U.S. SECURITIES AND EXCHANGE COMMISSION

Annual Equal Employment Opportunity Program Status Report

MANAGEMENT DIRECTIVE 715



U.S. SECURITIES AND EXCHANGE COMMISSION

ANNUAL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM STATUS REPORT

MANAGEMENT DIRECTIVE 715 FISCAL YEAR 2016

Prepared by THE OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY

CONTENTS

U.S. SECURITIES AND EXCHANGE COMMISSION INFORMATION (PARTS A, B, C, D) 1
EXECUTIVE SUMMARY (PART E)
Mission of the U.S. Securities and Exchange Commission
Commission's Annual Self-Assessment against MD-715 Essential Elements
<i>Essential Element A: Demonstrated Commitment from Commission Leadership 4</i>
Essential Element B: Integration of EEO into the Commission's Strategic Mission 5
Essential Element C: Management and Program Accountability
Essential Element D: Proactive Prevention of Unlawful Discrimination
Essential Element E: Efficiency
Essential Element F: Responsiveness and Legal Compliance
Analysis of Workforce Profiles
SEC Workforce
<i>Applicant Flow</i>
<i>New Hires</i>
Participation Rates for SEC Major Occupations
Supervisory and Management Demographics
Internal Competitive Promotions
Career Ladder Promotions
Employee Recognition and Awards
Separations
Summary of EEO Plan Objectives Planned to Eliminate Identified Barriers or
Correct Program Deficiencies
Summary of EEO Plan Action Items Implemented or Accomplished
Action Plans Implemented
Agency Accomplishments

CERTIFICATION OF ESTABLISHMENT OF CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS (PART F)
PLAN FOR ATTAINING THE ESSENTIAL ELEMENTS OF A MODEL
EEO PROGRAM (PART H)
PLANS TO ELIMINATE IDENTIFIED BARRIER (PART I)
SPECIAL PROGRAM PLAN FOR THE RECRUITMENT, HIRING, AND
ADVANCEMENT OF INDIVIDUALS WITH TARGETED DISABILITIES (PART J) 41
EQUAL EMPLOYMENT OPPORTUNITY POLICY
POLICY ON PREVENTING HARASSMENT (PPH)
FISCAL YEAR 2016 462 REPORT
SEC'S ORGANIZATIONAL STRUCTURE
WORKFORCE DATA TABLES

U.S. SECURITIES AND EXCHANGE COMMISSION INFORMATION (PARTS A, B, C, D)

EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT									
	For perio	d covering October	1, 2015 to September 30), 2016.							
PART A	1. Agency		1. U.S. Securities and Exchange Commission								
Department or Agency	1.a. 2 nd level repo	orting component									
Identifying Information	1.b. 3 rd level repo	orting component									
	1.c. 4 th level repo	rting component									
	2. Address		2. 100 F Street, NE								
	3. City, State, Zip	Code	3. Washington, DC 205	49							
	4. CPDF Code	5. FIPS code(s)	4. SE00	5. 8840							
PART B Total	1. Enter total nun	nber of permanent fu	Ill-time and part-time empl	oyees	1. 4582						
Employment	2. Enter total nun	nber of temporary er	nployees		2. 103						
	3. Enter total nur	nber employees paid	I from non-appropriated fu	3. 0							
	4. TOTAL EMPL	OYMENT [add lines	B 1 through 3]		4. 4685						
PART C Agency Official(s)	1. Head of Agence Official Title	ÿ	1. Mary Jo White Chair								
Responsible For Oversight	2. Agency Head	Designee	2. Peter J. Henry, Director (Acting), Office of Equal Employment Opportunity (OEEO)								
of EEO Program(s)	3. Principal EEO Title/series/grade		3. Peter J. Henry, Director (Acting), OEEO/0905/SK-17								
	4. Title VII Affirma Program Official	ative EEO	4. Peter J. Henry, Direc	tor (Acting)), OEEO						
	5. Section 501 Af Program Official	firmative Action	5. Peter J. Henry, Direc	tor (Acting)), OEEO						
	6. Complaint Pro Manager	cessing Program	6. Peter J. Henry, Director (Acting), OEEO								
	7. Other Respons	sible Stakeholders	Lacey Dingman, Chief Human Capital Officer, Office of Human Resources								
			Pamela A. Gibbs, Direc Women Inclusion	ctor, Office	of Minority and						

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT								
	PART D ate Components Cove This Report	ered	Subordinate Component and Location (City/State)	CPDF and codes	FIPS				
	This Report								
EEOC FORMS and Documents Included With This Report									
*Executive Summar PART E], that includ		x	*Optional Annual Self-Assessment Checklist Essential Elements [FORM 715-01PART G]	Against	x				
*Brief paragrap agency's mission related function	*EEO Plan To Attain the Essential Elements Model EEO Program [FORM 715-01PART H programmatic essential element requiring im] for each	X						
	esults of agency's essment against ntial Elements"	nst [FORM 715-01 PART I] for each identified barrier							
*Summary of Analysis of Workforce Profiles including net change analysis and comparison to RCLF X *Special Program Plan for the Recruitment, H Advancement of Individuals With Targeted Dis agencies with 1,000 or more employees [FOR PART J]				isabilities for	x				
planned to elim	*Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies								
*Summary of EEO Plan action items implemented or accomplished X *Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues ¹					N/A				
	, .								
Statement(s) and/or	*Copies of relevant EEO Policy X Statement(s) and/or excerpts from revisions made to EEO Policy X								

¹ The SEC previously submitted the FY 2016 462 Report to the Equal Employment Opportunity Commission (EEOC).

EXECUTIVE SUMMARY (PART E)

EEOC FORM 715-01 PART E	U.S. Eq	ual Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
U.S. Securities and	Exchange Commission	For period covering October 1, 2015 to September 30, 2016.

MISSION OF THE U.S. SECURITIES AND EXCHANGE COMMISSION

The mission of the U.S. Securities and Exchange Commission (SEC, Commission, or Agency) is to protect investors; maintain fair, orderly, and efficient markets; and facilitate capital formation.

Currently, the SEC is charged with overseeing about 27,000 market participants, including more than 12,000 investment advisers, almost 10,700 mutual funds and exchange traded funds, almost 4,300 broker-dealers, and about 400 transfer agents. The Agency also oversees 20 national securities exchanges, 10 credit rating agencies, six active registered clearing agencies, and two exempt clearing agencies, as well as the Public Company Accounting Oversight Board, the Financial Industry Regulatory Authority, the Municipal Securities Rulemaking Board, the Securities Investor Protection Corporation, and the Financial Accounting Standards Board. In addition, the SEC is responsible for selectively reviewing the disclosures and financial statements of about 9,000 reporting companies.

The SEC is an independent federal agency established pursuant to the Securities Exchange Act of 1934. The SEC's core values are integrity, excellence, accountability, effectiveness, teamwork, and fairness. The SEC consists of five presidentially-appointed Commissioners, with staggered five-year terms. One of them is designated by the President as Chair of the Commission who is responsible for the executive and administrative functions of the Commission. On April 10, 2013, Mary Jo White was sworn in as the 31st Chair of the SEC.

The SEC is organized into five divisions (Corporation Finance, Enforcement, Economic and Risk Analysis, Investment Management, and Trading and Markets) and 24 offices. The SEC's Headquarters is located in Washington, D.C. (Headquarters or Home Office). The Agency also has 11 Regional Offices located throughout the country. As of September 30, 2016, the SEC had a total workforce of 4,685 employees, including 4,582 permanent employees and 103 temporary employees.² See Table A1.

² Much of the data for this report was pulled on November 7, 2016, from Datamart, the SEC's Human Resource Information System (HRIS), for pay period 21 of 2016.

COMMISSION'S ANNUAL SELF-ASSESSMENT AGAINST MD-715 ESSENTIAL ELEMENTS

Essential Element A:

Demonstrated Commitment from Commission Leadership The SEC's commitment to equal employment opportunity is evident in Chair White's Equal Employ-

ment Opportunity Policy, dated November 28, 2016, which reads, in part:

Our success in accomplishing the SEC's mission of protecting investors, maintaining fair, orderly, and efficient markets, and facilitating capital formation depends on you and your commitment to being fully engaged in what we do. As Chair of the SEC, I am committed to providing you with a work environment that helps to achieve this goal – a work environment that is respectful, inclusive, and allows you to contribute to the best of your ability.

For this reason and because it is the right thing to do, we must all strongly support our nation's equal employment opportunity (EEO) laws. These laws apply to the SEC's personnel policies, practices, and procedures, including but not limited to: recruitment, hiring, promotion, separation, performance evaluation, training and career development, assignment of duties, details, reassignment, compensation, awards, and benefits. EEO laws protect all employees, applicants for employment, and former employees from discrimination on the basis of race, color, sex (which is not limited to conduct that is sexual in nature and includes pregnancy, gender identity, sexual orientation, and transgender status), age, religion, national origin, disability, or genetic information.

Each of us must support an individual's right, without fear of retaliation, to: (1) participate in the EEO process; and/or (2) oppose employment practices which are perceived as discriminatory in the workplace. We can all contribute to making the SEC a model EEO employer by ensuring that discrimination, harassment, and retaliation are simply not tolerated. We must also seek to resolve workplace disputes at the earliest opportunity; to do otherwise would undermine the collegial and respectful environment that we expect at the SEC.

All employees must fully participate in investigations into allegations of discrimination, harassment and/or retaliation. Managers and supervisors must also participate in the alternative dispute resolution program for resolving EEO allegations, Conflict2Resolution (C2R), when the use of C2R is approved by the EEO Director...

Thank you for your continued efforts to make the promise of equal employment opportunity a reality.

As further evidence of senior leadership's commitment to equality of opportunity, the Chair and each Commissioner actively sponsor one or more of the nine Employee Affinity Groups (EAGs) (formerly referred to as "Employee Resource Groups" and "Special Emphasis Program Committees"). The SEC also promotes diversity and inclusion through the efforts of the Office of Minority and Women Inclusion (OMWI), which is responsible for all matters relating to diversity in management, employment, and business activities at the SEC and provides guidance, resources, and management support to eight of the EAGs. The remaining EAG, the Veterans Committee, is sponsored by the Office of Human Resources (OHR). EAGs foster a supportive, inclusive, and fair work environment through their programs and activities, including programs to commemorate Special Observances. The SEC's senior leadership supports the EAGs and encourages employees to participate in EAG events and activities held throughout the year.

In FY 2016, the SEC continued to demonstrate its commitment to developing a diverse talent pipeline by committing time and resources to a number of initiatives, including, but not limited to:

- Leveraging the members of the EAGs and Agency staff to recruit talented individuals to the Commission;
- Staff teaching securities law courses at Florida International University and Howard University to
 expose diverse law students to the workings of the Commission and to the regulation of securities
 and securities markets; and
- Hosting hundreds of high school students from under-served communities at Headquarters and in the Regional Offices as part of the Agency's successful Professionals Reaching Out to Promote Excellence and Learning for Students (PROPELS) program.

In addition, each year, the Chair presents a Diversity and Inclusion Award to a member of the SEC staff or a group of staff members to show the Commission's special appreciation for employees who contribute significantly to the advancement of diversity efforts at the SEC or in their communities. In 2016, the Chair recognized the nine EAGs for advancing diversity and inclusion at the Commission.

Essential Element B:

Integration of EEO into the Commission's Strategic Mission

The SEC's Strategic Plan for Fiscal Years (FY) 2014 - 2018 underscores the Commission's commitment to attract and retain a highly effective and diverse workforce. The plan includes the following language:

Strategic Goal 4: Enhance the Commission's Performance Through Effective Alignment and Management of Human, Information and Financial Capital

Strategic Objective 4.1: The SEC promotes a results-oriented work environment that attracts, engages, and retains a technically proficient and diverse workforce, including leaders who provide motivation and strategic direction.

To support the SEC's commitment to its workforce, the SEC developed a three-year (FY 2016 – FY 2018) Human Capital Strategic Plan with input from OHR, OMWI, OEEO, and Division and Office Senior Leadership. The Human Capital Strategic Plan guides and provides focus for work toward key objectives under Strategic Goal 4. In support of the key Strategic Objective 4.1 listed above, the Human Capital Strategic Plan emphasizes increasing employee engagement and retention, enhancing employee development programs, and delivering a comprehensive leadership development program.

In furtherance of the SEC's Strategic Plan, the SEC developed and maintains partnerships and alliances with diverse professional organizations and educational institutions. The SEC leverages these relationships to reach a broader and more diverse pool of applicants for employment at the Commission. In FY 2016, these organizations included, among others: Association of Latino Professionals in Finance and Accounting; Pan-Asian Leaders in Finance and Accounting; Hispanic Bar Association of the District of Columbia; Hispanic National Bar Association; National Association of Asian MBAs; National Association of Black Accountants; National Bar Association; National Black MBA Association; South Asian Bar Association of Washington, D.C.; Women's Bar Association of the District of Columbia; Diverse Partners Network; and the Thurgood Marshall College Fund.

The SEC is also focused on providing employment opportunities for individuals with disabilities. The SEC's goals, as reflected in its Disability Employment Plan, are to continue to attract, engage, hire, and retain individuals with disabilities. The number and percentage of SEC permanent employees with disabilities increased from 241 (5.59%) in FY 2015 to 287 (6.26%) in FY 2016. The number of SEC permanent employees with targeted disabilities increased from 41 employees in FY 2015 to 45 individuals in FY 2016.³ See Table B1. Despite this increase, the SEC's permanent workforce with targeted disabilities remains 0.98%, just under half of the EEOC's goal.

Essential Element C:

Management and Program Accountability

During FY 2016, the SEC engaged in numerous actions to promote accountability of its EEO program, including, but not limited to, the following.

- For the sixth consecutive year, the SEC posted its Annual EEO Program Report on its internal and public websites in a Section 508-compliant format. The SEC also delivered its FY 2015 Annual EEO Program Report to the Agency's senior leadership and the President of Chapter 293 of the National Treasury Employees Union (NTEU), which represents bargaining unit employees at the Commission.
- Pursuant to MD-715, the SEC conducted four barrier analyses in FY 2016.
- Consistent with regulations promulgated under the Equal Employment Opportunity Commission's (EEOC) Management Directive 110, the SEC's EEO compliance program provided timely counseling, alternative dispute resolution, investigation, and final adjudication processes to individuals raising complaints of discrimination.
- The SEC posted EEO complaint processing data on its internal and public websites. Consistent
 with the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No
 FEAR Act), the SEC delivered the bi-annual No FEAR Act training to its employees, as well as
 informed new employees of their rights and remedies under antidiscrimination laws and whistleblower protection laws within 90 days of their appointment.
- SEC managers and supervisors were evaluated on various competencies, including EEO and diversity and inclusion elements.

As required by EEOC regulations and directives, the EEO Director is under the direct supervision of the Chair of the Commission. In FY 2016, to support the Agency's EEO programmatic responsibilities, OEEO consisted of six attorneys (including the Director and a Deputy Director), two EEO specialists, two management and program analysts (MPA), and a program support specialist. OEEO selected a third MPA with expertise in Industrial/Organizational Psychology in FY 2016. The third

³ The EEOC has identified nine targeted disabilities: (1) hearing; (2) vision; (3) missing extremities; (4) partial paralysis; (5) complete paralysis; (6) epilepsy; (7) severe intellectual disability; (8) psychiatric disability; and (9) dwarfism. This population is a subset of the employees with disabilities.

MPA started in October 2016 and is expected to enhance OEEO's barrier analysis program, in particular. In addition, in FY 2016, OEEO had the assistance of three contract data analysts who supported the compliance, barrier analysis, and reporting functions.

OEEO also leveraged the talents of SEC employees in the Home Office and Regional Offices who, in addition to performing their primary duties and responsibilities, volunteered to serve as EEO Counselors in a collateral duty capacity. In FY 2016, collateral duty EEO Counselors attended quarterly training sessions hosted by OEEO in addition to their mandatory eight-hour refresher course training delivered by experts from the EEOC.

Essential Element D:

Proactive Prevention of Unlawful Discrimination

As part of its proactive prevention efforts, the SEC publishes EEO policies covering harassment prevention, reasonable accommodation, and permissible religious expression on its internal website. The SEC also publishes information on the EEO complaint process, EEO policies, and the roles and responsibilities of OEEO on its internal and public websites. EEO posters are placed in high-traffic areas in SEC buildings and offices to provide employees and applicants for employment with notice of their EEO rights and to highlight the 45-day time limit for contacting an EEO Counselor or OEEO.

The SEC's offices are accessible to persons with physical disabilities in compliance with the Architectural Barriers Act.

Essential Element E:

Efficiency

In FY 2016, 58 counseling matters were initiated, 30 formal EEO complaints were filed, and 12 Final Agency Decisions of no discrimination were issued.⁴ Most of the formal EEO complaints were based on claims of age, reprisal, and race and/or sex discrimination. Common issues raised in the formal EEO complaints were harassment (non-sexual), promotion/non-selection, and terms/conditions of employment. As in FY 2015, all investigations completed in FY 2016 were timely. Relatedly, the average times for the completion of investigations and the issuance of final agency decisions were below the applicable regulatory benchmarks. Through focused effort, the average processing time for investigations has reduced substantially from the averages reported for FY 2012 and FY 2013.

In FY 2016, OEEO used its alternative dispute resolution (ADR) program, Conflict-2-Resolution (C2R), to resolve allegations of discrimination. While there are various forms of ADR, C2R primarily offers mediation and facilitation to resolve workplace disputes that include allegations of employment discrimination. In FY 2016, OEEO processed a total of 62 informal complaints (this number included counselings carried over from FY 2015 and new counselings initiated in FY 2016). Among these 62 informal complaints, ADR was offered 29 times (reflecting a 46.77% offer rate) and 25 individuals (40.32% of the counselees) elected ADR. In FY 2016, through C2R, OEEO conducted 19 mediations and two facilitations. Sixteen, or approximately 76.19%, of these 21 matters settled or resulted in the counselee not filing a formal complaint.

⁴ SEC FY 2016 462 Report: Part I, D.2; Part II, B; and Part VI, B.2

Essential Element F:

Responsiveness and Legal Compliance

The SEC has conducted an annual self-assessment against the essential elements prescribed by the EEOC's Management Directive 715 (MD-715). Where the Commission found non-compliance with the MD-715 requirements, the SEC developed a plan for addressing the gaps as further discussed in Part H of this report. The SEC has addressed all gaps identified in prior fiscal years. *See* Part H of this report, *infra*.

ANALYSIS OF WORKFORCE PROFILES

The SEC analyzed its workforce profiles to identify any triggers that may require further inquiry as to the existence of barriers to equal employment opportunities for any employee group based on race, ethnicity, sex, or disability. The SEC's plans to complete barrier analyses are included in Part I of this report, *infra*.

SEC Workforce

At the end of FY 2016, the SEC had 4,685 employees, 4,582 permanent and 103 temporary. Of the 4,582 permanent employees, there were 2,473 (53.97%) males and 2,109 (46.03%) females. *See Table A1*. The SEC hired 400 permanent employees, and there were 157 voluntary separations. *See Tables A8 and A14*. The following provides a summary of representation within the SEC's permanent workforce compared to the Civilian Labor Force (CLF):

SEC Permanent Workforce % Compared to 2010 Civilian Labor Force (CLF) %								
Race/Ethnicity	2010 CLF %	Total SEC %	Male SEC %	Female SEC %				
Hispanic or Latino	9.96	5.30	2.88	2.42				
White	72.36	66.09	39.92	26.17				
Black or African American	12.02	16.02	4.85	11.17				
Asian	3.90	11.75	5.94	5.81				
Native Hawaiian/Other Pacific Islander	0.14	0.06	0.02	0.04				
American Indian/Alaska Native	1.08	0.41	0.28	0.13				
Two or More Races	0.54	0.37	0.09	0.28				

See Table A1.

Applicant Flow

Applicant flow data is provided to the SEC by the U.S. Office of Personnel Management (OPM). This data is available through OPM's USA Staffing tool only for SEC jobs that were posted on USA-JOBS. The SEC uses USAJOBS for approximately 80% of SEC hiring actions. In FY 2016, the SEC did not have a tool to capture and report on applicant flow data for the remaining 20% of its hiring actions, specifically, those hired under its Direct Hire Authority or other hiring flexibilities.

A few important notes about applicant flow data help to facilitate interpretation. First, the USA Staffing tool captures and provides information only through the point at which a selection decision is made. Various hiring process steps beyond a selection decision may impact success in onboarding a new hire (e.g., suitability assessment). Tables A7 and B7, then, show applicant flow data through

to *selected* applicants. In contrast, Tables A8 and B8 present data on new hires onboarded during the course of the year. Differences are observed in the demographic statistics of those selected versus those hired.

Second, applicant flow data for the SEC combines applications submitted for permanent and temporary positions with the SEC. Thus, the data in Tables A7 and B7 reflect the pool of applications submitted for permanent and/or temporary employment.

The certificate applicant flow data provided by OPM was analyzed for four major occupations at the SEC: economist, attorney, accountant, and securities compliance examiner. *See Table A7*. Below are the highlights of this analysis.

Economist (0110): 299 Applicants

In FY 2016, the SEC received 299 applications and made 22 selections for economist positions. Of the 299 applicants, 177 voluntarily self-identified their diversity demographics. Of the 177 applicants who self-identified, 70.62% were male, and 29.38% were female. Eleven of the 22 selected applicants self-identified. The following are the demographics of the individuals who applied and self-identified for the economist positions, those who qualified for the positions, and the 11 applicants who were ultimately selected:

EEO Group	Number: Self-Identified	Number: Self-Identified and Qualified	Number and Percent: Self-Identified and Selected
Hispanic	18	10	0
White	96	57	6 (54.55%), 5 males, 1 female
Black or African American	26	19	3 (27.27%), 2 males, 1 female
Asian	34	17	1 (9.09%) female
Native Hawaiian/ Other Pacific Islander	0	0	0
American Indian/ Alaska Native	3	1	1 (9.09%)male

See Table A7.

Ten of the 18 Hispanic applicants self-identified and qualified, but none were selected. Of the 26 Black or African American applicants who self-identified, 19 qualified, and three were selected. Among the applicants who self-identified, White males (45.45%) and Black or African American males (18.18%) had the highest selection rates. Black or African American applicants, who self-identified and qualified (19), were selected at the highest rate of 15.79%, and qualified White applicants (57 qualified, six selected) were selected at a lower rate of 10.53%. *See Table A7*.

Attorneys (0905): 9,299 Applicants

The SEC received 9,299 applications and made 146 selections for attorney positions. Of the 9,299 applicants, 5,509 self-identified. Among those who self-identified, 3,338 (60.59%) were male and 2,171 (39.41%) were female. Eighty-six of the 146 selected applicants self-identified. Of the 86 select-

ees who self-identified, 41 were male and 45 were female. Although female attorneys represented less than 40% of the qualified applicants who self-identified, they were selected at a higher rate than their male counterparts (who self-identified and qualified). More specifically, self-identified White female attorneys had the largest increase in representation between the qualified and selected groups. Among those who self-identified, White females represented less than 19% of the qualified candidates, and more than 40% of those selected.

EEO Group	Number: Self-Identified	Number: Self-Identified and Qualified	Number and Percent: Self-Identified and Selected
Hispanic	605	422	4 (4.65%), 2 males and 2 females
White	2,999	2,347	67 (77.91%), 32 males and 35 females
Black or African American	1,010	704	3 (3.49%), 1 male and 2 females
Asian	700	565	12 (13.95%), 6 males and 6 females
Native Hawaiian/ Other Pacific Islander	29	24	0
American Indian/ Alaska Native	80	57	0

See Table A7.

Accountants (0510): 1,456 Applicants

In FY 2016, the SEC received 1,456 applications and made 27 selections for accountant positions. Of the 908 applicants who self-identified their demographics, 499 (54.96%) were male and 409 (45.04%) were female. Of the 17 selectees who self-identified, 11 (64.71%) were male and six (35.29%) were female. There was a steady decline in the participation rate of women among applicants for accountant positions from 45.05% of those who applied and self-identified, to 39.20% of the qualified candidates, and finally to 35.29% of those selected. The demographics of the 908 applicants for accountant positions who self-identified, qualified, and those who were selected are as follows:

EEO Group	Number: Self-Identified	Number: Self-Identified and Qualified	Number and Percent: Self-Identified and Selected
Hispanic	126	58	1 (5.88%) male
White	318	163	13 (76.47%), 8 males and 5 females
Black or African American	303	109	1 (5.88%) male
Asian	144	57	2 (11.76%), 1 male and 1 female
Native Hawaiian/ Other Pacific Islander	0	0	0
American Indian/ Alaska Native	0	0	0

Securities and Compliance Examiners (1831): 3,225 Applicants

In FY 2016, the SEC received 3,225 applications and made 37 selections for securities and compliance examiner (examiner) positions. One thousand nine hundred and one applicants voluntarily self-identified their demographics. Of the 1,901 who self-identified, 1,215 (63.91%) were male and 686 (36.09%) were female. Nineteen of those who self-identified were among the 37 selected examiners. The following are the demographics of the 1,901 applicants who self-identified, qualified, and ultimately were selected for the examiner positions:

EEO Group	Number: Self-Identified	Number: Self-Identified and Qualified	Number and Percent: Self-Identified and Selected
Hispanic	369	226	2 (10.53%) males
White	761	502	6 (31.58%), 4 males and 2 females
Black or African American	541	345	4 (21.05%), 1 male and 3 females
Asian	205	130	7 (36.84%), 4 males and 3 females
Native Hawaiian/ Other Pacific Islander	8	6	0
American Indian/ Alaska Native	4	4	0
See Table A7			

See Table A7.

