



U.S. Department of Energy
National Nuclear Security Administration

Management Directive-715

Fiscal Year 2015

National Nuclear Security Administration
U.S. Department of Energy
ANNUAL EEO PROGRAM STATUS REPORT
EEO PLAN TO ATTAIN THE ESSENTIAL ELEMENTS
OF
A MODEL EEO PROGRAM

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Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015	
PART A Department or Agency Identifying Information	1. Agency		U.S. Department of Energy
	1.a. 2nd level reporting component		National Nuclear Security Administration
	1.b. 3rd level reporting component		
	1.c. 4th level reporting component		
	2. Address		1000 Independence Avenue S.W.
	3. City, State, Zip Code		Washington District of Columbia 20585
	4. Agency Code	5. FIPS code(s)	DN01 8840/11001
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		2332
	2. Enter total number of temporary employees		15
	3. Enter total number employees paid from non-appropriated funds		0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		2347

EEOC FORM
715-01
PART A - D

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT

Department of Energy/DOE National Nuclear
Security Administration

For period covering October 1, 2014 to September 30, 2015

PART C
Agency
Official(s)
Responsible
For Oversight
of EEO
Program(s)

1. Agency Head	Under Secretary for Nuclear Security and NNSA Administrator Frank G. Klotz
2. Agency Head Designee	Principal Deputy Administrator Madelyn Creedon
3. EEO Director	Acting EEO Manager Bonnie Baisden
4. Affirmative Employment Manager	Acting EEO Manager Bonnie Baisden
5. Complaint Processing Manager	Acting EEO Manager Bonnie Baisden
6. Other EEO Staff	EEO Specialist Denise Ramos
7. MD-715 Preparer	EEO Specialist Patricia Padilla
8. Diversity and Inclusion Officer	
9. Disability Special Emphasis Program Manager	
10. Hispanic Special Emphasis Program Manager	
11. Women's Special Emphasis Program Manager	
12. Anti-Harassment Program Manager	
13. Reasonable Accommodation Program Manager	Human Resources Specialist Taunya Riley

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
Department of Energy/DOE National Nuclear Security Administration	For period covering October 1, 2014 to September 30, 2015		
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	Not Applicable		

Department of Energy/DOE National Nuclear
Security Administration

For period covering October 1, 2014 to September 30, 2015

EXECUTIVE SUMMARY

U.S. Equal Employment Opportunity Commission
Federal Agency Annual EEO Program Status Report
National Nuclear Security Administration
U.S. Department of Energy

for

Period Covering October 1, 2014 to September 30, 2015

Introduction

NNSA's core mission pillars are to maintain a safe, secure, and effective nuclear deterrent; to prevent, counter, and respond to the threats of nuclear proliferation and terrorism worldwide; and to provide naval nuclear propulsion. NNSA is committed to fostering a work environment that depends on a highly capable workforce with specialized skills in a broad array of technical fields. NNSA recognizes the people and physical infrastructure that make up the nuclear security enterprise are fundamental to executing NNSA's mission.

Workforce Composition

The total number of employees at the NNSA was 2,366 at the end of FY 2014 and 2,347¹ at the end of FY 2015. Compared to the 2010 Civilian Labor Force (CLF)², NNSA's workforce is at or above the CLF representation in all areas except White females, Asian females and African American males. In FY 2015, the representation of White females decreased from 18.34% to 18.11% (34.03% CLF); the representation of Asian females increased from 1.01% to 1.19% (1.93% CLF); and the representation of African American males increased from 3.72% to 3.79% (5.49% CLF). In addition, the representation of people with disabilities increased from 7.31% to 7.41% and decreased from 0.55% to 0.43% for employees with targeted disabilities³, as compared to the Federal high of 2.0%.⁴

¹Data current as of September 30, 2015. Note: This report was developed using the required Equal Employment Opportunity Commission software, which has limited editing/formatting capability.

²2010 U.S. Census Bureau Civilian Labor Force (CLF).

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

⁴The Federal high is the 2009 goal developed by the EEOC.

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

The agency's self-assessment checklist measuring essential elements was completed. NNSA has made several accomplishments toward the essential elements of a model EEO program. Additional information may be found in Part H.

- Essential Element A: Demonstrated Commitment from Agency Leadership

EEO, Harassment and Retaliation policies are well established, in place, and accessible to all employees and applicants 24/7 via the Office of Civil Rights' (OCR) website. Secretary Moniz issued a new EEO, Harassment and Retaliation Policy Statement

on December 23, 2014, emphasizing his personal commitment to equal opportunity and ensuring a workforce free from discrimination, harassment and retaliation. EEO posters and program information are updated on an annual basis and are posted throughout NNSA (61 Postings nationwide) and on the OCR internal and external website. In addition, NNSA includes copies of their EEO, Harassment and Retaliation Policy Statement in all annual training and advisory packets.

- Essential Element B: Integration of EEO into the Agency's Strategic Mission

The EEO Manager is under the direct supervision of the agency head, per 29 CFR Section 1614.102(b)(4). During FY 2015, NNSA selected a new Deputy EEO Manager. Because of the pending retirement of NNSA's EEO Manager and the Lead EEO Specialist in December 2015, the selection of the new Deputy EEO Manager was critical in that it will provide NNSA's EEO Deputy Manager with the authority, resources, and consistency required to carry out a successful EEO Program. With the hiring of a new EEO Manager and backfilling of two additional EEO Specialists, the EEO Program will be sufficiently staffed to meet their EEO responsibilities, including the annual EEO live training conducted by the Office of Civil Rights staff in FY16.

Additionally, the agency has committed sufficient funding to ensure all employees can use all EEO programs in a timely and efficient manner, including the complaint processing program and the Alternative Dispute Resolution Program. This funding also ensures the regular distribution of EEO materials, e.g., EEO posters, EEO procedures, and other EEO related materials.

The Office of Civil Rights program officials briefed the Agency's senior leaders on the annual State of the EEO Program on August 25, 2015.

- Essential Element C: Management and Program Accountability

During FY 2015, sixteen (16) annual Manager/Supervisory EEO Update/Refresher live training sessions were conducted by the NNSA Office of Civil Rights. The training objective was to provide timely EEO relevant information to NNSA Managers and Supervisors to successfully meet their respective EEO duties and responsibilities. Topical areas of this training included: Age Discrimination; Managers' Roles and Responsibilities on Claims of Retaliation; Consequences of Managers' Inaction; and an overview of NNSA (and respective Field Offices) workforce statistics.

NNSA managers and supervisors are evaluated on their commitment to EEO. The performance element states managers "display commitment throughout the performance year to further NNSA's objectives to create a workplace that embraces diversity, provides equal employment opportunity, and supports the zero tolerance policy of discrimination, harassment (sexual and non-sexual) and retaliation."

The Office of Civil Rights program staff interacts with all appropriate agency managers; including Office of Human Capital Management, and General Counsel, regularly to address issues real time. Ad hoc meetings are held with agency managers as required to address issues that may cross over into EEO.

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

- Essential Element D: Proactive Prevention

The NNSA Office of Civil Rights staff plans, coordinates, and implements the NNSA EEO Program objectives and policies in accordance with requirements and practices prescribed by Federal Law; DOE Headquarters; the Equal Employment Opportunity Commission; and the Office of Personnel Management. In addition, the EEO Manager and staff work independently to provide quality customer service and technical advice to NNSA management, employees and applicants for all matters relating to the NNSA EEO Program.

The Office of Civil Rights is responsible for EEO complaints processing, which includes ensuring all new EEO Counselors successfully complete the required initial 32-hour training and that all certified EEO Counselors complete their 8 hours of annual refresher training; providing technical advisory services and referrals; complying with mandated annual reporting requirements; EEO Training/Education and Awareness (product design, development, and delivery); and provisioning and promotion of the

Alternative Dispute Resolution. The Office of Civil Rights also has oversight and tracks NNSA completion of annual DOE Harassment-Prevention Training, and required biennial No FEAR Training. Moreover, the Office of Civil Rights provided EEO training for 35 newly-hired Federal Agents and first-line supervisory training for all newly appointed first-line supervisors and refresher training for all current supervisors.

In FY 2015, 42.85% of employees filing informal complaints elected Alternative Dispute Resolution (ADR). Eleven percent reached a settlement agreement. Per the Secretary of Energy's December 23, 2014 Policy Statement on Equal Employment Opportunity, Harassment and Retaliation, all supervisors must participate in ADR when elected by an employee if the ADR is related to EEO. NNSA markets the ADR Program as part of their standardized services and includes ADR brochures/information in the advisory packets. ADR is also addressed each year in the annual EEO Update/Refresher training to managers and supervisors. The NNSA Office of Civil Rights (OCR) also sponsored the 2nd Annual "Conflict Resolution Day." The event offered employees an opportunity to meet with the Office of Civil Rights staff, discuss, and obtain information about mediation.

In FY 2015, the Office of Civil Rights completed semi-annual, year-end and special workforce statistical reports for NNSA and all its subcomponents. The mid-year report is a snap shot of NNSA and includes pay plan breakdown, retirement eligibility, gender, age, years of federal service, education, disability and diversity. The year-end reports are much more comprehensive and include detailed five-year workforce trending analysis of the NNSA and its subcomponents including an annual analysis of workforce accessions, separations, and promotions. These workforce statistics are reviewed annually with all NNSA managers and supervisors.

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

- Essential Elements E and F: Efficiency and Responsiveness/Legal Compliance

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

During FY 2015, there were a total of 21 EEO Informal Counselings that were closed. Of the 21 informal counselings, all 21 were classified as successful (completed/counseled within the initial 30-day timeframe and/or with an approved extension in place).

There were a total of 16 Formal EEO Complaints filed in FY 2015. Of the 16, 12 formal EEO complaint-investigations, some of which were carryovers from FY 2014, were successfully completed within the allowable timeframes.

NNSA is in compliance with all required EEO-related reports to the Equal Employment Opportunity Commission and Office of Personnel Management. NNSA has also posted all required EEOC No Fear Act information and EEOC Form 462 (complaint metrics) to its web pages.

FY 2015 Triggers

1. NNSA's hiring practices have not resulted in substantial improvements in the participation rates of Females, White Females and Asian females. Data indicates Females, White Females and Asian Females have lower participation rates in Security Administration, Physical Science and Nuclear Materials Courier Occupations. Females, including Asian Females, have lower participation rates than total workforce. Applicant data indicates the female representation rate, including White Females and Asian Females, is significantly lower than their corresponding representation rates in the CLF.

2. NNSA's hiring practices have not resulted in substantial improvements in the participation rates of Black Males. Data indicates Black Males have lower participation rates in Nuclear Material Courier, Nuclear Engineering and Foreign Affairs Occupations. Black Males have lower participation rates than total workforce. Applicant data indicates the Black Male representation rate is lower than their corresponding representation rate in the CLF.

3. It appears that NNSA's hiring of applicants with targeted disabilities is not increasing and is remaining constant. The low participation rates were recognized as a result of reviewing the Department's data on employees with Targeted Disabilities and comparing employees with Federal participation rate of 2.00%.

4. NNSA data revealed less than expected Senior Executive Service participation rates for females, Hispanic males, Hispanic females, Black females, Asian males, and Asian females.

FY 2015 Barriers

1. The cause of the lower than expected participation rate for White females and Asian females is unknown. It appears that our hiring of White females and Asian females is not exceeding the growth of the total workforce like it should if we want to see progress in participation. White females and Asian females have lower participation rates in Security Administration and Nuclear Materials Courier occupations. White female and Asian female applicant data for Security Administration and Nuclear Materials Couriers is low as compared to the CLF. Also, White females and Asian females are leaving at a high portion in the workplace. Further examination of the policies, procedures, and practices impacting the hiring, retention, and separation processes is needed.

2. The cause of the lower than expected participation rate for Black males is unknown. It appears that our hiring of Black males is not exceeding the growth of the total workforce or two of the major occupations within NNSA: Nuclear Material Couriers and Foreign Affairs Specialists. Further examination of the policies, procedures, and practices impacting the hiring, retention and separation processes is needed.

3. It appears that our hiring of applicants with targeted disabilities is not increasing and is remaining constant. Further examination of the practices, procedures, and policies impacting the hiring and retention is required.

4. The cause of the lower participation rate for Senior Executive Service participants in the following groups is not known. Females, Hispanic males, Hispanic females, Black females, Asian males and Asian females is unknown. It appears there is a sufficient internal employee pool; however, the hiring of these groups is not increasing. Further examination of the practices, procedures, and policies impacting the hiring and retention is required.

FY 2016 actions:

Recruiting, retaining, and training today and tomorrow's workforce in essential areas of expertise are critical to NNSA's mission. From data summarized above, NNSA will continue to examine whether barriers to equal employment opportunity exist. In particular, NNSA will evaluate and analyze whether an NNSA policy, practice or procedure is causing race/national origin and sex groups to be qualified at rates that are less than their application rate. NNSA has planned a number of activities, which are detailed below, in an attempt to identify a potential cause of the triggers. After these planned activities are completed, NNSA will evaluate whether they have impacted the triggers noted above.

1. The Office of Civil Rights will collaborate with the Office of Human Capital Management (OHCM) to develop and commit to strategies to address barriers. Strategies will subsequently be presented to management and OHCM strategic business partners. Activities to support these actions include:

a. Investigate Barriers: Hypothesize root causes of low areas of representation in conjunction with OHCM; develop applicable requests for documents, e.g., exit interviews, job announcements, and applications; and analyze documents (policy or procedure) and/or evaluate practice. Review recruitment and selection procedures, policies and practices and refine applicant data.

b. Develop Action Plan(s): Plans will address root causes, an examination as to whether barriers are necessary (job-related and consistent with a business need), explore changes/updates, and document activities and outcomes for annual MD-715 reporting to EEOC.

c. Evaluate Results: Plans will be assessed, progress tracked and measured, and documented. Recurring evaluations will be conducted to determine if plan needs modifications.

