



**Homeland
Security**

December 28, 2009

Mr. Daniel Fusco, Manager
Recruiting, Examining and Assessment Group
Center for Talent and Capacity Policy
ATTN: FY 2009 FEORP REPORT
U.S. Office of Personnel Management
1900 E. Street, NW, Room 6547
Washington, DC 20415-9800

Dear Mr. Fusco:

As requested, enclosed is the Department of Homeland Security's (DHS) Federal Equal Opportunity Recruitment Program (FEORP) Plan Certification for Fiscal Year 2010 and Accomplishment Report for Fiscal Year 2009. This report reflects DHS's efforts to recruit, hire, and train a diverse workforce, including minorities and women. These efforts show that improving representation of minorities and women at DHS is embraced by the departmental leadership and is a continuing priority at each individual DHS component.

Should you have any questions, please feel free to contact Ivelisse Reyes-Sainz, Acting Director, Diversity Management Unit, at (202) 254-8227.

Sincerely,

A handwritten signature in cursive script that reads "Mary J. McGoldrick".

Mary J. McGoldrick
Acting Deputy Officer, and Director
for Equal Employment Opportunity Programs
Office for Civil Rights and Civil Liberties
U.S. Department of Homeland Security

Enclosure



Homeland Security

Federal Equal Opportunity Recruitment Program Accomplishment Report for Fiscal Year 2009

The Federal Equal Opportunity Recruitment Program (FEORP) Annual Report contains statistical data on the representation of women and minorities within the Department of Homeland Security (DHS). The FEORP report also highlights human capital best practices DHS is using to recruit, develop, and retain an effective civilian workforce. This report is prepared in compliance with the law (5 U.S.C. 7201 and 5 C.F.R. Part 720, Subpart B) and submitted to the Office of Personnel Management (OPM).

Executive Summary

DHS is committed to diversity and inclusion to build a high-performing, results-oriented, effective workforce. During Fiscal Year (FY) 2009, the Department’s FEORP made progress due to a number of accomplishments such as the following:

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| 1. DHS <i>total workforce</i> increased by 9,636 employees, changing from 179,871 to 189,507 (a 5.35% increase). Women account for 54,656 employees (28.9%) and minorities account for 66,809 employees (35.2%) in the Department. |
| 2. DHS hired a total of 20,346 permanent employees and 4,687 temporary employees. Women comprised 6,072 (29.8%) of the permanent hires and minorities accounted for 3,859 (19.0%). The representation of women within the temporary hires was 2,019 (43.1%) and minorities was 872 (18.6%). Three DHS components, Transportation Security Administration (TSA), Federal Emergency Management Agency (FEMA), and DHS Headquarters hired women at a rate higher than 40% of their total permanent and temporary hires. |
| 3. 6,662 DHS employees participated in agency career development programs during the reporting period, of those 1,724 (25.9%) were women and 2,742 (41.2%) minorities. In addition, 1,082 DHS employees participated in Government-wide career development programs of whom 361 (33.4%) were women and 425 (39.3%) minorities. |
| 4. DHS hired 11,240 students/interns under various educational and internship programs, of whom 2,239 (19.9%) were women and 4,581 (40.8%) minorities. |
| 5. 322 employees received recruitment and retention incentives, including 82 (or 25.5%) women and 91 (28.3%) minorities. |
| 6. 4,496 civilian and military employees participated in a mentoring program and, of those, 1,726 (38.4%) were women and 1,248 (27.7%) were minorities. |
| 7. DHS launched a new web-based staffing solution, TALENTLink , which is designed to simplify and accelerate DHS recruiting and hiring activities. The system is part of the DHS’s enterprise-wide Human Capital Business System modernization and consolidation initiative. |
| 8. DHS established the Minority Serving Institution Outreach Planning (MOP) Taskforce to |

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accomplish Department-wide objectives related to diversity outreach and recruitment. The MOP Taskforce was created to align all DHS Headquarters and component elements to accomplish their goals collectively.

9. DHS established three regional DHS internship programs with emphasis on attracting nationwide colleges, Historically Black Colleges and Universities (HBCUs), Tribal Colleges and Universities (TCUs), and Hispanic Serving Institutions (HSIs). 1) Delta Region Internship Program (southern colleges and HBCUs); 2) Nation Heritage Internship Program (TCUs, HSIs); and 3) Criminal Justice Internship Program (nationwide). The goal is to recruit, hire, and develop regional talent.

10. 'Diversity Advocacy' was rolled out as a leadership competency in Senior Executive Service (SES) performance plans.

11. Customs and Border Protection (CBP) recruitment initiatives attracted over 134,294 applicants for Border Patrol Agent positions and 35,517 applicants for CBP Officer positions.

12. CBP conducted its first Federal Career Intern Program (FCIP) Virtual Job Fair, which resulted in over 40,000 views by the public and approximately 4,500 applications for the positions advertised.

13. Citizenship and Immigration Service (CIS) and Immigration and Customs Enforcement (ICE) participated in the Urban League's Black Executive Exchange Program (BEEP), in which Black executives visited HBCUs and lectured on immigration law.

14. CIS also established the Wounded Warrior Program (WWP) whose goal is to recruit and place disabled veterans into qualified CIS positions with advancement opportunities in locations close to their families and support systems.

15. The Office for Civil Rights and Civil Liberties (CRCL) continued its participation in the National Security Internship (NSI) program in partnership with the Federal Bureau of Investigation (FBI). NSI is an intensive nine-week, full immersion summer program that combines Arabic language, Homeland Security, Intelligence and Area Studies, and On-the-Job-Training experience at DHS or FBI Headquarters.

What follows below is a detailed overview of the FEORP including a summary of 1) Workforce Planning 2) Recruitment 3) Hiring 4) Career Development and Training and 5) Mentoring.

1. Workforce Planning

- Analyze workforce trends and projections, determining skills gaps and needs, and devising succession-planning strategies.
- Provide training to managers about practical ways to make a diverse workforce a strength for the entire organization. This may include such subjects as the value of understanding differences, identifying an agency's culture and values, and cross-cultural communication.

DHS launched a comprehensive strategic approach to workforce planning. The new approach takes the long-term view of the needs of the components, focusing on necessary competencies and/or skills, and the changes in functions as a result of changing missions, new processes and

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environmental factors. The Department continued to make progress toward developing a manual that establishes a uniform process for providing a disciplined methodology for matching human resources with the anticipated needs of the Department and its components. DHS deployed Workforce Planning Train-the-Trainer sessions in May and August 2009 for the components. The DHS Workforce Planning Train-the-Trainer presentation contains the slide deck from the workshops that were held at DHS Headquarters in May and August 2009. The slide deck supplements the DHS Workforce Planning Guide and can be used when training other DHS managers/employees on the fundamentals of workforce planning.

In May 2009, DHS also issued a workforce planning toolkit for managers. The DHS Workforce Planning Manager's Toolkit is a companion to the DHS Workforce Planning Guide and provides tools for use at various stages of the workforce planning process.

DHS ensures that senior executives are held accountable in their performance evaluations; senior executives must demonstrate a commitment to help build a high quality, diverse workforce to ensure fairness in employment and leadership practices. Performance appraisals for senior executives are directly linked to the DHS strategic plan and are cascaded appropriately throughout the Department. One of the leadership competencies on which executives will now be rated is their performance as a Diversity Advocate.

Component Specific Accomplishments

U.S. Customs and Border Patrol (CBP) reported that all CBP managers and supervisors were required to take EEO training as part of the mandatory Supervisory Leadership Training and Management Leadership Training. CBP also offered managers and supervisors training to build strong core competencies, such as:

- Supervisory Leadership Training
- Advance Survival Skills: Disciplinary Actions for Incumbent Supervisors
- Advance Survival Skills: Employee Relations for Incumbent Supervisors
- Advance Survival Skills: Labor Relations for Incumbent Supervisors
- Advance Survival Skills: Motivating Employees for Incumbent Supervisors
- Incumbent Supervisor Training (IST): Leadership Skills for Addressing and Preventing Corruption
- Supervisory Leadership Training (SLT)
- Analytical Problem Solving Tool and Techniques (APS)
- Executive Communication Training (ECT)
- Executive Communication Training (ECT) - Field Delivered
- SES Candidate Development Program
- The Leadership Challenge
- Transitioning to Second Level Supervision

In FY 2009, the Office of Equal Employment provided training to 5,629 employees, which included the delivery of diversity and inclusion training to 180 employees.

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U.S. Citizenship and Immigration Services (CIS) required first time first line supervisors to attend a two-week Supervisor Training session, which includes four different modules directly related to diversity and EEO: (1) a three-hour module on the Essentials of Equal Employment Opportunity; (2) a two-hour module on “Why Our Differences Make a Difference”; (3) a two-hour module on Generational Differences; and (4) a two-hour module called Diversity Today – Inclusion Tomorrow. During FY 2009, 16 sessions were held with approximately 500 supervisors completing a 4 hour module on EEO, generational differences, and diversity training.

The ***U.S. Coast Guard (USCG)*** ensured that hiring managers and supervisors receive periodic diversity training to carry out their responsibilities to maintain a diversified workforce.

The ***Federal Emergency Management Agency (FEMA)*** Office of Equal Rights maintained an on-line course for FEMA employees that teaches equal rights principles and practices, including diversity training. In addition, all new supervisors and managers were required to take *Human Resources for Supervisors & Managers*. The course is designed to provide FEMA’s new supervisors and managers with a better understanding of their personnel management responsibilities.

The ***Immigration and Customs Enforcement (ICE)*** offered all employees, including managers and supervisors, the following EEO and diversity training via the ICE Virtual University (VU).

- Affirmative Employment Programs for Managers (376 completed the course)
- Diversity Training for Managers (306 completed the course)
- EEO Alternative Dispute Resolution Program (1,763 completed the course)
- EEO Complaints Process Training for Managers (396 completed the course)
- Prevention of Sexual Harassment Training (17,378 completed the course)

The ***U.S. Secret Service*** reported that the Diversity Management Program sponsored several offerings of a course entitled “*Conference on Cultural Diversity and Inclusion.*”

The ***Transportation Security Agency (TSA)*** launched a two-day Diversity Workshop, Diversity: A Key Element of Talent Management” and was presented at five airports.

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2. Recruitment

- Providing information on Federal employment opportunities to students, faculty, educational institutions, school systems, and underrepresented communities.
- Developing and maintaining long-term partnerships with academia, professional associations, and minority-serving organizations for the purpose of recruiting high-quality candidates.
- Using student educational employment programs and internships (e.g., Student Career Experience Program, Student Temporary Employment Program, Federal Career Intern Program) to improve the pipeline of diverse candidates for entry-level positions.
- Using the Presidential Management Fellows (PMF) Program for recruiting and advancing graduate and professional school graduates, including traditionally underrepresented community members.

The Department launched a new web-based staffing solution, **TALENTLink**, which is designed to simplify and accelerate DHS recruiting and hiring activities. The system is part of the DHS's enterprise-wide Human Capital Business System modernization and consolidation initiative. With **TALENTLink**, DHS is ahead of the curve in supporting the 2011 hiring reform guidance issued by the Office of Management and Budget. With comprehensive online functionality and streamlined processes, DHS organizations can now reduce their time to hire, improve the quality of candidate referrals, and better manage on-boarding of new staff. For both internal and external applicants, **TALENTLink** provides an easy to use job portal to search and apply for DHS jobs. Throughout the application process, automatically generated correspondence keeps applicants informed and engaged in the Federal hiring process. **TALENTLink** has been deployed, or is scheduled to be deployed, to DHS Headquarters, FEMA, DHS-Office of Inspector-General (OIG), ICE, and the Federal Law Enforcement Training Center (FLETC).