Asians represented less than 11% of those who self-identified and qualified for the examiner positions, and represented 36.84% of the selectees. In contrast, White applicants represented 40.98% of those who self-identified and qualified, and represented 31.58% of the selectees. *See Table A7*.

Applicant Flow Data for Individuals with Disabilities

In regard to applicant flow data for individuals with disabilities, the SEC received a total of 44,437 applications in FY 2016. Of those 44,437 applications, 505 (1.14%) were submitted by persons who self-identified as having a targeted disability, and three individuals with a targeted disability were selected (0.56% of the selectees who self-identified). *See Table B7*.

New Hires

In FY 2016, the SEC hired 400 permanent employees, 218 (54.50%) males and 182 (45.50%) females. The following table reflects demographic information for the FY 2016 new hires:

Permanent			Hispa	nic	White		Black (Africar Americ	1	Asian		America Indian/A Native	
Employees		Total	М	F	М	F	М	F	М	F	М	F
New	#	400	17	7	145	104	20	33	34	37	1	1
Hires	%	100	4.25	1.75	36.25	26.00	5.00	8.25	8.50	9.25	0.25	0.25
Total Workforce	#	4,582	132	111	1,829	1,199	222	512	272	266	13	6
workforce	%	100	2.88	2.42	39.92	26.17	4.85	11.17	5.94	5.81	0.28	0.13
2010 CLF	%	100	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.55	0.53

See Tables A1 and A8.

The EEOC has established a workforce participation rate goal of two percent for persons with targeted disabilities (PWTD). There are nine targeted disabilities: hearing, vision, missing extremities, partial paralysis, complete paralysis, epilepsy, severe intellectual disability, psychiatric disability, and dwarfism. In addition, OPM's guidance, issued pursuant to Executive Order 13548, requires federal agencies to establish Disability Employment Plans consistent with the federal government goal of hiring 100,000 additional individuals with disabilities, including those with targeted disabilities.

The SEC's Disability Employment Plan established the following hiring goals: 6% of all new hires to be individuals with disabilities, and at least 1.5% of all new hires to be individuals with targeted disabilities. In FY 2016, the SEC hired 444 employees (400 permanent and 44 temporary employees), 27 of whom (6.08%) reported having a disability. Of the 27 new hires who self-identified as having a disability, five identified a targeted disability (4 permanent and 1 temporary), or 1.13% of all new hires. *See Table B8*.

Participation Rates for SEC Major Occupations

This report discusses the following four mission critical occupations (MCOs): attorneys, accountants, examiners, and economists.⁵ In FY 2016, there were 4,582 permanent employees at the SEC. *See Table A1*. Of these permanent employees, there were 1,954 attorneys, 940 accountants, 290 examiners, and 98 economists. *See Table A6*. Accountants and attorneys comprised 63.16% of the SEC's FY 2016 permanent employees. Male and female SEC accountants and attorneys participated at levels above or within approximately 1% of the applicable Occupational CLF rate, except for the demographic groups of female accountants and male attorneys as shown in bold font in the table below:

				White		
Job Title	Total	Male	Female	Male	Female	
Accountants	940	532	408	414	256	
	100%	56.60%	43.40%	44.04%	27.23%	
Occupational CLF	100%	39.91%	60.09%	31.79%	44.23%	
Attorneys	1954	1091	863	899	628	
	100%	55.83%	44.17%	46.01%	32.14%	
Occupational CLF	100%	66.70%	33.30%	59.68%	26.68%	

See Table A6, Permanent Workforce.

Within the female accountant and male attorney groups, the participation rates of both White male attorneys and White female accountants are below their Occupational CLF as further described below.

White female accountants' participation rate at the SEC (27.23%) is below the Occupational CLF for White female accountants of 44.23%. This follows the same pattern as the overall participation rate of female accountants at the SEC (43.40%) compared to the Occupational CLF for female accountants of 60.09%. This difference of almost 17 percentage points will be further analyzed.

The participation rate for White male attorneys at the SEC (46.01%) is below the Occupational CLF for White male attorneys of 59.68%. Similar to the female accountants, White male attorney participation mirrors the overall participation rate for male attorneys at the SEC (55.83%) compared to the Occupational CLF for male attorneys of 66.70%. These numbers denote triggers that require further analysis.

⁵ In FY 2016, the SEC identified the Information Technology (IT) Specialist occupation as an MCO. OEEO is working with DataMart to include the IT Specialist occupation in the data tables for the FY 2017 MD-715 Report

Supervisory and Management Demographics

Typically, the internal feeder pools for supervisory and management positions at the SEC are as follows: SK-14 promote up to SK-15 and SK-16; SK-15 to SK-17; and SK-14 through SK-17 to Senior Officer (SO).

The participation rates of males and females in SEC's supervisor and management ranks differ within and across the SK-14 to SO levels. Specifically, there are a total of 2,071 permanent SK-14 employees, of whom females represent 44.08% (913 employees) and males represent 55.92% (1,158 employees). However, at the SK-15 level, there are 364 total permanent employees, with males making up 67.31% (245 employees) and females comprising 32.69% (119 employees). There are more than twice as many male SK-15s as female SK-15s. Then, the participation rates of males and females at the SK-17 are more evenly distributed. There are a total of 400 SK-17 employees of whom 59.00% are male (236 employees) and 41.00% are female (164 employees). Finally, within the total of 142 SOs, 62.68% are male (89 employees) and 37.32% are female (53 employees). *See Table A4-1*.

Of the male SOs, 89.89% are White; of the male SK-17s, 85.17% are White; and of the male SK-15s, 74.29% are White. Similarly, of the female SOs, 81.13% are White; of the female SK-17s, 74.39% are White; and of the female SK-15s, 61.34% are White.

SEC		All		Hispar Latino		White		Black Africa Ameri	n	Asian	
Level	TOTAL	М	F	М	F	М	F	М	F	М	F
SO #	142	89	53	3	0	80	43	3	4	3	5
SO %	100	62.68	37.32	2.11	0	56.34	30.28	2.11	2.82	2.11	3.52
SK 17 #	400	236	164	10	4	201	122	11	19	14	18
SK 17 %	100	59.00	41.00	2.5	1.00	50.25	30.50	2.75	4.75	3.50	4.50
SK 15 #	364	245	119	17	4	182	73	15	27	26	15
SK 15 %	100	67.31	32.69	4.67	1.10	50.00	20.05	4.12	7.42	7.14	4.12
SK 14 #	2,071	1,158	913	59	57	871	579	84	125	140	142
SK 14 %	100	55.92	44.08	2.85	2.75	42.06	27.96	4.06	6.04	6.76	6.86

The following table summarizes the demographic information for groups representing at least 1% of the total number of supervisors and managers:

See Table A4-1.

In FY 2016, the number of female SOs decreased from 56 to 53, and male SOs increased from 87 to 89, as compared to FY 2015. The decrease in the number of female SOs was reflected in the groups of White (45 to 43) and Hispanic (from one to zero) SOs. The increase in the number of male SOs occurred in the White male and Asian male groups, with an increase of one in each group. In FY 2016, there was an increase in both males and females at the SK-17 level (males increased by 19, and females increased by eight), as compared to FY 2015. *See Table A4-1*.

Internal Competitive Promotions *Attorneys*

In FY 2016, the SEC received 652 applications for 76 attorney competitive promotions. Of the 652 individuals, 577 qualified for promotion, 364 males and 213 females. Of those selected for the promotions, 40 were male and 36 female. White employees comprised 437 (75.74%) of the qualified applicants and received 59 (77.63%) of the 76 competitive promotions, with White males receiving 43.42% of the promotions and White females receiving 34.21% of the promotions. Although eight individuals with a targeted disability qualified for promotion, none were promoted.

A further demographic breakdown of internal promotions among groups representing at least 1% of the applications received follows:

EEO Group	Applications Received	Qualified for Competitive Promotion	Promoted
Hispanics	35	31	4 (5.26%), 2 males and 2 females
White	485	437	59 (77.63%), 33 males and 26 females
Black or African American	57	49	4 (5.26%), 1 male and 3 females
Asian	67	52	9 (11.84%), 4 males and 5 females
American Indian/ Alaska Native	8	8	0
Individuals with Disabilities	16	13	0
Individuals with Targeted Disabilities	9	8	0

See Tables A9 and B9.

Accountants

The SEC received 113 applications for 26 accountant competitive promotions. Of the 113 applicants, 95 qualified (65 males and 30 females). Of the 26 individuals who received competitive promotion, 19 were male and seven female. None of the four qualified individuals with disabilities were promoted. Detailed demographics follow:

EEO Group	Applications Received	Qualified for Competitive Promotion	Promoted
Hispanics	8	6	2 (7.69%) males
White	60	58	18 (69.23%), 12 males and 6 females
Black or African American	12	12	1 (3.85%) male
Asian	32	18	5 (19.23%), 4 males and 1 female
Individuals with Disabilities	5	4	0
Individuals with Targeted Disabilities	0	0	0

See Tables A9 and B9.

Securities and Compliance Examiners

The SEC received 281 applications (197 from males and 84 from females) for 18 examiner promotions. Of the 281 applicants, 257 qualified (178 males and 79 females). Of the 18 selected, 10 were male (55.56%) and eight were female (44.44%). Although 15 individuals with a disability qualified, none were promoted. The following table reflects the demographic breakdown:

EEO Group	Applications Received	Qualified for Competitive Promotion	Promoted
Hispanics	40	35	1 (5.56%) male
White	152	146	8 (44.44%), 5 males and 3 females
Black or African American	28	19	5 (27.78%), 1 male and 4 females
Asian	61	57	4 (22.22%), 3 males and 1 female
Individuals with Disabilities	20	15	0
Individuals with Targeted Disabilities	0	0	0

See Tables A9 and B9.

Economists

During FY 2016, there were nine applications for five competitive economist promotions. The applications reflected candidates from two demographic groups: Asian and White employees. Eight of those nine applicants qualified. The eight qualified applicants included five White males, two White females, and one Asian female. None of those who qualified self-identified as having a disability. Of the five selected, two were male (40.00%) and three were female (60.00%). The following table reflects the demographic breakdown:

EEO Group	Applications Received	Qualified for Competitive Promotion	Promoted
Hispanics	0	0	0
White	8	7	4 (80.00%), 2 males and 2 females
Black or African American	0	0	0
Asian	1	1	1 (20.00%) female
Individuals with Disabilities	0	0	0
Individuals with Targeted Disabilities	0	0	0

See Tables A9 and B9.

Career Ladder Promotions

A review of the SEC's non-competitive promotions reflects that of the 443 individuals eligible for career ladder promotions, 238 (53.72%) were male and 205 (46.28%) were female. Four individuals exceeded their time-in-grade beyond 24 months. No individuals with targeted disabilities exceeded minimum time in grade for a career ladder promotion. *See Tables A10 and B10*.

Employee Recognition and Awards

A review of Table A13 reflects that males and females received similar time-off awards in FY 2016. For cash awards in the amount of \$100 - \$500, males received 47.25% of these awards (as compared to females who received 52.75% of these awards), but males had a higher average amount of \$435 compared to the average amount for females of \$420. A review of Table B13 also reveals a lower-than-average cash award for individuals with a targeted disability (\$403) compared to the average amount of \$429 for individuals with no disability.

For cash awards of \$501 and more, males received 56.55% of these awards, with an average award amount of \$1,384, while females received 43.45% of the awards, with an average award of \$1,402. Cash awards of \$501 or more averaged \$1,400 for individuals with disabilities (above the average amount of \$1,397 for those with no disability) and \$1,119 for individuals with targeted disabilities.

Separations

According to the SEC Strategic Plan, the SEC aims to keep its turnover rate relatively low, i.e., below eight percent (8%) per year.⁶ In FY 2016, the SEC had a separation rate of less than four percent (4%) of its total workforce. Of the 157 voluntary separations, six were Hispanic, 115 were White, 25 were Black or African American, and nine were Asian employees.

In FY 2016, 13 employees who self-identified as having a disability separated from the SEC, including four employees with targeted disabilities. *See Tables A14 and B14*.

SUMMARY OF EEO PLAN OBJECTIVES PLANNED TO ELIMINATE IDENTIFIED BARRIERS OR CORRECT PROGRAM DEFICIENCIES

In 2014, the SEC engaged an independent vendor to conduct an analysis of barriers to promotions at the Commission. At the beginning of FY 2016, the vendor identified two potential barriers and high-lighted seven recommendations to eliminate the potential barriers. Additional information about the status of this analysis is provided in Part I of this report, *infra*.

During FY 2016, OEEO analyzed: whether females encounter a glass ceiling as they seek promotion to senior officer (SO), i.e., executive positions; the reason(s) that male and female Hispanic employees participate in the SEC workforce at rates below their participation in the private sector workforce; and the reason(s) that the participation of persons with targeted disabilities (PWTD) in the SEC's workforce is below the EEOC's goal of 2.00%.

OEEO staff completed the following actions in conducting the three barrier analyses:

- Analyzed five years of SEC workforce demographic data (FY 2011 FY 2015) to identify trends and triggers;
- Reviewed personnel policies and corresponding written procedures that relate to recruitment, hiring, promotion, and retention;
- Reviewed over 100 selection case files (for hiring and promotions) for FY 2014 and FY 2015, comparing the resumes of the successful candidate(s) against the resumes of unsuccessful candidates;

⁶ U.S. Securities and Exchange Commission Strategic Plan, FY 2014 – FY 2018, Strategic Goal 4, Strategic Objective 4.1 (p. 48)

- Analyzed applicant flow data, i.e., the demographics of individuals seeking employment or promotion and how successful they were at various stages of the selection process;
- Interviewed subject matter experts in OHR and OMWI;
- Interviewed subject matter experts at various colleges and universities (for barrier analyses regarding Hispanics and PWTD);
- Analyzed responses to a survey conducted by the independent vendor in July 2014 regarding promotions at the SEC;
- Conducted focus group discussions with SK-15s, SK-17s, and SOs (for barrier analyses regarding females and Hispanics);
- Analyzed Federal Employee Viewpoint Survey (FEVS) results for FY 2011 FY 2015, with particular emphasis on responses from female and Hispanic employees, and employees with disabilities;
- Analyzed EEO complaint activity (FY 2011 FY 2015) and exit surveys (FY 2012 FY 2015) to better understand why women, Hispanics, and employees with disabilities were voluntarily separating from the Agency; and
- Researched best practices within the government and private industry for recruiting and retaining women, Hispanics, and PWTD.

Additional information about the status of these analyses is provided in Part I of this report, infra.

SUMMARY OF EEO PLAN ACTION ITEMS IMPLEMENTED OR ACCOMPLISHED

Action Plans Implemented Barrier Analyses

As highlighted above, the SEC undertook four barrier analyses in FY 2016. Three of the analyses were undertaken by OEEO staff and one was conducted by a vendor. The SEC began implementing recommendations made to eliminate the potential barriers identified. Part I of this report, *infra*, provides more detailed information about these analyses.

Periodic Training for Supervisors and Hiring Officials Related to the Hiring, Promotion, and Reasonable Accommodation of Individuals with Disabilities

The SEC currently provides training on the Disability Program to all new managers through the mandatory Leadership Development (LD) 307 Fundamentals of HR Management course offered by the Agency's learning office, SEC University (SECU). Through LD 307, the SEC trained new managers and supervisors on Schedule A hiring authority, Temporary Medical Telework (TMT), and Reasonable Accommodation (RA) to ensure their awareness of their role in hiring and retaining employees with temporary or permanent disabilities. In addition, the SEC conducted training classes entitled Conversations with OHR: How to Quickly Fill Vacancy Announcements that provided supervisors and managers with tools on the various hiring authorities, including Schedule A for hiring individuals with disabilities. In-depth, situation-specific training was provided as needed to individual managers who supervise employees with disabilities. The SEC will continue to provide training to supervisors and hiring officials to ensure that they are aware of their responsibilities with regard to hiring and supervising employees with disabilities. The training will cover restrictions on questions related to medical information, Schedule A hiring authorities, SEC's disability accommodation procedures, overlap between the Family Medical Leave Act and the Rehabilitation Act of 1973, and confidentiality requirements.

Finally, the SEC trained Administrative Officers, who may advise supervisors and hiring officials, on Reasonable Accommodation during the 2016 Administrative Officers conference.

Hiring and Accommodating Individuals with Disabilities

In FY 2016, the SEC completed the following activities:

- Hosted a Disability Hiring event to recruit candidates with disabilities in an effort to continue building a pipeline of applicants for future vacancies and to educate prospective applicants on the SEC recruitment, hiring and RA processes;
- Processed 73 TMT requests;
- Processed 180 RA requests, of which 38 were requests for telework as a reasonable accommodation;
- Trained all new employees on WorkLife, TMT, RA, and leave programs to ensure awareness of various solutions or flexibilities for employees (The SEC will continue to provide information about these programs to new employees at bi-weekly orientation sessions.); and
- Under the WorkSmart Redesign initiative, OHR reviewed and proposed system enhancements for the WorkSmart system and the Disability Accommodation Request Tracking System (DARTS) to better help employees and managers. These efforts are designed to streamline the TMT, RA, and leave processes where feasible.

Telework Enhancements to Improve Reasonable Accommodations

In FY 2016, the Disability Program developed and issued a new administrative regulation and standard operating procedures to clarify the process and guidelines for the TMT program. The updated information was published on the SEC Intranet (The Insider), to include a Section 508-compliant version, accessible to all employees.

In FY 2016, the SEC continued to support a robust telework program, to include TMT for employees who need to telework on a temporary basis for their own medical needs or that of a family member and for employees with disabilities who request telework as a reasonable accommodation. The Disability Program also conducted a business process re-engineering effort to optimize the TMT and RA processes. In FY 2017, the Disability Program will work on updating language to clarify the TMT automation process and enhance automation for the RA process.

The SEC also provides equipment for individuals to use at home in support of their need for telework. In FY 2016, the SEC Telework program began working on automation of the equipment selection process to streamline coordination among OHR, the Office of Information Technology, and the requesting individual as much as possible.

Agency Accomplishments

In FY 2016, the SEC achieved a number of accomplishments in the areas of EEO, Diversity and Inclusion, and Leadership Development, including, but not limited to, the accomplishments listed below.

Outreach and Recruitment of Diverse Talent

In 2016, OMWI took a number of affirmative steps to seek diversity in the SEC workforce by:

- Conducting over 60 workforce diversity outreach and recruitment events at universities and associations to inform professionals and students about SEC employment and internship opportunities;
- Engaging more than 170 SEC staff from Divisions and Offices across the Commission in workforce diversity and outreach efforts nationwide;
- Hosting an on-the-spot recruitment event in SEC's Chicago Regional Office entitled SEC Career Open House for Accountants and Examiners in partnership with the Office of Compliance Inspections and Examinations;
- Distributing job advertisements to 265 recruitment sources used to attract diverse talent for current employment and internship opportunities;
- Partnering with 18 professional associations, educational organizations, and institutions to inform diverse professionals and students about SEC career and internship opportunities;
- Providing mentoring and financial literacy information to more than 790 students from 26 partner high schools across the country;
- Publishing more than 170 workforce demographic reports, including customized analyses and assessments to help inform decision-making and monitor and evaluate ongoing workforce diversity efforts; and
- Presenting more than 15 trainings to enhance workforce diversity and inclusion at the SEC.

Employee Engagement: Employee Affinity Groups

All employees are encouraged to participate in Employee Affinity Groups (EAGs) at the SEC. These groups provide networking, mentoring, and outreach opportunities to interested employees; sponsor cultural and educational programs; and support the SEC's Diversity and Inclusion efforts. In FY 2016, each group had a SEC Commissioner as a sponsor and received program support from OMWI or OHR.

Nine Employee Affinity Groups were active in FY 2016:

- African American Council;
- American Indian Heritage Committee;
- Asian American and Pacific Islander Committee;
- Caribbean American Heritage Committee;
- Disability Interests Advisory Committee (DIAC);
- Hispanic and Latino Opportunity, Leadership, and Advocacy Committee (HALO);
- Lesbian, Gay, Bisexual, and Transgender (LGBT) Committee;
- Veterans Committee; and
- Women's Committee.

In FY 2016, EAGs helped to plan, coordinate, and conduct SEC-sponsored programs and activities for Special Observances, including, but not limited to:

- Hispanic Heritage Month Federal Trade Commission Chair Edith Ramirez
- Disability Awareness Month—Interviews with SEC Management
- Veterans Day Commemoration—Vice Admiral James Alvin Sagerholm, U.S. Navy (retired)
- American Indian Heritage Month—Vincent Logan, Special Trustee for American Indians, Department of the Interior
- African American History Month—Gregory S. Bell, Author and Director of Speechwriting for the U.S. Department of Housing and Urban Development
- Women's History Month—United States Attorney General Loretta Lynch
- Asian American Pacific Islander Month—Sharon Wong, then Acting Director, Office of Diversity and Inclusion, Office of Personnel Management
- Caribbean American Heritage Month-Claudia Gordon, Chief of Staff, Department of Labor
- Pride Month—Melissa Brand, Civil Rights Attorney, EEOC

Moreover, the SEC leveraged the diversity of the EAG members to support its mission to protect investors, as well as to support its recruitment and outreach efforts.

Federal Employee Viewpoint Survey Results by Demographic Groups

The Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions in a number of important areas, including drivers of employee engagement and diversity and inclusion. With respect to FEVS rankings published by OPM, the SEC ranked third in OPM's Global Satisfaction Index, and sixth in their Employee Engagement Index among large agencies.⁷ Within these indices, the SEC scores higher than the government-wide average among employees representing different demographic groups (e.g., gender, race, ethnicity, age groups, and disability status).

The Partnership for Public Service publishes annually the Best Places to Work (BPTW) in the Federal Government rankings. This year, the SEC ranked sixth out of 27 mid-size agencies,⁸ and was recognized as the most improved, having had an increase of 7.5 percentage points in the BPTW index score. Through improved management practices, the work of EAGs, and collaboration with the NTEU Chapter 293, the SEC has been able to positively impact its employees, as demonstrated in improvements in the FEVS. For example, in the BPTW rankings, the SEC ranked in the top four among employees representing major demographic groups: female (third), male (third), Asian (third), Black or African-American (fourth), Hispanic or Latino (second), White (third), Employees with Disabilities (second), and LGBT (fourth). In the past year, the SEC made significant gains in a number of areas within the FEVS across all demographic groups.

⁷ For purposes of FEVS, OPM defines a large agency as one with 800 or more employees or all cabinet-level departments/ agencies (Source: The Keys to Unlocking Engagement: An Analysis of the Conditions that Drive Employee Engagement: Technical Report 2016; downloaded on 12/21/2016 from https://www.fedview.opm.gov/2016FILES/Keys_Unlocking_ Engagement.pdf).

⁸ The Partnership for Public Service defines a mid-size agency as one with at least 1000 and not more than 14,999 employees (Source: Partnership for Public Service; Best Places to Work; Methodology; accessed on 12/22/2016 from http://bestplacestowork.org/BPTW/about/methodology.php).

Training and Leadership Development

The SEC provided numerous opportunities for employees to acquire the skills and certifications needed to succeed in their positions and to progress in their careers. SECU provided classroom-style and e-Learning programs and offered an extensive array of learning opportunities in technical areas (e.g., courses on Hedge Funds, Mutual Funds, and Credit Derivatives) as well as in leadership development to SEC senior leaders and non-supervisory staff alike.

Senior Officers

SECU developed and delivered leadership seminars to provide Agency Senior Officers leadership best practices. Courses included: *Emotional Intelligence and Understanding Your Behavior Style; Leadership Communication; Leadership Presence; Coaching Skills for Leaders; and Dynamics of Teams and Groups.*

SK-17 Managers

SECU offered a new leadership development course for second-level supervisors (managers). The program included 90-minute virtual seminars with best-selling authors and Harvard researchers emphasizing how to lead effectively. Topics included: *Unlocking Your Leadership, Results Through Teams, Next Level Leadership, and Leader as Coach.*

SK-16 Employees

SECU offered leadership training tailored specifically for SK-16s, which provides a unique opportunity for individuals at this senior technical grade level to engage in leading edge professional development with a group of their peers. The program includes an individualized leadership coaching component, as well as monthly, in-class workshops focused on providing key pieces of knowledge and skills that are critical for success at the SEC. Topics included: *Communication Styles, Emotional Intelligence, Leading People, Leadership Communication, Leading with the Brain in Mind, and Leadership Presence.*

Career Development Programs

The SEC offered four career development programs: Women in Leadership, Excellence in Government (EIG) Fellows Program, Aspiring Leaders, and Upward Mobility. The demographic information for employees participating in these programs is presented in Tables A12 and B12.

Women in Leadership

The Women in Leadership program is offered under the auspices of the Brookings Institute. Each year, the SEC offers managers and staff the opportunity to participate in this leadership development program in one of two cohorts. The first cohort is offered to SK-15 and SK-17 supervisors, while the second cohort is offered to staff at the SK-14 and SK-16 levels. Through the *Women in Leadership* program, individuals from across federal agencies learn how to strengthen leadership qualities and explore key elements of senior leadership success while maintaining authenticity and balance. The learning objectives of this program include:

- Building self-awareness of workplace behaviors (such as emotional intelligence, resiliency, and communication), and implementing self-directed strategies to promote continued leadership competency;
- Promoting effective relationships and network-building; and
- Understanding individual leadership competency strengths and opportunities for development.

