



U.S. DEPARTMENT OF  
**ENERGY**



Fiscal Year 2011  
Year-End Workforce Diversity

Site Office Manager  
Sandia Site Office

Prepared March 2012  
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## **NA-1.2 Office of Civil Rights (OCR) - Albuquerque Complex**

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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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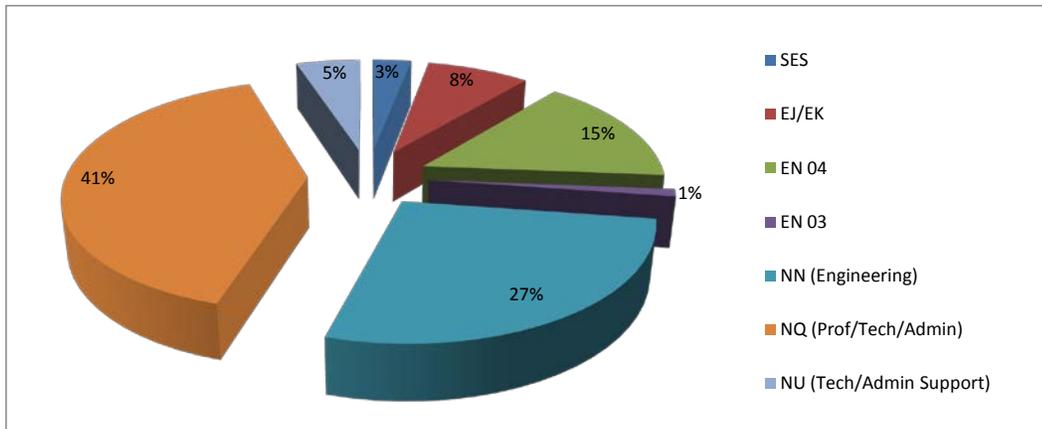
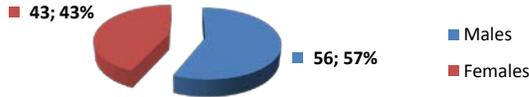
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**Workforce Diversity  
Sandia Site Office  
As of September 24, 2011**

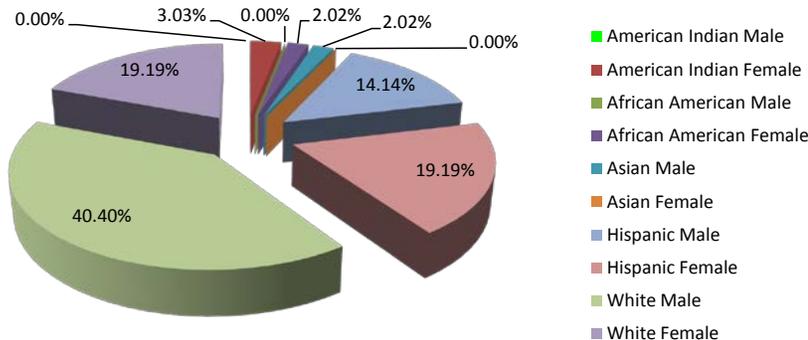
TOTAL WORKFORCE			
YEAR	2010	2011	CHANGE
Total number of employees	83	99	19.28% ↑
GENDER			
YEAR	2010	2011	CHANGE
Males	47	56	19.15% ↑
Females	36	43	19.44% ↑

PAY PLAN			
YEAR	2010	2011	CHANGE
SES	2	3	50.00% ↑
EJ/EK	8	8	0.00% /
EN 04	16	15	-6.25% ↓
EN 03	1	1	-15.57% ↓
NN (Engineering)	26	27	3.85% ↑
NQ (Prof/Tech/Admin)	30	40	33.33% ↑
NU (Tech/Admin Support)	0	5	Infinity /

**Gender**



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	2	3	50.00% ↑	3.03%	0.32%
African American Male	0	0	0.00% /	0.00%	4.84%
African American Female	1	2	100.00% ↑	2.02%	5.66%
Asian Male	2	2	0.00% /	2.02%	1.92%
Asian Female	0	0	0.00% /	0.00%	1.71%
Hispanic Male	11	14	27.27% ↑	14.14%	6.17%
Hispanic Female	18	19	5.55% ↑	19.19%	4.52%
White Male	34	40	17.65% ↑	40.40%	39.03%
White Female	15	19	26.67% ↑	19.19%	33.74%

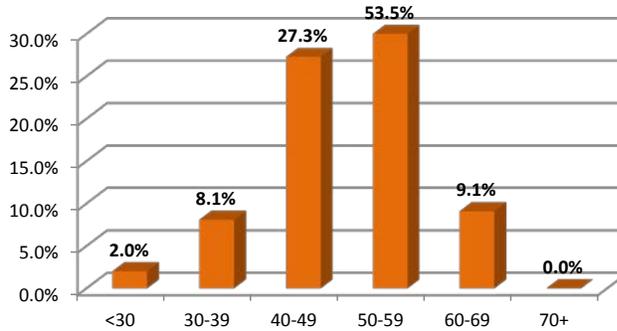


Realignment of the former Service Center July 31, 2011 with some employees going to SSO.

**Workforce Diversity  
Sandia Site Office  
As of September 24, 2011**

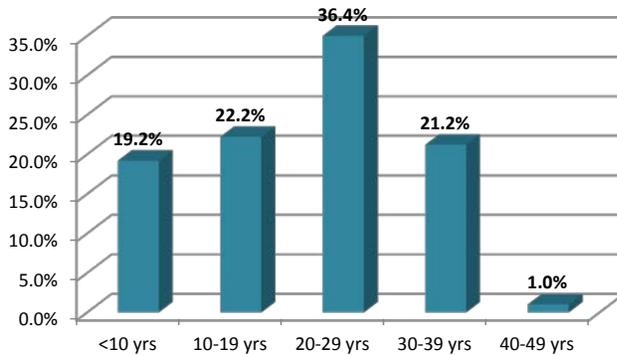
SPECIAL			
YEAR	2010	2011	CHANGE
DISABILITY	2	8	300.00% ↑
VETERANS	26	21	-19.23% ↓

**Age Groups as a Percentage of the SSO Workforce**



AGE			
YEAR	2010	2011	CHANGE
AVERAGE AGE	49.3	50.4	72.01% ↑
UNDER 30	3	2	-33.33% ↓
30-39	7	8	14.28% ↑
40-49	30	27	-10.00% ↓
50-59	37	53	43.24% ↑
60-69	6	9	50.00% ↑
70 AND UP	0	0	0.00% /

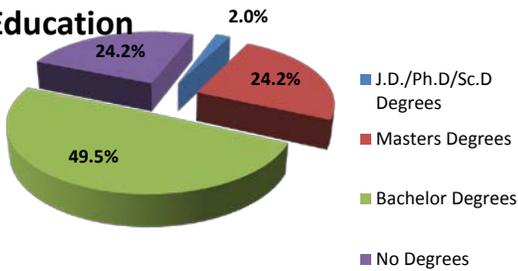
**Years of Federal Service**



YEARS OF FEDERAL SERVICE			
YEAR	2010	2011	CHANGE
AVERAGE LENGTH	21.8	21.5	-1.38% ↓
LESS THAN 10 YEARS	9	19	111.11% ↑
10-19 YEARS	24	22	-8.33% ↓
20-29 YEARS	36	36	0.00% /
30-39 YEARS	13	21	61.54% ↑
40-49 YEARS	1	1	0.00% /

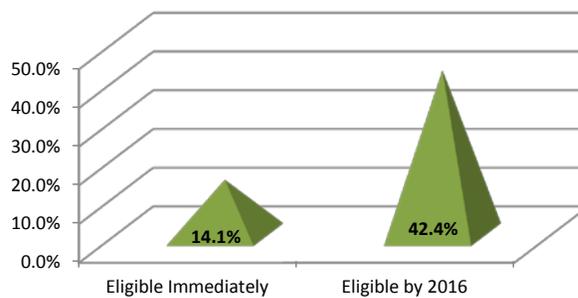
EDUCATION			
YEAR	2010	2011	CHANGE
J.D./Ph.D/Sc.D Degrees	2	2	0.00% /
Masters Degrees	19	24	26.31% ↑
Bachelors Degrees	47	49	4.25% ↑
No Degrees	15	24	60.00% ↑