CRCL distributed the new DHS Recruitment Video to Minority Serving Institutions (HBCUs, TCUs, and HSIs), institutions of higher learning, and professional organizations. DHS components continued to participate in numerous outreach activities, career/job fairs, conferences, and workshops throughout the reporting year and shared employment information with students, faculty, and local communities. See Appendix A, *List of Component Conferences/Job Fairs/Career Fairs Activities*, for a breakdown by component.

DHS continues to utilize educational employment programs as recruitment tools for entry-level positions. For example, in FY 2009, DHS hired 11,240 students/interns under various educational and internship programs, of whom 2,239 (or 19.9%) were women and 4,581 (or 40.8%) minorities. The highest number of women (1,529) and minorities (4,071) hired was under the Federal Career Intern Program (FCIP). In FY 2009, DHS hired 37 Presidential Management Fellows (PMFs) participants of whom 20 (or 54.0%) were women and 4 (or 10.0%) minorities. See Appendix B, *DHS Educational Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by component.

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The DHS components continued to add recruitment and retention incentives to their human capital plans in order to enhance the value of their recruitment and staffing portfolios. For instance, during FY 2009, a combined total of 322 employees received recruitment and retention incentives, including 82 (or 25.5%) women and 91 (or 28.3%) minorities. Collectively, *USCG*, *FEMA*, *ICE*, and *OIG* reported 156 appointments under the Superior Qualifications Appointments (SQA) flexibility, including 41 (or 26.3%) women and 46 (or 26.5%) minorities. See Appendix C, *Recruitment and Retention Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by component and recruitment/retention program.

In FY 2009, the Office for Civil Rights and Civil Liberties (CRCL) continued its participation in the National Security Internship program in partnership with the Federal Bureau of Investigation (FBI). The National Security Internship is an intensive nine-week, full immersion summer program that combines Arabic language, Homeland Security, Intelligence and Area Studies, and On-the-Job-Training experience at DHS or FBI Headquarters. The objectives of this program are not to develop a cadre of translators, but rather to build a national security workforce of individuals who possess a higher degree of cultural competency. For additional information, please visit www.nationalsecurityinternship.com.

Component Specific Accomplishments

CBP recruitment initiatives attracted over 134,294 applicants for Border Patrol Agent positions, 35,517 applicants for CBP Officer positions and 3,033 applications for Agriculture Specialist positions achieving the agency's applicant goals for the year. Border Patrol events were conducted in major cities from Anchorage and Fairbanks, Alaska; Sacramento, California; Detroit, Michigan; and Memphis, Tennessee. CBP's efforts also included increase the number of CBP Officers at the Northern Border with events in Spokane, Washington; Bangor, Maine; and in hard-to-fill locations such as St. Thomas, Virgin Islands.

Under its Bonus Referral Program, CBP processed 83 referrals and paid over \$65,000 to employees. The program was part of the ongoing effort to hire Border Patrol Agents and was designed to provide all CBP employees with an incentive to identify and recruit potential applicants. Eligible employees received cash awards of up to \$1,500 for referring applicants who are hired as Border Patrol Agents and who complete the CBP Border Patrol Academy and one (1) year of service. Partial payment for the referral (\$1,000) is made after the applicant successfully completes training at the Border Patrol Academy and is re-deployed to his/her sector. The referring employee received an additional \$500 once the applicant completes one (1) year of service.

The CBP Law Enforcement Explorer Program is a targeted effort to reach out to the communities and attract young women and men of all nationalities to the CBP mission and career opportunities. During FY 2009, the Explorer Program increased by 134 new Explorers, with one new Border Patrol post in Lordsburg, New Mexico and two new Office of Field

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Operations posts in Highgate Springs, Vermont and Charleston, South Carolina. There are a total of 65 active posts throughout the country, with 765 CBP Explorers. Seven Explorers were converted to the CBP Officer position. The following table highlights the makeup of the program participants, which included 265 (or 34.6%) women and 608 (or 79.5%) minorities.

FY 2009 CBP EXPLORER PROGRAM										
Total No. 765	Hispanic		African American		Asian/Pacific Islander		American Indian		White	
		157	Females	41	Females	4	Females	1	Females	62
	282	Males	103	Males	14	Males	6	Males	95	Males

CBP hosted its first CBP college professional day. Approximately 20 students from the Fashion Institute of Technology, New York, New York, visited CBP and met with a senior Import Specialist from CBP's Office of Trade Relations to learn how their fashion-related degree could qualify them for career opportunities within CBP.

CBP conducted its first Federal Career Intern Program (FCIP) Virtual Job Fair for entry-level positions including Accountant, Budget Analyst, Contract Specialist, Human Resources Specialist, IT Specialist and Management and Program Analyst. Promotion of the virtual job fair was posted on Career Builder in addition to a CBP news release and postings at various communities, professional and special emphasis organizations nationwide to attract applicants to the on-line job fair. The advertising and outreach of the fair resulted in over 40,000 views by the public and approximately 4,500 applications for the positions advertised.

CBP hosted its first career fair targeting careers in the human resources profession. Local newspaper ads, a CBP news release and outreach to various special emphasis organizations were conducted to attract potential applicants to the event. More than 300 people attended the fair. Marketing efforts also included CBP's continued use of the NASCAR Nationwide Series Racing events to market the Border Patrol mission and help meet the Presidential mandate. CBP recognizes that it does not have a Border Patrol presence in non-border cities such as Atlanta, Chicago and Memphis and the states of New Hampshire, New York, Ohio, Kentucky and Virginia. Consequently the NASCAR Nationwide Series sponsorship was a means to sustain a visible presence in those markets.

CBP premiered its Veterans Outreach page on its web site effective January 1, 2009. The page highlights current opportunities for veterans, definitions of the various veterans' authorities and additional resources and links. A mailbox was also created to receive inquiries from veterans interested in employment with CBP.

CBP attended six events targeting persons with disabilities including conferences and forums that provided current information to assist agencies in both their recruiting and hiring efforts to attract persons with disabilities.

USCG civilian recruiters visited at least five maritime academies to establish partnerships with the schools and recruit entry-level applicants. The intent was to establish a pipeline into future

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vacancies for these graduates who are highly sought after because of their specialized education and hands-on training provided by the schools. As a result of the visits and partnerships, USCG hired approximately 13 students from the maritime academies.

USCG established the Career Entry-Level Opportunity (CEO) Program to build a pipeline of high-potential candidates to meet future USCG civilian workforce needs. The CEO Program is a valuable tool that attracts talented and diverse new employees into the USCG and promotes the career growth of lower-graded USCG employees consistent with their demonstrated capabilities. The key feature of the CEO Program is that it provides hiring managers with a mechanism to hire talent at the entry-level without using their limited higher-grade, permanent positions. Upon successful completion of this developmental period, CEO participants are placed in permanent positions within their program areas. As of September 2009, 16 billets are filled. The diversity of current program participants includes: 13 women (3 African-American, 1 Hispanic, 8 White, and 1 Asian) and 3 males (2 African-American, 1 White).

In addition, full page color advertisements were placed in major diversity and specialized publications such as:

- Society of Women Engineers (SWE)
- Society of Hispanic Professional Engineers (SHPE)
- National Society of Black Engineers (NSBE)
- Diversity/Careers
- Military Officer Magazine
- Corporate Gray

CIS participated in the Urban League's Black Executive Exchange Program (BEEP), in which Black executives visited Historically Black Colleges and Universities (HBCUs) and lectured on immigration law, CIS mission, and held panel discussions on current issues affecting industry, government and the economy.

CIS also established the first Wounded Warrior Program (WWP) in DHS whose goal is to recruit and place disabled veterans into qualified CIS positions with advancement opportunities in locations close to their families and support systems. As of September 2009, CIS has hired 30 wounded warriors through the WWP; 17 have come on board and 13 candidates are being processed for future hires.

The *DHS-Office of the Chief Human Capital Officer (OCHCO)* developed a recruiting plan and event schedule that serves the Department as the generally accepted list of activities that most DHS components/offices participate in or have an interest in based on events promoting diversity, law enforcement, prevention and response, mission support or other related pursuits. OCHCO also evaluated the Department's recruitment and marketing costs and benefits and found that an increase in "virtual" recruiting and marketing online will yield a larger impact on attracting talent nationwide. Specific accomplishments under the Recruitment and Marketing initiatives included the following:

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- Established an annual Marketing Plan that leverages the heritage month celebrations yearly to promote DHS careers to targeted communities (e.g. DHS ads promote appreciation of employees with disabilities in October.)
- Studied the most powerful and cost effective method for recruiting on the Internet and presented to members of the Corporate Recruiting Council.
- Determined appropriate ratio of marketing to in-person outreach events that will cost effectively spread awareness of DHS careers and how-to-apply information.
- Drafted a "College Benefit Analysis (CBA)" matrix based on the acknowledged talent development needs of DHS offices and mission components. The CBA matrix was developed to show which offices and components will benefit from recruiting at 2- and 4-yr colleges based on student internships, and entry-level hiring and development programs. The CBA matrix is also accompanied by a list of 650 colleges (HBCUs, HSIs, etc.) as leading schools in various disciplines of interest to DHS.
- Designed and deployed the use of slipsheets to attract high school and college students to DHS internships and entry-level careers.
- Held DHS Career Awareness Expos (large public event) and Forums (smaller targeted event) to inform targeted communities of the DHS mission and careers.
- In partnership with CRCL, identified several Tribal Colleges and Universities (TCUs) to develop mutual agreements for student internships and potential on-campus visiting professorships as appropriate for components/headquarter offices.
- Coordinated DHS participation at several 2009 OPM Federal Career Days at nationwide campuses.
- Conducted two Career Awareness Forums at Alabama State University and Tuskegee University.
- Coordinated DHS' participation as a major sponsor for the Equal Opportunity Publication's (EOP) Careers & the Disabled Magazine Job Fair in Boston, MA where DHS awarded a \$1,000 scholarship to an outstanding student in Chemical Engineering at Northeastern University.

OCHCO also reported the following accomplishment under their One-DHS Recruitment Brand initiative:

- Established the Minority Serving Institution Outreach Planning (MOP) Taskforce in collaboration with Science & Technology (S&T) Directorate University Programs, CRCL/EEO, FEMA Grants Management Office, Center for Faith Based and Community Initiatives and Corporate Recruiting Council local/regional representatives to accomplish Department-wide objectives related to diversity outreach and recruitment. The MOP Taskforce was created to align all DHS Headquarters and component elements to accomplish their goals collectively.
- Established three regional DHS internship programs with emphasis on attracting nationwide colleges, HBCUs, TCUs, and HSIs. 1) Delta Region Internship Program (southern colleges and HBCUs); 2) Nation Heritage Internship Program (TCUs,

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- HSIs); and 3) Criminal Justice Internship Program (nationwide). The goal is to recruit, hire, and develop regional talent.
- Developed a DHS brand identity (banner-ups, materials, advertisements) that promotes the Department in accordance with OPM's Career Patterns Initiative.
 - Developed an Employee Value Proposition (EVP) matrix to address career pattern analysis findings and leverage best practices to attract and retain employees best meet talent management and mission needs.
 - Promoted DHS as an employer of choice in various publications and associated websites with a diverse readership including DiversityInc, Diversity/Careers in Engineering & Information Technology, and in various EOP magazines.

