Fiscal Year 2011
Year-End Workforce Diversity

Site Office Manager

Savannah River Site Office

Prepared February 2012
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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.

Debra Parrish
EEO Manager
Office of Civil Rights

Equal Employment Opportunity: Collaborating for Mission Success

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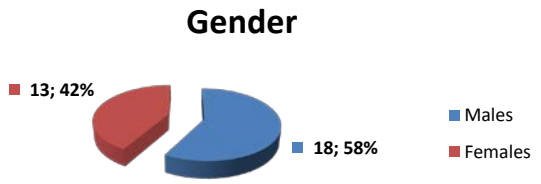
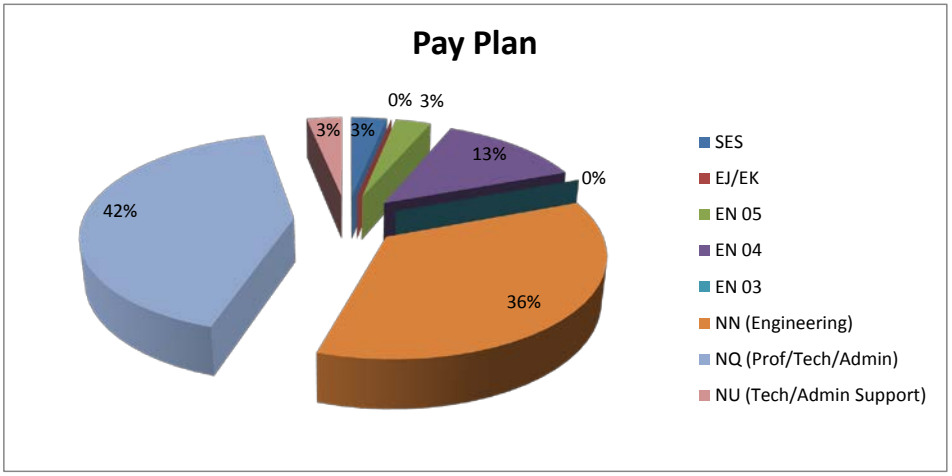
Workforce Diversity
Savannah River Site Office
As of September 24, 2011

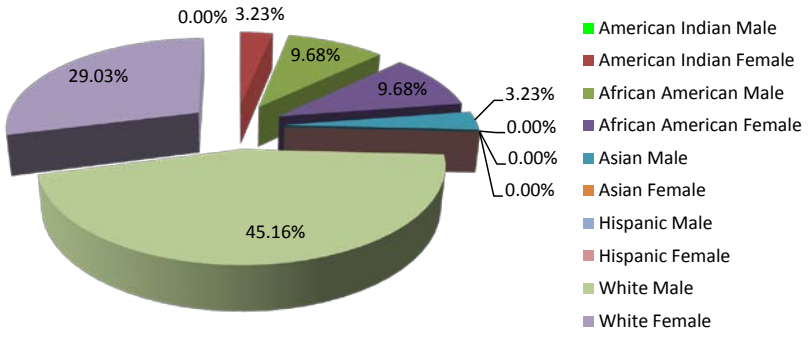
TOTAL WORKFORCE				
YEAR	2010	2011	CHANGE	
Total number of employees	30	31	3.33%	↑
GENDER				
YEAR	2010	2011	CHANGE	
Males	17	18	5.88%	↑
Females	13	13	0.00%	/

PAY PLAN				
YEAR	2010	2011	CHANGE	
SES	1	1	0.00%	/
EJ/EK	3	0	-100.00%	↓
EN 05	1	1	0.00%	/
EN 04	4	4	0.00%	/
EN 03	1	0	-100.00%	↓
NN (Engineering)	6	11	83.33%	↑
NQ (Prof/Tech/Admin)	13	13	0.00%	/
NU (Tech/Admin Support)	1	1	0.00%	/



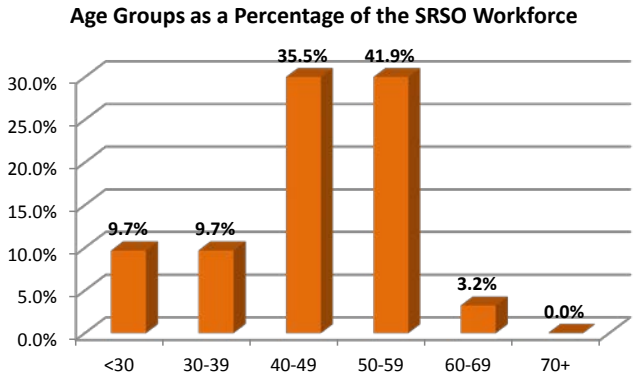


DIVERSITY						
YEAR	2010	2011	CHANGE		%of 2011 Work-force	2000 Civilian Labor Force (2010 Census not available as of Oct. 2011)
American Indian Male	0	0	0.00%	/	0.00%	0.34%
American Indian Female	1	1	0.00%	/	3.23%	0.32%
African American Male	3	3	0.00%	/	9.68%	4.84%
African American Female	3	3	0.00%	/	9.68%	5.66%
Asian Male	1	1	0.00%	/	3.23%	1.92%
Asian Female	0	0	0.00%	/	0.00%	1.71%
Hispanic Male	0	0	0.00%	/	0.00%	6.17%
Hispanic Female	0	0	0.00%	/	0.00%	4.52%
White Male	13	14	7.69%	↑	45.16%	39.03%
White Female	9	9	0.00%	/	29.03%	33.74%

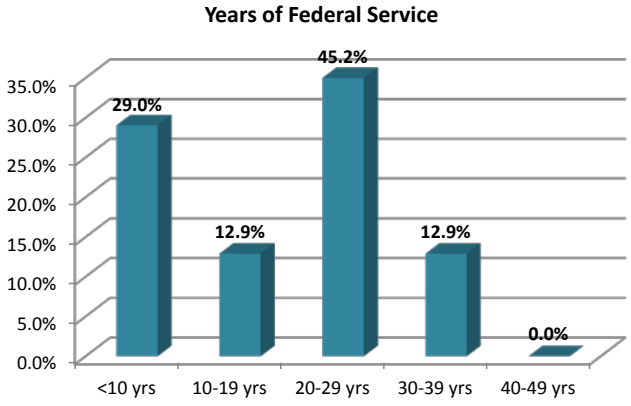


Workforce Diversity
Savannah River Site Office (SRSO)
As of September 24, 2011

SPECIAL				
YEAR	2010	2011	CHANGE	
DISABILITY	0	0	0.00%	/
VETERANS	12	6	-50.00%	↓

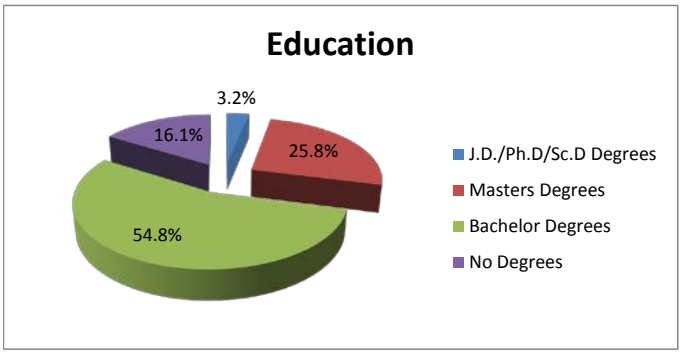


AGE				
YEAR	2010	2011	CHANGE	
AVERAGE AGE	47.6	47.3	-0.63%	↓
UNDER 30	2	3	50.00%	↑
30-39	3	3	0.00%	/
40-49	10	11	10.00%	↑
50-59	14	13	-7.14%	↓
60-69	1	1	0.00%	/
70 AND UP	0	0	0.00%	/

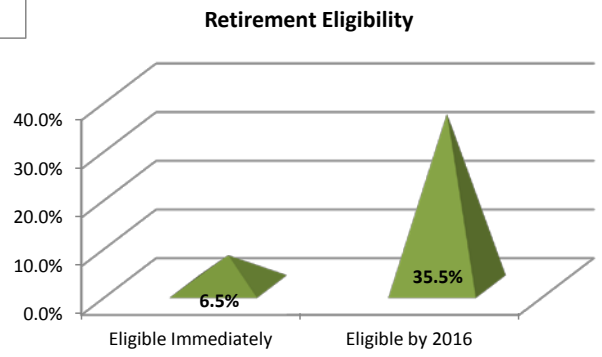


YEARS OF FEDERAL SERVICE				
YEAR	2010	2011	CHANGE	
AVERAGE LENGTH	19.1	18.7	-2.09%	↓
LESS THAN 10 YEARS	9	9	0.00%	/
10-19 YEARS	4	4	0.00%	/
20-29 YEARS	14	14	0.00%	/
30-39 YEARS	3	4	33.33%	↑
40-49 YEARS	0	0	0.00%	/