EEOC FORM 715-01 PART F	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Energy/DOE National Nuclear Security Administration	For period covering October 1, 2014 to September 30, 2015

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Acting EEO Manager Bonnie Baisden am the

(Insert name above) (Insert official title/series/grade above)

Principal EEO Director/Official for National Nuclear Security Administration

(Insert Agency/Component Name above)

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

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

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

Signature of Agency Head or Agency Head Designee

Date



1/28/16

Signature of Principal EEO Director/Official

Date

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



1/4/2016

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
Department of Energy/DOE National Nuclear Security Administration			For period covering October 1, 2014 to September 30, 2015		
Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
<p><i>NOTE: The NNSA employs the Dept. of Energy's EEO Policy Statement, which is issued by the Secretary of Energy, Ernest Moniz. Secretary Moniz was installed on 5/21/2013. The EEO Policy statement was issued by Secretary Moniz on 12/31/2013.</i></p> Was the EEO Policy Statement issued within 6-9 months of the installation of the Agency Head?		X			
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		X			A revised/updated policy statement was issued December 23, 2014.
Are new employees provided a copy of the EEO policy statement during orientation?		X			Copies of the EEO Policy statement, as well as several other brochures and reference materials, are provided to all new employees.
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X			Copies of the EEO Policy Statement, as well as several other brochures and reference materials, are provided to all newly appointed managers and supervisors.
Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X			

Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015		
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X			
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]	X			

Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
Measures					
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X			
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X			
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X			
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X			
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X			
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X			
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?		X			
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X			
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X			

Department of Energy/DOE National Nuclear Security Administration	For period covering October 1, 2014 to September 30, 2015		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.	X		Notified via annual training, issuing of EEO policy statements via email and world wide web, and NNSA Order on Workforce Discipline.
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.					
Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015			
Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X			
Are the duties and responsibilities of EEO officials clearly defined?		X			
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X			
If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X			
If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting		X			
If not, please describe how EEO program authority is delegated to subordinate reporting components.		X			
Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X			
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X			
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections			X		See Part H.

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Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations and re-alignments?		X			
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X			
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure			X		See Part H.
Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X			
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X			
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?			X		NNSA has Special Emphasis Programs at their Field Offices. In addition, NNSA employees have the option of participating in the Department's Program.
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204			X		NNSA has Special Emphasis Programs at their Field Offices. In addition, NNSA employees have the option of participating in the Department's Program.
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204			X		NNSA has Special Emphasis Programs at their Field Offices. In addition, NNSA employees have the option of participating in the Department's Program.

Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015			
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709			X		NNSA has Special Emphasis Programs at their Field Offices. In addition, NNSA employees have the option of participating in the Department's Program.
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?			X		NNSA has Special Emphasis Programs at their Field Offices. In addition, NNSA employees have the option of participating in the Department's Program.
Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	

Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems	X			
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X			
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X			
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X			
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X			
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X			
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X			
Is there sufficient funding to ensure that all employees have access to this training and information?	X			

Department of Energy/DOE National Nuclear Security Administration	For period covering October 1, 2014 to September 30, 2015		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:			
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
to provide religious accommodations?	X		
to provide disability accommodations in accordance with the agency's written procedures?	X		
in the EEO discrimination complaint process?	X		
to participate in ADR?	X		

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY					
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.					
Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015			
Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X			
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X			
Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X			
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X			
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X			
Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X			

Department of Energy/DOE National Nuclear Security Administration	For period covering October 1, 2014 to September 30, 2015			
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X			
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	X			One. Mandatory training, letter of warning, posting of EEO violation, review and removal of any derogatory information from personnel file, and compensatory damages.
If so, cite number found to have discriminated and list penalty /disciplinary action				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X			
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.??	X			

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

Department of Energy/DOE National Nuclear Security Administration For period covering October 1, 2014 to September 30, 2015

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

Essential Element E: EFFICIENCY					
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.					
Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015			
Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X			
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X			
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X			
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X			
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X			
Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X			
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X			

Does the agency hold contractors accountable for delay in counseling and investigation processing times?	X			<p>1. NNSA uses a "Contractor Performance Assessment Reporting System" to assess and rate its contractor investigations. In addition, contractor investigations are tracked for adherence to required time frames as outlined in 29 CFR. Issues are addressed real-time with investigators. Also, specialists inform their Contracting Office Technical Representative in writing and verbally of delays or issues.</p> <p>2. NNSA uses SharePoint, a web-based application software, to track informal and formal counselings to measure EEO efficiency in processing counselings within mandated time frames. Issues are also addressed one-on-one with counselors and during their annual 8 hour Counselor refresher training</p>
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If yes, briefly describe how:	
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Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	X			
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Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	X			
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Compliance Indicator

Measure has been met

Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015			
	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.				For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X			
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X			
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X			
Does the agency complete the investigations within the applicable prescribed time frame?		X			
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X			
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X			
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X			
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X			
Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X			
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X			
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X			

Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015				
Does the responsible management official directly involved in the dispute have settlement authority?		X				Management Official has authority on non-monetary settlements not requiring a personnel action. Monetary settlements and personnel actions require coordination and approval of Counsel, Office of Human Capital Management, Field Manager and/or EEO Manager.
Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the		X				
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102		X				
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X				
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X				
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X				
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X				
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X			NNSA participates with the Federal Executive Board EEO and Diversity Managers. As well, collaboration takes place with other DOE wide EEO Managers.	
Compliance Indicator		Measure has been met				

Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015			
Measures	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.				For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO		X			
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X			
Does the agency discrimination complaint process ensure a neutral adjudication function?		X			N/A

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.	
Department of Energy/DOE National Nuclear Security Administration	For period covering October 1, 2014 to September 30, 2015

Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015			
Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative		X			
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.			X		This function is performed by the Defense Finance and Accounting Service for NNSA.
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X			
Are procedures in place to promptly process other forms of ordered relief?		X			
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X			
If so, please identify the employees by title in the comments section, and state how performance is measured.		Alleged Responsible Management Officials. EEOC orders are administered within the required time frame identified by EEOC. Performance is measured by compliance with EEOC orders within stated deadlines.			
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X			
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.					

Department of Energy/DOE National Nuclear Security Administration	For period covering October 1, 2014 to September 30, 2015			
Have the involved employees received any formal training in EEO compliance?	X			
Does the agency promptly provide to the EEOC the following documentation for completing compliance:				
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X			
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X			
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X			
Compensatory Damages: The final agency decision and evidence of payment, if made?	X			
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X			
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X			
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X			
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X			
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X			
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X			
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X			
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X			

Footnotes:

1. See 29 C.F.R. § 1614.102.

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

EEOC FORM 715-01 PART H-1	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element B: Integration of EEO into the Agency's Strategic Mission. This element requires 1. EEO Program Officials are present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections, and 2. the EEO Manager is included in the agency's strategic planning, especially the agency's human capital plan.	
OBJECTIVE:	Develop and implement strategies to ensure EEO Program Officials can participate in NNSA's human capital strategic planning events.	
RESPONSIBLE OFFICIAL:	EEO Manager and Human Resource Program Official(s)	
DATE OBJECTIVE INITIATED:	10/01/2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	10/01/2017	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
<p>The EEO Manager and Deputy EEO Manager will address with Agency Head representative(s) the requirement for EEO Program Officials to be present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections, and requirement for the EEO Manager to participate in the agency's strategic planning as it relates to NNSA's human capital plan.</p> <p>TARGET DATE: 10/01/2016</p>		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

EEOC FORM 715-01 PART H-2	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element E: Efficiency. This element requires the agency has an adequate collection and analysis system that permits tracking of the information required by MD-715.	
OBJECTIVE:	Refine applicant data to ensure EEO Program Officials can fully complete Tables A9, B9, A11 and B11*. *To include total applications received, total qualified and consistency with data in "A" and "B" tables.	
RESPONSIBLE OFFICIAL:	EEO Manager and Office of Human Capital Management Program Officials	
DATE OBJECTIVE INITIATED:	10/01/2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	10/01/2016	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
<p>NNSA's Office of Civil Rights collaborated with their DOE Information Technology Office to obtain required training to begin generating standardized applicant flow data reports using the agency "Hiring Manager" system in 2015. When implementing, the Office of Civil Rights discovered conflicting application/qualification data and inconsistencies in data when comparing Tables A and B. The Office of Civil Rights proactively self-identified this program deficiency and is fully committed to correcting this deficiency within the next year.</p> <p>TARGET DATE: 10/01/2016</p>		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

EEOC FORM 715-01 PART I-1	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Energy/DOE National Nuclear	For period covering October 1, 2014 to September 30, 2015

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

The Department's hiring practices have not resulted in substantial improvements in the participation rates of White females and Asian females. Data indicates White Females and Asian Females have lower participation rates in Security Administration, Physical Science and Nuclear Materials Courier Occupations. White females and Asian Females have lower participation rates than total workforce. Applicant data indicates female representation rate in the applicant pool, including white females and Asian females, is significantly lower than their corresponding representation rates in the CLF.

PART I - FEMALES, WHITE FEMALES AND ASIAN FEMALES: Over the five-year period, the participation rate for females has varied slightly in personnel by percentage. Females have a low participation rate within the NNSA, compared to the 2010 CLF. The FY 2015 workforce participation rate for females is 33.15% vs 48.14% in the CLF. For FY 2014: 33.18%; FY 2013: 33.63%; FY 2012: 34.79%; and for FY 2011: 34.84%.

NEW HIRES: The percentage of new hires of permanent female employees (29.17%) was lower than the percentage of females in the CLF, 48.14%. The percentage of new hires of permanent White females (17.26%) was lower than the percentage of White females in the CLF, 34.03%. The percentage of new hires of permanent Asian females (2.98%) was higher than the percentage of Asian females in the CLF, 1.93%.

SEPARATIONS: The percentage of total separations, 29.52% (49), of permanent female employees is lower than the percentage of females in the permanent workplace, 33.15% (778). The percentage of total separations, 19.28% (32), of permanent White female employees is higher than the percentage of White females in the permanent workplace, 18.11% (425). The percentage of total separations, 1.2% (2), of permanent Asian females is higher than the percentage of Asian females in the permanent workplace, 1.19% (28).

OCCUPATIONS: Females have low participation rates in the following occupations: Security administration - 37.50% vs 63.29% relevant CLF. Physical science - 23.66% vs 39.11% relevant CLF. Nuclear Materials Couriers - 0.00% vs 17.35% relevant CLF. White females have low participation rates in the following occupations: Security administration - 17.97% vs 43.85% relevant CLF. Physical science - 16.13% vs 27.82%. Nuclear Materials Courier - 0.00% vs 9.96% relevant CLF. Asian females have low participation rates in the following occupations: Security Administration - 0.78% vs 3.64%; Nuclear Engineering 0.00% vs 1.86%; Physical Science 2.15% vs 6.74%; and Nuclear Materials Couriers 0.00% vs 0.58% relevant CLF.

APPLICANT DATA - SECURITY ADMINISTRATION: Female applicants - 22.20%, CLF 63.30%; White female applicants - 7.40%, CLF 43.80%; Asian female applicants - 0.00%, CLF 3.20%.

APPLICANT DATA - Nuclear Materials Courier: Female applicants - 1.40%, CLF 17.40%; Nuclear Engineer: Female applicants - 0.00%, CLF 11.70%.

SES: The representation of females (20.21%) is lower than total workforce 33.15%. Hispanic female SES: 0.00%, total workforce 7.20%. White female SES: 18.09%, total workforce 18.11%. Black female SES: 2.13%, total workforce 5.58%; Asian female SES: 0.00%, total workforce 1.19%. American Indian female SES: 0.00%, total workforce 1.07%.

NN PAYBAND 4 (Engineering and Scientific positions: Feeder pool for SES positions): The representation of females (22.77%) is lower than the total workforce (33.15%). Hispanic female NN-4: 4.29%, total workforce 7.20%. White female NN-4: 15.18%, total workforce 18.11%. Black female NN-4: 1.65%, total workforce 5.58%; Asian female NN-4: 1.32%, total workforce 1.19%. American Indian female NN-4: 0.33%, total workforce 1.07%.

NQ PAYBAND 4 (Professional, Technical and Administrative positions: Feeder pool for SES positions): The representation of females (38.40%) is higher than the total workforce (33.15%). Hispanic female NQ-4: 5.32%, total workforce 7.20%; White female NQ-4: 27.00%, total workforce 18.11%. Black female NQ-4: 4.56%, total workforce 5.58%; Asian female NQ-4: 1.52%, total workforce 1.19%. American Indian female NQ-04: 0.00%, total workforce 1.07%.

EJ PAYBAND 5 (Excepted Service positions: Feeder pool for SES positions): The representation of females (00.0%) is lower than the total workforce (33.15%).

EK PAYBAND 4 (Excepted Service positions: Feeder pool for SES positions): The representation of females (6.45%) is lower than the total workforce (33.15%). White female EK-4: 6.45%, total workforce 18.08%.

EN PAYBAND 4 (Excepted Service positions: Feeder pool for SES positions): The representation of females (24.28%) is lower than the total workforce (33.15%). Hispanic female EN-4: 2.89%, total workforce 7.20%; White female EN-4: 17.92%, total workforce 18.08%. Black female EN-4: 1.73%, total workforce 5.67%; Asian female EN-4: 1.16%, total workforce 1.14%. American Indian female NQ-04: 0.58%, total workforce 1.06%.

