b>18.60</b>	<b>18.48</b>	<b>18.62</b>	<b>18.34</b>	<b>18.21</b>	<b>18.21</b>	<b>18.22</b>	<b>18.23</b>	<b>17.74</b>	<b>17.70</b>	<b>34,967</b>
% OF MEN	4.80	15.06	15.02	15.10	14.86	14.75	14.72	14.75	14.83	14.54	14.61	28,864
% OF WOMEN	5.80	3.55	3.46	3.52	3.49	3.46	3.49	3.47	3.40	3.20	3.09	6,103
<b>ASIAN (%)**</b>	<b>3.60</b>	<b>4.62</b>	<b>4.75</b>	<b>4.50</b>	<b>4.73</b>	<b>4.75</b>	<b>4.19</b>	<b>4.06</b>	<b>3.96</b>	<b>3.88</b>	<b>3.83</b>	<b>7,568</b>
% OF MEN	1.90	4.13	4.24	3.98	4.20	4.18	3.65	3.54	3.45	3.39	3.36	6,632
% OF WOMEN	1.70	0.49	0.51	0.52	0.53	0.57	0.54	0.52	0.51	0.49	0.47	936
<b>NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (%)***</b>	<b>0.20</b>						<b>0.57</b>	<b>0.63</b>	<b>0.68</b>	<b>0.74</b>	<b>0.80</b>	<b>1,582</b>
% OF MEN	0.10						0.52	0.57	0.62	0.67	0.73	1,437
% OF WOMEN	0.10						0.05	0.06	0.07	0.07	0.07	145
<b>AMERICAN INDIAN OR ALASKA NATIVE (%)</b>	<b>1.00</b>	<b>2.76</b>	<b>2.74</b>	<b>2.75</b>	<b>2.62</b>	<b>2.60</b>	<b>2.53</b>	<b>2.45</b>	<b>2.42</b>	<b>2.46</b>	<b>2.49</b>	<b>4,928</b>
% OF MEN	0.50	2.35	2.32	2.30	2.19	2.18	2.12	2.05	2.01	2.04	2.08	4,114
% OF WOMEN	0.50	0.42	0.43	0.45	0.43	0.42	0.41	0.41	0.41	0.41	0.41	814
<b>TWO OR MORE RACES***</b>	<b>1.00</b>						<b>0.06</b>	<b>0.22</b>	<b>0.36</b>	<b>0.57</b>	<b>0.73</b>	<b>1,434</b>
% OF MEN	0.50						0.05	0.19	0.30	0.49	0.63	1,236
% OF WOMEN	0.50						0.01	0.03	0.05	0.08	0.10	198
<b>INDIVIDUALS WITH TARGETED DISABILITIES %</b>	<b>CLF not available</b>	<b>1.40</b>	<b>1.34</b>	<b>1.29</b>	<b>1.23</b>	<b>1.16</b>	<b>1.14</b>	<b>1.13</b>	<b>1.09</b>	<b>1.07</b>	<b>1.09</b>	<b>2,151</b>

\*The remainder of the figures in this table include September 30, 2010 agency data as reported in CPDF. Does not include data for AAFES, FERC, Foreign Service, NIGC, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

\*\* The numbers for 2000 - 2005 include totals for Native Hawaiian/Pacific Islanders.

\*\*\* Separate data first became available in 2006.

**TABLE A-5  
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN  
OTHER PAY SYSTEMS (OPS) WORK FORCE\* ##**

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2010
	CLF											
<b>TOTAL WORK FORCE</b>		<b>2,445,335</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>	<b>2,608,172</b>	<b>2,763,183</b>	<b>2,811,277</b>		<b>2,850,584</b>
<b>% of Total Work Force</b>		39.87	40.40	40.96	37.33	37.13	37.51	41.19	45.23	44.72		37.54
<b>OPS WORK FORCE</b>		<b>975,074</b>	<b>993,602</b>	<b>994,647</b>	<b>973,172</b>	<b>969,353</b>	<b>979,664</b>	<b>1,074,388</b>	<b>1,249,837</b>	<b>1,257,205</b>		<b>1,070,175</b>
% OF MEN	53.20	59.87	59.96	59.69	59.43	58.86	58.27	57.94	55.88	56.19	55.37	592,544
% OF WOMEN	46.80	40.13	40.04	40.31	40.57	41.14	41.73	42.06	44.12	43.81	44.63	477,631
<b>HISPANIC or LATINO (%)</b>	<b>10.70</b>	<b>7.26</b>	<b>7.43</b>	<b>7.61</b>	<b>7.77</b>	<b>7.99</b>	<b>7.98</b>	<b>7.88</b>	<b>7.98</b>	<b>7.84</b>	<b>8.16</b>	<b>87,335</b>
% OF MEN	6.20	4.65	4.78	4.87	4.96	5.03	4.98	4.84	4.75	4.67	4.88	52,174
% OF WOMEN	4.50	2.61	2.65	2.74	2.82	2.96	3.00	3.04	3.23	3.17	3.29	35,161
<b>WHITE (%)</b>	<b>72.70</b>	<b>64.66</b>	<b>64.59</b>	<b>64.32</b>	<b>64.03</b>	<b>63.26</b>	<b>63.12</b>	<b>63.81</b>	<b>64.04</b>	<b>64.78</b>	<b>63.83</b>	<b>683,045</b>
% OF MEN	39.00	40.45	40.45	40.04	39.64	38.83	38.33	38.64	37.09	37.80	36.44	389,957
% OF WOMEN	33.70	24.21	24.14	24.28	24.39	24.43	24.79	25.17	26.95	26.98	27.39	293,088
<b>BLACK or AFRICAN AMERICAN (%)</b>	<b>10.60</b>	<b>20.05</b>	<b>19.84</b>	<b>19.77</b>	<b>19.66</b>	<b>19.93</b>	<b>19.87</b>	<b>19.35</b>	<b>18.57</b>	<b>18.05</b>	<b>18.22</b>	<b>195,032</b>
% OF MEN	4.80	10.20	10.10	10.02	9.92	9.94	9.79	9.38	8.77	8.51	8.59	91,976
% OF WOMEN	5.80	9.85	9.74	9.74	9.74	9.99	10.08	9.97	9.80	9.54	9.63	103,056
<b>ASIAN (%) **</b>	<b>3.60</b>	<b>7.04</b>	<b>7.12</b>	<b>7.29</b>	<b>7.49</b>	<b>7.76</b>	<b>7.73</b>	<b>7.54</b>	<b>7.20</b>	<b>7.17</b>	<b>7.58</b>	<b>81,068</b>
% OF MEN	1.90	4.10	4.15	4.27	4.42	4.56	4.55	4.41	4.19	4.17	4.42	47,256
% OF WOMEN	1.70	2.94	2.97	3.01	3.07	3.20	3.18	3.13	3.01	3.00	3.16	33,812
<b>NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER</b>	0.20						<b>0.13</b>	<b>0.18</b>	<b>0.35</b>	<b>0.36</b>	<b>0.36</b>	<b>3,861</b>
% OF MEN	0.10						0.05	0.08	0.17	0.18	0.18	1,879
% OF WOMEN	0.10						0.08	0.10	0.18	0.19	0.19	1,982
<b>AMERICAN INDIAN OR ALASKA NATIVE (%)</b>	<b>1.00</b>	<b>0.99</b>	<b>1.02</b>	<b>1.02</b>	<b>1.05</b>	<b>1.05</b>	<b>1.11</b>	<b>1.05</b>	<b>1.08</b>	<b>1.08</b>	<b>1.09</b>	<b>11,624</b>
% OF MEN	0.50	0.46	0.48	0.49	0.50	0.50	0.54	0.50	0.51	0.50	0.50	5,299
% OF WOMEN	0.50	0.52	0.53	0.53	0.55	0.55	0.58	0.55	0.57	0.56	0.59	6,325
<b>TWO OR MORE RACES ***</b>	<b>1.00</b>						<b>0.05</b>	<b>0.18</b>	<b>0.79</b>	<b>0.75</b>	<b>0.77</b>	<b>8,210</b>
% OF MEN	0.50						0.03	0.09	0.40	0.37	0.37	4,003
% OF WOMEN	0.50						0.03	0.10	0.39	0.38	0.39	4,207
<b>Individuals With Targeted Disabilities %</b>	CLF not available	<b>0.91</b>	<b>0.88</b>	<b>0.86</b>	<b>0.84</b>	<b>0.81</b>	<b>0.80</b>	<b>0.74</b>	<b>0.70</b>	<b>0.69</b>	<b>0.69</b>	<b>7,433</b>

## Some of the decrease reflected in the OPS workforce numbers this year are due to agencies converting "pay for performance plan employees" (e.g. DOD's NSPS) back to the GS pay schedule.

\* Includes September 30, 2010 agency data as reported in CPDF (335,345) and all employees of AAFES, Foreign Service, TVA AND USPS (734,830), but does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding and the addition of " Two or More Races" category in the 2000 Census Special EEO file. \*\* The numbers for 1999 - 2005 include totals for Native Hawaiian/Pacific Islanders. \*\*\* Separate data first became available in 2006.

