

Plan Level: SEC
 Analysis Level: SEC All Employee Pay Plans (SK, SO, AD, ED)
 Source of Data: FY 2012 Personnel

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex																		
Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino										Two or more races		
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native								
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL																		
Prior FY	#	3829	1988	1841	93	90	1533	1094	190	448	160	192	2	2	5	5	5	10
	%	100%	51.92%	48.08%	2.43%	2.35%	40.04%	28.57%	4.96%	11.70%	4.18%	5.01%	0.05%	0.05%	0.13%	0.13%	0.13%	0.26%
Current FY	#	3942	2081	1861	90	91	1599	1097	200	451	180	204	1	3	6	4	5	11
	%	100%	52.79%	47.21%	2.28%	2.31%	40.56%	27.83%	5.07%	11.44%	4.57%	5.18%	0.03%	0.08%	0.15%	0.10%	0.13%	0.28%
CLF (2000)	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.90%	0.80%
Difference	#	113	93	20	-3	1	66	3	10	3	20	12	-1	1	1	-1	0	1
Ratio Change	%	0.00%	0.87%	-0.87%	-0.15%	-0.04%	0.53%	-0.74%	0.11%	-0.26%	0.39%	0.16%	-0.03%	0.02%	0.02%	-0.03%	0.00%	0.02%
Net Change	%	2.95%	4.68%	1.09%	-3.23%	1.11%	4.31%	0.27%	5.26%	0.67%	12.50%	6.25%	-50.00%	50.00%	20.00%	-20.00%	0.00%	10.00%
PERMANENT																		
Prior FY	#	3786	1969	1817	92	85	1519	1085	187	444	159	186	2	2	5	5	5	10
	%	100%	52.01%	47.99%	2.43%	2.25%	40.12%	28.66%	4.94%	11.73%	4.20%	4.91%	0.05%	0.05%	0.13%	0.13%	0.13%	0.26%
Current FY	#	3870	2042	1828	89	86	1569	1084	196	445	176	195	1	3	6	4	5	11
	%	100%	52.76%	47.24%	2.30%	2.22%	40.54%	28.01%	5.06%	11.50%	4.55%	5.04%	0.03%	0.08%	0.16%	0.10%	0.13%	0.28%
Difference	#	84	73	11	-3	1	50	-1	9	1	17	9	-1	1	1	-1	0	1
Ratio Change	%	0.00%	0.76%	-0.76%	-0.13%	-0.02%	0.42%	-0.65%	0.13%	-0.23%	0.35%	0.13%	-0.03%	0.02%	0.02%	-0.03%	0.00%	0.02%
Net Change	%	2.22%	3.71%	0.61%	-3.26%	1.18%	3.29%	-0.09%	4.81%	0.23%	10.69%	4.84%	-50.00%	50.00%	20.00%	-20.00%	0.00%	10.00%
TEMPORARY																		
Prior FY	#	43	19	24	1	5	14	9	3	4	1	6						
	%	100%	44.19%	55.81%	2.33%	11.63%	32.56%	20.93%	6.98%	9.30%	2.33%	13.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY	#	39	16	23	1	4	11	9	3	5	1	5						
	%	100%	41.03%	58.97%	2.56%	10.26%	28.21%	23.08%	7.69%	12.82%	2.56%	12.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	-4	-3	-1	0	-1	-3	0	0	1	0	-1	0	0	0	0	0	0
Ratio Change	%	0.00%	-3.16%	3.16%	0.24%	-1.37%	-4.35%	2.15%	0.72%	3.52%	0.24%	-1.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	-9.30%	-15.79%	-4.17%	0.00%	-20.00%	-21.43%	0.00%	0.00%	25.00%	0.00%	-16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TERM																		
Prior FY	#	0	0	0														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY	#	33	23	10		1	19	4	1	1	3	4						
	%	100%	69.70%	30.30%	0.00%	3.03%	57.58%	12.12%	3.03%	3.03%	9.09%	12.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	33	23	10	0	1	19	4	1	1	3	4	0	0	0	0	0	0
Ratio Change	%	0.00%	69.70%	30.30%	0.00%	3.03%	57.58%	12.12%	3.03%	3.03%	9.09%	12.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	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%

Plan Level: SEC
 Analysis Level: SEC SK and SO in Occupational Categories
 Source of Data: FY 2012 Personnel

Table A3-1: Occupational Categories - Distribution by Race/Ethnicity and Sex																	
Occupational Categories		TOTAL EMPLOYEES			RACE/ETHNICITY												
					Hispanic or Latino		Non-Hispanic or Latino										
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Executive/Senior Level Officials and Managers	#	128	88	40	4	1	76	35	3	4	4				1		
	%	100.00%	68.75%	31.25%	3.13%	0.78%	59.38%	27.34%	2.34%	3.13%	3.13%	0.00%	0.00%	0.00%	0.78%	0.00%	0.00%
Mid-Level Officials and Managers	#	355	215	140	7	4	194	109	7	14	6	12		1			1
	%	100.00%	60.56%	39.44%	1.97%	1.13%	54.65%	30.70%	1.97%	3.94%	1.69%	3.38%	0.00%	0.28%	0.00%	0.00%	0.28%
First-Level Officials and Managers	#	297	201	96	8	4	158	67	13	17	19	8		1			1
	%	100.00%	67.68%	32.32%	2.69%	1.35%	53.20%	22.56%	4.38%	5.72%	6.40%	2.69%	0.34%	0.00%	0.34%	0.00%	0.34%
Total Officials and Managers	#	780	504	276	19	9	428	211	23	35	29	20		1	2	0	2
	%	100.00%	64.62%	35.38%	2.44%	1.15%	54.87%	27.05%	2.95%	4.49%	3.72%	2.56%	0.13%	0.13%	0.26%	0.00%	0.26%
Professionals - Program Work	#	2195	1231	964	48	45	981	679	82	93	115	139		3	2	2	6
	%	100.00%	56.08%	43.92%	2.19%	2.05%	44.69%	30.93%	3.74%	4.24%	5.24%	6.33%	0.00%	0.00%	0.14%	0.09%	0.27%
Professionals - Business/Financial Admin	#	747	295	452	19	24	171	170	68	216	35	34		2	1	1	5
	%	100.00%	39.49%	60.51%	2.54%	3.21%	22.89%	22.76%	9.10%	28.92%	4.69%	4.55%	0.00%	0.27%	0.13%	0.13%	0.67%
Administrative Support Workers	#	210	45	165	4	13	13	33	27	107	1	11				1	
	%	100.00%	21.43%	78.57%	1.90%	6.19%	6.19%	15.71%	12.86%	50.95%	0.48%	5.24%	0.00%	0.00%	0.00%	0.48%	0.00%

