

Broadcasting Board of Governors

**Fiscal Year 2011
(October 1, 2010 to September 30, 2011)**

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



**The Wilbur J. Cohen Building
300 Independence Avenue, SW
Washington, DC 20237**

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EEOC FORM 715-01 PARTS A - D		U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, <u>2010</u> to September 30, <u>2011</u> .					
PART A Department or Agency Identifying Information	1. Agency		Broadcasting Board of Governors		
	1.a. 2 nd level reporting component		Non-applicable		
	1.b. 3 rd level reporting component		Non-applicable		
	1.c. 4 th level reporting component		Non-applicable		
	2. Address		300 Independence Avenue, SW		
	3. City, State, Zip Code		Washington, DC 20237		
	4. CPDF Code	5. FIPS code(s)	4. IB00	5. 110010001	
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 1,687	
	2. Enter total number of temporary employees			2. 58	
	3. Enter total number employees paid from non-appropriated funds			3. 0	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 1,745	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		Mr. Michael Lynton, Interim Presiding Governor Broadcasting Board of Governors		
	2. Agency Head Designee		Mr. Richard M. Lobo, Director International Broadcasting Bureau		
	3. Principal EEO Director/Official/ Official Title/Series/Grade		Mrs. Delia L. Johnson, Director International Broadcasting Bureau, Office of Civil Rights GS-0260-15		
	4. Title VII Affirmative EEO Program Official		Affirmative Employment Program Manager		
	5. Section 501 Affirmative Action Program Official		Collateral Duty of an Encumbered Position		
	6. Complaint Processing Program Official		Complaints Program Manager		
	7. Other Responsible EEO Staff		EEO Specialist (Special Emphasis Program Coordinator and Collateral Duty Hispanic Employment Program Manager), EEO Specialist (Disability Program Coordinator), Executive Assistant, EEO Assistant, Special Assistant (detail), and contractors (EEO Counselors, Investigators, and Training Instructors)		

EEO0C FORM 715-01 PARTS A - D	U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)		CPDF and FIPS codes
	The Equal Employment Opportunity (EEO) Program is centralized at the Broadcasting Board of Governors, located in Washington, DC.		
Listed are the EEOC Forms and Documents that are included in BBG's Fiscal Year 2010 Federal Agency Annual EEO Program Status Report.			
Executive Summary [FORM 715-01 PART E], that includes:	X	X	Optional Annual Self-Assessment Checklist Against Essential Elements – Excluded [FORM 715-01PART G]
I. Brief paragraph describing the Agency's Mission and Mission-related Functions	X	X	EEO Plan To Attain the Essential Elements of a Model EEO Program] for each programmatic essential element requiring improvement [FORM 715-01PART H}
II. Summary of Results of Agency's Annual Self-Assessment Against MD-715 "Essential Elements"	X	X	EEO Plan To Eliminate Identified Barrier for each identified barrier [FORM 715-01 PART I]
III. Summary of Analysis of Work Force Profiles including Net Change Analysis and Comparison to Relevant Civilian Labor Force (RCLF)	X	X	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]
IV. Summary of EEO Plan Objectives Planned to Eliminate Identified Barriers or Correct Program Action Items	X	X	Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans
V. Summary of EEO Plan Action Items Implemented or Accomplished	X	X	Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues (Excluded)
Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	X	Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects
Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	X	Organizational Chart for Fiscal Year 2010

EEOC FORM 715-01 PART E	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Broadcasting Board of Governors	For period covering <u>October 1, 2010 to September 30, 2011.</u>

EXECUTIVE SUMMARY

The Broadcasting Board of Governors (BBG or Agency) is submitting its *Fiscal Year 2011 Federal Agency Annual Equal Employment Opportunity Program Status Report (EEO Program Status Report)* in compliance with the United States Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD-715).

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

The priorities and strategic direction of U.S. International Broadcasting resides with BBG. The BBG and International Broadcasting Bureau (IBB) were established under the 1994 International Broadcasting Act. The BBG, a multicultural organization broadcasting programming in 59 languages, became an independent Federal Agency on October 1, 1999. This was the result of the 1998 Foreign Affairs Reform and Restructuring Act (Public Law 105-277), the single most important legislation affecting U.S. International Broadcasting since the early 1950s.

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

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

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

II. Summary of Results of BBG’s Annual Self-Assessment Against MD-715 “Essential Elements”

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

Essential Element A – Demonstrated Commitment from Agency Leadership

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

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

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

As part of integrating EEO into the strategic mission, Section II(B) of MD-715 instructs agencies to ensure that: (1) the EEO Director has access to the Agency Head; (2) the EEO office coordinates and collaborates on projects/tasks with the Human Resources office; (3) sufficient resources are allocated to the EEO program; (4) the EEO office retains a competent staff; (5) all managers receive management training; (6) all managers and employees are involved in implementing the EEO program; and (7) all employees are informed of the EEO program.

The integration of EEO into the Agency's strategic mission is directly tied to the quality and competency of its workforce. Accordingly, in a continuing effort to improve its performance and work environment, the Agency participated, along with other Federal Agencies, in the U.S. Office of Personnel Management's (OPM) Annual Employee Survey.

The Agency developed and is implementing a comprehensive Employee Satisfaction Action Plan in response to the results of the employee attitude survey and based on the recommendations of an Agency's task force. For example, the Agency has taken a number of steps to improve communication between senior managers and employees. An electronic version of the *Tune In Newsletter* was developed that includes an online blog component to promote and encourage employee engagement and interaction. The monthly electronic newsletter has improved the flow of information to employees about strategic goals and highlights employees' accomplishments and Agency news. The online forum enables the Agency to address workplace issues raised by employees. In addition, the blog was utilized to ensure that all employees could participate in VOA's Town Hall Meeting with the Board of Governors and senior managers, by allowing them to submit questions in advance.

Responses from the Board of Governors and senior managers to these questions and suggestions were posted on the blog, where they could be viewed and commented on by all employees. Input was also collected from senior managers, supervisors, and employees to address concerns, such as those reflected in the employees' surveys. This information was distributed to senior managers, supervisors, and employees who were instructed to listen to the employees' questions and discuss their concerns with them.

To promote openness and transparency of Board proceedings consistent with the

requirements of the Government in the Sunshine Act, the Board held open meetings in fiscal year 2011, in which the meeting was open to public observation via streamed webcast, both live and on-demand, on the BBG's public website at www.bbg.gov. The Board will continue to look for opportunities to hold open meetings to the extent that it can responsibly do so while protecting the integrity of Board processes and the BBG's statutory mandate.

The Agency posted its *Fiscal Year 2012 Budget Request* on its Intranet, along with the *BBG Strategic Plan 2008-2013*. Highlights of the monthly IBB, VOA, and OCB reports and weekly senior staff meetings were placed on the Intranet to provide current information on the Agency's activities and challenges. The Agency also conducted a number of forums on topics of interest to employees, such as an explanation of the budget process and VOA's use of the new media. Video recordings of these forums are on BBG's Intranet.

Employees also were surveyed about their opinions of the Agency's various support offices. While the responses indicated that the support offices generally understand the needs of their customers and respond to them, the results are being utilized to improve the quality of and to enhance their support for employees.

Essential Element C – Management and Program Accountability

The BBG has made a special effort to ensure that employees at the mid- and senior grade levels participate in management, leadership, and career development training.

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

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

Essential Element D – Proactive Prevention of Unlawful Discrimination

Ensuring that employees are treated with dignity and respect is core to effective management. Employees are encouraged to discuss concerns with their managers and supervisors. Employees may raise specific EEO-related concerns with the Office of Civil Rights (OCR) and other work-related concerns through four other channels: the Office of Human Resources, Ombudsman, Employee Assistance Program, or employee unions. The OCR Director successfully: manages the Federal Sector Discrimination Complaint

Processing Program, including executing the Mediation/Alternative Dispute Resolution and Reasonable Accommodation Procedures; manages the Affirmative Employment Program; completes and submits Annual Accomplishment Reports; sponsors and coordinates the Mentoring Program, wherein the partnerships continue to increase annually; sponsors educational Special Emphasis Programs and Commemorative Observances; leads the Diversity Day Celebration; sponsors a series of Diversity Workshops; ensures senior managers are aware of and carry out their responsibilities pursuant to Federal laws, enforced Regulations, Policy Guidance, Memoranda of Understanding, and Informal Discussion Letters enforced by the EEOC; and ensures training opportunities are available for employees, including management officials that are relevant to new developments in *EEO*, *Anti-Harassment*, *Prevention of Sexual Harassment*, *Diversity*, *Americans with Disabilities Act Amendments*, *Genetic Information Nondiscrimination Act (GINA) of 2008*, *Rehabilitation Act of 1973*, and *NO FEAR (Notification and Federal Employee Antidiscrimination and Retaliation) Act of 2002*.

Essential Element E – Efficiency in the Federal EEO Process

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

During the previous fiscal year, BBG closed 16 formal complaints; and as of September 30, 2011, BBG had an inventory of 13 complaints pending processing.

Essential Element F – Responsiveness and Legal Compliance

The OCR Director and General Counsel have complied with Orders that were issued by EEOC Administrative Judges, responded to requests for counseling and mediation, and forwarded requests for hearings and appeals to EEOC for further processing in a timely manner.

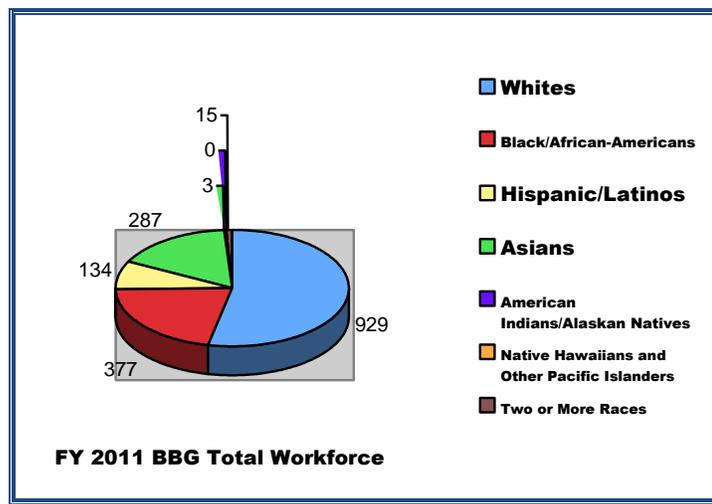
III. Summary of Analysis of Workforce Profiles, Including Net Change Analysis and Comparison to Relevant Civilian Labor Force CLF

In compliance with EEOC MD-715, OCR reviewed and analyzed the Agency's workforce statistical data in *EEOC's Workforce Data Tables A-1 to A-14 and B-1 to B-14*. OCR completed an eight -year trend analysis to identify any potential triggers that may be prohibiting the Agency from maintaining a model EEO program. If any potential triggers or deficiencies were revealed, the Agency will develop an action plan to address them in *EEOC Part I in its fiscal year 2012 EEO Program Status Report*. Comparisons of the Civilian Labor Force ratios are based on calendar year 2000 National Census Data.

National CLF Comparisons of Ratios Based on Calendar Year 2000 National Census Data										
Geography	Occupation Census/ SOC Code	Gender	Total Workforce	White Non-Hispanic	Hispanic/ Latino	Black Non-Hispanic	Asian Non-Hispanic	American Indian and Alaska Native Non-Hispanic	Native Hawaiian or Other Pacific Islander Non-Hispanic	Two or More Races
U.S. Total	Total Civilian Labor Force	Total Ratio	100%	72.77%	10.69%	10.50%	3.63%	0.66%	0.11%	1.64%
U.S. Total	Total Civilian Labor Force	Males	53.23%	39.03%	6.17%	4.84%	1.92%	0.34%	0.06%	0.88%
U.S. Total	Total Civilian Labor Force	Females	46.77%	33.74%	4.52%	5.66%	1.71%	0.32%	0.05%	0.76%

EEOC Workforce Data Table A-1: The Agency’s workforce constitutes: 294 (16.85%) White Non-Hispanic females and 635 (36.39%) White Non-Hispanic males, for a total of 929 (53.23%) employees; 214 (12.26%) Black/African-American Non-Hispanic females and 163 (9.34%) Black/African-American Non-Hispanic males, for a total of 377 (21.60%) employees; 42 (2.41%) Hispanic/Latino females and 92 (5.27%) Hispanic/ Latino males, for a total of 134 (7.67%) employees; 121 (6.93%) Asian Non-Hispanic females and 166 (9.51%) Asian Non-Hispanic males, for a total of 287 (16.44%) employees; and 3 (0.17%) American Indian Non-Hispanic males. American Indian Non-Hispanic females and Native Hawaiian/Other Pacific Islander Non-Hispanic males and females are absent in the Agency’s workforce.

Employees who self-identified in the *Two or More Races Category* increased by two, from 13 to 15 – four (0.23%) Hispanic-White females, one (0.06%) Hispanic-Black female, and six (0.34%) Hispanic-White males; one (0.06%) White-Asian-Black female and one (0.06%) White-Asian male; and two (0.11%) American Indian-White males (*see graph, FY 2011 BBG Total Workforce*).



