



U.S. Department of Energy
National Nuclear Security Administration

Management Directive-715

Fiscal Year 2014

- **A3-2** **Occupational Categories – Distribution by Race/Ethnicity and Sex - Permanent Employees**
- **A4-1** **Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex – *Permanent Employees***
- **A4-2** **Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex – *Permanent Employees***
- **A6** **Participation Rates for Major Occupations – Distribution by Race/Ethnicity and Sex – *Permanent Employees***
- **A7** **Applicant Data**
- **A8** **New Hires by Type of Appointment – Distribution by Race/Ethnicity and Sex**
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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, 2013 to September 30, 2014	
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		2347
	2. Enter total number of temporary employees		19
	3. Enter total number employees paid from non-appropriated funds		0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		2366
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Agency Head		Principal Deputy Administrator Madelyn Creedon
	2. Agency Head Designee		
	3. EEO Director		EEO Manager Debra A. Parrish
	4. Affirmative Employment Manager		EEO Manager Debra Parrish
	5. Complaint Processing Manager		Manager Debra Parrish
	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 Ann Van Tassell, Human Resources Specialist Paula Puente Bekis, Human Relations Specialist Taunya Riley

Department of Energy/DOE National Nuclear
Security Administration

For period covering October 1, 2013 to September 30, 2014

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	Not Applicable, /		

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, 2013 to September 30, 2014

Introduction

NNSA is responsible for the management and security of the nation's nuclear weapons, nuclear nonproliferation and naval reactor programs. NNSA also responds to nuclear and radiological emergencies in the United States and abroad. Additionally, NNSA federal agents provide safe and secure transportation of nuclear weapons and components and special nuclear materials along with other missions supporting the national security.

Workforce Composition

The total number of employees at the NNSA was 2,492 at the end of FY 2013 and 2,366¹ at the end of FY 2014. 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 2014, the representation of White females decreased from 18.54% to 18.34% (34.03% CLF); the representation of Asian females increased from 1.00% to 1.01% (1.93% CLF); and the representation of African American males increased from 3.61% to 3.72% (5.49% CLF). In addition, the representation of people with disabilities decreased from 7.48% to 7.31% and from 0.59% to 0.55% for employees with targeted disabilities³, as compared to the Federal high of 2.0%.⁴

¹Data current as of September 30, 2014. 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.

- Element One: Demonstrated Commitment from Agency Leadership

EEO, Harassment and Retaliation policies are well established, in place, and accessible to all employees 24/7 via the Office of Civil Rights' (OCR) website. Secretary Moniz issued a new EEO, Harassment and Retaliation Policy Statement on December 31, 2013, emphasizing his personal commitment to EEO and ensuring a workforce free from any and all forms of prohibited 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 advisory and training packets.

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

The Department executed a three-year Diversity and Inclusion (D&I) Strategic Plan in April 2013. The Plan is aligned to the DOE's 2012-2015 D&I Strategic Plan and provides the means to integrate diversity and inclusion values and practices into NNSA's existing corporate processes and programs. NNSA will become an employer of choice by achieving the following three workforce diversity and inclusion goals: 1) Workforce Diversity: Recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from all segments of American society. 2) Workplace Inclusion: Cultivate a culture that encourages collaboration, flexibility, and fairness to enable individuals to contribute to their full potential and further retention. 3) Sustainability and Accountability. Develop structures and strategies to equip leaders with the ability to manage diversity, be accountable, measure results, refine approaches on the basis of such data, and institutionalize a culture of inclusion.

On September 18, 2014, the Department submitted its annual report of accomplishment to the Department of Energy summarizing its priorities and accomplishments, activities, programs and/or training for the year. Copie of NNSA's Diversity and Inclusion Implementation Plan and the accomplishment report are included in the Appendices.

Additionally, the EEO Manager presented a state of agency briefing to the agency head on August 19, 2014. State of Agency briefings were also presented live NNSA-wide to all senior managers between May 2014 through September 2014.

- Element Three: Management and Program Accountability

In FY 2013, NNSA's Office of Civil Rights worked closely with the Equal Employment Opportunity Commission in implementing FEDSEP. FY 2014 quality reviews indicate software is now producing accurate workforce tables/data with the implementation and upload of status/dynamic data. In FY 2014, NNSA collaborated with DOE in obtaining applicant data (Table A7). An analysis of the data was performed and summarized in Part I. The Office of Civil Rights will collaborate with the Office of Human Capital Management to develop recruitment strategies in FY 2015.

The Office of Civil Rights (OCR) interacts with the Human Resources Employee Management Relations (EMR) staff on a regular basis to address issues real time. In addition, OCR and EMR hold ad hoc meetings with their staff as necessary to address issues that may cross over into EEO. In FY 2014, OCR and EMR collaborated to provide joint training to all managers and supervisors NNSA-wide on Hostile Working Environment: What it Means, Management's responsibilities, Manager's Role and Responsibilities on Claims of Retaliation and Properly Identifying, Preventing and Addressing Bullying in the Workplace. The OCR collaborates with Human Resources, Employee Concerns Program, and their EEO Counselors in sponsoring quarterly educational awareness seminars, including "Leave and Telework as Reasonable Accommodation for Federal Employees; Preventing and Responding to Harassment in Your Agency; and Dealing with Medical Issues under the ADA. The EEO Manager also held reoccurring conference calls with the Acting Human Resource Director regarding the EEO program.

- Element Four: Proactive Prevention

On September 29, 2014, the NNSA Administrator formally endorsed use of NNSA's Alternative Dispute Resolution (ADR) program. His endorsement was sent to all NNSA employees stating he and Secretary Moniz strongly encouraged and supported the use of the ADR program to preserve working relationships and foster positive work environments. A copy is included in the Appendices.

In FY 2014, 46% of employees filing formal complaints elected ADR. All managers, except one, agreed to, and participated in ADR. The manager elected not to participate in ADR as the issue the employee raised was non-negotiable.

NNSA markets the ADR Program as part of their standardized services and includes ADR brochures/information in the advisory packets. In FY 2014, fifteen Supervisory NNSA-wide EEO Update training sessions were conducted with the objective that managers and supervisors fully understand and successfully deploy their EEO duties and responsibilities. Topics included NNSA's ADR Program and Manager's Roles & Responsibilities as it relates to EEO. In addition, an ADR overview was provided to all supervisors during the FY 2014 First-Line Supervisor training sessions. ADR training was also provided to all NNSA EEO Counselors during their annual eight-hour EEO Counselor training in FY 2014, and the training was well received by all counselors who expressed appreciation for information provided in detail. The Office of Civil Rights (including EEO Counselors), Office of Human Capital/Employee Management Relations, Employee Concerns Program and General Counsel staff participated in all DOE-Sponsored quarterly ADR Lunch-and-Learn sessions, including "Workplace Disruptions, Reorganizations

and Change Fatigue: Can ADR Support Resilience." In addition, DOE's Office of Conflict Prevention and Resolution provided links to all programs which are recorded and available for viewing at a later time.

On October 16, 2014, the NNSA Office of Civil Rights (OCR) collaborated with the NNSA Employee Concerns Program to sponsor "Conflict Resolution Day." The event offered employees an opportunity to stop by, chat, and pick up information about mediation, conciliation, negotiation, arbitration, facilitation and ombudsman.

- Elements Five and Six: 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 2014, there were a total of nineteen EEO Informal Counselings that were closed. Of the nineteen informal counselings, seven were classified as successful (completed/counseled within the initial 30-day timeframe, not requiring any extensions). Seven were classified as Exception 1 (completed/counseled beyond 30 days but within less than 60 days, with an approved extension). One was completed/counseled within 90 days where an individual elected ADR. Two were completed/counseled within 31-90 days that were untimely. Two were completed/counseled beyond 90 days.

There were a total of fourteen Formal EEO Complaints filed in FY 2014. Of the fourteen, twelve formal EEO complaint-investigations were completed. Two of the twelve completed investigations were rated as Successful (the investigations were successfully completed within the 180-day timeframe). Ten of the twelve closed EEO formal complaints were rates as Exception 1 (the investigations were successfully completed beyond the 180-day timeframe, under an approved extension to the 180-day period). There existed no instances of Exception 2 or Failure.

In FY 2014, the Office of Civil Rights Team met monthly to develop and implement a process improvement to produce the mandated (required) EEOC 462 Report. The EEOC Form 462 EEO Statistical Report is a report submitted to EEOC annually to evaluate an agency's complaint processing program. It provides a tool to compile agency complaint processing program data that can be compared against government-wide complaint processing program data and used as a benchmark to serve as an inset of a roadmap for trigger/barrier investigations.