Plan Level: SEC

Analysis Level: SEC SK and SO in Occupational Categories

Source of Data: FY 2012 Personnel

Table A3-2: Occupational Categories - Distribution by Race/Ethnicity and Sex																		
Occupational Categories		RACE/ETHNICITY																
		TOTAL EMPLOYEES			Non- Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Executive/Senior Level Officials and Managers	#	128	88	40	4	1	76	35	3	4	4				1			
	%	3.25%	4.23%	2.15%	4.44%	1.10%	4.75%	3.19%	1.50%	0.89%	2.22%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	
Mid-Level Officials and Managers	#	355	215	140	7	4	194	109	7	14	6	12		1			1	
	%	9.01%	10.33%	7.52%	7.78%	4.40%	12.13%	9.94%	3.50%	3.10%	3.33%	5.88%	0.00%	33.33%	0.00%	0.00%	20.00%	
First-Level Officials and Managers	#	297	201	96	8	4	158	67	13	17	19	8	1		1		1	
	%	7.53%	9.66%	5.16%	8.89%	4.40%	9.88%	6.11%	6.50%	3.77%	10.56%	3.92%	100.00%	0.00%	16.67%	0.00%	20.00%	
Total Officials and Managers	#	780	504	276	19	9	428	211	23	35	29	20	1	1	2	0	2	0
	%	19.79%	24.22%	14.83%	21.11%	9.89%	26.77%	19.23%	11.50%	7.76%	16.11%	9.80%	100.00%	33.33%	33.33%	0.00%	40.00%	0.00%
Professionals - Program Work	#	2195	1231	964	48	45	981	679	82	93	115	139			3	2	2	6
	%	55.68%	59.15%	51.80%	53.33%	49.45%	61.35%	61.90%	41.00%	20.62%	63.89%	68.14%	0.00%	0.00%	50.00%	50.00%	40.00%	54.55%
Professionals - Business/Financial Admin	#	747	295	452	19	24	171	170	68	216	35	34		2	1	1	1	5
	%	18.95%	14.18%	24.29%	21.11%	26.37%	10.69%	15.50%	34.00%	47.89%	19.44%	16.67%	0.00%	66.67%	16.67%	25.00%	20.00%	45.45%
Administrative Support Workers	#	210	45	165	4	13	13	33	27	107	1	11				1		
	%	5.33%	2.16%	8.87%	4.44%	14.29%	0.81%	3.01%	13.50%	23.73%	0.56%	5.39%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%
Others (AD, AL & EX)	#	10	6	4			6	4										
	%	0.25%	0.29%	0.21%	0.00%	0.00%	0.38%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	3942	2081	1861	90	91	1599	1097	200	451	180	204	1	3	6	4	5	11
	%	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%	100.00%	100.00%	100.00%

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A4-1 as of PP201221: PARTICIPATION RATES ACROSS GRADES - TOTAL by Race/National Origin and Sex

PPGrade		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
SK-01	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-02	#	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	
	%	100.00%	0.00%	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%	0.00%	
SK-03	#	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	
	%	100.00%	0.00%	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-04	#	28	11	17	0	2	8	8	3	4	0	3	0	0	0	0	0	
	%	100.00%	39.29%	60.71%	0.00%	7.14%	28.57%	28.57%	10.71%	14.29%	0.00%	10.71%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-05	#	14	4	10	1	2	0	1	3	6	0	0	0	0	1	0	0	
	%	100.00%	28.57%	71.43%	7.14%	14.29%	0.00%	7.14%	21.43%	42.86%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%	
SK-06	#	23	5	18	0	0	2	4	3	13	0	1	0	0	0	0	0	
	%	100.00%	21.74%	78.26%	0.00%	0.00%	8.70%	17.39%	13.04%	56.52%	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-07	#	106	21	85	2	8	6	14	12	57	1	5	0	0	0	0	1	
	%	100.00%	19.81%	80.19%	1.89%	7.55%	5.66%	13.21%	11.32%	53.77%	0.94%	4.72%	0.00%	0.00%	0.00%	0.00%	0.94%	
SK-08	#	35	4	31	0	2	0	5	4	22	0	2	0	0	0	0	0	
	%	100.00%	11.43%	88.57%	0.00%	5.71%	0.00%	14.29%	11.43%	62.86%	0.00%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-09	#	66	19	47	1	0	10	12	7	33	1	2	0	0	0	0	0	
	%	100.00%	28.79%	71.21%	1.52%	0.00%	15.15%	18.18%	10.61%	50.00%	1.52%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-10	#	7	0	7	0	0	0	4	0	3	0	0	0	0	0	0	0	
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	57.14%	0.00%	42.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-11	#	143	40	103	1	8	27	34	10	56	2	4	0	0	0	0	1	
	%	100.00%	27.97%	72.03%	0.70%	5.59%	18.88%	23.78%	6.99%	39.16%	1.40%	2.80%	0.00%	0.00%	0.00%	0.00%	0.70%	
SK-12	#	201	72	129	1	6	41	55	22	58	8	9	0	0	1	0	0	
	%	100.00%	35.82%	64.18%	0.50%	2.99%	20.40%	27.36%	10.95%	28.86%	3.98%	4.48%	0.00%	0.00%	0.50%	0.00%	0.00%	
SK-13	#	401	224	177	13	7	150	89	33	52	27	25	0	0	1	0	4	
	%	100.00%	55.86%	44.14%	3.24%	1.75%	37.41%	22.19%	8.23%	12.97%	6.73%	6.23%	0.00%	0.00%	0.25%	0.00%	1.00%	
SK-14	#	1705	918	787	46	42	711	524	69	95	87	119	0	0	2	2	3	
	%	100.00%	53.84%	46.16%	2.70%	2.46%	41.70%	30.73%	4.05%	5.57%	5.10%	6.98%	0.00%	0.00%	0.12%	0.12%	0.18%	
SK-15	#	297	201	96	8	4	158	67	13	17	19	8	1	0	1	0	1	
	%	100.00%	67.68%	32.32%	2.69%	1.35%	53.20%	22.56%	4.38%	5.72%	6.40%	2.69%	0.34%	0.00%	0.34%	0.00%	0.34%	
SK-16	#	419	253	166	6	4	210	132	11	15	25	13	0	2	1	0	0	
	%	100.00%	60.38%	39.62%	1.43%	0.95%	50.12%	31.50%	2.63%	3.58%	5.97%	3.10%	0.00%	0.48%	0.24%	0.00%	0.00%	
SK-17	#	355	215	140	7	4	194	109	7	14	6	12	0	1	0	0	1	
	%	100.00%	60.56%	39.44%	1.97%	1.13%	54.65%	30.70%	1.97%	3.94%	1.69%	3.38%	0.00%	0.28%	0.00%	0.00%	0.28%	
SO	#	128	88	40	4	1	76	35	3	4	4	0	0	0	1	0	0	
	%	100.00%	68.75%	31.25%	3.13%	0.78%	59.38%	27.34%	2.34%	3.13%	3.13%	0.00%	0.00%	0.00%	0.78%	0.00%	0.00%	
AL	#	3	1	2			1	2										
	%	100.00%	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
EX	#	5	3	2			3	2										
	%	100.00%	60.00%	40.00%	0.00%	0.00%	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
AD	#	2	2	0			2											
	%	100.00%	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%	

