

**FEDERAL DEPOSIT
INSURANCE CORPORATION**

**Federal Agency
Annual EEO Program
Status Report**

Fiscal Year 2020



**U.S. Equal Employment Opportunity Commission
 FY 2020 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
 Federal Deposit Insurance Corporation**

TABLE OF CONTENTS

EEOC FORMS 715-01

PARTS A – D: Agency and Official Identifying Information and Total Employment Information	Page 2
PART E: Executive Summary	Page 4
PART F: Certification of Establishment of Continuing Equal Employment Opportunity Programs	Page 10
PART G: Agency Self-Assessment Checklist	Page 11
PART H: Agency EEO Plan to Attain the Essential Elements of a Model EEO Program	Page 42
PART I: EEO Plan to Eliminate Identified Barrier	Page 68
PART J: Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities ..	Page 75

ATTACHMENTS

A – FDIC Workforce Data Tables
B – FDIC EEO Policy Statement
C – FDIC Organizational Chart
D – FDIC Circular 2710.03 - Anti-Harassment Program
E – FDIC Strategic Plan
F – FDIC Alternative Dispute Resolution Procedures
G – FDIC Circular 2710.5 – FDIC Reasonable Accommodation Program
H – FDIC Guidance/Procedures for Providing Personal Assistance Services
I – FDIC FY 2020 Disabled Veterans Affirmative Action Program (DVAAP) Report
J – FDIC 2020 Federal Employee Viewpoint Survey Results
K – FDIC Diversity, Equity, and Inclusion Strategic Plan 2021-2023
L – FDIC Section 342 Dodd-Frank Wall Street Reform and Consumer Protection Act Report to Congress 2020

For period covering October 1, 2019, to September 30, 2020.

PART A Department or Agency Identifying Information	1. Agency		1. Federal Deposit Insurance Corporation	
	1.a. 2 nd level reporting component		N/A	
	1.b. 3 rd level reporting component		N/A	
	1.c. 4 th level reporting component		N/A	
	2. Address		2. 550 17th Street NW	
	3. City, State, Zip Code		3. Washington, District of Columbia 20429-9990	
	4. CPDF Code	5. FIPS code(s)	4. FD68	5. 11
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 5625
	2. Enter total number of temporary employees			2. 404
	4.TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 6029
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1.Head of Agency Official Title		1. Jelena McWilliams, Chairman	
	2. Agency Head Designee		2. Nikita Pearson, Director, Office of Minority and Women Inclusion	
	3. Principal EEO Director/Official Title/series/grade		3. Nikita Pearson, Director, Office of Minority and Women Inclusion, EM-00	
	4. Title VII Affirmative EEO Program Official		4. Anthony F. Pagano, Branch Chief, Office of Minority and Women Inclusion	
	5. Section 501 Affirmative Action Program Official		5. Monica C. Flint, Disability Program Manager, Office of Minority and Women Inclusion	
	6.Complaint Processing Program Manager		6. Michael P. Moran, Branch Chief, Office of Minority and Women Inclusion	
	7. Other Responsible EEO Staff		7. Peter Mueller, Senior EEO Specialist Amy Del Valle, Stephanie Foster, and Theresa Marshall, EEO Specialists Donald Ballard, EEO Counselor Joyce Hunter and Tammy Stovall, Special Emphasis Program Managers	

EEOC FORM 715-01 PARTS A - D	U.S. Equal Employment Opportunity Commission FY 2020 – FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Federal Deposit Insurance Corporation		
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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS Codes	
		CPDF	FIPS
	Atlanta Regional Office (Atlanta / GA)	FD68	13
	Chicago Regional Office (Chicago / IL)	FD68	17
	Dallas Regional Office (Dallas / TX)	FD68	48
	Kansas City Regional Office (Kansas City / MO)	FD68	29
	New York Regional Office (New York / NY)	FD68	36
	San Francisco Regional Office (San Francisco / CA)	FD68	06

EEOC FORMS and Documents Included With This Report	
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* Executive Summary [FORM 715-01 PART E], that includes:	* Attachment A: FDIC Workforce Data Tables
Summary of the FDIC’s Mission and Workforce Diversity, Equity, and Inclusion Efforts	* Attachment B: FDIC FY 2020 EEO Policy Statement
Summary of the FDIC’s Annual Self-Assessment Against the MD-715 "Essential Elements"	* Attachment C: FDIC Organizational Chart
Summary of Accomplishments Towards Attaining a Model EEO Program	* Attachment D: FDIC Circular 2710.03 – Anti-Harassment Program
Summary of the Analysis of Workforce Profiles	* Attachment E: FDIC Strategic Plan
Summary of FDIC Planned Activities	* Attachment F: FDIC Alternative Dispute Resolution Procedures
* Certification of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	* Attachment G: FDIC Circular 2710.5 – FDIC Reasonable Accommodation Program
* Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01 PART G]	* Attachment H: FDIC Guidance/Procedures for Providing Personal Assistance Services
* EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01 PART H] for each programmatic essential element requiring improvement	* Attachment I: FDIC FY 2020 Disabled Veterans Affirmative Action Program (DVAAP) Report
* Agency EEO Plan to Eliminate Identified Barrier [FORM 715-01 PART I]	* Attachment J: FDIC 2020 Federal Employee Viewpoint Survey Results
* Special Program Plan for the Recruitment, Hiring, and Advancement of Persons With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	* Attachment K: FDIC Diversity, Equity, and Inclusion Strategic Plan 2021-2023
	* Attachment L: FDIC Section 342 Dodd-Frank Wall Street Reform and Consumer Protection Act Report to Congress 2020

EXECUTIVE SUMMARY

FDIC Mission and Workforce Diversity, Equity, and Inclusion Efforts

The Federal Deposit Insurance Corporation (FDIC) is pleased to deliver its Equal Employment Opportunity (EEO) Program Status Report for fiscal year (FY) 2020. The FDIC maintains stability and public confidence in the U.S. financial system by insuring deposits in banks and thrift institutions; examining and supervising financial institutions for safety and soundness and consumer protection; making large and complex financial institutions resolvable, and limiting the effect on the economy and the financial system when a bank or thrift institution fails by managing receiverships. The FDIC is the primary federal regulator of state-chartered banks that are not members of the Federal Reserve System and is the back-up supervisor for the remaining insured banks and thrift institutions. As of September 30, 2020, the FDIC directly examined and supervised 3,239 banks and thrift institutions, more than half of the institutions in the banking system.

To better support our mission, the FDIC is building a workforce that is talented, diverse, and committed to fostering a safe, fair, and inclusive workplace and banking system. The EEO Program is a critical piece of our efforts. In this EEO Program Status Report, we share information about our ongoing efforts to transform our workforce. We are focusing on expanding talent sources, strengthening retention efforts, and supporting training activities. These initiatives include building more accountability into our system, as well as eliminating barriers to opportunities that may exist. The FDIC recognizes that we are in a unique position to make positive, lasting changes that will impact not only our workforce, but the banking system and – even more broadly – our communities and our country.

Strengthening Diversity, Equity, And Inclusion Strategy To Complement A Model EEO Program

The FDIC is fostering a culture that exemplifies teamwork, embraces innovation, and values diversity, equity, and inclusion (DEI) to achieve mission excellence. To support these efforts the FDIC solidified DEI as an organizational priority with a new strategic plan and placed special emphasis on the most populous and mission critical portion of the workforce, bank examiners.

During FY 2020, the FDIC worked to transform DEI strategic planning. Over a year's time, we examined our data, met with employees and other stakeholders, and took a deep dive into root causes of our culture, ethics, and history. In March 2021, we issued the [FDIC's Diversity, Equity and Inclusion Strategic Plan 2021-2023](#). For the first time ever, the FDIC integrated the concept of *equity* and established DEI vision, mission, and value statements within the plan. To further integrate DEI into our hiring, training, and career development programs, the DEI Strategic Plan holds Directors of FDIC divisions and offices accountable to develop and implement operational plans reflective of their current DEI performance and business realities. Externally, the plan will improve DEI in FDIC contracting opportunities, enhance our ability to assess diversity policies and practices at financial institutions, and provide additional support for minority depository institutions. (Please refer to Attachment K to review the plan.)

During FY 2020, the FDIC also established an executive level taskforce to promote DEI within the bank examiner workforce. A challenge in promoting diversity at all levels of the FDIC workforce continues to be our ability to attract, retain, and advance minorities and women in the bank examiner workforce. Individuals who began their careers as entry-level examiners tend to occupy a significant percentage of executive and managerial leadership positions and other non-examiner positions in the FDIC. Thus, representation rates within the examiner workforce are key elements to achieving satisfactory representation rates within the broader FDIC workforce. The executive task force analyzed data, identified challenges, and developed a comprehensive strategy to recruit, hire, and develop a high-performing bank examiner workforce that reflects the communities we serve.

Details regarding these and other efforts, along with more context about our challenges as well as our accomplishments, can be found in the FDIC's [Section 342 Dodd-Frank Wall Street Reform and Consumer Protection Act Report to Congress for 2020](#). (Please refer to Attachment L to review the report.)

FDIC's Annual Self-Assessment Against the MD-715 "Essential Elements"

Strengthening our DEI efforts has helped to place us further along the path to a Model EEO Program. The FDIC has met all measures of four essential elements: A-Demonstrated Commitment from Agency Leadership, B-Integration of EEO into the Agency's Strategic Mission, D-Proactive Prevention of Unlawful Discrimination, and F-Responsiveness and Legal Compliance. The FDIC nearly met all measures identified in Essential Element C-Management and Program Accountability. We are diligently working to meet all measures of this essential element well as Essential Element E-Efficiency. Please see below for more details.

- *Essential Element C-Management and Program Accountability.* The self-assessment identified two deficiencies: conducting prompt inquiries of harassment allegations and establishing a timetable for regular review of employee programs for systemic barriers that may be impeding full participation in the programs by all groups of employees. As of this writing, the FDIC completed actions to address the deficiency regarding timely initiation of harassment complaints. Part H of this report, "Agency EEO Plan to Attain the Essential Elements of a Model EEO Program," notes the completion of these actions and discusses actions the FDIC will take to address the remaining deficiency by establishing regular schedules to review its merit promotion program, employee recognition awards program, and employee development/training programs.
- *Essential Element E-Efficiency.* The self-assessment identified deficiencies regarding systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process. Part H of this report discusses the FDIC's plans to improve the timeliness of EEO counseling, complaint investigation, and final action on complaints.

The self-assessment results reflect notable improvement from FY 2019. The Accomplishments Towards Attaining a Model EEO Program section below describes our efforts to address deficiencies identified in the FY 2019 self-assessment.