Excellence in Government Fellows

The *Excellence in Government (EIG) Fellows* program, coordinated by the Partnership for Public Service, strengthens the leadership skills of experienced federal employees through a combination of innovative coursework, best practices benchmarking, challenging action-learning projects, executive coaching, and government-wide networking. During this competitively-based program, Fellows remain in their full-time jobs, meet every six weeks, and spend approximately 21 days total in sessions. Fellows also devote up to five hours per week to their results projects. This program is offered to employees in the SK-14 to SK-17 (a mix of supervisory and non-supervisory) levels.

In addition to activities with the Partnership for Public Service, SEC's EIG Fellows attend facilitated cohort meetings at SEC Headquarters to share what they are learning and to explore how this information can be applied to improve organizational performance, workplace relationships, and productivity within the SEC.

Aspiring Leaders

The Aspiring Leaders program is an interactive blended-learning program designed to strengthen the leadership and management skills of SEC non-supervisory (SK-13 and SK-14) employees. The learning objectives of the program include:

- Applying critical leadership skills necessary for effective supervision;
- Understanding first-line management responsibilities as they relate to Human Resource Management, Developing People, and Building Effective Relationships;
- Understanding government policy, process, and regulations relevant to management positions in the Federal government; and
- Increasing self-awareness through guided self-assessments and feedback from course instructors.

Upward Mobility

The SEC's *Upward Mobility* program is a two-year program for SEC bargaining unit employees. The training aspect of the program focuses on strengthening the participants' skills in the competencies determined to be most critical for the participant's grade level through several in-person classes at Headquarters, virtual classes, a book club, and one-on-one counseling sessions. Year one of the program focuses on: *Leading Self, Delivering Results, Influencing Others, and Dealing with Change*.

Training on EEO, Diversity & Inclusion, and Team Effectiveness

The SEC also provided training to employees and/or supervisors on the following:

- Diversity and Inclusion: Two new courses related to non-conscious bias training and leadership diversity listening sessions were developed by SECU and rolled out in FY 2016. Each course discusses the non-conscious processes that affect decision making and the implications those systems have. Both courses allow participants to discuss the impact of non-conscious bias in their work environment and mitigation strategies.
- American Sign Language: In FY 2016, SECU held an Open House for interested managers and staff to encourage enrollment in the American Sign Language (ASL) courses offered – Levels I, II, and III – as well as in the *Business Writing for Professionals* taught in ASL. All of these courses were taught by Gallaudet University.
- Fundamentals of Human Resource Management: The two-day in-depth course includes training on EEO laws and a detailed overview of human resource management policies and procedures and related SEC policies.
- Team Effectiveness: SECU also offers Intact Team training for supervisors/managers and their teams through a variety of Team Effectiveness workshops. These workshops are typically two to four hours in length, can be taken individually to address a need or to learn about a specific topic or as part of a workshop series, or are custom-designed for a team to address their unique challenges and opportunities. The Team Effectiveness workshops offered in FY 2016 by the SEC included: Communication Styles; Workplace Trust; Achieving Results; Feedback as a Performance Tool; Leading People; Team Dynamics; Understanding Your Personality at Work (Workplace Big 5 Assessment); DiSC Behavioral Styles; Myers-Briggs Type Indicator; and Vision, Value and Future State.

CERTIFICATION OF ESTABLISHMENT OF CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS (PART F)

III. Certification of Establishment of Continuing Equal Employment Opportunity Programs (Part F)

EEOC FORM	U.S. Equal Employment Opportunity Commission
715-01	FEDERAL AGENCY ANNUAL
PART F	EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I,	Peter J. Henry, Acting	am the	
	(Insert name above)	(Insert official title/series/grade above)	
Principal EEO Director/Official for		U.S. Securities and Exchange Commission	

(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 workforce profiles and is conducting 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.

Henry

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

P c hite

Signature of Agency Head or Agency Head Designee



1/11/17 Date

PLAN FOR ATTAINING THE ESSENTIAL ELEMENTS OF A MODEL EEO PROGRAM (PART H)

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT					
U.S. Securities and	U. S. Securities and Exchange Commission FY 2016					
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		Currently, the SEC has not met the goal of processing 90% of accommodation requests within the time frame set forth in the Agency's procedures for reasonable accommodation.				
OBJECTIVE:		Establish a process that allows the SEC to confirm that 90% of accommodation requests are processed in the time frame identified in the SEC's reasonable accommodation procedures.				
RESPONSIBLE OFF	ICIAL:	Lacey Dingman, Chief Human Capital Officer, OHR				
DATE OBJECTIVE II	NITIATED:	October 1, 2016				
TARGET DATE FOR COMPLETION OF C		September 30, 2017				
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: TARGET DATE (Must be specific)						
In FY 2017, the Disability Program will enhance automation of the reasonable accommodation process to meet the 90% benchmark. The plan is to improve the efficiency and effectiveness of the disability accommodation program by improving the technology system and standard procedures used to submit, track, and report on requests for accommodation and to maintain information about accommodations provided. This system will also allow the Commission to assess and analyze trends that occur in the Agency that warrant increased outreach and education efforts with managers and/or employees.						
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE						
In FY 2016, the Disability Program conducted a business process re-engineering effort to optimize the TMT and RA processes.						

PLANS TO ELIMINATE IDENTIFIED BARRIER (PART I)

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
U. S. Securities and E	Exchange Commission	FY 2016		
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		In an August 7, 2014, letter to the SEC, the EEOC noted that the SEC should evaluate whether "women overall, Hispanic females, and Asian females may be encountering a glass ceiling as they seek promotion to [senior officer] SO positions" or "are bottlenecking at certain grade levels in their occupations."		
BARRIER ANALYSIS	S:	In conducting the barrier analysis, OEEO:		
Provide a description determine cause of th	of the steps taken and data analyzed to ne condition.	 Analyzed workforce demographic data for FY 2011 - FY 2015; Conducted 14 focus groups with SEC female supervisors and managers at the SK-15, SK-17, and SO levels, interviewing a total of 72 female leaders; Interviewed subject matter experts in SEC's OHR and OMWI; Reviewed: (1) personnel policies that relate to hiring and promotion of SOs at the SEC and corresponding written procedures; (2) Federal Employee Viewpoint Survey results for FY 2011 - FY 2015, with particular emphasis on responses from female employees; (3) female employees' responses to a survey conducted by a vendor in July 2014 regarding promotions at the SEC; (4) complaint activity from females at the SK-15, SK-17 and SO levels; (5) selection case files (hiring and promotions) for the second half of FY 2014 and the first half of FY 2015; and (6) female candidates' resumes for SK-15, SK-17 and SO positions compared to the resumes of successful male candidates; Interviewed hiring officials about their experiences with female candidates; Interviewed females regarding their experiences in the hiring and promotions process; Reviewed applicant flow data for new hires and promotion to SK-15 to SO levels for the period FY 2011 - FY 2015; Analyzed exit surveys for the FY 2012 - FY 2015 period; and Conducted benchmarking of best practices of government and private industry. 		

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.		 As of September 30, 2016, the following areas have been identified for continued analysis: The impact of the succession planning process on the participation rates of females in SO positions; The steps in the process between qualification and selection; and The impact that any ambiguity in the process for promoting SOs to the full performance level may have on females. 			
OBJECTIVE:		Implement action plans to eli	minate any identified barriers.		
	or revised agency policy, procedure or nented to correct the undesired condition.				
RESPONSIBLE OFF	FICIAL:	Lacey Dingman, Chief Huma Pamela Gibbs, Director, OM Peter Henry, Acting Director,	NI		
DATE OBJECTIVE I	NITIATED:	August 14, 2014			
TARGET DATE FOR	COMPLETION OF OBJECTIVE:	Modified: September 30, 2017, and ongoing			
EEOC FORM 715-01 PART I	715-01 EEO Plan To Eliminate Identified Barrier				
PLANNED ACTIVITI	ES TOWARD COMPLETION OF OBJECTI	VE:	TARGET DATE (Must be specific)		
OEEO will continue to quantitative and qual	o monitor the data that triggered this analysi itative data.	is along with additional	April 13, 2016, and ongoing		
	in-time training available to individuals invol ble federal EEO laws and principles.	ved in the hiring process September 30, 2017			
	explore continued enhancements to the SE dditional training opportunities to foster diver evel positions.				
Hispanic, Asian, and brown bag sessions	o implement a recruitment strategy to attract African American applicants, for leadership with female employees to explore career pa o apply for promotion to leadership positions	positions. OMWI will also hold ths at SEC and encourage	September 30, 2017		
	explore additional opportunities to enhance ommendations for hiring/promotion and care				
REPORT OF ACCO	MPLISHMENTS and MODIFICATIONS TO	OBJECTIVE			
Since 2013 OMW/ h		s as well as other employees fo	r all of its outreach events. OMWI		

As of October 31, 2016, and on an ongoing basis, OHR communicated the importance of leaders/managers providing actionable feedback to all employees who apply for promotions to SK-15 through SO positions.

EEOC FORM 715-01 PART I	715-01 FEDERAL AGENCY ANNUAL			
	Exchange Commission	FY 2016		
STATEMENT OF CO A POTENTIAL BAR	NDITION THAT WAS A TRIGGER FOR	In FY 2014, Hispanic females represented 2.27% of the total SEC workforce, below their representation in the CLF of 4.79%. In FY 2014, Hispanic males represented 2.20% of the total SEC workforce, below their representation in the CLF of 5.17%.		
How was the conditio	n recognized as a potential barrier?			
BARRIER ANALYSIS	<u> </u>	In conducting the barrier analysis, OEEO:		
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.		 Analyzed workforce demographic data from FY 2011 - FY 2015; Interviewed subject matter experts in OHR and OMWI; Reviewed the Agency's hiring and promotions policies, practices, and procedures; Reviewed 107 selection case files (for hiring and promotions) for the second half of FY 2014 and the first half of FY 2015; Analyzed applicant flow data for hiring and competitive promotions in the SEC's mission critical occupations; Reviewed 2015 Federal Employee Viewpoint Survey results and the results of a vendor-conducted survey of SEC employees regarding promotion opportunities at the Commission; Conducted focus groups with 13 Hispanic supervisors and managers at the SK-15 and SK-17 levels; Interviewed EEO complaint activity (FY 2011 - FY 2015) and exit surveys (FY 2012 - FY 2015) to better understand the reasons Hispanics were voluntarily separating from the Agency; and Researched best practices in recruiting and retaining Hispanic employees in federal government and private 		
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.		 As of September 30, 2016, the following areas have been identified for continued analysis: The root cause(s) of the net increase in the number of Hispanic employees in the SEC workforce that began in FY 2014; The extent to which the increase in Hispanic employees is also seen in the participation rate within mission critical occupations; and The steps in the process between qualification and selection. 		
OBJECTIVE:		Implement action plans to eliminate any identified barriers.		
	or revised agency policy, procedure or ented to correct the undesired condition.			
RESPONSIBLE OFF	ICIAL:	Lacey Dingman, Chief Human Capital Officer, OHR Pamela Gibbs, Director, OMWI Peter Henry, Acting Director, OEEO		
DATE OBJECTIVE II	NITIATED:	August 14, 2014		
TARGET DATE FOR	COMPLETION OF OBJECTIVE:	Modified: September 30, 2017, and ongoing		

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier					
PLANNED ACTIVITI	PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: TARGET DATE (Must be specific)					
	OEEO will continue to monitor the data that triggered this analysis along with additional quantitative and qualitative data. April 13, 2016, and ongoing					
professional organiza affinity group, HALO, and colleges/universi	OMWI will continue to expand its partnerships with external Hispanic affinity groups and professional organizations. OMWI will continue to engage with the SEC's Hispanic employee affinity group, HALO, and work with professional organizations, law schools, graduate schools, and colleges/universities with high Hispanic populations. OHR will support OMWI's outreach and recruitment efforts and will include this objective in its 2017 Strategic Recruitment Plan.					
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE						
In FY 2014, OMWI introduced specific and targeted outreach to Hispanic professionals. Starting in FY 2014, the net change in Hispanic employment at the SEC began to increase. That trend continued in FY 2016. The participation rate of Hispanic males and females remains below the corresponding CLF benchmarks.						
As part of OMWI's m	As part of OMWI's multi-prong strategy for enhancing diversity, OMWI has engaged HALO in its outreach events.					

OHR developed and implemented a Selection Policy Memorandum setting forth the requirements for screening and interviewing job candidates as well as document retention. OHR published the Memorandum on September 26, 2016.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
U. S. Securities and Exchange Commission		FY 2016	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue.		There is a lower than expected participation rate of Persons with Targeted Disabilities (PWTD) in the total workforce and in promotions to higher level positions. The participation rate of PWTD in the SEC's workforce was less than 1% in FY 2014.	
How was the condition recognized as a potential barrier?			
BARRIER ANALYSIS:		In conducting this barrier analysis, OEEO:	
Provide a description of the steps taken and data analyzed to determine cause of the condition.		 Analyzed applicable workforce demographic data from FY 2011 - FY 2015; Interviewed subject matter experts in OHR and OMWI; Researched and reviewed the law and federally mandated hiring and promotions policies, practices, and procedures applicable to recruitment and retention of 	
		 PWTD; Reviewed the Agency's hiring and promotions policies, practices, and procedures applicable to people with disabilities, including PWTD; 	
		 Reviewed the efficiency and effectiveness of the SEC's reasonable accommodation program; 	
		 Reviewed selection case files (hiring and promotions) for the second half of FY 2014 and the first half of FY 2015; Reviewed Federal Employee Viewpoint Survey results; 	
		 and Interviewed disabled student service SMEs at Gallaudet University and Rochester Institute of Technology. 	
STATEMENT OF IDENTIFIED BARRIER:		As of September 30, 2016, the following areas have been identified for continued analysis:	
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		 The gaps that may exist in the SEC's policies relating to recruitment, hiring, retaining, or promoting PWTD; 	
		 The impact of relevant portions of the SEC's FY 2017 Strategic Recruitment Plan on the participation rate of PWTD; 	
		 The impact of the SEC's Selective Placement Program Coordinator's efforts to increase the participation rate of PWTD; and 	
		 The steps in the process between qualification and selection. 	
OBJECTIVE:		Implement action plans to eliminate any identified barriers.	
State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.			
RESPONSIBLE OFFICIAL:		Lacey Dingman, Chief Human Capital Officer, OHR Peter Henry, Acting Director, OEEO	
DATE OBJECTIVE INITIATED:		August 14, 2014	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		Modified: September 30, 2017, and ongoing	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier			
PLANNED ACTIVITI	TARGET DATE (Must be specific)			
OEEO will continue t quantitative and qual	April 13, 2016 and ongoing			
OHR will include spe 2017 Strategic Recru	September 30, 2017			
OHR will explore training available for supervisors and non-supervisory employees regarding the treatment of employees with disabilities.		September 30, 2017		
REPORT OF ACCO	MPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
OHR engaged in the	following recruitment/outreach initiatives:			
 Partnered with the Department of the Army's Wounded Warriors Program and Department of Labor to successfully implement a Disability Hiring Event, which resulted in the direct hire of two persons with disabilities; 				
Participated in two Career Fairs: EOP Career Fair and Veterans' Resource Expo;				
	George Mason University and implemented the MASON Life Program at th th intellectual and physical disabilities;	ne SEC and sponsored internships		
 Partnered with SEC's Disability Interests Advisory Committee to solicit participation in career fairs and leverage their professional networks/partnerships with other organizations; 				
 Explored recruiting strategies among various federal and state rehabilitation centers and affinity groups; and Attended and sponsored the New Perspectives training conference. 				
OHR resurveyed the	SEC workforce to determine if there was a change in the disability status of	of employees.		
OHR has completed,	and will continue to focus on, the following:			
 Training managers and supervisors to ensure they are aware of how the Schedule A hiring authority is used by the SEC to hire persons with severe disabilities and the role of managers/supervisors in the recruitment and hiring process; 				
 Surveying disability organizations at universities near the SEC Home Office and Regional Offices to obtain information to improve recruitment of applicants with disabilities; 				
 Using the Hiring Checklist in strategic conversations with hiring managers to ensure they are aware of flexibilities available to hire persons with disabilities; 				
 Implementing and monitoring compliance with the Agency's Selection Policy Memorandum outlining the requirements for screening and interviewing job candidates (published on September 26, 2016) (It is expected that this new policy and its requirements will help the SEC better understand how candidates with targeted disabilities are proceeding through the selection process.); and 				
 Developing and refining its targeted recruitment strategy and performance metrics to measure the effectiveness of the Agency's outreach efforts to applicants with disabilities. 				
2016, the PWTD wor continue to monitor F	's PWTD workforce grew at a rate (5.00%) that was just above that of the to kforce grew at a rate (9.52%) nearly double the rate of growth in the total w PWTD workforce participation for signs of continued or accelerated growth. vely small size of the PWTD population, small changes in workforce particip f change.	vorkforce (5.52%). OEEO will OEEO also recognizes that		

715-01 FED	oloyment Opportunity Commission ERAL AGENCY ANNUAL ROGRAM STATUS REPORT
U. S. Securities and Exchange Commission	FY 2016
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Female applicants for employment with the SEC, and in particular, for major occupations (Economist, Accountant, and Securities Compliance Examiner) were hired at a lower rate than their representation in the respective OCLF.
BARRIER ANALYSIS:	In conducting the barrier analysis, OEEO:
Provide a description of the steps taken and data analyzed to determine cause of the condition.	 Reviewed applicant flow data and new hire data for each of the major occupations; Analyzed workforce demographic data from FY 2012 - FY 2016; Interviewed subject matter experts in the SEC's OHR and OMWI; Reviewed the Agency's hiring policies and formally established procedures; Reviewed resumes submitted in response to a total of approximately 20 vacancy announcements for Examiner, Accountant, and Economist positions; Reviewed EEO complaint activity (FY 2012 - FY 2016) to determine if female applicants perceived they had been discriminated against in the SEC's hiring process; and Researched best practices in recruiting female applicants for employment in the federal government and private industry.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	No barrier was identified, pending further qualitative and quantitative data analysis.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	The Agency has not yet determined if any policies, practices, or procedures need to be revised.
RESPONSIBLE OFFICIAL:	Peter Henry, Acting Director, OEEO Lacey Dingman, Chief Human Capital Officer, OHR Pamela Gibbs, Director, OMWI
	December 8, 2014
DATE OBJECTIVE INITIATED:	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified B	arrier		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: TARGET DATE (Must be specific)				
	sumes submitted in response to vacancy announcements for the major untant, Examiner, and Economist.	January 31, 2017		
	C identifies potential barriers for female applicants, develop and plan to eliminate the identified potential barriers.	Modified: March 31, 2018		
Monitor implementat identified.	ion of action plans developed to eliminate any potential barriers	July 31, 2018		
REPORT OF ACCO	MPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
	will continue to analyze, applicant flow data on a quarterly basis. OEEO r ned procedures affecting the employment of women, and in particular, the			
	vith the National Society of Compliance Professionals (NSCP) to post vac nnual conference hosting a Career Panel. The SEC will continue its partn	,		
branding events to in	OMWI conducted outreach at colleges/universities with a high population of female students and participated in career and branding events to increase the female candidate talent pool. In FY 2016, OMWI participated in career fairs at the following colleges/universities with high female student populations:			
Wellesley Colle	ege Fair: 2/26/16			
 Trinity Washing 	ton University On-Campus Recruitment: 4/22/16			
, i i i i i i i i i i i i i i i i i i i	2016 Fall Career and Internship Fair: 9/13/16			
	University Accounting Career Fair: 9/15/16			
Alabama State	Alabama State University Career Fair: 9/29/16			

EEOC FORM 715-01		loyment Opportunity Commission ERAL AGENCY ANNUAL		
PARTI		OGRAM STATUS REPORT		
U. S. Securities and E	Exchange Commission	FY 2016		
POTENTIAL BARRIE	NDITION THAT WAS A TRIGGER FOR A R: ve describing the condition at issue.	In FY 2014, female attorneys, accountants, examiners, and economists received fewer competitive promotions than their male counterparts. Notably, only 36% of applications were from women. Of 83 competitive promotions in the major occupations, females received 27, while males received 56.		
How was the conditio	n recognized as a potential barrier?	Of all competitive promotions, 1 individual with a disability received 1 of the 83 promotions.		
BARRIER ANALYSIS Provide a description determine cause of th	of the steps taken and data analyzed to	The SEC hired a vendor in 2014 to conduct an analysis of barriers to promotions at the Commission. This analysis concluded at the beginning of FY 2016. The vendor identified two potential barriers and provided seven recommendations to eliminate the potential barriers.		
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.		Potential Barrier 1: Due to employee perceptions regarding how management fills positions, employees from certain demographic groups applied for promotions at lower rates thar their comparator group. Potential Barrier 2: Managers were not completely adhering to the Office of Personnel Management's uniform personnel practices and guidelines, potentially resulting in unequal treatment of individuals competing for promotions.		
OBJECTIVE:		The vendor recommended the following:		
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		 Institute workshops for supervisors and selecting officials on diversity and inclusion and ways to communicate promotional opportunities within the SEC; Identify promotional opportunities and actively engage employees who have demonstrated skills and aspirations outside of the Area of Consideration when promotional opportunities arise within the SEC; Continue to develop, utilize, implement, and monitor policies for recommending training and offering career development opportunities to non-selected and/or interested employees to increase competitiveness for promotions; Implement guidelines for processing promotional actions that ensure principles and practices are applied in a uniform and consistent manner to promote transparency and avoid the appearance of pre-selection; Develop cohesive working relationships among the Divisions and Offices to promote and underscore the importance of following uniform procedures and guidelines to create an atmosphere that is as free of negative perceptions as possible; Publish a set of stand-alone standard operating procedures for promotional opportunities become available; and Improve the transparency of promotion procedures by taking steps to address employees' perceptions that promotions are based on favoritism or other non-merit factors. 		
RESPONSIBLE OFF	ICIAL:	Lacey Dingman, Chief Human Capital Officer, OHR Pamela Gibbs, Director, OMWI Peter Henry, Acting Director, OEEO		
DATE OBJECTIVE IN	NITIATED:	December 8, 2014		
		Modified: September 30, 2017, and ongoing		

7	PARTI		To Eliminate Identified Barrier	
	NED ACTIVITI CTIVE:	ES TOWARD COMPLETION OF	TARGET DATE (Must be specific)	
involve		in-time training available to individuals process regarding the applicable federal ples.	September 30, 2017	
Monito	Monitor results of responsive actions taken. Modified: September 30, 2017			
REPO	RT OF ACCOM	MPLISHMENTS and MODIFICATIONS TO (DBJECTIVE	
As of I	November 24, 2	2015, and ongoing, the SEC had taken the fo	ollowing steps addressing the vendor's recommendations:	
1.	Annual manda topics;	atory training for all management on Merit Pr	romotion Principles as well as EEO and Diversity and Inclusion	
2.		he Diversity Council – with representatives f , OHR, OMWI, and OEEO;	rom across the SEC, including Commissioners' offices, the	
3.	Incorporation	of a diversity and inclusion standard in all ma	anagement's performance work plans;	
4.		ecurring meetings between Divisions/Offices es at the Commission;	and OHR/OMWI/OEEO to identify and address any diversity	
5.	Standardized SOs);	the selection process for key mission critical	positions (i.e., Enforcement Attorneys, NEP Examiners, and	
6.	Launch of the	Hiring Toolkit - a guide to best practices for	selecting candidates at the SEC, for all SEC positions;	
7.	Launch of the	Career Horizons Employee Development C	enter nationwide;	
8.	Establishment	t of the enhanced Upward Mobility program,	in collaboration with NTEU Chapter 293;	
9.		ree key programs to further develop employe Leadership programs;	ees: Aspiring Leaders, Excellence in Government Fellows, and	
10.			g., the Women's Committee, the Asian Pacific American us workshops/programs focused on career development; and	
11.		iew of the hiring practices at the SEC and im necklist, accountability program, peer audit, a	plementation of all recommended enhancements to the process and service level agreements).	
		2016, and ongoing, the SEC implemented a at included the following:	number of initiatives responsive to the vendor's	
1.	 Developing an enhanced communication plan to further educate SEC employees on available promotion opportunities and resources to assist them with the promotion process. Continuing to establish standardized selection tools for key mission critical positions; 			
2.	Establishing a	dditional training opportunities for managem	ent on the hiring process;	
3.	Requiring add	litional information from hiring managers on t	the selection process;	
4.	Enhancing OH	HR recordkeeping by completing the transition	on to electronic case files;	
5.	Continuing to	evaluate applicant flow data to determine pr	ogress towards removing the potential barriers;	
6.	Creating the M	AyCareer@SEC career pathing website to a	ssist employees with opportunities for promotion;	
7.	Ũ	e use of the Hiring Toolkit by management to	•	
8.	•	•	assist employees with potential development opportunities;	
9.			announcements to allow for the broadest applicant pool;	
10.	Maintaining th Capital Strate		the development and implementation of the Agency's Human	
11.		NTEU, the Diversity Council, employees, and diversity at the Agency.	d managers in support of efforts to promote equality of	

EEOC FORM 715-01 PART I	FEDE	Noyment Opportunity Commission ERAL AGENCY ANNUAL ROGRAM STATUS REPORT	
U. S. Securities and I	Exchange Commission	FY 2016	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		In FY 2014, females were given more time-off awards than males (approximately 52% to females and 48% to males) and males received more cash awards (between 51% and 55%) than females. For cash awards of \$501+, males received an average of \$1,580 while females received an average award of \$1,422. Members of some minority groups received lower cash awards compared to other demographic groups. Cash awards for individuals with disabilities were, on average, \$1,120.	
BARRIER ANALYSI	S:	In conducting the barrier analysis, OEEO:	
Provide a description of the steps taken and data analyzed to determine cause of the condition.		 Reviewed Employee Recognition and Awards data; Reviewed awards data from Federal Personnel Payroll System, Agency-wide as well as by Divisions/Offices; Interviewed subject matter experts in the SEC's OHR and Office of Financial Management; Reviewed the Agency's awards and recognition written policies and established procedures; Reviewed Federal Employee Viewpoint Survey results related to recognition and awards; and Reviewed EEO complaint activity (FY 2012 - FY 2016) to determine if employees had complained about inequitable treatment with regards to the distribution of time-off and cash awards. 	
Provide a succinct sta	ENTIFIED BARRIER: atement of the agency policy, procedure een determined to be the barrier of the	No barrier has been identified for this trigger and the SEC is conducting further analysis to determine whether a SEC policy practice, or procedure is creating any barriers in recognition and awards.	
	or revised agency policy, procedure or nented to correct the undesired condition.	This barrier analysis is ongoing. As a result, the Agency has not determined if any policies, procedures or practices need t be revised.	
RESPONSIBLE OFF	ICIAL:	Peter Henry, Acting Director, OEEO Lacey Dingman, Chief Human Capital Officer, OHR	
DATE OBJECTIVE I	NITIATED:	December 8, 2014	
TARGET DATE FOR	COMPLETION OF OBJECTIVE:	Modified: December 31, 2017	
EEOC FORM 715-01 PART I	EEO Plan	To Eliminate Identified Barrier	
PLANNED ACTIVITI OBJECTIVE:	ES TOWARD COMPLETION OF	TARGET DATE (Must be specific)	
Conduct in-depth ana	lysis of employee recognition and awards.	December 31, 2017	
	plementation of any recommendations rier analysis on employee recognition and esults.	Modified: April 30, 2018	
REPORT OF ACCO	MPLISHMENTS and MODIFICATIONS TO	OBJECTIVE	
		used by management when developing both monetary and time- le a more consistent approach to motivating and recognizing	

employees' contributions and correcting potential barriers in the recognition program.

