

**EEOC MANAGEMENT DIRECTIVE 715:
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Washington Headquarters Services (WHS) and WHS-Serviced Components

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EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, 2016 to September 30, 2017				
PART A Department or Agency Identifying Information	1. Agency		1. Washington Headquarters Services (WHS) and WHS serviced components	
	1.a. 2 nd level reporting component		N/A	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 1155 Defense Pentagon	
	3. City, State, Zip Code		3. Washington, DC 20301-1155	
	4. CPDF Code	5. FIPS code(s)	4. DD21	5. 8840
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 5,519
	2. Enter total number of temporary employees			2. 579
	3. Enter total number employees paid from non-appropriated funds			3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 6,098
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		Barbara A. Westgate, Director, Washington Headquarters Services	
	2. Agency Head Designee		N/A	
	3. Principal EEO Director/Official Official Title/series/grade		Michael L. Rhodes, Director for Administration, Office of the Deputy Chief Management Officer	
	4. EEO Director		Pamela R. Sullivan, Director, Office of Equal Employment Opportunity Programs (EEOP)	
	5. Affirmative EEO Program Official		Farnese H. McDonald, Team Lead, Diversity, Disability and Recruitment (DDR), Human Resource Directorate (HRD)	
	6. Section 501 Affirmative Action Program Official		Farnese H. McDonald, Team Lead, DDR, HRD	
	7. Complaint Processing Program Manager		Jeffrey Hayden, Program and Complaints Manager, EEOP	

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This Report	Serviced Component and Location (City/State)	CPDF and FIPS codes	
	Office of the Secretary of Defense (OSD), Arlington, VA	DD01	8840
	Defense Test Resources Management Center (DTRMC), Arlington, VA	DD68	8840
	Defense Legal Services Agency (DLSA), Arlington, VA	DD25	8840
	Defense Security Cooperation Agency (DSCA), Arlington, VA	DD06	8840
	Office of Economic Adjustment (OEA), Arlington, VA	DD23	8840
	Pentagon Force Protection Agency (PFPA), Arlington, VA	DD65	8840
	U.S. Court of Appeals for the Armed Forces (USCAAF)	DD08	8840
	Defense POW/MIA Accounting Agency (DPAA), Arlington, VA	DD58	8840
	Defense Technology Security Administration (DTSA), Alexandria, VA	DD29	8840
EEOC FORMS and Documents Included with This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	X
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

EEOC FORM 715-01 PART E	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
WASHINGTON HEADQUARTERS SERVICES DOD	For period covering October 1, 2016 to September 30, 2017
EXECUTIVE SUMMARY	

AGENCY MISSION

Washington Headquarters Services (WHS) is the essential services provider for the Office of the Secretary of Defense (OSD), Department of Defense (DoD) agencies, and DoD offices in the National Capital Region. WHS provides a wide range of centralized capabilities to DoD headquarters, OSD, and DoD components, enabling economies of scale for delivering essential administrative services to fulfill the mission of the Department. WHS aligns under the Director of Administration in the Office of the Deputy Chief Management Officer (DCMO).

WHS services are organized into several directorates and specialty offices. These teams of WHS personnel support the mission of our Defense Department customers by managing DoD-wide programs and operations for the Pentagon Reservation, Mark Center, and DoD-leased facilities in the National Capital Region. The WHS vision is to remain a creative, results-driven capabilities provider, recognized for excellence: responsible, reliable, resourceful, and relevant.

WHS delivers essential administrative services to assist these components and offices in fulfilling the mission of DoD. Under the leadership of Director Barbara A. Westgate, WHS supports the establishment of a model equal employment opportunity (EEO) program as required by the U.S. Equal Employment Opportunity Commission (EEOC), under Management Directive (MD) 715. This report covers WHS and all components serviced by WHS.

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM MISSION

The mission of the Office of Equal Employment Opportunity Programs (EEOP) is to foster an inclusive and respectful workplace environment that allows all personnel to succeed as they support the defense of our nation. Our strategic goals complement the strategic goals of our organization.

The EEOP is responsible for the implementation of: Civilian Equal Employment Opportunity Process, Military Equal Opportunity Process Information and Referral, and the Alternative Dispute Resolution Program.

MAJOR ACTIVITIES AND ACCOMPLISHMENTS

The following six essential elements of a Model Equal Employment Opportunity Program include the Agency's EEO program and several noteworthy accomplishments in Fiscal Year 2016 (FY 2016).

MODEL EEO PROGRAM STATUS

During FY 2016, WHS addressed EEO program deficiencies reported in prior years. The Agency was able to answer 112 of the 118 applicable self-assessment questions affirmatively for a success rate of 95%. Part H of this report contains WHS planned activities to reach compliance on the five remaining program deficiencies. The following FY 2016 accomplishments are grouped under the six essential elements to achieving a model EEO program.

ELEMENT 1: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP:

New Agency Director: The newly assigned Agency Director came on board in April 2016. Immediately, she was instrumental in supporting all aspects of the Agency's Equal Employment Opportunity Programs. Five Agency-wide policy statements (Equal Employment Opportunity and Diversity, Prevention of Harassment, Employment and Retention of People with Disabilities, Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act) and Alternative Dispute Resolution (ADR) Policy) were signed and distributed to the workforce during the EEO and Diversity Training and the EO Training for Supervisors and Managers, as well as by email distribution. These statements are also available on the Equal Employment Opportunity Program (EEOP) webpage.

4th Annual Senior Executive Diversity Seminar: Per DoD requirement, DDR sponsored a mandatory 2-day seminar for all newly appointed to the grade of Brigadier General or Rear Admiral and all new members of the Senior Executive Service. WHS expanded the requirement to include 16 hours of diversity-related refresher training every two years. The 2016 Senior Executive Diversity Seminar curricula include coverage of EEO policies and diversity programs, employment of individuals with disabilities, unconscious bias and proactive involvement in creating EEO actions plans and initiatives to increase diversity and inclusion.

In addition, monthly **Diversity training** is provided to supervisors and nonsupervisory employees to include EEO and diversity, conflict management, generational diversity and reasonable accommodations.

USA Staffing System: The Agency implemented the USA Staffing Onboarding Manager, which is a component of the Office of Personnel Management (OPM) web-based USA Staffing system, in October 2016. The system allows quick and efficient completion of new hires, and processing time of forms by human resource (HR) professionals.

Civilian Restructuring and Local Priority Consideration Program: In FY 2016, WHS implemented a delayering and restructuring initiative designed to simplify and streamline its organizations. Organizations were directed to achieve manpower reductions and grade adjustments through appropriate personnel actions to mitigate civilian involuntary separations; one key component of the initiative is priority consideration for permanent employees who encumbered a position identified for restructuring and/or reduction. To date, all reductions of civilian positions based on delayering requirements were placed within the Agency or voluntarily left.

DoD Disability Award Recipient: WHS was cited by the DoD at the 36th Annual Disability Awards event which honored exemplary components and military departments as well as outstanding service members and civilian employees with disabilities. WHS was presented the **best Small-Sized Component Award** for performing well in statistical categories, such as participation rate of individuals with disabilities, reasonable accommodations policies, resurvey of WHS SF-256 disability status codes.

ELEMENT 2: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION

EEOP Director Involvement: The Director advises Senior Leaders on strategies that promote an environment free of discrimination. She attended the monthly Leadership Council meetings and kept members apprised of EEO trends, progress, and concerns. In addition, the EEOP Director participated in various forums such as the Human Resource Directorate Customer Focus Forum, Senior Administrative Officers Forum, and the Defense Diversity Working Group creating a close working relationship within the Agency. The Director also attended the Mark Center Building Council to maintain awareness of facilities logistics as relates to architectural barriers.

State of the Agency Brief: In FY 2016, the EEO Director presented the annual State of the Agency EEO Briefing to the WHS Director and other Agency senior officials. The briefing covered an overall assessment of the Agency's performance in each of the six essential elements of the Model EEO Program as well as the progress made in eliminating/reducing barriers to equal opportunity.

HRD On-boarding Program: In April 2016, WHS, HRD initiated the Time-to-Hire program which is designed to identify hiring needs, recruit top talent, select and hire ideal candidates. WHS will recruit the most qualified applicants for a diverse and inclusive workforce by utilizing enhanced recruitment and outreach and use of special hiring authorities and programs to meet disability hiring goals, veterans hiring goals, and diversity plans. The plan was completed and implemented effective October 2016.

Financial Management Directorate (FMD): In FY 2016, FMD's on-board ratio of employment of people with targeted disabilities was 7.41%. FMD's program supported four deaf employees and provided Directorate-wide training on Deaf culture and American Sign Language with a 96% attendance rate. FMD selected its first American Sign Language (ASL) interpreter intern through the Volunteer Student Internship (VSI) Program. FMD also assisted HRD in establishing a way forward for the Centralized Reasonable Accommodation Fund and provided ongoing support for Executive Services Directorate, Acquisitions Directorate, and HRD when additional interpreting support/consultation is needed.

Joint Service Provider (JSP): As a new organization, formed by the merger of two independent and distinct organizations with similar missions but very different cultures, the primary focus of JSP toward establishing and maintaining effective programs of equal employment opportunity was, and remains, Team Building. Specifically, JSP employed various types of activities used to enhance intra-employee relations and clarify new roles within teams, divisions, branches, and centers, often involving collaborative tasks.

The following FY 2016 activities were based on these four equal opportunity employment cornerstones:

1. To align the employees around JSP goals
2. To build effective working relationships
3. To reduce employee role ambiguity
4. To find solutions to team-centric problems

JSP FY 2016 Accomplishments

- Established Quarterly Awards to recognize Outstanding Team Achievements; Employee of the Quarter for GS12 and Below & GS13 and Above – designed to include junior staff members; Service Member of the Quarter – All Services, All Ranks.
- Frequent and innovative use of employee surveys using Waggl– an Enterprise based survey tool allowing for real-time, transparent employee feedback. Input is anonymous, which flattens the 'personnel-power band' across the organization. Everyone has an equal voice.
- Based on surveys, Leadership addressed concerns in public forums (All Hands, teleconferences) with candor and a palpable honesty.
- Established the first-ever Masterminds Group for Supervisors with a focus on shared empowerment, innovative workforce management principles, knowledge sharing, and peer-group support.
- Contracted training events to diminish the practices of dual and competing processes and procedures brought on by each legacy organization. Primary focus on contract servicing and human resource management.
- Brought in a Subject Matter Expert on Employee Relations to highlight differences and, more important, similarities in EEO best practices in DoD and Army organizations. Thus eliminating the debilitating duality in sensitive employee relations.

- Hosted a summer Organization Day event that focused on unity and team-building activities. From Dunk Tanks to tug-of-wars, a foundation of esprit de corps was laid from which JSP has continuously built upon in subsequent Town Halls.
- With the intention of unifying the workforce by directing all eyes toward the future of JSP, the world renowned American Technology Futurist, Mr. Daniel Burrus, was invited to a special event Town Hall. His inspirational message was very well received and left a permanent impression of unity and commitment to serving the JSP mission as a singular workforce.

According to the 2016 Federal Employee Viewpoint Survey Government-wide Management Report, WHS (per the FEVS report -- DoD Office of the Secretary of Defense, Defense Agencies, and Field Activities) ranks in the top three in employee engagement and leadership for very large Federal agencies. We also ranked in the top agencies for the New IQ score which measures the five Habits of Inclusion (fair, open, cooperative, supportive, empowering), with a corresponding ranking in three of five habits (fair, open, cooperative).

ELEMENT 3: MANAGEMENT AND PROGRAM ACCOUNTABILITY

In FY 2016, the Agency continued to complete the annual Disabled Veterans Affirmative Action Program (DVAAP) and the Federal Equal Opportunity Recruitment Program (FEORP) Reports.

DVAAP Report: The report was submitted in November 2016 to the Defense Civilian Personnel Advisory Service. The following accomplishments were highlighted.

- Two hundred thirty five (235) veterans were promoted in FY 2016 through career ladder promotions or the merit promotion process, representing a 186% increase over FY 2015 (82 promotions). Merit promotional opportunities were advertised via USAJOBS and all veterans have access to the USAJOBS system. Further, many veterans are hired at the full performance level as WHS serves the highest echelon within the Department.
- The Agency implemented the Defense Performance Management and Appraisal Program (DPMAP), which is designed to increase employee engagement, ensure regular feedback between employees and supervisors during the appraisal cycle, and link organizational mission and goals to individual performance plans. At its core, DPMAP provides an ongoing dialogue regarding performance, an ongoing process to improve knowledge, skills and abilities, and employee recognition.
- EEO and HRD continued to collaborate in providing ongoing training opportunities to educate managers and supervisors of their responsibilities for hiring a diverse workforce, including veterans/disabled veterans, as well as the tools and resources available to assist in accomplishing this goal. All WHS employees are required to take mandatory EEO, Diversity Training. Supervisors, managers and executives must also take Conflict Management Training.
- HRD, Diversity, Disability and Recruitment (DDR) continues to actively promote the use of reasonable accommodations while tracking and communicating performance in processing and providing reasonable accommodations throughout its serviced population.

FEORP Report: The report, submitted to DoD in November 2016, included a short narrative of the Agency's promising practices, strategies and activities related to Hispanic Employment, Mentoring, Career Development and Recruitment of Individuals with Disabilities (IwDs). The following accomplishments were highlighted.

- The Agency worked closely with Gallaudet University and other major local universities and diversity/disability interest institutions in the National Capital Region. Provided awareness and recruitment efforts to a largely diverse and underrepresented population. Attended events targeted

toward diversity and/or disability recruitment and WHS exposure to include Hiring Our Heroes career event, etc.

- While no formal mentoring programs were available for FY 2016, WHS provided a wide range of training and developmental opportunities to employees at all levels (entry, mid-level, supervisors, managers and executives). Also, WHS conducted a job rotation program aimed at developing leadership and cross-functional skills and capabilities.
- DDR participated in several events including Hiring Heroes and Operation Warfighter recruiting events to promote awareness and inclusion for underrepresented groups. Attended prioritized events focused on disabled veterans, individuals with targeted disabilities, and Hispanic and Native American representation to include the Gallaudet University career fair, Hiring Our Heroes career event, and various recruiter events/training, etc.

Disability Employment Awareness Month: In October 2015, the theme of the Disability Employment Awareness observance was, "*Disability is One Part of Who I Am*," which recognized disability as one aspect of what makes an individual unique, valuable, and whole. The event included educational workshops and showcased Federal, State, and DoD disability-related services, programs, and hiring initiatives.

Loaned-Mobility Assistance Program: This 90-day loan program assists DoD personnel with mobility devices while recuperating from injury or while waiting for a Reasonable Accommodation (RA). This program assists personnel with traversing the lengthy corridors of the Pentagon and Mark Center facilities to include attending training courses, meetings, tours, or ceremonies. In FY 2016, this program assisted approximately 108 employees.

