



U.S. DEPARTMENT OF
ENERGY



Fiscal Year 2011
Year-End Workforce Diversity

Site Office Manager
Kansas City Site Office

Prepared December 2011
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OCR Functions:

- ▶ Technical advisory services for managers, supervisors, and employees
- ▶ Discrimination complaints program management
- ▶ Alternative Dispute Resolution Program (Mediation)
- ▶ EEO Counselor Program
- ▶ Affirmative Employment Program
- ▶ Workforce diversity statistics and reports
 - Semi-annual diversity reports
 - Year-End diversity reports
 - MD-715 Report to the Equal Employment Opportunity Commission
 - Disabled Veterans Affirmative Action Program
 - Federal Equal Opportunity Recruitment Program
 - Nine-Point Plan
 - Special report requests from NNSA
- ▶ EEO training, education, and briefings
- ▶ EEO administrative support to NNSA, DOE, & EEOC

Welcome from the Equal Employment Opportunity Manager

Twice each year it is the responsibility of the Office of Civil Rights (OCR) to inform our management, employees, and interested communities of the workforce diversity within NNSA.

The mid-year report is a two-page snap shot of our Agency. This Year-End Report is much more comprehensive, as you will see in the report. Should you need different information, or a display of workforce diversity information in a different format, please give our office a call. As a customer service, we respond to special request report formats throughout the year.

In addition to the workforce diversity reports, the OCR has many responsibilities, and our contact information and program functions is included on this page. Finally, suggestions for the improvement of this report are welcome; please give our office a call.

Yolanda Girón
EEO Manager
Office of Civil Rights

Equal Employment Opportunity: Collaborating for Mission Success

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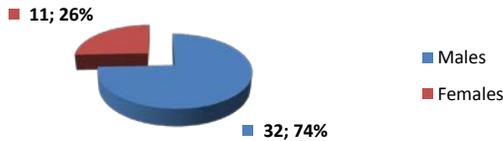
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**Workforce Diversity
Kansas City Site Office
As of September 24, 2011**

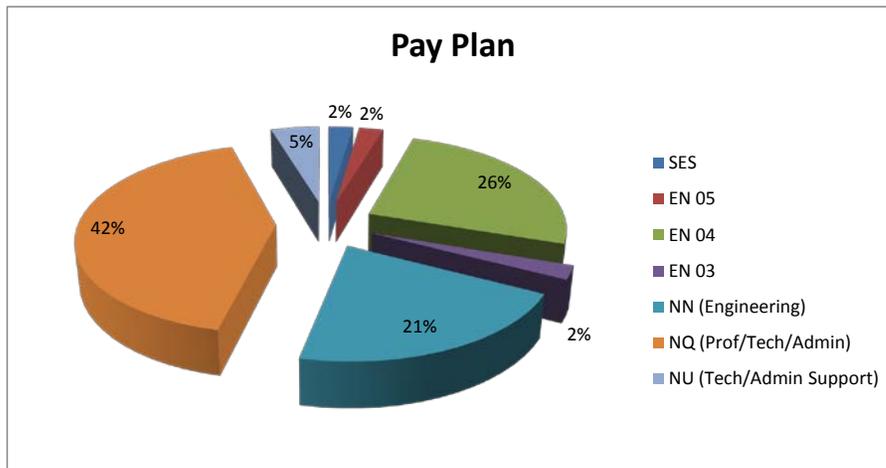
| TOTAL WORKFORCE | | | |
|---------------------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| Total number of employees | 39 | 43 | 10.26% ↑ |
| GENDER | | | |
| YEAR | 2010 | 2011 | CHANGE |
| Males | 29 | 32 | 10.34% ↑ |
| Females | 10 | 11 | 10.00% ↑ |

| PAY PLAN | | | |
|-------------------------|------|------|-----------|
| YEAR | 2010 | 2011 | CHANGE |
| SES | 1 | 1 | 0.00% / |
| EN 05 | 0 | 1 | 100.00% ↑ |
| EN 04 | 12 | 11 | -8.33% ↓ |
| EN 03 | 1 | 1 | 0.00% / |
| NN (Engineering) | 8 | 9 | 12.50% ↑ |
| NQ (Prof/Tech/Admin) | 13 | 18 | 38.46% ↑ |
| NU (Tech/Admin Support) | 4 | 2 | -50.00% ↓ |

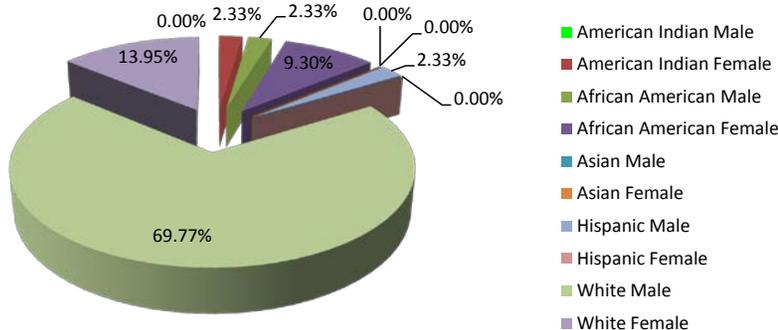
Gender



Pay Plan



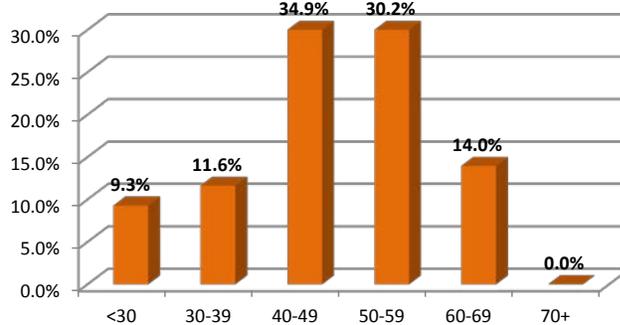
| DIVERSITY | | | | %of 2011 Workforce | 2000 Civilian Labor Force (2010 Census not available as of Oct. 2011) |
|-------------------------|------|------|-----------|--------------------|---|
| YEAR | 2010 | 2011 | CHANGE | | |
| American Indian Male | 0 | 0 | 0.00% / | 0.00% | 0.34% |
| American Indian Female | 1 | 1 | 100.00% ↑ | 2.33% | 0.32% |
| African American Male | 1 | 1 | 33.33% ↑ | 2.33% | 4.84% |
| African American Female | 4 | 4 | -50.00% ↓ | 9.30% | 5.66% |
| Asian Male | 0 | 0 | 0.00% / | 0.00% | 1.92% |
| Asian Female | 0 | 0 | 0.00% / | 0.00% | 1.71% |
| Hispanic Male | 0 | 1 | -16.67% ↓ | 2.33% | 6.17% |
| Hispanic Female | 0 | 0 | 0.00% / | 0.00% | 4.52% |
| White Male | 28 | 30 | -2.27% ↓ | 69.77% | 39.03% |
| White Female | 5 | 6 | -6.67% ↓ | 13.95% | 33.74% |



**Workforce Diversity
Kansas City Site Office (KCSO)
As of September 24, 2011**

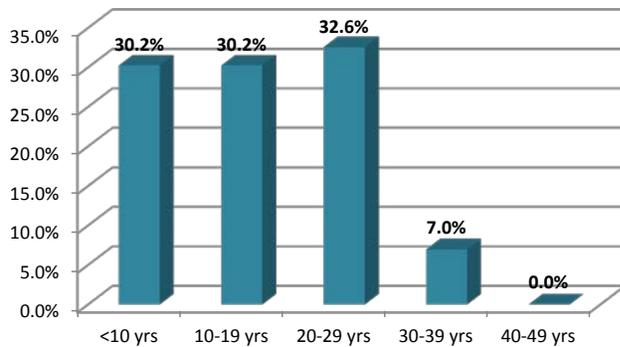
| SPECIAL | | | |
|------------|------|------|-----------|
| YEAR | 2010 | 2011 | CHANGE |
| DISABILITY | 2 | 2 | 0.00% / |
| VETERANS | 21 | 15 | -28.57% ↓ |

Age Groups as a Percentage of the KCSO Workforce



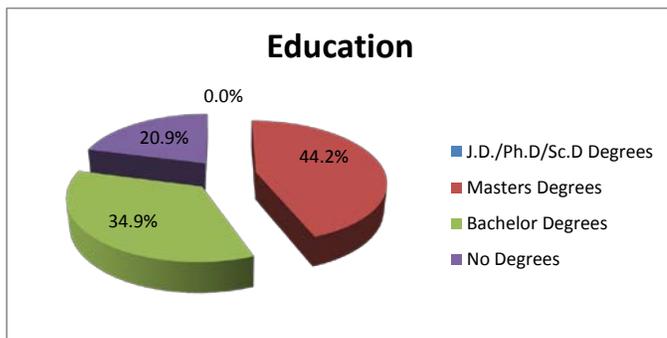
| AGE | | | |
|-------------|------|------|-----------|
| YEAR | 2010 | 2011 | CHANGE |
| AVERAGE AGE | 48.9 | 47.8 | -2.25% ↑ |
| UNDER 30 | 1 | 4 | 300.00% ↓ |
| 30-39 | 6 | 5 | -16.67% ↑ |
| 40-49 | 15 | 15 | 0.00% / |
| 50-59 | 13 | 13 | 0.00% / |
| 60-69 | 4 | 6 | 50.00% ↑ |
| 70 AND UP | 0 | 0 | 0.00% / |