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A4-1P as of PP201221: PARTICIPATION RATES ACROSS GRADES - PERMANENT by Race/National Origin and Sex

PPGrade		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
SK-01	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-02	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-03	#	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-04	#	6	4	2	0	1	2	0	2	1	0	0	0	0	0	0	0	
	%	100.00%	66.67%	33.33%	0.00%	16.67%	33.33%	0.00%	33.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-05	#	8	1	7	0	0	0	1	1	5	0	0	0	0	1	0	0	
	%	100.00%	12.50%	87.50%	0.00%	0.00%	0.00%	12.50%	12.50%	62.50%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	
SK-06	#	23	5	18	0	0	2	4	3	13	0	1	0	0	0	0	0	
	%	100.00%	21.74%	78.26%	0.00%	0.00%	8.70%	17.39%	13.04%	56.52%	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-07	#	103	20	83	2	8	5	14	12	56	1	4	0	0	0	0	1	
	%	100.00%	19.42%	80.58%	1.94%	7.77%	4.85%	13.59%	11.65%	54.37%	0.97%	3.88%	0.00%	0.00%	0.00%	0.00%	0.97%	
SK-08	#	34	4	30	0	1	0	5	4	22	0	2	0	0	0	0	0	
	%	100.00%	11.76%	88.24%	0.00%	2.94%	0.00%	14.71%	11.76%	64.71%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-09	#	61	15	46	1	0	6	11	7	33	1	2	0	0	0	0	0	
	%	100.00%	24.59%	75.41%	1.64%	0.00%	9.84%	18.03%	11.48%	54.10%	1.64%	3.28%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-10	#	7	0	7	0	0	0	4	0	3	0	0	0	0	0	0	0	
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	57.14%	0.00%	42.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
SK-11	#	138	38	100	1	8	25	33	10	56	2	2	0	0	0	0	1	
	%	100.00%	27.54%	72.46%	0.72%	5.80%	18.12%	23.91%	7.25%	40.58%	1.45%	1.45%	0.00%	0.00%	0.00%	0.00%	0.72%	
SK-12	#	198	70	128	1	6	41	54	22	58	6	9	0	0	1	0	0	
	%	100.00%	35.35%	64.65%	0.51%	3.03%	20.71%	27.27%	11.11%	29.29%	3.03%	4.55%	0.00%	0.00%	0.00%	0.51%	0.00%	
SK-13	#	398	221	177	13	7	148	89	33	52	26	25	0	0	1	0	4	
	%	100.00%	55.53%	44.47%	3.27%	1.76%	37.19%	22.36%	8.29%	13.07%	6.53%	6.28%	0.00%	0.00%	0.25%	0.00%	1.01%	
SK-14	#	1693	910	783	46	42	704	522	69	95	86	117	0	0	2	2	3	
	%	100.00%	53.75%	46.25%	2.72%	2.48%	41.58%	30.83%	4.08%	5.61%	5.08%	6.91%	0.00%	0.00%	0.12%	0.12%	0.18%	
SK-15	#	297	201	96	8	4	158	67	13	17	19	8	1	0	1	0	1	
	%	100.00%	67.68%	32.32%	2.69%	1.35%	53.20%	22.56%	4.38%	5.72%	6.40%	2.69%	0.34%	0.00%	0.34%	0.00%	0.34%	
SK-16	#	410	244	166	6	4	202	132	10	15	25	13	0	2	1	0	0	
	%	100.00%	59.51%	40.49%	1.46%	0.98%	49.27%	32.20%	2.44%	3.66%	6.10%	3.17%	0.00%	0.49%	0.24%	0.00%	0.00%	
SK-17	#	355	215	140	7	4	194	109	7	14	6	12	0	1	0	0	1	
	%	100.00%	60.56%	39.44%	1.97%	1.13%	54.65%	30.70%	1.97%	3.94%	1.69%	3.38%	0.00%	0.28%	0.00%	0.00%	0.28%	
SO	#	128	88	40	4	1	76	35	3	4	4	0	0	0	1	0	0	
	%	100.00%	68.75%	31.25%	3.13%	0.78%	59.38%	27.34%	2.34%	3.13%	3.13%	0.00%	0.00%	0.00%	0.78%	0.00%	0.00%	
AL	#	3	1	2			1	2										
	%	100.00%	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
EX	#	5	3	2			3	2										
	%	100.00%	60.00%	40.00%	0.00%	0.00%	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
AD	#	2	2	0			2											
	%	100.00%	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%	