EN PAYBAND 5 (Excepted Service positions: Feeder pool for SES positions): The representation of females (9.52%) is lower than the total workforce (33.15%). Hispanic female EN-4: 0.00%, total workforce 7.20%; White female EN-4: 2.38%, total workforce 18.08%. Black female EN-4: 4.76%, total

workforce 5.67%; Asian female EN-4: 2.38%, total workforce 1.14%. American Indian female NQ-04: 0.00%, total workforce 1.06%.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Low participation rates were recognized as a result of reviewing the Department's statistical data on total workforce; new hires; separations; SES; NNSA Paybands NN-4, NQ-4, EJ-5, EK-4, and EN-4 and EN-5 (all SES feeder pools); and applicant data; and comparing employees with lower participation rates (females, White females and Asian females) with the appropriate benchmarks.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The cause of the lower than expected participation rate for White females and Asian females is unknown. It appears that our hiring of White females and Asian females is not exceeding the growth of the total workforce like it should if we want to see progress in participation. White females and Asian females have lower participation rates in Security Administration and Nuclear Materials Courier occupations. White female and Asian female applicant data for Security Administration and Nuclear Materials Couriers is low as compared to the CLF. Also, White females and Asian females are leaving at a higher proportion in the workplace. Further examination of the policies, procedures, and practices impacting the hiring, retention, and separation processes is needed.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To diversify the applicant pool for Females by opening up future vacancies to all sources, both within and outside of the Federal government.
RESPONSIBLE OFFICIAL:	Office of Human Capital Management & Office of Civil Rights
DATE OBJECTIVE INITIATED:	10/01/2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2018
EEOC FORM 715-01 PART I-1	EEO Plan To Eliminate Identified Barrier
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Review recruitment and selection procedures, policies and practices.	10/01/2017
Review exit interview responses for trends.	10/01/2016
Review the hiring policies, procedures and practices.	10/01/2017
Refine applicant data.	10/01/2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

<p>EEOC FORM 715-01 PART I-2</p>	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p>Department of Energy/DOE National Nuclear</p>		<p>For period covering October 1, 2014 to September 30, 2015</p>
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>PART II - BLACK MALES - Over the five-year period, the participation rate for black males has varied slightly in personnel by percentage. Black males have a low participation rate within the NNSA, compared to the 2010 CLF. The FY 2015 workforce participation rate for Black males is 3.79% vs. 5.49% in the CLF. For FY 2014: 3.72%; For FY 2013: 3.61%; FY 2012: 3.27%; and FY 2011: 3.32%.</p> <p>BLACK MALES: The percentage of new hires of permanent Black males (5.95%) was higher than the percentage of Black males in the CLF, 5.49%.</p> <p>BLACK MALES: The percentage of total separations, 3.61%, of permanent Black male employees is lower than the percentage of Black males in the permanent workplace, 3.72%.</p> <p>BLACK MALES: Black males have low participation rates in the following occupations: Nuclear Materials Couriers - 5.22% vs 15.69% relevant CLF; Nuclear Engineering - 1.56% vs 3.43%; and Foreign Affairs - 0.00% vs 4.16%.</p> <p>APPLICANT DATA - Nuclear Materials Courier: Black male applicants: 8.70%; Black male qualified: 5.30%; Black male selected: 4.00%; CLF 15.30%; Foreign Affairs: Black males applicants: 5.30%, Black male qualified: 4.20%; Black male selected: 0.00%; CLF 4.00%; and Nuclear Engineer: Black male applicants; 0.00%; Black male qualified: 0.00%, Black male selected: 0.00%; CLF 3.30%.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The Department's total workforce, new hires, and separations were analyzed to determine the low participation rates of Black males. A review of Tables A8 (cumulative number of new hires for NNSA) indicates Black males are being hired, cumulatively, at a higher rate than their CLF. Table 14 (total number of agency separations) shows Black males are leaving the agency at a lower rate than their CLF. Table A6 (participation rates for major occupations) also indicates Black males have lower representation than their CLF in the following occupations: Nuclear Materials Couriers, Foreign Affairs Specialist and Nuclear Engineers. Table A7 (applicants and hires for major occupations) show Black males are applying and qualifying for Nuclear Material Couriers and Foreign Affairs occupations; however, Black males are being selected at a rate lower than their CLF.</p>	

STATEMENT OF IDENTIFIED BARRIER:	
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The cause of the lower than expected participation rate for Black males is unknown. It appears that our hiring of Black males is not exceeding the growth of the total workforce or two of the major occupations within NNSA: Nuclear Material Couriers and Foreign Affairs Specialists. Further examination of the policies, procedures, and practices impacting the hiring, retention and separation processes is needed.
OBJECTIVE:	
State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To increase hiring opportunities for black males in the following occupations: Nuclear Materials Courier and Foreign Affairs Specialist.
RESPONSIBLE OFFICIAL:	Office of Human Capital and Office of Civil Rights
DATE OBJECTIVE INITIATED:	10/01/2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2018
EEOC FORM 715-01 PART I-2	EEO Plan To Eliminate Identified Barrier
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Review recruitment and selection procedures, policies and practices.	10/01/2017
Review exit interview responses for trends.	10/01/2016
Review the hiring policies, procedures, and practices.	10/01/2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

EEOC FORM 715-01 PART I-3		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Energy/DOE National Nuclear		For period covering October 1, 2014 to September 30, 2015	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>		<p>Table B1 indicates the participation rate of employees with targeted disabilities within NNSA's workforce during FY 2015 was 0.43%, which is below the federal goal of 2.00%.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>		<p>Table B1 also shows that the participation rate of employees with targeted disabilities declined from 0.55% to 0.43% in FY 2015. This decline corresponds to a net loss of three employees with targeted disabilities in that time frame. This is the same as the net loss of employees with targeted disabilities reported in Part J of NNSA's FY 2015 MD-715 report.</p> <p>A review of Table B7 (applicants and hires by disability) indicates there were a total of 89 applicants who voluntarily identified a targeted disability. Out of the 89 applicants, there were no hires. Table B8 (new hires) also shows there were no new hires with targeted disabilities.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>		<p>It appears that our hiring of applicants with targeted disabilities is not increasing and is remaining constant. Further examination of the practices, procedures, and policies impacting the hiring and retention is required.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>		<p>To increase hiring opportunities for applicants with targeted disabilities within NNSA.</p>	
RESPONSIBLE OFFICIAL:		Office of Human Capital and Office of Civil Rights	
DATE OBJECTIVE INITIATED:		10/01/2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		10/01/2017	
EEOC FORM 715-01 PART I-3		EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)	
Review recruitment and selection procedures, policies and practices		10/01/2016	
Review the hiring policies, procedures, and practices.		10/01/2016	
Review exit interview responses for trends.		10/01/2016	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

EEOC FORM
715-01
PART I-4

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT

Department of Energy/DOE National Nuclear

For period covering October 1, 2014 to September 30, 2015

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

Table A4 revealed less than expected Senior Executive Service participation for the following: Females 20.21%, Total Workforce (WF) 33.15%; Hispanic males 3.19%, Total WF 8.55%; Hispanic females, 0.00%, Total WF 7.20%; Black females 2.13%, Total WF 5.67%; Asian males 2.13%, Total WF 2.84%; Asian females 0.00%, Total WF 2.84%.

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

A review of Table A4 revealed less than expected Senior Executive Service (SES) participation for the following: Females, Hispanic males, Hispanic females, Black females, Asian males and Asian females. NNSA interviewed the SES Hiring Manager who explained the majority of applicants have historically been from male applicants who have military backgrounds from the Navy or Air Force and educational backgrounds within the science and engineering fields.

STATEMENT OF IDENTIFIED BARRIER:

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

The cause of the lower participation rate for Females, Hispanic males, Hispanic females, Black females, Asian males and Asian females is unknown. It appears there is a sufficient employee pool; however, the hiring of these groups is not increasing. Further examination of the practices, procedures, and policies impacting the hiring and retention is required.

OBJECTIVE:

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.

To increase SES hiring opportunities for White females, Hispanic males, Hispanic females, Black females, Asian males and Asian females.

RESPONSIBLE OFFICIAL:

Office of Human Capital Management and Office of Civil Rights

DATE OBJECTIVE INITIATED:

10/01/2015

TARGET DATE FOR COMPLETION OF OBJECTIVE:

10/01/2017

EEOC FORM
715-01
PART I-4

EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE
(Must be specific)

Create an applicant flow system to identify potential barriers in the recruitment and selection process.

10/01/2016

Review recruitment and selection procedures, policies and practices.

10/01/2016

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

EEOC FORM 715-01 PART J		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted								
Department of Energy/DOE National Nuclear Security Administration			For period covering October 1, 2014 to September 30, 2015							
PART I Department or Agency Information	1. Agency	1. U.S. Department of Energy								
	1.a. 2nd Level Component	1. a. National Nuclear Security Administration								
	1.b. 3rd Level or lower	1. b.								
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change				
		Number	%	Number	%	Number	Rate of Change			
	Total Work Force	2366	100%	2347	100%	-19	-0.8 %			
	Reportable Disability	173	7.3 %	174	7.4 %	1	0.6 %			
	Targeted Disability*	13	0.5 %	10	0.4 %	-3	-23.1 %			
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).									
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						150			
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						0			
	PART III Participation Rates In Agency Employment Programs									
	Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
#			%	#	%	#	%	#	%	
Competitive Promotions	167	6	3.6 %	0	0.0 %	0	0.0 %	161	96.4 %	
Non-Competitive Promotions	9	0	0.0 %	0	0.0 %	0	0.0 %	9	100.0 %	
Employee Career Development Programs	24	1	4.2 %	0	0.0 %	0	0.0 %	23	95.8 %	
a. Grades 5 - 12	1	0	0.0 %	0	0.0 %	0	0.0 %	1	100.0 %	
b. Grades 13 - 14	16	0	0.0 %	0	0.0 %	0	0.0 %	16	100.0 %	
c. Grade 15/SES	6	0	0.0 %	0	0.0 %	0	0.0 %	6	100.0 %	
Employee Recognition and Awards	2912	220	7.6 %	14	0.5 %	45	1.5 %	2647	90.9 %	
a. Time-Off Awards (Total hrs awarded)	2567	230	9.0 %	0	0.0 %	0	0.0 %	2337	91.0 %	
b. Cash Awards (total \$\$\$ awarded)	2373440	157413	6.6 %	5936	0.3 %	35862	1.5 %	2180165	91.9 %	
c. Quality-Step Increase	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %	

EEOC FORM 715-01		Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities	
Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2014 to September 30, 2015	
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.		
Part V Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>		
Established a Numerical Goal?	Yes		
Goal	NNSA follows DOE hiring goal of 1.25% new hires.		
Strategies	<ol style="list-style-type: none"> 1. The Office of Civil Rights and Office of Human Capital Management will review results of barrier analysis required by the EEOC MD-715, develop action plans to eliminate any identified barrier(s) and coordinate the implementation of action plans. 2. The Office of Human Capital Management will use Schedule A hiring authority for people with disabilities and Veteran Hiring Authorities as part of strategy to recruit and retain a diverse workforce. 3. NNSA will promote and market student internship and fellowship programs to diverse groups/organizations/universities in order to attract candidates from all segments of society. 		
Objectives	Use strategic hiring initiatives for people with disabilities and for veterans, conduct barrier analysis, and support Special Emphasis Program to promote diversity within the workforce.		

<p>Accomplishments</p>	<ol style="list-style-type: none">1. The Department of Energy established an FY 2013/2014 goal of 7% of all new hires being people with disabilities and 1.25% of those with targeted disabilities. In FY 2013, 14% of all new hires were people with disabilities and 0.0% new hires were people with targeted disabilities. In FY 2014, 12% of all new hires were people with disabilities and 0.0% new hires were people with targeted disabilities. In FY 2015, 8% of all new hires were people with disabilities and 0.0% new hires were people with targeted disabilities.2. As part of the annual supervisory training, supervisors are informed about the Schedule A non-competitive hiring authority. In addition, DOE issued an Operational Plan and Desktop Reference for the Disability Employment Program along with a Policy Guidance Memorandum #32 for Human Resource Directors on Schedule A Appointments of Persons with Disabilities. This information is shared on a one-one-one basis with hiring officials.3. NNSA vacancies announced outside NNSA continue to include a statement that the vacancy is open to 30% disabled veterans and people with disabilities under Schedule A appointments. The announcements have links to further explain these appointment types and requirements. The use of category rating when vacancies are open to the public has increased the number of qualified applicants. Under category rating there is no limit to the number of applicants in the highest category that may be referred to the selecting official.4. NNSA Hiring Managers, Supervisors, Human Resource and EEO Professionals completed mandatory computer based training titled A Roadmap to Success: Hiring, Retaining, and Including People with Disabilities. This training was released by OPM in connection with the 24th anniversary of the Americans with Disabilities Act (ADA). This course offers basic information and sources that can be used to hire, promote, and retain individuals with disabilities to meet current and future staffing needs. The Roadmap covers six sections: It Starts With You; Recruit; Accommodate; Interview; Hire; and Include and Retain.
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Table A2 - Total Workforce By Component - Distribution by Race/Ethnicity and Sex

Employment Tenure		RACE/ETHNICITY																
		TOTAL WORKFORCE						Non-Hispanic or Latino										
		Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races				
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
DN01	#	2332	1558	774	196	168	1181	423	88	130	68	28	0	0	25	25	0	0
	%	100	66.81	33.19	8.40	7.20	50.64	18.14	3.77	5.57	2.92	1.20	0.00	0.00	1.07	1.07	0.00	0.00

**Table A4: PARTICIPATION RATES FOR DOE NNSA Grades by Race/Ethnicity and Sex
as of September 5, 2015
SOURCE: Microsoft Access Query (for 2 Pg Report ran on Pay Period 201519)**