Years of Federal Service

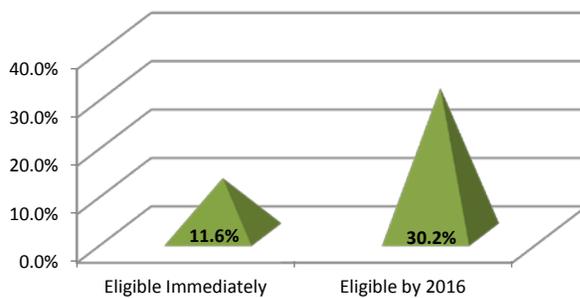


| YEARS OF FEDERAL SERVICE | | | |
|--------------------------|------|------|-----------|
| YEAR | 2010 | 2011 | CHANGE |
| AVERAGE LENGTH | 16.8 | 16.3 | -2.98% ↓ |
| LESS THAN 10 YEARS | 9 | 13 | 44.44% ↑ |
| 10-19 YEARS | 16 | 13 | -18.75% ↓ |
| 20-29 YEARS | 11 | 14 | 27.27% ↑ |
| 30-39 YEARS | 3 | 3 | 0.00% / |
| 40-49 YEARS | 0 | 0 | 0.00% / |

| EDUCATION | | | |
|------------------------|------|------|-----------|
| YEAR | 2010 | 2011 | CHANGE |
| J.D./Ph.D/Sc.D Degrees | 0 | 0 | 0.00% / |
| Masters Degrees | 15 | 19 | 26.67% ↑ |
| Bachelors Degrees | 14 | 15 | 7.14% ↑ |
| No Degrees | 10 | 9 | -10.00% ↓ |



Retirement Eligibility



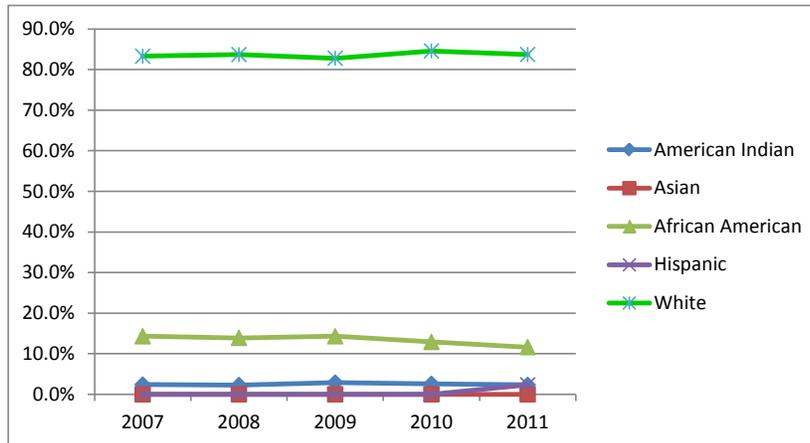
| RETIREMENT | | | |
|---------------------------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| ELIGIBLE TO RETIRE IMMEDIATELY | 4 | 5 | 25.00% ↑ |
| ELIGIBLE TO RETIRE BY 9/25/2016 | 13 | 13 | 0.00% / |

FY 2010 Eligible to retire immediately = as of 9/25/2010; and five years: by 9/25/2015

| SUPERVISOR RATIO | | | |
|-------------------|----------|----------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| SUPERVISORS | 5 | 6 | 20.00% ↑ |
| SUPERVISORS RATIO | 6.8 to 1 | 6.2 to 1 | -8.82% ↓ |

PERSONNEL BY PERCENTAGE - 5 YEAR DATA
Kansas City Site Office (KCSO)

| | Sep 2007 | | Sep 2008 | | Sep 2009 | | Sep 2010 | | Sep 2011 | |
|-------------------------|----------|-------|----------|-------|----------|-------|----------|-------|----------|-------|
| | Female | Male |
| American Indian | 2.4% | 0.0% | 2.3% | 0.0% | 2.9% | 0.0% | 2.6% | 0.0% | 2.3% | 0.0% |
| Asian | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| African American | 11.9% | 2.4% | 11.6% | 2.3% | 14.3% | 0.0% | 10.3% | 2.6% | 9.3% | 2.3% |
| Hispanic | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.3% |
| Total Minorities | 14.3% | 2.4% | 13.9% | 2.3% | 17.2% | 0.0% | 12.9% | 2.6% | 11.6% | 4.7% |
| Non-Minorities | 19.0% | 64.3% | 18.6% | 65.1% | 17.1% | 65.7% | 12.8% | 71.8% | 14.0% | 69.8% |



Participation in the KCSO workforce in the five-year period: "Low Percentage" indicates the year or years of lowest participation as a percentage of the total workforce. "High Percentage" indicates the year or years of highest participation as a percentage of the total KCSO workforce.

| | Year(s) - Low % | Year(s) - High % | 2000 CLF |
|--------------------------|---------------------|------------------|----------|
| American Indian female* | 2008 & 2011 -- 2.3% | 2009 -- 2.9% | 0.32% |
| American Indian male** | N/A | N/A | 0.34% |
| Asian female** | N/A | N/A | 1.71% |
| Asian male** | N/A | N/A | 1.92% |
| African American female* | 2011 -- 9.3% | 2009 -- 14.3% | 5.66% |
| African American male* | 2009 -- 3.9% | 2007 -- 8.5% | 4.84% |
| Hispanic female** | N/A | N/A | 4.52% |
| Hispanic male | 2007 - 2010 -- 0.0% | 2011 -- 2.3% | 6.17% |
| White female | 2010 -- 12.8% | 2007 -- 19.0% | 33.74% |
| White male | 2007 -- 64.3% | 2010 -- 71.8% | 39.03% |

The importance of the above is to look at the KCSO workforce as reflective of the Civilian Labor Force (CLF). As of this report, December 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

Managing diversity seeks progress toward the CLF for those groups that would be under-represented when compared to the CLF. Example: PSO no Asian females on-board in the five-year period, below the CLF. White females numbers through all five years' of analysis, well below the 2000 CLF.

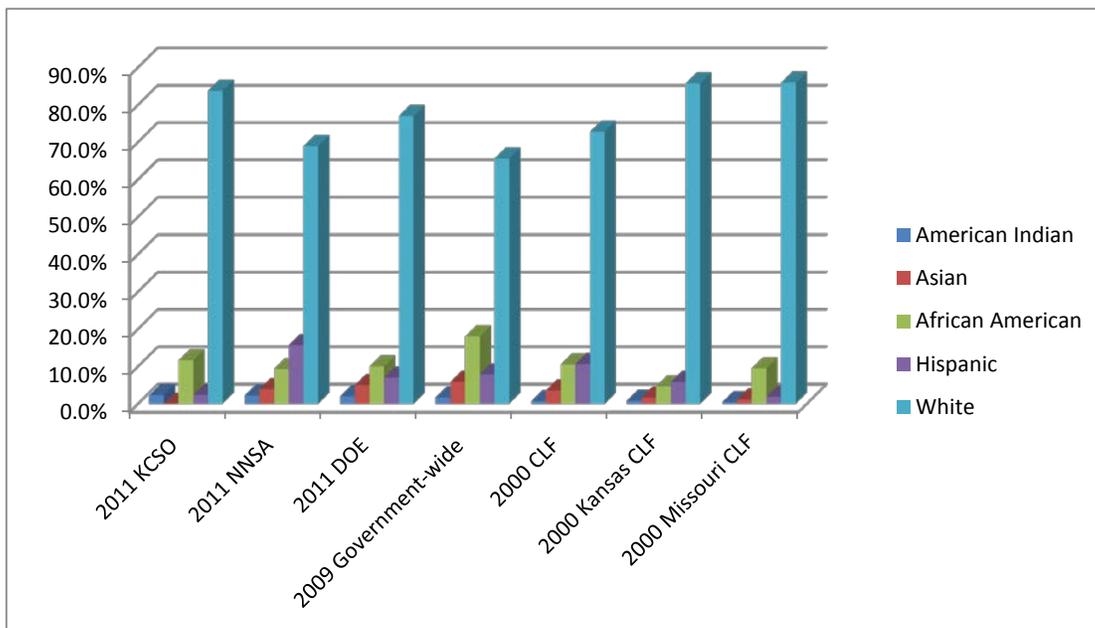
* No change in on-board number 2010 - 2011

** No on-board in the five-year period

**Comparisons to Other Workforces and the Civilian Labor Force
Kansas City Site Office (KCSO)**

The Charts on this page depict the workforce diversity of KCSO compared to NNSA-wide; the Department of Energy (DOE) 2011; the 2009 Executive Branch of government (from www.EEOC.gov -- 2010 and 2011 figures not available at the time of this report, December 2011); and the 2000 Department of Labor's Civilian Labor Force (CLF) (2010 Census data not available at the time of this report, December 2011); as well as the State CLF for Kansas and Missouri.