Anti-Harassment: The FY 2016 Anti-Harassment policy statement was signed and distributed to the workforce, as well as, provided during the EEO and Diversity Training and HR & Leadership for New Supervisors Training. This statement is also available on EEOP's webpage.

ELEMENT 4: PROACTIVE PREVENTION

EEO, Diversity, and HR Training: EEOP proactively engaged in various training efforts. Approximately 1,076 employees including managers and supervisors received classroom style EEO and Diversity Training. Supervisors, Managers and Executives were also required to take conflict management training. In addition to the courses offered by the EEOP, the Individual and Organizational Development Division (I&OD) offered mandatory "HR and Leadership for New Supervisors" and "HR Refresher for Supervisors" training to address the challenges new supervisors encounter and provided the knowledge, skills, and tools necessary to successfully manage a diverse work group.

Quarterly IwDs Reports (Leadership Meeting): The Agency continued to provide Senior Leaders the quarterly IwDs reports. The report provided data analysis, trends, and the current status of the IwDs workforce for each Directorate. The Agency's Senior Leaders are committed to increasing and promoting diversity and inclusion, as well as achieving and retaining the DoD goal of 2% of hiring individuals with targeted disabilities. Currently, WHS on-board ratio is 1.9%. The goal for the next fiscal year is to continue to place a strategic focus on increasing and retaining the numbers of IwDs within the Agency.

Reasonable Accommodations (RA): WHS ensured all new employees with disabilities were aware of the RA program and assistive technologies available to modify their workspace and/or effectively help with their acclimation to the workplace. In FY 2016, the Agency managed 108 RA cases, compared to 94 in FY 2015. All requests for RA were processed within the 30-day timeframe required by Administrative Instruction 114.

ELEMENT 5: EFFICIENCY

Alternate Dispute Resolution (ADR): EEOP continues to conduct training throughout the Agency to educate Agency employees, managers and supervisors on the Agency's ADR program. The EEO Complaints Manager and Specialists encouraged the use of ADR at each stage of the complaint process, providing an explanation of ADR and its benefits in EEO related matters and provided monthly training to raise awareness as well as on an ad hoc basis. EEOP also hosted an annual ADR Awareness Day with workshops, speakers and various displays showing the benefits and examples of what to expect with ADR. In addition, there was an increasing demand for sensing sessions, where employees voice their concerns about various aspects of the work environment. Some discussions related to employee morale, leadership cohesion, job satisfaction and overall health of the organization. In FY 2016, the ADR utilization rates were 27 Mediations, two Climate Surveys, five Sensing Sessions, 12 Training Sessions on "Basics of Conflict Management and the ADR Process," and the annual ADR Symposium provided valuable information for EEO practitioners and non-practitioners about topics such as "Co-mediation," "Techniques to Handle Hostility during Mediation" and "How to Handle Impasse."

Office of the Ombudsman: The ODCMO and WHS Office of the Ombudsman is a resource where independent, impartial conflict resolution is provided in an informal and confidential forum to hear and help address individual and systemic organizational concerns. Employees (civilian and military) and contractors may bring the full scope of issues to the Ombudsman, including mission, organization, policy, program, practice and systemic issues confronting the workforce. With a view to enabling mission success, the Ombudsman engages employees and senior leaders from all organizational units to raise perceived improprieties, identify complaint patterns and systemic trends, explore non-adversarial approaches for resolving problems, promote better communication, foster constructive dialogue, increase collaboration, improve transparency, and facilitate equitable outcomes. In FY 2016 the office of the Ombudsman received 268 visitors addressing 379 issues of concern. The top three reporting categories remained the same for the third consecutive year and were 1) Evaluative Relationships 2) Values, Ethics and Standards, and 3) Mission, Strategy and Organizational Concerns.

Complaints (Status and Update): During FY 2016, 56 pre-complaints resulted in 30 individuals filing formal complaints. There were seven settlements and 19 withdrawals (no complaints filed). Most of the formal EEO complaints were based on claims of age, disability, and/or sex discrimination. ADR was offered 22 times (reflecting approximately a 39% offer rate) and 20 individuals (approximately 91%) elected ADR. The Agency continues to utilize the MicroPact iComplaints software to track and process complaints in accordance with regulatory timelines.

ELEMENT 6: RESPONSIVENESS AND LEGAL COMPLIANCE

Compliance with EEOC: EEOP fully complied with all Laws, including EEOC regulations, Orders, Decisions, and Settlement Agreements. All documents requiring legal sufficiency review were coordinated with WHS, Office of General Counsel (OGC).

Office of General Counsel: EEOP continued to maintain a cooperative relationship with WHS OGC and consults on legal issues, matters of mutual interest and sought advice and expertise when dealing with unique situations.

EEO Investigations: Investigations are completed by the DoD, Defense Civilian Personnel Advisory Service (DCPAS), Investigations and Resolutions Directorate (IRD). EEOP does not control the timeframes for investigations but expects IRD to adhere to the 180 calendar-day timeframe allowed for such investigations. Although this is not always the case, EEOP takes proactive steps to ensure that IRD is timely notified of a

request for investigations, submits case files prior to their request for documents, and responds to requests in a timely manner.

WORKFORCE COMPOSITION

At the end of FY 2016, WHS and serviced components' total workforce (permanent and temporary) decreased from 6,506 to 6,361 representing a negative net change of -2.23%. Workforce consists of 4,113 (64.66%) Males and 2,248 (35.34%) Females. According to the 2010 National Civilian Labor Force (NCLF) census data, the percentage of Males was 51.84% and Females 48.14%. There was 12.8% decrease of Females in FY 2016.

Race/ Ethnicity	Total	%	Male Total	%	Female Total	%	NCLF %
Hispanic	281	4.42%	188	2.96%	93	1.46%	9.96%
White	4069	63.97%	2848	44.77%	1221	19.20%	72.36%
Black/ African American	1590	25.00%	835	13.13%	755	11.87%	12.02%
Asian	236	3.71%	145	2.28%	91	1.43%	3.90%
Native Hawaiian/Pacific Islander	24	0.37%	13	0.20%	11	0.17%	0.14%
American Indian/ Alaskan Native	19	0.30%	15	0.24%	4	0.06%	1.08%
Two or More races	142	2.23%	69	1.08%	73	1.15%	0.54%

DoD has a goal of 2% for hiring individuals with targeted disabilities. The nine targeted disabilities are deafness, blindness, partial paralysis, complete paralysis, missing extremities, epilepsy, severe intellectual disabilities, psychiatric disabilities, and dwarfism.

In FY 2016, the Agency hired seven individuals (1.10%) who reported having a targeted disability. Three employees were permanent and four were temporary. Nine individuals were hired under Schedule A authorities. Employees with reportable disabilities are now 8% of the workforce, compared to 7.5% at the end of FY 2015.

Pay Analysis

In FY 2015, the following groups had a lower representation rate at the higher pay levels as compared to the pay distribution for the total workforce (*Tables A4-2 & B4-2*):

- Hispanic men at GS 12, 13, 14, and SES
- Hispanic women above GS 13
- White women in the Specialist category (AD, SL, etc.)
- African American men at GS 15 and SES
- African American women above GS 13
- Employees with targeted disabilities above GS 13

In FY 2016, additional analysis revealed when employees who have a graduate degree or education beyond a graduate degree are examined, some groups have a lower representation rate:

- Hispanic men at GS 13 and 14
- Hispanic women at GS 15 and SES
- White men at GS 13 and 14
- White women at GS 15
- African American men at GS 15 and SES
- African American women at GS 15 and SES

- Asian men at SES
- Asian women at GS 14 and SES

In FY 2016, we also examined employees who had an undergraduate degree but less than a masters degree. The following areas of underrepresentation were noted:

- Hispanic men at GS 14
- Hispanic women at GS 15 and SES
- White men at GS 13 and 14
- White women at GS 14
- African American men at GS 15 and SES
- African American women at GS 15 and SES
- Asian men at GS 15
- Asian women at GS 13

Applicant Flow Data

In FY 2015, HRD began receiving applicant flow data (race, national origin (RNO), and gender) from the Defense Logistics Agency (DLA). This data was not comprehensive of the entire service population and DLA only provided a sampling of applicants who applied, were qualified, referred, and selected for vacant positions. In FY 2016, HRD acquired access to the applicant flow data directly from the OPM's USA Staffing Manager system. Once FY 2017 database is populated, the Agency will have access to data to conduct future trend analysis.

Major Occupations

WHS has seven major occupation groups: general attorney (0905), miscellaneous administration and programs (0301), information technology management (2210), police (0083), management and program analysis (0343), foreign affairs (0130), and security administration (0080). In FY 2016, there were 5,633 permanent employees. Of these permanent employees, there were 196 general attorneys, 757 miscellaneous administration and programs specialists, 211 information technology specialists, 727 police officers, 612 management and program analysts, 224 foreign affairs specialists, and 779 security administrators. Total males for miscellaneous administration and programs, information technology management, police and foreign affairs participated above the occupational NCLF rates while Hispanic female general attorney (0.51%), White female police officers (2.89%) and Black female foreign affairs specialists (1.79%) were below their respective occupational NCLF rates. (*Table A6*).

New Hires

WHS and serviced components hired 428 permanent and 216 temporary employees in FY 2016. Overall, Females (31.78%) accounted at a lower rate than Males (68.22%). Two hundred ninety two (292) Males and 136 Females joined the WHS workforce, and 135 Males and 71 Females were added to the temporary numbers. Whites were hired at a rate of 62.61% in comparison to Black/African Americans at a rate of 22.67%. Twenty five (25) Hispanics were hired at a rate of 5.84%. There were three permanent IwDs hired in FY 2016 (*See Table A8 & B8*).

Employee Recognition and Awards

A review of *Table A13* reflects that Males were given more time-off awards than Females. Males received approximately 60% of all time-off awards (9+ hours) as compared to 40% of all time-off awards to Females. Males received higher percentages of cash awards than Females for cash awards in the amount of \$100-\$500,

Males received 56% of these awards, with one exception (Hispanic Males). Males on average received higher cash awards than Females (\$428 versus \$409). A review of *Table B13* also reveals a lower than average cash award for IwDs (\$419) and individuals with targeted disabilities (IwTDs) (\$469). There were 431 Quality Step Increases (QSIs) given in FY 2016 based on the FY 2015 performance cycle. Of those, 60% were Males and 40% were Females. There were no QSI awards given to American Indian or Alaska Native Females and only 0.23% given to Native Hawaiian or Other Pacific Islander Females. There were five IwTDs who received awards in this category.

For cash awards of \$501 and more, Males received 66% of these awards, with an average of \$2,403, while Females received an average award of \$2,189. Cash awards of \$501 or more for IwDs averaged \$2,329 and \$1,943 IwTDs. (See *Tables A13 & B1*).

Selections for Internal Competitive Promotions for Major Occupations (*Table A10*)

No data was available to analyze this category.

Internal Selections for Senior Level Positions (GS-13 and - 14, GS-15 and SES) (*Table A11*)

No data was available to analyze this category.

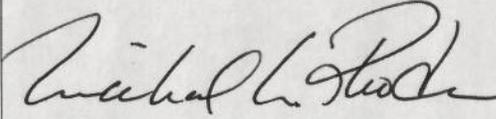
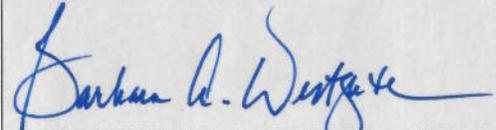
Employee Separations

There were a total of 797 separations of Voluntary and Involuntary employees, of which 97% were Voluntary and 3% were Involuntary (*Tables A14 & B14*). Women voluntarily separated at 38.68% while representing only 35.34% of the workforce. Of the 773 voluntary separations, 23 were Hispanic, 560 were White, 143 were African American, 22 were Asian, two were American Indian and 20 were Two or More Races. Also, there were 24 involuntary separations of which seven were Females and 17 Males; of the 17 Males, eight were Black, six White and three Hispanic. There was one IwTDs who involuntary separated from the Agency.

The Way Ahead

WHS workforce has contributed to the success and advancement of the Agency mission. The values and goals are attained through the continuous efforts and developments of a diverse, innovative and skilled workforce. HRD is working to create a recruitment plan focused on Hispanics, women, and IwTDs. DDR will begin conducting site visits to the serviced components to share information and obtain insights to potential barriers to EEO. EEOP continues to conduct climate surveys on an ad hoc basis for various components and sub-components as requested by Leadership. EEOP and DDR will continue to provide training in EEO, Alternative Dispute Resolution (ADR), Conflict Management, Affirmative Employment, and Diversity and Inclusion.

The Director, Senior Officials, EEOP, and HRD work together to ensure that the Agency's employees continue to be empowered to achieve success. The Agency infuses excellence through its core values of Professionalism, Leadership, Dignity, Respect, and Customer Service to encourage employees to feel valued, respected, and capable of reaching their full professional potential.

EEOC FORM 715-01 PART F	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS		
I, Michael L. Rhodes, am the Principal EEO Director/Official for Washington Headquarters Services (WHS) and WHS serviced components.		
Principal EEO Director/Official for	Washington Headquarters Services	
<p>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.</p> <p>The Agency has also analyzed its workforce 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.</p> <p>I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.</p>		
	Michael L. Rhodes Director for Administration, Office of the Deputy Chief Management Officer	Date <i>07 Feb 2017</i>
	Barbara A. Westgate Director, Washington Headquarters Services	Date <i>06 Feb 17</i>

EEOC FORM 715-01 PART G	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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Washington Headquarters Services	For period covering October 1, 2015 to September 30 2016
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AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

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.

		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
Compliance Indicator	EEO policy statements are up-to-date.	Yes	No	
Measures				
	Was the EEO policy statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.	X		
	During the current Agency Head's tenure, has the EEO policy statement been re-issued annually? If no, provide an explanation.	X		
	Are new employees provided a copy of the EEO policy statement during orientation?	X		
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		
Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		
Measures		Yes	No	
	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	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:				
- resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X			
- address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X			
- support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X			
- ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X			
- ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X			
- ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?	X			
- ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X			
- ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X			
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X			
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			Publication of Administrative Instruction 8, Disciplinary and Adverse Actions (posted on WHS website)	

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 supervisors 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.

 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
		Yes	No	
 Measures				
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)]	X			
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 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?				Not Applicable
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?				Not Applicable
If not, please describe how EEO program authority is delegated to subordinate reporting components.				Not Applicable
 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	

Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes		X		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		See Part H-2
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 that EEO concerns are integrated into the agency's strategic mission?		X		
 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	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		

Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
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		
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		Programs are monitored by the Office EEO Programs
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM-715-01 PART H to the agency's status report
 Measures		Yes	No	
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		X		

access to this training and information?				
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.				
Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each managers 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	
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				
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	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
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		N/A – One finding of discrimination that is being appealed.
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
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.				
 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	
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	
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?		X		
Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
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	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD 715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD 715 and these instructions?		X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?				N/A – WHS does not have subordinate EEO offices.