The total workforce ratios of four groups listed have consistently remained below the national CLF ratios. Please note that BBG’s specialized mission (international broadcasting) requires a specialized workforce that may not be directly comparable to the general CLF ratios.

1. 294 White Non-Hispanic females at 16.85%
2. 42 Hispanic/Latino females at 2.41%; 92 Hispanic/Latino males at 5.27%
3. 3 American Indian males at 0.17%; American Indian females' at 0%
4. Native Hawaiian and Other Pacific Islander males and females at 0%

The Agency's workforce of permanent employees decreased by 17, from 1,704 employees in fiscal year 2010, to 1,687 employees in fiscal year 2011. The permanent workforce of females decreased by nine, from 671 (39.35%) in fiscal year 2010, to 662 (39.24%) in fiscal year 2011. The permanent workforce of males decreased by eight, from 1,033 (60.62%) employees in fiscal year 2010, to 1,025 (60.75%) employees in fiscal year 2011.

The Agency's workforce of temporary employees decreased by 11, from 69 employees in fiscal year 2010, to 58 employees in fiscal year 2011. The temporary workforce of females slightly decreased by one, from 16 (23.53%) employees in fiscal year 2010, to 15 (25.86%) employees in fiscal year 2011. The temporary workforce of males decreased by 10, from 53 (76.4%) employees in fiscal year 2010, to 43 (74.13%) employees in fiscal year 2011.

Overall, the BBG total workforce of permanent and temporary employees decreased by 28, from 1,773 to 1,745 employees -- 677 (38.79%) females and 1,068 (61.20%) males, in part due to the Agency offering the Voluntary Early Retirement (VERA or "early out"). The Agency's total workforce consists of 1,687 (96.67%) permanent and 58 (3.32%) temporary employees. Each year, the ratio of males (61.20%) has consistently exceeded its national CLF ratio of 53.23%. However, the ratio of females at 38.79% has remained below the national CLF ratio (*see* Chart 1).

CHART 1						
Fiscal Years 2004 to 2011						
Eight-Year Trend Analysis of BBG Total Workforce By Gender						
(For Permanent and Temporary Federal Government Employees)						
Fiscal Years	Total Female RCLF - 46.77%	Total Male RCLF - 53.23%	Total Female and Male Workforce	Changes In Total Female and Male Workforce By Fiscal Years		
				Females	Males	Total Change
2004	662 (36.19%)	1,167 (63.80%)	1,829 (100%)	--	--	--
2005	647 (36.72%)	1,115 (63.28%)	1,762 (100%)	-15	-52	-67
2006	656 (37.68%)	1,085 (62.32%)	1,741 (100%)	+9	-30	-21
2007	662 (37.44%)	1,106 (62.56%)	1,768 (100%)	+6	+21	+27
2008	672 (38.07%)	1,093 (61.93%)	1,765 (100%)	+10	-13	-03
2009	685 (38.78%)	1,081 (61.21%)	1,766 (100%)	+13	-12	+01
2010	687 (38.75%)	1,086 (61.25%)	1,773 (100%)	+2	+5	+07
2011	677 (38.79%)	1,068 ((61.20%)	1,745 (100%)	-10	-18	-28

EEOC Workforce Data Table B-1: One qualified job applicant with a targeted disability separated from the Agency; and, the Agency newly-hired one qualified job applicant with a targeted disability. Thus, there are 13 employees with targeted disabilities. An eight-year trend analysis revealed the Agency's total workforce of employees with non-targeted disabilities and employee's with targeted disabilities has consistently decreased. For example, from fiscal years

2004 to 2011, the Agency’s total number of employees with targeted disabilities remained below the EEOC Federal Goal of 2.00% (*see* Chart 2). To reach the Federal Goal, the Agency must recruit and hire five individuals who have a targeted disability.

CHART 2
Fiscal Years 2004 to 2011
Eight Year Trend Analysis of Distribution of
Employees with a Non-Targeted Disability and Employees with a Targeted Disability
(Permanent and Temporary Employees)

Fiscal Years	Total Workforce (100%)	[05] No Disability	[01] Not Identified	[06-94] Non-Targeted Disability	Targeted Disability FH: 2.27%	New Hires	Separations
2004	1,829	1,657 (90.59%)	98 (5.35%)	58 (3.50%)	16 (0.87%)	0	0
2005	1,762	1,612 (91.48%)	82 (4.65%)	51 (2.89%)	17 (0.96%)	1	0
2006	1,741	1,608 (92.36%)	73 (4.19%)	45 (2.58%)	15 (0.86%)	0	2
2007	1,768	1,632 (92.30%)	65 (3.67%)	56 (3.16%)	15 (0.84%)	0	0
2008	1,765	1,640 (92.91%)	55 (3.11%)	55 (3.11%)	15 (0.84%)	0	0
2009	1,766	1,661 (94.05%)	52 (2.94%)	39 (2.20%)	14 (0.79%)	0	1
2010	1,773	1,673 (94.35%)	49 (2.76%)	38 (2.14%)	13 (0.73%)	0	1
2011	1,745	1,656 (94.89%)	34 (1.94%)	42 (2.40%)	13 (0.74%)	1	1

EEOC Workforce Data Tables A-2 and B-2: The Agency will include the workforce statistical data for A-2 and B-2 in its fiscal year 2012 EEO Program Status Report.

EEOC Workforce Data Tables A3-1, A-4-1 and A-3-2, A-4-2: The Agency’s Senior Executive Service (SES) level increased by three employees, from 14 to 17 employees. Three employees, two White Non-Hispanic males and one White Non-Hispanic female, were newly hired or internally promoted by the Agency. No Black or African-American males/females, Hispanic/Latino females, and Asian males were newly hired or internally promoted to the SES level.

EEOC Workforce Data Tables B3-1, B4-1 and B4-1, B-4-2: Five employees with targeted disabilities are classified at the GS-13 and GS-14 grade levels. One employee with a targeted disability is classified at the GS-15 grade level.

EEOC Workforce Data Tables B5-1 and B5-2: Of the 98 employees who are classified as wage grade earners, two employees with targeted disabilities are classified at the WB-02 and WB-04 wage grade levels. Three employees with non-targeted disabilities are classified at the WB-02 wage grade level.

EEOC Workforce Data Table B6-1: Seven employees with targeted disabilities and 51 employees with non-targeted disabilities are classified in the major occupations.

EEOC Workforce Data Tables A-8 and B-8: As previously stated, the Agency hired one qualified job applicant with a targeted disability. The ratio of employees with targeted disabilities remained at 0.74%, which is below the Federal Goal of 2.20%. To exceed the Federal Goal of 2.20%, the Agency must newly hire five employees with a targeted disability. The percentages of new hires for the following non-disabled groups were below the national CLF ratios (*see* Chart 3).

CHART 3 - Fiscal Year 2011
New Hires Below the National RCLF Ratio
(Permanent and Temporary Employees)

Distribution by Race/Ethnicity and Sex	Current Ratio	National RCLF Ratio
White Non-Hispanic Males	30.0%	39.03%
White Non-Hispanic Females	21.0%	33.74%
Hispanic/Latino Males	4.0%	6.17%
Hispanic/Latino Females	0%	4.52%
American Indian/Alaska Native Males and Females	0%	0.34% and 0.32%, respectively
Native Hawaiian/Other Pacific Islander Males and Females	0%	0.06% and 0.05%, respectively

EEOC Workforce Data Tables A-13 and B-13: BBG distributed 510 Time-Off, 927 Cash, and 53 Quality Step Increase (QSI) Awards, for a total of 1,490 Awards. Of this total amount, 96 employees earned Medal Awards and cash payments of \$2,500, including 11 for Locally Employed Staff overseas (e.g., FSNs and PSAs). All Agency employees were eligible for a Medal Award, and any employee could nominate another employee from any part of the Agency. Sixty-eight awards (4.56%) were earned by employees with a disability, 22 (1.47%) by employees who were not identified, 41 (2.75%) by employees with non-targeted disabilities and 5 (0.33%) by employees with targeted disabilities (*see* Chart 4). All of the recipients were honored at an agency-wide ceremony in September 2011.

FY 2011 Awards 1,490 (100%)	CHART 4 Distribution By Disability Status			Total By Awards
	[01] Not Identified	[06-94]Disability	Targeted Disability	
Time-Off - 1-9 Hours	4 (0.26%)	4 (0.26%)	0 (0.0%)	8 (0.53%)
Time-Off - 9 Plus Hours	7 (0.47%)	14 (0.94%)	1 (0.06%)	21 (1.41%)
Cash Award - \$100-\$500	8 (0.53%)	11 (0.74%)	1 (0.13%)	19 (1.27%)
Cash Award - \$501 Plus	5 (0.33%)	15 (1.01%)	2 (0.13%)	20 (1.34%)
Quality Step Increase	1 (0.06%)	2 (0.13%)	1 (0.06%)	3 (0.20%)
Total By Disability	25 (1.68%)	46 (3.09%)	5 (0.33%)	71 (4.77%)

EEOC Workforce Data Tables A-14 and B-14: In fiscal year 2011, there were 116 separations, 112 voluntary and 4 involuntary. An employee with a targeted disability voluntarily separated from the Agency.

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

A barrier analysis is recommended to determine why qualified candidates with targeted disabilities were not hired in fiscal year 2011.

V. Summary of EEO Plan Action Items Implemented or Accomplished

Developmental Opportunities

- *Mentoring Program:* The Agency launched its 2011/2012 Mentoring Program (Program). Employees who were selected in the Program engaged in an eight-month mentoring partnership where they were required to: (1) attend an initial Orientation Session; (2) meet

one hour per week; (3) participate in Monthly Forums; (4) attend mandatory Mid-Point Energizers; and (5) participate in a Closing Ceremony. The Agency successfully completed its 2010/2011 Mentoring Program by acknowledging the accomplishments of the Mentees and Mentors in a Closing Ceremony in June 2011.

- Career Development Opportunities: The Training Division currently provides counseling services through the U.S. Department of State Career Development Resource Center, a career library, and selects one or two participants annually for each of the long term career development programs at the U.S. Department of Agriculture's Graduate School, including the *Aspiring Leader, New Leader, and Executive Leadership programs*.

By emphasizing full competency, positive demeanor, outstanding team spirit, and unflinching work ethic in all of its hiring and promotion opportunities, the senior management officials in the Agency's *Technology, Services, and Innovation Office* selected and developed managerial skills among a diverse group of first-time supervisors in such roles as Division Director for the Information Technology Applications Division, Senior Supervisory Administrative Officers for two new Administrative Support Teams, and Manager of the Computer Systems Support Division. Leaders of two new Administrative Support Teams initiated and managed a two-day career development seminar on "*Customer Satisfaction*" for the Administrative Professionals on their teams.

- Rotational Programs and Detail Assignments: In addition to technical and core skills training, the Agency has increased personal development training opportunities and is establishing more rotational programs and detail assignments to help develop a workforce better able to adapt to new technological and programmatic challenges.

During the fiscal year, employees have: (1) completed detail assignments to develop reporting skills for television and the Web by producing a series of pieces on Haitian refugees and Cuban immigrant assimilation; (2) are near completion of a six-month *Women's Executive Leadership Program*; and (3) participated in the Agency's formal Mentoring Program. For example,

- A videographer is participating in the *Institutes for Journalists and Natural Resources Fellowship Program* to develop multi-media programs on renewable energy programs in the United States Desert Southwest; and
- A female reporter with specialist Web skills is on a detail assignment to develop her television and radio reporting skills.
- The Agency hosted a Chinese-American on a three month developmental detail.

Recruitment

- Legal Intern/Extern Recruitment: The Agency continued its diversity outreach efforts at the local universities to recruit legal interns and externs. Through externship and internship programs, students earn school credits and significant legal experience. The Agency hired six students -- one Black/African-American female Extern, one Black/African-American male Extern, one Hispanic/Latino male Extern, one Asian-American female Intern, one American Indian male Intern, and one Middle-Eastern female Extern.

The Agency continues to conduct specific, targeted diversity outreach at several universities in the Washington, D.C. area. In particular, the Agency regularly recruits at Howard University's, School of Law and maintains a relationship with the Black Law Students Association (BLSA) at Georgetown University Law Center, encouraging students to apply for legal externships and internships at BBG and advertising BBG vacancy announcements on the BLSA list serv.

Progress of Targeted Recruitment

- Senior managers endeavored to achieve greater diversity through targeted recruitment to develop applicant pools of diverse and highly qualified individuals. The Agency's progress is indicated in the current overall workforce statistics compared to 13years ago.

Total Minority Workforce	FY 1999	FY 2009	FY 2010	FY 2011
% of Total Workforce	38.8%	46.0%	46.1%	46.76%
% of Employees at GS-13 and above	23.7%	36.1%	36.6%	37.85%
% of Supervisors	21.1%	33.0%	32.5%	34.40%

Total Female Workforce	FY 1999	FY 2009	FY 2010	FY 2011
% of Total Workforce	33.9%	38.7%	38.9%	38.91%
% of Employees at GS-13 and above	26.3%	34.7%	35.0%	35.40%
% of Supervisors	22.1%	27.9%	29.0%	27.97%

In fiscal year 2011, small working groups were established to tackle issues at different levels within the Agency as part of an effort to involve employees in decisions affecting them. For example, task forces have finished their work on revising the awards program and creating model employee performance plans, a contracting task force is underway, and a performance management task force is about to begin work.

