



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 Message from the Equal Employment Opportunity Manager

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

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

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

Debra Parrish
EEO Manager
Office of Civil Rights

Equal Employment Opportunity: Collaborating for Mission Success

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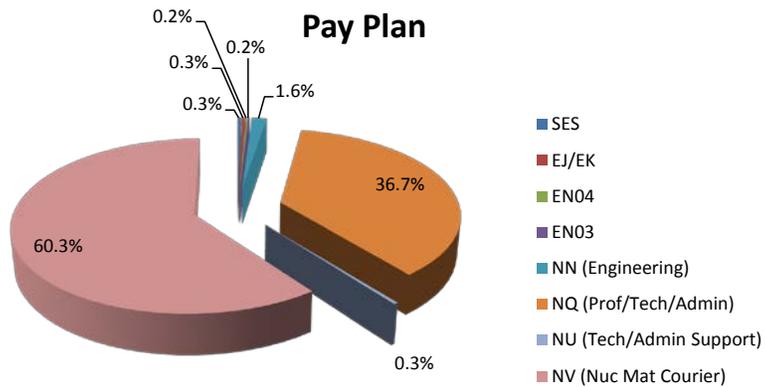
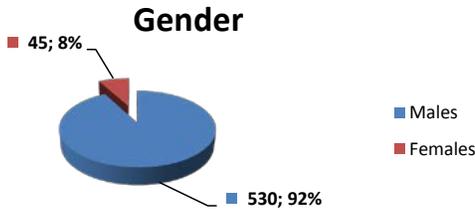
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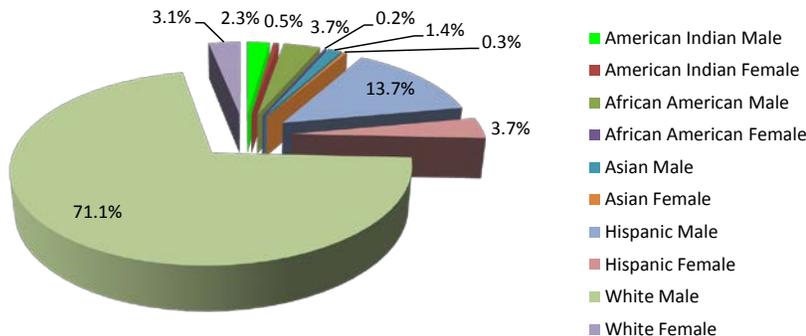
Workforce Diversity
Assistant Deputy Administrator for Secure Transportation, NA-15
As of September 24, 2011

| 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% ↓ |

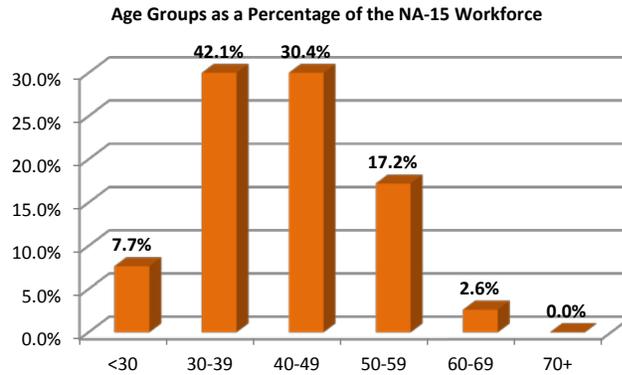


| DIVERSITY | | | | %of 2011 Workforce | 2000 Civilian Labor Force (2010 Census not available as of Oct. 2011) |
|-------------------------|------|------|----------|--------------------|---|
| YEAR | 2010 | 2011 | CHANGE | | |
| American Indian Male | 12 | 13 | 8.33% ↑ | 2.26% | 0.34% |
| American Indian 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% |

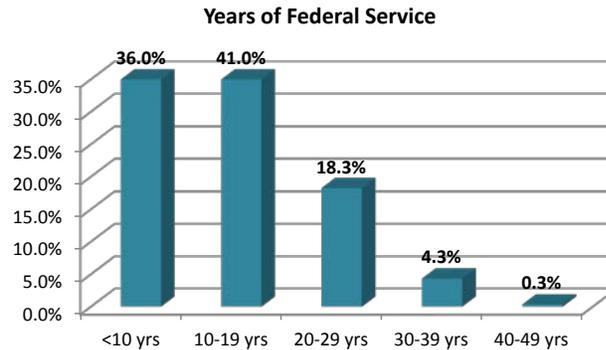


Workforce Diversity
Assistant Deputy Administrator for Secure Transportation, NA-15
As of September 24, 2011

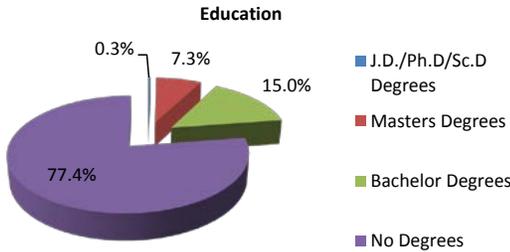
| AGE | | | |
|-------------|------|------|-----------|
| YEAR | 2010 | 2011 | CHANGE |
| AVERAGE AGE | 40.4 | 41.3 | 2.23% ↑ |
| UNDER 30 | 66 | 44 | -33.33% ↓ |
| 30-39 | 272 | 242 | -11.03% ↓ |
| 40-49 | 164 | 175 | 6.71% ↑ |
| 50-59 | 87 | 99 | 13.79% ↑ |
| 60-69 | 18 | 15 | 16.67% ↑ |
| 70 AND UP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

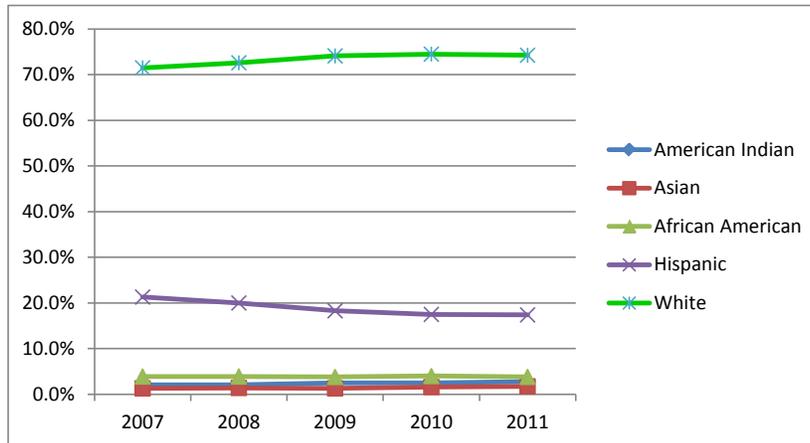


| SUPERVISOR RATIO | | | |
|-------------------|----------|----------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| SUPERVISORS | 73 | 75 | 2.74% ↑ |
| SUPERVISORS RATIO | 7.3 to 1 | 6.7 to 1 | -8.22% ↓ |

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

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 |
| 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.

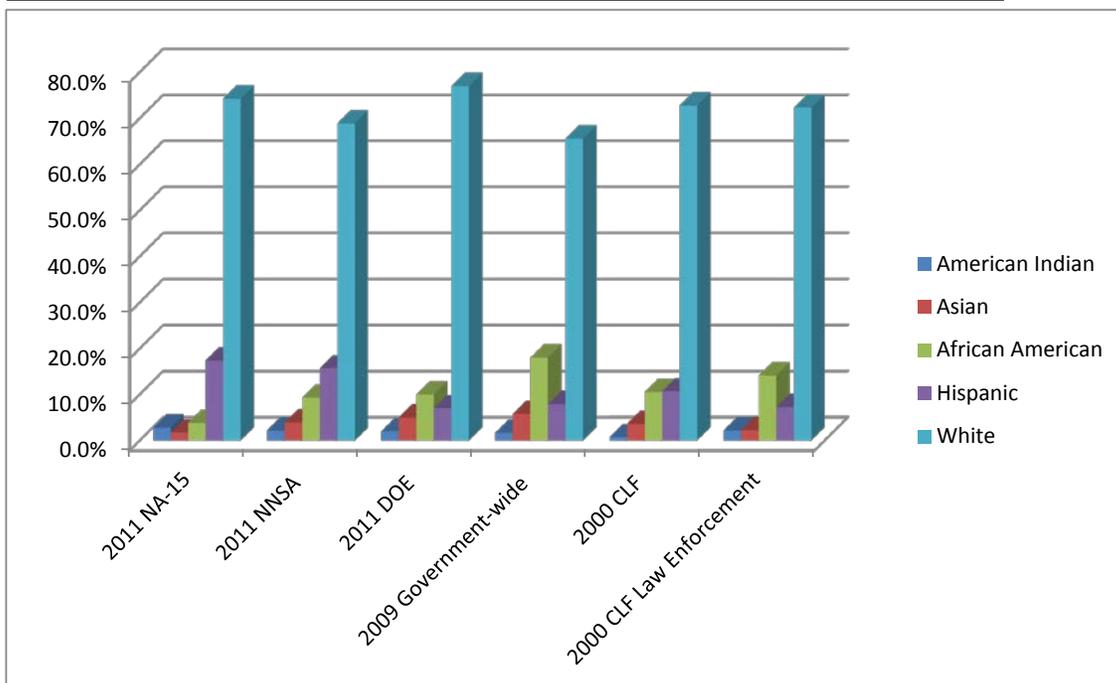
* No change in the on-board number from 2010 to 2011 fiscal year-end.

