



U.S. Department of Energy
National Nuclear Security Administration

Management Directive-715

Fiscal Year 2011

National Nuclear Security Administration

U.S. Department of Energy

ANNUAL EEO PROGRAM STATUS REPORT EEO PLAN TO ATTAIN THE ESSENTIAL ELEMENTS OF A MODEL EEO PROGRAM

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EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, 2010 to September 30, 2011					
PART A Department or Agency Identifying Information	1. Agency		1. U.S. Department of Energy		
	1.a. 2 nd level reporting component		1.a. National Nuclear Security Administration		
	1.b. 3 rd level reporting component				
	1.c. 4 th level reporting component				
	2. Address		1000 Independence Avenue, S.W.		
	3. City, State, Zip Code		Washington, D.C. 20585		
	4. CPDF Code	5. FIPS code(s)	4. 1785	5. 8840/11001	
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 2,677	
	2. Enter total number of temporary employees			2. 64	
	3. Enter total number employees paid from non-appropriated funds			3. 0	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 2,741	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		Administrator, National Nuclear Security Administration		
	2. Agency Head Designee		Thomas P. D'Agostino		
	3. Principal EEO Director/Official Official Title/series/grade		Neile L. Miller Principal Deputy Administrator Excepted Service Yolanda Girón, EEO Manager Pay Band NQ 260-04 (GS-15)		
	4. Title VII Affirmative EEO Program Official		Yolanda Girón, EEO Manager		
	5. Section 501 Affirmative Action Program Official		Yolanda Girón, EEO Manager		
	6. Complaint Processing Program Manager		Debra Parrish, Deputy EEO Manager		

	7. Other Responsible EEO Staff	Patricia Padilla, EEO Specialist
		Denise Ramos, EEO Specialist

Data contained in this report is current as of September 24, 2011.

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)		CPDF and FIPS codes
	Not Applicable		
EEOC FORMS and Documents Included With This Report:			
*Executive Summary [FORM 715-01 PART E], that includes:	✓	✓	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]
Brief paragraph describing the agency's mission and mission-related functions	✓	✓	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	✓	✓	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	✓	✓	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	✓	✓	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans
Summary of EEO Plan action items implemented or accomplished	✓	✓	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	✓	✓	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	✓	✓	*Organizational Chart

U.S. Department of Energy
National Nuclear Security
Administration

For period covering October 1, 2010, to September 30, 2011

EXECUTIVE SUMMARY

U.S. Equal Employment Opportunity Commission
Federal Agency Annual EEO Program Status Report
National Nuclear Security Administration
U.S. Department of Energy
for
Period Covering October 1, 2010 to September 30, 2011

Introduction

NNSA's mission is to enhance global security through nuclear deterrence, nonproliferation, counterterrorism, naval nuclear propulsion, and national leadership in science, technology, and engineering.

This report represents the Department of Energy's National Nuclear Security Administration's (NNSA) Fiscal Year 2011 initiatives for establishing and maintaining an effective affirmative equal employment opportunity program. This report also addresses the seven required Equal Employment Opportunity Commission (EEOC) Management Directive-715 (MD-715) elements toward building and sustaining a model EEO program.

Workforce Composition

The total number of employees at the NNSA was 2,823 at the end of FY 2010 and 2,741¹ at the end of FY 2011. Compared to the 2000 Civilian Labor Force (CLF)², NNSA's workforce is at or above the CLF representation in all areas except females, White females, African American males, and Asian females. In FY 2011, the representation of females rose from 34.38% to 34.84%; the representation of White females rose from 19.16% to 19.55%; the representation of African American males rose from 5.56% to 5.80%; and the representation of Asian females fell from 1.06% to 0.88%. In addition, the representation of people with disabilities increased from 4.50% to 5.0%. The NNSA participation rate for employees with targeted disabilities³ remained constant at 0.5% in FY 2010 to 0.5% in FY 2011, as compared to the Federal high of 2.0%.⁴

¹Data current as of September 24, 2011.

²2000 Department of Labor's Civilian Labor Force (CLF) data. The 2010 Census data not available at the time of this report.

³Targeted disabilities are more severe disabilities, "targeted" by the Equal Employment Opportunity Commission for emphasis in affirmative employment planning. Targeted disabilities include deafness; blindness; missing extremities; partial and complete paralysis; convulsive disorders; mental retardation; mental illness; and distortion of limbs and/or spine.

⁴The Federal high is derived from the agency with the highest percentage of targeted disabilities and is published in EEOC's *Annual Reports*.

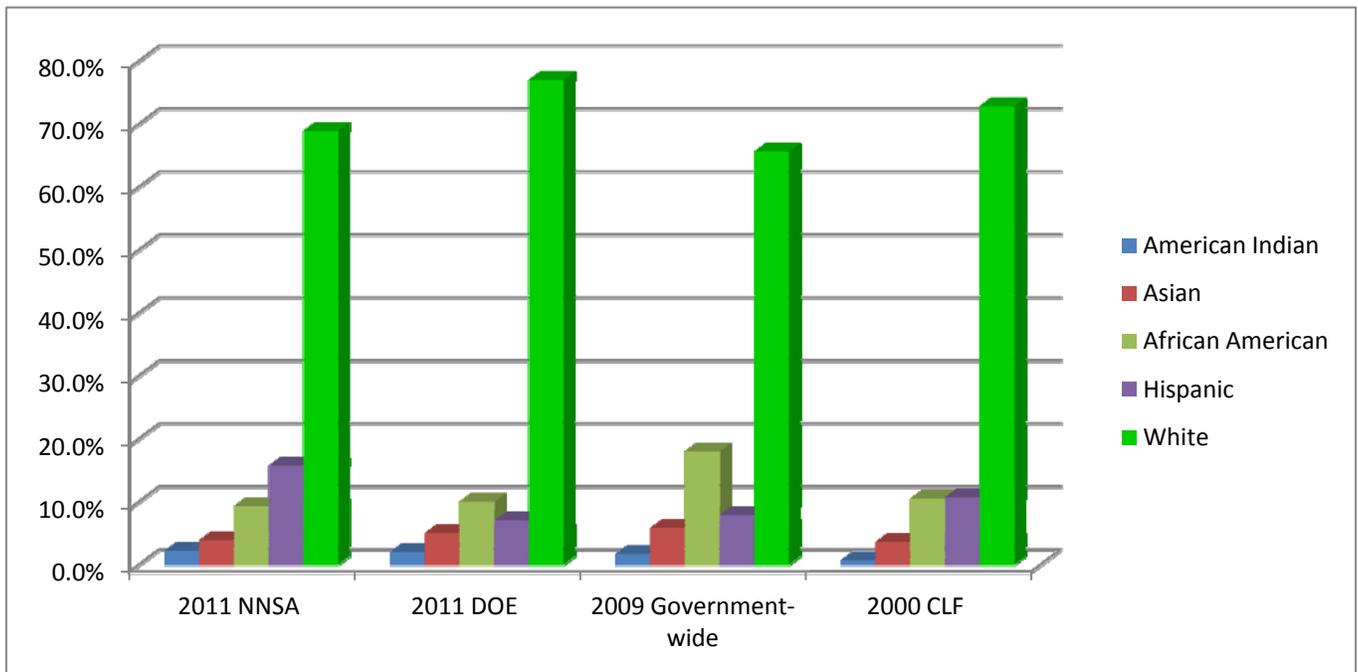


Figure 1. – NNSA Comparisons to Other Workforces and the Civilian Labor Force

The Chart on this page depicts the workforce diversity of NNSA compared to the Department of Energy (DOE) 2011; the 2009 Executive Branch of government (from www.EEOC.gov – 2010; 2011 figures not available at the time of this report); and the 2000 Department of Labor's CLF.

As seen in Figure 1., the overall workforce representation may be summarized as follows:

- American Indian participation is **above** all comparators.
- Asian participation is **below** DOE wide and 2009 federal government wide; and **above** the 2000 CLF.
- African American participation is **below** all comparators, with the most significant disparity at the comparison to 2009 government wide participation rate.
- Hispanic participation is **above** all comparators.
- White participation is **below** the 2011 DOE-wide; and the 2000 CLF; and **above** the 2009 government wide.

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
American Indian	0.9%	0.9%	1.3%	0.9%	0.9%	1.2%	1.1%	0.9%	1.1%	1.2%
Asian	1.1%	3.1%	1.3%	3.1%	1.2%	3.0%	1.1%	3.1%	1.0%	2.9%
African American	5.0%	3.1%	5.1%	3.3%	5.6%	3.6%	5.6%	3.6%	5.8%	3.5%
Hispanic	7.8%	9.0%	7.8%	8.7%	7.6%	8.7%	7.4%	8.5%	7.4%	8.3%
Total Minorities	14.8%	16.1%	15.5%	16.0%	15.3%	16.5%	15.2%	16.1%	15.3%	15.8%
Non-Minorities	18.5%	50.6%	18.7%	49.8%	18.5%	49.8%	19.2%	49.6%	19.5%	49.3%

Figure 2. NNSA Five Year Workforce Data by Race/Ethnicity and Gender

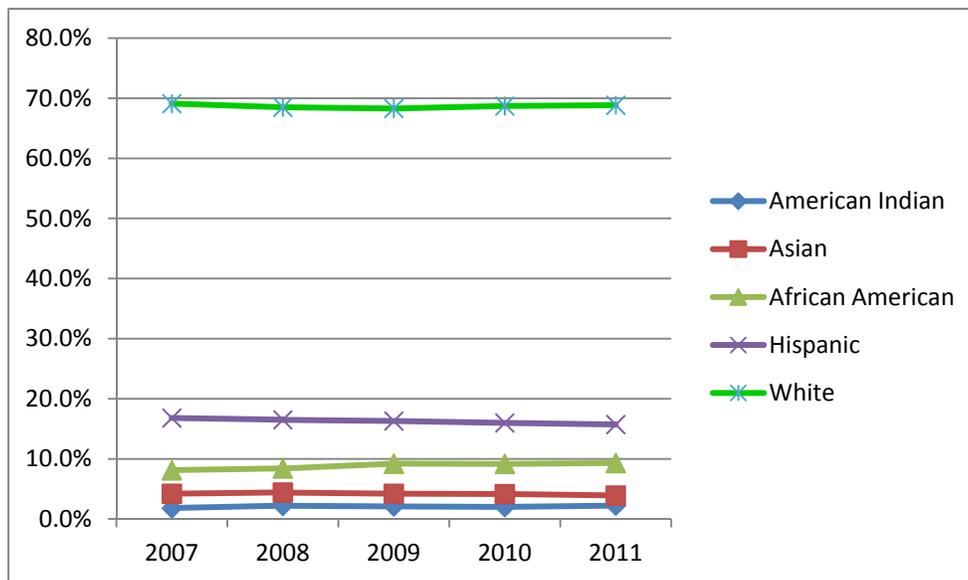
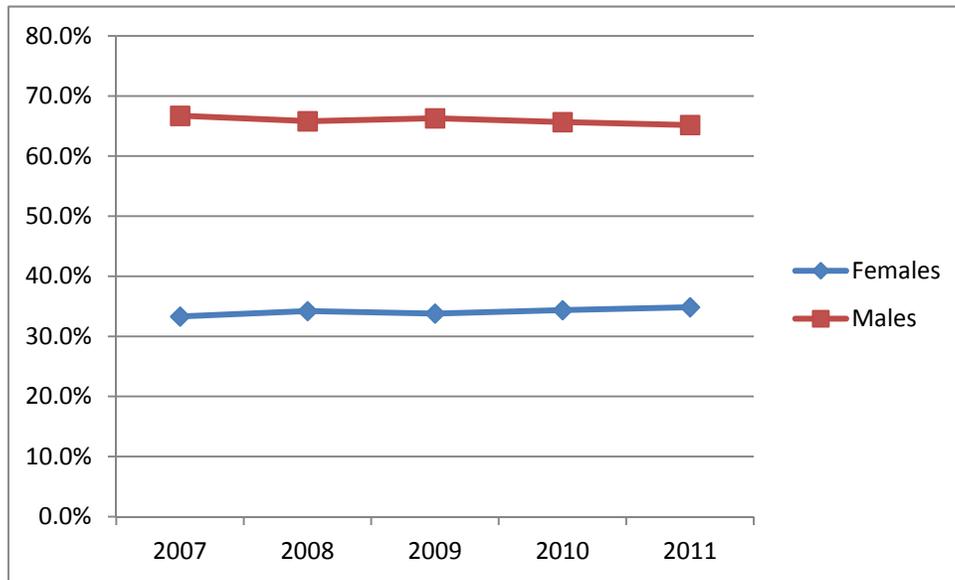


Figure 3. NNSA Five Year Workforce Graph by Race/Ethnicity and Gender

As seen in Figure 2. and Figure 3., the overall workforce representation remained generally constant during the past five years.

	Female	Male
2007	33.3%	66.7%
2008	34.2%	65.8%
2009	33.8%	66.3%
2010	34.4%	65.7%
2011	34.9%	65.2%
CLF	46.77%	53.23%

Figures 4. NNSA Five Year Workforce Data by Gender



Figures 5. NNSA Five Year Workforce Graph by Gender

As seen in Figures 4 and 5 above, the percentage of the total population for both females and males has remained consistent, with females in 2011 under the 2000 CLF by 11.87%; and males above the 2000 CLF in 2011 by 11.97%.

	Sep 2010		Sep 2011	
	Female	Male	Female	Male
American Indian	1	0	1	0
Asian	1	1	0	1
African American	0	4	0	6
Hispanic	0	6	0	6
White	15	77	15	78
TOTAL	17	88	16	91

Figure 6. NNSA Two Year Workforce Data by Senior Executive Service (SES) Participation

As seen in Figure 6. above, the total SES workforce increased from 105 in FY 2010 to 107 in FY 2011. There was a decrease of 1 Asian female, and increases for African American males and White males. There were no changes for American Indian males or females, Asian males, Hispanic males or females, and White females. No participation in SES for American Indian males, African American females, and Hispanic females in FY 2011.

YEAR	2010	2011	CHANGE
DISABILITY	127	138	8.7% ↑
TARGETED DISABILITY	13	14	7.7% ↑

Figure 7. NNSA – Employees with Disabilities and Targeted Disabilities

As seen in Figure 7 above, the total number of disabilities increased from 127 to 138 and the total number of targeted disabilities increased from 13 to 14.

YEAR	2010	2011	CHANGE
DISABILITY	11	7	16.7% ↓
TARGETED DISABILITY	1	0	100% ↓

Figure 8. NNSA – Separations - Disabilities and Targeted Disabilities

Figure 8. shows the total number of separations of people with disabilities and targeted disabilities. The total number of separations (with disability) decreased from 11 to 7. The total number of separations (with targeted disability) decreased from 1 to 0.

	American Indian	Asian	African American	Hispanic	White
2007	2.1%	4.7%	7.3%	19.9%	66.0%
2008	2.7%	3.6%	13.6%	14.8%	65.3%
2009	1.6%	3.2%	15.8%	13.4%	66.2%
2010	1.3%	4.8%	14.0%	11.0%	68.9%
2011	4.1%	5.2%	16.3%	5.2%	69.2%

Figure 9. NNSA Five Year Accession Data

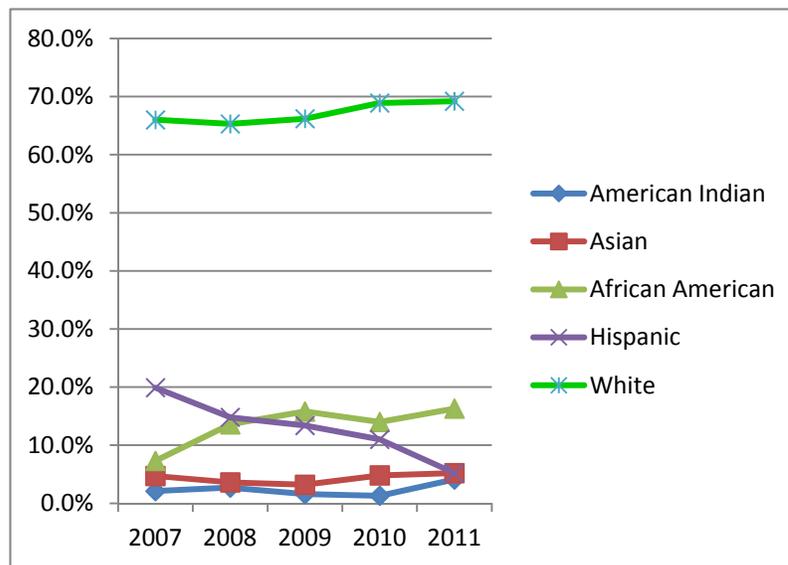


Figure 10. NNSA Five Year Accession Graph

As seen in Figures 9 and 10 above, accessions and transfer in for White employees in the five-year period varies between 65.3% and 69.2% (2011). American Indian declined in 2009 and 2010, and returned upward in 2011. Asian declined in 2008 and 2009 and began an upward swing in 2010 which continued in 2011. African American went from single digit percentage in 2007 to double digits in 2008 and 2009, with a decline in 2010, and an upward swing of more than 2% points in 2011. Hispanic accessions and transfer in have consistently declined from double digit percentage in 2007 to a low of 5.2% in 2011.

	All females	All males
2007	34.0%	66.0%
2008	38.6%	61.4%
2009	34.3%	65.7%
2010	38.9%	61.1%
2011	43.6%	56.4%

Figure 11. NNSA Five Year Accession Data by Gender

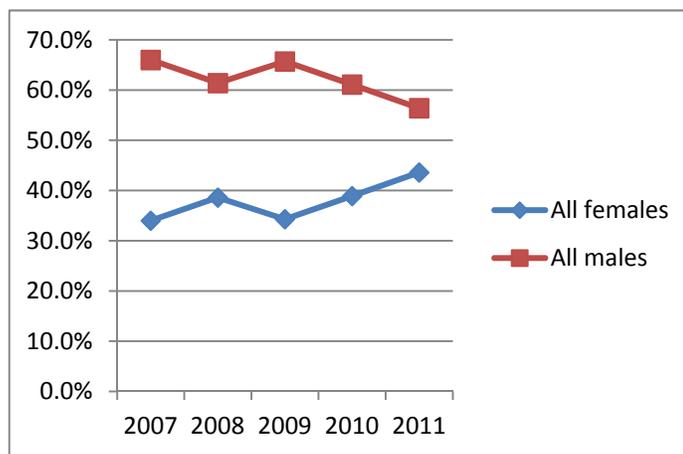


Figure 12. NNSA Five Year Accession Graph by Gender

As seen in Figures 11 and 12 above, female accessions and transfer in have gradually increased, with one down year, 2009. Male accessions and transfer in have declined as a percentage of the total.