**Education**



RETIREMENT			
YEAR	2010	2011	CHANGE
ELIGIBLE TO RETIRE IMMEDIATELY	11	14	27.27% ↑
ELIGIBLE TO RETIRE BY 9/25/2016	31	42	35.48% ↑

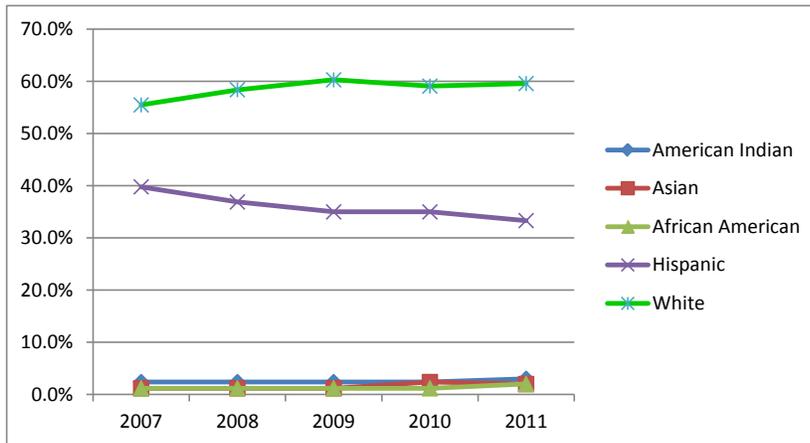
**Retirement Eligibility**



SUPERVISOR RATIO			
YEAR	2010	2011	CHANGE
SUPERVISORS	10	14	40.00% ↑
SUPERVISORS RATIO	7.3 to 1	6.1 to 1	-16.44% ↓

**PERSONNEL BY PERCENTAGE - 5 YEAR DATA**

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
<b>American Indian</b>	2.4%	0.0%	2.4%	0.0%	2.4%	0.0%	2.4%	0.0%	3.0%	0.0%
<b>Asian</b>	0.0%	1.2%	0.0%	1.2%	0.0%	1.2%	0.0%	2.4%	0.0%	2.0%
<b>African American</b>	1.2%	0.0%	1.2%	0.0%	1.2%	0.0%	1.2%	0.0%	2.0%	0.0%
<b>Hispanic</b>	24.1%	15.7%	23.8%	13.1%	21.7%	13.3%	21.7%	13.3%	19.2%	14.1%
<b>Total Minorities</b>	27.7%	16.9%	27.4%	14.3%	25.3%	14.5%	25.3%	15.7%	24.2%	16.2%
<b>Non-Minorities</b>	16.9%	38.6%	16.7%	41.7%	18.1%	42.2%	18.1%	41.0%	19.2%	40.4%



Participation in the SSO 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 SSO workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
American Indian female	2007 - 2010 -- 2.4%	2011 -- 3.0%	0.32%
American Indian male*	N/A	N/A	0.34%
Asian female*	N/A	N/A	1.71%
Asian male**	2007 - 2009 -- 1.2%	2010 -- 2.4%	1.92%
African American female	2007 - 2010 -- 1.2%	2011 -- 2.0%	5.66%
African American male*	N/A	N/A	4.84%
Hispanic female	2011 -- 19.2%	2007 -- 24.1%	4.52%
Hispanic male	2008 -- 13.1%	2007 -- 15.7%	6.17%
White female	2008 -- 16.7%	2011 -- 19.2%	33.74%
White male	2007 -- 38.6%	2009 -- 42.2%	39.03%

The importance of the above is to look at the SSO 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 underrepresented when compared to the CLF. Example: SSO no on-board American Indian males; Asian females or African American males in the five-year period, all below the CLF. White females well below the CLF.

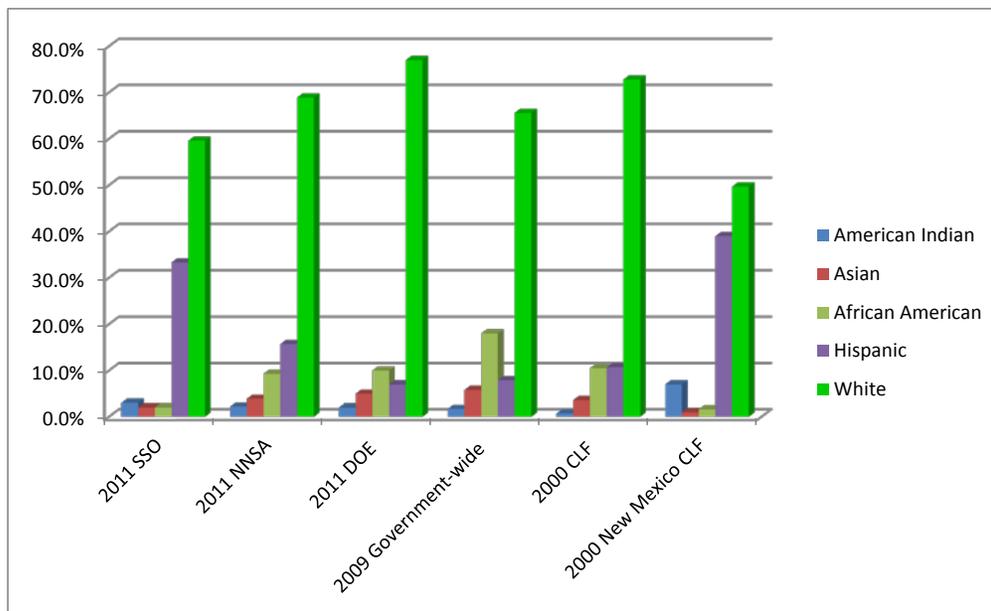
\* No on-board employees from this group in the five year period, 2007 through 2011.

\*\* No change in on-board employee number from 2010 to 2011.

### Comparisons to Other Workforces and the Civilian Labor Force

The Charts on this page depict the workforce diversity of SSO compared to 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); and the New Mexico CLF (2010 Census data not available at the time of this report, December 2011).

	American Indian	Asian	African American	Hispanic	White
<b>2011 SSO</b>	3.0%	2.0%	2.0%	33.3%	59.6%
<b>2011 NNSA</b>	2.2%	3.9%	9.3%	15.7%	68.9%
<b>2011 DOE</b>	2.0%	5.0%	10.0%	7.0%	77.0%
<b>2009 Government-wide</b>	1.7%	5.8%	18.0%	7.9%	65.6%
<b>2000 CLF</b>	0.7%	3.6%	10.5%	10.7%	72.8%
<b>2000 New Mexico CLF</b>	7.0%	1.0%	1.6%	39.0%	49.7%



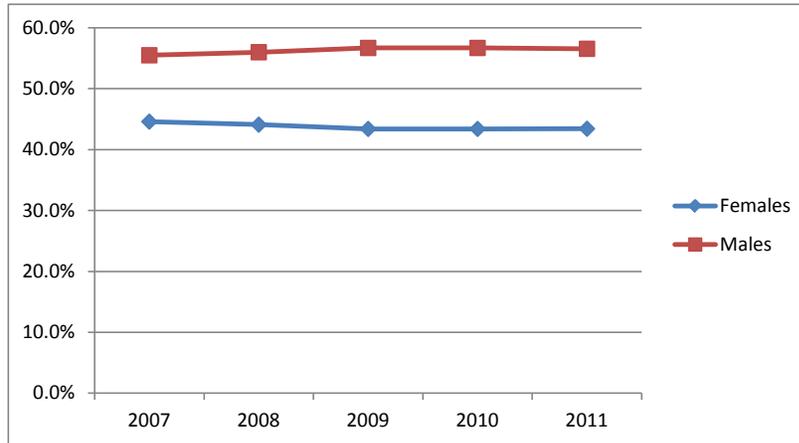
SSO employee population participation as compared to other workforces (above, below, or equal to):

- American Indian participation is **above** NNSA-wide; DOE-wide; federal government-wide; and the 2000 national CLF; and **below** the 2000 New Mexico CLF.
- Asian participation is **below** NNSA-wide; DOE-wide; 2009 federal government-wide; and the 2000 national CLF; and **above** the 2000 New Mexico CLF.
- African American participation is **below** NNSA-wide; DOE-wide; federal government-wide; and the 2000 national CLF; and **above** the 2000 New Mexico CLF.
- Hispanic participation is **above** NNSA-wide; DOE-wide; federal government-wide; and the 2000 national CLF; and **below** the 2000 New Mexico CLF.
- White participation is **below** NNSA-wide; DOE-wide; federal government-wide; and the 2000 CLF; and **above** the 2000 New Mexico CLF.