Grade Level		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
NN1	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NN2	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NN3	#	91	70	21	3	5	47	7	9	6	9	0	0	0	2	3	0	0
	%	100%	76.92%	23.08%	3.30%	5.49%	51.65%	7.69%	9.89%	6.59%	9.89%	0.00%	0.00%	0.00%	2.20%	3.30%	0.00%	0.00%
NN4	#	303	234	69	29	13	181	46	6	5	16	4	0	0	2	1	0	0
	%	100%	77.23%	22.77%	9.57%	4.29%	59.74%	15.18%	1.98%	1.65%	5.28%	1.32%	0.00%	0.00%	0.66%	0.33%	0.00%	0.00%
NQ1	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NQ2	#	230	71	159	17	42	40	65	10	42	3	5	0	0	1	5	0	0
	%	100%	30.87%	69.13%	7.39%	18.26%	17.39%	28.26%	4.35%	18.26%	1.30%	2.17%	0.00%	0.00%	0.43%	2.17%	0.00%	0.00%
NQ3	#	664	372	292	72	83	263	145	20	50	9	8	0	0	8	6	0	0
	%	100%	56.02%	43.98%	10.84%	12.50%	39.61%	21.84%	3.01%	7.53%	1.36%	1.20%	0.00%	0.00%	1.20%	0.90%	0.00%	0.00%
NQ4	#	263	162	101	14	14	133	71	10	12	4	4	0	0	1	0	0	0
	%	100%	61.60%	38.40%	5.32%	5.32%	50.57%	27.00%	3.80%	4.56%	1.52%	1.52%	0.00%	0.00%	0.38%	0.00%	0.00%	0.00%
NU1	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NU2	#	42	6	36	0	1	4	20	2	5	0	2	0	0	0	8	0	0
	%	100%	14.29%	85.71%	0.00%	2.38%	9.52%	47.62%	4.76%	11.90%	0.00%	4.76%	0.00%	0.00%	0.00%	19.05%	0.00%	0.00%
NU3	#	7	0	7	0	4	0	2	0	0	0	0	0	0	0	1	0	0
	%	100%	0.00%	100.00%	0.00%	57.14%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%
NVI	#	155	155	0	14	0	126	0	8	0	4	0	0	0	3	0	0	0
	%	100%	100.00%	0.00%	9.03%	0.00%	81.29%	0.00%	5.16%	0.00%	2.58%	0.00%	0.00%	0.00%	1.94%	0.00%	0.00%	0.00%
NV2	#	86	86	0	7	0	72	0	5	0	2	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	8.14%	0.00%	83.72%	0.00%	5.81%	0.00%	2.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NV3	#	66	66	0	7	0	50	0	3	0	0	0	0	0	6	0	0	0
	%	100%	100.00%	0.00%	10.61%	0.00%	75.76%	0.00%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	9.10%	0.00%	0.00%	0.00%
NV4	#	20	20	0	4	0	16	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	20.00%	0.00%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

**Table A4: PARTICIPATION RATES FOR DOE NNSA Grades by Race/Ethnicity and Sex
as of September 5, 2015
SOURCE: Microsoft Access Query (for 2 Pg Report ran on Pay Period 201519)**

Grade Level		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
SES	#	94	75	19	3	0	63	17	7	2	2	0	0	0	0	0	0	0
	%	100%	79.79%	20.21%	3.19%	0.00%	67.02%	18.09%	7.45%	2.13%	2.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ED00	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EX04	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EX03	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EJ05	#	7	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EJ04	#	4	2	2	0	1	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EJ03	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EK05	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EK04	#	31	29	2	5	0	22	2	1	0	1	0	0	0	0	0	0	0
	%	100%	93.55%	6.45%	16.13%	0.00%	70.97%	6.45%	3.23%	0.00%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EK03	#	7	5	2	0	1	2	1	1	0	1	0	0	0	1	0	0	0
	%	100%	71.43%	28.57%	0.00%	14.29%	28.57%	14.29%	14.29%	0.00%	14.29%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%
EN05	#	42	38	4	1	0	36	1	1	2	0	1	0	0	0	0	0	0
	%	100%	90.47%	9.52%	2.38%	0.00%	85.71%	2.38%	2.38%	4.76%	0.00%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EN04	#	173	131	42	16	5	102	31	2	3	10	2	0	0	1	1	0	0
	%	100%	75.72%	24.28%	9.25%	2.89%	58.96%	17.92%	1.16%	1.73%	5.78%	1.16%	0.00%	0.00%	0.58%	0.58%	0.00%	0.00%
EN03	#	42	30	12	6	0	18	8	1	4	5	0	0	0	0	0	0	0
	%	100%	71.43%	28.57%	14.29%	0.00%	42.86%	19.05%	2.38%	9.52%	11.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EN00	#	23	14	9	4	1	7	6	2	1	1	1	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	2362	1579	783	202	170	1196	427	89	134	67	27	0	0	25	25	0	0
	%	100	66.85	33.15	8.55	7.20	50.64	18.08	3.77	5.67	2.84	1.14	0.00	0.00	1.06	1.06	0.00	0.00

* Information is provided by Microsoft Access Query. Total numbers differ from Table AB1.

Table A6 - Participation Rates for Major Occupations (Permanent) - Distribution by Race/Ethnicity and Sex

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		RACE/ETHNICITY																
		TOTAL WORKFORCE					Hispanic or Latino		Non-Hispanic or Latino									
		All	Male	Female	Male	Female	White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0801: GENERAL ENGINEERING	#	481	377	104	55	21	266	60	18	15	34	3	0	0	4	5	0	0
	%	100	78.38	21.62	11.43	4.37	55.30	12.47	3.74	3.12	7.07	0.62	0.00	0.00	0.83	1.04	0.00	0.00
CLF for Major Occupation 1: GENERAL ENGINEERING	%	100	88.32	11.68	4.08	0.71	70.69	7.99	3.43	0.93	9.2	1.86	0.06	0.02	0.93	0.93	0.34	0.06
0084: NUCLEAR MATERIALS COURIER	#	345	345	0	31	0	280	0	18	0	6	0	0	0	10	0	0	0
	%	100	100.00	0.00	8.99	0.00	81.16	0.00	5.22	0.00	1.74	0.00	0.00	0.00	2.90	0.00	0.00	0.00
CLF for Major Occupation 2: NUCLEAR MATERIALS COURIER	%	100	82.65	17.35	11.27	1.95	52.3	9.96	15.69	4.49	1.08	0.58	0.19	0	4.49	4.49	0.51	0.05
0130: FOREIGN AFFAIRS	#	128	65	63	4	1	56	54	0	3	4	5	0	0	1	0	0	0
	%	100	50.78	49.22	3.13	0.78	43.75	42.19	0.00	2.34	3.13	3.91	0.00	0.00	0.78	0.00	0.00	0.00
CLF for Major Occupation 3: FOREIGN AFFAIRS	%	100	48.02	51.97	2.81	3.36	38.77	40.68	4.16	4.62	1.52	2.3	0.04	0.02	4.59	4.59	0.28	0.27
0840: NUCLEAR ENGINEERING	#	128	115	13	1	0	109	13	2	0	3	0	0	0	0	0	0	0
	%	100	89.84	10.16	0.78	0.00	85.16	10.16	1.56	0.00	2.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 4: NUCLEAR ENGINEERING	%	100	88.32	11.68	4.08	0.71	70.69	7.99	3.43	0.93	9.2	1.86	0.06	0.02	0.93	0.93	0.34	0.06
0080: SECURITY ADMINISTRATION	#	128	80	48	16	16	56	23	4	6	2	1	0	0	2	2	0	0
	%	100	62.50	37.50	12.50	12.50	43.75	17.97	3.13	4.69	1.56	0.78	0.00	0.00	1.56	1.56	0.00	0.00
CLF for Major Occupation 5: SECURITY ADMINISTRATION	%	100	36.71	63.29	2.86	5.87	27.06	43.85	3.63	8.93	2.57	3.64	0.03	0.05	8.89	8.89	0.22	0.34
1301: PHYSICAL SCIENCE	#	93	71	22	6	2	62	15	2	3	1	2	0	0	0	0	0	0
	%	100	76.34	23.66	6.45	2.15	66.67	16.13	2.15	3.23	1.08	2.15	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 6: PHYSICAL SCIENCE	%	100	60.89	39.11	2.36	1.92	48.14	27.82	1.41	2.21	8.2	6.74	0.03	0	2.21	2.21	0.29	0.23

Table A6 - Participation Rates for Major Occupations (Temporary) - Distribution by Race/Ethnicity and Sex

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		RACE/ETHNICITY																	
		TOTAL WORKFORCE					Non-Hispanic or Latino												
		Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0801: GENERAL ENGINEERING	#	4	3	1	1	0	1	0	1	1	0	0	0	0	0	0	0	0	
	%	100	75.00	25.00	25.00	0.00	25.00	0.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CLF for Major Occupation 1: GENERAL ENGINEERING		%	100	88.32	11.68	4.08	0.71	70.69	7.99	3.43	0.93	9.2	1.86	0.06	0.02	0.93	0.93	0.34	0.06
0084: NUCLEAR MATERIALS COURIER	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CLF for Major Occupation 2: NUCLEAR MATERIALS COURIER		%	100	82.65	17.35	11.27	1.95	52.3	9.96	15.69	4.49	1.08	0.58	0.19	0	4.49	4.49	0.51	0.05
0130: FOREIGN AFFAIRS	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CLF for Major Occupation 3: FOREIGN AFFAIRS		%	100	48.02	51.97	2.81	3.36	38.77	40.68	4.16	4.62	1.52	2.3	0.04	0.02	4.59	4.59	0.28	0.27
0840: NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CLF for Major Occupation 4: NUCLEAR ENGINEERING		%	100	88.32	11.68	4.08	0.71	70.69	7.99	3.43	0.93	9.2	1.86	0.06	0.02	0.93	0.93	0.34	0.06
0080: SECURITY ADMINISTRATION	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CLF for Major Occupation 5: SECURITY ADMINISTRATION		%	100	36.71	63.29	2.86	5.87	27.06	43.85	3.63	8.93	2.57	3.64	0.03	0.05	8.89	8.89	0.22	0.34
1301: PHYSICAL SCIENCE	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CLF for Major Occupation 6: PHYSICAL SCIENCE		%	100	60.89	39.11	2.36	1.92	48.14	27.82	1.41	2.21	8.2	6.74	0.03	0	2.21	2.21	0.29	0.23

**Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
as of September 25, 2015**

SOURCE: HIRING MANAGER EEOC TABLE A7 FY2015

	Total			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Title/Series: 0080 SECURITY SPECIALIST/OFFICER																		
Total Received	#	928																
Voluntarily Identified	#	458	371	87	84	26	205	44	43	13	12	0	2	0	18	1	7	3
	%	100%	77.80%	22.20%	13.00%	11.10%	51.90%	7.40%	9.30%	1.90%	0.00%	0.00%	0.00%	0.00%	3.70%	0.00%	0.00%	1.90%
Qualified of those Identified	#	342	270	72	60	23	147	37	30	9	10	0	2	0	15	1	6	2
	%	100%	80.40%	19.60%	10.90%	10.90%	54.30%	6.50%	10.90%	0.00%	0.00%	0.00%	0.00%	0.00%	4.30%	0.00%	0.00%	2.20%
Selected of those Identified	#	7	6	1	4	1	1	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	25.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			36.70%	63.30%	2.80%	5.80%	27.10%	43.80%	3.60%	8.80%	2.40%	3.20%	0.00%	0.10%	0.20%	0.40%	0.40%	0.70%
Job Title/Series: 0084 COURIER																		
Total Received	#	1681																
Voluntarily Identified	#	830	813	17	159	3	476	8	106	3	29	0	11	0	20	3	12	0
	%	100%	98.60%	1.40%	18.50%	0.40%	63.30%	0.70%	8.70%	0.30%	2.20%	0.00%	0.50%	0.00%	1.00%	0.00%	4.30%	0.10%
Qualified of those Identified	#	187	186	1	41	0	113	1	11	0	11	0	3	0	5	0	2	0
	%	100%	99.30%	0.70%	15.80%	0.30%	69.70%	0.30%	5.30%	0.00%	2.00%	0.00%	0.70%	0.00%	0.60%	0.00%	5.20%	0.00%
Selected of those Identified	#	41	40	1	11	0	23	1	1	0	2	0	1	0	1	0	1	0
	%	100%	100%	0.00%	12.00%	0.00%	84.00%	0.00%	4.00%	0.00%	0.80%	0.00%	1.60%	0.00%	0.80%	0.00%	3.20%	0.00%
CLF			82.60%	17.40%	11.30%	1.90%	52.30%	10.00%	15.30%	4.50%	1.10%	0.50%	0.20%	0.00%	1.20%	0.30%	0.80%	0.10%
Job Title/Series: 0130 FOREIGN AFFAIRS																		
Total Received	#	196																
Voluntarily Identified	#	99	70	29	15	4	46	16	5	3	2	4	0	0	2	0	0	2
	%	100%	68.80%	31.20%	6.70%	1.80%	48.80%	21.70%	5.30%	3.60%	4.30%	1.80%	0.20%	0.00%	1.40%	0.00%	2.20%	2.20%
Qualified of those Identified	#	52	36	16	8	4	25	11	2	0	0	1	0	0	1	0	0	0
	%	100%	64.00%	36.00%	5.70%	2.10%	46.50%	25.10%	4.20%	3.60%	3.90%	2.10%	0.30%	0.00%	1.80%	0.00%	1.50%	3.00%
Selected of those Identified	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			48.00%	52.00%	2.80%	3.40%	38.80%	40.70%	4.00%	4.50%	1.30%	2.10%	0.00%	0.00%	0.20%	0.30%	0.60%	0.80%
Job Title/Series: 0801 GENERAL ENGINEER																		
Total Received	#	1475																
Voluntarily Identified	#	720	595	125	86	28	329	61	65	22	86	11	2	0	21	0	6	3
	%	100%	84.60%	15.40%	10.50%	2.00%	55.20%	9.60%	7.80%	2.90%	8.90%	0.60%	0.10%	0.00%	0.50%	0.00%	1.60%	0.30%
Qualified of those Identified	#	306	252	54	36	10	157	32	23	6	29	4	1	0	5	0	1	2
	%	100%	84.10%	15.90%	11.40%	2.30%	55.50%	9.60%	7.00%	3.30%	8.40%	0.50%	0.00%	0.00%	0.50%	0.00%	1.40%	0.20%
Selected of those Identified	#	7	6	1	1	1	4	0	1	0	0	0	0	0	0	0	0	0
	%	100%	78.00%	22.00%	11.00%	11.00%	56.00%	11.00%	0.00%	0.00%	11.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.10%	0.00%
CLF			88.30%	11.70%	4.10%	0.70%	70.70%	8.00%	3.30%	0.90%	8.80%	1.80%	0.10%	0.00%	0.30%	0.00%	0.70%	0.20%
Job Title/Series: 0840 NUCLEAR ENGINEER																		
Total Received	#	19																
Voluntarily Identified	#	9	9	0	1	0	4	0	2	0	0	0	0	0	1	0	1	0
	%	100%	100%	0.00%	7.10%	0.00%	85.70%	0.00%	0.00%	0.00%	7.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	7.10%	0.00%	85.70%	0.00%	0.00%	0.00%	7.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Selected of those Identified	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	87.00%	13.00%	0.00%	0.00%	87.00%	13.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF			88.30%	11.70%	4.10%	0.70%	70.70%	8.00%	3.30%	0.90%	8.80%	1.80%	0.10%	0.00%	0.30%	0.00%	0.70%	0.20%
Job Title/Series: 0340 PROGRAM MANAGER																		
Total Received	#	1059																
Voluntarily Identified	#	513	389	124	83	31	221	59	48	22	27	3	1	0	8	5	1	4
	%	100%	75.8	24.20%	16.20%	6.00%	43.10%	11.50%	9.40%	4.30%	5.30%	0.60%	0.20%	0.00%	1.60%	1.00%	0.20%	0.80%
Qualified of those Identified	#	249	180	69	38	21	106	34	17	9	14	1	0	0	4	2	1	2
	%	100%	72.3	27.70%	15.30%	8.40%	42.60%	13.70%	6.80%	3.60%	5.60%	0.40%	0.00%	0.00%	1.60%	0.80%	0.40%	0.80%
Selected of those Identified	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			36.70%	63.30%	2.80%	5.80%	27.10%	43.80%	3.60%	8.80%	2.40%	3.20%	0.00%	0.10%	0.20%	0.40%	0.40%	0.70%
Job Title/Series: 1102 PROCUREMENT ANALYST																		
Total Received	#	752																
Voluntarily Identified	#	350	183	167	28	37	75	41	53	75	16	6	0	0	7	5	4	3
	%	100%	52.3	47.70%	8.00%	10.60%	21.40%	11.70%	15.10%	21.40%	4.60%	1.70%	0.00%	0.00%	2.00%	1.40%	1.10%	0.90%
Qualified of those Identified	#	222	117	105	17	21	46	27	35	50	13	4	0	0	4	2	2	1
	%	100%	52.7	47.30%	7.70%	9.50%	20.70%	12.20%	15.80%	22.50%	5.90%	1.80%	0.00%	0.00%	1.80%	90.00%	0.90%	0.50%
Selected of those Identified	#	5	3	2	1	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	60.00%	40.00%	20.00%	40.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			46.20%	53.80%	3.30%	3.80%	38.10%	41.90%	3.00%	5.40%	1.30%	1.60%	0.00%	0.10%	0.20%	0.30%	0.30%	0.40%