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
2007	1	1	0	2	5	11	21	23	34	119
2008	0	2	4	4	21	10	18	23	43	131
2009	1	3	3	6	14	10	16	15	36	98
2010	1	1	3	8	16	10	19	16	41	87
2011	4	0	6	9	20	12	12	17	42	122
Total	7	7	16	29	76	53	86	94	196	557
	0.6%	0.6%	1.4%	2.6%	6.8%	4.7%	7.7%	8.4%	17.5%	49.7%

In the five-year period, 2007-2011, there have been 1,121 separations, compared to 1,206 accessions.

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	1	3	1	8	9	5	16	22	38	88
2008	8	1	8	4	27	19	26	24	61	159
2009	0	4	3	5	17	23	16	18	51	117
2010	1	2	2	9	19	14	17	11	59	118
2011	4	3	2	7	22	6	7	2	40	79
Total	14	13	16	33	94	67	82	77	249	561

Figure 13. NNSA Five Year Separations vs. Accessions

As seen in Figure 13 above, the five year comparison of separations to accessions by race and gender is summarized below:

- American Indian female accessions exceed separations.
- American Indian male accessions exceed separations.
- Asian female separations and accessions are equal.
- Asian male accessions exceed separations.
- African American female accessions exceed separations.
- African American male accessions exceed separations.
- Hispanic female separations exceed accessions.
- Hispanic male separations exceed accessions significantly (double digits).
- White female accessions exceed separations.
- White male accessions exceed separations.

FY 2011 Separations vs. Accessions

- In FY 2011, there were a total of 244 separations, of which 4 were involuntary separations.
- In FY 2011, separations equal accessions for American Indian females.
- In FY 2011, separations exceed accessions for Asian females and males, African American males, Hispanic females and males, and White females and males.

- In FY 2011, accessions exceed separations for American Indian males and African American females.

Summary of Results - Annual Self-Assessment to Achieve a Model EEO Program

In 2011, the NNSA released its new 2011 Strategic Plan, which will serve as an outline of NNSA's goals for the next decade and details how NNSA will invest in the future to build the nuclear security enterprise. The 2011 NNSA Strategic Plan outlines the Administrator's vision for how we will build "One NNSA." It highlights Administrator D'Agostino's five key goals for NNSA and includes select initiatives to make those goals a reality.

The five goals are:

1. Reduce nuclear dangers;
2. Manage the nuclear weapons stockpile and advance naval nuclear propulsion;
3. Modernize the NNSA infrastructure;
4. Strengthen the science, technology, and engineering base; and,
5. Drive an integrated and effective enterprise.

To support these goals and in furtherance of our vision of "One NNSA," the administrator and Principal Deputy Administrator implemented its first major reorganization since 2001 to employ a management approach that integrates leadership, people, and processes to better accomplish our goals as a unified Nuclear Security Enterprise. To enhance global and national security, the NNSA is strengthening its ability to ensure that NNSA secures the people, tools, and information required to address the broader set of national security needs, including renewal of its facilities. Although most employees will continue to perform the same work, they will do so under a more streamlined reporting structure. This is a collaborative effort to which all managers and employees will contribute.

NNSA continues to make progress toward becoming a Model EEO Program in accordance with EEOC's six essential elements. Overall, NNSA meets the six essential elements identified as necessary for a model EEO program. The NNSA Office of Civil Rights is responsible for monitoring the status of these elements through various systems that tracks initiatives and activities at all organization levels. The following strengths and recommendations are noted. Additional information may be found in Parts G and H.

1. Element one: Demonstrated Commitment from Agency Leadership

The DOE EEO and Diversity Policy Statement and Prevention of Harassment Policy Statement, are well established, in place, and accessible to all employees 24/7 via World Wide Web. Secretary Chu issued a new EEO and Diversity Policy Statement that added genetic information, on March 3, 2011. The Policy Statement on Harassing Conduct and Retaliation in the Workplace was issued July 22, 2011. Both policy statements were provided to all employees during the FY 2011 EEO update. The policy statement on EEO and Diversity describes what equal employment opportunity means and what protections are provided to employees under Title VII of the Civil Rights Act. In addition, the policy statement on Anti-Harassment was reviewed and discussed in detail with all employees, including time of behavior prohibited, steps to take if faced with harassment, and options to consider (other than just the EEO complaint process).

In accordance with President's Obama's Executive Order, "Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce" and call for agencies to develop strategic plans to recruit and retain a more diverse workforce, Secretary Chu approved DOE's Office of

Diversity Programs (ODP) to analyze the diversity practices DOE-wide and to develop recommendations that will bring DOE to the forefront of efforts to build a more diverse and inclusive workforce. In July 2011, ODP concluded their review and shared their findings with DOE senior management. In October 2011, Secretary Chu requested all managers, supervisors and employees to join him in taking immediate and sustained action to better promote DOE as a positive model of EEO, diversity, and inclusion.

In support of these efforts, he directed senior DOE leaders to complete the following actions in FY 2012:

1. Dialog and Feedback. Organize a series of focus groups to engage in a dialog on the diversity climate throughout DOE and receive feedback.

In support of this initiative, NNSA participated in the DOE-sponsored Employee and Supervisor (separate) Diversity Focus Groups on October 31, 2011. A total of four focus groups took place: two employee sessions and two supervisory sessions. NNSA employees and supervisors were randomly selected to participate via video conferencing. Participation was voluntary and there will be, at a later date, an opportunity for other employees to respond to an online survey.

2. Recruitment and Hiring. Review human capital policies and practices to (a) recommend appropriate changes to the Department's recruitment and hiring practices, and (b) ensure that all SES and supervisory level employees have an opportunity to participate in outreach efforts aimed at recruiting minorities and/or women.
3. Retention, Development, and Promotions. (a) Take additional action to ensure that the efforts by program leaders to redefine work and to restructure the workforce towards a more efficient and effective organization do not result in the unintended consequence of adversely affecting diversity and inclusion. (b) Review, on an annual basis, each program's practices, policies, and funding for professional development and training and support individual participation in training by affinity groups. (c) Review our policies and practices regarding promotions for employees to ensure that they do not result in the unintended consequence of adversely affecting diversity and inclusion.
4. Commitment and Understanding. (a) Develop and promulgate an annual diversity events plan (internal observances and external outreach to communities and prospective hires) whereby senior leaders, managers, and employees may demonstrate their commitment to diversity via participation in diversity events, and receive the benefits of better understanding of our diverse workforce through personal involvement. (b) Upgrade our Continual Learning Program to include interactive case study discussions/training on how diversity and inclusion contribute to mission effectiveness, and (c) ensure that all senior leaders participate in DOE diversity training programs at least once per fiscal year.
5. Performance and Accountability. Review and change as appropriate DOE performance appraisals and performance plans to ensure that all employees who have diversity responsibilities, and all senior leaders and managers, are held accountable for performance results related to diversity, inclusion, and equal employment opportunity.

In 2011, Principal Deputy Administrator Neile Miller announced the results of the 2011 Federal Employee Viewpoint Survey which the Office of Personnel Management has begun administering on an annual basis to all Federal employees. Overall, NNSA employees' responses were similar to FY 2010, although there are some subtle changes that will warrant further analysis in FY 2012. Trends over the past year will be looked at and compared to results for all DOE and the government at large. In addition, a breakout of the results for each program is being prepared for senior executives and officials are encouraged to share this information with employees and to develop solutions for concerns unique to their organization.

2. Element two: Integration of EEO into the Agency's Strategic Mission

As part of the 2011 NNSA reorganization, the EEO Manager has direct access to the Administrator and reports directly to NNSA's Principal Deputy Administrator. In addition, the EEO Manager presented the state of the EEO program to the Administrator and Principal Deputy Administrator.

In FY 2011, the OCR completed semi-annual, year-end and special workforce statistical reports for NNSA and all its subcomponents. The mid-year report is a snap shot of NNSA and includes pay plan breakdown, retirement eligibility, gender, age, years of federal service, education, disability and diversity. The year-end reports are much more comprehensive and include detailed five-year workforce trending analysis of the NNSA and its subcomponents. These year-end reports also includes minority and female composition for NNSA's Future Leaders Program and Student Career Experience Program participants for the past five years, including an annual analysis of workforce accessions, separations, and promotions. These workforce statistics are also reviewed annually with all NNSA managers and supervisors.

3. Element three: Management and Program Accountability

Consistent with the Secretary of Energy's Policy Statements and DOE Order 311.1.B, the Office of Civil Rights (OCR) partnered with the Office of Human Capital Management Services to present live training to all NNSA managers and supervisors on the 2011 EEO Update, Prevention of Harassment, and Addressing Harassment and Workplace Violence. The 2011 EEO Update for managers and supervisors included an overview of the seven essential elements for achieving a model EEO Program, management actions as it relates to recruitment, retention and development, NNSA workforce statistics, manager and supervisor role and responsibilities in the complaint process, mediation, and prevention of harassment.

The OCR coordinates with the Office of Human Capital Management Services in preparing all required annual affirmative employment reports, including the Federal Equal Opportunity Recruitment Plan, the Disabled Veterans Affirmative Employment Plan, the Hispanic Employment Plan, and Management Directive-715.

All NNSA managers are evaluated on their commitment to EEO. The performance element states all direct reports complete required training (EEO, No FEAR, Anti-harassment, etc.) and displays commitment to furthering agency's objectives to create a workplace that embraces diversity and provides EEO and support the zero tolerance policy of discrimination.

In FY 2011, new supervisors and managers received individual (external) training, which included EEO training. Additionally, NNSA piloted an internal training module that will be implemented in FY 2012 and offered to all supervisors. The internal training will include, but is not limited to, such topics as: (a) mentoring, (b) employee development, (c) conducting performance appraisals, (d) dealing with poor performers, (e) and EEO.

In 2011, all EEO staff and EEO Counselors completed all mandatory training requirements, including the 32 hour training requirement for new EEO Counselors and the eight hour refresher training for returning EEO Counselors.

In 2011, DOE Associate Deputy Secretary Mel Williams established a DOE-wide goal that 7% of all new hires are people with disabilities and 1.25% are people with targeted disabilities. In FY 2011, NNSA met the DOE-wide goal of hiring 7% of all new hires were people with disabilities; however, NNSA did not meet the

1.25% goal of people with targeted disabilities. Depending upon the number of accessions (types of positions and locations) in FY 2012, the targeted disabilities goal of 1.25% may be within reach. In an effort to fully advise hiring managers and supervisors on the advantages and options for hiring people with disabilities, human resources staff attend meetings, training, and conference calls to ensure managers are fully educated and informed on the issues. NNSA also participates in monthly conference calls with the

Employment of People with Disabilities Workgroup. In FY 2011, each workgroup participant was tasked to complete a Disability Employment Questionnaire regarding achievements in efforts to hire people with disabilities. The information will be incorporated into an agency-specific plan for implementing the Executive Order and promoting employment opportunities for individuals with disabilities.

In accordance with President Obama's Executive Order to address leadership role and obligations to promote diversity, inclusion, and increase opportunities for veterans and individuals with disabilities, NNSA's Chief Human Capital Officer issued a call to all employees requesting employees with a disability including, but not limited to veterans, to voluntarily update their disability status via DOE's management information system. The updated data will be reviewed and analyzed in 2012 to identify employment trends.

4. Element four: Proactive Prevention of Unlawful Discrimination

As required per MD-715, NNSA conducted an annual self-assessment of its EEO program, including workforce analysis, separations, accessions, and EEO complaints. As a result of its assessment, three barriers were identified and subsequent actions were developed to address the stated barriers. See Section I, page 38 for a description.

Reasonable accommodations procedures have been developed by NNSA and are available 24/7 via world wide web. The procedures clearly describe who can request accommodations (applicants or employees), how to request the accommodation (verbally or in writing and in layman's terms), how the agency will process the request, and designated time frame for processing the requests. Additionally, the DOE, EEOC and OPM complete procedures are linked to the NNSA web page.

NNSA established a voluntary EEO Observer Process for selection interview panels. The role of the EEO Observer is to ensure that panel proceedings are conducted fairly and consistently, without regard to race, color, sex, age, religion, national origin, disability (physical or mental), genetic information, or sexual orientation. The EEO Manager is responsible for providing the EEO Observer and participating members of the panel with the necessary guidelines.

Consistent with the Secretary of Energy's Policy Statements and DOE Order 311.1.B, the Office of Civil Rights partnered with the Office of Human Capital Management Services to present live training to all NNSA employees on the 2011 EEO Update which included training on harassment prevention and addressing harassment and workplace violence, an overview of Secretary Chu's policy statements on EEO, Diversity and Harassment Prevention, the mediation program and the EEO complaints process.

5. Element five and six: Efficiency and Responsiveness/Legal Compliance

The OCR utilizes various mechanisms to ensure effective, neutral and efficient resolution of all disputes, formally and informally, including efficient use of its mediation program and ensuring timely and complete compliance with EEOC orders, as well as the orders of other adjudicatory bodies, and implementation of the provisions of settlement/resolution agreements. Specific strengths are noted below:

The OCR uses a four color-coded system to measure EEO complaint activity: Green (successful); Bright Yellow (successful with a written extension); Pale Yellow (successful with verbal extension in place, beyond the 30-60 day timeframe); and Red (failure). OCR is in compliance with EEO laws, regulations, and policies. For informal and formal counseling, all were completed within the timeframe mandated by 29 CFR 1614 and EEOC.

OCR continues to advocate the use of its mediation program throughout the year. EEO and non-EEO related disputes are tracked for the success rate as defined by parties reaching settlement. In CY 2011, the resolution rate for the NNSA Mediation Program was 75%; the resolution rate for CY 2010 was 66%.; and the resolution rate for CY 2009 was 100%.

In FY 2011, the OCR completed semi-annual, year-end and special workforce statistical reports for NNSA and all its subcomponents. The mid-year report is a snap shot of NNSA and includes pay plan breakdown, retirement eligibility, gender, age, years of federal service, education, disability and diversity. The year-end reports are much more comprehensive and include detailed five-year workforce trending analysis of the NNSA and its subcomponents. These year-end reports also includes minority and female composition for NNSA's Future Leaders Program and Student Career Experience Program participants for the past five years, including an annual analysis of workforce accessions, separations, and promotions. These workforce statistics are reviewed annually with all NNSA managers and supervisors. In addition, OCR published a comprehensive 10 Year NNSA Workforce Diversity Trending Analysis Report. The report identified NNSA's progress in achieving workforce diversity in the following areas: race, gender, occupation, leadership, promotions, awards, disability, and veteran status. The report also includes trending data for employee retention, years of service and staffing levels. The information will be used for future NNSA initiatives to look for opportunities to improve workforce diversity representation in recruitment, retention, training, and promotion of employees. The OCR also produced over 14 special workforce reports at the request of NNSA supervisors and managers.

All MD-715 Reports have been developed within required time frames. The OCR collaborated with DOE to conduct on-site barrier analysis training for all OCR staff. The information and tools are being used to develop the FY 2011 NNSA barrier analysis. Specific barriers are listed on page 17 and also in Part I, page 38.

OCR uses a scorecard to keep a record of all informal complaint activity (including total counselings, completed counselings, timely and untimely counselings, settlements, withdrawals); formal complaint activity (including total complaints filed, top issues and bases, number of investigations, settlements, withdrawals, dismissals, findings, and no findings); mediation sessions (including number offered, number accepted, number settled, and number withdrawn); number of advisory services offered each quarter; and number of EEO Observers appointed each quarter.

Barrier Analysis

NNSA identified three primary triggers in its barrier analysis:

1. The Department's hiring practices have not resulted in substantial improvements in the participation rates of females, White females, African American males, and Asian females. NNSA has no applicant data system to identify potential barriers in its recruitment and selection process.
2. The Department's hiring practices have not resulted in substantial number of new hires of People with Targeted Disabilities (PWTD). There appears to be a lack of knowledge by managers and supervisors in Schedule A authority and reasonable accommodations procedures.
3. The Department does not have a standard agency wide exit interview process. Absent consistent exit interviews, the Department is unable to address employee separations.

FY 2012 Actions

1. Actively participate in Secretary's Chu's workforce diversity strategic planning initiatives.
2. Research options with the Office of Human Capital Management Services to capture applicant flow data.
3. Continue to assess, measure, and report the progress in recruiting and selecting females, White females, African American males, Asian females, and People with Targeted Disabilities (PWTD).
4. Review and analyze data in FY 2012 to identify employment trends as a result of the 2011 call to all employees to voluntarily update their disability status via DOE's management information system.
5. Partner with the Office of Human Capital Management Services to provide training to managers and supervisors on reasonable accommodations procedures and Schedule A Appointment authority.
6. Develop, communicate, and implement standard NNSA exit interview plan.
7. Ensure data system is in place to capture data and evaluate.

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I,

Neile L. Miller
Principal Deputy Administrator

and

Yolanda Girón
EEO Manager

certify I am the
Principal EEO Director/Official
for

National Nuclear Security Administration
U.S. Department of Energy

and that the agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO plans for attaining the essential elements of a model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO plans to eliminate identified barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Neile L. Miller
Principal Deputy Administrator

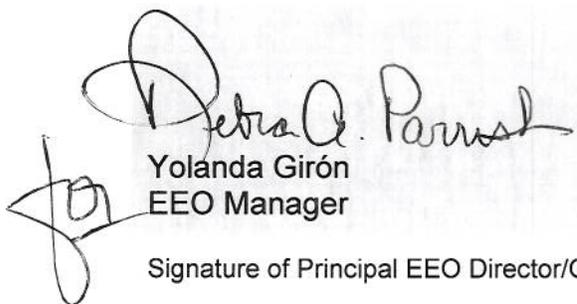


1/4/12

Signature of Agency Head or Agency Head Designee

Date

Certifies that this Federal Agency Annual EEO Program Status Report
is in compliance with EEO MD-715.