EDUCATION				
YEAR	2010	2011	CHANGE	
J.D./Ph.D/Sc.D Degrees	0	1	100.00%	↑
Masters Degrees	10	8	-20.00%	↓
Bachelors Degrees	15	17	13.33%	↑
No Degrees	5	5	0.00%	/



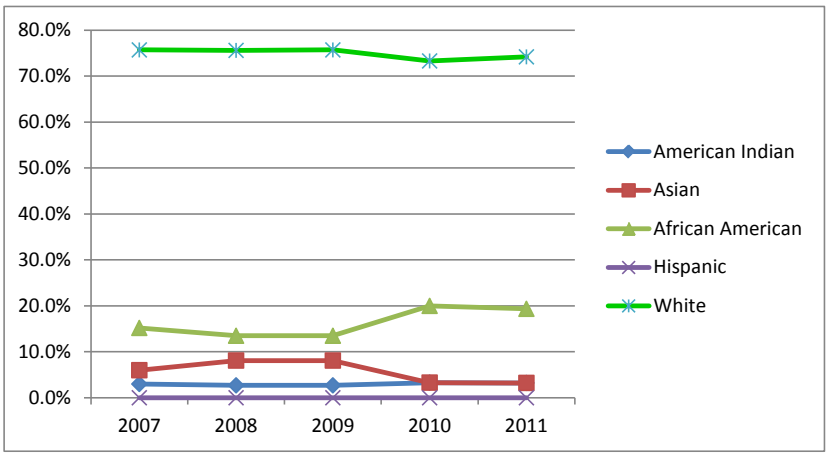
RETIREMENT				
YEAR	2010	2011	CHANGE	
ELIGIBLE TO RETIRE IMMEDIATELY	4	2	-50.00%	↓
ELIGIBLE TO RETIRE BY 9/25/2016	10	11	10.00%	↑



SUPERVISOR RATIO				
YEAR	2010	2011	CHANGE	
SUPERVISORS	6	6	0.00%	/
SUPERVISORS RATIO	4 to 1	4.2 to 1	5.00%	↑

PERSONNEL BY PERCENTAGE - 5 YEAR DATA
Savannah River Site Office (SRSO)

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	3.0%	0.0%	2.7%	0.0%	2.7%	0.0%	3.3%	0.0%	3.2%	0.0%
Asian	3.0%	3.0%	2.7%	5.4%	2.7%	5.4%	0.0%	3.3%	0.0%	3.2%
African American	9.1%	6.1%	5.4%	8.1%	5.4%	8.1%	10.0%	10.0%	9.7%	9.7%
Hispanic	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Minorities	15.1%	9.1%	10.8%	13.5%	10.8%	13.5%	13.3%	13.3%	12.9%	12.9%
Non-Minorities	24.2%	51.5%	27.0%	48.6%	21.6%	54.1%	30.0%	43.3%	29.0%	45.2%



Participation in the SRSO 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 SRSO workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
American Indian female*	2008 -- 2.7%	2010 -- 3.3%	0.32%
American Indian male**	N/A	N/A	0.34%
Asian female*	2010 - 2011 -- 0.0%	2007 - 3.0%	1.71%
Asian male*	2007 -- 3.0%	2008 - 2009 -- 5.4%	1.92%
African American female*	2008 - 2009 -- 5.4%	2010 -- 10.0%	5.66%
African American male*	2007 -- 6.1%	2010 -- 10.0%	4.84%
Hispanic female**	N/A	N/A	4.52%
Hispanic male**	N/A	N/A	6.17%
White female*	2009 -- 21.6%	2010 -- 30.0%	33.74%
White male	2010 -- 43.3%	2007 -- 51.5%	39.03%

The importance of the above is to look at the SRSO 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: SRSO Hispanic females or males on-board in the five-year period, below the CLF. White females numbers through all five years' of analysis, below the 2000 CLF.

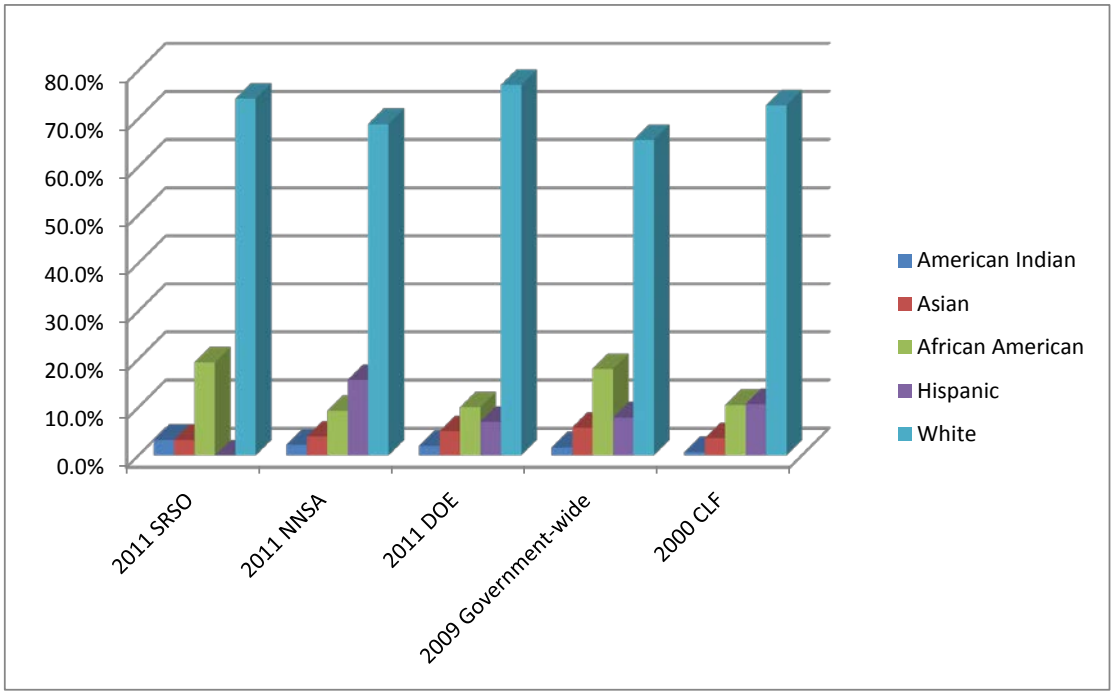
* No change in on-board total number 2010-2011
** No on-board in the five-year period

Comparisons to Other Workforces and the Civilian Labor Force

Savannah River Site Office (SRSO)

The Charts on this page depict the workforce diversity of SRSO 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).

	American Indian	Asian	African American	Hispanic	White
2011 SRSO	3.2%	3.2%	19.4%	0.0%	74.2%
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 S. Carolina CLF	1.3%	1.3%	26.0%	1.3%	70.0%



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

▪ American Indian participation is **above** all comparators, with one female on-board in the five-year period. No American Indian males on-board in the five-year period.

▪ Asian participation is **below** NNSA-wide; DOE-wide; 2009 federal government; and the 2000 CLF; and **above** the 2000 South Carolina CLF.