| | American Indian | Asian | African American | Hispanic | White |
|-----------------------------|-----------------|-------|------------------|----------|-------|
| 2011 KCSO | 2.3% | 0.0% | 11.6% | 2.3% | 83.7% |
| 2011 NNSA | 2.2% | 3.9% | 9.3% | 15.7% | 68.9% |
| 2011 DOE | 2.0% | 5.0% | 10.0% | 7.0% | 77.0% |
| 2009 Government-wide | 1.7% | 5.8% | 18.0% | 7.9% | 65.6% |
| 2000 CLF | 0.7% | 3.6% | 10.5% | 10.7% | 72.8% |
| 2000 Kansas CLF | 0.8% | 1.7% | 4.7% | 5.8% | 85.7% |
| 2000 Missouri CLF | 0.4% | 1.1% | 9.5% | 1.9% | 85.9% |



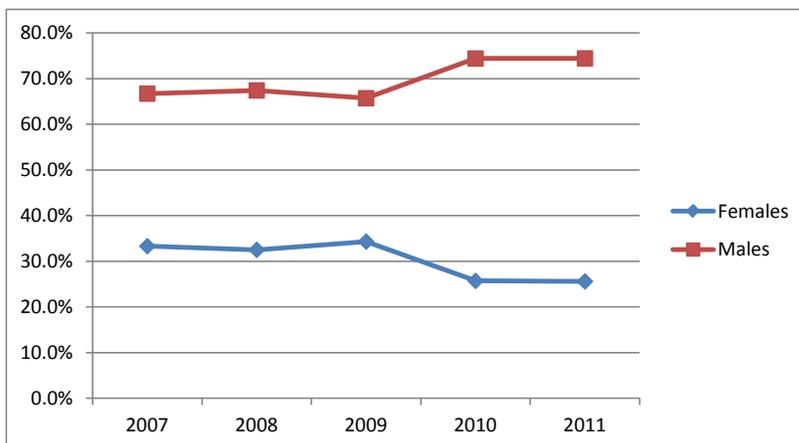
KCSO employee population participation as compared to other workforces (above, below, or equal to):

- American Indian participation is **above** all comparators.
- Asian participation is **below** all comparators with no on-board Asian employees in the five-year period.
- African American participation is above NNSA-wide; DOE-wide; 2000 CLF; the 2000 Kansas and Missouri CLF's; and **below** 2009 federal government-wide.
- Hispanic participation is **below** NNSA-wide; DOE-wide; 2009 federal government; the 2000 CLF; and the 2000 Kansas CLF; and **above** the 2000 Missouri CLF.
- White participation is **above** NNSA-wide; DOE-wide; 2009 federal government; and the 2000 CLF; and **below** 2000 Kansas and Missouri CLFs.

The **above/below** comparison is intended to give managers and supervisors participation rates by various groups, so that when a vacancy is anticipated, the managers and supervisors can work with the Office of Human Capital Management; or the Diversity and Outreach Manager, to increase recruitment, and broaden the applicant pool, for the vacancy.

PERSONNEL BY PERCENTAGE - 5 YEAR DATA
Kansas City Site Office (KSO)
By Gender

| | Sep 2007 | | Sep 2008 | | Sep 2009 | | Sep 2010 | | Sep 2011 | |
|-------------------------|----------|-------|----------|-------|----------|-------|----------|-------|----------|-------|
| | Female | Male |
| American Indian | 2.4% | 0.0% | 2.3% | 0.0% | 2.9% | 0.0% | 2.6% | 0.0% | 2.3% | 0.0% |
| Asian | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| African American | 11.9% | 2.4% | 11.6% | 2.3% | 14.3% | 0.0% | 10.3% | 2.6% | 9.3% | 2.3% |
| Hispanic | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.3% |
| Total Minorities | 14.3% | 2.4% | 13.9% | 2.3% | 17.2% | 0.0% | 12.9% | 2.6% | 11.6% | 4.7% |
| Non-Minorities | 19.0% | 64.3% | 18.6% | 65.1% | 17.1% | 65.7% | 12.8% | 71.8% | 14.0% | 69.8% |



Participation in the KCSO workforce in the five-year period: "Low Percentage" indicates the year or years of lowest participation as a percentage of the total workforce. "High Percentage" indicates the year or years of highest participation as a percentage of the total KCSO workforce.

| | Year(s) - Low % | Year(s) - High % | 2000 CLF |
|--------------|-----------------|----------------------|----------|
| KCSO females | 2011 -- 25.6% | 2009 -- 34.3% | 46.77% |
| KCSO males | 2009 -- 65.7% | 2010 & 2011 -- 74.4% | 53.23% |

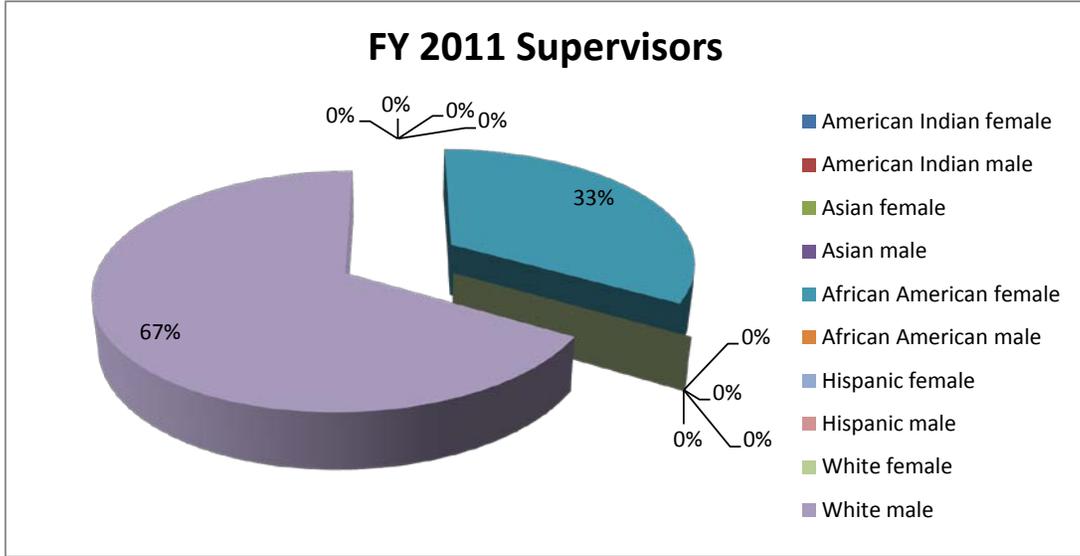
The importance of the above is to look at the KCSO workforce as reflective of the Civilian Labor Force (CLF). As of this report, December 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

| | Females | Males |
|------|---------|-------|
| 2007 | 33.3% | 66.7% |
| 2008 | 32.5% | 67.4% |
| 2009 | 34.3% | 65.7% |
| 2010 | 25.7% | 74.4% |
| 2011 | 25.6% | 74.4% |

In the five-year period, 2007-2011, female participation remains below the 2000 CLF in all five years, making a gain in 2009, and dropping in both 2010 and 2011. Male participation remains well above the 2000 CLF in all five years.

**Kansas City Site Office
Supervisory Workforce**

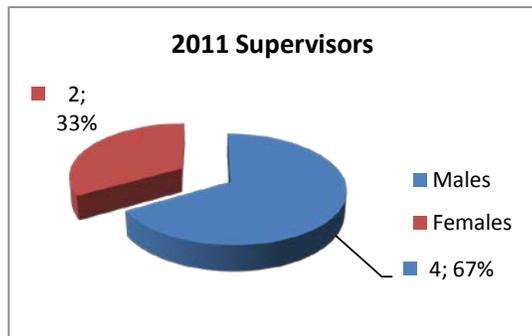
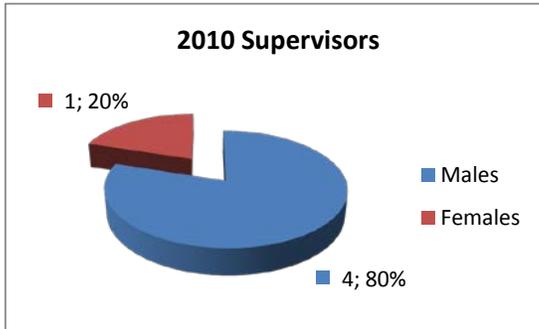
| | American Indian female | American Indian male | Asian female | Asian male | African American female | African American male | Hispanic female | Hispanic male | White female | White male |
|---------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|
| FY 2010 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 4 |
| FY 2011 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 4 |



Increase of one (1) supervisor from FY 2010 to FY 2011.