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A4-1T as of PP201221: PARTICIPATION RATES ACROSS (SK) GRADES - TEMPORARY by Race/National Origin and Sex																			
PPGrade		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
SK-01	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-02	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-03	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	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%	0.00%
SK-04	#	20	5	15	0	1	4	8	1	3	0	3	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	0.00%	5.00%	20.00%	40.00%	5.00%	15.00%	0.00%	15.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-05	#	5	3	2	1	1	0	0	2	1	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	40.00%	20.00%	20.00%	0.00%	0.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-06	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-07	#	3	1	2	0	0	1	0	0	1	0	1	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	0.00%	0.00%	33.33%	0.00%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-08	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	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%	0.00%
SK-09	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	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%	0.00%	0.00%
SK-10	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-15	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	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%	0.00%	0.00%
SK-17	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SO	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A4-1X as of PP201221: PARTICIPATION RATES ACROSS (SK) GRADES - TERM by Race/National Origin and Sex																		
PPGrade		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
SK-01	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-02	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-03	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-04	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	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%	0.00%
SK-05	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	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%
SK-06	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-07	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-08	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-09	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	2	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	3	2	1	0	0	0	1	0	0	2	0	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	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%	0.00%
SK-14	#	12	8	4	0	0	7	2	0	0	1	2	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	0.00%	0.00%	58.33%	16.67%	0.00%	0.00%	8.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-15	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	7	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-17	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SO	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A4-2 as of PP201221: PARTICIPATION RATES ACROSS GRADES - TOTAL by Race/National Origin and Sex																		
PPGrade		RACE/ETHNICITY																
		TOTAL EMPLOYEES			Non- Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
SK-01	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-02	#	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0
	%	0.05%	0.00%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-03	#	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	0.05%	0.00%	0.11%	0.00%	1.10%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-04	#	28	11	17	0	2	8	8	3	4	0	3	0	0	0	0	0	0
	%	0.71%	0.53%	0.91%	0.00%	2.20%	0.50%	0.73%	1.50%	0.89%	0.00%	1.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-05	#	14	4	10	1	2	0	1	3	6	0	0	0	0	0	1	0	0
	%	0.36%	0.19%	0.54%	1.11%	2.20%	0.00%	0.09%	1.50%	1.33%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%
SK-06	#	23	5	18	0	0	2	4	3	13	0	1	0	0	0	0	0	0
	%	0.58%	0.24%	0.97%	0.00%	0.00%	0.13%	0.36%	1.50%	2.88%	0.00%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-07	#	106	21	85	2	8	6	14	12	57	1	5	0	0	0	0	0	1
	%	2.69%	1.01%	4.57%	2.22%	8.79%	0.38%	1.28%	6.00%	12.64%	0.56%	2.45%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%
SK-08	#	35	4	31	0	2	0	5	4	22	0	2	0	0	0	0	0	0
	%	0.89%	0.19%	1.67%	0.00%	2.20%	0.00%	0.46%	2.00%	4.88%	0.00%	0.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-09	#	66	19	47	1	0	10	12	7	33	1	2	0	0	0	0	0	0
	%	1.67%	0.91%	2.53%	1.11%	0.00%	0.63%	1.09%	3.50%	7.32%	0.56%	0.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	7	0	7	0	0	0	4	0	3	0	0	0	0	0	0	0	0
	%	0.18%	0.00%	0.38%	0.00%	0.00%	0.00%	0.36%	0.00%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	143	40	103	1	8	27	34	10	56	2	4	0	0	0	0	0	1
	%	3.63%	1.92%	5.53%	1.11%	8.79%	1.69%	3.10%	5.00%	12.42%	1.11%	1.96%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%
SK-12	#	201	72	129	1	6	41	55	22	58	8	9	0	0	0	1	0	0
	%	5.10%	3.46%	6.93%	1.11%	6.59%	2.56%	5.01%	11.00%	12.86%	4.44%	4.41%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%
SK-13	#	401	224	177	13	7	150	89	33	52	27	25	0	0	1	0	0	4
	%	10.17%	10.76%	9.51%	14.44%	7.69%	9.38%	8.11%	16.50%	11.53%	15.00%	12.25%	0.00%	0.00%	16.67%	0.00%	0.00%	36.36%
SK-14	#	1705	918	787	46	42	711	524	69	95	87	119	0	0	2	2	3	5
	%	43.25%	44.11%	42.29%	51.11%	46.15%	44.47%	47.77%	34.50%	21.06%	48.33%	58.33%	0.00%	0.00%	33.33%	50.00%	60.00%	45.45%
SK-15	#	297	201	96	8	4	158	67	13	17	19	8	1	0	1	0	1	0
	%	7.53%	9.66%	5.16%	8.89%	4.40%	9.88%	6.11%	6.50%	3.77%	10.56%	3.92%	100.00%	0.00%	16.67%	0.00%	20.00%	0.00%
SK-16	#	419	253	166	6	4	210	132	11	15	25	13	0	2	1	0	0	0
	%	10.63%	12.16%	8.92%	6.67%	4.40%	13.13%	12.03%	5.50%	3.33%	13.89%	6.37%	0.00%	66.67%	16.67%	0.00%	0.00%	0.00%
SK-17	#	355	215	140	7	4	194	109	7	14	6	12	0	1	0	0	1	0
	%	9.01%	10.33%	7.52%	7.78%	4.40%	12.13%	9.94%	3.50%	3.10%	3.33%	5.88%	0.00%	33.33%	0.00%	0.00%	20.00%	0.00%
SO	#	128	88	40	4	1	76	35	3	4	4	0	0	0	1	0	0	0
	%	3.25%	4.23%	2.15%	4.44%	1.10%	4.75%	3.19%	1.50%	0.89%	2.22%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%
AL	#	3	1	2			1	2										
	%	0.08%	0.05%	0.11%	0.00%	0.00%	0.06%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EX	#	5	3	2			3	2										
	%	0.13%	0.14%	0.11%	0.00%	0.00%	0.19%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AD	#	2	2	0			2											
	%	0.05%	0.10%	0.00%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total SEC population as of PP201221	#	3942	2081	1861	90	91	1599	1097	200	451	180	204	1	3	6	4	5	11
	%	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%	100.00%	100.00%	100.00%