▪ African American participation is **above** NNSA-wide; DOE-wide; 2009 federal government; and the 2000 CLF; and **below the 2000 South Carolina CLF.**

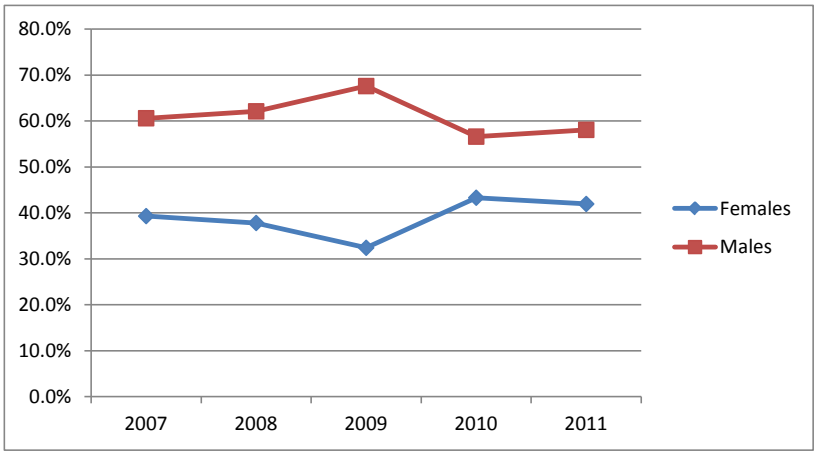
▪ Hispanic participation is **below** all comparators with no Hispanic employees on-board in the five-year period.

▪ White participation is **above** NNSA-wide; 2009 federal government; 2000 CLF; and 2000 South Carolina CLF; and **below** DOE-wide.

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
Savannah River Site Office (SRSO)
By Gender

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	3.0%	0.0%	2.7%	0.0%	2.7%	0.0%	3.3%	0.0%	3.2%	0.0%
Asian	3.0%	3.0%	2.7%	5.4%	2.7%	5.4%	0.0%	3.3%	0.0%	3.2%
African American	9.1%	6.1%	5.4%	8.1%	5.4%	8.1%	10.0%	10.0%	9.7%	9.7%
Hispanic	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Minorities	15.1%	9.1%	10.8%	13.5%	10.8%	13.5%	13.3%	13.3%	12.9%	12.9%
Non-Minorities	24.2%	51.5%	27.0%	48.6%	21.6%	54.1%	30.0%	43.3%	29.0%	45.2%



Participation in the SRSO 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 SRSO workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
SRSO females	2009 -- 32.4%	2010 -- 43.3%	46.77%
SRSO males	2010 -- 56.6%	2009 -- 67.6%	53.23%

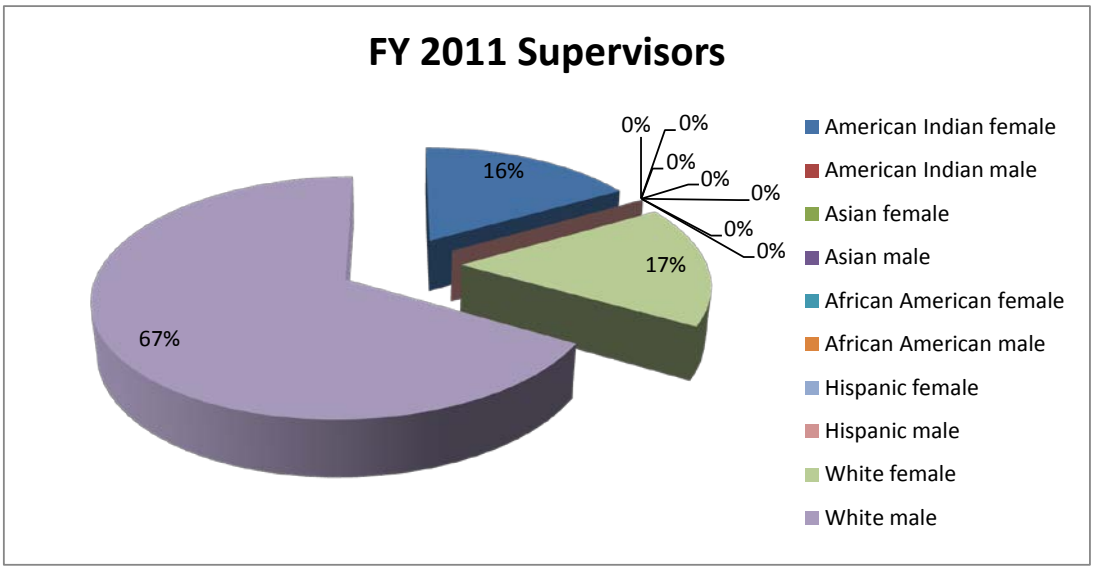
The importance of the above is to look at the SRSO workforce as reflective of the Civilian Labor Force (CLF). As of this report, November 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

	Females	Males
2007	39.3%	60.6%
2008	37.8%	62.1%
2009	32.4%	67.6%
2010	43.3%	56.6%
2011	41.9%	58.1%

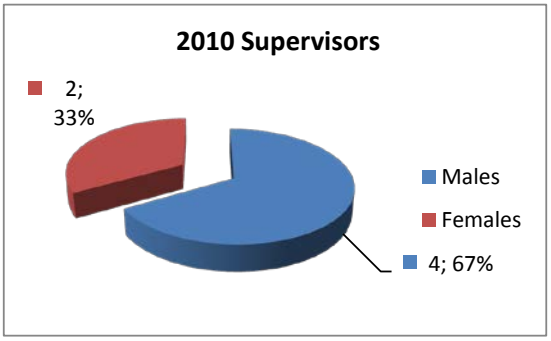
In the five-year period, 2007-2011, female participation remains below the 2000 CLF in all five years, making a gain in 2010, but dropping again in 2011. Male participation remains well above the 2000 CLF in all five years, dropping closest to the CLF in 2010, yet still above the CLF.

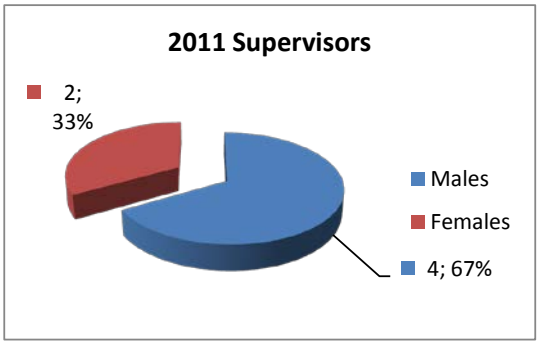
Savannah River Site Office
Supervisory Workforce

	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	1	0	0	0	0	0	0	0	1	4
FY 2011	1	0	0	0	0	0	0	0	1	4



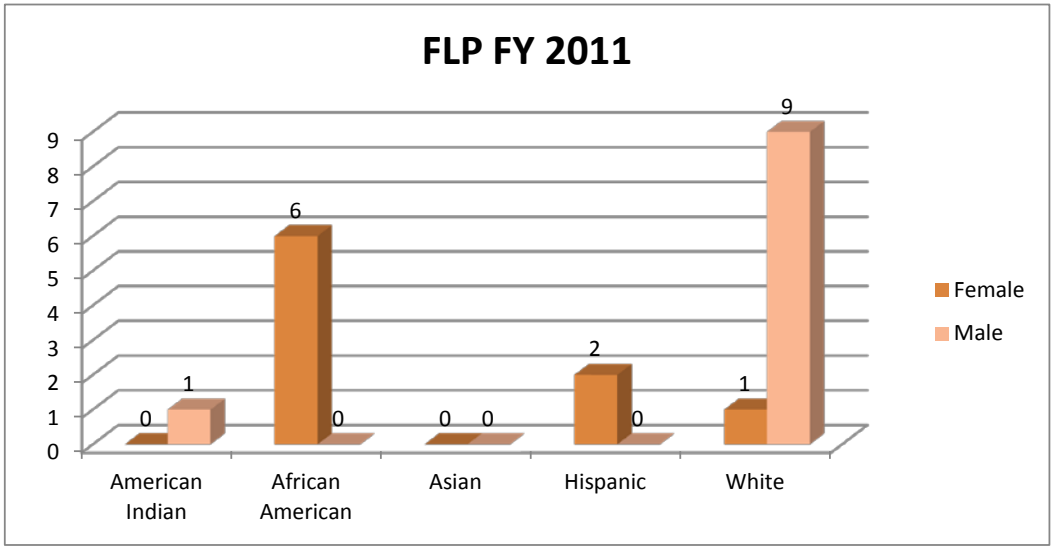
No decreases in supervisory participation of any of the groups from the prior year