The **OIG** Recruitment Program Manager identified targeted HBCUs and HSIs that graduate a significant number of individuals with degrees that meet agency needs. The **OIG** attended career fairs at Howard University, North Carolina Central University, Morgan State University, and Bowie State University. The **OIG** also participated in the National Organization of Blacks Law Enforcement Executives' Annual Conference. The **OIG** also attended the Women in Federal Law Enforcement (WIFLE) annual conference.

FEMA completed its design of a Diversity Intern Program targeted towards recruiting minorities in FY 2009. In developing the program concept, the Agency registered with a number of universities with large Hispanic student bodies as well as HBCUs. Unfortunately, budget constraints did not allow us to execute the design in FY 2009; however, given the Agency's renewed focus on diversity, we are planning to implement the program in FY 2010.

FEMA partnered with the District of Columbia government (DC Summer Youth Employment Program) to host a number of summer hires to intern in various capacities within the Agency. Students were assigned to work in the Disaster Reserve Workforce Division, which oversees our intermittent disaster workforce; the Human Capital Division, the Security Division and others. Through this program, the students gained first-hand experience in the workplace and attained valuable job and life skills that may be used in future endeavors. Upon graduation, successful candidates may be eligible for employment with **FEMA**, or other Federal agencies. In FY 2009, **FEMA** implemented its Building, Engagement, Strengths & Talent (BEST) initiative, a five year program designed to improve performance; build a culture that expects and rewards excellent performance; and ensure that **FEMA** attracts and retains a talented and diverse workforce. The program is built around an employee engagement survey (Q-12), the Great Manager Program (for all **FEMA** managers and supervisors), and leveraging each individuals' strengths to accomplish the Agency's mission. **FEMA** will use the results of the annual employee survey to help shape strategies to create a workplace that supports **FEMA** employees and their families.

The **FLETC** shared their vacancy information and internship opportunities with educational institutions for Student Educational Experience Programs (SEEPs) and College Internships. In FY 2009, **FLETC** selected forty (40) individuals for one of its mission critical occupations (1801), of whom 35 were men and 5 women. **FLETC** converted 5 college students from the

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Student Career Experience Program (SCEP) to permanent entry-level positions. The FLETC also hired two Workforce Recruitment Program (WRP) interns through the Student Temporary Employment Program (STEP). Additionally, a former WRP intern was selected for a permanent position at the GS-9 level.

ICE was an active participant in the Partnership for Public Service “*Call to Serve Recruitment Initiative.*” The Initiative is an intense effort to study cost-effective and sustainable ways for Federal agencies to inspire and educate college students toward federal service. In addition, *ICE* continued to enhance and utilize the “College Relations” program to target diverse candidates, including women and minorities. The program was designed to create, promote, and sustain long-term relations between *ICE* and diverse institutions.

ICE shared vacancy announcements with all HSIs for all *ICE* occupations, via email or recruiters and while attending career fairs and outreach events. As part of its recruitment efforts, *ICE* utilized on-line and printed publications to market and advertise employment opportunities. During FY 2009, *ICE* placed ads in two publications: Black College Today and Kappa Alpha Psi.

In addition, *ICE* placed two (2) WRP students in summer appointments and shared vacancy announcements with all Veterans Outreach Transition Centers for all *ICE* occupations, via email or recruiters. Also, *ICE* employees participated in the Black Executive Exchange Program (BEEP) at HBCUs nationwide.

The *Secret Service* national recruitment strategies included hiring workshops, the creation of a college alumni directory, conducting high school law enforcement symposiums, local university training exercises, and expanding its recruitment program for transitioning military personnel. Throughout FY 2009 the *Secret Service* conducted information sessions and met with faculty at colleges/universities and high schools to promote the agency as an employer of choice. As part of this effort information regarding these recruitment events was advertised through each school’s email system and via flyers placed around each campus. Furthermore, career opportunities were advertised in campus newspapers and websites.

The *Secret Service* also continued to advertise as an employer of choice via billboards, radio, and through advertisements placed on buses and in bus shelters. The *Secret Service* also enhanced its advertising campaign for FY 2009 by increasing its focus on minority publications designed to reach diverse audiences.

TSA outreach efforts continued to involve developing and maintaining ongoing relationships with professional organizations, historically diverse colleges and universities, other interest groups, and the community to connect with and target historically underrepresented employment populations. The Federal Air Marshal Service (FAMS) field recruiters attended training which included discussions on expanded recruitment efforts targeted at diverse candidate populations who may not traditionally look at Federal service or law enforcement as a career of choice. This training

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continued in the form of monthly virtual conference calls with participation by FAMS, Office of Human Capital, and field recruiting teams.

TSA created recruitment plans specifically for their various locations and field offices. The plans assisted the local hiring efforts of the airports, field offices and headquarters with identifying tools available to research and customize their individual recruitment goals. In addition, TSA developed two Realistic Job Previews (RJPs) for use in recruiting candidates for the Transportation Security Officer (TSO) and FAM positions. The RJPs is a tool used by recruiters to give candidates a close and realistic look at the duties and experiences of real TSOs and FAMS, so that fewer new hires enter the system with unrealistic job expectations, resulting in fewer no-shows and early-exiting employees. Through the images and activities shown in the videos, the RJPs reinforce TSA's commitment to establishing and maintaining a diverse workforce.

TSA created online posting and advertising campaigns to include targeted job posting, targeted banner advertisements, targeted email blasts and targeted newsletters. TSA posted online recruitment information in the following sites:

- Retirementjobs.com & AARP.com
- Disaboom.com & hireds.com
- Arabtimes.com
- Twolingos.com
- National Native American Law Enforcement Association (nnalea.org)
- Military.com and LawEnforcementjobs.com
- Monster.com/Yahoo.com/Careerbuilder.com
- Search Engine Marketing (SEM)
- Cox Cross Media
- G.I. Jobs Magazine
- Black EOE/Professional Women/Hispanic Network Magazines
- NACE Job Choices Magazines

3. Hiring

In FY 2009, DHS hired a total of 20,346 permanent employees and 4,687 temporary employees. Women comprised 6,072 (or 29.8%) of the permanent hires and minorities accounted for 3,859 (or 19.0%). The representation of women within the temporary hires was 2,019 (or 43.1%) and minorities was 872 (or 18.6%). Below provides an overview of the employment participation for the following components:

Component	Total Permanent & Temporary Hires	Women	Minorities
TSA	4,966	2,193 (44.2%)	1,150 (23.2%)
FEMA	2,978	1,255 (42.1%)	591 (19.8%)
ICE	2,433	832 (34.2%)	554 (22.8%)
DHS-HQ	1,473	683 (46.4%)	326 (22.1%)

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See Appendix D, *DHS New Hires by Type of Appointment – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by component.

4. Career Development and Training

- Promoting participation of all employees in management, leadership, and career development programs.

A total of 6,662 DHS employees participated in agency career development programs during the reporting period, of those 1,724 (or 25.9%) were women and 2,742 (or 41.2%) minorities. We note that the highest number of participants (4,657) occupied the GS 9-12, or equivalent pay band, of whom 1,063 (or 22.8%) were women and 2,031 (or 43.6%) minorities. See Appendix E, *DHS Agency Development Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by component and educational program.

In addition, 1,082 DHS employees participated in Government-wide career development programs of whom 361 (or 33.4%) were women and 425 (or 39.3%) minorities. The GS 13-15, or equivalent pay band, showed the highest number of participants (650), of whom 214 (or 32.9%) were women and 223 (or 34.3%) minorities. See Appendix F, *DHS Government-wide Career Development Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by component and educational program.

5. Mentoring

- Developing formal or informal mentoring programs for all employees by grade level.

Three DHS components, including OIG, continue to participate in informal and/or formal mentoring programs for their employees. For example, in FY 2009, a total of 4,496 civilian and military employees participated in a mentoring program. Of those, 1,726 (or 38.4%) were women and 1,248 (or 27.7%) were minorities. The highest number of participants was found in the GS 13-15, or equivalent pay band -- with a total of 59 participants, of whom 23 (or 39.0%) were women and 26 (or 44.07%) were minorities.

Also, the USCG was not able to provide a breakdown by grade level for their civilian employees. In FY 2009, 3,997 civilian employees participated in a mentoring program and 1,464 (or 36.6%) were women and 1,119 (or 28.0%) minorities. In addition, the USCG reported 411 military participants in formal mentoring programs, including 224 (or 54.5%) women and 90 (or 21.9%) minorities. See Appendix G, *DHS Mentoring Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by component.

Appendix A

List of Component Conferences/Job Fairs/Career Fairs Activities

DHS FEORP Accomplishment Report for Fiscal Year 2008
List of Component Conferences/Job Fairs/Career Fairs Activities

U.S. Customs and Border Patrol	
Alabama A&M University	Career Fair
Alcorn State University	Career Fair
Bennett College	Career Fair
Bethune-Cookman College	Career Fair
Bowie State University	Career Fair
Central State University	Career Fair
Clark Atlanta University	Career Fair
Florida A&M University	Career Fair
Grambling University	Career Fair
Jackson State University	Career Fair
Mississippi Valley State University	Career Fair
Morehouse College	Career Fair
Morgan State University	Career Fair
Prairie View A&M University	Career Fair
South Carolina State University	Career Fair
Southern University A&M College	Career Fair
Spelman College	Career Fair
Texas Southern University	Career Fair
University of the District of Columbia	Career Fair
Xavier University	Career Fair
NAACP Professional and Executive Diversity Job Fair	Job Fair
Federal Asian American Pacific Council (FAPAC)	Conference/Job Fair
National Association of Asian American Professionals	Conference/Job Fair
Organization of Chinese Americans	Conference/Job Fair
San Jose State University	Career Fair
University of California Berkeley	Career Fair
University of California Irvine	Career Fair
University of California Riverside	Career Fair
Hispanic Alliance of Career Enhancement (HACE)	Conference/Job Fair
Hispanic Association of Colleges and Universities (HACU)	Conference/Job Fair
LatCareers.com	Job Fair
Latinos for Hire	Job Fair
LatPros	Job Fair
National Hispanic Society of MBAs	Job Fair
California State University Dominguez Hills	Career Fair
California State University Fresno	Career Fair
Universidad Inter-Americana de Puerto Rico	Career Fair
University of Miami	Career Fair
University of Texas El Paso	Career Fair
University of Texas San Antonio	Career Fair
National Native American Law Enforcement Association (NNALEA)	Conference/Job Fair
Bay Mills Community College	Career Fair

DHS FEORP Accomplishment Report for Fiscal Year 2008
List of Component Conferences/Job Fairs/Career Fairs Activities

U.S. Customs and Border Patrol (Continued)