Yolanda Girón
EEO Manager

Signature of Principal EEO Director/Official

12/15/11

Date

Certifies that this Federal Agency Annual EEO Program Status Report
is in compliance with EEO MD-715.

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Compliance Indicator	EEO policy statements are up-to-date.	Yes	No	
Measures				
<p>Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.</p> <p>The EEO and Diversity Policy Statement was issued on December 22, 2009 and subsequently reissued March 3, 2011.</p> <p>The Policy Statement on Harassing Conduct and Retaliation in the Workplace was issued July 22, 2011.</p>	X			
<p>During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.</p>	X			
<p>Are new employees provided a copy of the EEO policy statement during orientation?</p>	X			
<p>When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?</p>	X			
Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
<p>Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?</p>		X		
<p>Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?</p>		X		
<p>Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]</p>		X		
Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
Measures		Yes	No	

				agency's status report
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	X			
resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X			
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X			
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X			
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X			
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X			
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	X			
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X			
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X			
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X			Notified via annual training and EEO policy statements and NNSA Order on Workforce Discipline.
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X			
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X			

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, Does the Regional EEO Officer report to the Regional Administrator?)	X		
	Are the duties and responsibilities of EEO officials clearly defined?	X		
	Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	X		
	If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	X		
	If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?	X		
	If not, please describe how EEO program authority is delegated to subordinate reporting components.			
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?	X		
	Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	X		
	Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	X		Prior to the NNSA reorganization, the EEO Manager participated in management meetings for human capital initiatives. In FY 2012, the EEO Manager will

			meet with human capital managers to establish regular discussions on the subject areas.	
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	X			
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]	X		Prior to the NNSA reorganization, the EEO Manager participated in management meetings for human capital initiatives. In FY 2012, the EEO Manager will meet with human capital managers to establish regular discussions on the subject areas.	
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?	x		Prior to the NNSA reorganization, the EEO Manager participated in management meetings for human capital initiatives. In FY 2012, the EEO Manager will meet with human capital managers to establish regular discussions on the subject areas.	
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.		Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures				
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?	X			
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?	X			
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?	X			
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204	X			
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204	X			
People With Disabilities Program Manager; Selective Placement Program for	X			

Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709				
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native/Alaska Native, Asian American/Pacific Islander programs?		X		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		X		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]		X		
Is there sufficient funding to ensure that all employees have access to this training and information?		X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:		X		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		X		
to provide religious accommodations?		X		
to provide disability accommodations in accordance with the agency's written procedures?		X		
in the EEO discrimination complaint process?		X		
to participate in ADR?		X		

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY				
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	X		
	Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?	X		
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	X		
	Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	X		
	Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	X		
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	X		
	Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X		
	Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	X		
<p>If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.</p> <p>Sanctions/discipline has not been found to be appropriate for any manager, supervisor or employee during the past two (2) years. However, cases are consistently reviewed to determine whether such sanctions/discipline is appropriate.</p>				

Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X		

Essential Element D: PROACTIVE PREVENTION
Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X		
	When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	X		
	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X		
	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X		
	Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X		
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Are all employees encouraged to use ADR?	X		
	Is the participation of supervisors and managers in the ADR process required?		X	Participation is highly encouraged.

Essential Element E: EFFICIENCY				
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		However, the issue with no applicant data system is lacking.
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
<p>If yes, briefly describe how:</p> <p>Counseling is conducted in-house. A tracking system is in place that enables agency to determine timeliness. Issues are addressed one-on-one with counselors and during annual 8 hour Counselor refresher training. In addition, contractor investigations are also tracked for adherence to required timeframes as outlined in 29 CFR. Issues are also handled one-on-one and specialists inform Contracting Office Technical Representative in writing and verbally of delays or issues which are then addressed annually.</p>				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		

Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
Does the agency complete the investigations within the applicable prescribed time frame?		X		
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X		
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		ADR is part of management training, No FEAR training, and other forms of training.
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			X	Participation is highly encouraged.
Does the responsible management official directly involved in the dispute have settlement authority?		X		Management Official has authority on non-monetary settlements. Monetary settlements require

				coordination and approval of Counsel, Office of Human Capital Management Services, Site Manager and/or Manager.
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		N/A		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		<input type="checkbox"/>	<input checked="" type="checkbox"/>	This function is performed by the Defense Finance and Accounting Service for NNSA.
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Are procedures in place to promptly process other forms of ordered relief?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
If so, please identify the employees by title in the comments section, and state how performance is measured.		EEO and Diversity Program Manager. EEOC orders are administered within the require time identified by EEOC. Performance is measured in days.		
Is the unit charged with the responsibility for compliance with EEOC orders located in		<input checked="" type="checkbox"/>	<input type="checkbox"/>	

the EEO office?			
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.			
Have the involved employees received any formal training in EEO compliance?	X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (10/20/00), Question 28.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT – 1	
U.S. Department of Energy		FY 2011
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>LEADERSHIP COMMITMENT: Policy statements are up to date, communicated to all employees, and available 24/7 via EEO web site.</p> <p>No deficiencies noted; however, with establishment of government-wide initiative to promote diversity, recommendation is to collaborate with DOE-HQ and NNSA's Office of Human Capital Management Services on 5 objectives stated below.</p>	
OBJECTIVE 1:	In accordance with President Obama's Executive Order and in collaboration with DOE-HQ, establish a coordinated government-wide initiative to promote diversity and inclusion in the Federal workforce, and develop strategic plans to recruit and retain a more diverse workforce.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights, Office of Human Capital Management Services, and DOE-HQ	
DATE OBJECTIVE INITIATED:	November 2011	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 2012	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE	
Continue practice of EEO Policy Statement distribution at all supervisors and managers annual EEO training sessions.	Annual EEO policy statements were reviewed and included in all EEO training for supervisors and managers during the Annual FY 2011 training sessions. Practice will continue in FY 2011.	
Continue practice of EEO Policy Statement distribution at all New Supervisors and Managers training sessions.	In FY 2011, new supervisors and managers received individual (external) training, which included EEO training. Additionally, NNSA piloted an internal training module that will be implemented in FY 2012 and offered to all supervisors.	
1. Dialog & Feedback – Organize focus groups to	1. November 2011 – DOE-HQ is lead & collaborating with NNSA and other DOE subcomponents.	

<p>engage in a dialog on diversity climate & receive feedback.</p> <ol style="list-style-type: none"> 2. Recruitment & Hiring 3. Retention, Development and Promotions review of policies, procedures & practices. 4. Commitment & Understanding 5. Performance and Accountability 	<ol style="list-style-type: none"> 2. January 2012 – DOE-HQ is lead & collaborating with NNSA and other DOE subcomponents to review human capital policies and procedures 3. September 2012 – DOE HQ is lead. Additionally, NNSA reviews annually career development, training and promotion practices, policies and deliverables. 4. September 2012 – DOE HQ is lead. a. Develop and publicize an annual diversity events plan, and b. upgrade continual learning program to include interactive case study discussions/training on how diversity and inclusion contribute to mission effectiveness, and c. ensure all senior leaders, managers and supervisors participate in diversity training programs at a minimum once each year. 5. September 2012 – DOE HQ is lead. Review and change as appropriate performance standards and plans to ensure all employees having diversity responsibilities, and all senior leaders and managers, are held accountable for performance results related to diversity, inclusion, and EEO.
	<p>Other accomplishments: Additional activities addressing Leadership Commitment are described on page 12 of the Executive Summary.</p>

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT – 1	
U.S. Department of Energy		FY 2011
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>INTEGRATION OF EEO INTO STRATEGIC MISSION: New EEO reporting structure is appropriate and resources are sufficient.</p> <p>No deficiencies noted; however, with establishment of government-wide initiative to promote diversity, recommendation is to collaborate with DOE-HQ and NNSA's Office of Human Capital Management Services on 5 objectives stated on "Leadership Commitment," pages 33-34.</p>	
OBJECTIVE 2:	Develop/finalize OCR budget and communication process.	
RESPONSIBLE OFFICIAL:	Administrator, Principal Deputy Administrator, Office of Civil Rights, and Office of Human Capital Management Services	
DATE OBJECTIVE INITIATED:	November 2011	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 2012	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE	
In collaboration with Principal Deputy Administrator, develop communication strategy for consistent interactions with Administrator, Principal Deputy Administrator and senior leaders.	January 2012	
	Other accomplishments: Additional activities addressing Integration of EEO into Strategic Mission are described on page 14 of the Executive Summary.	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT – 1	
U.S. Department of Energy		FY 2011
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>MANAGEMENT AND PROGRAM ACCOUNTABILITY: All managers are evaluated on their commitment to EEO.</p> <p>All EEO staff and EEO Counselors completed all regulatory training requirements.</p> <p>The Office of Civil Rights partnered with Office of Human Capital Management Services to present live training to all managers and supervisors on the 2011 EEO Update, Prevention of Harassment, and Addressing Harassment and Workplace Violence.</p> <p>In accordance with President Obama’s Executive Order to increase opportunities for individuals with disabilities, recommend providing additional training on special hiring authorities for individuals with targeted disabilities.</p>	
OBJECTIVE 3:	Provide training to all management officials and supervisors on special hiring authorities for individuals with targeted disabilities.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights and Office of Human Capital Management Services	
DATE OBJECTIVE INITIATED:	January 2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 2012	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE	
Meet with OHCMS to discuss strategy and resources.	February 2012	
	Other accomplishments: Additional activities addressing Management and Program Accountability are described on page 14 of the Executive Summary.	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT – 1	
U.S. Department of Energy		FY 2011
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	PROACTIVE PREVENTION OF UNLAWFUL DISCRIMINATION: NNSA conducted an annual self- assessment of its EEO program, including workforce analysis, separations, accessions, and EEO complaints. Three barriers were identified as a result of the self-assessment and are identified in Section I, page 38.	
OBJECTIVE 4:	Provide training to all management officials and supervisors on reasonable accommodations procedures.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights and Office of Human Capital Management Services	
DATE OBJECTIVE INITIATED:	January 2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 2012	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE	
Meet with OHCMS to discuss strategy and resources.	February 2012	
	Other accomplishments: Additional activities addressing Management and Program Accountability are described on page 15 of the Executive Summary.	

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT – 1	
U.S. Department of Energy		FY 2011
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>EFFICIENCY AND RESPONSIVENESS/LEGAL COMPLAINTS: All EEO staff and EEO Counselors complete all regulatory training requirements. Additionally, the OCR develops and maintains quarterly metrics to ensure full compliance with its advisory services, complaints processing, mediation program, preparation of workforce statistics, and annual EEO training requirements.</p> <p>No deficiencies identified.</p>	
OBJECTIVE 5:	None	
RESPONSIBLE OFFICIAL:	Office of Civil Rights and Office of Human Capital Management Services	
DATE OBJECTIVE INITIATED:	None	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	N/A	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	N/A	
	Other accomplishments: Additional activities addressing Management and Program Accountability are described on page 16 of the Executive Summary.	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
U.S. Department of Energy-NNSA	FY 2011	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p><i>Provide a brief narrative describing the condition at issue.</i></p>	<p>FY 2011 data shows the NNSA participation rate as compared to the Civilian Labor Force (CLF). Participation rates lower than the CLF (triggers) were identified for the following groups: Females, White females, African American males, and Asian females.</p>	
<p>BARRIER ANALYSIS 1:</p> <p><i>Provide a description of the steps taken and data analyzed to determine the cause of the condition.</i></p>	<p>A review of Table A1 showed the following: Females 34.84% (46.80% CLF); White females 19.55% (33.70% CLF), African American males 3.32% (4.8% CLF), and Asian females 0.88% (1.7% CLF).</p> <p>Determined the NNSA system used to hire does not require data gathering for applicants' gender, race/ethnicity and disability.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p><i>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</i></p>	<p>The Department's hiring practices have not resulted in substantial improvements in the participation rates of females, White females, African American males, and Asian females.</p> <p>NNSA has no applicant data system to identify potential barriers in its recruitment and selection processes.</p>	
<p>OBJECTIVE:</p> <p><i>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</i></p>	<p>Goal: To increase opportunities for Females, White females, African American males, and Asian females to be hired by identifying and eliminating barriers.</p> <p>The Department will expand its partnership efforts with organizations involved with the recruitment, hiring and placement of Females, White females, African American males, and Asian females in the workforce.</p> <p>Objective: Implement an applicant flow system to identify potential barriers in NNSA's recruitment and selection processes.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, Office of Human Capital Management Services</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 2012</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>October 2015</p>	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Research options to capture applicant flow data.	January 2013
Continue to assess, measure, and report the progress in recruiting and selecting females, White females, African American males, Asian females, and PWTD.	Ongoing
Actively participate in Secretary's Chu's workforce diversity strategic planning initiatives.	September 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 2015

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
U.S. Department of Energy-NNSA	FY 2011	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p>	<p>FY 2011 data shows the participation rate of Persons with Targeted Disabilities (PWTD) in NNSA's workforce is 0.5% which is less than the Federal high of 2.0%.</p>	
<p>BARRIER ANALYSIS 2:</p> <p>Provide a description of the steps taken and data analyzed to determine the cause of the condition.</p>	<p>Table B1 indicates the percentage of PWTD at NNSA remained constant, 0.5% in FY 2010 and 0.5% in FY 2011. The total number of PWTD increased from 13 in FY 2010 to 15 in FY 2011, resulting in a 13.3% overall rate of change for PWTD as compared to the total overall NNSA rate of change, -2.9% (refer to Part J). Note: in FY09 there were 13 PWTD; FY08 11 PWTD; FY 07 11 PWTD; and FY 06 12 PWTD</p> <p>The total number of new hires of PWTD decreased from 3 new hires in FY 2010 to 0 new hires in 2011.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The Department's hiring practices have not resulted in substantial number of new hires of PWTD.</p> <p>There appears to be a lack of knowledge by managers and supervisors in Schedule A authority and reasonable accommodations procedures.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Goal: Increase the number of <u>new</u> hires of PWTD to 2 percent in FY 2012.</p> <p>Objectives: Develop and implement targeted recruitment plan focused on PWTD. Implement training for managers and supervisors.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Office of Human Capital Management Services Office of Civil Rights</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 2012</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>October 1, 2015</p>	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Review and analyze data in FY 2012 to identify employment trends as a result of the 2011 call to all employees to voluntarily update their disability status via DOE's management information system.	September 2012
Partner with Office of Human Capital Management Services to provide training to managers and supervisors on reasonable accommodations procedures and Schedule A Appointment authority.	September 2013
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 2015

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
U.S. Department of Energy-NNSA	FY 2011	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p>	<p>FY 2011 data shows the NNSA separation rate as compared to the Total Work Force (TWF) ratio for each group. Separation ratios higher than the group's total work force ratio (triggers) were identified for the following groups: African American males, African American females, Asian males, and Asian females</p>	
<p>BARRIER ANALYSIS 3:</p> <p>Provide a description of the steps taken and data analyzed to determine the cause of the condition.</p>	<p>A review of Table A14 showed the following: There were 244 total separations in FY 2011. Of the 244 separations, 65.6% were males (65.1% TWF); 34.4 were females (35.0% TWF); 50.0% were White males (49.4% TWF); 17.2% were White females (19.6% TWF); 7.0% were Hispanic males (8.2% TWF); 4.9% were Hispanic females (7.4% TWF); 4.9% were African American males (3.3% TWF); 8.2% were African American females (5.8% TWF); 3.7% were Asian males (2.6% TWF); 2.5% were Asian females (0.9% TWF), 0.0% were American Indian males (0.8% TWF); 1.6% American Indian females (1.1% TWF).</p> <p>Of the 244 separations, 4 were involuntary separations. Of the 4 involuntary separations, 3 were White males and 1 was an American Indian female.</p> <p>None of the separated employees identified a targeted disability and 17 employees identified a disability.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The Department does not have a standard agency wide exit interview process. Absent consistent exit interviews, the Department is unable to address employee separations.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Goal: Analyze separation data to determine why employees are leaving the agency and whether specific barriers exist for employees. Objective: Develop and implement a standardized agency wide exit interview</p>	

	procedure and process.
RESPONSIBLE OFFICIAL:	Office of Human Capital Management Services Office of Civil Rights
DATE OBJECTIVE INITIATED:	January 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 2013

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop, communicate, and implement standard NNSA exit interview plan for ensuring employees separating from agency complete exit interview process.	March 2012
Ensure data system is in place to capture data and evaluate.	May 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 2013

EEOC FORM 715-01 PART J	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities						
PART I Department or Agency Information	1. Agency		1. U.S. Department of Energy				
	1.a. 2 nd Level Component		1.a. National Nuclear Security Administration				
	1.b. 3 rd Level or lower		1.b.				
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	beginning of FY 2010		end of FY 2011		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Permanent Work Force	2825	100.00%	2741	100.00%	-82	-2.9%
	Reportable Disability	127	4.5%	138	5.0%	10	8.7%
	Targeted Disability *	13	0.5%	14	0.5%	2	7.7%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					This information is not available	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					4		
PART III Participation Rates In Agency Employment Programs							

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	202	11	5.4%	4	1.9%	3	1.5%	188	93.1 %
4. Non-Competitive Promotions	67	3	4.8%	1	1.5%	1	1.5%	63	94.0 %
5. Employee Career Development Programs	52	0	0.0%	0	0.0%	0	0.0%	52	100.0 %
5.a. Grades 5 - 12	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
5.b. Grades 13 - 14	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
5.c. Grade 15/SES	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
6. Employee Recognition and Awards	6234	893	14.3%	10	0.2%	123	2.0%	5218	84.0 %
6.a. Time-Off Awards (Total hrs awarded)	5041	460	9.1%	0	0.0%	38	1.0%	4543	90.1 %
6.b. Cash Awards (total \$\$\$ awarded)	10,991,153.0	905,154	8.2%	9855	0.1%	296,418	2.7%	9,789,581	89.1 %
6.c. Quality-Step Increase	2283	101	4.4%	3	0.1%	47	2.1%	2135	94.0 %

Facility Accessibility Results

(to support action plan for building renovation projects)

The following actions were completed in support of the Americans with Disabilities Act (ADA) of 1990.