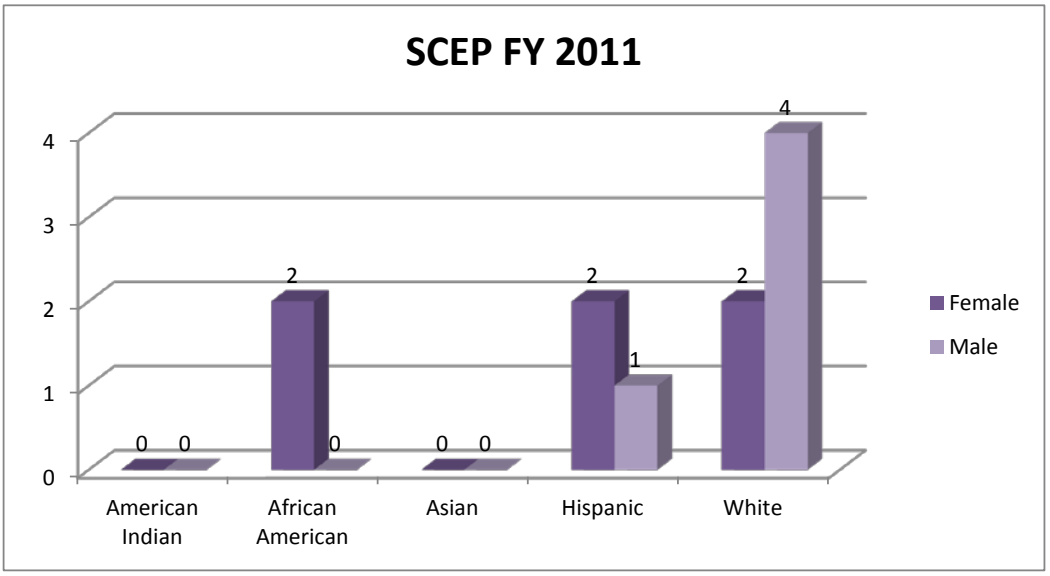




Future Leader's Program (FLP)
Student Career Experience Program (SCEP)
Minority Serving Institutions Program (MSI)

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.





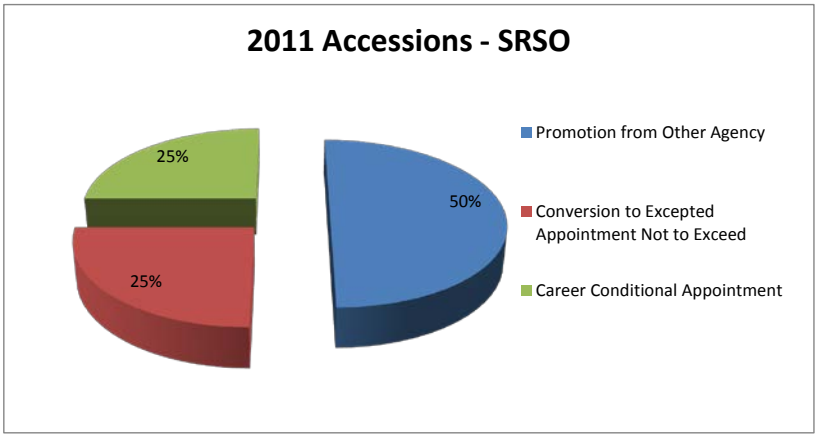
Minority Serving Institutions Program

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/federalemployment/applyforourjobs/howtoapply/studentvacancies/msivacancies

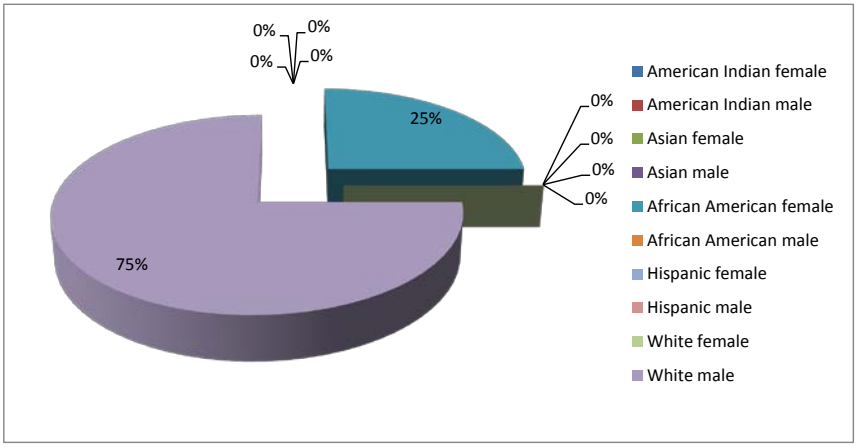
Savannah River Site Office - FY 2011
Accessions

Accessions includes temporary and permanent appointments. In FY 2011 there were 4 Accessions and transfer in at Savannah River Site Office (SRSO). Transfer includes transfer from other federal agency as well as other among NNSA organizations.

Promotion from Other Agency	2
Conversion to Excepted Appointment Not to Exceed	1
Career Conditional Appointment	1
Total	4



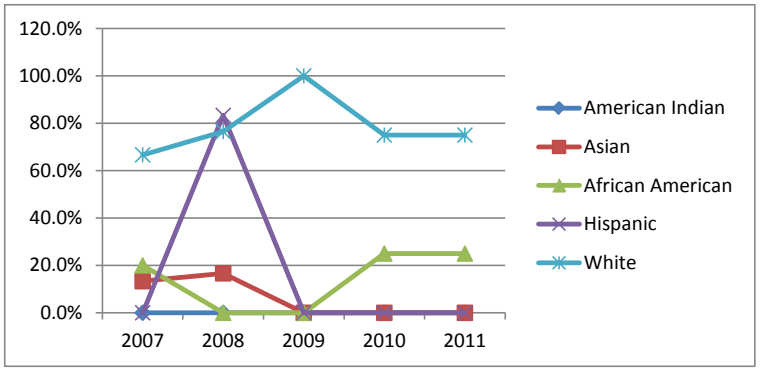
American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male
0	0	0	0	1	0	0	0	0	3



Savannah River Site Office - FY 2011
Historical Accessions

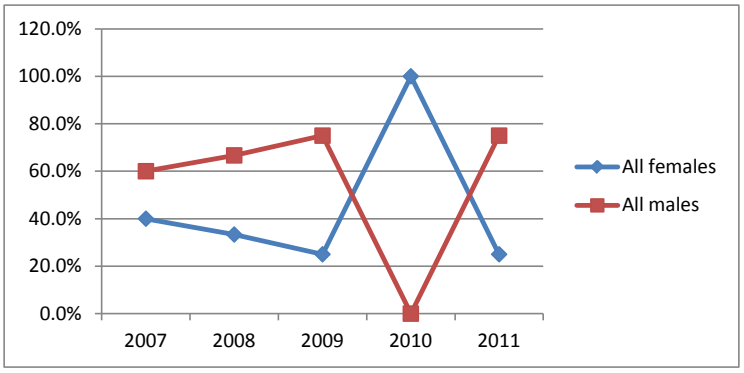
	American Indian	Asian	African American	Hispanic	White
2007	0.0%	13.3%	20.0%	0.0%	66.7%
2008	0.0%	16.7%	0.0%	83.3%	76.5%
2009	0.0%	0.0%	0.0%	0.0%	100.0%
2010	0.0%	0.0%	25.0%	0.0%	75.0%
2011	0.0%	0.0%	25.0%	0.0%	75.0%

	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	1	1	1	2	0	0	4	6	15
2008	0	0	0	1	0	0	0	0	2	3	6
2009	0	0	0	0	0	0	0	0	1	3	4
2010	0	0	0	0	1	0	0	0	3	0	4
2011	0	0	0	0	1	0	0	0	0	3	4
Total	0	0	1	2	3	2	0	0	10	15	33
	0.0%	0.0%	3.0%	6.1%	9.1%	6.1%	0.0%	0.0%	30.3%	45.5%	



There have been no American Indian Accessions into SRSO in the five-year period, 2007 - 2011. All other groups had representation in Accessions in at least one of the years analyzed.