ELEMENT	*FY2020% of Measures Met
A. Demonstrated Commitment from Agency Leadership	100%
B. Integration of EEO into the Agency's Strategic Mission	100%
C. Management and Program Accountability	95%
D. Proactive Prevention	100%
E. Efficiency	83%
F. Responsiveness and Legal Compliance	100%
TOTAL	95%

**The calculation excludes "Not Applicable" measures in Part G.*

Accomplishments Towards Attaining a Model EEO Program

Accomplishments the FDIC has made to help achieve a model EEO program relate primarily to improving efficiency and accountability. They also involve action to help proactively prevent EEO barriers. Where the FDIC has identified aspects of our EEO Program that warrant improvement, we have developed specific plans of action designed to correct the issues observed. Briefly summarized below are our accomplishments. Part H, "Agency EEO Plan to Attain the Essential Elements of a Model EEO Program," provides more details on our plans of action as well as the FDIC's accomplishments in executing them.

Efficiency

- To improve the promptness of inquiries into harassment allegations, in FY 2020 the FDIC began developing interim standard operating procedures and revising its Anti-Harassment Program Directive. In FY 2021, the FDIC completed interim procedures, implemented an Anti-Harassment Program case tracking system, and issued a revised Anti-Harassment Program Directive.
- To improve efficiency when completing investigations and issuing final decisions, the FDIC drafted EEO Conflict of Interest Complaint Processing Procedures.

Accountability

- To increase accountability for the success of the agency's EEO program, the FDIC added a new performance standard to the Leadership Performance Management Program standards for FDIC managers and supervisors.
- To improve accountability for the timely review of potential obstacles to employee development and training, the FDIC engaged an independent consultant to analyze barriers to the advancement by minorities and women to senior management, Hispanic/Latino representation throughout the agency, and effective hiring of persons with disabilities.

Proactive Prevention

- To help proactively prevent EEO barriers, the FDIC revised its exit survey to add questions to obtain information about ways to improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.

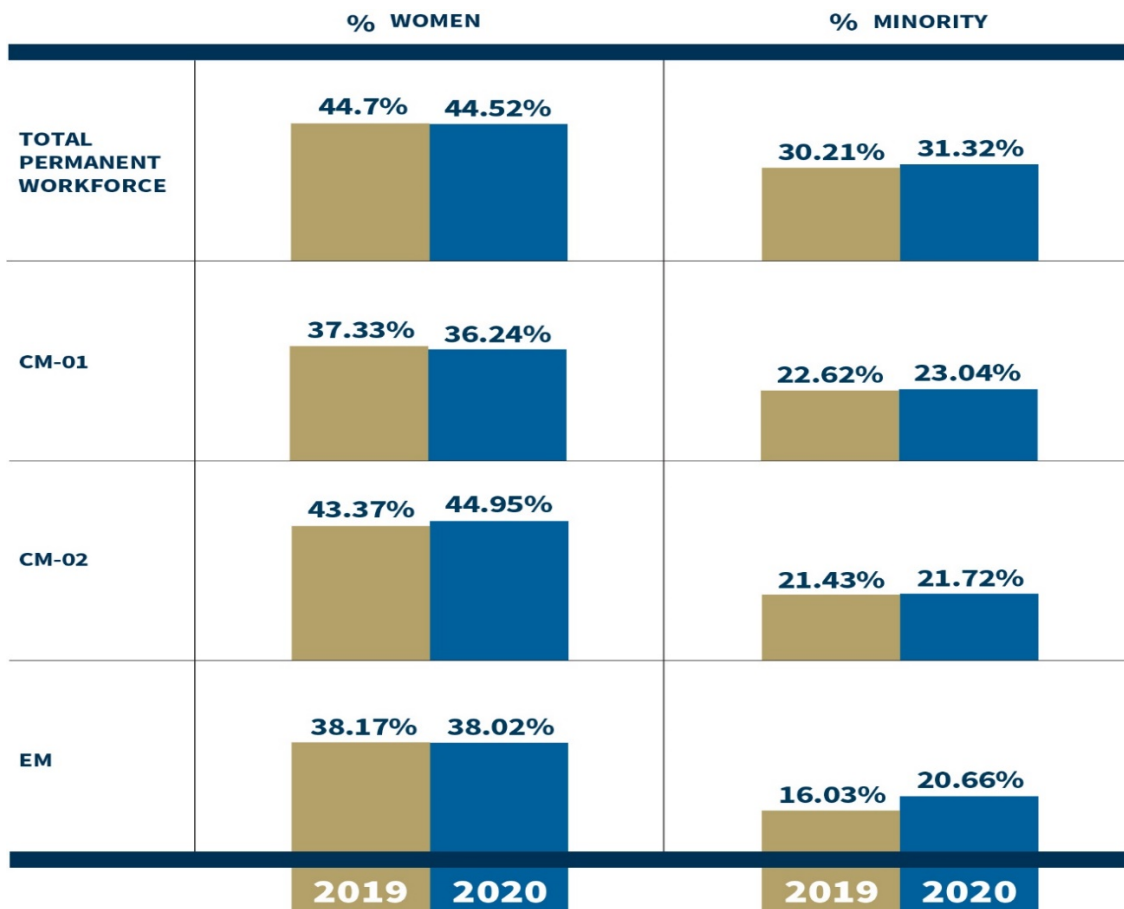
Analysis of Workforce Profiles

As of September 30, 2020, the FDIC had a total workforce of 6,029, an increase of 80 employees (a net change of 1.34 percent) from the end of FY 2019. In FY 2020, the number of permanent and temporary employees both increased compared to the prior fiscal year. Over this time, the racial and ethnic diversity of the FDIC’s overall workforce has improved. While we have made measurable progress with regard to diverse representation in our workforce, there is more to do. Below is a summary of the FDIC workforce profile for FY 2020, noting key improvements and ongoing challenges with regard to workforce representation.

Improvements

Minority Representation in the Workforce

- Increased minority representation within the permanent workforce from 30.21 percent in FY 2019 to 31.32 percent in FY 2020, remaining above the national CLF for minorities of 27.64 percent.
- Increased minority representation at each grade level from CG-13 through EM, our most senior levels, compared to FY 2019.
- Within the permanent workforce, hired above the CLF benchmarks for Black/African American men and women, Asian men and women, Native Hawaiian or Other Pacific Islander men, American Indian or Alaska Native men and women and men and women of two or more races.



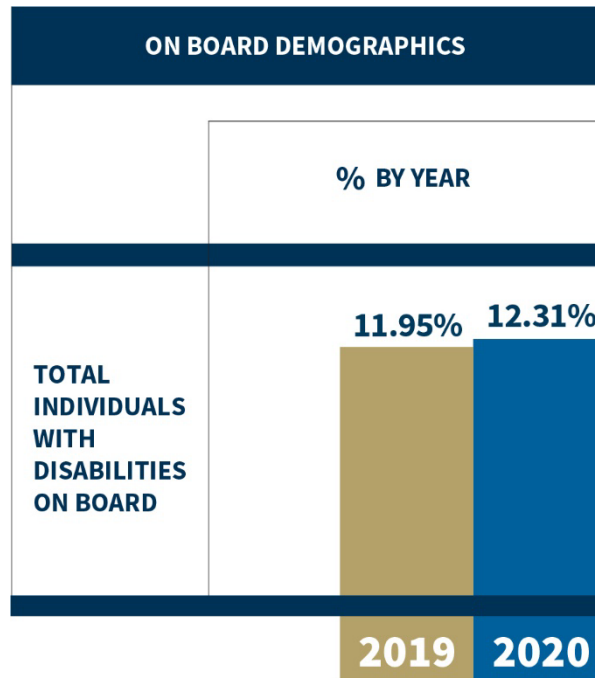
Minority and Women Representation in the Bank Examiner Occupational Series (0570, Financial Institution Examiner)

- Increased representation of women from 38.80 percent of permanent employees in FY 2019 to 39.12 percent in FY 2020.
- Increased minority representation among permanent employees in the examiner occupational series from 20.62 percent in FY 2019 to 21.38 percent in FY 2020.

		EXAMINER	
		% WOMEN	% MINORITY
BY YEAR			
2019		38.80%	20.62%
2020		39.12%	21.38%

Representation of Persons with Disabilities and Targeted Disabilities

- Increased the representation of persons with targeted disabilities in the total workforce from 2.35 percent in FY 2019 to 2.39 percent in FY 2020, maintaining the representation rate above the 2.00 percent federal government-wide goal.
- Increased the percentage of persons with disabilities in our total workforce from 11.95 percent in FY 2019 to 12.31 percent in FY 2020, exceeding the 12 percent federal goal.
- Increased the percentage of persons with disabilities to 12.59 percent of the permanent workforce at the end of FY 2020.
- Hired persons with disabilities at a rate of 15.20 percent of the FDIC’s permanent workforce in FY 2020, exceeding the federal goal.
- Hired persons with targeted disabilities at a rate of 3.80 percent of the FDIC’s permanent workforce in FY 2020, exceeding the federal goal.



Key Challenges

Women and Minority Representation Throughout the Workforce

- Women represented 44.52 percent of the permanent FDIC workforce in FY 2020, which was 3.64 percent below the CLF.
- White women had the largest difference below the CLF in terms of new hires.

- Women remained below their permanent workforce participation rate at most of the senior grade levels including Executive Manager (EM), Corporate Manager (CM-01), and Corporate Grade (CG) 14-15.
- Minorities at the EM, CM 01-02, and CG 14-15 grade levels continue to fall below their permanent workforce rates.
- Hispanic/Latino representation in the permanent workforce at 4.44 percent is significantly below the CLF of 9.96 percent.
- Hispanic/Latino representation at various grade levels and occupations is low compared to relevant benchmarks.

Minority and Women Representation in the Bank Examiner Occupational Series (0570, Financial Institution Examiner)

- Women are still below the occupational CLF (OCLF) of 45.25 percent.
- Where there was expected OCLF participation, all groups of minority women were below the individual OCLF benchmarks.
- Minority representation among permanent employees in the examiner occupational series remained below the OCLF of 27.55 percent.
- Hispanic/Latino men and women, Black/African American women, Asian men and women, American Indian or Alaska Native women and women of two or more races are below the examiner OCLF.

The FDIC monitors workforce statistics on an ongoing basis and takes action to attract, develop, and maintain a diverse examiner workforce representative of the labor pool. The Planned Activities section below highlights some of these efforts.

FDIC Planned Activities

We remain committed to establishing a diverse workforce and an accessible and inclusive work environment, both at the agency and across the financial services industry. While we are encouraged by our progress over the last year, we expect even greater results in the years to come. As we implement and pursue DEI initiatives built around five strategic goals, we will further integrate DEI into our hiring, training, and career development programs. As a part of that process, we are committed to eliminating any remaining deficiencies in our programs and any gaps in the employment experience of FDIC employees.

Three of our multiple areas of focus in FY 2021 and beyond are—

- Acting on the findings of a barrier analysis we commissioned;
- Attracting, retaining, and advancing minorities and women in the bank examiner workforce; and
- Increasing the hiring rate for persons with disabilities.