Table A8 - New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex

Employment Tenure		RACE/ETHNICITY																
		TOTAL WORKFORCE			Hispanic or Latino		Non-Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent New Hires	#	168	119	49	14	5	85	29	10	9	10	5	0	0	0	1	0	0
	%	100	70.83	29.17	8.33	2.98	50.60	17.26	5.95	5.36	5.95	2.98	0.00	0.00	0.00	0.60	0.00	0.00
Temporary New Hires	#	7	6	1	2	1	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	85.71	14.29	28.57	14.29	57.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non-Appropriated New Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total New Hires	#	175	125	50	16	6	89	29	10	9	10	5	0	0	0	1	0	0
	%	100	71.43	28.57	9.14	3.43	50.86	16.57	5.71	5.14	5.71	2.86	0.00	0.00	0.00	0.57	0.00	0.00
CLF2010	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

**EEOC Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
as of September 25, 2015**

**SOURCE: HIRING MANAGER (Total Applications Received, Qualified); MICROSOFT ACCESS QUERY (Selected); 2 PG Report Query Pay Period 201519
(Relevant Applicant Pool %)**

	Total			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Series of Vacancy: 0080 SECURITY SPECIALIST/OFFICER																		
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	68.80%	31.20%	18.80%	25.00%	50.00%	6.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	9	7	2	2	0	3	2	1	0	1	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	22.22%	0.00%	33.33%	22.22%	11.11%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	124	78	46	17	16	52	21	5	6	2	1	0	0	2	2	0	0
	%	100	62.90%	37.10%	13.71%	12.90%	41.94%	16.94%	4.03%	4.84%	1.61%	0.81%	0.00%	0.00%	1.61%	1.61%	0.00%	0.00%
Job Series of Vacancy: 0084 COURIER																		
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	17.10%	0.00%	62.90%	0.00%	8.60%	0.00%	2.90%	0.00%	2.90%	0.00%	5.70%	0.00%	0.00%	0.00%
Selected	#	28	28	0	5	0	19	0	3	0	0	0	0	0	1	0	0	0
	%	100%	100.00%	0.00%	17.86%	0.00%	32.14%	0.00%	10.71%	0.00%	0.00%	0.00%	0.00%	0.00%	10.71%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	327	327	0	32	0	264	0	16	0	6	0	0	0	9	0	0	0
	%	100	100	0.00%	9.79%	0.00%	80.73%	0.00%	4.89%	0.00%	1.83%	0.00%	0.00%	0.00%	2.75%	0.00%	0.00%	0.00%
Job Series of Vacancy: 0130 FOREIGN AFFAIRS																		
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	33.30%	66.70%	0.00%	0.00%	33.30%	66.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	12	9	3	2	0	7	3	0	0	0	0	0	0	0	0	0	0
	%	100	75.00%	25.00%	16.67%	0.00%	58.33%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	121	63	58	4	1	54	50	0	3	4	4	0	0	1	0	0	0
	%	100	52.1	47.93%	3.31%	0.83%	44.63%	41.32%	0.00%	2.48%	3.31%	3.31%	0.00%	0.00%	0.83%	0.00%	0.00%	0.00%

* Due to conflicting Application/Qualified Data NNSA pulled from DOE's Hiring Manager/Monster, DOE is not identifying any applications or number of qualified employees in this table. NNSA has self-identified the issue with DOE's Hiring Manager. NNSA is also working with their Human Resource Office to address and resolve this issue during FY 2016. Note: The data source for selections was pulled from DOEINFO; the number of selections has been validated.

**EEOC Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
as of September 25, 2015**

**SOURCE: HIRING MANAGER (Total Applications Received, Qualified); MICROSOFT ACCESS QUERY (Selected); 2 PG Report Query Pay Period 201519
(Relevant Applicant Pool %)**

	Total			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: 0801 GENERAL ENGINEER																			
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	66.70%	0.00%	33.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	7	5	2	0	0	5	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	71.43%	28.57%	0.00%	0.00%	71.43%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	461	358	103	54	21	251	58	18	16	31	3	0	0	4	5	0	0	0
	%	100	77.66	22.34%	11.71%	4.56%	54.45%	12.58%	3.90%	3.47%	6.72%	0.65%	0.00%	0.00%	0.87%	1.08%	0.00%	0.00%	0.00%
Job Title/Series: 0340 PROGRAM MANAGER																			
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	8	5	3	0	0	4	1	0	1	1	0	0	0	0	0	0	0	0
	%	100	62.5	37.50%	0.00%	0.00%	50.00%	12.50%	0.00%	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	69	49	20	3	0	44	18	1	2	1	0	0	0	0	0	0	0	0
	%	100	71.01	28.99%	4.35%	0.00%	63.77%	26.10%	1.45%	2.90%	1.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title/Series: 1102 PROCUREMENT ANALYST/CONTRACT SPECIALIST																			
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	42.9	57.10%	0.00%	28.60%	42.90%	14.30%	0.00%	14.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	11	5	6	0	2	5	3	0	1	0	0	0	0	0	0	0	0	0
	%	100	45.45%	54.55%	0.00%	18.18%	45.45%	27.27%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	114	50	64	12	19	32	33	2	12	4	0	0	0	0	0	0	0	0
	%	100	43.86	56.14%	10.53%	16.67%	28.07%	28.95%	1.75%	10.53%	3.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

* Due to conflicting Application/Qualified Data NNSA pulled from DOE's Hiring Manager/Monster, DOE is not identifying any applications or number of qualified employees in this table. NNSA has self-identified the issue with DOE's Hiring Manager. NNSA is also working with their Human Resource Office to address and resolve this issue during FY 2016. Note: The data source for selections was pulled from DOEINFO; the number of selections has been validated.

National Nuclear Security Administration
TABLE A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex
 As of September 5, 2015
 SOURCE: Microsoft Access Query name: PROMOTIONS

		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Eligible for Career Ladder Promotions	#	9	5	4	0	0	5	1	0	2	0	1	0	0	0	0	0	0
	%	100	55.56	44.44	0.00	0.00	55.56	11.11	0.00	22.22	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1 - 12 months	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13 - 24 months	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25 + months	#	7	3	4	0	0	3	1	0	2	0	1	0	0	0	0	0	0
	%	0.00	42.86	57.14	0.00	0.00	42.86	14.29	0.00	28.57	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex as of September 5, 2015

SOURCE: Microsoft Access Query: PROMOTIONS per Pay Grade (TOTAL APPLICATIONS, QUALIFIED, SELECTED), 2 Pg Report Pay Period 201519 (RELEVANT APPLICANT POOL)

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Plan - Grade: GS 13																			
Total Applications Received	#	21	12	9	3	2	9	7	0	0	0	0	0	0	0	0	0	0	0
	%	100%	57.14%	42.86%	14.29%	9.52%	42.86%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	21	12	9	3	2	9	7	0	0	0	0	0	0	0	0	0	0	0
	%	100%	57.14%	42.86%	14.29%	9.52%	42.86%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	21	12	9	3	2	9	7	0	0	0	0	0	0	0	0	0	0	0
	%	100%	57.14%	42.86%	14.29%	9.52%	42.86%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	162	86	37	13	6	83	17	11	11	15	0	0	0	3	3	0	0	0
	%	100%	53.09%	22.84%	8.02%	3.70%	51.23%	10.49%	6.79%	6.79%	9.26%	0.00%	0.00%	0.00%	1.85%	1.85%	0.00%	0.00%	0.00%
Plan - Grade: GS 14																			
Total Applications Received	#	6	6	0	1	0	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	16.67%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	6	6	0	1	0	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	16.67%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	6	6	0	1	0	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	16.67%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	968	606	362	101	97	444	191	26	55	25	12	0	0	10	7	0	0	0
	%	100%	62.60%	37.40%	10.43%	10.02%	45.87%	19.73%	2.69%	5.68%	2.58%	1.24%	0.00%	0.00%	1.03%	0.72%	0.00%	0.00%	
Plan - Grade: GS 15																			
Total Applications Received	#	21	16	5	2	1	13	3	0	1	1	0	0	0	0	0	0	0	0
	%	100%	76.19%	23.81%	9.52%	4.76%	61.90%	14.29%	0.00%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	21	16	5	2	1	13	3	0	1	1	0	0	0	0	0	0	0	0
	%	100%	76.19%	23.81%	9.52%	4.76%	61.90%	14.29%	0.00%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	21	16	5	2	1	13	3	0	1	1	0	0	0	0	0	0	0	0
	%	100%	76.19%	23.81%	9.52%	4.76%	61.90%	14.29%	0.00%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	525	375	150	36	20	307	105	15	17	15	7	0	0	2	1	0	0	0
	%	100%	71.43%	28.57%	6.86%	3.81%	58.48%	20.00%	2.86%	3.24%	2.86%	1.33%	0.00%	0.00%	0.38%	0.19%	0.00%	0.00%	
Plan - Grade: SES																			
Total Applications Received *	#	9	7	2	0	0	5	1	1	1	1	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	55.56%	11.11%	11.11%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified *	#	9	7	2	0	0	5	1	1	1	1	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	55.56%	11.11%	11.11%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	9	7	2	0	0	5	1	1	1	1	0	0	0	0	0	0	0	0
	%	100%	78%	22.22%	0.00%	0.00%	56%	11.11%	11.11%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%	

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

* 349 Total Applications Received and 142 Qualified received, however Race, Gender was not provided by HR.

**TABLE A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex
as of September 5, 2015**

SOURCE: Slots, Applied, Participants (LCDDP OHCM); Relevant Pool (Microsoft Access Query 2 Pg Report Pay Period 201519)

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Career Development Programs for GS 5 - 12:																		
Slots	#	1																
Relevant Pool	# *	610	399	211	49	48	300	93	30	48	10	8	0	0	10	14	0	0
	%	100%	65.41%	34.59%	8.03%	7.87%	49.18%	15.25%	4.92%	7.87%	1.64%	1.31%	0.00%	0.00%	1.64%	2.30%	0.00%	0.00%
Applied	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for GS 13 - 14:																		
Slots	#	16																
Relevant Pool	# *	827	497	330	85	90	346	162	31	61	24	8	0	0	11	9	0	0
	%	100%	60.10%	39.90%	10.28%	10.88%	41.84%	19.59%	3.75%	7.38%	2.90%	0.97%	0.00%	0.00%	1.33%	1.09%	0.00%	0.00%
Applied	#	30	25	5	6	2	14	3	2	0	3	0	0	0	0	0	0	0
	%	100%	83.33%	16.67%	20.00%	6.67%	46.67%	10.00%	6.67%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	16	12	4	2	1	7	3	1	0	2	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	12.50%	6.25%	43.75%	18.75%	6.25%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for GS 15 and SES:																		
Slots	#	6																
Relevant Pool	# *	925	685	240	68	33	552	170	28	24	33	11	0	0	4	2	0	0
	%	100%	74.05%	25.95%	7.35%	3.57%	59.68%	18.38%	3.03%	2.59%	3.57%	1.19%	0.00%	0.00%	0.43%	0.22%	0.00%	0.00%
Applied	#	12	6	6	0	0	6	4	0	2	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	33.33%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	6	2	4	0	0	2	3	0	1	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	50.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
"Relevant Pool" includes all employees in pay grades eligible for the career development program.																		