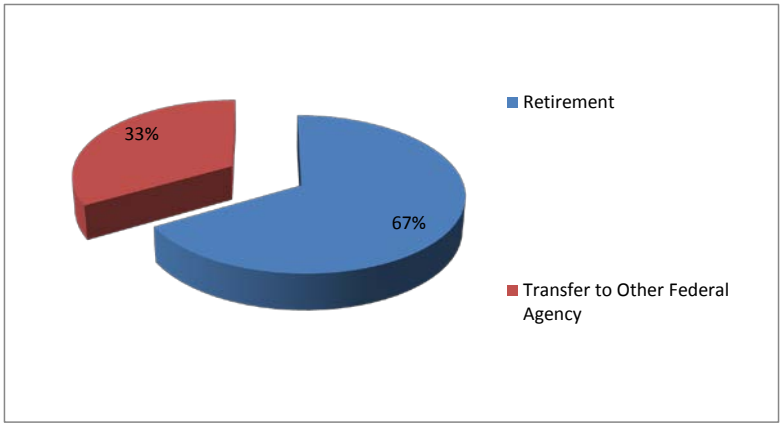
	All females	All males
2007	40.0%	60.0%
2008	33.3%	66.7%
2009	25.0%	75.0%
2010	100.0%	0.0%
2011	25.0%	75.0%



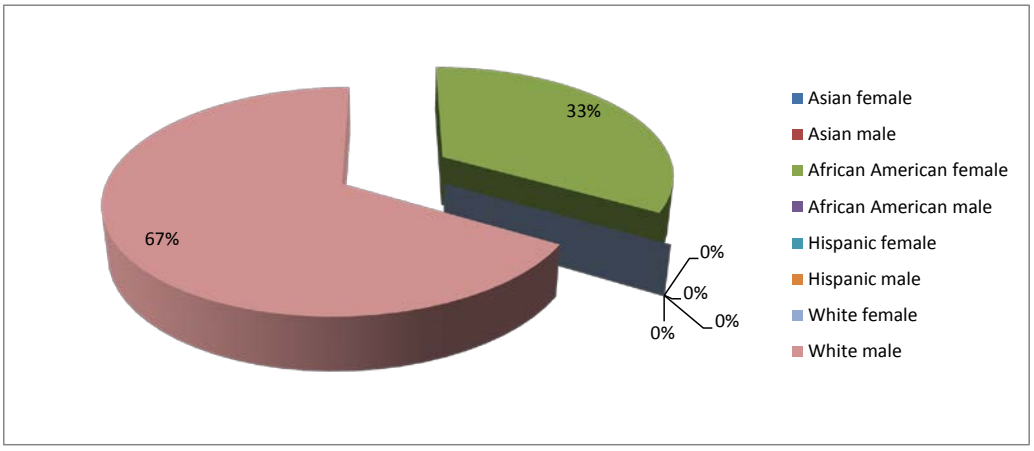
Savannah River Site Office (SRSO) - FY 2011
Separations

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

Retirement	Transfer to Other Federal Agency	**Total**
2	1	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	1	0	0	0	0	2	3



FY 2011 SRSO Separations:

- White male separations, 2 total: 1 transfer to other federal agency; 1 retirement
- African American female separation, 1 total: retirement

Savannah River Site Office (SRSO)
Separations - FY 2011

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

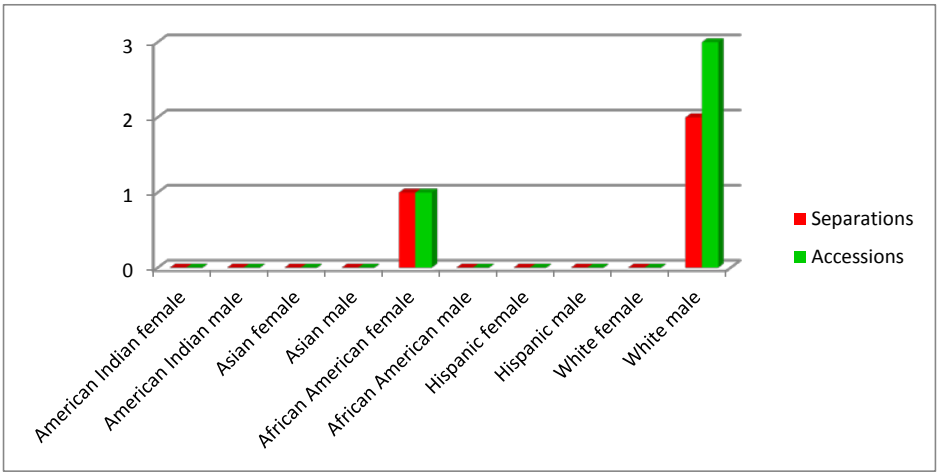
	Retirement	Transfer to Other Federal Agency	**Total**
Females	1	0	1
Males	1	1	2
			3

Female separations totaled 1, or 33.3% of the 3.
Male separations totaled 2, or 66.7% of the 3.

Female separations: 1 retirement, 100.0% of all female separations.

Males separations: 1 transfer to other federal agency (50.0% of all male separations); and 1 retirement (50.0%).

2011	**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**
Separations	0	0	0	0	1	0	0	0	0	2	3
Accessions	0	0	0	0	1	0	0	0	0	3	4



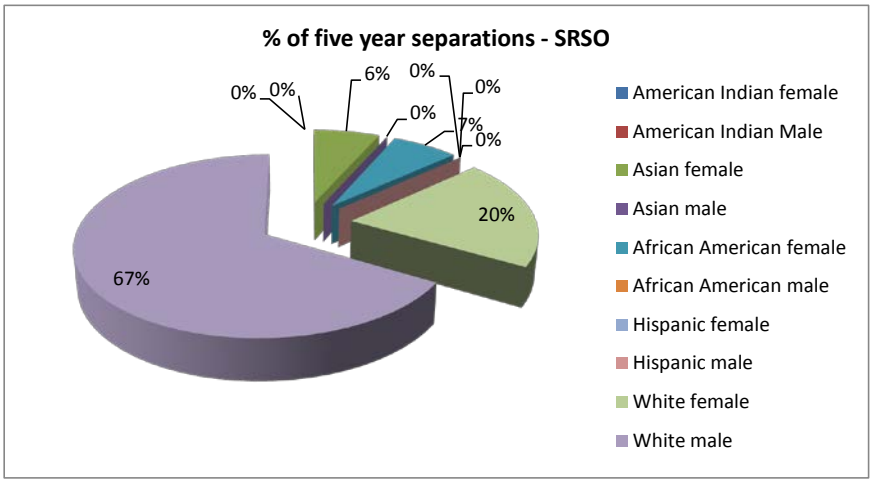
Comparing accessions to separations, and to the Civilian Labor Force provides the opportunity to address the full participation in the workforce of the various groups. See pages 4 and 7 of this report for comparison percentages, most notably the CLF for a particular group. Work force diversity management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

- No accession/separation activity for American Indian females in FY 2011, currently above the CLF.
- No accession/separation activity for American Indian males in FY 2011. Currently below the CLF, with no on-board employees in the five-year period.
- No accession/separation activity for Asian females in FY 2011. Currently no on-board, below the CLF.
- No accession/separation activity for Asian males in FY 2011. Currently above the CLF.
- Accessions equal separations for African American females in FY 2011. Currently above the CLF.
- No accession/separation activity for African American males in FY 2011. Currently above the CLF.
- No accession/separation activity for Hispanic females in FY 2011. Currently no on-board, below the CLF.
- No accession/separation activity for Hispanic males in FY 2011. Currently no on-board, below the CLF.
- No accession/separation activity for White females, currently below the CLF.
- Accessions exceed separations for White males, currently above the CLF.