**TABLE A-6  
TEN YEAR TREND  
GOVERNMENT WIDE EMPLOYMENT OF**

	<b>INDIVIDUALS WITH TARGETED DISABILITIES*</b>										<b>TEN YEAR NET CHANGE</b>
	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	
<b>TOTAL WORK FORCE</b>	<b>2,445,335</b>	<b>2,459,505</b>	<b>2,428,330</b>	<b>2,606,903</b>	<b>2,610,920</b>	<b>2,611,493</b>	<b>2,608,172</b>	<b>2,763,183</b>	<b>2,811,277</b>	<b>2,850,584</b>	
<b>% OF TOTAL WORK FORCE</b>	1.10	1.07	1.05	0.99	0.96	0.94	0.92	0.88	0.88	0.88	
<b>TOTAL INDIVIDUALS WITH TARGETED DISABILITIES</b>	26,834	26,230	25,551	25,917	25,142	24,442	23,993	24,427	24,663	25,217	-6.03
<b>DEAFNESS TOTAL</b>	5,088	4,949	4,796	4,745	4,614	4,460	4,352	4,338	4,234	4,080	
<b>% OF TARGETED DISABILITIES</b>	18.96	18.87	18.77	18.31	18.35	18.25	18.14	17.76	17.17	16.18	-19.81
<b>BLINDNESS TOTAL</b>	2,636	2,582	2,588	2,687	2,606	2,573	2,516	2,576	2,653	2,771	
<b>% OF TARGETED DISABILITIES</b>	9.82	9.84	10.13	10.37	10.37	10.53	10.49	10.55	10.76	10.99	5.12
<b>MISSING EXTREMITIES TOTAL</b>	1,627	1,556	1,525	1,505	1,446	1,376	1,302	1,300	1,257	1,240	
<b>% OF TARGETED DISABILITIES</b>	6.06	5.93	5.97	5.81	5.75	5.63	5.43	5.32	5.10	4.92	-23.79
<b>PARTIAL PARALYSIS TOTAL</b>	3,346	3,283	3,219	3,229	3,111	2,984	2,897	2,853	2,872	2,882	
<b>% OF TARGETED DISABILITIES</b>	12.47	12.52	12.6	12.46	12.37	12.21	12.07	11.68	11.64	11.43	-13.87
<b>COMPLETE PARALYSIS TOTAL</b>	1,415	1,387	1,316	1,328	1,258	1,222	1,182	1,187	1,177	1,190	
<b>% OF TARGETED DISABILITIES</b>	5.27	5.29	5.15	5.12	5.00	5.00	4.93	4.86	4.77	4.72	-15.90
<b>CONVULSIVE DISORDERS TOTAL</b>	3,767	3,730	3,637	3,660	3,537	3,452	3,355	3,362	3,330	3,333	
<b>% OF TARGETED DISABILITIES</b>	14.04	14.22	14.23	14.12	14.07	14.12	13.98	13.76	13.50	13.22	-11.52
<b>INTELLECTUAL DISABILITY TOTAL</b>	2,428	2,261	2,106	2,057	1,946	1,857	1,771	1,753	1,690	1,618	
<b>% OF TARGETED DISABILITIES</b>	9.05	8.62	8.24	7.94	7.74	7.60	7.38	7.18	6.85	6.42	-33.36
<b>MENTAL ILLNESS TOTAL</b>	5,801	5,786	5,695	6,043	5,982	5,900	6,016	6,439	6,809	7,421	
<b>% OF TARGETED DISABILITIES</b>	21.62	22.06	22.29	23.32	23.79	24.14	25.07	26.36	27.61	29.43	27.93
<b>DISTORTION OF LIMB &amp;/OR SPINE TOTAL</b>	726	696	669	663	642	618	602	619	641	682	
<b>% OF TARGETED DISABILITIES</b>	2.71	2.65	2.62	2.56	2.55	2.53	2.51	2.53	2.60	2.70	-6.06

\*Includes September 30, 2010 agency data as reported in CPDF plus AAFES, FERC, Foreign Service, NIGC, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding.

TABLE A-6a

FY 2010 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN \* ##

DISABILITY BY TYPE	GSR-1	GSR-2	GSR-3	GSR-4	GSR-5	GSR-6	GSR-7	GSR-8	GSR-9	GSR-10
<b># WORK FORCE IN GRADE</b>	3,718	5,758	18,947	56,552	103,811	88,389	150,879	56,281	154,883	17,142
% OF WORK FORCE IN GRADE	0.18	0.27	0.90	2.67	4.91	4.18	7.13	2.66	7.32	0.81
<b>NO DISABILITIES</b>	3,533	5,377	17,342	50,356	91,644	79,021	137,182	50,895	141,692	15,644
% OF GRADE LEVEL	95.02	93.38	91.53	89.04	88.28	89.40	90.92	90.43	91.48	91.26
<b>NOT IDENTIFIED/DISCLOSED</b>	39	64	326	1,213	2,581	2,026	3,154	1,239	3,365	429
% OF GRADE LEVEL	1.05	1.11	1.72	2.14	2.49	2.29	2.09	2.20	2.17	2.50
<b>REPORTABLE DISABILITIES</b>	146	317	1,279	4,983	9,586	7,342	10,543	4,147	9,826	1,069
% OF GRADE LEVEL	3.93	5.51	6.75	8.81	9.23	8.31	6.99	7.37	6.34	6.24
<b>TARGETED DISABILITIES</b>	48	114	323	1,197	2,149	1,263	1,720	867	1,442	132
% OF GRADE LEVEL	1.29	1.98	1.70	2.12	2.07	1.43	1.14	1.54	0.93	0.77
<b>DEAFNESS</b>	5	9	41	218	347	193	299	91	187	12
% OF TARGETED DISABILITIES	10.42	7.89	12.69	18.21	16.15	15.28	17.38	10.50	12.97	9.09
<b>BLINDNESS</b>	4	9	29	110	232	144	222	258	204	10
% OF TARGETED DISABILITIES	8.33	7.89	8.98	9.19	10.80	11.40	12.91	29.76	14.15	7.58
<b>MISSING EXTREMITIES</b>	1	2	5	37	72	42	76	44	73	15
% OF TARGETED DISABILITIES	2.08	1.75	1.55	3.09	3.35	3.33	4.42	5.07	5.06	11.36
<b>PARTIAL PARALYSIS</b>	2	14	35	162	277	162	236	106	224	19
% OF TARGETED DISABILITIES	4.17	12.28	10.84	13.53	12.89	12.83	13.72	12.23	15.53	14.39
<b>COMPLETE PARALYSIS</b>	4	4	10	57	103	53	76	59	94	4
% OF TARGETED DISABILITIES	8.33	3.51	3.10	4.76	4.79	4.20	4.42	6.81	6.52	3.03
<b>CONVULSIVE DISORDERS</b>	5	9	29	102	246	150	240	107	192	18
% OF TARGETED DISABILITIES	10.42	7.89	8.98	8.52	11.45	11.88	13.95	12.34	13.31	13.64
<b>INTELLECTUAL DISABILITY</b>	14	42	92	160	123	43	47	14	10	0
% OF TARGETED DISABILITIES	29.17	36.84	28.48	13.37	5.72	3.40	2.73	1.61	0.69	0.00
<b>MENTAL ILLNESS</b>	13	22	71	326	695	443	464	156	410	50
% OF TARGETED DISABILITIES	27.08	19.30	21.98	27.23	32.34	35.08	26.98	17.99	28.43	37.88
<b>DISTORTION OF LIMB &amp;/OR SPINE</b>	0	3	11	25	54	33	60	32	48	4
% OF TARGETED DISABILITIES	0.00	2.63	3.41	2.09	2.51	2.61	3.49	3.69	3.33	3.03