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

Employment Tenure		RACE/ETHNICITY																
		TOTAL WORKFORCE					Non-Hispanic or Latino											
		All	Male	Female	Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
Male	Female				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary Separation	#	161	113	48	9	7	92	32	5	8	5	1	0	0	2	0	0	0
	%	100	70.19	29.81	5.59	4.35	57.14	19.88	3.11	4.97	3.11	0.62	0.00	0.00	1.24	0.00	0.00	0.00
Involuntary Separations	#	5	4	1	0	0	3	0	1	0	0	1	0	0	0	0	0	0
	%	100	80.00	20.00	0.00	0.00	60.00	0.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	166	117	49	9	7	95	32	6	8	5	2	0	0	2	0	0	0
	%	100	70.48	29.52	5.42	4.22	57.23	19.28	3.61	4.82	3.01	1.20	0.00	0.00	1.20	0.00	0.00	0.00

Table B2 - Total Workforce by Component - Distribution by Disability

Subordinate Component	TOTAL	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of	
Total Workforce	#	2332	2108	51	173	10	1	0	0	1	4	1	0	3	0
	%	100	90.39	2.19	7.42	0.43	0.04	0.00	0.00	0.04	0.17	0.04	0.00	0.13	0.00
Federal Goal	%					2.00									
DN01	#	2332	2108	51	173	10	1	0	0	1	4	1	0	3	0
	%	100	90.39	2.19	7.42	0.43	0.04	0.00	0.00	0.04	0.17	0.04	0.00	0.13	0.00

**Table B4: PARTICIPATION RATES FOR DOE-NNSA GRADES by Disability
as of September 5, 2015
Source: Microsoft Access Query (for 2 Pg Report ran on Pay Period 201519)**

GRADE	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability[06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities[28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
NN1	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NN2	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NN3	#	91	81	2	8	0	0	0	0	0	0	0	0	0	0
	%	100.00	89.01	2.20	8.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NN4	#	303	281	6	16	1	0	0	0	0	0	0	0	1	0
	%	100.00	92.74	1.98	5.28	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.33	0.00
NQ1	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NQ2	#	230	209	2	19	2	1	0	0	0	0	0	0	1	0
	%	100.00	90.87	0.87	8.26	0.87	0.43	0.00	0.00	0.00	0.00	0.00	0.00	0.43	0.00
NQ3	#	664	595	16	53	3	0	0	0	2	1	0	0	0	0
	%	100.00	89.61	2.41	7.98	0.45	0.00	0.00	0.00	0.30	0.15	0.00	0.00	0.00	0.00
NQ4	#	263	232	6	25	1	0	0	0	0	0	0	0	1	0
	%	100.00	88.21	2.28	9.51	0.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.38	0.00
NU1	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NU2	#	42	28	3	11	0	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	7.14	26.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NU3	#	7	3	1	3	2	0	0	0	1	1	0	0	0	0
	%	100.00	42.86	14.29	42.86	28.57	0.00	0.00	0.00	14.29	14.29	0.00	0.00	0.00	0.00
NV1	#	155	143	6	6	0	0	0	0	0	0	0	0	0	0
	%	100.00	92.26	3.87	3.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NV2	#	86	84	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	97.67	0.00	2.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NV3	#	66	63	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	95.45	1.52	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NV4	#	20	18	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

* Information is provided by Microsoft Access Query. Total numbers differ from Table AB1.

**Table B4: PARTICIPATION RATES FOR DOE-NNSA GRADES by Disability
as of September 5, 2015
Source: Microsoft Access Query (for 2 Pg Report ran on Pay Period 201519)**

GRADE	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability[06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities[28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
SES	#	94	86	3	5	0	0	0	0	0	0	0	0	0	0
	%	100.00	91.49	3.19	5.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ED00	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EX04	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EX03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ05	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	85.71	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ04	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ03	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EK05	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EK04	#	31	27	1	3	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.10	3.23	9.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EK03	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EN05	#	42	39	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	92.86	2.38	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EN04	#	173	159	0	14	1	0	0	0	0	0	0	0	0	0
	%	100.00	91.91	0.00	8.09	0.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EN03	#	42	40	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	95.24	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EN00	#	23	21	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	91.30	4.35	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	2362	2136	51	175	10	1	0	0	1	3	1	0	3	0
	%	100.00	90.43	2.16	7.41	0.42	0.04	0.00	0.00	0.04	0.13	0.04	0.00	0.13	0.00

* Information is provided by Microsoft Access Query. Total numbers differ from Table ABI.

**Table B7: APPLICANTS AND HIRES by Disability
as of September 25, 2015**

SOURCE: OHCM Stacey Nahlee (re: Schedule A); HIRING MANAGER EEOC TABLE B7 (re: Outside of Schedule A)

	Total	Total by Disability Status				Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-04] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28,32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	Total Paralysis [64-68 & 71-78 or 60-70]	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Dist. of Limb/Spine	
Schedule A																
Applications	#	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hires	#	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Voluntarily Identified (Outside of Schedule A Applicants)																
Applications	#	9048	2645	6171	232	89	17	10	2	0	0	3	10	0	49	0
	%	100.00%	29.23%	68.20%	2.56%	98.00%	0.19%	0.11%	0.02%	0.00%	0.00%	0.03%	0.11%	0.00%	0.54%	0.00%
Hires	#	61	11	49	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	18.03%	80.33%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

**EEOC Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS for Major Occupations by Disability
as of September 25, 2015**

**SOURCE: HIRING MANAGER (Total Applications Received, Qualified); MICROSOFT ACCESS (Selected); 2 PG Report Query Pay Period 201519
(Relevant Applicant Pool %)**

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28,32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Dist. of Limb/Spine	
Job Series of Vacancy: 0080 SECURITY SPECIALIST/OFFICER															
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	124	106	5	13	0	0	0	0	0	0	0	0	0	0
	%	100%	85.48%	4.03%	10.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series of Vacancy: 0084 COURIER															
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	28	27	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	96.43%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	327	308	7	12	0	0	0	0	0	0	0	0	0	0
	%	100%	94.19%	2.14%	3.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series of Vacancy: 0130 FOREIGN AFFAIRS															
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	121	116	0	5	0	0	0	0	0	0	0	0	0	0
	%	100%	95.87%	0.00%	4.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

* Due to conflicting Application/Qualified Data NNSA pulled from DOE's Hiring Manager/Monster, DOE is not identifying any applications or number of qualified employees in this table. NNSA has self-identified the issue with DOE's Hiring Manager. NNSA is also working with their Human Resource Office to address and resolve this issue during FY 2016. Note: The data source for selections was pulled from DOEINFO; the number of selections has been validated.

**EEOC Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS for Major Occupations by Disability
as of September 25, 2015**

**SOURCE: HIRING MANAGER (Total Applications Received, Qualified); MICROSOFT ACCESS (Selected); 2 PG Report Query Pay Period 201519
(Relevant Applicant Pool %)**

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28,32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Dist. of Limb/Spine	
Job Title/Series: 0801 GENERAL ENGINEER															
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	461	425	6	30	1	0	0	0	0	1	0	0	0	0
	%	100%	92.19%	1.30%	6.51%	0.22%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%
Job Title/Series: 0340 PROGRAM MANAGER															
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	69	63	2	4	0	0	0	0	0	0	0	0	0	0
	%	100%	91.30%	2.90%	5.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title/Series: 1102 PROCUREMENT ANALYST/CONTRACT SPECIALIST															
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	11	11	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	114	107	0	7	0	0	0	0	0	0	0	0	0	0
	%	100%	93.86%	0.00%	6.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

* Due to conflicting Application/Qualified Data NNSA pulled from DOE's Hiring Manager/Monster, DOE is not identifying any applications or number of qualified employees in this table. NNSA has self-identified the issue with DOE's Hiring Manager. NNSA is also working with their Human Resource Office to address and resolve this issue during FY 2016. Note: The data source for selections was pulled from DOEINFO; the number of selections has been validated.

National Nuclear Security Administration
TABLE B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by by Disability
 As of September 5, 2015
 SOURCE: Microsoft Access Query name: PROMOTIONS

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities										
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]		
Total Employees Eligible for Career Ladder Promotions	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Time in grade in excess of minimum																
1 - 12 months	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
13 - 24 months	#	1	1	0	0	0	0	0	0	0	0	0	0	0		
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
25 + months	#	7	7	0	0	0	0	0	0	0	0	0	0	0		
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		

**Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, SES) POSITIONS by Disability
as of September 5, 2015**

**SOURCE: Microsoft Access Query: PROMOTIONS per Pay Grade (TOTAL APPLICATIONS, QUALIFIED, SELECTED), 2 Pg Report Pay Period
201519 (RELEVANT APPLICANT POOL)**

	Total by Disability Status					Detail for Targeted Disabilities									
	Total	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Plan - Grade: GS 13															
Relevant Pool	#	162	148	4	10	0	0	0	0	0	0	0	0	0	0
	%	100%	91.36%	2.47%	6.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Applications Received	#	21	21	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	21	21	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	21	21	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan - Grade: GS 14															
Relevant Pool	#	968	543	15	48	2	0	0	0	0	2	0	0	0	0
	%	100%	56.10%	1.55%	4.96%	0.21%	0.00%	0.00%	0.00%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%
Total Applications Received	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan - Grade: GS 15															
Relevant Pool	#	525	471	8	46	2	0	0	0	0	1	0	0	1	0
	%	100%	89.71%	1.52%	8.76%	0.38%	0.00%	0.00%	0.00%	0.00%	0.19%	0.00%	0.00%	0.19%	0.00%
Total Applications Received	#	21	20	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	95.24%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	21	20	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	95.24%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	21	20	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	95.24%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan - Grade: SES															
Relevant Pool *	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Applications Received *	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified *	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

* 349 Total Applications Received and 142 Qualified received, however Disability information was not provided by HR.

TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability
as of September 5, 2015

SOURCE: Slots, Applied, Participants (LCDDP OHCM); Relevant Pool (Microsoft Access Query 2 Pg Report Pay Period 201519)

	Total by Disability Status					Detail for Targeted Disabilities									
	Total	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38, or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Career Development Programs for GS 5-12:															
Slots	#	1													
Relevant Pool	#	610	552	14	44	4	1	0	0	1	1	0	0	1	0
	%	100	90.49%	2.29%	7.21%	0.66%	0.16%	0.00%	0.00%	0.16%	0.16%	0.00%	0.00%	0.16%	0.00%
Applied	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for GS 13-14:															
Slots	#	16													
Relevant Pool	#	827	744	20	63	3	0	0	0	2	1	0	0	0	0
	%	100	89.96%	2.42%	7.62%	0.36%	0.00%	0.00%	0.00%	0.24%	0.12%	0.00%	0.00%	0.00%	0.00%
Applied	#	30	30	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.88%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	16	16	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for GS 15 and SES:															
Slots	#	6													
Relevant Pool	#	925	841	17	67	3	0	0	0	1	0	0	2	0	0
	%	100	90.92%	1.84%	7.24%	0.32%	0.00%	0.00%	0.00%	0.11%	0.00%	0.00%	0.22%	0.00%	0.00%
Applied	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.															

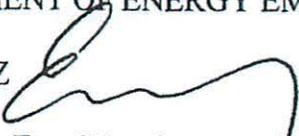
Appendix 1



The Secretary of Energy
Washington, DC 20585

December 23, 2014

MEMORANDUM FOR ALL DEPARTMENT OF ENERGY EMPLOYEES

FROM: ERNEST J. MONIZ 
SUBJECT: Policy Statement on Equal Employment Opportunity,
Harassment and Retaliation

As I wrote last year, a workplace without barriers is an essential element of our culture of respect, and a key to our success. Equal employment opportunity (EEO) is not only the law, but a fundamental business practice which helps us to achieve our mission of growing our Nation's economy, enhancing national security, and protecting the environment. Together, we can ensure that every individual at the Department of Energy has an equal opportunity to contribute to our success, in an environment free of discrimination, harassment and retaliation.

I am proud to reaffirm the Department of Energy's commitment to equal employment opportunity, and to ensuring that the Department maintains a workplace free from any and all forms of discrimination, harassment (sexual and non-sexual), and retaliation. This policy statement serves to remind all employees and applicants of their rights and responsibilities under the law, and provides information on how to seek assistance if you believe that you have been the subject of employment discrimination, harassment, and/or retaliation.

Discrimination

Equal employment opportunity ensures that applicants and employees are not subjected to discrimination or retaliation (reprisal) in any aspect of employment on the basis of race, color, sex (including pregnancy and gender identity), religion, national origin, age, disability (physical or mental), protected genetic information, sexual orientation, or status as a parent. Employment-related decisions must be based on merit, and not on discriminatory factors.

Harassment

Harassment is any unwelcome conduct (verbal, written, or physical), based on discrimination that: (1) has the purpose or effect of unreasonably interfering with an employee's work performance; (2) creates an intimidating, hostile, or offensive work environment; or (3) affects an employee's employment opportunities or compensation.



Sexual harassment is any unwelcome behavior of a sexual nature. This includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, physical conduct of a sexual nature, or other similar behavior. Sexual harassment is not limited to prohibited conduct by a male employee toward a female employee; a male may also be a victim of sexual harassment. Similarly, sexual harassment is not limited to the actions of a supervisory employee toward a nonsupervisory employee; the harasser may be an agent of the employer, a supervisory employee who does not supervise the victim, a coworker, or a nonemployee.

Reporting Incidents and Filing EEO Complaints

You should promptly report any incidents of discrimination, harassment or retaliation to any management official, or directly to the EEO office at your workplace.

Employees who wish to file an EEO complaint regarding discrimination, harassment, or retaliation must contact an EEO Counselor within 45 calendar days of the date of the alleged discrimination, or 45 calendar days from the date on which they reasonably become aware of the discrimination. If a formal complaint is accepted, a prompt, thorough, and impartial investigation will be conducted. The Department will seek to protect the confidentiality of harassment and retaliation allegations, to the extent possible, and will share information only with those who have a need to know in the performance of their official duties. Furthermore, it is the responsibility of the Department to address matters before they reach the level of severe and pervasive harassment, with the goal of preventing harassment before employees have been subject to actionable harm. Accordingly, the Department may choose to conduct an inquiry into the matter, even in the absence of an equal employment opportunity complaint.

The Department promotes the use of alternative dispute resolution (ADR) methods to resolve workplace disputes or EEO complaints. Although participation in ADR is always voluntary for employees, if an employee requests ADR, managers and supervisors are expected to participate, absent extenuating circumstances. For more information on ADR, contact your local DOE ADR officer, or ask your EEO office for details.