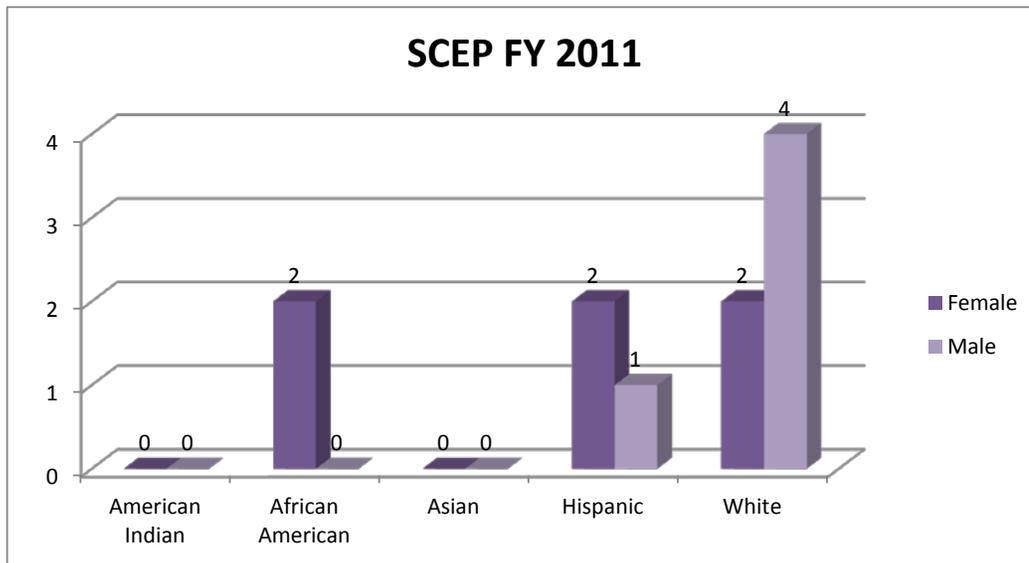
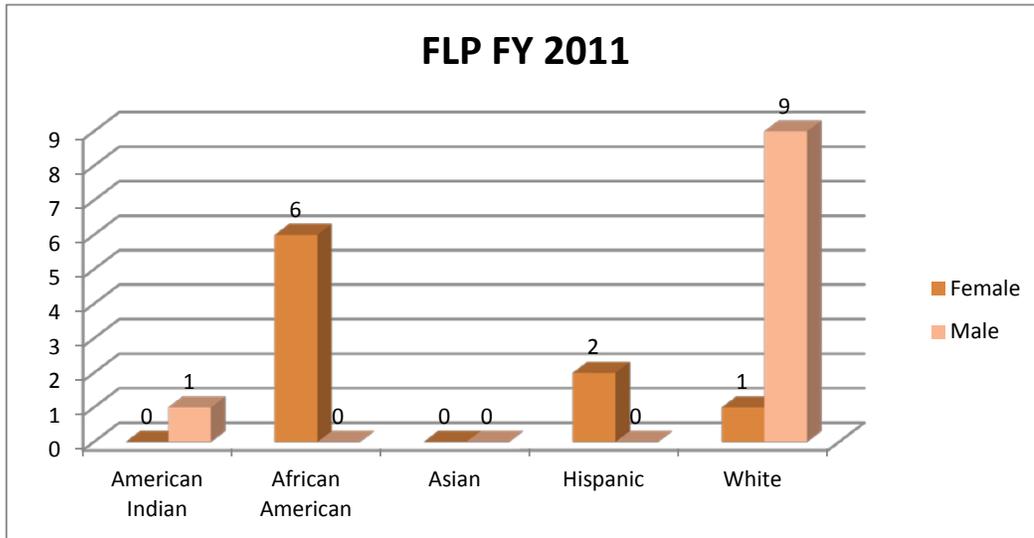
Increase of one (1) African American female supervisor.

No change in total number of White male supervisors.



**Future Leader's Program (FLP)
Student Career Experience Program (SCEP)
Minority Serving Institutions Program (MSI)**

NNSA-wide, planning for the future of our workforce, the organization is utilizing the NNSA Future Leader's Program (FLP), implemented in 2005; and the Student Career Experience Program (SCEP), implemented in 2007, to recruit, hire, train and develop these employees for career positions with NNSA.



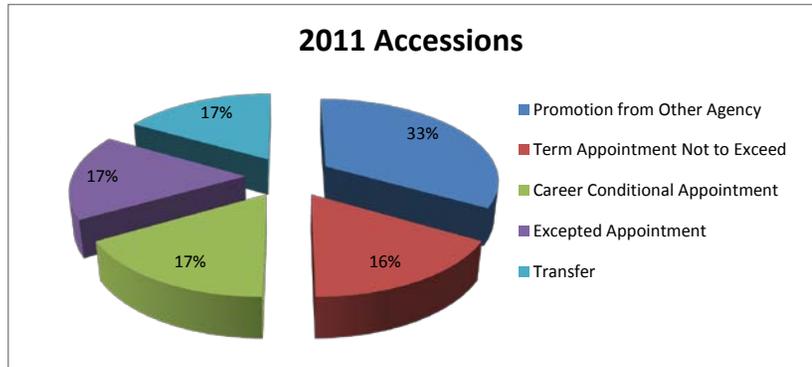
Minority Serving Institutions Program

The MSI Internship Program allows participants a way to explore a future career. In FY 2011 NNSA had 43 MSI Interns. The program combines participant studies with on-the-job training and experience directly related to their academic program, enabling the participant to make more informed career choices in the future. For 10 weeks during the summer, participants have the opportunity to work on exciting projects at NNSA's laboratories, Federal field offices or with our small business partners. Many of our MSI interns with science, technology, engineering or mathematics backgrounds work in research environments with the nation's top scientists and engineers. See the Appendix for a listing of the current participating MSI's. More information on the NNSA MSI Internship Program is available at <http://nnsa.energy.gov/federalemloyment/applyforourjobs/howtoapply/studentvacancies/msivacancies>

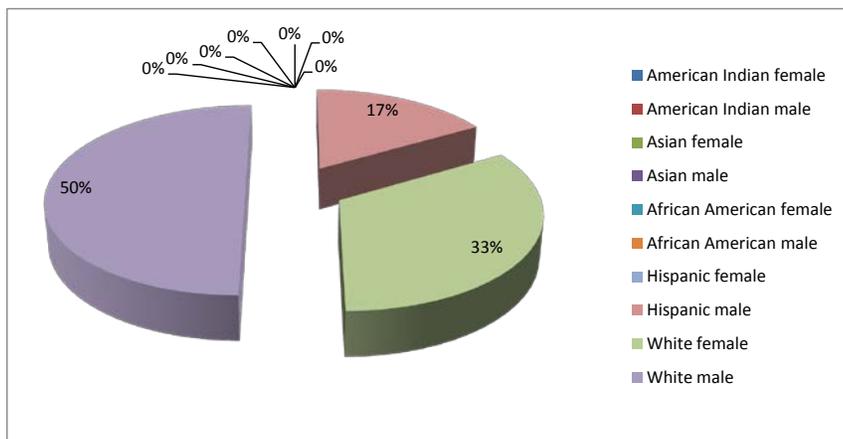
**Kansas Site Office - FY 2011
Accessions**

Accessions includes temporary and permanent appointments. In FY 2011 there were 6 Accessions and transfer in at Kansas City Site Office (PSO). Transfer includes transfer from other federal agency as well as from other NNSA organizations.

| | |
|--------------------------------|----------|
| Promotion from Other Agency | 2 |
| Term Appointment Not to Exceed | 1 |
| Career Conditional Appointment | 1 |
| Excepted Appointment | 1 |
| Transfer | 1 |
| Total | 6 |



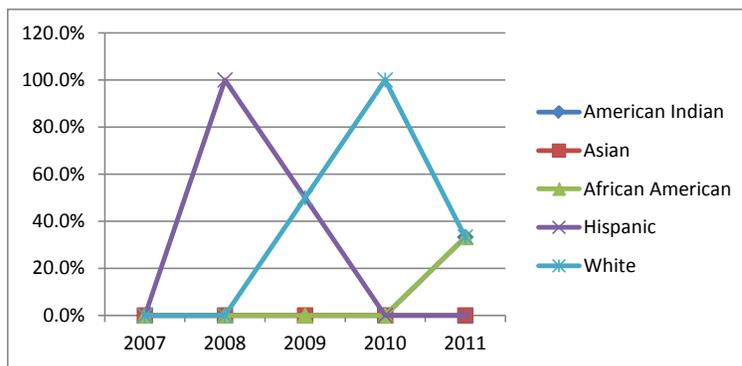
| American Indian female | American Indian male | Asian female | Asian male | African American female | African American male | Hispanic female | Hispanic male | White female | White male |
|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 |



**Kansas City Site Office - FY 2011
Historical Accessions**

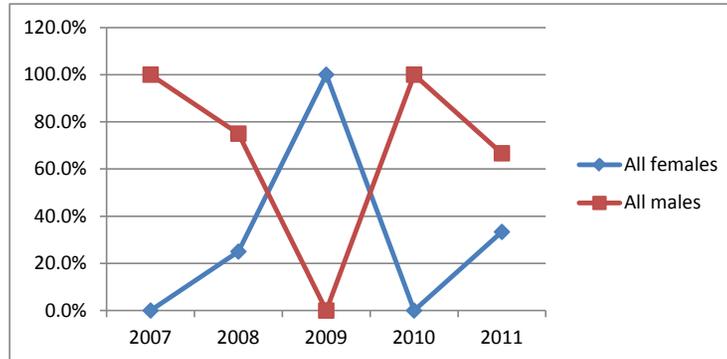
| | American Indian | Asian | African American | Hispanic | White |
|------|-----------------|-------|------------------|----------|--------|
| 2007 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| 2008 | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| 2009 | 0.0% | 0.0% | 0.0% | 50.0% | 50.0% |
| 2010 | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| 2011 | 33.3% | 0.0% | 33.3% | 0.0% | 33.3% |

| | American Indian Female | American Indian Male | Asian Female | Asian Male | African American Female | African American Male | Hispanic Female | Hispanic Male | White Female | White Male | Total |
|--------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-----------|
| 2007 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 2008 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 4 |
| 2009 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 2010 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 5 |
| 2011 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 | 6 |
| Total | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 3 | 11 | 17 |
| | 0.0% | 0.0% | 0.0% | 0.0% | 5.9% | 5.9% | 0.0% | 5.9% | 17.6% | 64.7% | |



There have been no American Indian female or male, no Asian males or females; and no Hispanic female accessions into KCSO in the five-year period, 2007 - 2011. All other groups had representation in accessions in at least one of the years analyzed.