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% |



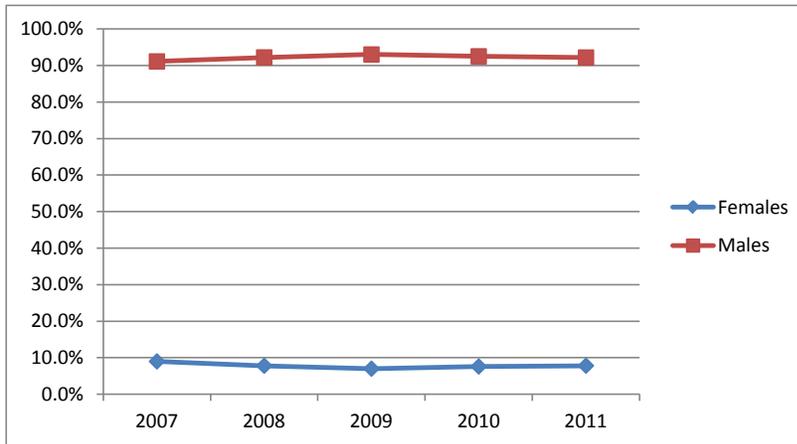
NA-15 employee population participation as compared to other workforces (above, below, or equal to):

- 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 |
| 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 - 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.

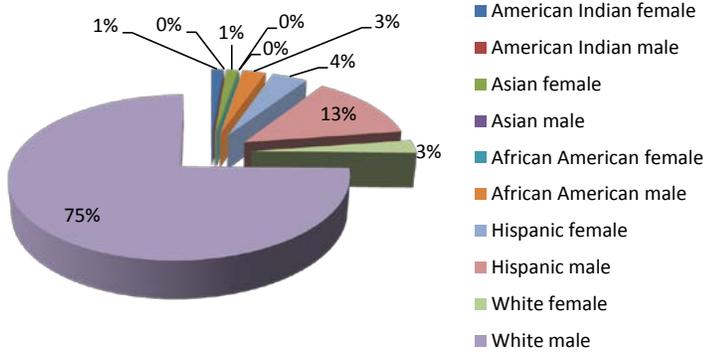
| | Females | Males |
|------|---------|-------|
| 2007 | 9.0% | 91.1% |
| 2008 | 7.8% | 92.2% |
| 2009 | 7.0% | 93.0% |
| 2010 | 7.6% | 92.5% |
| 2011 | 7.8% | 92.2% |

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 |

FY 2011 Supervisors - NA-15



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:

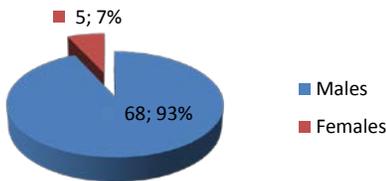
- Hispanic female - plus 1 to a total of 3
- White female - plus 1 to a total of 2

No change in Supervisory participation of:

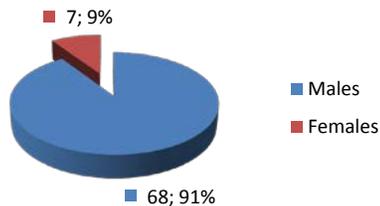
- American Indian female, 1
- Asian female, 1
- African American male, 2
- Hispanic male, 10
- White male, 56

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

2010 Supervisors - NA-15

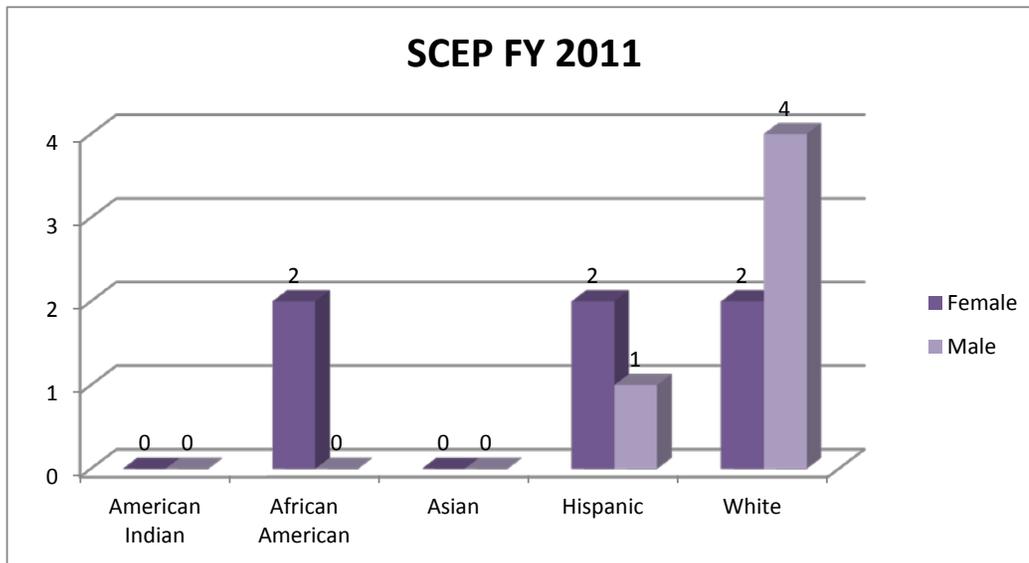
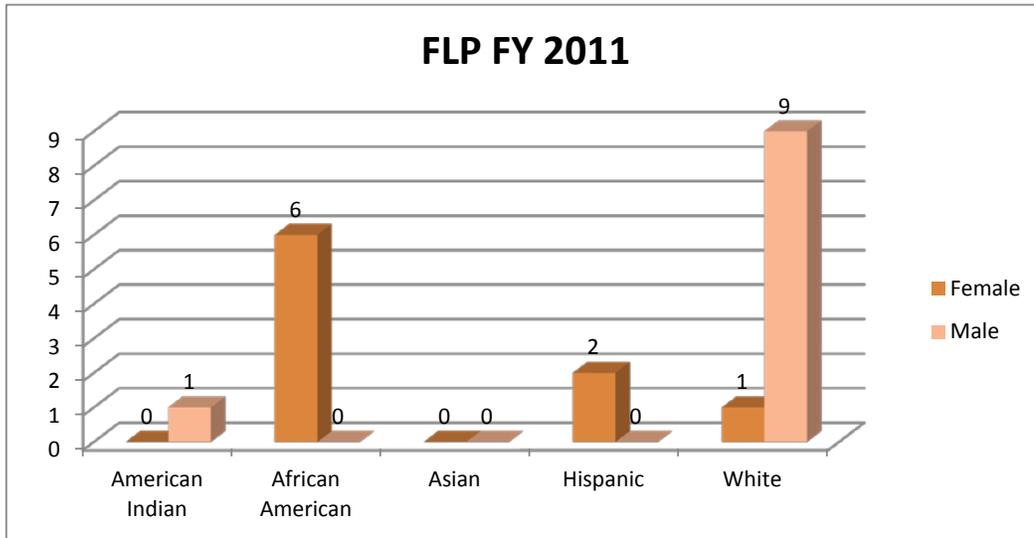


2011 Supervisors - NA-15



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

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



Minority Serving Institutions Program

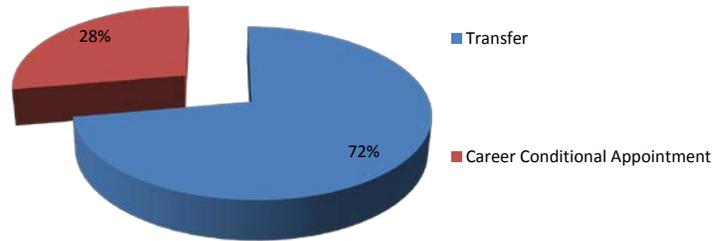
The MSI Internship Program allows participants a way to explore a future career. In FY 2011 NNSA had 43 MSI Interns. The program combines participant studies with on-the-job training and experience directly related to their academic program, enabling the participant to make more informed career choices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

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

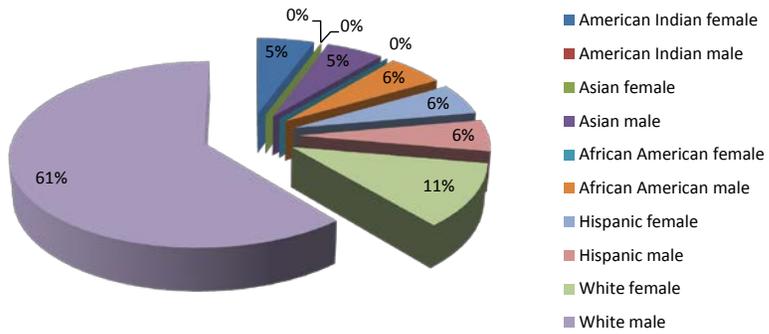
Accessions includes temporary and permanent appointments. In FY 2011 there were 18 Accessions and transfer in at NA-15. Transfer includes transfer from other federal agency as well as other among NNSA organizations.

| | |
|--------------------------------|------------------|
| Transfer | 13 |
| Career Conditional Appointment | <u>5</u> |
| | <u><u>18</u></u> |

2011 Accessions - NA-15

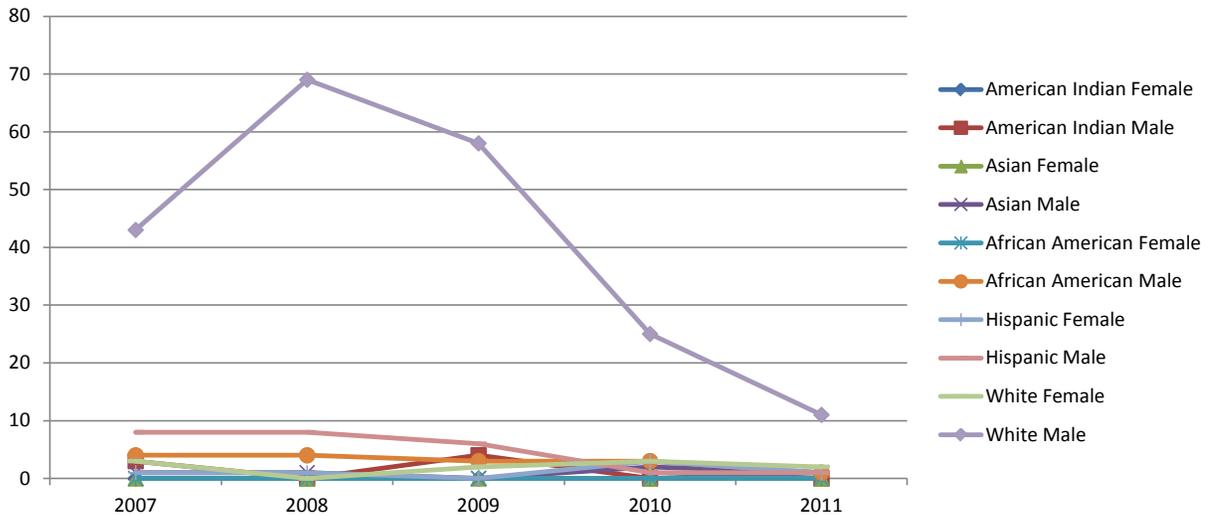


| American Indian female | American Indian male | Asian female | Asian male | African American female | African American male | Hispanic female | Hispanic male | White female | White male | Total |
|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|-----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