**PERSONNEL BY PERCENTAGE - 5 YEAR DATA**

**By Gender**

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
American Indian	2.4%	0.0%	2.4%	0.0%	2.4%	0.0%	2.4%	0.0%	3.0%	0.0%
Asian	0.0%	1.2%	0.0%	1.2%	0.0%	1.2%	0.0%	2.4%	0.0%	2.0%
African American	1.2%	0.0%	1.2%	0.0%	1.2%	0.0%	1.2%	0.0%	2.0%	0.0%
Hispanic	24.1%	15.7%	23.8%	13.1%	21.7%	13.3%	21.7%	13.3%	19.2%	14.1%
Total Minorities	27.7%	16.9%	27.4%	14.3%	25.3%	14.5%	25.3%	15.7%	24.2%	16.2%
Non-Minorities	16.9%	38.6%	16.7%	41.7%	18.1%	42.2%	18.1%	41.0%	19.2%	40.4%



Participation in the SSO 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 SSO workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
SSO females	2009-- '11 -- 43.4%	2007 -- 44.6	46.77%
SSO males	2008 -- 56.0%	2009 -2010 -- 56.7%	53.23%

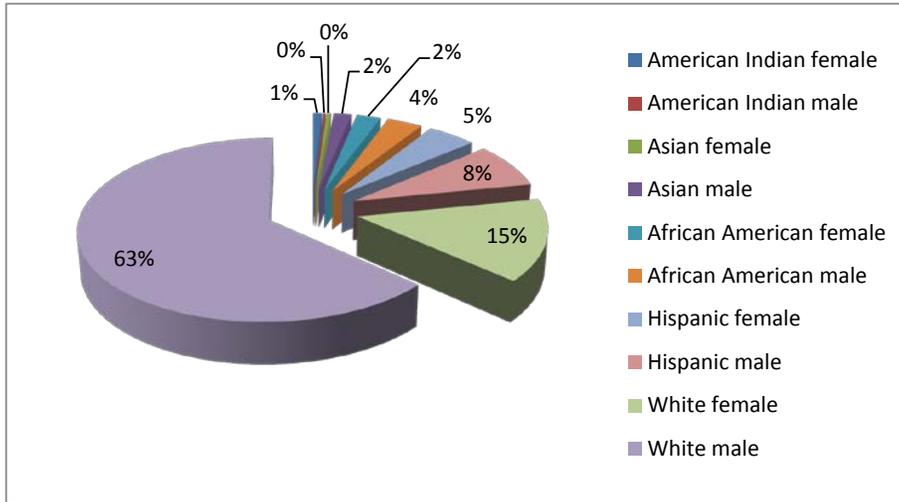
The importance of the above is to look at the SSO workforce as reflective of the Civilian Labor Force (CLF). As of this report, December 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

	Females	Males
2007	44.6%	55.5%
2008	44.1%	56.0%
2009	43.4%	56.7%
2010	43.4%	56.7%
2011	43.4%	56.6%

In the five-year period, 2007 -2011, the percentage of the total population for both females and males has remained consistent + or - 1 or 2 for both males and females. Females under the CLF in all five-years, and males above the CLF in all five-years.

### SSO Manager and Supervisor 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	0	0	0	0	4	6
FY 2011	0	0	0	0	0	0	2	1	4	7



Total supervisory workforce increased from FY 2010, 10, to 14 in FY 2011, with the realignment of some former Albuquerque Service Center employees to Sandia Site Office (SSO).

No decreases in supervisory participation of any groups.

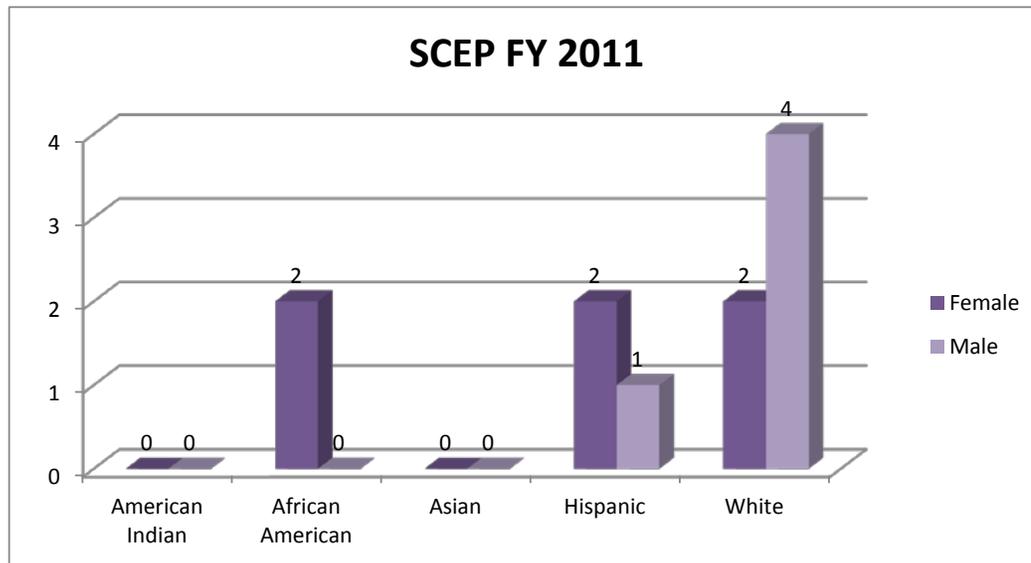
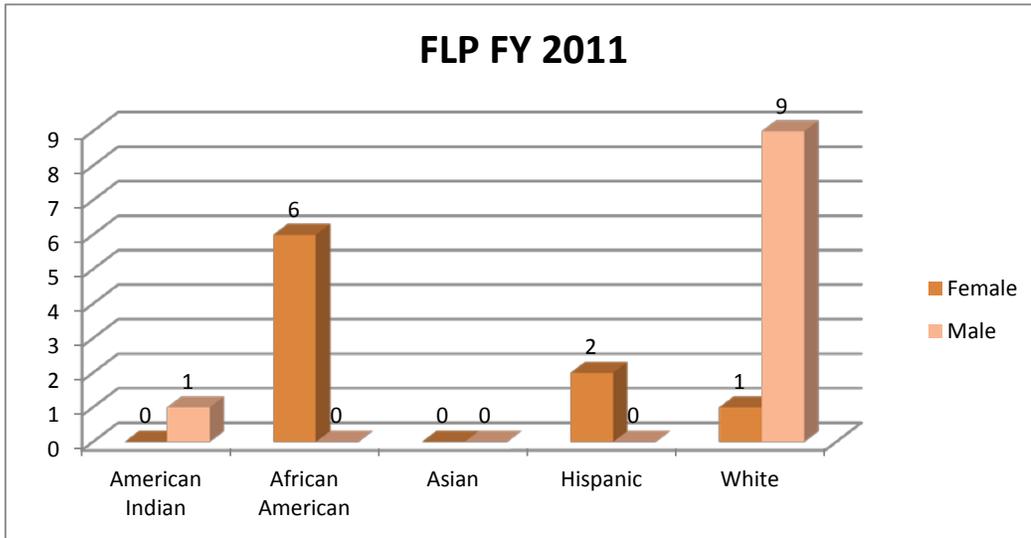
**Increases in supervisory participation of:**

- Hispanic females, from 0 to +2
- Hispanic male, from 0 to +1
- White males, from 6 to 7.