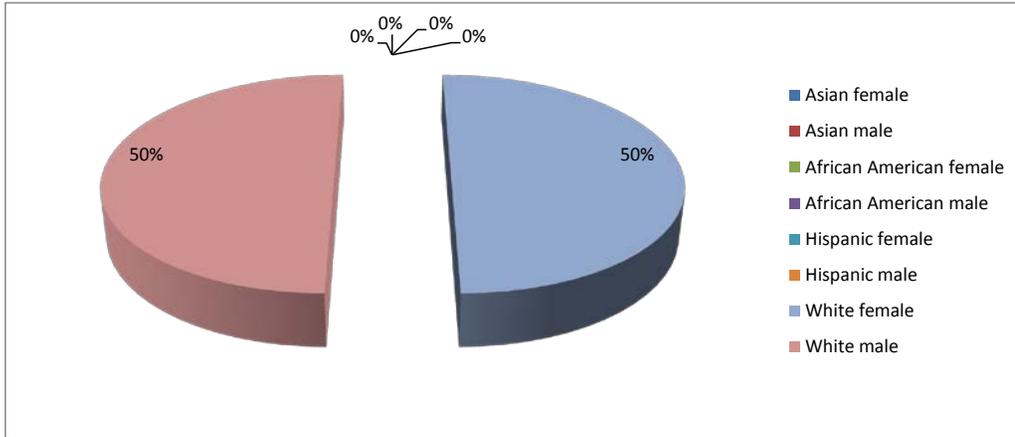
| | All females | All males |
|------|-------------|-----------|
| 2007 | 0.0% | 100.0% |
| 2008 | 25.0% | 75.0% |
| 2009 | 100.0% | 0.0% |
| 2010 | 0.0% | 100.0% |
| 2011 | 33.3% | 66.7% |



**Kansas City Site Office - FY 2011
Separations**

In FY 2011 there were a total of 2 separations from KCSO. Separation data includes all Personnel Nature of Action Codes, "3".

| American Indian female | American Indian male | Asian female | Asian male | African American female | African American male | Hispanic female | Hispanic male | White female | White male | Total |
|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |



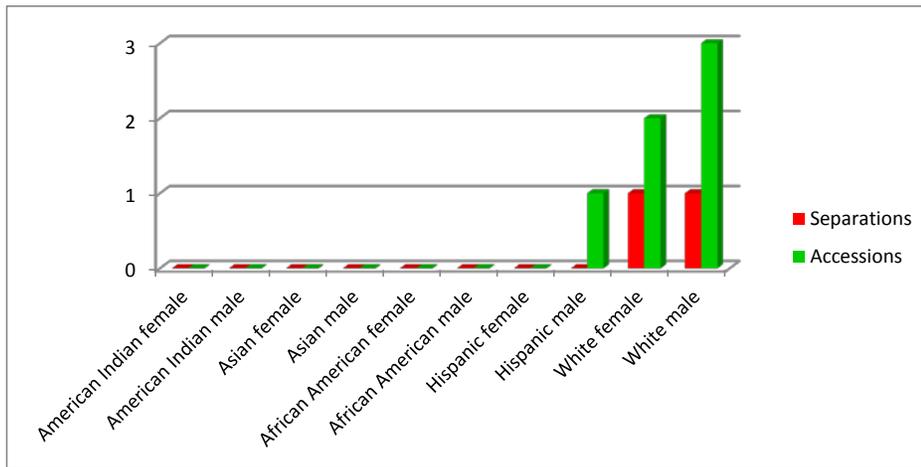
Both separations were retirements.

**Kansas City Site Office
Separations - FY 2011**

In FY 2011 there were a total of 2 separations from KCSO. Separation data includes all Personnel Nature of Action Codes, "3".

| | Retirement |
|---------|------------|
| Females | 1 |
| Males | 1 |

| | American Indian female | American Indian male | Asian female | Asian male | African American female | African American male | Hispanic female | Hispanic male | White female | White male | Total |
|------------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-------|
| 2011 Separations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Accessions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 | 6 |



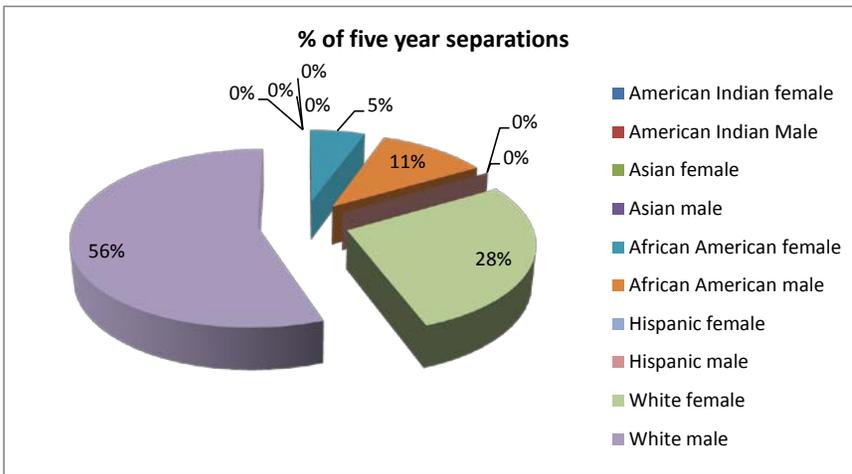
Comparing accessions to separations, and to the Civilian Labor Force provides the opportunity to address the full participation in the workforce of the various groups. See pages 4 and 7 of this report for comparison percentages, most notably the CLF for a particular group. Work force diversity management seeks to ensure that current underrepresented groups do not have separations exceeding accessions.

- No accessions/separation activity for American Indian females in FY 2011. Currently above the CLF.
- No accession/separation activity for American Indian males in FY 2011. No on-board in the five-year period. Currently below the CLF.
- No accession/separation activity for Asian females the five-year period 2007 - 2011. No on-board, below the CLF.
- No accession/separation activity for Asian males in FY 2011. No on-board in the five-year period. Currently below the CLF.
- No accession/separation activity for African American females in FY 2011. Currently above the CLF.
- No accession/separation activity for African American males in FY 2011. Currently below the CLF.
- No accession/separation activity for Hispanic females in FY 2011. No on-board in the five-year period. Currently below the CLF.
- Accession, 1, exceeded separations (note no on-board in the years 2007 -2010) for Hispanic males. Currently below the CLF.
- Accessions exceeded separations for White females in FY 2011. Currently below the CLF.
- Accessions exceed separations for White males in FY 2011. Currently above the CLF.

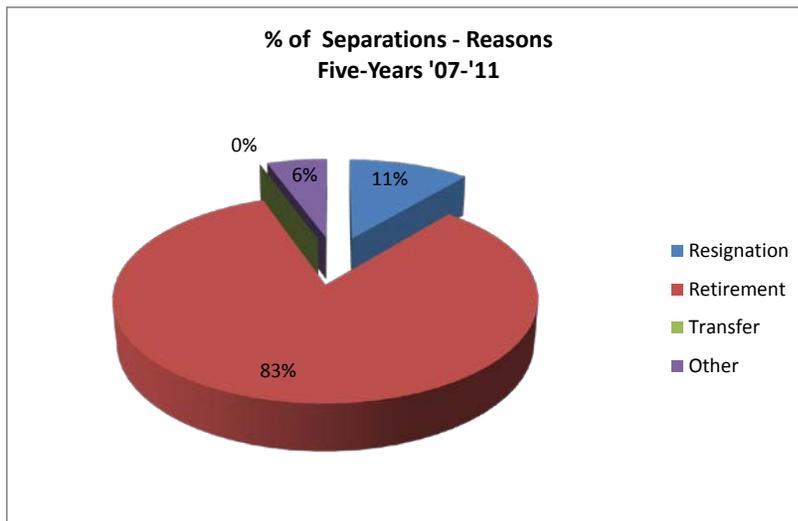
**Kansas City Site Office
Separations - Historical - FY 2007 - 2011**

In the five year period, 2007 through 2011, there have been a total of 18 separations from Kansas City Site Office (KCSO), compared to 17 accessions in the same period.

| | American Indian female | American Indian Male | Asian female | Asian male | African American female | African American male | Hispanic female | Hispanic male | White female | White male | Totals |
|------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|--------|
| 2007 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 5 |
| 2008 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | 3 |
| 2009 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 3 | 5 |
| 2010 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 3 |
| 2011 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 5 | 10 | 18 |



| | Resignation | Retirement | Transfer | Other | Total |
|------|-------------|------------|----------|-------|-------|
| 2007 | 0 | 5 | 0 | 0 | 5 |
| 2008 | 0 | 2 | 0 | 1 | 3 |
| 2009 | 0 | 5 | 0 | 0 | 5 |
| 2010 | 2 | 1 | 0 | 0 | 3 |
| 2011 | 0 | 2 | 0 | 0 | 2 |
| | 2 | 15 | 0 | 1 | 18 |



**Kansas City Site Office (KCSO)
Separations - Historical - FY 2007 - FY 2011**

| | Resignation | | | | | Retirement | | | | | Transfer* | | | | | Other Reason | | | | | Total |
|---------------|-------------|---------|---------|---------|---------|------------|---------|---------|---------|---------|-----------|---------|---------|---------|---------|--------------|---------|---------|---------|-----------|-------|
| | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | |
| Minorities | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 3 |
| White females | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| White males | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| | | | | | | | | | | | | | | | | | | | | <u>18</u> | |

KCSO had 18 separations in the five-year period, 2007 to 2011. Minorities represented 3 total (16.7% of the 18); White females, 5 total (27.8%); and White males 10 of the total (55.6%).