In FY 2016, OEEO: (1) identified existing policies and established procedures regarding awards and developed a project plan for research to identify any barriers to equality of opportunity in the distribution of time-off and cash awards and (2) started an indepth analysis of the distribution of awards to employees.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
U. S. Securities and	Exchange Commission	FY 2016	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue.		In FY 2014, female accountants at the SEC, and in particular, White female accountants, had participation rates lower than the Occupational CLF (over 16 percentage points). The White female accountant CLF is 44.23%, whereas White females comprised 27.52% of the SEC's accountants.	
	on recognized as a potential barrier?		
BARRIER ANALYSI	S:	In conducting the barrier analysis, OEEO:	
Provide a description determine cause of the	of the steps taken and data analyzed to ne condition.	 Reviewed participation rates for women in the total workforce and in each of the major occupations; Analyzed workforce demographic data from FY 2012 -FY 2016; Interviewed subject matter experts in OHR and OMWI; 	
		 Reviewed subject matter experts in OFR and OWW, Reviewed the Agency's hiring policies and formally established procedures; 	
		 Reviewed resumes submitted in response to approximately eight vacancy announcements for Accountant positions; 	
		 Analyzed applicant flow data for Accountant hiring; 	
		 Reviewed EEO complaint activity (FY 2012 - FY 2016) to determine if female accountants perceived they had been discriminated against in the SEC's hiring process; and 	
		 Researched best practices in recruiting female accountants for employment in the federal government and private industry. 	
STATEMENT OF IDE	ENTIFIED BARRIER:	No barrier has been identified, pending further analysis	
	atement of the agency policy, procedure been determined to be the barrier of the		
OBJECTIVE:		This barrier analysis is ongoing. As a result, the Agency has not yet determined if any policies, procedures or practices need to	
	or revised agency policy, procedure or nented to correct the undesired condition.	be revised.	
RESPONSIBLE OFF	FICIAL:	Peter Henry, Acting Director, OEEO Lacey Dingman, Chief Human Capital Officer, OHR Pamela Gibbs, Director, OMWI	
DATE OBJECTIVE I	NITIATED:	September 30, 2010	
TARGET DATE FOR	COMPLETION OF OBJECTIVE:	Modified: September 30, 2018	
		1	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: TARGET DATE (Must be specific)			
Review written policies and formally established procedures affecting the employment of females, and in particular, the employment of females in Accountant positions.		Modified: April 30, 2017	
	To the extent SEC identifies barriers for female accountants, develop and implement an action plan to eliminate the identified barriers.		
REPORT OF ACCO	REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
The SEC analyzed, and will continue to analyze, applicant flow data on a quarterly basis.			

OMWI conducted outreach at colleges/universities with a high population of female students and participated in career and branding events to increase the female candidate talent pool. At three of these schools, OMWI focused on the universities' accounting programs to attract a strong female accounting talent pool. In FY 2016, OMWI participated in the following career fairs at colleges/universities with high female student populations:

- Wellesley College Fair: 2/26/16
- Trinity Washington University On-Campus Recruitment: 4/22/16
- Boston College 2016 Fall Career and Internship Fair: 9/13/16
- Montclair State University Accounting Career Fair: 9/15/16
- Alabama State University Career Fair: 9/29/16

EEOC FORM 715-01 PART I	FEDE	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
U. S. Securities and I	Exchange Commission	FY 2016			
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:		Male attorneys at the SEC had participation rates lower than the Occupational CLF (9.10 percentage points) in FY 2014. Male attorneys comprised 66.70% of the Occupational CLF and 57.60% of the SEC's major occupation category.			
Provide a brief narrative describing the condition at issue.					
How was the condition	on recognized as a potential barrier?				
BARRIER ANALYSIS	S:	In conducting the barrier anal	ysis, OEEO:		
Provide a description determine cause of the	of the steps taken and data analyzed to ne condition.	 Reviewed participation rates for men in the total workforce and in the attorney occupation; Analyzed workforce demographic data from FY 2012 - FY 2016; Began reviewing the Agency's hiring policies and for established procedures; and Analyzed available applicant flow data for Attorney here 			
STATEMENT OF IDE	ENTIFIED BARRIER:	No barrier has been identified, pending further analysis.			
	atement of the agency policy, procedure een determined to be the barrier of the				
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		This barrier analysis is ongoing. As a result, the Agency has not determined if any policies, procedures or practices need to be revised.			
RESPONSIBLE OFF	ICIAL:	Peter Henry, Acting Director, (Lacey Dingman, Chief Humar			
DATE OBJECTIVE I	NITIATED:	September 30, 2010			
TARGET DATE FOR	COMPLETION OF OBJECTIVE:	Modified: January 31, 2019			
EEOC FORM 715-01 PART I	715-01 EEO Plan To Eliminate Identified Barrier		rrier		
PLANNED ACTIVITI	ES TOWARD COMPLETION OF OBJECTIV	VE: TARGET DATE (Must be specific)			
Complete project plan attorney occupation.	n for research to explore any barriers to equa	al opportunity for men in the	March 31, 2017		
REPORT OF ACCOM	MPLISHMENTS and MODIFICATIONS TO	OBJECTIVE			
	and will continue to analyze applicant flow dated procedures related to the employment of		an reviewing relevant written		

SPECIAL PROGRAM PLAN FOR THE RECRUITMENT, HIRING, AND ADVANCEMENT OF INDIVIDUALS WITH TARGETED DISABILITIES (PART J)

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 1. Agency		1. Securities and Exchange Commission									
or Agency	Department or Agency 1.a. 2nd Level Compone		ent 1.a.								
Information	1.b. 3rd Level or lower		1.b.								
PARTI	Enter Actual Number	begin	ning of F	Υ.	er	nd of FY.		N	et Change	Э	
Employment Trend and Special	at the	Numb	er	%	N	umber	%		Numbe	er	Rate of Change
Recruitment for Individuals	Total Workforce	444	40 1	100.00%		4685	100.00	%	24	.5	5.52%
With Targeted Disabilities	Reportable Disability	24	47	5.56%		292	6.23	%	4	-5	18.22%
Disabilities	Targeted Disability*	4	42	0.95%		46	0.98	%		4	9.52%
	* If the rate of change f the total workforce, a b							greater	than the	rate of ch	ange for
	1. Total Number of Ap Disabilities during the			ved From	Perso	ons With	Targeted	50	05		
	2. Total Number of Se during the reporting per		of Indivi	duals wit	h Targ	jeted Dis	sabilities	3			
PART III Particip	ation Rates In Agency E	Employme	ent Prog	rams				1			
Other Employme Programs	ent/Personnel	ΤΟΤΑ	TOTAL Reportab Disabilit					Not No Disab Identified		sability	
			#	¥	%	#	%	#	%	#	%
3. Competitive Pr occupations	omotions for major	1:	25	0	0	0	0	2	1.60	123	98.40
4. Non-Competitiv	ve Promotions	44	43	28	6.32	6	1.35	38	8.58	377	85.10
5. Employee Care Programs	eer Development	-	76	3	3.95	0	0.00	6	7.89	67	88.16
5.a. Grades 5 - 12	2		*	0	0.00	0	0.00	*	*	*	*
5.b. Grades 13 - 7	14		58	*	*	0	0.00	*	*	50	86.21
5.c. Grade 15-17/	SO		16	0	0.00	0	0	0	0	16	100.00
6. Employee Rec	ognition and Awards										
6.a. Time-Off Awa awarded for 9+ he		100	07	50	4.97	6	0.60	52	5.16	905	89.87
6.b. Cash Awards \$501+ category)	(total \$\$\$ awarded for	366	66 1	173	4.72	20	0.55	176	4.80	3317	90.48
6.c. Quality-Step	Increase	N	I/A N	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

* Data has been redacted to protect individual privacy.

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	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. 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.

PART V-GOALS, OBJECTIVES AND STRATEGIES

A. SELF-IDENTIFICATION, QUANTITATIVE ANALYSIS, AND GOALS AND BENCHMARKS		
Action Items	Key Deliverables/Output	Narrative Description
1. Conduct annual review of current workforce.	MD-715 Report	The MD-715 Report is completed with input from OEEO, OMWI, and OHR for submission to the EEOC.
B. OUTREACH AND REC	RUITMENT	
Action Items	Key Deliverables/Output	Narrative Description
1. Maintain list of disability affinity organizations for outreach.	Updated contact information for disability affinity organizations	The Selective Placement Program Coordinator (SPPC) updates the SEC's list of affinity organizations to maintain contact and foster relationships for recruitment events and candidate sourcing.
2. Use Veterans recruiting sources.	Connections with Veterans recruiting sources	To improve its outreach to veterans, the SEC participated in Vets on Wall Street and Boots to Suits. The SEC also addressed professional veteran-focused organizations and veterans' hiring events.
3. Attend/Sponsor recruitment events.	Market SEC to applicants with disabilities.	In FY 2016, the SEC attended the <i>Careers & the Disabled Magazine's</i> Career Expo and Gallaudet University's Career Fair. These events allowed the SEC to reach a key constituency and promote a variety of positions. The SEC also hosted an <i>Informational and Networking Event for</i>
		Individuals with Disabilities at SEC Headquarters. The event provided guests the opportunity to learn more about the SEC's mission, hear about the Agency's benefits and reasonable accommodations, and network with SEC hiring managers. The SEC plans to continue these efforts in 2017.
4. Participate in Workforce Recruitment Program (WRP).	Identify eligible candidates from WRP database for vacant positions.	The SPPC identified potential candidates from the WRP database for Schedule A hiring.
5. Recruit from OPM's Shared List of People with Disabilities.	Identify candidates from OPM database hosted on the Office of Management and Budget's (OMB) MAX collaboration website. ⁹	The SPPC sourced potential candidates for open positions from the OPM's Shared List of People with Disabilities.

⁹ The OMB MAX website is found here: https://max.omb.gov/maxportal/home.do.

6. Talk to hiring managers	Managers encouraged	OHR continued to address special hiring authorities, including Schedule
about hiring flexibilities, including Schedule A before vacancy announcements are posted.	to hire applicants with targeted disabilities	A, in conversations with hiring managers. A checklist is used by OHR Staffing Specialists when vacant positions are identified to ensure hiring managers understand all their options for filling positions, including using Schedule A and 30% veteran hiring authorities to fill positions quickly. In FY 2017, the SEC plans to expand Brown Bag sessions for hiring managers focused on the benefits of the Schedule A hiring process.
7. Maintain relationships with Disability Employment focused organizations sponsored by the federal government.	Current information to aid in Selective Placement Program recruiting and disability hiring	 The SPPC is registered to receive notifications and newsletters from the following groups and transmits information to OHR staff engaged in recruiting: EARN – Employer Assistance Resource Network: http://askearn.org JAN – Job Accommodation Network http://askjan.org ODEP – Office of Disability Employment Policy, DOL: http://www.dol.gov/odep/
C. And D. HIRING, CARE	ER DEVELOPMENT AND AD	ANCEMENT, AND RETENTION
Action Items	Key Deliverables/Output	Narrative Description
1. Review and revise SEC policy for disabled veteran hiring.	Updated SEC policy	The policy for disabled veteran hiring is under its scheduled biannual revision, which will be completed in FY 2017.
2. Monitor use of special hiring authorities in relation to hiring goals.	Hiring metrics	Every month and at the end of the fiscal year, the SEC's Office of the Chief Operating Officer publishes metrics for disability hiring.
4. Attend meetings of SEC affinity groups with interests related to hiring and promoting persons with disabilities.	Information is communicated and shared among SEC employees and affinity groups related to employment initiatives focusing on individuals with disabilities.	The SPPC maintains an ongoing relationship with the SEC's DIAC and the Veterans Committee.
E. REASONABLE ACCOM	MODATION POLICIES AND	PROCEDURES
Action Items	Key Deliverables/Output	Narrative Description
1. Provide mandatory training to all managers and supervisors on their responsibilities for providing reasonable accommodations to employees with disabilities.	Managers and supervisors meeting their responsibilities and appropriately referring employees to OHR's Disability Program for information and accommodations	In FY 2016, new SEC managers participated in mandatory training regarding the reasonable accommodation process as part of the LD 307 <i>Fundamentals of Human Resource Management</i> training.
F. EXTERNAL AND INTER	NAL COMMUNICATION OF	AGENCY POLICIES AND PROCEDURES
Action Items	Key Deliverables/Output	Narrative Description
1. Develop improved communications strategy.	Accessible information for SEC employees related to employment at the SEC	OHR maintains a portal on the SEC's intranet, which provides employees with information about hiring, compensation and benefits, employee development, performance management, and disability accommodations among a number of topics. In addition, all employees receive a daily communication, SEC Today, which highlights important information about events and opportunities for details, training, and SEC staff accomplishments. The Chief Human Capital Officer is an active
		member of the SEC Veterans Committee, which hosts a website that includes information concerning veterans' benefits, to include a link to the Feds Hire Vets website that highlights special hiring authorities for veterans.

G. TRAINING AND EDUCA	ATION	
Action Items	Key Deliverables/Output	Narrative Description
1. Train all managers about special hiring authorities for persons with severe disabilities under Schedule A. Integrate disability employment information into in-depth training for new supervisors.	Knowledgeable managers supporting efforts to increase hiring rate of employees with targeted disabilities	All new managers attend the Leadership Development 307 course, Fundamentals of HR Management, which highlights special hiring authorities, including Schedule A, and requests for reasonable accommodation.
2. Provide onsite instruction for ASL and cultural awareness for interested SEC employees and managers.	Improved social and workplace communications between deaf and hearing employees	In FY 2016, the SEC University (SECU) held an Open House for interested employees and managers to encourage enrollment in the American Sign Language I, II, III and Business Writing for Professionals taught in ASL. SECU also made a presentation to the DIAC employee group to highlight these ASL training courses offered by Gallaudet University.
3. Train new employees about disability accommodations and related Work Life programs and benefits.	New employees are aware of Work Life program resources and how to access them.	The SEC's New Employee Orientation includes a 15-minute presentation by the SEC Disability Program Manager and Disability Program Assistant covering: Disability Accommodations, Medical Leave, and Medical Telework. The information is also included in the New Employee Handbook.

EQUAL EMPLOYMENT OPPORTUNITY POLICY

ur success in accomplishing the SEC's mission of protecting investors, maintaining fair, orderly, and efficient markets, and facilitating capital formation depends on you and your commitment to being fully engaged in what we do. As Chair of the SEC, I am committed to providing you with a work environment that helps to achieve this goal—a work environment that is respectful, inclusive, and allows you to contribute to the best of your ability.

For this reason and because it is the right thing to do, we must all strongly support our nation's equal employment opportunity (EEO) laws. These laws apply to the SEC's personnel policies, practices, and procedures, including but not limited to: recruitment, hiring, promotion, separation, performance evaluation, training and career development, assignment of duties, details, reassignment, compensation, awards, and benefits. EEO laws protect all employees, applicants for employment, and former employees from discrimination on the basis of race, color, sex (which is not limited to conduct that is sexual in nature and includes pregnancy, gender identity, sexual orientation, and transgender status), age, religion, national origin, disability, or genetic information.

Each of us must support an individual's right, without fear of retaliation, to: (1) participate in the EEO process; and/or (2) oppose employment practices which are perceived as discriminatory in the workplace. We can all contribute to making the SEC a model EEO employer by ensuring that discrimination, harassment, and retaliation are simply not tolerated. We must also seek to resolve workplace disputes at the earliest opportunity; to do otherwise would undermine the collegial and respectful environment that we expect at the SEC.

All employees must fully participate in investigations into allegations of discrimination, harassment and/or retaliation. Managers and supervisors must also participate in the alternative dispute resolution program for resolving EEO allegations, Conflict2Resolution (C2R), when the use of C2R is approved by the EEO Director.

If you believe you have been subjected to discrimination, harassment, or retaliation in violation of federal EEO laws or SEC policy, please contact the Office of Equal Employment Opportunity (OEEO) or an EEO Counselor within 45 calendar days of the employment action you believe to be discriminatory to preserve your right to participate in the formal EEO complaint process. You can reach OEEO by telephone (202) 551-6040, fax (202) 772-9316, or in person (SPIII, Suite 2900) to allege discrimination and/or obtain additional information regarding your EEO rights and responsibilities. TTY users should call the Federal Relay Service at (800) 877-8339 to be connected with OEEO. OEEO's webpage on The INSIDER provides additional information.

Thank you for your continued efforts to make the promise of equal employment opportunity a reality.

November 28, 2016 DATE

POLICY ON PREVENTING HARASSMENT (PPH)

s Chair of the SEC, I am committed to providing you with a work environment that is respectful, inclusive, and allows you to deliver maximum performance in support of the SEC's mission. Harassment is absolutely prohibited because it is wrong, negatively impacts our collegial work environment, and undermines our mission.

The SEC prohibits harassment on each of the following equal employment opportunity (EEO) bases: race, color, sex (which is not limited to conduct that is sexual in nature and includes pregnancy, gender identity, sexual orientation, and transgender status), age, religion, national origin, disability, genetic information, or in retaliation for engaging in protected EEO activity. Harassing conduct against or by any employee, intern, contractor, or applicant for employment has no place at the SEC and will not be tolerated.

The SEC will address and put an immediate end to conduct—whether verbal, written, or physical—of which it is aware that is offensive (i.e., degrading, derogatory, or demeaning) or unwelcome on any EEO basis before it becomes severe or pervasive or otherwise rises to the level of illegal harassment. EEO-based harassment may be illegal where: (1) enduring the conduct is a condition of continued employment or is the basis of a decision affecting the terms, conditions, or privileges of employment; or (2) the conduct is sufficiently severe or pervasive to create a hostile work environment. Lack of intent to offend or harass does not excuse the conduct. Immediate and appropriate corrective and disciplinary action will be recommended when it is determined that harassment has occurred.

Among other things, the PPH prohibits the use of SEC equipment or networks to access or distribute material that is offensive on any of the bases listed above, including, but not limited to, sexually explicit, pornographic, sexist, racist, or homophobic material, or material that is offensive to a religious belief. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature should never occur at the SEC. In addition, some personal relationships (romantic or otherwise) involving SEC employees—particularly between managers/supervisors and their subordinates—may raise EEO-based harassment concerns. Such relationships may create perceptions of favoritism by other employees that lead to allegations of an EEO-based hostile work environment. Consensual relationships, once they end, may also give rise to claims that the relationships were not consensual or that continued overtures have become offensive or unwelcome. A supervisor who has a romantic or sexual relationship with a subordinate employee or an applicant when the supervisor has a role in the selection process must notify his or her supervisor immediately.

The PPH applies in places where SEC employees, interns, and on-site contractors work, and at SEC-sanctioned activities and events, including those outside of the workplace. The PPH prohibits the use of social media (e.g., Twitter, Tumblr, Facebook, LinkedIn, Instagram, FLICKR, etc.) to engage in harassment covered by this policy.

Reporting Harassment

Those who believe they are victims of harassment, or are otherwise aware of conduct that is offensive or unwelcome on an EEO basis, are encouraged to report the conduct immediately, preferably within three business days from the date of the alleged incident, to the Office of EEO (OEEO) and/or any SEC manager/supervisor.

To report harassment or to obtain more information on the SEC's PPH, EEO Policy, or other EEO-related matters, please contact OEEO by telephone (202) 551-6040, fax (202) 772-9316, or in person (SPIII, suite 2900). OEEO will accept and process anonymous allegations to the extent possible. Additional information is also available on OEEO's webpage on The INSIDER. TTY users should call the Federal Relay Service at (800) 877-8339 to be connected with OEEO.

Reporting Responsibility of Managers/Supervisors

Managers/supervisors must immediately contact OEEO upon learning of conduct that might be inconsistent with the PPH. Failure to do so may result in disciplinary or other corrective action.

OEEO's Responsibility

OEEO, in coordination with management and/or the Office of Human Resources, as appropriate, will conduct a prompt, thorough, and impartial inquiry into conduct that may violate the PPH. All SEC employees must fully participate in any such inquiry. As part of its inquiry: (1) the rights and obligations under the PPH will be explained to the involved parties and (2) the behavior considered objectionable will be explained to the alleged harasser and he/she will be instructed to stop the behavior immediately.

Retaliation Prohibited

The SEC will not tolerate retaliation against anyone who reports harassing conduct or cooperates with or participates in any inquiry into alleged harassing conduct.

PPH Inquiry/EEO Complaint

An harassment inquiry conducted pursuant to the PPH is separate from, and may be conducted at the same time as, a related EEO complaint processed under Equal Employment Opportunity Commission regulations set forth in 29 C.F.R. Pt. 1614. An inquiry under the PPH process does not satisfy an individual's responsibility to initiate EEO counseling within 45 days of an act of alleged discrimination or retaliation under the EEO complaint process. should the individual choose to pursue an EEO complaint.

Confidentiality

Information provided to SEC officials in connection with an harassment inquiry conducted pursuant to the PPH will be kept confidential to the extent possible and will be shared only on a need-to-know basis or as required by law. Unauthorized disclosure of confidential information may result in disciplinary action.

Thank you for your continued efforts to make the SEC a workplace that is inclusive, respectful, and free of harassment.

November 28, 2016 DATE

MARY JO WHITE

FISCAL YEAR 2016 462 REPORT

The SEC previously submitted the FY 2016 462 Report to the EEOC.



SEC'S ORGANIZATIONAL STRUCTURE

The SEC's leadership includes a Chair and four Commissioners located at the SEC's Headquarters in Washington, DC.

The SEC consists of five presidentially-appointed Commissioners with staggered five-year terms. One of the Commissioners is designated by the President as the Chair of the Commission – the Commission's chief executive. The Agency's functional responsibilities are organized into five Divisions and 24 Offices, each of which is headquartered in Washington, D.C. The Commission's staff is located in Washington, D.C., and 11 Regional Offices throughout the country. Divisions and Offices include:

Five Divisions

- Corporation Finance
- Enforcement
- Investment Management

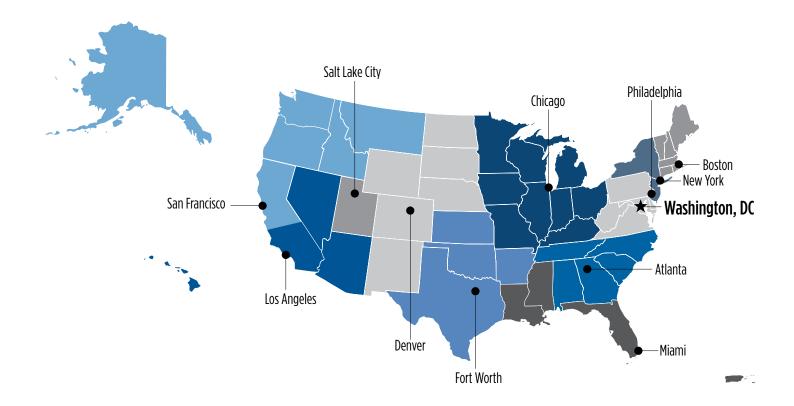
Twenty-four Offices

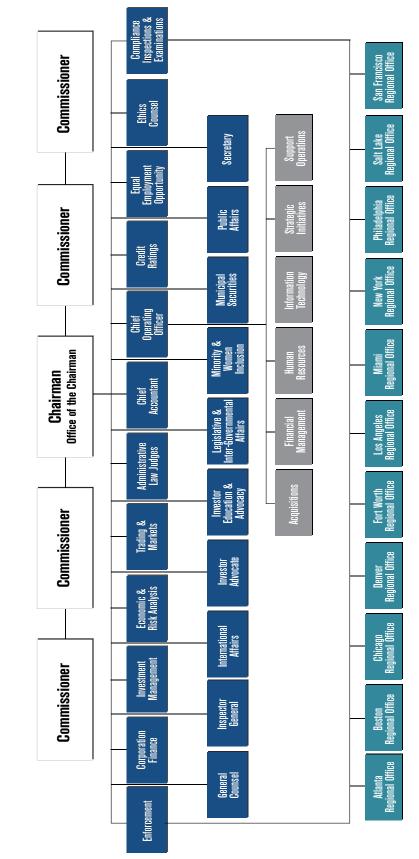
- Acquisitions
- Administrative Law Judges
- Chair
- Chief Accountant
- Chief Operating Officer
- Compliance Inspections and Examinations
- Credit Ratings
- Equal Employment Opportunity
- Ethics Counsel
- Financial Management
- General Counsel
- Human Resources

- Economic and Risk Analysis
- Trading and Markets
 - Information Technology
 - Inspector General
 - International Affairs
 - Investor Advocate
 - Investor Education and Advocacy
 - Legislative and Intergovernmental Affairs
 - Minority and Women Inclusion
 - Municipal Securities
 - Public Affairs
 - Secretary
 - Strategic Initiatives
 - Support Operations

The SEC's Regional Offices report to both the Division of Enforcement and the Office of Compliance Inspections and Examinations and operate within the authority of the Commission.