- NNSA HQ, Forrestal Building – Installed one actuator/push button door entrance in Suite 7E-028.
- NNSA HQ, Forrestal Building - Installed one strobe light in Room 2F-053 for a hearing impaired individual.
- NNSA HQ, Germantown Facility – Renovated men’s restroom on East Wing of third floor to allow for full transfer from wheel chair as a reasonable accommodation for employee.
- NNSA HQ, Germantown Facility - Installed new ADA ramp with detectable warning plate and updated crosswalk at Main.
- NNSA Albuquerque Complex - Installed five special ergonomic cubical systems/configurations for personnel with disabilities.
- NNSA Albuquerque Complex - Painted two ADA parking spaces and installed two ADA parking signs.

Workforce Data Tables

National Nuclear Security Administration

Total Workforce - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A01

From September 30, 2010 To September 30, 2011

Total Workforce

Employment Tenure	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL																		
09/30/2010 - Prior FY	#	2824	1853	971	241	207	1400	541	95	157	79	30	4	1	21	32	13	3
	%	100	65.62	34.38	8.53	7.33	49.58	19.16	3.36	5.56	2.80	1.06	0.14	0.04	0.74	1.13	0.46	0.11
09/30/2011 - Current FY	#	2741	1784	955	226	203	1353	536	91	159	71	24	4	0	23	30	16	3
	%	100	65.09	34.84	8.25	7.41	49.36	19.55	3.32	5.80	2.59	0.88	0.15	0.00	0.84	1.09	0.58	0.11
CLF (2000)	%	100	53.2	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
Difference	#	-83	-69	-16	-15	-4	-47	-5	-4	2	-8	-6	0	-1	2	-2	3	0
Ratio Change	%		-0.53	0.46	-0.28	0.08	-0.22	0.39	-0.04	0.24	-0.21	-0.18	0.01	-0.04	0.10	-0.04	0.12	0.00
Net Change	%	-2.94	-3.72	-1.65	-6.22	-1.93	-3.36	-0.92	-4.21	1.27	-10.13	-20.00	0.00	-100.00	9.52	-6.25	23.08	0.00
PERMANENT																		
09/30/2010 - Prior FY	#	2754	1818	936	239	206	1379	527	88	139	76	28	3	1	21	32	12	3
	%	100	66.01	33.99	8.68	7.48	50.07	19.14	3.20	5.05	2.76	1.02	0.11	0.04	0.76	1.16	0.44	0.11
09/30/2011 - Current FY	#	2677	1751	924	224	201	1335	520	82	147	69	23	4	0	22	30	15	3
	%	100	65.41	34.52	8.37	7.51	49.87	19.42	3.06	5.49	2.58	0.86	0.15	0.00	0.82	1.12	0.56	0.11
Difference	#	-77	-67	-12	-15	-5	-44	-7	-6	8	-7	-5	1	-1	1	-2	3	0
Ratio Change	%		-0.60	0.53	-0.31	0.03	-0.20	0.28	-0.14	0.44	-0.18	-0.16	0.04	-0.04	0.06	-0.04	0.12	0.00
Net Change	%	-2.80	-3.69	-1.28	-6.28	-2.43	-3.19	-1.33	-6.82	5.76	-9.21	-17.86	33.33	-100.00	4.76	-6.25	25.00	0.00
TEMPORARY																		
09/30/2010 - Prior FY	#	70	35	35	2	1	21	14	7	18	3	2	1	0	0	0	1	0
	%	100	50.00	50.00	2.86	1.43	30.00	20.00	10.00	25.71	4.29	2.86	1.43	0.00	0.00	0.00	1.43	0.00
09/30/2011 - Current FY	#	64	33	31	2	2	18	16	9	12	2	1	0	0	1	0	1	0
	%	100	51.56	48.44	3.13	3.13	28.13	25.00	14.06	18.75	3.13	1.56	0.00	0.00	1.56	0.00	1.56	0.00
Difference	#	-6	-2	-4	0	1	-3	2	2	-6	-1	-1	-1	0	1	0	0	0
Ratio Change	%		1.56	-1.56	0.27	1.70	-1.87	5.00	4.06	-6.96	-1.16	-1.30	-1.43	0.00	1.56	0.00	0.13	0.00
Net Change	%	-8.57	-5.71	-11.43	0.00	100.00	-14.29	14.29	28.57	-33.33	-33.33	-50.00	-100.00	0.00	0.00	0.00	0.00	0.00

National Nuclear Security Administration

Total Workforce - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A01

From September 30, 2010 To September 30, 2011

Total Workforce

Employment Tenure	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
NON-APPROPRIATED																	
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

National Nuclear Security Administration

Total Workforce by Component - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A02

As of September 30, 2011

Full/PartTime Permanent Workforce

Component	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL	#	2678	1751	927	225	202	1334	519	82	148	68	23	4	0	23	32	15	3
	%	100	65.38	34.62	8.40	7.54	49.81	19.38	3.06	5.53	2.54	0.86	0.15	0.00	0.86	1.19	0.56	0.11
CLF (2000)	%	100	53.2	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

National Nuclear Security Administration	#	29	16	13	0	4	15	3	0	4	1	0	0	0	0	2	0	0
	%	100	55.17	44.83	0.00	13.79	51.72	10.34	0.00	13.79	3.45	0.00	0.00	0.00	0.00	6.90	0.00	0.00
Deputy Admin. Defense Programs	#	775	653	122	95	32	496	61	28	17	14	7	2	0	9	5	9	0
	%	100	84.26	15.74	12.26	4.13	64.00	7.87	3.61	2.19	1.81	0.90	0.26	0.00	1.16	0.65	1.16	0.00
Deputy Admin. Defense Nuclear Nonprolif.	#	256	144	112	8	7	122	79	5	19	7	4	1	0	1	1	0	2
	%	100	56.25	43.75	3.13	2.73	47.66	30.86	1.95	7.42	2.73	1.56	0.39	0.00	0.39	0.39	0.00	0.78
Deputy Admin. Naval Reactors	#	110	84	26	1	0	78	19	3	6	2	0	0	0	0	1	0	0
	%	100	76.36	23.64	0.91	0.00	70.91	17.27	2.73	5.45	1.82	0.00	0.00	0.00	0.00	0.91	0.00	0.00
Associate Admin. Emergency Operations	#	100	72	28	3	6	56	12	11	10	2	0	0	0	0	0	0	0
	%	100	72.00	28.00	3.00	6.00	56.00	12.00	11.00	10.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Associate Admin. Defense Nuclear Security	#	102	48	54	7	18	40	28	1	6	0	0	0	0	0	2	0	0
	%	100	47.06	52.94	6.86	17.65	39.22	27.45	0.98	5.88	0.00	0.00	0.00	0.00	0.00	1.96	0.00	0.00
Associate Administrator for External Affairs	#	10	3	7	0	0	1	4	1	3	1	0	0	0	0	0	0	0
	%	100	30.00	70.00	0.00	0.00	10.00	40.00	10.00	30.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Office of General Counsel	#	43	20	23	5	10	13	10	0	2	1	1	0	0	0	0	1	0
	%	100	46.51	53.49	11.63	23.26	30.23	23.26	0.00	4.65	2.33	2.33	0.00	0.00	0.00	0.00	2.33	0.00
Associate Admin. Acquisition and Project Management	#	140	68	72	25	26	35	37	3	7	4	0	0	0	1	2	0	0
	%	100	48.57	51.43	17.86	18.57	25.00	26.43	2.14	5.00	2.86	0.00	0.00	0.00	0.71	1.43	0.00	0.00
Associate Admin. Management and Budget	#	276	98	178	21	45	59	86	12	38	2	4	0	0	4	5	0	0
	%	100	35.51	64.49	7.61	16.30	21.38	31.16	4.35	13.77	0.72	1.45	0.00	0.00	1.45	1.81	0.00	0.00
Associate Admin. Information MGMT Chief Information Officer	#	39	18	21	2	5	12	6	2	8	0	0	0	0	1	2	1	0
	%	100	46.15	53.85	5.13	12.82	30.77	15.38	5.13	20.51	0.00	0.00	0.00	0.00	2.56	5.13	2.56	0.00
Associate Administrator for Safety and Health	#	47	38	9	5	3	29	5	0	1	2	0	0	0	2	0	0	0
	%	100	80.85	19.15	10.64	6.38	61.70	10.64	0.00	2.13	4.26	0.00	0.00	0.00	4.26	0.00	0.00	0.00

National Nuclear Security Administration

Total Workforce by Component - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A02

As of September 30, 2011

Full/PartTime Permanent Workforce

Component	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Naval Reactors Laboratory Field Office	#	116	72	44	1	0	71	42	0	2	0	0	0	0	0	0	0	0
	%	100	62.07	37.93	0.86	0.00	61.21	36.21	0.00	1.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NNSA Y-12 Site Office	#	80	51	29	0	1	47	22	1	5	3	1	0	0	0	0	0	0
	%	100	63.75	36.25	0.00	1.25	58.75	27.50	1.25	6.25	3.75	1.25	0.00	0.00	0.00	0.00	0.00	0.00
Pantex Site Office	#	78	56	22	5	5	43	14	4	2	2	0	1	0	1	1	0	0
	%	100	71.79	28.21	6.41	6.41	55.13	17.95	5.13	2.56	2.56	0.00	1.28	0.00	1.28	1.28	0.00	0.00
Sandia Site Office	#	99	56	43	14	19	40	19	0	2	2	0	0	0	0	3	0	0
	%	100	56.57	43.43	14.14	19.19	40.40	19.19	0.00	2.02	2.02	0.00	0.00	0.00	0.00	3.03	0.00	0.00
Kansas City Site Office	#	42	32	10	1	0	30	5	1	4	0	0	0	0	0	1	0	0
	%	100	76.19	23.81	2.38	0.00	71.43	11.90	2.38	9.52	0.00	0.00	0.00	0.00	0.00	2.38	0.00	0.00
Los Alamos Site Office	#	107	75	32	20	11	50	16	0	1	2	0	0	0	2	4	1	0
	%	100	70.09	29.91	18.69	10.28	46.73	14.95	0.00	0.93	1.87	0.00	0.00	0.00	1.87	3.74	0.93	0.00
Nevada Site Office	#	97	64	33	7	5	52	20	2	4	2	2	0	0	0	1	1	1
	%	100	65.98	34.02	7.22	5.15	53.61	20.62	2.06	4.12	2.06	2.06	0.00	0.00	0.00	1.03	1.03	1.03
Livermore Site Office	#	97	64	33	5	4	30	20	5	4	20	4	0	0	2	1	2	0
	%	100	65.98	34.02	5.15	4.12	30.93	20.62	5.15	4.12	20.62	4.12	0.00	0.00	2.06	1.03	2.06	0.00
Savannah River Site Office	#	31	18	13	0	0	14	9	3	3	1	0	0	0	0	1	0	0
	%	100	58.06	41.94	0.00	0.00	45.16	29.03	9.68	9.68	3.23	0.00	0.00	0.00	0.00	3.23	0.00	0.00
NNSA Service Center	#	4	1	3	0	1	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	25.00	75.00	0.00	25.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NNSA reorganizaed in FY 2011 and the NNSA Service Center was abolished; however, 4 employees are officially listed under the Service Center as of September 24, 2011, and therefore listed in Table A02.

National Nuclear Security Administration

Occupational Categories - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A03-1

As of September 30, 2011

Full/PartTime Permanent Workforce

Occupational Category	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers																		
- Executive/Senior Level (Grade 15 and SES)	#	243	172	71	23	13	137	46	6	8	5	1	0	0	0	3	1	0
	%	100	70.78	29.22	9.47	5.35	56.38	18.93	2.47	3.29	2.06	0.41	0.00	0.00	0.00	1.23	0.41	0.00
- Mid-Level (Grades 13 and 14)	#	450	274	176	54	62	188	94	16	12	10	2	1	0	3	5	2	1
	%	100	60.89	39.11	12.00	13.78	41.78	20.89	3.56	2.67	2.22	0.44	0.22	0.00	0.67	1.11	0.44	0.22
- First-Level (Grades 12 and below)	#	128	84	44	20	20	59	20	0	2	4	1	0	0	1	1	0	0
	%	100	65.63	34.38	15.63	15.63	46.09	15.63	0.00	1.56	3.13	0.78	0.00	0.00	0.78	0.78	0.00	0.00
- Other Officials and Managers	#	502	199	303	26	59	146	162	18	70	3	4	2	0	3	8	1	0
	%	100	39.64	60.36	5.18	11.75	29.08	32.27	3.59	13.94	0.60	0.80	0.40	0.00	0.60	1.59	0.20	0.00
Officials and Managers - TOTAL	#	1675	1020	653	155	163	755	361	51	99	40	10	3	0	11	19	5	1
	%	100	60.90	38.99	9.25	9.73	45.07	21.55	3.04	5.91	2.39	0.60	0.18	0.00	0.66	1.13	0.30	0.06
2. Professionals																		
	#	594	396	198	30	23	316	120	16	39	26	11	0	0	5	3	3	2
	%	100	66.67	33.33	5.05	3.87	53.20	20.20	2.69	6.57	4.38	1.85	0.00	0.00	0.84	0.51	0.51	0.34
3. Technicians																		
	#	5	4	1	0	0	4	0	0	1	0	0	0	0	0	0	0	0
	%	100	80.00	20.00	0.00	0.00	80.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers																		
	#	77	6	71	0	15	5	38	1	8	0	2	0	0	0	8	0	0
	%	100	7.79	92.21	0.00	19.48	6.49	49.35	1.30	10.39	0.00	2.60	0.00	0.00	0.00	10.39	0.00	0.00
6. Craft Workers																		
	#	326	325	1	39	0	255	1	14	0	3	0	1	0	6	0	7	0
	%	100	99.69	0.31	11.96	0.00	78.22	0.31	4.29	0.00	0.92	0.00	0.31	0.00	1.84	0.00	2.15	0.00
Total Work Force																		
	#	2677	1751	924	224	201	1335	520	82	147	69	23	4	0	22	30	15	3
	%	100	65.41	34.52	8.37	7.51	49.87	19.42	3.06	5.49	2.58	0.86	0.15	0.00	0.82	1.12	0.56	0.11

National Nuclear Security Administration

Occupational Categories - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A03-2

As of September 30, 2011

Full/PartTime Permanent Workforce

Occupational Category	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers																		
- Executive/Senior Level (Grade 15 and SES)	#	243	172	71	23	13	137	46	6	8	5	1	0	0	0	3	1	0
	%	9.08	9.82	7.68	10.27	6.47	10.26	8.85	7.32	5.44	7.25	4.35	0.00	0.00	0.00	10.00	6.67	0.00
- Mid-Level (Grades 13 and 14)	#	450	274	176	54	62	188	94	16	12	10	2	1	0	3	5	2	1
	%	16.81	15.65	19.05	24.11	30.85	14.08	18.08	19.51	8.16	14.49	8.70	25.00	0.00	13.64	16.67	13.33	33.33
- First-Level (Grades 12 and below)	#	128	84	44	20	20	59	20	0	2	4	1	0	0	1	1	0	0
	%	4.78	4.80	4.76	8.93	9.95	4.42	3.85	0.00	1.36	5.80	4.35	0.00	0.00	4.55	3.33	0.00	0.00
- Other Officials and Managers	#	502	199	303	26	59	146	162	18	70	3	4	2	0	3	8	1	0
	%	18.75	11.36	32.79	11.61	29.35	10.94	31.15	21.95	47.62	4.35	17.39	50.00	0.00	13.64	26.67	6.67	0.00
Officials and Managers - TOTAL	#	1675	1020	653	155	163	755	361	51	99	40	10	3	0	11	19	5	1
	%	62.57	58.25	70.67	69.20	81.09	56.55	69.42	62.20	67.35	57.97	43.48	75.00	0.00	50.00	63.33	33.33	33.33
2. Professionals	#	594	396	198	30	23	316	120	16	39	26	11	0	0	5	3	3	2
	%	22.19	22.62	21.43	13.39	11.44	23.67	23.08	19.51	26.53	37.68	47.83	0.00	0.00	22.73	10.00	20.00	66.67
3. Technicians	#	5	4	1	0	0	4	0	0	1	0	0	0	0	0	0	0	0
	%	0.19	0.23	0.11	0.00	0.00	0.30	0.00	0.00	0.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	77	6	71	0	15	5	38	1	8	0	2	0	0	0	8	0	0
	%	2.88	0.34	7.68	0.00	7.46	0.37	7.31	1.22	5.44	0.00	8.70	0.00	0.00	0.00	26.67	0.00	0.00
6. Craft Workers	#	326	325	1	39	0	255	1	14	0	3	0	1	0	6	0	7	0
	%	12.18	18.56	0.11	17.41	0.00	19.10	0.19	17.07	0.00	4.35	0.00	25.00	0.00	27.27	0.00	46.67	0.00
Total Work Force	#	2677	1751	924	224	201	1335	520	82	147	69	23	4	0	22	30	15	3
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

Note: Percentages compute down columns and NOT across

National Nuclear Security Administration

Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex

Report Symbol: VP715A04-1

As of September 30, 2011

Full/PartTime Permanent Workforce

GS/GM SES Grades		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS 03	#	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 04	#	8	2	6	0	2	2	0	0	3	0	0	0	0	0	1	0	0
	%	100	25.00	75.00	0.00	25.00	25.00	0.00	0.00	37.50	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00
GS 05	#	8	0	8	0	4	0	3	0	0	0	0	0	0	0	1	0	0
	%	100	0.00	100.00	0.00	50.00	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00
GS 06	#	6	0	6	0	0	0	4	0	2	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 07	#	33	8	25	0	5	6	11	1	3	0	1	0	0	1	5	0	0
	%	100	24.24	75.76	0.00	15.15	18.18	33.33	3.03	9.09	0.00	3.03	0.00	0.00	3.03	15.15	0.00	0.00
GS 08	#	88	56	32	3	5	44	20	2	3	0	1	2	0	2	3	3	0
	%	100	63.64	36.36	3.41	5.68	50.00	22.73	2.27	3.41	0.00	1.14	2.27	0.00	2.27	3.41	3.41	0.00
GS 09	#	134	82	52	8	9	67	28	4	13	0	1	0	0	1	1	2	0
	%	100	61.19	38.81	5.97	6.72	50.00	20.90	2.99	9.70	0.00	0.75	0.00	0.00	0.75	0.75	1.49	0.00
GS 10	#	76	74	2	8	2	59	0	3	0	1	0	0	0	1	0	2	0
	%	100	97.37	2.63	10.53	2.63	77.63	0.00	3.95	0.00	1.32	0.00	0.00	0.00	1.32	0.00	2.63	0.00
GS 11	#	192	121	71	22	14	84	37	9	14	3	2	0	0	3	3	0	1
	%	100	63.02	36.98	11.46	7.29	43.75	19.27	4.69	7.29	1.56	1.04	0.00	0.00	1.56	1.56	0.00	0.52
GS 12	#	333	182	151	31	41	126	70	15	35	5	3	0	0	3	2	2	0
	%	100	54.65	45.35	9.31	12.31	37.84	21.02	4.50	10.51	1.50	0.90	0.00	0.00	0.90	0.60	0.60	0.00
GS/GM 13	#	317	214	103	34	34	152	48	13	15	8	1	1	0	4	5	2	0
	%	100	67.51	32.49	10.73	10.73	47.95	15.14	4.10	4.73	2.52	0.32	0.32	0.00	1.26	1.58	0.63	0.00
GS/GM 14	#	496	261	235	44	51	198	137	8	36	8	4	0	0	2	6	1	1
	%	100	52.62	47.38	8.87	10.28	39.92	27.62	1.61	7.26	1.61	0.81	0.00	0.00	0.40	1.21	0.20	0.20
GS/GM 15	#	529	374	155	36	24	297	106	14	16	23	6	0	0	3	2	1	1
	%	100	70.70	29.30	6.81	4.54	56.14	20.04	2.65	3.02	4.35	1.13	0.00	0.00	0.57	0.38	0.19	0.19
Senior Executive Service	#	105	89	16	6	0	77	15	5	0	1	0	0	0	0	1	0	0
	%	100	84.76	15.24	5.71	0.00	73.33	14.29	4.76	0.00	0.95	0.00	0.00	0.00	0.00	0.95	0.00	0.00
Total	#	2327	1463	864	192	192	1112	480	74	140	49	19	3	0	20	30	13	3
	%	100	62.87	37.13	8.25	8.25	47.79	20.63	3.18	6.02	2.11	0.82	0.13	0.00	0.86	1.29	0.56	0.13

* Does not include Excepted Service Positions EJ, EK, and EN. Excepted Service Positions are unclassified civil service positions or positions outside the competitive service.