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A4-2P as of PP201221: PARTICIPATION RATES ACROSS GRADES - PERMANENT by Race/National Origin and Sex																			
PPGrade	TOTAL EMPLOYEES	RACE/ETHNICITY																	
		Hispanic or Latino		Non- Hispanic or Latino															
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
SK-01	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-02	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-03	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	0.03%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-04	#	6	4	2	0	1	2	0	2	1	0	0	0	0	0	0	0	0	0
	%	0.16%	0.20%	0.11%	0.00%	1.16%	0.13%	0.00%	1.02%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-05	#	8	1	7	0	0	0	1	1	5	0	0	0	0	0	1	0	0	0
	%	0.21%	0.05%	0.38%	0.00%	0.00%	0.09%	0.51%	1.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%
SK-06	#	23	5	18	0	0	2	4	3	13	0	1	0	0	0	0	0	0	0
	%	0.59%	0.24%	0.98%	0.00%	0.00%	0.13%	0.37%	1.53%	2.92%	0.00%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-07	#	103	20	83	2	8	5	14	12	56	1	4	0	0	0	0	0	0	1
	%	2.66%	0.98%	4.54%	2.25%	9.30%	0.32%	1.29%	6.12%	12.58%	0.57%	2.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%
SK-08	#	34	4	30	0	1	0	5	4	22	0	2	0	0	0	0	0	0	0
	%	0.88%	0.20%	1.64%	0.00%	1.16%	0.00%	0.46%	2.04%	4.94%	0.00%	1.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-09	#	61	15	46	1	0	6	11	7	33	1	2	0	0	0	0	0	0	0
	%	1.58%	0.73%	2.52%	1.12%	0.00%	0.38%	1.01%	3.57%	7.42%	0.57%	1.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	7	0	7	0	0	0	4	0	3	0	0	0	0	0	0	0	0	0
	%	0.18%	0.00%	0.38%	0.00%	0.00%	0.00%	0.37%	0.00%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	138	38	100	1	8	25	33	10	56	2	2	0	0	0	0	0	0	1
	%	3.57%	1.86%	5.47%	1.12%	9.30%	1.59%	3.04%	5.10%	12.58%	1.14%	1.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%
SK-12	#	198	70	128	1	6	41	54	22	58	6	9	0	0	0	1	0	0	0
	%	5.12%	3.43%	7.00%	1.12%	6.98%	2.61%	4.98%	11.22%	13.03%	3.41%	4.62%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%
SK-13	#	398	221	177	13	7	148	89	33	52	26	25	0	0	1	0	0	0	4
	%	10.28%	10.82%	9.68%	14.61%	8.14%	9.43%	8.21%	16.84%	11.69%	14.77%	12.82%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	36.36%
SK-14	#	1693	910	783	46	42	704	522	69	95	86	117	0	0	2	2	3	5	5
	%	43.75%	44.56%	42.83%	51.69%	48.84%	44.87%	48.15%	35.20%	21.35%	48.86%	60.00%	0.00%	0.00%	33.33%	50.00%	60.00%	45.45%	45.45%
SK-15	#	297	201	96	8	4	158	67	13	17	19	8	1	0	1	0	1	0	0
	%	7.67%	9.84%	5.25%	8.99%	4.65%	10.07%	6.18%	6.63%	3.82%	10.80%	4.10%	100.00%	0.00%	16.67%	0.00%	20.00%	0.00%	0.00%
SK-16	#	410	244	166	6	4	202	132	10	15	25	13	0	2	1	0	0	0	0
	%	10.59%	11.95%	9.08%	6.74%	4.65%	12.87%	12.18%	5.10%	3.37%	14.20%	6.67%	0.00%	66.67%	16.67%	0.00%	0.00%	0.00%	0.00%
SK-17	#	355	215	140	7	4	194	109	7	14	6	12	0	1	0	0	1	0	0
	%	9.17%	10.53%	7.66%	7.87%	4.65%	12.36%	10.06%	3.57%	3.15%	3.41%	6.15%	0.00%	33.33%	0.00%	0.00%	20.00%	0.00%	0.00%
SO	#	128	88	40	4	1	76	35	3	4	4	0	0	0	1	0	0	0	0
	%	3.31%	4.31%	2.19%	4.49%	1.16%	4.84%	3.23%	1.53%	0.90%	2.27%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%
AL	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.08%	0.05%	0.11%	0.00%	0.00%	0.06%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EX	#	5	3	2	0	0	3	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.13%	0.15%	0.11%	0.00%	0.00%	0.19%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AD	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.05%	0.10%	0.00%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Permanent SEC population as of PP201221	#	3870	2042	1828	89	86	1569	1084	196	445	176	195	1	3	6	4	5	11	11
	%	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%	100.00%	100.00%	100.00%	100.00%

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A4-2T as of PP201221: PARTICIPATION RATES ACROSS GRADES - TEMPORARY by Race/National Origin and Sex