Minority separations, 3 total: 2 retirements (66.7% of all minority separations); and 1 separation, other reason (33.3%).

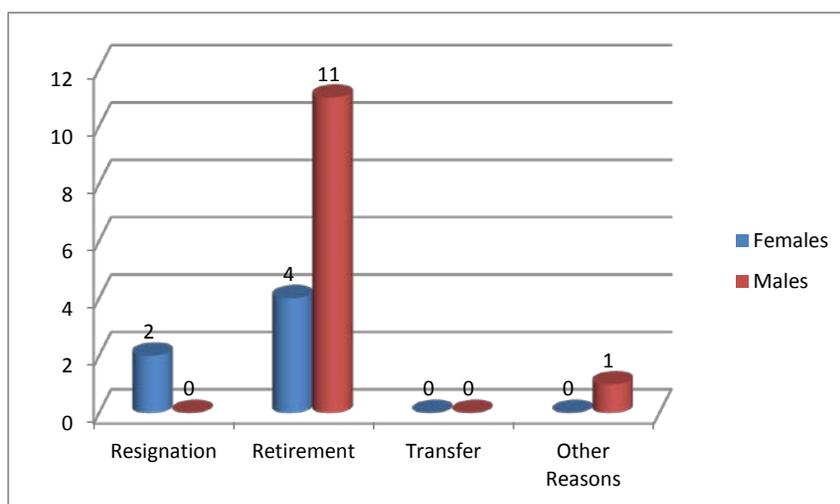
White female separations, 5 total: 3 retirements (60.0% of all White female separations); and 2 resignations (40.0%).

White male separations, 10 total, all retirements.

*Separation other reason can include nature of action codes: termination; termination during probation, expiration of appointment, expiration of appointment not to exceed, or death.

All female separations totaled 6 of 18 in the five-year period, 33.3% of all separations.
All male separations totaled 12 of the 21 in the five-year period, 57.1% of all separations.

| | Resignation | | | | | Retirement | | | | | Transfer* | | | | | Other Reason | | | | | Total |
|---------|-------------|---------|---------|---------|---------|------------|---------|---------|---------|---------|-----------|---------|---------|---------|---------|--------------|---------|---------|---------|-----------|-------|
| | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | |
| Females | 0 | 2 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Males | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 12 |
| | | | | | | | | | | | | | | | | | | | | <u>18</u> | |

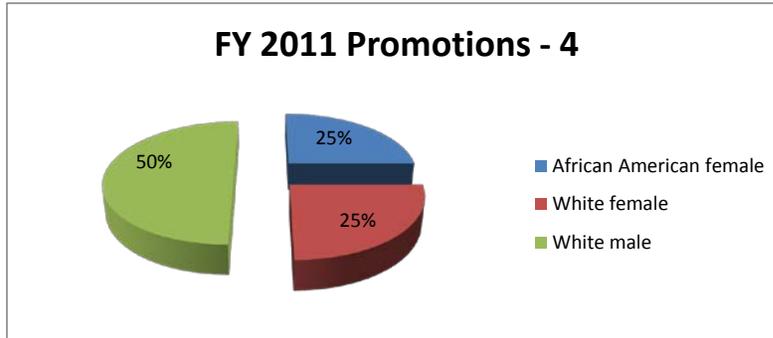


Female separations, 6 total in the five-year period: 4 retirements (66.67% of all female separations); and 2 resignations (33.3%).

Male separations, 12 total: 11 retirements (91.7% of all White male separations); 1 separation, other reason (8.3%).

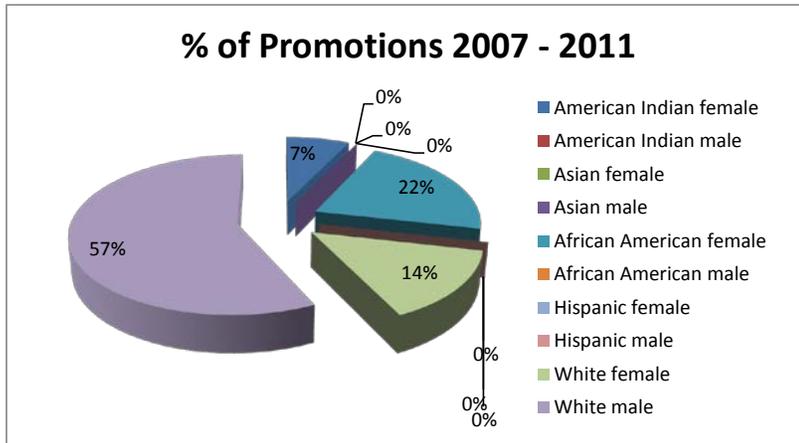
**Kansas City Site Office
Promotions**

In FY 2011 there were 4 promotions at Kansas City Site Office (KCSO). Promotions includes all Nature of Action Codes "702" and "703" [Promotion and Promotion Not to Exceed].



Historical, five-year, data, promotions - KCSO

| | American Indian female | American Indian male | Asian female | Asian male | African American female | African American male | Hispanic female | Hispanic male | White female | White male | Row Total |
|--------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-----------|
| 2007 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 5 |
| 2008 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| 2009 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| 2010 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 2011 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 2 | 4 |
| Total | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 2 | 8 | 14 |
| | 7.1% | 0.0% | 0.0% | 0.0% | 21.4% | 0.0% | 0.0% | 0.0% | 14.3% | 57.1% | |



White males received 8 of the 14 promotions in the five-year period (57.1% of the total), 2007-2011; followed by African American females, 3 (21.4% of the total); 2 White females (14.3% of the total); and 1 American Indian female (7.1%).

No promotions for African American males in the five-year period.
The first Hispanic male employee at KCSO came on-board in FY 2011.

No on-board American Indian males in the five-year period.
No on-board Hispanic females in the five-year period.
No on-board Asian females or males in the five-year period.



APPENDIX

Year-End Workforce Diversity



The Secretary of Energy
Washington, DC 20585

March 3, 2011

MEMORANDUM FOR HEADS OF DEPARTMENTAL ELEMENTS

FROM: STEVEN CHU 
SUBJECT: Equal Employment Opportunity and Diversity
Policy Statement

The Department of Energy's mission is critical to our Nation's success. We are charged with advancing our country's national and energy security, and harnessing science to solve our energy and climate change problems. Maximizing our impact, a key to our continued success – and to America's prosperity in the 21st century – lies in our ability to attract, retain, and nurture the best and the brightest from all walks of life. The DOE management principle, "We will treat our people as our greatest asset," is a principle all DOE employees should carry out every day.

To this end, I expect all Department and contractor employees to fully embrace the concepts of equal employment opportunity (EEO) and diversity in the workplace. Equal employment opportunity means that applicants and employees are not subject to prohibited discrimination in any aspect of employment. Prohibited discrimination includes discrimination or reprisal on the basis of race, color, sex, religion, national origin, age, disability (physical or mental), sexual orientation, parental status, or protected genetic information. EEO mandates that all employment-related decisions be based on merit and not on prohibited discriminatory factors. Prohibited discrimination is not tolerated at the Department of Energy and appropriate corrective and/or disciplinary action will be taken where it is found to have occurred.

At DOE, diversity is more than just an abstract concept and goes beyond compliance with EEO requirements. Rather, diversity is a core value and strategic business imperative. It is an important consideration in every aspect of what we do.

Together, we foster a culture of inclusion, mutual trust, and respect. This allows all employees equal opportunities to achieve their full potential. As long as we continue to embrace the concepts of EEO and diversity, I believe that the Department will continue to maintain its world-class status and position itself more effectively to accomplish the important mission entrusted to us by the American people.