Barrier Analysis

In FY 2020, the FDIC engaged an independent consultant to complete a comprehensive barrier analysis, including analysis of triggers identified in Parts I and J of this report, to include:

- Advancement of minorities and women to senior management;
- Hispanic/Latino representation throughout the agency; and
- Hiring of and awards to persons with disabilities

In addition to the focus areas in Part I, the analysis includes an overall analysis by race/ethnicity, gender, disability and targeted disability within our major occupations and divisions. We tasked the consultant with analyzing workforce data across the full employment lifecycle in comparison with the available labor markets and other appropriate benchmarks, examining employment policies and practices, and conducting focus groups with employees and managers, as well as interviews with various process owners and executives to help identify the root cause of triggers. The FDIC will report any barriers identified and subsequent plans to eliminate barriers for triggers in its FY 2021 MD-715 report.

Bank Examiners

We continue to focus on ensuring that recruiting sources, hiring decisions, interviewing and assessment processes, training activities, retention efforts, and advancement pools reflect a purposeful and intentional effort to leverage the power of diversity to maintain a high-performing examination workforce. Despite the overall success of hiring entry-level examiners and increasing the percentage of minorities and women in the examiner workforce, those percentages still remain below the CLF for Hispanic/Latino men and women, Black/African American women, Asian men and women, American Indian or Alaska Native women and women of two or more races. As a result, the comprehensive barrier analysis will also focus on representation and inclusion at all levels within the examiner occupational series. With increased retirements anticipated in the near future, and possible gaps in the succession pipeline, we are committed to identifying and preparing future leaders now to fulfill roles in the years to come, mindful of our plans to further diversity, equity, and inclusion in the FDIC. We also recognize that maintaining an inclusive work environment is critical for minimizing attrition and maximizing diversity.

Persons with Targeted Disabilities

We are continually working to improve new hires of persons with targeted disabilities and have made great strides in FY 2020. Collaboration between the FDIC's Division of Administration, Human Resources Branch, and other divisions and offices throughout the agency to develop and implement strategies and programs to improve in this area resulted in a strong hiring rate for persons with targeted disabilities and an improved hiring rate for persons with targeted in FY 2020.

Conclusion

In summary, the FDIC will continue to oversee the implementation of current and newly developed initiatives to further strengthen DEI and equal employment opportunity.

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Nikita Pearson, Director (Executive Manager), Office of Minority and Women Inclusion, am the Principal EEO Director/Official for the **Federal Deposit Insurance Corporation**.

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

The agency has also analyzed its 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.

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

Nikita Pearson /s/

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date





Nikita Pearson /s/

Signature of Agency Head or Agency Head Designee




Date

MD-715 - PART G



Agency Self-Assessment Checklist




Essential Element A: Demonstrated Commitment From Agency Leadership This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.			
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
A.1.a	A.1 - The agency issues an effective, up-to-date EEO policy statement. Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	October 29, 2020
A.1.b	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	Yes	
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
	A.2 - The agency has communicated EEO policies and procedures to all employees.		


A.2.a	Does the agency disseminate the following policies and procedures to all employees:		
A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	Yes	
A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes	
A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:		
A.2.b.1	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	Yes	
A.2.b.2	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes	
A.2.b.3	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes	https://www.fdic.gov/about/diversity/pdf/d2710-5.pdf
A.2.c	Does the agency inform its employees about the following topics:		
A.2.c.1	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often.	Yes	Information is communicated throughout the year during: (1) bi-weekly New Employee Orientation; (2) EEO and Diversity training for managers and supervisors every three years; (3) biennial No FEAR Act training; and (4) periodic webinars.
A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	Yes	Information is communicated throughout the year during: (1) EEO and Diversity training for managers and supervisors every three years; (2) biennial No FEAR Act training; and (3) periodic webinars.
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.	Yes	Information is communicated throughout the year during: (1) bi-weekly New Employee Orientation; (2) EEO and Diversity training for managers and supervisors every three years; (3) biennial No FEAR Act training; and (4) periodic webinars.

A.2.c.4	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If "yes", please provide how often.	Yes	Information is communicated throughout the year during: (1) EEO and Diversity training for managers and supervisors every three years; (2) biennial No FEAR Act training; and (3) periodic webinars.
A.2.c.5	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If "yes", please provide how often.	Yes	Information is communicated throughout the year during: (1) EEO and Diversity training for managers and supervisors every three years; (2) biennial No FEAR Act training; and (3) periodic webinars.
 Compliance Indicator	A.3 - The agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No/NA)	Comments
 Measures			
A.3.a	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If "yes", provide one or two examples in the comments section.	Yes	FDIC Circular 2420.1 Rewards and Recognition Program Annie D. Moore EEO and Diversity Award: Established to recognize employees and executives who demonstrate a similar dedication, recognizing outstanding achievement in extending equal opportunity to individuals and extraordinary efforts honoring diversity within the Corporation through leadership, skill, imagination, innovation, and perseverance.
A.3.b	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes	
Essential Element B: Integration of EEO into the Agency's Strategic Mission This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and support the agency's strategic mission.			
	B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority	Measure Met? (Yes/No/NA)	Comments



Compliance Indicator  Measures	and resources to effectively carry out a successful EEO program.		
B.1.a	Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
B.1.a.1	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	N/A	
B.1.a.2	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
B.1.b	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes	
B.1.c	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please	Yes	August 12, 2020



	provide the date of the briefing in the comments column.		
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes	
 Compliance Indicator  Measures	B.2 - The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No/NA)	Comments
B.2.a	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes	
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes	
B.2.c	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	
B.2.d	Is the EEO Director responsible for overseeing the timely issuing final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	

B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes	
B.2.f	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	Yes	
B.2.g	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	N/A	The FDIC does not have subordinate level components.
 Compliance Indicator	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure Met? (Yes/No/NA)	Comments
 Measures			
B.3.a	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	Yes	
B.3.b	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	Yes	For FY 2020 the FDIC Strategic Plan for 2018-2022 was in place. That plan indicated that the FDIC will develop and implement strategies over the next several years to recruit, train, develop, and maintain a highly skilled and engaged workforce drawn from all segments of U.S. society that embodies at all levels the principles of diversity, inclusion, and workplace excellence. The new DEI Strategic Plan was issued in early FY 2021.
	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Measure Met? (Yes/No/NA)	Comments

Compliance Indicator			
			
Measures			
B.4.a	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:		
B.4.a.1	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes	
B.4.a.2	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes	
B.4.a.3	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) - (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	Yes	
B.4.a.4	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes	
B.4.a.5	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	N/A	After further coordination with the EEOC, the FDIC was advised that it does not have subcomponents and any items referencing such in the MD-715 Parts Data should be answered with N/A.





B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes	
B.4.a.7	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes	
B.4.a.8	to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	Yes	
B.4.a.9	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes	
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes	
B.4.b	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes	

B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes	
B.4.d	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes	
B.4.e	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes	
 Compliance Indicator  Measures	B.5 - The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure Met? (Yes/No/NA)	Comments
B.5.a	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:		
B.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	Yes	
B.5.a.2	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes	
B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes	

B.5.a.4	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes	
B.5.a.5	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes	
 Compliance Indicator  Measures	B.6 - The agency involves managers in the implementation of its EEO program.	Measure Met? (Yes/No/NA)	Comments
B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes	
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes	
B.6.c	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	Yes	
B.6.d	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes	



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  Measures	C.1 - The agency conducts regular internal audits of its component and field offices.	Measure Met? (Yes/No/NA)	Comments
C.1.a	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	N/A	After further coordination with the EEOC, the FDIC was advised that it does not have subcomponents and any items referencing such in the MD-715 Parts Data should be answered with N/A (not "No"). No further action will be taken on this item. See Part H Plan 1 for Close Out.
C.1.b	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	N/A	After further coordination with the EEOC, the FDIC was advised that it does not have subcomponents and any items referencing such in the MD-715 Parts Data should be answered with N/A (not "No"). No further action will be taken on this item. See Part H Plan 2 for Close Out.
C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	N/A	
 Compliance Indicator  Measures	C.2 - The agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments
C.2.a	Has the agency established comprehensive anti-harassment policy	Yes	



	and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]		
C.2.a.1	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
C.2.a.2	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes	
C.2.a.3	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
C.2.a.4	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	Yes	
C.2.a.5	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <u>Complainant v. Dep't of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015);	No	There were 5 new anti-harassment complaints during FY 2020; investigations for 2 of the 5 (40%) began within 10 days of the receipt. Investigations began more than 10 days after receipt for the remaining 3 (60%). For these 3, the average number of days it took to begin the investigation was 26 days after receipt. The FDIC has revised interim standard operating procedures, revised the Anti-Harassment Program policy, and implemented a system to track anti-harassment complaints. See Part H, Plan 3.



	Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.		
C.2.a.6	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes	
C.2.b	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes	
C.2.b.1	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes	
C.2.b.2	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes	
C.2.b.3	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes	
C.2.b.4	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes	
C.2.b.5	Does the agency process all accommodation requests within the time frame set forth in its reasonable	Yes	



	accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.		
C.2.c	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes	
C.2.c.1	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	Yes	https://www.fdic.gov/about/diversity/pdf/pas.pdf
 Compliance Indicator  Measures	C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Met? (Yes/No/NA)	Comments
C.3.a	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes	See Part H Plan 4 for plan close out.
C.3.b	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:		
C.3.b.1	Resolve EEO problems/disagreements/conflicts,	Yes	




	including the participation in ADR proceedings? [see MD-110, Ch. 3.I]		
C.3.b.2	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	Yes	
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes	
C.3.b.4	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	Yes	
C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes	
C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	Yes	
C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes	
C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes	
C.3.b.9	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor	Yes	




	arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]		
C.3.c	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes	
C.3.d	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes	
 Compliance Indicator  Measures	C.4 - The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments
C.4.a	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	Yes	
C.4.b	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	No	See Part H, Plan 5



C.4.c	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	Yes	
C.4.d	Does the HR office timely provide the EEO office have timely access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes	
C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:		
C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes	
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes	
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes	
C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	Yes	
C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes	
 Compliance Indicator 	C.5 - Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No/NA)	Comments

Measures			
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)	Yes	
C.5.b	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	There were no disciplined/sanctioned individuals during this reporting period.
C.5.c	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes	
 Compliance Indicator  Measures	C.6 - The EEO office advises managers/supervisors on EEO matters.	Measure Met? (Yes/No/NA)	Comments
C.6.a	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.	Yes	OMWI provides senior officials with regular EEO updates several times a year during Diversity and Inclusion Executive Advisory Council meetings, EEO and Diversity training for managers and supervisors, and other updates to senior management.



C.6.b	Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	Yes	
Essential Element D: Proactive Prevention This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.			
 Compliance Indicator  Measures	D.1 - The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure Met? (Yes/No/NA)	Comments
D.1.a	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes	
D.1.b	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes	
D.1.c	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	Yes	See Part H, Plan 6 for plan close out.