No change in Supervisory participation of White females, 4.

**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.



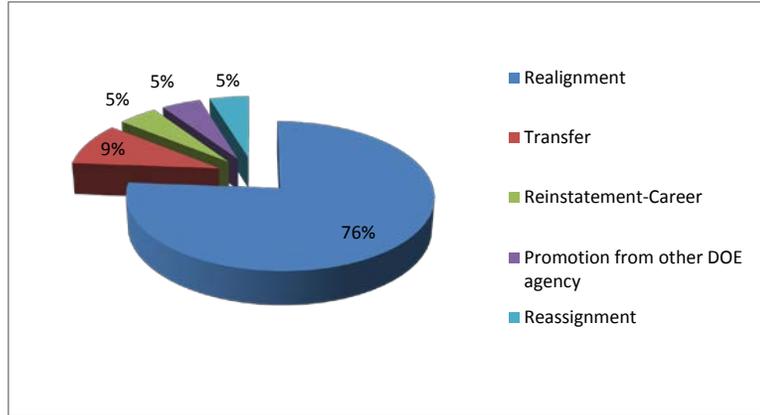
**Minority Service Institutions Program**

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>

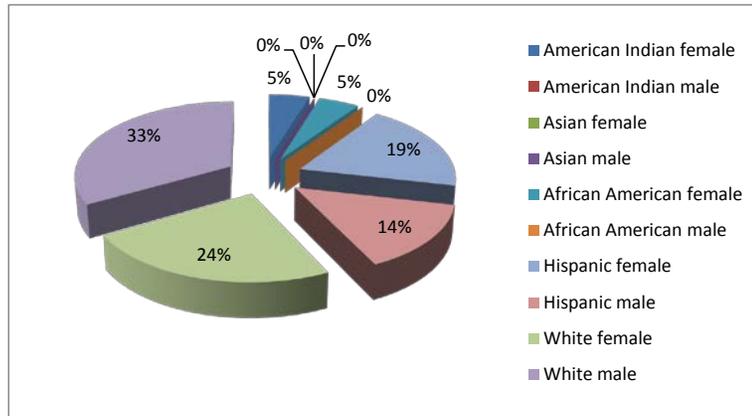
**SSO FY 2011  
Accessions**

Accessions includes temporary and permanent appointments. In FY 2011, there were 21 Accessions at SSO. Transfer includes transfer from other Federal agency as well as other among NNSA organizations.

Realignment	16
Transfer	2
Reinstatement-Career	1
Promotion from other DOE agency	1
Reassignment	1
<b>Total</b>	<b><u>21</u></b>

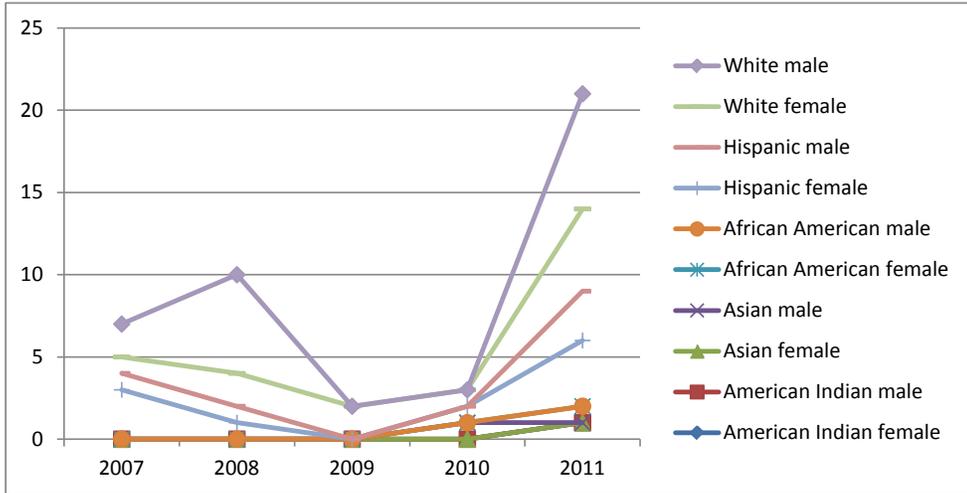


American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male
1	0	0	0	1	0	4	3	5	7



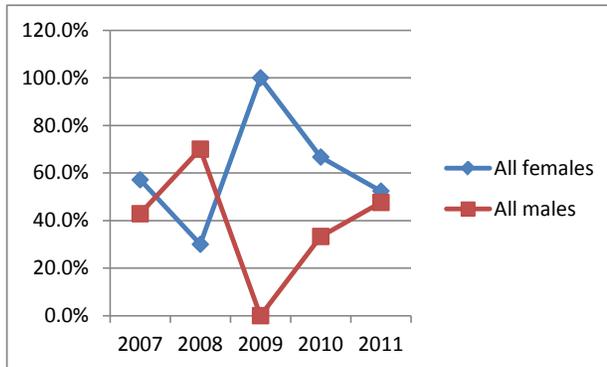
### SSO Historical Accessions

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male
2007	0	0	0	0	0	0	3	1	1	2
2008	0	0	0	0	0	0	1	1	2	6
2009	0	0	0	0	0	0	0	0	2	0
2010	0	0	0	1	0	0	1	0	1	0
2011	1	0	0	0	1	0	4	3	5	7
<b>Total</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>9</b>	<b>5</b>	<b>11</b>	<b>15</b>
	2.33%	0.00%	0.00%	2.33%	2.33%	0.00%	20.93%	11.63%	25.58%	34.88%



SSO no accessions in the five-year period for: American Indian male; Asian females; or African American males. White males were the majority of accessions in the five-year period with 15 of the 43 total accessions (34.88%); followed by White females, 11 (25.58%); Hispanic females, 9 (20.93%); Hispanic males, 5 (11.63%); and one (1) each: American Indian female; Asian male; and African American female (2.33% of the total each).

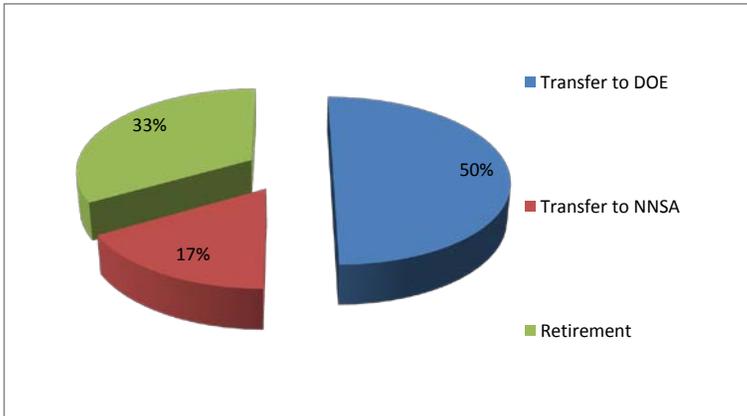
	All females	All males
2007	57.1%	42.9%
2008	30.0%	70.0%
2009	100.0%	0.0%
2010	66.7%	33.3%
2011	52.4%	47.6%



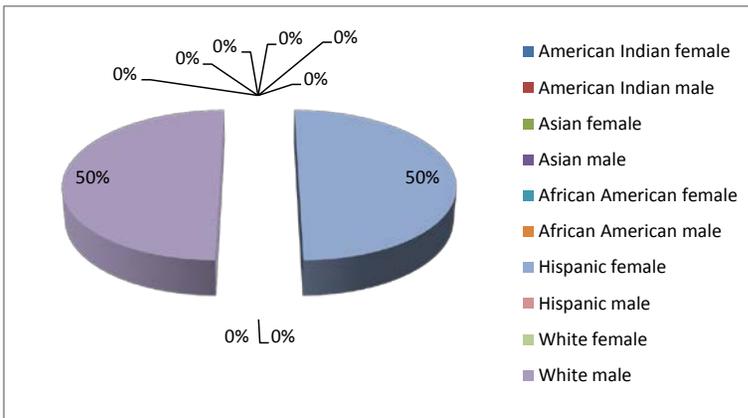
### SSO Separations

In FY 2011, there were a total of 6 Separations. Separation data includes all Personnel Nature of Action Codes, "3".