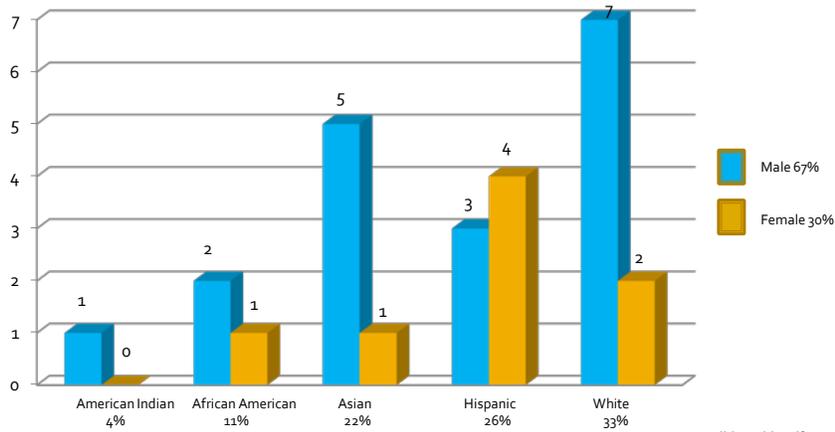
Future Leaders, SCEP & STEP Program



FY 2005-2011

by: Tyquan Parker
HBCU Intern, Summer 2010

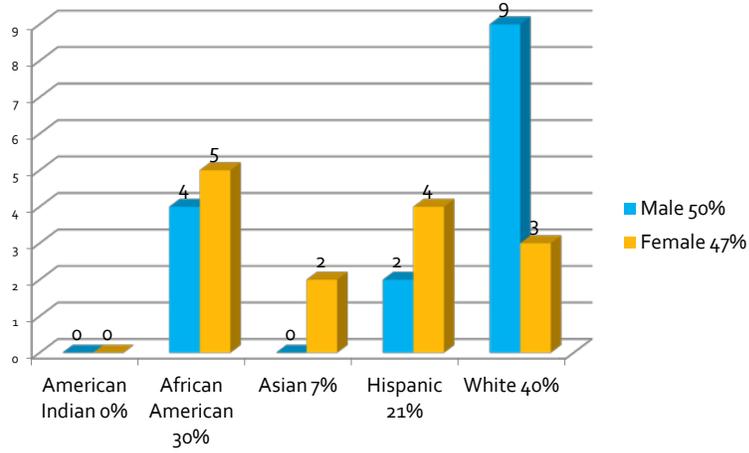
Future Leaders Program FY 2005



1 did not identify
* TOTAL = 27

2

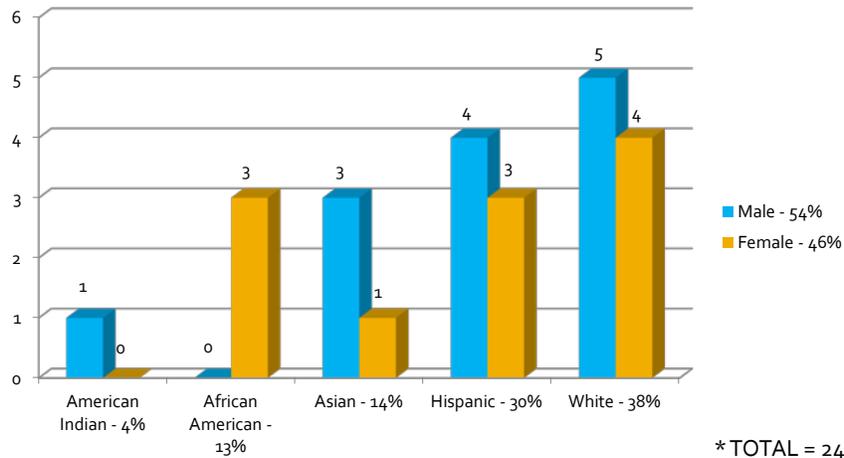
Future Leaders Program FY 2006



* TOTAL = 30
1 did not identify

3

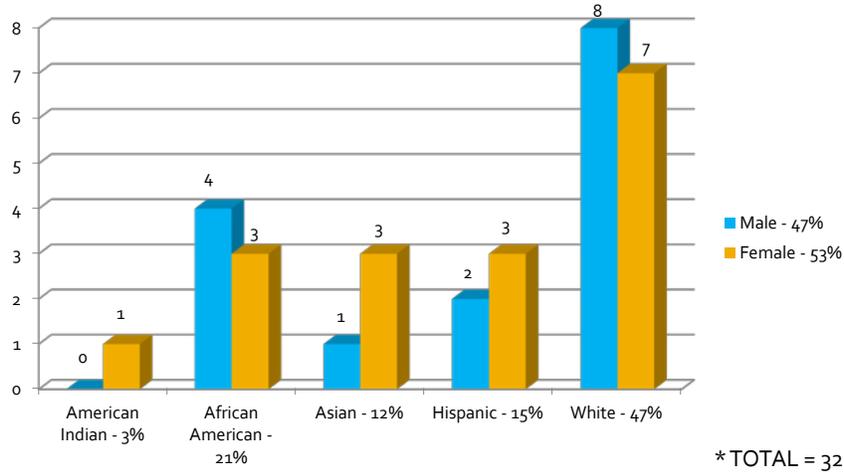
Future Leaders Program FY2007



* TOTAL = 24

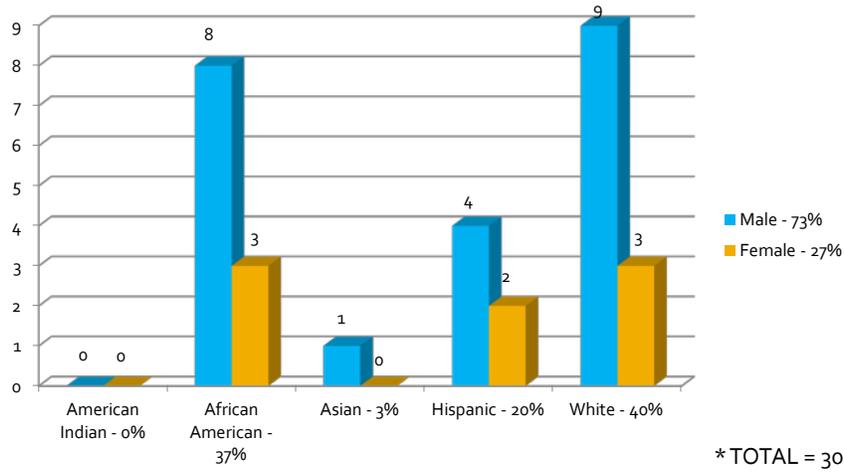
4

Future Leaders Program FY 2008



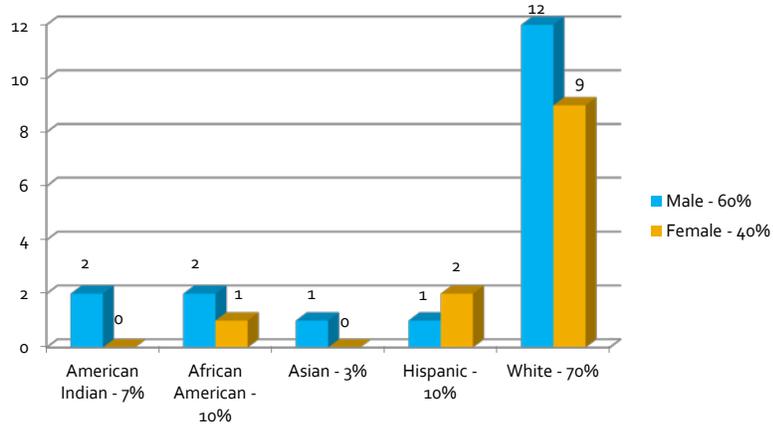
5

Future Leaders Program FY 2009



6

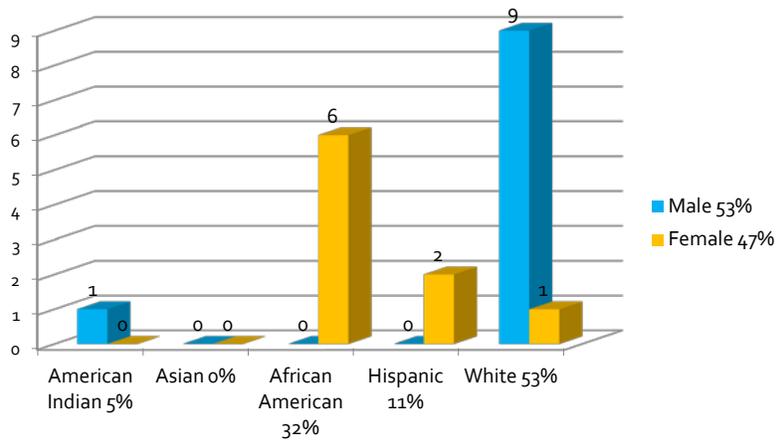
Future Leaders Program FY 2010



* TOTAL = 30

7

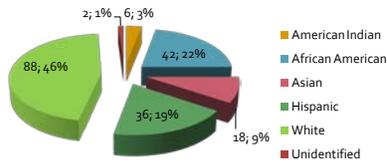
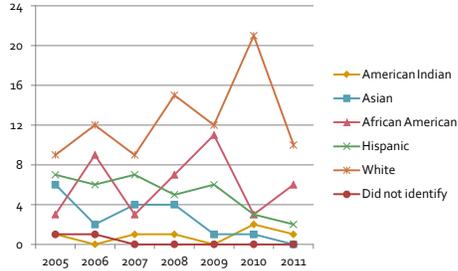
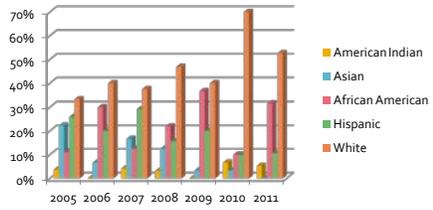
Future Leaders Program FY 2011



* TOTAL = 19

8

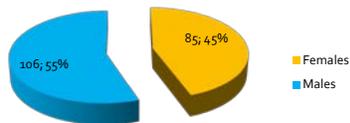
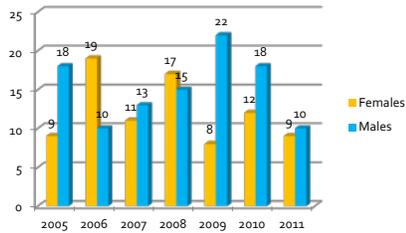
FLP Trend (2005 through 2011)



There have been a total of 192 FLP hires from 2005 through 2011. White participants are the majority followed by African American, Hispanic, Asian and American Indian. Note: two (2) unidentified by race/ethnicity.