 Compliance Indicator  Measures	D.2 - The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure Met? (Yes/No/NA)	Comments
D.2.a	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes	
D.2.b	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	Yes	
D.2.c	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 realignments? [see 29 CFR §1614.102(a)(3)]	Yes	
D.2.d	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.	Yes	The FDIC uses the following sources to find barriers: Federal Employee Viewpoint Survey (FEVS); Employee Resource Groups; special emphasis programs; Chairman's Diversity Advisory Councils; anti-harassment program; reasonable accommodation program; focus groups; and EEO complaint data.
 Compliance Indicator	D.3 - The agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments



 Measures			
D.3.a.	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	N/A	The FDIC is currently engaged in the barrier analysis process. See Part I for detailed information.
D.3.b	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	N/A	The FDIC is currently engaged in the barrier analysis process. See Part I for detailed information.
D.3.c	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	N/A	The FDIC is currently engaged in the barrier analysis process. See Part I for detailed information.
 Compliance Indicator  Measures	D.4 - The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities	Measure Met? (Yes/No/NA)	Comments
D.4.a	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	https://www.fdic.gov/about/diversity/omwireports.html
D.4.b	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes	
D.4.c	Does the agency ensure that disability-related questions from members of the public are answered promptly and	Yes	



	correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]		
D.4.d	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes	
Essential Element E: Efficiency			
This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.			
 Compliance Indicator	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/NA)	Comments
 Measures			
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	No	See Part H, Plan 7.
E.1.b	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes	
E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	Yes	
E.1.d	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(l)? If	Yes	During the fiscal year, 32.84 calendar days was the average processing time for acceptance letters.

	so, please provide the average processing time in the comments.		
E.1.e	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	Yes	
E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	No	The untimely investigation was for a conflict complaint. The FDIC reviewed its conflict complaint procedures to identify areas for improvement to ensure timely processing. See Part H, Plan 8.
E.1.g	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	No	The untimely investigation was for a conflict complaint. The FDIC reviewed its conflict complaint procedures to identify areas for improvement to ensure timely processing. See Part H, Plan 9.
E.1.h	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	No	There were three untimely Final Agency Decisions (FADs) issued. Two of the three untimely FADs were a result of the EEOC's procedures for processing FADs during COVID-19. The third FAD was for a conflict complaint. The FDIC reviewed its conflict complaint procedures to identify areas for improvement to ensure timely processing. See Part H, Plan 10.
E.1.i	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	Yes	
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	Yes	OMWI EEO Specialists work with the Contracting Officer to address any noted deficiencies. Additionally, EEO Specialists meet via conference call or in-person, with investigative firm several times during the fiscal year to address any concerns.
E.1.k	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product	Yes	

	and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]		
E.1.i	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	Yes	
 Compliance Indicator  Measures	E.2 - The agency has a neutral EEO process.	Measure Met? (Yes/No/NA)	Comments
E.2.a	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain.	Yes	For non-conflict complaints, all aspects of the EEO complaint process are conducted within the autonomous Equal Opportunity Compliance and Training Branch. For conflict EEO complaints, the Agency has a dedicated attorney who processes all aspects of the conflict EEO complaints. This attorney does not perform EEO defensive work for the agency.
E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	N/A	OMWI does not seek legal sufficiency reviews from other FDIC divisions/offices.
E.2.c	If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	N/A	OMWI does not rely on the agency's defensive function to conduct legal sufficiency reviews.
E.2.d	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final	Yes	



	agency decisions? [see MD-110, Ch. 1(IV)(D)]		
E.2.e	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)	N/A	This does not apply to the FDIC.
 Compliance Indicator  Measures	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments
E.3.a	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes	
E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	Yes	
E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes	
E.3.d	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes	
E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes	



E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes	
 Compliance Indicator  Measures	E.4 - The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No/NA)	Comments
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:		
E.4.a.1	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes	
E.4.a.2	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes	
E.4.a.3	Recruitment activities? [see MD-715, II(E)]	Yes	
E.4.a.4	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes	
E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes	
E.4.a.6	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful	No	See Part H, Plan 11.



	Harassment by Supervisors (1999), § V.C.2]		
E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes	
 Compliance Indicator  Measures	E.5 - The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No/NA)	Comments
E.5.a	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.	Yes	The FDIC's Diversity and Inclusion Analytics Dashboard is a system used to collect and maintain accurate information on the race, national origin, sex, and disability status of agency employees. The dashboard provides actionable data to senior leadership on various aspects of the FDIC workforce, which assists in their efforts to support diversity and inclusion in hiring, promotion, and retention, and to identify ways to make improvements over time.
E.5.b	Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.	Yes	FDIC management and EEO staff attend conferences and training, to include EXCEL and Federal Dispute Resolution, and ongoing meetings with other agencies to stay abreast of, and implement as needed, best and effective practices. For example, in FY 2020, we began a "best practices" project where we analyzed reported EEO statistics in a number of different categories (informal/formal resolution rates, timeliness of complaint processing, rate of EEOC findings of discrimination, rate of internal findings of discrimination), with the goal of improving our processing times and increasing employees' participation in ADR at the informal stage of the process.

E.5.c	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes	
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Essential Element F: Responsiveness and Legal Compliance
This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

 Compliance Indicator  Measures	F.1 - The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No/NA)	Comments
F.1.a	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes	
F.1.b	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes	
F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes	
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes	

F.1.e	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes	
 Compliance Indicator  Measures	F.2 - The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure Met? (Yes/No/NA)	Comments
F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes	
F.2.a.1	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	Yes	
F.2.a.2	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	Yes	
F.2.a.3	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	Yes	
F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes	

 Compliance Indicator  Measures	F.3 - The agency reports to EEOC its program efforts and accomplishments.	Measure Met? (Yes/No/NA)	Comments
F.3.a	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	Yes	
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes	

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

MD-715 – Part H

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 1 (Close Out)

Type of Program Deficiency	Brief Description of Program Deficiency – C.1.a
C – Management and Program Accountability	The agency does not regularly assess its components and field offices for possible EEO program deficiencies.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/01/2019	Regularly assess the FDIC’s headquarters, regions, and field offices for possible EEO program deficiencies.	06/29/2020	12/31/2021	04/01/2021 Date EEOC Guidance Received

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Nikita Pearson	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	No
Assistant Director, Facilities Operations, Division of Administration (DOA)	Brian Yellin	No
Deputy Director, Administrative Management & Operations Branch, Division of Depositor and Consumer Protection	Wayne Evans	No
Deputy Director, Operations Branch,	John Vogel	No

Title	Name	Performance Standards Address the Plan? (Yes or No)
Division of Risk Management Supervision		
Regional Manager – San Francisco/Kansas City (DOA)	Laura Lowery	No
Regional Manager – Chicago/New York (DOA)	Diane Fier	No
Regional Manager – Dallas/Atlanta (DOA)	Mark Buck	No
Deputy Director, Strategic and Regional Coordination (DOA)	Stephen Beard	No
Assistant Inspector General for Management, Office of Inspector General (OIG)	Debra Schweikert	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
07/01/2019	Coordinate meeting with agency stakeholders/responsible agency officials to discuss assessment requirement.	Y	09/30/2020	
08/16/2019	Develop draft assessment criteria to evaluate FDIC headquarters, regional, and field office locations to determine if potential EEO Program deficiencies exist.	Y	10/31/2020	
09/13/2019	Disseminate draft assessment criteria to stakeholders/responsible agency officials for review and input.	Y	12/31/2020	
09/30/2019	Finalize assessment criteria and obtain final approval.	Y	12/31/2020	
10/31/2020	Coordinate meeting with agency stakeholders/responsible agency officials to discuss and establish a schedule to evaluate FDIC headquarters, regional, and field office locations.	Y	01/31/2021	
06/01/2020	Implement assessments of FDIC headquarters, regional, and field office locations to determine if potential EEO Program deficiencies exist.	Y	09/30/2021	
12/31/2020	Develop a report of assessment results for the FDIC Chairman with recommendations for improvement, corrections, and remedial actions, if needed (managers, supervisors, or other	Y	12/31/2021	

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	employees who have failed in their EEO responsibilities).			

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2020	After further coordination with the EEOC, the FDIC was advised that it does not have subcomponents and any items referencing such in the MD-715 Parts Data should be answered with N/A (not "No"). No further action will be taken on this item.

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

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 2 (Close Out)

Type of Program Deficiency	Brief Description of Program Deficiency – C.1.b
C – Management and Program Accountability	The agency does not regularly assess its components and field offices on efforts to remove barriers from the workplace.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
08/01/2019	Regularly assess FDIC headquarters, regional, and field offices on efforts to remove barriers from the workplace.	06/29/2020	12/31/2021	04/01/2021 Date EEOC Guidance Received

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Nikita Pearson	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	No
Assistant Director, Facilities Operations, Division of Administration (DOA)	Brian Yellin	No
Deputy Director, Administrative Management & Operations Branch, Division of Depositor and Consumer Protection	Wayne Evans	No
Deputy Director, Operations Branch, Division of Risk Management Supervision	John Vogel	No

Title	Name	Performance Standards Address the Plan? (Yes or No)
Regional Manager – San Francisco/Kansas City (DOA)	Laura Lowry	No
Regional Manager – Chicago/New York (DOA)	Diane Fier	No
Regional Manager – Dallas/Atlanta (DOA)	Mark Buck	No
Deputy Director, Strategic and Regional Coordination (DOA)	Stephen Beard	No
Assistant Inspector General for Management (OIG)	Debra Schweikert	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
08/01/2019	Develop draft assessment criteria to evaluate FDIC headquarters, regional, and field office locations to determine if barriers exist.	Y	09/30/2020	
09/13/2019	Disseminate draft assessment criteria to stakeholders/responsible agency officials for review and input.	Y	12/31/2020	
09/30/2019	Finalize assessment criteria and obtain final approval.	Y	12/31/2020	
10/31/2019	Coordinate meeting with agency stakeholders/responsible agency officials to discuss and establish schedule to evaluate FDIC headquarters, regional, and field office locations.	Y	01/31/2020	
06/01/2020	Implement assessments of FDIC headquarters, regional, and field office locations to determine if any barriers exist in the workplace.	Y	09/30/2021	
12/31/2020	Develop a report of assessment results for the FDIC Chairman with recommendations for improvement, corrections, and remedial actions, if needed (managers, supervisors, or other employees who have failed in their EEO responsibilities).	Y	12/31/2021	

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2020	After further coordination with the EEOC, the FDIC was advised that it does not have subcomponents and any items referencing such in the MD-715 Parts Data should be answered with N/A (not "No"). No further action will be taken on this item.