Transfer to DOE	Transfer to NNSA	Retirement	Total
3	1	2	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	Total
0	0	0	0	0	0	3	0	0	3	6



- Hispanic female separations, total 3: 1 transfer to other NNSA organization; 1 transfer to DOE; 1 retirement.
- White male separations, total 3: 1 retirement; 2 transfer to DOE.

### SSO Separations

In FY 2011, there were a total of 6 Separations. Separation data includes all Personnel Nature of Action Codes, "3".

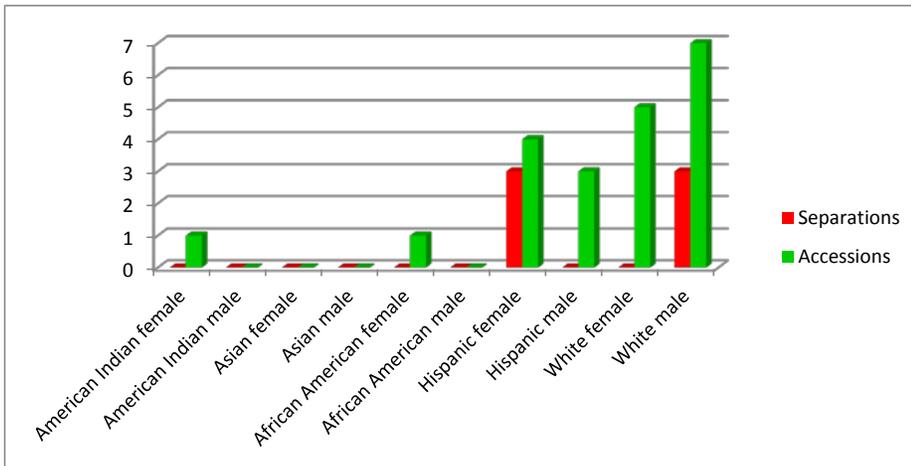
	Retirement	Resignation	Transfer	Termination Expiration of Appointment	Removal	Termination During Probation	Termination or Unknown Reason	
Females	1	0	2	0	0	0	0	3
Males	1	0	2	0	0	0	0	3
								6

"Separation other reasons" includes expiration of appointment, termination during probation, termination, and removal.

Female separations totaled 3, or 50.0% of the 6.

Male separations totaled 3, or 50.0% of the 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	Total
2011 Separations	0	0	0	0	0	0	3	0	0	3	6
2011 Accessions	1	0	0	0	1	0	4	3	5	7	21



- Accessions exceed separations for American Indian females, currently above the CLF.
- Accessions exceed separations for African American females, currently below the CLF.
- Accessions exceed separations for Hispanic females, currently above the CLF
- Accessions exceed separations for Hispanic males, currently below the CLF.
- Accessions exceed separations for White females, currently below the CLF.
- Accessions exceed separations for White males, currently above the CLF.

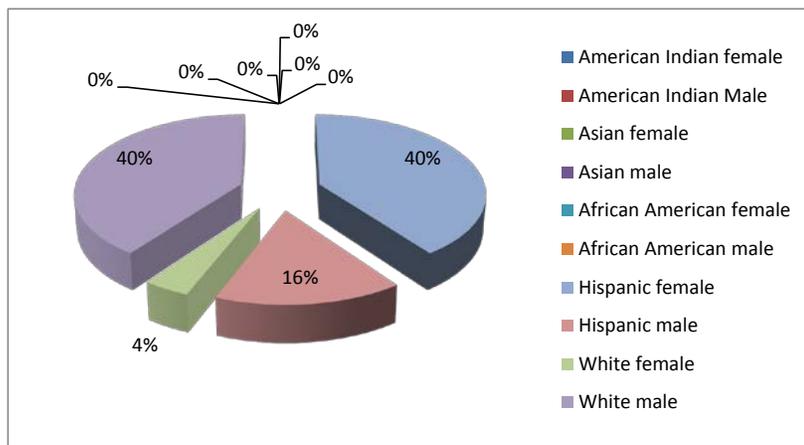
No accession or separation activity in FY 2011, no on board, American Indian male; Asian female; or African American male.

No separation or accession activity in FY 2011, Asian males.

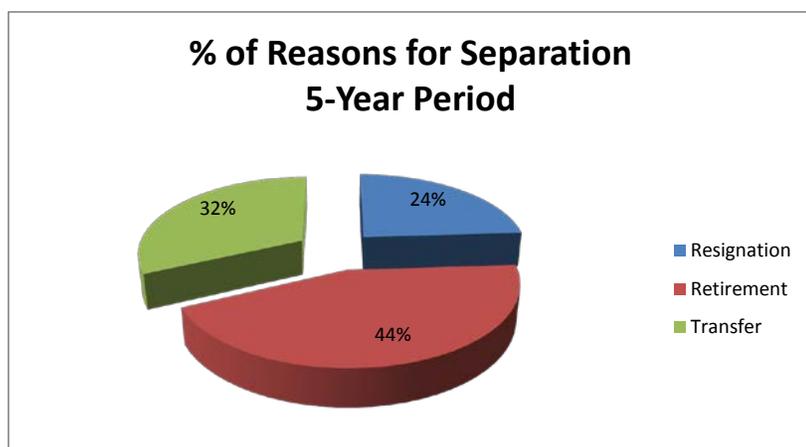
**SSO  
Separations - Historical - FY 2007 - 2011**

In the five year period, 2007 through 2011, there have been a total of 25 separations from SSO, compared to 43 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	3	3	1	4	11
2008	0	0	0	0	0	0	1	1	0	1	3
2009	0	0	0	0	0	0	1	0	0	1	2
2010	0	0	0	0	0	0	2	0	0	1	3
2011	0	0	0	0	0	0	3	0	0	3	6
	0	0	0	0	0	0	10	4	1	10	25



	Resignation	Retirement	Transfer	Other	Total
2007	4	6	1	0	11
2008	1	0	2	0	3
2009	0	1	1	0	2
2010	1	2	0	0	3
2011	0	2	4	0	6
	6	11	8	0	25



**SSO  
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	1	3	1	2	0	0	1	2	0	1	1	1	0	0	0	0	1	14
White females	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
White males	0	1	0	0	1	1	0	1	0	3	2	0	0	1	0	0	0	0	0	0	10
																					<u>25</u>

SSO had 25 separations in the five-year period, 2007 to 2011. Minorities represented 14 total (56.0% of the 25); White females, 1 total (4.0%); and White males 10 of the total (40.0%).

Minority separations, 14 total: 4 Resignations (28.6% of the total minority separations in the five-year period); 4 retirements (28.6%); 5 transfers to other NNSA, DOE, or other Federal Agencies (35.7%); and 1 separation, other reason (7.1%).

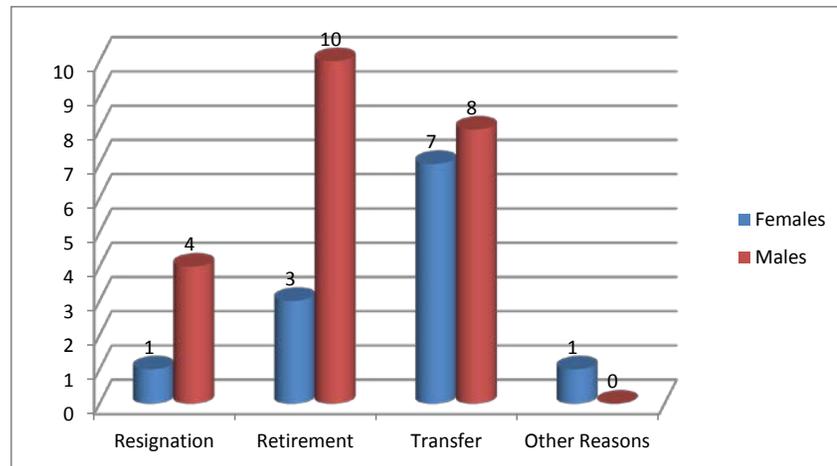
White female separations, 1 retirement (100.0% of the total).

