Fiscal Year 2011
Year-End Workforce Diversity

Assistant Deputy Administrator for Secure Transportation NA-15

Prepared March 2012
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OCR Functions:

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

► EEO training, education, and briefings
► EEO administrative support to NNSA, DOE, & EEOC

Welcome from the Equal Employment Opportunity Manager

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

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

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

Debra Parrish
EEO Manager
Office of Civil Rights

Equal Employment Opportunity: Collaborating for Mission Success

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Assistant Deputy Administrator for Secure Transportation

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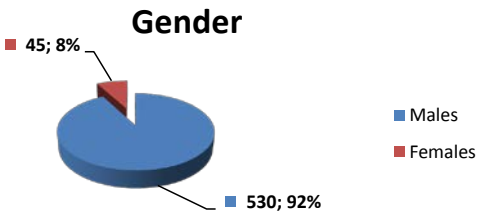
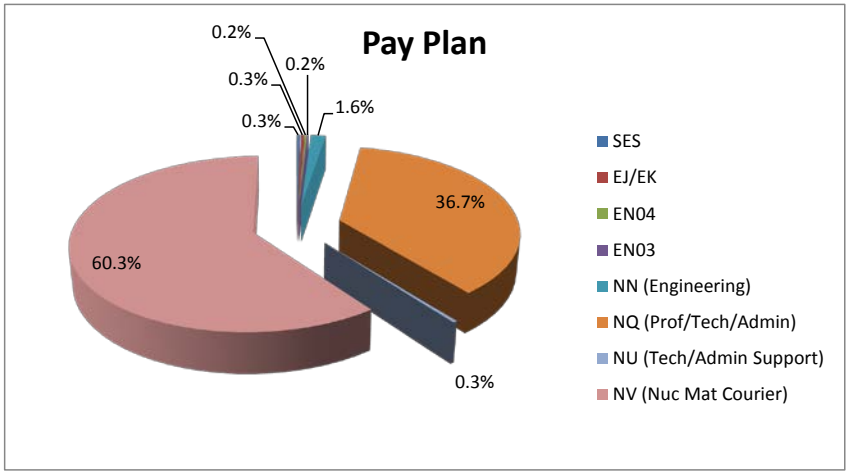
Workforce Diversity
Assistant Deputy Administrator for Secure Transportation, NA-15
As of September 24, 2011

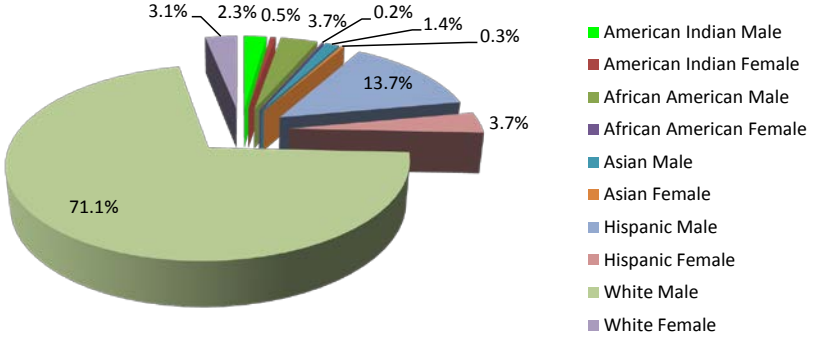
TOTAL WORKFORCE				
YEAR	2010	2011	CHANGE	
Total number of employees	607	575	-5.27%	↓
GENDER				
YEAR	2010	2011	CHANGE	
Males	561	530	-5.53%	↓
Females	46	45	-2.17%	↓

PAY PLAN				
YEAR	2010	2011	CHANGE	
SES	2	2	0.00%	/
EJ/EK	2	2	0.00%	/
EN04	1	1	0.00%	/
EN03	2	1	-50.00%	↓
NN (Engineering)	9	9	0.00%	/
NQ (Prof/Tech/Admin)	207	211	1.93%	↑
NU (Tech/Admin Support)	2	2	0.00%	/
NV (Nuc Mat Courier)	382	347	-9.16%	↓



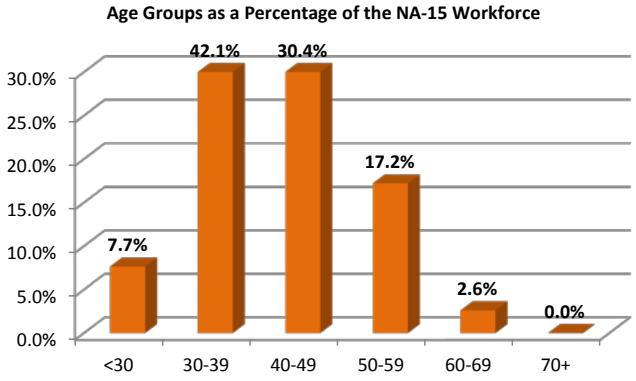


DIVERSITY						
YEAR	2010	2011	CHANGE		%of 2011 Work-force	2000 Civilian Labor Force (2010 Census not available as of Oct. 2011)
American Indian Male	12	13	8.33%	↑	2.26%	0.34%
American Indian Female	3	3	0.00%	/	0.52%	0.32%
African American Male	23	21	-8.70%	↓	3.65%	4.84%
African American Female	1	1	0.00%	/	0.17%	5.66%
Asian Male	8	8	0.00%	/	1.39%	1.92%
Asian Female	2	2	0.00%	/	0.35%	1.71%
Hispanic Male	83	79	-4.82%	↓	13.74%	6.17%
Hispanic Female	23	21	-8.70%	↓	3.65%	4.52%
White Male	435	409	-5.98%	↓	71.13%	39.03%
White Female	17	18	5.88%	↑	3.13%	33.74%

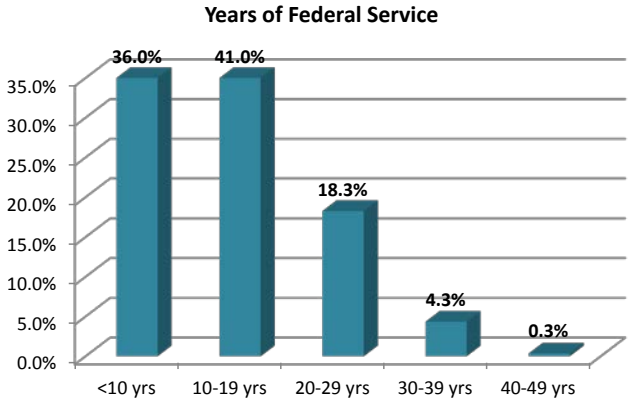


Workforce Diversity
Assistant Deputy Administrator for Secure Transportation, NA-15
As of September 24, 2011

SPECIAL				
YEAR	2010	2011	CHANGE	
DISABILITY	20	24	20.00%	↑
VETERANS	371	348	-6.20%	↓

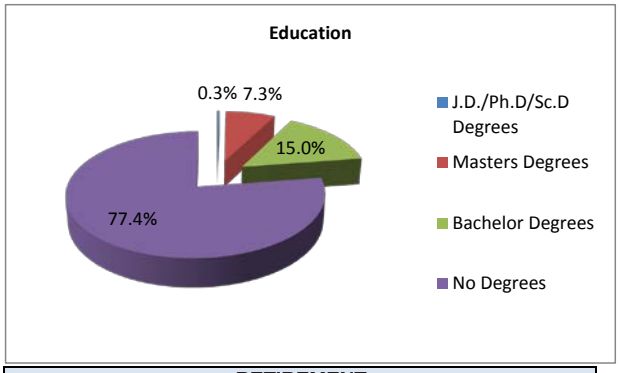


AGE				
YEAR	2010	2011	CHANGE	
AVERAGE AGE	40.4	41.3	2.23%	↑
UNDER 30	66	44	-33.33%	↓
30-39	272	242	-11.03%	↓
40-49	164	175	6.71%	↑
50-59	87	99	13.79%	↑
60-69	18	15	16.67%	↑
70 AND UP	0	0	0.00%	/



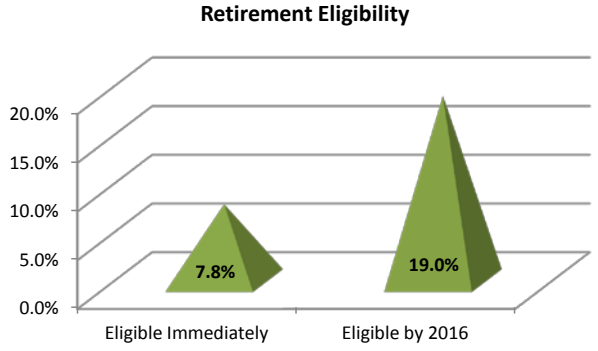
YEARS OF FEDERAL SERVICE				
YEAR	2010	2011	CHANGE	
AVERAGE LENGTH	13.2	14.0	6.06%	↑
LESS THAN 10 YEARS	253	207	-18.18%	↓
10-19 YEARS	222	236	6.30%	↑
20-29 YEARS	109	105	-3.67%	↓
30-39 YEARS	23	25	8.70%	↑
40-49 YEARS	0	2	Infinity	↑

EDUCATION				
YEAR	2010	2011	CHANGE	
J.D./Ph.D/Sc.D Degrees	2	2	0.00%	/
Masters Degrees	39	42	7.69%	↑
Bachelors Degrees	93	86	-7.53%	↓
No Degrees	473	445	-5.92%	↓



RETIREMENT				
YEAR	2010	2011	CHANGE	
ELIGIBLE TO RETIRE IMMEDIATELY	39	45	15.38%	↑
ELIGIBLE TO RETIRE BY 9/25/2016	106	109	2.83%	↑

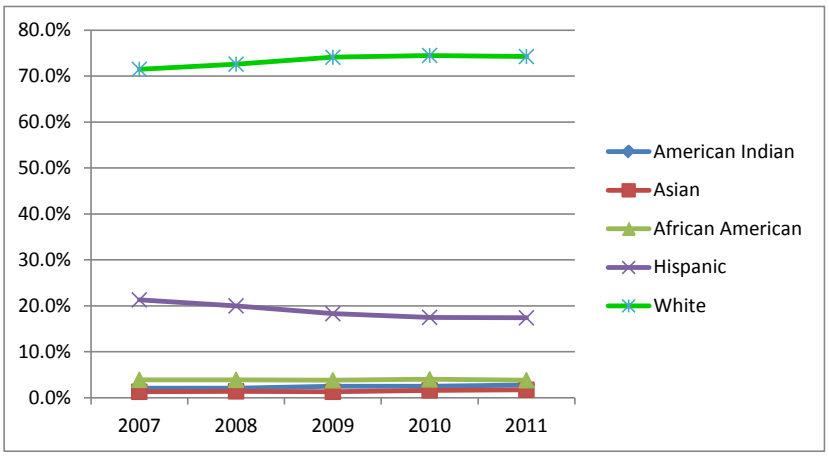
FY 2010 Eligible to retire immediately = as of 9/25/2010; and five years: by 9/25/2015



SUPERVISOR RATIO				
YEAR	2010	2011	CHANGE	
SUPERVISORS	73	75	2.74%	↑
SUPERVISORS RATIO	7.3 to 1	6.7 to 1	-8.22%	↓

PERSONNEL BY PERCENTAGE - 5 YEAR DATA
Assistant Deputy Administrator for Secure Transportation, NA-15

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	0.6%	1.5%	0.5%	1.6%	0.5%	2.0%	0.5%	2.0%	0.5%	2.3%
Asian	0.2%	1.1%	0.2%	1.2%	0.3%	1.0%	0.3%	1.3%	0.4%	1.4%
African American	0.2%	3.7%	0.2%	3.7%	0.0%	3.8%	0.2%	3.8%	0.2%	3.7%
Hispanic	4.5%	16.8%	4.1%	15.9%	3.7%	14.6%	3.8%	13.7%	3.7%	13.7%
Total Minorities	5.5%	23.1%	5.0%	22.4%	4.5%	21.4%	4.8%	20.8%	4.7%	21.0%
Non-Minorities	3.5%	68.0%	2.8%	69.8%	2.5%	71.6%	2.8%	71.7%	3.1%	71.1%



Participation in the NA-15 workforce in the five-year period: "Low Percentage" indicates the year or years of lowest participation as a percentage of the total workforce. "High Percentage" indicates the year or years of highest participation as a percentage of the total NA-15 workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
American Indian female*	2008 - 2011 -- 0.5%	2007 - 0.6%	0.32%
American Indian male	2007 - 1.5%	2011 - 2.3%	0.34%
Asian female*	2007 - 2008 - 0.2%	2011 - 0.4%	1.71%
Asian male*	2009 - 1.0%	2011 - 1.4%	1.92%
African American female*	2009 - 0.0%	07, '08, '10, '11-- 0.2%	5.66%
African American male	07, '08, '11 - 3.7%	09, '10 - 3.8%	4.84%
Hispanic female	2009 & 2011 - 3.7%	2007 - 4.5%	4.52%
Hispanic male	2007 - 16.8%	2010 - 2011 - 13.7%	6.17%
White female	2009 - 2.5%	2007 - 3.5%	33.74%
White male	2010 - 71.7%	2007 - 68.0%	39.03%

The importance of the above is to look at the NA-15 workforce as reflective of the Civilian Labor Force (CLF). As of this report, November 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

Managing diversity seeks progress toward the CLF for those groups that would be under-represented when compared to the CLF: NA-15 with one African American female on-board, under the 2000 CLF; White female employment significantly below the 2000 CLF.

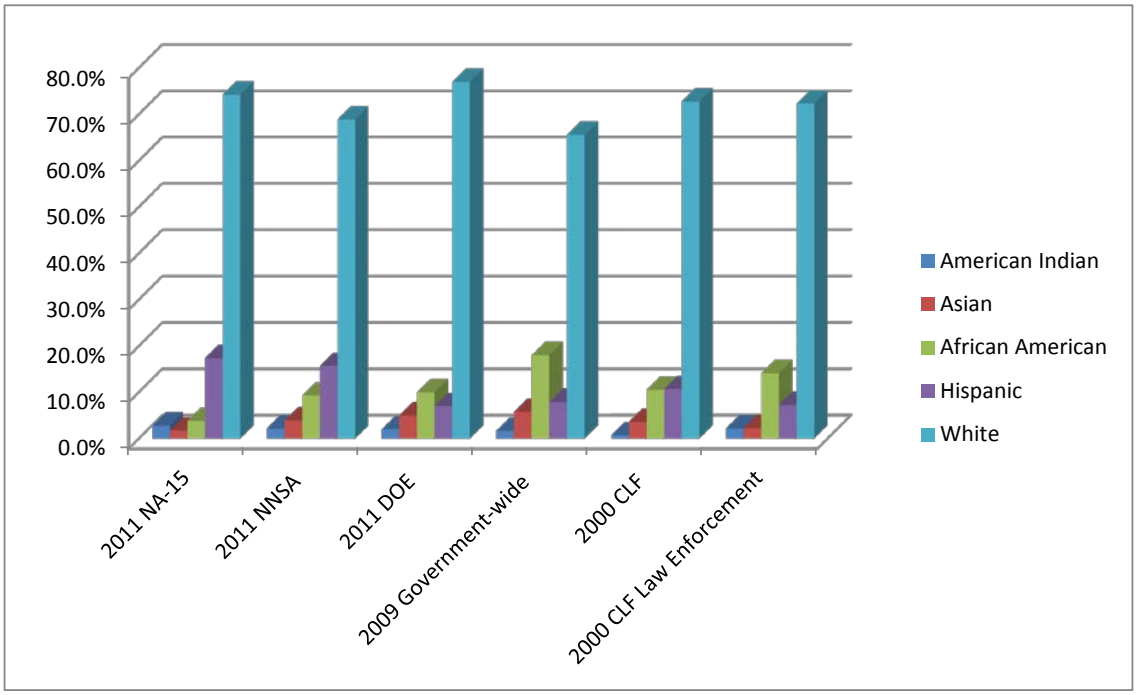
* No change in the on-board number from 2010 to 2011 fiscal year-end.