Information-Gathering

- The Agency surveyed employees about their opinion of the various support services annually. After viewing the results of the surveys, each support office submits an action plan for addressing the results.

Employee Recognition and Awards

- The annual awards budget has increased to \$550,000, a five-fold increase over 2007 levels.
- The Medal Awards Program, which provides a \$2,500 award for recipients selected by their peers, has been reinstated to provide public recognition of outstanding contributions to our mission. More than 230 nominations were received for the 75 Medals.
- Funding for cash awards also has increased, giving managers the ability to make these awards on the spot.

Communication

- The Agency has dramatically improved two-way electronic communications, including:
 - Launching a new blog version of the Tune In newsletter to encourage employee engagement and interaction. The blog is updated at least once each weekday with answers to employee questions, News-clips, and other items of interest.
 - Placing the highlights of monthly VOA, IBB, and OCB reports and weekly senior staff meetings on the Intranet to provide current information on Agency activities and challenges.
 - Improving various Intranet sites to make information readily available to all employees, including administrative guidelines, contacts, and links to significant reports (from the IBB Office of Performance Review, OIG and GAO).
 - Distributing a monthly BBG electronic newsletter to all employees focused on progress toward strategic goals as well as challenges and other issues of interest across the Agency.
 - All managers/supervisors have been instructed to conduct regular staff meetings that invite employee input and to reward employee ingenuity and innovation.
- Friday news meeting were opened to all employees and moved to the Agency's largest conference room. The room is routinely filled to capacity on Fridays, providing an excellent opportunity to discuss topics of interest with a large cross-section of employees and managers.
- The Agency's senior management officials held a "town hall" meeting in the Agency auditorium to respond to employee and contractor questions. It was broadcast on the internal video system and recorded and posted on Tune In.
- Senior management officials have expanded monthly meetings with the American Federation of Government Employees (AFGE) union to include the Agency's two other unions, the American Federation of State, County, and Municipal Employees (AFSCME) and American Foreign Service Association (AFSA), to seek their recommendations on

specific steps the Agency could take to address the concerns indicated by the survey, to share information, and address issues at an informal stage.

- Various offices conducted a number of forums on topics employees are interested in, including the annual Language Service Review process, trainings and conferences staff members have attended, and others.
- The Agency's VOA Director, Executive Editor, and Associate Director for Language Programming personally visited every service that were affected by proposed broadcast service reductions the day these reductions were announced and continue to informally visit language services and other elements on a regular basis, e.g., to mark special occasions.
- The new Board of Governors sent out a release advising employees of the actions taken in its first meeting, held a town meeting with employees to hear their concerns, questions, and suggestions, and set up a channel for employees to communicate directly with the Board.

Training and Development

- The budget for training is now double what it was a few years ago. This allowed the Agency to expand training in its core journalistic and broadcasting skills to embrace TV production, web page management, writing and editing techniques, Internet enrichment, and other new media initiatives. Technical and equipment-specific skills courses for technicians, as well as training for employees in other occupations, have also been expanded.
- In addition to technical and core skills training, the Agency has increased personal development training opportunities and is establishing more rotational programs and detail assignments to help develop a workforce better able to adapt to new technological and programmatic challenges. For instance, personal development training opportunities now include the Aspiring Leader, New Leader and Executive Leadership programs run by The Graduate School.
- The Agency offered a variety of "Flash" trainings, mostly for supervisors, on a number of important Human Resources-related topics (hiring, performance management, labor relations, etc.).
- The Agency's VOA Language Programming Directorate and other offices are working with the Office of Human Resources (OHR) Office of Training to offer forums, classes and other training opportunities taught by in-house experts in order to expand the number of training opportunities at little to no additional cost to the Agency.
- Senior management officials have instructed managers/supervisors to assess employee training and development needs and provide for those needs whenever possible. Responsibility for providing appropriate training and development is being added to all managers' performance plans. The Agency's Training Division is also developing comprehensive competency lists for critical occupations, so that managers will be able to assess the skill

sets of their employees against an established metric and request and plan training accordingly.

Leadership

- Mandatory leadership training has increased for all levels of supervisors and managers, including a recent series of two-day management refresher training sessions for all Voice of America (VOA), Office of Cuba Broadcasting (OCB) and International Broadcasting Bureau (IBB) management staff.
- Mandatory seminars for managers and administrative officers were conducted with sessions on contracting and procurement policies and procedures and personnel issues, such as pay, benefits, and labor and employee relations.
- Other leadership training is being conducted on important management skills, including: communication, listening, coaching, team building, managing performance, and addressing conduct problems and poor performance.

Performance Management

- Managers have been advised in staff meetings and in writing that timely completion of performance appraisals is an important management responsibility. It is included in the performance standards of all managers and supervisors. All managers, including SES members and office directors, are appraised on whether they set and discuss standards at the beginning of the rating period, hold mid-year discussions, and complete appraisals in a timely manner, in addition to their effectiveness in rewarding good performance and addressing poor performance.
- Completion of performance ratings is being tracked. Establishment of performance standards and conduct of midyear reviews will also be tracked to ensure that these actions are taken in a timely manner.
- In order to assist managers in carrying out these responsibilities, model performance elements and standards were developed for GS11/12 Broadcasters and TV Producers, GS-12 Radio Producers, and for all management positions within the language services. These efforts will be expanded to other critical occupations in the next rating year.

Other Steps

- The Agency is reviewing position descriptions and responsibilities in all of the language services to find and address any inequities in the grading of broadcasting positions. Thirty language service broadcasters have been upgraded thus far (mostly from the GS-11 to the GS-12 level) to better reflect the responsibilities they now assume for creating original content.

Facilities

- The Agency's accomplishments in maintaining a safe, healthy, and accessible facility continued in fiscal year 2011. The Agency participated in the *National Fire Protection Association's Practice Your Escape Plan*. The Agency's *Occupant Emergency Plan*, posted on the Intranet, provides employees and contractors information on what they must do in an emergency. Concerns about safety and security issues were reflected in the 2011 Federal Employee Viewpoint Survey. A discussion with employees during the Agency's second brown bag forum on the survey helped clarify the issues.

Safety and Security

- The Agency is providing information on personal safety through a number of avenues, including Tune In posts and email announcements. A speaker from the DC Metropolitan Police Department visited to the Agency to explain steps employees can take to protect themselves when leaving or arriving at work late at night.
- Accommodations for job candidates and employees from diverse backgrounds, including persons with disabilities, have been improved.

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

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

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

Principal EEO Director/Official for Broadcasting Board of Governors

(Insert Agency/Component Name above)

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

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

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



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

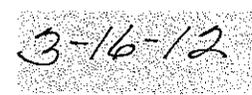


Date

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



Mr. Michael Lynton
Interim Presiding Governor
Broadcasting Board of Governors



Date

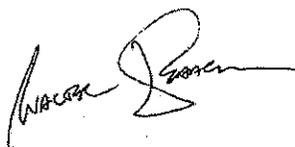
2011 Equal Employment Opportunity Policy Statement

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

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

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

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



Walter Isaacson
Chairman
Broadcasting Board of Governors

January 31, 2011

Date

2011 SEXUAL HARASSMENT POLICY STATEMENT

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

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

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

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

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

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

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



Walter Isaacson
Chairman
Broadcasting Board of Governors

January 31, 2011
Date

EEOC Form 715-01 Part G: Optional Annual Self-Assessment Checklist against Elements

Senior managers' accomplishments are documented in Part V: Summary of EEO Plan Action Items Implemented or Accomplished of this EEO Program Status Report.

EEOC Form 715-01 Part H: EEO Plan to Attain Essential Elements of a Model EEO Program

The Agency will submit a plan of action items in its fiscal year 2012 EEO Program Status Report.

EEOC Form 715-01 Part I: EEO Plan to Eliminate Identified Barriers

The Agency will submit a plan of action items in its fiscal year 2012 EEO Program Status Report.

EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities									
PART I – Agency Information	1. Agency		Broadcasting Board of Governors							
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the Beginning of Fiscal Year 2011.		... End of Fiscal Year 2011.		Net Change				
		Number	%	Number	%	Number	Rate of Change			
	Total Work Force	1,773	100%	1,745	100%	-28	-1.58%			
	Reportable Disability	51	2.88%	55	3.15%	+04	7.84%			
	Targeted Disability*	13	0.73%	13	0.74%	0	0.0%			
	<p>* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).</p> <p>*The Agency should conduct a barrier analysis to determine why qualified applicants with targeted disabilities were not hired in fiscal year 2011.</p>									
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						6				
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						1				
PART III Participation Rates In Agency Employment Programs										
Other Employment/Personnel Programs		Total Workforce	[06-94] Reportable Disability		[23-25; 28-38; 64-68; 82; 90; 91] Targeted Disability		[01] Not Identified		[05] No Disability	
		1,745 (100%)	55	3.15%	13	0.74%	34	1.95%	1,656	94.90%
3. Internal Competitive Promotions		10 (0.57%)	0	0%	0	0%	0	0%	10	0.57%
4. Non-Competitive Promotions		31 (1.78%)	0	0%	0	0%	1	0.06%	30	1.72%
5. Employee Career Development Programs (No Records Collected)		0	0	0%	0	0%	0	0%	0	0%
6. Employee Recognition and Awards		1,490 (100%)	46	3.09%	5	0.34%	25	1.68%	1419	95.23%
6.a. Time-Off Awards (255 @ 1 to 9 hours and 255 @ 9 hours and above)		510 (34.22%)	18	1.21%	1	0.07%	11	0.74%	481	32.28%
6.b. Total Cash Awards (53 QSIs; 548 @ \$100-500; and 379 @ \$501 plus)		980 (65.77%)	28	1.88%	4	0.27%	14	0.94%	938	62.95%

Broadcasting Board of Governors
Fiscal Year 2012 (Oct. 1, 2011 to Sept. 30, 2012)

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

Fiscal Year 2011 Outreach, Recruitment, Hiring, and Advancement Strategies for Identifying Qualified Applicants with Targeted Disabilities

The Agency will submit its plan of EEO-action items in its fiscal year 2012 EEO Program Status Report.

Broadcast Board of Governors

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

PART A Department or Agency Identifying Information	1. Agency	1. Broadcasting Board of Governors
	1.a 2nd level reporting component	N/A
	2. Address	2. 300 Independence Avenue, SW
	3. City, State, Zip Code	3. Washington, DC, 20237
	4. CPDF Code 5. FIPS code(s)	4. IB00 5. 110010001
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees	1. 1687
	2. Enter total number of temporary employees	2. 58
	3. Enter total number employees paid from non-appropriated funds	3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]	4. 1745
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title	1. Mr. Michael Lynton - Interim Presiding Governor, Broadcasting Board of Governors
	2. Agency Head Designee	2. Mr. Richard M. Lobo - Director, International Broadcasting Bureau
	3. Principal EEO Director/Official Official Title/series/grade	3. Mrs. Delia L. Johnson - Director - 0260 - GS-15
	4. Title VII Affirmative EEO Program Official	4.
	5. Section 501 Affirmative Action Program Official	5.
	6. Complaint Processing Program Manager	6.
	7. Other Responsible EEO Staff	

Broadcast_Board of Govenors

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

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	N/A/.		

EEOC FORMS and Documents

Included with This Report

PART F - Statement of Establishment of Continuing EEO Programs	Y
EEO Policy Statement Issued During Reporting Period	Y
Facility Accessibility Survey Results Necessary to Support EEO Action Plan for Building Renovation Projects	Y
Organizational Chart	Y
FEORP Report	N
Anti-Harassment Policy and Procedures	Y
Diversity Policy Statement	Y
Strategic Plan (excerpts of EEO goal only)	N
Human Capital Strategic Plan	N
EEO Strategic Plan	N
Federal Employee Viewpoint Survey or Annual Employee Survey	N

Broadcast Board of Governors

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

EXECUTIVE SUMMARY

PART E.1 - Executive Summary: Mission

The Broadcasting Board of Governors (BBG or Agency) is submitting its Fiscal Year 2011 Federal Agency Annual Equal Employment Opportunity Program Status Report (EEO Program Status Report) in compliance with the United States Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD-715). I. Brief Description of Agency's Mission, Vision, and Mission-Related Functions The priorities and strategic direction of U.S. International Broadcasting resides with BBG. The BBG and International Broadcasting Bureau (IBB) were established under the 1994 International Broadcasting Act. The BBG, a multicultural organization broadcasting programming in 59 languages, became an independent Federal Agency on October 1, 1999. This was the result of the 1998 Foreign Affairs Reform and Restructuring Act (Public Law 10

PART E.2 - Executive Summary: Essential Element A

The BBG Chairman and senior managers have demonstrated their commitment by issuing the EEO/Anti-Harassment and Sexual Harassment Policy Statements (statements) to employees. These statements were given to and discussed with new employees at orientation, given to new managers and supervisors at training sessions, and were made available to employees and job applicants through the BBG's Intranet. BBG's senior managers and supervisors are evaluated on their commitment to the Agency's EEO policies and principles as a critical element of their performance appraisal reviews. Seminars were conducted for senior managers on the performance management system.