White male separations, 10 total: 5 retirements (50.0% of the total White male separations); 3 transfers (30.0%); and 2 resignations (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 11 of 25 in the five-year period, 44.0% of all separations.  
All male separations totaled 14 of the 25 in the five-year period, 56.0% 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	0	0	0	1	1	2	0	0	1	2	0	1	1	1	0	0	0	0	1	11
Males	0	1	0	1	3	1	0	1	0	4	2	0	0	1	0	0	0	0	0	0	14
																					<u>25</u>



Female separations, 11 total in the five-year period: 5 transfer to other NNSA organization, DOE agency, or other federal agency (45.45% of all female separations); 4 retirements (36.36%); and 1 each, resignation and separation, other reason (9.09% each).  
Male separations, 14 total: 6 retirements (42.86% of the total male separations); 5 resignations (35.71%); and 3 transfers (21.43%).

**SSO Separations  
Historical**

Separations											
	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	0	0	0	0	3	3	1	4	11
2008	0	0	0	0	0	0	1	1	0	1	3
2009	0	0	0	0	0	0	1	0	0	1	2
2010	0	0	0	0	0	0	2	0	0	1	3
2011	0	0	0	0	0	0	3	0	0	3	6
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>4</b>	<b>1</b>	<b>10</b>	<b>25</b>
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	16.0%	4.0%	40.0%	

In the five-year period, 2007 - 2011, there have been 25 separations compared to 43 accessions at SSO (note the largest growth in accessions was with the reassignment of some former Albuquerque Service Center employees).

Accessions											
	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	0	0	0	0	3	1	1	2	7
2008	0	0	0	0	0	0	1	1	2	6	10
2009	0	0	0	0	0	0	0	0	2	0	2
2010	0	0	0	1	0	0	1	0	1	0	3
2011	1	0	0	0	1	0	4	3	5	7	21
<b>Total</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>9</b>	<b>5</b>	<b>11</b>	<b>15</b>	<b>43</b>

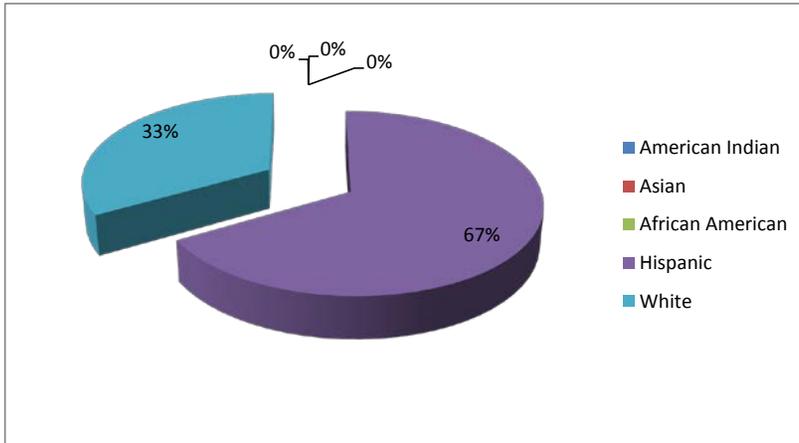
Five year Separations compared to Accessions by race and gender, total accessions, 43, exceed separations:

- American Indian female accessions exceed separations.
- American Indian males no on-board.
- Asian females no on-board.
- Asian male accessions exceed separations.
- African American female accessions exceed separations.
- African American males no on-board.
- Hispanic female separations exceed accessions, by 1.
- Hispanic male accessions exceed separations, by 1.
- White female accessions exceed separations, by 10.
- White male accessions exceed separations by 5.

### Promotions

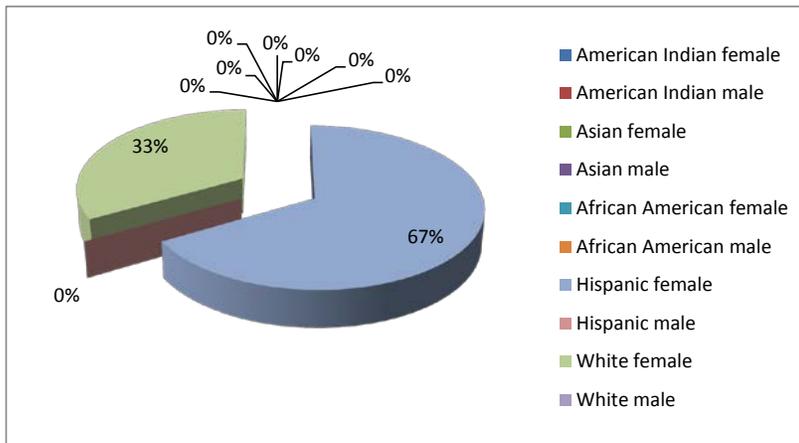
In FY 2011, there 3 promotions at SSO. Promotions includes all Nature of Action Codes "702" and "703" [Promotion and Promotion Not to Exceed].

American Indian	Asian	African American	Hispanic	White	Total
0	0	0	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	0	0	2	0	1	0	3

FY 2011



### Historical Promotions: SSO

	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	0	0	0	0	1	2	0	2	5
2008	0	0	0	0	0	0	5	1	0	0	6
2009	1	0	0	0	0	0	1	0	0	0	2
2010	0	0	0	0	0	0	0	1	0	2	3
2011	0	0	0	0	0	0	2	0	1	0	3
<b>Total</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>19</b>
	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	47.4%	21.1%	5.3%	21.1%	

No on-board American Indian males; Asian females; African American males in the five-year period to receive promotions.



# 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 21<sup>st</sup> 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.