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

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

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Statement of Model Program Essential Element Deficiency for Plan - 3 (Close Out)

Type of Program Deficiency	Brief Description of Program Deficiency – C.2.a.5
C – Management and Program Accountability	The agency did not conduct prompt inquiries (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
03/13/2020	Conduct prompt inquiries (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process.	09/30/2020		03/31/2021

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Nikita Pearson	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No
Assistant Director, Labor and Employee Relations Section, DOA	Lisa Gilmore	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2020	Develop interim standard operating procedures.	Y		12/28/2020
09/30/2020	Revise Anti-Harassment Program Directive to specify timeframes to initiate and complete investigations, new roles and responsibilities, and identify who will conduct the investigations (FDIC personnel/contractors).	Y		01/06/2021
12/31/2020	Build or procure Anti-Harassment Program data collection tool or system to track/monitor workplace harassment allegations.	Y		03/31/2021
01/31/2021	Finalize Anti-Harassment Program Directive revisions and SOPs, obtain approval, and notify workforce/post.	Y		03/29/2021
01/31/2021	Fully implement Anti-Harassment Program in accordance with revised Directive.	Y		03/29/2021

Report of Accomplishments

Fiscal Year	Accomplishments
2020	Began development of interim standard operating procedures and process of revising the Anti-Harassment Program Directive.
2021	Developed interim standard operating procedures, implemented Anti-Harassment case tracking system and issued revised Anti-Harassment Program Directive.

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

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

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If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency - 4 (Close Out)

Type of Program Deficiency	Brief Description of Program Deficiency – C.3.a
C – Management and Program Accountability	Managers and supervisors do not have an element in their appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/01/2019	Establish a performance element for managers and supervisors that evaluate their commitment to agency EEO policies and principles and their participation in the EEO program.	10/01/2020	12/31/2021	08/26/2020

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Chief Human Capital Officer (DOA)	Jeff Rosenblum	No
Director, Office of Minority and Women Inclusion (OMWI)	Nikita Pearson	No
Chief, Corporate HR, Performance Management and Compensation (DOA)	Nancy Green	No
Assistant Inspector General for Management (OIG)	Debra Schweikert	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
07/01/2019	Coordinate meeting with agency stakeholders/responsible agency officials to discuss managers/supervisors EEO performance element requirement.	Y	09/30/2020	08/26/2020
07/26/2019	Develop draft EEO performance element in accordance with MD-715, Section I (III) Element C (c)(2).	Y	10/31/2020	08/26/2020
08/28/2019	Disseminate draft EEO performance element(s) to stakeholders/responsible agency officials for review and input.	Y	11/30/2020	08/26/2020
10/31/2019	Finalize EEO performance element and obtain final approval.	Y	01/31/2021	08/26/2020
12/06/2019	Develop a plan to notify all managers and supervisors of the new EEO performance element.	Y	03/31/2021	08/26/2020
02/14/2020	Implement notification plan.	Y	05/31/2021	08/26/2020
08/28/2020	Revise managers' and supervisors' LPMP to include the EEO performance element.	Y	09/30/2021	08/26/2020
10/01/2020	Implement evaluating managers and supervisors on their commitment to agency EEO policies and principles and their participation in the EEO program.	Y	12/31/2021	08/26/2020

Report of Accomplishments

Fiscal Year	Accomplishments
2020	A new performance standard was added to managers' and supervisors' Leadership Performance Management Program (LPMP) and included under the 2020 performance plan.

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

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

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If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 5

Type of Program Deficiency	Brief Description of Program Deficiency – C.4.b
C – Management and Program Accountability	The agency has not established timetables to review its merit promotion program, employee recognition awards program, and employee development/training program for systemic barriers.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/21/2019	Establish timetables to review the FDIC's merit promotion program, employee recognition awards program, and employee development/training program for systemic barriers.	12/31/2019	09/30/2021	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Nikita Pearson	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No
Acting Chief Human Capital Officer (DOA)	Jeff Rosenblum	No
Chief, Corporate HR, Performance Management and Compensation (DOA)	Nancy Green	No
Deputy Director, Corporate University (CU)	Steve Cooper	No
Assistant Inspector General for Management (OIG)	Debra Schweikert	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
07/21/2019	Schedule and meet with responsible agency officials to discuss the requirement to review the FDIC's merit promotion program, employee recognition awards program, and employee development/training program for potential barriers.	Y	09/30/2020	02/28/2021
07/21/2019	Identify HR points-of-contact for each program area.	Y	09/30/2020	02/28/2021
08/16/2019	Establish a review timetable for each program area.	Y	09/30/2021	
03/31/2020	Implement the review timetable for the FDIC's merit promotion, employee recognition awards, and employee development/training programs for systemic barriers.	Y	12/31/2021	
07/30/2020	Analyze results and prepare a report of the review, and make recommendations for improvement, corrections, and remedial actions, if needed (managers, supervisors, or other employees who have failed in their EEO responsibilities).	Y	12/31/2021	

Report of Accomplishments

Fiscal Year	Accomplishments
2020	Initiated barrier analysis work, which will cover some of these elements.

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

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

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If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 6 (Close Out)

Type of Program Deficiency	Brief Description of Program Deficiency – D.1.c
D – Proactive Prevention	The agency's exit survey does not include questions on how the FDIC could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/01/2019	Revise the FDIC's exit survey to include question(s) to obtain information on how the FDIC could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities.	12/31/2019	09/30/2021	03/15/2021

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Chief Human Capital Officer (DOA)	Jeff Rosenblum	No
Director, Office of Minority and Women Inclusion (OMWI)	Nikita Pearson	No
Chief, Corporate HR, Performance Management and Compensation (DOA)	Nancy Green	No
Assistant Inspector General for Management, Office of Inspector General	Debra Schweikert	No
Branch Chief, Affirmative Employment, Diversity and Inclusion (OMWI)	Anthony Pagano	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
07/01/2019	Meet with responsible agency officials to discuss the requirement to include question(s) on the exit survey in order to obtain information on how the FDIC could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.	Y	09/30/2020	2/17/2021
09/02/2019	Revise the FDIC's exit survey to add question(s) in order to obtain information on how the FDIC could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.	Y	11/16/2020	03/15/2021
09/02/2019	Implement the FDIC's revised exit survey.	Y	11/30/2020	03/15/2021

Report of Accomplishments

Fiscal Year	Accomplishments
2021	Revised and implemented updated exit survey to add question(s) in order to obtain information on how the FDIC could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.

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

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 7

Type of Program Deficiency	Brief Description of Program Deficiency – E.1.a
E – Efficiency	The agency did not timely provide EEO counseling, pursuant to 29 CFR §1614.105. There were two untimely EEO counselings during the reporting period.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/1/2020	Timely complete all EEO counseling, pursuant to 29 CFR §1614.105.	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Nikita Pearson	Yes
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2021	Revise standard operating procedures (SOPs) to ensure timely issuance of the Notice of Right to File a Formal Discrimination complaint where settlement pending, and where aggrieved party does not timely respond to EEO Counselor.	Y		

Report of Accomplishments

Fiscal Year	Accomplishments

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

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 8

Type of Program Deficiency	Brief Description of Program Deficiency – E.1.f
E – Efficiency	The agency did not timely complete one investigation, pursuant to 29 CFR §1614.108.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
11/01/2019	Timely complete investigations, pursuant to 29 CFR §1614.108.	09/30/2020	09/30/2021	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Nikita Pearson	Yes
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	Yes
Senior Counsel, Labor, Employment and Administration Section, Legal Division	William Jones	No
Counsel, Labor, Employment and Administration Section, Legal Division	Antonier White	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
11/01/2019	Review conflict procedures to identify areas for improvement to ensure timely processing of investigations.	Y	09/30/2021	
11/01/2019	Meet with Conflict Manager to discuss areas for improvement.	Y	09/30/2021	
11/01/2019	Coordinate with Conflict Manager to assist in developing standard operating procedures (SOPs) for completing conflict complaint investigations within regulatory time requirements.	Y	09/30/2021	
11/01/2020	Implement SOPs.	Y	09/30/2021	
11/01/2020	Implement time tables to conduct Quality Management Review of conflict complaints, procedures, and process to ensure investigations are completed timely, pursuant to 29 CFR §1614.108.	Y	09/30/2021	

Report of Accomplishments

Fiscal Year	Accomplishments
2019	Finalized revised Memorandum of Understanding with investigative services for processing conflict complaints.
2020	Drafted EEO Conflict of Interest Complaint Processing Procedures.

EEOC FORM
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
MD-715 – Part H

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 9

Type of Program Deficiency	Brief Description of Program Deficiency – E.1.g
E – Efficiency	The agency did not notify a complainant of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g).

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/31/2018	Notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g).	09/30/2020	09/30/2021	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Nikita Pearson	Yes
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	Yes
Senior Counsel, Labor, Employment and Administration Section, Legal Division	William Jones	No
Counsel, Labor, Employment and Administration Section, Legal Division	Antonier White	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
11/01/2019	Coordinate with Conflict Manager to assist in developing standard operating procedures (SOPs) for notifying complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit.	Y		6/01/2021
09/30/2020	Implement SOPs.	Y	09/30/2021	
09/30/2020	Implement time tables to conduct Quality Management Review of conflict complaints, procedures, and process to ensure notifications are issued, pursuant to 29 CFR §1614.108(g).	Y	09/30/2021	

Report of Accomplishments

Fiscal Year	Accomplishments
2019	Finalized 180-day template letter to Complainant notifying him/her of his/her right to request a hearing or a lawsuit pursuant to 29 CFR §1614.108(g).
2020	Drafted EEO Conflict of Interest Complaint Processing Procedures.

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

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 10

Type of Program Deficiency	Brief Description of Program Deficiency – E.1.h
E – Efficiency	The agency did not timely issue three final agency decisions, pursuant to 29 CFR §1614.110(b) when complainants did not request a hearing.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
03/13/2018	Timely issue final agency decisions pursuant to 29 CFR §1614.110(b) when complainants do not request a hearing.	09/30/2020	09/30/2021	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Minority and Women Inclusion (OMWI)	Nikita Pearson	Yes
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	Yes
Senior Counsel, Labor, Employment and Administration Section, Legal Division	William Jones	No
Counsel, Labor, Employment and Administration Section, Legal Division	Antonier White	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/10/2019	Coordinate with Conflict Manager to assist in developing standard operating procedures (SOPs) for issuing final agency decisions.	Y	09/30/2021	
11/01/2019	Implement SOPs	Y	09/30/2021	
11/01/2019	Implement time tables to conduct Quality Management Review of conflict complaints, procedures, and process to ensure issuance of final agency decisions pursuant to 29 CFR §1614.110(b) when complainants do not request a hearing.	Y	09/30/2021	

Report of Accomplishments

Fiscal Year	Accomplishments
2019	Finalized Delegation of Authority for Legal to issue conflict FADs
2020	Drafted EEO Conflict of Interest Complaint Processing Procedures

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 11 (Close Out)

Type of Program Deficiency	Brief Description of Program Deficiency – E.4.a.6
E – Efficiency	The agency does not have effective and accurate data collection systems in place to evaluate the processing of complaints for the Anti-Harassment Program.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
09/01/2020	Establish and implement an effective and accurate data collection system to evaluate the processing of complaints for the anti-harassment program.	01/31/2021		03/31/2021

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Assistant Director, Labor and Employee Relations Section, DOA	Lisa Gilmore	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
08/31/2020	Develop requirements for Anti-Harassment Program data collection system.	Y		03/31/2021
08/31/2020	Meet with stakeholders to discuss requirements for Anti-Harassment Program data collection system.	Y		03/31/2021
09/30/2020	Identify potential data collection tools or systems.	Y		03/31/2021