National Nuclear Security Administration

Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex

Report Symbol: VP715A04-2L

As of September 30, 2011

Full/PartTime Permanent Workforce

GS/GM SES Grades	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS 03	#	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	0.09	0.00	0.23	0.00	0.52	0.00	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 04	#	8	2	6	0	2	2	0	0	3	0	0	0	0	0	1	0
	%	0.34	0.14	0.69	0.00	1.04	0.18	0.00	0.00	2.14	0.00	0.00	0.00	0.00	0.00	3.33	0.00
GS 05	#	8	0	8	0	4	0	3	0	0	0	0	0	0	0	1	0
	%	0.34	0.00	0.93	0.00	2.08	0.00	0.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.33	0.00
GS 06	#	6	0	6	0	0	0	4	0	2	0	0	0	0	0	0	0
	%	0.26	0.00	0.69	0.00	0.00	0.00	0.83	0.00	1.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 07	#	33	8	25	0	5	6	11	1	3	0	1	0	0	1	5	0
	%	1.42	0.55	2.89	0.00	2.60	0.54	2.29	1.35	2.14	0.00	5.26	0.00	0.00	5.00	16.67	0.00
GS 08	#	88	56	32	3	5	44	20	2	3	0	1	2	0	2	3	3
	%	3.78	3.83	3.70	1.56	2.60	3.96	4.17	2.70	2.14	0.00	5.26	66.67	0.00	10.00	10.00	23.08
GS 09	#	134	82	52	8	9	67	28	4	13	0	1	0	0	1	1	2
	%	5.76	5.60	6.02	4.17	4.69	6.03	5.83	5.41	9.29	0.00	5.26	0.00	0.00	5.00	3.33	15.38
GS 10	#	76	74	2	8	2	59	0	3	0	1	0	0	0	1	0	2
	%	3.27	5.06	0.23	4.17	1.04	5.31	0.00	4.05	0.00	2.04	0.00	0.00	0.00	5.00	0.00	15.38
GS 11	#	192	121	71	22	14	84	37	9	14	3	2	0	0	3	3	0
	%	8.25	8.27	8.22	11.46	7.29	7.55	7.71	12.16	10.00	6.12	10.53	0.00	0.00	15.00	10.00	0.00
GS 12	#	333	182	151	31	41	126	70	15	35	5	3	0	0	3	2	2
	%	14.31	12.44	17.48	16.15	21.35	11.33	14.58	20.27	25.00	10.20	15.79	0.00	0.00	15.00	6.67	15.38
GS/GM 13	#	317	214	103	34	34	152	48	13	15	8	1	1	0	4	5	2
	%	13.62	14.63	11.92	17.71	17.71	13.67	10.00	17.57	10.71	16.33	5.26	33.33	0.00	20.00	16.67	15.38
GS/GM 14	#	496	261	235	44	51	198	137	8	36	8	4	0	0	2	6	1
	%	21.31	17.84	27.20	22.92	26.56	17.81	28.54	10.81	25.71	16.33	21.05	0.00	0.00	10.00	20.00	7.69
GS/GM 15	#	529	374	155	36	24	297	106	14	16	23	6	0	0	3	2	1
	%	22.73	25.56	17.94	18.75	12.50	26.71	22.08	18.92	11.43	46.94	31.58	0.00	0.00	15.00	6.67	7.69
Senior Executive Service	#	105	89	16	6	0	77	15	5	0	1	0	0	0	0	1	0
	%	4.51	6.08	1.85	3.13	0.00	6.92	3.13	6.76	0.00	2.04	0.00	0.00	0.00	0.00	3.33	0.00
Total	#	2327	1463	864	192	192	1112	480	74	140	49	19	3	0	20	30	13
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

* Does not include Excepted Service Positions EJ, EK, and EN. Excepted Service Positions are unclassified civil service positions or positions outside the competitive service.

National Nuclear Security Administration

Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A06

As of September 30, 2011

Total Workforce

Job Title / Series Agency Rate Occupational CLF	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
080 - Security Administration National CLF 2000	#	136	78	58	10	21	60	28	2	6	1	0	0	0	3	2	2	1
	%	100.00	57.35	42.65	7.35	15.44	44.12	20.59	1.47	4.41	0.74	0.00	0.00	0.00	2.21	1.47	1.47	0.74
	%		43.4	56.6	4.7	5.3	30.2	39.7	4.9	7.9	2.7	2.5	0.1	0.1	0.4	0.6	0.3	0.4
084 - Nuclear Materials Courier National CLF 2000	#	348	347	1	44	0	271	1	15	0	3	0	1	0	6	0	7	0
	%	100.00	99.71	0.29	12.64	0.00	77.87	0.29	4.31	0.00	0.86	0.00	0.29	0.00	1.72	0.00	2.01	0.00
	%		90.8	9.2	26.5	2.0	48.7	5.6	11.0	0.9	1.4	0.4	0.3	0.1	1.6	0.2	1.4	0.0
130 - Foreign Affairs National CLF 2000	#	128	64	64	2	2	58	56	0	4	3	1	0	0	1	0	0	1
	%	100.00	50.00	50.00	1.56	1.56	45.31	43.75	0.00	3.13	2.34	0.78	0.00	0.00	0.78	0.00	0.00	0.78
	%		50.1	49.9	1.9	2.2	42.0	40.4	2.4	3.9	2.1	2.3	0.1	0.0	0.7	0.7	0.9	0.5
301 - General Administrative National CLF 2000	#	239	121	118	16	24	87	60	13	28	3	2	0	0	2	4	0	0
	%	100.00	50.63	49.37	6.69	10.04	36.40	25.10	5.44	11.72	1.26	0.84	0.00	0.00	0.84	1.67	0.00	0.00
	%		43.4	56.6	4.7	5.3	30.2	39.7	4.9	7.9	2.7	2.5	0.1	0.1	0.4	0.6	0.3	0.4
343 - Management Analysis National CLF 2000	#	201	65	136	12	27	44	73	6	34	1	2	1	0	1	0	0	0
	%	100.00	32.34	67.66	5.97	13.43	21.89	36.32	2.99	16.92	0.50	1.00	0.50	0.00	0.50	0.00	0.00	0.00
	%		61.4	38.6	2.0	1.6	52.5	31.1	2.6	3.4	3.5	2.0	0.0	0.0	0.3	0.3	0.5	0.3
801 - General Engineering National CLF 2000	#	553	439	114	60	23	312	58	20	19	40	8	1	0	4	6	2	0
	%	100.00	79.39	20.61	10.85	4.16	56.42	10.49	3.62	3.44	7.23	1.45	0.18	0.00	0.72	1.08	0.36	0.00
	%		89.6	10.4	3.2	0.6	71.8	7.1	3.1	0.8	10.2	1.7	0.1	0.0	0.4	0.1	0.8	0.1
840 - Nuclear Engineering National CLF 2000	#	122	112	10	2	0	104	10	1	0	5	0	0	0	0	0	0	0
	%	100.00	91.80	8.20	1.64	0.00	85.25	8.20	0.82	0.00	4.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%		91.4	8.4	1.6	0.5	81.7	6.3	1.6	0.9	6.0	0.6	0.0	0.0	0.2	0.0	0.5	0.0
1102 - Contract and Procurement National CLF 2000	#	112	46	66	12	18	27	40	2	8	5	0	0	0	0	0	0	0
	%	100.00	41.07	58.93	10.71	16.07	24.11	35.71	1.79	7.14	4.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	%		47.0	53.0	2.9	3.2	39.8	42.7	2.6	4.8	1.1	1.4	0.0	0.1	0.3	0.5	0.2	0.4
1301 - General Physical Science National CLF 2000	#	131	97	34	6	3	85	27	4	1	2	1	0	0	0	1	0	1
	%	100.00	74.05	25.95	4.58	2.29	64.89	20.61	3.05	0.76	1.53	0.76	0.00	0.00	0.00	0.76	0.00	0.76
	%		65.6	34.4	2.2	1.7	45.4	22.9	1.7	1.4	15.5	8.0	0.0	0.0	0.2	0.1	0.5	0.3

National Nuclear Security Administration

New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A08

From September 30, 2010 To September 30, 2011

Total Workforce

Type of Appointment	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent	#	99	59	40	2	4	53	20	1	14	0	0	1	0	2	2	0	0
	%	100	59.60	40.40	2.02	4.04	53.54	20.20	1.01	14.14	0.00	0.00	1.01	0.00	2.02	2.02	0.00	0.00
Temporary	#	32	15	17	0	1	11	10	2	5	1	1	0	0	1	0	0	0
	%	100	46.88	53.13	0.00	3.13	34.38	31.25	6.25	15.63	3.13	3.13	0.00	0.00	3.13	0.00	0.00	0.00
TOTAL	#	131	74	57	2	5	64	30	3	19	1	1	1	0	3	2	0	0
	%	100	56.49	43.51	1.53	3.82	48.85	22.90	2.29	14.50	0.76	0.76	0.76	0.00	2.29	1.53	0.00	0.00
CLF (2000)	%	100	53.2	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

National Nuclear Security Administration

Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A06

As of September 30, 2011

Total Workforce

Job Title / Series Agency Rate Occupational CLF	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total	#	1970	1369	601	164	118	1048	353	63	100	63	14	3	0	17	13	11	3
	%	100.00	69.49	30.51	8.32	5.99	53.20	17.92	3.20	5.08	3.20	0.71	0.15	0.00	0.86	0.66	0.56	0.15

National Nuclear Security Administration
From September 30, 2010 to September 30, 2011

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or		American Indian or		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Job Series of Vacancy: 00080 - Security Administration																		
Total Applications Received*	#																	
Qualified*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	15	6	9	0	6	5	2	1	1	0	0	0	0	0	0	0	
	%	100%	40.00%	60.00%	0.00%	40.00%	33.33%	13.33%	6.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%		57.4%	42.7%	7.4%	15.4%	44.1%	20.6%	1.5%	4.4%	0.0%	0.0%	0.0%	0.0%	2.2%	1.5%	1.5%	0.7%
Job Series of Vacancy: 00084 - Nuclear Materials Courier																		
Total Applications Received*	#																	
Qualified*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	48	47	1	8	0	34	1	2	0	0	0	0	3	0	0	0	
	%	100%	97.92%	2.08%	16.67%	0.00%	70.83%	2.08%	4.17%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%		99.7%	0.3%	12.6%	0.0%	77.8%	0.3%	4.3%	0.0%	0.0%	0.3%	0.0%	1.7%	0.0%	2.0%	0.0%	
Job Series of Vacancy: 00130 - Foreign Affairs																		
Total Applications Received*	#																	
Qualified*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	14	3	11	0	0	3	11	0	0	0	0	0	0	0	0	0	
	%	100%	21.43%	78.57%	0.00%	0.00%	21.43%	78.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%		50.0%	50.0%	1.6%	1.6%	45.3%	43.7%	0.0%	3.1%	2.3%	0.8%	0.0%	0.0%	0.8%	0.0%	0.0%	0.8%
Job Series of Vacancy: 00343 - Program Administration																		
Total Applications Received*	#																	
Qualified*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	10	3	7	1	1	2	4	0	2	0	0	0	0	0	0	0	
	%	100%	30.00%	70.00%	10.00%	10.00%	20.00%	40.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%		32.30%	67.7%	5.9%	13.4%	21.9%	36.3%	3.0%	16.9%	0.5%	1.0%	0.5%	0.0%	0.5%	0.0%	0.0%	
Job Series of Vacancy: 00801 - General Engineering																		
Total Applications Received*	#																	
Qualified*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	4	1	3	0	1	1	2	0	0	0	0	0	0	0	0	0	
	%	100%	25.00%	75.00%	0.00%	25.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%		79.4%	20.6%	10.9%	4.2%	56.4%	10.5%	3.6%	3.4%	7.2%	1.5%	0.2%	0.0%	0.7%	1.1%	0.4%	0.0%
Job Series of Vacancy: 01102 - Procurement																		
Total Applications Received*	#																	
Qualified*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	6	1	5	0	1	0	2	1	2	0	0	0	0	0	0	0	
	%	100%	16.67%	83.33%	0.00%	16.67%	0.00%	33.33%	16.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%		41.1%	58.9%	10.7%	16.1%	24.1%	35.7%	1.8%	7.1%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

*Data not available

**Not all major occupations listed due to small number of promotions

Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
		White		Black or African			Asian		Native Hawaiian or		American Indian or		Two or more races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total Employees	#	67	44	23	6	7	27	12	4	6	4				1			
Eligible for Career Ladder Promotions	%	100%	65.67%	34.33%	8.96%	10.45%	40.30%	17.91%	5.97%	8.96%	5.97%	0.00%	0.00%	0.00%	1.49%	0.00%	0.00%	0.00%
Time in grade in excess of minimum																		
1 - 12 months*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13 - 24 months*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
25+ months*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Data not available

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade(s) of Vacancy: GS 13/14																		
Total Applications Received*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	44	22	22	4	6	17	9	1	5	0	1	0	0	0	1	0	0
	%	100%	50.00%	50.00%	9.09%	13.64%	38.64%	20.45%	2.27%	11.36%	0.00%	2.27%	0.00%	0.00%	0.00%	2.27%	0.00%	0.00%
Relevant Applicant Pool			61.10%	38.80%	10.10%	11.60%	43.00%	18.10%	4.33%	7.58%	2.01%	0.62%	0.15%	0.00%	0.92%	0.92%	0.62%	0.00%
Grade(s) of Vacancy: GS 15																		
Total Applications Received*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	27	8	19	0	3	7	16	1	0	0	0	0	0	0	0	0	0
	%	100%	29.63%	70.37%	0.00%	11.11%	25.93%	59.26%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool			52.40%	47.60%	8.70%	10.30%	39.88%	27.73%	1.62%	7.29%	1.62%	0.81%	0.00%	0.00%	0.40%	1.21%	0.20%	0.20%
Grade(s) of Vacancy: SES																		
Total Applications Received*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified*	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	4	3	1	1	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	25.00%	0.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool			61.90%	38.10%	7.72%	7.33%	48.30%	23.70%	2.20%	5.10%	3.03%	0.97%	0	0	0.29%	0.29%	0.19%	0.19%

*Data not available

National Nuclear Security Administration

From September 30, 2010 To September 30, 2011

Table A12: PARTICIPATION IN CAREER DEVELOPMENT by Race/Ethnicity and Sex

	TOTAL			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female

Career Development Programs for GS 5 - 12:

Slots	#																	
Relevant Pool	%																	
Applied	#	6	2	4	0	3	2	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	33.33	66.66	0.00	50.00	33.33	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	5	2	3	0	2	2	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	40.00	60.00	0.00	40.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Programs for GS 13 - 14:

Slots	#																	
Relevant Pool	%																	
Applied	#	41	23	18	1	2	20	13	1	3	1	0	0	0	0	0	0	0
	%	100.00	56.10	43.90	2.44	4.88	48.78	31.71	2.44	7.32	2.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	23	11	12	0	2	9	7	1	3	1	0	0	0	0	0	0	0
	%	100.00	47.83	52.17	0.00	8.70	39.13	30.43	4.35	13.04	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Programs for GS 15 and SES:

Slots	#																	
Relevant Pool	%																	
Applied	#	5	2	3	0	0	2	2	0	0	0	1	0	0	0	0	0	0
	%	100.00	40.00	60.00	0.00	0.00	40.00	40.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Relevant Pool includes all employees in the pay grades eligible for the career development program.