Comparisons to Other Workforces and the Civilian Labor Force

Assistant Deputy Administrator for Secure Transportation, NA-15

The Charts on this page depict the workforce diversity of NA-15 compared to NNSA-wide; the Department of Energy (DOE) 2011; the 2009 Executive Branch of government (from www.EEOC.gov -- 2010 and 2011 figures not available at the time of this report, November 2011); and the 2000 Department of Labor's Civilian Labor Force (CLF) (2010 Census data not available at the time of this report, November 2011).

	American Indian	Asian	African American	Hispanic	White
2011 NA-15	2.8%	1.7%	3.8%	17.4%	74.3%
2011 NNSA	2.2%	3.9%	9.3%	15.7%	68.9%
2011 DOE	2.0%	5.0%	10.0%	7.0%	77.0%
2009 Government-wide	1.7%	5.8%	18.0%	7.9%	65.6%
2000 CLF	0.7%	3.6%	10.5%	10.7%	72.8%
2000 CLF Law Enforcement	2.2%	2.3%	14.1%	7.3%	72.3%



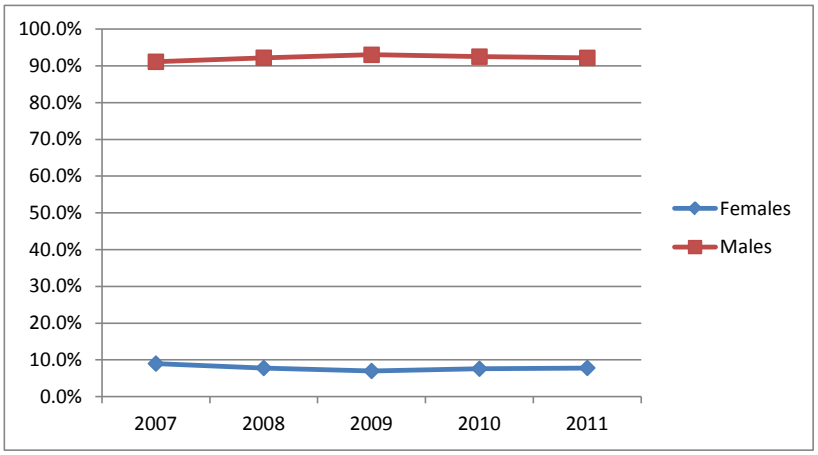
NA-15 employee population participation as compared to other workforces (above, below, or equal to):

- American Indian participation is **above** all comparators.
- Asian participation is **below** all comparators.
- African American participation is **below** all comparators.
- Hispanic participation is **above** all comparators.
- White participation is **above** NNSA-wide; 2009 federal government; the 2000 CLF; and the 2000 CLF for the occupational group "Law Enforcement"; and **below** 2011 DOE-wide.

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

PERSONNEL BY PERCENTAGE - 5 YEAR DATA
Assistant Deputy Administrator for Secure Transportation, NA-15
By Gender

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	0.6%	1.5%	0.5%	1.6%	0.5%	2.0%	0.5%	2.0%	0.5%	2.3%
Asian	0.2%	1.1%	0.2%	1.2%	0.3%	1.0%	0.3%	1.3%	0.4%	1.4%
African American	0.2%	3.7%	0.2%	3.7%	0.0%	3.8%	0.2%	3.8%	0.2%	3.7%
Hispanic	4.5%	16.8%	4.1%	15.9%	3.7%	14.6%	3.8%	13.7%	3.7%	13.7%
Total Minorities	5.5%	23.1%	5.0%	22.4%	4.5%	21.4%	4.8%	20.8%	4.7%	21.0%
Non-Minorities	3.5%	68.0%	2.8%	69.8%	2.5%	71.6%	2.8%	71.7%	3.1%	71.1%



Participation in the NA-15 workforce in the five-year period: "Low Percentage" indicates the year or years of lowest participation as a percentage of the total workforce. "High Percentage" indicates the year or years of highest participation as a percentage of the total NA-15 workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
NA-15 females	2009 - 2011 - 29.0%	2007 - 31.0%	46.77%
NA-15 males	2008 - 67.0%	2011 - 71.1%	53.23%

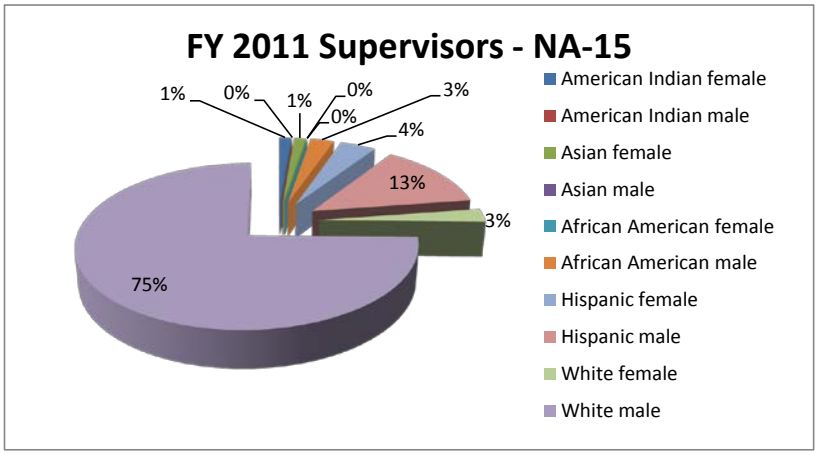
The importance of the above is to look at the NA-15 workforce as reflective of the Civilian Labor Force (CLF). As of this report, November 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

	Females	Males
2007	9.0%	91.1%
2008	7.8%	92.2%
2009	7.0%	93.0%
2010	7.6%	92.5%
2011	7.8%	92.2%

In the five-year period, 2007-2011, the percentage of the total population for both females and males shows a slight decline in female employment from 2007 to 2011; and a slight increase in the employment of males at NA-15. Female employment at NA-15 is below the CLF in all five years; and male employment is above the CLF in all five years.

NA-15 Assistant Deputy Administrator for Secure Transportation
Supervisory Workforce

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
FY 2010	1	0	1	0	0	2	2	10	1	56	73
FY 2011	1	0	1	0	0	2	3	10	2	56	75



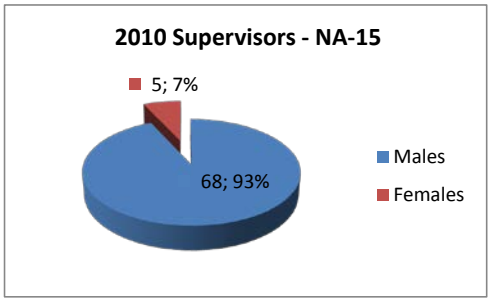
Total supervisory workforce increased from FY 2010, 73, to 75 in FY 2011

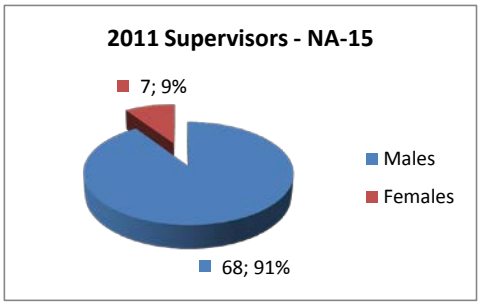
No decreases in supervisory participation of any of the groups from the prior year

Increases in supervisory participation of:
- Hispanic female - plus 1 to a total of 3
- White female - plus 1 to a total of 2

No change in Supervisory participation of:
- American Indian female, 1
- Asian female, 1
- African American male, 2
- Hispanic male, 10
- White male, 56

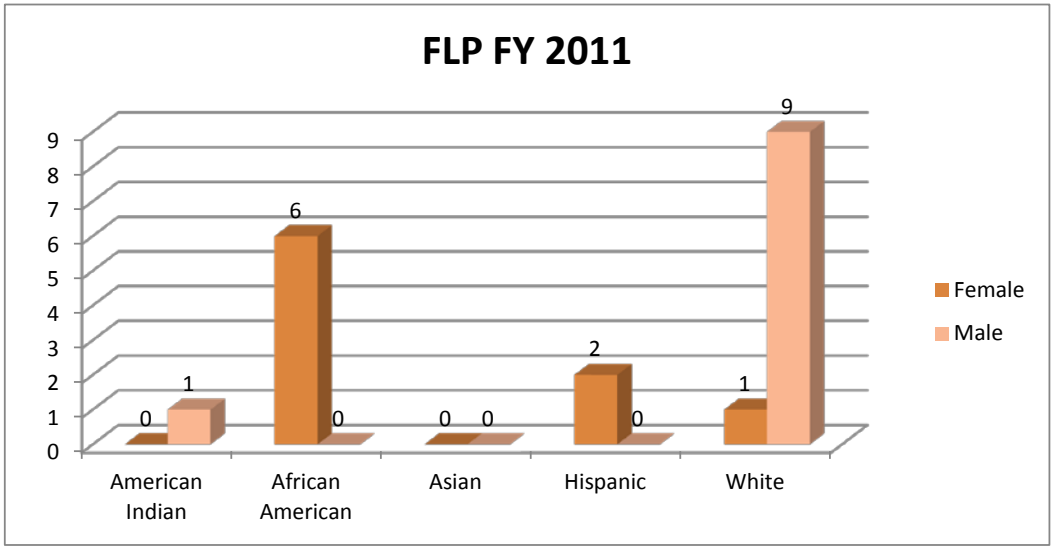
No on-board American Indian male, Asian male or African American female supervisors.

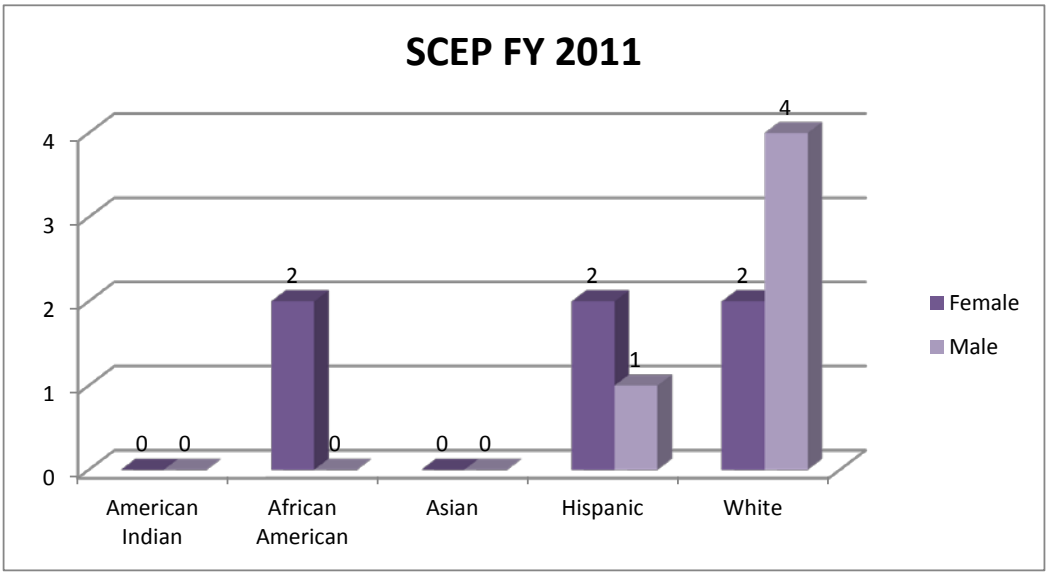




Future Leader's Program (FLP)
Student Career Experience Program (SCEP)
Minority Serving Institutions Program (MSI)

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





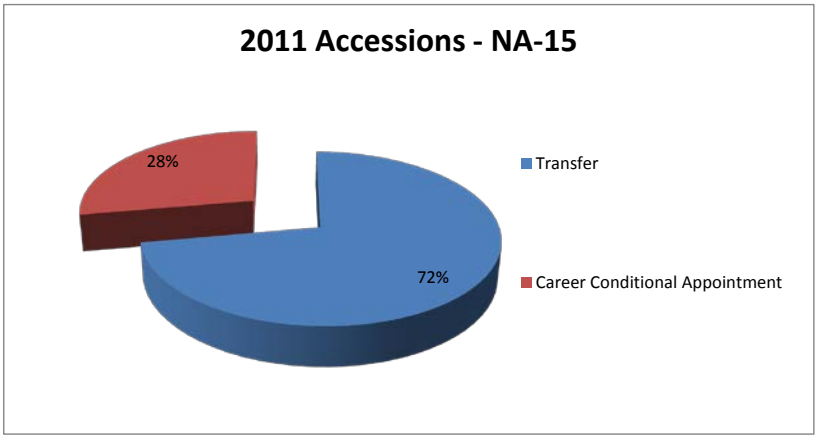
Minority Serving Institutions Program

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

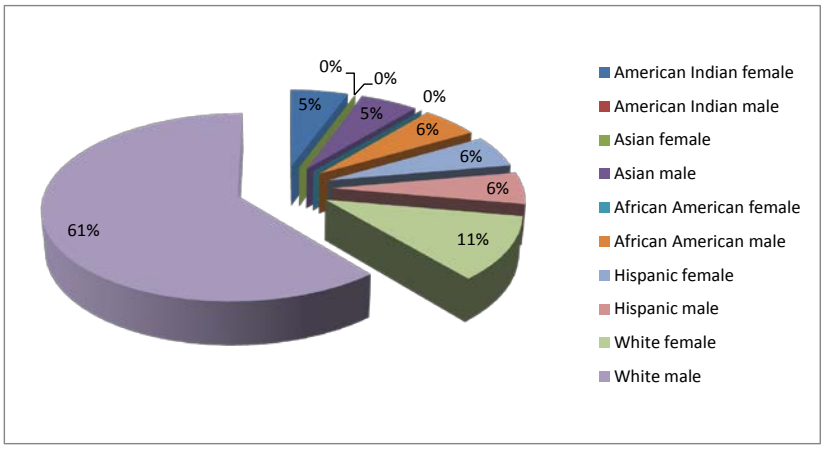
NA-15 -- Assistant Deputy Administrator for Secure Transportation - FY 2011
Accessions

Accessions includes temporary and permanent appointments. In FY 2011 there were 18 Accessions and transfer in at NA-15. Transfer includes transfer from other federal agency as well as other among NNSA organizations.