PPGrade	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						male	female	male	female	male	female	male	female	male	female	male	female
#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
SK-01	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-02	#	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	2.56%	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-03	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	2.56%	0.00%	4.35%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-04	#	20	5	15	0	1	4	8	1	3	0	3	0	0	0	0	0
	%	51.28%	31.25%	65.22%	0.00%	25.00%	36.36%	88.89%	33.33%	60.00%	0.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-05	#	5	3	2	1	1	0	0	2	1	0	0	0	0	0	0	0
	%	12.82%	18.75%	8.70%	100.00%	25.00%	0.00%	0.00%	66.67%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-06	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-07	#	3	1	2	0	0	1	0	0	1	0	1	0	0	0	0	0
	%	7.69%	6.25%	8.70%	0.00%	0.00%	9.09%	0.00%	0.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-08	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	2.56%	0.00%	4.35%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-09	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	2.56%	6.25%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0
	%	7.69%	12.50%	4.35%	0.00%	0.00%	18.18%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0
	%	5.13%	12.50%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-15	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	5.13%	12.50%	0.00%	0.00%	0.00%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-17	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SO	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total SEC Temporary polulation as of PP201221	#	39	16	23	1	4	11	9	3	5	1	5	0	0	0	0	0
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A4-2X as of PP201221: PARTICIPATION RATES ACROSS GRADES - TERM by Race/National Origin and Sex																		
PPGrade		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
SK-01	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-02	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	3.03%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-03	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-04	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	6.06%	8.70%	0.00%	0.00%	0.00%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-05	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	3.03%	0.00%	10.00%	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%
SK-06	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-07	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-08	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-09	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	12.12%	13.04%	10.00%	0.00%	0.00%	15.79%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0	0
	%	6.06%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	3	2	1	0	0	0	1	0	0	2	0	0	0	0	0	0	0
	%	9.09%	8.70%	10.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	3.03%	4.35%	0.00%	0.00%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	12	8	4	0	0	7	2	0	0	1	2	0	0	0	0	0	0
	%	36.36%	34.78%	40.00%	0.00%	0.00%	36.84%	50.00%	0.00%	0.00%	33.33%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-15	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	7	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	21.21%	30.43%	0.00%	0.00%	0.00%	31.58%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-17	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SO	#	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total SEC TERM polulation as of PP201221	#	33	23	10	0	1	19	4	1	1	3	4	0	0	0	0	0	0
	%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Plan Level: SEC
 Analysis Level: SEC
 Source of Data: FY 2012 Personnel

Table A-6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS -Distribution by Race/National Origin and Sex

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
CLF Accounting	%	100%	43.00%	57.00%	2.03%	3.10%	35.05%	42.80%	2.55%	5.31%	2.72%	4.70%	0.03%	0.06%	0.12%	0.26%	0.50%	0.77%
SEC Accounting	#	958	542	416	29	29	431	273	30	50	50	62	2	1				1
SEC Accounting	%	100%	56.58%	43.42%	3.03%	3.03%	44.99%	28.50%	3.13%	5.22%	5.22%	6.47%	0.00%	0.00%	0.21%	0.10%	0.00%	0.10%
CLF Attorney	%	100%	71.32%	28.67%	2.05%	1.24%	65.22%	23.93%	2.00%	1.88%	1.24%	1.04%	0.02%	0.01%	0.11%	0.09%	0.68%	0.48%
SEC Attorney	#	1696	983	713	31	24	820	543	60	56	68	84	1			1	4	4
SEC Attorney	%	100%	57.96%	42.04%	1.83%	1.42%	48.35%	32.02%	3.54%	3.30%	4.01%	4.95%	0.00%	0.06%	0.00%	0.06%	0.24%	0.24%
CLF Economist	%	100%	69.43%	30.57%	3.09%	2.04%	56.27%	21.64%	3.24%	2.39%	5.35%	3.74%	0.04%	0.00%	0.35%	0.13%	1.09%	0.63%
SEC Economist	#	60	42	18	1	0	29	12	3	2	8	4	0	0	1	0	0	0
SEC Economist	%	100%	70.00%	30.00%	1.67%	0.00%	48.33%	20.00%	5.00%	3.33%	13.33%	6.67%	0.00%	0.00%	1.67%	0.00%	0.00%	0.00%
CLF Compliance Examiner	%	100%	57.55%	42.44%	2.24%	1.65%	48.27%	30.34%	4.47%	6.92%	1.90%	2.78%	0.00%	0.03%	0.25%	0.17%	0.42%	0.55%
SEC Compliance Examiner	#	156	108	48	3	1	85	31	6	8	14	7						1
SEC Compliance Examiner	%	100%	69.23%	30.77%	1.92%	0.64%	54.49%	19.87%	3.85%	5.13%	8.97%	4.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.64%

Plan Level: SEC
 Analysis Level: SEC
 Source of Data: FY 2012 Personnel

Table A-6P: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - PERMANENT Distribution by Race/National Origin and Sex

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
CLF Accounting	%	100%	43.00%	57.00%	2.03%	3.10%	35.05%	42.80%	2.55%	5.31%	2.72%	4.70%	0.03%	0.06%	0.12%	0.26%	0.50%	0.77%
SEC Accounting	#	954	538	416	29	29	427	273	30	50	50	62	2	1				1
SEC Accounting	%	100%	56.39%	43.61%	3.04%	3.04%	44.76%	28.62%	3.14%	5.24%	5.24%	6.50%	0.00%	0.00%	0.21%	0.10%	0.00%	0.10%
CLF Attorney	%	100%	71.32%	28.67%	2.05%	1.24%	65.22%	23.93%	2.00%	1.88%	1.24%	1.04%	0.02%	0.01%	0.11%	0.09%	0.68%	0.48%
SEC Attorney	#	1692	979	713	31	24	817	543	60	56	67	84	1			1	4	4
SEC Attorney	%	100%	57.86%	42.14%	1.83%	1.42%	48.29%	32.09%	3.55%	3.31%	3.96%	4.96%	0.00%	0.06%	0.00%	0.06%	0.24%	0.24%
CLF Economist	%	100%	69.43%	30.57%	3.09%	2.04%	56.27%	21.64%	3.24%	2.39%	5.35%	3.74%	0.04%	0.00%	0.35%	0.13%	1.09%	0.63%
SEC Economist	#	45	32	13	1		22	9	2	2	6	2			1			
SEC Economist	%	100%	71.11%	28.89%	2.22%	0.00%	48.89%	20.00%	4.44%	4.44%	13.33%	4.44%	0.00%	0.00%	2.22%	0.00%	0.00%	0.00%
CLF Compliance Examiner	%	100%	57.55%	42.44%	2.24%	1.65%	48.27%	30.34%	4.47%	6.92%	1.90%	2.78%	0.00%	0.03%	0.25%	0.17%	0.42%	0.55%
SEC Compliance Examiner	#	156	108	48	3	1	85	31	6	8	14	7						1
SEC Compliance Examiner	%	100%	69.23%	30.77%	1.92%	0.64%	54.49%	19.87%	3.85%	5.13%	8.97%	4.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.64%