PART E.3 - Executive Summary: Essential Element B

As part of integrating EEO into the strategic mission, Section II(B) of MD-715 instructs agencies to ensure that: (1) the EEO Director has access to the Agency Head; (2) the EEO office coordinates and collaborates on projects/tasks with the Human Resources office; (3) sufficient resources are allocated to the EEO program; (4) the EEO office retains a competent staff; (5) all managers receive management training; (6) all managers and employees are involved in implementing the EEO program; and (7) all employees are informed of the EEO program. The integration of EEO into the Agency's strategic mission is directly tied to the quality and competency of its workforce. Accordingly, in a continuing effort to improve its performance and work environment, the Agency participated, along with other Federal Agencies, in the U.S. Office of Personnel Management's (OPM) Annual Employee Survey. The Agency developed and is implementing a comprehensive Employee Satisfaction Action Plan in response to the results of the employee attitude survey and based on the recommendations of an Agency's task force. For example, the Agency has taken a number of steps to improve communication between senior managers and employees. An electronic version of the Tune In Newsletter was developed that includes an online blog component to promote and encourage employee engagement and interaction. The monthly electronic newsletter has improved the flow of information to employees about strategic goals and highlights employees' accomplishments and Agency news. The online forum enables the Agency to address workplace issues raised by employees. In addition, the blog was utilized to ensure that all employees could participate in VOA's Town Hall Meeting with the Board of Governors and senior managers, by allowing them to submit

PART E.4 - Executive Summary: Essential Element C

The BBG has made a special effort to ensure that employees at the mid- and senior grade levels participate in management, leadership, and career development training. Mandatory leadership training has increased for managers and supervisors at all grade levels. A recent series of two-day management refresher training sessions were sponsored for IBB, VOA and OCB. For example, Enhancing Supervision & Leadership: Managing from the Middle, a two-day course required by the BBG for all managers and supervisors demonstrated the Seven Basic Principles of Supervision and utilized a series of dialogues to illustrate points and allow participants to explore various issues that supervisors may face. Other leadership training is being conducted on important management skills, such as coaching, communication, listening, teambuilding, managing performance and addressing conduct problems and poor performance. Personal development training opportunities for employees now include the Aspiring Leader (GS-5 through GS-7), New Leader (GS-7 through GS-11), and Executive Leadership (GS-11 through GS-13) Programs.

PART E.5 - Executive Summary: Essential Element D

Ensuring that employees are treated with dignity and respect is core to effective management. Employees are encouraged to discuss concerns with their managers and supervisors. Employees may raise specific EEO-related concerns with the Office of Civil Rights (OCR) and other work-related concerns through four other channels: the Office of Human Resources, Ombudsman, Employee Assistance Program, or employee unions. The OCR Director successfully: manages the Federal Sector Discrimination Complaint Processing Program, including executing the Mediation/Alternative Dispute Resolution and Reasonable Accommodation Procedures; manages the Affirmative Employment Program; completes and submits Annual Accomplishment Reports; sponsors and coordinates the Mentoring Program, wherein the partnerships continue to increase annually; sponsors educational Special Emphasis Programs and Commemorative Observances; leads the Diversity Day Celebration; sponsors a series of Diversity Workshops; ensures senior managers are aware of and carry out their responsibilities pursuant to Federal laws, enforced Regulations, Policy Guidance, Memoranda of Understanding, and Informal Discussion Letters enforced by the EEOC; and ensures training opportunities are available for employees, including management officials that are relevant to new developments in EEO, Anti-Harassment, Prevention of Sexual Harassment, Diversity, Americans with Disabilities Act Amendments, Genetic Information Nondiscrimination Act (GINA) of 2008, Rehabilitation Act of 1973, and NO FEAR (Notification and Federal Employee Antidiscrimination and Retaliation) Act of 2002.

PART E.6 - Executive Summary: Essential Element E

The Agency has a system in place for evaluating the impact and effectiveness of its EEO programs as well as an efficient and fair dispute resolution process to ensure that the investigation and adjudication functions (of its complaint resolution process) are separate from its legal defense arm. Upon enactment of the NO FEAR Act on May 15, 2002, the OCR Director ensured training was available online for employees to complete as required and statistical data relating to EEO complaints are posted quarterly on the Agency's public web-site. During the previous fiscal year, BBG closed 16 formal complaints; and as of September 30, 2011, BBG had an inventory of 13 complaints pending processing.

PART E.7 - Executive Summary: Essential Element F

The OCR Director and General Counsel have complied with Orders that were issued by EEOC Administrative Judges, responded to requests for counseling and mediation, and forwarded requests for hearings and appeals to EEOC for further processing in a timely manner.

PART E.8 - Executive Summary: Workforce Analyses

Broadcast Board of Governors

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

EXECUTIVE SUMMARY

In compliance with EEOC MD-715, OCR reviewed and analyzed the Agency's workforce statistical data in EEOC's Workforce Data Tables A-1 to A-14 and B-1 to B-14. OCR completed an eight-year trend analysis to identify any potential triggers that may be prohibiting the Agency from maintaining a model EEO program. If any potential triggers or deficiencies were revealed, the Agency will develop an action plan to address them in EEOC Part I in its fiscal year 2012 EEO Program Status Report. Comparisons of the Civilian Labor Force ratios are based on calendar year 2000 National Census Data. EEOC Workforce Data Table A-1: The Agency's workforce constitutes: 294 (16.85%) White Non-Hispanic females and 635 (36.39%) White Non-Hispanic males, for a total of 929 (53.23%) employees; 214 (12.26%) Black/African-American Non-Hispanic females and 163 (9.34%) Black/African-American Non-Hispanic males, for a total of 377 (21.60%) employees; 42 (2.41%) Hispanic/Latino females and 92 (5.27%) Hispanic/Latino males, for a total of 134 (7.67%) employees; 121 (6.93%) Asian Non-Hispanic females and 166 (9.51%) Asian Non-Hispanic males, for a total of 287 (16.44%) employees; and 3 (0.17%) American Indian Non-Hispanic males. American Indian Non-Hispanic females and Native Hawaiian/Other Pacific Islander Non-Hispanic males and females are absent in the Agency's workforce. Employees who self-identified in the Two or More Races Category increased by two, from 13 to 15 – four (0.23%) Hispanic-White females, one (0.06%) Hispanic-Black female, and six (0.34%) Hispanic-White males; one (0.06%) White-Asian-Black female and one (0.06%) White-Asian male; and two (0.11%) American Indian-White males (see graph, FY 2011 BBG Total Workforce). The total workforce ratios of four groups listed have consistently remained below the national CLF ratios. Please note that BBG's specialized mission (international broadcasting) requires a specialized workforce that may not be directly comparable to the general CLF ratios. 1. 294 White Non-Hispanic females at 16.85%; 2. 42 Hispanic/Latino females at 2.41%; 3. 92 Hispanic/Latino males at 5.27%; 4. 3 American Indian males at 0.17%; American Indian females at 0%. The Agency's workforce of permanent employees decreased by 17, from 1,704 employees in fiscal year 2010, to 1,687 employees in fiscal year 2011. The permanent workforce of females decreased by nine, from 671 (39.35%) in fiscal year 2010, to 662 (39.24%) in fiscal year 2011. The permanent workforce of males decreased by eight, from 1,033 (60.62%) employees in fiscal year 2010, to 1,025 (60.75%) employees in fiscal year 2011. The Agency's workforce of temporary employees decreased by 11, from 69 employees in fiscal year 2010, to 58 employees in fiscal year 2011. The temporary workforce of females slightly decreased by one, from 16 (23.53%) employees in fiscal year 2010, to 15 (25.86%) employees in fiscal year 2011. The temporary workforce of males decreased by 10, from 53 (76.4%) employees in fiscal year 2010, to 43 (74.13%) employees in fiscal year 2011. Overall, the BBG total workforce of permanent and temporary employees decreased by 28, from 1,773 to 1,745 employees -- 677 (38.79%) females and 1,068 (61.20%) males, in part due to the Agency offering the Voluntary Early Retirement (VERA or C; early out D;). The Agency's total workforce consists of 1,687 (96.67%) permanent and 58 (3.32%) temporary employees. Each year, the ratio of males (61.20%) has consistently exceeded its national CLF ratio of 53.23%. However, the ratio of females at 38.79% has remained below the national CLF ratio (see Chart 1). EEOC Workforce Data Table B-1: One qualified job applicant with a targeted disability separated from the Agency; and, the Agency newly-hired one qualified job applicant with a targeted disability. Thus, there are 13 employees with targeted disabilities. An eight-year trend analysis revealed the Agency's total workforce of employees with non-

PART E.9 - Executive Summary: Accomplishments

Developmental Opportunities Mentoring Program : The Agency launched its 2011/2012 Mentoring Program (Program). Employees who were selected in the Program engaged in an eight-month mentoring partnership where they were required to: (1) attend an initial Orientation Session; (2) meet one hour per week; (3) participate in Monthly Forums; (4) attend mandatory Mid-Point Energizers; and (5) participate in a Closing Ceremony. The Agency successfully completed its 2010/2011 Mentoring Program by acknowledging the accomplishments of the Mentees and Mentors in a Closing Ceremony in June 2011. Career Development Opportunities : The Training Division currently provides counseling services through the U.S. Department of State Career Development Resource Center, a career library,

PART E.10 - Executive Summary: Planned Activities

A barrier analysis is recommended to determine why qualified candidates with targeted disabilities were not hired in fiscal year 2011.

Broadcast Board of Governors

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

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

[Redacted] am the
(Insert Name Above) (Insert official title/series/grade above)

Principal EEO Director/Official for

[Redacted]
(Insert Agency/Component Name above)

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

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

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

[Redacted]

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

[Redacted]

Date

[Redacted]

Signature of Agency Head or Agency Head Designee

[Redacted]

Date

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Agency Self-Assessment Checklist

Essential Element A: Demonstrated Commitment from Agency Leadership
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

 Compliance Indicator	PART G, Essential Element A, Section 1 - Issuance of EEO Policy Statement Indicator "Section" 1	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
A.1.a Was EEO policy statement issued within 6 - 9 months of installation of Agency Head? (Please list date of agency head installation and date of issuance in the comments column.)		X		Agency Head installed on 6/30/2010, issued EEO and Sexual Harassment policy statements on 01/31/2011.
A.1.b During current Agency Head's tenure, has EEO policy statement been re-issued annually?		X		Chairman Isaacson will reissue EEO, Sexual Harassment, Reasonable Accommodation, and Anti-Harassment Policy Statements.
A.1.c Are new employees provided a copy of the EEO policy statement during orientation?		X		Mondays at Agency's Onboarding New Employees Orientation
A.1.d When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		Confirmed by Offices of Civil Rights and Human Resources

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 Compliance Indicator	 Measures	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
PART G, Essential Element A, Section 2 - Communication of EEO Policy Statements Indicator "Section" 2				
A.2.a	Have the Heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X		The Agency reestablished the EEO Advisory Committee, comprised of senior managers, division directors, and union officials. The committee provides a forum in which employees are afforded a mechanism to present their concerns regarding the effects of the Agency's employment decisions, policies, practices, and procedures. OCR plans and manages the Committee's quarterly meetings.
A.2.b	Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X		By staff in Office of Civil Rights
A.2.c	Has the agency prominently posted such written materials in all personnel and EEO offices, and on the agency's internal website? [29 CFR 1614.102(b)(5)]	X		In Cohen and Switzer buildings by staff in Office of Civil Rights

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 Compliance Indicator	 Measures	PART G, Essential Element A, Section 3 - Evaluation of Managers and Supervisors on Their Commitment to EEO Principles Indicator "Section" 3	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
			Yes	No	
A.3.a	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles?		X		Senior managers/supervisors are evaluated on their commitment to the Agency's EEO policies and principles as a critical element of their performance appraisal reviews. Seminars are conducted for senior managers on the performance management system.
A.3.b	Are managers and supervisors evaluated on their commitment to resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
A.3.c	Are managers and supervisors evaluated on their commitment to address concerns, whether perceived or real, raised by employees and following up with appropriate action to correct or eliminate tension in the workplace?		X		
A.3.d	Are managers and supervisors evaluated on their commitment to support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X		
A.3.e	Are managers and supervisors evaluated on their commitment to ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO counselors, EEO investigators, etc.?		X		
A.3.f	Are managers and supervisors evaluated on their commitment to ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
A.3.g	Are managers and supervisors evaluated on their commitment to ensure that subordinate supervisors have effective managerial communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?		X		
A.3.h	Are managers and supervisors evaluated on their commitment to ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
A.3.i	Are managers and supervisors evaluated on their commitment to ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		

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<p>A.3.j Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? If yes, describe what means were utilized by the agency to inform its workforce about penalties for unacceptable behavior in the comments column.</p>	<p>X</p>	<p>The Agency continually sponsors workshops and seminars for all employees (senior management officials and employees) on Workplace Incivility and Workplace Bullying, EEO for Managers and Supervisors: Roles and Responsibilities, Fundamentals of EEO for Supervisors and Managers, etc. The instructor in these workshops/seminars addressed penalties for unacceptable behavior in the workplace.</p>
<p>A.3.k 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 procedure available on the World Wide Web or Internet?</p>	<p>X</p>	
<p>A.3.l Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?</p>	<p>X</p>	