TABLE A-6a

## FY 2010 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN \* ##

DISABILITY BY TYPE	GSR-11	GSR-12	GSR-13	GSR-14	GSR-15	SENIOR PAY** LEVEL	SES	WAGE AND NON GS	TOTAL GS RELATED	ALL
<b># WORK FORCE IN GRADE</b>	<b>204,817</b>	<b>269,080</b>	<b>236,734</b>	<b>118,706</b>	<b>75,714</b>	<b>21,357</b>	<b>7,952</b>	<b>524,076</b>	<b>1,561,411</b>	<b>2,114,796</b>
% OF WORK FORCE IN GRADE	9.68	12.72	11.19	5.61	3.58	1.01	0.38	24.78	73.83	
<b>NO DISABILITIES</b>	<b>186,996</b>	<b>247,467</b>	<b>219,117</b>	<b>109,867</b>	<b>70,236</b>	<b>20,010</b>	<b>7,360</b>	<b>484,744</b>	<b>1,426,369</b>	<b>1,938,483</b>
% OF GRADE LEVEL	91.30	91.97	92.56	92.55	92.76	93.69	92.56	92.49	91.35	91.66
<b>NOT IDENTIFIED/DISCLOSED</b>	<b>4,700</b>	<b>6,046</b>	<b>5,664</b>	<b>3,198</b>	<b>2,123</b>	<b>555</b>	<b>292</b>	<b>11,571</b>	<b>36,167</b>	<b>48,585</b>
% OF GRADE LEVEL	2.29	2.25	2.39	2.69	2.80	2.60	3.67	2.21	2.32	2.30
<b>REPORTABLE DISABILITIES</b>	<b>13,121</b>	<b>15,567</b>	<b>11,953</b>	<b>5,641</b>	<b>3,355</b>	<b>792</b>	<b>300</b>	<b>27,761</b>	<b>98,875</b>	<b>127,728</b>
% OF GRADE LEVEL	6.41	5.79	5.05	4.75	4.43	3.71	3.77	5.30	6.33	6.04
<b>TARGETED DISABILITIES</b>	<b>1,868</b>	<b>1,929</b>	<b>1,440</b>	<b>659</b>	<b>371</b>	<b>101</b>	<b>36</b>	<b>3,755</b>	<b>15,522</b>	<b>19,414</b>
% OF GRADE LEVEL	0.91	0.72	0.61	0.56	0.49	0.47	0.45	0.72	0.99	0.92
<b>DEAFNESS</b>	<b>182</b>	<b>218</b>	<b>137</b>	<b>37</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>459</b>	<b>1,986</b>	<b>2,446</b>
% OF TARGETED DISABILITIES	9.74	11.30	9.51	5.61	2.70	0.99	0.00	12.22	12.79	12.60
<b>BLINDNESS</b>	<b>288</b>	<b>275</b>	<b>236</b>	<b>121</b>	<b>55</b>	<b>14</b>	<b>10</b>	<b>379</b>	<b>2,197</b>	<b>2,600</b>
% OF TARGETED DISABILITIES	15.42	14.26	16.39	18.36	14.82	13.86	27.78	10.09	14.15	13.39
<b>MISSING EXTREMITIES</b>	<b>123</b>	<b>135</b>	<b>108</b>	<b>43</b>	<b>25</b>	<b>11</b>	<b>4</b>	<b>163</b>	<b>801</b>	<b>979</b>
% OF TARGETED DISABILITIES	6.58	7.00	7.50	6.53	6.74	10.89	11.11	4.34	5.16	5.04
<b>PARTIAL PARALYSIS</b>	<b>296</b>	<b>343</b>	<b>270</b>	<b>139</b>	<b>69</b>	<b>19</b>	<b>7</b>	<b>326</b>	<b>2,354</b>	<b>2,706</b>
% OF TARGETED DISABILITIES	15.85	17.78	18.75	21.09	18.60	18.81	19.44	8.68	15.17	13.94
<b>COMPLETE PARALYSIS</b>	<b>142</b>	<b>165</b>	<b>117</b>	<b>58</b>	<b>41</b>	<b>19</b>	<b>4</b>	<b>101</b>	<b>987</b>	<b>1,111</b>
% OF TARGETED DISABILITIES	7.60	8.55	8.13	8.80	11.05	18.81	11.11	2.69	6.36	5.72
<b>CONVULSIVE DISORDERS</b>	<b>264</b>	<b>286</b>	<b>202</b>	<b>106</b>	<b>63</b>	<b>10</b>	<b>5</b>	<b>514</b>	<b>2,019</b>	<b>2,548</b>
% OF TARGETED DISABILITIES	14.13	14.83	14.03	16.08	16.98	9.90	13.89	13.69	13.01	13.12
<b>INTELLECTUAL DISABILITY</b>	<b>10</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>471</b>	<b>562</b>	<b>1,033</b>
% OF TARGETED DISABILITIES	0.54	0.16	0.14	0.15	0.27	0.00	0.00	12.54	3.62	5.32
<b>MENTAL ILLNESS</b>	<b>498</b>	<b>439</b>	<b>318</b>	<b>141</b>	<b>95</b>	<b>24</b>	<b>3</b>	<b>1,247</b>	<b>4,141</b>	<b>5,415</b>
% OF TARGETED DISABILITIES	26.66	22.76	22.08	21.40	25.61	23.76	8.33	33.21	26.68	27.89
<b>DISTORTION OF LIMB &amp;/OR SPINE</b>	<b>65</b>	<b>65</b>	<b>50</b>	<b>13</b>	<b>12</b>	<b>3</b>	<b>3</b>	<b>95</b>	<b>475</b>	<b>576</b>
% OF TARGETED DISABILITIES	3.48	3.37	3.47	1.97	3.23	2.97	8.33	2.53	3.06	2.97

## Some of the increase reflected in the GS workforce numbers this year are due to agencies converting "pay for performance plan employees" (e.g. DOD's NSPS) back to the GS pay schedule.

\* Includes September 30, 2010 agency data as reported in CPDF plus FERC and NIGC. Does not include data for AAFES, Foreign Service, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding.

\*\*Note Senior Pay Level (SPL) positions in this table include Executive Schedule, Senior Foreign Service and other employees earning salaries above grade 15 of the General Schedule. The Senior Executive Service (SES) employees are not included here, however they are reported separately.



TABLE A-6b

FY 2010 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	INTELLECTUAL DISABILITY	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
ADVISORY COUNCIL ON HISTORIC PRESERVATION	53	#	1	0	0	0	0	0	0	0	0	0	0
		%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AFRICAN DEVELOPMENT FOUNDATION	27	#	6	0	0	0	0	0	0	0	0	0	0
		%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,376	#	117	21	7	2	1	2	0	3	3	1	2
		%	3.47%	0.62%	0.21%	0.06%	0.03%	0.06%	0.00%	0.09%	0.09%	0.03%	5.92%
AGRICULTURE, U. S DEPARTMENT OF	108,291	#	5,932	924	110	96	56	157	75	105	55	241	29
		%	5.48%	0.85%	0.10%	0.09%	0.05%	0.14%	0.07%	0.10%	0.05%	0.22%	2.68%
AMERICAN BATTLE MONUMENTS COMMISSION	40	#	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%
APPALACHIAN REGIONAL COMMISSION	11	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ARCHITECTAL & TRANS. BARRIER COMPLIANCE BOARD	40	#	13	9	0	1	0	1	6	1	0	0	0
		%	32.50%	22.50%	0.00%	2.50%	0.00%	2.50%	15.00%	2.50%	0.00%	0.00%	0.00%
ARCTIC RESEARCH COMMISSION	8	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ARMED FORCES RETIREMENT HOME	268	#	15	1	0	0	0	0	0	0	1	0	0
		%	5.60%	0.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.37%	0.00%	0.00%
BROADCASTING BOARD OF GOVERNORS	1,772	#	47	13	0	1	1	2	0	1	5	3	0
		%	2.65%	0.73%	0.00%	0.06%	0.11%	0.00%	0.06%	0.06%	0.28%	0.17%	0.00%
CHEMICAL SAFETY & HAZARD INVESTIGATION BOARD	42	#	2	0	0	0	0	0	0	0	0	0	0
		%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	9	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COMMERCE, U.S. DEPARTMENT OF	49,162	#	2,855	376	52	41	6	43	19	60	25	121	9
		%	5.81%	0.76%	0.11%	0.08%	0.01%	0.09%	0.04%	0.12%	0.05%	0.25%	1.83%
COMMISSION ON CIVIL RIGHTS	50	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COMMISSION OF FINE ARTS	11	#	1	0	0	0	0	0	0	0	0	0	0
		%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERELY DISABLED	29	#	4	2	0	1	0	0	0	1	0	0	0
		%	13.79%	6.90%	0.00%	3.45%	0.00%	0.00%	0.00%	3.45%	0.00%	0.00%	0.00%
COMMODITY FUTURES TRADING COMMISSION	699	#	17	2	0	1	0	0	0	0	0	1	0
		%	2.43%	0.29%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%	0.00%
CONSUMER PRODUCT SAFETY COMMISSION, U. S.	510	#	35	7	1	2	0	0	0	1	0	3	0
		%	6.86%	1.37%	0.20%	0.39%	0.00%	0.00%	0.00%	0.20%	0.00%	0.59%	0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	632	#	21	2	0	0	0	0	0	1	0	1	0
		%	3.32%	0.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%	0.16%	0.00%
COUNCIL OF ECONOMIC ADVISORS	27	#	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%
COUNCIL ON ENVIRONMENTAL QUALITY / OFFICE OF ENVIRONMENTAL QUALITY	23	#	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%
COURT SERVICES & OFFENDER SUPERVISION AGENCY	1,252	#	56	5	0	0	1	0	1	1	0	2	0
		%	4.47%	0.40%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	0.00%	0.16%	0.00%
DEFENSE, U.S. DEPARTMENT OF	799,811	#	49,685	6,261	902	548	353	946	342	946	545	1,429	250
		%	6.21%	0.78%	0.11%	0.07%	0.04%	0.12%	0.04%	0.12%	0.07%	0.18%	3.13%
AIR FORCE, DEPARTMENT OF THE	170,852	#	7,906	932	102	99	63	161	65	155	63	186	38
		%	4.63%	0.55%	0.06%	0.06%	0.04%	0.09%	0.04%	0.09%	0.04%	0.11%	2.22%
ARMY, DEPARTMENT OF THE	288,736	#	19,162	1,837	239	149	123	336	103	298	69	451	69
		%	6.64%	0.64%	0.08%	0.05%	0.04%	0.12%	0.04%	0.10%	0.02%	0.16%	2.39%