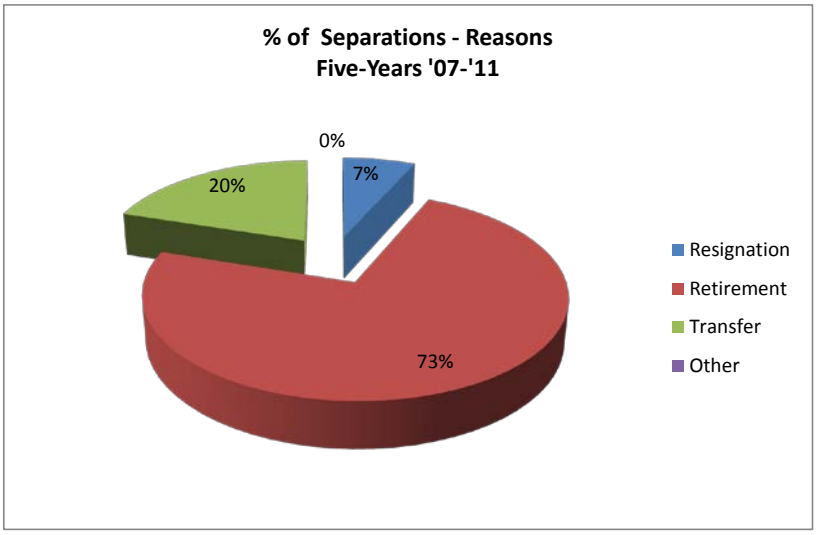
Savannah River Site Office
Separations - Historical - FY 2007 - 2011

In the five year period, 2007 through 2011, there have been a total of 15 separations from Savannah River Site Office (SRSO), compared to 33 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	0	2	2
2008	0	0	0	0	0	0	0	0	0	2	2
2009	0	0	0	0	0	0	0	0	2	2	4
2010	0	0	1	0	0	0	0	0	1	2	4
2011	0	0	0	0	1	0	0	0	0	2	3
	0	0	1	0	1	0	0	0	3	10	15



	Resignation	Retirement	Transfer	Other	Total
2007	0	2	0	0	2
2008	0	2	0	0	2
2009	0	2	2	0	4
2010	1	3	0	0	4
2011	0	2	1	0	3
	1	11	3	0	15



Savannah River Site Office (SRSO)
Separations - Historical - FY 2007 - FY 2011

	Resignation					Retirement					Transfer*					Other Reason					
	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	Total
Minorities	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
White females	0	0	0	0	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	3
White males	0	0	0	0	0	1	2	1	2	2	1	0	1	0	0	0	0	0	0	0	10
																					15

SRSO had 15 separations in the five-year period, 2007 to 2011. Minorities represented 2 total (13.3% of the 15); White females, 3 total (20.0%); and White males 10 of the total (66.7%).

Minority separations, 2 total: 1 resignation (50.0% of all minority separations); and 1 retirement (50.0%).

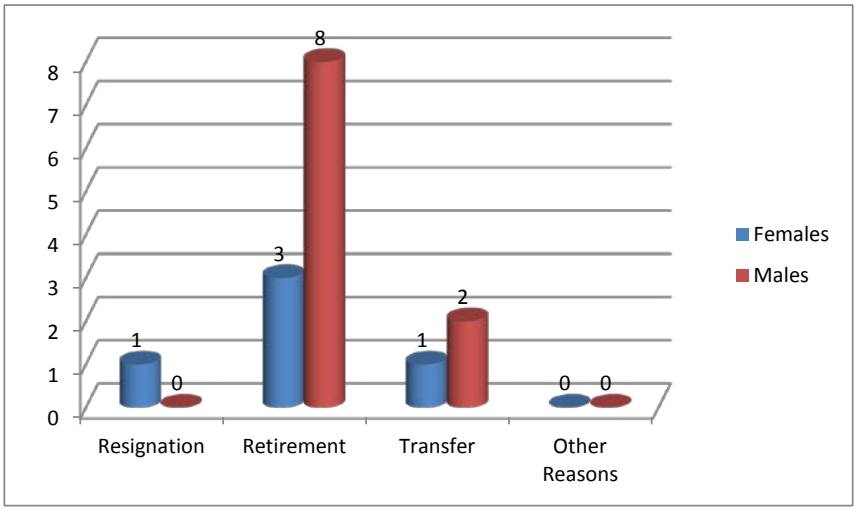
White female separations, 3 total: 2 retirements (66.7%); and 1 transfer to other agency, 33.3%.

White male separations, 10 total: 8 retirements (80.0% of all White male separations); and 2 transfers to other NNSA organization or federal agency (20.0%).

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

All female separations totaled 5 of 15 in the five-year period, 33.3% of all separations.
All male separations totaled 10 of the 15 in the five-year period, 66.7% of all separations.

	Resignation					Retirement					Transfer*					Other Reason					
	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	Total
Females	0	1	0	0	0	1	1	1	0	0	0	0	1	0	0	0	0	0	0	0	5
Males	0	0	0	0	0	1	2	1	2	2	1	0	1	0	0	0	0	0	0	0	10
																					15



Female separations, 5 total in the five-year period: 3 retirements (60.0% of all female separations); 1 resignation 20.0%; and 1 transfer (20.0%).

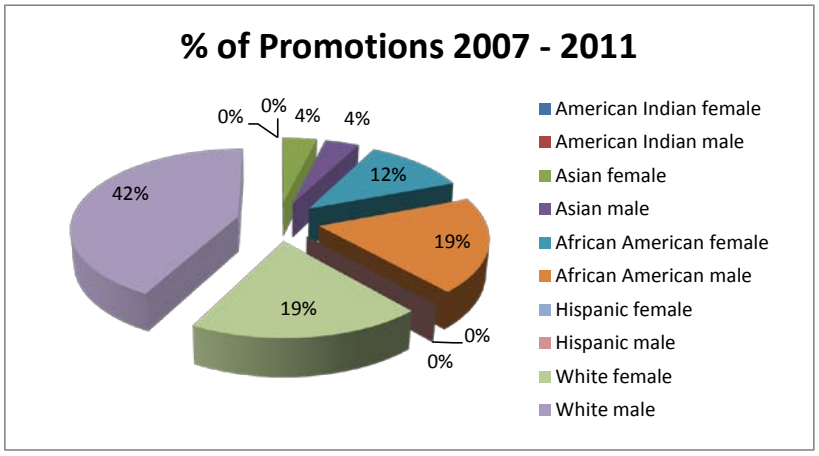
Male separations, 10 total: 8 retirements (80.0% of all White male separations); and 2 transfers to other NNSA organization or federal agency (20.0%).

Savannah River Site Office
Promotions

In FY 2011 there were 6 promotions at Savannah River Site Office (SRSO). Promotions includes all Nature of Action Codes "702" and "703" [Promotion and Promotion Not to Exceed].

Historical, five-year, data, promotions - SRSO

	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	0	0	1	1	1	1	0	0	1	3	8
2008	0	0	0	0	0	3	0	0	0	2	5
2009	0	0	0	0	0	0	0	0	2	2	4
2010	0	0	0	0	1	0	0	0	1	1	3
2011	0	0	0	0	1	1	0	0	1	3	6
Total	**0**	**0**	**1**	**1**	**3**	**5**	**0**	**0**	**5**	**11**	26
	0.0%	0.0%	3.8%	3.8%	11.5%	19.2%	0.0%	0.0%	19.2%	42.3%	



White males received 11 of the 26 promotions in the five-year period (42.3% of the total), 2007-2011; followed by African American males, 5 (19.2%); White females, 5 (19.2% each); African American females, 3 (11.5%); and Asian females and males, 1 each (3.8% each).

No promotions for American Indian females or males in the five-year period. No Hispanics promotions (none employed at SRSO in the five-year period, 2007 - 2011).

No on-board American Indian 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.

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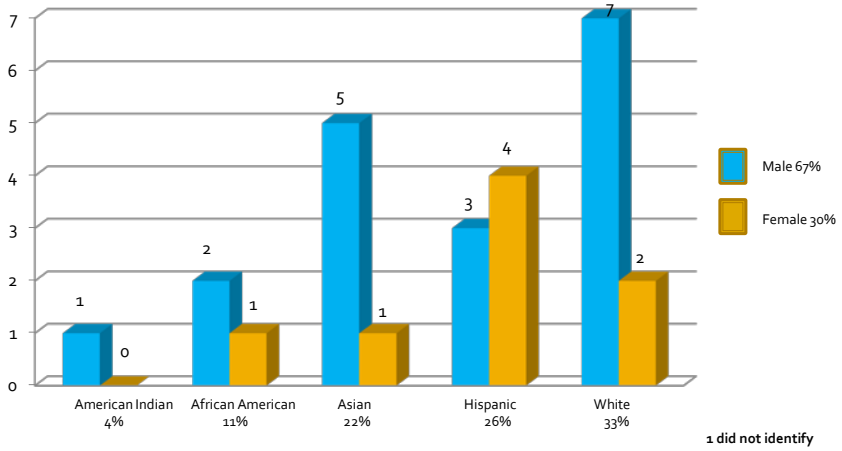
Future Leaders Program FY 2005