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
11/30/2020	Evaluate/test potential data collection tools or systems.	Y		03/31/2021
01/31/2021	Build or procure Anti-Harassment Program data collection tool or system.	Y		03/31/2021
01/31/2021	Implement using Anti-Harassment Program data collection tool or system to track/monitor workplace harassment allegations.	Y		03/31/2021

Report of Accomplishments

Fiscal Year	Accomplishments
2021	Implemented Anti-Harassment Program data collection tool to track/monitor workplace harassment allegations

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

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency for Plan - 12

Type of Program Deficiency	Brief Description of Program Deficiency – Other
E – Efficiency	Low Alternative Dispute Resolution (ADR) Rate in the Pre-Complaint Stage.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
02/11/2021	Increase ADR participation rate to EEOC's goal of 50 percent or greater.	12/31/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, Office of Minority and Women Inclusion (OMWI)	Nikita Pearson	No
Branch Chief, Equal Opportunity Compliance and Training (OMWI)	Michael Moran	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
11/30/2021	Conduct a survey to determine why employees are reluctant to participate in ADR.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2021	Conducted ADR Webinar for all employees

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
<p>Five-year trend in participation rates for women and minorities at the Executive Manager (EM) Level.</p>	<p>Trends sparking the barrier analysis:</p> <p>FY 2012–FY 2016 Table A1 – Total Workforce by Race/Ethnicity and Sex and Table A4 – Participation Rates for FDIC Corporate Grades (13-15, Corporate Manager Grades CM-01 and CM-02 and the EM level) by Race/Ethnicity and Sex (Permanent)</p> <p>FY 2012–FY 2016 Table A1 – Permanent Workforce by Race/Ethnicity and Sex; Table A4 – Participation Rates for FDIC Corporate Grades (13-15, Corporate Manager Grades CM-01 and CM-02 and the EM level) by Race/Ethnicity and Sex (Permanent); and Table A5- Participation Rates for Wage Grades by Race/Ethnicity and Sex (Permanent)</p>	<p>Women overall, on average, consistently fell below their workforce rates at in grades 13-15 and at the CM-01, CM-02, and EM levels. This trend continued into FY 2020 at the CG-14, CG15,CM-01, and EM levels.</p> <p>Black/African American women, on average, consistently had the highest rate below their workforce rates in grades 14-15 and at the CM-01, CM-02, and EM levels, although they were represented at rates well above their expected CLF rate in the overall workforce. In FY 2020, Black/African American women continued to have the highest rate below their workforce rates at grade 15, CM-01, CM-02, and EM levels.</p> <p>Additionally, there has been an absence of: Asian women, Native Hawaiian or Pacific Islander men and women, American Indian or Alaska Native women, and men and women of two or more races at the EM level; Native Hawaiian or Pacific Islander men and women, American Indian or Alaska Native men and women, and men of two or more races at the CM-02 level; Native Hawaiian or Pacific Islander women CG-15 and CM-01 – CM-02 levels.</p> <p>While there is increased representation of Asian women at the EM level in FY 2020, there continues to be an absence of Native Hawaiian/Other Pacific Islander, American Indian or Alaska Native, and employees of two or more races at the EM level. Additionally, there continues to be limited to no representation of Native Hawaiian Other Pacific Islander men and women at senior levels, and an</p>

		absence of American Indian or Alaska Native women at the CM-01 and above levels. Overall, the FDIC had representation across all race groups, but there were consistently very few Native Hawaiian or Pacific Islander men and women.
EEO Group(s) Affected by Trigger:		
All Men		
All Women		X
Hispanic or Latino Men		X
Hispanic or Latino Women		X
White Men		
White Women		X
Black or African American Men		
Black or African American Women		X
Asian Men		X
Asian Women		X
Native Hawaiian or Other Pacific Islander Men		X
Native Hawaiian or Other Pacific Islander Women		X
American Indian or Alaska Native Men		
American Indian or Alaska Native Women		X
Two or More Races Men		X
Two or More Races Women		X
Barrier Analysis Process		
Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	All workforce data tables FY 2017 through FY 2020
Complaint Data (Trends)	Yes	Annual 462 Reports
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	FY 2012-FY 2016 and FY 2017-FY 2018
Climate Assessment Survey (e.g., FEVS)	Yes	FEVS
Exit Interview Data	Yes	Exit survey data from October 2013 through July 2020

Focus Groups	Yes	Focus groups by demographics			
Interviews	Yes	Interviews with selected process owners and leaders			
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No				
Other (Please Describe)	Yes	Document review – workplace policies and procedures			
Status of Barrier Analysis Process					
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)			
No		No (barrier analysis ongoing)			
Statement of Identified Barrier(s)					
Description of Policy, Procedure, or Practice					
(Barrier analysis ongoing)					
Objective(s) and Dates for EEO Plan					
Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Implement plan to eliminate any barriers that hinders the participation rate of women and minorities within the FDIC workforce at the EM level.	09/30/2017	09/30/2022	Yes	N/A	Ongoing
Responsible Official(s)					
Title		Name	Performance Standards Address the Plan? (Yes or No)		
Director, OMWI		Nikita Pearson	No		
Branch Chief, Affirmative Employment, Diversity and Inclusion, OMWI		Anthony Pagano	No		
Acting Chief Human Capital Officer, DOA		Jeff Rosenblum	No		
Assistant Director, Corporate Human Resource Performance & Compensation, DOA		Nancy Green	No		
Assistant Inspector General for Management, Office of Inspector General		Debra Schweikert	No		

Planned Activities Toward Completion of Objective			
Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
08/31/2018	Complete review and analysis of FY 2012-2016 Annual 462 Reports.	N/A	12/20/2018
08/31/2018	Complete review and analysis of FY 2012-2016 FEVS results.	N/A	10/23/2018
08/31/2018	Review and analyze FY 2012-2016 promotions, new hires and separations data.	N/A	12/12/2018
10/31/2018	Review and analyze succession planning initiatives.	N/A	09/28/2018
12/31/18	Review and analyze Grievance data.	09/30/2021	
03/29/2019	Review and analyze policies, practices, and procedures in recruitment, training and career development, and promotions.	09/30/2021	
09/30/2021	Complete analysis to identify barriers.		
12/31/2021	Develop strategies to address any barriers identified.		
09/30/2022	Implement strategies to eliminate barriers and begin measurement of impact.		
Report of Accomplishments			
Fiscal Year	Accomplishments		
FY 2020	<p>During this reporting period, the FDIC initiated a comprehensive barrier analysis conducted by an independent consultant that includes participation of women and minorities within the FDIC workforce at senior levels of the organization. The analysis includes:</p> <ul style="list-style-type: none"> • Onboard participation rates (FY 2017-FY 2020) • Applicant flow and hiring (FY 2017-FY 2020) • Employee actions (promotions, awards, and separations) (FY 2017-FY 2020) • Employment engagement (2019 FEVS) 		

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Participation rates for Hispanic/Latino men and women throughout the workforce.	Table A1 – Total Workforce by Race/Ethnicity and Sex and Table A4 – Participation Rates for FDIC Corporate Grades (13-15, Corporate Manager Grades CM-01 and CM-02 and the EM level) by Race/Ethnicity and Sex (Permanent)	Hispanic/Latino men and women are underrepresented throughout the organization.

EEO Group(s) Affected by Trigger:

All Men	
All Women	
Hispanic or Latino Men	X
Hispanic or Latino Women	X
White Men	
White Women	
Black or African American Men	
Black or African American Women	
Asian Men	
Asian Women	
Native Hawaiian or Other Pacific Islander Men	
Native Hawaiian or Other Pacific Islander Women	
American Indian or Alaska Native Men	
American Indian or Alaska Native Women	
Two or More Races Men	
Two or More Races Women	

Barrier Analysis Process					
Sources of Data		Source Reviewed? (Yes or No)		Identify Information Collected	
Workforce Data Tables		Yes		All workforce data tables FY 2017 through FY 2020	
Complaint Data (Trends)		Yes		FDIC No FEAR Act and 462 reporting trends	
Grievance Data (Trends)		No			
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)		Yes			
Climate Assessment Survey (e.g., FEVS)		Yes		FEVS	
Exit Interview Data		Yes		Exit survey data from October 2013 through July 2020	
Focus Groups		Yes		Focus groups by demographics	
Interviews		Yes		Interviews with selected process owners and leaders	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)		No			
Other (Please Describe)		Yes		Document review – workplace policies and procedures	
Status of Barrier Analysis Process					
Barrier Analysis Process Completed? (Yes or No)			Barrier(s) Identified? (Yes or No)		
No			No (barrier analysis ongoing)		
Statement of Identified Barrier(s)					
Description of Policy, Procedure, or Practice					
(Barrier analysis ongoing)					
Objective(s) and Dates for EEO Plan					
Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Implement plan to eliminate any barriers that hinders the participation rate of Hispanic/Latino men and women within the FDIC workforce	8/1/2020	09/30/2022	Yes	N/A	Ongoing

Responsible Official(s)		
Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OMWI	Nikita Pearson	No
Branch Chief, Affirmative Employment, Diversity and Inclusion, OMWI	Anthony Pagano	
Acting Chief Human Capital Officer, DOA	Jeff Rosenblum	No
Assistant Director, Corporate Human Resource Performance & Compensation, DOA	Nancy Green	No
Assistant Inspector General for Management, Office of Inspector General	Debra Schweikert	No

Planned Activities Toward Completion of Objective			
Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2021	Complete analysis to identify barriers.		
12/31/2021	Develop strategies to address any barriers identified.		
09/30/2022	Implement strategies to eliminate barriers and begin measurement of impact.		

Report of Accomplishments	
Fiscal Year	Accomplishments
FY 2020	<p>During this reporting period, the FDIC initiated a comprehensive barrier analysis conducted by an independent consultant to include the participation of Hispanic/Latino men and women throughout the agency. The analysis includes:</p> <ul style="list-style-type: none"> • Onboard participation rates (FY 2017-FY 2020) • Applicant flow and hiring (FY 2017-FY 2020) • Employee actions (promotions, awards, and separations (FY 2017-FY 2020) • Employment engagement (2019 FEVS)

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.

Section I

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If yes, describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWD)	Yes 0	No X
b. Cluster GS-11 to SES (PWD)	Yes 0	No X

The percentage of PWD in the permanent workforce is above the 12 percent benchmark at the each of the grade level clusters.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If yes, describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWTD)	Yes 0	No X
b. Cluster GS-11 to SES (PWTD)	Yes 0	No X

The percentage of PWTD in the permanent workforce is above the 2 percent benchmark at each of the grade level clusters.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The numeric goals were identified in the introduction of the 2018-2019 Disability Employment Program Strategic Plan, which focused on the employment and retention of individuals with disabilities. Goals, strategies and actions identified in the Disability Employment Program Strategic Plan were incorporated into the FDIC's new Diversity, Equity, and Inclusion Strategic Plan for 2021-2023 (DEI Plan). The 2018 - 2019 Disability Employment Strategic Plan was implemented until the DEI Plan was finalized in February 2021. Additionally, the Disability Program Manager (DPM) identifies and explains the numeric goals, in depth, during the required EEO and Diversity Workshop for Supervisors training for managers and supervisors. Employees from OMWI also presented diversity and disability data to FDIC Corporate Recruiters nation-wide and highlighted the importance of recruitment of a diverse workforce, the disability hiring goals, and unconscious bias. Furthermore, the goals were identified during the annual State of the Agency briefing as well as during Diversity and Inclusion Executive Advisory Council meetings attended by agency executives.