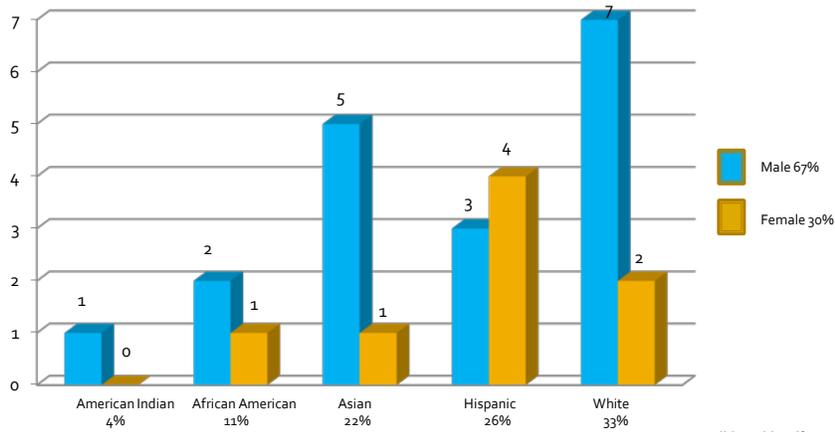
# Future Leaders, SCEP & STEP Program



FY 2005-2011

by: Tyquan Parker  
HBCU Intern, Summer 2010

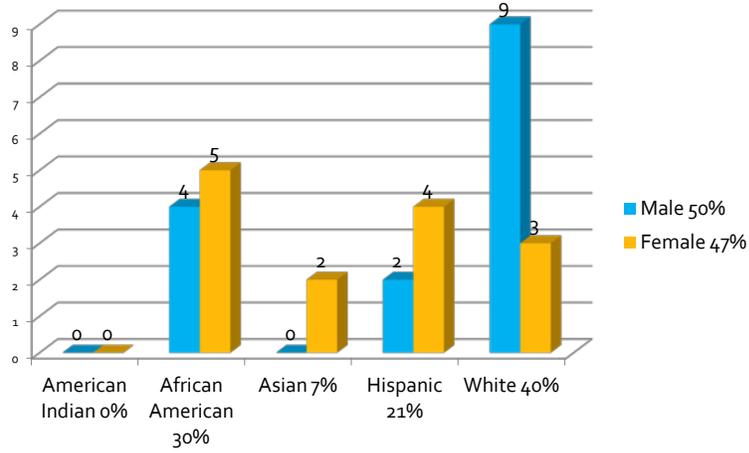
## Future Leaders Program FY 2005



1 did not identify  
\* TOTAL = 27

2

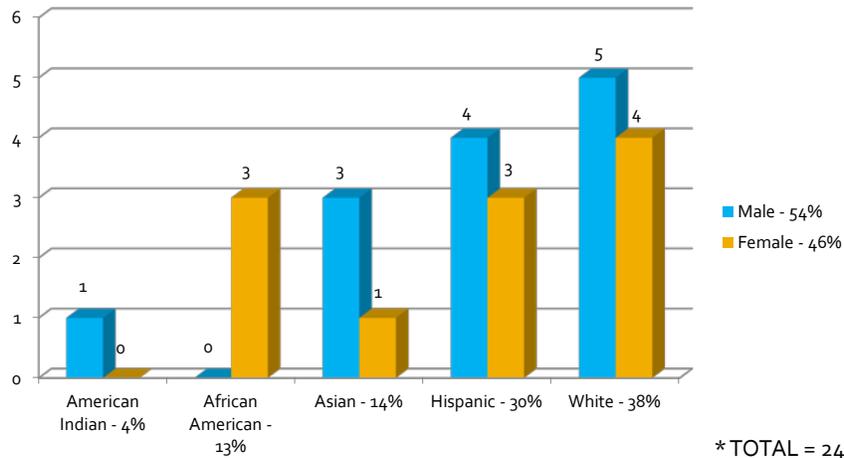
# Future Leaders Program FY 2006



\* TOTAL = 30  
1 did not identify

3

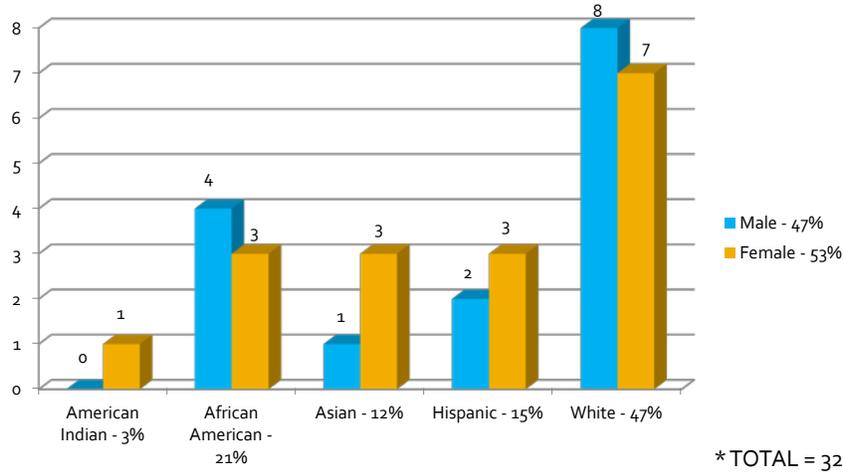
# Future Leaders Program FY2007



\* TOTAL = 24

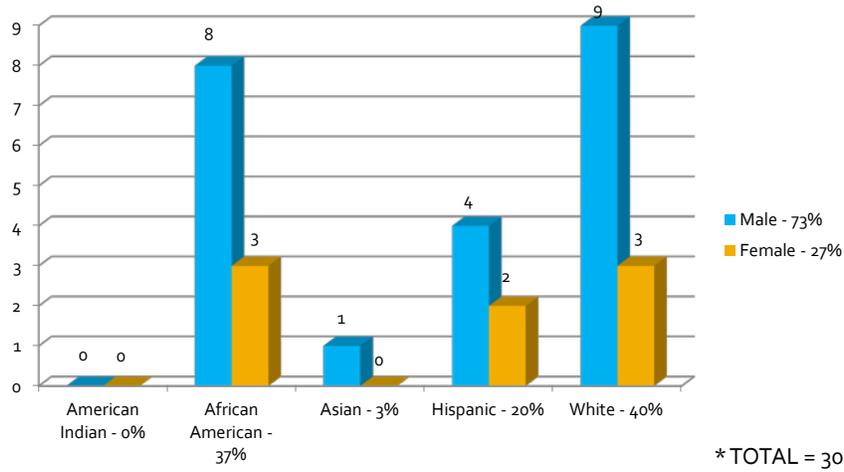
4

# Future Leaders Program FY 2008



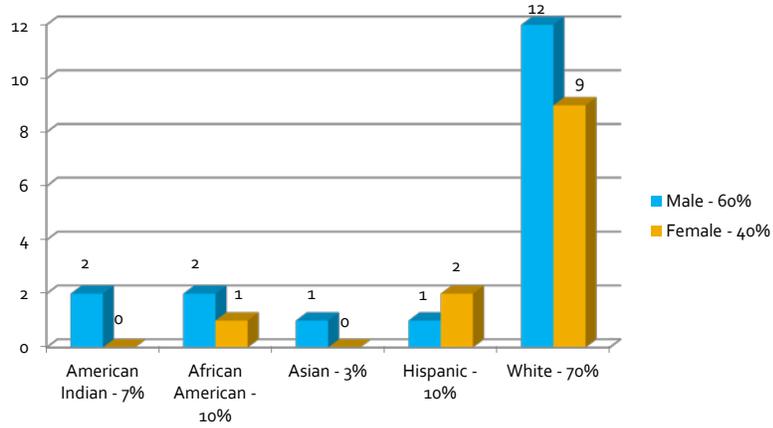
5

# Future Leaders Program FY 2009



6

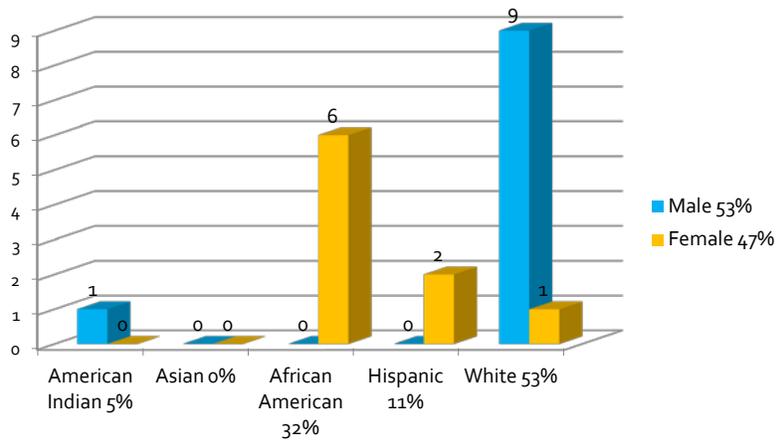
# Future Leaders Program FY 2010



\* TOTAL = 30

7

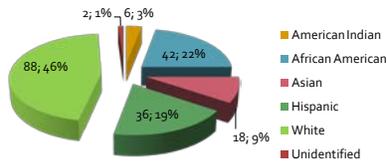
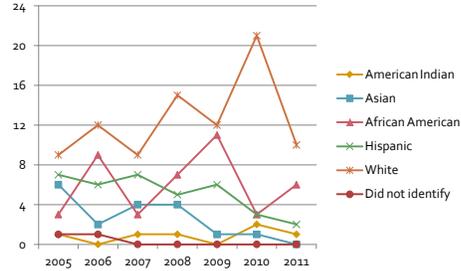
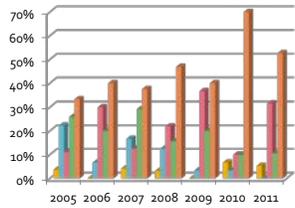
# Future Leaders Program FY 2011