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 FORM715-01 PART H to the agency's status report
Measures		Yes	No	
Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
<p>If yes, briefly describe how: The Statement of Work in the contract provides stipulations for quality assurance to ensure payment upon adequate completion of work to be performed. IRD monitors investigations; EEOP monitors counselors to ensure timely compliance.</p>				
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	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.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM715-01 PART H to the agency's status report
Measures		Yes	No	
Are benchmarks in place that compares 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	See Part H-6
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X	See Part H-6
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	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		
Does the responsible management official directly involved in the dispute have settlement authority?		X		WHS policy effectively requires second line management to be the settlement authority
 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	

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 EEOC?		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(a)(1)?		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		See Part H-7
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		
 Compliance Indicator	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.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM715-01 PART H to the agency's status report
 Measures		Yes	No	
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 complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		
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.				
 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 FORM715-01 PART H to the agency's status report
 Measures		Yes	No	

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 Judges?		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	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.			X	Payroll is done by DFAS
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	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	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	
Is compliance with EEOC orders encompassed in the performance standards of any agency employee?		X		
If so, please identify the employees by title in the comments section, and state how performance is measured.		All supervisors and managers have a supervisory performance objective which includes EEO.		
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.				
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		X		

official stating the dollar amount and the criteria used to calculate the award?			
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		

EEOC FORM 15-01 PART H-2	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Washington Headquarters Services	For period covering October 1, 2016 to September 30, 2017
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.	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	WHS does not conduct trend analysis of the effects of management/ personnel policies, procedures, and practices on R/NO/G and disability groups. CLOSED
OBJECTIVE:	To obtain data and conduct trend analysis of the effects of management/ personnel policies, procedures, and practices on R/NO/G and disability groups.
RESPONSIBLE OFFICIAL:	Director, EEOP
DATE OBJECTIVE INITIATED:	3/10/2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2017 – New - Completed
PLANNED ACTIVITIES TOWARD COMPLETION	TARGET DATE (Must be specific)
EEOP will contact other Federal agencies to identify best practices for meeting this requirement.	6/30/2015 Completed
EEOP will identify the policy, procedure, or practice that will be the subject of a trend analysis in FY 2016.	4/30/2016 Completed
EEOP will discuss with DLA methods of obtaining data on applicants for internal promotions.	6/30/2017 Completed
As trends are examined, if adverse impacts are revealed, EEOP will discuss options with appropriate officials for revising the applicable policy, procedure, or practice.	9/30/2017 New - Completed and ongoing
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
HRD/EEOP is currently included in the coordination process through the Agency's Controlled Correspondence System to examine, concur and or comment on all directives, guidance and issuances regarding management/personnel policies, procedures and practices. In FY 2017, HRD and EEOP will identify all management/personnel policies, continue to track and review issuances to determine whether hidden impediments exist, and provide any recommended changes. Overall, this effort will allow the Agency to reach its targeted milestones, as well as EEOC's requirement.	
TREND ANALYSIS OF APPLICANT FLOW DATA, planned barrier analysis for 2018	

EEOC FORM 715-01 PART H-6	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Washington Headquarters Services	For period covering October 1, 2016 to September 30, 2017
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.	
STATEMENT of MODEL PROGRAM ESSENTIAL	The Agency does not complete investigations within the prescribed time frame and Final Agency Decisions within 60 days of the request.
OBJECTIVE:	To ensure that EEOP has adequate coordination with other entities to achieve timely processing of discrimination complaints.
RESPONSIBLE OFFICIAL:	Director, WHS; Director, EEOP
DATE OBJECTIVE INITIATED:	3/10/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2018
PLANNED ACTIVITIES TOWARD COMPLETION	TARGET DATE (Must be specific)
Continue efforts to improve timeliness of investigations through collaboration with IRD, DCPAS and training EEO specialists.	9/30/2013 Ongoing
Fill vacancies in EEOP.	6/30/2015 Completed
Monitor timeliness of investigations conducted by IRD and provide assistance when needed.	6/30/2015 Completed and ongoing
Work with IRD to identify reasons for delays.	9/30/2015 Completed and ongoing
Evaluate process for issuing Final Agency Decisions to identify areas for improvement.	2/2015 Completed and ongoing
Work with Office of General Counsel to determine how to make the process more timely.	9/30/2016 Ongoing
Create and implement plans to address identified areas.	7/2015 Completed and ongoing
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
In FY 2016, investigations decreased by 23 percent as compared to FY 2015, from 225 days to 174 days. On average, WHS processed seven FADs per year between FY 2011 and FY 2016, ranging from five in FY 2012 to 12 in FY 2013. There were a total of seven FAD closures in FY 2016; one Complainant requested an immediate FAD from the Agency and six where an EEOC Administrative Judge (AJ) returned the case to the Agency for a FAD, subsequent to Complainant electing a hearing. WHS average processing time to complete a FAD decreased 64 percent since FY 2013 in comparison to the previous fiscal years; 178 days in FY 2013, 123 days in FY 2014, 87 days in FY 2015 to 82 days in FY 2016.	

<p align="center">EEOC FORM 715-01 PART H-7</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p>Washington Headquarters Services</p>	<p align="center">For period covering October 1, 2016 to September 30, 2017</p>
<p>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.</p>	
<p>STATEMENT of MODEL PROGRAM ESSENTIAL</p>	<p>WHS does not track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD 715 standards. CLOSED</p>
<p>OBJECTIVE:</p>	<p>To obtain data on recruitment efforts to identify potential barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, HRD; Director, EEOP</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>3/01/2012</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>12/30/2016</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION</p>	<p>TARGET DATE (Must be specific)</p>
<p>Collaborate to ensure targeted recruitment is occurring.</p>	<p>12/30/2016 – New – Completed and ongoing</p>
<p>Collaborate once we have applicant flow data to identify gaps.</p>	<p>9/30/2017 – New – Completed and ongoing</p>
<p>Train Special Emphasis Program Managers on data analysis and seek their input for recruitment sources.</p>	<p>12/30/2016 New date: 12/30/2017 – New – Completed and ongoing</p>
<p>Compare applicant data to recruitment efforts.</p>	<p>9/30/2016 New date: 9/30/2017 – New – Completed and ongoing</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p>A comprehensive recruitment plan consists of strategies targeted for hiring of Women, Hispanics and IwTDs. For FY 2017, the HRD Directors has committed to dedicate funds specific to outreach activities.</p> <p>The Agency instituted a Time-to-Hire Program and the Civilian Restructuring and Local Priority Consideration Program. Together, these new processes will ensure a corporate and deliberate approach to shaping the WHS workforce, validate the criticality of current vacancies, and identify and validate new position requirements, as well as ensure transition employees were given priority consideration for vacant positions.</p> <p>Defense Ready</p>	

EEOC FORM 715-01 PART I - 1	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program	
Washington Headquarters Services	For period covering October 1, 2016 to September 30, 2017	
INDIVIDUALS WITH TARGETED DISABILITIES (IwTDs) WORKFORCE		
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?	WHS workforce data (Table B1) indicates that the on-board rate of employees with targeted disabilities is still below the 2% on-board goal. Table B8 (New Hires) shows that WHS and serviced components have not met the 2% hiring goal.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Due to the lack of applicant flow data, it could not be determined where the barriers exist. WHS did receive 200 Schedule A applications, but whether these candidates were qualified is not known.	
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.	Applicant data showing disability status was not available. WHS does not have a targeted recruitment plan.	
OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.	Recruitment efforts directed at this group will be increased, and the Director will continue to stress hiring to meet the goal.	
RESPONSIBLE OFFICIAL:	Director, WHS; Director, HRD; Director, EEOP	
DATE OBJECTIVE INITIATED:	3/09/2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/17	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE		TARGET DATE (Must be specific)
Develop a recruitment plan for individuals with targeted disabilities.		9/30/2016 Completed and ongoing
Establish a mechanism to track information on Agency vacancies, to include recruitment as available.		9/30/2017
Implement the recruitment plan and monitor results via hiring activity.		6/30/2016 and ongoing
If necessary, revise the recruitment plan.		9/30/2016 and ongoing

Continue to train hiring officials on the requirement to hire people with disabilities and the 2% goal for people with targeted disabilities.	10/2014 and ongoing
WHS Director will discuss hiring progress (or lack thereof) with each Director.	10/2014 and ongoing
Publicize WHS Directorates and Serviced Components that met the goal.	10/2015 and ongoing
Conduct recruitment at the Disability Services Offices at local colleges and universities.	2/2016 and ongoing
Attend local job fairs for people with disabilities, budget permitting.	1/2015 and ongoing

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

During FY 2016, six of twelve WHS Directorates exceeded the 2% goal for employees with targeted disabilities, to include: Immediate Office of the Director (3.3%), Financial Management Directorate (FMD) (7.5%), Executive Secretariat Directorate (3.7%), Historian and Library Directorate (10%), Office of General Counsel (3.6%), and Human Resources Directorate (3.9%). As an Agency, WHS is at 1.9%. The Agency continued to provide Senior Leaders the quarterly IwDs reports. The report provided data analysis, trends, and the current status of the IwDs workforce for each Directorate.

The Agency provided Sign Language Interpreter (SLI) services to IwDs for workplace meetings, trainings, workshops, and special events. The FMD successfully managed their accommodation program which supports four deaf employees and provides Directorate-wide training on Deaf culture and American Sign Language with a 96% attendance rate. Also, HRD hosted a thirteen week introductory American Sign Language classroom course that emphasized conversational and common workplace words.

The Agency continues to work with the Hiring Heroes program sponsored by the DoD to increase opportunities for veterans. In FY 2016, 235 veterans were promoted through career ladder promotions or through the merit promotion process, representing a 186% increase over FY 2015 (82) promotions. Merit promotional opportunities are advertised via USAJOBS and all veterans have access to the USAJOBS system. Further, many veterans are hired at the full performance level as WHS serves the highest echelon within the Department.

HRD, DDR continues to actively promote the use of RA while tracking and communicating performance in processing and providing RA throughout its serviced population. EEOP and HRD continued to collaborate in providing ongoing training opportunities to educate managers and supervisors of their responsibilities for hiring a diverse workforce, including veterans/disabled veterans, as well as the tools and resources available to assist in accomplishing this goal.

HRD created an electronic filing system to maintain resumes for individuals eligible for appointment under the Schedule A hiring authority. Nine individuals came on-board under the Schedule A hiring authority and five individuals under the Workforce Recruitment Program (WRP) hiring authority.

EEOC FORM 715-01 PART I – 2	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program	
Washington Headquarters Services	For period covering October 1, 2016 to September 30, 2017	
HISPANIC WORKFORCE		
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?	WHS permanent workforce data (Table A1) shows Hispanic Males (2.9%) and Hispanic Females (1.5%) are employed at rates significantly lower than their availability (5.2% and 4.8%, respectively) in the National Civilian Labor Force (NCLF). There were four Hispanic Females and 21 Hispanic Males hired in FY 2016, while eight Females (1.03%) and 15 Males (1.94%) were separated; three separations were involuntary.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	WHS identified this trigger by analyzing various MD-715 data tables (A1, A6, A8, & A14). Hispanic Males and Females are not hired at rates matching their availability in the NCLF. They are also below the occupational CLF in several job series. Hispanics Males have a low representation rate of 1.90% at the Senior Executive Level; there were no Hispanic Female SES in FY 2016.	
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.	WHS has not conducted sufficient targeted recruitment to obtain a higher percentage of applications from Hispanic Males and Females so that the applicant rate is closer to their ratio in the NCLF.	
OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.	Recruitment efforts will target qualified Hispanic men and women.	
RESPONSIBLE OFFICIAL:	Director, HRD; Director, EEOP	
DATE OBJECTIVE INITIATED:	3/10/2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/17	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE		TARGET DATE (Must be specific)
Develop a recruitment plan for Hispanics.		4/30/2016 and ongoing
Implement the recruitment plan and monitor results via applicant flow data.		6/30/2017
If necessary, revise the recruitment plan.		9/30/2016 and ongoing

Establish a mechanism to track and present to senior management information vacancies, to include source of recruitment and diversity of applicants as available.	9/30/2016 and ongoing
Continue to analyze the separation data.	10/1/2015 and ongoing
Invite employees to contact EEOP before they separate.	Completed and ongoing
Explore ways to improve the number of separated employees who completed the exit survey.	9/30/2017
Analyze separation data to evaluate and explore the correlation between length of service and separation.	9/30/2017 and ongoing
Obtain Nature of Action Codes for separations and review to determine why Hispanics are leaving the Agency.	Completed and ongoing

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

A Hispanic Employment Program Manager (HEPM) was identified in FY 2016. His role will be to establish and execute the Hispanic recruitment plan. The plan will identify strategies targeting the hiring of Hispanics. Part of the strategies will be to establish a rapport and partnerships with Hispanic organizations, schools and universities and identify resources and methods to attract Hispanics. The HEPM will also develop a list of Hispanic Serving Organizations and Institutions of Higher Education, to include POCs to be included in the Agency's FY 2017 Outreach Plan.

The Agency continues to request its employees to review their RNO in the "My Biz" database to ensure accuracy. This effort will assist the Agency in ensuring all Hispanics are identified in the Agency workforce data and will allow the Agency to conduct a more accurate workforce analysis.

Directorates analyzed its separations data for Hispanics with WHS and by Serviced Components. However, exit survey results were insufficient to determine reasons for separation. HRD will continue to collect and analyze survey results and conduct focus groups in FY 2017.