Section II: Model Disability Program

Pursuant to 29 C.F.R. §1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

Section II

A. Plan to provide Sufficient and Competent Staffing for the Disability Program

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If no, describe the agency's plan to improve the staffing for the upcoming year.

Yes X	No 0
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2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

	Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
		Full Time	Part Time	Collateral Duty	
		Processing applications from PWD and PWTB	35		
Answering questions from the public about hiring authorities that take disability into account	1			Roxana Flores, Program Analyst (Selective Placement Coordinator), Human Resources Branch, DOA, rflores@fdic.gov	
Processing reasonable accommodation requests from applicants and employees	2			Monica Flint, Disability Program Manager, Office of Minority and Women Inclusion (OMWI), mflint@fdic.gov	
Section 508 Compliance	1			Brooke Aiken, Section 508 Program Manager, DIT, braiken@fdic.gov	
Architectural Barriers Act Compliance	1			Gwenn Marley, Chief, Space Planning Unit, DOA, gmalley@fdic.gov	
Special Emphasis Program for PWD and PWTB	1			Monica Flint, Disability Program Manager, OMWI, mflint@fdic.gov	
<p>3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If yes, describe the training that disability program staff has received. If no, describe the training planned for the upcoming year.</p> <p>Yes X No 0</p>					
DPM attended ADA: Recap in Plain Language and Managing Accommodation Requests under the Americans with Disabilities Act hosted by Compliance World training center.					
Section II B. Plan To Ensure Sufficient Funding for the Disability Program	<p>Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If no, describe the agency's plan to ensure all aspects of the disability program have sufficient funding and other resources.</p> <p>Yes X No 0</p>				

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency's recruitment program plan for PWD and PWT.D.

Section III
A. Plan to Identify Job Applicants with Disabilities

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

In addition to using USAJobs to advertise employment opportunities, the FDIC has mission-critical employees who serve as collateral-duty Corporate Recruiters. In FY 2020, they participated in over 300 recruitment fairs, which included colleges and universities with high populations of veterans with disabilities. The Corporate Recruitment Program, in collaboration with OMWI and Corporate University provides ongoing training to over 300 Corporate Recruiters. The training programs highlight the value of diversity, equity, and inclusion in the workplace, and provide best practices on recruiting people with disabilities, including disabled veterans.

Corporate Recruiters conduct campus outreach activities to veteran organizations, such as veteran student organizations and ROTC organizations to market FDIC employment opportunities to students who are veterans, including veterans with disabilities. The Division of Administration's Human Resources Branch (HRB) also sends a bi-weekly list of all vacancy announcements to vocational rehabilitation offices across the United States. In FY 2020, Corporate Recruiters participated in recruitment events targeting veterans and veterans with disabilities such as the Corporate Gray Military-Friendly Career Fair, Annual MBA Veterans Career Conference and Expo, American Public University and Military University, and Recruit Military. The recruiters conducted outreach with Wounded Warriors and their families at the Equal Opportunity Publications Careers and the disABLED career fair. Corporate recruiters participated in five virtual career fairs for people with disabilities, including connecting with disabled veterans through OPM/Bender Consultants. In addition, HRB and the Corporate Recruitment Program staff partnered with D.C. Department on Disability Services and the Virginia Department of Aging and Rehabilitative Services Job Club to present the FDIC as an employer of choice.

In FY 2020, the FDIC used the Workforce Recruitment Program (WRP) to place 4 students with disabilities in 3-month internships, and 2 students with disabilities for internships greater than 6 months. The Selective Placement Coordinator (SPC) regularly checks the OPM Shared List of People with Disabilities and the DPM checks the WRP database to locate applicants with needed skill sets for a particular position. The FDIC plans to participate in Virtual Career fairs offered by Bender Consulting to expand our field of search to identify qualified candidates.

2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWT.D for positions in the permanent workforce.

The FDIC utilizes Schedule A hiring authority 5 CFR 213.3102 (u) for people with intellectual disabilities, severe physical disabilities or psychiatric disabilities. All vacancy announcements state that the agency is an equal opportunity employer and encourages candidates with disabilities to apply. FDIC vacancy announcements and job postings have been widely distributed to attendees of the 2020 CAREERS & the disABLED Magazine's Career Expo. Prospective applicants were provided with contact information for the SPC in order to follow up with job announcements that they wish to apply for and qualified applicants were encouraged to apply for the new entry-level examiner hiring program and Financial Management Scholars Program.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

Schedule A applicants are encouraged to contact the SPC to ensure that the required Schedule A letters are completed accurately before the applicants upload them to the USAjobs.gov database. Once their applications are received by the Human Resources Specialist, they are reviewed for eligibility under Schedule A authority, 5 CFR 213.3102 (u), for people with intellectual disabilities, severe physical disabilities or psychiatric disabilities. Upon meeting the qualification standards for a particular position, the applicant's information is supplied to the hiring official with an explanation of how and when the individual may be appointed, if selected for the position.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If yes, describe the type(s) of training and frequency. If no, describe the agency's plan to provide this training.

Yes X No 0 N/A 0

All managers and supervisors are required to attend the mandatory EEO and Diversity training, every three years. The most recent training included topics on diversity and inclusion concepts, reasonable accommodation requests, the Disability Employment Program Strategic Plan, and the Schedule A hiring authority, and various

	<p>special hiring authorities for veterans. The training cycle covered FY 2018 through FY 2020, and 519 managers completed the training before the end of FY 2019. Additionally, 142 managers were trained between October 2019 and February 2020. Another in-person session was scheduled to train the remaining managers; however, it was postponed due to COVID-19 restrictions. Guidance on Schedule A and other special hiring authorities is provided to all managers on an ongoing basis during the recruitment and hiring process.</p>																								
<p>Section III B. Plan to Establish Contacts with Disability Employment Organizations</p>	<p>Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.</p> <p>The DPM and SPC continue to network with organizations involved with PWD and PWTD such as the Virginia Department for the Blind and Vision Impaired, Virginia Department for Aging and Rehabilitative Services, District of Columbia Department of Disability Services, and Maryland State Department of Education, Division of Rehabilitation Services. As previously mentioned, the 300 Corporate Recruiters are encouraged to build and maintain networks with organizations that assist persons with disabilities for job seeking purposes. FDIC encourages employees with disabilities to participate in outreach and recruitment events. FDIC participated in an in-person Rochester Institute of Technology/National Technical Institution for the Deaf in February 2020.</p>																								
<p>Section III C. Progression Towards Goals (Recruitment and Hiring)</p>	<p>1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If yes, please describe the triggers below.</p> <table border="0" data-bbox="329 695 1162 747"> <tr> <td>a. New Hires for Permanent Workforce (PWD)</td> <td>Yes 0</td> <td>No X</td> </tr> <tr> <td>b. New Hires for Permanent Workforce (PWTD)</td> <td>Yes 0</td> <td>No X</td> </tr> </table> <p>As shown in Table B1-1, the percentage of new hires of PWD within the permanent workforce was 15.20 percent, above the 12 percent benchmark. The percentage of new hires of PWTD was 3.80 percent, above the 2 percent benchmark.</p> <p>2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If yes, please describe the triggers below.</p> <table border="0" data-bbox="329 972 1057 1024"> <tr> <td>a. New Hires for MCO (PWD)</td> <td>Yes X</td> <td>No 0</td> </tr> <tr> <td>b. New Hires for MCO (PWTD)</td> <td>Yes X</td> <td>No 0</td> </tr> </table> <p>Triggers exist for one of three mission critical occupations for PWD and PWTD.</p> <p>For the new hire vacancy announcements listed in Table B6P, the new hire selection rate for PWD was higher than the qualified applicant pool for two of the three mission critical occupations [General Business and Industry (1101) and Financial Institution Examining (0570)], but was lower than the qualification rate for the Economist (0110) occupational series. Likewise, the new hire selection rate for PWTD was higher or equal to the qualified applicant pool for two of the three mission critical occupations [Economist (0110) and Financial Institution Examining (0570)], but lower for the General Business and Industry (1101) occupational series.</p> <p>3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified <i>internal</i> applicants for any of the mission-critical occupations (MCO)? If yes, please describe the triggers below.</p> <table border="0" data-bbox="329 1402 1065 1455"> <tr> <td>a. Qualified Applicants for MCO (PWD)</td> <td>Yes 0</td> <td>No X</td> </tr> <tr> <td>b. Qualified Applicants for MCO (PWTD)</td> <td>Yes 0</td> <td>No X</td> </tr> </table> <p>The FDIC has recently obtained more detailed data on applications and will work to match with eligible onboard employees for "Relevant Applicant Pool" in future MD-715 reporting.</p> <p>4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If yes, please describe the triggers below.</p> <table border="0" data-bbox="329 1650 1050 1703"> <tr> <td>a. Promotions for MCO (PWD)</td> <td>Yes X</td> <td>No 0</td> </tr> <tr> <td>b. Promotions for MCO (PWTD)</td> <td>Yes X</td> <td>No 0</td> </tr> </table> <p>For the internal competitive promotion vacancy announcements listed in Table B6P, the General Business and Industry (1101) occupational series had a higher rate of selection for PWD than the rate of qualified applicants who were PWD. However, the rate of PWTD in the 1101 applicant pool was 1.72 percentage points higher than the rate of PWTD in the pool of selectees. For the Economist occupational series (0110) and the Financial Institution Examining series (0570), the percentages of PWD and PWTD among selectees were lower than the percentages in the qualified applicant pool. The FDIC will monitor whether this continues as a trend. Additionally, advancement of PWD and PWTD are included in the barrier analysis conducted by an outside</p>	a. New Hires for Permanent Workforce (PWD)	Yes 0	No X	b. New Hires for Permanent Workforce (PWTD)	Yes 0	No X	a. New Hires for MCO (PWD)	Yes X	No 0	b. New Hires for MCO (PWTD)	Yes X	No 0	a. Qualified Applicants for MCO (PWD)	Yes 0	No X	b. Qualified Applicants for MCO (PWTD)	Yes 0	No X	a. Promotions for MCO (PWD)	Yes X	No 0	b. Promotions for MCO (PWTD)	Yes X	No 0
a. New Hires for Permanent Workforce (PWD)	Yes 0	No X																							
b. New Hires for Permanent Workforce (PWTD)	Yes 0	No X																							
a. New Hires for MCO (PWD)	Yes X	No 0																							
b. New Hires for MCO (PWTD)	Yes X	No 0																							
a. Qualified Applicants for MCO (PWD)	Yes 0	No X																							
b. Qualified Applicants for MCO (PWTD)	Yes 0	No X																							
a. Promotions for MCO (PWD)	Yes X	No 0																							
b. Promotions for MCO (PWTD)	Yes X	No 0																							

consultant. The FDIC plans to use the results of this analysis to implement any necessary changes and conduct additional analysis as warranted.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

**Section IV
A. Advancement
Program Plan**

Describe the agency’s plan to ensure PWD, including PWTd, have sufficient opportunities for advancement.