Any employee of the Department of Energy who engages in discrimination, harassment, or retaliation in violation of the law or of this policy may be subject to disciplinary action, which may include suspension or removal from Federal service. Managers who have knowledge of an act of possible discrimination, harassment, or retaliation should contact their local EEO Office, Human Capital Office, or the DOE Office of the Ombudsman, for guidance. Managers must act promptly and appropriately to eliminate and prevent discrimination, harassment, and retaliation in the workplace.

Retaliation

You are entitled to report such incidents without fear of retaliation (reprisal). Retaliation is a form of discrimination where an employee is subjected to an adverse employment action or harassment, solely because he or she filed a charge of discrimination,

participated in an investigation, proceeding or hearing, or took other, similar action in opposition to unlawful discrimination.

Equal Employment Opportunity and Our Mission

Our mission is critical to our Nation. Unlawful discrimination in the workplace, including harassment and retaliation, undermines our ability to achieve our mission. Managers and employees bear responsibility in maintaining a work environment free from discrimination, harassment, and retaliation. As such, I ask each member of our workforce to treat others with dignity and respect, report discriminatory conduct, and take proactive measures to prevent all types of discrimination, including harassment and retaliation.

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

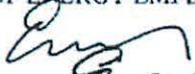
Appendix 2



The Secretary of Energy
Washington, D.C. 20585

April 7, 2015

MEMORANDUM FOR ALL DEPARTMENT OF ENERGY EMPLOYEES

FROM: ERNEST J. MONIZ 
ELIZABETH SHERWOOD-RANDALL 

SUBJECT: Policy Statement on Diversity and Inclusion

An inclusive, safe, and empowering workplace — where the backgrounds, talents, and viewpoints of all employees are welcomed and valued — fosters a culture of esteem, mutual trust, and respect. This includes an environment where our employees are inspired to achieve their full potential while maximizing their contributions to our mission.

Addressing America's energy, environmental, and nuclear challenges through transformative science and technology can best be accomplished by effectively recruiting and retaining a skilled and high performing workforce. To ensure our Nation's security and prosperity, the Department of Energy must continuously seek highly talented people. Sustainable relationships with our diverse communities, educational institutions, and professional organizations will help the Department attract a workforce that reflects the best of every segment of our society.

Our appreciation of different perspectives will enable trust, open communications, creativity, innovation and the empowerment that is characteristic of world-class leadership and high performing organizations. Your leadership team is committed to ensuring that the Department of Energy maintains the inclusive work environment that underpins continued scientific and technological excellence. We call on each of our executives, managers, supervisors and employees to join us in this important commitment.

For more information, contact the Office of Diversity and Inclusion at (202) 586-1981 or visit <http://www.energy.gov/diversity/services/diversity-and-inclusion>.



Appendix 3



Under Secretary for Nuclear Security & Administrator, NNSA
Lt. Gen. Frank G. Klotz, USAF (Ret)

Principal Deputy Administrator: Madelyn R. Creedon

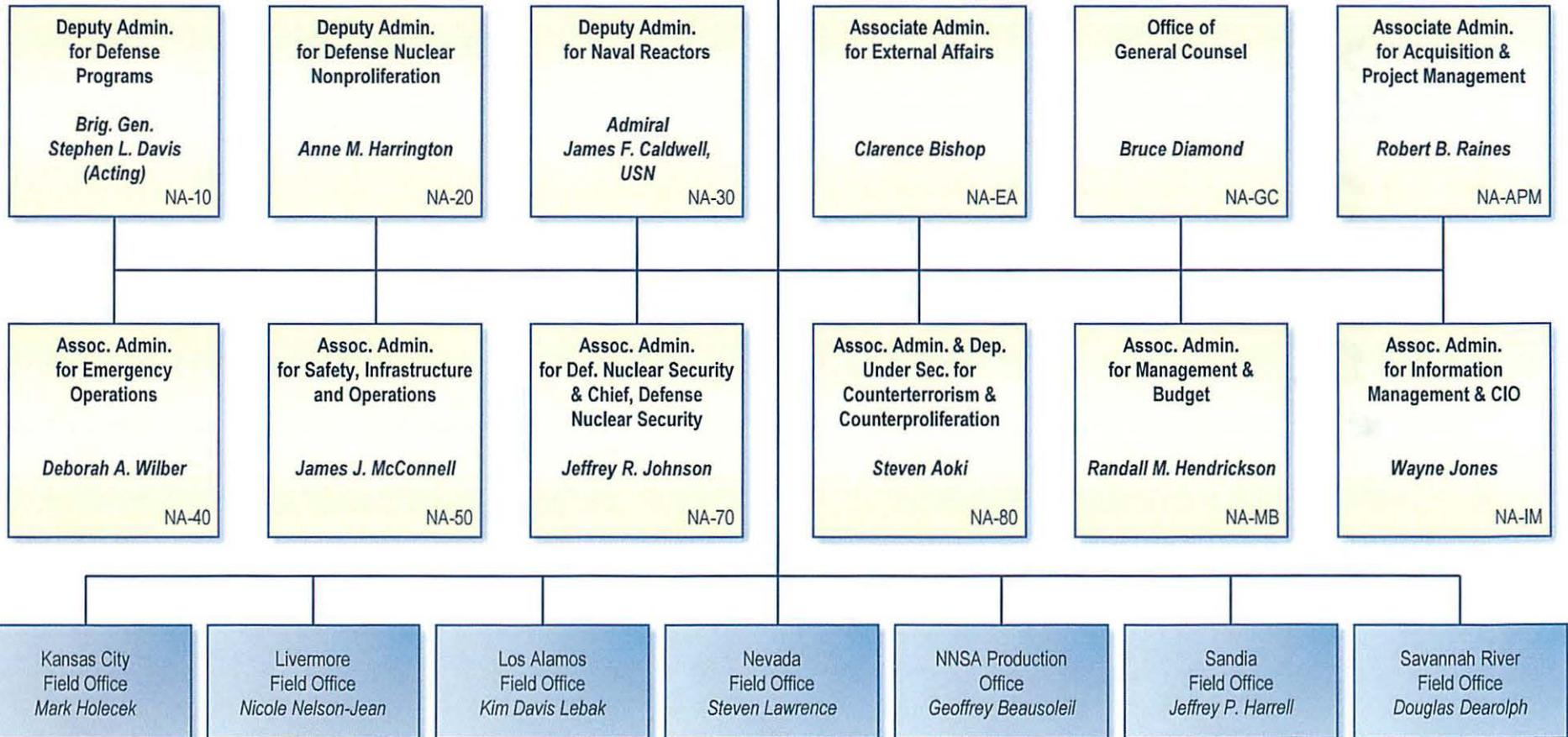


Chief of Staff and Associate Principal Deputy Administrator
William White NA-1

Office of Policy
Steven C. Erhart NA-1.1

Office of Civil Rights
Debra Parrish NA-1.2

Office of Cost Estimating & Program Evaluation
Steven Ho NA-1.3



Appendix 4

PART I - PRE-COMPLAINT ACTIVITIES

INTENTIONALLY LEFT BLANK	COUNSELING		INDIVIDUALS	
TOTAL COMPLETED/ENDED COUNSELING				
C. TOTAL COMPLETED/ENDED COUNSELINGS	19	19		
C.1. COUNSELED WITHIN 30 DAYS	10	10		
C.2. COUNSELED WITHIN 31 TO 90 DAYS	9	9		
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	4	4		
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	5	5		
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0		
C.3. COUNSELED BEYOND 90 DAYS	0	0		
C.4. COUNSELED DUE TO REMANDS	0	0		
D. PRE-COMPLAINT ACTIVITIES				
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	3	3		
D.2. INITIATED DURING THE REPORTING PERIOD	19	19		
D.3. COMPLETED/ENDED COUNSELINGS	19	19		
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	2	2		
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	2	2		
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	15	15		
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0		
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	3	3		

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$30,000.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$22,500.00
E.4. ATTORNEY FEES AND COSTS	1	1	\$7,500.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	1	1	
F.1. HIRES	0	0	
F.1.a. RETROACTIVE	0	0	
F.1.b. NON-RETROACTIVE	0	0	
F.2. PROMOTIONS	0	0	
F.2.a. RETROACTIVE	0	0	
F.2.b. NON-RETROACTIVE	0	0	
F.3. EXPUNGEMENTS	1	1	
F.4. REASSIGNMENTS	0	0	
F.5. REMOVALS RESCINDED	0	0	
F.5.a. REINSTATEMENT	0	0	
F.5.b. VOLUNTARY RESIGNATION	0	0	
F.6. ACCOMMODATIONS	1	1	
F.7. TRAINING	0	0	
F.8. APOLOGY	0	0	
F.9. DISCIPLINARY ACTIONS	0	0	
F.9.a. RESCINDED	0	0	
F.9.b. MODIFIED	0	0	
F.10. PERFORMANCE EVALUATION MODIFIED	0	0	
F.11. LEAVE RESTORED	0	0	
F.12. NEUTRAL REFERENCE	0	0	
F.13. Retirement Assistance	1	1	
F.14.	0	0	

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	0	0	\$0.00
G.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	1	1	
H.1. HIRES	0	0	
H.1.a. RETROACTIVE	0	0	
H.1.b. NON-RETROACTIVE	0	0	
H.2. PROMOTIONS	0	0	
H.2.a. RETROACTIVE	0	0	
H.2.b. NON-RETROACTIVE	0	0	
H.3. EXPUNGEMENTS	0	0	
H.4. REASSIGNMENTS	0	0	
H.5. REMOVALS RESCINDED	0	0	
H.5.a. REINSTATEMENT	0	0	
H.5.b. VOLUNTARY RESIGNATION	0	0	
H.6. ACCOMMODATIONS	0	0	
H.7. TRAINING	0	0	
H.8. APOLOGY	0	0	
H.9. DISCIPLINARY ACTIONS	0	0	
H.9.a. RESCINDED	0	0	
H.9.b. MODIFIED	0	0	
H.10. PERFORMANCE EVALUATION MODIFIED	0	0	
H.11. LEAVE RESTORED	0	0	
H.12. NEUTRAL REFERENCE	0	0	
H.13. Open Communication	1	1	
H.14. N/A	0	0	

I. NON-ADR SETTLEMENTS			
	COUNSELING	INDIVIDUALS	
TOTAL	1	1	

PART II - FORMAL COMPLAINT ACTIVITIES

25	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
15	B. COMPLAINTS FILED
1	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A OR B)
1	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
40	D. TOTAL COMPLAINTS
36	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
15	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
4	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
4	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
22	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
15	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
2	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	2,381			
A.1.b. PERMANENT EMPLOYEES	2,381			
A.2. COUNSELOR	24		0	
A.2.a. FULL-TIME	0	0	0	0
A.2.b. PART-TIME	0	0	0	0
A.2.c. COLLATERAL DUTY	24	100	0	0
A.3. INVESTIGATOR	0		3	
A.3.a. FULL-TIME	0	0	1	33.33
A.3.b. PART-TIME	0	0	2	66.67
A.3.c. COLLATERAL DUTY	0	0	0	0
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF (NS) - TOTAL	6	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	6	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	18	0	0	3	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	18	0	0	3	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1.	EEO DIRECTOR'S NAME:	Debra Parrish	
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
		X	
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	PERSON	
	TITLE		
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	PERSON	
	TITLE	EEO Manager	
4.	WHO DOES THAT PERSON REPORT TO?	PERSON	
	TITLE	Under Secretary for Nuclear Security and Administrator	

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

AGENCY OR DEPARTMENT: DOE National Nuclear Security Administration

REPORTING PERIOD: FY 2015

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	1	1	1
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	4	10	3	3
C. AWARDS	0	0	0	0	0	0	1	0	2	8	3	3
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	2	6	4	4
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	1	3	2	2
E.3. SUSPENSION	0	0	0	0	0	0	0	0	1	3	1	1
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	1	3	1	1
G. PERF. EVAL./APPRAISAL	0	0	0	2	0	0	2	0	7	21	7	7
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	6	16	9	8
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	6	16	9	8
I.2. SEXUAL									0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	2	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	1	3	3	3
L. PROMOTION/NON-SELECTION	0	0	0	1	0	0	1	0	3	11	4	4
M. REASSIGNMENT	0	0	0	0	0	0	0	0	1	3	1	1
M.1. DENIED	0	0	0	0	0	0	0	0	1	3	1	1
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									1	3	2	2
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0
Q. RETIREMENT	0	0	0	1	0	0	1	0	1	4	2	2
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	1	1	1
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	2	4	2	2
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	2	7	4	4
W. TRAINING	0	0	0	0	0	0	0	0	2	4	2	2
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	1	2	2	2
X.1.0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4. Unauthorized Medical Release	0	0	0	0	0	0	0	0	1	2	1	1
TOTAL ALL ISSUES BY BASES	0	0	0	4	0	0	5	0	37			
TOTAL ALL COMPLAINTS FILED BY BASES	0	0	0	1	0	0	2	0	10			

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

AGENCY OR DEPARTMENT: DOE National Nuclear Security Administration

REPORTING PERIOD: FY 2015

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION										TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	RACE						COLOR	RELIGION	REPRISAL				
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES							
TOTAL ALL COMPLAINANTS BY BASES	0	0	0	1	0	0	2	0	10				