Plan Level: SEC
 Analysis Level: SEC
 Source of Data: FY 2012 Personnel

Table A-6T: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - TEMPORARY Distribution by Race/National Origin and Sex																			
Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
					All	male	female	male	female	male	female	male	female	male	female	male	female	male	female
CLF Accounting	%	100%	43.00%	57.00%	2.03%	3.10%	35.05%	42.80%	2.55%	5.31%	2.72%	4.70%	0.03%	0.06%	0.12%	0.26%	0.50%	0.77%	
SEC Accounting	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEC Accounting	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF Attorney	%	100%	71.32%	28.67%	2.05%	1.24%	65.22%	23.93%	2.00%	1.88%	1.24%	1.04%	0.02%	0.01%	0.11%	0.09%	0.68%	0.48%	
SEC Attorney	#	3	3	0			2				1								
SEC Attorney	%	100%	100.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF Economist	%	100%	69.43%	30.57%	3.09%	2.04%	56.27%	21.64%	3.24%	2.39%	5.35%	3.74%	0.04%	0.00%	0.35%	0.13%	1.09%	0.63%	
SEC Economist	#	0	0	0															
SEC Economist	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF Compliance Examiner	%	100%	57.55%	42.44%	2.24%	1.65%	48.27%	30.34%	4.47%	6.92%	1.90%	2.78%	0.00%	0.03%	0.25%	0.17%	0.42%	0.55%	
SEC Compliance Examiner	#	0	0	0															
SEC Compliance Examiner	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Plan Level: SEC
 Analysis Level: SEC
 Source of Data: FY 2012 Personnel

Table A-6X: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - TERM Distribution by Race/National Origin and Sex																			
Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
					All	male	female	male	female	male	female	male	female	male	female	male	female	male	female
CLF Accounting	%	100%	43.00%	57.00%	2.03%	3.10%	35.05%	42.80%	2.55%	5.31%	2.72%	4.70%	0.03%	0.06%	0.12%	0.26%	0.50%	0.77%	
SEC Accounting	#	4	4	0			4												
SEC Accounting	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF Attorney	%	100%	71.32%	28.67%	2.05%	1.24%	65.22%	23.93%	2.00%	1.88%	1.24%	1.04%	0.02%	0.01%	0.11%	0.09%	0.68%	0.48%	
SEC Attorney	#	1	1	0			1												
SEC Attorney	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF Economist	%	100%	69.43%	30.57%	3.09%	2.04%	56.27%	21.64%	3.24%	2.39%	5.35%	3.74%	0.04%	0.00%	0.35%	0.13%	1.09%	0.63%	
SEC Economist	#	15	10	5			7	3	1		2	2							
SEC Economist	%	100%	66.67%	33.33%	0.00%	0.00%	46.67%	20.00%	6.67%	0.00%	13.33%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF Compliance Examiner	%	100%	57.55%	42.44%	2.24%	1.65%	48.27%	30.34%	4.47%	6.92%	1.90%	2.78%	0.00%	0.03%	0.25%	0.17%	0.42%	0.55%	
SEC Compliance Examiner	#	0	0	0															
SEC Compliance Examiner	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - by Race/Ethnicity and Sex

Occupational Categories		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
PERMANENT	#	317	204	113	4	4	155	69	18	24	24	13		1	1		2	2
	%	100.00%	64.35%	35.65%	1.26%	1.26%	48.90%	21.77%	5.68%	7.57%	7.57%	4.10%	0.00%	0.32%	0.32%	0.00%	0.63%	0.63%
TEMPORARY	#	25	13	12			10	7	1	3	2	2						
	%	100.00%	52.00%	48.00%	0.00%	0.00%	40.00%	28.00%	4.00%	12.00%	8.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TERM	#	33	23	10		1	19	4	1	1	3	4						
	%	100.00%	69.70%	30.30%	0.00%	3.03%	57.58%	12.12%	3.03%	3.03%	9.09%	12.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	375	240	135	4	5	184	80	20	28	29	19		1	1		2	2
	%	100.00%	64.00%	36.00%	1.07%	1.33%	49.07%	21.33%	5.33%	7.47%	7.73%	5.07%	0.00%	0.27%	0.27%	0.00%	0.53%	0.53%
Organizational CLF					2.48%	2.35%	50.29%	31.26%	2.97%	4.13%	2.57%	2.20%		0.03%	0.18%		0.71%	0.62%
National CLF					6.17%	4.52%	39.03%	33.74%	4.84%	5.66%	1.92%	1.71%		0.05%	0.34%		0.88%	0.76%