Transfer	13
Career Conditional Appointment	5
	18

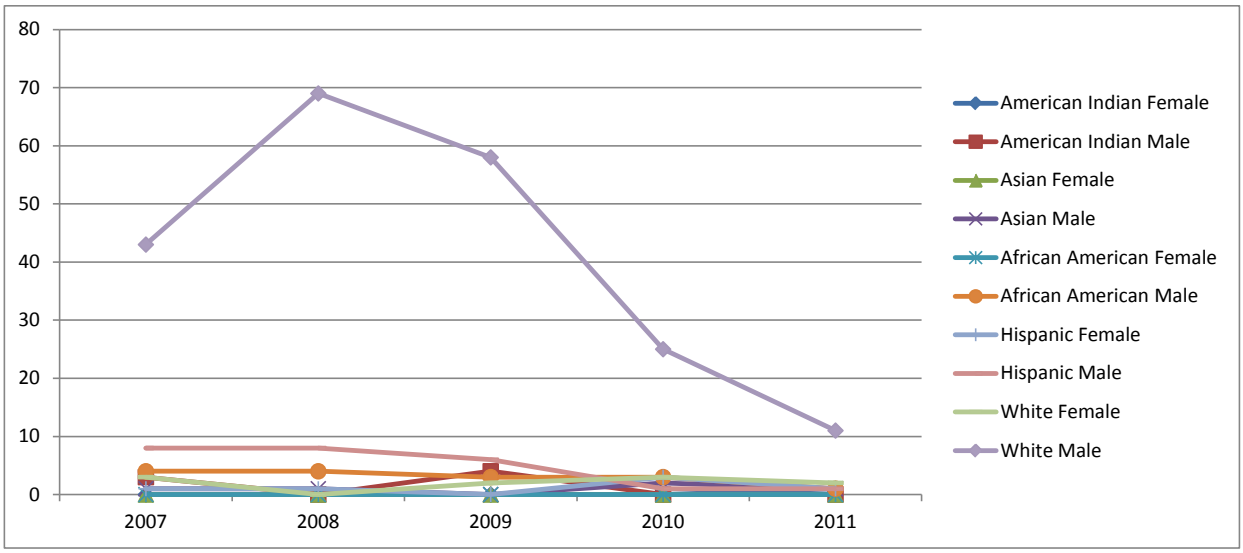


American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
1	0	0	1	0	1	1	1	2	11	18



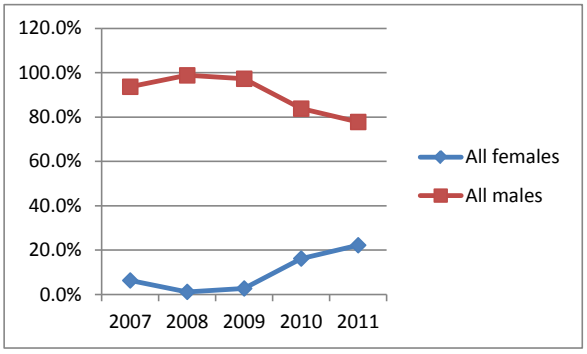
NA-15 -- Assistant Deputy Administrator for Secure Transportation - FY 2011
Historical Accessions

	American Indian Female	American Indian Male	Asian Female	Asian Male	African American Female	African American Male	Hispanic Female	Hispanic Male	White Female	White Male	Total
2007	0	3	0	1	0	4	1	8	3	43	63
2008	0	0	0	1	0	4	1	8	0	69	83
2009	0	4	0	0	0	3	0	6	2	58	73
2010	0	0	0	2	0	3	3	1	3	25	37
2011	1	0	0	1	0	1	1	1	2	11	18
Total	1	7	0	5	0	15	6	24	10	206	274
	0.4%	2.6%	0.0%	1.8%	0.0%	5.5%	2.2%	8.8%	3.6%	75.2%	



In the five-year period 2007-2010, no Asian female or African American female accessions.

	All females	All males
2007	6.3%	93.7%
2008	1.2%	98.8%
2009	2.7%	97.3%
2010	16.2%	83.8%
2011	22.2%	77.8%

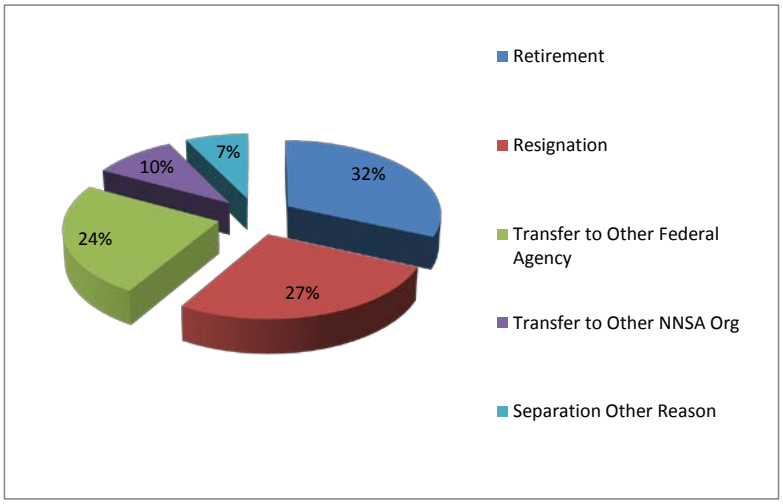


NA-15 -- Assistant Deputy Administrator for Secure Transportation - FY 2011
Separations

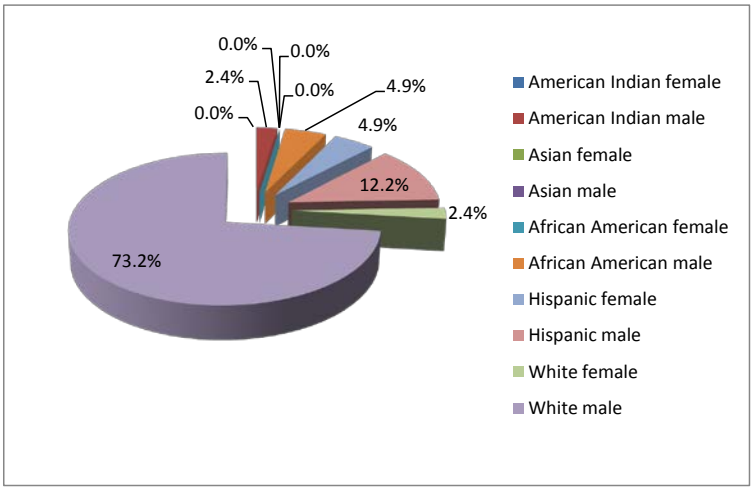
In FY 2011 there were a total of 41 Separations from NA-15. Separation data includes all Personnel Nature of Action Codes, "3" (and "7" series for realignment or reassignment to other NNSA organization).

Retirement	Resignation	Transfer to Other Federal Agency	Transfer to Other NNSA Org	Separation Other Reason	Total
13	11	10	4	3	41

Separation, other reason includes: removal; termination during probation; expiration of appointment; death



American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
0	1	0	0	0	2	2	5	1	30	41



FY 2011 NA-15 Separations:

- White male separations, 30 total: 9 Resignation; 8 voluntary retirement; 1 mandatory retirement; 9 transfer to other federal agency; 1 transfer to other NNSA organization; and 2 separation, other reason.
- Hispanic male separations, 5 total: 2 resignation; 1 each retirement voluntary, retirement mandatory, and transfer to other federal agency.
- Hispanic female separations, 2 total: 1 retirement, 1 transfer to other NNSA organization.
- African American male separations, 2 total: 1 voluntary retirement; 1 separation, other reason.
- White female, 1: transfer to other federal agency.
- American Indian male, 1: transfer to other NNSA organization.

NA-15 Assistant Deputy Administrator for Secure Transportation
Separations - FY 2011

In FY 2011 there were a total of 41 Separations from NA-15. Separation data includes all Personnel Nature of Action Codes, "3" (and "7" series for realignment or reassignment to other NNSA organization).

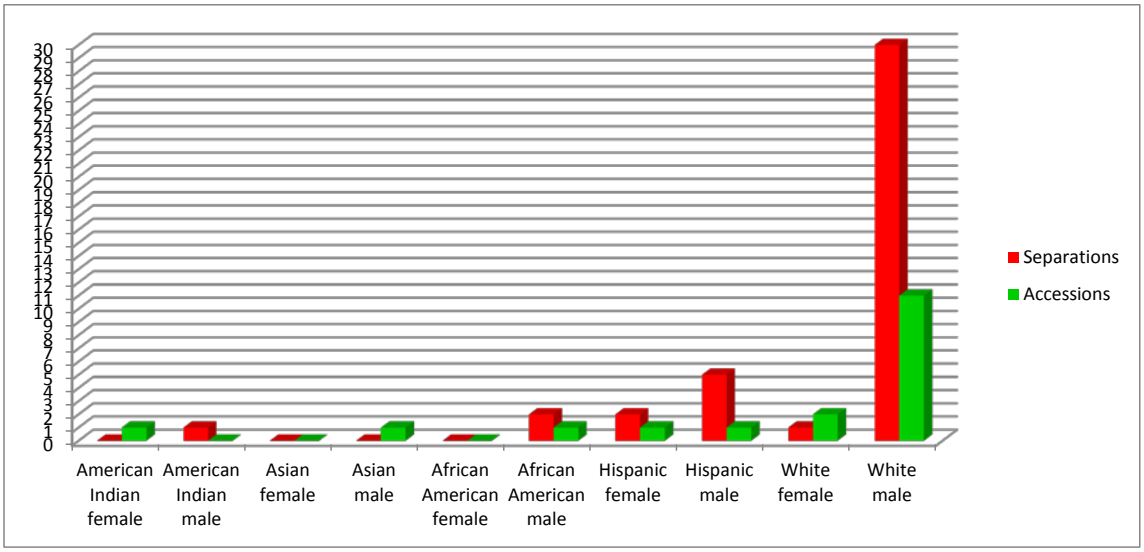
	Retirement	Resignation	Transfer to Other Federal Agency	Transfer to Other NNSA Org	Separation Other Reason	Total
Females	1	0	2	0	0	3
Males	12	11	10	2	3	38
						41

Female separations totaled 3, or 7.32% of the 41
Male separations totaled 38, or 92.7% of the 41

Female separations, 3 total: 1 retirement (33.3% of the total female separations); and 2 transfers to other NNSA organizations (66.7% of the total female separations).

Males separations, 38: 12 retirements (31.6% of the total male separations); 11 resignations (28.9% of the total male separations; 10 transfer to other federal agency (26.31%); 3 separation, other reason (7.9%); and 2 transfers to other NNSA organizations, (5.3%).

2011	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
Separations	0	1	0	0	0	2	2	5	1	30	41
Accessions	1	0	0	1	0	1	1	1	2	11	18



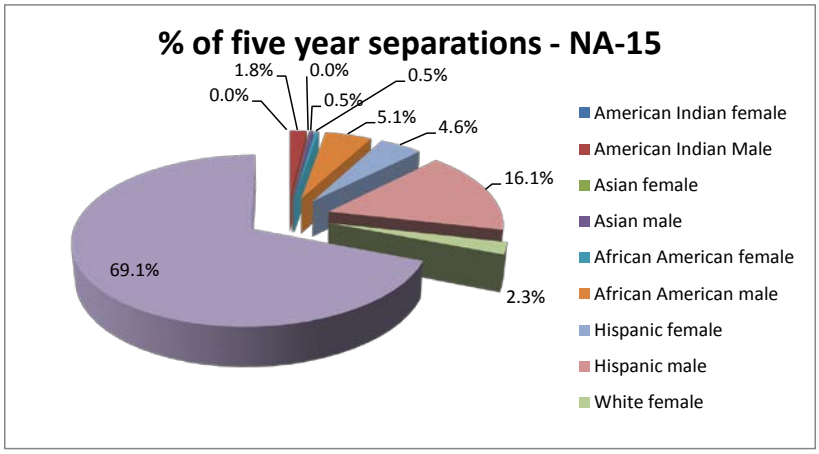
Comparing accessions to separations, and to the Civilian Labor Force provides the opportunity to address the full participation in the workforce of the various groups. See pages 4 and 7 of this report for comparison percentages, most notably the CLF for a particular group. Work force diversity management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

Accessions exceed separations for American Indian female, currently above the CLF.
Separations exceed accessions for American Indian males, currently above the CLF.
No accession or separation activity for Asian females in FY 2011, currently below the CLF.
Accessions exceed separations for Asian American males, currently below the CLF.
No accession or separation activity for African American females in FY 2011, currently below the CLF.
Separations exceed accessions for African American males, currently below the CLF.
Separations exceed accessions for Hispanic females, currently below the CLF.
Separations exceed accessions for Hispanic males, currently above the CLF.
Accessions exceed separations for White females, currently below the CLF.
Separations exceed accessions for White males, currently above the CLF.

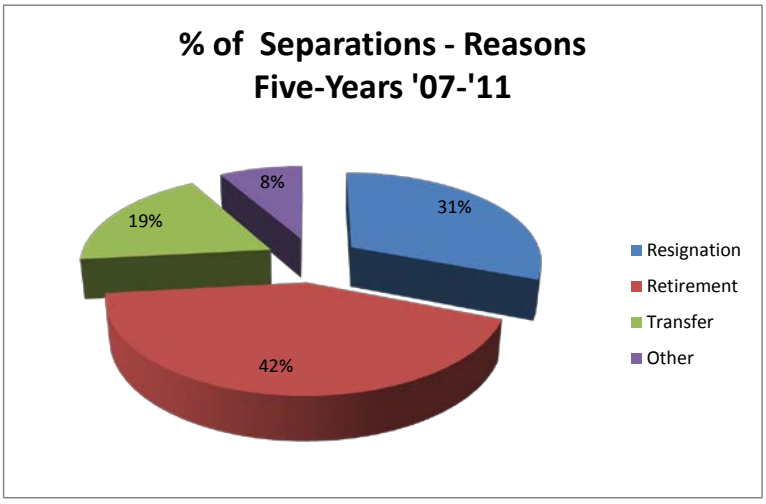
NA-15 Associate Administrator for Emergency Operations
Separations - Historical - FY 2007 - 2011

In the five year period, 2007 through 2011, there have been a total of 217 separations from NA-15, compared to 269 accessions in the same period.

	American Indian female	American Indian Male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Totals
2007	0	0	0	0	0	3	2	5	0	29	39
2008	0	2	0	0	0	2	2	10	1	42	59
2009	0	1	0	1	1	1	2	8	2	26	42
2010	0	0	0	0	0	3	2	7	1	23	36
2011	0	1	0	0	0	2	2	5	1	30	41
	0	4	0	1	1	11	10	35	5	150	217



	Resignation	Retirement	Transfer	Other	Total
2007	14	15	6	4	39
2008	20	26	10	3	59
2009	12	19	6	5	42
2010	10	19	4	3	36
2011	11	13	14	3	41
	67	92	40	18	217



NA-15 Associate Administrator for Emergency Operations
Separations - Historical - FY 2007 - FY 2011

	Resignation					Retirement					Transfer*					Other Reason					
	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	Total
Minorities	2	3	3	4	4	4	4	8	7	5	3	3	3	4	1	1	2	0	0	0	61
White females	0	0	0	0	0	0	1	2	1	0	1	0	0	1	0	0	0	0	0	0	6
White males	9	7	9	16	10	9	14	9	18	10	10	1	3	5	5	2	1	5	3	4	150
																					217

NA-15 had 217 separations in the five-year period, 2007 to 2011. Minorities represented 61 total (28.1% of the 217); White females, 6 total (2.8%); and White males 150 of the total (69.1%).