National Nuclear Security Administration

Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A13

From September 30, 2010 To September 30, 2011

Full/PartTime Permanent Workforce

Recognition or Award Program - # Awards Given - Total Cash	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Time-Off Awards - 1-8 Hours																		
Total Time-Off Awards 1-8 Hours	#	112	87	25	15	6	64	15	1	2	3	1	0	0	2	1	2	0
	%	100.00	77.68	22.32	13.39	5.36	57.14	13.39	0.89	1.79	2.68	0.89	0.00	0.00	1.79	0.89	1.79	0.00
Total Hours		727	576	151	114	38	419	88	8	16	20	5	0	0	11	4	4	0
Average Hours		6.5	6.6	6.0	7.6	6.3	6.5	5.9	8.0	8.0	6.7	5.0	0.0	0.0	5.5	4.0	2.0	0.0
Time-Off Awards - 9+ Hours																		
Total Time-Off Awards Over 8 Hours	#	301	272	29	32	10	212	17	11	1	9	1	1	0	3	0	4	0
	%	100.00	90.37	9.63	10.63	3.32	70.43	5.65	3.65	0.33	2.99	0.33	0.33	0.00	1.00	0.00	1.33	0.00
Total Hours		4314	3840	474	476	142	2998	312	148	10	104	10	14	0	44	0	56	0
Average Hours		14.3	14.1	16.3	14.9	14.2	14.1	18.4	13.5	10.0	11.6	10.0	14.0	0.0	14.7	0.0	14.0	0.0
Cash Awards - \$100-\$500																		
Total Cash Awards \$500 and Under	#	547	419	128	72	22	298	84	21	12	19	3	1	0	6	5	2	2
	%	100.00	76.60	23.40	13.16	4.02	54.48	15.36	3.84	2.19	3.47	0.55	0.18	0.00	1.10	0.91	0.37	0.37
Total Amount		206494	152773	53721	26157	9502	108588	35553	7917	4800	6608	1379	475	0	2180	1987	848	500
Average Amount		377.5	364.6	419.7	363.3	431.9	364.4	423.3	377.0	400.0	347.8	459.7	475.0	0.0	363.3	397.4	424.0	250.0
Cash Awards - \$501+																		
Total Cash Awards \$501 and Over	#	2902	1942	960	262	213	1476	541	86	147	79	26	2	0	23	28	14	5
	%	100.00	66.92	33.08	9.03	7.34	50.86	18.64	2.96	5.07	2.72	0.90	0.07	0.00	0.79	0.96	0.48	0.17
Total Amount		9852782	6581310	3271472	839276	663480	5072482	1983550	282611	442913	278782	99946	6671	0	74276	73600	27212	7983
Average Amount		3395.2	3388.9	3407.8	3203.3	3114.9	3436.6	3666.5	3286.2	3013.0	3528.9	3844.1	3335.5	0.0	3229.4	2628.6	1943.7	1596.6
Quality Step Increases (QSIs)																		
Total QSIs	#	2283	1489	794	207	190	1122	429	70	123	57	23	3	0	17	27	13	2
	%	100.00	65.22	34.78	9.07	8.32	49.15	18.79	3.07	5.39	2.50	1.01	0.13	0.00	0.74	1.18	0.57	0.09
Total Benefit		18881919	12283705	6598214	1771809	1457062	9271571	3728262	549979	1007104	488174	230568	15176	0	125303	163394	61693	11824
Average Benefit		8270.7	8249.6	8310.1	8559.5	7668.7	8263.4	8690.6	7856.8	8187.8	8564.5	10024.7	5058.7	0.0	7370.8	6051.6	4745.6	5912.0
SES Cash Awards																		
Total Awards	#	89	72	17	4	0	65	16	3	0	0	1	0	0	0	0	0	0
	%	100.00	80.90	19.10	4.49	0.00	73.03	17.98	3.37	0.00	0.00	1.12	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount		931877	743224	188653	39049	0	674544	179668	29631	0	0	8985	0	0	0	0	0	0
Average Amount		10470.5	10322.6	11097.2	9762.3	0.0	10377.6	11229.3	9877.0	0.0	0.0	8985.0	0.0	0.0	0.0	0.0	0.0	0.0

National Nuclear Security Administration

Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A13

From September 30, 2010 To September 30, 2011

Full/PartTime Permanent Workforce

Recognition or Award Program - # Awards Given - Total Cash	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

National Nuclear Security Administration

From September 30, 2010 To September 30, 2011

Table A14: SEPARATIONS by Type of Separation - Distribution by Race/Ethnicity and Sex

		TOTAL			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	240	157	83	17	12	119	42	12	20	9	6	0	0	0	3	0	0
	%	100.0%	65.4%	34.6%	7.1%	5.0%	50.0%	17.5%	5.0%	8.3%	3.8%	2.5%	0.0%	0.0%	0.0%	1.3%	0.0%	0.0%
Involuntary	#	4	3	1	0	0	3	0	0	0	0	0	0	0	0	1	0	0
	%	100.0%	75.0%	25.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%
Total Separations	#	244	160	84	17	12	122	42	12	20	9	6	0	0	0	4	0	0
	%	100.0%	65.6%	34.4%	7.0%	4.9%	50.0%	17.2%	4.9%	8.2%	3.7%	2.5%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%
Total Work Force	#	2741	1784	955	226	203	1353	536	91	159	71	24	4	0	23	30	16	3
	%	100.0%	65.1%	35.0%	8.2%	7.4%	49.4%	19.6%	3.3%	5.8%	2.6%	0.9%	0.1%	0.0%	0.8%	1.1%	0.6%	0.1%

National Nuclear Security Administration

Total Workforce - Distribution by Disability (OPM Form 256 Self-Identification Codes)

Report Symbol: VP715B01

From September 30, 2010 To September 30, 2011

Total Workforce

Employment Tenure	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[04,05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16, 18] Deafness	[21,23,25] Blindness	[28,30,32-38] Missing Limbs	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy/Convulsive Disorder	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism Distortion of Limb/Spine	
TOTAL															
09/30/2010	#	2824	2631	66	127	13	1	1	0	3	4	2	0	2	0
	%	100	93.17	2.34	4.50	0.46	0.04	0.04	0.00	0.11	0.14	0.07	0.00	0.07	0.00
09/30/2011	#	2741	2540	63	138	14	2	1	0	3	4	2	0	2	0
	%	100	92.67	2.30	5.03	0.51	0.07	0.04	0.00	0.11	0.15	0.07	0.00	0.07	0.00
Difference	#	-83	-91	-3	11	1	1	0	0	0	0	0	0	0	0
Ratio Change	%		-0.50	-0.04	0.53	0.05	0.03	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00
Net Change	%	-2.94	-3.46	-4.55	8.66	7.69	100.00	0.00	0.0	0.00	0.00	0.00	0.0	0.00	0.0
Federal High	%					2.00									
PERMANENT															
09/30/2010	#	2754	2562	66	126	13	1	1	0	3	4	2	0	2	0
	%	100	93.03	2.40	4.58	0.47	0.04	0.04	0.00	0.11	0.15	0.07	0.00	0.07	0.00
09/30/2011	#	2678	2480	63	135	13	1	1	0	3	4	2	0	2	0
	%	100	92.61	2.35	5.04	0.49	0.04	0.04	0.00	0.11	0.15	0.07	0.00	0.07	0.00
Difference	#	-76	-82	-3	9	0	0	0	0	0	0	0	0	0	0
Ratio Change	%		-0.42	-0.05	0.46	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	-2.76	-3.20	-4.55	7.14	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.0	0.00	0.0
TEMPORARY															
09/30/2010	#	70	69	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	98.57	0.00	1.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
09/30/2011	#	63	60	0	3	1	1	0	0	0	0	0	0	0	0
	%	100	95.24	0.00	4.76	1.59	1.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	-7	-9	0	2	1	1	0	0	0	0	0	0	0	0
Ratio Change	%		-3.33	0.00	3.33	1.59	1.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	-10.00	-13.04	0.0	200.00	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NON-APPROPRIATED															
09/30/2010	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
09/30/2011	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

National Nuclear Security Administration

Total Workforce by Component - Distribution by Disability (OPM Form 256 Self-Identificatio

Report Symbol: VP715B02

As of September 30, 2011

Full/PartTime Permanent Workforce

Component	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[04, 05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Deafness	[21,23, 25] Blindness	[28,30,32-38] Missing Limbs	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy/ Convul. Dis.	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism/ Distortion Limb/Spine	
Total Work Force	#	2678	2480	63	135	13	1	1	0	3	4	2	0	2	0
	%	100	92.61	2.35	5.04	0.49	0.04	0.04	0.00	0.11	0.15	0.07	0.00	0.07	0.00
Federal High	%					2.00									

National Nuclear Security Administration	#	29	26	2	1	0	0	0	0	0	0	0	0	0	0
	%	100	89.66	6.90	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Deputy Admin. Defense Programs	#	775	730	15	30	3	0	0	0	0	1	1	0	1	0
	%	100	94.19	1.94	3.87	0.39	0.00	0.00	0.00	0.00	0.13	0.13	0.00	0.13	0.00
Deputy Admin. Defense Nuclear Nonprolif.	#	256	244	0	12	0	0	0	0	0	0	0	0	0	0
	%	100	95.31	0.00	4.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Deputy Admin. Naval Reactors	#	110	105	2	3	0	0	0	0	0	0	0	0	0	0
	%	100	95.45	1.82	2.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Associate Admin. Emergency Operations	#	100	91	4	5	0	0	0	0	0	0	0	0	0	0
	%	100	91.00	4.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Associate Admin. Defense Nuclear Security	#	102	88	4	10	0	0	0	0	0	0	0	0	0	0
	%	100	86.27	3.92	9.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Associate Administrator for External Affairs	#	10	9	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Office of General Counsel	#	43	41	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	95.35	4.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Associate Admin. Acquisition and Project Management	#	140	125	2	13	0	0	0	0	0	0	0	0	0	0
	%	100	89.29	1.43	9.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Associate Admin. Management and Budget	#	276	243	10	23	5	1	0	0	1	2	0	0	1	0
	%	100	88.04	3.62	8.33	1.81	0.36	0.00	0.00	0.36	0.72	0.00	0.00	0.36	0.00
Associate Admin. Information MGMT Chief Information Officer	#	39	36	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	92.31	2.56	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Associate Administrator for Safety and Health	#	47	43	3	1	0	0	0	0	0	0	0	0	0	0
	%	100	91.49	6.38	2.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Naval Reactors Laboratory Field Office	#	116	107	5	4	0	0	0	0	0	0	0	0	0	0
	%	100	92.24	4.31	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

National Nuclear Security Administration

Total Workforce by Component - Distribution by Disability (OPM Form 256 Self-Identificatio

Report Symbol: VP715B02

As of September 30, 2011

Full/PartTime Permanent Workforce

Component	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[04, 05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Deafness	[21,23, 25] Blindness	[28,30,32-38] Missing Limbs	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy/ Convul. Dis.	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism/ Distortion Limb/Spine	
NNSA Y-12 Site Office	#	80	77	0	3	0	0	0	0	0	0	0	0	0	
	%	100	96.25	0.00	3.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Pantex Site Office	#	78	73	1	4	2	0	1	0	0	1	0	0	0	
	%	100	93.59	1.28	5.13	2.56	0.00	1.28	0.00	0.00	1.28	0.00	0.00	0.00	
Sandia Site Office	#	99	85	6	8	1	0	0	0	1	0	0	0	0	
	%	100	85.86	6.06	8.08	1.01	0.00	0.00	0.00	1.01	0.00	0.00	0.00	0.00	
Kansas City Site Office	#	42	38	2	2	0	0	0	0	0	0	0	0	0	
	%	100	90.48	4.76	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Los Alamos Site Office	#	107	97	4	6	1	0	0	0	0	1	0	0	0	
	%	100	90.65	3.74	5.61	0.93	0.00	0.00	0.00	0.00	0.93	0.00	0.00	0.00	
Nevada Site Office	#	97	92	0	5	0	0	0	0	0	0	0	0	0	
	%	100	94.85	0.00	5.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Livermore Site Office	#	97	95	0	2	1	0	0	0	1	0	0	0	0	
	%	100	97.94	0.00	2.06	1.03	0.00	0.00	0.00	1.03	0.00	0.00	0.00	0.00	
Savannah River Site Office	#	31	31	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
NNSA Service Center *	#	4	4	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

* The NNSA Service Center was abolished in July 2011; however the final personnel actions did not occur until after FY2011.

National Nuclear Security Administration

Occupational Categories - Distribution by Disability

Report Symbol: VP715B03-1

As of September 30, 2011

Full/PartTime Permanent Workforce

Occupational Category	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[04, 05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16, 18] Deafness	[21,23,25] Blindness	[28,30,32-38] Missing Limbs	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy/ Convulsive Disorder	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism/ Distortion of Limb/Spine	
1. Officials and Managers															
- Executive/Senior Level (Grade 15 and SES)	#	429	403	13	13	0	0	0	0	0	0	0	0	0	0
	%	100	93.94	3.03	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13 and 14)	#	673	620	14	39	5	0	0	0	1	2	2	0	0	0
	%	100	92.12	2.08	5.79	0.74	0.00	0.00	0.00	0.15	0.30	0.30	0.00	0.00	0.00
- First-Level (Grades 12 and below)	#	71	61	4	6	0	0	0	0	0	0	0	0	0	0
	%	100	85.92	5.63	8.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Other Officials and Managers	#	501	460	16	25	0	0	0	0	0	0	0	0	0	0
	%	100	91.82	3.19	4.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Officials and Managers - TOTAL	#	1674	1544	47	83	5	0	0	0	1	2	2	0	0	0
	%	100	92.23	2.81	4.96	0.30	0.00	0.00	0.00	0.06	0.12	0.12	0.00	0.00	0.00
2. Professionals	#	592	552	13	27	4	1	0	0	0	1	0	0	2	0
	%	100	93.24	2.20	4.56	0.68	0.17	0.00	0.00	0.00	0.17	0.00	0.00	0.34	0.00
3. Technicians	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	81	60	2	19	4	0	1	0	2	1	0	0	0	0
	%	100	74.07	2.47	23.46	4.94	0.00	1.23	0.00	2.47	1.23	0.00	0.00	0.00	0.00
6. Craft Workers	#	326	319	1	6	0	0	0	0	0	0	0	0	0	0
	%	100	97.85	0.31	1.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

National Nuclear Security Administration

Occupational Categories - Distribution by Disability

Report Symbol: VP715B03-2

As of September 30, 2011

Full/PartTime Permanent Workforce

Occupational Category	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[04, 05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16, 18] Deafness	[21,23,25] Blindness	[28,30,32-38] Missing Limbs	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy/ Convulsive Disorder	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism/ Distortion of Limb/Spine	
1. Officials and Managers															
- Executive/Senior Level (Grade 15 and SES)	#	429	403	13	13	0	0	0	0	0	0	0	0	0	0
	%	16.02	16.25	20.63	9.63	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.0	0.00
- Mid-Level (Grades 13 and 14)	#	673	620	14	39	5	0	0	0	1	2	2	0	0	0
	%	25.13	25.00	22.22	28.89	38.46	0.00	0.00	0.0	33.33	50.00	100.00	0.0	0.00	0.0
- First-Level (Grades 12 and below)	#	71	61	4	6	0	0	0	0	0	0	0	0	0	0
	%	2.65	2.46	6.35	4.44	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.0	0.00	0.0
- Other Officials and Managers	#	501	460	16	25	0	0	0	0	0	0	0	0	0	0
	%	18.71	18.55	25.40	18.52	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.0	0.00	0.0
Officials and Managers - TOTAL	#	1674	1544	47	83	5	0	0	0	1	2	2	0	0	0
	%	62.51	62.26	74.60	61.48	38.46	0.00	0.00	0.0	33.33	50.00	100.00	0.0	0.00	0.0
2. Professionals	#	592	552	13	27	4	1	0	0	0	1	0	0	2	0
	%	22.11	22.26	20.63	20.00	30.77	100.00	0.00	0.0	0.00	25.00	0.00	0.0	100.00	0.0
3. Technicians	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.19	0.20	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.0	0.00	0.0
5. Administrative Support Workers	#	81	60	2	19	4	0	1	0	2	1	0	0	0	0
	%	3.02	2.42	3.17	14.07	30.77	0.00	100.00	0.0	66.67	25.00	0.00	0.0	0.00	0.0
6. Craft Workers	#	326	319	1	6	0	0	0	0	0	0	0	0	0	0
	%	12.17	12.86	1.59	4.44	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.0	0.00	0.0
Total Work Force	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across

National Nuclear Security Administration

Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B04-1L

As of September 30, 2011

Temporary Workforce

GS/GM SES and Related Grade	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[04,05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16,17,18] Deafness	[23, 25] Blindness	[28,30, 32-38] Miss.Limbs	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilipsy/ Convuls.Dis	[90] Severe Intellectual Disorder	[91] Psych. Disability	[92] Dwarfism/ Dis. Limb	
GS 01	#	4	3	0	1	1	1	0	0	0	0	0	0	0	
	%	100	75.00	0.00	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 02	#	14	14	0	0	0	0	0	0	0	0	0	0		
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS 03	#	10	9	0	1	0	0	0	0	0	0	0	0		
	%	100	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS 04	#	8	8	0	0	0	0	0	0	0	0	0	0		
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS 05	#	1	1	0	0	0	0	0	0	0	0	0	0		
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS 06	#	2	2	0	0	0	0	0	0	0	0	0	0		
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS 11	#	1	1	0	0	0	0	0	0	0	0	0	0		
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS 12	#	1	1	0	0	0	0	0	0	0	0	0	0		
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS/GM 13	#	3	3	0	0	0	0	0	0	0	0	0	0		
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS/GM 14	#	1	1	0	0	0	0	0	0	0	0	0	0		
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS/GM 15	#	3	2	0	1	0	0	0	0	0	0	0	0		
	%	100	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Total	#	48	45	0	3	1	1	0	0	0	0	0	0		
	%	100	93.75	0.00	6.25	2.08	2.08	0.00	0.00	0.00	0.00	0.00	0.00		