U.S. SECURITIES AND EXCHANGE COMMISSION HEADQUARTERS AND REGIONAL OFFICES





SEC ORGANIZATION CHART



WORKFORCE DATA TABLES

Table A1: TOTAL WORKFORCE-DISTRIBUTION BY RACE/ETHNICITY AND SEX-PAY PERIOD 201521 TO 201621

											8	RACE/ETHNICITY	IICITY						
Image Image <t< th=""><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th>Non</th><th>Hispanic</th><th>or Latine</th><th>•</th><th></th><th></th><th></th><th></th></t<>												Non	Hispanic	or Latine	•				
Main Main </th <th>Emaloyment T</th> <th></th> <th></th> <th></th> <th>Ц</th> <th>Hisnanic o</th> <th>r Patino</th> <th>White</th> <th></th> <th>Black or /</th> <th>vfrican</th> <th>Acian</th> <th></th> <th>Native Hawaiiar Other Pa</th> <th>or ific</th> <th>American A Merican</th> <th></th> <th>Two or m</th> <th>lore</th>	Emaloyment T				Ц	Hisnanic o	r Patino	White		Black or /	vfrican	Acian		Native Hawaiiar Other Pa	or ific	American A Merican		Two or m	lore
$ \left \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$				male	le	male	female	male	_	male	female	male	female		_	male		male	female
# 4440 2402 2038 116 107 1732 115 554% 554% 0.02% 0.03% 0.12% 0.13% 0.07% 0.03% 0.13% 0.03%	TOTAL																		
	Prior FY	#	4440	2402		116	107	1792	1159	222	500	256	246	-	4	12	9	e	16
# 4466 2337 2148 113 116 1217 2336 1217 2336 1217 2337 123		%	100%	54.10%	45.90%	2.61%	2.41%	40.36%	26.10%	5.00%	11.26%	5.77%	5.54%	0.02%	%60.0	0.27%	0.14%	0.07%	0.36%
(10) (5415) (5456) (2450) (3387) (3.13) (1.10,4) (517) (0.09) (0.09) (0.13) (0.13) (0.09) (11) <th< th=""><th>Current FY</th><th>#</th><th>4685</th><th>2537</th><th></th><th>133</th><th>115</th><th>1868</th><th>1217</th><th>230</th><th>517</th><th>288</th><th>275</th><th>-</th><th>4</th><th>13</th><th>9</th><th>4</th><th>14</th></th<>	Current FY	#	4685	2537		133	115	1868	1217	230	517	288	275	-	4	13	9	4	14
46 1 $51.86%$ $48.14%$ $5.17%$ $4.70%$ $5.33%$ $3403%$ $5.43%$ $5.13%$ $107%$ $0.07%$ $0.55%$ $0.55%$ $0.55%$ $0.55%$ $0.55%$ $0.55%$ $0.55%$ $0.55%$ $0.07%$ $0.$		%	100%	54.15%	45.85%	2.84%	2.45%	39.87%	25.98%	4.91%	11.04%	6.15%	5.87%	0.02%	%60.0	0.28%	0.13%	%60.0	0.30%
# 245 115 110 117 12 238 12 239 0 0 1 0 1 0 1 0 1 0 0 1 0 0 1 0 1 0 1 0 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 0 1 0 0 1 0 0 1 0 0 0 1 0 0 0 1 0	CLF (2010)	%	-	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
	Difference	#	245	135		17	8	76	58	8	17	32	29	0	0	-	0	-	-2
	Ratio Change	%	0.00%	0.05%	0-	0.23%	0.04%	-0.49%	-0.13%	-0.09%	-0.23%	0.38%	0.33%		0.00%	0.01%	-0.01%	0.02%	-0.06%
	Net Change	%	5.52%	5.62%		14.66%	7.48%	4.24%	5.00%	3.60%	3.40%	12.50%	11.79%	0.00%	%00.0	8.33%		33.33%	-12.50%
# 4310 2321 1989 112 103 7741 1139 215 491 233 1 23 1 23 1 23 1 23 1 23 1 23 1 23 1 23 1 23 1 23 1 23 1 23 1 23 1 23 1 23 1 23 1 23 1 23 1 23 23 3 23 3 3 1 3	PERMANENT																		
	Prior FY	#	4310	2321	1989	112	103	1741	1139	215	491	237	233	-	2	12	9	e	15
# 4582 2473 2109 132 111 1829 1109 222 517 272 266 1 2 13		%	100%	53.85%	46.15%	2.60%	2.39%	40.39%	26.43%	4.99%	11.39%	5.50%	5.41%	0.02%	0.05%	0.28%	0.14%	0.07%	0.35%
% $100%$ $5.3.97%$ $46.03%$ $2.28%$ $2.42%$ $39.2%$ $26.17%$ $4.85%$ $11.17%$ $5.94%$ $5.81%$ $0.02%$ $0.02%$ $0.13%$ $0.13%$ $0.03%$ $0.13%$ $0.03%$ $0.13%$ $0.03%$ $0.28%$ $0.13%$ $0.03%$ $0.24%$ $3.92%$ $0.11%$ $0.28%$ $0.13%$ $0.03%$ $0.24%$ $0.03%$ $0.03%$ $0.03%$ $0.04%$ $0.01%$ $0.02%$ $0.01%$ $0.01%$ $0.01%$ $0.01%$ $0.01%$ $0.01%$ $0.00%$ $0.01%$ $0.01%$ $0.00%$ $0.01%$ $0.01%$ $0.02%$ $0.01%$ $0.02%$ $0.01%$ $0.02%$ $0.01%$ $0.02%$ $0.01%$ $0.02%$ $0.01%$ $0.00%$ $0.01%$ $0.00%$ $0.01%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ $0.00%$ <	Current FY	#	4582	2473		132	111	1829	1199	222	512	272	266	-	2	13	9	4	13
# 272 152 120 220 2 8 86 60 7 21 35 33 0 0 0 1 0 1 0 1 0 1 1 0 1 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 1 0 0 1 1 0 1		%	100%	53.97%	46.03%	2.88%	2.42%	39.92%	26.17%	4.85%	11.17%	5.94%	5.81%	0.02%	0.04%	0.28%	0.13%	%60.0	0.28%
	Difference	#	272	152		20	8	88	60	7	21	35	33	0	0	-	0	-	-2
	Ratio Change	%	0.00%	0.12%	0-	0.28%	0.03%	-0.48%	-0.26%	-0.14%	-0.22%	0.44%	0.40%	0.00%	0.00%	0.01%	-0.01%	0.02%	-0.06%
#13081494512079191302000 $\%$ 100%62.31%37.69%3.08%3.08%3.92.3%15.38%5.38%6.92%14.62%0.00%1.54%0.00%0.00%0.00%0.00% $\#$ 100%62.14%37.86%0.97%3.08%39.23%17.38%5.38%6.92%14.62%10.00%0.00%0.00%0.00%0.00%0.00% $\#$ 100%62.14%37.86%0.97%3.88%37.86%17.48%7.77%4.85%15.53%8.74%0.00%1.94%0.00%0.00% $\%$ 100%62.14%37.86%0.97%3.88%37.86%17.48%7.77%4.85%15.53%8.74%0.00%1.94%0.00%0.00% $\%$ 0.00%0.17%-2.11%0.81%-1.37%2.09%2.38%-2.07%0.92%-1.26%0.00%0.00%0.00%0.00% $\%$ -20.77%-20.99%20.41%-75.00%0.00%2.353%-10.00%14.29%-15.79%-30.77%0.00	Net Change	%	6.31%	6.55%	6.	17.86%	7.77%	5.05%	5.27%	3.26%	4.28%	14.77%	14.16%	0.00%	0.00%	8.33%		33.33%	-13.33%
#13081494512079191302000%100%62.31%37.69%3.08%3.08%3.92.3%15.38%5.38%6.92%14.62%10.00%1.54%0.00%0.	TEMPORARY																		
	Prior FY	#	130	81	49	4	4	51	20	7	6	19	13	0	2	0	0	0	1
		%	100%	62.31%	37.69%	3.08%	3.08%	39.23%	15.38%	5.38%	6.92%	14.62%	10.00%	0.00%	1.54%	0.00%	0.00%	0.00%	0.77%
% 100% 62.14% 37.86% 0.97% 3.88% 37.86% 17.48% 7.77% 4.85% 15.53% 8.74% 0.00% 1.94% 0.00% <th< th=""><th>Current FY</th><th>#</th><th>103</th><th>64</th><th></th><th>-</th><th>4</th><th>39</th><th>18</th><th>8</th><th>5</th><th>16</th><th>6</th><th>0</th><th>2</th><th>0</th><th>0</th><th>0</th><th>-</th></th<>	Current FY	#	103	64		-	4	39	18	8	5	16	6	0	2	0	0	0	-
# -27 -17 -10 -3 0 -12 -2 1 -4 0 </th <th></th> <td>%</td> <td>100%</td> <td>62.14%</td> <td>37.86%</td> <td>0.97%</td> <td>3.88%</td> <td>37.86%</td> <td>17.48%</td> <td>7.77%</td> <td>4.85%</td> <td>15.53%</td> <td>8.74%</td> <td>0.00%</td> <td>1.94%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> <td>0.97%</td>		%	100%	62.14%	37.86%	0.97%	3.88%	37.86%	17.48%	7.77%	4.85%	15.53%	8.74%	0.00%	1.94%	0.00%	0.00%	0.00%	0.97%
% 0.00% -0.17% 0.17% 2.11% 0.81% -1.37% 2.09% 2.38% -2.07% 0.92% 1.126% 0.00% <th< th=""><th>Difference</th><td>#</td><td>-27</td><td>-17</td><td></td><td><u>ې</u></td><td>0</td><td>-12</td><td>-2</td><td>-</td><td>4</td><td>-3</td><td>4</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Difference	#	-27	-17		<u>ې</u>	0	-12	-2	-	4	-3	4	0	0	0	0	0	0
% -20.77% -20.99% -75.00% 0.00% -23.53% -10.00% 14.29% -44.44% -15.79% 0.00% 0.00% 0.00% 0.00% 0.00%	Ratio Change	%	0.00%		0	-2.11%	0.81%	-1.37%	2.09%	2.38%	-2.07%	0.92%	-1.26%	0.00%	0.40%	0.00%	0.00%	0.00%	0.20%
	Net Change	%	-20.77%			-75.00%	%00.0	-23.53%	-10.00%	14.29%	-44.44%	-15.79%	-30.77%		%00.0	0.00%	0.00%	0.00%	0.00%

Table A-2: REGIONAL OFFICES AND DIVISIONS-DISTRIBUTION BY RACE/ETHNICITY AND SEX PERMANENT WORKFORCE-PAY PERIOD 201621

All High and Fight on the fight of the fight on the fight of the fight on the fight on the fight on the fight of the fight on					1		-				2	RACE/ETHNICITY	IICITY						
VIET Matrix and an interval and antical and antical and antical and antical antital antital antical antical antital antical antical an												Non-	Hispanic (or Latino					
Viewsite All male female female male female female female female	DEDMANIENT		TOT	AL EMPLO		Hispanic	or Latino	White		Black or A American	frican	Asian		Native Há or Other Islander		American or Alaska		Two or more races	ore
FV 4482 2473 2106 132 111 823 511% 513% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5137% 6103% 5136% 616% 616% 616% 6103% <	EMPLOYEES		AII	male		male	female	male	female	male	female	male	female	male	female	male	female	male	female
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $		#	4582	2473	2109	132	111	1829	1199	222	512	272	266	٢	2	13	9	4	13
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $		%	100%	53.97%	46.03%		2.42%	39.92%	26.17%	4.85%	11.17%	5.94%	5.81%	0.02%	0.04%	0.28%	0.13%	0.09%	0.28%
# 2920 1537 1383 70 571 166 366 169 164 1 2 100 5244% 4736% 240% 1365% 515% 616% 616% 616% 616% 616% 616% 616% 600% 000%		%	100%	51.86%	48.14%		4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
% 100% 5.64% 47.36% 2.40% 195% 2.57% 5.65% 13.56% 6.16% 5.62% 0.03% 0.07% 0.34% $%$ 1008 5.244 160 14 14 175 110 7 29 27 20 0.0% 0.0% 0.0% 0.0% $%$ 100% 5564% 4455% 377% 3132% 2.51% 10.4% 567% 0.03% 0.0		*	2920	1537	1383	70	57	1108	751	165	396	180	164	-	2	10	4	ю	6
# 404 224 180 14 175 110 7 29 27 26 0 0 0 0 0 % 100% 5545% 44455% 347% 347% 3432% 2733% 173% 718% 668% 644% 000% 0.00% 0.00% 0.00% % 100% 55.10% 47.90% 7.19% 51.05% 2.335% 2.40% 7.78% 6.86% 0.00% 0.00% 0.00% 0.00% % 100% 55.10% 47.90% 7.19% 2.335% 2.40% 7.78% 6.86% 6.44% 0.00%		%	100%	52.64%	47.36%				25.72%		13.56%	6.16%	5.62%	0.03%	0.07%	0.34%	0.14%	0.10%	0.31%
% $100%$ $5645%$ $347%$ $337%$ $47.3%$ $17.3%$ $7.18%$ $688%$ $644%$ $0.00%$ $0.00%$ $0.20%$ $#$ 229 140 99 5 7 122 57 617 $100%$ $6.00%$ $0.00%$		#	404	224	180	14	14	175	110	7	29	27	26	0	0	-	0	0	-
# 230 140 99 5 7 122 57 6 25 7 10 0 </td <td></td> <td>%</td> <td>100%</td> <td>55.45%</td> <td>44.55%</td> <td></td> <td>3.47%</td> <td>43.32%</td> <td></td> <td>1.73%</td> <td>7.18%</td> <td>6.68%</td> <td>6.44%</td> <td>0.00%</td> <td>0.00%</td> <td></td> <td>0.00%</td> <td>0.00%</td> <td>0.25%</td>		%	100%	55.45%	44.55%		3.47%	43.32%		1.73%	7.18%	6.68%	6.44%	0.00%	0.00%		0.00%	0.00%	0.25%
% $100%$ $56.56%$ $41.42%$ $2.09%$ $51.05%$ $53.55%$ $2.51%$ $10.4%$ $2.93%$ $41.4%$ $0.00%$ <t< td=""><td></td><td>*</td><td>239</td><td>140</td><td>66</td><td>5</td><td>7</td><td>122</td><td>57</td><td>9</td><td>25</td><td>7</td><td>10</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></t<>		*	239	140	66	5	7	122	57	9	25	7	10	0	0	0	0	0	0
# 167 87 80 8 7 52 39 4 13 23 21 0 <th< td=""><td></td><td>%</td><td>100%</td><td>58.58%</td><td>41.42%</td><td></td><td>2.93%</td><td>51.05%</td><td>23.85%</td><td>51</td><td>10.46%</td><td>2.93%</td><td>4.18%</td><td></td><td>0.00%</td><td>0.00%</td><td>0.00%</td><td>0.00%</td><td>0.00%</td></th<>		%	100%	58.58%	41.42%		2.93%	51.05%	23.85%	51	10.46%	2.93%	4.18%		0.00%	0.00%	0.00%	0.00%	0.00%
		#	167	87	80	8	7	52	39	4	13	23	21	0	0	0	0	0	0
# 151 84 67 2 0 70 51 4 5 7 11 0		%	100%	52.10%	47.90%		4.19%	31.14%	23.35%	2.40%	7.78%	13.77%	12.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% $100%$ $55.63%$ $4.37%$ $1.32%$ $0.00%$ $46.36%$ $33.77%$ $2.65%$ $3.31%$ $4.64%$ $7.28%$ $0.00%$ <th< td=""><td></td><td>#</td><td>151</td><td>84</td><td>67</td><td>2</td><td>0</td><td>70</td><td>51</td><td>4</td><td>5</td><td>7</td><td>11</td><td>0</td><td>0</td><td>0</td><td>0</td><td>1</td><td>0</td></th<>		#	151	84	67	2	0	70	51	4	5	7	11	0	0	0	0	1	0
# 136 79 57 3 59 42 11 10 6 2 0 0 0 0 0 0 % 100% 58.09% 41.91% 2.21% 43.38% 30.88% 8.09% 7.35% 4.41% 1.47% 0.00%		%	100%	55.63%	44.37%		%00.0	46.36%	33.77%	2.65%	3.31%	4.64%	7.28%		0.00%	0.00%	0.00%	0.66%	%00.0
		#	136	79	57	Э	З	59	42	5	10	9	2	0	0	0	0	0	0
# 121 69 52 4 3 56 43 6 4 3 1 0<		%	100%	58.09%	41.91%	2	5	43.38%	30.88%	8.09%	7.35%	4.41%	1.47%		0.00%	0.00%	0.00%	0.00%	%00.0
		#	121	69	52	4	e	56	43	9	4	e	-	0	0	0	0	0	-
# 124 64 60 4 2 42 30 3 5 14 20 0 0 1 % 100% 5161% 48.39% 3.23% 1.61% 33.87% 24.19% 2.42% 4.03% 11.29% 0.00% <td></td> <td>%</td> <td>100%</td> <td>57.02%</td> <td>42.98%</td> <td></td> <td>2.48%</td> <td>46.28%</td> <td>35.54%</td> <td>4</td> <td>3.31%</td> <td>2.48%</td> <td>0.83%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> <td>0.83%</td>		%	100%	57.02%	42.98%		2.48%	46.28%	35.54%	4	3.31%	2.48%	0.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.83%
		**	124	64	60	4	2	42	30	e	5	14	20	0	0	-	-	0	2
# 103 64 39 4 1 48 18 11 18 1 0		%	100%	51.61%	48.39%		6	33.87%	24.19%	2.42%	4.03%	11.29%	16.13%	0.00%	0.00%	0.81%	0.81%	0.00%	1.61%
		*	103	64	39	4	-	48	18	1	18	-	-	0	0	0	-	0	0
# 101 61 40 18 12 38 16 3 7 2 5 0		%	100%	62.14%	37.86%		0.97%	46.60%	17.48%		17.48%	97	0.97%		0.00%	0.00%	0.97%	0.00%	0.00%
% 100% 60.40% 39.60% 17.82% 11.88% 37.62% 15.84% 2.97% 6.93% 1.98% 4.95% 0.00% <t< td=""><td></td><td>#</td><td>101</td><td>61</td><td>40</td><td>18</td><td>12</td><td>38</td><td>16</td><td>З</td><td>7</td><td>2</td><td>5</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></t<>		#	101	61	40	18	12	38	16	З	7	2	5	0	0	0	0	0	0
# 99 55 44 0 4 52 37 0 0 2 3 0 0 1 % 100% 55.56% 44.44% 0.00% 4.04% 52.53% 37.37% 0.00% 2.02% 3.03% 0.00% 1.01% # 17 9 8 0 1 7 5 2 0 0 0 0 0 101% # 10% 5.34% 37.37% 0.00% 0.00% 2.02% 3.03% 0.00% 1.01% # 17 9 8 0 1 7 5 2 0		%	100%	60.40%	39.60%		11.88%	37.62%	15.84%	2.97%	6.93%	1.98%	4.95%		0.00%	0.00%	0.00%	0.00%	%00.0
% 100% 55.56% 44.44% 0.00% 4.04% 52.53% 37.37% 0.00% 2.02% 3.03% 0.00% 0.10% 1.01% # 17 9 8 0 1 7 5 2 0 0 0 2 0		*	66	55	44	0	4	52	37	0	0	2	З	0	0	-	0	0	0
# 17 9 8 0 1 7 5 2 0 0 2 0		%	100%	55.56%	44.44%		4.04%	52.53%	37.37%		%00.0	2.02%	3.03%		0.00%	1.01%	0.00%	0.00%	%00.0
100% 52 94% 47 06% 0 00% 5 88% 41 18% 29 41% 11 76% 0 00% 11 76% 0 00% 0 00% 0 00%			17	ი	8	0	-	7	5	2	0	0	2	0	0	0	0	0	0
	DRAC		100%	52.94%	47.06%	0.00%	5.88%	41.18%	29.41%	11.76%	0.00%	0.00%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table A3-1: OCCUPATIONAL CATEGORIES-DISTRIBUTION BY RACE/ETHNICITY AND SEX PERMANENT WORKFORCE-PAY PERIOD 201621

	-											KACE/EINNUULY						
											Ň	n-Hispani	Non-Hispanic or Latino	0				
					Hispanic or	o.			Black or African	African			Native Hawaiian or Other Pacific		American Indian	ndian ר		
		TOTA	TOTAL EMPLOYEES	YEES	Latino		White		American	_	Asian		Islander	_	or Alaska Native		Two or more races	re races
Occupational Categories	SS	AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Officials and Managers																		
Executive/Senior Level	#	142	89	53	3	0	80	43	3	4	3	5	0	-	0	0	0	0
	%	100%	62.68%	37.32%	2.11%	0.00%	56.34%	30.28%	2.11%	2.82%	2.11%	3.52%	0.00%	0.70%	0.00%	0.00%	0.00%	0.00%
	#	403	234	169	10	4	199	125	11	20	14	19	0	0	0	0	0	-
Mild-level	%	100%	58.06%	41.94%	2.48%	0.99%	49.38%	31.02%	2.73%	4.96%	3.47%	4.71%	0.00%	0.00%	%00.0	0.00%	%00.0	0.25%
First-Level	#	358	234	124	16	4	171	73	16	30	26	17	-	0	4	0	0	0
	%	100%	65.36%	34.64%	4.47%	1.12%	47.77%	20.39%	4.47%	8.38%	7.26%	4.75%	0.28%	0.00%	1.12%	0.00%	%00.0	0.00%
	#	5	3	2	0	0	2	2	0	0	-	0	0	0	0	0	0	0
Other	%	100%	60.00%	40.00%	0.00%	0.00%	40.00%	40.00%	%00.0	%00.0	20.00%	%00.0	0.00%	0.00%	%00.0	0.00%	%00.0	0.00%
Officials and Managers	#	908	560	348	29	8	452	243	30	54	44	41	-	-	4	0	0	-
TOTAL	%	100%	61.67%	38.33%	3.19%	0.88%	49.78%	26.76%	3.30%	2.95%	4.85%	4.52%	0.11%	0.11%	0.44%	%00.0	%00.0	0.11%
Professionals -	#	2585	1453	1132	70	63	1145	757	06	120	142	181	0	~	4	4	2	9
Program Work	%	100%	56.21%	43.79%	2.71%	2.44%	44.29%	29.28%	3.48%	4.64%	5.49%	7.00%	%00.0	0.04%	0.15%	0.15%	0.08%	0.23%
Professionals -	#	939	430	509	32	33	219	174	86	257	86	37	0	0	5	2	8	9
Business / Financial Administration	%	100%	45.79%	54.21%	3.41%	3.51%	23.32%	18.53%	9.16%	27.37%	9.16%	3.94%	0.00%	%00.0	0.53%	0.21%	0.21%	0.64%
Administrative Support	#	150	30	120	۲.	7	13	25	16	18	0	7	0	0	0	0	0	0
Workers	%	100%	20.00%	80.00%	0.67%	4.67%	8.67%	16.67%	10.67%	54.00%	%00.0	4.67%	%00.0	%00.0	%00.0	%00.0	%00.0	%00.0

Table A3-2: OCCUPATIONAL CATEGORIES-DISTRIBUTION BY RACE/ETHNICITY AND SEX PERMANENT WORKFORCE-PAY PERIOD 201621

											RACE/ETHNICITY	'HNICITY						
		-									ž	n-Hispa	Non-Hispanic or Latino	ou				
					Hispanic or				Black or African	vfrican			Native Hawaiian or Other Pacific		American Indian			
		TOTAL	TOTAL EMPLOYEES		Latino		White	-	American	-	Asian	-	Islander		or Alaska Native		Two or more races	re races
Occupational Categories	ries	AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Officials and Managers	6																	
Executive/Senior Level	#	142	89	53	ю	0	80	43	3	4	3	5	0	1	0	0	0	0
	%	3.10%	3.60%	2.51%	2.27%	0.00%	4.37%	3.59%	1.35%	0.78%	1.10%	1.88%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
	#	403	234	169	10	4	199	125	5	20	14	19	0	0	0	0	0	-
INIG-IEVEI	%	8.80%	9.46%	8.01%	7.58%	3.60%	10.88%	10.43%	4.95%	3.91%	5.15%	7.14%	0.00%	0.00%	%00.0	0.00%	0.00%	7.69%
First-Level	#	358	234	124	16	4	171	73	16	30	26	17	-	0	4	0	0	0
	%	7.81%	9.46%	5.88%	12.12%	3.60%	9.35%	6.09%	7.21%	5.86%	9.56%	6.39%	100%	0.00%	30.77%	0.00%	0.00%	0.00%
	#	5	e	2	0	0	2	2	0	0	-	0	0	0	0	0	0	0
Other	%	0.11%	0.12%	%60.0	%00.0	0.00%	0.11%	0.17%	%00.0	%00.0	0.37%	0.00%	0.00%	0.00%	%00.0	%00.0	%00.0	0.00%
Officials and Managers	#	908	560	348	29	8	452	243	30	54	44	41	1	1	4	0	0	-
TOTAL	%	19.82%	22.64%	16.50%	21.97%	7.21%	24.71%	20.27%	13.51%	10.55%	16.18%	15.41%	100%	50.00%	30.77%	%00.0	0.00%	7.69%
Professionals -	#	2585	1453	1132	70	63	1145	757	90	120	142	181	0	1	4	4	2	9
Program Work	%	56.42%	58.75%	53.67%	53.03%	56.76%	62.60%	63.14%	40.54%	23.44%	52.21% 68.05%	68.05%	0.00%	50.00%	30.77%	66.67%	50.00%	46.15%
Professionals -	#	939	430	509	32	33	219	174	86	257	86	37	0	0	5	2	2	9
Business / Financial Administration	%	20.49%	17.39%	24.13%	24.24%	29.73%	11.97%	14.51%	38.74%	50.20%	31.62% 13.91%	13.91%	%00.0	%00.0	38.46%	33.33%	50.00%	46.15%
Administrative Support	#	150	30	120	-	7	13	25	16	81	0	7	0	0	0	0	0	0
Workers	%	3.27%	1.21%	5.69%	0.76%	6.31%	0.71%	2.09%	7.21%	15.82%	%00.0	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	4582	2473	2109	132	111	1829	1199	222	512	272	266	~	2	13	9	4	13
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
NOTES: Percentages computed down columns and NOT across rows. Total calculations shown may not match that derived from detail data presented due to rounding.	comput	ted down co	olumns an	d NOT aci	ross rows.	Total calcu	ulations sh	iown may	not match	that derivec	from deta	ail data pı	resented di	ue to round	ding.			