TABLE A-6b  
FY 2010 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	INTELLECTUAL DISABILITY	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
ARMY AIR FORCE EXCHANGE SERVICE	35,512	#	3,445	847	59	67	16	47	27	96	214	284	37
		%	9.70%	2.39%	0.17%	0.19%	0.05%	0.13%	0.08%	0.27%	0.60%	0.80%	10.42%
DEFENSE COMMISSARY AGENCY	15,580	#	1,001	170	27	13	5	19	5	25	23	46	7
		%	6.42%	1.09%	0.17%	0.08%	0.03%	0.12%	0.03%	0.16%	0.15%	0.30%	4.49%
DEFENSE CONTRACT AUDIT AGENCY	4,717	#	253	41	5	3	3	12	2	5	1	9	1
		%	5.36%	0.87%	0.11%	0.06%	0.06%	0.25%	0.04%	0.11%	0.02%	0.19%	2.12%
DEFENSE CONTRACT MANAGEMENT AGENCY	10,525	#	859	123	17	14	7	29	10	18	2	22	4
		%	8.16%	1.17%	0.16%	0.13%	0.07%	0.28%	0.10%	0.17%	0.02%	0.21%	3.80%
DEFENSE EDUCATION ACTIVITY	15,428	#	503	57	4	4	2	11	3	17	0	15	1
		%	3.26%	0.37%	0.03%	0.03%	0.01%	0.07%	0.02%	0.11%	0.00%	0.10%	0.65%
DEFENSE FINANCE AND ACCOUNTING SERVICE	12,878	#	1,351	246	88	20	8	31	15	25	5	49	5
		%	10.49%	1.91%	0.68%	0.16%	0.06%	0.24%	0.12%	0.19%	0.04%	0.38%	3.88%
DEFENSE HUMAN RESOURCE ACTIVITY	1,185	#	100	7	1	1	0	2	0	0	0	3	0
		%	8.44%	0.59%	0.08%	0.08%	0.00%	0.17%	0.00%	0.00%	0.00%	0.25%	0.00%
DEFENSE INFORMATION SYSTEMS AGENCY	6,229	#	463	54	9	5	3	9	5	11	3	6	3
		%	7.43%	0.87%	0.14%	0.08%	0.05%	0.14%	0.08%	0.18%	0.05%	0.10%	4.82%
DEFENSE LOGISTICS AGENCY	25,154	#	2,217	416	114	40	26	58	21	53	40	48	16
		%	8.81%	1.65%	0.45%	0.16%	0.10%	0.23%	0.08%	0.21%	0.16%	0.19%	6.36%
DEFENSE MEDIA AGENCY	560	#	37	5	2	0	2	0	0	0	0	1	0
		%	6.61%	0.89%	0.36%	0.00%	0.36%	0.00%	0.00%	0.00%	0.00%	0.18%	0.00%
DEFENSE MISSILE DEFENSE AGENCY	2,028	#	157	10	0	0	0	3	1	3	0	3	0
		%	7.74%	0.49%	0.00%	0.00%	0.00%	0.15%	0.05%	0.15%	0.00%	0.15%	0.00%
DEFENSE SECURITY SERVICE	857	#	57	6	0	0	0	3	0	1	1	1	0
		%	6.65%	0.70%	0.00%	0.00%	0.00%	0.35%	0.00%	0.12%	0.12%	0.12%	0.00%
DEFENSE THREAT REDUCTION AGENCY	1,323	#	132	10	2	2	0	2	0	0	1	3	0
		%	9.98%	0.76%	0.15%	0.15%	0.00%	0.15%	0.00%	0.00%	0.08%	0.23%	0.00%
DEFENSE TRICARE MANAGEMENT ACTIVITY	1,616	#	103	14	7	3	0	1	1	0	1	1	0
		%	6.37%	0.87%	0.43%	0.19%	0.00%	0.06%	0.06%	0.00%	0.06%	0.06%	0.00%
NAVY DEPARTMENT OF THE	197,533	#	11,482	1,427	211	120	90	212	84	229	116	298	67
		%	5.81%	0.72%	0.11%	0.06%	0.05%	0.11%	0.04%	0.12%	0.06%	0.15%	3.39%
OFFICE OF THE INSPECTOR GENERAL	1,629	#	103	19	3	4	2	4	0	2	1	3	0
		%	6.32%	1.17%	0.18%	0.25%	0.12%	0.25%	0.00%	0.12%	0.06%	0.18%	0.00%
OFFICE OF THE SECRETARY/WASH. HQTRS SERVICES	7,469	#	354	40	12	4	3	6	0	8	5	0	2
		%	4.74%	0.54%	0.16%	0.05%	0.04%	0.08%	0.00%	0.11%	0.07%	0.00%	2.68%
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	104	#	12	0	0	0	0	0	0	0	0	0	0
		%	11.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EDUCATION, U.S. DEPARTMENT OF	4,536	#	226	60	11	18	1	6	6	6	5	7	0
		%	4.98%	1.32%	0.24%	0.40%	0.02%	0.13%	0.13%	0.13%	0.11%	0.15%	0.00%
ELECTION ASSISTANCE COMMISSION	59	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ENERGY U.S. DEPARTMENT OF	16,625	#	882	124	15	10	5	21	12	20	1	37	3
		%	5.31%	0.75%	0.09%	0.06%	0.03%	0.13%	0.07%	0.12%	0.01%	0.22%	1.80%
ENVIRONMENTAL PROTECTION AGENCY	18,742	#	1,137	242	29	40	12	43	15	28	15	56	4
		%	6.07%	1.29%	0.15%	0.21%	0.06%	0.23%	0.08%	0.15%	0.08%	0.30%	2.13%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, U.S.	2,543	#	289	68	9	17	4	6	3	4	0	24	1
		%	11.36%	2.67%	0.35%	0.67%	0.16%	0.24%	0.12%	0.16%	0.00%	0.94%	3.93%
EXPORT-IMPORT BANK OF THE UNITED STATES	381	#	27	8	3	0	0	2	0	0	0	3	0
		%	7.09%	2.10%	0.79%	0.00%	0.00%	0.52%	0.00%	0.00%	0.00%	0.79%	0.00%
FARM CREDIT ADMINISTRATION	287	#	36	6	1	1	0	3	0	0	0	1	0
		%	12.54%	2.09%	0.35%	0.35%	0.00%	1.05%	0.00%	0.00%	0.00%	0.35%	0.00%
FARM CREDIT SYSTEM INSURANCE CORPORATION	10	#	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%
FEDERAL COMMUNICATIONS COMMISSION	1,832	#	87	20	2	5	2	2	2	2	1	4	0
		%	4.75%	1.09%	0.11%	0.27%	0.11%	0.11%	0.11%	0.11%	0.05%	0.22%	0.00%
FEDERAL DEPOSIT INSURANCE CORPORATION	8,149	#	457	47	13	5	3	8	4	5	1	6	2
		%	5.61%	0.58%	0.16%	0.06%	0.04%	0.10%	0.05%	0.06%	0.01%	0.07%	2.45%
FEDERAL ELECTION COMMISSION	349	#	14	1	1	0	0	0	0	0	0	0	0
		%	4.01%	0.29%	0.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL ENERGY REGULATORY COMMISSION	1,477	#	86	8	0	0	0	1	1	2	0	3	1
		%	5.82%	0.54%	0.00%	0.00%	0.00%	0.07%	0.07%	0.14%	0.00%	0.20%	6.77%
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	10	#	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%