Fond du Lac Tribal Community College	Career Fair
Fort Berthold Community College	Career Fair
United Tribes Technical College	Career Fair
Careers and the Disabled	Job Fair
Gallaudet University	Career Fair
Army Career Assistance Program (ACAP) Centers	Orientation/Visit
Hire Heroes	Job Fair
Military Stars	Job Fair
Operation War Fighter (OWF)	Job Fair/Orientation
Recruit Military	Job Fair
Spelman College	Career Fair
Texas Woman's University	Career Fair
Women for Hire	Job Fairs
Women in Federal Law Enforcement (WIFLE)	Conference/Job Fair
Womensjobfairs.com	Job Fairs

U.S. Citizenship and Immigration Services

Women in Aviation	Conference/Job Fair
Virginia Tech National Capital Region Alumni	Career Fair
Hispanic Association of Colleges & Universities (HACU)	Conference/Job Fair
National Society of Black Engineers (NSBE)	Conference/Job Fair
American Society of Naval Engineers (ASNE)	Career Fair
Women in Technology 20 th Anniversary Summit	Conference/Job Fair
People with Disabilities - Careers & Disabled Awards	Conference & Career Fair

Federal Emergency Management Agency

League of United Latin American Citizens (LULAC) National Convention & Exposition	Conference/Job Fair
University of North Texas	Job Fair
Texas Women's University	Job Fair

Federal Law Enforcement Training Center

National Organization of Black Law Enforcement Executives (NOBLE)	Conference/Job Fair
National Asian Peace Officers Association (NAPOA)	Conference/Job Fair
National Native American Law Enforcement Association (NNALEA)	Conference/Job Fair
Hispanic American Police Command Officers Association (HAPCOA)	Conference/Job Fair
Society of American Indian Government Employees (SAIGE)	Conference/Job Fair
Florida University	Career Fair
Southwestern Indian Polytechnic Institute	Career Day
Congressman Bennie G. Thompson Mississippi 2 nd Congressional District College & Career Fair	Career Fair
Walter Reed Veteran's Outreach	Job Fair
Kings Bay Community Service Center's Job Fair	Job Fair

DHS FEORP Accomplishment Report for Fiscal Year 2008
List of Component Conferences/Job Fairs/Career Fairs Activities

DHS Headquarters – Office of the Inspector General

DHS Veteran’s Outreach Job Fair	Job Fair
Navy Tri-Base Job Fair	Job Fair
Howard University	Career Fair
North Carolina Central University	Career Fair
Morgan State University	Career Fair
Bowie State University	Career Fair
National Organization of Blacks Law Enforcement Executives’ Annual Conference	Conference/Job Fair
Women in Federal Law Enforcement (WIFLE) Annual Conference	Conference/Job Fair

U.S. Immigration and Customs Enforcement

Operation Enduring and Iraqi Freedom Veterans Welcome Home	Job Fair
Navy Region Southwest Fleet & Family Support Center (FFSC) Spring	Job Fair
Army Continuum of Service	Career Fair
Fort Hood, TX Veterans	Job Fair
American Heroes Events	Career Fair
Martinsburg, WV Veterans	Career Fair
Military Officers Association of America (MOAA) Corporate Grey	Career Fair
Recruit Military	Career Fair
Fort Mead Veterans	Job Fair
Andrews Air Force Base	Job Fair
Army Continuum of Service	Job Fair
First National DHS Veterans	Job Fair
San Diego Naval Station	Career Fair
Huston Tillotson University Internship	Career Fair
North Carolina Central University ICE	Career Day
Florida Memorial University	Job Fair
Bayou Classic HBCU College	Career Fair
Bethune-Cookman University	Career Fair
Florida A&M	Career Expo
Jackson State University Career/Internship	Career Fair
Mississippi Valley State University	Career Fair
Morgan State Career Connection 2009	Career Fair
Tennessee State University	Career Fair
North Carolina Central University	Career Day
Alabama State University Spring 2009	Career Fair
Johnson C. Smith Annual	Career Fair
Elizabeth City State University	Career Fair
Hispanic Association of Colleges & Universities (HACU)	Conference/Job Fair
League of United Latin American Citizens (LULAC)	Conference/Job Fair
Salish Kootenai College	Career Fair
Women for Hire Career Expo	Career Expo
Women in Federal Law Enforcement (WIFLE)	Conference/Job Fair

DHS FEORP Accomplishment Report for Fiscal Year 2008
List of Component Conferences/Job Fairs/Career Fairs Activities

U.S. Immigration and Customs Enforcement (Continued)	
Federally Employed Women (FEW) National Training Program Exhibit	Conference/Job Fair
14 th Annual National Association of Women Law Enforcement Executives (NAWLEE)	Conference/Job Fair
Binghamton University	Job Fair
Southeastern Pennsylvania Consortium for Higher Education (SEPCHE) Government Career Information Fair	Career Fair
Fresno State Career and Internship Expo 2009	Career Expo
University of Central Missouri Spring Career Expo 2009	Career Expo
31 st Annual Western Michigan University	Career Fair
2009 Government Nonprofit Career Fair, University of Georgia	Career Fair
Weber State University Criminal Justice	Career Fair
3 rd Annual Federal Government Fair	Career Fair
California State University, Fresno Law Enforcement	Career Fair
John Jay College	Career Fair
Florida International University	Career Fair
Wake Forest University	Career Fair
Washington University, St. Louis	Career Fair
Mardi Gras Invitational	Career Fair
Mega New Years Bilingual Diversity	Career Fair
Presidential Management Fellows (PMF)	Career Fair
Congressman Lincoln Diaz-Balart	Job Fair
Public Service Recognition Week "Government Goes Green"	Conference/Job Fair
City of Lutz Annual 4 th of July Independence Celebration	Conference/Job Fair
Congressman Eric Cantor	Job Fair
Congressman Sheila Jackson Lee	Job Fair
Congressman Bennie G. Thompson Mississippi 2 nd Congressional District	Job Fair
Congressman Frank R. Wolf 2009	Job Fair
Career Builder Fair	Career Fair
International Association of Workforce Professionals (IAWP) 47 th Annual Conference	Conference/Job Fair
Indiana Black Expo, Inc. Summer Celebration	Career Fair
Justice Series at Piscataway High School	Career Fair
United Middle School	Career Day
2009 Benjamin Franklin	Career Day
Pembroke Pines Charter Elementary	Career Day
Law Enforcement Day (To educate children about Internet safety)	Career Day
National Association for the Advancement of Colored People (NAACP) National Convention	Conference/Job Fair
National Urban League (NUL) Conference	Conference/Job Fair
Kappa Alpha Psi Diversity	Conference/Job Fair
Congressional Black Caucus Foundation (CBCF) Conference	Conference/Job Fair
National Black MBA Association (NB MBA) Conference	Conference/Job Fair

DHS FEORP Accomplishment Report for Fiscal Year 2008
List of Component Conferences/Job Fairs/Career Fairs Activities

U.S. Immigration and Customs Enforcement (Continued)

Annual National Asian Pacific American Bar Association (NAPABA) Convention	Conference/Job Fair
Society of American Indian Government Employees (SAIGE) Annual Employee Training	Conference/Job Fair
National Association of African Americans in the Department of Homeland Security (NAADHS) 4 th Annual Professional Development Training	Conference/Job Fair
National Association of Blacks in Criminal Justice (NABCJ)	Conference/Job Fair
National Council of La Raza (NCLR)	Conference/Job Fair
National Asian Peace Officers Association (NAPOA) 2009 Training Conference	Conference/Job Fair
National Organization of Black Law Enforcement Executives (NOBLE)	Conference/Training/Exhibition
Blacks in Government (BIG)	Conference/Job Fair
17 th Annual National Native American Law Enforcement Association (NALEA)	Conference/Job Fair
ICE Hispanic Agents Association (ICEHAA)	Conference/Job Fair

Transportation Security Administration

31 st Annual Conference & Exposition National Black MBA Association	Conference/Job Fair
NAACP Regional Diversity Job Fair	Job Fair
NAACP National Convention & Diversity Job Fair	Job Fair
National Association of Black Law Enforcement Executives (NOBLE)	Conference/Job Fair
National Urban League National Conference (NUL)	Conference/Job Fair
Kappa Alpha Psi Grand Meeting Professional and Executive Diversity	Job Fair
National HBCU Week	Conference/Job Fair
2009 Congressional Black Caucus Foundation	Conference/Job Fair
81 st Annual Association of African American Executives (AAAE)	Conference/Job Fair
2009 Fairbanks Job Fair	Job Fair
MatSu Job Fair	Job Fair
Alaska Federation of Natives (AFN) Annual Conference	Conference/Job Fair
National Native American Law Enforcement Association – 17 th Annual Training Conference	Conference/Job Fair
National Congress of American Indians (NCAI)	Job Fair
Ketchikan Job Fair	Job Fair
Anchorage Daily News	Job Fair
Federal Asian Pacific American Council Conference (FAPAC)	Job Fair
1 st Annual Asian MBA Leadership Conference & Career Expo	Conference/Job Fair
8 th Annual Asian Diversity Career Expo 2009	Career Fair
International Conference on Asian Organized Crime and Terrorism (ICAOCT)	Conference/Job Fair
East Coast Asian American Student Union (ECAASU) 2009	Conference/Job Fair
Rutgers University Criminal Justice	Job Fair
Eastern Illinois University	Career/Job Fair
Indiana State University	Career/Job Fair
Southern University and A&M University	Career/Job Fair
Michigan State University Criminal Justice	Job Fair

DHS FEORP Accomplishment Report for Fiscal Year 2008
List of Component Conferences/Job Fairs/Career Fairs Activities

Transportation Security Administration (Continued)	
Clark Atlanta University	Career Fair
University of Northern Colorado	Career/Job Fair
Seton Hall University – Public Service and Non-Profit	Career Fair
Stephen F. Austin State University	Career/Job Fair
Big East Career Fair	Career Fair
Barry University Government	Career Fair
New Jersey City University	Job Fair
Indiana University of Pennsylvania Criminology and Government	Career Fair
Florida Memorial University	Career Fair
Norwich University	Career/Job Fair
Cleveland State University – 2 nd Annual Government Career Fair	Career Fair
Eastern Kentucky University – Justice and Safety	Career Day
Kentucky State University	Career Fair
Montgomery County Community College 13 th Biennial Criminal Justice	Career Day
Eastern New Mexico University	Career Fair
Argosy University	Career/Job Fair
The Ohio State University Foreign Language Center	Career/Job Fair
Rutgers University	Career Day
Community Job Fair – Employment Guide – DeVry University	Career/Job Fair
Waynesburg University	Career/Job Fair
Fordham University spring 2009 Job Central	Career & Internship Fair
Prairie View A&M	Career/Job Fair
Florida Atlantic University	Career & Technical Fair
University of Puerto Rico	Career/Job Fair
Salish Kootenai College	Job Fair
Savannah Service Academy Career Conference	Career/Job Fair
Tugaloo College	Career/Job Fair
Thurgood Marshall College Fund Conference	Conference/Job Fair
Boston University	Job Fair
Butler University	Career/Job Fair
DeVry University Technology and Simulation	Career Fair
George Washington University	Career Fair
Florida A&M	Career Fair
Jackson State University MS Spring Internship Job Fair	Job Fair
University of Las Vegas	Career/Job Fair
Michigan Collegiate	Job Fair
National Association of Colleges and Employers (NACE) National Conference and Exposition	Conference/Job Fair
Call to Serve Federal Service Summit	Summit/Job Fair
43 rd Annual Atlanta University Center’s Career Day	Career Day
Southern Plains College	Job Fair
Fort Worth Independent School District Hiring Fair	Job Fair
Sacramento State Federal Job Fair	Job Fair