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex																		
	TOTAL EMPLOYEES						RACE/ETHNICITY											
							Non- Hispanic or Latino											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Time-Off Awards - up to 9 hours																		
Total Time-Off Awards (up to 9 hours) Awards	#	447	192	255	9	11	142	141	14	86	24	15	1		2			2
Total Time-Off Awards (up to 9 hours) Awards	%	100.00%	42.95%	57.05%	2.01%	2.46%	31.77%	31.54%	3.13%	19.24%	5.37%	3.36%	0.22%	0.00%	0.45%	0.00%	0.00%	0.45%
Total Hours	#	2921	1353	1568	65	77	995	885	100	505	173	89	8		12			12
Average Hours	#	7	7	6	7	7	7	6	7	6	7	6	8		6			6
Time-Off Awards - 9+ Hours																		
Total Time-Off Awards (10 or more hours) Awards	#	921	435	486	20	15	360	315	21	104	33	50						1
Total Time-Off Awards (10 or more hours) Awards	%	100.00%	47.23%	52.77%	2.17%	1.63%	39.09%	34.20%	2.28%	11.29%	3.58%	5.43%	0.00%	0.00%	0.00%	0.00%	0.11%	0.22%
Total Hours	#	18287	8584	9703	378	284	7124	6443	418	1928	648	1008						16
Average Hours	#	20	20	20	19	19	20	20	20	19	20	20						16
Cash Awards - \$100-\$500																		
Total Cash Awards up to \$500	#	127	58	69	2	5	35	28	15	31	6	4						1
Total Cash Awards up to \$500	%	100.00%	45.67%	54.33%	1.57%	3.94%	27.56%	22.05%	11.81%	24.41%	4.72%	3.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.79%
Total \$ Amount	#	\$54,072	\$25,179	\$28,893	\$1,000	\$2,500	\$14,992	\$11,636	\$6,437	\$12,257	\$2,750	\$2,000						\$500
Average \$ Amount	#	\$426	\$434	\$419	\$500	\$500	\$428	\$416	\$429	\$395	\$458	\$500						\$500
Cash Awards - \$501+																		
Total Cash Awards \$501 and over Awards	#	2407	1339	1068	68	50	1082	704	85	217	93	90	1	1	6	2		4
Total Cash Awards \$501 and over Awards	%	100.00%	55.63%	44.37%	2.83%	2.08%	44.95%	29.25%	3.53%	9.02%	3.86%	3.74%	0.04%	0.04%	0.25%	0.08%	0.17%	0.17%
Total \$ Amount	#	\$4,539,801	\$2,749,353	\$1,790,448	\$148,549	\$61,790	\$2,305,198	\$1,310,571	\$119,065	\$264,412	\$154,668	\$142,101	\$2,000	\$2,275	\$10,679	\$2,504	\$9,194	\$6,795
Average \$ Amount	#	\$1,886	\$2,053	\$1,676	\$2,185	\$1,236	\$2,130	\$1,862	\$1,401	\$1,218	\$1,663	\$1,579	\$2,000	\$2,275	\$1,780	\$1,252	\$2,299	\$1,699

* NOA 849, 846 & 847 are included in this report.

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A14: Separations by Type of Separation - TOTAL by Race/Ethnicity and Sex																			
Type of Separation		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary (retirements and death not included)	#	191	117	74	6	6	98	52	3	10	8	5	1					1	1
	%	100.00%	61.26%	38.74%	3.14%	3.14%	51.31%	27.23%	1.57%	5.24%	4.19%	2.62%	0.52%	0.00%	0.00%	0.00%	0.00%	0.52%	0.52%
Involuntary	#	4	2	2			1	1	1			1							
	%	100.00%	50.00%	50.00%	0.00%	0.00%	25.00%	25.00%	25.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Retirements	#	76	36	40	1	1	26	26	5	11	3	2						1	
	%	100.00%	47.37%	52.63%	1.32%	1.32%	34.21%	34.21%	6.58%	14.47%	3.95%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	1.32%	0.00%
Total Workforce	#	3942	2081	1861	90	91	1599	1097	200	451	180	204	1	3	6	4	5	11	
	%	100.00%	52.79%	47.21%	2.28%	2.31%	40.56%	27.83%	5.07%	11.44%	4.57%	5.18%	0.03%	0.08%	0.15%	0.10%	0.13%	0.28%	
							271												

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A14: Separations by Type of Separation - PERMANENT by Race/Ethnicity and Sex																			
Type of Separation		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary (retirements and death not included)	#	170	105	65	6	5	88	47	2	8	7	4	1					1	1
	%	100.00%	61.76%	38.24%	3.53%	2.94%	51.76%	27.65%	1.18%	4.71%	4.12%	2.35%	0.59%	0.00%	0.00%	0.00%	0.00%	0.59%	0.59%
Involuntary	#	4	2	2			1	1	1			1							
	%	100.00%	50.00%	50.00%	0.00%	0.00%	25.00%	25.00%	25.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Retirements	#	76	36	40	1	1	26	26	5	11	3	2						1	
	%	100.00%	47.37%	52.63%	1.32%	1.32%	34.21%	34.21%	6.58%	14.47%	3.95%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	1.32%	0.00%
Permanent Workforce	#	3870	2042	1828	89	86	1569	1084	196	445	176	195	1	3	6	4	5	11	
	%	100.00%	52.76%	47.24%	2.30%	2.22%	40.54%	28.01%	5.06%	11.50%	4.55%	5.04%	0.03%	0.08%	0.16%	0.10%	0.13%	0.28%	

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A14: Separations by Type of Separation - TEMPORARY by Race/Ethnicity and Sex																			
Type of Separation		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary (retirements and death not included)	#	21	12	9		1	10	5	1	2	1	1							
	%	100.00%	57.14%	42.86%	0.00%	4.76%	47.62%	23.81%	4.76%	9.52%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Involuntary	#	0	0	0															
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Retirements	#	0	0	0															
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary Workforce	#	39	16	23	1	4	11	9	3	5	1	5							
	%	100.00%	41.03%	58.97%	2.56%	10.26%	28.21%	23.08%	7.69%	12.82%	2.56%	12.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Plan Level: SEC
 Analysis Level: SEC - SK and SO
 Source of Data: FY 2012 Personnel

Table A14: Separations by Type of Separation - TERM by Race/Ethnicity and Sex																		
Type of Separation	TOTAL EMPLOYEES	RACE/ETHNICITY																
		Hispanic or Latino		Non- Hispanic or Latino														
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary (retirements and death not included)	#	0	0	0														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Involuntary	#	0	0	0														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Retirements	#	0	0	0														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TERM Workforce	#	33	23	10		1	19	4	1	1	3	4						
	%	100.00%	69.70%	30.30%	0.00%	3.03%	57.58%	12.12%	3.03%	3.03%	9.09%	12.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%