ĥ Source: Datamart EEO 715 Application for pay period 201621, downloaded on 11/07/2016. Table A4-1: PARTICIPATION RATES WITHIN GRADES BY RACE/ETHNICITY AND SEX-PERMANENT EMPLOYEES-PAY PERIOD 201621

Sk, So, AND RELATED TOTAL Sk, So, AND RELATED All GRADES # 0 SK-02 # 100.00% 5 SK-03 # 100.00% 5 SK-04 # 100.00% 5 SK-05 # 100.00% 5 SK-06 # 100.00% 7 SK-07 # 100.00% 7 SK-08 # 100.00% 3 SK-07 # 100.00% 3 SK-10 # 100.00% 3 SK-11 # 100.00% 3 SK-12 # 100.00% 3 SK-12 # 100.00% 3 SK-13 # 100.00% 3 SK-13 # 100.00% 3 SK-13 # 100.00% 3																
S S AND RELATED S S S S AND RELATED S S S S S S S S S S S S S S S S S S S		-							Ň	Non-Hispanic or Latino	c or Latino					
Si	TOTAL EMPLOYEES		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander	vaiian acific	American Indian or Alaska Native	ndian or ve	Two or more races	ore races
$\begin{array}{c c c c c c c c c c c c c c c c c c c $	male	emale	male	female	male	female	male	female	male	female	male	female	male	female	male	female
% 100.00% # % 100.00% 1 % 100.00% 1 % 100.00% 1 % 100.00% 1 % 100.00% 1 % 100.00% 1 % 100.00% 1 % 100.00% 1 % 100.00% 1 % 100.00% 1 % 100.00% 1 % 100.00% 1 % 100.00% 1 % 100.00% 2 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$\begin{array}{c c c c c c c c c c c c c c c c c c c $	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00.0	%00.0	0.00%	%00.0	0.00%
% 100.00% 5 # 100.00% 5 % 100.00% 5 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3 % 100.00% 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	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%
% 100.00% # 3 # 00.00% # 100.00% # 74 % 100.00% # 74 % 100.00% # 74 % 100.00% # 74 % 100.00% # 74 % 100.00% # 79 % 100.00% # 158 % 100.00% # 158 % 100.00% # 288 % 100.00% # 288 % 100.00%	2	2	0	0	1	0	1	2	0	0	0	0	0	0	0	0
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	50.00%	50.00%	0.00%	0.00%	25.00%	0.00%	25.00%	50.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	%00.0	0.00%
% 100.00% # 10 % 100.00% # 74 % 100.00% # 74 % 100.00% # 79 % 100.00% # 79 % 100.00% # 79 % 100.00% # 79 % 100.00% # 158 % 100.00% # 158 % 100.00% # 288 % 100.00%	~	2	0	0	0	~	-	~	0	0	0	0	0	0	0	0
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	33.33%	66.67%	0.00%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	%00.0	0.00%
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	e	7	0	0	2	-	-	9	0	0	0	0	0	0	0	0
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	30.00%	70.00%	0.00%	0.00%	20.00% 1	10.00%	10.00%	60.00%	0.00%	0.00%	%00.0	%00.0	%00.0	0.00%	%00.0	0.00%
% 100.00% # 21 % 100.00% # 79 % 100.00% # 100.00% # 100.00% # 100.00% # 158 % 100.00% # 288 % 100.00% # 288 % 100.00% # 288 % 100.00%	14	60	-	5	5	10	8	40	0	5	0	0	0	0	0	0
# 21 % 100.00% # 79 % 100.00% # 79 % 100.00% # 100.00% # 100.00% % 100.00% # 288 % 100.00% # 288 % 100.00%	18.92%	81.08%	1.35%	6.76%	6.76%	13.51%	10.81%	54.05%	0.00%	6.76%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%
% 100.00% # 79 % 100.00% # 2 % 100.00% # 2 % 100.00% # 288 % 100.00% # 288 % 100.00%	0	21	0	1	0	3	0	16	0	1	0	0	0	0	0	0
# 79 % 100.00% # 2 % 100.00% # 158 % 100.00% # 288 % 100.00% # 288 % 100.00%	0.00%	100.00%	0.00%	4.76%	0.00% 1	14.29%	0.00%	76.19%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% 100.00% # 2 % 100.00% # 158 % 100.00% % 100.00% # 258 % 100.00% # 288 % 100.00% # 446 % 100.00%	25	54	З	С	12	10	80	38	-	-	0	0	0	0	-	2
# 2 % 100.00% # 158 % 100.00% # 288 % 100.00% # 288 % 100.00%	31.65%	68.35%	3.80%	3.80%	15.19% 1	12.66%	10.13%	48.10%	1.27%	1.27%	%00.0	%00.0	0.00%	0.00%	1.27%	2.53%
% 100.00% # 158 % 100.00% % 100.00% # 288 % 100.00% % 100.00%	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
# 158 % 100.00% # 288 % 100.00% # 416 % 100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% 100.00% # 288 % 100.00% % 100.00% % 100.00%	57	101	9	1		36	12	46	5	80	0	0	0	0	0	0
# 288 % 100.00% # 446 % 100.00%	36.08%	63.92%	3.80%	6.96%	21.52% 2	22.78%	7.59%	29.11%	3.16%	5.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% 100.00% # 446 % 100.00%	108	180	7	10	62	67	26	82	12	18	0	0	-	-	0	2
# 446 % 100 0002	37.50%	62.50%	2.43%	3.47%	21.53% 2	23.26%	9.03%	28.47%	4.17%	6.25%	%00.0	%00.0	0.35%	0.35%	%00.0	0.69%
100 007	217	229	14	10	124	103	40	86	35	29	0	0	3	1	1	0
0/ nn.nn	48.65%	51.35%	3.14%	2.24%	27.80% 2	23.09%	8.97%	19.28%	7.85%	6.50%	0.00%	0.00%	0.67%	0.22%	0.22%	0.00%
	1158	913	59	57	871	579	8	125	140	142	0	0	e	2	-	8
% 100.00%	55.92%	44.08%	2.85%	2.75%	42.06% 2	27.96%	4.06%	6.04%	6.76%	6.86%	0.00%	0.00%	0.14%	0.10%	0.05%	0.39%
SK 15 # 364	245	119	17	4	182	73	15	27	26	15	-	0	4	0	0	0
% 100.00%	67.31%	32.69%	4.67%	1.10%	50.00% 2	20.05%	4.12%	7.42%	7.14%	4.12%	0.27%	0.00%	1.10%	0.00%	0.00%	0.00%
SK 16 # 515	315	200	12	6	253	148	12	19	35	24	0	1	2	2	1	0
% 100.00%	61.17%	38.83%	2.33%	1.17%	49.13% 2	28.74%	2.33%	3.69%	6.80%	4.66%	0.00%	0.19%	0.39%	0.39%	0.19%	0.00%
SK 17 # 400	236	164	10	4	201	122	7	19	14	18	0	0	0	0	0	1
% 100.00%	59.00%	41.00%	2.50%	1.00%	50.25% 3	30.50%	2.75%	4.75%	3.50%	4.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%
	S	7	0	0	7	2	0	0	-	0	0	0	0	0	0	0
(Non-SK, Non- % 100 00% 6	7000		70000	70000			70000	70000		70000	70000	70000	70000	70000	70000	70000
# 142	80	40.00 %	% OO.O	% O.O.		43	× m	0.00.0	×00.02	% O.O.O	% O.O.	1.00.0	% 00.0	% <u>00.0</u>	% <u>00.0</u>	0.00.0 0
100 00%	62 68%	37 32%	2 11%	0000		30.28%	2 11%	2 8.2%	2 11%	3.52%	00.00	0 Z0%	0000	0000	0000	0 00 V
1.5	not match	that derive	d from dats	ail data nra	ented due	to round	ing Source	. Datamart	EEO 715	Annlication	for pay p	ariod 2016	21 downlo	-1 un hehre	1/02/2016	2000

Table A4-1: PARTICIPATION RATES WITHIN GRADES BY RACE/ETHNICITY AND SEX-TEMPORARY EMPLOYEES-PAY PERIOD 201621

											RACE/ETHNICITY	NICITY						
											No	Non-Hispanic or Latino	or Latino					
		TOTA	TOTAL EMPLOYEES	VEFS	Hispanic or Latino		White		Black or African American	rican	Acian		Native Hawaiian or Other Pacific Islander	vaiian acific	American Indian or Alacka Nativa	ndian or ive	Two or more	ore
SN, SU, AND RELAIED GRADES	AED	AI	male	female	male	Ð	male	female	male	female	male	female	male	female	male	female	male	female
2010	#	-	0		0	0	0	~	0	0	0	0	0	0	0	0	0	0
2N-NC	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	%00.0	%00.0	%00.0	%00.0	0.00%	0.00%	0.00%	%00.0	0.00%
SK_03	#	2	2			0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	00.00	0.00%	100.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
SK-04	#	4	2		0	0	-	0	-	-	0	-	0		0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	0.00%	25.00%	0.00%	25.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
SK_DF	#	9	4		0	0	-	0	e	7	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	0.00%	0.00%	16.67%	0.00%	50.00%	33.33%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	%00.0	0.00%
SKIDE	#	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0
00-00	%	100.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%
CK 07	#	3	1	2	0	0	0	0	0	0	1	1	0	0	0	0	0	1
10-200	%	100.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
SK DB	#	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
00-40	%	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%	0.00%
SK DD	#	1	0	1	0	-	0	0	0	0	0	0	0	0	0	0	0	0
60-VD	%	100.00%	%00.0	100.00%	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%	0.00%
CK 10	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
01-10	%	100.00%	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%
SK_11	#	8	4		0	-	2	-	-	-	-	-	0	0	0	0	0	0
5	%	100.00%	50.00%	50.00%	0.00%	12.50%	25.00%	12.50%	12.50%	12.50%	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	4	2		0	-	2	-	0	0	0	0	0		0	0	0	0
1	%	100.00%	50.00%	50.00%	0.00%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
SK-13	#	2	0		0	0	0	0	0	-	0	-	0	0	0	0	0	0
	%	100.00%	%00.0	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
SK-14	# 2	100 000	19			0	6	9,00,		0	6	31.0	0	0	0	0	0,000,0	0
	۶ ‡	%nn.nn	0/ 00/ /0	32.14%	%,00.0	%00.0	32.14%	Z 1.43%	% /0.0	%.00.0	32.14%	0.11.0	0.UU.%	%.00.0	%00.0	%00.0	%00.0	0.UU%
SK-15	# 8	100 00%	0 00 0	0 0000	0 00 0	0 00 0	0,000	0000	0000	0 00 0	0 00 0	0 000	0 00 0	0,000	0 00 0	0000	0 00 0	0 00%
	#	27	18				13	2000		0,000	4 4	2	0	1	0	0	0	0
SK-16	%	100.00%	66.67%	33.33%	0.00%	3.70%	48.15%	18.52%	3.70%	0.00%	14.81%	7.41%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%
21 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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%	0.00%
All other		6	7	2	-	0	4	7	-	0	-	0	0	0	0	0	0	0
(Non-SK, Non-SO)	%	100.00%	77.78%	22.22%	11.11%	0.00%	44.44%	22.22%	11.11%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Sanior Officar	#	7	5	2	0	0	5	-	0	0	0	0	0	-	0	0	0	0
	%	100.00%	71.43%	28.57%	%00.0	0.00%	71.43%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%
NOTE: Total calculations shown may not match that derived fro	lations	shown may	not match	Ithat derive	ed from detai	il data pre	sented due	to roundir	ig. Source:	Datamart	EEO 715 /	pplication	for pay pe	riod 2016;	m detail data presented due to rounding. Source: Datamart EEO 715 Application for pay period 201621, downloaded on 11/07/2016	aded on 11/	/07/2016.	

Table A4-2: PARTICIPATION RATES WITHIN GRADES BY RACE/ETHNICITY AND SEX PERMANENT WORKFORCE-PAY PERIOD 201621

Sk, S0, AND TOTAL EMPLOYEES Monthematic or Lettino M											RACE/ETHNICITY	INICITY						
A, More Haveling Matrix Have H											No	n-Hispani	c or Latinc					
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	UNV OS XS	F		U U U U	Licentic		Alh ite		Black or A	frican	v cio A		Native Ha or Other F	waiian Pacific	American	Indian Mating	Two or m	ore
	RELATED GRADE			female	male	female	male	female	male	female	male	female	male	1		female	male	female
	#				0	0	0	0	0	0	0	0	0				0	0
% 0		-			%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00.0	%00.0	0.00%	0.00%	%00.0	0.00%
% 0.00% 0.0			0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
# • • • • • • • • 0					0.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00.0		%00.0	0.00%	0.00%
is 0.09% 0.09% 0.00% 0.					0	0	1	0	1	2	0	0	0	0	0	0	0	0
					0.00%	%00.0	0.05%	0.00%	0.45%	0.39%	0.00%	0.00%	%00.0	%00.0	0.00%	%00.0	0.00%	0.00%
# $0.07%$ $0.09%$ $0.09%$ $0.09%$ $0.00%$					0	0	0	-	~	-	o	0	0	0		0	0	0
# T/2 0.02% 0.02% 0.00					%00.0		0.00%	0.08%	0.45%	0.20%	0.00%	0.00%	%00.0	%00.0		0.00%	0.00%	0.00%
% 0.22% 0.12% 0.12% 0.12% 0.12% 0.07% 0.00% 0.0		_			0	0	7	-	-	9	0	0	0	0	0	0	0	0
					0.00%	0.00%	0.11%	0.08%	0.45%	1.17%	0.00%	0.00%	%00.0	%00.0	%00.0	%00.0	0.00%	%00.0
		_			-		2	9	ω	40	0	5		0	0	0	0	0
		+			0.76%	4	0.27%	0.83%	3.60%	7.81%	0.00%	1.88%		%00.0	%00.0	%00.0	0.00%	%00.0
					0	-	0	n	0	16	ō	-		0	0	0	0	0
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $		0.46		1.0	%00.0	0.90%	%00.0	0.25%	0.00%	3.13%	%00.0	0.38%		%00.0	%00.0	0.00%	0.00%	0.00%
						n	12	10	8	38	-	-	0	0		0	-	2
						2.70%	0.66%	0.83%	3.60%	7.42%	0.37%	0.38%	%00.0	%00.0		%00.0	25.00%	15.38%
					0	0	0	-	0	-	0	0	0	0	0	0	0	0
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $		0.0			0.00%	%00.0	0.00%	0.08%	0.00%	0.20%	0.00%	0.00%	%00.0	%00.0	0.00%	%00.0	0.00%	0.00%
					9	11	34	36	12	46	5	8	0	0	0	0	0	0
		ς. Υ.	2	4.7	4.55%	6	1.86%	3.00%	5.41%	8.98%	1.84%	3.01%		%00.0		0.00%	0.00%	0.00%
					7		62	67	26	82	12			0	-		0	2
					5.30%	9.01%	3.39%	5.59%	11.71%	16.02%	4.41%		%00.0	%00.0	7.69%		0.00%	15.38%
					14		124	103	40	86	35			0	З	-	-	0
			ω	10	10.61%		6.78%	8.59%	18.02%	16.80%	12.87%	10.90%	%00.0	%00.0	23.08%	16.67%	25.00%	0.00%
		_			59		871	579	84	125	140		0	0	З	2	-	80
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		45.2	46.8	43.2	44.70%		47.62%	48.29%	37.84%	24.41%	51.47%		%00.0	%00.0		33.33%	25.00%	61.54%
		_			17	4	182	73	15	27	26			0	4	0	0	0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		7.9	6.0	Ω.	12.88%		9.95%	6.09%	6.76%	5.27%	9.56%			%00.0	30.77%	0.00%	0.00%	0.00%
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$:			12		253	148	12	19	35		0		2	2	-	0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		Ę	12.		9.09%	5.41%	13.83%	12.34%	5.41%	3.71%	12.87%	9.02%		50.00%	15.38%	33.33%	25.00%	0.00%
% 8.73% 9.54% 7.78% 7.58% 3.60% 10.99% 10.18% 4.95% 3.71% 5.15% 6.77% 0.00% 0			ľ		10		201	122	11	19	4	18		0		0	0	
# 5 3 2 0 0 2 0					7.58%		10.99%	10.18%	4.95%	3.71%	5.15%	6.77%	%00.0	%00.0		%00.0	%00.0	7.69%
					0	0	2	2	0	0	-		0	0	0	0	0	0
# 142 89 53 3 0 80 43 33 4 3 5 0 1 0<			0.1:	0 ^{.0}	%00.0	0.00%	0.11%	0.17%	0.00%	%00.0	0.37%		%00.0	%00.0	%00.0	%00.0	0.00%	0.00%
$ \frac{1}{4} \frac{3.10\%}{100.00\%} \frac{3.60\%}{100.00\%} \frac{2.51\%}{132} \frac{2.27\%}{100.00\%} \frac{4.37\%}{0.00\%} \frac{3.59\%}{1.35\%} \frac{1.35\%}{0.78\%} \frac{0.10\%}{1.10\%} \frac{1.88\%}{1.88\%} \frac{0.00\%}{50.00\%} \frac{50.00\%}{0.00\%} \frac{0.00\%}{0.00\%} \frac{0.00\%}{0.00\%} \frac{1.00\%}{0.00\%} \frac{1.00\%}{100.00\%} \frac{1.00\%}{100.00$					e		80	43	ო	4	e	5	0	-		0	0	0
# 4582 2473 2109 132 111 1829 1199 222 512 272 266 1 2 13 6 4 % 100.00% </td <td></td> <td></td> <td>3.60%</td> <td>2.51%</td> <td>2.27%</td> <td></td> <td>4.37%</td> <td>3.59%</td> <td>1.35%</td> <td>0.78%</td> <td>1.10%</td> <td>1.88%</td> <td></td> <td>50.00%</td> <td></td> <td>%00.0</td> <td>0.00%</td> <td>0.00%</td>			3.60%	2.51%	2.27%		4.37%	3.59%	1.35%	0.78%	1.10%	1.88%		50.00%		%00.0	0.00%	0.00%
% 100.00% 100.			2473	2109	132			1199	222	512	272	266		2		9	4	13
			100.00%	100.00%	100.00%			100.00%	100.00%	100.00%	100.00%	100.00%		100.00%		100.00%	100.00%	100.00%

Table A4-2: PARTICIPATION RATES WITHIN GRADES BY RACE/ETHNICITY AND SEX TEMPORARY WORKFORCE-PAY PERIOD 201621

Sk, so, AND RELATED TOTAL E GRADES # 1 Sk-02 # 1 Sk-03 # 194% Sk-05 # 3.88% Sk-05 # 6 Sk-05 % 5.83% Sk-06 % 0 Sk-05 % 0 Sk-06 % 0 Sk-07 # 3.33%	TOTAL EMPLOYEES All male fen 1 0 2.5 2 2 2 94.% 3.13% 0.0 2.88% 3.13% 5.1 6 4 2 6 4 2 .83% 6.25% 5.1 .000% 0.00% 0.0 .001 1.56% 5.1	1	Hispanic or Latino	_			Black or African		Non	-Hispanic	Non-Hispanic or Latino	vaiian acific	American Indian			
ES 3 AND RELATED	EMPLOY male 0 0.00% 3.13% 3.13% 6.25% 0.00% 0.00%	1	Hispanic or Latino		:		Black or A				Native Hav		American			
C 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	EMPLOY male 0 0.00% 3.13% 3.13% 6.25% 0.00% 0.00% 1.56%	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	lispanic or _atino		:		Black or A						American			
	male male 0.00% 0.00% 2.3.13% 2.3.13% 6.25% 0.00% 0.00% 1.56% 1.56% 1.56%	1 1 1 0 00%	-auno	-	AVI-14-		A month of the				or Other Pacific				Two or more	re
	0 0.00% 3.13% 3.13% 6.25% 6.25% 0.00% 1.56%	2.56% 0 0.00%	mae	female	male	female	male	female	male	female	male	female	UI AIdSKa NaLIVE male fema	٩	male	female
	0.00% 2 3.13% 3.13% 6.25% 0 0.00% 1.56%	2.56% 0 0.00%	0	0	0	-	0	0	0	0	0	0	0	0	0	0
** % * % * % * % * %	2 3.13% 3.13% 6.25% 0 0 0.00% 1.56%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	3.13% 2 3.13% 6.25% 0 0 0.00% 1.56%	0.00%	0	0	2	0	0	0	0	0	0	0	0	0	0	0
# 8 # 8 # 8 # 6	2 3.13% 6.25% 0 0.00% 1.56%		0.00%	0.00%	5.13%	0.00%	0.00%	0.00%	%00.0	%00.0	0.00%	0.00%	%00.0	%00.0	%00.0	0.00%
8 # 8 # 8 # 8	3.13% 3.13% 6.25% 0 0.00% 1.56%	2	0	0	-	0	-	-	0	-	0	0	0	0	0	0
# % # % # 0	4 6.25% 0 0.00% 1.56%	5.13%	0.00%	0.00%	2.56%	0.00%	12.50%	20.00%	%00.0	11.11%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%
% # % #	6.25% 0 0.00% 1.56%	2	0	0	~	0	e	2	0	0	0	0	0	0	0	0
# 8 # 6	0 0.00% 1.56%	5.13%	0.00%	0.00%	2.56%	0.00%	37.50%	40.00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00.0	0.00%	0.00%
% #	0.00% 1 1.56%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 0	1.56%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
2	1.56%	2	0	0	0	0	0	0	-	-	0	0	0	0	0	-
% 7.9.1%		5.13%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	6.25%	11.11%	0.00%	0.00%	%00.0	%00.0	0.00%	100.00%
C/ V8 # 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00.0	0.00%	0.00%	%00.0	%00.0	0.00%	0.00%
C/ 00 # 1	0	-	0	-	0	0	0	0	0	0	0	0	0	0	0	0
SK-U9 % 0.97%	0.00%	2.56%	0.00%	25.00%	%00.0	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	%00.0	%00.0	%00.0	0.00%
SK 10 # 1	0	-	0	0	0	-	0	0	0	0	0	0	0	0	0	0
	0.00%	2.56%	0.00%	0.00%	%00.0	5.56%	%00.0	%00.0	0.00%	%00.0	0.00%	0.00%	%00.0	%00.0	%00.0	0.00%
SK 11 # 8	4	4	0	1	2	-	-	-	-	1	0	0	0	0	0	0
	6.25%	10.26%	0.00%	25.00%	5.13%	5.56%	12.50%	20.00%	6.25%	11.11%	0.00%	0.00%	%00.0	%00.0	%00.0	0.00%
SK 10 # 4	2	2	0	1	2	-	0	0	0	0	0	0	0	0	0	0
	3.13%	5.13%	0.00%	25.00%	5.13%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00.0	0.00%	0.00%
SK 13 # 2	0	2	0	0	0	0	0	+	0	-	0	0	0	0	0	0
1.94	0.00%	5.13%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	11.11%	0.00%	0.00%	%00.0	%00.0	%00.0	0.00%
	19	6	0	0	6	9	-	0	σ	e	0	0	0	0	0	0
% 27.18%	29.69%	23.08%	0.00%	0.00%	23.08%	33.33%	12.50%	0.00%	56.25%	33.33%	0.00%	0.00%	%00.0	%00.0	%00.0	0.00%
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% 0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%
	18	6		-	13	5	-	0	4	2	0	-	0	0	0	0
% 26.21%	28.13%	23.08%		25.00%	33.33%	27.78%	12.50%	0.00%	25.00%	22.22%	%00.0	50.00%	%00.0	0.00%	0.00%	0.00%
_	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	%00.0	%00.0	%00.0	0.00%
	7	2	-	0	4	2	-	0	-	0	0	0	0	0	0	0
(Non-SK, Non-SO) % 8.74% 1	10.94%	5.13%	100.00%	0.00%	10.26%	11.11%	12.50%	0.00%	6.25%	0.00%	0.00%	0.00%	%00.0	%00.0	%00.0	0.00%
	5	2	0	0	5	-	0	0	0	0	0	-	0	0	0	0
% 6.8	7.81%	5.13%	0.00%	0.00%	12.82%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	%00.0	0.00%	0.00%	0.00%
	64		-	4	39	9	8			6	0	2	0	0	0	-
	. %00.00		100.00% 100.00%	%00.00	100.00% 100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00% 100.00%	100.00%	100.00%	100.00% 100.00%		100.00%