DHS FEORP Accomplishment Report for Fiscal Year 2008
List of Component Conferences/Job Fairs/Career Fairs Activities

Transportation Security Administration (Continued)

Informational Session Baltimore City Community College	Career/Job Fair
University of the Virgin Islands, St. Thomas Campus	Job Fair
University of Mary Washington	Career Day
University of Minnesota	Career Fair
Texas Tech University	Career Fair
National Contract Management Association World Congress	Career/Job Fair
Gallaudet University	Internship & Job Fair
Alamo Area Disability Alliance	Career/Job Fair
CAREERS & the disABLED Magazine's Career Expo	Career/Job Fair
Association for Persons in Supported Employment	Conference/Job Fair
Central Intercollegiate Athletic Association	Career/Job Fair
New York Post Diversity Job Fair	Job Fair
Pittsburgh Diversity Job Fair	Job Fair
Cultural Diversity/All Professions	Job Fair
Diversity Job Fairs.com	Job Fair
Professional Executive/Diversity Job Fair	Job Fair
City Career Fair – Diversity Employment Day	Career/Job Fair
American Indian OIC	Career Fair
Interfaith Spiritual March for World Peace	Career/Job Fair
DC Metro Diversity Career Fairs	Career Fair
Tugaloo College Hosted High School	Job Fair
Barrow High School	Job Fair
National Society for Hispanic Professionals (NSHP)	Job Fair
Latinos for Hire	Career Fair/Expo
LULAC Conference	Conference/Job Fair
National Council of La Raza (NCLR)	Conference/Job Fair
2 nd Annual Federal Hispanic Career Advancement Summit	Summit/Job Fair
Northeast Human Resources Association	Conference/Job Fair
Society for HR Management	Conference/Expo
Information Technology Association of America “Beyond the Beltway”	Conference/Job Fair
American Correctional Association	Conference/Job Fair
National Narcotic Detector Dog Association	Conference/Job Fair
National Sheriff's Association	Conference/Job Fair
Airborne Law Enforcement Association	Conference/Job Fair
18 th Annual Law Enforcement Opportunities	Career Fair
Westwood College – Criminal Justice Career Fair	Career Fair
Texas Women in Law Enforcement	Career/Job Fair
2009 South Florida Police, Fire & Security Expo	Career Fair/Expo
National Association of Police Organizations (NAPO) Annual Convention	Conference/Job Fair
California Association of Public Purchasing Officers	Conference/Job Fair
Midwest Hazardous Materials Response Conference	Conference/Job Fair
International Association of Bomb Technicians and Investigators	Conference/Job Fair
7 th Annual International Counter Terrorism Officers Association Conference	Conference/Job Fair

DHS FEORP Accomplishment Report for Fiscal Year 2008
List of Component Conferences/Job Fairs/Career Fairs Activities

Transportation Security Administration (Continued)

International Association of Chiefs of Police Annual Conference	Conference/Job Fair
American Correction Association – 139 th Congress of Correction	Conference/Job Fair
Washington DC Military/Veteran Career Fair	Career Fair
National Military Career Fair	Career Fair
Southeast Regional Career Event	Career Fair
Marine Corps Recruitment Depot – Career & Education Fair	Career Fair
Boston Military/Veteran Career Fair	Career Fair
San Francisco Career Fair	Career Fair
New Military/Veteran Career Fair	Career Fair
Northwest Job Expo	Job Fair
Fort Hood Semi-Annual Job Fair	Job Fair
DHS Veterans Job Fair	Job Fair
JobZone2009 – Patuxent River NAS	Career/Job Fair
Navy Tri-Base Job Fair	Job Fair
Camp LeJeune’s Spring National Job Fair	Job Fair
Joint Navy and Air Force Job Fair	Job Fair
Spring Southern Region Military & Civilian Job Fair	Job Fair
Marine Corp Air Ground Combat Center	Job Fair
JobZone2009 – Andrews TOP III Association	Job Fair
Virginia Peninsula Chamber of Commerce Military Affairs Council	Job Fair
Service Academy Career Conference (SACC)	Job Fair
Corporate Gray “Security Clearance”	Job Fair
MOAA/Corporate Gray	Job Fair
Ft. Carson Job Fair	Job Fair
Ft. Lewis Job Fair	Job Fair
Chicago Military/Veteran Career Fair	Career Fair
Corporate Gray/Hire Patriot	Career Fair
Ft. Leonard Wood Mini Job Fair	Job Fair
Red River Career Expo	Career Expo
Military Edge Job Fair	Job Fair
Military Overseas Recruitment Events (M.O.R.E.)	Career/Job Fair
Ft. Irwin Job Fair	Job Fair
Hiring Heroes Career Fair	Career Fair
Military Officers Association of America (MOAA)	Career/Job Fair
Ft. Drum Job Fair	Job Fair
Willow Grove Naval Air Station	Career/Job Fair
Military Stars Career Expo – Western Regional Event	Career/Job Fair
Hiring Heroes Career Fair – Ft. Sam Houston	Career Fair
Ft. Leonard Wood Semi-Annual Job Fair	Job Fair
Chicago and Dallas Military/Veterans Career Fair	Career Fair
CivilianJobs.com Career Fair	Career Fair
Ft. Bliss Job Fair	Job Fair
Recruit Military Career Fair	Career Fair

DHS FEORP Accomplishment Report for Fiscal Year 2008
List of Component Conferences/Job Fairs/Career Fairs Activities

Transportation Security Administration (Continued)

Washington Semester American Indian Program	Career/Job Fair
American Indian Higher Education Council (AIHEC) 2009 Student Conference	Conference/Job Fair
Gathering of Nations 26 th Annual Event	Career/Job Fair
3 rd Annual Native American Career Fair	Career Fair
Red Earth Native American Cultural Festival	Career/Job Fair
11 th Annual Nagar Kirtan	Career/Job Fair
Women Job Fair	Job Fair
National Association of Women Law Enforcement Executives (NAWLEE)	Conference/Job Fair
International Association of Women Police Annual Conference	Conference/Job Fair
Women for Hire	Job Fair
League of United Latin American Citizens 2009 National Women's Conference	Conference/Job Fair
Women in Federal Law Enforcement (WIFLE)	Conference/Job Fair
National Organization for Women National Conference	Conference/Job Fair
Federally Employed Women 40 th National Training Program	Conference/Job Fair
ReWork Career Fair at the Pennsylvania Governor's Conference for Women	Conference/Job Fair
North West Women's Show	Conference/Job Fair
Federal Job Fair – Hosted by Naval Support Activity (NSA)	Career/Job Fair
Heroes to Hometowns' Transition and Benefit Fair	Career/Job Fair

U.S. Secret Service

Hispanic American Police Command Officers Association (HAPCOA)	Conference/Job Fair
Women in Federal Law Enforcement (WIFLE)	Conference/Job Fair
National Organization of Black Law Enforcement Executives (NOBLE)	Conference/Job Fair
National Asian Peace Officers Association (NAPOA)	Conference/Job Fair
National Native American Law Enforcement Association (NNALEA)	Conference/Job Fair
Hispanic Association of Colleges and Universities (HACU)	Conference/Job Fair
League of United Latin American Citizens (LULAC)	Conference/Job Fair
New Mexico Highlands University	Career & Internship Fair
2 nd Annual Federal Hispanic Career Advancement Summit	Conference/Job Fair
Bilingual Latino & Diversity Career Expo 2009	Career Expo
Morton College	Job Fair
Hispanic Heritage Law Enforcement Committee Criminal Justice	Career/Internship Fair
Cal State Los Angeles	Job Fair
Miami Dade College	Job Fair
Cerritos College	Career Expo
Miami Dad College	Job Fair
Congressman Lincoln Diaz-Balart	Job Fair
Los Angeles Valley College	Job Fair
La Feria La Familia	Career Fair
East Los Angeles College	Job Fair
Cerritos College 2008 Fall	Job Fair
First Annual Federal Hispanic Career Advancement Summit	Conference/Job Fair
National Association for the Advancement of Colored People (NAACP)	Conference/Job Fair

DHS FEORP Accomplishment Report for Fiscal Year 2008
List of Component Conferences/Job Fairs/Career Fairs Activities

U.S. Secret Service (Continued)	
Congressional Black Caucus	Conference/Job Fair
Congressional Black Caucus Foundation's 2009	Conference/Job Fair
Annual Legislative Conference Diversity	Job Fair
Congressman Bennie G. Thompson Mississippi 2 nd Congressional District	Career Fair
2009 Historically Black Colleges & Universities (HBCU) Week	Conference/Job Fair
Blacks in Government 31 st Annual National Training	Conference & Career Fair
National Urban League's 2009 Annual National Conference Employment Zone	Career Fair
National Organization of Black Law Enforcement Executives (NOBLE) 33 rd Annual Training	Conference/Job Fair
NAACP 100 th Anniversary Centennial Year Celebration Annual National Convention Diversity	Job Fair
NAACP Centennial Professional & Executive	Job Fair
NAACP Centennial	Job Fair
Black College Spring Break	Career Fair
North Carolina Central University 09 Spring	Career Fair
NAACP Centennial Year Celebration Regional "Executive" Diversity	Career Fair
Howard University School of Communication	Career Fair
Tuskegee University	Career Fair
Alabama State University	Career Fair
Howard University	Career Fair
North Carolina Central University Fall Career Fair	Career Fair
Women in Federal Law Enforcement National	Conference/Job Fair
Texas Woman's University	Career Expo