In addition, the OCR developed and implemented quarterly Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) reporting/posting to ensure timely/accurate posting of its No FEAR data.

FY 2014 Barrier Analysis

In FY 2014, NNSA identified the following barriers:

1. The Department'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. The Department's hiring practices have not resulted in substantial improvements in the participation rates of Black Males. Data indicates Black Males have lower 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. 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%.

FY 2015 actions identified to address barriers:

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. Monitor NNSA's recruitment and selection processes to identify any barriers or practices that would tend to ensure opportunities for groups or individuals are based on merit; documenting same in the annual MD-715 report.
 - b. Include, in NNSA's overall outreach strategy, diverse populations at colleges/universities, minority-focused professional organizations, and other organizations representing women, veterans, people with disabilities and other groups.
 - c. Encourage use of NNSA's voluntary EEO Observer Process for selection interview panels for vacancies.
 - d. Review NNSA's exit interviews responses, responses to employee satisfaction surveys, complaint data, harassment data, and grievance data for trends.
 - e. Establish corporate recruiting strategies to attract and grow top talent.
 - f. Use Schedule A hiring authority for people with disabilities and Veteran Hiring Authorities as part of strategy to recruit and retain a diverse workforce.
 - g. Promote and market student internship and fellowship programs to diverse groups/organizations/universities in order to attract candidates from all segments of society.

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, 2013 to September 30, 2014

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

I, **EEO Manager Debra A. Parrish** 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)

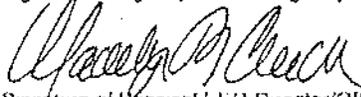
The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for 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

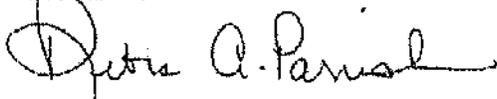


JAN 28 2015

Signature of Principal EEO Director/Official

Date

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



JAN 28 2015

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, 2013 to September 30, 2014			
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	
The Agency Head was installed on <u>05/21/2013</u> The EEO policy statement was issued on <u>12/31/2013</u> Was the EEO policy statement issued within 6-9 of the installation of the Agency Head?		X			The EEO Policy statement is generally issued every two years by the Department of Energy's Secretary of Energy. Secretary Moniz was sworn in May 21, 2013 and the EEO Policy Statement was subsequently issued December 31, 2013 and December 23, 2014.
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		X			The EEO Policy statement is Issued every two years by the Department of Energy's Secretary. The last DOE policy statement on EEO, Harassment and Retaliation was issued by the Secretary of Energy September 26, 2012. A revised/updated policy statement was issued seven months later (December 31, 2013) after Secretary Moniz was sworn in and again December 23, 2014.

Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2013 to September 30, 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				
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
Measures		Yes	No	N/A	
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			

Department of Energy/DOE National Nuclear Security Administration	For period covering October 1, 2013 to September 30, 2014			
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X			
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X			
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X			
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X			
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?	X			
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X			
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X			
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? 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, 2013 to September 30, 2014			
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			

Department of Energy/DOE National Nuclear Security Administration	For period covering October 1, 2013 to September 30, 2014			
<p>Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections</p>		X		<p>Prior to the NNSA reorganization, the EEO Manager participated in management meetings for human capital initiatives. NNSA is in process of implementing several management changes; therefore, the EEO Manager will meet with human capital managers in FY 2014 to establish regular discussions on the subject areas.</p>

<p>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?</p>	X			
<p>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)]</p>		X		<p>Prior to the NNSA reorganization, the EEO Manager participated in management meetings for human capital initiatives. NNSA is in process of implementing several management changes; therefore, the EEO Manager will meet with human capital managers in FY 2015 to establish regular discussions on the subject areas.</p>

Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2013 to September 30, 2014				
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			Prior to the NNSA reorganization, the EEO Manager participated in management meetings for human capital initiatives. NNSA is in process of implementing several management changes; therefore, the EEO Manager will meet with human capital managers in FY 2015 to establish regular discussions on the subject areas.
Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		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			X		Refer to Part H, page 30.	
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204			X		Refer to Part H, page 30.	
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204			X		Refer to Part H, page 30.	
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		Refer to Part H, page 30.	
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		Refer to Part H, page 30.	
Compliance Indicator		Measure has been met				

Department of Energy/DOE National Nuclear Security Administration		For period covering October 1, 2013 to September 30, 2014			
Measures	The agency has committed sufficient budget to support the success of its EEO Programs.				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 there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems	X			
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X			
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X			
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X			
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X			
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X			
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X			
Is there sufficient funding to ensure that all employees have access to this training and information?	X			
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:				
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.

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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			

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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			
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.					
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Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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		Participation is highly encouraged.

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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.

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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			The outstanding issue is the inability to track applicant flow.
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

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.

2. NNSA uses an "iComplaints" system to track informal and formal counselings which are conducted in-house. NNSA also uses a four color-coded system to measure EEO efficiency in processing counselings within mandated time frames. Issues are addressed one-on-one with counselors and during their annual 8 hour Counselor refresher training

If yes, briefly describe how:

Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?

X

Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?

X

Compliance Indicator

Measure has been met

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	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			ADR is part of management training, No FEAR training, and other forms of training.
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			X		Participation is highly encouraged.

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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				

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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.	
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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.					

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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, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element Two: Integration of EEO into the Agency's Strategic Mission - This element requires the agency to establish a plan to include an EEO/Diversity goal within its strategic plan.	
OBJECTIVE:	The Department will ensure there is a plan to include an EEO/Diversity goal within its strategic plan.	
RESPONSIBLE OFFICIAL:	Diversity and Inclusion Officer	
DATE OBJECTIVE INITIATED:	04/02/2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	04/30/2013	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
The Department will report its annual accomplishments and priorities each year.		
TARGET DATE: 10/01/2015		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>The Department executed a three-year Diversity and Inclusion Strategic Plan in April 2013. The Plan is aligned to the DOE's 2012-2015 D&I Strategic Plan and provides the means to integrate diversity and inclusion values and practices into NNSA's existing corporate processes and programs. NNSA will become an employer of choice by achieving the following three workforce diversity and inclusion goals: 1) Workforce Diversity: Recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from all segments of American society. 2) Workplace Inclusion: Cultivate a culture that encourages collaboration, flexibility, and fairness to enable individuals to contribute to their full potential and further retention. 3) Sustainability and Accountability. Develop structures and strategies to equip leaders with the ability to manage diversity, be accountable, measure results, refine approaches on the basis of such data, and institutionalize a culture of inclusion. On September 18, 2014, the Department submitted its annual report of accomplishment to the Department of Energy summarizing its priorities and accomplishments, activities, programs and/or training for the year. A copy of the accomplishment report is included in the Appendices.</p> <p>The EEO Manager presented a state of agency briefing to the agency head on August 19, 2014. State of agency briefings were also presented NNSA-wide to all NNSA senior managers between May 2014 through September 2014.</p> <p>NNSA has Special Emphasis Programs located at the field offices. In addition, NNSA employees have the option of participating in the Department's program.</p>		

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, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element Two: Management and Program Accountability - Requires Agency's EEO and Human Resource Office to assess regularly whether personnel programs, policies and procedures conform to EEOC management directives.	
OBJECTIVE:	To improve effectiveness of affirmative employment programs, including representation, career development, and retention of employees.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights and Office of Human Capital Management	
DATE OBJECTIVE INITIATED:	01/04/2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	10/01/2015	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
<p>The Office of Civil Rights and Office of Human Capital Management meet to develop a working group. The working group will develop a plan for accomplishing collaborative goals and objectives identified within the plan.</p> <p>TARGET DATE: 10/01/2015</p>		
<p>The Office of Civil Rights and Office of Human Capital Management meet to evaluate the effectiveness of the Department's recruitment strategies in addressing low participation in the workforce.</p> <p>TARGET DATE: 10/01/2015</p>		
<p>The Office of Civil Rights and the Office of Human Capital Management will meet to develop the capability to collect applicant flow data.</p> <p>TARGET DATE: 04/07/2015</p>		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>The Office of Civil Rights (OCR) interacts with their Human Resources Employee Management Relations (EMR) staff on a regular basis to address issues real time. In addition, OCR and EMR hold ad hoc meetings with their staff as necessary to address issues that may cross over into EEO. In FY 2014, OCR and EMR collaborated to provide joint training to all managers and supervisors NNSA-wide on Hostile Working Environment: What it Means, Management's responsibilities, Manager's Role and Responsibilities on Claims of Retaliation and Properly Identifying, Preventing and Addressing Bullying in the Workplace. The OCR sponsors quarterly educational awareness seminars with an open invitation to Human Resources, Employee Concerns Program, and the EEO Counselors, including "Leave and Telework as Reasonable Accommodation for Federal Employees; Preventing and Responding to Harassment in Your Agency; and Dealing with Medical Issues under the ADA. The EEO Manager held reoccurring conference calls with the Acting Human Resource Director to provide overview of EEO program as well as address workplace concerns real-time.</p> <p>In FY 2013, NNSA's Office of Civil Rights worked closely with the Equal Employment Opportunity Commission in implementing FEDSEP. Quality reviews indicate software is now producing accurate workforce tables/data with the implementation and upload of status/dynamic data. NNSA is working closely with their Human Resource Office and the Department of Energy to implement capability to acquire applicant data so that all workforce tables are complete.</p> <p>In FY 2014, NNSA collaborated with DOE in obtaining applicant data (Table A7). An analysis of the data was performed and summarized in Part I. The Office of Civil Rights will collaborate with the Office of Human Capital Management to review and develop strategies in their recruitment plan.</p>		