Minority separations, 61 total: 28 retirements (45.9% of the total minority separations); 16 resignations (26.2%); 14 transfers to other NNSA organizations or federal agencys (23.0%); and 3 separations, other reasons (4.9%) of the total minority separations.

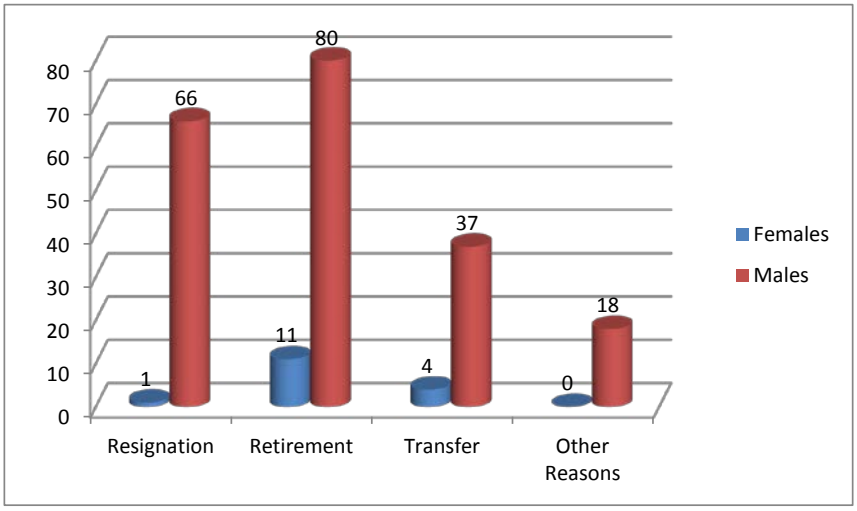
White female separations, 6 total: 4 retirements (66.7%) of total White female separations in the five-year period; and 2 transfers (33.3% of the total).

White male separations, 150 total: 60 retirements (40.0% of total White male separations); 51 resignations (34.0%); 24 transfers (16.0%); and 15 separations, other reason (10.0%).

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

All female separations totaled 16 of 217 in the five-year period, 7.37% of all separations.
All male separations totaled 201 of the 217 in the five-year period, 92.63% of all separations.

	Resignation					Retirement					Transfer*					Other Reason					
	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	Total
Females	0	1	0	0	0	1	2	5	1	2	2	0	0	2	0	0	0	0	0	0	16
Males	11	9	12	20	14	12	17	14	24	13	12	4	6	9	6	3	3	5	3	4	201
																					217



Female separations, 16 total in the five-year period: 11 retirements (68.8% of the total female separations): 4 transfers to other NNSA organization or other federal agency (25.0% of the total); and 1 resignation (6.3% of the total).

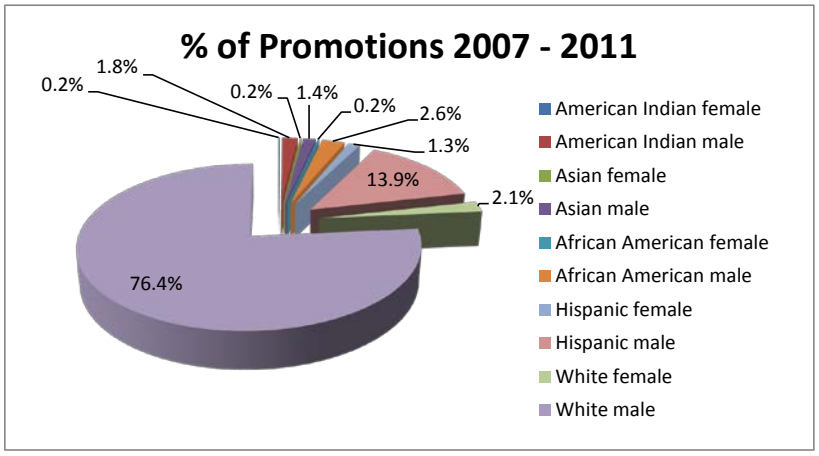
Male separations, 201 total: 80 retirements (39.8% of total male separations); 66 resignations (32.8% of the total); 37 transfers (18.4%) and 18 separations, other reason (9.0%).

NA-15 Associate Administrator for Emergency Operations
Promotions

In FY 2011 there were 63 promotions at NA-15. Promotions includes all Nature of Action Codes "702" and "703" [Promotion and Promotion Not to Exceed].

Historical, five-year, data, promotions - NA-15

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Row Total
2007	1	2	0	4	1	6	6	24	8	172	224
2008	0	2	0	2	0	3	0	21	2	105	135
2009	0	3	0	1	0	3	1	19	1	92	120
2010	0	1	1	1	0	1	1	14	0	63	82
2011	0	3	0	1	0	3	0	9	2	45	63
Total	**1**	**11**	**1**	**9**	**1**	**16**	**8**	**87**	**13**	**477**	624
	0.2%	1.8%	0.2%	1.4%	0.2%	2.6%	1.3%	13.9%	2.1%	76.4%	



White males received 477 of the 624 promotions in the five-year period (76.4% of the total), 2007-2011; followed by Hispanic males, 87 (13.9%); African American males, 16 (2.6%); White females, 13 (2.1%); American Indian males, 11 (1.8%); Asian males, 9 (1.4%); and one each: American Indian female; Asian female and African American female (0.2% each).

- White males received 477 of the 624 promotions in the five-year period, 76.4% of the total promotions in the five-year period; they currently represent 71.13% of the NA-15 work force.
- Hispanic males received 87 of the 624, 13.9%; they currently represent 13.74% of the NA-15 work force.
- African American males received 16 of the 624, 2.6%; they currently represent 3.65% of the NA-15 work force.
- White females received 13 of the 624, 2.1%; they currently represent 3.13% of the NA-15 work force.
- American Indian males received 11 of the 624, 1.8%; they currently represent 2.26% of the NA-15 work force.
- Asian males received 9 of the 624, 1.4%; they currently represent 1.39% of the NA-15 work force.
- One promotion each: American Indian female; African American female; and Asian female, 0.2% of the 624 total in the five-year period. They currently represent 0.52%; 0.17% and 0.35% of the NA-15 work force.

APPENDIX
Year-End Workforce Diversity

NA-15 Commands

NA-15 includes three Commands that employe the majority of NA-15 employees: Agent Operations Eastern Command (AOEC); Agenct Operations Central Command (AOCC); and Agent Operations Western Command (AOWC). Additionally, there is a training unit, Training Command (TRACOM), that employees full time training staff to train new federal agents.

The following information and pages are data for these organizations.

	Total Workforce		Males		Females	
	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011
AOEC	155	150	155	150	0	0
AOCC	156	137	154	135	2	2
AOWC	106	96	105	95	1	1
TRACOM	39	29	36	27	3	2

	Pay Plan							
	AOEC		AOCC		AOWC		TRACOM	
	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011
NN (Engineering)	1	1	0	0	0	0	0	0
NQ (Prof/Tech/Admin)	10	11	12	12	12	12	39	29
NV (Nuc Mat Courier)	144	138	144	125	94	84	0	0

	Diversity							
	AOEC		AOCC		AOWC		TRACOM	
	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011
American Indian Male	3	3	2	2	4	4	1	1
American Indian Female	0	0	0	0	0	0	1	1
African American Male	8	7	7	6	5	4	0	1
African American Female	0	0	0	0	0	0	0	0
Asian Male	4	4	0	0	2	2	0	0
Asian Female	0	0	0	0	0	0	0	0
Hispanic Male	4	5	15	13	35	33	3	1
Hispanic Female	0	0	0	0	0	0	1	0
White Male	136	131	130	114	59	52	32	24
White Female	0	0	2	2	1	1	1	1

	Special							
	AOEC		AOCC		AOWC		TRACOM	
	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011
Disability	3	4	1	2	2	1	4	3
Veterans	99	97	105	90	70	61	28	28

	Age							
	AOEC		AOCC		AOWC		TRACOM	
	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011
Average Age	36.7	37.5	36.2	36.9	37.4	38.7	47.5	45.6
Under 30	15	11	32	20	15	9	0	0
30-39	102	88	81	77	60	51	9	9
40-49	36	46	34	31	26	27	15	13
50-59	2	5	9	9	5	9	11	5
60-69	0	0	0	0	0	0	4	2
70 +	0	0	0	0	0	0	0	0

NA-15 Commands

Years of Federal Service	AOEC		AOCC		AOWC		TRACOM	
	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011
Average Length	11.4	12.4	10.7	11.7	12.2	13.5	15.6	15.1
Less than 10 Tears	64	53	84	59	48	37	13	9
10-19 Years	75	78	54	63	44	41	11	11
20-29 Years	15	16	15	10	11	15	14	8
30-39 Years	1	3	3	5	3	3	1	1
40-49 Years	0	0	0	0	0	0	0	0

Education	AOEC		AOCC		AOWC		TRACOM	
	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011
J.D./Ph.D/Science	0	0	0	0	0	0	1	0
Masters	2	3	3	2	3	3	2	1
Bachelors	16	17	12	8	14	12	8	6
No degree	137	130	141	127	89	81	28	22

Supervisors	AOEC		AOCC		AOWC		TRACOM	
	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011
On-board	13	12	11	12	10	10	8	6
Ratio	10.9 to 1	11.5 to 1	9.6 to 1	10.4 to 1	9.6 to 1	8.6 to 1	3.9 to 1	3.8 to 1

Supervisor Diversity	American Indian female	American Indian Male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
AOEC FY 2011	0	0	0	0	0	0	0	0	0	12	12
FY 2010	0	0	0	0	0	0	0	0	0	13	13
AOCC FY 2011	0	0	0	0	0	0	0	3	0	9	12
FY 2010	0	0	0	0	0	0	0	2	0	9	11
AOWC FY 2011	0	0	0	0	0	1	0	4	0	5	10
FY 2010	0	0	0	0	0	1	0	4	0	5	10
TRACOM FY 2011	0	1	0	0	0	0	0	0	0	5	6
FY 2010	0	1	0	0	0	0	0	0	0	7	8

FY 2011 Accessions

	Career Conditional Appointment	Transfer from Other NNSA Org	Total
AOEC	0	2	2
AOCC	0	0	0
AOWC	0	1	1
TRACOM	1	3	4

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
AOEC	0	0	0	0	0	0	0	0	0	2	2
AOCC	0	0	0	0	0	0	0	0	0	0	0
AOWC	0	0	0	0	0	0	0	0	0	1	1
TRACOM	0	0	0	0	0	1	0	0	0	3	4

AOEC Historical Accessions

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	0	0	0	0	1	0	1	0	11	13
2008	0	0	0	1	0	0	0	2	0	32	35
2009	0	1	0	0	0	0	0	0	0	10	11
2010	0	1	0	1	0	3	0	0	0	5	10
2011	0	0	0	0	0	0	0	0	0	2	2
Column total	0	2	0	2	0	4	0	3	0	60	71
% of 5 year total accessions	0.0%	2.8%	0.0%	2.8%	0.0%	5.6%	0.0%	4.2%	0.0%	84.5%	

AOCC Historical Accessions

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	0	0	0	0	1	0	1	0	11	13
2008	0	0	0	1	0	0	0	2	0	32	35
2009	0	1	0	0	0	0	0	0	0	10	11
2010	0	1	0	1	0	3	0	0	0	5	10
2011	0	0	0	0	0	0	0	0	0	0	0
Column total	0	2	0	2	0	4	0	3	0	58	69
% of 5 year total accessions	0.0%	2.9%	0.0%	2.9%	0.0%	5.8%	0.0%	4.3%	0.0%	84.1%	

AOWC Historical Accessions

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	1	0	1	0	0	0	1	0	16	19
2008	0	0	0	1	0	3	0	2	0	13	19
2009	0	3	0	0	0	1	0	1	0	17	22
2010	0	0	0	0	0	0	0	0	1	9	10
2011	0	0	0	0	0	0	0	0	0	1	1
Column total	0	4	0	2	0	4	0	4	1	56	71
% of 5 year total accessions	0.0%	5.6%	0.0%	2.8%	0.0%	5.6%	0.0%	5.6%	1.4%	78.9%	

TRACOM Historical Accessions

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	1	0	1	0	1	1	1	1	17	23
2008	0	0	0	0	0	0	0	1	0	5	6
2009	0	1	0	0	0	0	0	0	0	5	6
2010	0	0	0	0	0	0	0	0	0	0	0
2011	0	0	0	0	0	1	0	0	0	3	4
Column total	0	2	0	1	0	2	1	2	1	30	39
% of 5 year total accessions	0.0%	5.1%	0.0%	2.6%	0.0%	5.1%	2.6%	5.1%	2.6%	76.9%	

FY 2011 NA-15 Commands: Separations

	Transfer to other Federal Agency	Transfer to Other NNSA Org	Resignation	Retirement	Other Reason*	Total
AOEC	2	2	0	0	2	6
AOCC	4	2	8	3	1	18
AOWC	2	5	2	0	0	9
TRACOM	0	0	1	2	0	3

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

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
AOEC	0	0	0	0	0	1	0	0	0	5	6
AOCC	0	0	0	0	0	1	0	2	0	15	18
AOWC	0	0	0	0	0	1	0	1	0	7	9
TRACOM	0	0	0	0	0	0	0	0	0	3	3

AOEC Historical Separations

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	0	0	0	0	2	0	1	0	8	11
2008	0	1	0	0	0	0	0	1	0	10	12
2009	0	0	0	0	1	0	0	0	0	12	13
2010	0	0	0	0	0	1	0	2	0	6	9
2011	0	0	0	0	0	1	0	0	0	5	6
Column total	0	1	0	0	1	4	0	4	0	41	51
% of 5 year total accessions	0.0%	2.0%	0.0%	0.0%	2.0%	7.8%	0.0%	7.8%	0.0%	80.4%	

AOCC Historical Separations

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	0	0	0	0	0	0	1	0	15	16
2008	0	1	0	0	0	1	0	2	0	16	20
2009	0	0	0	0	0	1	0	2	0	10	13
2010	0	0	0	0	0	1	0	0	0	5	6
2011	0	0	0	0	0	1	0	2	0	15	18
Column total	0	1	0	0	0	4	0	7	0	61	73
% of 5 year total accessions	0.0%	1.4%	0.0%	0.0%	0.0%	5.5%	0.0%	9.6%	0.0%	83.6%	

AOWC Historical Separations

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	0	0	1	0	1	0	3	0	7	12
2008	0	0	0	1	0	2	0	3	0	27	33
2009	0	1	0	1	0	0	0	4	0	8	14
2010	0	1	0	0	0	0	1	2	0	4	8
2011	0	0	0	0	0	1	0	1	0	7	9
Column total	0	2	0	3	0	4	1	13	0	53	76
% of 5 year total accessions	0.0%	2.6%	0.0%	3.9%	0.0%	5.3%	1.3%	17.1%	0.0%	69.7%	