Appendix B

DHS New Hires by Type of Appointment

DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

		Total Employees				Race/Ethnicity													
						Hispanic or Latino		Non- Hispanic or Latino											
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
								All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female
Student Career Employment Program (SCEP)																			
CBP	#	109	42	67	40	2	8	28	41	10	16	2	2	-	-	-	-	-	-
	%	100	38.53	61.47	36.70	1.83	7.34	25.69	37.61	9.17	14.68	1.83	1.83	0.00	0.00	0.00	0.00	0.00	0.00
CIS	#	29	7	22	1	-	-	7	20	-	-	-	1	-	-	-	-	-	1
	%	100	24.14	75.86	3.45	0.00	0.00	24.14	68.97	0.00	0.00	0.00	3.45	0.00	0.00	0.00	0.00	0.00	3.45
USCG	#	34	16	18	12	-	-	12	10	4	7	-	1	-	-	-	-	-	-
	%	100	47.06	52.94	35.29	0.00	0.00	35.29	29.41	11.76	20.59	0.00	2.94	0.00	0.00	0.00	0.00	0.00	0.00
FLETC	#	12	3	9	3	-	-	2	7	-	2	1	-	-	-	-	-	-	-
	%	100	25.00	75.00	25.00	0.00	0.00	16.67	58.33	0.00	16.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ICE *	#	44	22	18	15	4	1	14	7	3	5	-	2	-	-	-	-	1	3
	%	91	50.00	40.91	34.09	9.09	2.27	31.82	15.91	6.82	11.36	0.00	4.55	0.00	0.00	0.00	0.00	2.27	6.82
DHS-HQ	#	13	4	9	4	-	1	3	6	-	1	1	1	-	-	-	-	-	-
	%	100	30.77	69.23	30.77	0.00	7.69	23.08	46.15	0.00	7.69	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00
OIG	#	1	1	0	1	-	-	-	1	-	-	1	-	-	-	-	-	-	-
	%	100	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Student Temporary Employment Program (STEP)																			
CBP	#	354	148	206	170	32	36	83	101	29	57	3	12	-	-	1	-	-	-
	%	100	41.81	58.19	48.02	9.04	10.17	23.45	28.53	8.19	16.10	0.85	3.39	0.00	0.00	0.28	0.00	0.00	0.00
CIS	#	115	54	61	42	-	-	35	35	6	13	11	12	-	-	-	-	2	1
	%	100	46.96	53.04	36.52	0.00	0.00	30.43	30.43	5.22	11.30	9.57	10.43	0.00	0.00	0.00	0.00	1.74	0.87
USCG	#	139	60	79	51	3	4	45	41	10	25	2	6	-	1	-	-	-	2
	%	100	43.17	56.83	36.69	2.16	2.88	32.37	29.50	7.19	17.99	1.44	4.32	0.00	0.72	0.00	0.00	0.00	1.44
FLETC	#	55	16	39	22	2	2	10	23	3	14	1	-	-	-	-	-	-	-
	%	100	29.09	70.91	40.00	3.64	3.64	18.18	41.82	5.45	25.45	1.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ICE *	#	191	67	92	71	14	24	43	40	7	20	2	4	-	-	-	-	1	4
	%	83	35.08	48.17	37.17	7.33	12.57	22.51	20.94	3.66	10.47	1.05	2.09	0.00	0.00	0.00	0.00	0.52	2.09
DHS-HQ	#	61	31	30	29	-	1	13	16	12	8	4	2	-	1	1	-	1	2
	%	100	50.82	49.18	47.54	0.00	1.64	21.31	26.23	19.67	13.11	6.56	3.28	0.00	1.64	1.64	0.00	1.64	3.28
OIG	#	27	11	16	11	4	1	3	13	3	1	1	1	-	-	-	-	-	-
	%	100	40.74	59.26	40.74	14.81	3.70	11.11	48.15	11.11	3.70	3.70	3.70	0.00	0.00	0.00	0.00	0.00	0.00

DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

		Total Employees				Race/Ethnicity													
						Hispanic or Latino		Non-Hispanic or Latino											
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
								Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Federal Career Intern Program (FCIP)																			
CBP	#	7,112	6,159	953	3,000	2,145	238	3,525	587	239	89	175	30			75	9		
	%	100	86.60	13.40	42.18	30.16	3.35	49.56	8.25	3.36	1.25	2.46	0.42	0.00	0.00	1.05	0.13	0.00	0.00
CIS	#	364	158	206	115	2	7	109	135	21	33	20	26	-	-	3	3	3	2
	%	100	43.41	56.59	31.59	0.55	1.92	29.95	37.09	5.77	9.07	5.49	7.14	0.00	0.00	0.82	0.82	0.82	0.55
USCG	#	19	14	5	3	1	-	12	4	1	1	-	-	-	-	-	-	-	-
	%	100	73.68	26.32	15.79	5.26	0.00	63.16	21.05	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FLETC	#	1	0	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ICE *	#	2,511	2,053	304	910	525	78	1,266	174	146	39	99	10	2	-	9	2	6	1
	%	94	81.76	12.11	36.24	20.91	3.11	50.42	6.93	5.81	1.55	3.94	0.40	0.08	0.00	0.36	0.08	0.24	0.04
DHS-HQ	#	113	61	52	34	1	3	48	31	8	10	2	8	1	-	1	-	-	-
	%	100	53.98	46.02	30.09	0.88	2.65	42.48	27.43	7.08	8.85	1.77	7.08	0.88	0.00	0.88	0.00	0.00	0.00
OIG	#	24	16	8	8	1	-	12	4	1	3	2	1	-	-	-	-	-	-
	%	100	66.67	33.33	33.33	4.17	0.00	50.00	16.67	4.17	12.50	8.33	4.17	0.00	0.00	0.00	0.00	0.00	0.00
Presidential Management Fellows (PMF)																			
CBP	#	6	3	3	-	-	-	3	3	-	-	-	-	-	-	-	-	-	-
	%	100	50.00	50.00	0.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CIS	#	9	5	4	1	-	-	4	4	-	-	1	-	-	-	-	-	-	-
	%	100	55.56	44.44	11.11	0.00	0.00	44.44	44.44	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
USCG	#	1	1	0	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ICE	#	3	0	3	1	-	-	-	2	-	-	-	1	-	-	-	-	-	-
	%	100	0.00	100.00	33.33	0.00	0.00	0.00	66.67	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
DHS-HQ	#	17	8	9	2	-	2	8	7	-	-	0	-	-	-	-	-	-	-
	%	100	47.06	52.94	11.76	0.00	11.76	47.06	41.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
OIG	#	1	0	1	0	-	-	-	1	-	-	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

		Total Employees				Race/Ethnicity													
						Hispanic or Latino		Non- Hispanic or Latino											
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
								All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female
College Student Pre-Commissioning Initiative (CSPCI)																			
USCG	#	60	40	20	31	7	4	19	10	7	4	2	1	2	1	3	-	-	-
	%	100	66.67	33.33	51.67	11.67	6.67	31.67	16.67	11.67	6.67	3.33	1.67	3.33	1.67	5.00	0.00	0.00	0.00
Workforce Recruitment Program (WRP)																			
CIS	#	4	0	4	2	-	-	-	2	-	2	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	50.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUMMARY																			
Total SCEP	#	239	96	143	77	6	10	66	91	17	31	6	7	-	-	-	-	1	4
	%	100	40.17	59.83	32.22	2.51	4.18	27.62	38.08	7.11	12.97	2.51	2.93	0.00	0.00	0.00	0.00	0.42	1.67
Total STEP	#	910	387	523	396	55	68	232	269	70	138	24	37	-	2	2	-	4	9
	%	100	42.53	57.47	43.52	6.04	7.47	25.49	29.56	7.69	15.16	2.64	4.07	0.00	0.22	0.22	0.00	0.44	0.99
Total FCIP	#	9,990	8,461	1,529	4,071	2,675	326	4,972	935	416	176	298	75	3	0	88	14	9	3
	%	100	84.69	15.31	40.75	26.78	3.26	49.77	9.36	4.16	1.76	2.98	0.75	0.03	0.00	0.88	0.14	0.09	0.03
Total PMF	#	37	17	20	4	-	2	16	17	-	-	1	1	-	-	-	-	-	-
	%	100	45.95	54.05	10.81	0.00	5.41	43.24	45.95	0.00	0.00	2.70	2.70	0.00	0.00	0.00	0.00	0.00	0.00
Total CSPCI	#	60	40	20	31	7	4	19	10	7	4	2	1	2	1	3	-	-	-
	%	100	66.67	33.33	51.67	11.67	6.67	31.67	16.67	11.67	6.67	3.33	1.67	3.33	1.67	5.00	0.00	0.00	0.00
Total WRP	#	4	0	4	2	-	-	-	2	-	2	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	50.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRAND TOTALS																			
	#	11,240	9,001	2,239	4,581	2,743	410	5,305	1,324	510	351	331	121	5	3	93	14	14	16
	%	100	80.08	19.92	40.76	24.40	3.65	47.20	11.78	4.54	3.12	2.94	1.08	0.04	0.03	0.83	0.12	0.12	0.14

* The total for each program includes the employees whose gender and/or race and ethnicity are unknown. Specifically, SCEP = 4; STEP = 32; and FCIP = 154.

Appendix C

DHS Recruitment and Retention Programs

DHS RECRUITMENT & RETENTION PROGRAMS - Distribution by Race/Ethnicity and Sex

		Race/Ethnicity																	
		Total Employees				Non- Hispanic or Latino													
						Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
RECRUITMENT INCENTIVE (RI)																			
CBP	#	8	6	2	1	-	-	5	2	1	-	-	-	-	-	-	-	-	-
	%	100	75.00	25.00	12.50	0.00	0.00	62.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
USCG	#	27	20	7	12	1	-	12	3			1				1		5	4
	%	100	74.07	25.93	44.44	3.70	0.00	44.44	11.11	0.00	0.00	3.70	0.00	0.00	0.00	3.70	0.00	18.52	14.81
FLETC	#	1	1	0	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ICE *	#	7	0	3	1	-	-	-	2	-	-	-	-	-	-	-	-	-	1
	%	100	0.00	42.86	14.29	0.00	0.00	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.29
RELOCATION INCENTIVE																			
CBP	#	7	6	1	-	-	-	6	1	-	-	-	-	-	-	-	-	-	-
	%	100	85.71	14.29	0.00	0.00	0.00	85.71	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
USCG	#	7	5	2	-	-	-	5	2	-	-	-	-	-	-	-	-	-	-
	%	100	71.43	28.57	0.00	0.00	0.00	71.43	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FEMA	#	5	4	1	1	-	-	3	1	-	-	-	-	-	-	1	-	-	-
	%	100	80.00	20.00	20.00	0.00	0.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00
OIG	#	1	1	0	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RETENTION INCENTIVE																			
CBP	#	13	12	1	3	1	1	10	-	1	-	-	-	-	-	-	-	-	-
	%	100	92.31	7.69	23.08	7.69	7.69	76.92	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
USCG	#	2	2	0	1	-	-	1	-	-	-	1	-	-	-	-	-	-	-
	%	100	100.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FEMA	#	1	1	0	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FLETC	#	3	3	0	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

DHS RECRUITMENT & RETENTION PROGRAMS - Distribution by Race/Ethnicity and Sex

	Total Employees				Race/Ethnicity															
					Hispanic or Latino		Non- Hispanic or Latino													
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races			
	All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
STUDENT LOAN REPAYMENT (SLR)																				
CBP	#	10	7	3	1	-	-	6	3	-	-	1	-	-	-	-	-	-	-	
	%	100	70.00	30.00	10.00	0.00	0.00	60.00	30.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
ICE *	#	26	7	9	12	-	-	3	1	3	8	-	-	-	-	1	-	-	-	
	%	100	26.92	34.62	46.15	0.00	0.00	11.54	3.85	11.54	30.77	0.00	0.00	0.00	0.00	3.85	0.00	0.00	0.00	
ENHANCED ANNUAL LEAVE ACCRUAL (EALA)																				
CBP	#	13	9	4	3	-	-	7	3	1	1	1	-	-	-	-	-	-	-	
	%	100	69.23	30.77	23.08	0.00	0.00	53.85	23.08	7.69	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
USCG	#	34	30	4	4	-	-	28	2	-	-	1	-	-	-	-	-	1	2	
	%	100	88.24	11.76	11.76	0.00	0.00	82.35	5.88	0.00	0.00	2.94	0.00	0.00	0.00	0.00	0.00	2.94	5.88	
ICE *	#	26	11	4	5	-	-	9	1	-	2	2	-	-	-	-	-	-	1	
	%	100	42.31	15.38	19.23	0.00	0.00	34.62	3.85	0.00	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	3.85	
SUPERIOR QUALIFICATIONS APPOINTMENTS (SQA)																				
USCG	#	97	78	19	29	1	-	52	16	5	2	3	-	-	-	1	-	16	1	
	%	100	80.41	19.59	29.90	1.03	0.00	53.61	16.49	5.15	2.06	3.09	0.00	0.00	0.00	1.03	0.00	16.49	1.03	
FEMA	#	22	12	10	9	1	-	9	4	1	4	1	2	-	-	-	-	-	-	
	%	100	54.55	45.45	40.91	4.55	0.00	40.91	18.18	4.55	18.18	4.55	9.09	0.00	0.00	0.00	0.00	0.00	0.00	
ICE *	#	44	22	11	8	-	-	15	10	3	1	3	-	-	-	1	-	-	-	
	%	100	50.00	25.00	18.18	0.00	0.00	34.09	22.73	6.82	2.27	6.82	0.00	0.00	0.00	2.27	0.00	0.00	0.00	
OIG	#	4	3	1	-	-	-	3	1	-	-	-	-	-	-	-	-	-	-	
	%	100	75.00	25.00	0.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