\* TOTAL = 19

8

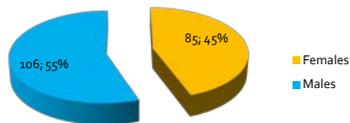
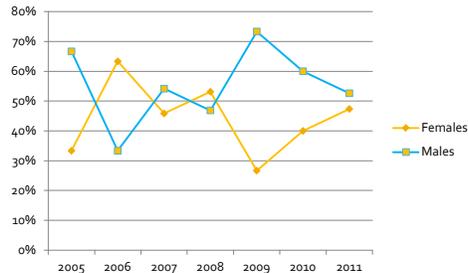
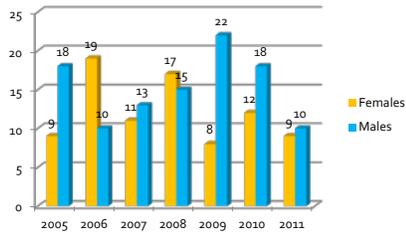
# FLP Trend (2005 through 2011)



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)



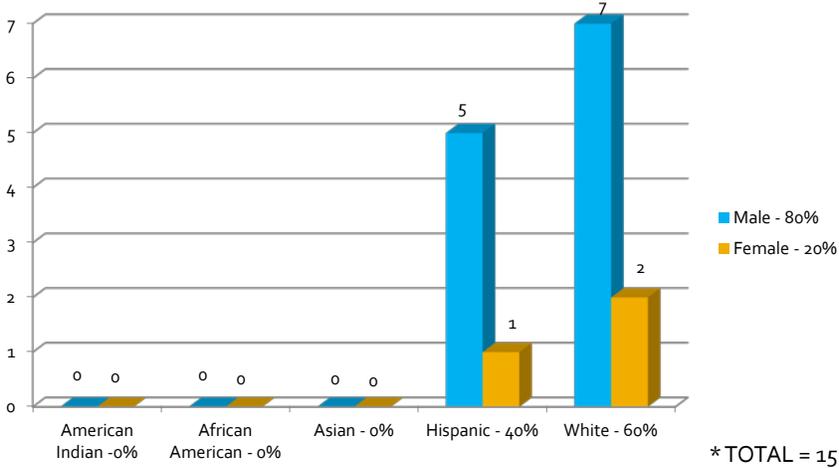
192 FLP participants from 2005-2011.  
 Note: one unidentified by gender.

# Future Leaders Program Retention

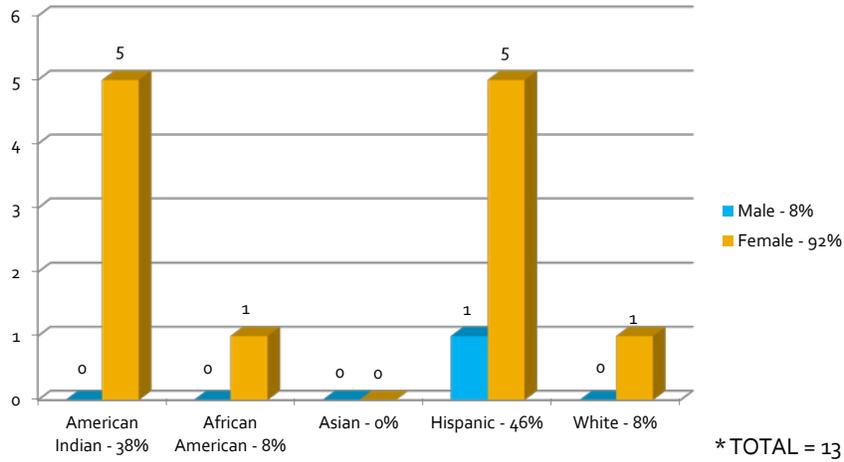
Year 6						77% of 27
Year 5					70% of 30	77% of 27
Year 4				96% of 24	93% of 30	88% of 27
Year 3			84% of 32	96% of 24	93% of 30	92% of 27
Year 2		90% of 30	100% of 32	100% of 24	97% of 30	92% of 27
Year 1	100% of 30	100% of 30	100% of 32	100% of 24	100% of 30	100% of 27
	FLP 2010	FLP 2009	FLP 2008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

# SCEP FY2007

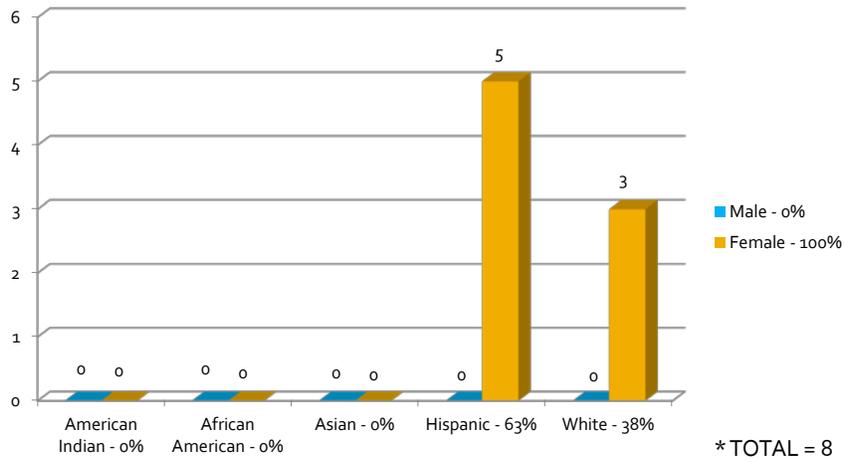


# SCEP FY 2008



13

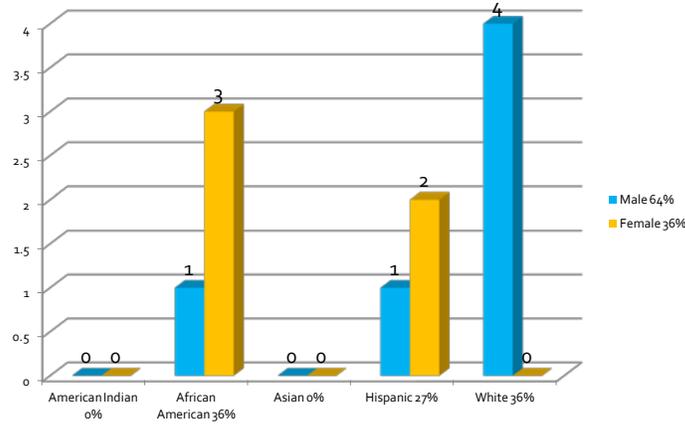
# SCEP FY 2009



14

No FY 2010 SCEP class

# SCEP FY2011



TOTAL = 11  
Note: no FY 2010 SCEP

15

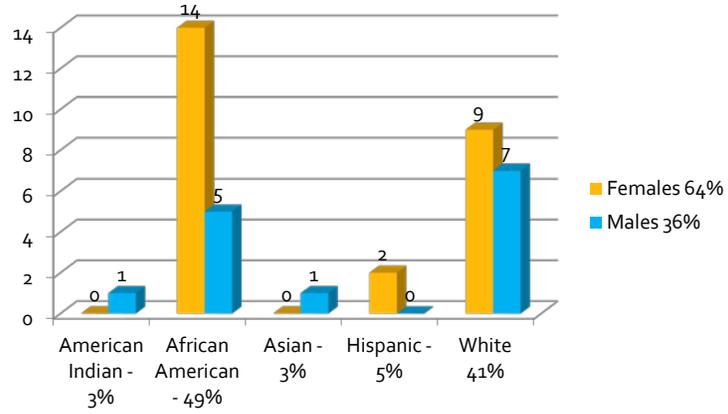
# SCEP Retention

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*