TRACOM Historical Separations

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	0	0	0	0	0	0	1	0	0	1
2008	0	0	0	0	0	1	0	0	0	3	4
2009	0	1	0	0	0	0	0	0	0	3	4
2010	0	0	0	1	0	0	1	0	0	1	3
2011	0	0	0	0	0	0	0	0	0	3	3
Column total	0	1	0	1	0	1	1	1	0	10	15
% of 5 year total accessions	0.0%	6.7%	0.0%	6.7%	0.0%	6.7%	6.7%	6.7%	0.0%	66.7%	

FY 2011 NA-15 Commands: Historical Separations

EASTERN COMMAND

	Resignation	Transfer	Retirement	Other	Total	Resignation Minorities	Resignation White Males	Transfer Minorities	Transfer White Males	Retirement Minorities	Retirement White Males	Other Minorities	Other White Males	Total
2007	4	4	3	0	11	2	2	0	4	1	2	0	0	11
2008	4	3	4	1	12	1	3	1	2	0	4	0	1	12
2009	4	4	5	0	13	0	4	0	5	1	3	0	0	13
2010	1	0	7	1	9	1	1	0	0	2	4	0	1	9
2011	0	4	0	2	6	0	0	0	4	0	0	1	1	6
	13	15	19	4	51	4	10	1	15	4	13	1	3	51
	25.5%	29.4%	37.3%	7.8%		7.8%	19.6%	2.0%	29.4%	7.8%	25.5%	2.0%	5.9%	

CENTRAL COMMAND

	Resignation	Transfer	Retirement	Other	Total	Resignation Minorities	Resignation White Males	Transfer Minorities	Transfer White Males	Retirement Minorities	Retirement White Males	Other Minorities	Other White Males	Total
2007	4	3	6	3	16	0	4	0	3	1	5	0	3	16
2008	10	5	4	1	20	2	8	2	3	0	4	0	1	20
2009	6	0	3	4	13	2	4	0	0	1	2	0	4	13
2010	2	2	2	0	6	0	2	1	1	0	2	0	0	6
2011	8	6	3	1	18	2	6	0	6	1	2	0	1	18
	30	16	18	9	73	6	24	3	13	3	15	0	9	73
	41.1%	21.9%	24.7%	12.3%		8.2%	32.9%	4.1%	17.8%	4.1%	20.5%	0.0%	12.3%	

WESTERN COMMAND

	Resignation	Transfer	Retirement	Other	Total	Resignation Minorities	Resignation White Males	Transfer Minorities	Transfer White Males	Retirement Minorities	Retirement White Males	Other Minorities	Other White Males	Total
2007	5	5	1	1	12	2	3	2	3	1	0	0	1	12
2008	5	24	3	1	33	1	4	4	20	1	2	0	1	33
2009	0	11	1	2	14	0	0	5	6	1	0	0	2	14
2010	2	5	1	0	8	1	1	3	2	0	1	0	0	8
2011	2	7	0	0	9	0	2	2	5	0	0	0	0	9
	14	52	6	4	76	4	10	16	36	3	3	0	4	76
	18.4%	68.4%	7.9%	5.3%		5.3%	13.2%	21.1%	47.4%	3.9%	3.9%	0.0%	5.3%	

TRAINING COMMAND

	Resignation	Transfer	Retirement	Other	Total	Resignation Minorities	Resignation White Males	Transfer Minorities	Transfer White Males	Retirement Minorities	Retirement White Males	Other Minorities	Other White Males	Total
2007	0	0	0	1	1	0	0	0	0	0	0	1	0	1
2008	0	3	1	0	4	0	0	1	2	0	1	0	0	4
2009	1	3	0	0	4	0	1	1	2	0	0	0	0	4
2010	0	3	0	0	3	0	0	2	1	0	0	0	0	3
2011	1	0	2	0	3	0	1	0	0	0	2	0	0	3
	2	9	3	1	15	0	2	4	5	0	3	1	0	15
	13.3%	60.0%	20.0%	6.7%		0.0%	13.3%	26.7%	33.3%	0.0%	20.0%	6.7%	0.0%	

FY 2011 NA-15 Commands: Promotions

In FY 2011 there were 46 promotions at the three Commands and Training Command. Promotions includes all Nature of Action Codes "702" and "703" [Promotion and Promotion Not to Exceed].

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
AOEC	0	0	0	0	0	0	0	0	0	12	12
AOCC	0	1	0	0	0	2	0	4	1	12	20
AOWC	0	2	0	0	0	0	0	4	0	7	13
TRACOM	0	0	0	0	1	0	0	0	0	0	1
											46

FY 2011 NA-15 Commands: Historical Promotions

Agent Operations Eastern Command

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	0	0	2	1	1	0	3	0	76	83
2008	0	0	0	0	0	1	0	3	0	38	42
2009	0	0	0	1	0	2	0	2	0	48	53
2010	0	1	0	1	0	0	0	0	0	22	24
2011	0	0	0	0	0	0	0	0	0	12	12
	0	1	0	4	1	4	0	8	0	196	214
	0.0%	0.5%	0.0%	1.9%	0.5%	1.9%	0.0%	3.7%	0.0%	91.6%	

Agent Opeations Central Command

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	1	0	0	0	2	0	4	3	42	52
2008	0	0	0	0	0	2	0	5	1	36	44
2009	0	0	0	0	0	1	0	2	1	23	27
2010	0	0	0	0	0	0	0	1	0	19	20
2011	0	1	0	0	0	2	0	4	1	12	20
	0	2	0	0	0	7	0	16	6	132	163
	0.0%	1.2%	0.0%	0.0%	0.0%	4.3%	0.0%	9.8%	3.7%	81.0%	

Agent Operations Western Command

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	1	0	1	0	0	1	13	0	27	43
2008	0	1	0	1	0	0	0	11	0	16	29
2009	0	1	0	0	0	0	0	11	0	7	19
2010	0	0	0	0	0	1	0	12	0	8	21
2011	0	2	0	0	0	0	0	4	0	7	13
	0	5	0	2	0	1	1	51	0	65	125
	0.0%	4.0%	0.0%	1.6%	0.0%	0.8%	0.8%	40.8%	0.0%	52.0%	

TRACOM

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
2007	0	0	0	0	0	0	0	0	0	1	1
2008	0	0	0	1	0	0	0	0	0	5	6
2009	0	1	0	0	0	0	0	1	0	2	4
2010	0	0	0	0	0	0	0	1	0	3	4
2011	0	0	0	0	0	1	0	0	0	0	1
	0	1	0	1	0	1	0	2	0	11	16
	0.0%	6.3%	0.0%	6.3%	0.0%	6.3%	0.0%	12.5%	0.0%	68.8%	

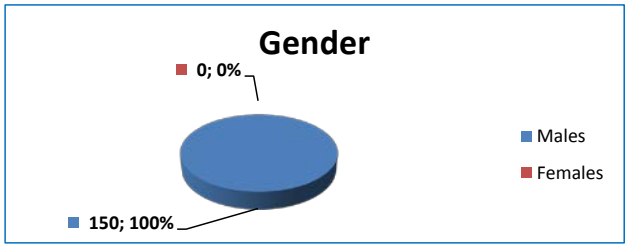
APPENDIX
2010 to 2011 Comparisons:

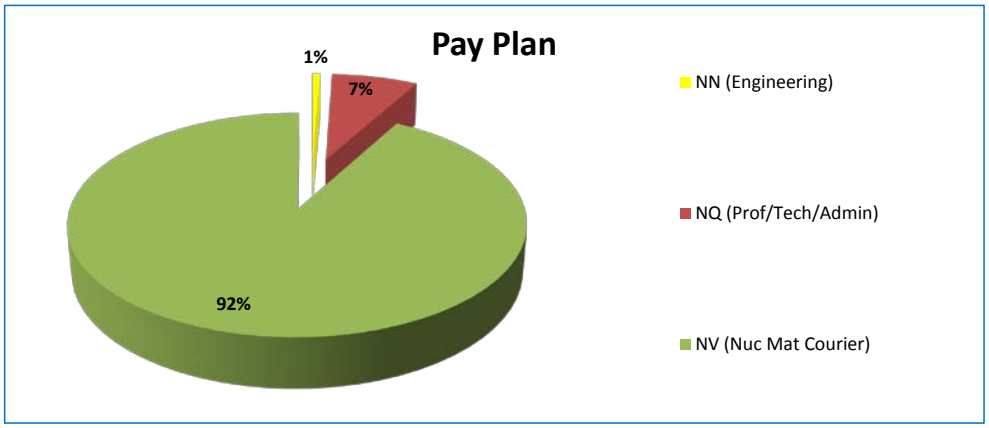
AOEC
AOCC
AOWC
TRACOM

Workforce Diversity
Agent Operations Eastern Command
As of September 24, 2011

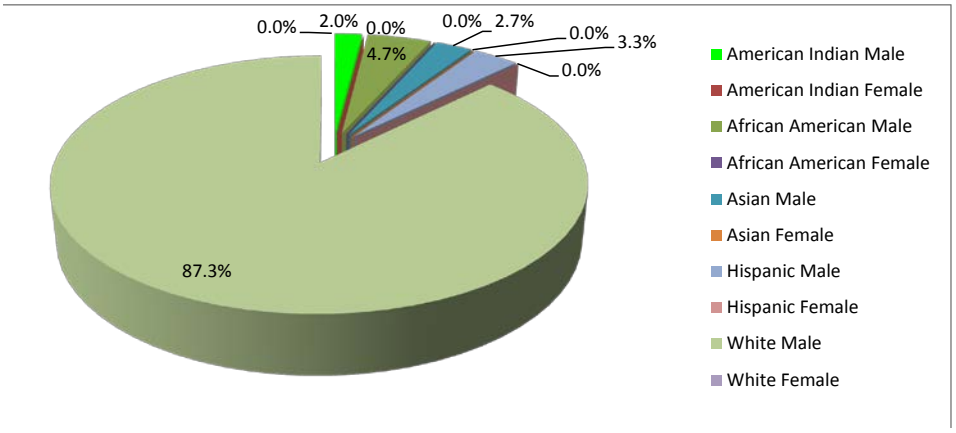
TOTAL WORKFORCE				
YEAR	2010	2011	CHANGE	
Total number of employees	155	150	-3.2%	↓
GENDER				
YEAR	2010	2011	CHANGE	
Males	155	150	-3.2%	↓
Females	0	0	0.0%	/

PAY PLAN				
YEAR	2010	2011	CHANGE	
NN (Engineering)	1	1	0.0%	/
NQ (Prof/Tech/Admin)	10	11	10.0%	↑
NV (Nuc Mat Courier)	144	138	-4.2%	↓





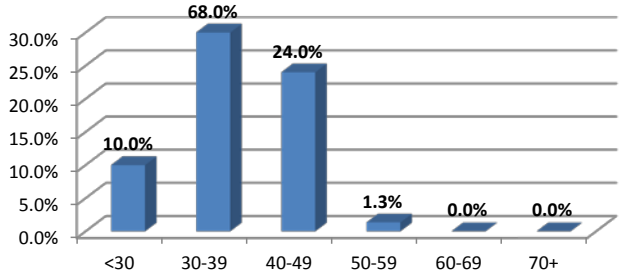
DIVERSITY						
YEAR	2010	2011	CHANGE		2011%	2000 CLF
American Indian Male	3	3	0.0%	/	2.0%	0.34%
American Indian Female	0	0	0.0%	/	0.0%	0.32%
African American Male	8	7	-12.5%	↓	4.7%	4.84%
African American Female	0	0	0.0%	/	0.0%	5.66%
Asian Male	4	4	0.0%	/	2.7%	1.92%
Asian Female	0	0	0.0%	/	0.0%	1.71%
Hispanic Male	4	5	25.0%	↓	3.3%	6.17%
Hispanic Female	0	0	0.0%	/	0.0%	4.52%
White Male	136	131	-3.7%	↓	87.3%	39.03%
White Female	0	0	0.0%	/	0.0%	33.74%



Workforce Diversity
Agent Operations Eastern Command
As of September 24, 2011

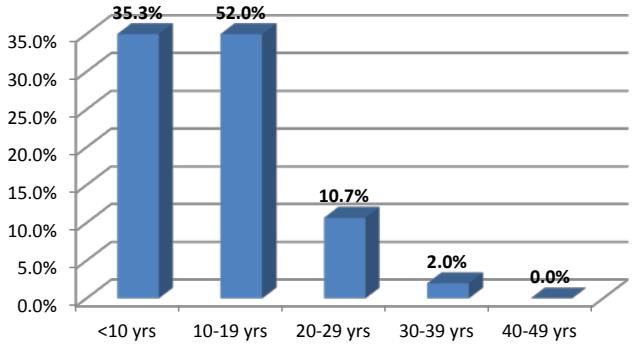
SPECIAL				
YEAR	2010	2011	CHANGE	
DISABILITY	3	3	0.0%	/
VETERANS	109	90	-17.4%	↓

Age Groups as a Percentage of Workforce



AGE				
YEAR	2010	2011	CHANGE	
AVERAGE AGE	36.7	37.5	2.2%	↑
UNDER 30	15	11	26.7%	↑
30-39	102	88	-13.7%	↓
40-49	36	46	27.8%	↑
50-59	2	5	150.0%	↑
60-69	0	0	0.0%	/
70 AND UP	0	0	0.0%	/

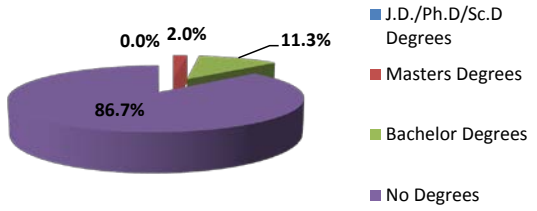
Years of Federal Service



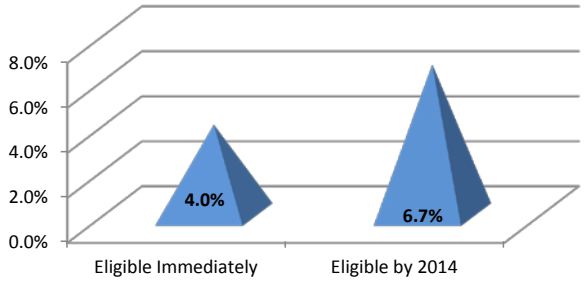
YEARS OF FEDERAL SERVICE				
YEAR	2010	2011	CHANGE	
AVERAGE LENGTH	11.4	12.4	8.8%	↑
LESS THAN 10 YEARS	64	53	-17.2%	↓
10-19 YEARS	75	78	4.0%	↑
20-29 YEARS	15	16	6.7%	↑
30-39 YEARS	1	3	200.0%	↑
40-49 YEARS	0	0	0.0%	/

EDUCATION				
YEAR	2010	2011	CHANGE	
J.D./Ph.D/Sc.D Degrees	0	0	0.0%	/
Masters Degrees	2	3	50.0%	↑
Bachelors Degrees	16	17	6.3%	↑
No Degrees	137	130	-5.1%	↓