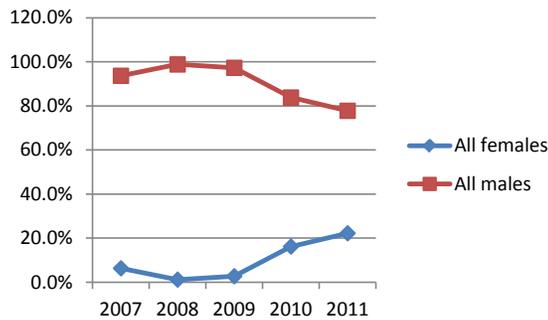
**NA-15 -- Assistant Deputy Administrator for Secure Transportation - FY 2011
Historical Accessions**

| | 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% |



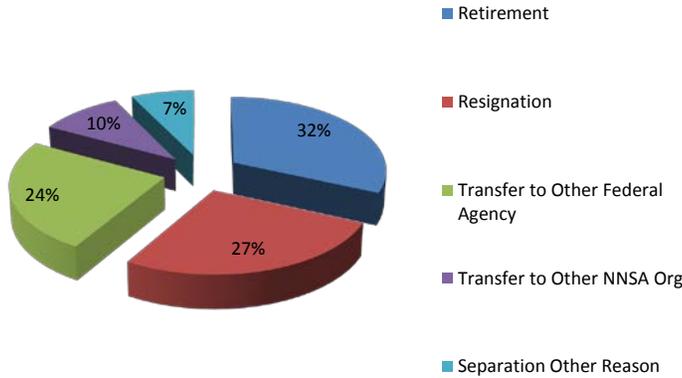
NA-15 -- Assistant Deputy Administrator for Secure Transportation - FY 2011

Separations

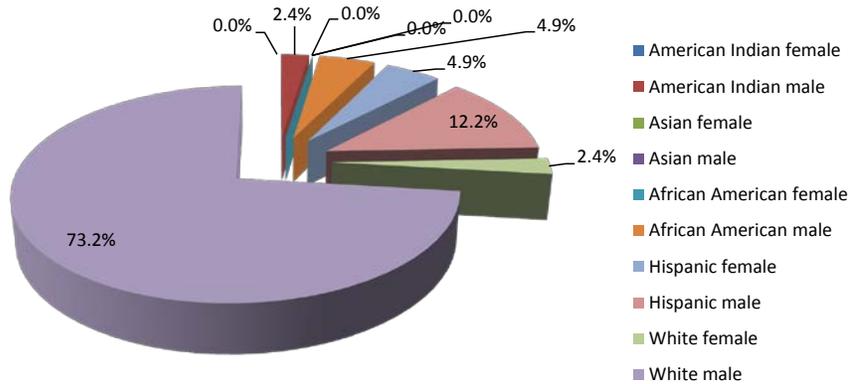
In FY 2011 there were a total of 41 Separations from NA-15. Separation data includes all Personnel Nature of Action Codes, "3" (and "7" series for realignment or reassignment to other NNSA organization).

| 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; and 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
By Gender and Minority**

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).

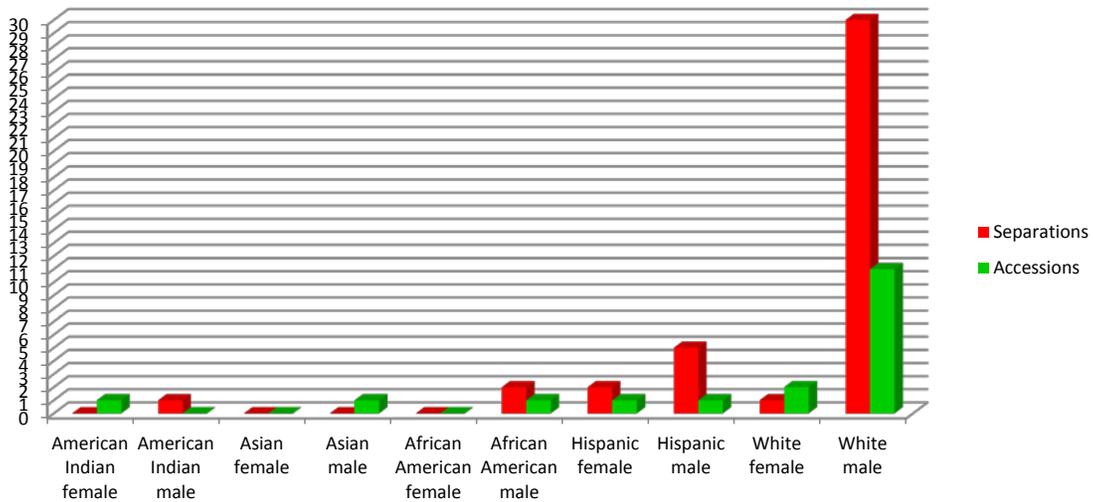
| | Retirement | Resignation | Transfer to Other Federal Agency | Transfer to Other NNSA Org | Separation Other Reason | Total |
|---------|------------|-------------|----------------------------------|----------------------------|-------------------------|-----------|
| Females | 1 | 0 | 2 | 0 | 0 | 3 |
| Males | 12 | 11 | 10 | 2 | 3 | 38 |
| | | | | | | <u>41</u> |

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%).

| | American Indian female | American Indian male | Asian female | Asian male | African American female | African American male | Hispanic female | Hispanic male | White female | White male | Total |
|------------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-------|
| 2011 Separations | 0 | 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.

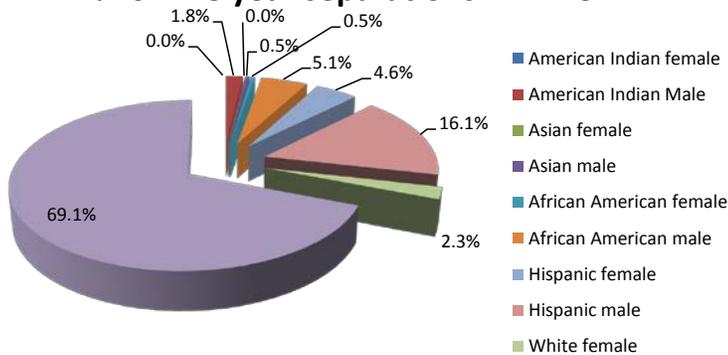
Separations exceed accessions for White males, currently above the CLF.

**NA-15 Assistant Deputy Administrator for Secure Transportation
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.

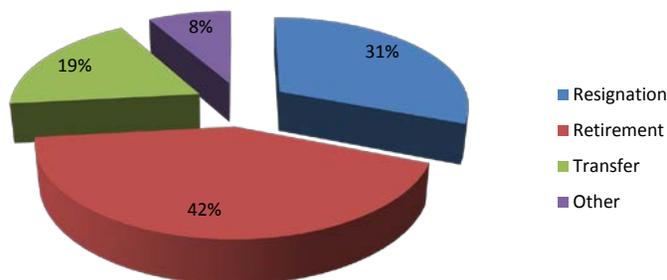
| | American Indian female | American Indian Male | Asian female | Asian male | African American female | African American male | Hispanic female | Hispanic male | White female | White male | Totals |
|------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|--------|
| 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 |

% of five year separations - NA-15



| | 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 |

**% of Separations - Reasons
Five-Years '07-'11**



**NA-15 Associate Administrator for Secure Transportation
Separations - Historical - FY 2007 - FY 2011**

| | Resignation | | | | | Retirement | | | | | Transfer* | | | | | Other Reason | | | | | Total |
|---------------|-------------|---------|---------|---------|---------|------------|---------|---------|---------|---------|-----------|---------|---------|---------|---------|--------------|---------|---------|---------|---------|------------|
| | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | |
| Minorities | 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 |
| | | | | | | | | | | | | | | | | | | | | | <u>217</u> |

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 agencies (23.0%); and 3 separations, other reasons (4.9%) of the total minority separations.

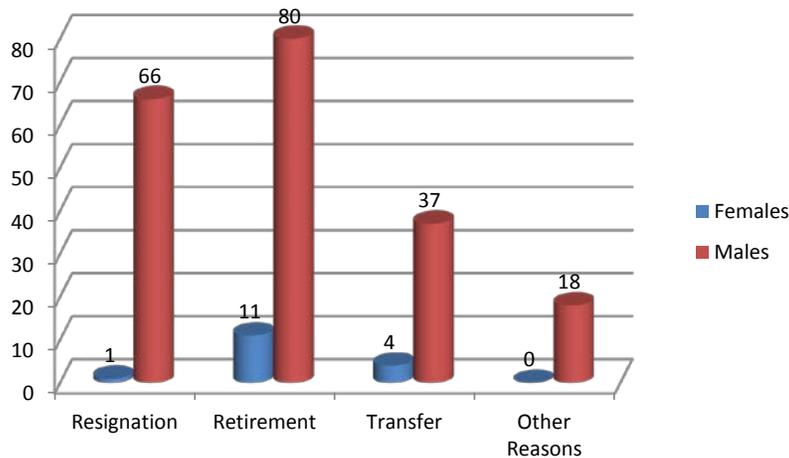
White female separations, 6 total: 4 retirements (66.7% of total White female separations in the five-year period; and 2 transfers (33.3% of the total).

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 | | | | | Total |
|---------|-------------|---------|---------|---------|---------|------------|---------|---------|---------|---------|-----------|---------|---------|---------|---------|--------------|---------|---------|---------|---------|------------|
| | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | FY2011 | FY 2010 | FY 2009 | FY 2008 | FY 2007 | |
| Females | 0 | 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 |
| | | | | | | | | | | | | | | | | | | | | | <u>217</u> |



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).

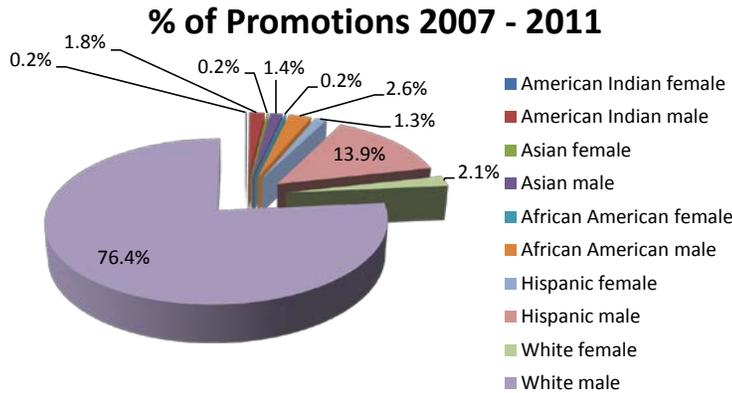
Male separations, 201 total: 80 retirements (39.8% of total male separations); 66 resignations (32.8% of the total); 37 transfers (18.4%) and 18 separations, other reason (9.0%).

**NA-15 Associate Administrator for Secure Transportation
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 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 employ the majority of NA-15 employees: Agent Operations Eastern Command (AOEC); Agent Operations Central Command (AOCC); and Agent Operations Western Command (AOWC). Additionally, there is a training unit, Training Command (TRACOM), that employs 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 |
| 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 |
| 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 |
| Average Length | 11.4 | 12.4 | 10.7 | 11.7 | 12.2 | 13.5 | 15.6 | 15.1 |
| Less than 10 Years | 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 |
| 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 | Transfer | Retirement | Other | | Minorities | White Males | Minorities | White Males | Minorities | White Males | Minorities | White Males | | |
| 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 | Transfer | Retirement | Other | | Minorities | White Males | Minorities | White Males | Minorities | White Males | Minorities | White Males | | |
| 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 | Transfer | Retirement | Other | | Minorities | White Males | Minorities | White Males | Minorities | White Males | Minorities | White Males | | |
| 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 | Transfer | Retirement | Other | | Minorities | White Males | Minorities | White Males | Minorities | White Males | Minorities | White Males | | |
| 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 Operations 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% | |

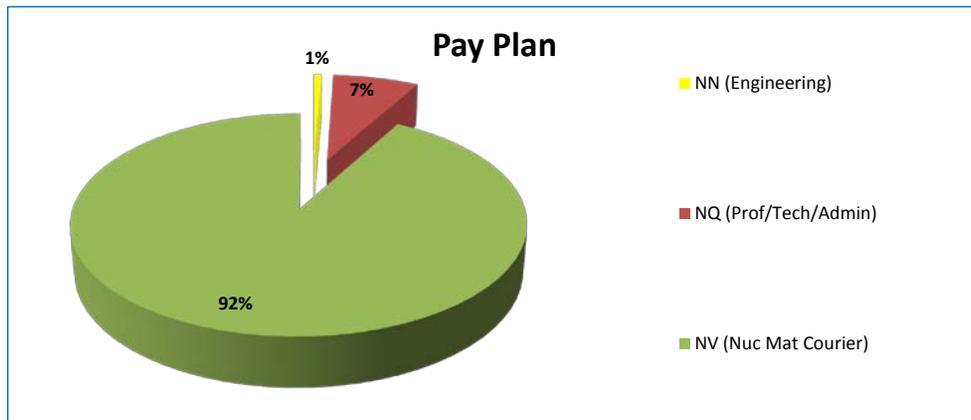
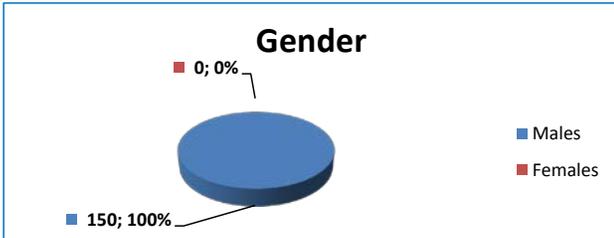
APPENDIX
2010 to 2011 Comparisons:

AOEC
AOCC
AOWC
TRACOM

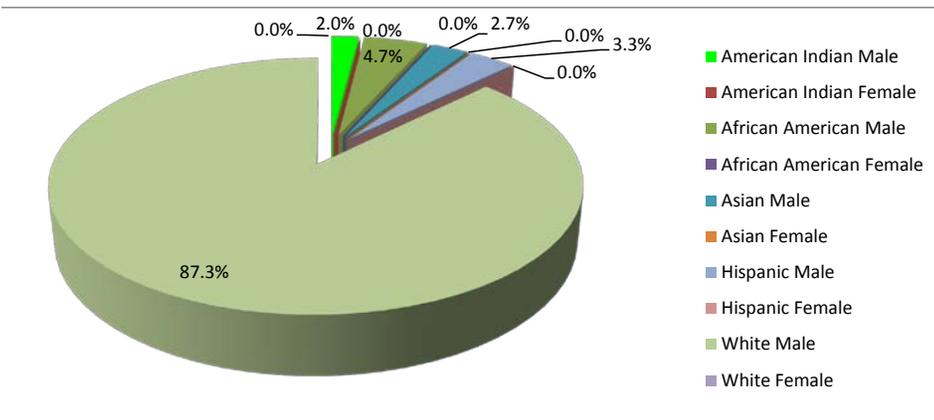
**Workforce Diversity
Agent Operations Eastern Command
As of September 24, 2011**

| 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% | ↓ |



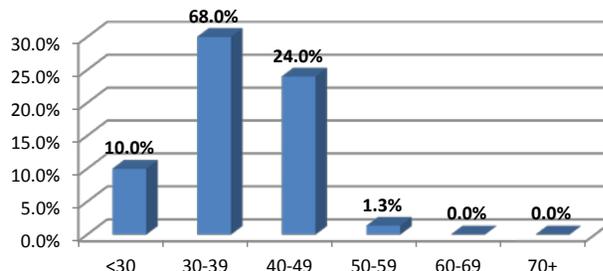
| DIVERSITY | | | | | | |
|-------------------------|------|------|--------|---|-------|----------|
| YEAR | 2010 | 2011 | CHANGE | | 2011% | 2000 CLF |
| American Indian Male | 3 | 3 | 0.0% | / | 2.0% | 0.34% |
| American Indian Female | 0 | 0 | 0.0% | / | 0.0% | 0.32% |
| African American Male | 8 | 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**

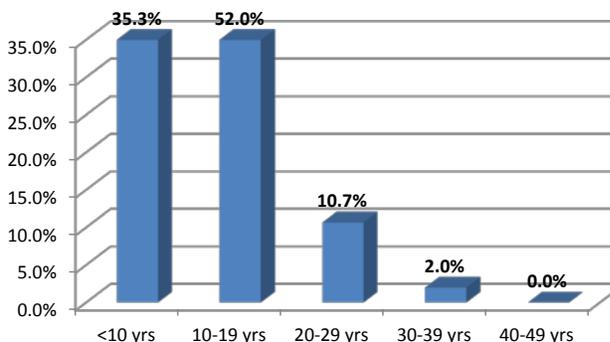
| SPECIAL | | | |
|------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| DISABILITY | 3 | 3 | 0.0% / |
| VETERANS | 109 | 90 | -17.4% ↓ |

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% / |

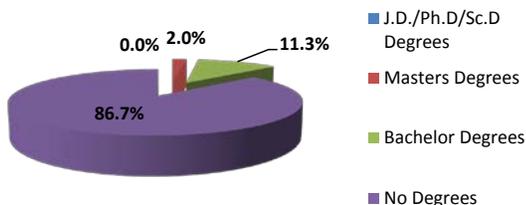
Years of Federal Service



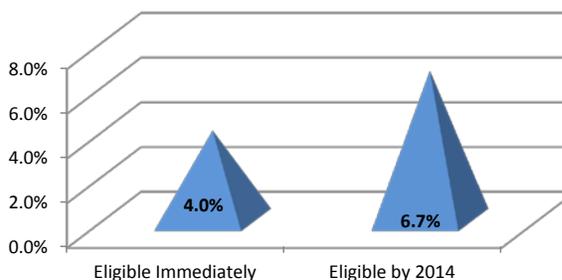
| YEARS OF FEDERAL SERVICE | | | |
|--------------------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| AVERAGE LENGTH | 11.4 | 12.4 | 8.8% ↑ |
| LESS THAN 10 YEARS | 64 | 53 | -17.2% ↓ |
| 10-19 YEARS | 75 | 78 | 4.0% ↑ |
| 20-29 YEARS | 15 | 16 | 6.7% ↑ |
| 30-39 YEARS | 1 | 3 |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



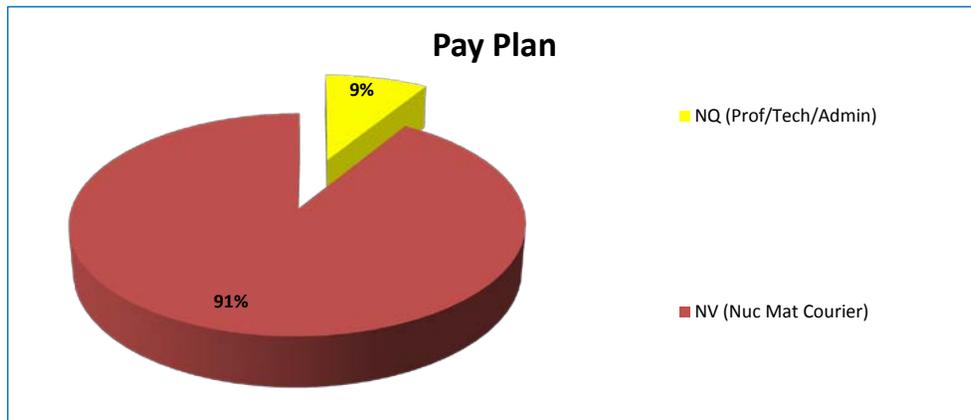
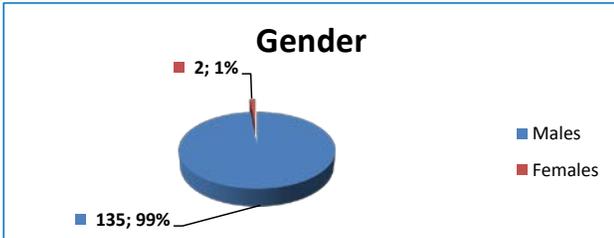
| RETIREMENT | | | |
|---------------------------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| ELIGIBLE TO RETIRE IMMEDIATELY | 2 | 6 | 200.0% ↑ |
| ELIGIBLE TO RETIRE BY 9/25/2015 | 9 | 10 | 11.1% ↑ |

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

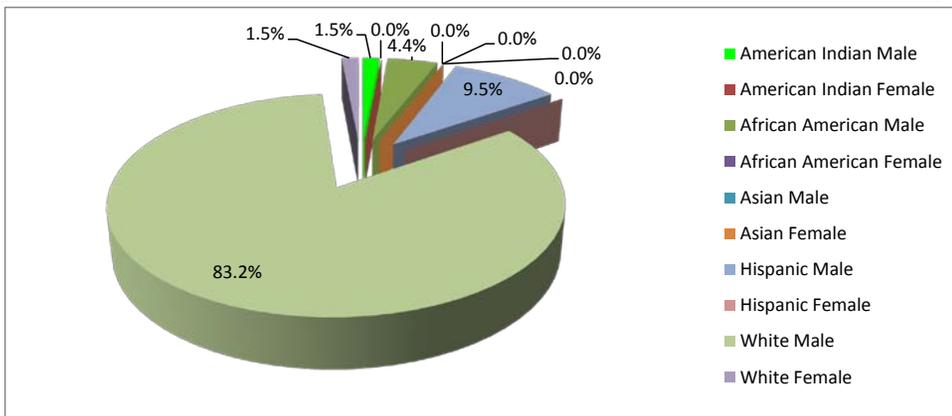
**Workforce Diversity
Agent Operations Central Command
As of September 24, 2011**

| 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% | ↓ |



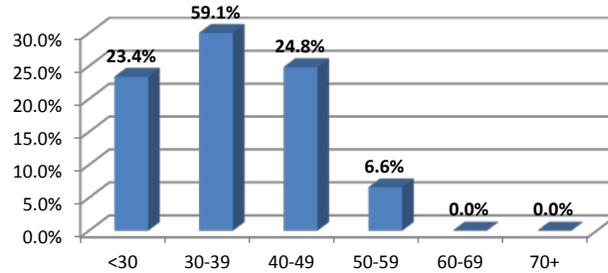
| DIVERSITY | | | | | 2011% | 2000 CLF |
|-------------------------|------|------|--------|---|-------|----------|
| YEAR | 2010 | 2011 | CHANGE | | | |
| American Indian Male | 2 | 2 | 0.0% | / | 1.5% | 0.34% |
| American Indian Female | 0 | 0 | 0.0% | / | 0.0% | 0.32% |
| African American Male | 7 | 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**

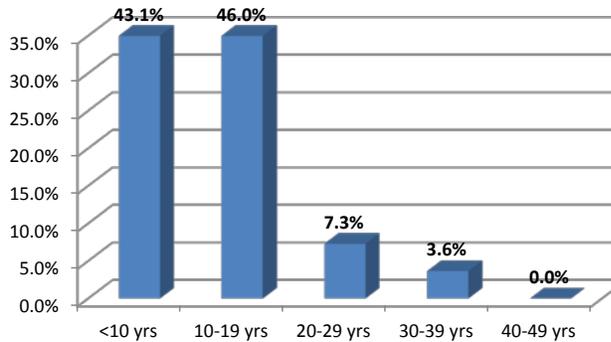
| SPECIAL | | | |
|------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| DISABILITY | 1 | 2 | 100.0% ↑ |
| VETERANS | 105 | 90 | -14.3% ↓ |

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% / |

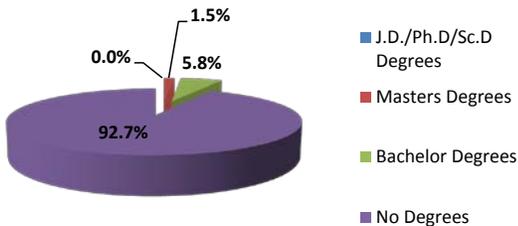
Years of Federal Service



| 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% / |

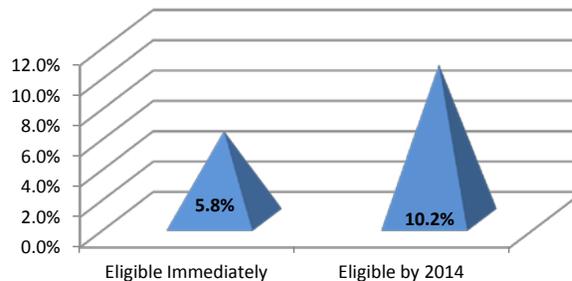
| EDUCATION | | | |
|------------------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| J.D./Ph.D/Sc.D Degrees | 0 | 0 | 0.0% / |
| Masters Degrees | 3 | 2 | -33.3% ↓ |
| Bachelors Degrees | 12 | 8 | -33.3% ↓ |
| No Degrees | 141 | 127 | -9.9% ↓ |

Education



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

Retirement Eligibility

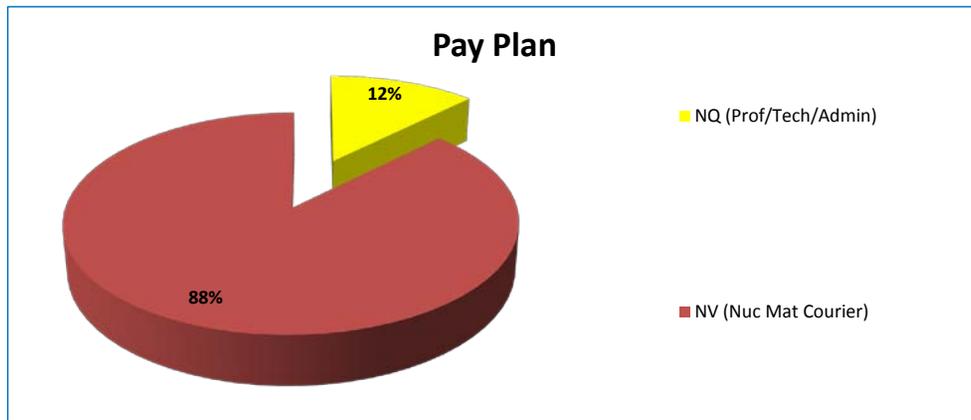
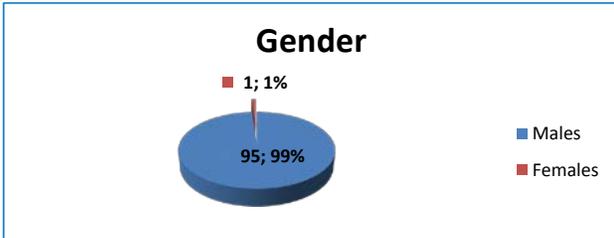


| SUPERVISOR RATIO | | | |
|-------------------|----------|-----------|--------|
| YEAR | 2010 | 2011 | CHANGE |
| SUPERVISORS | 11 | 12 | 9.1% ↑ |
| SUPERVISORS RATIO | 9.6 to 1 | 10.4 to 1 | 8.3% ↑ |

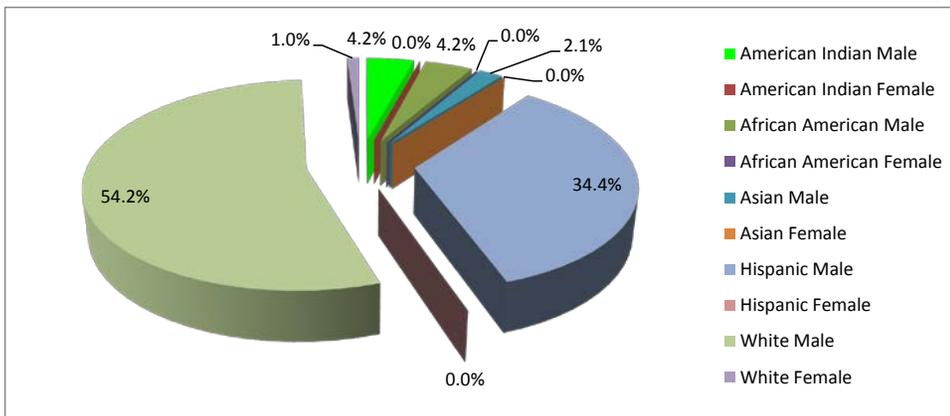
**Workforce Diversity
Agent Operations Western Command
As of September 24, 2011**

| 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% ↓ |



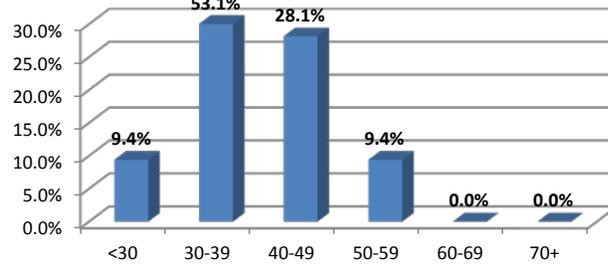
| DIVERSITY | | | | | 2011% | 2000 CLF |
|-------------------------|------|------|--------|---|-------|----------|
| YEAR | 2010 | 2011 | CHANGE | | | |
| American Indian Male | 4 | 4 | 0.0% | / | 4.2% | 0.34% |
| American Indian Female | 0 | 0 | 0.0% | / | 0.0% | 0.32% |
| African American Male | 5 | 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**

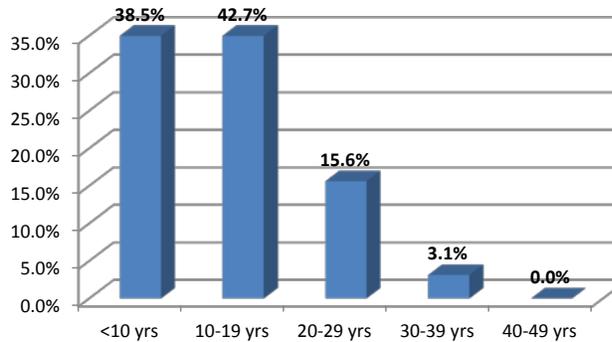
| SPECIAL | | | |
|------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| DISABILITY | 2 | 2 | 0.0% / |
| VETERANS | 70 | 61 | -12.9% ↓ |

Age Groups as a Percentage of Workforce



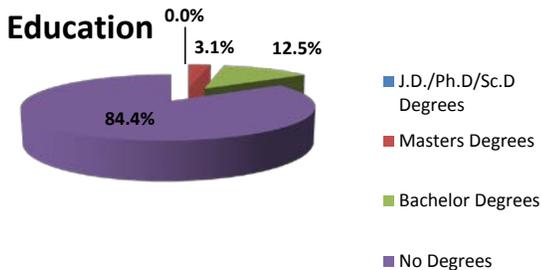
| AGE | | | |
|-------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| AVERAGE AGE | 37.4 | 38.7 | 3.5% ↑ |
| UNDER 30 | 15 | 9 | -40.0% ↓ |
| 30-39 | 60 | 51 | -15.0% ↓ |
| 40-49 | 26 | 27 | 3.9% ↑ |
| 50-59 | 5 | 9 | 80.0% ↑ |
| 60-69 | 0 | 0 | 0.0% / |
| 70 AND UP | 0 | 0 | 0.0%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

Years of Federal Service

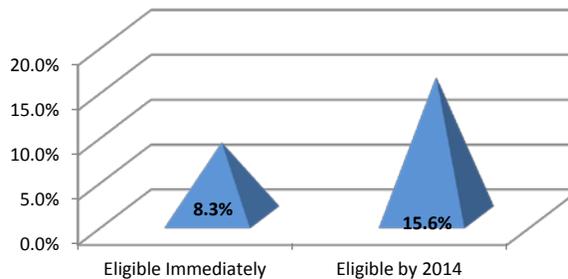


| YEARS OF FEDERAL SERVICE | | | |
|--------------------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| AVERAGE LENGTH | 12.2 | 13.5 | 10.7% ↑ |
| LESS THAN 10 YEARS | 48 | 37 | -22.9% ↓ |
| 10-19 YEARS | 44 | 41 | -6.8% ↓ |
| 20-29 YEARS | 11 | 15 | 36.4% ↑ |
| 30-39 YEARS | 3 | 3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



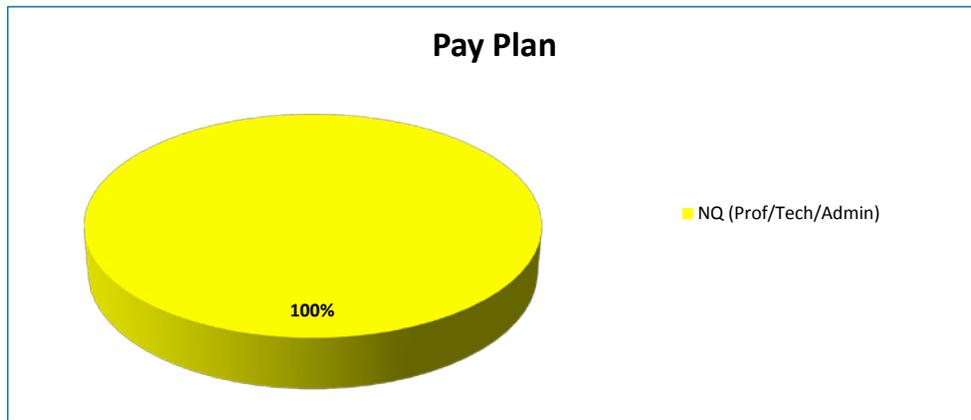
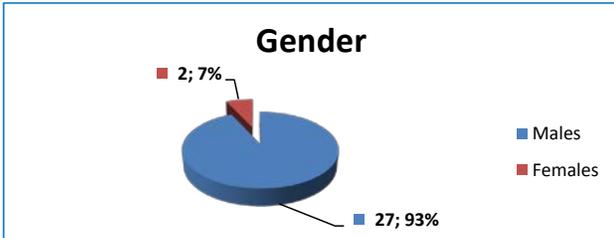
| RETIREMENT | | | |
|---------------------------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| ELIGIBLE TO RETIRE IMMEDIATELY | 4 | 8 | 100.0% ↑ |
| ELIGIBLE TO RETIRE BY 9/25/2015 | 13 | 15 | 15.4% ↑ |

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

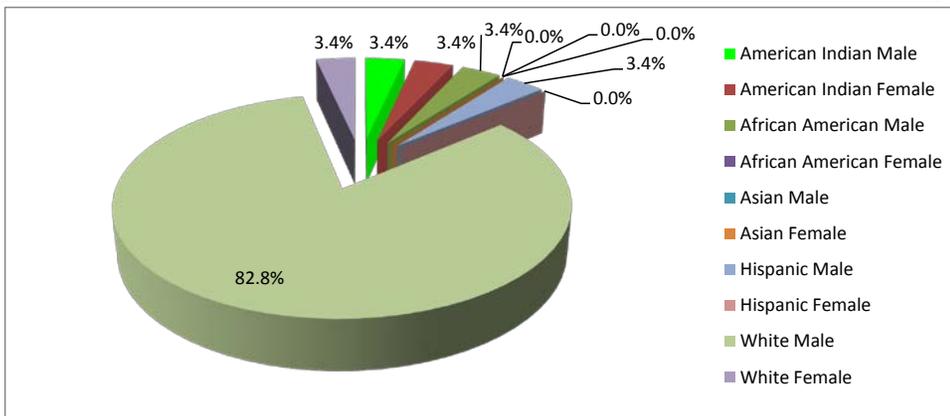
**Workforce Diversity
Agent Operations TRACOM
As of September 24, 2011**

| 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% ↓ |



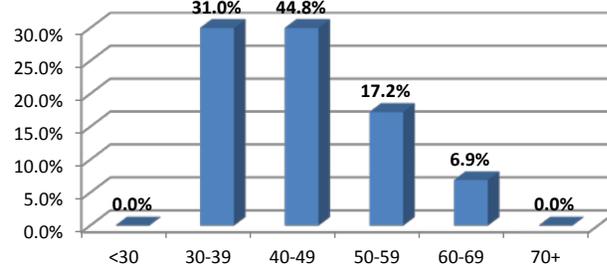
| DIVERSITY | | | | | 2011% | 2000 CLF |
|-------------------------|------|------|---------|---|-------|----------|
| YEAR | 2010 | 2011 | CHANGE | | | |
| American Indian Male | 1 | 1 | 0.0% | / | 3.4% | 0.34% |
| American Indian Female | 1 | 1 | 0.0% | / | 3.4% | 0.32% |
| African American Male | 0 | 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**

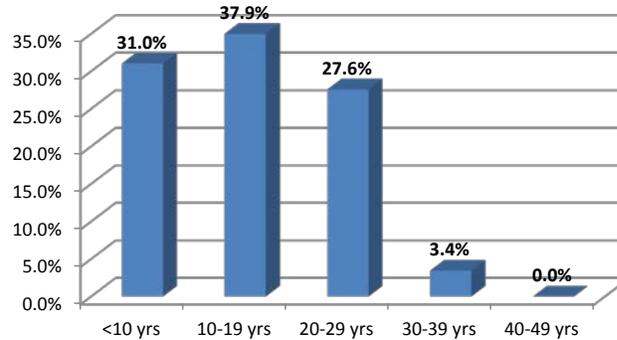
| SPECIAL | | | |
|------------|------|------|---------|
| YEAR | 2010 | 2011 | CHANGE |
| DISABILITY | 4 | 6 | 50.0% ↑ |
| VETERANS | 28 | 28 | 0.0% / |

Age Groups as a Percentage of Workforce



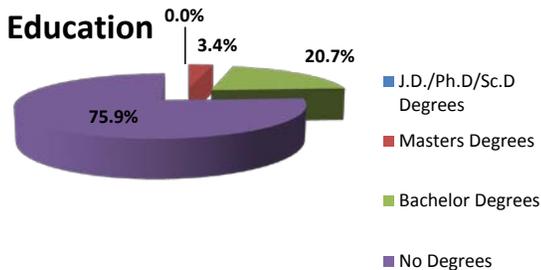
| AGE | | | |
|-------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| AVERAGE AGE | 47.5 | 45.6 | -4.0% ↓ |
| UNDER 30 | 0 | 0 | 0.0% / |
| 30-39 | 9 | 9 | 0.0% / |
| 40-49 | 15 | 13 | -13.3% ↓ |
| 50-59 | 11 | 5 | -54.5% ↓ |
| 60-69 | 4 | 2 | -50.0% ↓ |
| 70 AND UP | 0 | 0 | 0.0%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

Years of Federal Service



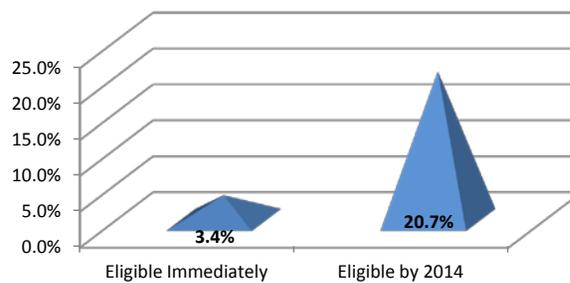
| YEARS OF FEDERAL SERVICE | | | |
|--------------------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| AVERAGE LENGTH | 15.6 | 15.1 | -3.2% ↓ |
| LESS THAN 10 YEARS | 13 | 9 | -30.8% ↓ |
| 10-19 YEARS | 11 | 11 | 0.0% / |
| 20-29 YEARS | 14 | 8 | -42.9% ↓ |
| 30-39 YEARS | 1 | 1 | 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 | | | |
|---------------------------------|------|------|----------|
| YEAR | 2010 | 2011 | CHANGE |
| ELIGIBLE TO RETIRE IMMEDIATELY | 4 | 1 | -75.0% ↓ |
| ELIGIBLE TO RETIRE BY 9/25/2015 | 13 | 6 | -53.9% ↓ |

Retirement Eligibility



| 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.