TABLE A-6b  
FY 2010 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	INTELLECTUAL DISABILITY	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
FEDERAL HOUSING FINANCE AGENCY	453	# 21 % 4.64%	4 0.88%	1 0.22%	0 0.00%	0 0.00%	1 0.22%	0 0.00%	1 0.22%	0 0.00%	1 0.22%	0 0.00%
FEDERAL LABOR RELATIONS AUTHORITY	142	# 8 % 5.63%	2 1.41%	0 0.00%	0 0.00%	0 0.00%	1 0.70%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 0.00%
FEDERAL MARITIME COMMISSION	128	# 10 % 7.81%	1 0.78%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.78%	0 0.00%
FEDERAL MEDIATION AND CONCILIATION SERVICE	244	# 18 % 7.38%	5 2.05%	2 0.82%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 0.41%	2 0.82%	0 0.00%
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	70	# 5 % 7.14%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	95	# 6 % 6.32%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
FEDERAL TRADE COMMISSION	1,189	# 36 % 3.03%	7 0.59%	0 0.00%	2 0.17%	0 0.00%	1 0.08%	1 0.08%	1 0.08%	0 0.00%	0 0.17%	2 0.00%
GENERAL SERVICES ADMINISTRATION	12,893	# 633 % 4.91%	103 0.80%	11 0.09%	17 0.13%	4 0.03%	14 0.11%	7 0.05%	11 0.09%	17 0.13%	20 0.16%	2 1.55%
GOVERNMENT PRINTING OFFICE U. S.	2,290	# 173 % 7.55%	33 1.44%	8 0.35%	1 0.04%	0 0.00%	0 0.00%	1 0.04%	3 0.13%	13 0.57%	7 0.31%	0 0.00%
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
HEALTH AND HUMAN SERVICES, DEPARTMENT OF THE	83,202	# 4,138 % 4.97%	672 0.81%	102 0.12%	82 0.10%	25 0.03%	93 0.11%	36 0.04%	89 0.11%	56 0.07%	172 0.21%	17 2.04%
HOLOCAUST MEMORIAL MUSEUM	187	# 16 % 8.56%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
HOMELAND SECURITY DEPARTMENT OF THE	188,983	# 7,167 % 3.79%	744 0.39%	66 0.03%	111 0.06%	35 0.02%	92 0.05%	42 0.02%	125 0.07%	29 0.02%	232 0.12%	12 0.63%
HOUSING & URBAN DEVELOPMENT, DEPARTMENT OF THE	10,041	# 678 % 6.75%	121 1.21%	18 0.18%	17 0.17%	6 0.06%	25 0.25%	9 0.09%	9 0.09%	2 0.02%	28 0.28%	7 6.97%
INSTITUTE OF MUSEUM AND LIBRARY SERVICE	86	# 5 % 5.81%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
INTERAGENCY COUNCIL ON HOMELESSNESS	23	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
INTER-AMERICAN FOUNDATION	40	# 2 % 5.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
INTERIOR, DEPARTMENT OF THE	79,048	# 4,765 % 6.03%	750 0.95%	80 0.10%	70 0.09%	42 0.05%	126 0.16%	32 0.04%	103 0.13%	49 0.06%	226 0.29%	22 2.78%
INTERNATIONAL BOUNDARY & WATER COMMISSION, US & MEXICO	270	# 21 % 7.78%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
INTERNATIONAL BOUNDARY COMMISSION: US & CANADA	25	# 1 % 4.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
INTERNATIONAL JOINT COMMISSION: US AND CANADA	19	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
INTERNATIONAL TRADE COMMISSION	398	# 27 % 6.78%	4 1.01%	0 0.00%	0 0.00%	0 0.00%	1 0.25%	0 0.00%	1 0.25%	0 0.00%	2 0.50%	0 0.00%
JAPAN-US. FRIENDSHIP COMMISSION	12	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	5	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
JUSTICE, DEPARTMENT OF THE	116,901	# 3,681 % 3.15%	452 0.39%	41 0.04%	83 0.07%	31 0.03%	54 0.05%	29 0.02%	93 0.08%	12 0.01%	94 0.08%	15 1.28%
LABOR, DEPARTMENT OF THE	16,640	# 1,015 % 6.10%	188 1.13%	30 0.18%	33 0.20%	14 0.08%	31 0.19%	10 0.06%	22 0.13%	6 0.04%	37 0.22%	5 3.00%
MARINE MAMMAL COMMISSION	21	# 2 % 9.52%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
MERIT SYSTEMS PROTECTION BOARD	219	# 7 % 3.20%	1 0.46%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 0.46%	0 0.00%	0 0.00%	0 0.00%
MILLENNIUM CHALLENGE CORPORATION	292	# 6 % 2.05%	1 0.34%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 0.34%	0 0.00%	0 0.00%	0 0.00%
MORRIS K. UDALL SCHOLARSHIP FOUNDATION	63	# 1 % 1.59%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,671	# 957 % 5.13%	208 1.11%	29 0.16%	31 0.17%	14 0.07%	38 0.20%	24 0.13%	21 0.11%	3 0.02%	44 0.24%	4 2.14%

TABLE A-6b

## FY 2010 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	INTELLECTUAL DISABILITY	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	3,529	#	192	50	9	1	1	3	0	6	16	14	0
		%	5.44%	1.42%	0.26%	0.03%	0.03%	0.09%	0.00%	0.17%	0.45%	0.40%	0.00%
NATIONAL CAPITAL PLANNING COMMISSION	46	#	2	0	0	0	0	0	0	0	0	0	0
		%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL COUNCIL ON DISABILITY	21	#	8	5	0	1	0	1	2	0	0	1	0
		%	38.10%	23.81%	0.00%	4.76%	0.00%	4.76%	9.52%	0.00%	0.00%	4.76%	0.00%
NATIONAL CREDIT UNION ADMINISTRATION	1,079	#	60	4	0	0	0	1	0	1	0	2	0
		%	5.56%	0.37%	0.00%	0.00%	0.00%	0.09%	0.00%	0.09%	0.00%	0.19%	0.00%
NATIONAL ENDOWMENT FOR THE ARTS	179	#	10	2	0	0	1	0	0	0	0	1	0
		%	5.59%	1.12%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	0.00%	0.56%	0.00%
NATIONAL ENDOWMENT FOR THE HUMANITIES	190	#	17	3	2	0	0	0	0	0	0	1	0
		%	8.95%	1.58%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.53%	0.00%
NATIONAL GALLERY OF ART	822	#	41	6	0	1	0	2	0	2	0	0	1
		%	4.99%	0.73%	0.00%	0.12%	0.00%	0.24%	0.00%	0.24%	0.00%	0.00%	12.17%
NATIONAL INDIAN GAMING COMMISSION	115	#	13	0	0	0	0	0	0	0	0	0	0
		%	11.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL LABOR RELATIONS BOARD	1,714	#	56	12	0	0	1	4	2	1	0	4	0
		%	3.27%	0.70%	0.00%	0.00%	0.06%	0.23%	0.12%	0.06%	0.00%	0.23%	0.00%
NATIONAL MEDIATION BOARD	46	#	1	0	0	0	0	0	0	0	0	0	0
		%	2.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL SCIENCE FOUNDATION	1,483	#	100	18	4	2	0	4	3	0	0	5	0
		%	6.74%	1.21%	0.27%	0.13%	0.00%	0.27%	0.20%	0.00%	0.00%	0.34%	0.00%
NATIONAL SECURITY COUNCIL	75	#	2	0	0	0	0	0	0	0	0	0	0
		%	2.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL TRANSPORTATION SAFETY BOARD	385	#	17	4	1	0	0	1	0	1	0	1	0
		%	4.42%	1.04%	0.26%	0.00%	0.00%	0.26%	0.00%	0.26%	0.00%	0.26%	0.00%
NAVAJO & HOPI INDIAN RELOCATION, OFFICE OF	44	#	10	2	0	1	0	0	0	0	0	1	0
		%	22.73%	4.55%	0.00%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	2.27%	0.00%
NUCLEAR REGULATORY COMMISSION	4,211	#	245	39	6	7	2	6	1	5	1	10	1
		%	5.82%	0.93%	0.14%	0.17%	0.05%	0.14%	0.02%	0.12%	0.02%	0.24%	2.37%
NUCLEAR WASTE TECHNICAL REVIEW BOARD	24	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	57	#	5	2	0	0	0	1	0	0	0	0	1
		%	8.77%	3.51%	0.00%	0.00%	0.00%	1.75%	0.00%	0.00%	0.00%	0.00%	175.44%
OFFICE OF ADMINISTRATION	220	#	11	3	1	0	0	0	0	0	0	1	1
		%	5.00%	1.36%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.45%	45.45%
OFFICE OF GOVERNMENT ETHICS, US	77	#	8	0	0	0	0	0	0	0	0	0	0
		%	10.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF MANAGEMENT AND BUDGET	535	#	6	0	0	0	0	0	0	0	0	0	0
		%	1.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF NATIONAL DRUG CONTROL POLICY	99	#	4	2	0	0	1	0	0	1	0	0	0
		%	4.04%	2.02%	0.00%	0.00%	1.01%	0.00%	0.00%	1.01%	0.00%	0.00%	0.00%
OFFICE OF PERSONNEL MANAGEMENT	6,246	#	412	48	6	3	2	8	8	3	5	12	1
		%	6.60%	0.77%	0.10%	0.05%	0.03%	0.13%	0.13%	0.05%	0.08%	0.19%	1.60%
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	34	#	2	0	0	0	0	0	0	0	0	0	0
		%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF SPECIAL COUNSEL, US	110	#	6	1	0	0	0	1	0	0	0	0	0
		%	5.45%	0.91%	0.00%	0.00%	0.00%	0.91%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF U. S. TRADE REPRESENTATIVE	232	#	3	0	0	0	0	0	0	0	0	0	0
		%	1.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OVERSEAS PRIVATE INVESTMENT CORPORATION	210	#	13	1	0	1	0	0	0	0	0	0	0
		%	6.19%	0.48%	0.00%	0.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