EEOC FORM 715-01 PART I - 3	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program	
Washington Headquarters Services	For period covering October 1, 2016 to September 30, 2017	
FEMALES IN THE WORKFORCE		
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?	WHS permanent workforce data (Table A1) reflects a low representation rate for Females (35.3%) compared to their availability in the NCLF (48.1%). Specifically, White Females (19.20%) are below the NCLF (38.33%).	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	WHS identified this trigger by analyzing various MD-715 data tables (A1, A4, A8, A12, & A14). Females are not hired at rates matching their availability in the NCLF. They are also below the occupational CLF in several job series. Applicant flow data was obtained and analyzed. During FY 2016, WHS received an insufficient number of applications from Females. Their ratio as a percentage of total applicants was lower than their ratio in the NCLF.	
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.	WHS has not conducted sufficient targeted recruitment to obtain a higher percentage of applications from Females so that the applicant rate is closer to their ratio in the NCLF.	
OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.	Recruitment efforts will target qualified Females; obtain more information on the reasons for separations.	
RESPONSIBLE OFFICIAL:	Director, HRD; Director, EEOP	
DATE OBJECTIVE INITIATED:	3/10/2009; 10/1/2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/18	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE		TARGET DATE (Must be specific)
Develop a recruitment plan for Females.		4/30/2016 and ongoing
Implement the recruitment plan and monitor results via applicant flow data.		6/30/2016 and ongoing
If necessary, revise the recruitment plan.		9/30/2016 and ongoing

Establish a mechanism to track and present to senior management information vacancies, to include source of recruitment and diversity of applicants as available.	9/30/2016 and ongoing
Explore ways to improve the number of separating employees who complete the exit survey.	6/2015 New date: 9/30/16
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>A Federal Women’s Program Manager (FWPM) was identified in FY 2016. Her role will be to execute the Women’s recruitment plan. A comprehensive recruitment plan consists of strategies targeted for hiring of Females. Part of the strategies will be to establish a rapport and partnerships with Women’s and Veterans’ organizations/associations, networking events as well as identify methods to attract, train and retain Females to the Agency.</p>	

EEOC FORM 715-01 PART I - 4	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program	
Washington Headquarters Services	For period covering October 1, 2016 to September 30, 2017	
GS 13 AND ABOVE WORKFORCE		
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>Certain groups have low representation at the higher pay levels. This was observed when analyzing Data Table A4-2. While 9.3% of the permanent workforce is at the GS 13 level, 9.2% of Hispanic Males are at this level. At the GS 14 level, 11.5% of the total workforce is at this level, but 4% of Hispanic Males are GS 14.</p> <p>Compared to 39% of the total workforce at the GS 15 level, only 9.2% of Hispanic Females, 7.8% of African American Males, and 6.5% of African American Females are at the GS 15 level.</p> <p>Compared to 10.8% of the total workforce at the SES level, there are no Hispanic Females, 1.72% of African American Males, and 0.55% of African American Females are at the SES level.</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 Table A4-2 was analyzed. Each group's participation rate in each pay level was compared to the ratio of the total workforce in that pay level. The above discrepancies were noted.</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>There is a need to compile relevant data and perform detailed analysis on potential barriers from the GS 13 to SES (e.g., internal selection data and applicant flow data).</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>WHS will continue to examine workforce data and collect feedback from employees. The impact of hiring Veterans will also be examined.</p>	
RESPONSIBLE OFFICIAL:	Director, HRD; Director EEOP	
DATE OBJECTIVE INITIATED:	3/09/2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2013 New date: 9/30/18	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE		TARGET DATE (Must be specific)
Analyze promotion data for indications of barriers.		6/30/2016

Recruit for vacant SES positions and review the recruitment efforts on a quarterly basis, in accordance with the Executive Order on Strengthening the Senior Executive Service.	6/30/2016 and ongoing
Analyze occupational groups to determine if certain occupations do not have career ladder to GS 13/14/15 and if certain occupations have a more successful path to SES.	9/30/2016 and ongoing
Analyze the job announcement and hiring process for senior level positions.	9/30/2016 and ongoing
Analyze education levels compared to pay levels.	9/30/16 Completed
NEW: Develop methods to increase applications from Hispanics, African Americans, and Females qualified for senior level positions.	6/2015 New date: 9/30/16

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In FY 2016, additional analysis revealed when employees who have a graduate degree or education beyond a graduate degree are examined, some groups have a lower representation rate: Hispanic Males at GS 13 and 14; Hispanic Females at GS 15 and SES; White Males at GS 13 and 14; White Females at GS 15; African American Males at GS 15 and SES; African American Females at GS 15 and SES; Asian Males at SES and Asian Females at GS 14 and SES.

The Agency also examined employees who had an undergraduate degree but less than a master's degree. The following areas of underrepresentation were noted: Hispanic Males at GS 14; Hispanic Females at GS 15 and SES; White Males at GS 13 and 14; White Females at GS 14; African American Males at GS 15 and SES; African American Females at GS 15 and SES; Asian Males at GS 15 and Asian Females at GS 13.

**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 Disabilities**

PART J – Individuals with Targeted Disabilities

PART I Department or Agency Information	1. Agency	1. Washington Headquarters Services (WHS) and WHS serviced components.					
	1.a. 2 nd Level Component	1.a.					
	1.b. 3 rd 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. October 1, 2015		... end of FY. September 30, 2016		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work	6506	100.00%	6361	100.00%	- 145	-2.2%
	Reportable Disability	490	4.5%	517	8.1%	27	0.60%
	Targeted Disability	46	0.7%	54	0.8%	8	17.4%
	* 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.					200	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					9		

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	130	8	6.2%	1	0.8%	4	3.1%	118	90.8%
4. Non-Competitive Promotions	540	65	12%	11	2%	12	2.2%	474	87.8%
5. Employee Career Development Programs									
5.a. Grades 5 - 12	41	6	14.63%	0	0%	2	4.9%	33	80.48%
5.b. Grades 13 - 14	28	2	7.14%	0	0%	0	0%	26	92.86%
5.c. Grade 15/SES	25	0	0%	0	0%	0	0%	25	100%
6. Employee Recognition and Awards									

6.a. Time-Off Awards (Total hrs awarded)	1230	116	9.43%	9	.73%	25	2.03%	1089	88.5%
6.b. Cash Awards (total \$\$\$ awarded)	\$8,081,688	\$593,650	7.35%	\$44,643	.55%	\$182,087	2.25%	\$7,350,584	91%
6.c. Quality-Step Increase	436	40	9.17%	5	1.15%	7	1.6%	390	89.4%

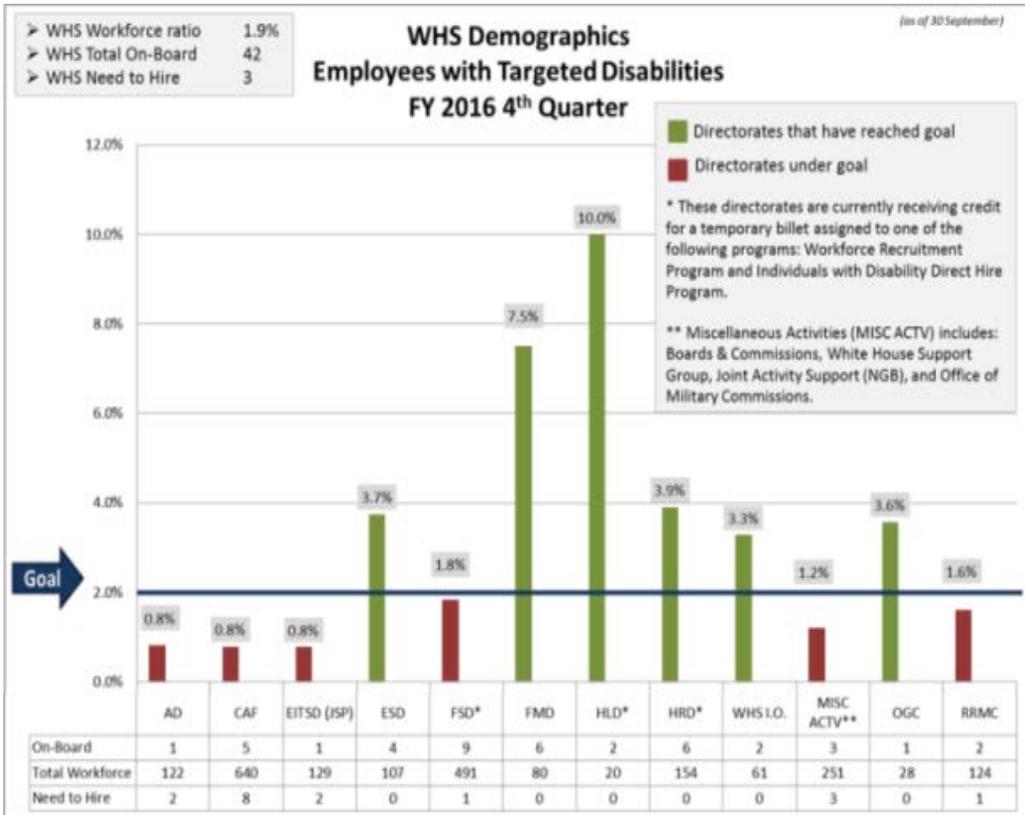
EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing 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.</p> <p>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	2% of all hires
Objectives	<ol style="list-style-type: none"> 1. Hiring: To hold senior officials responsible for meeting the 2% goal and encourage them to do their own recruitment. To conduct targeted recruitment for individuals with targeted disabilities and maximize use of the Schedule A hiring authority. 2. Career Development: To encourage employees with targeted disabilities to consider career development options. 3. Advancement: To improve representation of employees with targeted disabilities at the GS 13, 14, and 15 pay levels. 4. Retention: To analyze and address voluntary separations.
Strategies	<p>1. Hiring: WHS will continue to publicize the 2% goal in a variety of media formats and management forums within the WHS organization. WHS will continue to hold hiring officials accountable for making progress toward, and reaching, the WHS IwTDs employment goal of 2% of the aggregate workforce by the end of FY18.</p> <p>To continue progress toward this goal, WHS plans to create a recruitment plan and increase recruitment efforts.</p>

<p>Strategies</p>	<p>DDR continuously explores efforts and initiatives in order to attract, hire, and promote a diverse workforce, to include veterans. The Disability Employment Working Group continues to meet monthly to plan disability employment-focused events, discuss outreach opportunities and hiring strategies, identify and mitigate barriers to promote a successful disability employment program.</p> <p>DDR and EEOP will meet regularly to ensure diversity and inclusion initiatives remain at the forefront of our recruiting planning and strategies. SEP routinely utilizes WHS strategic communication avenues to provide critical information to hiring officials and promote success stories throughout the agency and serviced component population to foster ongoing and increasing support for veteran employment.</p> <p>HRD will continue to issue quarterly reports showing the components and Directorates that met the hiring goal. During training, hiring officials will continue to be advised of the two percent goal and the need to hire people with targeted disabilities into career ladder positions. Additionally, HRD and EEOP will continue to partner through the Disability Employment Working Group to educate hiring managers on the tools available to hire and provide accommodation for individuals with targeted disabilities.</p> <p>WHS is in the process of establishing a Centralized Reasonable Accommodation Fund (CRAF) to support the Office of the Secretary, WHS, and WHS service components in providing temporary and long-term reasonable accommodation for eligible applicants and employees.</p> <p>2. Career Development: During FY 2016, WHS implemented the Defense Performance Management and Appraisal Program (DPMAP), which is designed to increase employee engagement, ensure regular feedback between employees and supervisors during the appraisal cycle, and link organizational mission and goals to individual performance plans. At its core, DPMAP provides an ongoing dialogue regarding performance, an ongoing process to improve knowledge, skills and abilities, and employee recognition.</p> <p>WHS's web-based learning management system iCompass, is fully operational for classroom and online training management and accountability. iCompass provides access to several hundred free on-line training courses in a variety of areas such as information technology, communication, customer service and business management. Courses remain available to all WHS and Office of the Secretary of Defense (OSD) civilian and military employees. Improvements to iCompass now allow supervisors and managers to create Individual Development Plans and assign specific courses to their employees.</p> <p>3. Advancement: In FY 2017, DDR will host Focus Groups for employees with disabilities to discuss their experiences in hiring, career development, promotion, and retention to determine if barriers to employment exist and how to address any barriers identified.</p> <p>Hiring officials will be encouraged to hire people with targeted disabilities into career ladder and senior level positions. DDR will also provide supervisors training and a Fact Sheet on how to utilize the CRAF.</p> <p>Retention: WHS will continue to monitor separations to identify trends in attrition via separation reports. As in prior years, DDR will request a report of Nature of Action Codes for these separations. EEOP and HRD will partner to identify and implement strategies to increase retention of individuals with targeted disabilities as needed.</p>
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<p style="text-align: center;">Strategies</p>	<p>HRD and EEOP will collaborate to identify, and develop strategies to mitigate any barriers to advancement for individuals with targeted disabilities.</p> <p>On or after January 2017, a DDR employee will serve as Contracting Officer Representative (COR) for the Sign Language Interpreter (SLI) contract. Through the COR, in conjunction with the Reasonable Accommodations Program Manager, HRD will provide more efficient and effective services that will address concerns raised by employees who utilize this service.</p>
<p style="text-align: center;">Accomplishments</p>	<p>1. Hiring: WHS and Served Components hired 9 individuals with targeted disabilities in FY 2016 through the WRP and PWD pipeline programs. WHS had specifically identified the number of employees required to reach the 2% goal, as an Agency, and was able to reduce the individuals needed by half. Employment of IwTDs went from 1.5% to 1.9%. We are publicizing these gains and best practices utilized.</p> <p>In FY 2016, the WHS Disability Employment Programs Working Group, comprised of team members from EEOP and HRD, continued to meet. This working group unites the major players in WHS to champion disability employment initiatives for our service population, as well as to identify and develop solutions for issues affecting disability employment, provide training opportunities for the workforce, and host events related to disability employment.</p> <p>2. Career Development: WHS continues to include the Pathways intern program in its recruitment for targeted disabilities. This provides hiring managers with additional candidate sources and provides the interns with beneficial career development and advancement opportunities. The SEP team also worked closely with hiring managers to identify opportunities for developmental positions and with various community organizations to identify well-qualified individuals with disabilities for these developmental positions.</p> <p>During FY 2016, WHS implemented the Defense Performance Management and Appraisal Program (DPMAP), which is designed to increase employee engagement, ensure regular feedback between employees and supervisors during the appraisal cycle, and link organizational mission and goals to individual performance plans. At its core, DPMAP provides an ongoing dialogue regarding performance, an ongoing process to improve knowledge, skills and abilities, and employee recognition.</p> <p>WHS's web-based learning management system, iCompass, is fully operational for classroom and online training management and accountability. iCompass provides access to several hundred free on-line training courses in a variety of areas such as information technology, communication, customer service and business management. Courses remain available to all WHS and Office of the Secretary of Defense (OSD) civilian and military employees. Improvements to iCompass now allow supervisors and managers to create Individual Development Plans and assign specific courses to their employees.</p> <p>HRD advertises through its Career with WHS webpage (http://www.whs.mil/careers) information on how IwDs may become employed, to include links to OPM and other resources.</p>

<p>Accomplishments</p>	<p>3. Advancement: EEOP conducted Focus Groups in FY 2015, reviewed limited data collected through exit surveys, and worked with selected components and Directorates to identify reasons why employees with targeted disabilities are not being promoted. The need for RA support for individuals hired through schedule A was identified as a potential barrier to promotion. WHS is in the process of establishing a Centralized Reasonable Accommodation Fund (CRAF) to support the Office of the Secretary, WHS, and WHS serviced components in providing temporary and long-term reasonable accommodation for eligible employees.</p> <p>4. Retention: While all employees were impacted by budget sequester and layering, the separation rate for employees with targeted disabilities in FY 2016 (1.2%) increased compared to their on-board rate of 0.5% at the beginning of the FY.</p>
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APPENDIX



FY 2016 Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex (Permanent)