National Nuclear Security Administration

Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B04-2L

As of September 30, 2011

Full/PartTime Permanent Workforce

GS/GM SES and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[04,05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16,17,18] Deafness	[23, 25] Blindness	[28,30, 32-38] Miss.Limbs	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy/Convuls.Dis	[90] Severe Intellectual Disorder	[91] Psych. Disability	[92] Dwarfism/ Dis. Limb	
GS 03	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.09	0.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 04	#	8	7	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.34	0.33	0.00	0.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 05	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.34	0.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 06	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.26	0.23	0.00	0.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 07	#	33	28	0	5	0	0	0	0	0	0	0	0	0	0
	%	1.42	1.30	0.00	4.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 08	#	88	76	1	11	3	0	1	0	1	1	0	0	0	0
	%	3.78	3.54	1.79	9.02	25.00	0.00	100.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00
GS 09	#	134	130	1	3	0	0	0	0	0	0	0	0	0	0
	%	5.76	6.05	1.79	2.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 10	#	76	74	0	2	1	0	0	0	1	0	0	0	0	0
	%	3.27	3.44	0.00	1.64	8.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00
GS 11	#	192	182	2	8	0	0	0	0	0	0	0	0	0	0
	%	8.25	8.47	3.57	6.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 12	#	333	304	10	19	2	1	0	0	0	0	0	0	1	0
	%	14.31	14.15	17.86	15.57	16.67	100.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
GS/GM 13	#	317	294	7	16	1	0	0	0	0	1	0	0	0	0
	%	13.62	13.68	12.50	13.11	8.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00
GS/GM 14	#	496	452	16	28	4	0	0	0	1	1	2	0	0	0
	%	21.31	21.03	28.57	22.95	33.33	0.00	0.00	0.00	33.33	33.33	100.00	0.00	0.00	0.00
GS/GM 15	#	529	488	16	25	1	0	0	0	0	0	0	0	1	0
	%	22.73	22.71	28.57	20.49	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
Senior Executive Service	#	105	99	3	3	0	0	0	0	0	0	0	0	0	0
	%	4.51	4.61	5.36	2.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	#	2327	2149	56	122	12	1	1	0	3	3	2	0	2	0
	%	100	92.35	2.41	5.24	0.52	0.04	0.04	0.00	0.13	0.13	0.09	0.00	0.09	0.00

National Nuclear Security Administration

Participation Rates for Major Occupations - Distribution by Disability

Report Symbol: VP715B06L

As of September 30, 2011

Full/PartTime Permanent Workforce

Job Title / Series Agency Rate	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[04,05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16,17,18] Deafness	[23, 25] Blindness	[28,30, 32-38] Miss.Limbs	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy/ Convuls.Dis	[90] Severe Intellectual Disorder	[91] Psych. Disability	[92] Dwarfism/ Dis. Limb	
080 - Security Administration	#	137	124	5	8	1	0	0	0	1	0	0	0	0	
	%	100	90.51	3.65	5.84	0.73	0.00	0.00	0.00	0.73	0.00	0.00	0.00	0.00	
084 - Nuclear Materials Courier	#	348	340	2	6	0	0	0	0	0	0	0	0		
	%	100	97.70	0.57	1.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
130 - Foreign Affairs	#	127	122	0	5	0	0	0	0	0	0	0	0		
	%	100	96.06	0.00	3.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
301 - General Administrative	#	227	207	6	14	1	0	0	0	1	0	0	0		
	%	100	91.19	2.64	6.17	0.44	0.00	0.00	0.00	0.44	0.00	0.00	0.00		
343 - Management Analysis	#	201	183	7	11	0	0	0	0	0	0	0	0		
	%	100	91.04	3.48	5.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
801 - General Engineering	#	546	515	12	19	1	0	0	0	1	0	0	0		
	%	100	94.32	2.20	3.48	0.18	0.00	0.00	0.00	0.18	0.00	0.00	0.00		
840 - Nuclear Engineering	#	120	113	2	5	1	0	0	0	0	0	1	0		
	%	100	94.17	1.67	4.17	0.83	0.00	0.00	0.00	0.00	0.00	0.83	0.00		
1102 - Contract and Procurement	#	112	107	0	5	0	0	0	0	0	0	0	0		
	%	100	95.54	0.00	4.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1301 - General Physical Science	#	129	118	5	6	0	0	0	0	0	0	0	0		
	%	100	91.47	3.88	4.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Total	#	1947	1829	39	79	4	0	0	0	1	2	0	1		
	%	100	93.94	2.00	4.06	0.21	0.00	0.00	0.00	0.05	0.10	0.00	0.05		

National Nuclear Security Administration

Participation Rates for Major Occupations - Distribution by Disability

Report Symbol: VP715B06L

As of September 30, 2011

Temporary Workforce

Job Title / Series Agency Rate	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[04,05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16,17,18] Deafness	[23, 25] Blindness	[28,30, 32-38] Miss.Limbs	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy/ Convuls.Dis	[90] Severe Intellectual Disorder	[91] Psych. Disability	[92] Dwarfism/ Dis. Limb	
130 - Foreign Affairs	#	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
301 - General Administrative	#	11	11	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
801 - General Engineering	#	8	8	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
1301 - General Physical Science	#	2	1	0	1	0	0	0	0	0	0	0	0	0	
	%	100	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total	#	22	21	0	1	0	0	0	0	0	0	0	0	0	
	%	100	95.45	0.00	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

National Nuclear Security Administration

New Hires by Type of Appointment - Distribution by Disability (OPM Form 256 Self-Identific

Report Symbol: VP715B08

From September 30, 2010 To September 30, 2011

Total Workforce

Type of Appointment	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[04, 05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16, 18] Deafness	[21,23,25] Blindness	[28,30,32-38] Missing Limbs	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy/ Convulsive Disorder	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism/ Distortion of Limb/Spine	
Permanent	#	99	94	2	3	0	0	0	0	0	0	0	0	0	0
	%	100	94.95	2.02	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary	#	32	30	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	93.75	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	#	131	124	2	5	0	0	0	0	0	0	0	0	0	0
	%	100	94.66	1.53	3.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Prior Year Workforce *	%	100	93.17	2.34	4.50	0.46	0.04	0.04	0.00	0.11	0.14	0.07	0.00	0.07	0.00

* Prior Year Workforce totals are based on prior year workforce totals for B1 - not prior year new hires, per EEOC guidelines!

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Disability														
	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Job Series of Vacancy: 00080 - Security Administration														
Total Applications Received*	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified*	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	15	14	0	1	0	0	0	0	0	0	0	0	0
	%	93.3%	0.0%	6.7%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%	90.5%	3.7%	5.8%										
Job Series of Vacancy: 00084 - Nuclear Materials Courier														
Total Applications Received*	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified*	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	48	48	0	0	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%	97.7%	0.0%	0.0%	0%									
Job Series of Vacancy: 00130 - Foreign Affairs														
Total Applications Received*	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified*	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	14	14	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%	96.1%	0.0%	3.9%										
Job Series of Vacancy: 00343 - Program Administration														
Total Applications Received*	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected*	#	10	8	0	2	1	0	0	0	0	0	0	1	0
	%	80.00%	0.00%	20.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Relevant Applicant Pool	%	91.0%	3.5%	5.5%	0.0%									
Job Series of Vacancy: 00801 - General Engineering														
Total Applications Received*	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified*	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%	94.3%	2.2%	3.5%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series of Vacancy: 01102 - Procurement														
Total Applications Received*	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified*	#													
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%	95.5%	0.0%	4.5%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Data Not Available

**Not all major occupations listed due to small number of selections

Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Total Employees in Career Ladder	#	67	63	1	3	0									
	%	94.03%	1.49%	4.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Time in Grade in excess of minimum															
1-12 months*	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
13-24 months*	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
25+ months*	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

*Data not available

National Nuclear Security Administration
From September 30, 2010 to September 30, 2011

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, SES) POSITIONS by Disability

	Total by Disability Status					Detail for Targeted Disabilities									
	Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Job Series/Grade(s) of Vacancy: GS 13/14															
Relevant Pool		650	598	17	35	3	1			1			1		
Total Applications Received*	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified*	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	44	40	0	4	0	0	0	0	0	0	0	0	0	
	%	100%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Series/Grade(s) of Vacancy: GS 15															
Relevant Pool		496	452	16	28	4			1	1	2				
Total Applications Received*	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified*	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	27	26	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	21.03%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Series/Grade(s) of Vacancy: SES															
Relevant Pool		529	488	16	25	1							1		
Total Applications Received*	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified*	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	4	4	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

* Data not available

National Nuclear Security Administration

Employee Recognition and Awards - Distribution by Disability

Report Symbol: VP715B13

From September 30, 2010 To September 30, 2011

Full/PartTime Permanent Workforce

Recognition or Award Program - # Awards Given - Total Cash	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[04, 05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16, 18] Deafness	[21,23,25] Blindness	[28,30,32-38] Missing Limbs	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy/Convulsive Disorder	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism/Limb/Spine	
Time-Off Awards - 1-8 Hours															
Total Time-Off Awards 1-8 Hours	#	112	105	2	5	0	0	0	0	0	0	0	0	0	0
	%	100	93.75	1.79	4.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours		727	682	8	37	0	0	0	0	0	0	0	0	0	0
Average Hours		6.5	6.5	4.0	7.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Time-Off Awards - 9+ Hours															
Total Time-Off Awards Over 8 Hours	#	301	291	3	7	0	0	0	0	0	0	0	0	0	0
	%	100	96.68	1.00	2.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours		4314	4180	30	104	0	0	0	0	0	0	0	0	0	0
Average Hours		14.3	14.4	10.0	14.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Cash Awards - \$100-\$500															
Total Cash Awards \$500 and Under	#	547	504	4	39	0	0	0	0	0	0	0	0	0	0
	%	100	92.14	0.73	7.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount		206494	189974	1550	14970	0	0	0	0	0	0	0	0	0	0
Average Amount		377.5	376.9	387.5	383.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Cash Awards - \$501+															
Total Cash Awards \$501 and Over	#	2902	2698	65	139	7	0	0	0	0	0	2	0	5	0
	%	100	92.97	2.24	4.79	0.24	0.00	0.00	0.00	0.00	0.00	0.07	0.00	0.17	0.00
Total Amount		9852782	9182347	268156	402279	9855	0	0	0	0	0	2322	0	7533	0
Average Amount		3395.2	3403.4	4125.5	2894.1	1407.9	0.0	0.0	0.0	0.0	0.0	1161.0	0.0	1506.6	0.0
Quality Step Increases (QSIs)															
Total QSIs	#	2283	2135	47	101	3	0	0	0	0	0	1	0	2	0
	%	100	93.52	2.06	4.42	0.13	0.00	0.00	0.00	0.00	0.00	0.04	0.00	0.09	0.00
Total Benefit		18881919	17717367	423974	740578	14827	0	0	0	0	0	5118	0	9709	0
Average Benefit		8270.7	8298.5	9020.7	7332.5	4942.3	0.0	0.0	0.0	0.0	0.0	5118.0	0.0	4854.5	0.0

National Nuclear Security Administration
Employee Recognition and Awards - Distribution by Disability

Report Symbol: VP715B13

From September 30, 2010 To September 30, 2011

Full/PartTime Permanent Workforce

Recognition or Award Program - # Awards Given - Total Cash		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[04, 05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16, 18] Deafness	[21,23,25] Blindness	[28,30,32-38] Missing Limbs	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy/Convulsive Disorder	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism/ Distortion of Limb/Spine
SES Cash Awards															
Total Awards	#	89	85	2	2	0	0	0	0	0	0	0	0	0	0
	%	100	95.51	2.25	2.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount		931877	883644	26712	21521	0	0	0	0	0	0	0	0	0	0
Average Amount		10470.5	10395.8	13356.0	10760.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

APPENDICES



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.





The Secretary of Energy
Washington, D.C. 20585

July 22, 2011

MEMORANDUM FOR ALL DEPARTMENT OF ENERGY EMPLOYEES

FROM: STEVEN CHU 

SUBJECT: Policy Statement on Harassing Conduct and Retaliation in the Workplace

The purpose of this policy statement is to affirm the Department of Energy's responsibility to maintain a workplace free from harassment and retaliation, and to make sure that all employees are aware of my personal commitment to this goal.

Harassment is any unwelcome conduct, verbal, written, or physical, based on race, color, sex, religion, national origin, age, disability (physical or mental), sexual orientation, status as a parent, or protected genetic information that: (1) has the purpose or effect of unreasonably interfering with an employee's work performance; (2) creates an intimidating, hostile, or offensive work environment; or (3) affects an employee's employment opportunities or compensation.

Sexual harassment is any unwelcome behavior of a sexual nature, including but not limited to, unwelcome sexual advances, request for sexual favors, physical conduct of a sexual nature, or other similar behavior. Sexual harassment is not limited to prohibited conduct by a male employee toward a female employee. A male, as well as a female, may be a victim of sexual harassment. Similarly, sexual harassment is not limited to the actions of a supervisory employee toward a non-supervisory employee; the harasser may be an agent of the employer, a supervisory employee who does not supervise the victim, a coworker, or a non-employee.

I expect you to take steps to report or stop harassment (sexual or non-sexual) by reporting such behavior to any management official or directly to the Equal Employment Opportunity (EEO) office at your workplace. I want you to know that you are entitled to do so and be free from retaliation. Retaliation is a form of discrimination where an employee is subjected to an adverse employment action or harassment that creates a hostile or abusive work environment, solely because he or she opposed an unlawful employment practice.

"Opposing" an unlawful employment practice includes filing a charge of discrimination, participating in an investigation, proceeding or hearing, or taking other, similar action in opposition to the unlawful practice.



Supervisory employees are responsible for informing their respective management of any known workplace conduct which may constitute harassment. Supervisory employees who have knowledge of an act of possible harassment should contact their local EEO Office for guidance, even if they have been asked to keep the matter confidential. Supervisory employees are responsible for taking immediate and appropriate corrective action as advised by their local EEO and Human Resources offices.

Employees who wish to file a formal complaint of discrimination regarding harassment or retaliation must contact an EEO Counselor within 45 days of the date of the alleged discrimination, or 45 days from the date on which they reasonably become aware of the discrimination. The complaint process provides a prompt, thorough, and impartial investigation. The Department will seek to protect the confidentiality of harassment and retaliation allegations, to the extent possible, and will share information only with those who have a need to know in the performance of their official duties.

All employees have the right to work in an environment free from unlawful harassment and unlawful retaliation. Any employee of the Department of Energy who engages in harassment or retaliation in violation of the law or of this policy is subject to disciplinary action, which may include suspension or dismissal.

For more information regarding harassment in the workplace, or information on how to file an EEO complaint, go to <http://diversity.energy.gov>, and click on "Civil Rights."

This policy statement will be published annually in June pursuant with Equal Employment Opportunity Commission Management Directive 715, dated October 1, 2003.

November 2011

Administrator & Under Secretary for Nuclear Security: Thomas P. D'Agostino

Principal Deputy Administrator: Neile L. Miller

Chief of Defense Nuclear Safety
Don Nichols

Chief of Staff
(Vacant)

Office of Science and Policy
Dimitri Kusnezov

NA-1

Associate Principal Deputy Administrator
James Cavanagh

Office of Civil Rights
Yolanda Giron

Mission

Deputy Admin. for Defense Programs
Donald L. Cook
Prin. Asst. Dep. Admin.
Philip Calbos
Prin. Asst. Dep. Admin. for Military Application
BGEN Sandra Finan
NA-10

Deputy Admin. for Defense Nuclear Nonproliferation
Anne M. Harrington
Prin. Asst. Dep. Admin.
Mark Whitney (Acting)
NA-20

Deputy Admin. for Naval Reactors
ADM K. H. Donald, USN
Prin. Asst. Dep. Admin.
Stephen Trautman
NA-30

Assoc. Admin. for Emergency Operations
Joseph J. Krol
Dep. Assoc. Admin.
Deborah A. Wilber
NA-40

Assoc. Admin. for Defense Nuclear Security
Douglas Fremont
Dep. Assoc. Admin.
(Vacant)
NA-70

Assoc. Admin. and Deputy Under Secretary for Counterterrorism and Counterproliferation
Stephen Aoki
Dep. Assoc. Admin.
Phillip Niedzielski-Eichner
NA-80

Site Offices

Mission Support

Cyber Security

Associate Admin. for External Affairs
NA-EA
Clarence Bishop
Deputy Assoc. Admin.
(Vacant)

Office of General Counsel
NA-GC
Bruce Diamond
Deputy Gen Counsel
Henry Van Dyke

Associate Admin. for Acquisition & Project Management
NA-APM
Robert B. Raines
Deputy Assoc. Admin.
James W. Hollrith

Associate Admin. for Management & Budget
NA-MB
Kenneth W. Powers
Deputy Assoc. Admin.
Cynthia Lersten

Associate Admin. for Info. Mgmt. & CIO
NA-IM
Robert J. Osborn II
Deputy Assoc. Admin.
Wayne Jones

Associate Admin. for Safety & Health
NA-SH
Don Nichols (Acting)
Deputy Assoc. Admin.
(Vacant)

AGENCY OR DEPARTMENT: _____ REPORTING PERIOD: FY _____

PART I - PRE-COMPLAINT ACTIVITIES

EEO COUNSELOR		COUNSELINGS	INDIVIDUALS
A. INTENTIONALLY LEFT BLANK			
ADR INTAKE OFFICER		COUNSELINGS	INDIVIDUALS
B. INTENTIONALLY LEFT BLANK			
TOTAL COMPLETED/ENDED COUNSELINGS		COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS			
1. COUNSELED WITHIN 30 DAYS			
2. COUNSELED WITHIN 31 TO 90 DAYS			
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS			
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR			
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY			
3. COUNSELED BEYOND 90 DAYS			
4. COUNSELED DUE TO REMANDS			
D. PRE-COMPLAINT ACTIVITIES		COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD			
2. INITIATED DURING THE REPORTING PERIOD			
3. COMPLETED/ENDED COUNSELINGS			
a. SETTLEMENTS (MONETARY AND NON-MONETARY)			
b. WITHDRAWALS/NO COMPLAINT FILED			
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD			
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD			
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD			

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FRONTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			\$
6.			\$
7.			\$

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FRONTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			\$
6.			\$
7.			\$

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: _____ **REPORTING PERIOD: FY** _____

PART II - FORMAL COMPLAINT ACTIVITIES

A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD

B. COMPLAINTS FILED

C. REMANDS (sum of lines C1+C2+C3)

C.1. REMANDS (NOT INCLUDED IN A OR B)