TABLE A-6b

## FY 2010 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY \*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	INTELLECTUAL DISABILITY	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
PEACE CORPS OF THE UNITED STATES	933 # %	20 2.14%	1 0.11%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 0.11%	0 0.00%
PENSION BENEFIT GUARANTY CORPORATION	948 # %	49 5.17%	12 1.27%	1 0.11%	2 0.21%	0 0.00%	1 0.11%	0 0.00%	4 0.42%	1 0.11%	3 0.32%	0 0.00%
PRESIDIO TRUST	346 # %	10 2.89%	1 0.29%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 0.29%	0 0.00%
RAILROAD RETIREMENT BOARD	983 # %	77 7.83%	9 0.92%	1 0.10%	1 0.10%	0 0.00%	0 0.00%	0 0.00%	2 0.20%	0 0.00%	5 0.51%	0 0.00%
SECURITIES AND EXCHANGE COMMISSION, US	3,917 # %	172 4.39%	39 1.00%	9 0.23%	5 0.13%	2 0.05%	4 0.10%	2 0.05%	5 0.13%	2 0.05%	9 0.23%	1 2.55%
SELECTIVE SERVICE SYSTEM	179 # %	11 6.15%	1 0.56%	1 0.56%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
SMALL BUSINESS ADMINISTRATION	4,019 # %	227 5.65%	27 0.67%	1 0.02%	6 0.15%	2 0.05%	3 0.07%	2 0.05%	5 0.12%	1 0.02%	7 0.17%	0 0.00%
SMITHSONIAN INSTITUTION	4,153 # %	190 4.58%	37 0.89%	6 0.14%	7 0.17%	0 0.00%	5 0.12%	1 0.02%	8 0.19%	1 0.02%	9 0.22%	0 0.00%
SOCIAL SECURITY ADMINISTRATION	69,963 # %	5,205 7.44%	1,387 1.98%	189 0.27%	325 0.46%	73 0.10%	223 0.32%	149 0.21%	117 0.17%	52 0.07%	222 0.32%	37 5.29%
STATE, DEPARTMENT OF THE	29,356 # %	1,146 3.90%	88 0.30%	15 0.05%	15 0.05%	7 0.02%	16 0.05%	0 0.00%	12 0.04%	4 0.01%	18 0.06%	1 0.00%
TENNESSEE VALLEY AUTHORITY	12,457 # %	941 7.55%	55 0.44%	3 0.02%	4 0.03%	3 0.02%	14 0.11%	2 0.02%	10 0.08%	3 0.02%	11 0.09%	5 4.01%
TRADE AND DEVELOPMENT AGENCY	42 # %	4 9.52%	2 4.76%	0 0.00%	2 4.76%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
TRANSPORTATION, DEPARTMENT OF THE	57,947 # %	2,921 5.04%	404 0.70%	43 0.07%	46 0.08%	19 0.03%	82 0.14%	28 0.05%	49 0.08%	5 0.01%	123 0.21%	9 1.55%
TREASURY, DEPARTMENT OF THE	109,900 # %	8,831 8.04%	1,918 1.75%	317 0.29%	485 0.44%	61 0.06%	254 0.23%	90 0.08%	219 0.20%	46 0.04%	384 0.35%	62 5.64%
UNITED STATES POSTAL SERVICE	670,347 # %	35,803 5.34%	4,879 0.73%	1,571 0.23%	96 0.01%	240 0.04%	111 0.02%	50 0.01%	676 0.10%	368 0.05%	1,703 0.25%	64 0.95%
UNITED STATES TAX COURT	222 # %	6 2.70%	2 0.90%	1 0.45%	0 0.00%	0 0.00%	1 0.45%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	17 # %	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
VALLES CALDERA TRUST	59 # %	2 3.39%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
VETERANS' AFFAIRS, DEPARTMENT OF	308,814 # %	26,387 8.54%	4,650 1.51%	349 0.11%	524 0.17%	209 0.07%	416 0.13%	173 0.06%	538 0.17%	268 0.09%	2,060 0.67%	113 3.66%
VIETNAM EDUCATION FOUNDATION	10 # %	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

\*Includes September 30, 2010 agency data as reported in CPDF plus AAFES, FERC, Foreign Service, NIGC, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages reflected are based on people with disabilities total and not the overall work force total and may not add to 100% due to rounding.

Table A-6c

## FY 2010 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

	Total	Reportable		Targeted		Deafness	Blindness	Missing Extremities	Partial Paralysis	Complete Paralysis	Convulsive Disorders	Intellectual Disability	Mental Illness	Distortion Of Limb &/OR Spine
	Work Force	Disabilities #	%	Disabilities #	%									
<b>Agriculture, Department of</b>	<b>108,291</b>	<b>5,932</b>	<b>5.48</b>	<b>924</b>	<b>0.85</b>	<b>110</b>	<b>96</b>	<b>56</b>	<b>157</b>	<b>75</b>	<b>105</b>	<b>55</b>	<b>241</b>	<b>29</b>
Second Level Reporting Components:														
Agricultural Marketing Service	4,252	211	4.96	30	0.71	4	7	1	1	4	3	1	9	0
Agricultural Research Service	9,112	485	5.32	94	1.03	11	6	2	12	6	12	13	28	4
Animal and Plant Health Inspection Service	8,999	602	6.69	71	0.79	6	6	2	11	2	9	3	29	3
Farm Service Agency	5,255	338	6.43	60	1.14	5	9	5	13	7	10	3	7	1
Food and Nutrition Service	1,420	111	7.82	29	2.04	4	3	0	4	3	0	6	7	2
Food Safety and Inspection Service	10,006	829	8.29	122	1.22	9	12	10	15	1	18	4	51	2
Forest Service	42,351	1,574	3.72	257	0.61	21	27	25	62	32	23	11	47	9
National Agricultural Statistics Service	1,072	61	5.69	7	0.65	0	1	0	2	0	0	0	4	0
Natural Resources Conservation Service	12,214	814	6.66	109	0.89	15	10	7	18	10	9	5	31	4
Office of Chief Financial Officer	1,227	99	8.07	24	1.96	14	0	3	2	1	1	0	1	2
Rural Development	6,190	439	7.09	52	0.84	13	8	1	5	3	11	1	9	1
<b>Commerce, Department of</b>	<b>49,162</b>	<b>2,855</b>	<b>5.81</b>	<b>376</b>	<b>0.76</b>	<b>52</b>	<b>41</b>	<b>6</b>	<b>43</b>	<b>19</b>	<b>60</b>	<b>25</b>	<b>121</b>	<b>9</b>
Second Level Reporting Components:														
Bureau of the Census	19,172	1,639	8.55	185	0.96	22	17	2	20	7	32	8	76	1
International Trade Administration	1,563	55	3.52	7	0.45	1	2	0	2	0	0	0	2	0
National Institute of Standards & Technology	3,164	148	4.68	27	0.85	1	2	2	1	2	2	6	8	3
National Oceanic & Atmospheric Administration	13,040	550	4.22	77	0.59	17	14	2	8	7	8	6	13	2
Patent and Trademark Office	9,498	337	3.55	59	0.62	7	6	0	8	2	15	3	16	2
<b>Defense, Department of</b>	<b>799,811</b>	<b>49,685</b>	<b>6.21</b>	<b>6,261</b>	<b>0.78</b>	<b>902</b>	<b>548</b>	<b>353</b>	<b>946</b>	<b>342</b>	<b>946</b>	<b>545</b>	<b>1,429</b>	<b>250</b>
Second Level Reporting Components:														
Air Force, Department of the	170,852	7,906	4.63	932	0.55	102	99	63	161	65	155	63	186	38
Army, Department of the	288,736	19,162	6.64	1,837	0.64	239	149	123	336	103	298	69	451	69
Army and Air Force Exchange Service	35,512	3,445	9.70	847	2.39	59	67	16	47	27	96	214	284	37
Defense Commissary Agency	15,580	1,001	6.42	170	1.09	27	13	5	19	5	25	23	46	7
Defense Contract Audit Agency	4,717	253	5.36	41	0.87	5	3	3	12	2	5	1	9	1
Defense Contract Management Agency	10,525	859	8.16	123	1.17	17	14	7	29	10	18	2	22	4
Defense Education Activity	15,428	503	3.26	57	0.37	4	4	2	11	3	17	0	15	1
Defense Finance & Accounting Service	12,878	1,351	10.49	246	1.91	88	20	8	31	15	25	5	49	5
Defense Human Resources Activity	1,185	100	8.44	7	0.59	1	1	0	2	0	0	0	3	0
Defense Information Systems Agency	6,229	463	7.43	54	0.87	9	5	3	9	5	11	3	6	3
Defense Logistics Agency	25,154	2,217	8.81	416	1.65	114	40	26	58	21	53	40	48	16
Defense Missile Defense Agency	2,028	157	7.74	10	0.49	0	0	0	3	1	3	0	3	0
Defense Threat Reduction Agency	1,323	132	9.98	10	0.76	2	2	0	2	0	0	1	3	0
Defense Security Service	857	57	6.65	6	0.70	0	0	0	3	0	1	1	1	0
Navy, Department of the	197,533	11,482	5.81	1,427	0.72	211	120	90	212	84	229	116	298	67
Office of Inspector General	1,629	103	6.32	19	1.17	3	4	2	4	0	2	1	3	0
Office of the Secretary/Wash.Hqtrs. Service	7,469	354	4.74	40	0.54	12	4	3	6	0	8	5	0	2