Education



Retirement Eligibility



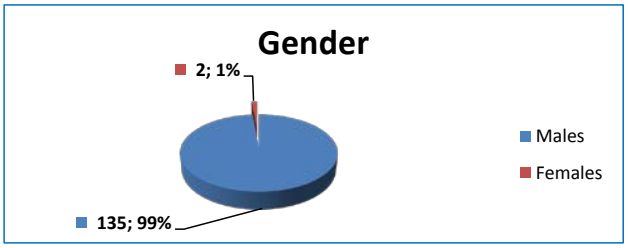
RETIREMENT				
YEAR	2010	2011	CHANGE	
ELIGIBLE TO RETIRE IMMEDIATELY	2	6	200.0%	↑
ELIGIBLE TO RETIRE BY 9/25/2015	9	10	11.1%	↑

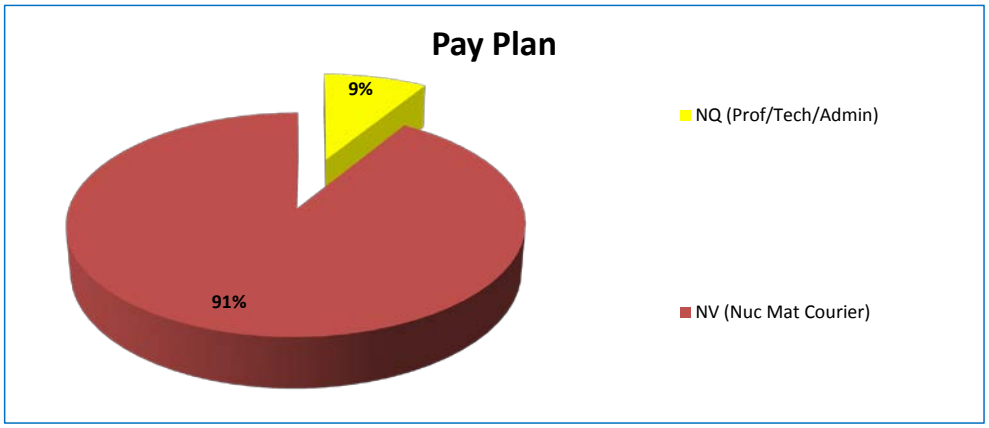
SUPERVISOR RATIO				
YEAR	2010	2011	CHANGE	
SUPERVISORS	13	12	-7.7%	↓
SUPERVISORS RATIO	10.9 to 1	11.5 to 1	5.5%	↑

Workforce Diversity
Agent Operations Central Command
As of September 24, 2011

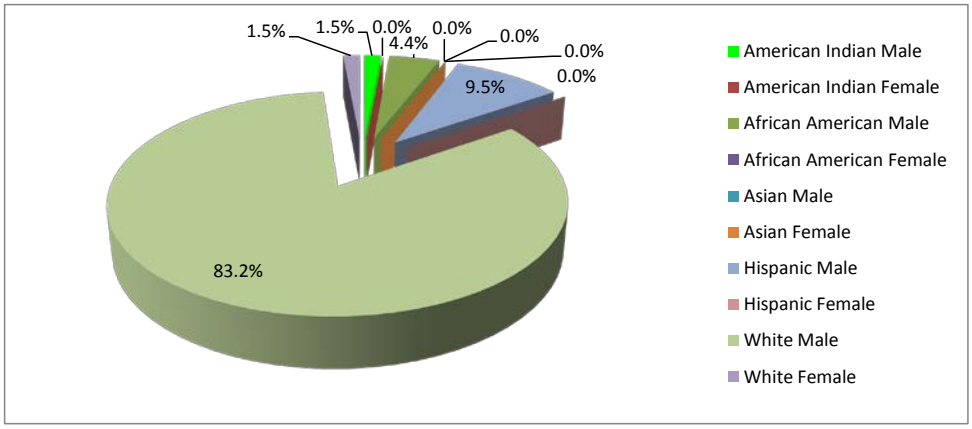
TOTAL WORKFORCE				
YEAR	2010	2011	CHANGE	
Total number of employees	156	137	-12.2%	↓
GENDER				
YEAR	2010	2011	CHANGE	
Males	154	135	-12.3%	↓
Females	2	2	0.0%	/

PAY PLAN				
YEAR	2010	2011	CHANGE	
NQ (Prof/Tech/Admin)	12	12	0.0%	/
NV (Nuc Mat Courier)	144	125	-13.2%	↓





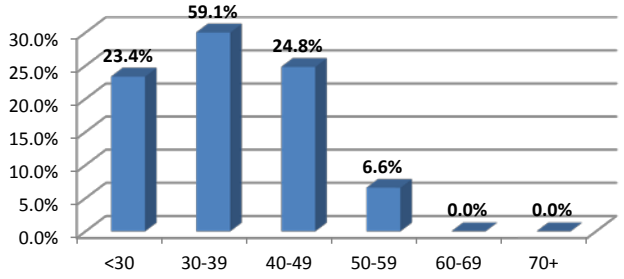
DIVERSITY						
YEAR	2010	2011	CHANGE		2011%	2000 CLF
American Indian Male	2	2	0.0%	/	1.5%	0.34%
American Indian Female	0	0	0.0%	/	0.0%	0.32%
African American Male	7	6	-14.3%	↓	4.4%	4.84%
African American Female	0	0	0.0%	/	0.0%	5.66%
Asian Male	0	0	0.0%	/	0.0%	1.92%
Asian Female	0	0	0.0%	/	0.0%	1.71%
Hispanic Male	15	13	-13.3%	↓	9.5%	6.17%
Hispanic Female	0	0	0.0%	/	0.0%	4.52%
White Male	130	114	-12.3%	↓	83.2%	39.03%
White Female	2	2	0.0%	/	1.5%	33.74%



Workforce Diversity
Agent Operations Central Command
As of September 24, 2011

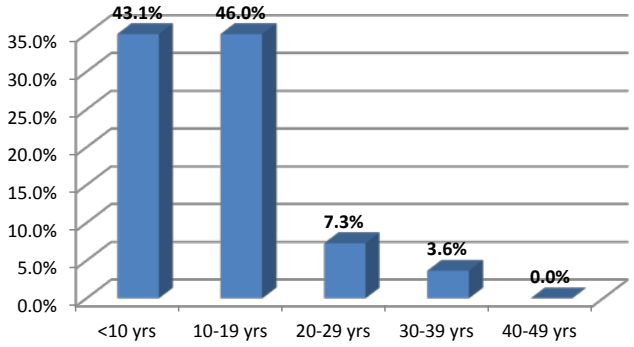
SPECIAL				
YEAR	2010	2011	CHANGE	
DISABILITY	1	2	100.0%	↑
VETERANS	105	90	-14.3%	↓

Age Groups as a Percentage of Workforce



AGE				
YEAR	2010	2011	CHANGE	
AVERAGE AGE	36.2	36.9	1.9%	↑
UNDER 30	32	20	-37.5%	↓
30-39	81	77	-4.9%	↓
40-49	34	31	-8.8%	↓
50-59	9	9	0.0%	/
60-69	0	0	0.0%	/
70 AND UP	0	0	0.0%	/

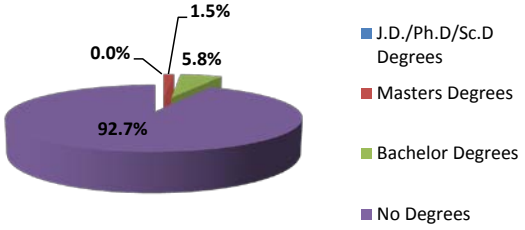
Years of Federal Service



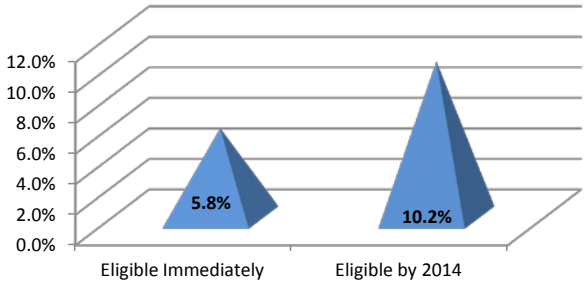
YEARS OF FEDERAL SERVICE				
YEAR	2010	2011	CHANGE	
AVERAGE LENGTH	10.7	11.7	9.3%	↑
LESS THAN 10 YEARS	84	59	-29.8%	↓
10-19 YEARS	54	63	16.7%	↑
20-29 YEARS	15	10	-33.3%	↓
30-39 YEARS	3	5	66.7%	↑
40-49 YEARS	0	0	0.0%	/

EDUCATION				
YEAR	2010	2011	CHANGE	
J.D./Ph.D/Sc.D Degrees	0	0	0.0%	/
Masters Degrees	3	2	-33.3%	↓
Bachelors Degrees	12	8	-33.3%	↓
No Degrees	141	127	-9.9%	↓

Education



Retirement Eligibility



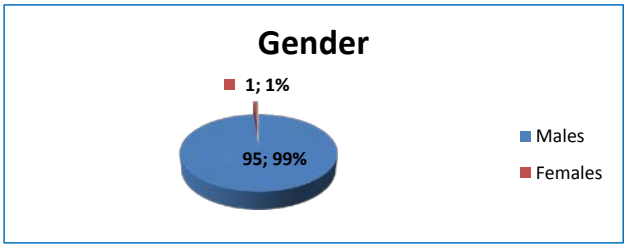
RETIREMENT				
YEAR	2010	2011	CHANGE	
ELIGIBLE TO RETIRE IMMEDIATELY	10	8	-20.0%	↓
ELIGIBLE TO RETIRE BY 9/25/2015	17	14	-17.7%	↓

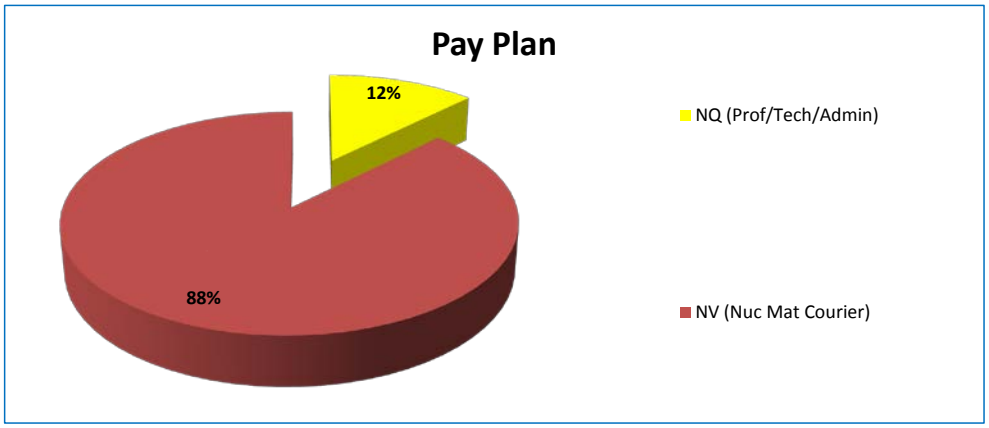
SUPERVISOR RATIO				
YEAR	2010	2011	CHANGE	
SUPERVISORS	11	12	9.1%	↑
SUPERVISORS RATIO	9.6 to 1	10.4 to 1	8.3%	↑

Workforce Diversity
Agent Operations Western Command
As of September 24, 2011

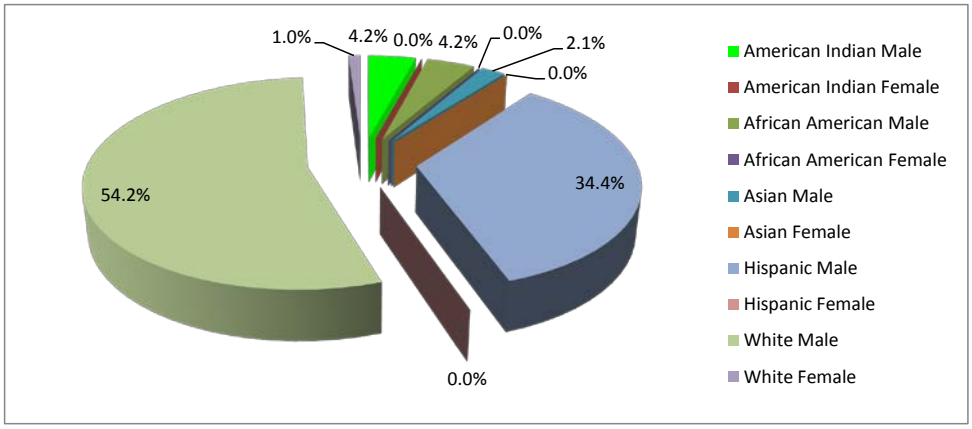
TOTAL WORKFORCE				
YEAR	2010	2011	CHANGE	
Total number of employees	106	96	-9.4%	↓
GENDER				
YEAR	2010	2011	CHANGE	
Males	105	95	-9.5%	↓
Females	1	1	0.0%	/

PAY PLAN				
YEAR	2010	2011	CHANGE	
NQ (Prof/Tech/Admin)	12	12	0.0%	/
NV (Nuc Mat Courier)	94	84	-10.6%	↓





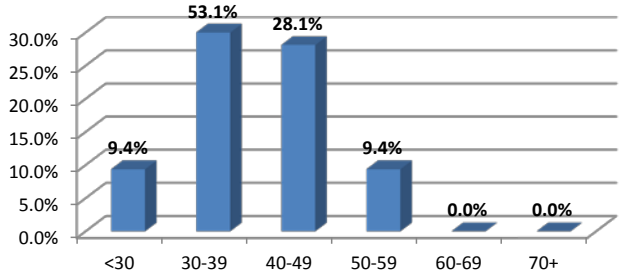
DIVERSITY						
YEAR	2010	2011	CHANGE		2011%	2000 CLF
American Indian Male	4	4	0.0%	/	4.2%	0.34%
American Indian Female	0	0	0.0%	/	0.0%	0.32%
African American Male	5	4	-20.0%	↓	4.2%	4.84%
African American Female	0	0	0.0%	/	0.0%	5.66%
Asian Male	2	2	0.0%	/	2.1%	1.92%
Asian Female	0	0	0.0%	/	0.0%	1.71%
Hispanic Male	35	33	-5.7%	↓	34.4%	6.17%
Hispanic Female	0	0	0.0%	↓	0.0%	4.52%
White Male	59	52	-11.9%	↓	54.2%	39.03%
White Female	1	1	0.0%	/	1.0%	33.74%



Workforce Diversity
Agent Operations Western Command
As of September 24, 2011

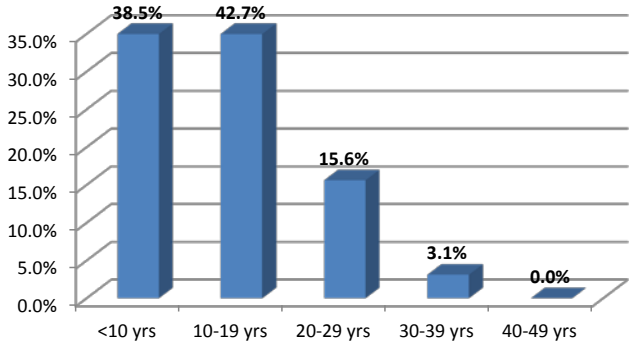
SPECIAL				
YEAR	2010	2011	CHANGE	
DISABILITY	2	2	0.0%	/
VETERANS	70	61	-12.9%	↓