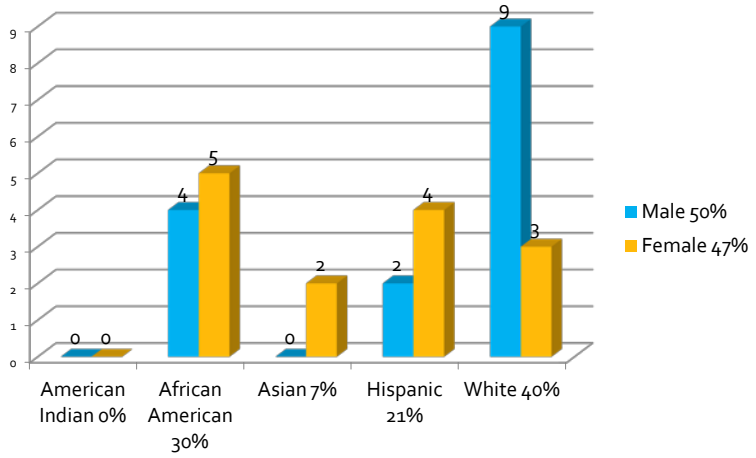


1 did not identify

* TOTAL = 27

2

Future Leaders Program FY 2006

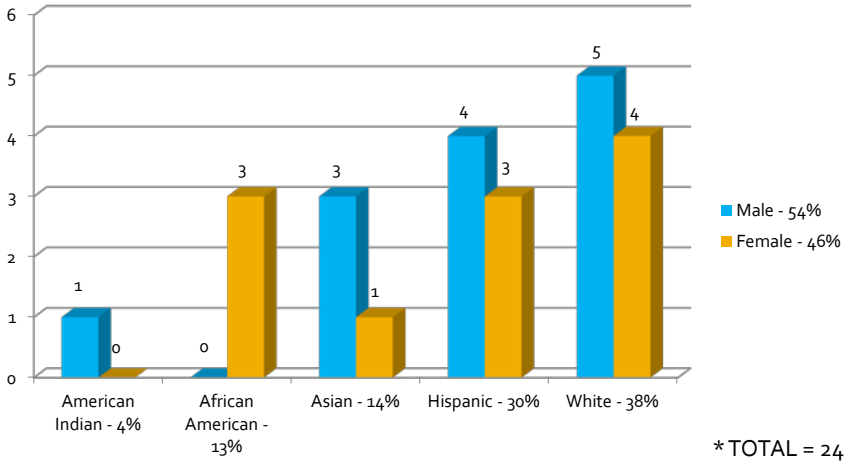


* TOTAL = 30

1 did not identify

3

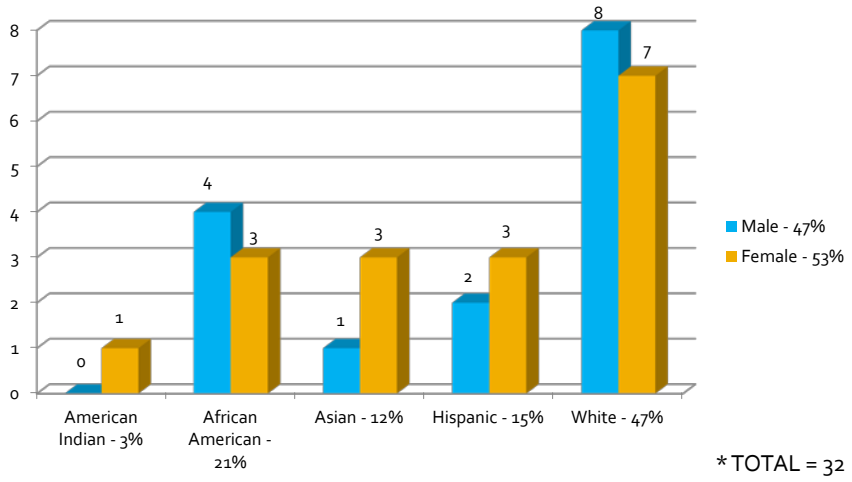
Future Leaders Program FY2007



* TOTAL = 24

4

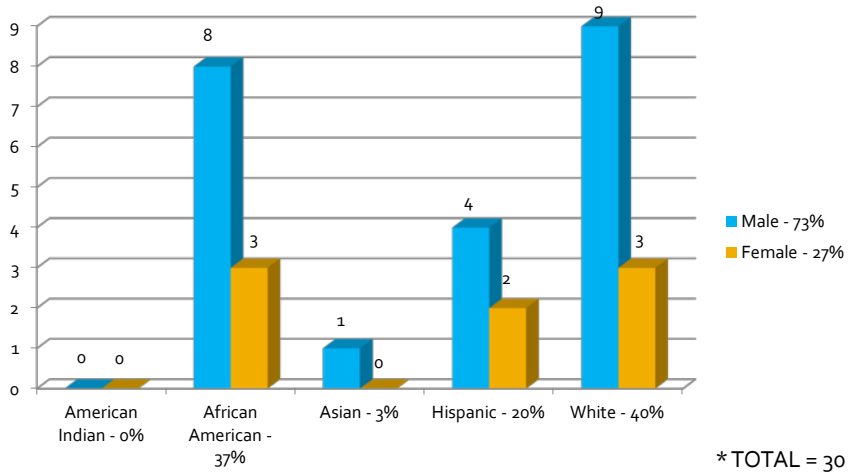
Future Leaders Program FY 2008



* TOTAL = 32

5

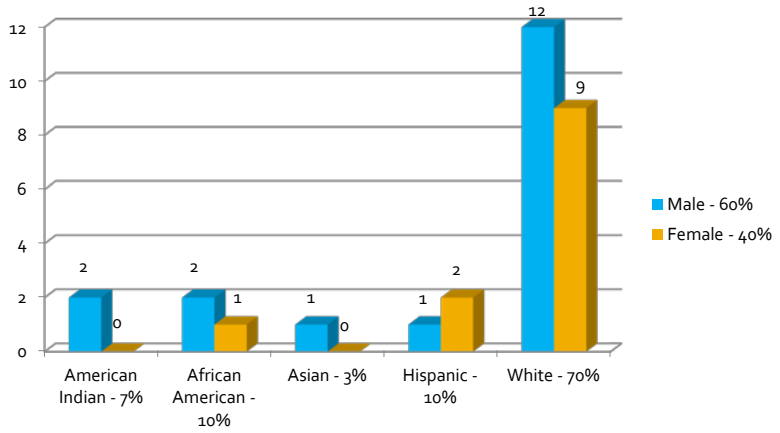
Future Leaders Program FY 2009



* TOTAL = 30

6

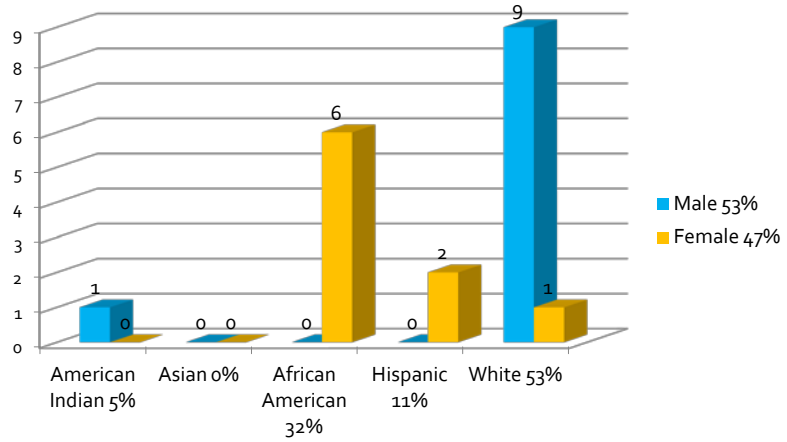
Future Leaders Program FY 2010



* TOTAL = 30

7

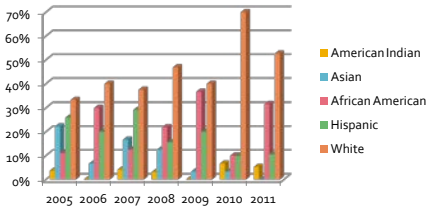
Future Leaders Program FY 2011

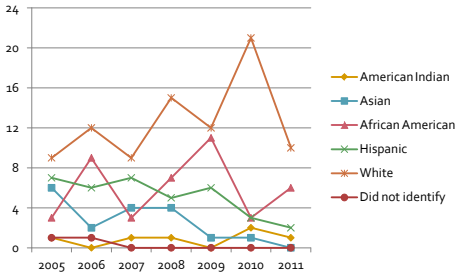


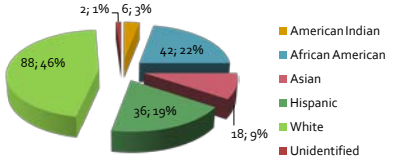
* TOTAL = 19

8

FLP Trend (2005 through 2011)