Table A-6c

## FY 2010 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing Extremities	Partial Paralysis	Complete Paralysis	Convulsive Disorders	Intellectual Disability	Mental Illness	Distortion Of Limb &/OR Spine
	Work Force	Disabilities #	%	Disabilities #	%									
<b>Health and Human Services</b>	<b>83,202</b>	<b>4,138</b>	<b>4.97</b>	<b>672</b>	<b>0.81</b>	<b>102</b>	<b>82</b>	<b>25</b>	<b>93</b>	<b>36</b>	<b>89</b>	<b>56</b>	<b>172</b>	<b>17</b>
Second Level Reporting Components:														
Administration for Children and Families	1,402	76	5.42	13	0.93	3	3	0	2	0	3	0	2	0
Centers for Disease Control and Prevention	9,738	610	6.26	99	1.02	7	10	4	22	10	15	4	24	3
Centers for Medicare & Medicaid Services	4,887	357	7.31	75	1.53	9	13	5	8	9	10	0	18	3
Food and Drug Administration	14,824	578	3.90	103	0.69	17	14	7	14	1	12	10	26	2
Health Resources and Services Administration	1,707	96	5.62	18	1.05	2	2	1	7	0	0	1	5	0
Indian Health Service	13,862	617	4.45	46	0.33	1	10	2	2	1	9	1	17	3
National Institutes of Health	19,435	1,094	5.63	214	1.10	52	18	4	22	7	21	33	52	5
Program Support Center	803	63	7.85	21	2.62	2	0	1	3	0	5	5	5	0
<b>Homeland Security, Department of</b>	<b>188,983</b>	<b>7,167</b>	<b>3.79</b>	<b>744</b>	<b>0.39</b>	<b>66</b>	<b>111</b>	<b>35</b>	<b>92</b>	<b>42</b>	<b>125</b>	<b>29</b>	<b>232</b>	<b>12</b>
Second Level Reporting Components:														
Bureau of Citizenship and Immigration Services	10,311	585	5.67	102	0.99	17	19	3	12	9	11	2	26	3
Bureau of Customs & Border Protection	58,126	1,277	2.20	175	0.30	21	9	3	29	12	27	23	50	1
Bureau of Immigrations and Customs Enforcement	19,888	462	2.32	61	0.31	2	8	7	9	3	11	1	19	1
Dept. of Homeland Security Headquarters	2,915	204	7.00	20	0.69	2	5	1	1	3	1	1	6	0
Federal Emergency Management Agency	17,045	1,169	6.86	76	0.45	4	17	5	13	4	7	0	22	4
Federal Law Enforcement Training Center	1,206	99	8.21	6	0.50	3	0	0	0	1	0	0	2	0
Transportation Security Administration	60,573	2,368	3.91	201	0.33	3	44	11	17	2	53	0	70	1
United States Coast Guard	8,285	754	9.10	71	0.86	8	8	3	5	6	8	1	31	1
United States Secret Service	6,913	74	1.07	21	0.30	5	0	1	5	1	4	1	3	1
<b>Interior, Department of the</b>	<b>79,048</b>	<b>4,765</b>	<b>6.03</b>	<b>750</b>	<b>0.95</b>	<b>80</b>	<b>70</b>	<b>42</b>	<b>126</b>	<b>32</b>	<b>103</b>	<b>49</b>	<b>226</b>	<b>22</b>
Second Level Reporting Components:														
Bureau of Indian Affairs	9,420	370	3.93	35	0.37	0	14	3	5	2	5	0	6	0
Bureau of Land Management	11,846	657	5.55	104	0.88	10	6	12	13	3	12	8	35	5
Bureau of Reclamation	5,327	620	11.64	75	1.41	9	3	4	16	3	14	3	21	2
Fish and Wildlife Service	10,147	627	6.18	110	1.08	13	6	4	28	6	13	2	37	1
Geological Survey	9,246	459	4.96	84	0.91	9	5	6	14	5	14	7	21	3
Bur. of Ocean Energy Mgt., Reg. & Enforcement	1,769	114	6.44	11	0.62	3	0	1	3	0	1	0	2	1
National Park Service	26,897	1,607	5.97	280	1.04	30	27	10	37	12	41	28	86	9
Office of the Secretary	3,152	234	7.42	39	1.24	5	8	2	7	0	3	1	12	1
<b>Justice, Department of</b>	<b>116,901</b>	<b>3,681</b>	<b>3.15</b>	<b>452</b>	<b>0.39</b>	<b>41</b>	<b>83</b>	<b>31</b>	<b>54</b>	<b>29</b>	<b>93</b>	<b>12</b>	<b>94</b>	<b>15</b>
Second Level Reporting Components:														
Bureau of Alcohol, Tobacco, Firearms, Explosives	5,152	91	1.77	15	0.29	1	0	4	3	1	5	0	1	0
Drug Enforcement Administration	9,939	222	2.23	38	0.38	6	5	4	4	3	5	3	7	1
Executive Office of the U.S. Attorneys	12,184	392	3.22	54	0.44	5	6	4	9	9	8	2	11	0
Federal Bureau of Investigation	34,944	1,150	3.29	153	0.44	18	30	10	21	4	39	0	25	6
Federal Bureau of Prisons	37,580	1,289	3.43	104	0.28	0	22	6	5	5	24	1	34	7
U.S. Marshals Service	5,540	112	2.02	12	0.22	0	1	2	1	2	3	0	3	0