C.2. REMANDS (INCLUDED IN A OR B)

C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE

C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS

D. TOTAL COMPLAINTS (sum of lines A+B+C1)

E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED

F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD

G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED

H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD

I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]

J. INDIVIDUALS FILING COMPLAINTS (Complainants)

K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
1. WORK FORCE				
a. TOTAL WORK FORCE				
b. PERMANENT EMPLOYEES				
2. COUNSELOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
3. INVESTIGATOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
4. COUNSELOR/INVESTIGATOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS						
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						

C. REPORTING LINE

1 EEO DIRECTOR'S NAME: _____

1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD? YES NO

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
PERSON: _____
TITLE: _____

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
PERSON: _____
TITLE: _____

4. WHO DOES THAT PERSON REPORT TO?
PERSON: _____
TITLE: _____

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE												
B. ASSIGNMENT OF DUTIES												
C. AWARDS												
D. CONVERSION TO FULL TIME												
E. DISCIPLINARY ACTION												
1. DEMOTION												
2. REPRIMAND												
3. SUSPENSION												
4. REMOVAL												
5.												
6.												
7.												
F. DUTY HOURS												
G. EVALUATION/APPRaisal												
H. EXAMINATION/TEST												
I. HARASSMENT												
1. NON-SEXUAL												
2. SEXUAL												
J. MEDICAL EXAMINATION												
K. PAY INCLUDING OVERTIME												
L. PROMOTION/NON-SELECTION												
M. REASSIGNMENT												
1. DENIED												
2. DIRECTED												
TOTAL ALL ISSUES BY BASES												
TOTAL ALL COMPLAINTS FILED BY BASES												
TOTAL ALL COMPLAINANTS BY BASES												

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
N. REASONABLE ACCOMMODATION												
O. REINSTATEMENT												
P. RETIREMENT												
Q. TERMINATION												
R. TERMS/CONDITIONS OF EMPLOYMENT												
S. TIME AND ATTENDANCE												
T. TRAINING												
U. OTHER (Please specify below)												
1.												
2.												
3.												
4.												
5.												
TOTAL ALL ISSUES BY BASES												
TOTAL ALL COMPLAINTS FILED BY BASES												
TOTAL ALL COMPLAINANTS BY BASES												

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE		
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA					
	MALE	FEMALE		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL						
A. APPOINTMENT/HIRE																
B. ASSIGNMENT OF DUTIES																
C. AWARDS																
D. CONVERSION TO FULL TIME																
E. DISCIPLINARY ACTION																
1. DEMOTION																
2. REPRIMAND																
3. SUSPENSION																
4. REMOVAL																
5.																
6.																
7.																
F. DUTY HOURS																
G. EVALUATION/APPRaisal																
H. EXAMINATION/TEST																
I. HARASSMENT																
1. NON-SEXUAL																
2. SEXUAL																
J. MEDICAL EXAMINATION																
K. PAY INCLUDING OVERTIME																
L. PROMOTION/NON-SELECTION																
M. REASSIGNMENT																
1. DENIED																
2. DIRECTED																
TOTAL ALL ISSUES BY BASES																
TOTAL ALL COMPLAINTS FILED BY BASES																
TOTAL ALL COMPLAINANTS BY BASES																

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE		
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA					
	MALE	FEMALE		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL						
N. REASONABLE ACCOMMODATION																
O. REINSTATEMENT																
P. RETIREMENT																
Q. TERMINATION																
R. TERMS/CONDITIONS OF EMPLOYMENT																
S. TIME AND ATTENDANCE																
T. TRAINING																
U. OTHER (Please specify below)																
1.																
2.																
3.																
4.																
5.																
TOTAL ALL ISSUES BY BASES																
TOTAL ALL COMPLAINTS FILED BY BASES																
TOTAL ALL COMPLAINANTS BY BASES																

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED BASES IN SETTLEMENTS																			
	RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMER INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE		HISPANIC/ LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations																				
1a. Number of Counselings Settled																				
1b. Number of Counselors Settled With																				
2. Complaint Settlement Allegations																				
2a. Number of Complaints Settled																				
2b. Number of Complainants Settled With																				
3. Final Agency Decision Findings																				
3a. Number FADs with Findings																				
3b. Number Complainants Issued FAD Findings																				
4. AJ Decision Findings																				
4a. Number AJ Decisions With Findings																				
5. Final Agency Order Findings Implemented																				
5a. Number of Final Orders With Findings Implemented																				
5b. # of Complainants issued FOs with Findings Implemented																				
TOTAL SETTLEMENT ALLEGATIONS																				
TOTAL FINAL ACTION FINDINGS																				

PART IVB - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS																											
	APPOINTMENT/ HIRE	ASSIGNMENT OF DUTIES	AWARDS	CONVERSION TO FULL TIME	DISCIPLINARY ACTION				DUTY HOURS	EVAL/ APPRAISAL	EXAM/ TEST	HARASSMENT		MEDICAL EXAM	PAY/ OVERTIME	PROMOTION/ NON- SELECTION	REASSIGNMENT		REASONABLE ACCOMM	REIN- STATEMENT	RETIREMENT	TERMINATION	TERMS & CONDITIONS					
					DEMOTION	REPRIMAND	SUSPENSION	REMOVAL				NON-SEXUAL	SEXUAL				DENIED	DIRECTED					EMPLOYMENT	TIME AND ATTENDANCE	TRAINING	OTHER		
1. Counseling Settlement Allegations																												
1a. Number of Counselings Settled																												
1b. Number of Counselors Settled With																												
2. Complaint Settlement Allegations																												
2a. Number of Complaints Settled																												
2b. Number of Complainants Settled With																												
3. Final Agency Decision Findings																												
3a. Number FADs with Findings																												
3b. Number Complainants Issued FAD Findings																												
4. AJ Decision Findings																												
4a. Number AJ Decisions With Findings																												
5. Final Agency Order Findings Implemented																												
5a. Number of Final Orders With Findings Implemented																												
5b. # of Complainants issued FOs with Findings Implemented																												
TOTAL SETTLEMENT ALLEGATIONS																												
TOTAL FINAL ACTION FINDINGS																												

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

- 1. TITLE VII
- 1a. PREGNANCY DISCRIMINATION ACT (PDA)
- 2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
- 3. REHABILITATION ACT
- 4. EQUAL PAY ACT (EPA)
- 5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

B. TOTAL BY STATUTES

THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)			
1. WITHDRAWALS			
a. NON-ADR WITHDRAWALS			
b. ADR WITHDRAWALS			
2. SETTLEMENTS			
a. NON-ADR SETTLEMENTS			
b. ADR SETTLEMENTS			
3. FINAL AGENCY ACTIONS (B+C)			
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)			
1. FINDING DISCRIMINATION			
2. FINDING NO DISCRIMINATION			
3. DISMISSAL OF COMPLAINTS			
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)			
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)			
(a) FINDING DISCRIMINATION			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)			
(a) FINDING DISCRIMINATION (i+ii+iii)			
i. AGENCY APPEALED FINDING BUT NOT REMEDY			
ii. AGENCY APPEALED REMEDY BUT NOT FINDING			
iii. AGENCY APPEALED BOTH FINDING AND REMEDY			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)			
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST			
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD			
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)			
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION			
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION			

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS		
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT		\$
1. BACK PAY/FRONT PAY		\$
2. LUMP SUM PAYMENT		\$
3. COMPENSATORY DAMAGES		\$
4. ATTORNEY FEES AND COSTS		\$
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT		
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
1. HIRES		
a. RETROACTIVE		
b. NON-RETROACTIVE		
2. PROMOTIONS		
a. RETROACTIVE		
b. NON-RETROACTIVE		
3. EXPUNGEMENTS		
4. REASSIGNMENTS		
5. REMOVALS RESCINDED		
a. REINSTATEMENT		
b. VOLUNTARY RESIGNATION		
6. ACCOMMODATIONS		
7. TRAINING		
8. APOLOGY		
9. DISCIPLINARY ACTIONS		
a. RESCINDED		
b. MODIFIED		
10. PERFORMANCE EVALUATION MODIFIED		
11. LEAVE RESTORED		
12		
13		
14		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+1a+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)				
1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS				
2. COMPLAINTS PENDING IN INVESTIGATION				
3. COMPLAINTS PENDING IN HEARINGS				
4. COMPLAINTS PENDING A FINAL AGENCY ACTION				

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)			
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			
1. TIMELY COMPLETED INVESTIGATIONS			
2. UNTIMELY COMPLETED INVESTIGATIONS			
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			
2. AGENCY INVESTIGATION COSTS	\$		\$
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			
1. TIMELY COMPLETED INVESTIGATIONS			
2. UNTIMELY COMPLETED INVESTIGATIONS			
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			
4. CONTRACTOR INVESTIGATION COSTS	\$		\$

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY				
2. REJECTED BY INDIVIDUAL (COUNSELEE)				
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
1. INHOUSE				
2. ANOTHER FEDERAL AGENCY				
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4. MULTIPLE RESOURCES USED (Please specify in a comment box)				
5. FEDERAL EXECUTIVE BOARD				
6.				
7.				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
1. MEDIATION				
2. SETTLEMENT CONFERENCES				
3. EARLY NEUTRAL EVALUATIONS				
4. FACTFINDING				
5. FACILITATION				
6. OMBUDSMAN				
7. PEER REVIEW				
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)				
9.				
10.				
11.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
1. TOTAL CLOSED				
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b. NO FORMAL COMPLAINT FILED				
c. COMPLAINT FILED				
i. NO RESOLUTION				
ii. NO ADR ATTEMPT (aka Part X.E.1.d)				
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD				
2. INTENTIONALLY LEFT BLANK				

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
1.	ADR OFFERED BY AGENCY				
2.	REJECTED BY COMPLAINANT				
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	INHOUSE				
2.	ANOTHER FEDERAL AGENCY				
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)				
5.	FEDERAL EXECUTIVE BOARD				
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	MEDIATION				
2.	SETTLEMENT CONFERENCES				
3.	EARLY NEUTRAL EVALUATIONS				
4.	FACTFINDING				
5.	FACILITATION				
6.	OMBUDSMAN				
7.	MINI-TRIALS				
8.	PEER REVIEW				
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)				
10.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED				
	a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
	b. WITHDRAWAL FROM EEO PROCESS				
	c. NO RESOLUTION				
	d. NO ADR ATTEMPT				
2.	INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTALS)			\$	
	a. COMPENSATORY DAMAGES			\$	
	b. BACKPAY/FRONTPAY			\$	
	c. LUMP SUM			\$	
	d. ATTORNEY FEES AND COSTS			\$	
	e.			\$	
	f.			\$	
	g.			\$	
2.	NON-MONETARY (INSERT TOTALS)				
	a. HIRES				
	i. RETROACTIVE				
	ii. NON-RETROACTIVE				
	b. PROMOTIONS				
	i. RETROACTIVE				
	ii. NON-RETROACTIVE				
	c. EXPUNGEMENTS				
	d. REASSIGNMENTS				
	e. REMOVALS RESCINDED				
	i. REINSTATEMENT				
	ii. VOLUNTARY RESIGNATION				
	f. ACCOMMODATIONS				
	g. TRAINING				
	h. APOLOGY				
	i. DISCIPLINARY ACTIONS				
	i. RESCINDED				
	ii. MODIFIED				
	j. PERFORMANCE EVALUATION MODIFIED				
	k. LEAVE RESTORED				
	l.				
	m.				

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: _____

REPORTING PERIOD: FY _____

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED			
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR			
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)			
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)			
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)			
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)			
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)			
D. EEO ADR FUNDING SPENT	AMOUNT		
	\$		

E. EEO ADR CONTACT INFORMATION

1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER _____
2. TITLE _____
3. TELEPHONE NUMBER _____ 4. EMAIL _____

F. EEO ADR PROGRAM INFORMATION

	YES	NO
1. Does the agency require the alleged responsible management official to participate in EEO ADR?		
1a. If yes, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2010 through September 30, 2011, is accurate and complete.

NAME AND TITLE OF CERTIFYING OFFICIAL: _____

SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature)

DATE: _____ TELEPHONE NUMBER: _____ E-MAIL: _____

NAME AND TITLE OF PREPARER: _____

DATE: _____ TELEPHONE NUMBER: _____ E-MAIL: _____

The FY 2011 report (with the PIN entered) is due on or before October 31, 2011.

Appendix A - Comments

Definitions

The following definitions apply to this Directive:

1. **Applicant:** A person who applies for employment.
2. **Applicant Flow Data:** Information reflecting characteristics of the pool of individuals applying for an employment opportunity.
3. **Barrier:** An agency policy, principle, practice or condition that limits or tends to limit employment opportunities for members of a particular gender, race or ethnic background or for an individual (or individuals) based on disability status.
4. **Disability:** For the purpose of statistics, recruitment, and targeted goals, the number of employees in the workforce who have indicated having a disability on an Office of Personnel Management Standard Form (SF) 256. For all other purposes, the definition contained in 29 C.F.R. § 1630.2 applies.
5. **Civilian Labor Force (CLF):** Persons 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.
6. **Employees:** Members of the agency's permanent or temporary work force, whether full or part-time and whether in competitive or excepted service positions.
7. **Employment Decision:** Any decision affecting the terms and conditions of an individual's employment, including but not limited to hiring, promotion, demotion, disciplinary action and termination.
8. **Feeder Group or Pool:** Occupational group(s) from which selections to a particular job are typically made.
9. **Fiscal Year:** The period from October 1 of one year to September 30 of the following year.
10. **Goal:** Under the Rehabilitation Act, an identifiable objective set by an agency to address or eliminate barriers to equal employment opportunity or to address the lingering effects of past discrimination.
11. **Major Occupations:** Agency occupations that are mission related and heavily populated, relative to other occupations within the agency.
12. **Onsite Program Review:** Visit by EEOC representatives to an agency to evaluate the agency's compliance with the terms of this Directive and/or to provide technical assistance.
13. **Reasonable Accommodation:** Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by similarly situated individuals without a disability. For a more complete definition, see 29 C.F.R. § 1630.2(o). See also, EEOC's Enforcement Guidance on Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act, No. 915.002 (October 17, 2002).
14. **Relevant Labor Force:** The source from which an agency draws or recruits applicants for employment or an internal selection such as a promotion.

15. **Section 501 Program:** The affirmative program plan that each agency is required to maintain under Section 501 of the Rehabilitation Act to provide individuals with disabilities adequate hiring, placement, and advancement opportunities.
16. **Section 717 Program:** The affirmative program of equal employment opportunity that each agency is required to maintain for all employees and applicants for employment under Section 717 of Title VII.
17. **Selection Procedure:** Any employment policy or practice that is used as a basis for an employment decision.
18. **Special Recruitment Program:** A program designed to monitor recruitment of, and track applications from, persons with targeted disabilities.
19. **Targeted Disabilities:** Disabilities that the federal government, as a matter of policy, has identified for special emphasis in affirmative action programs. They are: 1) deafness; 2) blindness; 3) missing extremities; 4) partial paralysis; 5) complete paralysis; 6) convulsive disorders; 7) mental retardation; 8) mental illness; and 9) distortion of limb and/or spine.
20. **Technical Assistance:** Training, assistance or guidance provided by the EEOC in writing, over the telephone or in person.

NNSA Career Path Band Structure

NNSA Demonstration Project – Career Path Band Structure					
Career Path	Pay Band I	Pay Band II	Pay Band III	Pay Band IV	Pay Band V
Engineering & Scientific (NN)	GS-5 – GS-8	GS-9 – GS-11	GS-12 – GS-13	GS-14 – GS-15	NA
Professional, Technical & Administrative (NQ)	GS-5 – GS-8	GS-9 – GS-12	GS-13 – GS-14	GS-15	NA
Nuclear Materials Couriers/Federal Agents (NV)	GS-8 – GS-10	GS-11	GS-12	GS-13	NA
Technician & Administrative Support (NU)	GS-1 – GS-4	GS-5 – GS-8	GS-9	NA	NA
Future Leaders (NF)	GS-5 – GS-8	GS-9 – GS-11	GS-12 – GS-13	NA	NA
Excepted Service (EN, EJ, and EK)	NA	GS-5 – GS-11	GS-12 – GS-13	GS-14 – GS-15	>GS-15
Senior Executive Service (ES)	NA	NA	NA	NA	NA

NNSA has established career paths that reflect actual career patterns and grade level progression in the existing NNSA workforce, and group one or more occupational series together in a banding structure, e.g., set of work levels and rate range, specific to the occupations within a given career path.

Engineering and Scientific Career Path (NN): Encompasses all professional positions classified in the GS-800 and GS-1300 job series.

Professional, Technical, and Administrative Career Path (NQ): Encompasses all OPM-recognized professional occupations (except GS-800 Engineers and GS-1300 Physical Scientists) requiring positive education requirements, and all other subject-matter, business, and administrative occupations characterized by a traditional two-grade interval pattern of grade progression. Examples of the occupational series in this career path are: 018 Safety and Occupational Health Specialist, 080 Security Specialist, 130 Foreign Affairs Specialist, 343 Management and Program Analyst, 510 Accountant, 560 Budget Analyst, 905 Attorney, 1102 Contract Specialist, 2101 Transportation.

Technician and Administrative Support Career Path (NU): Encompasses technicians, administrative assistants, secretarial, and clerical occupations characterized by a traditional one-grade interval pattern of grade progression, including positions in the following job series: 318 Secretary, 303 Program Assistant, 802 Engineering Technician, and similar positions .

Nuclear Materials Couriers Career Path (NV): Encompasses all positions classified into the GS-084 job series responsible for the secure transportation of special nuclear materials and weapons components.

Future Leaders Career Path (NF): Encompasses the positions of all interns during their enrollment in the NNSA 2-year Future Leaders Program (FLP), in various engineering, scientific, business, and administrative occupations.

Excepted Service Path/Positions (EJ, EK and EN): Encompasses Excepted Service positions authorized under Title 32 of the National Defense Authorization Act for FY 2000. Public Law 106-65, Section 3241 (NNSA Act). ES positions are Senior Executive Service (SES) positions managed by the U.S. Office of Personnel Management.