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
TOTAL FY	#	5633	3630	2003	174	87	2415	1028	812	727	137	77	13	11	13	4	66	69
	%	100%	64.44%	35.56%	3.09%	1.54%	42.87%	18.25%	14.42%	12.91%	2.43%	1.37%	0.23%	0.20%	0.23%	0.07%	1.17%	1.22%
CLF (2010)	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
DLSA	#	137	82	55	5	1	69	34	7	16	1	1	0	1	0	0	0	2
	%	100%	59.85%	40.15%	3.65%	0.73%	50.36%	24.82%	5.11%	11.68%	0.73%	0.73%	0.00%	0.73%	0.00%	0.00%	0.00%	1.46%
DPAA	#	287	189	98	10	7	126	48	8	9	27	19	7	2	1	0	10	13
	%	100%	65.85%	34.15%	3.48%	2.44%	43.90%	16.72%	2.79%	3.14%	9.41%	6.62%	2.44%	0.70%	0.35%	0.00%	3.48%	4.53%
DSCA	#	225	129	96	6	4	92	49	24	38	6	3	0	0	0	1	1	1
	%	100%	57.33%	42.67%	2.67%	1.78%	40.89%	21.78%	10.67%	16.89%	2.67%	1.33%	0.00%	0.00%	0.00%	0.44%	0.44%	0.44%
DTRMC	#	25	19	6	0	0	13	1	4	2	2	1	0	1	0	1	0	0
	%	100%	76.00%	24.00%	0.00%	0.00%	52.00%	4.00%	16.00%	8.00%	8.00%	4.00%	0.00%	4.00%	0.00%	4.00%	0.00%	0.00%
DTSA	#	125	85	40	6	2	57	20	9	14	12	2	0	0	0	0	1	2
	%	100%	68.00%	32.00%	4.80%	1.60%	45.60%	16.00%	7.20%	11.20%	9.60%	1.60%	0.00%	0.00%	0.00%	0.00%	0.80%	1.60%
OEA	#	35	16	19	0	0	10	14	5	5	1	0	0	0	0	0	0	0
	%	100%	45.71%	54.29%	0.00%	0.00%	28.57%	40.00%	14.29%	14.29%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OSD	#	1649	1058	591	39	15	880	416	85	113	30	25	1	1	5	1	18	20
	%	100%	64.16%	35.84%	2.37%	0.91%	53.37%	25.23%	5.15%	6.85%	1.82%	1.52%	0.06%	0.06%	0.30%	0.06%	1.09%	1.21%
PFPA	#	1159	967	192	69	13	526	70	328	104	18	0	3	1	4	0	19	4
	%	100%	83.43%	16.57%	5.95%	1.12%	45.38%	6.04%	28.30%	8.97%	1.55%	0.00%	0.26%	0.09%	0.35%	0.00%	1.64%	0.35%
USCAAF	#	28	17	11	0	0	13	6	3	3	0	2	0	0	0	0	1	0
	%	100%	60.71%	39.29%	0.00%	0.00%	46.43%	21.43%	10.71%	10.71%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	3.57%	0.00%
WHS	#	1963	1068	895	39	45	629	370	339	423	40	24	2	5	3	1	16	27
	%	100%	54.41%	45.59%	1.99%	2.29%	32.04%	18.85%	17.27%	21.55%	2.04%	1.22%	0.10%	0.25%	0.15%	0.05%	0.82%	1.38%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex (Permanent)

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	371	247	124	7	3	208	102	26	12	5	5	0	0	0	0	1	2
	%	100%	66.58%	33.42%	1.89%	0.81%	56.06%	27.49%	7.01%	3.23%	1.35%	1.35%	0.00%	0.00%	0.00%	0.00%	0.27%	0.54%
Mid-level (Grades 13-14)	#	216	124	92	5	3	71	45	43	40	3	1	0	1	2	0	0	2
	%	100%	57.41%	42.59%	2.31%	1.39%	32.87%	20.83%	19.91%	18.52%	1.39%	0.46%	0.00%	0.46%	0.93%	0.00%	0.00%	0.93%
First-Level (Grades 12 and Below)	#	13	11	2	0	1	5	0	2	0	1	0	2	0	0	0	1	1
	%	100%	84.62%	15.38%	0.00%	7.69%	38.46%	0.00%	15.38%	0.00%	7.69%	0.00%	15.38%	0.00%	0.00%	0.00%	7.69%	7.69%
- Other	#	2351	1239	1112	57	54	813	511	283	465	52	35	2	7	3	4	29	36
	%	100%	52.70%	47.30%	2.42%	2.30%	34.58%	21.74%	12.04%	19.78%	2.21%	1.49%	0.09%	0.30%	0.13%	0.17%	1.23%	1.53%
Officials and Managers - TOTAL	#	2951	1621	1330	69	61	1097	658	354	517	61	41	4	8	5	4	31	41
	%	100%	54.93%	45.07%	2.34%	2.07%	37.17%	22.30%	12.00%	17.52%	2.07%	1.39%	0.14%	0.27%	0.17%	0.14%	1.05%	1.39%
2. Professionals	#	1399	941	458	39	15	735	306	172	86	91	54	25	6	3	3	0	18
	%	100%	67.26%	32.74%	2.79%	1.07%	52.54%	21.87%	12.29%	6.15%	6.50%	3.86%	1.79%	0.43%	0.21%	0.21%	0.00%	1.29%
3. Technicians	#	64	55	9	6	1	35	4	11	2	1	0	0	0	0	0	2	2
	%	100%	85.94%	14.06%	9.38%	1.56%	54.69%	6.25%	17.19%	3.13%	1.56%	0.00%	0.00%	0.00%	0.00%	0.00%	3.13%	3.13%
4. Sales Workers	#	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%
5. Administrative Support Workers	#	199	82	117	5	3	37	33	38	65	1	11	0	0	0	0	1	5
	%	100%	41.21%	58.79%	2.51%	1.51%	18.59%	16.58%	19.10%	32.66%	0.50%	5.53%	0.00%	0.00%	0.00%	0.00%	0.50%	2.51%
6. Craft Workers	#	165	163	2	4	0	93	1	56	1	6	0	1	0	2	0	1	0
	%	100%	98.79%	1.21%	2.42%	0.00%	56.36%	0.61%	33.94%	0.61%	3.64%	0.00%	0.61%	0.00%	1.21%	0.00%	0.61%	0.00%
7. Operatives	#	35	33	2	0	0	13	0	17	1	3	0	0	0	0	0	0	1
	%	100%	94.29%	5.71%	0.00%	0.00%	37.14%	0.00%	48.57%	2.86%	8.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.86%
8. Laborers and Helpers	#	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%
9. Service Workers	#	819	735	24	51	7	405	25	250	50	11	0	2	0	3	0	13	2
	%	100%	89.74%	2.93%	6.23%	0.85%	49.45%	3.05%	30.53%	6.11%	1.34%	0.00%	0.24%	0.00%	0.37%	0.00%	1.59%	0.24%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Permanent)

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS-01	#	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-02	#	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-03	#	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-04	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	13	6	7	0	0	2	0	4	4	0	2	0	0	0	0	0	1
	%	100%	46.15%	53.85%	0.00%	0.00%	15.38%	0.00%	30.77%	30.77%	0.00%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%
GS-06	#	28	13	15	0	1	12	4	1	9	0	1	0	0	0	0	0	0
	%	100%	46.43%	53.57%	0.00%	3.57%	42.86%	14.29%	3.57%	32.14%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	130	74	56	9	4	43	19	18	25	1	5	0	1	0	0	3	2
	%	100%	56.92%	43.08%	6.92%	3.08%	33.08%	14.62%	13.85%	19.23%	0.77%	3.85%	0.00%	0.77%	0.00%	0.00%	2.31%	1.54%
GS-08	#	36	10	26	0	0	4	7	6	16	0	1	0	0	0	0	0	2
	%	100%	27.78%	72.22%	0.00%	0.00%	11.11%	19.44%	16.67%	44.44%	0.00%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%
GS-09	#	167	74	93	3	4	40	27	23	51	2	6	1	0	0	0	5	5
	%	100%	44.31%	55.69%	1.80%	2.40%	23.95%	16.17%	13.77%	30.54%	1.20%	3.59%	0.60%	0.00%	0.00%	0.00%	2.99%	2.99%
GS-10	#	6	3	3	0	0	3	2	0	0	0	0	0	0	0	0	0	1
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
GS-11	#	284	166	118	10	7	85	51	47	48	18	9	1	0	0	0	5	3
	%	100%	58.45%	41.55%	3.52%	2.46%	29.93%	17.96%	16.55%	16.90%	6.34%	3.17%	0.35%	0.00%	0.00%	0.00%	1.76%	1.06%
GS-12	#	720	333	387	21	16	175	158	105	187	18	11	3	4	0	1	11	10
	%	100%	46.25%	53.75%	2.92%	2.22%	24.31%	21.94%	14.58%	25.97%	2.50%	1.53%	0.42%	0.56%	0.00%	0.14%	1.53%	1.39%
GS-13	#	708	373	335	16	17	226	150	98	142	20	12	2	2	3	0	8	12
	%	100%	52.68%	47.32%	2.26%	2.40%	31.92%	21.19%	13.84%	20.06%	2.82%	1.69%	0.28%	0.28%	0.42%	0.00%	1.13%	1.69%
GS-14	#	661	401	260	14	14	276	143	85	88	20	5	1	1	0	1	5	8
	%	100%	60.67%	39.33%	2.12%	2.12%	41.75%	21.63%	12.86%	13.31%	3.03%	0.76%	0.15%	0.15%	0.00%	0.15%	0.76%	1.21%
GS-15	#	1136	795	341	32	8	663	251	63	47	23	15	1	1	4	1	9	18
	%	100%	69.98%	30.02%	2.82%	0.70%	58.36%	22.10%	5.55%	4.14%	2.02%	1.32%	0.09%	0.09%	0.35%	0.09%	0.79%	1.58%
All other (unspecified GS)	#	1428	1161	267	63	16	692	131	348	106	30	5	4	2	5	1	19	6
	%	100%	81.30%	18.70%	4.41%	1.12%	48.46%	9.17%	24.37%	7.42%	2.10%	0.35%	0.28%	0.14%	0.35%	0.07%	1.33%	0.42%
Senior Ex. Service	#	315	220	95	6	0	193	85	14	4	5	5	0	0	1	0	1	1
	%	100%	69.84%	30.16%	1.90%	0.00%	61.27%	26.98%	4.44%	1.27%	1.59%	1.59%	0.00%	0.00%	0.32%	0.00%	0.32%	0.32%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Permanent)

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS-01	#																	
	%	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-02	#																	
	%	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-03	#																	
	%	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-04	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.02%	0.03%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	13	6	7	0	0	2	0	4	4	0	2	0	0	0	0	0	1
	%	0.23%	0.17%	0.35%	0.00%	0.00%	0.08%	0.00%	0.49%	0.55%	0.00%	2.60%	0.00%	0.00%	0.00%	0.00%	0.00%	1.45%
GS-06	#	28	13	15	0	1	12	4	1	9	0	1	0	0	0	0	0	0
	%	0.50%	0.36%	0.75%	0.00%	1.15%	0.50%	0.39%	0.12%	1.24%	0.00%	1.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	130	74	56	9	4	43	19	18	25	1	5	0	1	0	0	3	2
	%	2.31%	2.04%	2.80%	5.17%	4.60%	1.78%	1.85%	2.22%	3.44%	0.73%	6.49%	0.00%	9.09%	0.00%	0.00%	4.55%	2.90%
GS-08	#	36	10	26	0	0	4	7	6	16	0	1	0	0	0	0	0	2
	%	0.64%	0.28%	1.30%	0.00%	0.00%	0.17%	0.68%	0.74%	2.20%	0.00%	1.30%	0.00%	0.00%	0.00%	0.00%	0.00%	2.90%
GS-09	#	167	74	93	3	4	40	27	23	51	2	6	1	0	0	0	5	5
	%	2.96%	2.04%	4.64%	1.72%	4.60%	1.66%	2.63%	2.83%	7.02%	1.46%	7.79%	7.69%	0.00%	0.00%	0.00%	7.58%	7.25%
GS-10	#	6	3	3	0	0	3	2	0	0	0	0	0	0	0	0	0	1
	%	0.11%	0.08%	0.15%	0.00%	0.00%	0.12%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.45%
GS-11	#	284	166	118	10	7	85	51	47	48	18	9	1	0	0	0	5	3
	%	5.04%	4.57%	5.89%	5.75%	8.05%	3.52%	4.96%	5.79%	6.60%	13.14%	11.69%	7.69%	0.00%	0.00%	0.00%	7.58%	4.35%
GS-12	#	720	333	387	21	16	175	158	105	187	18	11	3	4	0	1	11	10
	%	12.78%	9.17%	19.32%	12.07%	18.39%	7.25%	15.37%	12.93%	25.72%	13.14%	14.29%	23.08%	36.36%	0.00%	25.00%	16.67%	14.49%
GS-13	#	708	373	335	16	17	226	150	98	142	20	12	2	2	3	0	8	12
	%	12.57%	10.28%	16.72%	9.20%	19.54%	9.36%	14.59%	12.07%	19.53%	14.60%	15.58%	15.38%	18.18%	23.08%	0.00%	12.12%	17.39%
GS-14	#	661	401	260	14	14	276	143	85	88	20	5	1	1	0	1	5	8
	%	11.73%	11.05%	7.16%	0.39%	0.39%	7.60%	3.94%	2.34%	2.42%	0.55%	0.14%	0.03%	0.03%	0.00%	0.03%	0.14%	0.22%
GS-15	#	1136	795	341	32	8	663	251	63	47	23	15	1	1	4	1	9	18
	%	20.17%	21.90%	17.02%	18.39%	9.20%	27.45%	24.42%	7.76%	6.46%	16.79%	19.48%	7.69%	9.09%	30.77%	25.00%	13.64%	26.09%
All other (unspecified GS)	#	1428	1161	267	63	16	692	131	348	106	30	5	4	2	5	1	19	6
	%	25.35%	31.98%	13.33%	36.21%	18.39%	28.65%	12.74%	42.86%	14.58%	21.90%	6.49%	30.77%	18.18%	38.46%	25.00%	28.79%	8.70%
Senior Ex. Service	#	315	220	95	6	0	193	85	14	4	5	5	0	0	1	0	1	1
	%	5.59%	6.06%	4.74%	3.45%	0.00%	7.99%	8.27%	1.72%	0.55%	3.65%	6.49%	0.00%	0.00%	7.69%	0.00%	1.52%	1.45%
TOTAL	#	5633	3630	2003	174	87	2415	1028	812	727	137	77	13	11	13	4	66	69
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Temporary)

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS-01	#	0	0	0	0	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%	0.00%	0.00%
GS-02	#	0	0	0	0	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%	0.00%	0.00%
GS-03	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.14%	0.00%	0.41%	0.00%	0.00%	0.00%	0.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	5	2	3	0	0	2	1	0	2	0	0	0	0	0	0	0	0
	%	0.69%	0.41%	1.22%	0.00%	0.00%	0.46%	0.52%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	0.41%	0.41%	0.41%	0.00%	0.00%	0.46%	0.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	0	0	0	0	0	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%	0.00%	0.00%
GS-07	#	8	7	1	1	0	5	1	1	0	0	0	0	0	0	0	0	0
	%	1.10%	1.45%	0.41%	7.14%	0.00%	1.15%	0.52%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.27%	0.00%	0.82%	0.00%	0.00%	0.00%	1.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	14	9	5	0	0	6	4	2	1	0	0	0	0	0	0	1	0
	%	1.92%	1.86%	2.04%	0.00%	0.00%	1.39%	2.07%	8.70%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%
GS-10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.14%	0.21%	0.00%	0.00%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	33	17	16	1	0	10	8	4	4	2	3	0	0	0	0	0	1
	%	4.53%	3.52%	6.53%	7.14%	0.00%	2.31%	4.15%	17.39%	14.29%	25.00%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
GS-12	#	71	32	39	4	2	22	25	5	9	1	1	0	0	0	0	0	2
	%	9.75%	6.63%	15.92%	28.57%	33.33%	5.08%	12.95%	21.74%	32.14%	12.50%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
GS-13	#	42	28	14	1	2	21	5	4	4	1	3	0	0	1	0	0	0
	%	5.77%	5.80%	5.71%	7.14%	33.33%	4.85%	2.59%	17.39%	14.29%	12.50%	21.43%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
GS-14	#	57	32	25	1	1	26	21	2	2	1	1	0	0	0	0	2	0
	%	7.83%	6.63%	5.18%	0.21%	0.21%	5.38%	4.35%	0.41%	0.41%	0.21%	0.21%	0.00%	0.00%	0.00%	0.00%	0.41%	0.00%
GS-15	#	106	61	45	1	1	57	39	1	2	2	3	0	0	0	0	0	0
	%	14.56%	12.63%	18.37%	7.14%	16.67%	13.16%	20.21%	4.35%	7.14%	25.00%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified)	#	372	282	90	5	0	272	83	3	4	1	2	0	0	1	0	0	1
	%	51.10%	58.39%	36.73%	35.71%	0.00%	62.82%	43.01%	13.04%	14.29%	12.50%	14.29%	0.00%	0.00%	50.00%	0.00%	0.00%	25.00%
Senior Ex. Service	#	13	10	3	0	0	9	2	1	0	0	1	0	0	0	0	0	0
	%	1.79%	2.07%	1.22%	0.00%	0.00%	2.08%	1.04%	4.35%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	728	483	245	14	6	433	193	23	28	8	14	0	0	2	0	3	4
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

FY 2016 Table A5-1: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex (Permanent)

WD/WG, WL/WS & OTHER Wage Grades	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-01	#	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-02	#	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-03	#	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-04	#	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-05	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	15	11	4	0	0	1	1	10	3	0	0	0	0	0	0	0	0
	%	100%	73.33%	26.67%	0.00%	0.00%	6.67%	6.67%	66.67%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	16	15	1	0	0	2	0	13	1	0	0	0	0	0	0	0	0
	%	100%	93.75%	6.25%	0.00%	0.00%	12.50%	0.00%	81.25%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-08	#	15	14	1	0	0	3	0	9	0	1	0	0	0	1	0	0	1
	%	100%	93.33%	6.67%	0.00%	0.00%	20.00%	0.00%	60.00%	0.00%	6.67%	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%	6.67%
Grade-09	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	99	96	3	2	0	45	1	43	2	4	0	1	0	0	0	1	0
	%	100%	96.97%	3.03%	2.02%	0.00%	45.45%	1.01%	43.43%	2.02%	4.04%	0.00%	1.01%	0.00%	0.00%	0.00%	1.01%	0.00%
Grade-11	#	64	64	0	0	0	49	0	12	0	3	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	76.56%	0.00%	18.75%	0.00%	4.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-12	#	13	13	0	2	0	8	0	2	0	1	0	0	0	0	0	0	0
	%	100%	100%	0.00%	15.38%	0.00%	61.54%	0.00%	15.38%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-13	#	1	1	0	0	0	0	0	0	0	0	0	0	0	1	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%	100%	0.00%	0.00%	0.00%
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	#	227	218	9	4	0	109	2	92	6	9	0	1	0	2	0	1	1
	%	100%	96.04%	3.96%	1.76%	0.00%	48.02%	0.88%	40.53%	2.64%	3.96%	0.00%	0.44%	0.00%	0.88%	0.00%	0.44%	0.44%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table A5-1: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex (Temporary)

WD/WG, WL/WS & OTHER Wage Grades		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade-01	#	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-02	#	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-03	#	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-04	#	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-05	#	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-06	#	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-07	#	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-08	#	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-09	#	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-10	#	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-11	#	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-12	#	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-13	#	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-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	#	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: Percentages computed down columns and NOT across rows.

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Permanent)

Job Title/Series		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GENERAL ATTORNEY (0905)	#	196	134	62	5	1	122	56	4	4	1	0	0	1	0	0	2	0
	%	100%	68.37%	31.63%	2.55%	0.51%	62.24%	28.57%	2.04%	2.04%	0.51%	0.00%	0.00%	0.51%	0.00%	0.00%	1.02%	0.00%
Occupational CLF		100%	71.30%	28.70%	2.00%	1.20%	65.20%	23.90%	2.00%	1.90%	1.20%	1.00%	0.00%	0.00%	10.00%	10.00%	0.60%	0.40%
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301)	#	757	469	288	18	10	327	161	87	92	25	13	1	1	3	1	8	10
	%	100%	61.96%	38.04%	2.38%	1.32%	43.20%	21.27%	11.49%	12.15%	3.30%	1.72%	0.13%	0.13%	0.40%	0.13%	1.06%	1.32%
Occupational CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
INFORMATION TECHNOLOGY MANAGEMENT (2210)	#	211	144	67	6	2	80	39	33	15	14	7	4	1	2	0	5	3
	%	100%	68.25%	31.75%	2.84%	0.95%	37.91%	18.48%	15.64%	7.11%	6.64%	3.32%	1.90%	0.47%	0.95%	0.00%	2.37%	1.42%
Occupational CLF		100%	66.60%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%
POLICE (0083)	#	727	654	73	50	7	347	21	230	43	10	0	2	0	3	0	12	2
	%	100%	89.96%	10.04%	6.88%	0.96%	47.73%	2.89%	31.64%	5.91%	1.38%	0.00%	0.28%	0.00%	0.41%	0.00%	1.65%	0.28%
Occupational CLF		100%	87.00%	13.00%	7.40%	1.30%	67.60%	8.40%	8.80%	2.90%	1.10%	0.10%	0.10%	0.00%	0.70%	0.10%	1.30%	0.20%
MANAGEMENT AND PROGRAM ANALYSIS (0343)	#	612	343	269	12	14	270	147	45	93	8	5	0	2	2	1	6	7
	%	100%	56.05%	43.95%	1.96%	2.29%	44.12%	24.02%	7.35%	15.20%	1.31%	0.82%	0.00%	0.33%	0.33%	0.16%	0.98%	1.14%
Occupational CLF		100%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	10.00%	0.80%	0.50%
FOREIGN AFFAIRS (0130)	#	224	136	88	3	0	123	75	3	4	6	5	0	0	0	0	1	4
	%	100%	60.71%	39.29%	1.34%	0.00%	54.91%	33.48%	1.34%	1.79%	2.68%	2.23%	0.00%	0.00%	0.00%	0.00%	0.45%	1.79%
Occupational CLF		100%	50.10%	49.90%	1.90%	2.20%	42.00%	40.40%	2.40%	3.80%	2.00%	2.10%	0.10%	0.00%	0.60%	0.50%	1.10%	0.90%
SECURITY ADMINISTRATION (0080)	#	779	349	430	17	17	191	183	117	210	13	6	1	3	0	1	10	10
	%	100%	44.80%	55.20%	2.18%	2.18%	24.52%	23.49%	15.02%	26.96%	1.67%	0.77%	0.13%	0.39%	0.00%	0.13%	1.28%	1.28%
Occupational CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	1.00%	0.20%	0.40%	0.50%	0.90%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Temporary)

Job Title/Series	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African		Asian		Native Hawaiian or		American Indian or		Two or more races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GENERAL ATTORNEY (0905)	#	95	57	38	1	1	55	35	1	0	0	2	0	0	0	0	0	0
	%	100%	60.00%	40.00%	1.05%	1.05%	57.89%	36.84%	1.05%	0.00%	0.00%	2.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	71.30%	28.70%	2.00%	1.20%	65.20%	23.90%	2.00%	1.90%	1.20%	1.00%	0.00%	0.00%	10.00%	10.00%	0.60%	0.40%
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301)	#	500	346	154	7	4	318	126	11	14	8	8	0	0	1	0	1	2
	%	100%	69.20%	30.80%	1.40%	0.80%	63.60%	25.20%	2.20%	2.80%	1.60%	1.60%	0.00%	0.00%	0.20%	0.00%	0.20%	0.40%
Occupational CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
INFORMATION TECHNOLOGY MANAGEMENT (2210)	#	10	9	1	0	0	7	0	2	0	0	1	0	0	0	0	0	0
	%	100%	90.00%	10.00%	0.00%	0.00%	70.00%	0.00%	20.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	66.60%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%
POLICE (0083)	#	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%
Occupational CLF		100%	87.00%	13.00%	7.40%	1.30%	67.60%	8.40%	8.80%	2.90%	1.10%	0.10%	0.10%	0.00%	0.70%	0.10%	1.30%	0.20%
MANAGEMENT AND PROGRAM ANALYSIS (0343)	#	21	13	8	0	0	9	2	3	4	0	2	0	0	0	0	1	0
	%	100%	61.90%	38.10%	0.00%	0.00%	42.86%	9.52%	14.29%	19.05%	0.00%	9.52%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%
Occupational CLF		100%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	10.00%	0.80%	0.50%
FOREIGN AFFAIRS (0130)	#	9	4	5	0	0	3	5	1	0	0	0	0	0	0	0	0	0
	%	100%	44.44%	55.56%	0.00%	0.00%	33.33%	55.56%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	50.10%	49.90%	1.90%	2.20%	42.00%	40.40%	2.40%	3.80%	2.00%	2.10%	0.10%	0.00%	0.60%	0.50%	1.10%	0.90%
SECURITY ADMINISTRATION (0080)	#	21	13	8	0	0	9	2	3	4	0	2	0	0	0	1	0	1
	%	100%	61.90%	38.10%	0.00%	0.00%	42.86%	9.52%	14.29%	19.05%	0.00%	9.52%	0.00%	0.00%	0.00%	4.76%	0.00%	4.76%
Occupational CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	1.00%	0.20%	0.40%	0.50%	0.90%

FY 2016 Table A7 (Cont.): APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex (Permanent)

Job Title/Series: MISCELLANEOUS ADMINISTRATION & PROGRAM (0301)																		
Total Received	#																	
Voluntarily Identified	#	36	23	13	0	1	10	21	3	0	0	1	0	0	0	0	0	0
	%	100%	63.89%	36.11%	0.00%	2.78%	27.78%	58.33%	8.33%	0.00%	0.00%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#																	
	%	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%
Selected of those Identified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
Job Title/Series: POLICE (0083)																		
Total Received	#																	
Voluntarily Identified	#	67	61	6	0	2	2	39	4	15	0	3	0	0	0	0	0	2
	%	100%	91.04%	8.96%	0.00%	2.99%	2.99%	58.21%	5.97%	22.39%	0.00%	4.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#																	
	%	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%
Selected of those Identified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF		100%	87.00%	13.10%	7.40%	1.30%	67.60%	8.40%	8.80%	2.90%	1.10%	0.10%	0.10%	0.00%	0.70%	0.10%	1.30%	0.20%
Job Title/Series: SECURITY ADMINISTRATION (0080)																		
Total Received	#																	
Voluntarily Identified	#	37	20	17	2	5	8	10	5	4	1	1	1	0	0	0	0	0
	%	100%	54.05%	45.95%	5.41%	13.51%	21.62%	27.03%	13.51%	10.81%	2.70%	2.70%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#																	
	%	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%
Selected of those Identified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex (Temporary)

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

Job Title/Series: FOREIGN AFFAIRS (0130) □□

Total Received	#																	
Voluntarily Identified	#	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#																	
	%	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%
Selected of those Identified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF		100%	50.10%	49.90%	1.90%	2.20%	42.00%	40.40%	2.40%	3.80%	2.00%	2.10%	0.10%	0.00%	0.60%	0.50%	1.10%	0.90%

Job Title/Series: GENERAL ATTORNEY (0905)

Total Received	#																	
Voluntarily Identified	#	23	12	11	0	0	10	11	0	1	1	0	0	0	0	0	0	0
	%	100%	52.17%	47.83%	0.00%	0.00%	43.48%	47.83%	0.00%	4.35%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#																	
	%	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%
Selected of those Identified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF		100%	71.30%	28.70%	2.00%	1.20%	65.20%	23.90%	2.00%	1.90%	1.20%	1.00%	0.00%	0.00%	0.10%	0.10%	0.60%	0.40%

Job Title/Series: MANAGEMENT AND PROGRAM ANALYSIS (0343)

Total Received	#																	
Voluntarily Identified	#	9	7	2	0	0	2	4	0	3	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	22.22%	44.44%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#																	
	%	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%
Selected of those Identified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF		100%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	0.10%	0.80%	0.50%

**FY 2016 Table A7 (Cont.): APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
(Temporary)**

Job Title/Series: MISCELLANEOUS ADMINISTRATION & PROGRAM (0301)

Total Received	#																	
Voluntarily Identified	#	145	99	46	0	0	40	97	2	1	3	0	0	0	0	0	1	1
	%	100%	68.28%	31.72%	0.00%	0.00%	27.59%	66.90%	1.38%	0.69%	2.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.69%	0.69%
Qualified of those Identified	#																	
	%	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%
Selected of those Identified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%

Job Title/Series: SECURITY ADMINISTRATION (0080)

Total Received	#																	
Voluntarily Identified	#	7	6	1	0	1	1	5	0									
	%	100%	85.71%	14.29%	0.00%	14.29%	14.29%	71.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#																	
	%	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%
Selected of those Identified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex (Permanent/Temporary)

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Permanent	#	428	292	136	21	4	190	78	57	40	18	5	0	2	1	0	5	7
	%	100%	68.22%	31.78%	4.91%	0.93%	44.39%	18.22%	13.32%	9.35%	4.21%	1.17%	0.00%	0.47%	0.23%	0.00%	1.17%	1.64%
Temporary	#	206	135	71	1	0	127	61	6	5	0	4	0	0	0	0	1	1
	%	100%	65.53%	34.47%	0.49%	0.00%	61.65%	29.61%	2.91%	2.43%	0.00%	1.94%	0.00%	0.00%	0.00%	0.00%	0.49%	0.49%
NON-Appropriated	#	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	#	634	427	207	22	4	317	139	63	45	18	9	0	2	1	0	6	8
	%	100%	67.35%	32.65%	3.47%	0.63%	50.00%	21.92%	9.94%	7.10%	2.84%	1.42%	0.00%	0.32%	0.16%	0.00%	0.95%	1.26%
CLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

Job Series of Vacancy: 0343-MANAGEMENT AND PROGRAM ANALYSIS (0343)																		
Total Applications Received	#	15	5	10	0	2	4	5	0	3	0	0	0	0	0	0	1	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%	0.00%	0.00%
Selected	#																	
	%	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%
Relevant Applicant Pool	%																	
Job Series of Vacancy: 0905-GENERAL ATTORNEY (0905)																		
Total Applications Received	#	0	0	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%	0.00%	0.00%
Selected	#																	
	%	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%
Relevant Applicant Pool	%																	
Job Series of Vacancy: 2210-INFORMATION TECHNOLOGY MANAGEMENT (2210)																		
Total Applications Received	#	5	3	2	0	0	2	1	1	0	0	0	0	0	0	0	0	1
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	FALSE	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																	
	%	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%
Relevant Applicant Pool	%																	

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

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex (Permanent)

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Total Employees Eligible for Career Ladder Promotions	#	540	314	226	21	14	188	110	81	88	14	7	0	2	0	0	10	5
	%	100%	58.15%	41.85%	3.89%	2.59%	34.81%	20.37%	15.00%	16.30%	2.59%	1.30%	0%	0.37%	0.00%	0%	1.85%	0.93%
Time in grade in excess of minimum																		
1 - 12 months	#	44	32	12	3	1	18	6	10	3	1	2	0	0	0	0	0	0
	%	100%	72.73%	27.27%	6.82%	2.27%	40.91%	13.64%	22.73%	6.82%	2.27%	4.55%	0%	0%	0%	0%	0%	0%
13 - 24 months	#	10	11	1	0	6	9	3	2	0	0	0	0	0	0	0	0	0
	%	100%	110%	10.0%	0%	60.0%	90.0%	30.0%	20.0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
25+ months	#	84	54	30	1	0	37	16	10	12	4	2	0	0	0	0	0	0
	%	100%	64.29%	35.71%	1.19%	0%	44.05%	19.05%	11.90%	14.29%	4.76%	2.38%	0%	0%	0%	0%	0%	0%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex																		
Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade(s) of Vacancy: 13																		
Total Applications Received	#	107	54	53	0	5	41	23	8	18	3	3	0	0	0	0	2	4
	%	100%	50.47%	49.53%	0.00%	4.67%	38.32%	21.50%	7.48%	16.82%	2.80%	2.80%	0.00%	0.00%	0.00%	0.00%	1.87%	3.74%
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%	0.00%	0.00%
Selected	#																	
	%	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%
Relevant Applicant Pool		100%	47.00%	53.00%	2.40%	0.90%	27.70%	23.50%	14.60%	25.90%	0.60%	1.50%	0.00%	30.00%	0.00%	0.00%	150.00%	90.00%
Grade(s) of Vacancy: 14																		
Total Applications Received	#	82	35	47	2	2	23	28	7	14	1	2	0	0	0	0	2	1
	%	100%	42.68%	57.32%	2.44%	2.44%	28.05%	34.15%	8.54%	17.07%	1.22%	2.44%	0.00%	0.00%	0.00%	0.00%	2.44%	1.22%
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%	0.00%	0.00%
Selected	#																	
	%	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%
Relevant Applicant Pool		100%	52.70%	47.30%	2.60%	1.70%	35.30%	23.20%	11.80%	19.00%	1.80%	1.40%	0.10%	0.10%	0.20%	0.00%	0.90%	1.90%
Grade(s) of Vacancy: 15																		
Total Applications Received	#	69	34	35	2	1	25	20	4	11	2	1	0	0	0		1	2
	%	100%	49.28%	50.72%	2.90%	1.45%	36.23%	28.99%	5.80%	15.94%	2.90%	1.45%	0.00%	0.00%	0.00%	0.00%	1.45%	2.90%
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%	0.00%	0.00%
Selected	#																	
	%	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%
Relevant Applicant Pool		100%	64.90%	35.10%	2.00%	0.70%	50.70%	21.60%	9.10%	10.50%	1.80%	1.20%	0.20%	0.10%	0.00%	0.10%	1.10%	0.80%

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Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table A11 (cont.): INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	

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

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Career Development Programs for GS 5 - 12:																		
Slots	#																	
Relevant Pool	%																	
Applied	#	41	15	26	0	2	9	14	6	9	0	1	0	0	0	0	0	0
	%	100%	36.59%	63.41%	0.00%	4.88%	21.95%	34.15%	14.63%	21.95%	0.00%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	15	8	7	0	1	6	3	2	2	0	1	0	0	0	0	0	0
	%	100%	53.33%	46.67%	0.00%	6.67%	40.00%	20.00%	13.33%	13.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for GS 13 - 14:																		
Slots	#																	
Relevant Pool	%																	
Applied	#	28	10	18	0	0	6	13	4	4	0	1	0	0	0	0	0	0
	%	100%	35.71%	64.29%	0.00%	0.00%	21.43%	46.43%	14.29%	14.29%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	18	6	12	0	0	3	9	3	2	0	1	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	16.67%	50.00%	16.67%	11.11%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for GS 15 and SES:																		
Slots	#																	
Relevant Pool	%																	
Applied	#	25	14	11	0	0	11	9	2	1	1	1	0	0	0	0	0	0
	%	100%	56.00%	44.00%	0.00%	0.00%	44.00%	36.00%	8.00%	4.00%	4.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	7	4	3	0	0	4	2	0	0	0	1	0	0	0	0	0	0
	%	100%	57.14%	42.86%	0.00%	0.00%	57.14%	28.57%	0.00%	0.00%	0.00%	14.29%	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.

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex (Permanent)

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	490	342	148	27	11	176	39	123	89	7	4	0	0	2	0	7	5
	%	100%	69.80%	30.20%	5.51%	2.24%	35.92%	7.96%	25.10%	18.16%	1.43%	0.82%	0.00%	0.00%	0.41%	0.00%	1.43%	1.02%
Total Hours		3,643	2,644	999	216	84	1,370	235	938	628	52	27	0	0	16.00	0.00	52	25
Average Hours		7	8	7	8	8	8	6	8	7	7	7	0	0	8	0	7	5
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	731	443	288	15	15	315	160	82	84	22	13	1	3	2	0	0	0
	%	100%	60.60%	39.40%	2.05%	2.05%	43.09%	21.89%	11.22%	11.49%	3.01%	1.78%	0.14%	0.41%	0.27%	0.00%	0.00%	0.00%
Total Hours		20,586	12,959	7,627	462	374	9,175	4,562	2,472	1,986	602	331	40	88	64	0.00	144	286
Average Hours		28	29	26	31	25	29	29	30	24	27	25	40	29	32	0	0	0
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	173	97	76	2	5	74	26	16	36	3	6	0	0	1	0	1	3
	%	100%	56.07%	43.93%	1.16%	2.89%	42.77%	15.03%	9.25%	20.81%	1.73%	3.47%	0.00%	0.00%	0.58%	0.00%	0.58%	1.73%
Total Amount		\$72,573	\$41,506	\$31,067	\$900	\$1,908	\$31,424	\$10,946	\$7,246	\$14,351	\$1,306	\$2,362	0	0	\$430	0	\$200	\$1,500
Average Amount		419	428	409	450	382	425	421	453	399	435	394	0	0	430	0	200	500
Cash Awards \$501+																		
Total Cash Awards Given	#	3438	2255	1183	93	45	1555	662	453	389	95	41	9	6	5	3	45	37
	%	100%	65.59%	34.41%	2.71%	1.31%	45.23%	19.26%	13.18%	11.31%	2.76%	1.19%	0.26%	0.17%	0.15%	0.09%	1.31%	1.08%
Total Amount		\$8,009,115	\$5,419,819	\$2,589,296	\$181,065	\$74,913	\$4,260,143	\$1,750,474	\$706,548	\$603,006	\$175,429	\$86,258	\$8,916	\$12,787	\$14,233	\$5,401	\$73,485	\$56,457
Average Amount		2330	2403	2189	1947	1665	2740	2644	1560	1550	1847	2104	991	2131	2847	1800	1633	1526
Quality Step Increases (QSI)																		
Total QSIs Awarded	#	431	257	174	16	12	174	86	48	59	11	9	2	1	1	0	5	7
	%	100%	59.63%	40.37%	3.71%	2.78%	40.37%	19.95%	11.14%	13.69%	2.55%	2.09%	0.46%	0.23%	0.23%	0.00%	1.16%	1.62%
Total Benefit		\$1,460,459	\$859,467	\$600,992	\$46,664	\$39,702	\$604,917	\$326,343	\$150,504	\$185,865	\$34,967	\$23,935	\$4,085	\$2,583	\$2,811	0	\$15,519	\$22,564
Average Benefit		3389	3344	3454	2917	3309	3477	3795	3136	3150	3179	2659	2043	2583	2811	0	3104	3223

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex (Permanent)

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Voluntary	#	773	474	299	15	8	374	186	63	80	10	12	1	1	3	0	9	11
	%	100%	61.32%	38.68%	1.94%	1.03%	48.38%	24.06%	8.15%	10.35%	1.29%	1.55%	0.13%	0.13%	0.39%	0.00%	1.16%	1.42%
Involuntary	#	24	17	7	3	0	6	4	8	1	0	0	0	0	0	0	0	1
	%	100%	70.83%	29.17%	12.50%	0.00%	25.00%	16.67%	33.33%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.17%
Total Separations	#	797	491	306	18	8	380	190	71	81	10	12	1	1	3	0	0	12
	%	100%	61.61%	38.39%	2.26%	1.00%	47.68%	23.84%	8.91%	10.16%	1.25%	1.51%	0.13%	0.13%	0.38%	0.00%	0.00%	1.51%
Total Workforce	#	6361	4113	2248	188	93	2848	1221	835	755	145	91	13	11	15	4	69	73
	%	100%	64.66%	35.34%	2.96%	1.46%	44.77%	19.20%	13.13%	11.87%	2.28%	1.43%	0.20%	0.17%	0.24%	0.06%	1.08%	1.15%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	371	335	7	29	2	0	0	0	2	0	0	0	0	
	%	100%	90.30%	1.89%	7.82%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
- Mid-Level (Grades 13-14)	#	216	191	4	1	1	0	1	0	0	0	0	0	0	
	%	100%	88.43%	1.85%	0.46%	0.46%	0.00%	0.46%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
- First-Level (Grades 12 and Below)	#	13	8	6	19	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%	
- Other Officials and Managers	#	2351	2041	65	245	13	2	2	0	1	0	3	0	5	
	%	100%	86.81%	2.76%	10.42%	55.00%	0.09%	0.09%	0.00%	0.04%	0.00%	0.13%	0.00%	0.21%	
Officials and Managers - TOTAL	#	2951	2575	82	294	16	2	3	0	1	0	3	0	5	
	%	100%	87.26%	0.00%	0.00%	0.00%	0.07%	0.10%	0.00%	0.03%	0.00%	0.10%	0.00%	0.17%	
2. Professionals	#	1399	1259	32	108	13	5	3	0	1	2	0	0	2	
	%	100%	89.99%	2.29%	7.72%	0.93%	0.36%	0.21%	0.00%	0.07%	0.14%	0.00%	0.00%	0.14%	
3. Technicians	#	64	59	1	4	0	0	0	0	0	0	0	0	0	
	%	100%	92.19%	1.56%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
4. Sales Workers	#	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%	
5. Administrative Support	#	199	166	2	31	12	2	3	0	2	0	0	3	2	
	%	100%	83.42%	1.01%	15.58%	6.03%	1.01%	1.51%	0.00%	1.01%	0.00%	0.00%	1.51%	1.01%	
6. Craft Workers	#	165	149	1	15	1	0	0	1	0	0	0	0	0	
	%	100%	90.30%	0.61%	9.09%	0.61%	0.00%	0.00%	0.61%	0.00%	0.00%	0.00%	0.00%	0.00%	
7. Operatives	#	35	32	0	3	0	0	0	0	0	0	0	0	0	
	%	100%	91.43%	0.00%	8.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
8. Labors and Helpers	#	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%	
9. Service Workers	#	819	782	12	25	2	0	0	0	0	0	1	0	1	
	%	100%	95.48%	1.47%	3.05%	24.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	0.12%	

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	371	335	7	29	2	0	0	0	2	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%	
- Mid-Level (Grades 13-14)	#	216	191	4	1	1	0	1	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
- First-Level (Grades 12 and Below)	#	13	8	6	19	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%	
- Other Officials and Managers	#	2351	2041	65	245	13	2	2	0	1	0	3	0	5	
	%	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%	
Officials and Managers - TOTAL	#	2951	2575	82	294	16	2	3	0	1	0	3	0	5	
	%	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%	
2. Professionals	#	1399	1259	32	108	13	5	3	0	1	2	0	0	2	
	%	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%	
3. Technicians	#	64	59	1	4	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%	
4. Sales Workers	#	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%	
5. Administrative Support Workers	#	199	166	2	31	12	2	3	0	2	0	0	3	2	
	%	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%	
6. Craft Workers	#	165	149	1	15	1	0	0	1	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%	
7. Operatives	#	35	32	0	3	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%	
8. Labors and Helpers	#	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%	
9. Service Workers	#	819	782	12	25	2	0	0	0	0	0	1	0	1	
	%	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%	
TOTAL WORKFORCE	#	5633	5023	130	480	44	9	9	1	6	2	4	3	10	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows.

FY 2016 Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Permanent)

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS - 01	#	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%
GS - 02	#	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%
GS - 03	#	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%
GS - 04	#	1	0	0	1	1	0	1	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	100%	100%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 05	#	13	6	0	7	2	1	0	0	0	0	0	1	0	0
	%	100%	46.15%	0.00%	53.85%	15.38%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%
GS - 06	#	28	21	1	6	3	0	1	0	0	0	0	1	1	0
	%	100%	75.00%	3.57%	21.43%	10.71%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	3.57%	3.57%	0.00%
GS - 07	#	130	116	0	14	3	0	1	0	1	0	0	1	0	0
	%	100%	89.23%	0.00%	10.77%	2.31%	0.00%	0.77%	0.00%	0.77%	0.00%	0.00%	0.77%	0.00%	0.00%
GS - 08	#	36	33	0	3	2	1	0	0	1	0	0	0	0	0
	%	100%	91.67%	0.00%	8.33%	5.56%	2.78%	0.00%	0.00%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%
GS- 09	#	167	142	2	23	5	2	0	0	1	0	0	0	2	0
	%	100%	85.03%	1.20%	13.77%	2.99%	1.20%	0.00%	0.00%	0.60%	0.00%	0.00%	0.00%	1.20%	0.00%
GS - 10	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 11	#	284	251	5	28	5	1	1	0	0	0	1	0	2	0
	%	100%	88.38%	1.76%	0.00%	1.76%	0.35%	0.35%	0.00%	0.00%	0.00%	0.35%	0.00%	0.70%	0.00%
GS - 12	#	720	608	26	86	8	4	1	0	1	0	0	0	2	0
	%	100%	84.44%	3.61%	11.94%	1.11%	0.56%	0.14%	0.00%	0.14%	0.00%	0.00%	0.00%	0.28%	0.00%
GS - 13	#	708	619	18	71	4	0	2	0	0	0	1	0	1	0
	%	100%	87.43%	2.54%	10.03%	0.56%	0.00%	0.28%	0.00%	0.00%	0.00%	0.14%	0.00%	0.14%	0.00%
GS - 14	#	661	558	20	53	1	0	0	0	0	1	0	0	0	0
	%	100%	84.42%	3.03%	8.02%	0.15%	0.00%	0.00%	0.00%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%
GS - 15	#	1136	1018	26	92	5	0	2	0	1	0	1	0	1	0
	%	100%	89.61%	2.29%	8.10%	0.44%	0.00%	0.18%	0.00%	0.09%	0.00%	0.09%	0.00%	0.09%	0.00%
All Other (EX)	#	1428	1328	22	78	3	0	0	1	0	0	1	0	1	0
	%	100%	93.00%	1.54%	5.46%	0.21%	0.00%	0.00%	0.07%	0.00%	0.00%	0.07%	0.00%	0.07%	0.00%
SES	#	315	288	10	17	2	0	0	0	1	1	0	0	0	0
	%	100%	91.43%	3.17%	5.40%	0.63%	0.00%	0.00%	0.00%	0.32%	0.32%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	5633	5023	130	480	44	9	9	1	6	2	4	3	10	0
	%	100%	89.17%	2.31%	8.52%	0.78%	0.16%	0.16%	0.02%	0.11%	0.04%	0.07%	0.05%	0.18%	0.00%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Temporary)

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
GS - 01	#	0	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%
GS - 02	#	0	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%
GS - 03	#	0	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%
GS - 04	#	1	0	0	1	1	0	1	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 05	#	13	6	0	7	2	1	0	0	0	0	1	0	0	
	%	100%	46.15%	0.00%	53.85%	15.38%	7.69%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%	
GS - 06	#	28	21	1	6	3	0	1	0	0	0	1	1	0	
	%	100%	75.00%	3.57%	21.43%	10.71%	0.00%	3.57%	0.00%	0.00%	0.00%	3.57%	3.57%	0.00%	
GS - 07	#	130	116	0	14	3	0	1	0	1	0	1	0	0	
	%	100%	89%	0.00%	0.00%	10.71%	0.00%	0.77%	0.00%	0.77%	0.00%	0.77%	0.00%	0.00%	
GS - 08	#	36	33	0	3	2	1	0	0	1	0	0	0	0	
	%	100%	91.67%	0.00%	8.33%	5.56%	2.78%	0.00%	0.00%	2.78%	0.00%	0.00%	0.00%	0.00%	
GS- 09	#	167	142	2	23	5	2	0	0	1	0	0	2	0	
	%	100%	85.03%	1.20%	13.77%	2.99%	1.20%	0.00%	0.00%	0.60%	0.00%	0.00%	0.00%	1.20%	
GS - 10	#	6	5	0	1	0	0	0	0	0	0	0	0	0	
	%	100%	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 11	#	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%	
GS - 12	#	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%	
GS - 13	#	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%	
GS - 14	#	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%	
GS - 15	#	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%	
All Other (Unspecified GS)	#	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%	
Senior Executive Service	#	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%	
Total Workforce	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows.

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table B5-2: PARTICIPATION RATES FOR WAGE GRADES by Disability (Temporary)

WD/WG, WL/WS Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 01	#	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%	0%	0%	0%
Grade - 02	#	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%	0%	0%	0%
Grade - 03	#	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%	0%	0%	0%
Grade - 04	#	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%	0%	0%	0%
Grade - 05	#	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%	0%	0%	0%
Grade - 06	#	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%	0%	0%	0%
Grade - 07	#	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%	0%	0%	0%
Grade - 08	#	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%	0%	0%	0%
Grade - 09	#	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%	0%	0%	0%
Grade - 10	#	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%	0%	0%	0%
Grade - 11	#	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%	0%	0%	0%
Grade - 12	#	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%	0%	0%	0%
Grade - 13	#	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%	0%	0%	0%
Grade - 14	#	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%	0%	0%	0%
Grade - 15	#	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%	0%	0%	0%
All Other Wage Grades	#	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%	0%	0%	0%
TOTAL	#	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%	0%	0%	0%

NOTE: Percentages computed down columns and NOT across rows. ****No temporary employees in WG**

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)															
Job Title/Series		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301)	#	757	665	22	70	3	1	0	0	1	0	0	0	1	0
	%	100%	87.85%	2.91%	9.25%	0.40%	0.13%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%	0.13%	0.00%
SECURITY ADMINISTRATION (0080)	#	779	671	23	85	4	1	1	0	0	0	0	0	2	0
	%	100%	86.14%	2.95%	10.91%	0.51%	0.13%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.26%	0.00%
GENERAL ATTORNEY (0905)	#	196	182	5	9	1	0	1	0	0	0	0	0	0	0
	%	100%	92.86%	2.55%	4.59%	0.51%	0.00%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
POLICE (0083)	#	727	694	11	22	1	0	0	0	0	0	0	0	1	0
	%	100%	95.46%	1.51%	3.03%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%	0.00%
MANAGEMENT AND PROGRAM ANALYSIS (0343)	#	612	542	17	53	3	0	0	0	1	0	2	0	0	0
	%	100%	88.56%	2.78%	8.66%	0.49%	0.00%	0.00%	0.00%	0.16%	0.00%	0.33%	0.00%	0.00%	0.00%
FOREIGN AFFAIRS (0130)	#	224	215	6	3	0	0	0	0	0	0	0	0	0	0
	%	100%	95.98%	2.68%	1.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INFORMATION TECHNOLOGY MANAGEMENT (2210)	#	211	182	3	26	2	1	0	0	0	0	0	0	1	0
	%	100%	86.26%	1.42%	12.32%	0.95%	0.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.47%	0.00%
Total:	#	3506	3,151	87	268	14	3	2	0	2	0	2	0	5	0
	%	100%	89.87%	2.48%	7.64%	0.40%	0.09%	0.06%	0.00%	0.06%	0.00%	0.06%	0.00%	0.14%	0.00%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability (Temporary)

Job Title/Series		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301)	#	500	482	5	13	0	0	0	0	0	0	0	0	0	0
	%	100%	96.40%	1.00%	2.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SECURITY ADMINISTRATION (0080)	#	21	16	2	3	0	0	0	0	0	0	0	0	0	0
	%	100%	76.19%	9.52%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GENERAL ATTORNEY (0905)	#	95	89	2	4	1	0	0	0	0	1	0	0	0	0
	%	100%	93.68%	2.11%	4.21%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MANAGEMENT AND PROGRAM ANALYSIS (0343)	#	21	15	1	5	2	0	1	0	1	0	0	0	0	0
	%	100%	71.43%	4.76%	23.81%	9.52%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%
FOREIGN AFFAIRS (0130)	#	9	9	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%
INFORMATION TECHNOLOGY MANAGEMENT (2210)	#	10	9	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total:	#	656	620	11	25	3	0	1	0	1	1	0	0	0	0
	%	100%	94.51%	1.68%	3.81%	0.46%	0.00%	0.15%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table B8: NEW HIRES By Type of Appointment - Distribution by Disability (Permanent/Temporary)

Type of Appointment		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Permanent	#	428	371	9	48	3	0	2	0	0	0	0	0	1	0
	%	100%	86.68%	2.10%	11.21%	0.70%	0.00%	0.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%
Temporary	#	206	190	7	9	4	1	1	0	1	0	0	0	1	0
	%	100%	92.23%	3.40%	4.37%	1.94%	0.49%	0.49%	0.00%	0.49%	0.00%	0.00%	0.00%	0.49%	0.00%
Non-Appropriated	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	634	561	16	57	7	1	3	0	1	0	0	0	2	0
	%	100%	88.49%	2.52%	8.99%	1.10%	0.16%	0.47%	0.00%	0.16%	0.00%	0.00%	0.00%	0.32%	0.00%
Prior Year	#	1084	936	25	123	14	3	2	0	2	1	1	1	4	0
	%	100%	86.35%	2.31%	11.35%	1.29%	0.28%	0.18%	0.00%	0.18%	0.09%	0.09%	0.09%	0.37%	0.00%

Job Series: Miscellaneous Administration & Program (0301)

Total Applications Received	#	14	13	1	0	0	0	0	0	0	0	0	0	0	0
	%		92.86%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%		0.00%	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	#														
	%		0.00%	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%

Job Series: Management & Program Analysis (0343)

Total Applications Received	#	1	1	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%
Qualified	#														
	%		0.00%	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	#														
	%		0.00%	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	%														

Job Series: Information Technology Management (2210)

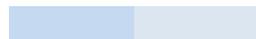
Total Applications Received	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0
	%		80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%		0.00%	0.00%	0.00%	0.00%	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%

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

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Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability

		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Total Employees in Career Ladder	#	540	474	12	54	11	4	2	-	2	-	-	-	3	-
	%	100%	87.78%	2.22%	10.00%	2.04%	0.74%	0.37%	0.00%	0.37%	0.00%	0.00%	0.00%	0.56%	0.00%
Time in Grade in excess of minimum															
1-12 months	#	44	39	0	5	3	1	0	0	1	0	0	0	1	0
	%	100%	88.64%	0.00%	11.36%	6.82%	2.27%	0.00%	0.00%	2.27%	0.00%	0.00%	0.00%	2.27%	0.00%
13-24 months	#	21	18	1	2	1	1	0	0	0	0	0	0	0	0
	%	100%	85.71%	4.76%	9.52%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
25+ months	#	84	75	2	7	0	0	0	0	0	0	0	0	0	0
	%	100%	89.29%	2.38%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%



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FY 2016 Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, SES) POSITIONS by Disability

		Total by Disability Status				Detail for Targeted Disabilities								
	Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(26, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine

Job Series/Grade(s) of Vacancy: SES

Rel. Pool														
Total Appl. Rec'd	#	12	11	0	0	0	0	0	0	0	0	0	0	0
	%	100%	91.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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%
Selected	#													
	%	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.

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

FY 2016 Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

	Total by Disability Status					Detail for Targeted Disabilities									
	Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine	
Career Development Programs for GS 5-12															
Slots	#														
Relevant 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%
Applied	#	41	33	2	6	0	0	0	0	0	0	0	0	0	0
	%	100%	80.49%	4.88%	14.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	15	12	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	80.00%	0.00%	20.00%	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	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#	28	26	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	92.86%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	18	16	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	88.9%	0.00%	11.11%	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	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#	25	24	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	96.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

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FY 2016 Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

Recognition or Award Program # Awards Given Total Cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Time-Off Awards, 1-9 hours															
Total Time-Off Awards Given	#	3,643	442	5	43	7	2	2	0	2	0	0	0	1	0
	%	100%	90.20%	1.02%	8.78%	0.19%	0.41%	0.41%	0.00%	0.41%	0.00%	0.00%	0.00%	0.20%	0.00%
Total Hours		3643	3298	31	314	56	16	16	0	16	0	0	0	8	0
Average Hours		7	7	6	7	8	7	8	0	8	0	0	0	8	0
Time-Off Awards - 9+ hours															
Total Time-Off Awards Given	#	20586	647	20	64	2	2	0	0	0	0	0	0	0	0
	%	100%	88.51%	2.74%	8.76%	0.01%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		20586	18269	559	1758	61	61	0	0	0	0	0	0	0	0
Average Hours		28	28	28	27	31	27	0	0	0	0	0	0	0	0
Cash Awards: \$100 - \$500															
Total Cash Awards Given	#	72573	152	4	17	4	1	0	0	0	0	0	0	0	0
	%	100%	87.86%	2.31%	9.83%	0.00%	0.58%	0.00%	0.00%	0.00%	0.00%	0.58%	0.58%	0.58%	0.00%
Total Amount		\$72,573	\$63,382	\$1,930	\$7,261	\$1,879	\$400	\$0	\$0	\$0	\$0	\$480	\$499	\$500	\$0
Average Amount		\$419.50	\$416.99	\$482.50	\$427.12	\$469.75	\$427.12	\$0.00	\$0.00	\$0.00	\$0.00	\$480	\$499	\$500	\$0.00
Cash Awards: \$501+															
Total Cash Awards Given	#	8009115	3085	77	276	22	6	3	0	2	2	0	2	7	0
	%	100%	90.49%	1.62%	7.89%	0.00%	0.00%	0.23%	0.00%	0.23%	0.23%	0.00%	0.23%	0.23%	0.00%
Total Amount		\$8,009,115	#####	\$180,157	\$541,756	\$42,754	\$5,435	\$4,148	\$0	\$7,627	\$16,000	\$0	\$1,711	\$7,833	\$0
Average Amount		\$2,329.59	\$2,362.14	\$2,339.70	\$1,962.88	\$1,943.36	\$1,962.88	\$1,382.67	\$0.00	\$3,813.50	\$8,000	\$0.00	\$855.50	\$1,119	\$0.00
Quality Step Increases:															
Total QSI Award	#	1414910	390	7	34	5	0	1	0	1	0	2	0	1	0
	%	100	0.03%	1.79%	0.00%	14.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		\$1,414,910	#####	\$21,545	\$115,413	\$16,743	\$0	\$4,270	\$0	\$4,269	\$0	\$6,424	\$0	\$1,780	\$0
Average Benefit		\$3,282.85	\$3,276.80	\$3,077.86	\$3,394.50	\$3,348.60	\$3,394.50	\$4,270	\$0.00	\$0	\$0.00	\$3,212	\$0.00	\$1,780	\$0.00

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Table B14: SEPARATIONS By Type of Separation- Distribution by Disability

Type of Separation		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/ Spine
Voluntary	#	773	674	20	79	3	1	0	0	1	0	0	0	1	0
	%	100%	87.19%	2.59%	10.22%	0.39%	0.13%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%	0.13%	0.00%
Involuntary	#	24	19	0	5	1	0	0	0	0	0	1	0	0	0
	%	100%	79.17%	0.00%	20.83%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	4.17%	0.00%	0.00%	0.00%
Total Separations	#	797	693	693	20	8	4	1	0	0	1	0	1	0	1
	%	100%	86.95%	86.95%	2.51%	1.00%	0.50%	0.13%	0.00%	0.00%	0.13%	0.00%	0.13%	0.00%	0.13%
Total Workforce	#	6361	5698	146	517	54	13	10	1	7	3	4	3	13	0
	%	100%	89.58%	2.30%	8.13%	0.85%	0.20%	0.16%	0.02%	0.11%	0.05%	0.06%	0.05%	0.20%	0.00%