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Essential Element B: Integration of EEO into Agency's Strategic Plan
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

 Compliance Indicator	PART G, Essential Element B, Section 1 - Reporting Structure for EEO Program Indicator "Section" 1	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	B.1.a Is the EEO Director under the direct supervision of the Agency Head? [See 29 CFR 1614.102(b)(4)]	X		
	B.1.b For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)			N/A
	B.1.c Are the duties and responsibilities of the EEO officials clearly defined?	X		
	B.1.d Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	X		
	B.1.e If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs? (If yes, attach them to this report.)			N/A
	B.1.f If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for EEO programs within the subordinate reporting components? (If no, please describe how EEO program authority is delegated to subordinate reporting components, in Part H.)			N/A

 Compliance Indicator	PART G, Essential Element B, Section 2 - EEO Communication with Senior Leaders Indicator "Section" 2	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	B.2.a Does the EEO Director/Officer have a regular, effective means of informing the Agency Head and other top management of the effectiveness, efficiency, and legal compliance of the agency's EEO program?	X		
	B.2.b After submission of the previous Form 715, did the EEO Director/Officer present a "State of the Agency" briefing to the Agency Head and other senior officials, including a performance assessment in each of the 6 elements of the Model EEO program, and report agency progress in completing its barrier analysis - including barriers identified, eliminated, or impact reduced?	X		
	B.2.c Are EEO officials present during agency pre-decisional deliberations regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	X		
	B.2.d Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	X		
	B.2.e Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are any hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [See 29 C.F.R. 1614.102(b)(3)]	X		
	B.2.f Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?	X		

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 Compliance Indicator	PART G, Essential Element B, Section 3 - Sufficient EEO Program Staffing Indicator "Section" 3	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
B.3.a Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
B.3.b Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
B.3.c Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
B.3.d Is the Federal Women's Program sufficiently staffed - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204?		X		
B.3.e Is the Hispanic Employment Program sufficiently staffed - Title 5 CFR, Subpart B, 720.204?		X		
B.3.f Is the People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities sufficiently staffed - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(u); 5 CFR 315.709?		X		
B.3.g Are other agency Special Emphasis Programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as: FEORP - 5 CFR 720; Veterans Employment Programs; Black/African American; American Indian/Alaska Native; Asian; and Native Hawaiian/Other Pacific Islander Programs?		X		

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 Compliance Indicator	 Measures	PART G, Essential Element B, Section 4 - Sufficient EEO Program Funding Indicator "Section" 4	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
			Yes	No	
B.4.a	Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?		X		
B.4.b	Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X		
B.4.c	Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
B.4.d	Is there a central funding or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		X		
B.4.e	Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X		
B.4.f	Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X		
B.4.g	Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [See 29 CFR 1614.102(b)(5)]		X		
B.4.h	Is there sufficient funding to ensure that all employees have access to the training and information identified in B.4.f?		X		
B.4.i	Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		X		
B.4.j	Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities to provide religious accommodations?		X		
B.4.k	Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities to provide disability accommodations in accordance with the agency's written procedures?		X		
B.4.l	Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities in the EEO discrimination complaint process?		X		
B.4.m	Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities to participate in ADR?		X		

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Essential Element C: Management and Program Accountability
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.

 Compliance Indicator	PART G, Essential Element C, Section 1 - EEO Communication with Managers & Supervisors Indicator "Section" 1	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
C.1.a Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		Information is shared with managers/supervisors at EEO Advisory Committee quarterly meetings.
C.1.b Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief Information Officer?		X		
 Compliance Indicator	PART G, Essential Element C, Section 2 - EEO & Human Resources Collaboration & Coordination Indicator "Section" 2	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures				
C.2.a Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X		
C.2.b Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X		
C.2.c Have time-tables or schedules been established for the agency to review its Employee Development/ Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X		

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 Compliance Indicator	PART G, Essential Element C, Section 3 - Disciplinary Action Taken Indicator "Section" 3	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
C.3.a Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
C.3.b Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
C.3.c Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If yes, in the "Comments" column, cite the number found to have discriminated and list penalty/disciplinary action for each type violation.		X		
C.3.d Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
C.3.e Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problem, etc.?		X		

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Essential Element D: Proactive Prevention of Unlawful Discrimination
Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

 Compliance Indicator	PART G, Essential Element D, Section 1 - Barrier Analysis Process Indicator "Section" 1	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
D.1.a Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		
D.1.b When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X		
D.1.c Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
D.1.d Are trend analyses of workforce profiles conducted by race, national origin, sex, and disability?		X		
D.1.e Are trend analyses of the workforce's major occupations conducted by race, national origin, sex, and disability?		X		
D.1.f Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex, and disability?		X		
D.1.g Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex, and disability?		X		
D.1.h Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex, and disability?		X		
 Compliance Indicator	PART G, Essential Element D, Section 2 - Alternative Dispute Resolution (ADR) is Encouraged Indicator "Section" 2	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
D.2.a Are all employees encouraged to use ADR?		X		
D.2.b Is the participation of supervisors and managers in the ADR process required?		X		

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Essential Element E: Efficiency

Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.

 Compliance Indicator	PART G, Essential Element E, Section 1 - Sufficient Resources to Evaluation EEO Program Indicator "Section" 1	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
E.1.a Does the EEO office employ personnel with adequate training and experience to conduct the analysis required by MD-715 and these instructions?		X		
E.1.b Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
E.1.c Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
E.1.d Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
E.1.e Are 90% of accommodation requests processed within the time frame set forth in the agency's procedures for reasonable accommodation?		X		
 Compliance Indicator	PART G, Essential Element E, Section 2 - Effective Complaint Tracking and Monitoring System Indicator "Section" 2	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
E.2.a Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
E.2.b Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
E.2.c Does the agency hold contractors accountable for delay in counseling and investigation processing times? If yes, in the comments column, briefly describe how.		X		
E.2.d Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		
E.2.e Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		

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 Compliance Indicator	PART G, Essential Element E, Section 3 - Timeliness in EEO Complaint Process Indicator "Section" 3	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
E.3.a Are benchmarks in place that compare the agency's discrimination complaint processes with 29 CFR Part 1614?		X		
E.3.b Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		
E.3.c Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
E.3.d Does the agency complete the investigations within the applicable prescribed time frame?		X		
E.3.e When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X	
E.3.f When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
E.3.g When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
E.3.h Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		

 Compliance Indicator	PART G, Essential Element E, Section 4 - Efficient and Fair ADR Process Indicator "Section" 4	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
E.4.a In accordance with 29 CFR 1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
E.4.b Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 CFR Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		
E.4.c Does the responsible management official directly involved in the dispute have settlement authority?		X		

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 Compliance Indicator	PART G, Essential Element E, Section 5 - Effectiveness of EEO Data Collection Systems Indicator "Section" 5	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
E.5.a Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
E.5.b Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 CFR 1614.102(a)(1)?		X		
E.5.c Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all of the required data elements for submitting annual reports to the EEOC?		X		
E.5.d Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
E.5.e Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
E.5.f Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
E.5.g Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		

 Compliance Indicator	PART G, Essential Element E, Section 6 - Elimination of Conflict of Interest with Legal Defense Function Indicator "Section" 6	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
E.6.a Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
E.6.b Does the agency discrimination complaint process ensure a neutral adjudication function?				N/A
E.6.c If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

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Essential Element F: Responsiveness and Legal Compliance
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

 Compliance Indicator	PART G, Essential Element F, Section 1 - Timely Compliance With Administrative Judge Orders Indicator "Section" 1	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
F.1.a Does the agency have a system of management control to ensure that the agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		X		
 Compliance Indicator	PART G, Essential Element F, Section 2 - Timely Completion of Ordered Corrective Action Indicator "Section" 2	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
F.2.a Does the agency have control over the payroll processing function of the agency? If yes, answer the two questions below.		X		Co
F.2.b Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
F.2.c Are procedures in place to promptly process other forms of ordered relief?		X		

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 Compliance Indicator	PART G, Essential Element F, Section 3 - Staff Accountability for Legal Compliance Indicator "Section" 3	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
F.3.a	Is compliance with EEOC orders encompassed in the performance standards of any agency employees? If yes, please identify the employees by title in the comments column, and state how performance is measured.	X		
F.3.b	Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office? If no, please identify the unit in which it is located in the comments column.	X		
F.3.c	Have the involved employees received any formal training in EEO compliance?	X		
F.3.d	Does the agency promptly provide the EEOC Attorney Fee documentation for completing compliance, such as a copy of the check issued for attorney fees and/or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
F.3.e	Does the agency promptly provide the EEOC awards documentation for completing compliance, such as a narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
F.3.f	Does the agency promptly provide the EEOC documentation of back pay and interest for completing compliance, such as computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, or narrative statement by an appropriate agency official of total monies paid?	X		
F.3.g	Does the agency promptly provide the EEOC documentation regarding compensatory damages for completing compliance, such as the final agency decision and evidence of payment, if made?	X		
F.3.h	Does the agency promptly provide the EEOC training documentation for completing compliance, such as the attendance roster at training session(s), or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a certain date?	X		
F.3.i	Does the agency promptly provide the EEOC personnel action documentation for completing compliance (e.g., reinstatement, promotion, hiring, reassignment), such as copies of SF-50s?	X		
F.3.j	Does the agency promptly provide the EEOC documentation of the posting of Notice of Violation for completing compliance, such as the original, signed and dated notice, reflecting the dates of posting? (A copy will suffice if original is not available.)	X		
F.3.k	Does the agency promptly provide the EEOC documentation of supplemental investigation, such as: (1) a copy of the letter to complainant acknowledging receipt from EEOC of remanded case; (2) a copy of the letter to complainant transmitting the Report of Investigation (not the ROI itself, unless specified); and (3) a copy of the request for a hearing (complainant's request or agency's transmittal letter)?	X		
F.3.l	Does the agency promptly provide the EEOC the Final Agency Decision (FAD), such as the FAD or a copy of the complainant's request for a hearing?	X		
F.3.m	Does the agency promptly provide the EEOC documentation of restoration of leave, such as a print-out or statement identifying the amount of leave restored, if applicable? If no, provide an explanation or statement in the comments column.	X		
F.3.n	Does the agency promptly provide the EEOC documentation of civil actions, such as a complete copy of the civil action complaint demonstrating same issues raised as in compliance matter?	X		
F.3.o	Does the agency promptly provide the EEOC settlement agreements, such as the signed and dated agreement with specific dollar amounts, and appropriate documentation of relief provided?	X		

Broadcast_Board of Govenors

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

Plan to Attain Essential Elements

PART H.1

Essential [Please Choose]
Other (Please Describe)

The Agency will submit its plan of EEO-action items in its fiscal year 2012 EEO Program Status Report.

RESPONSIBLE OFFICIAL

PLANNED ACTIVITIES TOWARD
COMPLETION OF OBJECTIVE:

TARGET DATE
(Must be specific)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Broadcast Board of Governors

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

Plan to Eliminate Identified Barriers

PART I.1

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

The number of hires for qualified individuals with targeted disabilities was lower than expected.

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

STATEMENT OF IDENTIFIED BARRIER:

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

STATEMENT OF BARRIER GROUPS:

EEO Group	Affected By Trigger
Individuals with Targeted Disabilities	Yes

OBJECTIVE:

Date Objective Initiated

Target Date For Completion Of Objective

RESPONSIBLE OFFICIALS:

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE (Must be specific)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Broadcast_Board of Governors

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

Special Program Plan for People with Targeted Disabilities

Part I Department of Agency Information	1. Agency	1.	Broadcasting Board of Governors			
	1.a 2nd Level Component	1.a	N/A			
	1.b 3rd Level or lower	1.b				

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	1773	100	1745	100	-28	-1.60%
	Reportable Disability	51	100	55	100	4	7.80%
	Targeted Disability*	13	100	13	100	0	0.00%

* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).

1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.	6
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.	1

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	10	0	0.00%	0	0.00%			10	100.00%
4. Non-Competitive Promotions	31	0	0.00%	0	0.00%	1	3.20%	30	96.80%
5. Employee Career Development Programs	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5.a. Grades 5 - 12	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5.b. Grades 13 - 14	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5.c. Grade 15/SES	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
6. Employee Recognition and Awards	1490	46	3.10%	5	0.30%	25	1.70%	1419	95.20%
6.a. Time-Off Awards (Total hrs awarded)	510	18	3.50%	1	0.20%	11	2.20%	481	94.30%
6.b. Cash Awards (total \$\$\$ awarded)	927	26	2.80%	3	0.30%	13	1.40%	888	95.80%
6.c. Quality-Step Increase	53	2	3.80%	1	1.90%	1	1.90%	50	94.30%

Broadcast_Board of Governors

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

Special Program Plan for People with Targeted Disabilities

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities		
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.		
Part V Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>		
Numerical Hiring Goals	Types of Numerical Goals	Goal Used?	Goal(# or %)
	% of PWTD in Total Workforce	Yes	0.74
	# of PWTD in New Hires	Yes	1.00
	% of PWTD in New Hires	Yes	1.35

OBJECTIVES:

Fiscal Year 2011 Outreach, Recruitment, Hiring, and Advancement Strategies for Identifying Qualified Applicants with Targeted Disabilities
The Agency will submit its plan of EEO-action items in its fiscal year 2012 EEO Program Status Report.