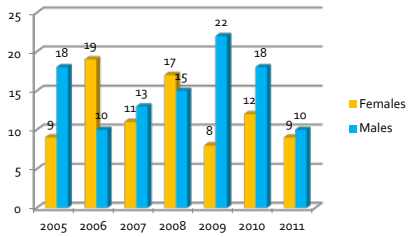


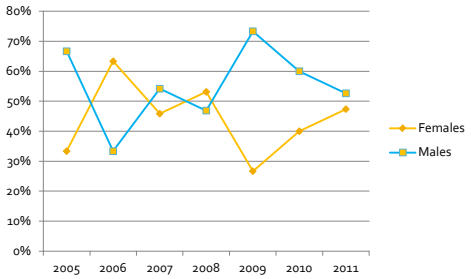
There have been a total of 192 FLP hires from 2005 through 2011. White participants are the majority followed by African American, Hispanic, Asian and American Indian. Note: two (2) unidentified by race/ethnicity.

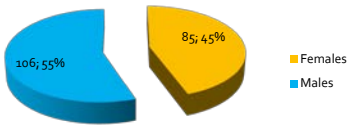
White males, 53 (28%) -- White females, 35 (18%)
African American females, 22 (11%) -- African American males, 20 (10%)
Hispanic males, 18 (9%) -- females, 18 (9%)
Asian males, 11 (6%) -- Asian females, 7 (4%)
American Indian males 5 (3%) -- American Indian females 1 (1%)
Unidentified, 1% (2)

9

FLP Trend (2005 through 2011)







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

10

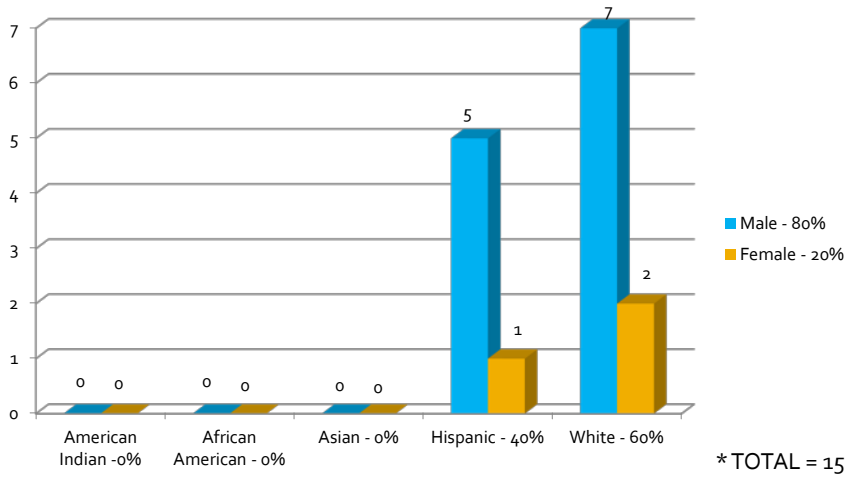
Future Leaders Program Retention

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

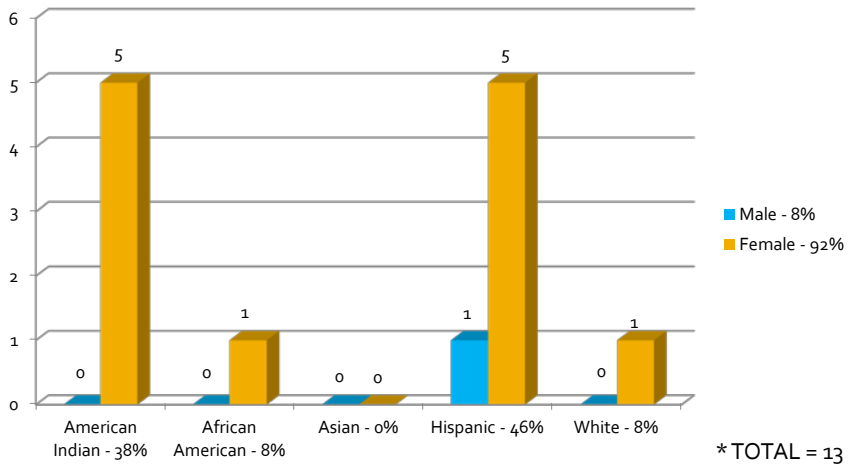
SCEP FY2007



* TOTAL = 15

12

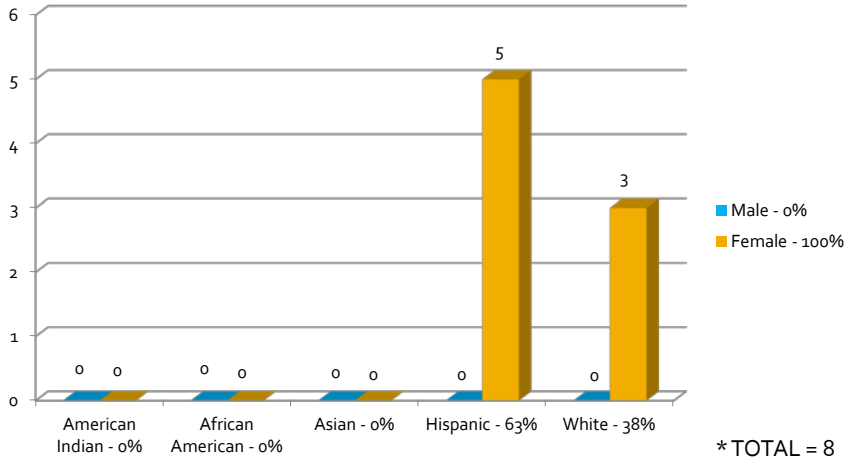
SCEP FY 2008



* TOTAL = 13

13

SCEP FY 2009

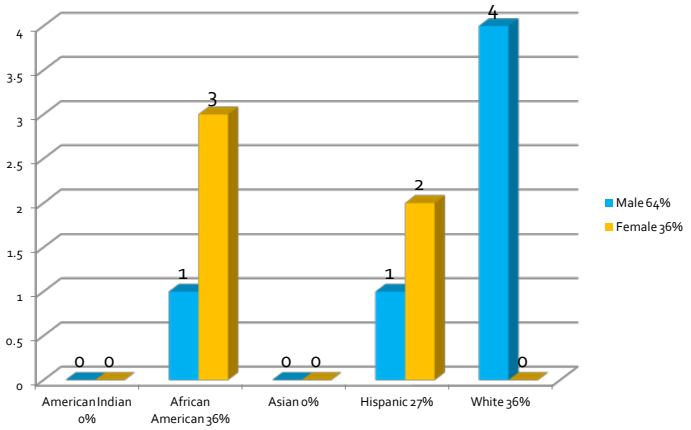


* TOTAL = 8

14

No FY 2010 SCEP class

SCEP FY2011



TOTAL = 11

Note: no FY 2010 SCEP

15

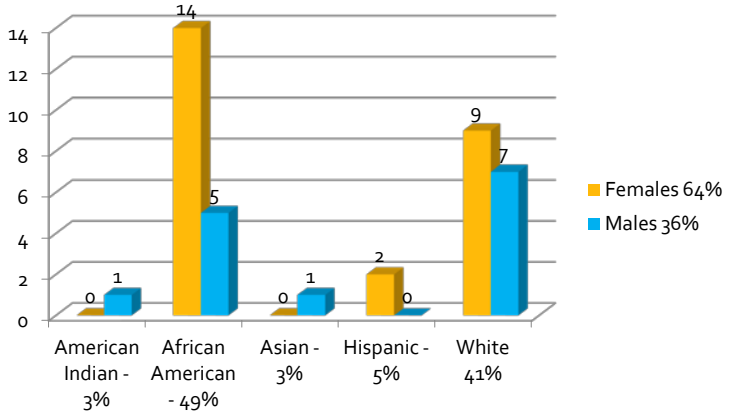
SCEP Retention

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 FY2007

*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