D, B đ ž llidy NULE: Percentages computed down columns and NUL across rows. Iotal calculations shown Source: Datamart EEO 715 Application for pay period 201621, downloaded on 11/07/2016. Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS-DISTRIBUTION BY RACE/ETHNICITY AND SEX PERMANENT WORKFORCE-PAY PERIOD 201621

										R	RACE/ETHNICITY	IICITY						
											Non-	Non-Hispanic or Latino	or Latino					
					Hispanic or				Black or African				Native Hawaiian or Other Pacific		American Indian Two or more	lndian	Two or m	ore
Job Title/Series		D	IOIAL EMPLOYEES	nale	Latino	female	White male	female	American	female	Asian	female	male	female	or Alaska Native male female		male	female
	#	98	70	28	2	e	53	15	4	0	10	10	0	0	-	0	0	0
0110 Economist	%	100%	71.43%	28.57%	2.04%	3.06%	54.08%	15.31%	4.08%	0.00%	10.20%	10.20%	%00.0	0.00%	1.02%	0.00%	0.00%	0.00%
Occupational CLF		100%	67.07%	32.93%	3.34%	1.85%	55.79%	25.20%	2.84%	2.66%	4.46%	3.02%	%00.0	0.05%	0.47%	0.13%	0.18%	0.02%
	#	940	532	408	29	28	414	256	34	49	53	71	0	0	2	-	0	3
0510 Accountant	%	100%	56.60%	43.40%	3.09%	2.98%	44.04%	27.23%	3.62%	5.21%	5.64%	7.55%	%00.0	0.00%	0.21%	0.11%	%00.0	0.32%
Occupational CLF		100%	39.91%	%60.09	2.19%	3.93%	31.79%	44.23%	2.49%	5.66%	3.06%	5.49%	0.02%	0.06%	0.19%	0.43%	0.17%	0.29%
	#	1954	1091	863	43	36	899	628	23	29	88	114	0	+	3	3	-	2
0905 General Attorney	%	100%	55.83%	44.17%	2.20%	1.84%	46.01%	32.14%	2.92%	4.04%	4.50%	5.83%	%00.0	0.05%	0.15%	0.15%	0.05%	0.10%
Occupational CLF		100%	66.70%	33.30%	2.52%	1.85%	59.68%	26.68%	2.13%	2.60%	1.82%	1.74%	0.02%	0.01%	0.31%	0.23%	0.22%	0.18%
1831 Securities	#	290	196	64	17	2	142	54	10	17	26	20	0	0	0	0	1	-
Compliance Examining	%	100%	67.59%	32.41%	5.86%	0.69%	48.97%	18.62%	3.45%	5.86%	8.97%	6.90%	%00.0	0.00%	0.00%	0.00%	0.34%	0.34%
Occupational CLF		100%	54.75%	45.25%	3.06%	3.65%	44.11%	28.34%	3.57%	8.71%	3.69%	3.96%	0.00%	0.00%	0.08%	0.31%	0.24%	0.27%
NOTE. Takal calculations shows more active that designed from detail data accounted due to conside Courses. Determent EEO 746 Andibedian for an analysis for a 44/07/046			t motoh that	dorinod fro.	an dotail do				tol .cosino		ilaa 245 C				poolouiop	144 00 4-1	0100120	

NOTE: Total calculations shown may not match that derived from detail data presented due to rounding. Source: Datamart EEO 715 Application for pay period 201621, downloaded on 11/07/2016.

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS-DISTRIBUTION BY RACE/ETHNICITY AND SEX TEMPORARY WORKFORCE-PAY PERIOD 201621

										R,	RACE/ETHNICITY	IICITY						
											-noN	Non-Hispanic or Latino	or Latino					
					Hispanic or	o			Black or African	African			Native Hawaiian or Other Pacific		American Indian Two or more	Indian -	Two or m	ore
		10 1	TOTAL EMPLOYEES	YEES	Latino		White		American		Asian		Islander		or Alaska Native races	Native	aces	
Job Title/Series		AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	#	20	14	9	+	0	8	3	0	0	5	3	0	0	0	0	0	0
0110 Economist	%	100%	70.00%	30.00%	5.00%	0.00%	40.00%	15.00%	0.00%	0.00%	25.00%	15.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
Occupational CLF		100%	67.07%	32.93%	3.34%	1.85%	55.79%	25.20%	2.84%	2.66%	4.46%	3.02%	%00.0	0.05%	0.47%	0.13%	0.18%	0.02%
	#	14	8	9	0	-	9	4	0	0	2	1	0	0	0	0	0	0
0510 Accountant	%	100%	57.14%	42.86%	0.00%	7.14%	42.86%	28.57%	0.00%	0.00%	14.29%	7.14%	%00.0	0.00%	0.00%	0.00%	%00.0	0.00%
Occupational CLF		100%	39.91%	60.09%	2.19%	3.93%	31.79%	44.23%	2.49%	5.66%	3.06%	5.49%	0.02%	0.06%	0.19%	0.43%	0.17%	0.29%
-	#	12	8	4	0	0	7	0	-	0	0	-	0	-	0	0	0	0
0905 General Attorney	%	100%	66.67%	33.33%	0.00%	%00.0	58.33%	16.67%	8.33%	0.00%	0.00%	8.33%	%00.0	8.33%	0.00%	0.00%	%00.0	0.00%
Occupational CLF		100%	66.70%	33.30%	2.52%	1.85%	59.68%	26.68%	2.13%	2.60%	1.82%	1.74%	0.02%	0.01%	0.31%	0.23%	0.22%	0.18%
1831 Securities	#	5	5	0	0	0	2	0	0	0	3	0	0	0	0	0	0	0
Compliance Examining	%	100%	100.00%	0.00%	0.00%	%00.0	40.00%	0.00%	0.00%	0.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
Occupational CLF		100%	54.75%	45.25%	3.06%	3.65%	44.11%	28.34%	3.57%	8.71%	3.69%	3.96%	%00.0	%00.0	0.08%	0.31%	0.24%	0.27%
NOTE: Total calculations shown may not match that derived from detail data presented due to rounding. Source: Datamart FEO 715 Andication for pay neriod 201621 downloaded on 11/07/2016	ions show	vn mav no	ot match that	derived fro	m detail da	ata presen	ted due to r	oundina. S	ource: Dat	tamart FF(O 715 Annli	cation for	nav nerioc	1201621	download	ed on 11/	07/2016	

lioaded on 11/0//2016. 20 Tor pay period 20 202 Га С Source: ē 2 derived that ns snown may not g ota Table A7: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS BY RACE/ETHNICITY AND SEX CLOSING DATES IN FY 2016 (10/01/2015 THROUGH 09/30/2016)

										R	RACE/ETHNICITY	NICITY						
				<u>.</u>							-non-	Hispanic	Non-Hispanic or Latino					
			TOTAL*		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	re races
		AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Job Title/Series: Economist (0110) In FY 2016, 22 economis	10mist (0	110) In FY	r 2016, 22	economi	sts were	ts were selected.												
Total Received	#	299																
	#	177	125	52	13	5	74	22	16	10	21	13	0	0	-	2	0	0
voluntarily identified	%	100%	70.62%	29.38%	7.34%	2.82%	41.81%	12.43%	9.04%	5.65%	11.86%	7.34%	0.00%	0.00%	0.56%	1.13%	0.00%	0.00%
Qualified of those	#	104	75	29	7	З	42	15	12	7	13	4	0	0	-	0	0	0
Identified	%	100%	72.12%	27.88%	6.73%	2.88%	40.38%	14.42%	11.54%	6.73%	12.50%	3.85%	0.00%	0.00%	0.96%	0.00%	0.00%	0.00%
Selected of those	#	11	8	3	0	0	5	-	2	-	0	-	0	0	-	0	0	0
Identified	%	100%	72.73%	27.27%	0.00%	0.00%	45.45%	9.09%	18.18%	6.09%	%00.0	60.6	0.00%	0.00%	60.09%	0.00%	0.00%	0.00%
Occupational CLF	%	100%	67.07% 32.93%	32.93%	3.34%	1.85%	55.79%	25.20%	2.84%	2.66%	4.46%	3.02%	0.00%	0.05%	0.47%	0.13%	0.18%	0.02%
Job Title/Series: General Attorney (0905) In FY 2016, 146 at	eral Attor	rney (090£	5) In FY 2()16, 146 a	ttorneys	torneys were selected.	ected.											
Total Received	#	9299																
	#	5509	3338	2171	376	229	2010	989	468	542	352	348	22	7	51	29	59	27
voluntarily identified	%	100%	60.59%	39.41%	6.83%	4.16%	36.49%	17.95%	8.50%	9.84%	6.39%	6.32%	0.40%	0.13%	0.93%	0.53%	1.07%	0.49%
Qualified of those	#	4188	2529	1659	266	156	1563	784	320	384	278	287	20	4	32	25	50	19
Identified	%	100%	60.39%	39.61%	6.35%	3.72%	37.32%	18.72%	7.64%	9.17%	6.64%	6.85%	0.48%	0.10%	0.76%	0.60%	1.19%	0.45%
Selected of those	#	86	41	45	2	2	32	35	1	2	9	6	0	0	0	0	0	0
Identified	%	100%	47.67%	52.33%	2.33%	2.33%	37.21%	40.70%	1.16%	2.33%	6.98%	6.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	%	100%	66.70%	33.30%	2.52%	1.85%	59.68%	26.68%	2.13%	2.60%	1.82%	1.74%	0.02%	0.01%	0.31%	0.23%	0.22%	0.18%

*This table contains data for both permanent and temporary positions. NOTE: Total calculations shown may not match that derived from detail data presented due to rounding. Source: USAStaffing Applicant Flow Certificate Data, downloaded on 11/07/2016.

										R	RACE/ETHNICITY	NICITY						
											-non-	Hispanic	Non-Hispanic or Latino					
			TOTAL		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	American Indian or Alaska Native Two or more races	wo or mo	ore races
		AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Job Title/Series: Accounting (0510) In FY 2016, 27 accountants were selected.	ounting (0510) In F	Y 2016, 2	7 account	tants wer	e selecte	, p											
Total Received	#	1456																
Victorials 12 configure	#	908	499	409	76	50	213	105	121	182	80	64	0	0	0	0	6	Ø
	%	100%		54.96% 45.04%	8.37%	5.51%	23.46%	11.56%	13.33%	20.04%	8.81%	7.05%	0.00%	0.00%	0.00%	%00.0	0.99%	0.88%
Qualified of those	#	398	242	156	35	23	115	48	49	60	36	21	0	0	0	0	7	4
Identified	%	100%	60.80%	39.20%	8.79%	5.78%	28.89%	12.06%	12.31%	15.08%	9.05%	5.28%	0.00%	0.00%	0.00%	0.00%	1.76%	1.01%
Selected of those	#	17	7	9	-	0	8	5	-	0	-	-	0	0	0	0	0	0
Identified	%	100%	64.71%	35.29%	5.88%	0.00%	47.06%	29.41%	5.88%	0.00%	5.88%	5.88%	%00.0	0.00%	0.00%	%00.0	0.00%	0.00%
CLF	%	100%	39.91%	%60.09	2.19%	3.93%	31.79%	44.23%	2.49%	5.66%	3.06%	5.49%	0.02%	0.06%	0.19%	0.43%	0.17%	0.29%
Job Title/Series: Securities Compliance Examining (1831) In	urities Co	mpliance	Examiniı	1831) gr	_	16, 37 ex	FY 2016, 37 examiners were selected	ere selecte	эd.									
Total Received	#	3225																
Voluntarily Identified	#	1901	1215	686	210	159	567	194	273	268	145	60	8	0	4	0	8	5
	%	100%	63.91%	36.09%	11.05%	8.36%	29.83%	10.21%	14.36%	14.10%	7.63%	3.16%	0.42%	0.00%	0.21%	%00.0	0.42%	0.26%
Qualified of those	#	1225	733	492	123	103	352	150	157	188	83	47	9	0	4	0	8	4
Identified	%	100%	59.84%	40.16% 10.04%	10.04%	8.41%	28.73%	12.24%	12.82%	15.35%	6.78%	3.84%	0.49%	%00.0	0.33%	%00.0	0.65%	0.33%
Selected of those	#	19	1	8	2	0	4	0	-	e	4	e	0	0	0	0	0	0
Identified	%	100%	57.89%	42.11%	10.53%	0.00%	21.05%	10.53%	5.26%	15.79%	21.05%	15.79%	%00.0	0.00%	%00.0	%00.0	0.00%	%00.0
CLF	%	100%	54.75%	45.25%	3.06%	3.65%	44.11%	28.34%	3.57%	8.71%	3.69%	3.96%	0.00%	0.00%	0.08%	0.31%	0.24%	0.27%

*This table contains data for both permanent and temporary positions. NOTE: Total calculations shown may not match that derived from detail data presented due to rounding. Source: USAStaffing Applicant Flow Certificate Data, downloaded on 11/07/2016.

Table A8: NEW HIRES BY TYPE OF APPOINTMENT-DISTRIBUTION BY RACE/ETHNICITY AND SEX FY 2016 (10/01/2015 THROUGH 09/30/2016)

	_									R	RACE/ETHNICITY	ICITY						
	_										Non-	Hispanic	Non-Hispanic or Latino					
	_		TOTAL		Hispanic or Latino		White		Black or African American	African	Asian		Native Hawaiian or Other Pacific Islander	awaiian Pacific	American Indian or Alaska Native		Two or more races	ore
Employment Tenure	anure	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	#	400	218	182	17	7	145	104	20	33	34	37	0	0	-	-	-	0
reillallell	%	100%	54.50%	45.50%	4.25%	1.75%	36.25%	26.00%	5.00%	8.25%	8.50%	9.25%	0.00%	0.00%	0.25%	0.25%	0.25%	0.00%
- F	#	44	28	16	2	e	17	ø	e	-	9	с	0	0	0	0	0	-
remporary	%	100%	63.64%	36.36%	4.55%	6.82%	38.64%	18.18%	6.82%	2.27%	13.64%	6.82%	0.00%	0.00%	%00.0	0.00%	0.00%	2.27%
- F C F	#	444	246	198	19	10	162	112	23	34	40	40	0	0	-	-	-	-
IUIAL	%	100%	55.41%	44.59%	4.28%	2.25%	36.49%	25.23%	5.18%	7.66%	9.01%	9.01%	0.00%	0.00%	0.23%	0.23%	0.23%	0.23%
CLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
	:		.				.	:				:	.					

NOTE: Total calculations shown may not match that derived from detail data presented due to rounding. Source: Datamart EEO 715 Application for pay period 201621, downloaded on 11/07/2016.

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS BY RACE/ETHNICITY AND SEX-FY 2016 (10/01/2015 THROUGH 09/30/2016)

										ι.	RACE/ETHNICITY	INICITY						
											Non	Non-Hispanic or Latino	or Latino	_				
			TOTAL		Hispanic or Latino		White		Black or African American	African 1	Asian		Native Hawailan or Other Pacific Islander		American Indian or Alaska Native	n Indian a Native	Two or more races	lore
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Job Title/Series: Economist (0110)	mist ((0110)																
Total Applications	#	<u></u> б	Q	en en	0	0	Q	2	0	0	0	-	0	0	0	0	0	0
Received	%	100.00%	66.67%	33.33%	0.00%	%00.0	66.67%	22.22%	%00.0	0.00%	0.00%	11.11%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%
	#	8	5	3	0	0	5	2	0	0	0	1	0	0	0	0	0	0
Qualified	%	100.00%	62.50%	37.50%	0.00%	%00.0	62.50%	25.00%	%00.0	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Colorind	#	5	2	3	0	0	2	2	0	0	0	1	0	0	0	0	0	0
oelected	%	100.00%	40.00%	60.00%	0.00%	%00.0	40.00%	40.00%	%00.0	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool*	%	100.00%	20.00%	30.00%	0.00%	3.33%	51.67%	10.00%	%00.0	0.00%	18.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title/Series: General Attorney (0905)	al Atto	orney (0905)	-															
Total Applications	#	652	410	242	22	13	325	160	34	23	26	41	0	0	e	5	0	0
Received	%	100.00%	62.88%	37.12%	3.37%	1.99%	49.85%	24.54%	5.21%	3.53%	3.99%	6.29%	0.00%	%00.0	0.46%	0.77%	0.00%	0.00%
	#	577	364	213	21	10	293	144	31	18	16	36	0	0	3	5	0	0
Qualified	%	100.00%	63.08%	36.92%	3.64%	1.73%	50.78%	24.96%	5.37%	3.12%	2.77%	6.24%	0.00%	0.00%	0.52%	0.87%	0.00%	0.00%
Colocha	#	76	40	36	2	2	33	26	-	3	4	5	0	0	0	0	0	0
oelected	%	100.00%	52.63%	47.37%	2.63%	2.63%	43.42%	34.21%	1.32%	3.95%	5.26%	6.58%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%	100.00%	55.33%	44.67%	2.16%	2.09%	44.92%	31.85%	3.20%	4.25%	4.81%	6.10%	%00.0	0.06%	0.18%	0.18%	0.06%	0.12%
	-			-	:	:		:										

**Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced. NOTE: Total calculations shown may not match that derived from detail data presented due to rounding. Source: Datamart for pay period 201621, downloaded on 11/07/2016.

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS BY RACE/ ETHNICITY AND SEX-FY 2016 (10/01/2015 THROUGH 09/30/2016) Continued

										Ŀ	RACE/ETHNICITY	NICITY						
											Non	Non-Hispanic or Latino	or Latino					
			TOTAL		Hispanic or Latino		White		Black or African American	African	Asian		Native Hawaiian or Other Pacific Islander	awaiian Pacific	American Indian or Alaska Native		Two or more races	ore
		AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Job Title/Series: Accounting (0510)	ıting (0510)																
Total Applications	#	113	82	31	8	0	43	17	5	7	25	7	0	0	-	0	0	0
Received	%	100.00%	72.57%	27.43%	7.08%	%00.0	38.05%	15.04%	4.42%	6.19%	22.12%	6.19%	0.00%	%00.0	0.88%	%00.0	%00.0	0.00%
Cuclificad	#	95	65	30	9	0	42	16	5	7	11	7	0	0	-	0	0	0
Maillied	%	100.00%	68.42%	31.58%	6.32%	%00.0	44.21%	16.84%	5.26%	7.37%	11.58%	7.37%	0.00%	0.00%	1.05%	0.00%	%00.0	0.00%
Selected	#	26	19	7	2	0	12	6	1	0	4	1	0	0	0	0	0	0
Gelecied	%	100.00%	73.08%	26.92%	7.69%	%00.0	46.15%	23.08%	3.85%	%00.0	15.38%	3.85%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
Relevant Applicant Pool*	%	100.00%	59.14%	40.86%	3.67%	2.51%	44.98%	25.27%	3.32%	5.11%	6.99%	7.62%	0.00%	0.00%	0.18%	0.09%	%00.0	0.27%
Job Title/Series: Securities Compliance Examining (1831)	ies Co	ompliance I	Examining	(1831)														
Total Applications	#	281	197	84	32	8	108	44	13	15	44	17	0	0	0	0	0	0
Received	%	100.00%	70.11%	29.89%	11.39%	2.85%	38.43%	15.66%	4.63%	5.34%	15.66%	6.05%	0.00%	%00.0	%00.0	0.00%	%00.0	0.00%
	#	257	178	79	28	7	102	44	9	13	42	15	0	0	0	0	0	0
	%	100.00%	69.26%	30.74%	10.89%	2.72%	39.69%	17.12%	2.33%	5.06%	16.34%	5.84%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
Selected	#	18	10	8	1	0	5	3	1	4	3	1	0	0	0	0	0	0
00000	%	100.00%	55.56%	44.44%	5.56%	%00.0	27.78%	16.67%	5.56%	22.22%	16.67%	5.56%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
Relevant Applicant Pool	%	100.00%	69.87%	30.13%	5.13%	0.00%	52.56%	19.87%	3.85%	3.21%	8.33%	7.05%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%

**Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced. NOTE: Total calculations shown may not match that derived from detail data presented due to rounding. Source: Datamart for pay period 201621, downloaded on 11/07/2016.

Table A10: NON-COMPETITIVE PROMOTIONS-TIME IN GRADE-DISTRIBUTION BY RACE/ETHNICITY AND SEX PAY PERIOD 201621

											RACE/ETHNICITY	HNICITY						
											Ŷ	n-Hispan	Non-Hispanic or Latino	0				
					Hispanic or				Black or African				Native Hawaiian or Other Pacific		American Indian		Two or more	ore
TYPE OF APPOINTMENT	ţ	AII	male	female	male	female	wnite	female	American	female	Asian male	female	male	female	or Alaska Native male femal	υ	male	female
Total Employees	#	443	238		20	15	160	100	26		31	38	0	-	0	0	-	0
Ladder Promotion	%	100%	53.72%	46.28%	4.51%	3.39%	36.12%	22.57%	5.87%	11.51%	7.00%	8.58%	0.00%	0.23%	0.00%	0.00%	0.23%	00.00%
Time in grade in excess of minimum	ss of n	ninimum																
C7	#	19	13	9	0	-	10	ю	-	5	5	0	0	0	0	0	0	0
	%	100%	68.42%	31.58%	0.00%	5.26%	52.63%	15.79%	5.26%	10.53%	10.53%	%00.0	0.00%	0.00%	%00.0	%00.0	0.00%	%00.0
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	#	ю	-	2	0	0	~	-	0	~	0	0	0	0	0	0	0	0
13 - 24 monus	%	100%	33.33%	66.67%	%00.0	%00.0	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	%00.0	%00.0	0.00%	0.00%	0.00%	0.00%
	#	4	2	2	0	0	-	0	-	2	0	0	0	0	0	0	0	0
20+ 111011115	%	100%	50.00%	50.00%	%00.0	0.00%	25.00%	%00.0	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NOTE: Total calculations shown may not match that derived from detail data presented due to revealing Source: Detamont EEC 715 Analization for new next of Analization for the second secon	woqa a		t match th	at derived to	from datail	data proc	tonb pote	- rounding	Courso.	Dotomoto			for non-	9700 Prin-	olamok to		010012011	

NOTE: Total calculations shown may not match that derived from detail data presented due to rounding. Source: Datamart EEO 715 Application for pay period 201621, downloaded on 11/07/2016.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (SK-13 THROUGH SK-17) BY RACE/ETHNICITY AND SEX-FY 2016 (10/01/2015 THROUGH 09/30/2016)