Table A-6c

## FY 2010 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS \*

	Total	Reportable		Targeted		Deafness	Blindness	Missing Extremities	Partial Paralysis	Complete Paralysis	Convulsive Disorders	Intellectual Disability	Mental Illness	Distortion Of Limb &/OR Spine
	Work Force	Disabilities #	%	Disabilities #	%									
<b>Labor, Department of</b>	<b>16,640</b>	<b>1015</b>	<b>6.10</b>	<b>188</b>	<b>1.13</b>	<b>30</b>	<b>33</b>	<b>14</b>	<b>31</b>	<b>10</b>	<b>22</b>	<b>6</b>	<b>37</b>	<b>5</b>
Second Level Reporting Components:														
Bureau of Labor Statistics	2,521	104	4.13	20	0.79	5	2	2	1	0	4	0	5	1
Employment Standards Administration	4,400	323	7.34	58	1.32	9	11	3	7	5	4	3	13	3
Employment and Training Administration	1,265	84	6.64	11	0.87	1	4	0	2	0	3	0	1	0
Mine Safety & Health Administration	2,351	97	4.13	14	0.60	3	2	2	0	1	1	1	4	0
Occupational Safety & Health Administration	2,291	135	5.89	19	0.83	1	2	0	5	1	4	0	6	0
<b>Transportation, Department of</b>	<b>57,947</b>	<b>2,921</b>	<b>5.04</b>	<b>404</b>	<b>0.70</b>	<b>43</b>	<b>46</b>	<b>19</b>	<b>82</b>	<b>28</b>	<b>49</b>	<b>5</b>	<b>123</b>	<b>9</b>
Second Level Reporting Components:														
Federal Aviation Administration	48,418	2,262	4.67	266	0.55	23	24	14	52	18	41	4	86	4
Federal Highway Administration	2,982	207	6.94	43	1.44	6	7	1	7	2	3	0	15	2
Federal Motor Carrier Safety Administration	1,076	79	7.34	15	1.39	1	4	0	4	1	1	0	3	1
<b>Treasury, Department of the</b>	<b>109,900</b>	<b>8,831</b>	<b>8.04</b>	<b>1,918</b>	<b>1.75</b>	<b>317</b>	<b>485</b>	<b>61</b>	<b>254</b>	<b>90</b>	<b>219</b>	<b>46</b>	<b>384</b>	<b>62</b>
Second Level Reporting Components:														
Bureau of Engraving and Printing	1,932	90	4.66	14	0.72	3	1	0	2	1	1	1	3	2
Bureau of Public Debt	1,945	148	7.61	22	1.13	4	1	1	4	4	3	0	5	0
Departmental Offices	1,899	70	3.69	7	1.00	1	2	0	0	1	0	1	1	1
Financial Management Service	1,803	122	6.77	27	1.50	7	4	2	3	1	2	3	3	2
Internal Revenue Service	94,428	7,989	8.46	1,799	1.91	296	470	57	238	83	205	35	359	56
Office of the Comptroller of the Currency	3,142	118	3.76	10	0.32	3	1	0	0	0	1	1	4	0
Office of Thrift Supervision	1,028	45	4.38	5	0.49	0	0	0	2	0	2	0	1	0
U.S. Mint	1,768	164	9.28	21	1.19	3	0	1	4	0	2	5	5	1
<b>U.S. Postal Service</b>	<b>670,347</b>	<b>35,803</b>	<b>5.34</b>	<b>4,879</b>	<b>0.73</b>	<b>1,571</b>	<b>96</b>	<b>240</b>	<b>111</b>	<b>50</b>	<b>676</b>	<b>368</b>	<b>1,703</b>	<b>64</b>
Second Level Reporting Components:														
Headquarters	14,012	498	3.55	66	0.47	16	2	2	5	1	5	4	29	2
Capital Metro	55,143	3,179	5.77	395	0.72	154	3	24	12	4	38	24	125	11
Eastern Area	92,294	4,027	4.36	699	0.76	269	13	37	10	5	105	51	203	6
Great Lakes Area	84,948	3,700	4.36	678	0.80	241	21	16	22	4	83	63	207	21
Northeast Area	96,830	3,928	4.06	683	0.71	188	9	29	20	9	122	68	223	5
Pacific Area	70,671	2,985	4.22	397	0.56	111	9	23	11	4	48	75	112	4
Southeast Area	81,158	5,274	6.50	562	0.69	178	9	40	7	12	83	25	203	5
Southwest Area	68,103	5,519	8.10	413	0.61	102	16	30	10	3	63	9	179	1
Western Area	106,053	6,670	6.29	982	0.93	312	13	38	14	8	128	49	411	9
Office of the Inspector General	1,135	23	2.03	4	0.35	0	1	1	0	0	1	0	1	0
<b>Veterans Affairs, Department of</b>	<b>308,814</b>	<b>26,387</b>	<b>8.54</b>	<b>4,650</b>	<b>1.51</b>	<b>349</b>	<b>524</b>	<b>209</b>	<b>416</b>	<b>173</b>	<b>538</b>	<b>268</b>	<b>2,060</b>	<b>113</b>
Second Level Reporting Components:														
Deputy Asst Secretary For Info and Technology	7,344	851	11.59	119	1.62	18	12	6	20	8	18	0	33	4
National Cemetery Administration	1,702	163	9.58	26	1.53	1	4	2	0	0	3	1	15	0
Veterans Benefits Administration	20,429	3,032	14.84	459	2.25	59	30	23	63	21	49	6	200	8
Veterans Health Administration	274,368	21,893	7.98	3,988	1.45	261	471	171	327	142	460	261	1,796	99

\*Includes September 30, 2010 agency data as reported in CPDF, by AAFES and USPS. Reportable Disabilities numbers include targeted disability numbers in this table. Percentages may not add to 100% due to rounding.



**TABLE A-6d**  
**FIVE YEAR DISTRIBUTION ACROSS GRADE RANGES-GENERAL SCHEDULE AND RELATED (GSR)\* ##**

GENERAL SCHEDULE AND RELATED GRADES	FY	ALL			REPORTABLE DISABILITIES		TARGETED DISABILITIES		Deafness		Blindness		Missing Extremities		Partial Paralysis		Complete Paralysis		Convulsive Disorders		Intellectual Disability		Mental Illness		Distortion of Limb &/or Spine	
		#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
		GSR 1-6	2006	257,195	22,664	8.81	5,021	1.95	913	0.35	533	0.21	177	0.07	688	0.27	245	0.10	630	0.24	576	0.22	1,129	0.44	130	0.05
2007	246,790		21,741	8.81	4,771	1.93	849	0.34	487	0.20	162	0.07	645	0.26	231	0.09	585	0.24	533	0.22	1,161	0.47	118	0.05		
2008	254,041		21,760	8.57	4,671	1.84	815	0.32	485	0.19	163	0.06	612	0.24	226	0.09	538	0.21	507	0.20	1,221	0.48	104	0.04		
2009	264,349		22,317	8.44	4,717	1.78	777	0.29	501	0.19	146	0.06	613	0.23	222	0.08	523	0.20	478	0.18	1,345	0.51	112	0.04		
2010	277,175		23,653	8.53	5,094	1.84	813	0.29	528	0.19	159	0.06	652	0.24	231	0.08	541	0.20	474	0.17	1,570	0.57	126	0.05		
GSR 7-11	2006	551,522	34,249	6.21	5,435	0.99	681	0.12	894	0.16	348	0.06	944	0.17	403	0.07	852	0.15	77	0.01	1,040	0.19	196	0.04		
	2007	512,593	31,951	6.23	5,229	1.02	680	0.13	885	0.17	308	0.06	855	0.17	387	0.08	791	0.15	74	0.01	1,062	0.21	187	0.04		
	2008	506,460	31,420	6.20	5,187	1.02	676	0.13	888	0.18	298	0.06	814	0.16	367	0.07	773	0.15	76	0.02	1,113	0.22	182	0.04		
	2009	530,662	33,284	6.27	5,423	1.02	701	0.13	905	0.17	303	0.06	817	0.15	361	0.07	771	0.15	76	0.01	1,306	0.25	183	0.03		
	2010	584,002	38,706	6.63	6,029	1.03	771	0.13	982	0.17	331	0.06	881	0.15	375	0.06	821	0.14	81	0.01	1,578	0.27	209	0.04		
GSR12-13	2006	440,646	23,327	5.29	3,107	0.71	327	0.07	490	0.11	241	0.05	659	0.15	289	0.07	466	0.11	7	0.00	535	0.12	93	0.02		
	2007	401,294	21,109	5.26	2,893	0.72	318	0.08	448	0.11	234	0.06	596	0.15	261	0.07	422	0.11	5	0.00	516	0.13	93	0.02		
	2008	383,570	20,016	5.22	2,753	0.72	324	0.08	434	0.11	214	0.06	546	0.14	248	0.06	392	0.10	4	0.00	504	0.13	87	0.02		
	2009	385,438	20,420	5.30	2,771	0.72	312	0.08	443	0.11	207	0.05	516	0.13	242	0.06	384	0.10	5	0.00	578	0.15	84	0.02		
	2010	505,814	27,520	5.44	3,369	0.67	355	0.07	511	0.10	243	0.05	613	0.12	282	0.06	488	0.10	5	0.00	757	0.15	115	0.02		
GSR 14-15	2006	166,981	6,951	4.16	844	0.51	28	0.02	134	0.08	63	0.04	190	0.11	88	0.05	149	0.09	1	0.00	173	0.10	18	0.01		
	2007	161,655	6,450	3.99	807	0.50	28	0.02	130	0.08	56	0.03	182	0.11	79	0.05	135	0.08	1	0.00	178	0.11	19	0.01		
	2008	153,795	6,507	4.23	819	0.53	29	0.02	128	0.08	63	0.04	176	0.11	82	0.05	136	0.09	2	0.00	184	0.12	19	0.01		
	2009	156,713	6,708	4.28	847	0.54	36	0.02	139	0.09	60	0.04	186	0.12	81	0.05	137	0.09	2	0.00	187	0.12	19	0.01		
	2010	194,420	8,996	4.63	1,030	0.53	47	0.02	176	0.09	68	0.03	208	0.11	99	0.05	169	0.09	2	0.00	236	0.12	25	0.01		
TOTAL GS GRADES	2006	1,416,901	87,191	6.15	14,407	1.02	1,949	0.14	2,051	0.14	829	0.06	2,481	0.18	1,025	0.07	2,097	0.15	661	0.05	2,877	0.20	437	0.03		
	2007	1,322,332	81,251	6.14	13,700	1.04	1,875	0.14	1,950	0.15	760	0.06	2,278	0.17	958	0.07	1,933	0.15	613	0.05	2,917	0.22	417	0.03		
	2008	1,297,866	79,703	6.14	13,430	1.03	1,844	0.14	1,935	0.15	738	0.06	2,148	0.17	923	0.07	1,839	0.14	589	0.05	3,022	0.23	392	0.03		
	2009	1,337,162	82,729	6.19	13,758	1.03	1,826	0.14	1,988	0.15	716	0.05	2,132	0.16	906	0.07	1,815	0.14	561	0.04	3,416	0.26	398	0.03		
	2010	1,561,411	98,875	6.33	15,522	0.99	1,986	0.13	2,197	0.14	801	0.05	2,354	0.15	987	0.06	2,019	0.13	562	0.04	4,141	0.27	475	0.03		

## Some of the increase reflected in the GS workforce numbers this year are due to agencies converting "pay for performance plan employees" (e.g. DOD's NSPS) back to the GS pay schedule. \*Includes September 30, 2010 agency data as reported in CPDF, FERC and NIGC. Does not include data for AAFES, Foreign Service, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding.