



U.S. DEPARTMENT OF
ENERGY



Fiscal Year 2013
NNSA EEO Program

Prepared December 2013

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Equal Employment Opportunity: Collaborating for Mission Success

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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; as well as provide a status report on the EEO Program.

The mid-year report is a two-page snap shot of our Agency. This Year-End Report is much more comprehensive, including data by race and gender on hires, promotions, and separations (by reason). 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 report requests throughout the year.

In addition to the workforce diversity reports, the OCR has many responsibilities, and our contact information and program functions are included in the Appendix, "Key Processes," sheet. Finally, suggestions for the improvement of this report are welcome; please give our office a call to make recommendations or comments.

Debra Parrish

**EEO Manager
Office of Civil Rights
NA-1.2**

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 and Relevant Hispanic Employment Plan
 - Special report requests from organizations throughout NNSA
- ▶ EEO advisory services, training, and briefings
- ▶ EEO administrative support to NNSA, DOE Office of Civil Rights, & Equal Employment Opportunity Commission

Office of Civil Rights (OCR) NA-1.2 - Albuquerque Complex:

| | | |
|--------------------------|--------------------|----------------|
| Debra Parrish | EEO Manager | (505) 845-6021 |
| Karen R. Harger | Deputy Manager EEO | (505) 845-6668 |
| Patricia (Patty) Padilla | EEO Specialist | (505) 845-4976 |
| Denise Ramos | EEO Specialist | (505) 845-5920 |
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| Michelle Poulsen | EEO Assistant | (505) 845-5517 |

Equal Employment Opportunity: Collaborating for Mission Success

EXECUTIVE SUMMARY

NNSA reduced our workforce from 2659 in FY 2012 to 2502 in FY 2013. Total male employees decreased from 1733 to 1663, 4.8% and female employees decreased from 926 to 839, 9.4%.

Pay Plans and Occupational Categories

Increases in pay plan participation in FY 2013 over FY 2012:

- NV, Nuclear Materials Couriers, from 322 to 328
- GS-14, from 1 to 2
- GS-13, from 2 to 3

Decreases in pay plan participation in FY 2013 from FY 2012:

- EX, from 4 to 2
- EJ/EK, from 93 to 88
- EN 05, from 45 to 40
- EN 04, from 183 to 169
- EN 03, from 20 to 18
- NN, Engineering, from 462 to 441
- NQ, Professional/Technical/Administration, from 1305 to 1239
- NU, Technical/Administrative Support, from 91 to 66
- NF, Future Leaders, from 17 to 0 (all Future Leaders groups have completed their program)
- GS-12; GS-11; and GS-09: from 1 , 2, and 1 respectively to 0

Diversity

American Indian males decreased by 1 and are above the 2000 Civilian Labor Force [Note: The Census Bureau and EEOC have not released the 2010 CLF data]. American Indian females, decreased by 4, yet are above the 2000 CLF.

African American males decreased by 2, and are below the 2000 CLF. African American females decreased by 17 and are slightly above the 2000 CLF.

Asian males decreased by 10, and are above the 2000 CLF. Asian American females decreased by 2 and are below the 2000 CLF.

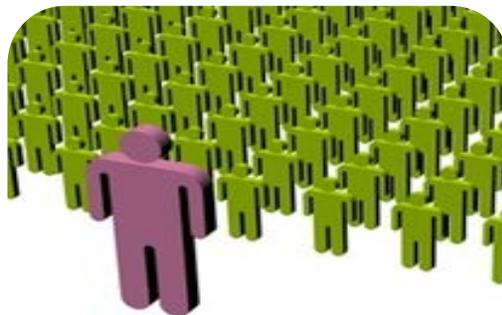
Hispanic males decreased by 10 and are above the 2000 CLF. Hispanic females decreased by 14 and are above the 2000 CLF.

White males decreased by 47 and are well above the 2000 CLF. White females decreased by 48 and remain well below the 2000 CLF.

EXECUTIVE SUMMARY

Supervisors

Supervisors decreased by 17; and SES decreased by 4. There were increases in supervisor participation for African American females; Hispanic males; and White females. All other race/gender supervisory participation decreased from FY 2012 to FY 2013.



Age and Years of Service



Average age of NNSA workforce went from 47.2 years in 2012 to 47.6 years in FY 2013, with the majority of employees, 886, in the 50-59 group (same as in FY 2012).

The average years of federal service went from 17.6 years in FY 2011 to 16.3 years in FY 2013, with the majority of NNSA employees, 986, in the "Less than 10 years" federal service. There were 671 in the 20-29 years and 307 in the 30-39 years of federal service. 480 employees were eligible to retire immediately in FY 2013 and 939 eligible to retire by September 2018.

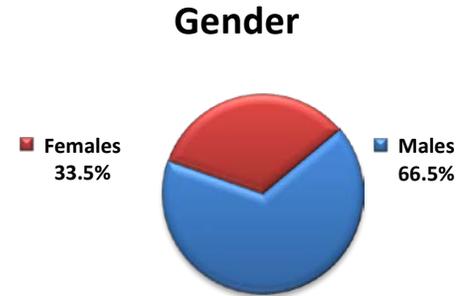
Education

The majority of NNSA employees, 856 (34.2%), have Bachelor's degrees; Masters, JD, PhD, and advanced Science Doctorates account for an additional 89 (3.6%).

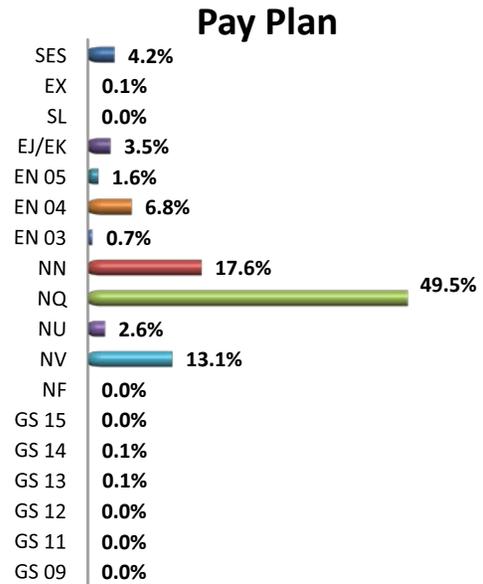


**National Nuclear Security Administration
As of September 26, 2013**

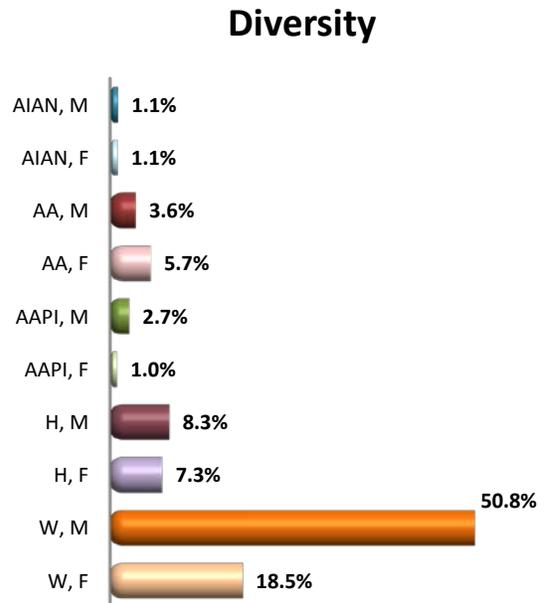
| TOTAL WORKFORCE | | | | |
|---------------------------|------|------|--------|---|
| YEAR | 2012 | 2013 | Change | |
| Total number of Employees | 2659 | 2502 | -5.90% | ↓ |
| GENDER | | | | |
| YEAR | 2012 | 2013 | Change | |
| Males | 1733 | 1663 | -4.04% | ↓ |
| Females | 926 | 839 | -9.40% | ↓ |



| PAY PLAN | | | | |
|-------------------------|------|------|----------|---|
| YEAR | 2012 | 2013 | Change | |
| SES | 108 | 104 | -3.70% | ↓ |
| EX | 4 | 2 | -50.00% | ↓ |
| SL | 1 | 1 | 0.00% | / |
| EJ/EK | 93 | 88 | -5.38% | ↓ |
| EN 05 | 45 | 40 | -11.11% | ↓ |
| EN 04 | 183 | 169 | -7.65% | ↓ |
| EN 03 | 20 | 18 | -10.00% | ↓ |
| NN (Engineering) | 462 | 441 | -4.55% | ↓ |
| NQ (Prof/Tech/Admin) | 1305 | 1239 | -5.06% | ↓ |
| NU (Tech/Admin Support) | 91 | 66 | -27.47% | ↓ |
| NV (Nuc Mat Courier) | 322 | 328 | 1.86% | ↑ |
| NF (Future Ldrs) | 17 | 0 | -100.00% | ↓ |
| GS 15 | 1 | 1 | 0.00% | / |
| GS 14 | 1 | 2 | 100.00% | ↑ |
| GS 13 | 2 | 3 | 50.00% | ↑ |
| GS 12 | 1 | 0 | -100.00% | ↓ |
| GS 11 | 2 | 0 | -100.00% | ↓ |
| GS 09 | 1 | 0 | -100.00% | ↓ |



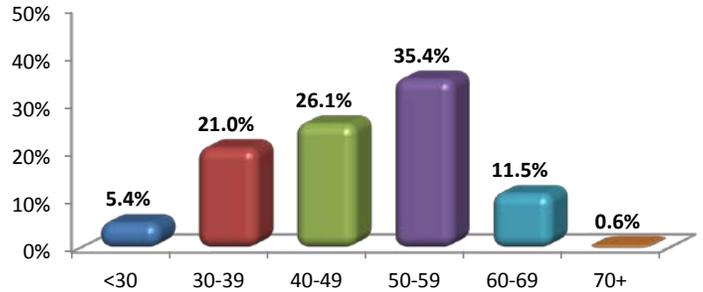
| DIVERSITY | | | | |
|---|------|------|---------|---|
| YEAR | 2012 | 2013 | Change | |
| American Indian Alaska Native Male (AIAN,M) | 29 | 28 | -3.45% | ↓ |
| American Indian Alaskan Native Female (AIAN,F) | 33 | 27 | -18.18% | ↓ |
| African American Male (AA,M) | 92 | 90 | -2.17% | ↓ |
| African American Female (AA,F) | 159 | 142 | -10.69% | ↓ |
| Asian American Pacific Islander Male (AAPI,M) | 77 | 67 | -12.99% | ↓ |
| Asian American Pacific Islander Female (AAPI,F) | 27 | 25 | -7.41% | ↓ |
| Hispanic Male (H,M) | 217 | 207 | -4.61% | ↓ |
| Hispanic Female (H,F) | 196 | 182 | -7.14% | ↓ |
| White Male (W,M) | 1318 | 1271 | -3.57% | ↓ |
| White Female (W,F) | 511 | 463 | -9.39% | ↓ |



Total includes 2482 permanent and 20 temporary employees.

As of September 26, 2013

Age Groups as a Percentage of Workforce

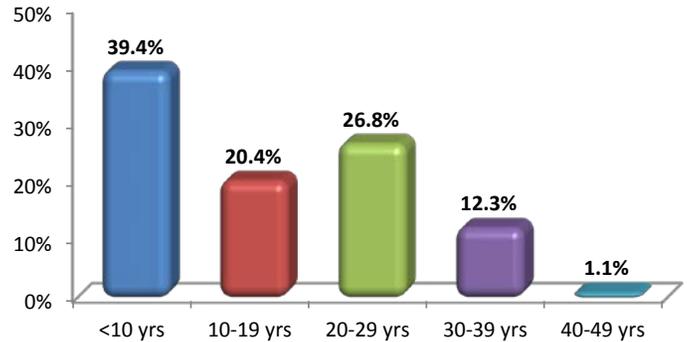


| SPECIAL | | | | |
|------------|------|------|--------|---|
| YEAR | 2012 | 2013 | Change | |
| DISABILITY | 175 | 171 | -2.29% | ↓ |
| VETERANS | 784 | 783 | -0.13% | ↓ |

| SUPERVISOR RATIO | | | | |
|-------------------|----------|----------|--------|---|
| YEAR | 2012 | 2013 | Change | |
| SUPERVISORS | 455 | 438 | -3.74% | ↓ |
| SUPERVISORS RATIO | 4.8 TO 1 | 4.7 TO 1 | -2.08% | ↓ |

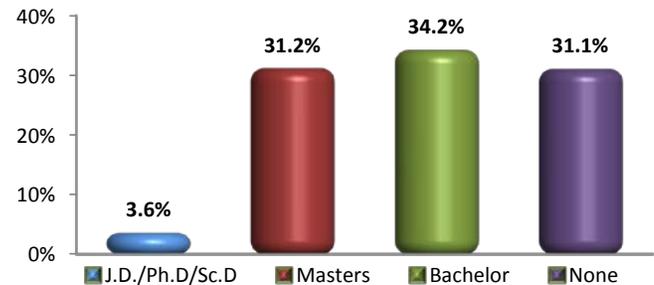
| AGE | | | | |
|-------------|------|------|---------|---|
| YEAR | 2012 | 2013 | Change | |
| AVERAGE AGE | 47.2 | 47.6 | 0.85% | ↑ |
| UNDER 30 | 186 | 135 | -27.42% | ↓ |
| 30-39 | 543 | 526 | -3.13% | ↓ |
| 40-49 | 721 | 652 | -9.57% | ↓ |
| 50-59 | 900 | 886 | -1.56% | ↓ |
| 60-69 | 289 | 287 | -0.69% | ↓ |
| 70 AND UP | 20 | 16 | -20.00% | ↓ |

Years of Federal Service



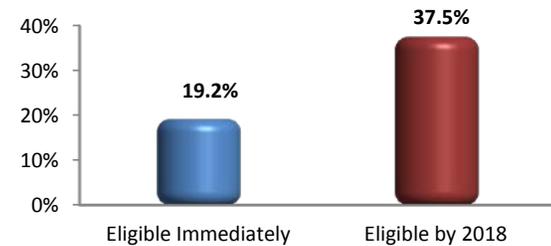
| YEARS OF FEDERAL SERVICE | | | | |
|--------------------------|------|------|---------|---|
| YEAR | 2012 | 2013 | Change | |
| AVERAGE LENGTH | 17.6 | 16.3 | -7.38% | ↓ |
| LESS THAN 10 YEARS | 793 | 986 | 24.34% | ↑ |
| 10-19 YEARS | 699 | 511 | -26.90% | ↓ |
| 20-29 YEARS | 792 | 671 | -15.28% | ↓ |
| 30-39 YEARS | 342 | 307 | -10.23% | ↓ |
| 40-49 YEARS | 33 | 27 | -18.18% | ↓ |

Education



| EDUCATION | | | | |
|-------------------------|------|------|---------|---|
| YEAR | 2012 | 2013 | Change | |
| J.D./Ph.D./Sc.D Degrees | 99 | 89 | -10.10% | ↓ |
| Masters Degrees | 809 | 780 | -3.58% | ↓ |
| Bachelors Degrees | 901 | 856 | -4.99% | ↓ |
| No Degree | 850 | 777 | -8.59% | ↓ |

Retirement Eligibility



| RETIREMENT | | | | |
|---|------|------|--------|---|
| YEAR | 2012 | 2013 | Change | |
| ELIGIBLE TO RETIRE IMMEDIATELY * | 416 | 480 | 15.38% | ↑ |
| ELIGIBLE TO RETIRE IN 5 YEARS by SEP 2018 | 904 | 939 | 3.87% | ↑ |

* 2012, 5 yr eligibility is September 2017.

PERSONNEL BY PERCENTAGE

Table 1.

| | 5 YEAR DATA | | | | | | | | | |
|-------------------------|-------------|-------|----------|-------|----------|-------|----------|-------|----------|-------|
| | Sep 2009 | | Sep 2010 | | Sep 2011 | | Sep 2012 | | Sep 2013 | |
| | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| American Indian | 1.1% | 0.9% | 1.1% | 1.2% | 1.2% | 1.1% | 1.2% | 1.1% | 1.1% | 1.1% |
| Asian | 1.1% | 3.1% | 1.0% | 2.9% | 1.0% | 2.9% | 1.0% | 2.9% | 1.0% | 2.7% |
| African American | 5.6% | 3.6% | 5.8% | 3.5% | 6.0% | 3.5% | 6.0% | 3.5% | 5.7% | 3.6% |
| Hispanic | 7.4% | 8.5% | 7.4% | 8.3% | 7.4% | 8.2% | 7.4% | 8.2% | 7.3% | 8.3% |
| White | 19.2% | 49.6% | 19.5% | 49.3% | 19.2% | 49.6% | 19.2% | 49.6% | 18.5% | 50.8% |
| Total Minorities | 15.2% | 16.1% | 15.3% | 15.9% | 15.6% | 15.7% | 15.6% | 15.7% | 15.1% | 15.7% |
| Non-Minorities | 19.2% | 49.6% | 19.5% | 49.3% | 19.2% | 49.6% | 19.2% | 49.6% | 18.5% | 50.8% |

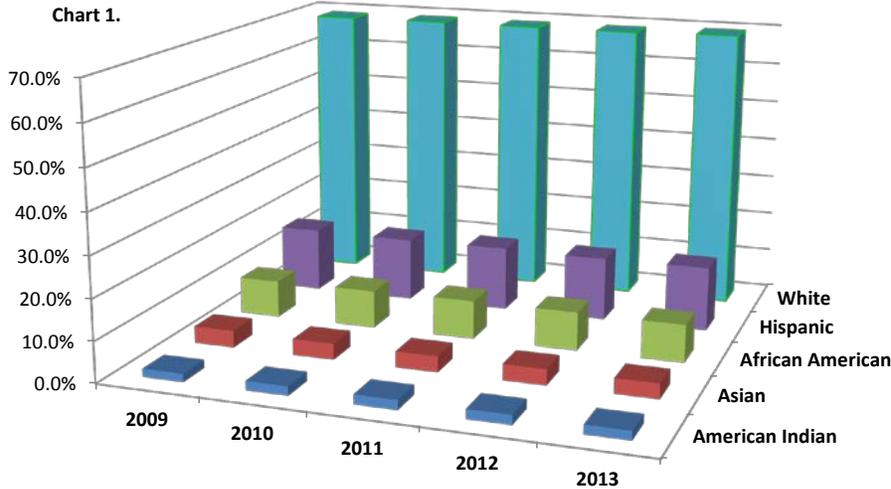


Table 2.

| | Year(s) - Low % | Year(s) - High % | 2000 CLF |
|-------------------------|------------------------|---------------------|----------|
| American Indian female | All years 1.1%, ex '11 | 2011 - 1.2% | 0.32% |
| American Indian male | 2009 - 0.9% | 2010 - 1.2% | 0.34% |
| Asian female | '10 thru '13 -- 1.0% | 2009 - 1.1% | 1.71% |
| Asian male | 2013 - 2.7% | 2009 - 3.1% | 1.92% |
| African American female | 2009 - 5.6% | 11 & '12 - 6.0% | 5.66% |
| African American male | '10 thru '12 -- 3.5% | '09 & '13 - 3.6% | 4.84% |
| Hispanic female | 2013 - 7.3% | '09 thru '12 - 7.4% | 4.52% |
| Hispanic male | '11 & '12 - 8.2% | 2009 - 8.5% | 6.17% |
| White female | 2013 - 18.5% | 2010 - 19.5% | 33.74% |
| White male | 2010 - 49.3% | 2013 - 50.8% | 39.03% |

Participation in the NNSA 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 NNSA workforce.

The importance of the above is to look at the NNSA workforce as reflective of the Civilian Labor Force (CLF). As of this report, December 2013, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

Our Affirmative Employment responsibilities (recruitment, career development, and retention) seek progress toward the CLF for those groups that would be underrepresented when compared to the CLF. Examples, 2013 participation of the following groups are underrepresented when compared to the CLF:

- African American males, 3.6% of NNSA workforce, 2000 CLF is 4.84%.
- Asian American females, 1.0% of the NNSA workforce, 2000 CLF is 1.71%.
- White females, 18.5% of the NNSA workforce, 2000 CLF is 33.74%.

These same three groups were also underrepresented in the five year period 2009-2013.

COMPARISONS TO OTHER WORKFORCES AND THE CIVILIAN LABOR FORCE

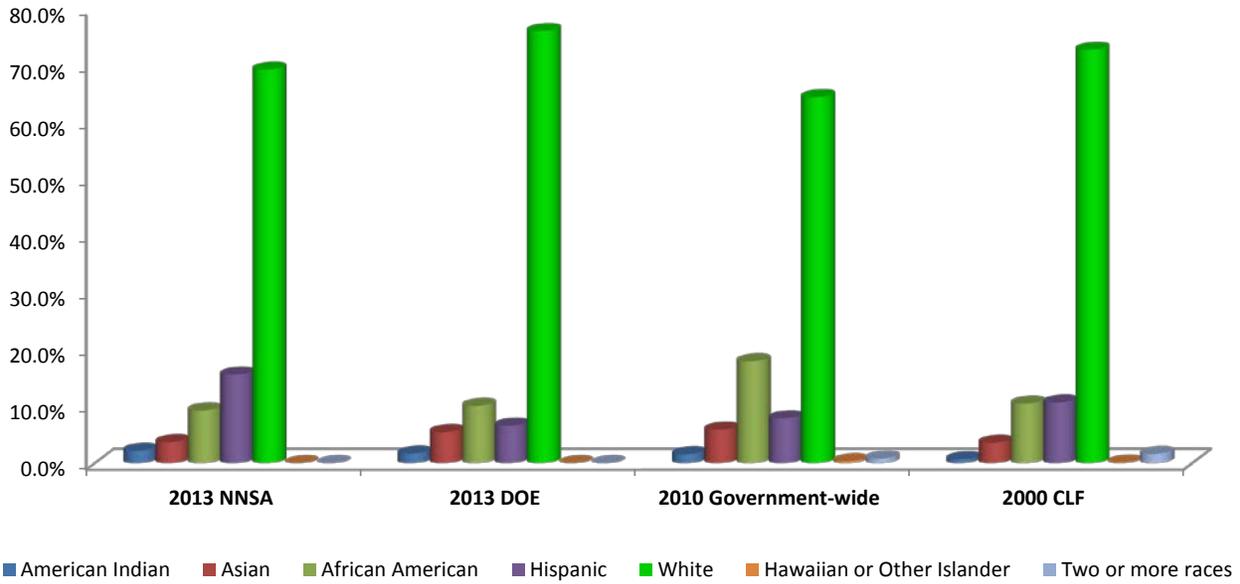
The Charts on this page depict the workforce diversity of NNSA compared to the Department of Energy (DOE) 2013; the 2010 Executive Branch of government (from www.EEOC.gov -- 2011 and 2012 figures not available at the time of this report, December 2013); and the 2000 Department of Labor's Civilian Labor Force (CLF) (2010 Census data not available at the time of this report, December 2013).

Table 3.

| | American Indian | Asian | African American | Hispanic | White | Hawaiian or Other Islander | Two or more races |
|-----------------------------|-----------------|-------|------------------|----------|-------|----------------------------|-------------------|
| 2013 NNSA | 2.2% | 3.7% | 9.3% | 15.6% | 69.3% | 0.00% | 0.00% |
| 2013 DOE | 1.7% | 5.5% | 10.1% | 6.6% | 76.1% | 0.00% | 0.00% |
| 2010 Government-wide | 1.6% | 5.9% | 17.9% | 7.9% | 64.5% | 0.36% | 0.84% |
| 2000 CLF | 0.7% | 3.6% | 10.5% | 10.7% | 72.8% | 0.11% | 1.64% |

Note: DOE and NNSA do not track Hawaiian or Other Islander; or Two or More Races.

Chart 2.



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

- American Indian participation is **above** all comparators.
- Asian participation is **below** DOE-wide and 2010 federal government-wide; and **above** the 2000 CLF.
- African American participation is **below** all comparators, with the most significant disparity at the comparison to the 2010 government-wide participation rate.
- Hispanic participation is **above** all comparators.
- White participation is **below** the 2013 DOE-wide; and the 2000 CLF; and **above** 2010 government-wide.

**PERSONNEL BY PERCENTAGE
BY GENDER**

Table 4.

| | 5 YEAR DATA | | | | | | | | | |
|-------------------------|-------------|-------|----------|-------|----------|-------|----------|-------|----------|-------|
| | Sep 2009 | | Sep 2010 | | Sep 2011 | | Sep 2012 | | Sep 2013 | |
| | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| American Indian | 0.9% | 1.2% | 1.1% | 0.9% | 1.1% | 1.2% | 1.2% | 1.1% | 1.1% | 1.1% |
| Asian | 1.2% | 3.0% | 1.1% | 3.1% | 1.0% | 2.9% | 1.0% | 2.9% | 1.0% | 2.7% |
| African American | 5.6% | 3.6% | 5.6% | 3.6% | 5.8% | 3.5% | 6.0% | 3.5% | 5.7% | 3.6% |
| Hispanic | 7.6% | 8.7% | 7.4% | 8.5% | 7.4% | 8.3% | 7.4% | 8.2% | 7.3% | 8.3% |
| White | 18.5% | 49.8% | 19.2% | 49.6% | 19.5% | 49.3% | 19.2% | 49.6% | 18.5% | 50.8% |
| Total Minorities | 15.3% | 16.5% | 15.2% | 16.1% | 15.3% | 15.9% | 15.6% | 15.7% | 15.1% | 15.7% |
| Non-Minorities | 18.5% | 49.8% | 19.2% | 49.6% | 19.5% | 49.3% | 19.2% | 49.6% | 18.5% | 50.8% |

Table 5.

| | Year(s) - Low % | Year(s) - High % | 2000 CLF |
|---------------------|-----------------|------------------|----------|
| NNSA females | 2013 - 33.6% | 2011 - 34.9% | 46.77% |
| NNSA males | 2011 - 65.2% | 2013 - 66.5% | 53.23% |

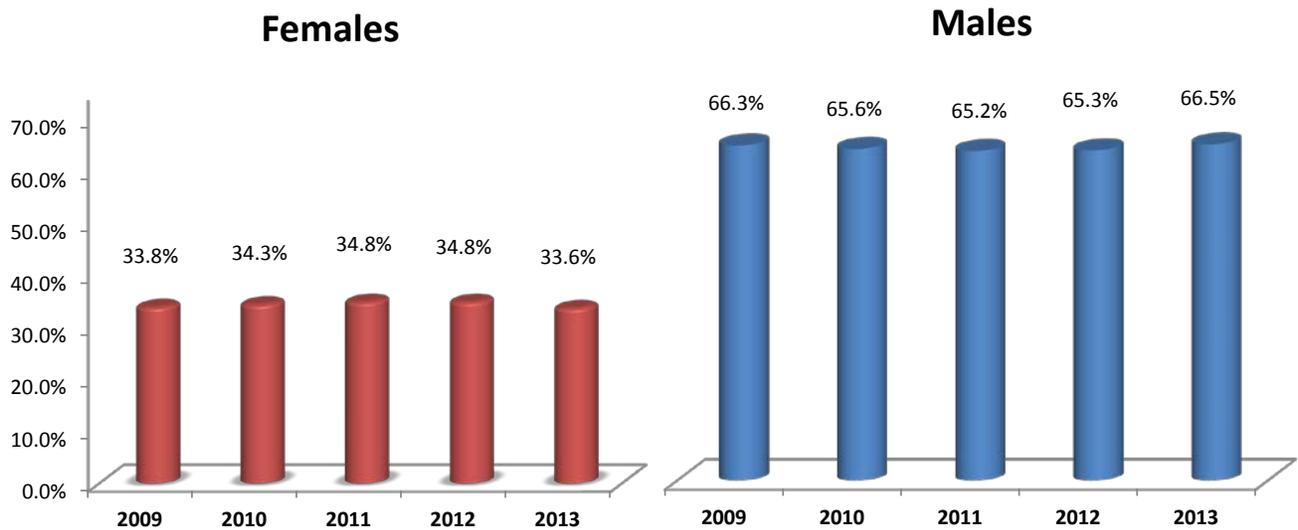
Participation in the NNSA workforce in the five-year period:
 Low Percentage indicates the year or years of lowest participation as a percentage of the total workforce.
 High Percentage indicates the year or years of highest participation as a percentage of the total NNSA workforce.

In the five-year period, 2009 -2013, the percentage of the total population for both females and males has remained consistent.

Total NNSA female population in 2013 fell below the 2000 CLF by 13.17% 

Total NNSA male population in 2013 was above the 2000 CLF by 13.27% 

Chart 3.



The importance of the above is to look at the NNSA workforce as reflective of the Civilian Labor Force (CLF). As of this report, December 2013, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

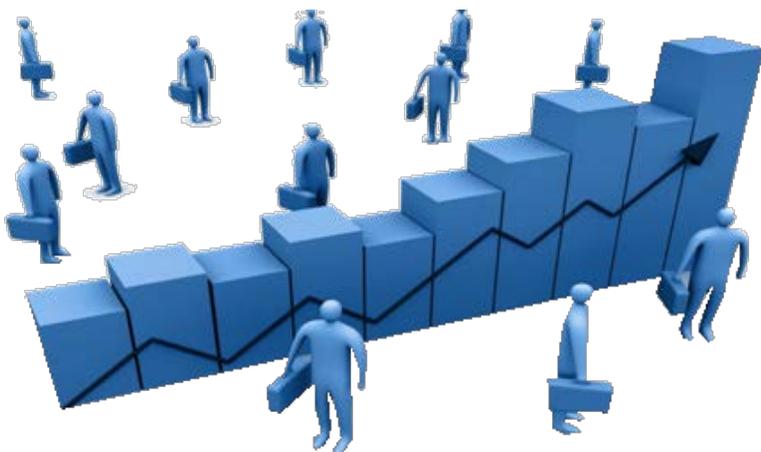
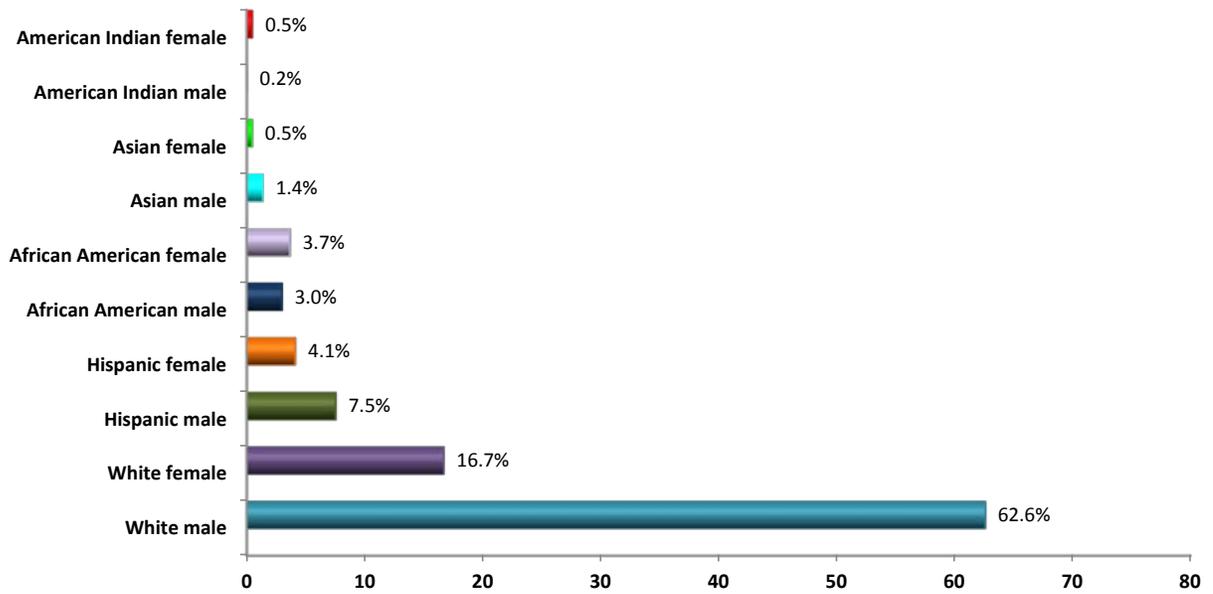
NNSA MANAGER AND SUPERVISOR WORKFORCE

Table 6.

| | American Indian female | American Indian male | Asian female | Asian male | African American female | African American male | Hispanic female | Hispanic male | White female | White male | Total |
|--|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-------|
| FY 2012 | 4 | 2 | 2 | 7 | 13 | 15 | 21 | 37 | 70 | 284 | 455 |
| FY 2013 | 2 | 1 | 2 | 6 | 16 | 13 | 18 | 33 | 73 | 274 | 438 |
| Decreases in supervisory participation | -2 | -1 | | -1 | | -2 | -3 | -4 | | -10 | |
| Increases in supervisory participation | | | | | +3 | | | +4 | +3 | | |

FY 2013

Chart 4.



Total supervisory workforce decreased from FY 2012, 455 to 438 in FY 2013. (-3.74%)

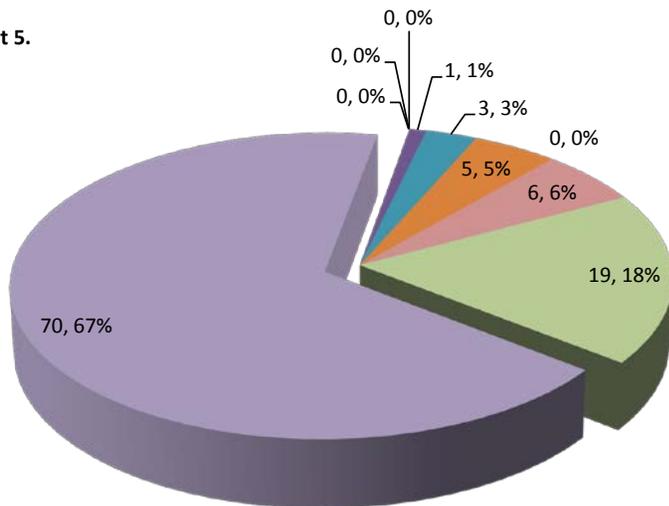
NNSA SES PARTICIPATION

Total SES workforce decreased from FY2012, 108, to 104 in FY2013, -3.70%

Table 7.

| | 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 |
|--------------------------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-------|
| FY2012 | 1 | 0 | 0 | 1 | 2 | 4 | 0 | 7 | 16 | 77 | 108 |
| FY2013 | 0 | 0 | 0 | 1 | 3 | 5 | 0 | 6 | 19 | 70 | 104 |
| Decreases in SES participation | -1 to 0 | | | | | | | -1 to 6 | | -7 to 70 | |
| Increases in SES participation | | | | | +1 to 3 | +1 to 5 | | | +3 to 19 | | |
| No change in SES participation | | 0 | 0 | 1 | | | 0 | | | | |

Chart 5.



In FY 2012, total female SES, 19 (17.6 %); 89 male SES (82.4%).

In FY 2013, total female SES, 22 (21.2 %); 82 male SES (78.8%).

- American Indian female
- Asian female
- African American female
- Hispanic female
- White female
- American Indian male
- Asian male
- African American male
- Hispanic male
- White male



PATHWAYS PROGRAM



PATHWAYS

FOR STUDENTS & RECENT GRADUATES
TO FEDERAL CAREERS

As directed by President Obama, the Pathways Programs offer clear paths to Federal internships for students from high school through post-graduate school and to careers for recent graduates, and provides meaningful training and career development opportunities for individuals who are at the beginning of their Federal service. As a student or recent graduate, participants can begin their career in the Federal government by choosing the path that best describes the participant and where they are in their academics. In FY 2013, NNSA utilized the Internship Program of Pathways: This program is for current students enrolled in a wide variety of educational institutions from high school to graduate level, with paid opportunities to work in agencies and explore Federal careers while still in school.

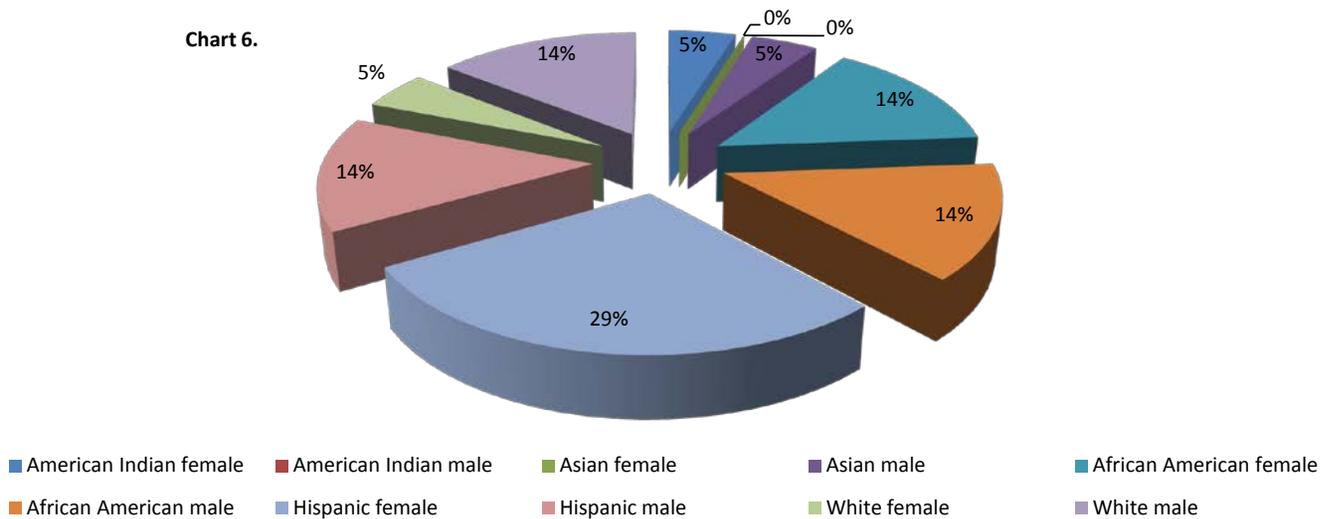


In previous years, NNSA had a Future Leaders Program, and we are tracking the retention of the FLP groups from the 2005 class through the 2011 class. The Appendix includes historical data on retention for the FLP.

Table 8.

| NNSA Pathways Program (Interns) | | | | | | | | | | | |
|---------------------------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-------|
| | 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 2013 | 1 | 0 | 0 | 1 | 3 | 3 | 6 | 3 | 1 | 3 | 21 |

Chart 6.



ACCESSIONS

Accessions includes temporary and permanent appointments. In FY 2013, there were 99 Accessions at NNSA (down from 151 in FY 2012). Transfer includes transfer from other Federal agency as well as from among other NNSA organizations.

Chart 7. Accession by Career Types

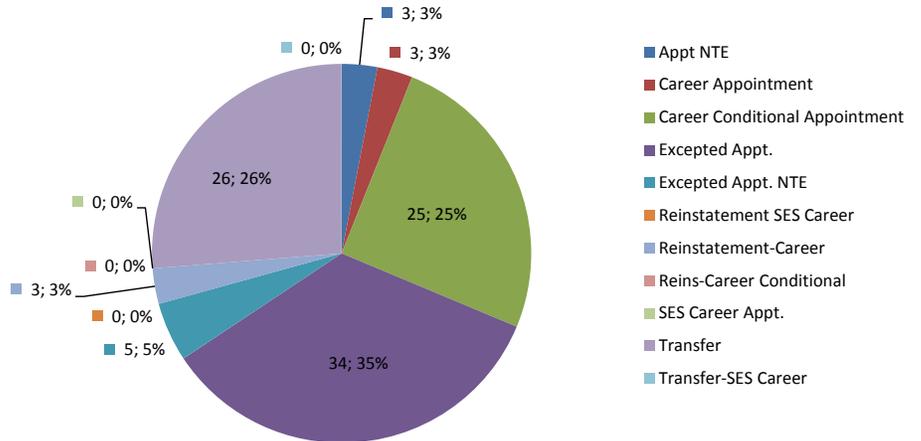


Chart 8. Accession by Race/Gender

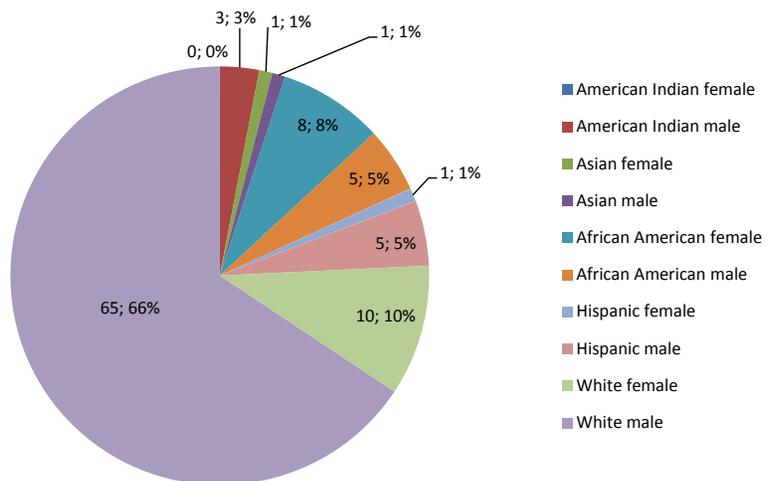


Table 9.

| | 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 |
|---------------------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-----------|
| Appt. NTE | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 |
| Career Appointment (Appt) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 |
| Career Conditional Appt | 0 | 1 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 20 | 25 |
| Excepted Appt. | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 2 | 1 | 28 | 34 |
| Excepted Appt. NTE | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 2 | 5 |
| Reinstatement SES Career | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement-Career | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 3 |
| Reins-Career Conditional | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SES Career Appt. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Transfer | 0 | 0 | 1 | 0 | 6 | 1 | 1 | 1 | 5 | 11 | 26 |
| Transfer-SES Career | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 3 | 1 | 1 | 8 | 5 | 1 | 5 | 10 | 65 | 99 |

PERCENTAGE OF APPOINTMENTS, BY RACE & GENDER, PERMANENT OR TEMPORARY

Table 10.

| | American Indian female | American Indian male | Asian female | Asian male | African American female | African American male | Hispanic female | Hispanic male | White female | White male |
|------------------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|
| Temporary Appointments | 0.0% | 33.3% | 0.0% | 100.0% | 0.0% | 20.0% | 0.0% | 20.0% | 10.0% | 6.2% |
| Career Appointments | 0.0% | 66.7% | 100.0% | 0.0% | 100.0% | 80.0% | 100.0% | 80.0% | 90.0% | 93.8% |

All females: 20 of the 99 Accessions and transfer in (20.2%).

All males: 79 of the 99 Accessions and transfer in (79.8%).

White females and minorities: 34 of the 99 Accessions and transfer in (34.34%, down from 55.0% in FY 2012).

White males: 65 of the 99 Accessions and transfer in (66.0%).

Chart 9.

Temporary Appointments

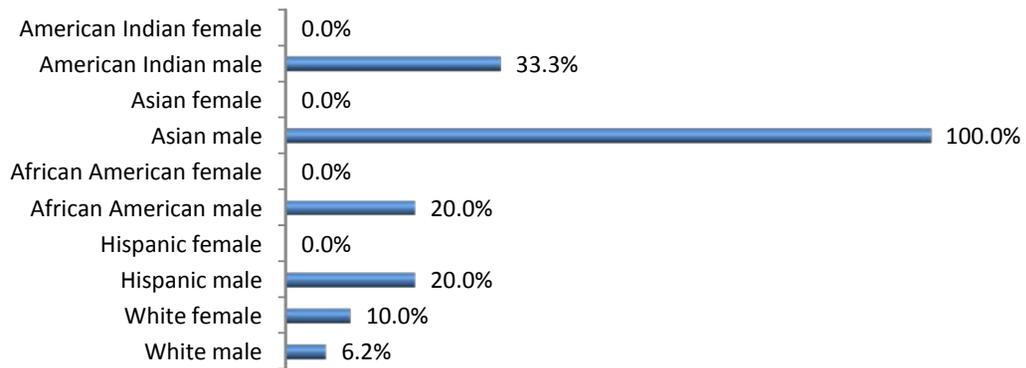


Chart 10.

Career Appointments



NNSA HISTORICAL ACCESSIONS

Table 11.

| | American Indian | Asian | African American | Hispanic | White |
|------|-----------------|-------|------------------|----------|-------|
| 2009 | 1.6% | 3.2% | 15.8% | 13.4% | 66.2% |
| 2010 | 1.3% | 4.8% | 14.0% | 11.0% | 68.9% |
| 2011 | 4.1% | 5.2% | 16.3% | 5.2% | 69.2% |
| 2012 | 0.7% | 2.6% | 21.2% | 9.9% | 45.0% |
| 2013 | 3.0% | 2.0% | 13.1% | 6.0% | 75.8% |

All groups had Accessions and transfer in, in the five year period. American Indian varied between 0.7% low in 2012 to 4.8% in FY 2010. Asian, 2013 low percentage, 2.0% and the highest percentage was 5.2% in 2011 (Asian females consistently are below CLF at NNSA); African American low participation was 13.1% in FY 2013 and 21.2% high percentage in FY 2012 (African American males have been below CLF in all 5 years); Hispanic varied between 6.0% low in FY 2013 (however both male and female are above the CLF) to 13.4% back in 2009; and accessions and transfer in for White employees in the five-year period varies between a low percentage, 45.0% of total accessions in 2012 to a high of 75.8% (2013).

Chart 11.

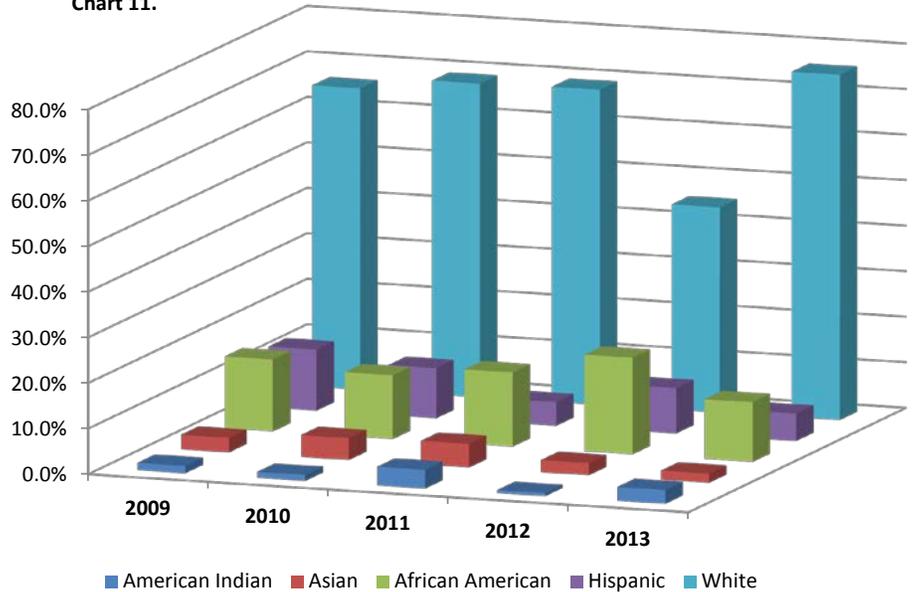
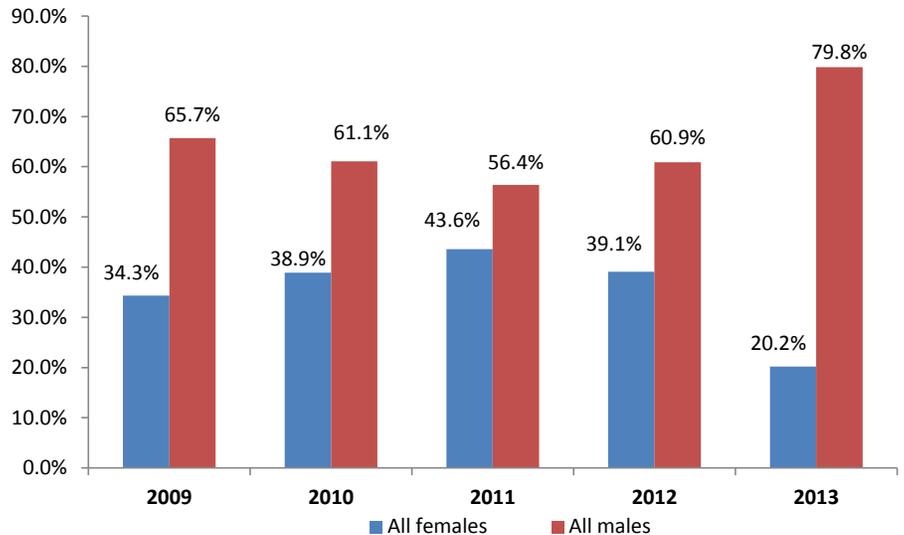


Table 12.

| | All females | All males |
|------|-------------|-----------|
| 2009 | 34.3% | 65.7% |
| 2010 | 38.9% | 61.1% |
| 2011 | 43.6% | 56.4% |
| 2012 | 39.1% | 60.9% |
| 2013 | 20.2% | 79.8% |

Female Accessions and transfer increased in 2010 and 2011 over 2009, and then begin a downward trend. The average is 35.2% over the 5 years for female Accessions. Females comprised 33.5% of the 2013 NNSA workforce. Male accessions were declining in FY 2010 through FY 2011 over FY 2009. The trend has been upward from FY 2012 to FY 2013. Males comprised 66.5% of the NNSA workforce in FY 2013.

Chart 12.



NNSA SEPARATIONS

In FY 2013, there were a total of 236 Separations. Separation data includes all Personnel Nature of Action Codes, "3".

| Table 13. | Resignation | Retirement | Transfer to other federal agency Termination - Appt in | Separation, other reason | | | Total |
|-----------|-------------|------------|---|--------------------------|---------|-------------|-------|
| | | | | Death | Removal | Termination | |
| 2013 | 55 | 133 | 37 | 2 | 7 | 2 | 236 |

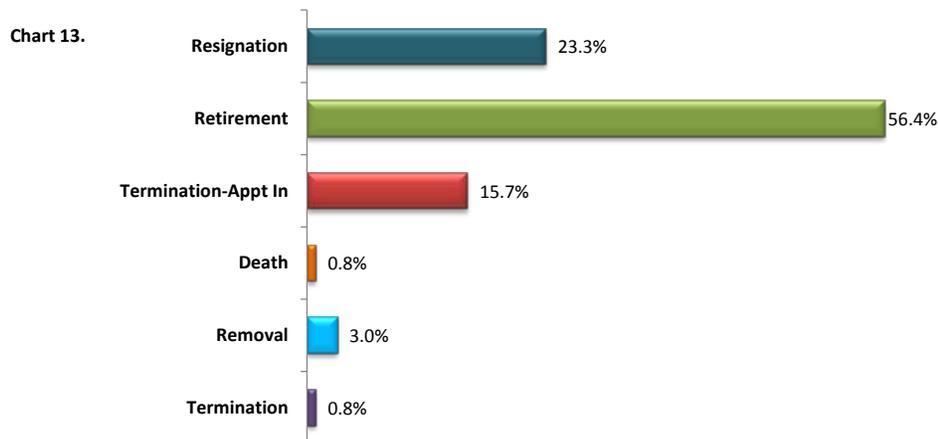
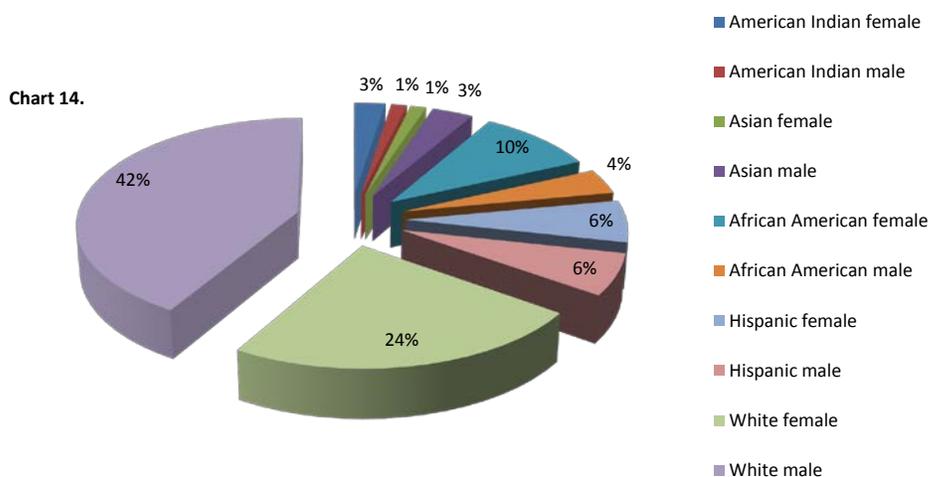


Table 14.

| | 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 |
|-------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-------|
| 2013 | 6 | 3 | 3 | 8 | 23 | 9 | 15 | 15 | 56 | 98 | 236 |
| Resignation | 1 | 1 | 2 | 3 | 3 | 3 | 2 | 3 | 9 | 28 | 55 |
| Retirements | 4 | 2 | 1 | 4 | 11 | 2 | 12 | 9 | 36 | 52 | 133 |
| Transfer | 1 | 0 | 0 | 0 | 9 | 3 | 1 | 1 | 11 | 11 | 37 |
| Separation | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 7 | 11 |



"Separation other reasons" includes death, expiration of appointment, termination during probation, termination, resignation in lieu of administration action, and removal.

NNSA SEPARATIONS AND ACCESSIONS

In FY 2013, there were a total of 236 Separations. Separation data includes all Personnel Nature of Action Codes, "3".

Table 15.

| | | Death | Removal | Resignation | Retirement | Termination | TAI (transfer to other federal agency) | Totals |
|------|---------|-------|---------|-------------|------------|-------------|--|--------|
| 2013 | Females | 0 | 0 | 17 | 64 | 0 | 22 | 103 |
| | Males | 2 | 7 | 38 | 69 | 2 | 15 | 133 |
| | | | | | | | | 236 |

"Separation other reasons" includes death, expiration of appointment, termination during probation, termination, resignation in lieu of administration action, and removal.

Female separations totaled 103, or 43.6% of the 236.

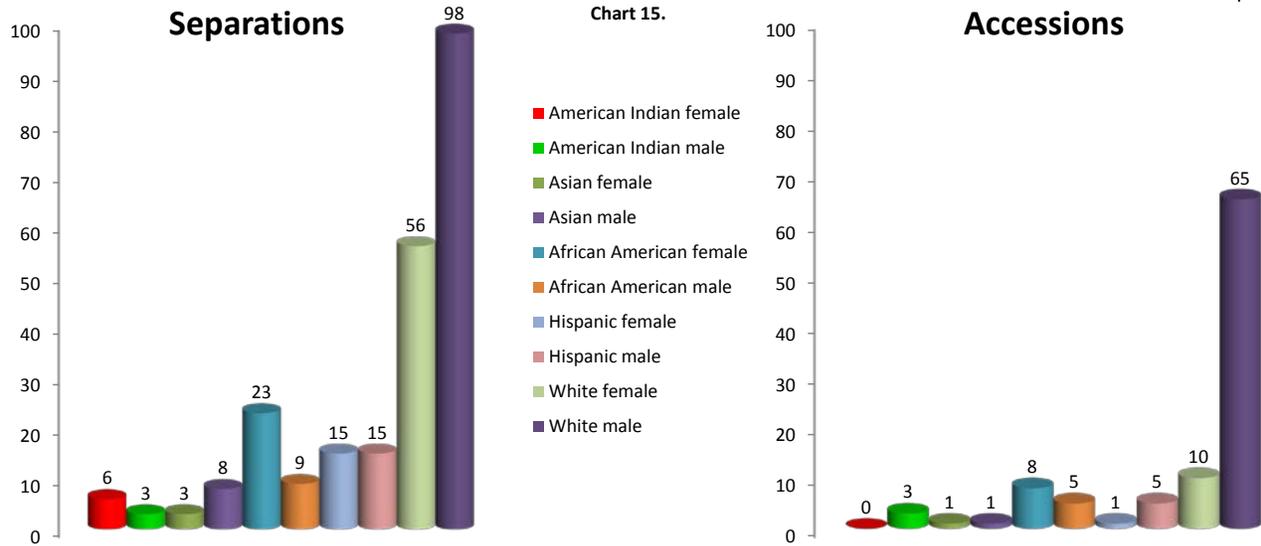
Female separations: 17 Resignations, (16.5% of the 103 total); 64 Retirements (62.1%); 22 Transfer to Other Federal Agency (21.4%).

Male separations totaled 133, or 56.4% of the 236.

Male separations: 2 Death (1.5% of the 133 total); 7 Removals (5.3%); 38 Resignations (28.5%); 69 Retirements (51.9%); 2 Terminations (1.5%); and 15 Transfers to Other Federal Agency (11.3%).

Table 16.

| | | 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 |
|------|-------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-------|
| 2013 | Separations | 6 | 3 | 3 | 8 | 23 | 9 | 15 | 15 | 56 | 98 | 236 |
| | Accessions | 0 | 3 | 1 | 1 | 8 | 5 | 1 | 5 | 10 | 65 | 99 |
| | | | | | | | | | | | | 335 |



In FY 2013 Separations exceed accessions for all employee groups, except American Indian male, where they were equal.

In the five-year period, the same three employee groups remain below the 2000 CLF: African American males; Asian females; and White females.

- American Indian female separations exceed accessions, currently American Indian female NNSA total employees **above** the 2000 CLF (1.1% to 0.32% CLF).
- American Indian male, separations equaled accessions, currently **above** the 2000 CLF (1.1% to 0.34% CLF).
- Asian American female separations exceed accessions, currently **below** the 2000 CLF (1.0% to 1.71% CLF).
- Asian American male separations exceed accessions, currently **above** the 2000 CLF (2.7% to 1.92% CLF).
- African American female separations exceed accessions, currently **above** the 2000 CLF (5.7% to 5.66% CLF).
- African American male separations exceed accessions, currently **below** the 2000 CLF (3.6% to 4.84% CLF).
- Hispanic female separations exceed accessions, currently **above** the 2000 CLF (7.3% to 4.52% CLF).
- Hispanic male separations exceed accessions, currently **above** the 2000 CLF (8.3% to 6.17% CLF).
- White female separations exceed accessions, currently **below** the 2000 CLF (18.5% to 33.74% CLF).
- White male separations exceed accessions, currently **above** the 2000 CLF (50.8% to 39.03%).

NNSA HISTORICAL SEPARATIONS AND ACCESSIONS

Table 17.

| | 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 |
|---------------------------------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-----------|
| Separations | | | | | | | | | | | |
| 2009 | 1 | 3 | 3 | 6 | 14 | 10 | 16 | 15 | 36 | 98 | 202 |
| 2010 | 1 | 1 | 3 | 8 | 16 | 10 | 19 | 16 | 41 | 87 | 202 |
| 2011 | 4 | 0 | 6 | 9 | 20 | 12 | 12 | 17 | 42 | 122 | 244 |
| 2012 | 2 | 0 | 3 | 7 | 22 | 14 | 16 | 19 | 49 | 103 | 235 |
| 2013 | 6 | 3 | 3 | 8 | 23 | 9 | 15 | 15 | 56 | 98 | 236 |
| Total | 14 | 7 | 18 | 38 | 95 | 55 | 78 | 82 | 224 | 508 | 1119 |
| % of all separations - 5 years | 1.3% | 0.6% | 1.6% | 3.4% | 8.5% | 4.9% | 7.0% | 7.3% | 20.0% | 45.4% | |
| Accessions | | | | | | | | | | | |
| 2009 | 8 | 1 | 8 | 4 | 27 | 19 | 26 | 24 | 61 | 159 | 337 |
| 2010 | 0 | 4 | 3 | 5 | 17 | 23 | 16 | 18 | 51 | 117 | 254 |
| 2011 | 1 | 2 | 2 | 9 | 19 | 14 | 17 | 11 | 59 | 118 | 252 |
| 2012 | 1 | 0 | 2 | 2 | 19 | 13 | 6 | 9 | 31 | 68 | 151 |
| 2013 | 0 | 3 | 1 | 1 | 8 | 5 | 1 | 5 | 10 | 65 | 99 |
| Total | 10 | 10 | 16 | 21 | 90 | 74 | 66 | 67 | 212 | 527 | 1093 |
| % of all accessions - 5 years | 0.9% | 0.9% | 1.5% | 1.9% | 8.2% | 6.8% | 6.0% | 6.1% | 19.4% | 48.2% | |

In the five-year period, 2009 - 2013, there have been 1119 separations, compared to 1093 accessions.

Five year Separations compared to Accessions by race and gender:

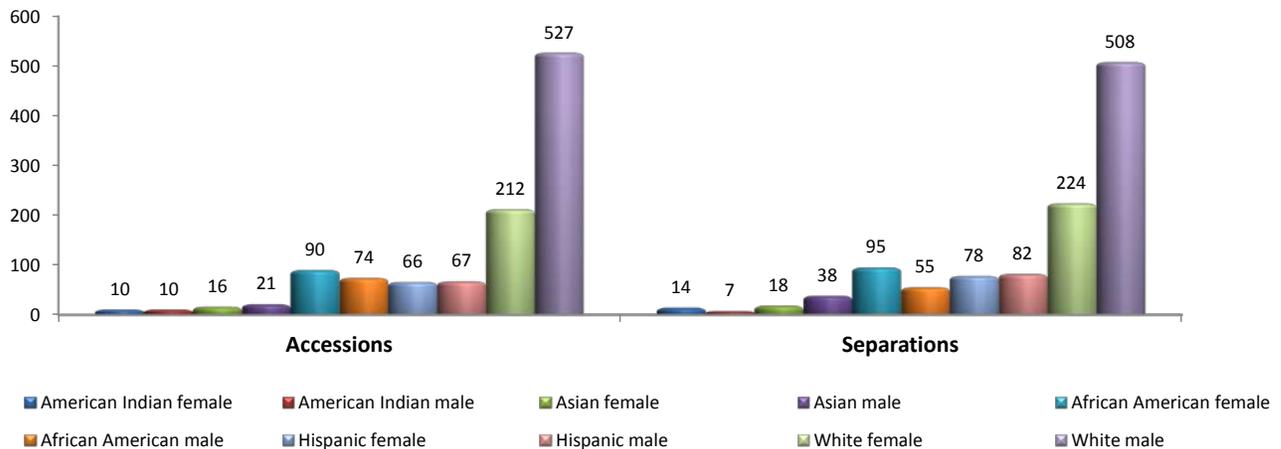
- American Indian female accessions exceed separations by 2, current total NNSA AIAN female **above** CLF.
- American Indian males accessions exceed separations by 6, currently **above** CLF.
- Asian female accessions exceed separations by 1, currently **below** CLF.
- Asian male separations exceed accessions by 9, currently **above** CLF.
- African American female accessions exceed separations by 18, currently **above** CLF.
- African American male accessions exceed separations by 28, currently **below** CLF.
- Hispanic female accessions exceed separations by 3, currently **above** CLF.
- Hispanic male accessions equal separations, currently **above** CLF.
- White female accessions exceed separations, by 44, currently **below** CLF.
- White male accessions exceed separations by 117, currently **above** CLF.

Table 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 |
|-------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|
| Accessions | 10 | 10 | 16 | 21 | 90 | 74 | 66 | 67 | 212 | 527 |
| Separations | 14 | 7 | 18 | 38 | 95 | 55 | 78 | 82 | 224 | 508 |

Chart 16.

5-Year Totals



PROMOTIONS

In FY 2013, there were 111 promotions at NNSA, compared to 186 in FY 2012 at NNSA. Promotions includes all Nature of Action Codes "702" and "703" [Promotion and Promotion Not to Exceed].

Table 19.

| | American Indian | Asian | African American | Hispanic | White | Total |
|---------|-----------------|-------|------------------|----------|-------|-------|
| FY 2013 | 5 | 1 | 12 | 20 | 73 | 111 |

Chart 17.

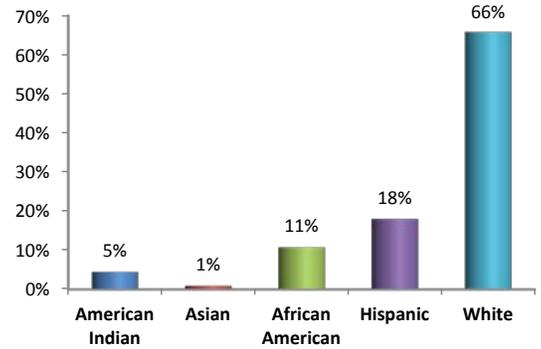
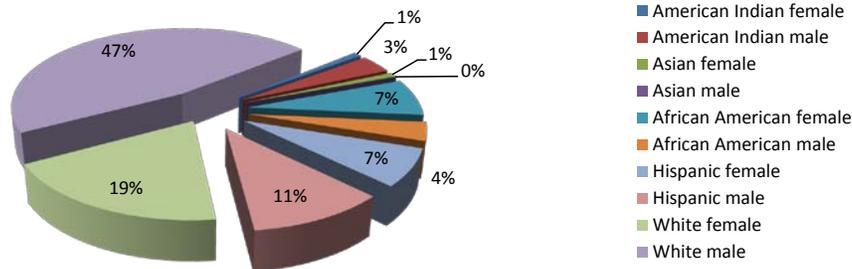


Table 20.

| | 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 2013 | 1 | 4 | 1 | 0 | 8 | 4 | 8 | 12 | 21 | 52 | 111 |

% of FY 2013 Promotions

Chart 18.



In FY 2013, females received 39 promotions (35.1% of the total; note females are **33.5%** of the 2013 NNSA workforce, down from FY 2012). Males received 72 promotions (64.9% of the total; note males represent 66.5% of the 2013 workforce and increase over FY 2012, 65.2%).

Table 21.

| | 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 |
|--------------------------------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-----------|
| 2009 | 3 | 3 | 5 | 8 | 15 | 8 | 17 | 29 | 36 | 126 | 250 |
| 2010 | 1 | 1 | 3 | 5 | 8 | 9 | 10 | 34 | 40 | 119 | 230 |
| 2011 | 1 | 4 | 2 | 4 | 9 | 11 | 12 | 15 | 39 | 85 | 182 |
| 2012 | 1 | 3 | 2 | 3 | 12 | 5 | 20 | 9 | 32 | 99 | 186 |
| 2013 | 1 | 4 | 1 | 0 | 8 | 4 | 8 | 12 | 21 | 52 | 111 |
| Total | 7 | 15 | 13 | 20 | 52 | 37 | 67 | 99 | 168 | 481 | 959 |
| % of all promotions - 5 years | 0.7% | 1.6% | 1.4% | 2.1% | 5.4% | 3.9% | 7.0% | 10.3% | 17.5% | 50.2% | |

PROMOTIONS

Table 22.

| | 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 |
|----------------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|------------|
| Promotions NTE | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 4 | 2 | 15 | 23 |
| Promotions | 1 | 4 | 1 | 0 | 8 | 2 | 8 | 8 | 19 | 37 | 88 |
| Total | 1 | 4 | 1 | 0 | 8 | 4 | 8 | 12 | 21 | 52 | 111 |
| % of 2013 Promotions | 0.9% | 3.6% | 0.9% | 0.0% | 7.2% | 3.6% | 7.2% | 10.8% | 18.9% | 46.8% | |
| % of 2013 Workforce | 1.1% | 1.1% | 1.0% | 2.7% | 5.7% | 3.6% | 7.3% | 8.3% | 18.5% | 50.8% | |

Promotions NTE

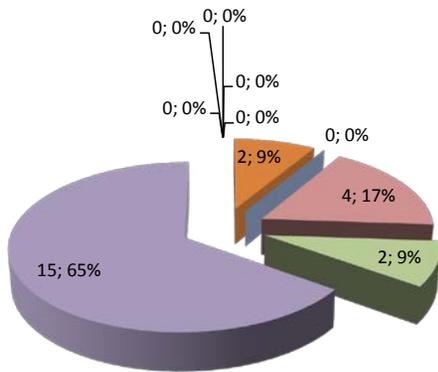
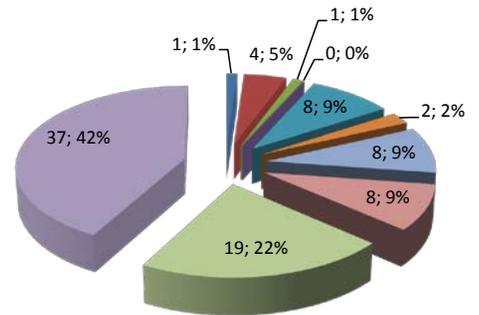


Chart. 19

- American Indian female
- American Indian male
- Asian female
- Asian male
- African American female
- African American male
- Hispanic female
- Hispanic male
- White female
- White male

Promotions



American Indian females; Asian females and males; Hispanic females; and White males received promotions below their current participation rate in the 2013 NNSA workforce. Note: "Promotions NTE" may include the same individual more than once where they received more than one NTE promotion in FY 2013.



American Indian males; African American females; Hispanic males; and White females received promotions above their current participation rate in the 2013 NNSA workforce. Note: "Promotions NTE" may include the same individual more than once where they received more than one NTE promotion in FY 2013.

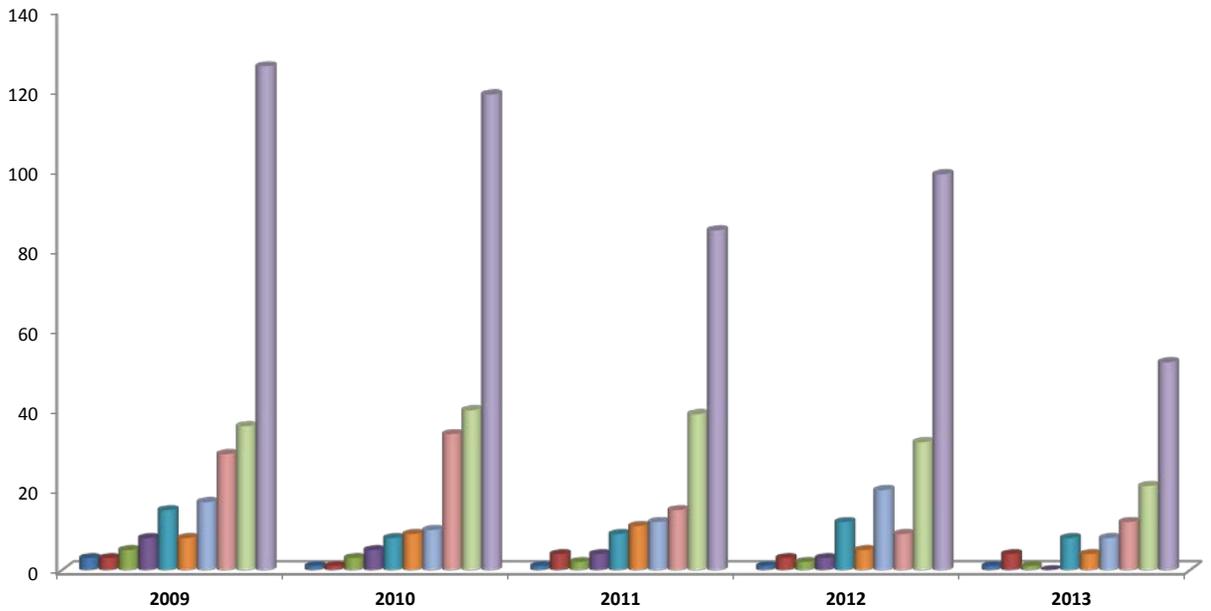
NNSA HISTORICAL PROMOTIONS



Table 23.

| | 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 |
|--------------------------------------|------------------------|----------------------|--------------|------------|-------------------------|-----------------------|-----------------|---------------|--------------|------------|-----------|
| 2009 | 3 | 3 | 5 | 8 | 15 | 8 | 17 | 29 | 36 | 126 | 250 |
| 2010 | 1 | 1 | 3 | 5 | 8 | 9 | 10 | 34 | 40 | 119 | 230 |
| 2011 | 1 | 4 | 2 | 4 | 9 | 11 | 12 | 15 | 39 | 85 | 182 |
| 2012 | 1 | 3 | 2 | 3 | 12 | 5 | 20 | 9 | 32 | 99 | 186 |
| 2013 | 1 | 4 | 1 | 0 | 8 | 4 | 8 | 12 | 21 | 52 | 111 |
| Total | 7 | 15 | 13 | 20 | 52 | 37 | 67 | 99 | 168 | 481 | 959 |
| % of all promotions - 5 years | 0.7% | 1.6% | 1.4% | 2.1% | 5.4% | 3.9% | 7.0% | 10.3% | 17.5% | 50.2% | |

Chart 20.



■ American Indian female
 ■ American Indian male
 ■ Asian female
 ■ Asian male
 ■ African American female
■ African American male
 ■ Hispanic female
 ■ Hispanic male
 ■ White female
 ■ White male



U.S. DEPARTMENT OF
ENERGY



APPENDIX

Fiscal Year 2013

EEO Program

Equal Employment Opportunity: Collaborating for Mission Success

NNSA Office of Civil Rights (NA-1.2) Key Processes/Procedures

| Services/Processes | Clients | Method of Communication | EEO Points of Contact |
|---|--|--|--|
| Discrimination Complaints Program | NNSA-wide Employees, Managers, Supervisors, & Attorneys, DOE Civil Rights Personnel, EEOC Reps | Person-to-Person Telephonic Written Correspondence Email | Debbie Parrish (845-6021) Patricia Padilla (845-4976) Denise Ramos (845-5920) Suzanne Sandoval (845-6385) |
| EEO Counselor Program | NNSA-wide Office EEO Counselors | Person-to-Person Telephonic Written Correspondence Email | Debbie Parrish Patricia Padilla |
| Counselor FY-year-end awards and/or certificate of appreciation | All NNSA Counselors | Time-Off award: requires supervisor concurrence Certificate preparation Coordination w/OHCM | Michelle Poulsen (845-5517) |
| Monthly Complaint Activity Reports: 1.Specialists and GC 2.OHCM 3.OST | 1. Specialists and GC 2. OHCM 3. OST (Harrell; Clark; DeMersseman; and Kelly) | Email Note: OST Report, is delivered by Debbie at the first Thursday of the month, if the meeting is cancelled, then send it via email | Denise Ramos |
| EEO Observer Program | NNSA-wide Application and or interview panels | Person-to-Person VTC Telephonic Written Correspondence Email | Debbie (In Debbie's absence, any of the EEO Specialists, call 505-845-5517) |
| Mid-Year Reports | NNSA-wide; Field Offices; OST | Two page report for Oct-Mar of the FY due April 30 | Denise Ramos, Lead Suzanne Sandoval Michelle Poulsen |
| Year-End Workforce Diversity Reports | NNSA-wide; Site Offices; OST | Comprehensive five-year trend analysis on total workforce; accessions; separations and reasons for same; promotions; and includes the year-end two-page report | Debra Parrish |
| Affirmative Action Program 1. MD-715 2. DVAAP 3. FEORP & RHER | NNSA-wide Employees, Managers and Supervisors | Telephonic Written Correspondence Email | Patricia Padilla, Lead Denise Ramos Suzanne Sandoval Michelle Poulsen |
| Alternative Dispute Resolution Program | NNSA-wide Employees, Managers and Supervisors | Person-to-Person Telephonic Written Correspondence Email | Debbie Parrish Patricia Padilla |
| Quarterly OCR Scorecard | Administrator; Deputy Administrator; and Chief of Staff | Email | Debra Parrish |
| EEO Training Program | NNSA-wide Employees, Managers & Supervisors. *On special request, other DOE Agencies or Federal Agencies OST Orientation New Employee Orientation Supervisor FLS | Person-to-Person VTC Telephonic Written Correspondence Intranet Internet (OLC & www) Email | Debra Parrish Patricia Padilla |

NNSA Office of Civil Rights (NA-1.2) Key Processes/Procedures

| Services/Processes | Clients | Method of Communication | EEO Points of Contact |
|---|---|--|--|
| Federal Financial Assistance Program | Recipients of Federal Financial Assistance Service Center Contracts Representatives DOE Office of Civil Rights Representatives | Person-to-Person Telephonic Written Correspondence Email | Patricia Padilla |
| EEO and Diversity Library | NNSA-wide Employees, Managers and Supervisors | Person-to-Person Telephonic Email | Michelle Poulsen |
| Community Outreach | <ul style="list-style-type: none"> - New Mexico Diversity Leadership Council - Albuquerque and Santa FE FEB Diversity Council - Junior League Job Shadow Day - Blood Drive - Bring Your Child to Work - Science Fairs | Person-to-Person Telephonic Email Council Meetings | Suzanne Sandoval Michelle Poulsen |
| DOE Diversity Events | All NNSA locations | DOE Diversity & Inclusion Office sends out notice of an event. OCR: <ol style="list-style-type: none"> 1. Schedule Telephone and/or VTC access to the event, including an ABQ Complex room 2. Create an email cast announcement to the ABQ Complex 3. Make sure the DOE announcement went to other NNSA Site Offices and OST Commands | Michelle Poulsen |
| Freedom of Information | Request for OCR response comes from NA-GC | Entrust email to Debbie and/or Michelle | Debbie Parrish |
| OCR Posters | NNSA | Poster preparation Poster printing Posting at ABQ Complex Mailing out to NNSA | Michelle Poulsen |
| Budget Coordination | OCR Staff | Staff Meetings | Debbie Parrish Denise Ramos Michelle Poulsen |
| Records Management | AQM; OCR Staff | Emails and meetings with AQM | Michelle Poulsen |
| Albuquerque Leadership Team | Complex Organization Leaders/Managers | Staff meeting called by ABQ Complex Leader | Debbie Parrish |

Created on 9/13/07 – Updated 12/26/2013



**NNSA Office of Civil (OCR) Scorecard
FY 2009 - FY 2013**

Equal Employment Opportunity: Collaborating for Mission Success

| Informal Complaint Activity: Employees and applicants for employment, seeking counseling from NNSA EEO Counselor | | | | | | |
|---|--------------|--------------|--------------|--------------|----------------------|------------------------------------|
| | FY 09 | FY 10 | FY 11 | FY 12 | FY 13 YTD | % Change FY 09 to FY 13 |
| Total Workforce | 2668 | 2704 | 2823 | 2657 | 2540 | 4.8% |
| Counselors | 24 | 22 | 24 | 23 | 22 | -8.3% |
| Completed Counseling's | 11 | 6 | 6 | 19 | 18 | 63.6% |
| Untimely Counseling's | 4 | 0 | 0 | 6 | 5 | 25.0% |
| % of Untimely Counseling's | 36.40% | N/A | N/A | 31.6% | 27.8% | |
| Settlements During Pre-Complaint Process | 0 | 2 | 2 | 1 | 3 | 100.0% |
| Withdrawals During Counseling | 3 | 1 | 1 | 1 | 1 | -66.7% |
| Cost of Contracted Counselors | \$6,909 | \$4,137 | 0 | 0 | 0 | |

| ADR Activity: Alternative Dispute Resolution (ADR/Mediation) | | | | | | |
|---|--------------|--------------|--------------|--------------|----------------------|------------------------------------|
| | FY 09 | FY 10 | FY 11 | FY 12 | FY 13 YTD | % Change FY 09 to FY 13 |
| ADR Offered at Pre-Complaint Phase | 11 | 10 | 10 | 21 | 18 | 63.6% |
| Accepted into ADR | 0 | 5 | 3 | 5 | 4 | 100.0% |
| % Accepted into ADR | 0.0% | 50.0% | 25.0% | 15.8% | 22.2% | 100.0% |
| ADR Settlements | 0 | 2 | 2 | 3 | 3 | 100.0% |
| ADR Withdrawal (did not track FY08-FY11) | | | | 0 | 1 | |
| No Formal Complaint Filed | 3 | 5 | 2 | 3 | 5 | 66.7% |
| ADR Offered at Formal Phase | 0 | 5 | 6 | 16 | 13 | 100.0% |
| Accepted into ADR | 0 | 2 | 2 | 1 | 0 | 0.0% |
| ADR Settlements | 0 | 0 | 1 | 1 | 1 | 100.0% |
| Withdrawal | 0 | 0 | 0 | 0 | 1 | 100.0% |
| Staff Resources Available for ADR | 1 | 1 | 1 | 2 | 2 | 100.0% |
| Staff Resources Available for Formal Complaint Processing | 7 | 8 | 7 | 6 | 6 | -14.3% |
| ADR Cases -- EEO Related/Non-EEO Cases | 3 / 4 | 3 / 7 | 5 / 2 | 6 / 0 | 6 / 0 | |
| ADR Monetary Settlements | \$8,650 | \$34,048 | 0 | \$39,500 | \$8,187 | -5.4% |

Note: Open EEO complaints at both the informal and formal phase carry-over until closed.

NNSA Office of Civil Rights (OCR) Scorecard
FY 2009 - FY 2013



Equal Employment Opportunity: Collaborating for Mission Success

| Formal Complaint Activity: | | | | | | % Change FY 09 to FY 13 YTD |
|--|--|---|---|--|--|-----------------------------------|
| | FY 09 | FY 10 | FY 11 | FY 12 | FY 13 | |
| Total NNSA Formal Complaints in the FY (note may be less than the number in locations immediately below where an aggrieved names more than one organization) | 8 | 11 | 8 | 18 | 16 | 100.0% |
| Top Three (3) Issues Claimed | 1. Non-selection 2. Evaluation 3. Harassment | 1. Nonselection 2. Harassment 3. Discipline | 1. Hostile environment (cited in 5 complaints). No distinct 2 & 3 | 1. Reasonable Accommodation 2. Equal Pay 3. Nonselection | 1. Hostile Environ 2. Perf Appraisal 3. Assign of Duties | |
| Top Three (3) Basis Claimed | 1. Sex (female) 2. Retaliation 3. Age | 1. Retaliation 2. Age 3. Tie: Race/Color | 1. Retaliation 2. Age 3. Tie: Race; National origin; Sexual orientation | 1. Retaliation (4 complaints) 2. Disability 3. Race | 1. Retaliation 2. Race 3. Tie: Sex; Disability | |
| Number of completed investigations by contractors | 5 | 6 | 4 | 11 | 7 | 40.0% |
| Cost of investigation by Contractors (does not include FOR & GTN: DOE) | \$19,184 | \$22,623 | \$7,332 | \$55,774 | \$27,744 | 44.6% |
| Average cost per investigation (does not include FOR & GTN: DOE OCR) | \$3,837 | \$3,771 | \$1,833 | \$5,070 | \$3,963 | 3.3% |
| Closed Cases: | 12 | 12 | 3 | 12 | 3 | -75.0% |
| Settlement | 2 | 9 | 1 | 7 | 2 | 0.0% |
| Withdrawn | 1 | 1 | 0 | 1 | 1 | 0.0% |
| No Finding | 8 | 0 | 0 | 1 | 0 | -100.0% |
| Dismissals | 1 | 2 | 2 | 0 | 1 | 0.0% |
| Finding of Discrimination | 0 | 0 | 2 | 1 | 0 | 0.0% |
| Monetary Corrective Action | \$5,000 | \$266,294 (on six cases) | \$360,321 (on two cases) | \$172,854 (on six cases) | \$64,336 (on four cases) | 1186.7% |

Note: Open EEO complaints at both the informal and formal phase carry-over until closed. "Total" formal may be less than numbers immediately below if the Aggrieved names more than one organization.



**NNSA Office of Civil Rights (OCR) Scorecard
FY 2009 - FY 2013**

Equal Employment Opportunity: Collaborating for Mission Success

| Advisory Services Provided by OCR Staff | | | | | |
|--|------------------|---|-------------------|-----------------------|---------------------------|
| | Employees | Managers and Supervisors | Counselors | Other Feds | Non- Employees |
| Quarter 1 | 9 | 4 | 7 | 0 | 3 |
| Quarter 2 | 12 | 16 | 24 | 1 | 4 |
| Quarter 3 | 10 | 18 | 15 | 3 | 3 |
| Quarter 4 | 5 | 5 | 8 | 0 | 1 |
| FY 2013 Total | 36 | 43 | 54 | 4 | 11 |
| FY 2012 Total | 41 | 23 | 47 | 7 | 5 |

| EEO Observers Appointed | | | | | |
|--------------------------------|--------------|--------------|--------------|--------------|--------------|
| | FY 09 | FY 10 | FY 11 | FY 12 | FY 13 |
| Quarter 1 | 2 | 16 | 9 | 7 | 2 |
| Quarter 2 | 7 | 16 | 13 | 7 | 6 |
| Quarter 3 | 11 | 13 | 2 | 6 | 7 |
| Quarter 4 | 14 | 11 | 7 | 2 | 6 |
| FY Total | 34 | 56 | 31 | 22 | 21 |

| # of Participants Attending EEO &/or Diversity Training | | | | | |
|--|------------------------------|--------------|--------------|--------------|--------------|
| | FY 09 | FY 10 | FY 11 | FY 12 | FY 13 |
| Quarter 1 | Did not track | 117 | 275 | 10 | 112 |
| Quarter 2 | | 111 | 485 | 27 | 252 |
| Quarter 3 | | 521 | 1563 | 143 | 56 |
| Quarter 4 | | 392 | 510 | 677 | 198 |
| FY Total | | 1141 | 2833 | 857 | 618 |

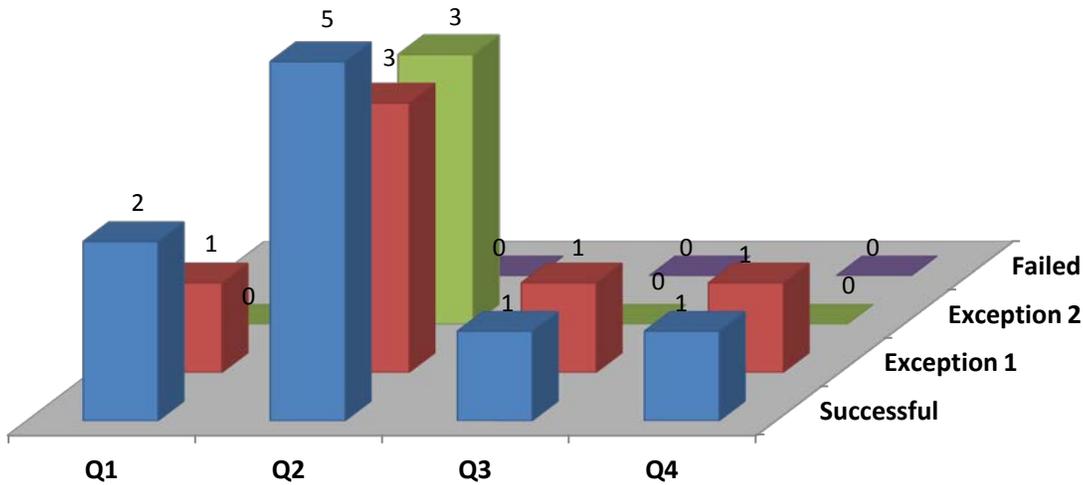
NNSA
Office of Civil Rights, NA-1.2



Equal Employment Opportunity: Collaborating for Mission Success

| | |
|---------------------------|---|
| Metric: | Number of Informal EEO Complaints culminating in a formal complaint. |
| NNSA Key Goal: | Drive an Integrated and Effective Enterprise – <i>We will attract, train, and retain the next generation of Federal nuclear security professionals, technical experts, and business managers.</i> |
| Dates: | October 1, 2012 to September 30, 2013 |
| Success Indicator: | EEO Counselors will process pre-complaint counseling within 29 CFR 1614 regulations. |

EEO Counseling - FY 2013



| | |
|----------------------------|---|
| Analysis: | NNSA Equal Employment Opportunity (EEO) Counselors complete the pre-complaint counseling process within the 30-day timeframe mandated by 29 CFR 1614, and EEO Commission Management Directive (MD) 110. |
| Successful: | Counseling completed within 30 days |
| Exception 1: | Counseling completed beyond 30 days, less than 60, with written extension in place; or within 90 days where the parties enter into mediation. |
| Exception 2: | Counseling completed beyond 30/60 days, with extension or other documented reason: travel leave, or mediation (allows up to 90 days). |
| Failure: | Counseling completed beyond 30-60-90 days time frame with no valid explanation |
| Metric Definition: | Upon receipt of initial contact by a potential complainant, the Counselor will initiate the business process for EEO Counselors to conduct the pre-complaint counseling within 30 calendar days. |
| Corrective Actions: | Update training 1 on 1 and reporting in the Counselor Tidbits email update for Counselors, sent on an as needed basis. |
| Source: | iComplaints database and Counselor’s Report |

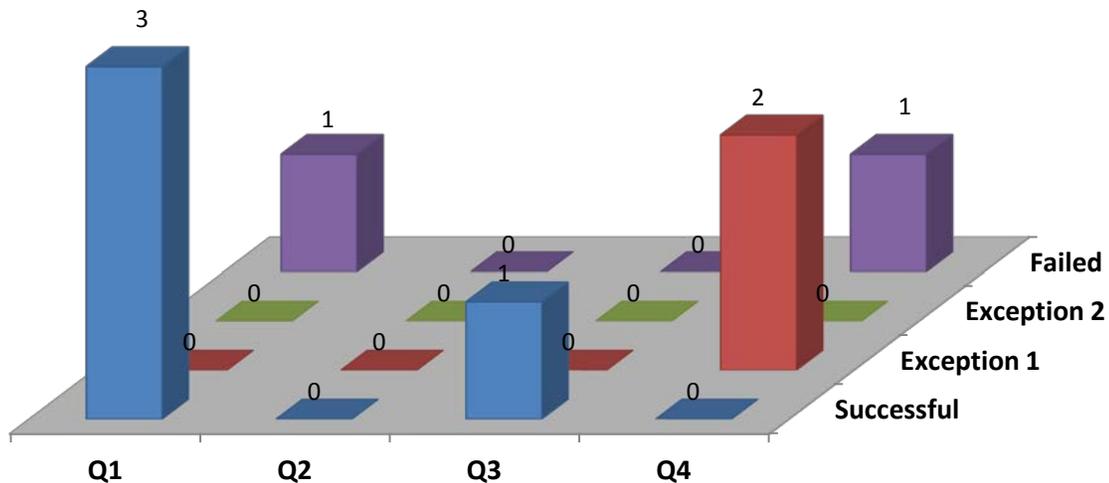
NNSA
Office of Civil Rights, NA-1.2



Equal Employment Opportunity: Collaborating for Mission Success

| | |
|---------------------------|--|
| Metric: | Formal EEO Complaints Process |
| NNSA Key Goal: | Drive an Integrated and Effective Enterprise – <i>We will attract, train, and retain the next next generation of Federal nuclear security professionals, technical experts, and business managers.</i> |
| Dates: | October 1, 2012 to September 30, 2013 |
| Success Indicator: | Office of Civil Rights EEO Specialists will manage formal complaints to the 180 day period specified by the EEO and 29 CFR §1614. |

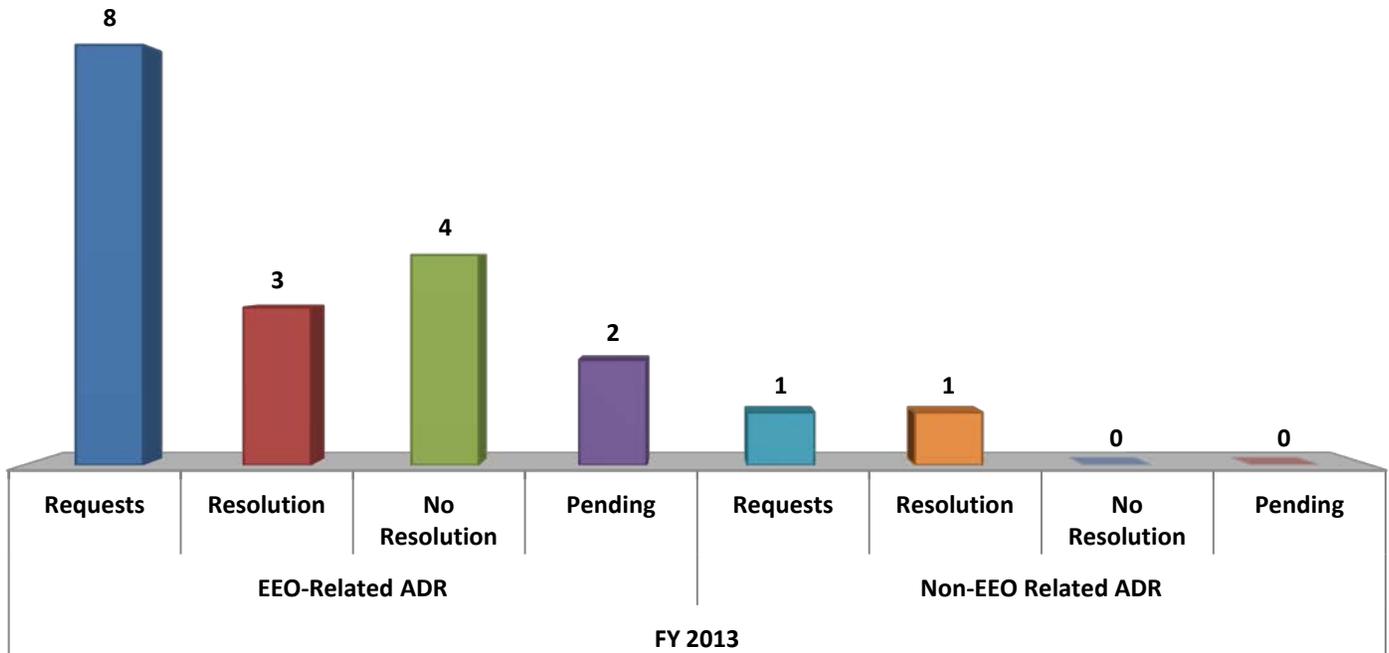
Formal Complaint Processing - FY 2013



No completed Investigations in Quarter 2

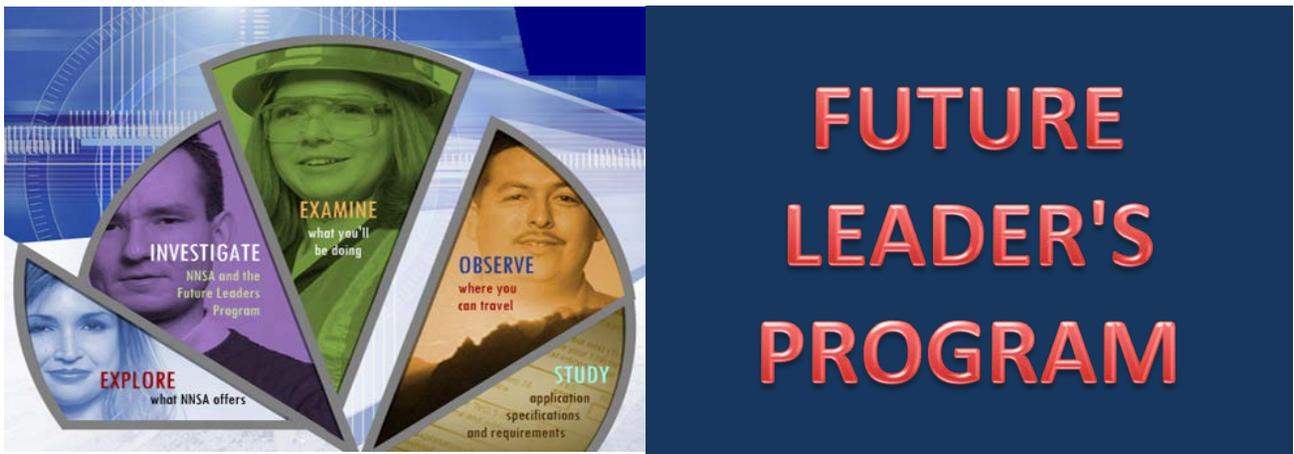
| | |
|----------------------------|---|
| Analysis: | NNSA Equal Employment Opportunity (EEO) Specialists case management will be graphed quarterly to ensure Specialists manage the formal processing within 29 CFR 1614, and EEO Commission Management Directive (MD) 110, that a complaint be investigated within 180 days of formal filing. |
| Successful: | Investigation completed and Report of Investigation provided to Complainant within 180 days. |
| Exception 1: | Investigation completed beyond 180 days, with written extension in place for up to 270 days. |
| Exception 2: | Investigation completed beyond 180 days, with other documented reason: mediation; travel; leave of complainant and or witnesses; and agreement to extend in place up to 270 days. |
| Failure: | Investigation beyond the 180 days time frame with no valid explanation; or beyond the 270 days extension in place. |
| Metric Definition: | Per the MD110, the 180 days starts from date of formal filing, and closes when the ROI is sent to the complainant. |
| Corrective Actions: | 1 on 1 training for the Case Manager |
| Source: | iComplaints database of Specialist entries, and case file documents. |

| | |
|---------------------------|---|
| Metric: | Alternative Dispute Resolution (ADR): Conflict Resolution Program for EEO-Related, and non-EEO related workplace disputes. |
| NNSA Key Goal: | Drive an Integrated and Effective Enterprise – <i>We will attract, train, and retain the next generation of Federal nuclear security professionals, technical experts, and business managers.</i> |
| Dates: | October 1, 2012 to September 30, 2013 |
| Success Indicator: | Percentage of mediation resolutions greater than no resolution. The ADR provider for NNSA (Albuquerque Complex, Field Offices, and the Office of Secure Transportation) is GenQuest, Inc., located in Albuquerque, NM. Forrestal and Germantown NNSA employees receive their ADR services from DOE Office of Hearing and Appeals, Office of Conflict Prevention and Resolution. |



| | |
|---------------------------|---|
| Analysis: | The ADR program is analyzed for success in the number of sessions conducted, EEO-related and non-EEO related. |
| Metric Definition: | Number of resolutions to the number of sessions. |
| Source: | GenQuest monthly reports to the EEO Manager; reports from DOE OCPD. |

NNSA HISTORICAL FLP



Demographic breakdown of all participants

| Class Year of | TOTAL FLP PARTICIPANTS | | | RACE/ETHNICITY | | | | | | | | | | | |
|---------------|------------------------|------|--------|--------------------|--------|-------------------------|--------|---------------------------|--------|---------------------------|--------|----------------------------------|------|--------|------|
| | | | | Hispanic or Latino | | Non- Hispanic or Latino | | | | | | | | | |
| | | | | | | White | | Black or African American | | Asian or Pacific Islander | | American Indian or Alaska Native | | | |
| | | | | | | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| All | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | | | |
| 2005* | 27 | 9 | 18 | 4 | 3 | 2 | 7 | 1 | 2 | 2 | 4 | 0 | 1 | | |
| 2006** | 30 | 15 | 15 | 4 | 2 | 3 | 9 | 5 | 4 | 2 | 0 | 0 | 0 | | |
| 2007 | 24 | 11 | 13 | 3 | 4 | 4 | 5 | 3 | 0 | 1 | 3 | 0 | 1 | | |
| 2008 | 32 | 17 | 15 | 3 | 2 | 7 | 8 | 3 | 4 | 3 | 1 | 1 | 0 | | |
| 2009 | 30 | 8 | 22 | 2 | 4 | 3 | 9 | 3 | 8 | 0 | 1 | 0 | 0 | | |
| 2010 | 30 | 12 | 18 | 2 | 1 | 9 | 12 | 1 | 2 | 0 | 1 | 0 | 2 | | |
| 2011 | 19 | 9 | 10 | 2 | 0 | 1 | 9 | 6 | 0 | 0 | 0 | 0 | 1 | | |

* 1 male did not specify race

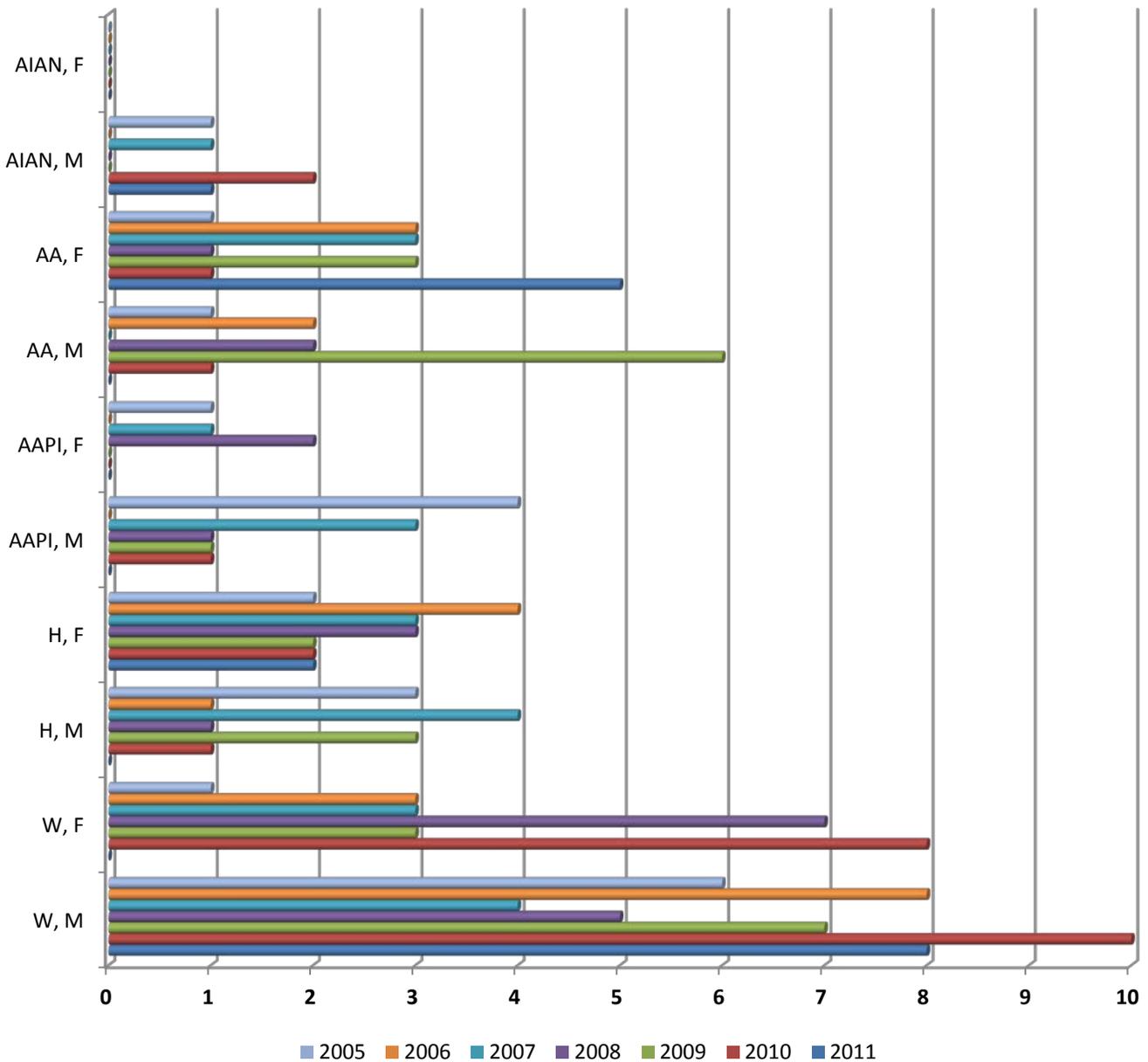
** 1 female did not specify race

FLP RETENTION

| Class Year of | Years later | | | | | | | | | |
|---------------|-------------|-----|-----|-----|-----|-----|-----|-----|---|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2005 | 96% | 93% | 93% | 85% | 81% | 78% | 78% | 74% | | |
| 2006 | 93% | 93% | 90% | 80% | 73% | 73% | 73% | | | |
| 2007 | 96% | 96% | 96% | 96% | 92% | 92% | | | | |
| 2008 | 97% | 94% | 84% | 81% | 69% | | | | | |
| 2009 | 90% | 90% | 87% | 83% | | | | | | |
| 2010 | 93% | 93% | 87% | | | | | | | |
| 2011 | 89% | 84% | | | | | | | | |
| 2012 | NO CLASS | | | | | | | | | |

NNSA HISTORICAL FLP

| DEMOGRAPHICS OF WHO'S STILL HERE | | | | | | | |
|---|------|------|------|------|------|------|------|
| FLP CLASS YEAR | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 |
| American Indian Alaskan Native Female (AIAN,F) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| American Indian Alaska Native Male (AIAN,M) | 1 | 0 | 1 | 0 | 0 | 2 | 1 |
| African American Female (AA,F) | 1 | 3 | 3 | 1 | 3 | 1 | 5 |
| African American Male (AA,M) | 1 | 2 | 0 | 2 | 6 | 1 | 0 |
| Asian American Pacific Islander Female (AAPI,F) | 1 | 0 | 1 | 2 | 0 | 0 | 0 |
| Asian American Pacific Islander Male (AAPI,M) | 4 | 0 | 3 | 1 | 1 | 1 | 0 |
| Hispanic Female (H,F) | 2 | 4 | 3 | 3 | 2 | 2 | 2 |
| Hispanic Male (H,M) | 3 | 1 | 4 | 1 | 3 | 1 | 0 |
| White Female (W,F) | 1 | 3 | 3 | 7 | 3 | 8 | 0 |
| White Male (W,M) | 6 | 8 | 4 | 5 | 7 | 10 | 8 |



NNSA HISTORICAL SCEP



STUDENT CAREER EXPERIENCE PROGRAM

Demographic breakdown of all participants

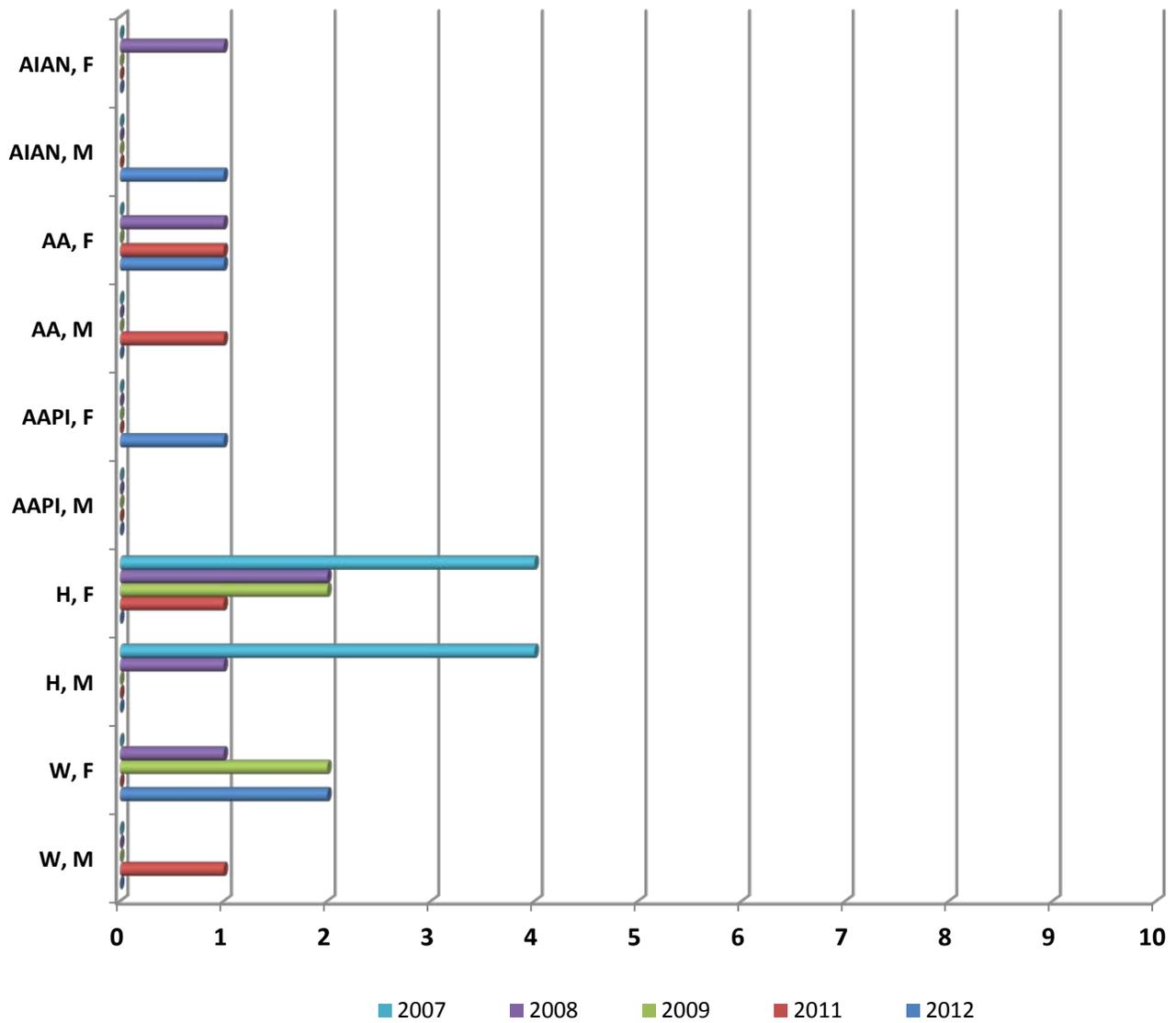
| Class Year of | TOTAL SCEP PARTICIPANTS | | | RACE/ETHNICITY | | | | | | | | | |
|------------------|----------------------------|--------|------------------------------|-----------------------|------|------------------------------|------|------------------------------|------|--------|------|--------|------|
| | | | | Hispanic or Latino | | Non- Hispanic or Latino | | | | | | | |
| | White | | Black or African American | | | Asian or Pacific Islander | | American Indian or Alaska | | | | | |
| | All | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| 2007 | 15 | 9 | 6 | 7 | 5 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2008 | 13 | 12 | 1 | 5 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 5 | 0 |
| 2009 | 8 | 8 | 0 | 5 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2011 | 11 | 5 | 6 | 2 | 1 | 0 | 4 | 3 | 1 | 0 | 0 | 0 | 0 |
| 2012 | 6 | 4 | 2 | 0 | 0 | 2 | 0 | 1 | 1 | 1 | 0 | 0 | 1 |

SCEP RETENTION

| Class Year of | Years later | | | | | | | | | |
|------------------|-------------|-----|-----|-----|-----|-----|---|---|---|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2005 | NO CLASS | | | | | | | | | |
| 2006 | NO CLASS | | | | | | | | | |
| 2007 | 87% | 87% | 87% | 80% | 67% | 60% | | | | |
| 2008 | 92% | 77% | 54% | 54% | 46% | | | | | |
| 2009 | 63% | 50% | 50% | 50% | | | | | | |
| 2010 | NO CLASS | | | | | | | | | |
| 2011 | 45% | 36% | | | | | | | | |
| 2012 | 83% | | | | | | | | | |

NNSA HISTORICAL SCEP

| DEMOGRAPHICS OF WHO'S STILL HERE | | | | | |
|---|------|------|------|------|------|
| SCEP CLASS YEAR | 2007 | 2008 | 2009 | 2011 | 2012 |
| American Indian Alaskan Native Female (AIAN,F) | 0 | 1 | 0 | 0 | 0 |
| American Indian Alaska Native Male (AIAN,M) | 0 | 0 | 0 | 0 | 1 |
| African American Female (AA,F) | 0 | 1 | 0 | 1 | 1 |
| African American Male (AA,M) | 0 | 0 | 0 | 1 | 0 |
| Asian American Pacific Islander Female (AAPI,F) | 0 | 0 | 0 | 0 | 1 |
| Asian American Pacific Islander Male (AAPI,M) | 0 | 0 | 0 | 0 | 0 |
| Hispanic Female (H,F) | 4 | 2 | 2 | 1 | 0 |
| Hispanic Male (H,M) | 4 | 1 | 0 | 0 | 0 |
| White Female (W,F) | 0 | 1 | 2 | 0 | 2 |
| White Male (W,M) | 0 | 0 | 0 | 1 | 0 |



NNSA HISTORICAL STEP



STUDENT TEMPORARY EMPLOYMENT PROGRAM

| Demographic breakdown of all participants | | | | | | | | | | | | | |
|---|----------------------------|--------|------------------------------|-----------------------|------|------------------------------|------|-------------------------------------|------|--------|------|--------|------|
| Class Year of | TOTAL STEP PARTICIPANTS | | | RACE/ETHNICITY | | | | | | | | | |
| | | | | Hispanic or Latino | | Non- Hispanic or Latino | | | | | | | |
| | White | | Black or African American | | | Asian or Pacific Islander | | American Indian or Alaska Native | | | | | |
| | All | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| 2009 | 11 | 5 | 6 | 2 | 1 | 0 | 4 | 3 | 1 | 0 | 0 | 0 | 0 |
| 2011 | 39 | 24 | 15 | 1 | 1 | 9 | 7 | 14 | 5 | 0 | 1 | 0 | 1 |
| 2012 | 54 | 26 | 28 | 6 | 5 | 8 | 10 | 11 | 10 | 1 | 3 | 0 | 0 |

STEP RETENTION

| Class Year of | Years later | | | | | | | | | |
|------------------|-------------|-----|-----|-----|---|---|---|---|---|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2005 | NO CLASS | | | | | | | | | |
| 2006 | NO CLASS | | | | | | | | | |
| 2007 | NO CLASS | | | | | | | | | |
| 2008 | NO CLASS | | | | | | | | | |
| 2009 | 10% | 10% | 45% | 36% | | | | | | |
| 2010 | NO CLASS | | | | | | | | | |
| 2011 | 72% | 21% | | | | | | | | |
| 2012 | 74% | | | | | | | | | |

NNSA HISTORICAL STEP

| DEMOGRAPHICS OF WHO'S STILL HERE | | | |
|---|------|------|------|
| STEP CLASS YEAR | 2009 | 2011 | 2012 |
| American Indian Alaskan Native Female (AIAN,F) | 0 | 1 | 0 |
| American Indian Alaska Native Male (AIAN,M) | 0 | 0 | 0 |
| African American Female (AA,F) | 0 | 1 | 0 |
| African American Male (AA,M) | 0 | 0 | 0 |
| Asian American Pacific Islander Female (AAPI,F) | 0 | 0 | 0 |
| Asian American Pacific Islander Male (AAPI,M) | 0 | 0 | 0 |
| Hispanic Female (H,F) | 4 | 2 | 2 |
| Hispanic Male (H,M) | 4 | 1 | 0 |
| White Female (W,F) | 0 | 1 | 2 |
| White Male (W,M) | 0 | 0 | 0 |