Age Groups as a Percentage of Workforce



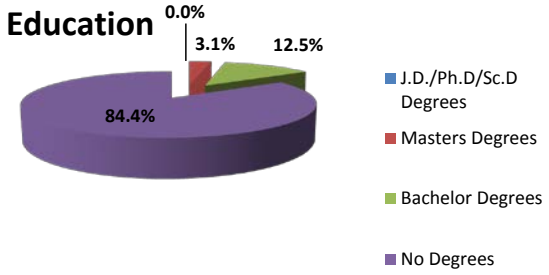
AGE				
YEAR	2010	2011	CHANGE	
AVERAGE AGE	37.4	38.7	3.5%	↑
UNDER 30	15	9	-40.0%	↓
30-39	60	51	-15.0%	↓
40-49	26	27	3.9%	↑
50-59	5	9	80.0%	↑
60-69	0	0	0.0%	/
70 AND UP	0	0	0.0%	/

Years of Federal Service

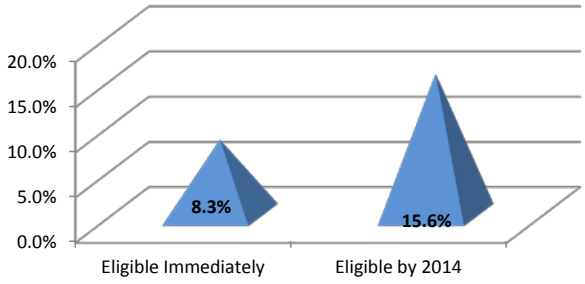


YEARS OF FEDERAL SERVICE				
YEAR	2010	2011	CHANGE	
AVERAGE LENGTH	12.2	13.5	10.7%	↑
LESS THAN 10 YEARS	48	37	-22.9%	↓
10-19 YEARS	44	41	-6.8%	↓
20-29 YEARS	11	15	36.4%	↑
30-39 YEARS	3	3	0.0%	/
40-49 YEARS	0	0	0.0%	/

EDUCATION				
YEAR	2010	2011	CHANGE	
J.D./Ph.D/Sc.D Degrees	0	0	0.0%	/
Masters Degrees	3	3	0.0%	/
Bachelors Degrees	14	12	-14.3%	↓
No Degrees	89	81	-9.0%	↓



Retirement Eligibility



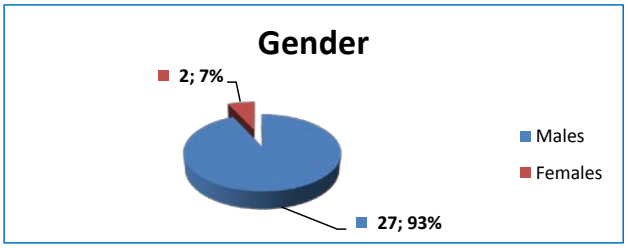
RETIREMENT				
YEAR	2010	2011	CHANGE	
ELIGIBLE TO RETIRE IMMEDIATELY	4	8	100.0%	↑
ELIGIBLE TO RETIRE BY 9/25/2015	13	15	15.4%	↑

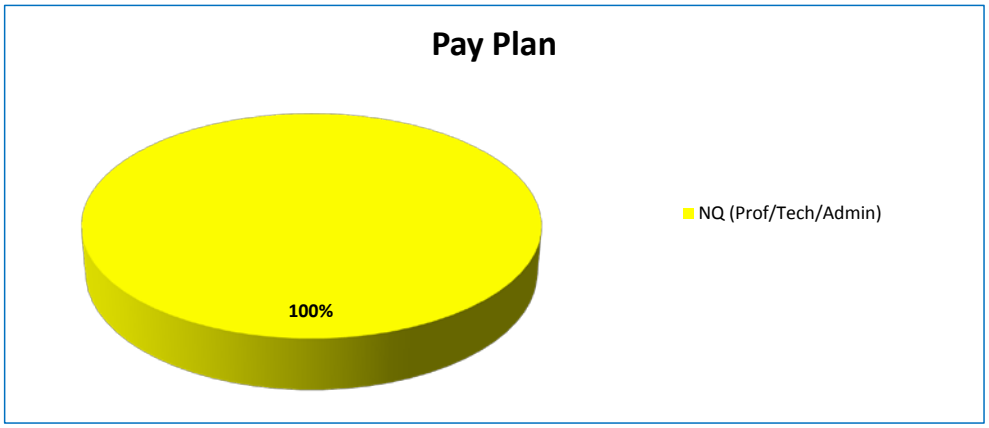
SUPERVISOR RATIO				
YEAR	2010	2011	CHANGE	
SUPERVISORS	10	10	0.0%	/
SUPERVISORS RATIO	9.6 to 1	8.6 to 1	-10.4%	↓

Workforce Diversity
Agent Operations TRACOM
As of September 24, 2011

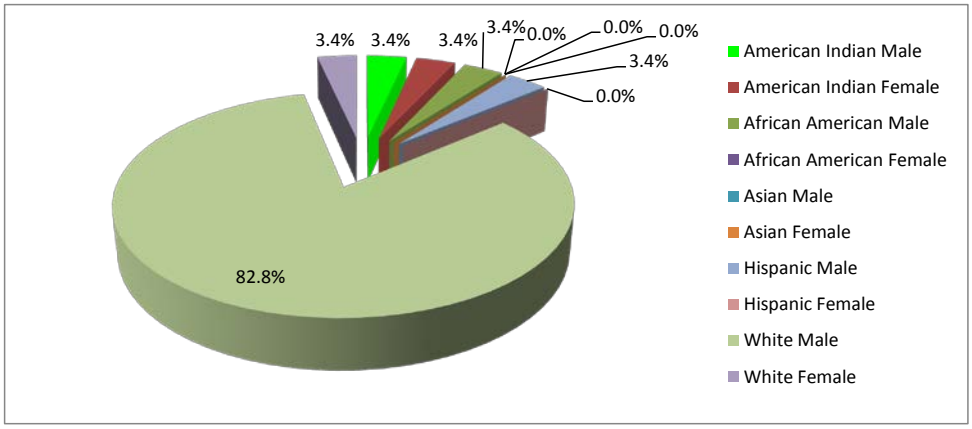
TOTAL WORKFORCE				
YEAR	2010	2011	CHANGE	
Total number of employees	39	29	-25.6%	↓
GENDER				
YEAR	2010	2011	CHANGE	
Males	36	27	-25.0%	↓
Females	3	2	-33.3%	↓

PAY PLAN				
YEAR	2010	2011	CHANGE	
NQ (Prof/Tech/Admin)	39	29	-26.6%	↓





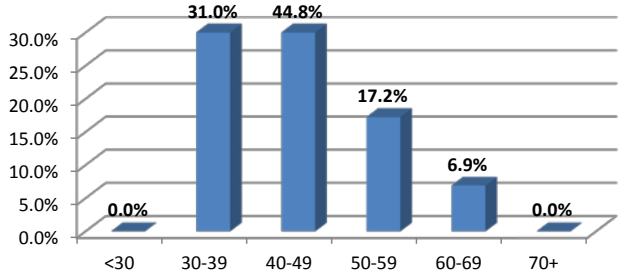
DIVERSITY						
YEAR	2010	2011	CHANGE		2011%	2000 CLF
American Indian Male	1	1	0.0%	/	3.4%	0.34%
American Indian Female	1	1	0.0%	/	3.4%	0.32%
African American Male	0	1	100.0%	↑	3.4%	4.84%
African American Female	0	0	0.0%	/	0.0%	5.66%
Asian Male	0	0	0.0%	/	0.0%	1.92%
Asian Female	0	0	0.0%	/	0.0%	1.71%
Hispanic Male	3	1	-66.7%	↓	3.4%	6.17%
Hispanic Female	1	0	-100.0%	↓	0.0%	4.52%
White Male	32	24	-25.0%	↓	82.8%	39.03%
White Female	1	1	0.0%	/	3.4%	33.74%



Workforce Diversity
Agent Operations - TRACOM
As of September 24, 2011

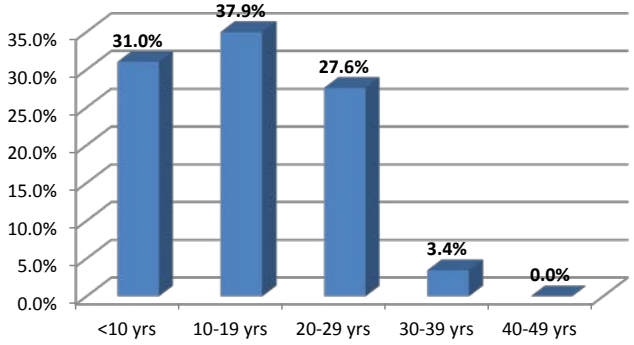
SPECIAL				
YEAR	2010	2011	CHANGE	
DISABILITY	4	6	50.0%	↑
VETERANS	28	28	0.0%	/

Age Groups as a Percentage of Workforce



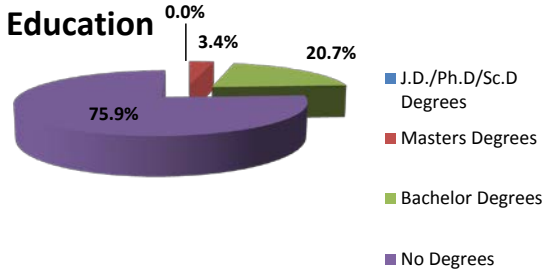
AGE				
YEAR	2010	2011	CHANGE	
AVERAGE AGE	47.5	45.6	-4.0%	↓
UNDER 30	0	0	0.0%	/
30-39	9	9	0.0%	/
40-49	15	13	-13.3%	↓
50-59	11	5	-54.5%	↓
60-69	4	2	-50.0%	↓
70 AND UP	0	0	0.0%	/

Years of Federal Service

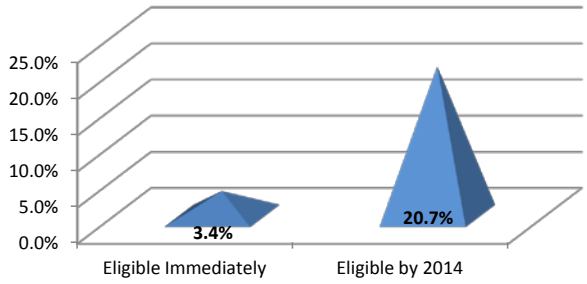


YEARS OF FEDERAL SERVICE				
YEAR	2010	2011	CHANGE	
AVERAGE LENGTH	15.6	15.1	-3.2%	↓
LESS THAN 10 YEARS	13	9	-30.8%	↓
10-19 YEARS	11	11	0.0%	/
20-29 YEARS	14	8	-42.9%	↓
30-39 YEARS	1	1	0.0%	/
40-49 YEARS	0	0	0.0%	/

EDUCATION				
YEAR	2010	2011	CHANGE	
J.D./Ph.D/Sc.D Degrees	1	0	-100.0%	↓
Masters Degrees	2	1	-50.0%	↓
Bachelors Degrees	8	6	-25.0%	↓
No Degrees	28	22	-21.4%	↓



Retirement Eligibility



RETIREMENT				
YEAR	2010	2011	CHANGE	
ELIGIBLE TO RETIRE IMMEDIATELY	4	1	-75.0%	↓
ELIGIBLE TO RETIRE BY 9/25/2015	13	6	-53.9%	↓

SUPERVISOR RATIO				
YEAR	2010	2011	CHANGE	
SUPERVISORS	8	6	-25.0%	↓
SUPERVISORS RATIO	3.9 to 1	3.8 to 1	-2.6%	↓

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.

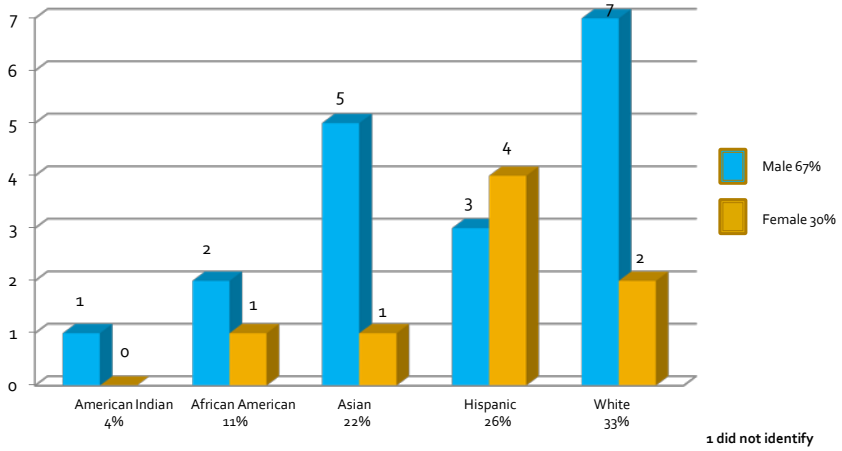
To this end, I expect all Department and contractor employees to fully embrace the concepts of equal employment opportunity (EEO) and diversity in the workplace. Equal employment opportunity means that applicants and employees are not subject to prohibited discrimination in any aspect of employment. 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.