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

AGENCY OR DEPARTMENT: DOE National Nuclear Security Administration

REPORTING PERIOD: FY 2015

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	0	0	0	1	0	0			0	0	0	0	1	1	1
B. ASSIGNMENT OF DUTIES	0	2	1	0	0	0			2	0	1	0	10	3	3
C. AWARDS	0	2	0	0	1	0			2	0	0	0	8	3	3
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	2	1	0	0	0			1	0	0	0	6	4	4
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0
E.2. REPRIMAND	0	1	0	0	0	0			1	0	0	0	3	2	2
E.3. SUSPENSION	0	1	1	0	0	0			0	0	0	0	3	1	1
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0
E.5.	0	0	0	0	0	0			0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	0	1	0	0	0	0			1	0	0	0	3	1	1
G. EVALUATION/APPRaisal	0	4	1	0	1	0			3	0	1	0	21	7	7
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	0	3	1	1	0	0			3	0	2	0	16	9	8
I.1. NON-SEXUAL	0	3	1	1	0	0			3	0	2	0	16	9	8
I.2. SEXUAL	0	0	0	0									0	0	0
J. MEDICAL EXAMINATION	0	0	1	0	0	0			0	0	0	0	2	1	1
K. PAY INCLUDING OVERTIME	0	0	0	1	0	0	0	0	1	0	0	0	3	3	3
L. PROMOTION/NON-SELECTION	0	2	1	1	0	0			2	0	0	0	11	4	4
M. REASSIGNMENT	0	0	0	0	0	0			1	0	1	0	3	1	1
M.1. DENIED	0	0	0	0	0	0			1	0	1	0	3	1	1
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILI				0							2	0	3	2	2
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0
Q. RETIREMENT	0	0	0	0	0	0			1	0	0	0	4	2	2
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			1	0	0	0	1	1	1
U. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	0	0			1	0	0	0	4	2	2
V. TIME AND ATTENDANCE	0	2	0	0	0	0			2	0	1	0	7	4	4
W. TRAINING	0	1	0	0	0	0			1	0	0	0	4	2	2
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	1	0	2	2	2
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4. Unauthorized Medical Release	0	0	0	0	0	0			0	0	1	0	2	1	1
TOTAL ALL ISSUES BY BASES	0	20	6	4	2	0	0	0	22	0	9	0			
TOTAL ALL COMPLAINTS FILED BY BASES	0	5	1	1	1	0	0	0	5	0	3	0			

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

AGENCY OR DEPARTMENT: DOE National Nuclear Security Administration

REPORTING PERIOD: FY 2015

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINANTS BY BASES	0	5	1	1	1	0	0	0	5	0	3	0			

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

AGENCY OR DEPARTMENT: DOE National Nuclear Security Administration

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES										
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	2	0	0	0	5	3	2
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	1	0	0	0	2	2	2
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	1	0	0	0	2	2	1
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	1	2	2	2	2	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	0	0	1	0	0	0	0	2	0	0	0	9	6	6
I.1. NON-SEXUAL	1	0	0	1	0	0	0	0	2	0	0	0	8	10	10
I.2. SEXUAL									0	0	0	0	1	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	1	0	0	0	2	2	1
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	1	1	1	1	1	1
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	3	3	1
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	1	0	0	0	4	2	2
W. TRAINING	0	0	0	0	0	0	0	0	1	1	1	1	4	3	2
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1. Unauthorized disclosure of medical information	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	0	0	0	0	0	0						
I.1A. NUMBER OF COUNSELINGS SETTLED	0	0	0	0	0	0	0	0	0						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOE National Nuclear Security Administration

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						BASES OF ALLEGED DISCRIMINATION IN SETELEMETS			NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	0	0	0	0	0	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	1	0	0	1	0	0	0	0	9						
2.2A. NUMBER OF COMPLAINTS SETTLED	1	0	0	1	0	0	0	0	9						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	1	0	0	1	0	0	0	0	9						

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

AGENCY OR DEPARTMENT: DOE National Nuclear Security Administration

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY			NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	GINA						
A. APPOINTMENT/HIRE	0	0	0	1	0	0			0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	1	0	0	1	0			2	0	1	0	0	0	0	5	3	2
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	0	0	0	0	0			1	0	0	0	0	0	0	2	2	2
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	1	0	0	0	0	0			1	0	0	0	0	0	0	2	2	1
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	1	0	0	1	0			1	0	1	0	2	2	2	2	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	3	2	1	1	1			3	0	1	0	0	0	0	9	6	6
I.1. NON-SEXUAL	1	1	1	1	1	1			3	0	1	0	0	0	0	8	10	10
I.2. SEXUAL	0	2	1	0									0	0	0	1	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	1	0	1	1	0			0	0	0	0	0	0	0	2	2	1
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						0	1	0	1	1	1	1	1	1
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	1	0	1										0	0	0	3	3	1
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			1	0	0	0	0	0	0	1	1	1
V. TIME AND ATTENDANCE	0	1	0	0	0	0			1	0	1	0	0	0	0	4	2	2
W. TRAINING	1	0	0	0	0	0			2	0	1	0	1	1	1	4	3	2
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1. 1. Unauthorized disclosure of medical information	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	0	0	0	0	0	2	0	2	0						
I.1A. NUMBER OF COUNSELINGS SETTLED	0	0	0	0	0	0	0	0	2	0	2	0						

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS												NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA						
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	0	0	0	0	0	2	0	2	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	4	7	3	1	4	1	0	0	9	0	4	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	2	5	3	1	2	1	0	0	3	0	1	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	2	5	1	1	2	1	0	0	3	0	1	0						

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS											# COMPLAINTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE		
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
I.2. SEXUAL																		
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
N. REASONABLE ACCOMMODATION																		
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
P. RELIGIOUS ACCOMMODATION																		
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R. SEX-STEROTYPING																		
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0									
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0									

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS				NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL									
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0								

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS																				
	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY			GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
I. HARASSMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
I.2. SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
N. REASONABLE ACCOMMODATION DISABILITY				0						0	0	0	0	0	0	0	0	0	0	0	
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0	
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0	
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
X.1. 1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
X.2. 2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0									
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0									

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS												NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINES ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA								
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								

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PART V - SUMMARY OF CLOSURES BY STATUTE

17	A.1. TITLE VII
1	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
6	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
3	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
27	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	19	12898	678.84
A.1. WITHDRAWALS	2	901	450.50
A.1.a. NON-ADR WITHDRAWALS	1	334	334.00
A.1.b. ADR WITHDRAWALS	1	567	567.00
A.2. SETTLEMENTS	11	5961	541.91
A.2.a. NON-ADR SETTLEMENTS	11	5961	541.91
A.2.b. ADR SETTLEMENTS	0	0	0.00
A.3. FINAL AGENCY ACTIONS	6	6036	1,006.00
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	5	4750	950.00
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	4	4656	1,164.00
B.3. DISMISSAL OF COMPLAINTS	1	94	94.00
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	1	1286	1,286.00
C.1. AJ DECISION FULLY IMPLEMENTED	1	1286	1,286.00
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	1	1286	1,286.00
C.1.c. DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	4	1829	457.25
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	3	435	145.00
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	3	435	145.00
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	0	0	0.00
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	1	1394	1,394.00
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	1	1394	1,394.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	11	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	7	\$645,000.00
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	4	\$537,500.00
B.3. COMPENSATORY DAMAGES	0	\$0.00
B.4. ATTORNEY FEES AND COSTS	3	\$107,500.00
D. INTENTIONALLY LEFT BLANK		
B.5. 5.	0	\$0.00
B.6. 6.	0	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	4	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	1
F.4. REASSIGNMENTS	0	2
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	1
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13. 13. Nondisclosure	0	0
F.14.0	0	0

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOE National Nuclear Security Administration

REPORTING PERIOD: FY 2015

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	22	6566			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	1	2	2	2	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	1	41	41	41	
A.2. COMPLAINTS PENDING IN INVESTIGATION	6	654	109	140	
A.2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	11	3835	348.64	1049	540-2014-00172X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	3	2034	678	983	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	6	1434	239.00
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	6	1434	239.00
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	3	391	130.33
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	3	1043	347.67
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	0	391	0.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	3	652	217.33
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$35,146.00		\$5,857.67

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK					
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS		COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY		11	11		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)		0	0		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		11	11		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)					
C.1. INHOUSE		0	0		
C.2. ANOTHER FEDERAL AGENCY		0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)		9	9		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.7.		0	0		
		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)					
D.1. MEDIATION		9	9	270	30.00
D.2. SETTLEMENT CONFERENCES		0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		0	0	0	0.00
D.6. OMBUDSMAN		0	0	0	0.00
D.7. PEER REVIEW		0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D.9.		0	0	0	0.00
D.10.		0	0	0	0.00
E.1. TOTAL CLOSED		11	11	280	25.45
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		1	1	30	30.00
E.1.b. NO FORMAL COMPLAINT FILED		1	1	30	30.00
E.1.c. COMPLAINT FILED					
E.1.c.i. NO RESOLUTION		7	7	210	30.00
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)		2	2	10	5.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		0	0	0	0.00

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOE National Nuclear Security Administration

REPORTING PERIOD: FY 2015

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
B.1	ADR OFFERED BY AGENCY	5	5		
B.2	REJECTED BY COMPLAINANT	0	0		
B.3	INTENTIONALLY LEFT BLANK				
B.4	TOTAL ACCEPTED INTO ADR PROGRAM	5	5		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		5	5		
C.1	INHOUSE	0	0		
C.2	ANOTHER FEDERAL AGENCY	0	0		
C.3	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	5	5		
C.4	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5	FEDERAL EXECUTIVE BOARD	0	0		
C.6		0	0		
C.7		0	0		
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		5	5	150	30.00
D.1	MEDIATION	5	5	150	30.00
D.2	SETTLEMENT CONFERENCES	0	0	0	0.00
D.3	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4	FACTFINDING	0	0	0	0.00
D.5	FACILITATION	0	0	0	0.00
D.6	OMBUDSMAN	0	0	0	0.00
D.7	MINI-TRIALS	0	0	0	0.00
D.8	PEER REVIEW	0	0	0	0.00
D.9	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.10		0	0	0	0.00
D.11		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1 TOTAL CLOSED		5	5	150	30.00
E.1 a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		0	0	0	0.00
E.1 b. WITHDRAWAL FROM EEO PROCESS		1	1	30	30.00
E.1 c. NO RESOLUTION		4	4	120	30.00
E.1 d. NO ADR ATTEMPT		0	0	0	0.00
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1 MONETARY (INSERT TOTALS)		0	0	\$0.00	
F.1 a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1 b. BACKPAY/FROTPAY		0	0	\$0.00	
F.1 c. LUMP SUM		0	0	\$0.00	
F.1 d. ATTORNEY FEES AND COSTS		0	0	\$0.00	
F.1 e.		0	0	\$0.00	
F.2 NON-MONETARY (INSERT TOTALS)		0	0		
F.2 a. HIRES		0	0		
F.2 a.i. RETROACTIVE		0	0		
F.2 a.ii. NON-RETROACTIVE		0	0		
F.2 b. PROMOTIONS		0	0		
F.2 b.i. RETROACTIVE		0	0		
F.2 b.ii. NON-RETROACTIVE		0	0		
F.2 c. EXPUNGEMENTS		0	0		
F.2 d. REASSIGNMENTS		0	0		
F.2 e. REMOVALS RESCINDED		0	0		
F.2 e.i. REINSTATEMENT		0	0		
F.2 e.ii. VOLUNTARY RESIGNATION		0	0		
F.2 f. ACCOMMODATIONS		0	0		
F.2 g. TRAINING		0	0		
F.2 h. APOLOGY		0	0		
F.2 i. DISCIPLINARY ACTIONS		0	0		
F.2 i.i. RESCINDED		0	0		
F.2 i.ii. MODIFIED		0	0		
F.2 j. PERFORMANCE EVALUATION MODIFIED		0	0		
F.2 k. LEAVE RESTORED		0	0		
F.2 l. NEUTRAL REFERENCE		0	0		
F.2 m.		0	0		

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED		
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	2381	
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X & XI)	1	
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0	
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0	
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	1	
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0	
D. EEO ADR FUNDING SPENT	AMOUNT	
	\$4,757.21	

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Debra Parrish
E.2. TITLE	EEO Manager
E.3. TELEPHONE NUMBER	505-845-6385
E.4. EMAIL	Debra.Parrish@nnsa.doe.gov

F. EEO ADR PROGRAM INFORMATION

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

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2014 through September 30, 2015 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	Dot Harris
TITLE OF CERTIFYING OFFICIAL:	Director
TELEPHONE NUMBER:	(202) 586-8383
E-MAIL:	Dot.Harris@doe.gov
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	02-11-2015

NAME OF PREPARER:	Suzanne Sandoval
TITLE OF PREPARER:	EEO Specialist
TELEPHONE NUMBER:	(505) 845-6385
E-MAIL:	suzanne.sandoval@nnsa.doe.gov
DATE:	02-11-2015

The FY 2015 Form 462 report must be "Accepted/Finalized" by EEOC by November 2, 2015 to be considered timely.

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

AGENCY OR DEPARTMENT: DOE National Nuclear Security Administration

REPORTING PERIOD: FY 2015

Form 462 Comments

Part Name	COMMENT(expression left evaluation symbol expression right value1 value2 comment)
Part I	<p>D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) = D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) 3 Number (3) matches and is identical to FY14 Part I Section D Line 4</p> <p>D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) = D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) 3 Number (3) matches and is identical to FY14 Part I Section D Line 4</p> <p>D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals = Part II. J 15 15 16 Formal Complaints Filed by 16 Individuals in FY15, 2 Settled, 2 Withdrawn</p> <p>D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints = Part II. B 15 15 16 Formal Complaints Filed by 16 Individuals in FY15</p>
PART II	B -- Complaints Filed During the Reporting Period >= J 15 15 19 counselings completed, 2 withdraw w/no complaint filed, 2 settled, 15 filed
Part II	A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) = I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) 25 Number (25) matches and is identical to FY14 Part II. Section I. Number of Complaints on Hand at End of Reporting Period
PART III	If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) > 0 3 0 Agency Only Utilizes Contract Investigators
Part VIII	A -- Total = Part II. I 22 22 25 Complaints on Hand at End of Reporting Period

Appendix 5

Definitions

The following definitions apply to this Directive:

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

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

Appendix 6

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

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

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

Professional, Technical, and Administrative Career Path (NQ): Encompasses all OPM-recognized professional occupations (except GS-800 Engineers and GS-1300 Physical Scientists) requiring positive education requirements, and all other subject-matter, business, and administrative occupations characterized by a traditional two-grade interval pattern of grade progression. Examples of the occupational series in this career path are:

018 Safety and Occupational Health Specialist, 080 Security Specialist, 130 Foreign Affairs Specialist, 343 Management and Program Analyst, 510 Accountant, 560 Budget Analyst, 905 Attorney, 1102 Contract Specialist, 2101 Transportation.

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

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

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