EEOC FORM 715-01 PART H-3	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, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element Five and Six: Efficiency and Responsiveness/Legal Compliance: Requires the Department to ensure an efficient and fair Alternative Dispute Resolution (ADR) Program. NNSA strongly encourages its managers to participate when ADR is accepted; however, does not require their participation.	
OBJECTIVE:	The Department will develop a plan to address the participation rate in its ADR Program.	
RESPONSIBLE OFFICIAL:	EEO Manager	
DATE OBJECTIVE INITIATED:	10/01/2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	10/01/2014	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
Develop metrics and track to determine number of employees electing ADR, number of employees participating in ADR and success rate. TARGET DATE: 10/01/2014		
Market ADR program via its annual EEO training for Managers and Supervisors. TARGET DATE: 09/30/2014		
Market ADR program via "NNSA Casts" TARGET DATE: 10/01/2014		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>In FY 2014, 46% of employees filing formal complaints elected ADR. All managers, except one, agreed to, and participated in ADR. The manager elected not to participate in ADR as the issue the employee raised was non-negotiable. On September 29, 2014, the NNSA Administrator formally endorsed use of NNSA's ADR program. His endorsement was sent to all NNSA employees stating he and Secretary Moniz strongly encouraged and supported the use of the ADR program to preserve working relationships and foster positive work environments. A copy is included in the Appendices. NNSA markets their Alternative Dispute Resolution (ADR) Program as part of their standardized services and includes ADR brochures/information in their advisory packets. In FY 2014, fifteen Supervisory NNSA-wide EEO Update training sessions were conducted with the objective that managers and supervisors fully understand and successfully deploy their EEO duties and responsibilities. Topics included NNSA's ADR Program and Manager's Roles & Responsibilities as it relates to EEO. In addition, an ADR overview was provided to all supervisors during the FY 2014 First-Line Supervisor training sessions. ADR training was also provided to all NNSA EEO Counselors during their annual eight-hour EEO Counselor training in FY 2014, and the training was well received by all counselors who expressed appreciation for information provided in detail. The Office of Civil Rights (including EEO Counselors), Office of Human Capital/Employee Management Relations, Employee Concerns Program and General Counsel staff participates in all DOE-Sponsored ADR Lunch-and-Learn Sessions. In addition, DOE's Office of Conflict Prevention and Resolution provided links to all programs which are recorded and available for viewing at a later time. On October 16, 2014, the NNSA Office of Civil Rights (OCR) collaborated with the NNSA Employee Concerns Program to sponsor "Conflict Resolution Day." The event provided employees with an opportunity to stop by, chat, and pick up information about mediation, conciliation, negotiation, arbitration, facilitation and ombudsman.</p>		

EEOC FORM 715-01 PART H-4	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, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element Five and Six: Efficiency and Responsiveness/Legal Compliance: Requires the Department to address timely compliance within the EEO counseling process.	
OBJECTIVE:	NNSA EEO Counselors will process pre-complaint EEO counseling within timeframes prescribed in accordance with 29 CFR 1614.	
RESPONSIBLE OFFICIAL:	EEO Manager	
DATE OBJECTIVE INITIATED:	10/01/2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	10/01/2015	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
Track and report on NNSA EEO counseling process to determine success of plan.		
TARGET DATE: 10/01/2015		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>During FY 2014, there were a total of nineteen EEO Informal Counselings that were closed. Of the nineteen informal counselings, seven were classified as Successful (completed with the initial 30-day timeframe, not requiring any extensions). Seven were classified as Exception 1 (completed beyond 30 days but within less than 60 days, with an approved extension). One was completed within 90 days where an individual elected ADR. Two were completed within 31-90 days that were untimely. Two were completed/counseled beyond 90 days.</p> <p>The Office of Civil Rights staff provides advice and guidance to EEO Counselors to help facilitate timely completed counseling's. In FY 2014, 20 EEO Counselors completed the annual eight hour EEO update training.</p>		

EEOC FORM 715-01 PART H-5	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, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element Five: Efficiency and Responsiveness/Legal Compliance: Requires the Department to ensure timely submission of the Form 462 and quarterly No FEAR Act postings.	
OBJECTIVE:	To ensure timely submission of the Form 462 and quarterly No FEAR Act postings.	
RESPONSIBLE OFFICIAL:	EEO Manager	
DATE OBJECTIVE INITIATED:	10/01/2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	10/30/2014	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
Implemented process improvement team within the Office of Civil Rights to ensure monthly data metrics are validated and reported so that Form 462 report can be timely submitted as required by EEOC. <u>This action was completed 9/30/14.</u> TARGET DATE: 09/30/2014		
The Office of Civil Rights will establish and implement quarterly report process to ensure No FEAR postings are completed as required per EEOC. This action was completed <u>9/30/14.</u> TARGET DATE: 10/01/2014		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
In FY 2014, the OCR Team met monthly to develop and implement a process improvement 462 initiative. After July 2014; the team met every other week to ensure all complaint data was up-to-date and accurate to enable timely submission of 462 to EEOC. Additionally, the OCR Team developed and implemented quarterly No FEAR reporting/posting to ensure timely/accurate posting of its No FEAR data.		

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, 2013 to September 30, 2014

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?

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 2014 workforce participation rate for females is 33.18% vs. 48.14% in the CLF. For FY 2013: 33.63%; FY 2012: 34.79%; FY 2011: 34.84%; and FY 2010.

NEW HIRES: The percentage of new hires of permanent female employees (22.08%) was lower than the percentage of females in the CLF, 48.14%. The percentage of new hires of permanent White females (14.29%) was lower than the percentage of White females in the CLF, 34.03%. The percentage of new hires of permanent Asian females (0.00%) was lower than the percentage of Asian females in the CLF, 1.93%.

SEPARATIONS: The percentage of total separations, 33.70% (62), of permanent female employees is higher than the percentage of females in the permanent workplace, 33.18% (785). The percentage of total separations, 18.48% (34), of permanent White female employees is higher than the percentage of White females in the permanent workplace, 18.34% (434). The percentage of total separations, 0.52% (1), of permanent Asian females is lower than the percentage of Asian females in the permanent workplace, 1.01% (24).

OCCUPATIONS: Females have low participation rates in the following occupations: Security administration - 37.69% vs 63.29% relevant CLF. Physical science - 19.64% 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 - 18.46% vs 43.85% relevant CLF. Physical science - 14.29% 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 - 0.77% vs 3.64%; Nuclear Engineering 0.00% vs 1.86%; Physical Science 1.79% 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 (20.45%) is lower than total workforce 33.18%. Hispanic Female SES: 0.00%, total workforce 7.19%. White Female SES: 18.18%, total workforce 18.34%. Black Female SES: 2.27%, total workforce 5.62%, Asian Female SES: 0.00%, total workforce

1.01%. American Indian SES: 0.00%, total workforce 1.01%.	
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*, and applicant data; and comparing employees with lower participation rates (females, White females and Asian females) with the appropriate benchmarks. *FEDSEP Table A4 did not generate GS-13, GS-14, or GS-15 data; therefore, an analysis was not performed of these grades. NNSA is working with EEOC to resolve/acquire data.
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 Department'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 female representation rate in the applicant pool, including white females and asian females, is significantly lower than their corresponding representation rates in the CLF.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Design and perform strategic outreach and recruitment to reach all segments of society.
RESPONSIBLE OFFICIAL:	Managers, Supervisors, Office of Human Capital Management & Office of Civil Rights
DATE OBJECTIVE INITIATED:	10/01/2013
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)
NNSA will monitor its recruitment and selection processes to identify any barriers or practices that would tend to ensure opportunities for groups or individuals are based on merit; documenting same in the annual MD-715 report.	10/01/2015
NNSA's overall outreach strategy will include diverse populations at colleges/universities, minority-focused professional organizations, and other organizations representing women, veterans, people with disabilities, and other groups.	10/01/2015
NNSA's voluntary EEO Observer Process for selection interview panels will continue to be encouraged for vacancies.	10/01/2015

Review exit interview responses to employee satisfaction surveys, complaint data, harassment data and grievance data for trends.	10/01/2015
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.	10/01/2016
The Office of Human Capital Management and Office of Leadership and Career Management will establish corporate recruiting strategies to attract and grow top talent.	10/01/2015
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
In FY 2014, the Office of Civil Rights made 17 EEO Observer appointments. The role of the EEO Observer is to ensure that panel proceedings are conducted consistently and without regard to race, color, sex, age, religion, national origin, disability (physical or mental), or sexual orientation.	
In February 2014, NNSA received Office of Personnel Management approval for a change to the Demonstration Project Federal Register that will allow NNSA to utilize Schedule D appointing authorities for the Pathways Programs under NNSA's Demonstration Project. The NNSA has been successful in using student programs as an important recruitment tool to address past and projected skills gaps identified in the succession planning process.	
The Minority Serving Internship Program is a 10-week paid summer program that enhances diversity and facilitates the development of world class and technologically superior workforce for the 21st century. This program provided over 90 ethnically diverse students professional experience that will enable them to make informed career decision, and creates a pool of candidates who possess the necessary knowledge and skills for future employment with NNSA and the Federal government.	
In FY 2014, NNSA hired a total of 83 new employees. Of these 83 new hires, 17 were Females, 11 were White Females and 3 were Asian Females.	

EEOC FORM 715-01 PART I-2	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Energy/DOE National Nuclear		For period covering October 1, 2013 to September 30, 2014
<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 2014 workforce participation rate for Black males is 3.72% vs. 5.49% in the CLF. For FY 2013: 3.61%; FY 2012: 3.27%; FY 2011: 3.32%; and FY 2010 3.47%.</p> <p>BLACK MALES: The percentage of new hires of permanent Black males (3.90%) was lower than the percentage of Black males in the CLF, 5.49%.</p> <p>BLACK MALES: The percentage of total separations, 3.26%, 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 - 4.72% vs 15.69% relevant CLF; Nuclear Engineering - 1.54% vs 3.43%; and Foreign Affairs - 0.00% vs 4.16%.</p> <p>APPLICANT DATA - Nuclear Materials Courier: Black male applicants - 8.70%; CLF 15.30%; Foreign Affairs: 5.30%, CLF 4.00%; and Nuclear Engineer applicants - 0.00%, CLF 3.30%.</p> <p>SES: The representation of Black Males (5.68%) is higher than the total workforce (3.72%).</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 and Senior Executive Service, including data regarding hires and separations, was analyzed to determine the low participation rates of Black Males. Note: Black Male SES representation was 5.68% and higher than the total workforce of 3.72%.</p> <p>FEDSEP Table A4 did not generate data at the GS-13, GS-14 or GS-15 level; therefore, an analysis was not performed at these grades. NNSA is working with EEOC to resolve/acquire this data.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The Department's hiring practices have not resulted in substantial improvements in the participation rates of Black Males. Data indicates Black Males have lower participation rates in Nuclear Materials Courier, Nuclear Engineering and Foreign Affairs Occupations. Applicant data indicates Black Male representation rate in the applicant pool is lower than their corresponding representation rates in the CLF.</p>	

OBJECTIVE:		Design and perform strategic outreach and recruitment to reach all segments of society.
State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		
RESPONSIBLE OFFICIAL:		Managers, Supervisors, Office of Human Capital and Office of Civil Rights, Managers & Supervisors
DATE OBJECTIVE INITIATED:		10/01/2014
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)
See section I on Females. The same activities outlined in Section I will be utilized to accomplish this objective.		10/01/2015
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
Refer to Section I - Females. Accomplishments highlighted here also support this objective.		
In FY 2014, NNSA hired a total of 83 new employees. Of these 83 new hires, 4 were Black males.		

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, 2013 to September 30, 2014
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 participation rate of employees with targeted disabilities (0.55%) is below the federal goal of 2.00%. There is 0.00% participation rate of employees with targeted disabilities in the Senior Executive Service (SES).	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Compared NNSA total workforce for employees with targeted disabilities with the Federal goal of 2.00%. Compared the number of SES employees with targeted disabilities to the availability in the workforce.	
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.	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%.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	NNSA will increase the number of employees with targeted disabilities to reach the federal-wide goal of 2.00%.	
RESPONSIBLE OFFICIAL:	Office of Civil Rights and Office of Human Capital Management	
DATE OBJECTIVE INITIATED:	10/01/2014	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	10/01/2016	
EEOC FORM 715-01 PART I-3	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
See page 43 for planned activities.	01/01/2015	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
See page 44 for list of accomplishments.		

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
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Department of Energy/DOE National Nuclear Security Administration	For period covering October 1, 2013 to September 30, 2014
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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	2492	100%	2366	100%	-126	-5.1 %
	Reportable Disability	174	7.0 %	173	7.3 %	-1	-0.6 %
	Targeted Disability*	16	0.6 %	13	0.5 %	-3	-18.8 %
	* 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.					0	
	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	53	1	1.9 %	0	0.0 %	3	5.7 %	49	92.5 %
Non-Competitive Promotions	16	1	6.2 %	0	0.0 %	0	0.0 %	15	93.8 %
Employee Career Development Programs	11	1	9.1 %	0	0.0 %	0	0.0 %	10	90.9 %
a. Grades 5 - 12	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
b. Grades 13 - 14	2	1	50.0 %	0	0.0 %	0	0.0 %	1	50.0 %
c. Grade 15/SES	9	0	0.0 %	0	0.0 %	0	0.0 %	9	100.0 %
Employee Recognition and Awards	2591	184	7.1 %	15	0.6 %	54	2.1 %	2353	90.8 %
a. Time-Off Awards (Total hrs awarded)	1760	98	5.6 %	0	0.0 %	33	1.9 %	1629	92.6 %
b. Cash Awards (total \$\$\$ awarded)	2032246	130696	6.4 %	7430	0.4 %	43129	2.1 %	1858421	91.4 %
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, 2013 to September 30, 2014	
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. 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															
	Non-Hispanic or Latino															
	TOTAL WORKFORCE		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
#	2347	1567	780	190	170	430	84	132	63	24	0	0	28	24	0	0
%	100	66.77	33.23	8.10	7.24	18.32	3.58	5.62	2.68	1.02	0.00	0.00	1.19	1.02	0.00	0.00

GS-14	#	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
GS-15	#	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
All Other (Unspecified GS)	#	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
SES	#	88	70	18	2	0	62	16	5	2	1	0	0	0	0	0	0	0
	%	100	79.55	20.45	2.27	0.00	70.45	18.18	5.68	2.27	1.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	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
Total GS Workforce (Permanent)	#	2347	1567	780	190	170	1202	430	84	132	63	24	0	0	28	24	0	0
	%	100	66.77	33.23	8.10	7.24	51.21	18.32	3.58	5.62	2.68	1.02	0.00	0.00	1.19	1.02	0.00	0.00

EEOC's FEDSEP software is unable to generate GS data. NNSA is working with EEOC to resolve this issue. Also, EEOC only requires GS-13, GS-14, GS-15 and SES data.

GS-14	#	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
GS-15	#	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
All Other (Unspecified GS)	#	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
SES	#	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
Other Senior Pay (Non-SES)	#	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
Total GS Workforce (Temporary)	#	9	6	3	0	0	4	3	2	0	0	0	0	0	0	0	0	0
	%	100	66.67	33.33	0.00	0.00	44.44	33.33	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

This table is not required; however, is included as it is automatically generated by EEOC's FEDSEP software.

Table A4 - Participation Rates For DOE-NNSA Grades by Race/Ethnicity and Sex (Permanent)

Grade Level	RACE/ETHNICITY																	
	TOTAL WORKFORCE				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
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	#	2	1	1	0	0	0	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
NN3	#	97	73	24	4	6	6	9	9	9	6	6	6	0	0	2	3	0
	%	100	75.26	24.74	4.12	6.19	55.61	9.28	9.28	6.19	6.19	6.19	6.19	0.00	0.00	2.06	3.09	0.00
NN4	#	316	250	66	30	13	193	43	8	5	5	17	4	0	0	2	1	0
	%	100	79.11	20.89	9.49	4.11	61.08	13.61	2.53	1.58	5.38	5.38	1.27	0.00	0.00	0.63	0.32	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	#	251	79	172	15	40	47	79	12	44	2	4	0	0	0	3	5	0
	%	100	31.47	68.53	5.98	15.94	18.73	31.47	4.78	17.53	0.80	1.59	0.00	0.00	0.00	1.20	1.99	0.00
NQ3	#	680	386	294	72	82	275	150	19	46	12	10	0	0	8	6	0	0
	%	100	56.76	43.24	10.59	12.06	40.44	22.06	2.79	6.76	1.76	1.47	0.00	0.00	1.18	0.88	0.00	0.00
NQ4	#	253	151	102	11	14	127	73	9	14	3	1	0	0	1	0	0	0
	%	100	59.68	40.32	4.35	5.53	50.20	28.85	3.56	5.53	1.19	0.40	0.00	0.00	0.40	0.00	0.00	0.00
NU1	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NU2	#	47	4	43	0	5	3	23	1	6	0	2	0	0	0	0	7	0
	%	100	8.51	91.49	0.00	10.64	6.38	48.94	2.13	12.77	0.00	4.26	0.00	0.00	0.00	0.00	14.89	0.00
NU3	#	7	0	7	0	4	0	2	0	0	0	0	0	0	0	0	1	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	0.00	14.29	0.00
NV1	#	148	148	0	12	0	122	0	8	0	2	0	0	0	4	0	0	0
	%	100	100.00	0.00	8.11	0.00	82.43	0.00	5.41	0.00	1.35	0.00	0.00	0.00	2.70	0.00	0.00	0.00
NV2	#	89	89	0	10	0	69	0	6	0	2	0	0	0	2	0	0	0
	%	100	100.00	0.00	11.24	0.00	77.53	0.00	6.74	0.00	2.25	0.00	0.00	0.00	2.25	0.00	0.00	0.00

NV3	#	59	59	0	6	0	48	0	1	0	0	0	0	0	4	0	0	0
	%	100	100.00	0.00	10.17	0.00	81.36	0.00	1.69	0.00	0.00	0.00	0.00	0.00	6.78	0.00	0.00	0.00
NV4	#	21	21	0	3	0	18	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	14.29	0.00	85.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NF1	#	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
NF2	#	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
NF3	#	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
Senior Executive Service	#	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
Other Senior Pay (Non-SES)	#	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 DOE-NNSA Workforce (Permanent)	#	2347	1567	780	190	170	1202	430	84	132	63	24	0	0	28	24	0	0
	%	100	66.77	33.23	8.10	7.24	51.21	18.32	3.58	5.62	2.68	1.02	0.00	0.00	1.19	1.02	0.00	0.00

This table is automatically generated by EEOC's FESEP software; however, the data is not correct according to the NNSA paybands. NNSA is working with EEOC to correct this deficiency.

NV3	#	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
NV4	#	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
NF1	#	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
NF2	#	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
NF3	#	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
Senior Ex. Service	#	4	2	2	0	0	2	2	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
Senior Ex. Service	#	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
Other Senior Pay	#	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
Other Senior Pay	#	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 DOE-NNSA Workforce (Temporary)	#	19	14	5	1	0	8	4	4	1	1	0	0	0	0	0	0	0
	%	100	73.68	26.32	5.26	0.00	42.11	21.05	21.05	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00

This table is automatically generated by EEOC's FESEP software; however, the data is not correct according to the NNSA paybands. NNSA is working with EEOC to correct this deficiency.

Grade - 14	#	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
Grade - 15	#	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
All Other Wage Grades (Permanent)	#	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 WG Workforce (Permanent)	#	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

This table is not applicable; however, is included as it is automatically generated by EEOC's FEDSEP software

Grade - 14	#	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
Grade - 15	#	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
All Other Wage Grades (Permanent)	#	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 WG Workforce (Permanent)	#	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

This table is not required; however, is included as it is automatically generated by EEOC's FEDSEP software

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

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)	TOTAL WORKFORCE												RACE/ETHNICITY											
	All						Hispanic or Latino						Non-Hispanic or Latino						Two or More Races					
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
0801: GENERAL ENGINEERING	#	408	394	194	56	23	279	57	19	15	36	4	0	0	0	0	4	5	0	0	0	0		
	%	100	79.12	20.88	11.24	4.62	56.02	11.45	3.82	3.01	7.23	0.80	0.00	0.00	0.00	0.00	0.80	1.00	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	0.02	0.02	0.05	0.93	0.93	0.93	0.34	0.34	0.06	0.06		
	#	339	339	0	37	0	271	0	16	0	5	0	0	0	0	0	10	0	0	0	0	0		
0084: NUCLEAR MATERIALS COURIER	%	100	100.00	0.00	10.91	0.00	79.94	0.00	4.72	0.00	1.47	0.00	0.00	0.00	0.00	2.95	0.00	0.00	0.00	0.00	0.00	0.00		
	#	100	82.65	17.35	11.27	1.95	52.3	9.96	15.69	4.49	1.08	0.58	0	0	0.19	4.49	4.49	4.49	0.51	0.51	0.05	0.05		
0130: FOREIGN AFFAIRS	#	120	62	58	4	1	54	51	0	3	3	3	0	0	0	1	0	0	0	0	0	0		
	%	100	51.67	48.33	3.33	0.83	45.00	42.50	0.00	2.50	2.50	2.50	0.00	0.00	0.00	0.83	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	40.63	4.16	4.62	1.52	2.3	0.04	0.02	0.04	4.59	4.59	4.59	0.28	0.28	0.27	0.27		
	#	130	118	12	1	0	112	12	2	0	3	0	0	0	0	0	0	0	0	0	0	0		
0840: NUCLEAR ENGINEERING	%	100	90.77	9.23	0.77	0.00	86.15	9.23	1.54	0.00	2.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
	#	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	0.06	0.93	0.93	0.93	0.34	0.34	0.06	0.06		
0080: SECURITY ADMINISTRATION	#	130	81	49	13	16	60	24	4	6	2	1	0	0	0	2	2	2	0	0	0	0		
	%	100	62.31	37.69	10.00	12.31	46.15	18.46	3.08	4.62	1.54	0.77	0.00	0.00	0.00	1.54	1.54	1.54	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	0.03	8.89	8.89	8.89	0.22	0.22	0.34	0.34		
	#	112	90	22	7	2	78	16	4	2	1	2	0	0	0	0	0	0	0	0	0	0		
1301: PHYSICAL SCIENCE	%	100	80.36	19.64	6.25	1.79	69.64	14.29	3.57	1.79	0.89	1.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
	#	100	60.89	39.11	2.36	1.92	48.14	27.82	1.41	2.21	6.2	6.74	0.03	0	0.03	2.21	2.21	2.21	0.29	0.29	0.23	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						Two or More Races	
	All	Male	Female	Male	Female	Hispanic or Latino	White	Black or African or American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Male	Female	
0801: GENERAL ENGINEERING	#	3	2	1	1	0	0	1	0	0	0	0	0	
	%	100	66.67	33.33	33.33	0.00	0.00	33.33	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	3.43	9.2	1.86	0.02	0.93	0.34	
	#	0	0	0	0	0	0	0	0	0	0	0	0	
0084: NUCLEAR MATERIALS COURIER	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	#	0	0	0	0	0	0	0	0	0	0	0	0	
CLF for Major Occupation: 2: NUCLEAR MATERIALS COURIER	%	100	81.65	17.35	11.27	1.95	52.3	15.59	1.08	0.38	0.19	0	0.51	
	#	0	0	0	0	0	0	0	0	0	0	0	0	
0130: FOREIGN AFFAIRS	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	#	0	0	0	0	0	0	0	0	0	0	0	0	
CLF for Major Occupation: 3: FOREIGN AFFAIRS	%	100	48.02	51.97	2.81	3.36	38.77	4.16	1.52	2.3	0.04	0.02	4.59	
	#	0	0	0	0	0	0	0	0	0	0	0	0	
0540: NUCLEAR ENGINEERING	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	#	0	0	0	0	0	0	0	0	0	0	0	0	
CLF for Major Occupation: 4: NUCLEAR ENGINEERING	%	100	88.32	11.68	4.08	0.71	70.69	3.43	9.2	1.86	0.06	0.02	0.93	
	#	2	2	0	0	0	1	0	0	0	0	0	0	
0080: SECURITY ADMINISTRATION	%	100	100.00	0.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	
	#	1	1	0	0	0	1	0	0	0	0	0	0	
CLF for Major Occupation: 5: SECURITY ADMINISTRATION	%	100	36.71	63.29	2.85	5.87	27.06	3.63	2.57	3.64	0.03	0.03	8.89	
	#	1	1	0	0	0	1	0	0	0	0	0	0	
1201: PHYSICAL SCIENCE	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	
	#	1	1	0	0	0	1	0	0	0	0	0	0	
CLF for Major Occupation: 6: PHYSICAL SCIENCE	%	100	60.89	39.11	2.36	1.92	48.14	1.41	8.2	6.74	0.03	0	2.21	
	#	1	1	0	0	0	1	0	0	0	0	0	0	

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Job Title/Series: 0080 SECURITY SPECIALIST/OFFICER	RACE/ETHNICITY																	
	Total		Hispanic or Latino				White				Black or African American				Non-Hispanic or Latino			
	#	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Total Received	#	54																
Voluntarily Identified	#	54	42	12	6	28	4	5	1	0	0	0	0	2	0	1		
	%	100%	77.80%	22.20%	11.10%	51.90%	7.40%	9.30%	1.90%	0.00%	0.00%	0.00%	0.00%	3.70%	0.00%	1.90%		
Qualified of those Identified	#	46	37	9	5	25	3	5	0	0	0	0	0	2	0	1		
	%	100%	80.40%	19.60%	10.90%	54.30%	6.50%	10.90%	0.00%	0.00%	0.00%	0.00%	0.00%	4.30%	0.00%	2.20%		
Selected of those Identified	#	4	4	0	0	3	0	0	0	0	0	0	0	0	0	0		
	%	100%	100%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
CLF	%		36.70%	63.30%	5.80%	27.10%	43.80%	3.60%	8.80%	2.40%	3.20%	0.00%	0.10%	0.20%	0.40%	0.70%		
Job Title/Series: 0084 COURIER																		
Total Received	#	3698																
Voluntarily Identified	#	3622	3570	52	670	14	2292	24	315	11	81	0	19	0	38	1		
	%	100%	96.60%	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%		
Qualified of those Identified	#	898	892	6	142	3	626	3	48	0	18	0	6	0	5	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%		
Selected of those Identified	#	25	25	0	3	0	21	0	1	0	0	0	0	0	0	0		
	%	100%	100%	0.00%	12.00%	0.00%	84.00%	0.00%	4.00%	0.00%	0.80%	0.00%	1.50%	0.00%	0.80%	0.00%		
CLF	%		82.60%	17.40%	1.90%	52.30%	10.00%	15.30%	4.50%	1.10%	0.50%	0.20%	0.20%	1.20%	0.30%	0.80%		
Job Title/Series: 0130 FOREIGN AFFAIRS																		
Total Received	#	547																
Voluntarily Identified	#	494	340	154	33	9	241	107	26	18	21	9	1	0	7	11		
	%	100%	68.80%	31.20%	6.70%	1.80%	48.80%	21.70%	5.30%	3.60%	4.30%	1.60%	0.20%	0.00%	1.40%	2.20%		
Qualified of those Identified	#	331	212	119	19	7	154	83	14	12	13	7	1	0	6	5		
	%	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%	1.50%		
Selected of those Identified	#	4	2	2	0	0	2	2	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%		
CLF	%		48.00%	52.00%	2.80%	3.40%	38.80%	40.70%	4.00%	4.50%	1.30%	2.10%	0.00%	0.20%	0.60%	0.80%		
Job Title/Series: 0801 GENERAL ENGINEER																		
Total Received	#	907																
Voluntarily Identified	#	864	731	133	91	17	477	83	67	25	77	5	1	0	4	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%	0.30%		
Qualified of those Identified	#	429	361	68	49	10	238	41	30	14	36	2	0	0	2	1		
	%	100%	84.10%	15.90%	11.40%	2.30%	55.50%	9.60%	7.00%	3.30%	8.40%	0.50%	0.00%	0.50%	0.00%	0.20%		
Selected of those Identified	#	9	7	2	1	1	5	1	0	0	1	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%		
CLF	%		88.30%	11.70%	4.10%	0.70%	70.70%	8.00%	3.30%	0.90%	8.80%	1.80%	0.10%	0.30%	0.70%	0.20%		
Job Title/Series: 0840 NUCLEAR ENGINEER																		
Total Received	#	15																

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

Employment Tenure	RACE/ETHNICITY																	
	Non-Hispanic or Latino																	
	TOTAL WORKFORCE		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		
Permanent New Hires	#	77	60	17	7	1	48	11	3	5	2	0	0	0	0	0	0	
	%	100	77.92	22.08	9.09	1.30	62.34	14.29	3.90	6.49	2.60	0.00	0.00	0.00	0.00	0.00	0.00	
Temporary New Hires	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Non-Appropriated New Hires	#	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	
Total New Hires	#	78	61	17	7	1	48	11	4	5	2	0	0	0	0	0	0	
	%	100	78.21	21.79	8.97	1.28	61.54	14.10	5.13	6.41	2.56	0.00	0.00	0.00	0.00	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	

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
as of September 25, 2014

Employment Tenure	RACE/ETHNICITY															
	TOTAL WORKFORCE						Non-Hispanic or Latino								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	Male	Female	Male	Female	Male	Female
Job Series of Vacancy: 0801 General Engineering																
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified *	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	21	15	6	1	5	1	8	3	1	1	0	0	0	0	0
Relevant Applicant Pool *	%	100%	71.43%	28.57%	23.81%	4.76%	23.81%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series of Vacancy: 0084 Nuclear Materials Courier																
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified *	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	45	45	0	4	0	39	1	0	1	0	0	0	0	0	0
Relevant Applicant Pool *	%	100%	100%	0.00%	8.89%	0.00%	86.67%	0.00%	2.22%	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	0
Qualified *	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	12	9	3	1	0	8	3	0	0	0	0	0	0	0	0
Relevant Applicant Pool *	%	100%	75%	25.00%	8.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series of Vacancy: 0840 Nuclear Engineering																
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified *	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool *	%	100%	100%	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%
Job Series of Vacancy: 0080 Security Administration																
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified *	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	3	2	1	1	0	1	1	1	0	0	0	0	0	0	0
Relevant Applicant Pool *	%	100%	67%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series of Vacancy: 1301 Physical Science																
Total Applications Received *	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified *	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool *	%	100%	50%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

* Information is not available

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TABLE A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex
As of September 25, 2014

	RACE/ETHNICITY (Non - Hispanic or Latino)																
	Total Employees			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
Total Employees Eligible for Career Ladder Promotions	# 181	108	73	1.5	13	79	40	7	17	5	1	0	0	2	2	0	0
	% 100	59.67	40.33	8.29	7.18	43.65	22.10	3.87	9.39	2.76	0.55	0.00	0.00	1.10	1.10	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	# 8	6	2	0	0	5	1	1	1	0	0	0	0	0	0	0	0
	% 100	75.00	25.00	0.00	0.00	62.50	12.50	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13 - 24 months	# 17	13	4	1	0	12	2	0	2	0	0	0	0	0	0	0	0
	% 100	76.47	23.53	5.88	0.00	70.59	11.76	0.00	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25 + months	# 156	89	67	1.4	13	62	37	6	14	5	1	0	0	2	2	0	0
	% 0.00	57.05	42.95	8.97	8.33	39.74	23.72	3.85	8.97	3.21	0.64	0.00	0.00	1.28	1.28	0.00	0.00

TABLE A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex
as of September 25, 2014

Employment Tenure		RACE/ETHNICITY															
		TOTAL WORKFORCE						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		Hispanic or Latino		Male		Female	
All		Male		Female		Male		Female		Male		Female		Male		Female	
Career Development Programs for GS 5 - 12:																	
Slots *	#																
Relevant Pool *	%																
Applied *	#	3	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	3	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	33.33%	33.33%	33.33%	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 *	#																
Relevant Pool *	%																
Applied *	#	8	4	4	2	1	1	3	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	25.00%	12.50%	12.50%	37.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	2	1	1	0	1	1	1	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	50.00%	50.00%	50.00%	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 *	#																
Relevant Pool *	%																
Applied *	#	15	6	9	0	1	5	5	3	1	0	0	0	0	0	0	0
	%	100%	40.00%	60.00%	0.00%	6.67%	33.33%	33.33%	20.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	7	2	5	0	1	1	2	2	1	0	0	0	0	0	0	0
	%	100%	28.57%	71.43%	0.00%	14.29%	14.29%	28.57%	28.57%	14.29%	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.

* Information is not available.

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

Employment Tenure	RACE/ETHNICITY																					
	TOTAL WORKFORCE						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	Male	Female	Male	Female	
Voluntary Separation	#	184	122	62	17	13	34	6	11	4	1	0	0	0	0	0	0	3	0	0	0	
	%	100	66.30	33.70	9.24	7.07	18.48	3.26	5.98	2.17	0.54	0.00	0.00	0.00	0.00	0.00	1.63	0.00	0.00	0.00	0.00	
Involuntary Separations	#	7	6	1	3	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100	85.71	14.29	42.86	0.00	14.29	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total Separations	#	191	128	63	20	13	35	6	11	5	1	0	0	0	0	0	3	0	0	0	0	
	%	100	67.02	32.98	10.47	6.81	18.32	3.14	5.76	2.62	0.52	0.00	0.00	0.00	0.00	0.00	1.57	0.00	0.00	0.00	0.00	

Table B2 - Total Workforce by Component - Distribution by Disability

Subordinate Component	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]	Deafness [92] of	
Total Workforce	# 2347	42	172	13	1	1	0	2	4	1	0	4	0	
	% 90.88	1.79	7.33	0.55	0.04	0.04	0.00	0.09	0.17	0.04	0.00	0.17	0.00	
Federal Civil	# 2347	42	172	13	1	1	0	2	4	1	0	4	0	
	% 90.88	1.79	7.33	0.55	0.04	0.04	0.00	0.09	0.17	0.04	0.00	0.17	0.00	
DN01	# 2347	42	172	13	1	1	0	2	4	1	0	4	0	
	% 90.88	1.79	7.33	0.55	0.04	0.04	0.00	0.09	0.17	0.04	0.00	0.17	0.00	

TABLE B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Disability
 as of September 25, 2014

	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 [26, 32, 33, 34, 35]	Partial Paralysis [64-68 or 71-78 or 79]	Complete Paralysis [82]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dynamism [92]
Job Series: 0801 General Engineering														
Total Applications Received *	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified *	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	# 21	18	2	1	0	0	0	0	0	0	0	0	0	0
	% 100%	85.71%	9.52%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool *	% 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%
Job Series: 084 Nuclear Materials Courier														
Total Applications Received *	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified *	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	# 45	44	0	1	0	0	0	0	0	0	0	0	0	0
	% 100%	97.78%	0.00%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool *	% 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%
Job Series: 00130 Foreign Affairs														
Total Applications Received *	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified *	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	# 12	11	0	1	0	0	0	0	0	0	0	0	0	0
	% 100%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool *	% 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%
Job Series: 0840 Nuclear Engineering														
Total Applications Received *	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified *	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	# 1	0	0	1	0	0	0	0	0	0	0	0	0	0
	% 700%	600.00%	100.00%	0%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool *	% 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%
Job Series: 080 Security Administration														
Total Applications Received *	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified *	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	# 3	3	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 *	% 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%
Job Series: 1301 General Physical Science														
Total Applications Received *	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified *	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	# 2	2	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 *	% 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%
* Information is not available.														

* Information is not available.

National Nuclear Security Administration
TABLE B10: NON-COMPETITIVE PROMOTIONS - TIEM IN GRADE - Distribution by Disability
As of September 25, 2014

	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 24]	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.														
#	181	4	14	1	0	0	0	0	1	0	0	0	0	
%	100%	2.21%	7.73%	0.55%	0.00%	0.00%	0.00%	0.00%	0.55%	0.00%	0.00%	0.00%	0.00%	
Total Employees Eligible for Career Ladder Promotions														
#	8	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%	
#	17	0	2	0	0	0	0	0	0	0	0	0	0	
%	100%	0.00%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
#	156	4	12	1	0	0	0	1	1	0	0	0	0	
%	100%	2.56%	7.69%	0.64%	0.00%	0.00%	0.00%	0.64%	0.64%	0.00%	0.00%	0.00%	0.00%	
Time in grade in excess of minimum														
1 - 12 months														
#	8	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%	
13 - 24 months														
#	17	0	2	0	0	0	0	0	0	0	0	0	0	
%	100%	0.00%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
25 + months														
#	156	4	12	1	0	0	0	1	1	0	0	0	0	
%	100%	2.56%	7.69%	0.64%	0.00%	0.00%	0.00%	0.64%	0.64%	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 25, 2014

	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 301]	Partial Paralysis [54-68 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 *	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applications Received *	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected **	#	55	50	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	90.91%	3.64%	5.45%	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%	0.00%	0.00%	0.00%	0.00%
Plan - Grade: GS 14																									
Relevant Pool *	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applications Received *	#	0	0	0	0	0	0	0	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%	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	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected **	#	72	66	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	91.67%	4.17%	4.17%	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%	0.00%	0.00%	0.00%	0.00%
Plan - Grade: GS 15																									
Relevant Pool *	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applications Received *	#	0	0	0	0	0	0	0	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%	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	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected **	#	80	74	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	92.50%	0.00%	7.50%	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%	0.00%	0.00%	0.00%	0.00%
Plan - Grade: SES																									
Relevant Pool *	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applications Received *	#	0	0	0	0	0	0	0	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%	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	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected **	#	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	50.00%	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%	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.

* Information is not available.

** Data is from Internal Promotions, not Internal Selections. NOAC_Auth definition has changed.

TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability
as of September 25, 2014

		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 39]	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 *	#														
Relevant Pool *	%														
Applied *	#	3	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	#	3	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%	
Career Development Programs for GS 13-14:															
Slots *	#														
Relevant Pool *	%														
Applied *	#	8	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	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	#	2	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%	
Career Development Programs for GS 15 and SES:															
Slots *	#														
Relevant Pool *	%														
Applied *	#	15	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%	
Participants	#	7	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%	

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

* Information is not available.

Table B14 - Separations by Type of Separation - Distribution by Disability

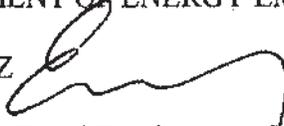
Types of Separations	TOTAL		Total By Disability Status							Detail for Targeted Disabilities						
	#	%	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-17 or 18]	Vision [23-25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of	
Voluntary Separation	184		163	10	21	1	0	0	0	1	0	0	0	0	0	
			88.59	5.43	11.41	0.54	0.00	0.00	0.00	0.54	0.00	0.00	0.00	0.00	0.00	
Involuntary Separations	7		7	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	
Total Separations	191		170	10	21	1	0	0	0	1	0	0	0	0	0	
			89.01	5.24	10.99	0.52	0.00	0.00	0.00	0.52	0.00	0.00	0.00	0.00	0.00	



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,

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 2014

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	7	6
C.2. COUNSELED WITHIN 31 TO 90 DAYS	10	10
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	7	7
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	1	1
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	2	2
C.3. COUNSELED BEYOND 90 DAYS	2	2
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	18
D.3. COMPLETED/ENDED COUNSELINGS	19	19
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	1	1
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	14	13
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	2	2
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	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00
E.7.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	0	0
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	0
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	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	0
F.11. LEAVE RESTORED	0	0
F.12.	0	0
F.13.	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$3,708.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	1	1	\$3,708.00
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
G.7.	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	1	1
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	1	1
H.11. LEAVE RESTORED	0	0
H.12.	0	0
H.13.	0	0
I. NON-ADR SETTLEMENTS		
	COUNSELING	INDIVIDUALS
TOTAL	0	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 2014

PART II - FORMAL COMPLAINT ACTIVITIES

20	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
14	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
34	D. TOTAL COMPLAINTS
32	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
9	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
2	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
1	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
25	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + (C2 - C3) - C4]
13	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
1	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	2,366			
A.2. COUNSELOR	18		0	
A.2.a. FULL-TIME	0	0	0	0
A.2.b. PART-TIME	0	0	0	0
A.2.c. COLLATERAL DUTY	18	100	0	0
A.3. INVESTIGATOR	0		6	
A.3.a. FULL-TIME	0	0	6	100
A.3.b. PART-TIME	0	0	0	0
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 - TOTAL	0	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	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 - TOTAL	18	0	0	6	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	14	0	0	6	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	1	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	3	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	Office of Civil Rights Manager	
4.	WHO DOES THAT PERSON REPORT TO?	PERSON	
	TITLE	Under Secretary for Nuclear Security and Administrator, NNSA	

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.

NNSA Career Path Band Structure

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

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

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

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

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

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

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

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

From: NNSACAST HQ
Sent: Monday, September 29, 2014 9:02 AM
Subject: Expressing a Concern: Who You Can Call

Expressing a Concern: Who You Can Call

In order to accomplish our mission, we depend on the talent and well-being of our workforce. It's vitally important that any concerns you may have are addressed in an appropriate manner. There are several avenues available to you.

The DOE Office of the Ombudsman is an excellent resource for addressing any workforce issues and is available to all DOE and NNSA federal employees enterprise-wide. The office employs a neutral, independent staff of skilled dispute resolution professionals offering a wide range of services that include coaching, facilitations, referrals and individual and group support. You may contact the Ombudsman when you are uncertain about where to go with a workplace problem, need to discuss strategies and explore options for preventing, managing, and resolving conflicts, or need to raise systemic issues impacting NNSA operations or functions. The information you share with them is confidential unless you desire otherwise. I recently met with the Ombudsman to hear about the kinds of concerns raised by our employees, and I plan to meet regularly with the Ombudsman's office to better understand actions that NNSA leadership can take to address issues affecting our workforce.

If you wish to schedule a private appointment with a member of the Ombudsman staff, you may call 202-586-0500 or email ombudsman@hq.doe.gov.

On occasions a need may arise for the assistance of a neutral third party to assist in resolving issues or disputes with a co-worker or manager. An effective and positive way to resolve workplace conflicts or disputes between or among employees is the Alternative Dispute Resolution (ADR) Mediation program. Mediation is a quick, cost-free way that can be beneficial to all involved. Mediation allows parties to come to the table and work out their issues in a safe, confidential environment. Both Secretary Moniz and I strongly encourage and support the use of ADR Mediation programs to preserve working relationships and foster positive work environments between co-workers, supervisors, and management.

For more information on using the ADR Mediation program and how it can work for you, you may contact the DOE Office of Conflict Resolution at Headquarters at 202-287-1566 or the Office of Civil Rights at the Albuquerque Complex at 505-845-5517.

Finally, NNSA's Employee Concerns Program (ECP) is a key element in providing a safety conscious and productive work environment for all federal, contractor and subcontractor employees. ECP provides employees with an avenue for consideration of concerns or conditions that adversely affect the quality or safety of DOE/NNSA activities or that fall outside of other existing systems.

The ECP hotline is 1-800-688-5713 or you may email to ECP@nnsa.doe.gov.

As we strive to create a culture of openness, trust, and confidence at all levels of our organization, you are encouraged to use these and other resources available to you within DOE/NNSA.

Thank you again for your service.

Frank Klotz

"Mission First, People Always"



U.S. DEPARTMENT OF
ENERGY

**Diversity and Inclusion Implementation Plan
for the National Nuclear Security
Administration**

April 2013



Priorities & Accomplishments, Activities, Programs and/or Training for the Year

Goal 1 Workforce Diversity

Priority 1.1: Design and perform a strategic outreach and recruitment to reach all segments of society.

- NNSA uses a broad range of recruitment sources as a routine business practice; however, due to budget constraints hiring outside of NNSA has decreased. Through the application process, applicants may self-identify with a specific race, national origin, or sex, but the percentage of applicants who choose to do this is not available.
- 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. In the past, selection was required to be made from the top three applicants.
- NNSA continues to utilize the voluntary EEO Observer Process for selection interview panels. From FY-12 to FY 14, 57 observers were appointed.

Priority 1.2: Use strategic hiring initiatives for people with disabilities and for veterans, conduct barrier analysis, and support Special Emphasis Programs to promote diversity within the workforce.

- The MSI Internship Program is a 10-week paid summer program that enhances diversity and facilitates the development of world class and technologically superior workforce for the 21st century. These internships increase educational opportunities for minority students majoring in academic disciplines related to NNSA's mission to merge academic study with practical work experience. It creates a pool of talented students to explore and understand professional practices within NNSA and the Federal government through exposure to research and development, technology, and administration. This program provided over 90 ethnically diverse students professional experience that will enable them to make informed career decisions, and creates a pool of candidates who possess the necessary knowledge and skills for future employment with NNSA and the Federal government

- NNSA utilized the Veterans' Recruitment Appointment authority (a non-competitive hiring authority) to recruit for Nuclear Materials Courier positions. This resulted in 1899 applications being received and 23 VRA selections being made, of which one was a 30% or more disabled veteran.
- In addition, NNSA made two non-competitive appointments of 30% or more disabled veterans for time-limited appointments which can be made permanent. Both disabled veterans were converted to permanent appointments.
- NNSA vacancies continue to include a statement that the vacancy is open to 30% disabled veterans.
- Interested NNSA customers are advised on the Operation Warfighter hiring program.

Goal 2 – Workplace Inclusion

Priority 2.2: Promote diversity, inclusion, and equity in leadership development programs.

- NNSA provides a wide range of training and developmental opportunities annually to employees at all levels (entry, mid, supervisory, managerial and executive). A suite of 15 Leadership and Career Development Programs (LCDPS) that range from mid-to executive level are offered and corporately funded. Each program offers competency development in one or more of OPM's Executive Core Qualifications.
- This year NNSA continued its internal rotational program aimed at developing leadership and cross-functional skills and capabilities and doubled the number of participants. In addition, NNSA supports professional and technical training and developmental needs by offering specific training courses and competency-based programs.
- The selection process for developmental programs is reviewed to ensure equal treatment regardless of race, color, religion, sex, national origin, disability, sexual orientation and age.
- Enterprise Mentoring is a program focused on connecting employees across the NNSA enterprise with senior leaders who have experience and passion for specific topics they can share with a group of interested employees. When the "knowledge of one" becomes the "knowledge of many", professional development and growth can occur! The goal of Enterprise Mentoring is to foster relationships between senior leaders of NNSA with employees, who might work in a completely separate area of enterprise, and to create discussion and

learning around a specific topic. This program is open to ALL employees regardless of position, pay band, or status.

- The NNSA Office of Leadership and Career Management conducts, a yearly assessment of training needs for every employee in NNSA. The results are used to determine what training, especially for leadership and career development should be corporately funded.

Priority 2.3: Cultivate a supportive, welcoming, inclusive and equitable work environment.

- NNSA partnered with the Department of Energy's Diversity and Inclusion office to promote diversity and inclusion awareness events and to provide training for NNSA employees.
- NNSA through its Worklife Balance Programs uses flexible workplace tools that encourage employee engagement and empowerment, including but not limited to, telework, flextime, wellness programs and other work-life flexibilities and benefit.
- NNSA administers a robust orientation process for new Federal employees and new members of the SES to introduce them to the agency, culture, and to provide networking opportunities.
- NNSA continues to advocate the use of its Alternative Dispute Resolution Program to resolve workplace disputes. The resolution rate for FY 14 is at 40%.

Goal 3 – Sustainability and Accountability

Priority 3.1: Demonstrate leadership accountability regarding diversity and inclusion in the workplace.

- The Office of Civil Rights (OCR) developed and analyzed data for internal and external reports reflecting the diversity of the NNSA workforce and fairness in employment related actions. The reports are a snap shot of NNSA as it relates to pay plan breakdown, retirement eligibility, gender, age, years of federal service, education, disability and diversity. The year-end report is much more comprehensive and includes a detailed five-year workforce trending analysis of NNSA.

Priority 3.2: Fully and timely comply with all Federal laws, regulations, Executive Orders, management directives, and policies related to promoting diversity and inclusion in the Federal workforce.

- 15 Supervisory NNSA-wide EEO Update training sessions were conducted with the objective that managers and supervisors fully understand and successfully deploy their EEO duties and responsibilities. Topics included: Hostile Working Environment-What It Means and Management's Responsibilities; Manager's Roles & Responsibilities on Claims of Retaliation; Workplace Statistics; & Properly Identifying and Addressing Bullying in the Workplace.
- 672 Naval Reactors employees received live Prevention of Harassment Training and 1838 NNSA employees completed the same training through the DOE On-Line learning system.
- NNSA OCR completed five NNSA-wide and one DOE HQs affirmative employment reports: EEOC Management Directive 715; the Federal Equal Opportunity Recruitment Program, the Disabled Veterans Affirmative Action Program, the Hispanic Employment 9-Point Plan and the 462 report (a statistical report on discrimination complaint activity).