STRATAGIES:

ACCOMPLISHMENTS:

Table A1 - Total Workforce - Distribution by Race/Ethnicity and Sex
Revision Number: 8

Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Workforce: Prior FY (#)	#	1773	1086	687	93	44	661	294	161	218	164	121	0	0	4	0	5	8
	%	100	61.25	38.75	5.25	2.48	37.28	16.58	9.08	12.30	9.25	6.82	0.00	0.00	0.23	0.00	0.28	0.45
Total Workforce: Current FY (#)	#	1745	1068	677	92	42	635	294	163	214	166	121	0	0	3	0	9	6
	%	100	61.20	38.80	5.27	2.41	36.39	16.85	9.34	12.26	9.51	6.93	0.00	0.00	0.17	0.00	0.52	0.34
CLF (2000) (%)	%	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76
Difference	#	-28	-18	-10	-1	-2	-26	0	2	-4	2	0	0	0	-1	0	4	-2
Ratio Change	%	0.00	-0.05	0.05	0.02	-0.07	-0.89	0.27	0.26	-0.04	0.26	0.11	0.00	0.00	-0.06	0.00	0.24	-0.11
Net Change	%	-1.58	-1.66	-1.46	-1.08	-4.55	-3.93	0.00	1.24	-1.83	1.22	0.00	0.00	0.00	-25.00	0.00	80.00	-25.00
Permanent Workforce: Prior FY (#)	#	1704	1033	671	92	44	629	290	154	215	151	114	0	0	4	0	4	8
	%	100	60.62	39.38	5.40	2.58	36.91	17.02	9.04	12.62	8.86	6.69	0.00	0.00	0.23	0.00	0.23	0.47
Permanent Workforce: Current FY (#)	#	1687	1025	662	89	42	611	286	157	212	156	116	0	0	3	0	9	6
	%	100	60.76	39.24	5.28	2.49	36.22	16.95	9.31	12.57	9.25	6.88	0.00	0.00	0.18	0.00	0.53	0.36
Difference	#	-17	-8	-9	-3	-2	-18	-4	3	-3	5	2	0	0	-1	0	5	-2
Ratio Change	%	0.00	0.14	-0.14	-0.12	-0.09	-0.69	-0.07	0.27	-0.05	0.39	0.19	0.00	0.00	-0.05	0.00	0.30	-0.11
Net Change	%	-1.00	-0.77	-1.34	-3.26	-4.55	-2.86	-1.38	1.95	-1.40	3.31	1.75	0.00	0.00	-25.00	0.00	125.00	-25.00
Temporary Workforce: Prior FY (#)	#	69	53	16	1	0	31	5	7	4	11	7	0	0	0	0	2	0
	%	100	76.81	23.19	1.45	0.00	44.93	7.25	10.14	5.80	15.94	10.14	0.00	0.00	0.00	0.00	2.90	0.00
Temporary Workforce: Current FY (#)	#	58	43	15	3	0	24	8	6	2	10	5	0	0	0	0	0	0
	%	100	74.14	25.86	5.17	0.00	41.38	13.79	10.34	3.45	17.24	8.62	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	-11	-10	-1	2	0	-7	3	-1	-2	-1	-2	0	0	0	0	-2	0
Ratio Change	%	0.00	-2.67	2.67	3.72	0.00	-3.55	6.54	0.20	-2.35	1.30	-1.52	0.00	0.00	0.00	0.00	-2.90	0.00
Net Change	%	-15.94	-18.87	-6.25	200.00	0.00	-22.58	60.00	-14.29	-50.00	-9.09	-28.57	0.00	0.00	0.00	0.00	-100.00	0.00
Non-Appropriated Workforce: Prior FY (#)	#																	
	%	100																
Non-Appropriated Workforce: Current FY (#)	#																	
	%	100																
Difference	#																	
Ratio Change	%	0.00																
Net Change	%																	

Table A3 - Occupational Categories - Distribution by Race/Ethnicity and Sex: Calculated within Occupational Categories

Revision Number: 8

Occupational Categories		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive/Senior Level Officials and Managers (Grades 15 and Above) (#)	#	81	56	25	3	0	49	20	1	2	2	2	0	0	0	0	1	1
	%	100	69.14	30.86	3.70	0.00	60.49	24.69	1.23	2.47	2.47	2.47	0.00	0.00	0.00	0.00	1.23	1.23
Mid-Level Officials and Managers (Grades 13-14) (#)	#	339	214	125	16	13	136	56	30	38	30	18	0	0	1	0	1	0
	%	100	63.13	36.87	4.72	3.83	40.12	16.52	8.85	11.21	8.85	5.31	0.00	0.00	0.29	0.00	0.29	0.00
First-Level Officials and Managers (Grades 12 and Below) (#)	#	21	11	10	0	0	4	3	5	7	2	0	0	0	0	0	0	0
	%	100	52.38	47.62	0.00	0.00	19.05	14.29	23.81	33.33	9.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Officials and Managers (#)	#																	
	%	100																
Officials and Managers Total (#)	#	441	281	160	19	13	189	79	36	47	34	20	0	0	1	0	2	1
	%	100	63.72	36.28	4.31	2.95	42.86	17.91	8.16	10.66	7.71	4.54	0.00	0.00	0.23	0.00	0.45	0.23
Professionals (#)	#	1304	787	517	73	29	446	215	127	167	132	101	0	0	2	0	7	5
	%	100	60.35	39.65	5.60	2.22	34.20	16.49	9.74	12.81	10.12	7.75	0.00	0.00	0.15	0.00	0.54	0.38
Technicians (#)	#																	
	%	100																
Sales Workers (#)	#																	
	%	100																
Administrative Support Workers (#)	#																	
	%	100																
Craft Workers (#)	#																	
	%	100																
Operatives (#)	#																	
	%	100																
Laborers and Helpers (#)	#																	
	%	100																
Service Workers (#)	#																	
	%	100																

Table A4 - Participation Rates For General Schedule (GS) Grades (Permanent) - Distribution by Race/Ethnicity and Sex: Calculated within Grade

Revision Number: 8

GS/GM, SES, AND RELATED GRADES		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1 (#)	#																	
	%	100																
GS-2 (#)	#																	
	%	100																
GS-3 (#)	#																	
	%	100																
GS-4 (#)	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	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
GS-5 (#)	#	6	2	4	0	0	1	1	1	3	0	0	0	0	0	0	0	0
	%	100	33.33	66.67	0.00	0.00	16.67	16.67	16.67	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-6 (#)	#	5	2	3	0	1	0	1	2	1	0	0	0	0	0	0	0	0
	%	100	40.00	60.00	0.00	20.00	0.00	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-7 (#)	#	12	5	7	0	0	2	2	3	5	0	0	0	0	0	0	0	0
	%	100	41.67	58.33	0.00	0.00	16.67	16.67	25.00	41.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-8 (#)	#	9	2	7	0	2	1	0	1	5	0	0	0	0	0	0	0	0
	%	100	22.22	77.78	0.00	22.22	11.11	0.00	11.11	55.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-9 (#)	#	40	11	29	0	1	2	2	7	25	1	1	0	0	0	0	1	0
	%	100	27.50	72.50	0.00	2.50	5.00	5.00	17.50	62.50	2.50	2.50	0.00	0.00	0.00	0.00	2.50	0.00
GS-10 (#)	#	6	0	6	0	0	0	0	0	6	0	0	0	0	0	0	0	0
	%	100	0.00	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
GS-11 (#)	#	133	67	66	0	1	21	19	12	21	33	24	0	0	0	0	1	1
	%	100	50.38	49.62	0.00	0.75	15.79	14.29	9.02	15.79	24.81	18.05	0.00	0.00	0.00	0.00	0.75	0.75
GS-12 (#)	#	644	368	276	48	19	192	115	56	77	70	63	0	0	0	0	2	2
	%	100	57.14	42.86	7.45	2.95	29.81	17.86	8.70	11.96	10.87	9.78	0.00	0.00	0.00	0.00	0.31	0.31
GS-13 (#)	#	418	254	164	24	12	161	83	32	46	36	21	0	0	1	0	0	2
	%	100	60.77	39.23	5.74	2.87	38.52	19.86	7.66	11.00	8.61	5.02	0.00	0.00	0.24	0.00	0.00	0.48

GS-14 (#)	#	200	139	61	11	6	96	32	16	19	12	4	0	0	1	0	3	0
	%	100	69.50	30.50	5.50	3.00	48.00	16.00	8.00	9.50	6.00	2.00	0.00	0.00	0.50	0.00	1.50	0.00
GS-15 (#)	#	69	46	23	2	0	40	19	1	2	2	1	0	0	0	0	1	1
	%	100	66.67	33.33	2.90	0.00	57.97	27.54	1.45	2.90	2.90	1.45	0.00	0.00	0.00	0.00	1.45	1.45
All Other (Unspecified GS) (#)	#																	
	%	100																
SES (#)	#	17	12	5	1	0	11	4	0	0	0	1	0	0	0	0	0	0
	%	100	70.59	29.41	5.88	0.00	64.71	23.53	0.00	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) (#)	#																	
	%	100																
Total GS Workforce (Permanent) (#)	#	1561	909	652	86	42	528	279	131	210	154	115	0	0	2	0	8	6
	%	100	58.23	41.77	5.51	2.69	33.82	17.87	8.39	13.45	9.87	7.37	0.00	0.00	0.13	0.00	0.51	0.38

Table A4 - Participation Rates For General Schedule (GS) Grades (Temporary) - Distribution by Race/Ethnicity and Sex: Calculated within Grade

Revision Number: 8

GS/GM, SES, AND RELATED GRADES		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1 (#)	#																	
	%	100																
GS-2 (#)	#																	
	%	100																
GS-3 (#)	#																	
	%	100																
GS-4 (#)	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-5 (#)	#																	
	%	100																
GS-6 (#)	#																	
	%	100																
GS-7 (#)	#																	
	%	100																
GS-8 (#)	#																	
	%	100																
GS-9 (#)	#	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10 (#)	#																	
	%	100																
GS-11 (#)	#	7	6	1	0	0	4	1	1	0	1	0	0	0	0	0	0	0
	%	100	85.71	14.29	0.00	0.00	57.14	14.29	14.29	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 (#)	#	21	13	8	1	0	4	4	2	0	6	4	0	0	0	0	0	0
	%	100	61.90	38.10	4.76	0.00	19.05	19.05	9.52	0.00	28.57	19.05	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 (#)	#	4	3	1	0	0	0	0	1	1	2	0	0	0	0	0	0	0
	%	100	75.00	25.00	0.00	0.00	0.00	0.00	25.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GS-14 (#)	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 (#)	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	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
All Other (Unspecified GS) (#)	#																	
	%	100																
SES (#)	#																	
	%	100																
Other Senior Pay (Non-SES) (#)	#																	
	%	100																
Total GS Workforce (Temporary) (#)	#																	
	%	100																

Table A5 - Participation Rates For Wage Grades (Permanent) - Distribution by Race/Ethnicity and Sex: Calculated within Grade

Revision Number: 8

WD/WG, WL/WS & OTHER Wage Grades		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade - 1 (#)	#																	
	%	100																
Grade - 2 (#)	#	87	81	6	1	0	53	4	24	1	2	1	0	0	1	0	0	0
	%	100	93.10	6.90	1.15	0.00	60.92	4.60	27.59	1.15	2.30	1.15	0.00	0.00	1.15	0.00	0.00	0.00
Grade - 3 (#)	#																	
	%	100																
Grade - 4 (#)	#	10	9	1	0	0	8	0	1	1	0	0	0	0	0	0	0	0
	%	100	90.00	10.00	0.00	0.00	80.00	0.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade - 5 (#)	#																	
	%	100																
Grade - 6 (#)	#																	
	%	100																
Grade - 7 (#)	#																	
	%	100																
Grade - 8 (#)	#																	
	%	100																
Grade - 9 (#)	#																	
	%	100																
Grade - 10 (#)	#																	
	%	100																
Grade - 11 (#)	#																	
	%	100																
Grade - 12 (#)	#																	
	%	100																
Grade - 13 (#)	#																	
	%	100																
Grade - 14 (#)	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Grade - 15 (#)	#																		
	%	100																	
All Other Wage Grades (Permanent) (#)	#																		
	%	100																	
Total WG Workforce (Permanent) (#)	#																		
	%	100																	

Table A6 - Participation Rates for Major Occupations (Permanent) - Distribution by Race/Ethnicity and Sex
Revision Number: 8