Printed with soy ink on recycled paper

Future Leaders Program FY 2005

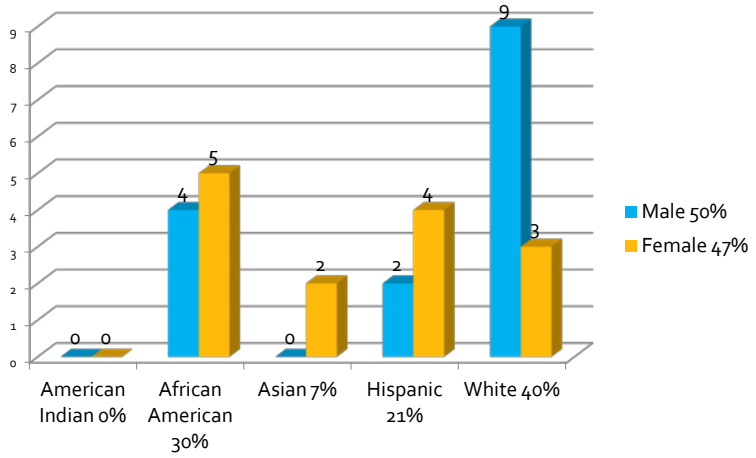


1 did not identify

* TOTAL = 27

2

Future Leaders Program FY 2006

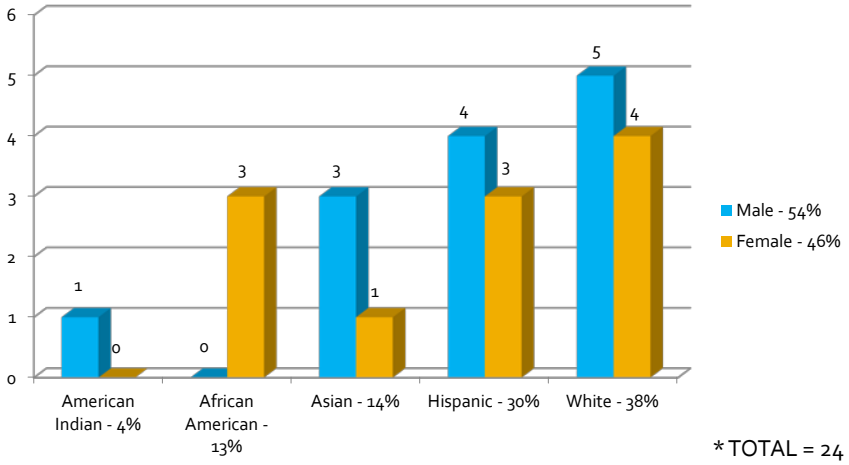


* TOTAL = 30

1 did not identify

3

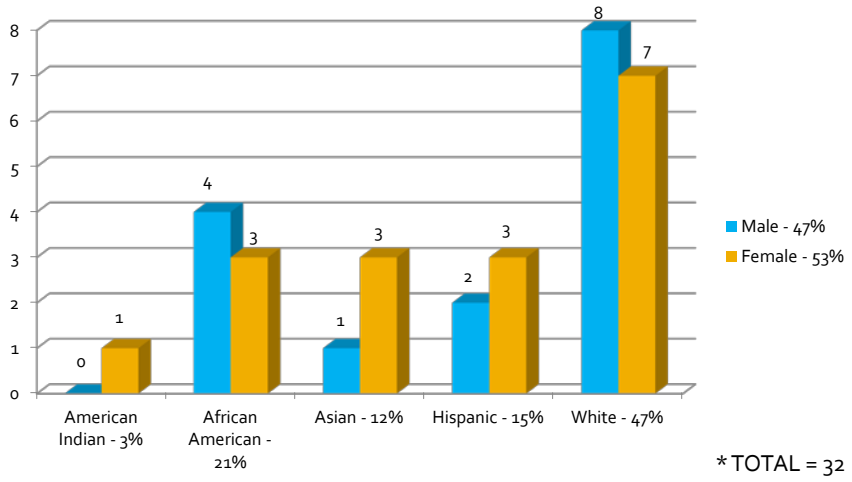
Future Leaders Program FY2007



* TOTAL = 24

4

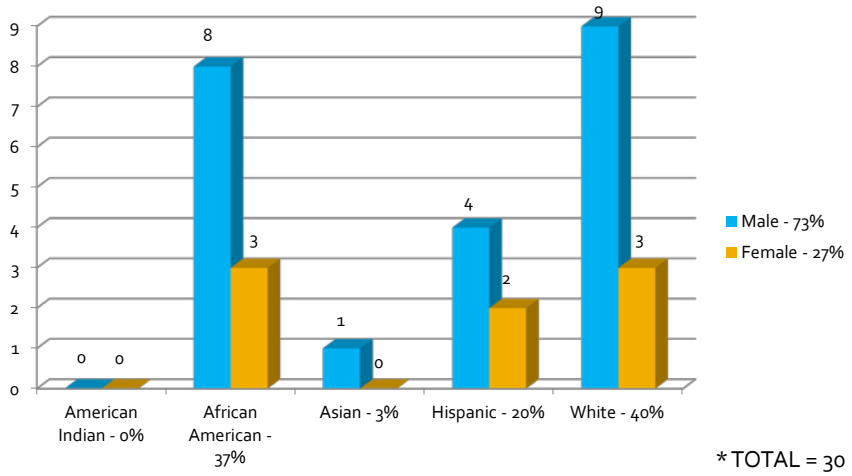
Future Leaders Program FY 2008



* TOTAL = 32

5

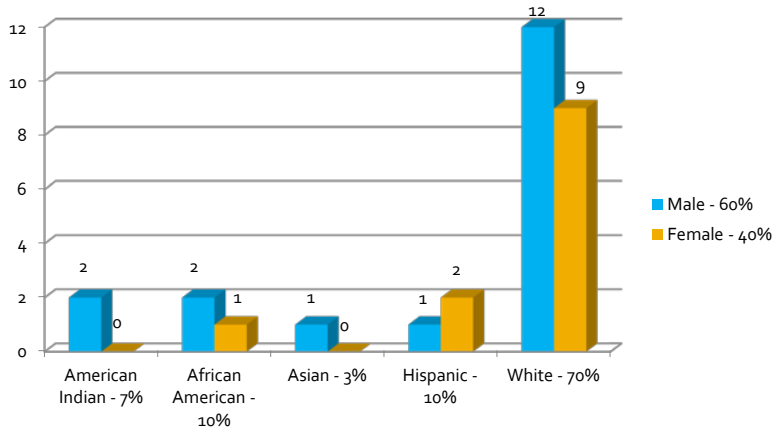
Future Leaders Program FY 2009



* TOTAL = 30

6

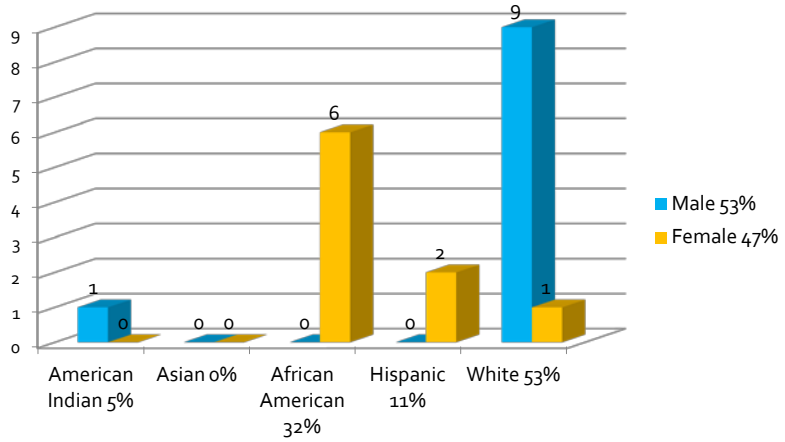
Future Leaders Program FY 2010



* TOTAL = 30

7

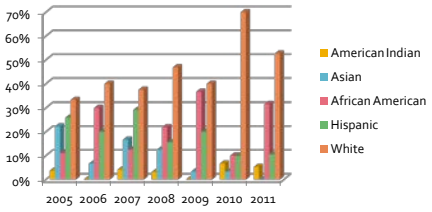
Future Leaders Program FY 2011

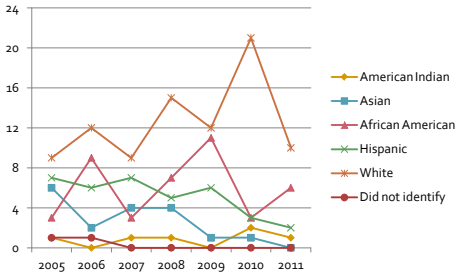


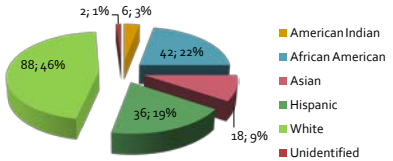
* TOTAL = 19

8

FLP Trend (2005 through 2011)





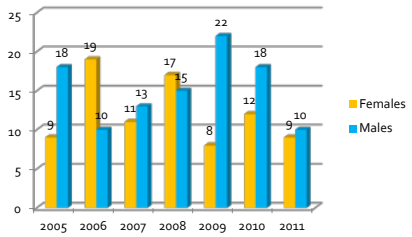


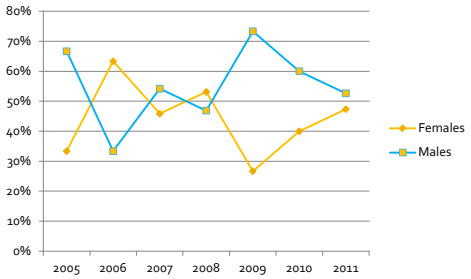
There have been a total of 192 FLP hires from 2005 through 2011. White participants are the majority followed by African American, Hispanic, Asian and American Indian. Note: two (2) unidentified by race/ethnicity.

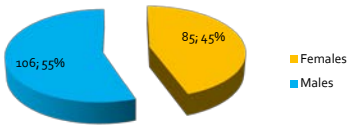
White males, 53 (28%) -- White females, 35 (18%)
African American females, 22 (11%) -- African American males, 20 (10%)
Hispanic males, 18 (9%) -- females, 18 (9%)
Asian males, 11 (6%) -- Asian females, 7 (4%)
American Indian males 5 (3%) -- American Indian females 1 (1%)
Unidentified, 1% (2)

9

FLP Trend (2005 through 2011)







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

10

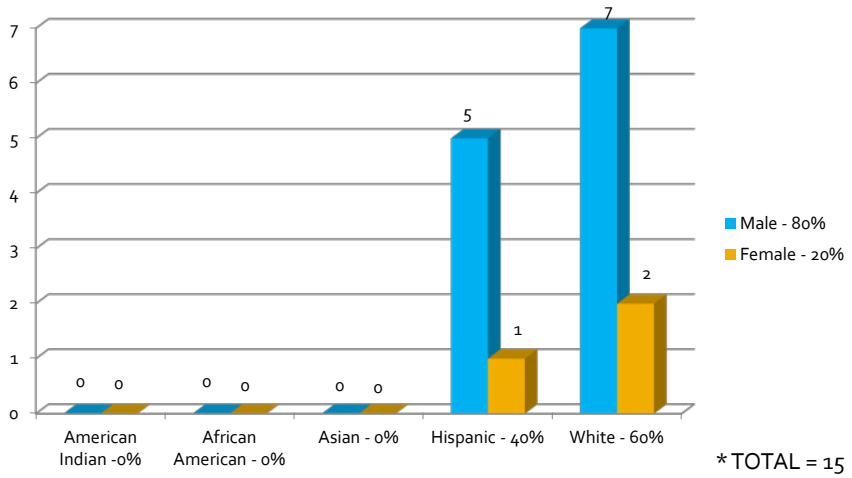
Future Leaders Program Retention

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

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

11

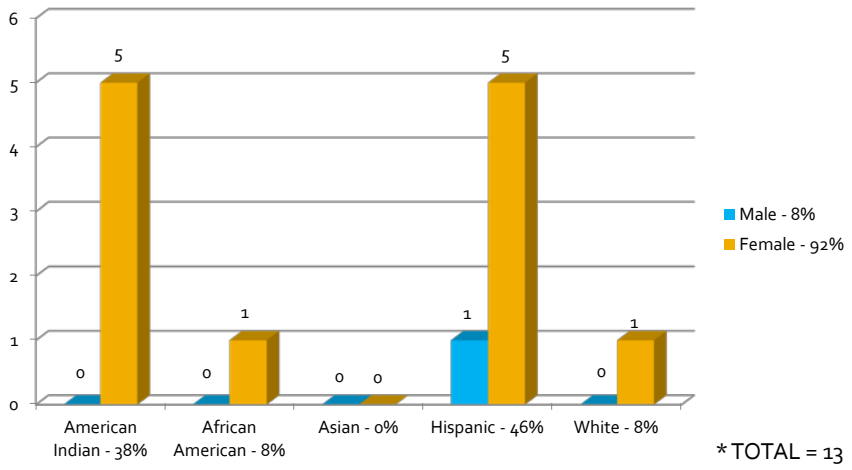
SCEP FY2007



* TOTAL = 15

12

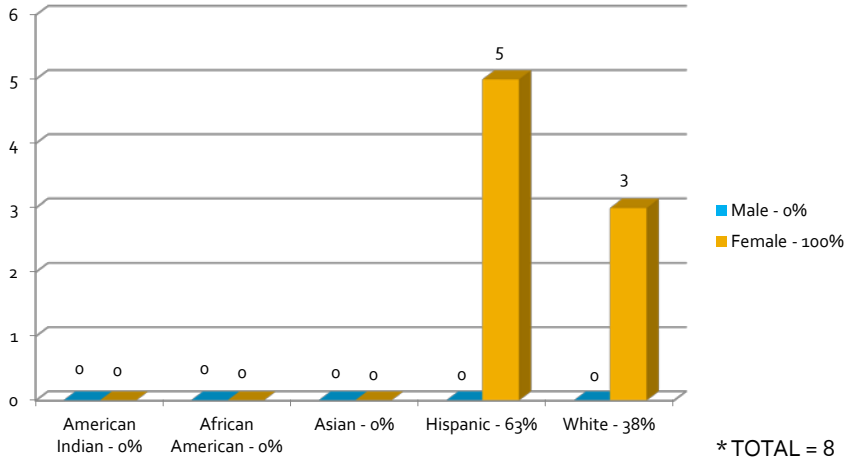
SCEP FY 2008



* TOTAL = 13

13

SCEP FY 2009

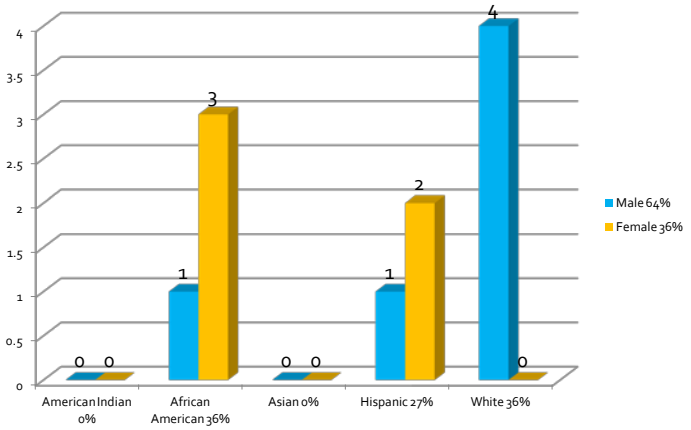


* TOTAL = 8

14

No FY 2010 SCEP class

SCEP FY2011



TOTAL = 11

Note: no FY 2010 SCEP

15

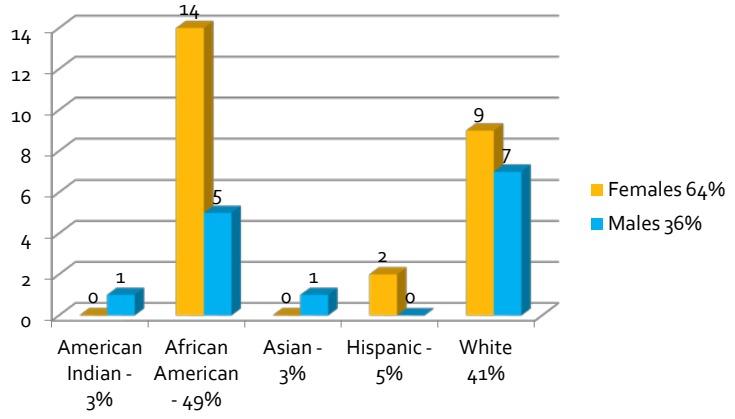
SCEP Retention

4 Year				87% of 15
3 Year			38% of 13	87% of 15
2 Year		50% of 8	85% of 13	87% of 15
1 Year		63% of 8	92% of 13	87% of 15
	SCEP FY 2011* (11 on board)	SCEP FY 2009	SCEP FY 2008	SCEP FY2007

*No SCEP class of FY 2010

16

STEP FY 2011



TOTAL = 39

17

NNSA
NA-1.2 Office of Civil Rights, Albuquerque Complex

Equal Employment Opportunity: Collaborating for Mission Success