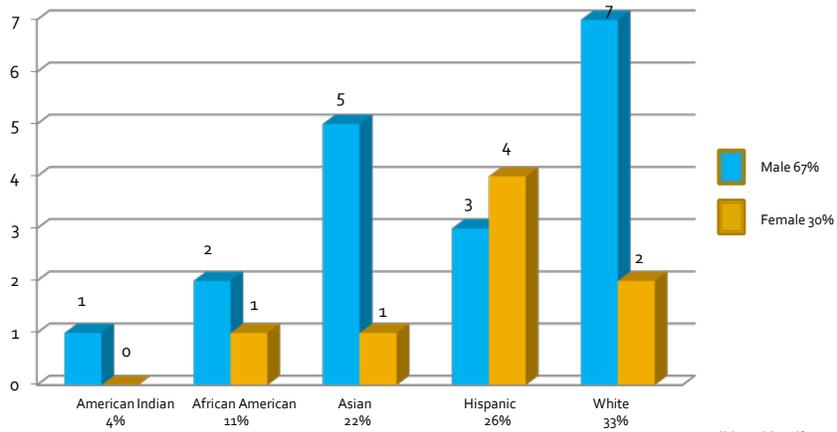
Future Leaders, SCEP & STEP Program



FY 2005-2011

by: Tyquan Parker
HBCU Intern, Summer 2010

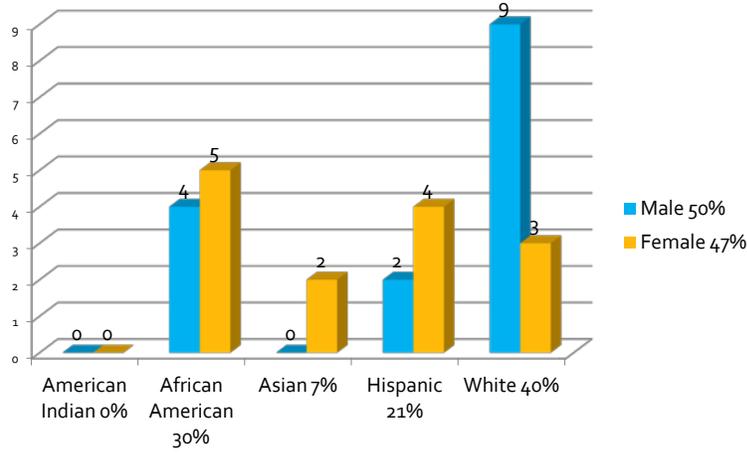
Future Leaders Program FY 2005



1 did not identify
* TOTAL = 27

2

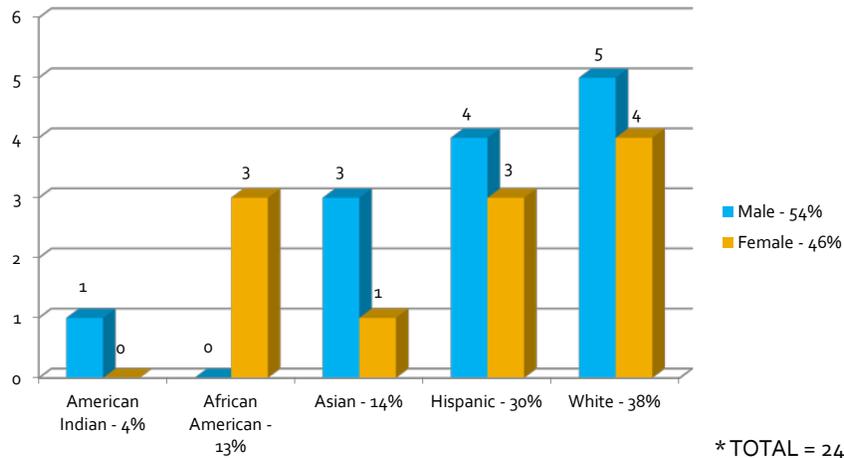
Future Leaders Program FY 2006



* TOTAL = 30
1 did not identify

3

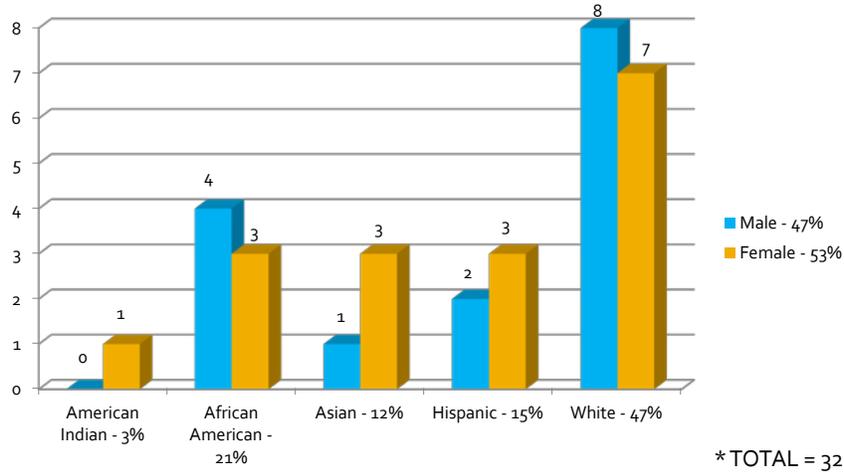
Future Leaders Program FY2007



* TOTAL = 24

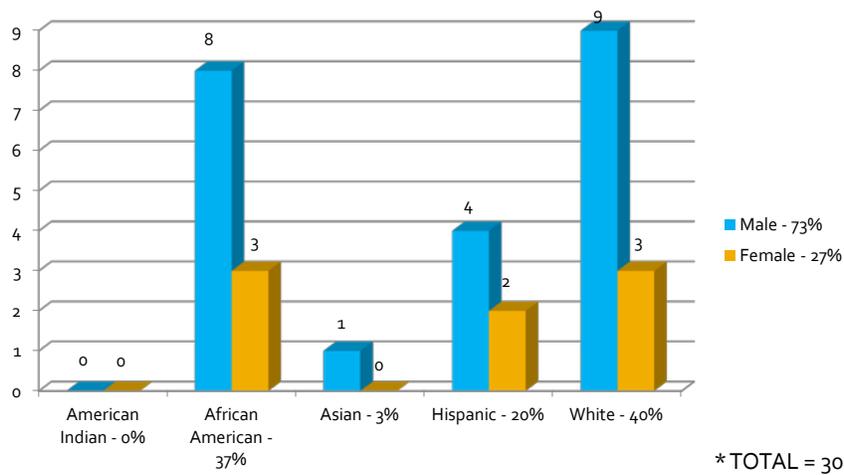
4

Future Leaders Program FY 2008



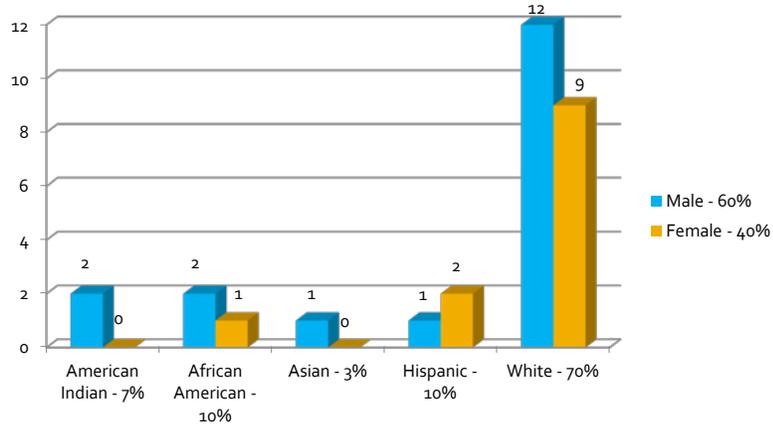
5

Future Leaders Program FY 2009



6

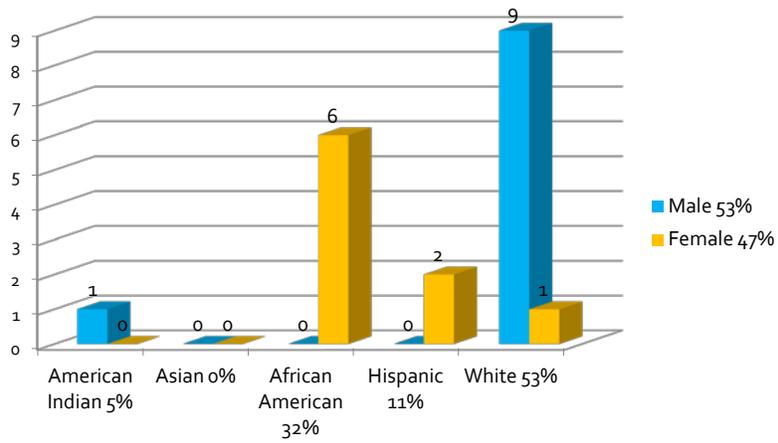
Future Leaders Program FY 2010



* TOTAL = 30

7

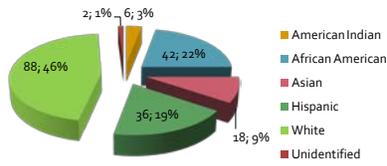
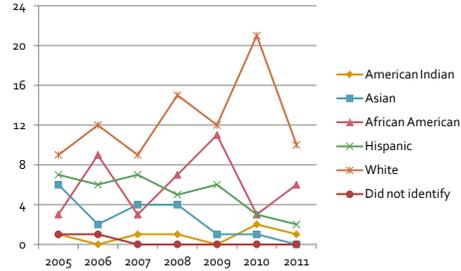
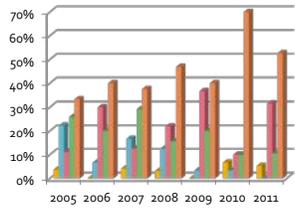
Future Leaders Program FY 2011



* TOTAL = 19

8

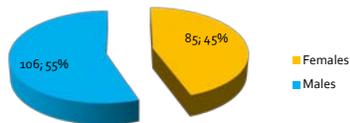
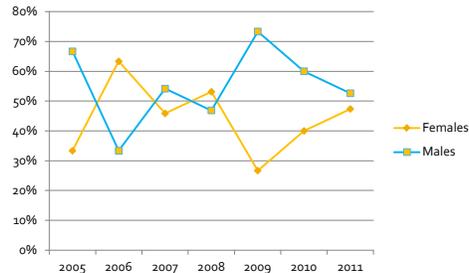
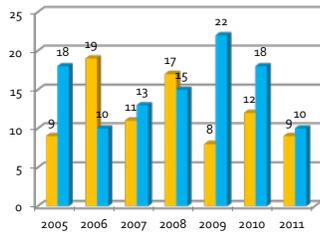
FLP Trend (2005 through 2011)



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

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

FLP Trend (2005 through 2011)



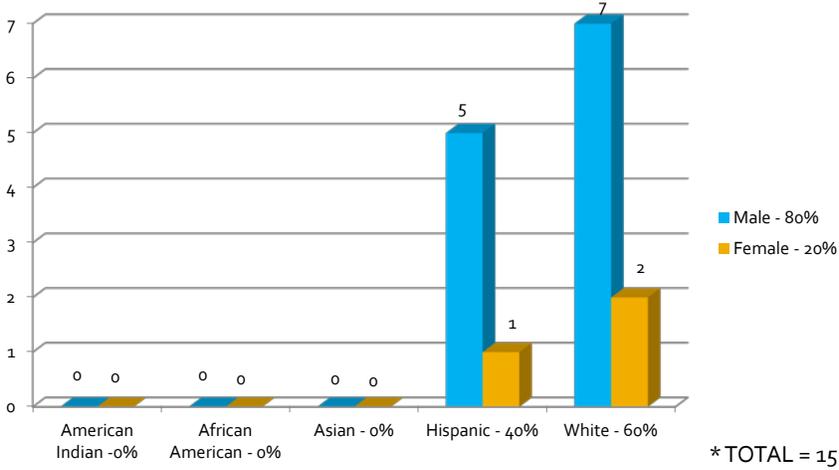
192 FLP participants from 2005-2011.
 Note: one unidentified by gender.

Future Leaders Program Retention

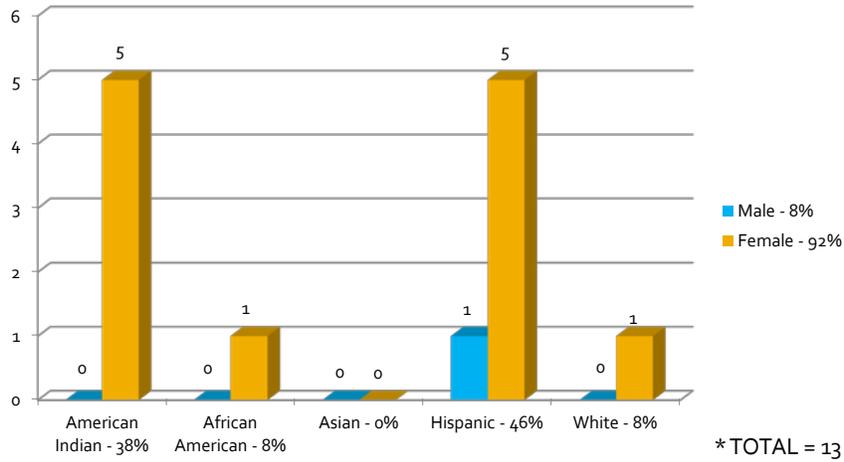
| | | | | | | |
|--------|------------|------------|------------|------------|------------|------------|
| Year 6 | | | | | | 77% of 27 |
| Year 5 | | | | | 70% of 30 | 77% of 27 |
| Year 4 | | | | 96% of 24 | 93% of 30 | 88% of 27 |
| Year 3 | | | 84% of 32 | 96% of 24 | 93% of 30 | 92% of 27 |
| Year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

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

SCEP FY2007

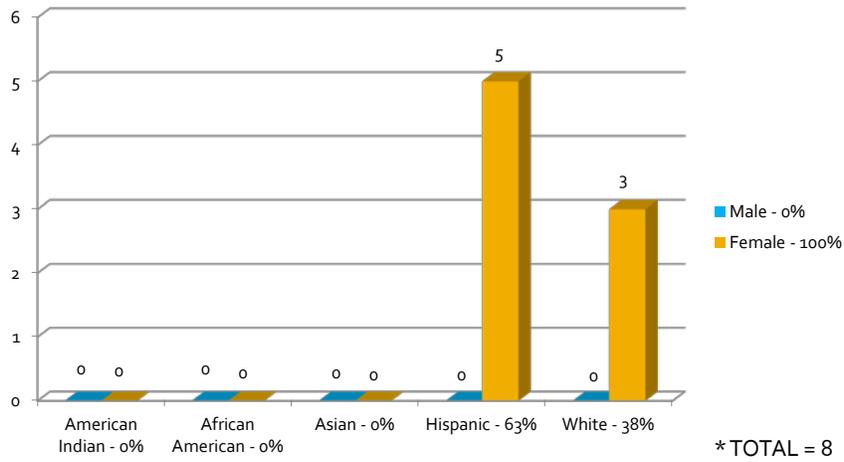


SCEP FY 2008



13

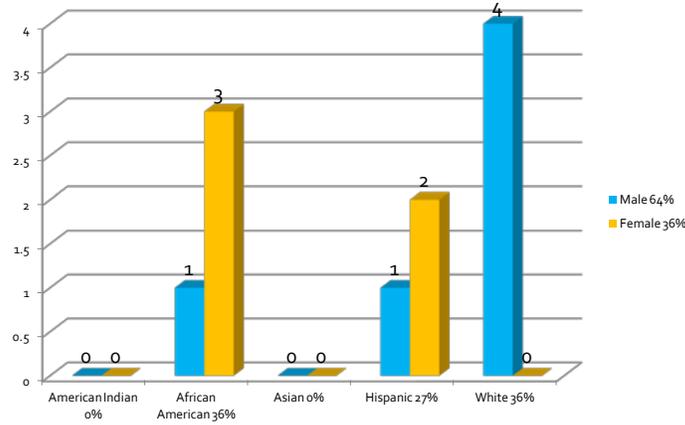
SCEP FY 2009



14

No FY 2010 SCEP class

SCEP FY2011



TOTAL = 11
 Note: no FY 2010 SCEP

15

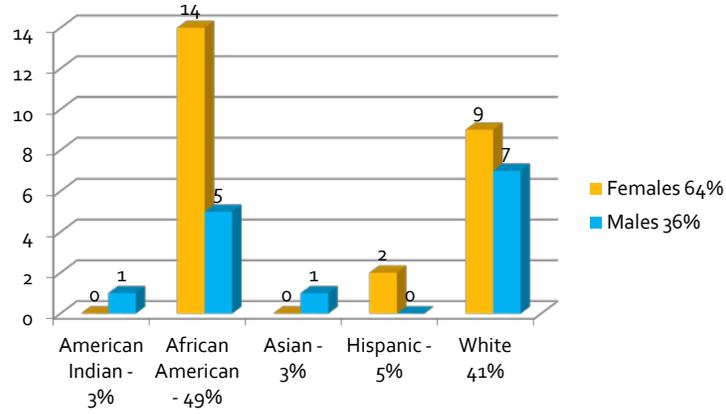
SCEP Retention

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

*No SCEP class of FY 2010

16

STEP FY 2011



TOTAL = 39

17

NNSA

NA-1.2 Office of Civil Rights, Albuquerque Complex

Equal Employment Opportunity: Collaborating for Mission Success