DHS RECRUITMENT & RETENTION PROGRAMS - Distribution by Race/Ethnicity and Sex

	Total Employees				Race/Ethnicity														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
	All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SUMMARY																			
Total Recruitment Incentive	#	39	27	12	14	1	-	18	7	1	-	1	-	-	-	1	-	5	5
	%	100	69.23	30.77	35.90	2.56	0.00	46.15	17.95	2.56	0.00	2.56	0.00	0.00	0.00	2.56	0.00	12.82	12.82
Total Relocation Incentive	#	20	16	4	1	0	-	15	4	-	-	-	-	-	-	1	-	-	-
	%	100	80.00	20.00	5.00	0.00	0.00	75.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00
Total Retention Incentive	#	19	18	1	5	2	1	14	-	1	-	1	-	-	-	-	-	-	-
	%	100	94.74	5.26	26.32	10.53	5.26	73.68	0.00	5.26	0.00	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total SRL	#	26	14	12	13	-	-	9	4	3	8	1	-	-	-	1	-	-	-
	%	100	53.85	46.15	50.00	0.00	0.00	34.62	15.38	11.54	30.77	3.85	0.00	0.00	0.00	3.85	0.00	0.00	0.00
Total EALA	#	62	50	12	12	-	-	44	6	1	3	4	-	-	-	-	-	1	3
	%	100	80.65	19.35	19.35	0.00	0.00	70.97	9.68	1.61	4.84	6.45	0.00	0.00	0.00	0.00	0.00	1.61	4.84
Total SQA	#	156	115	41	46	2	-	79	31	9	7	7	2	-	-	2	-	16	1
	%	100	73.72	26.28	29.49	1.28	0.00	50.64	19.87	5.77	4.49	4.49	1.28	0.00	0.00	1.28	0.00	10.26	0.64
GRAND TOTALS																			
	#	322	240	82	91	5	1	179	52	15	18	14	2	-	-	5	-	22	9
	%	100	74.53	25.47	28.26	1.55	0.31	55.59	16.15	4.66	5.59	4.35	0.62	0.00	0.00	1.55	0.00	6.83	2.80

* The total for each program includes the employees whose gender and/or race and ethnicity are unknown. Specifically, RI = 4; SLR = 10; EALA = 11; and SQA = 11.

Appendix D

DHS Educational Programs

DHS NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

	Total Employees				Race/Ethnicity														
					Hispanic or Latino		Non-Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
	All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
DEPARTMENT-WIDE																			
Permanent	#	20,346	14,274	6,072	3,859	1,567	313	8,800	3,403	719	761	227	141	13	15	70	33	2,878	1,406
	%	100	70.16	29.84	18.97	7.70	1.54	43.25	16.73	3.53	3.74	1.12	0.69	0.06	0.07	0.34	0.16	14.15	6.91
Temporary	#	4,687	2,668	2,019	872	151	140	1,797	1,172	193	258	50	57	6	1	10	6	461	385
	%	100	56.92	43.08	18.60	3.22	2.99	38.34	25.01	4.12	5.50	1.07	1.22	0.13	0.02	0.21	0.13	9.84	8.21
Total	#	25,033	16,942	8,091	4,731	1,718	453	10,597	4,575	912	1,019	277	198	19	16	80	39	3,339	1,791
	%	100	67.68	32.32	18.90	6.86	1.81	42.33	18.28	3.64	4.07	1.11	0.79	0.08	0.06	0.32	0.16	13.34	7.15
CLF	%	100	53.10	46.80		6.20	4.50	39.00	33.70	4.80	5.70	1.90	1.70	0.10	0.10	0.30	0.30	0.80	0.80
US Customs & Border Protection																			
Permanent	#	9,769	8,021	1,748	1,585	1,216	131	5,132	1,258	80	53	52	20	4	0	22	7	1,515	279
	%	100	82.11	17.89	16.22	12.45	1.34	52.53	12.88	0.82	0.54	0.53	0.20	0.04	0.00	0.23	0.07	15.51	2.86
Temporary	#	318	188	130	30	10	4	135	99	6	8	1	0	0	0	1	0	35	19
	%	100	59.12	40.88	9.43	3.14	1.26	42.45	31.13	1.89	2.52	0.31	0.00	0.00	0.00	0.31	0.00	11.01	5.97
Total	#	10,087	8,209	1,878	1,615	1,226	135	5,267	1,357	86	61	53	20	4	0	23	7	1,550	298
	%	100	81.38	18.62	16.01	12.15	1.34	52.22	13.45	0.85	0.60	0.53	0.20	0.04	0.00	0.23	0.07	15.37	2.95
US Citizenship & Immigration Services																			
Permanent	#	743	359	384	156	5	13	206	213	39	40	25	26	0	0	6	2	78	90
	%	100	48.32	51.68	21.00	0.67	1.75	27.73	28.67	5.25	5.38	3.36	3.50	0.00	0.00	0.81	0.27	10.50	12.11
Temporary	#	170	75	95	39	0	2	50	56	4	12	8	13	0	0	0	0	13	12
	%	100	44.12	55.88	22.94	0.00	1.18	29.41	32.94	2.35	7.06	4.71	7.65	0.00	0.00	0.00	0.00	7.65	7.06
Total	#	913	434	479	195	5	15	256	269	43	52	33	39	0	0	6	2	91	102
	%	100	47.54	52.46	21.36	0.55	1.64	28.04	29.46	4.71	5.70	3.61	4.27	0.00	0.00	0.66	0.22	9.97	11.17
US Coast Guard																			
Permanent	#	929	633	296	119	10	5	456	192	46	41	8	4	-	2	3	-	110	52
	%	100	68.14	31.86	12.81	1.08	0.54	49.09	20.67	4.95	4.41	0.86	0.43	0.00	0.22	0.32	0.00	11.84	5.60
Temporary	#	450	254	196	79	8	4	191	134	26	28	6	4	-	1	1	1	22	24
	%	100	56.44	43.56	17.56	1.78	0.89	42.44	29.78	5.78	6.22	1.33	0.89	0.00	0.22	0.22	0.22	4.89	5.33
Total	#	1,379	887	492	198	18	9	647	326	72	69	14	8	-	3	4	1	132	76
	%	100	64.32	35.68	14.36	1.31	0.65	46.92	23.64	5.22	5.00	1.02	0.58	0.00	0.22	0.29	0.07	9.57	5.51

DHS NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

	Total Employees				Race/Ethnicity														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Federal Emergency Management Agency																			
Permanent	#	519	350	169	89	7	2	235	92	36	30	6	5	-	-	2	1	64	39
	%	100	67.44	32.56	17.15	1.35	0.39	45.28	17.73	6.94	5.78	1.16	0.96	0.00	0.00	0.39	0.19	12.33	7.51
Temporary	#	2,459	1,373	1,086	502	92	103	859	557	110	144	18	19	4	-	7	5	283	258
	%	100	55.84	44.16	20.41	3.74	4.19	34.93	22.65	4.47	5.86	0.73	0.77	0.16	0.00	0.28	0.20	11.51	10.49
Total	#	2,978	1,723	1,255	591	99	105	1,094	649	146	174	24	24	4	-	9	6	347	297
	%	100	57.86	42.14	19.85	3.32	3.53	36.74	21.79	4.90	5.84	0.81	0.81	0.13	0.00	0.30	0.20	11.65	9.97
Federal Law Enforcement Training Center																			
Permanent	#	78	49	29	4	-	-	34	21	1	1	1	-	-	-	1	0	12	7
	%	100	62.82	37.18	5.13	0.00	0.00	43.59	26.92	1.28	1.28	1.28	0.00	0.00	0.00	1.28	0.00	15.38	8.97
Temporary	#	148	83	65	25	2	2	67	45	2	16	2	1	-	-	-	-	10	1
	%	100	56.08	43.92	16.89	1.35	1.35	45.27	30.41	1.35	10.81	1.35	0.68	0.00	0.00	0.00	0.00	6.76	0.68
Total	#	226	132	94	29	2	2	101	66	3	17	3	1	-	-	1	0	22	8
	%	100	58.41	41.59	12.83	0.88	0.88	44.69	29.20	1.33	7.52	1.33	0.44	0.00	0.00	0.44	0.00	9.73	3.54
DHS Headquarters																			
Permanent	#	1,235	672	563	267	13	15	461	325	78	112	16	30	-	-	2	1	102	80
	%	100	54.41	45.59	21.62	1.05	1.21	37.33	26.32	6.32	9.07	1.30	2.43	0.00	0.00	0.16	0.08	8.26	6.48
Temporary	#	238	118	120	59	11	7	78	86	13	13	7	8	-	-	-	-	9	6
	%	100	49.58	50.42	24.79	4.62	2.94	32.77	36.13	5.46	5.46	2.94	3.36	0.00	0.00	0.00	0.00	3.78	2.52
Total	#	1,473	790	683	326	24	22	539	411	91	125	23	38	-	-	2	1	111	86
	%	100	53.63	46.37	22.13	1.63	1.49	36.59	27.90	6.18	8.49	1.56	2.58	0.00	0.00	0.14	0.07	7.54	5.84
US Immigration & Customs Enforcement																			
Permanent	#	2,220	1,491	729	503	134	55	937	404	110	104	57	25	2	1	13	2	238	138
	%	100	67.16	32.84	22.66	6.04	2.48	42.21	18.20	4.95	4.68	2.57	1.13	0.09	0.05	0.59	0.09	10.72	6.22
Temporary	#	213	110	103	51	13	15	73	52	3	12	2	3	2	-	1	-	16	21
	%	100	51.64	48.36	23.94	6.10	7.04	34.27	24.41	1.41	5.63	0.94	1.41	0.94	0.00	0.47	0.00	7.51	9.86
Total	#	2,433	1,601	832	554	147	70	1,010	456	113	116	59	28	4	1	14	2	254	159
	%	100	65.80	34.20	22.77	6.04	2.88	41.51	18.74	4.64	4.77	2.42	1.15	0.16	0.04	0.58	0.08	10.44	6.54