White males, 53 (28%) -- White females, 35 (18%)
 African American females, 22 (11%) -- African American males, 20 (10%)
 Hispanic males, 18 (9%) -- females, 18 (9%)
 Asian males, 11 (6%) -- Asian females, 7 (4%)
 American Indian males 5 (3%) -- American Indian females 1 (1%)
 Unidentified, 1% (2)

FLP Trend (2005 through 2011)



192 FLP participants from 2005-2011.
 Note: one unidentified by gender.

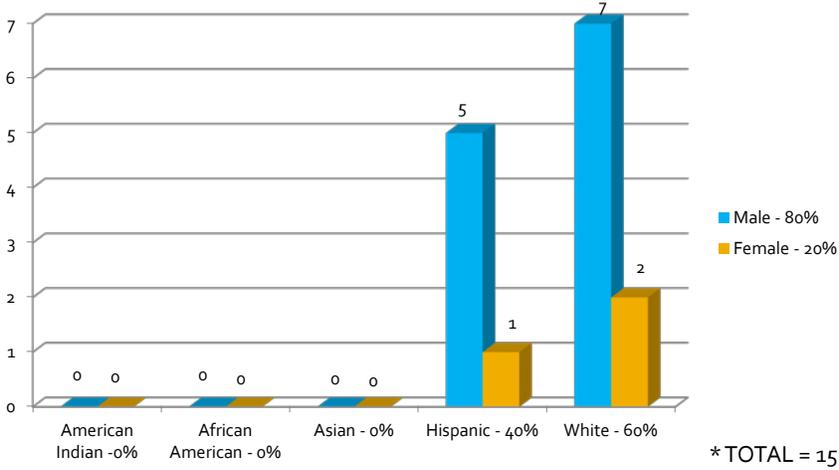
Future Leaders Program Retention

| | | | | | | |
|--------|------------|------------|------------|------------|------------|------------|
| Year 6 | | | | | | 77% of 27 |
| Year 5 | | | | | 70% of 30 | 77% of 27 |
| Year 4 | | | | 96% of 24 | 93% of 30 | 88% of 27 |
| Year 3 | | | 84% of 32 | 96% of 24 | 93% of 30 | 92% of 27 |
| Year 2 | | 90% of 30 | 100% of 32 | 100% of 24 | 97% of 30 | 92% of 27 |
| Year 1 | 100% of 30 | 100% of 30 | 100% of 32 | 100% of 24 | 100% of 30 | 100% of 27 |
| | FLP 2010 | FLP 2009 | FLP 2008 | FLP 2007 | FLP 2006 | FLP 2005 |

Retention is validated each September, fiscal year-end, to see which FLP participants in each class are still on-board with NNSA.
 Example: Class of 2005, one year after hire, 100% still on board; six years later, September 2011 there are 21 of the 27 still with NNSA.

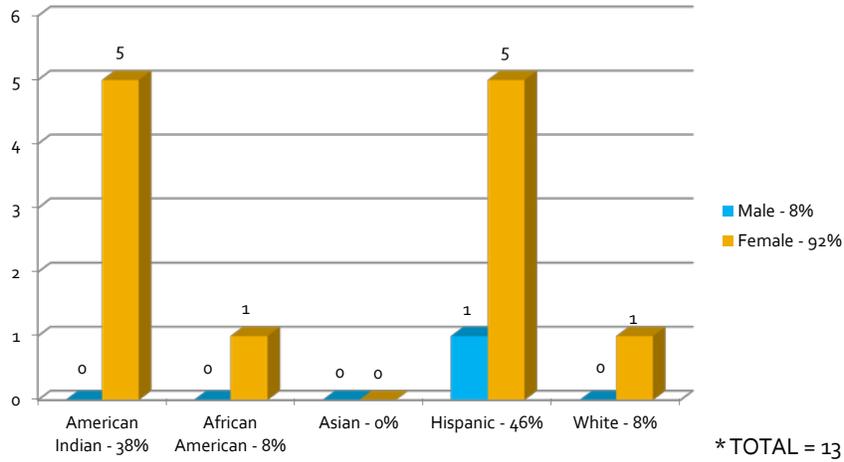
11

SCEP FY2007



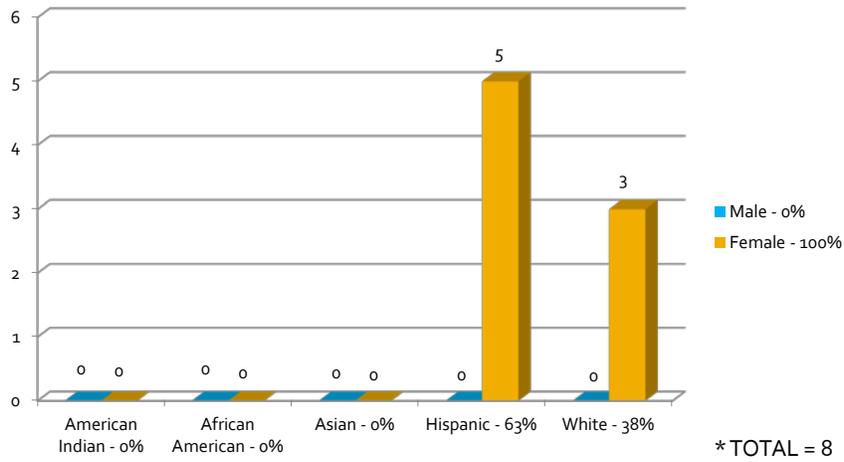
12

SCEP FY 2008



13

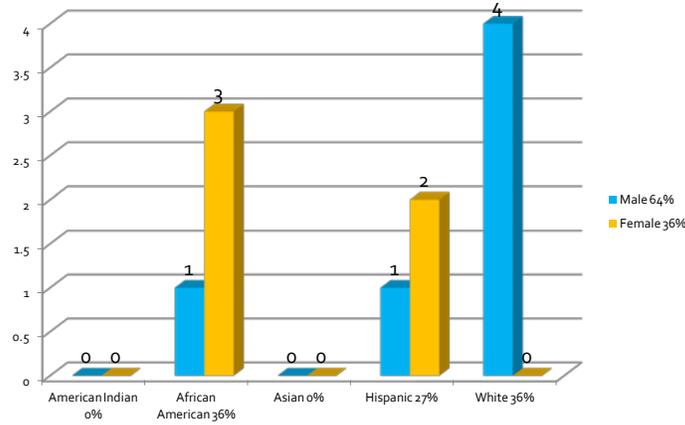
SCEP FY 2009



14

No FY 2010 SCEP class

SCEP FY2011



TOTAL = 11
 Note: no FY 2010 SCEP

15

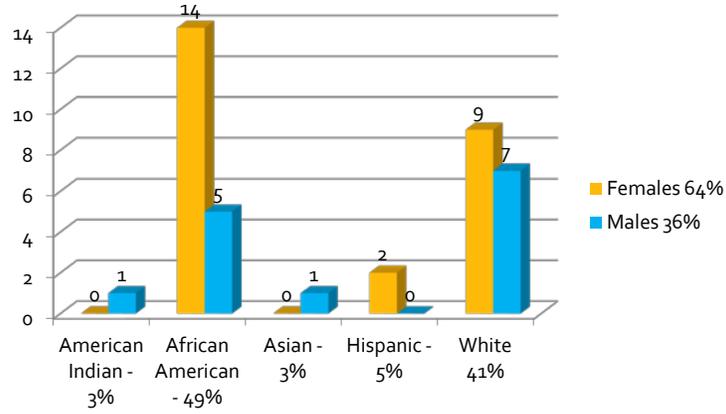
SCEP Retention

| | | | | |
|--------|-----------------------------|--------------|--------------|--------------|
| 4 Year | | | | 87% of 15 |
| 3 Year | | | 38% of 13 | 87% of 15 |
| 2 Year | | 50% of 8 | 85% of 13 | 87% of 15 |
| 1 Year | | 63% of 8 | 92% of 13 | 87% of 15 |
| | SCEP FY 2011* (11 on board) | SCEP FY 2009 | SCEP FY 2008 | SCEP FY 2007 |

*No SCEP class of FY 2010

16

STEP FY 2011



TOTAL = 39

17

NNSA
 NA-1.2 Office of Civil Rights, Albuquerque Complex

Equal Employment Opportunity: Collaborating for Mission Success