Job Title/Series Agency Rate Occupational CLF		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1071: Audiovisual Production	#	174	95	79	12	6	56	40	13	19	14	13	0	0	0	0	0	1
	%	100	54.60	45.40	6.90	3.45	32.18	22.99	7.47	10.92	8.05	7.47	0.00	0.00	0.00	0.00	0.00	0.57
CLF for Major Occupation 2 (%)	%	100	62.35	37.65	3.48	2.16	52.21	30.49	3.72	2.89	1.48	1.1	0.01	0.05	0.3	0.13	1.15	0.84
1082: Writing & Editing	#	69	44	25	6	1	33	20	3	2	2	2	0	0	0	0	0	0
	%	100	63.77	36.23	8.70	1.45	47.83	28.99	4.35	2.90	2.90	2.90	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 4 (%)	%	100	47.23	52.77	1.34	1.46	42.24	46.51	1.66	2.35	0.97	1.14	0.01	0.01	0.21	0.34	0.8	0.96
0391: Telecommunications	#	51	42	9	2	0	35	3	5	6	0	0	0	0	0	0	0	0
	%	100	82.35	17.65	3.92	0.00	68.63	5.88	9.80	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 6 (%)	%	100	85.85	14.15	7.03	1.19	67.68	10.15	6.9	1.92	2.02	0.42	0.12	0.03	0.45	0.09	1.65	0.37

Table A6 - Participation Rates for Major Occupations (Temporary) - Distribution by Race/Ethnicity and Sex
Revision Number: 8

Job Title/Series Agency Rate Occupational CLF		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1071: Audiovisual Production	#	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	%	100	100.00	0.00	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
CLF for Major Occupation 2 (%)	%	100	62.35	37.65	3.48	2.16	52.21	30.49	3.72	2.89	1.48	1.1	0.01	0.05	0.3	0.13	1.15	0.84
1082: Writing & Editing	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 4 (%)	%	100	47.23	52.77	1.34	1.46	42.24	46.51	1.66	2.35	0.97	1.14	0.01	0.01	0.21	0.34	0.8	0.96
0391: Telecommunications	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 6 (%)	%	100	85.85	14.15	7.03	1.19	67.68	10.15	6.9	1.92	2.02	0.42	0.12	0.03	0.45	0.09	1.65	0.37

Table A7 - Applicant and Hires for Major Occupations (Permanent) - Distribution by Race/Ethnicity and Sex
Revision Number: 8

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1071: Audiovisual Production	#																	
Voluntarily Identified for Major Occupation 2 (#)	#																	
	%	100																
Qualified of those Identified for Major Occupation 2 (#)	#																	
	%	100																
Selected of those Identified for Major Occupation 2 (#)	#	4	1	3	0	0	1	2	0	0	0	1	0	0	0	0	0	0
	%	100	25.00	75.00	0.00	0.00	25.00	50.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 2 (%)	%	100	62.35	37.65	3.48	2.16	52.21	30.49	3.72	2.89	1.48	1.1	0.01	0.05	0.3	0.13	1.15	0.84
1082: Writing & Editing	#																	
Voluntarily Identified for Major Occupation 4 (#)	#																	
	%	100																
Qualified of those Identified for Major Occupation 4 (#)	#																	
	%	100																
Selected of those Identified for Major Occupation 4 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 4 (%)	%	100	47.23	52.77	1.34	1.46	42.24	46.51	1.66	2.35	0.97	1.14	0.01	0.01	0.21	0.34	0.8	0.96
0391: Telecommunications	#																	
Voluntarily Identified for Major Occupation 6 (#)	#																	
	%	100																
Qualified of those Identified for Major Occupation 6 (#)	#																	
	%	100																
Selected of those Identified for Major Occupation 6 (#)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 6 (%)	%	100	85.85	14.15	7.03	1.19	67.68	10.15	6.9	1.92	2.02	0.42	0.12	0.03	0.45	0.09	1.65	0.37

Table A7 - Applicant and Hires for Major Occupations (Temporary) - Distribution by Race/Ethnicity and Sex
Revision Number: 8

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1071: Audiovisual Production	#																	
Voluntarily Identified for Major Occupation 2 (#)	#																	
	%	100																
Qualified of those Identified for Major Occupation 2 (#)	#																	
	%	100																
Selected of those Identified for Major Occupation 2 (#)	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	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
CLF for Major Occupation 2 (%)	%	100	62.35	37.65	3.48	2.16	52.21	30.49	3.72	2.89	1.48	1.1	0.01	0.05	0.3	0.13	1.15	0.84
1082: Writing & Editing	#																	
Voluntarily Identified for Major Occupation 4 (#)	#																	
	%	100																
Qualified of those Identified for Major Occupation 4 (#)	#																	
	%	100																
Selected of those Identified for Major Occupation 4 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 4 (%)	%	100	47.23	52.77	1.34	1.46	42.24	46.51	1.66	2.35	0.97	1.14	0.01	0.01	0.21	0.34	0.8	0.96
0391: Telecommunications	#																	
Voluntarily Identified for Major Occupation 6 (#)	#																	
	%	100																
Qualified of those Identified for Major Occupation 6 (#)	#																	
	%	100																
Selected of those Identified for Major Occupation 6 (#)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 6 (%)	%	100	85.85	14.15	7.03	1.19	67.68	10.15	6.9	1.92	2.02	0.42	0.12	0.03	0.45	0.09	1.65	0.37

Table A8 - New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex
Revision Number: 8

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent New Hires (#)	#	74	38	36	2	0	22	18	9	13	2	5	0	0	0	0	3	0
	%	100	51.35	48.65	2.70	0.00	29.73	24.32	12.16	17.57	2.70	6.76	0.00	0.00	0.00	0.00	4.05	0.00
Temporary New Hires (#)	#	26	19	7	2	0	8	3	3	1	5	3	0	0	0	0	1	0
	%	100	73.08	26.92	7.69	0.00	30.77	11.54	11.54	3.85	19.23	11.54	0.00	0.00	0.00	0.00	3.85	0.00
Non-Appropriated New Hires (#)	#																	
	%	100																
Total New Hires (#)	#	100	57	43	4	0	30	21	12	14	7	8	0	0	0	0	4	0
	%	100	57.00	43.00	4.00	0.00	30.00	21.00	12.00	14.00	7.00	8.00	0.00	0.00	0.00	0.00	4.00	0.00
CLF 2000	%	100	53.2	46.8	6.2	4.5	39	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

Table A9 - Selections for Internal Competitive Promotions for Major Occupations by Race/Ethnicity and Sex
Revision Number: 8

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1071: Audiovisual Production	#																	
	%	100																
Qualified for Major Occupation 2 (#)	#																	
	%	100																
Selected for Major Occupation 2 (#)	#																	
	%	100																
Relevant Pool for Major Occupation 2 (%)	#																	
Relevant Pool for Major Occupation 3 (%)	#																	
1082: Writing & Editing	#																	
	%	100																
Qualified for Major Occupation 4 (#)	#																	
	%	100																
Selected for Major Occupation 4 (#)	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool for Major Occupation 4 (%)	#																	
0391: Telecommunications	#																	
	%	100																
Qualified for Major Occupation 6 (#)	#																	
	%	100																
Selected for Major Occupation 6 (#)	#																	
	%	100																
Relevant Pool for Major Occupation 6 (%)	#																	
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																		

Table A10 - Non-Competitive Promotions - Time in Grade - Distribution by Race/Ethnicity and Sex
Revision Number: 8

Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Eligible for Career Ladder Promotions (#)	#	31	13	18	1	1	7	6	3	11	2	0	0	0	0	0	0
	%	100	41.94	58.06	3.23	3.23	22.58	19.35	9.68	35.48	6.45	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 1 - 12 months (#)	#	15	8	7	0	0	4	1	2	6	2	0	0	0	0	0	0
	%	100	53.33	46.67	0.00	0.00	26.67	6.67	13.33	40.00	13.33	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 13 - 24 months (#)	#	4	1	3	1	0	0	2	0	1	0	0	0	0	0	0	0
	%	100	25.00	75.00	25.00	0.00	0.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 25 + months (#)	#	12	4	8	0	1	3	3	1	4	0	0	0	0	0	0	0
	%	100	33.33	66.67	0.00	8.33	25.00	25.00	8.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A13 - Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex
Revision Number: 8

Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total # for Time-Off Awards: 1-9 Hours	#	255	145	110	3	6	78	31	39	51	24	22	0	0	0	0	1	0
	%	100	56.86	43.14	1.18	2.35	30.59	12.16	15.29	20.00	9.41	8.63	0.00	0.00	0.00	0.00	0.39	0.00
Total Hours for Time-Off Awards: 1-9 Hours	#	1968	1168	800	56	56	592	216	320	376	192	152	0	0	0	0	8	0
Average Hours for Time-Off Awards: 1-9 Hours	#	7.72	8.06	7.27	18.67	9.33	7.59	6.97	8.21	7.37	8	6.91	0	0	0	0	8	0
Total # for Time-Off Awards: Over 9 Hours	#	255	121	134	3	5	81	57	22	58	15	14	0	0	0	0	0	0
	%	100	47.45	52.55	1.18	1.96	31.76	22.35	8.63	22.75	5.88	5.49	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours for Time-Off Awards: Over 9 Hours	#	4992	2248	2744	80	64	1512	1272	400	1144	256	264	0	0	0	0	0	0
Average Hours for Time-Off Awards: Over 9 Hours	#	19.58	18.58	20.48	26.67	12.8	18.67	22.32	18.18	19.72	17.07	18.86	0	0	0	0	0	0
Total # for Cash Awards: \$500 and Under	#	548	311	237	12	7	167	78	37	82	94	66	0	0	1	0	0	4
	%	100	56.75	43.25	2.19	1.28	30.47	14.23	6.75	14.96	17.15	12.04	0.00	0.00	0.18	0.00	0.00	0.73
Total Amount for Cash Awards: \$500 and Under	\$	167343.00	91732.00	75611.00	3100.00	2400.00	46462.00	27742.00	16564.00	28099.00	24543.00	16870.00	0.00	0.00	1063.00	0.00	0.00	500.00
Average Amount for Cash Awards: \$500 and Under	\$	305.37	294.96	319.03	258.33	342.86	278.22	355.67	447.68	342.67	261.10	255.61	0.00	0.00	1063.00	0.00	0.00	125.00
Total # for Cash Awards: \$501 and Over	#	379	244	135	15	11	159	74	50	36	18	12	0	0	1	0	1	2
	%	100	64.38	35.62	3.96	2.90	41.95	19.53	13.19	9.50	4.75	3.17	0.00	0.00	0.26	0.00	0.26	0.53
Total Amount for Cash Awards: \$501 and Over	\$	825617.00	404904.00	420713.00	30700.00	194500.00	294635.00	125927.00	32383.00	66915.00	43786.00	31236.00	0.00	0.00	900.00	0.00	2500.00	2135.00
Average Amount for Cash Awards: \$501 and Over	\$	2178.41	1659.40	3116.30	2046.60	17681.00	1853.00	1701.70	647.66	1858.70	2432.50	2603.00	0.00	0.00	900.00	0.00	2500.00	1067.50
Total # QSIs Awarded	#	53	19	34	4	5	12	12	2	16	1	1	0	0	0	0	0	0
	%	100	35.85	64.15	7.55	9.43	22.64	22.64	3.77	30.19	1.89	1.89	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit for QSIs Awarded	\$																	
Average Benefit for QSIs Awarded	\$																	

Table A14 - Separations by Type of Separation - Distribution by Race/Ethnicity and Sex
Revision Number: 8

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary Separations (#)	#	112	70	42	5	2	52	19	8	12	4	8	0	0	0	0	1	1
	%	100	62.50	37.50	4.46	1.79	46.43	16.96	7.14	10.71	3.57	7.14	0.00	0.00	0.00	0.00	0.89	0.89
Involuntary Separations (#)	#	4	2	2	0	0	1	0	0	2	1	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	25.00	0.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations (#)	#	116	72	44	5	2	53	19	10	12	5	8	0	0	0	0	1	1
	%	100	62.07	37.93	4.31	1.72	45.69	16.38	8.62	10.34	4.31	6.90	0.00	0.00	0.00	0.00	0.86	0.86
Total Workforce	#	1687	1025	662	89	42	611	286	157	212	156	116	0	0	3	0	9	6
	%	100%	60.76	39.24	5.28	2.49	36.22	16.95	9.31	12.57	9.25	6.88	0.00	0.00	0.18	0.00	0.53	0.36

**Description: Table B1: Total Workforce - Distribution by Disability [OPM Form 256 Self-Identification Codes]
Revision Number: 8**