DHS NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

	Total Employees				Race/Ethnicity														
					Hispanic or Latino		Non-Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Transportation Security Administration																			
Permanent	#	4,751	2,670	2,081	1,108	182	86	1,319	856	325	366	61	29	7	12	20	20	756	712
	%	100	56.20	43.80	23.32	3.83	1.81	27.76	18.02	6.84	7.70	1.28	0.61	0.15	0.25	0.42	0.42	15.91	14.99
Temporary	#	215	103	112	42	1	3	74	75	10	17	6	5	-	-	-	-	12	12
	%	100	47.91	52.09	19.53	0.47	1.40	34.42	34.88	4.65	7.91	2.79	2.33	0.00	0.00	0.00	0.00	5.58	5.58
Total	#	4,966	2,773	2,193	1,150	183	89	1,393	931	335	383	67	34	7	12	20	20	768	724
	%	100	55.84	44.16	23.16	3.69	1.79	28.05	18.75	6.75	7.71	1.35	0.68	0.14	0.24	0.40	0.40	15.47	14.58
US Secret Service																			
Permanent	#	102	29	73	28	-	6	20	42	4	14	1	2	-	-	1	-	3	9
	%	100	28.43	71.57	27.45	0.00	5.88	19.61	41.18	3.92	13.73	0.98	1.96	0.00	0.00	0.98	0.00	2.94	8.82
Temporary	#	476	364	112	45	14	-	270	68	19	8	-	4	-	-	-	-	61	32
	%	100	76.47	23.53	9.45	2.94	0.00	56.72	14.29	3.99	1.68	0.00	0.84	0.00	0.00	0.00	0.00	12.82	6.72
Total	#	578	393	185	73	14	6	290	110	23	22	1	6	-	-	1	-	64	41
	%	100	67.99	32.01	12.63	2.42	1.04	50.17	19.03	3.98	3.81	0.17	1.04	0.00	0.00	0.17	0.00	11.07	7.09

Appendix E

DHS Agency Career Development Programs

FY 2009 ANNUAL FEORP REPORT

PARTICIPATION IN FORMAL AGENCY CAREER DEVELOPMENT PROGRAMS - Distribution by Race/Ethnicity and Sex

	Total Employees				Race/Ethnicity														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Career Development Programs for GS 1-4 or Pay Equivalent																			
#	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Programs for GS 5-8 or Pay Equivalent																			
#	285	138	147	156	44	17	52	77	15	34	12	12	12	5	-	1	3	1	
%	100	48.42	51.58	54.74	15.44	5.96	18.25	27.02	5.26	11.93	4.21	4.21	4.21	1.75	0.00	0.35	1.05	0.35	
Career Development Programs for GS 9-12 or Pay Equivalent																			
#	4,657	3,594	1,063	2,031	1,033	245	2,109	517	207	160	194	113	27	22	16	5	8	1	
%	100	77.17	22.83	43.61	22.18	5.26	45.29	11.10	4.44	3.44	4.17	2.43	0.58	0.47	0.34	0.11	0.17	0.02	
Career Development Programs for GS 13-15 or Pay Equivalent																			
#	1,670	1,171	499	545	226	67	809	316	81	93	34	20	1	1	16	-	4	2	
%	100	70.12	29.88	32.63	13.53	4.01	48.44	18.92	4.85	5.57	2.04	1.20	0.06	0.06	0.96	0.00	0.24	0.12	
Career Development Programs for SES or Pay Equivalent																			
#	26	18	8	5	2	-	14	7	2	1	-	-	-	-	-	-	-	-	
%	100	69.23	30.77	19.23	7.69	0.00	53.85	26.92	7.69	3.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GRAND TOTALS																			
#	6,662	4,938	1,724	2,742	1,307	329	2,997	923	307	289	240	145	40	28	32	6	15	4	
%	100	74.12	25.88	41.16	19.62	4.94	44.99	13.85	4.61	4.34	3.60	2.18	0.60	0.42	0.48	0.09	0.23	0.06	

Appendix F

DHS Government-wide Career Development Programs

FY 2009 ANNUAL FEORP REPORT

PARTICIPATION IN FORMAL GOVERNMENTWIDE CAREER DEVELOPMENT PROGRAMS - Distribution by Race/Ethnicity & Sex

	Total Employees				Race/Ethnicity														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races		
All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Career Development Programs for GS 1-4 or Pay Equivalent																			
#	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Programs for GS 5-8 or equivalent:																			
#	78	24	54	40	1	7	11	27	9	15	3	5	-	-	-	-	-	-	-
%	100	30.77	69.23	51.28	1.28	8.97	14.10	34.62	11.54	19.23	3.85	6.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Programs for GS 9-12 or equivalent:																			
#	352	261	91	162	87	15	144	46	21	23	7	4	-	-	2	1	-	-	2
%	100	74.15	25.85	46.02	24.72	4.26	40.91	13.07	5.97	6.53	1.99	1.14	0.00	0.00	0.57	0.28	0.00	0.57	0.57
Career Development Programs for GS 13-15 or equivalent:																			
#	650	436	214	223	62	17	308	119	49	65	11	7	-	-	-	6	6	-	-
%	100	67.08	32.92	34.31	9.54	2.62	47.38	18.31	7.54	10.00	1.69	1.08	0.00	0.00	0.00	0.92	0.92	0.00	0.00
Career Development Programs for SES or Pay Equivalent																			
#	2	0	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
%	100	0.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRAND TOTALS																			
#	1,082	721	361	425	150	39	463	194	79	103	21	16	-	-	2	7	6	2	2
%	100	66.64	33.36	39.28	13.86	3.60	42.79	17.93	7.30	9.52	1.94	1.48	0.00	0.00	0.18	0.65	0.55	0.18	0.18

Appendix G

DHS Mentoring Programs

FY 2009 DHS MENTORING PROGRAMS - Distribution by Race/Ethnicity and Sex

		Total Employees				Race/Ethnicity													
						Hispanic or Latino		Non- Hispanic or Latino											
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
US Coast Guard																			
FORMAL PROGRAM																			
Civilian Participants	#	42	26	16	13	3	1	18	11	1	3	3	1	-	-	-	-	1	-
	%	100	61.90	38.10	30.95	7.14	2.38	42.86	26.19	2.38	7.14	7.14	2.38	0.00	0.00	0.00	0.00	2.38	0.00
Military Participants	#	411	187	224	90	12	12	137	184	16	4	6	8	-	-	2	1	14	15
	%	100	45.50	54.50	21.90	2.92	2.92	33.33	44.77	3.89	0.97	1.46	1.95	0.00	0.00	0.49	0.24	3.41	3.65
INFORMAL PROGRAM																			
Civilian Participants	#	3,955	2,507	1,448	1,106	134	115	1,958	891	155	243	73	55	21	24	32	13	134	107
	%	100	63.39	36.61	27.96	3.39	2.91	49.51	22.53	3.92	6.14	1.85	1.39	0.53	0.61	0.81	0.33	3.39	2.71
Immigration & Customs Enforcement																			
FORMAL PROGRAM																			
GS 5-8 or Equivalent	#	4	1	3	3	1	1	-	1	-	1	-	-	-	-	-	-	-	-
	%	100	25.00	75.00	75.00	25.00	25.00	0.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 9-12 or Equivalent	#	14	8	6	7	3	2	3	4	2	-	-	-	-	-	-	-	-	-
	%	100	57.14	42.86	50.00	21.43	14.29	21.43	28.57	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 13-15 or Equivalent	#	43	26	17	20	3	4	15	8	6	4	2	1	-	-	-	-	-	-
	%	100	60.47	39.53	46.51	6.98	9.30	34.88	18.60	13.95	9.30	4.65	2.33	0.00	0.00	0.00	0.00	0.00	0.00
DHS Headquarters -Office of the Inspector General																			
FORMAL PROGRAM																			
GS 1-4 or Equivalent	#	1	1	0	0	-	-	1	-	-	-	-	-	-	-	-	-	-	-
	%	100	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 5-8 or Equivalent	#	1	0	1	0	-	-	-	1	-	-	-	-	-	-	-	-	-	-
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 9-12 or Equivalent	#	9	4	5	3	-	-	3	3	-	2	-	-	-	-	1	-	-	-
	%	100	44.44	55.56	33.33	0.00	0.00	33.33	33.33	0.00	22.22	0.00	0.00	0.00	0.00	11.11	0.00	0.00	0.00
GS 13-15 or Equivalent	#	16	10	6	6	1	1	8	2	1	1	-	2	-	-	-	-	-	-
	%	100	62.50	37.50	37.50	6.25	6.25	50.00	12.50	6.25	6.25	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00

FY 2009 DHS MENTORING PROGRAMS - Distribution by Race/Ethnicity and Sex

		Total Employees				Race/Ethnicity													
						Hispanic or Latino		Non- Hispanic or Latino											
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SUMMARY BY GRADE CATEGORY																			
GS 1-4 or Equivalent	#	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 5-8 or Equivalent	#	5	1	4	3	1	1	0	2	0	1	0	0	0	0	0	0	0	0
	%	100	20.00	80.00	60.00	20.00	20.00	0.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 9-12 or Equivalent	#	23	12	11	10	3	2	6	7	2	2	0	0	0	0	1	0	0	0
	%	100	52.17	47.83	43.48	13.04	8.70	26.09	30.43	8.70	8.70	0.00	0.00	0.00	0.00	4.35	0.00	0.00	0.00
GS 13-15 or Equivalent	#	59	36	23	26	4	5	23	10	7	5	2	3	0	0	0	0	0	0
	%	100	61.02	38.98	44.07	6.78	8.47	38.98	16.95	11.86	8.47	3.39	5.08	0.00	0.00	0.00	0.00	0.00	0.00
GRAND TOTALS																			
	#	4,496	2,770	1,726	1,248	157	136	2,143	1,105	181	258	84	67	21	24	35	14	149	122
	%	100	61.61	38.39	27.76	3.49	3.02	47.66	24.58	4.03	5.74	1.87	1.49	0.47	0.53	0.78	0.31	3.31	2.71

* The US Coast Guard Formal Mentoring Program's data base combines Native Hawaiian or Other Pacific Islander with the Asian population and does not capture the pay grade of the participants.

ANNUAL FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM
(FEORP)
PLAN CERTIFICATION – FY 2010

Please type or print clearly and return this sheet with an original signature to:

Mr. Daniel Fusco, Manager
Recruiting, Examining and Assessment Group
Center for Talent and Capacity Policy
Strategic Human Resources Policy
U.S. Office of Personnel Management
1900 E Street, NW, Room 6547
Washington, DC 20415-9800

IDENTIFYING INFORMATION

A. Name and Address of Agency

U.S. Department of Homeland Security
Office for Civil Rights and Civil Liberties
245 Murray Ln, SW, Bldg. 410, MS-0800
Washington, DC 20528

B. Name and Title of Designated FEORP Official
(include address if different from above)

Mary J. McGoldrick
Acting Deputy Officer, and Director
for EEO and Diversity Programs

Telephone and Fax Numbers:

(202) 254-8224
(202) 254-8240 (Fax)

C. Name and Title of Contact Person
(include address if different from above)

Ivelisse Reyes-Sainz
EEO & Diversity Manager

Telephone and Fax Numbers:

(202) 357-8236
(202) 254-8240 (Fax)

CERTIFICATION:

I certify that the above named agency: (1) has a current Federal Equal Opportunity Recruitment Program (FEORP) plan and the program is being implemented as required by Public Law 95-454 and subsequent regulations and guidance issued by the Office of Personnel Management; (2) that all field offices or installations having less than 500 employees are covered by a FEORP plan; (3) that all field offices or installations having 500 or more employees are covered either by this plan or by a local plan; and (4) that such plans are available upon request from field offices or installations.

SIGNATURE

Mary J. McGoldrick

DATE

December 28, 2009