Famale Black or Afrian female American 15.07% 10.96% 6 7 15.38% 17.95% 1 0 11.11% 0.00% 11.11% 11.20% 1 11.10% 11.11% 11.10% 23.29% 8.90% 22.99% 8.93% 22.99% 8.93% 12.6.32% 7.47% 12.2.27% 8.93% 25.53% 3.213% 12.25.53% 4.06% 26.72% 4.06% 113 13.1 124 2.13% 26.53% 3.213%										
TOTAL Hispanic or Latino White American All male female male female male female All male female male female male female male All male female male female male female male 7 26 47 0 5 17.95% 17.95% 17.95% 9 15 24 0.00% 6.85% 17.14% 10.96% 7 9 15 24 0.00% 2.56% 17.14% 10.96% 7 100% 33.46% 61.54% 0.00% 1.14% 22.22% 11.14% 10.96% 100% 37.67% 62.33% 2.40% 3.77% 21.92% 23.96% 6.96% 100% 35.66 64.34% 0.00% 3.77% 21.92% 21.14% 11.8% 100% 55.26% 44.74% 2.63% 21.60% 17.60%			-noN	Non-Hispanic or Latino	or Latino					
All male female male female male female male 73 26 47 0 5 13 11 8 73 26 47 0 5 13 11 8 7 39 15 27 0 1 2 11.11% 15.07% 10.96% 9 2 7 0 11 14 2 11 17.95% 9 2 7 0 11.11% 22.22% 11.11% 0.00% 100% 35.66% 11.11% 22.22% 11.11% 0.00% 100% 25.26% 44.14% 2.63% 3.20% 11.01% 11.20% 100% 55.26% 44.14% 2.156% 3.13% 2.105% 11.11% 11.10% 100% 55.26% 44.14% 2.156% 3.13% 2.105% 11.11% 11.18% 100% 55.26% 48.16% 61.54% 3.		ck or African erican	Acian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more	a
73 26 47 0 5 13 11 8 73 26 47 0 5 13 11 8 7 38 46% 61:54% 0.00% 6.86% 17.36% 15.07% 10.96% 9 2 7 0 1 2 1 0 0 9 2 77.78% 0.00% 11.11% 22.22% 11.11% 0.00% 100% 37.67% 62.33% 2.40% 3.77% 21.92% 23.29% 8.90% 100% 37.67% 62.33% 2.40% 3.70% 21.92% 23.29% 7.71% 100% 55.26% 44.74% 2.63% 3.20% 17.11% 11.18% 125 65 60 2 2 2 2 14 125 844 55.26% 44.74% 2.63% 21.66% 17.16% 17.96% 126 100 3.46% 51.60%	female	male female	-	female		female	male female		٩	female
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$				2		20110				
100% 35.62% 64.38% 0.00% 6.85% 17.81% 15.07% 10.96% 39 15 24 0 1 7 6 7 9 33.46% 61.54% 0.00% 2.56% 17.95% 15.38% 17.95% 9 2 7 0 1 1.1% 2 1 0 0 9 2 7 0 11.1% 22.22% 11.1% 0.00% 100% 37.67% 62.33% 2.40% 3.77% 21.92% 23.09% 8.90% 100% 55.26% 44.74% 2.63% 3.20% 21.65% 17.16% 11.18% 100% 55.26% 44.74% 2.63% 3.20% 21.66% 17.16% 14.18% 100% 55.26% 44.74% 2.63% 3.20% 21.66% 17.16% 14.18% 100% 55.26% 44.74% 2.63% 3.20% 21.60% 17.16% 14.6% 125<		8 25	5	3	0	0	0	-	0	2
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	15.07%	.96% 34.25%	6.85%	4.11%	0.00%	0.00%	0.00% 1	1.37% 0.0	; %00 [.] 0	2.74%
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	9			2	0			-	0	2
	15.38%	7.95% 30.77%	2.56%	5.13%	0.00% 0	0.00%	0.00% 2.	56%	0.00%	5.13%
	2	0	0	2	0	0	0	0	0	0
100% 37.67% 62.33% 2.40% 3.77% 21.92% 23.29% 8.90% 100% 37.67% 62.33% 2.40% 3.77% 21.92% 23.29% 8.90% 152 84 68 4 5 32.9% 21.05% 17.11% 11.18% 100% 55.26% 44.74% 2.63% 3.29% 21.05% 17.0% 11.20% 26 10 16 1 1 4 7 2 2 26 10 16 1 1 4 7 2 2 100% 52.00% 48.00% 1.60% 3.20% 21.60% 17.0% 11.20% 26 10 16 1 1 4 7 7 2 100% 48.44% 51.56% 3.13% 2.18% 46.94% 2.169% 7.47% 375 248 10 15 10 215 12 1 375 <t< td=""><td>11.11%</td><td>0.00% 33.33%</td><td>0.00%</td><td>22.22%</td><td>0.00% 0</td><td>0.00%</td><td>0.00% 0</td><td>0.00% 0.0</td><td>0.00% (</td><td>0.00%</td></t<>	11.11%	0.00% 33.33%	0.00%	22.22%	0.00% 0	0.00%	0.00% 0	0.00% 0.0	0.00% (0.00%
152 84 68 4 5 32 26 17 100% 55.26% 44.74% 2.63% 3.29% 21.05% 17.11% 11.18% 125 65 60 2 4 27 22 14 125 65 48.00% 160% 3.20% 21.60% 17.60% 11.20% 100% 52.00% 48.00% 1.60% 3.20% 21.60% 17.60% 11.20% 100% 61.54% 3.85% 3.85% 25.99% 8.93% 100% 61.56% 3.13% 2.23% 21.60% 7.69% 375 248 150 15 10 215 102 32 375 248 51.56% 3.18% 2.63% 2.53% 2.19% 2.13% 375 248 3.13% 2.23% 2.16% 3.34% 2.69% 8.93% 100% 67.73% 3.18% 2.53% 2.18% 2.17% 2.17%	23.29%	3.90% 28.08%	4.11%	6.16%	0.00%	0.00%	0.34% 0	0.34% 0.0	0.00%	0.68%
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	-	-							-	
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		17 25	28	10	0	0	-	2	2	0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	17.11%	16.45%	18.42%	6.58%	0.00% 0	0.00%	0.66% 1		1.32% (0.00%
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		14 22	19	10	0	0	-	2	2	0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	17.60%	17.60%	15.20%	8.00%	0.00% 0	0.00%	0.80% 1	1.60% 1.6	1.60% (0.00%
100% 38.46% 61.54% 3.85% 15.38% 26.92% 7.69% 100% 48.44% 51.56% 3.13% 27.58% 25.99% 8.93% 100% 48.44% 51.56% 3.13% 2.23% 27.68% 26.92% 7.69% 458 308 150 15 10 215 102 32 100% 67.25% 32.75% 3.28% 2.18% 46.94% 22.27% 6.99% 375 23.24 33.81% 4.00% 1.87% 50.13% 23.47% 7.47% 100% 66.13% 33.81% 4.00% 1.87% 50.13% 23.47% 7.47% 100% 66.13% 3.6.17% 6.38% 4.26% 4.6.8% 26.13% 7.47% 100% 65.13% 3.6.17% 6.38% 4.26% 4.6.94% 26.13% 213% 100% 65.83% 36.17% 6.38% 4.26% 4.6.94% 26.73% 213% 100% 65.83% <td>4 7</td> <td>2 6</td> <td>3</td> <td>2</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	4 7	2 6	3	2	0	0	0	0	0	0
100% 48.44% 51.56% 3.13% 2.23% 27.68% 22.99% 8.93% 456 308 150 15 10 215 102 32 100% 67.25% 32.75% 3.28% 2.18% 46.94% 22.27% 6.99% 375 2.48 127 15 7 188 88 28 100% 61.3% 3.87% 4.00% 187% 50.13% 23.47% 7.47% 100% 61.3% 3.81% 4.00% 187% 50.13% 23.47% 7.47% 100% 63.83% 36.17% 6.38% 4.26% 44.68% 25.53% 2.13% 100% 57.73% 42.27% 3.09% 2.48% 43.12% 26.72% 4.06% 669 433 2.24% 171% 2.24% 4.06% 4.06% 100% 65.32% 3.16% 7.17% 2.48% 43.12% 4.06% 669 433 2.14% 15.4%	26.92%	7.69% 23.08%	11.54%	7.69%	0.00% 0	0.00%	0.00% 0	0.00% 0.0	0.00% (0.00%
458 308 150 15 10 215 102 33 33 <t< td=""><td>22.99%</td><td>3.93% 19.42%</td><td>7.81%</td><td>6.70%</td><td>0.00% 0</td><td>0.00%</td><td>0.67% 0</td><td>0.22% 0.2</td><td>0.22% (</td><td>0.00%</td></t<>	22.99%	3.93% 19.42%	7.81%	6.70%	0.00% 0	0.00%	0.67% 0	0.22% 0.2	0.22% (0.00%
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$										
100% 67.25% 32.75% 3.2.75% 3.2.75% 3.2.75% 6.99% 375 248 127 15 7 188 28 28 100% 66.13% 33.87% 4.00% 187% 50.13% 23.47% 7.47% 100% 66.13% 33.87% 4.00% 187% 50.13% 23.47% 7.47% 100% 65.13% 36.17% 6.38% 4.26% 43.12% 7.47% 100% 57.73% 42.27% 3.09% 2.48% 43.12% 26.13% 4.06% 100% 57.73% 42.27% 3.09% 2.48% 43.12% 26.73% 4.06% 100% 57.33% 42.27% 3.09% 2.48% 43.12% 26.73% 4.06% 669 437 2.24% 7.17% 2.24% 4.05% 3.1 31 665 333 2.12 40 15 286 131 31 6605 333 2.12		32 14	43	23	0	0	3	1	0	0
375 248 127 15 7 188 88 28 100% 66.13% 33.87% 4.00% 1.87% 50.13% 23.47% 7.47% 47 30 17 3.87% 4.00% 1.87% 50.13% 23.47% 7.47% 100% 65.13% 35.17% 6.38% 42.66% 43.12% 2.13% 1.77% 100% 57.73% 42.27% 3.09% 2.48% 43.12% 26.73% 4.06% 100% 65.32% 44.68% 7.17% 2.24% 43.12% 26.73% 4.06% 100% 65.32% 34.68% 7.17% 2.24% 43.12% 26.73% 4.63% 669 65.32% 34.68% 7.17% 2.24% 42.75% 10.58% 4.63% 605 333 2.12 40 12 267 12.4 20 605 333 2.12 40 1.98% 3.12% 2.37% 3.16% 605 <td>22.27%</td> <td>3.99% 3.06%</td> <td>9.39%</td> <td>5.02%</td> <td>0.00% 0</td> <td>0.00%</td> <td>0.66% 0</td> <td>0.22% 0.0</td> <td>0.00%</td> <td>0.00%</td>	22.27%	3.99% 3.06%	9.39%	5.02%	0.00% 0	0.00%	0.66% 0	0.22% 0.0	0.00%	0.00%
100% 66.13% 33.87% 4.00% 1.87% 50.13% 23.47% 7.47% 47 30 17 3 2 21 12 1 47 30 17 3 2 21 12 1 100% 65.38% 36.17% 6.38% 4.26% 44.68% 25.53% 2.13% 100% 57.73% 42.27% 3.09% 2.48% 43.12% 2.6.72% 4.06% 100% 57.73% 42.27% 3.09% 2.48% 43.12% 26.72% 4.06% 100% 57.73% 42.27% 3.09% 2.48% 43.12% 26.73% 4.63% 669 437 2.32 48 15 286 131 31 605 393 2.12 40 12 26.7 12.48 20.50% 3.19% 605 393 2.12 40 1.9% 4.1.3% 20.50% 3.19% 83 2.3 40<	88	28 9	14	22	0	0	e	-	0	0
47 30 17 3 2 21 12 12 100% 63.83% 36.17% 6.38% 4.26% 44.68% 25.53% 2.13% 100% 57.73% 42.27% 3.09% 2.48% 43.12% 26.73% 2.13% 669 437 222 48 15 286 13.12% 4.06% 100% 65.32% 3.16% 2.24% 42.75% 19.58% 4.63% 669 437 2.32 48 15 286 13.12% 2.053% 100% 65.32% 3.16% 7.17% 2.24% 42.75% 19.58% 4.63% 100% 64.96% 7.17% 2.24% 42.75% 3.33% 2.050% 3.31% 20 50.46% 6.19% 1.98% 44.13% 20.50% 3.31%	23.47%	.47% 2.40%	3.73%	5.87%		0.00%	0.80% 0			0.00%
100% 63.33% 36.17% 6.38% 4.26% 44.68% 25.53% 2.13% 100% 57.73% 42.27% 3.09% 2.48% 43.12% 26.72% 4.06% 669 437 222 48 15 286 13.12% 4.06% 100% 65.32% 3.09% 2.48% 43.12% 26.72% 4.06% 669 437 232 48 15 286 13.13% 100% 65.32% 34.68% 7.17% 2.24% 42.75% 19.58% 4.63% 100% 64.96% 3.12% 40 12 20.50% 3.31% 20 8.3 212 40 1.98% 44.13% 20.50% 3.31% <td>12</td> <td></td> <td></td> <td>2</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>0</td>	12			2						0
100% 57.73% 42.27% 3.09% 2.48% 43.12% 26.72% 4.06% 669 437 232 48 15 286 131 31 100% 65.32% 34.68% 7.17% 2.24% 42.75% 19.58% 4.63% 605 393 212 40 12 267 124 20 100% 64.96% 3.17% 2.24% 42.75% 19.58% 4.63% 100% 64.96% 5.12 40 12 267 124 20 8.3 212 40 1.98% 44.13% 20.50% 3.31%	25.53%			4.26%						%00.0
669 437 232 48 15 286 131 31 100% 65.32% 34.68% 7.17% 2.24% 42.75% 19.58% 4.63% 605 393 212 40 12 20 12 20 100% 64.96% 3.717% 2.24% 42.75% 19.58% 4.63% 100% 64.96% 5.12 40 1.2 20.50% 3.31% 83 8.3 21.2 40 1.98% 44.13% 20.50% 3.31%	26.72%	I.06% 6.17%	7.11%	6.50%	0.04% 0	0.00%	0.28% 0	0.08% 0.0	0.04% (0.32%
# 669 437 232 48 15 286 131 31 % 100% 65.32% 34.68% 7.17% 2.24% 42.75% 19.58% 4.63% # 605 333 212 40 12 267 124 20 % 100% 64.96% 35.04% 6.61% 1.98% 4.63% % 000% 64.96% 35.04% 6.1% 1.38% 20.50% 3.1%						-	-		-	
% 100% 65.32% 34.68% 7.17% 2.24% 42.75% 19.58% 4.63% # 605 393 212 40 12 267 124 20 % 100% 64.96% 35.04% 6.61% 1.98% 44.13% 20.50% 3.31% # 83 35.04% 6.61% 1.96% 3.31% 20.50% 3.31%	131	31	20							2
# 605 393 212 40 12 267 124 % 100% 64.96% 35.04% 6.61% 1.98% 20.50% 3 # 100% 64.96% 35.04% 6.61% 1.98% 20.50% 3	19.58%	63% 6.7;	10.46%	2.6				0.15% 0.		0.30%
% 100% 64.96% 35.04% 6.61% 1.98% 44.13% 20.50% 3 # 83 7 36 7 32 22	124	20	64							-
83 47 36 4 3 33	20.50%	3.31% 6.94%	10.58%	5.29%	0.00% 0	0.00% 0	0.33% (0.17% 0.	0.00%	0.17%
	22		7							0
<u>%</u> 100% 56.63% 43.37% 4.82% 1.20% 39.76% 26.51% 3.61%	26.51%		8.43%							0.00%
Relevant Applicant Pool 100% 58.40% 41.60% 2.93% 2.56% 44.19% 26.99% 3.76%	26.99%	3.76% 5.69%	7.12%	6.19%	0.03% 0	0.07% 0	0.30% (0.13% 0.	0.07% (0.27%

NOTES: There were no internal vacancy announcements for Senior Officer positions in FY 2016. Total calculations shown may not match that derived from detail **Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced. Source: Datamart for pay period 201621, downloaded on 11/07/2016.

Table A12: PARTICIPATION IN CAREER DEVELOPMENT-DISTRIBUTION BY RACE/ETHNICITY AND SEX FY 2016 (10/01/2015 THROUGH 09/30/2016)

										-	RACE/ETHNICITY	HNICITY						
											Ň	n-Hispani	Non-Hispanic or Latino	0				
			TOTAL		Hispanic or Latino	or	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	ore
		AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Career Development Programs for SK 5 - 12	ogran	ns for SK {	5 - 12															
Slots	#	2																
Relevant Pool*	%	100%	33.28%	66.72%	2.58%	5.02%	18.09%	20.06%	9.12%	35.41%	3.04%	5.32%	0.00%	%00.0	0.15%	0.15%	0.15%	0.76%
	#	2	-	-	0	0	-	0	0	0	0	-	0	0	0	0	0	0
Applied	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	%00.0	0.00%	0.00%	0.00%	50.00%	%00.0	0.00%	0.00%	0.00%	%00.0	0.00%
	#	2	-	-	0	0	-	0	0	0	0	-	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for SK 13 - 14	ogran	ns for SK	13 - 14															
Slots	#	58																
Relevant Pool	%	100%	54.73%	45.27%	2.87%	2.63%	39.42%	27.01%	4.91%	8.32%	7.22%	6.87%	0.00%	%00.0	0.24%	0.12%	0.08%	0.31%
	#	83	33	50	1	4	23	21	9	15	з	7	0	0	0	0	0	3
Applied	%	100%	39.76%	60.24%	1.20%	4.82%	27.71%	25.30%	7.23%	18.07%	3.61%	8.43%	0.00%	0.00%	0.00%	0.00%	0.00%	3.61%
Dorticiocoto	#	58	26	32	1	2	19	14	4	10	2	4	0	0	0	0	0	2
	%	100%	44.83%	55.17%	1.72%	3.45%	32.76%	24.14%	6.90%	17.24%	3.45%	6.90%	0.00%	0.00%	%00.0	%00.0	%00.0	3.45%
Career Development Programs for SK 15, 17	ogran	ns for SK	15, 17															
Slots	#	16																
Relevant Pool	%	100%	62.96%	37.04%	3.53%	1.05%	50.13%	25.52%	3.40%	6.02%	5.24%	4.32%	0.13%	0.00%	0.52%	%00.0	0.00%	0.13%
	#	24	6	15	-	0	9	6	0	4	3	2	0	0	0	0	0	0
nauddy	%	100%	37.50%	62.50%	4.17%	0.00%	25.00%	37.50%	0.00%	16.67%	8.33%	8.33%	%00.0	0.00%	0.00%	%00.0	0.00%	0.00%
Dorticiocoto	#	16	5	11	+	0	3	8	0	2	-	-	0	0	0	0	0	0
	%	100%	31.25%	68.75%	6.25%	0.00%	18.75%	50.00%	0.00%	12.50%	6.25%	6.25%	%00.0	%00.0	%00.0	%00.0	%00.0	0.00%

**Relevant Pool" = all employees in the pay grades eligible for the career development program. NOTE: Total calculations shown may not match that derived from detail data presented due to rounding. Source: SEC and Datamart for pay period 201621, downloaded on 11/07/2016.

Table A13: EMPLOYEE RECOGNITION AND AWARDS-DISTRIBUTION BY RACE/ETHNICITY AND SEX PERMANENT WORKFORCE-FY 2016 (10/01/2015 THROUGH 09/30/2016)

									RAC	RACE/ETHNICITY	×						
										Non-Hi	Non-Hispanic or Latino	-atino					
		TOTAL		Hispanic or Latino		White		Black or African American	frican	Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	ore
Awards	AII	male	e female	male	female	male	female		female	male	female	male	female	male	female	male	female
Time-Off Awards: 1-9 hours	-9 hours	-															
Total Time-Off #	t 1456	5 726	5 730	52	35	526	438	52	169	95	80	0	0	-	e	0	5
	% 100%	6 49.86%	6 50.14%	3.57%	2.40%	36.13%	30.08%	3.57%	11.61%	6.52%	5.49%	0.00%	0.00%	0.07%	0.21%	0.00%	0.34%
Total Hours	9933	3 5012	2 4921	358	218	3615	3018	371	1086	660	542	0	0	œ	20	0	37
Average Hours		7 7	7 7	7 7	9	7	7	7	9	7	7	0	0	8	7	0	7
Time-Off Awards: 9+ hours	+ hours																
Total Time-Off #	t 1007	7 505	5 502	38	30	370	313	31	93	63	62	0	0	2	4	-	0
Awards Given	% 100%	6 50.15%	6 49.85%	3.77%	2.98%	36.74%	31.08%	3.08%	9.24%	6.26%	6.16%	%00.0	0.00%	0.20%	0.40%	0.10%	0.00%
Total Hours	19127	7 9628	9499	9 672	569	7171	5936	569	1731	1164	1195	0	0	36	68	16	0
Average Hours	19	9 19	9 19	9 18	19	19	19	18	19	18	19	0	0	18	17	16	0
Cash Awards: \$100 - \$500	- \$500																
Total Cash Awards #	1001	1 473	3 528	3 18	25	336	273	63	177	48	49	-	0	4	-	3	З
	% 100%	6 47.25%	6 52.75%	1.80%	2.50%	33.57%	27.27%	6.29%	17.68%	4.80%	4.90%	0.10%	%00.0	0.40%	0.10%	0.30%	0.30%
Total Amount	\$427,891	1 \$205,896	3 \$221,995	\$7,900	\$10,153	\$146,996	\$114,570	\$26,100	\$73,694	\$21,150	\$22,128	\$500	\$0	\$1,750	\$500	\$1,500	\$950
Average Amount	\$427	7 \$435	5 \$420	\$439	\$406	\$437	\$420	\$414	\$416	\$441	\$452	\$500	0	\$438	\$500	\$500	\$317
Cash Awards: \$501+	+																
Total Cash Awards #	4 3666	3 2073	3 1593	3 115	90	1606	975	131	317	212	188	-	4	8	7	0	12
Given	% 100%	6 56.55%	6 43.45%	3.14%	2.45%	43.81%	26.60%	3.57%	8.65%	5.78%	5.13%	0.03%	0.11%	0.22%	0.19%	0.00%	0.33%
Total Amount	\$5,102,669	\$2,868,992	2 \$2,233,677	\$154,352	\$122,687	\$2,236,641	\$1,408,713	\$158,199	\$385,744	\$306,800	\$277,479	\$1,200	\$13,750	\$11,800	\$8,600	\$0	\$16,704
Average Amount	\$1,392	\$1,384	4 \$1,402	\$1,342	\$1,363	\$1,393	\$1,445	\$1,208	\$1,217	\$1,447	\$1,476	\$1,200	\$3,438	\$1,475	\$1,229	0	\$1,392
Quality Step Increases (QSI) (N/A)	ses (QSI) (N	(A)															
Total QSIs #		0		0 0	0	0	0	0	0	0	0	0	0	0	0	0	0
Awarded	% 100%	%00.0	%00.0 %	%00.0	0.00%	%00.0	0.00%	%00.0	%00.0	%00.0	%00.0	%00.0	%00.0	%00.0	%00.0	0.00%	%00.0
Total Benefit	00.00	00.00	00.0 C	00.0	0.00	0.00	00.00	0.00	0.00	0.00	0.00	00.0	0.00	0.00	0.00	0.00	0.00
Average Benefit		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B1: TOTAL WORKFORCE-DISTRIBUTION BY DISABILITY [OPM FORM 256 SELF-IDENTIFICATION CODES] PAY PERIOD 201521 TO 201621

			_	וטומו אל הופמאוווין טומותס	autity circle	0				הפומוו וי	u iaiyeteu	Detail for Targeteu Disabilities			
Employment Tenure		TOTAL	No Disability [05]	Not Identified [01]	Disability [06-98]	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															
	#	4440	3962	231	247	42	8	4	2	2	3	2		14	
	*	100.00%	89.23%	5.20%	5.56%	0.95%	0.18%	%60.0	0.05%	0.05%	0.07%	0.16%	0.02%	0.32%	0.02%
	#	4685	4147	246	292	46	8	°	2	e	e	9		19	
	%	100.00%	88.52%	5.25%	6.23%	0.98%	0.17%	0.06%	0.04%	0.06%	0.06%	0.13%	0.02%	0.41%	0.02%
Difference	#	245	185	15	45	4	0	-	0	-	0	-	0	5	0
Ratio Change	%	0.00%	-0.72%	0.05%	0.67%	0.04%	-0.01%	-0.03%	%00.0	0.02%	0.00%	-0.03%	%00.0	0.09%	0.00%
Net Change	%	5.52%	4.67%	6.49%	18.22%	9.52%	%00.0	-25.00%	%00.0	50.00%	0.00%	-14.29%	%00.0	35.71%	%00.0
Federal Goal	%					2.00%									
PERMANENT															
	#	4310	3848	221	241	41	80	4	2	2	3	9	-	14	
	%	100.00%	89.28%	5.13%	5.59%	0.95%	0.19%	0.09%	0.05%	0.05%	0.07%	0.14%	0.02%	0.32%	0.02%
	#	4582	4058	237	287	45	8	e	2	e	e	9		18	
	*	100.00%	88.56%	5.17%	6.26%	0.98%	0.17%	0.07%	0.04%	0.07%	0.07%	0.13%	0.02%	0.39%	0.02%
Difference	#	272	210	16	46	4	0	-	0	1	0	0	0	4	0
Ratio Change	%	0.00%	-0.72%	0.04%	0.67%	0.03%	-0.01%	-0.03%	%00.0	0.02%	0.00%	-0.01%	%00.0	0.07%	0.00%
Net Change	%	6.31%	5.46%	7.24%	19.09%	9.76%	%00.0	-25.00%	%00.0	50.00%	0.00%	0.00%	%00.0	28.57%	0.00%
TEMPORARY															
Drior FV	#	130	114	10	9	-	0	0	0	0	0	-	0	0	0
	%	100.00%	87.69%	7.69%	4.62%	0.77%	%00:0	0.00%	%00.0	0.00%	0.00%	0.77%	%00.0	%00.0	00:00%
	#	103	89	6	5	-	0	0	0	0	0	0	0	-	0
	% 1	100.00%	86.41%	8.74%	4.85%	0.97%	0.00%	0.00%	%00.0	0.00%	%00.0	0.00%	%00.0	0.97%	0.00%
Difference	#	-27	-25	-	-	0	0	0	0	0	0	<u>,</u>	0	-	0
Ratio Change	%	0.00%	-1.28%	1.05%	0.24%	0.20%	%00.0	00.0	00.0	%00.0	0.00%	-0.77%	0.00%	0.97%	0.00%
Net Change	. %	-20.77%	-21.93%	-10.00%	-16.67%	0.00%	0.00%	0.00%	00.0%	%00.0	0.00%	-100.00%	0.00%	%00.0	0.00%

hay h ה



OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY U.S. Securities and Exchange Commission 100 F Street NE Washington, DC 20549