Employment Tenure		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Workforce: Prior FY (#)	#	1773	1673	49	51	13	0	1	1	2	0	1	5	3	0
	%	100	94.36	2.76	2.88	0.73	0.00	0.06	0.06	0.11	0.00	0.06	0.28	0.17	0.00
Total Workforce: Current FY (#)	#	1745	1656	34	55	13	0	1	1	1	0	2	5	3	0
	%	100	94.90	1.95	3.15	0.74	0.00	0.06	0.06	0.06	0.00	0.11	0.29	0.17	0.00
Difference	#	-28	-17	-15	4	0	0	0	0	-1	0	1	0	0	0
Ratio Change	%	0.00	0.54	-0.81	0.27	0.01	0.00	0.00	0.00	-0.05	0.00	0.05	0.01	0.00	0.00
Net Change	%	-1.58	-1.02	-30.61	7.84	0.00	0.00	0.00	0.00	-50.00	0.00	100.00	0.00	0.00	0.00
Federal Goal	%					2									
Permanent Workforce: Prior FY (#)	#	1704	1604	49	51	13	0	1	1	2	0	1	5	3	0
	%	100	94.13	2.88	2.99	0.76	0.00	0.06	0.06	0.12	0.00	0.06	0.29	0.18	0.00
Permanent Workforce: Current FY (#)	#	1687	1602	31	54	12	0	1	1	1	0	1	5	3	0
	%	100	94.96	1.84	3.20	0.71	0.00	0.06	0.06	0.06	0.00	0.06	0.30	0.18	0.00
Difference	#	-17	-2	-18	3	-1	0	0	0	-1	0	0	0	0	0
Ratio Change	%	0.00	0.83	-1.04	0.21	-0.05	0.00	0.00	0.00	-0.06	0.00	0.00	0.01	0.00	0.00
Net Change	%	-1.00	-0.12	-36.73	5.88	-7.69	0.00	0.00	0.00	-50.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Prior FY (#)	#	69	69	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Current FY (#)	#	58	54	3	1	1	0	0	0	0	0	1	0	0	0
	%	100	93.10	5.17	1.72	1.72	0.00	0.00	0.00	0.00	0.00	1.72	0.00	0.00	0.00
Difference	#	-11	-15	3	1	1	0	0	0	0	0	1	0	0	0
Ratio Change	%	0.00	-6.90	5.17	1.72	1.72	0.00	0.00	0.00	0.00	0.00	1.72	0.00	0.00	0.00
Net Change	%	-15.94	-21.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non-Appropriated Workforce: Prior FY (#)	#														
	%	100													

Non-Appropriated Workforce: Current FY (#)	#																			
	%	100																		
Difference	#																			
Ratio Change	%	0.00																		
Net Change	%																			

Description: Table B3 - Occupational Categories - Distribution - Distribution by Disability: Calculated within Occupational Category
Revision Number: 8

Occupational Categories		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Executive/Senior Level Officials and Managers (Grades 15 and Above) (#)	#	81	78	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	96.30	1.23	2.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Mid-Level Officials and Managers (Grades 13-14) (#)	#	339	317	8	14	3	0	0	0	1	0	1	0	1	0
	%	100	93.51	2.36	4.13	0.88	0.00	0.00	0.00	0.29	0.00	0.29	0.00	0.29	0.00
First-Level Officials and Managers (Grades 12 and Below) (#)	#	21	19	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	90.48	9.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Officials and Managers (#)	#														
	%	100													
Officials and Managers Total (#)	#	441	414	11	16	3	0	0	0	1	0	1	0	1	0
	%	100	93.88	2.49	3.63	0.68	0.00	0.00	0.00	0.23	0.00	0.23	0.00	0.23	0.00
Professionals (#)	#	1304	1242	23	39	10	0	1	1	0	0	1	5	2	0
	%	100	95.25	1.76	2.99	0.77	0.00	0.08	0.08	0.00	0.00	0.08	0.38	0.15	0.00
Technicians (#)	#														
	%	100													
Sales Workers (#)	#														
	%	100													
Administrative Support Workers (#)	#														
	%	100													
Craft Workers (#)	#														
	%	100													
Operatives (#)	#														
	%	100													
Laborers and Helpers (#)	#														
	%	100													
Service Workers (#)	#														
	%	100													

Description: Table B4 - Participation Rates For General Schedule (GS) Grades (Permanent) - Distribution by Disability: Calculated within Grade
Revision Number: 8

Grade Level		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-1 (#)	#														
	%	100													
GS-2 (#)	#														
	%	100													
GS-3 (#)	#														
	%	100													
GS-4 (#)	#	2	1	0	1	1	0	0	0	0	0	0	1	0	0
	%	100	50.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00
GS-5 (#)	#	6	4	0	2	2	0	0	0	0	0	0	2	0	0
	%	100	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00
GS-6 (#)	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-7 (#)	#	12	8	0	4	2	0	0	0	0	0	0	2	0	0
	%	100	66.67	0.00	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00
GS-8 (#)	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-9 (#)	#	40	37	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	92.50	2.50	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10 (#)	#	6	3	3	0	0	0	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 (#)	#	133	130	2	1	0	0	0	0	0	0	0	0	0	0
	%	100	97.74	1.50	0.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 (#)	#	644	623	9	12	0	0	0	0	0	0	0	0	0	0
	%	100	96.74	1.40	1.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 (#)	#	418	393	10	15	3	0	0	1	0	0	0	0	2	0
	%	100	94.02	2.39	3.59	0.72	0.00	0.00	0.24	0.00	0.00	0.00	0.00	0.48	0.00

GS-14 (#)	#	200	188	4	8	2	0	0	0	1	0	1	0	0	0
	%	100	94.00	2.00	4.00	1.00	0.00	0.00	0.00	0.50	0.00	0.50	0.00	0.00	0.00
GS-15 (#)	#	69	67	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	97.10	1.45	1.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS) (#)	#														
	%	100													
SES (#)	#	17	16	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	94.12	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) (#)	#														
	%	100													
Total GS Workforce (Permanent) (#)	#														
	%	100													

Description: Table B4 - Participation Rates For General Schedule (GS) Grades (Temporary) - Distribution by Disability: Calculated within Grade
Revision Number: 8

Grade Level		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-1 (#)	#														
	%	100													
GS-2 (#)	#														
	%	100													
GS-3 (#)	#														
	%	100													
GS-4 (#)	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-5 (#)	#														
	%	100													
GS-6 (#)	#														
	%	100													
GS-7 (#)	#														
	%	100													
GS-8 (#)	#														
	%	100													
GS-9 (#)	#	2	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10 (#)	#														
	%	100													
GS-11 (#)	#	7	0	7	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 (#)	#	21	0	21	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 (#)	#	4	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GS-14 (#)	#	2	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 (#)	#	2	0	1	1	1	0	0	0	0	0	1	0	0	0
	%	100	0.00	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00
All Other (Unspecified GS) (#)	#														
	%	100													
SES (#)	#														
	%	100													
Other Senior Pay (Non-SES) (#)	#														
	%	100													
Total GS Workforce (Temporary) (#)	#														
	%	100													

Description: Table B5 - Participation Rates For Wage Grades (Permanent) - Distribution by Disability: Calculated within Grade
Revision Number: 8

WD/WG, WL/WS & Other Wage Grades	All Employees	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Grade - 1 (#)	#														
	%	100													
Grade - 2 (#)	#	87	83	0	4	1	0	0	0	0	0	0	0	0	1
	%	100	95.40	0.00	4.60	1.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.15
Grade - 3 (#)	#														
	%	100													
Grade - 4 (#)	#	10	9	0	1	1	0	0	0	0	0	0	0	0	1
	%	100	90.00	0.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00
Grade - 5 (#)	#														
	%	100													
Grade - 6 (#)	#														
	%	100													
Grade - 7 (#)	#														
	%	100													
Grade - 8 (#)	#														
	%	100													
Grade - 9 (#)	#														
	%	100													
Grade - 10 (#)	#														
	%	100													
Grade - 11 (#)	#														
	%	100													
Grade - 12 (#)	#														
	%	100													
Grade - 13 (#)	#														
	%	100													

Grade - 14 (#)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade - 15 (#)	#														
	%	100													
All Other Wage Grades (#)	#														
	%	100													
Total WG Workforce (Permanent) (#)	#														
	%	100													

Description: Table B7 - Applicants and Hires (Permanent) - Distribution by Disability
Revision Number: 8

Applicant Flow Data for New Hires		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Schedule A Applications (#)	#														
	%	100													
Total Schedule A Hires (#)	#	2	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Non-Schedule A Applications (#)	#														
	%	100													
Total Non-Schedule A Hires (#)	#														
	%	100													

Description: Table B7 - Applicants and Hires (Temporary) - Distribution by Disability
Revision Number: 8

Applicant Flow Data for New Hires		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Schedule A Applications (#)	#														
	%	100													
Total Schedule A Hires (#)	#	26	26	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Non-Schedule A Applications (#)	#														
	%	100													
Total Non-Schedule A Hires	#														
	%	100													

Description: Table B8 - New Hires by Type of Appointment - Distribution by Disability
Revision Number: 8

Type of Appointment		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Permanent New Hires (#)	#	74	67	4	3	1	0	0	0	0	0	1	0	0	0
	%	100	90.54	5.41	4.05	1.35	0.00	0.00	0.00	0.00	0.00	1.35	0.00	0.00	0.00
Temporary New Hires (#)	#	26	26	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non-Appropriated New Hires (#)	#														
	%	100													
Total New Hires (#)	#	100	93	4	3	1	0	0	0	0	0	1	0	0	0
	%	100	93.00	4.00	3.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00

Description: Table B9 - Selections for Internal Competitive Promotions for Major Occupations - Distribution by Disability
Revision Number: 8

Applicant Flow Data for Promotions to Major Occupations	All Employees	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
1071: Audiovisual Production	#														
	%	100													
Qualified of those Identified for Major Occupation 2 (#)	#														
	%	100													
Selected of those Identified for Major Occupation 2 (#)	#														
	%	100													
Relevant Pool for Major Occupation 2 (%)	%														
1082: Writing & Editing	#														
	%	100													
Qualified of those Identified for Major Occupation 4 (#)	#														
	%	100													
Selected of those Identified for Major Occupation 4 (#)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Pool for Major Occupation 4 (%)	%														
0391: Telecommunications	#														
	%	100													
Qualified of those Identified for Major Occupation 6 (#)	#														
	%	100													
Selected of those Identified for Major Occupation 6 (#)	#														
	%	100													
Relevant Pool for Major Occupation 6 (%)	%														
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.															

Description: Table B10 - Non-Competitive Promotions - Time in Grade - Distribution by Disability
Revision Number: 8

Type of Appointment		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Employees Eligible for Career Ladder Promotions (#)	#	31	30	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	96.77	3.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 1 - 12 months (#)	#	15	14	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	93.33	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 13 - 24 months (#)	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 25 + months (#)	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Description: Table B13 - Employee Recognition and Awards Distribution - Distribution by Disability
Revision Number: 8

Types of Awards		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total # for Time-Off Awards: 1-9 Hours	#	255	247	4	4	0	0	0	0	0	0	0	0	0	0
	%	100	96.86	1.57	1.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours for Time-Off Awards: 1-9 Hours	#	1968	1864	72	32	0	0	0	0	0	0	0	0	0	0
Average Hours for Time-Off Awards: 1-9 Hours	#	7.72	7.55	18	8	0	0	0	0	0	0	0	0	0	0
Total # for Time-Off Awards: Over 9 Hours	#	255	234	7	14	1	0	0	0	0	0	0	0	1	0
	%	100	91.76	2.75	5.49	0.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.39	0.00
Total Hours for Time-Off Awards: Over 9 Hours	#	4992	4592	128	272	32	0	0	0	0	0	0	0	32	0
Average Hours for Time-Off Awards: Over 9 Hours	#	19.58	19.62	18.29	19.43	32	0	0	0	0	0	0	0	32	0
Total # for Cash Awards: \$500 and Under	#	548	529	8	11	1	0	0	0	0	0	0	1	0	0
	%	100	96.53	1.46	2.01	0.18	0.00	0.00	0.00	0.00	0.00	0.00	0.18	0.00	0.00
Total Amount for Cash Awards: \$500 and Under	\$	167343.00	159884.00	3803.00	3656.00	250.00	0.00	0.00	0.00	0.00	0.00	0.00	250.00	0.00	0.00
Average Amount for Cash Awards: \$500 and Under	\$	304.46	302.24	475.38	332.36	250.00	0.00	0.00	0.00	0.00	0.00	0.00	250.00	0.00	0.00
Total # for Cash Awards: \$501 and Over	#	379	359	5	15	2	0	0	0	0	0	1	0	1	0
	%	100	94.72	1.32	3.96	0.53	0.00	0.00	0.00	0.00	0.00	0.26	0.00	0.26	0.00
Total Amount for Cash Awards: \$501 and Over	\$	650567.00	622852.00	6211.00	21504.00	2050.00	0.00	0.00	0.00	0.00	0.00	1200.00	0.00	850.00	0.00
Average Amount for Cash Awards: \$501 and Over	\$	1716.54	1734.90	1242.20	1433.60	1025.00	0.00	0.00	0.00	0.00	0.00	1200.00	0.00	850.00	0.00
Total # QSIs Awarded	#	53	50	1	2	1	0	0	0	0	0	1	0	0	0
	%	100	94.34	1.89	3.77	1.89	0.00	0.00	0.00	0.00	0.00	1.89	0.00	0.00	0.00
Total Benefit for QSIs Awarded	\$														
Average Benefit for QSIs Awarded	\$														

Description: Table B14 - Separations by Type of Separation - Distribution by Disability
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Types of Separations		All Employees	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Voluntary Separations (#)	#	112	0	0	1	0	0	1	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.89	0.00	0.00	0.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Involuntary Separations (#)	#	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations (#)	#	116	0	0	1	0	0	1	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.86	0.00	0.00	0.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce	#	1687	1602	31	54	12	0	1	1	1	0	1	5	3	0
	%	100	94.96	1.84	3.20	0.71	0.00	0.06	0.06	0.06	0.00	0.06	0.30	0.18	0.00
Federal Goal	%				2										