The FDIC has integrated its Disability Employment Program Strategic Plan into the Diversity, Equity and Inclusion Strategic Plan. The new Diversity, Equity, and Inclusion Strategic Plan will be in place for 2021-2023. The updated Plan identifies that the agency will recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from the available talent pool in American society, and will strengthen and broaden relationships with veterans’ organizations and other institutions that serve people with disabilities and targeted disabilities. Goals and strategies in the updated plan are designed to increase the applicant pool of qualified individuals with disabilities, with key action items focusing on outreach to disabled veterans’ organizations and the use of special hiring authorities for persons with disabilities. Additionally, the FDIC provides guidance to managers and recruiters on trends in the recruiting, hiring, advancement, and retention of persons with disabilities, and progress in implementing the FDIC and Division and Office diversity strategies targeted at persons with disabilities. Discussion of the DEI Strategic Plan is included in mandatory training for managers.

**Section IV
B. Career
Development
Opportunities**

1. Please describe the career development opportunities that the agency provides to its employees.

The FDIC encourages employees with disabilities to participate in available formal mentoring, career development, leadership and management programs, detail opportunities, and tracks representation. Information about available programs is distributed FDIC-wide through a variety of methods. Additional reminders and notifications are sent to the Employee Resource Group (ERG) for people with disabilities, CAN DO, and the Veterans ERG.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD-715 report, which is due on February 28, 2019.]

Career Development Opportunities	Total Participants		PWD		PWTd	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs						
Fellowship Programs						
Mentoring Programs						
Coaching Programs						
Training Programs						
Detail Programs						
Other Career Development Programs						

	<p>3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If yes, describe the trigger(s) in the text box.</p> <table border="0"> <tr> <td>a. Applicants (PWD)</td> <td>Yes 0</td> <td>No 0</td> <td>N/A X</td> </tr> <tr> <td>b. Selections (PWD)</td> <td>Yes 0</td> <td>No 0</td> <td>N/A X</td> </tr> </table> <p>EEOC instructed the FDIC that the definition of career development program/opportunities is the same in Part J as in Tables 7 and 8, requiring competition to participate in training that would qualify employees for a promotion. The FDIC has no career development programs as defined in the instructions to MD-715 and as confirmed by EEOC. While the FDIC does not have career development programs that, upon completion, necessarily "qualify a participant for a promotion," all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner's promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex, or disability.</p> <p>4. Do triggers exist for PWTd among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If yes, describe the trigger(s) in the text box.</p> <table border="0"> <tr> <td>a. Applicants (PWTd)</td> <td>Yes 0</td> <td>No 0</td> <td>N/A X</td> </tr> <tr> <td>b. Selections (PWTd)</td> <td>Yes 0</td> <td>No 0</td> <td>N/A X</td> </tr> </table> <p>Please see response to question 3 above.</p>	a. Applicants (PWD)	Yes 0	No 0	N/A X	b. Selections (PWD)	Yes 0	No 0	N/A X	a. Applicants (PWTd)	Yes 0	No 0	N/A X	b. Selections (PWTd)	Yes 0	No 0	N/A X				
a. Applicants (PWD)	Yes 0	No 0	N/A X																		
b. Selections (PWD)	Yes 0	No 0	N/A X																		
a. Applicants (PWTd)	Yes 0	No 0	N/A X																		
b. Selections (PWTd)	Yes 0	No 0	N/A X																		
<p>Section IV C. Awards</p>	<p>1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTd for any level of the time-off awards, bonuses, or other incentives? If yes, please describe the trigger(s) in the text box.</p> <table border="0"> <tr> <td>a. Awards, Bonuses, & Incentives (PWD)</td> <td>Yes X</td> <td>No 0</td> </tr> <tr> <td>b. Awards, Bonuses, & Incentives (PWTd)</td> <td>Yes X</td> <td>No 0</td> </tr> </table> <p>As shown in Table B9-2, the inclusion rate for PWD was lower than the rate for individuals without disabilities at five of the seven cash award levels (excluding the \$501- \$999 and \$5000+ levels). The inclusion rate for PWTd was lower than the rate for those without targeted disabilities at four of the cash award levels (Under \$500, \$1000 - \$1999, \$2000-\$2999, and \$4000-\$4999). While there were no time-off awards to individuals with targeted disabilities, there was a small number of time-off awards (15) during the reporting period. Awards to PWD and PWTd are included in the barrier analysis conducted by an outside consultant. The FDIC plans to use the results of this analysis to implement any necessary changes and conduct additional analysis as warranted.</p> <p>2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTd for quality step increases or performance-based pay increases? If yes, please describe the trigger(s) in the text box.</p> <table border="0"> <tr> <td>a. Pay Increases (PWD)</td> <td>Yes 0</td> <td>No X</td> </tr> <tr> <td>b. Pay Increases (PWTd)</td> <td>Yes 0</td> <td>No X</td> </tr> </table> <p>The FDIC does not have traditional grades/steps as found in the GS scale. Consequently, the FDIC does not award QSIs.</p> <p>3. If the agency has other types of employee recognition programs, are PWD and/or PWTd recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If yes, describe the employee recognition program and relevant data in the text box.</p> <table border="0"> <tr> <td>a. Other Types of Recognition (PWD)</td> <td>Yes 0</td> <td>No 0</td> <td>N/A X</td> </tr> <tr> <td>b. Other Types of Recognition (PWTd)</td> <td>Yes 0</td> <td>No 0</td> <td>N/A X</td> </tr> </table> <p>N/A</p>	a. Awards, Bonuses, & Incentives (PWD)	Yes X	No 0	b. Awards, Bonuses, & Incentives (PWTd)	Yes X	No 0	a. Pay Increases (PWD)	Yes 0	No X	b. Pay Increases (PWTd)	Yes 0	No X	a. Other Types of Recognition (PWD)	Yes 0	No 0	N/A X	b. Other Types of Recognition (PWTd)	Yes 0	No 0	N/A X
a. Awards, Bonuses, & Incentives (PWD)	Yes X	No 0																			
b. Awards, Bonuses, & Incentives (PWTd)	Yes X	No 0																			
a. Pay Increases (PWD)	Yes 0	No X																			
b. Pay Increases (PWTd)	Yes 0	No X																			
a. Other Types of Recognition (PWD)	Yes 0	No 0	N/A X																		
b. Other Types of Recognition (PWTd)	Yes 0	No 0	N/A X																		
<p>Section IV D. Promotions</p>	<p>1. Does your agency have a trigger involving PWD among the qualified <i>internal</i> applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified <i>internal</i> applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s) in the text box.</p> <table border="0"> <tr> <td>a. SES</td> <td></td> <td></td> <td></td> </tr> <tr> <td>i. Qualified Internal Applicants (PWD)</td> <td>Yes 0</td> <td>No X</td> <td></td> </tr> </table>	a. SES				i. Qualified Internal Applicants (PWD)	Yes 0	No X													
a. SES																					
i. Qualified Internal Applicants (PWD)	Yes 0	No X																			

ii.	Internal Selections (PWD)	Yes	0	No	X
b. Grade GS-15					
i.	Qualified Internal Applicants (PWD)	Yes	0	No	X
ii.	Internal Selections (PWD)	Yes	0	No	X
c. Grade GS-14					
i.	Qualified Internal Applicants (PWD)	Yes	0	No	X
ii.	Internal Selections (PWD)	Yes	0	No	X
d. Grade GS-13					
i.	Qualified Internal Applicants (PWD)	Yes	0	No	X
ii.	Internal Selections (PWD)	Yes	0	No	X
The FDIC recently obtained more detailed data on applications and will work to match with eligible onboard employees for "Relevant Applicant Pool" in future MD-715 reporting.					
2. Does your agency have a trigger involving PWTB among the qualified <i>internal</i> applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified <i>internal</i> applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s) in the text box.					
a. SES					
i.	Qualified Internal Applicants (PWTB)	Yes	0	No	X
ii.	Internal Selections (PWTB)	Yes	0	No	X
b. Grade GS-15					
i.	Qualified Internal Applicants (PWTB)	Yes	0	No	X
ii.	Internal Selections (PWTB)	Yes	0	No	X
c. Grade GS-14					
i.	Qualified Internal Applicants (PWTB)	Yes	0	No	X
ii.	Internal Selections (PWTB)	Yes	0	No	X
d. Grade GS-13					
i.	Qualified Internal Applicants (PWTB)	Yes	0	No	X
ii.	Internal Selections (PWTB)	Yes	0	No	X
The FDIC recently obtained more detailed data on applications and will work to match with eligible onboard employees for "Relevant Applicant Pool" in future MD-715 reporting.					
3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s) in the text box.					
a. New Hires to SES (PWD)		Yes	0	No	X
b. New Hires to GS-15 (PWD)		Yes	0	No	X
c. New Hires to GS-14 (PWD)		Yes	0	No	X
d. New Hires to GS-13 (PWD)		Yes	0	No	X
For the new hire vacancy announcements in Table B7, the percentage of PWD among selectees is above the percentage of PWD in the applicant pool at each of the grade levels.					
4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s) in the text box.					
a. New Hires to SES (PWTB)		Yes	0	No	X
b. New Hires to GS-15 (PWTB)		Yes	X	No	0
c. New Hires to GS-14 (PWTB)		Yes	0	No	X
d. New Hires to GS-13 (PWTB)		Yes	X	No	0
For the new hire vacancy announcements in Table B7, at the GS-15 or Equivalent level, 3.33 percent of qualified applicants identified as an individual with a targeted disability. Of those, zero percent were selected. Likewise, at the GS-13 or Equivalent level, 4.60 percent of applicants identified as an individual with a targeted disability. However, the rate of selection for PWTB at that level was zero percent. Analysis of the applicant pool as it relates to PWD and PWTB and are included in the barrier analysis conducted by an outside consultant. The FDIC plans to use the results of this analysis to implement any necessary changes and conduct additional analysis as warranted.					

5. Does your agency have a trigger involving PWD among the qualified <i>internal</i> applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified <i>internal</i> applicants and the qualified applicant pool for selectees.) If yes, describe the trigger(s) in the text box.			
a. Executives			
i.	Qualified Internal Applicants (PWD)	Yes 0	No X
ii.	Internal Selections (PWD)	Yes 0	No X
b. Managers			
i.	Qualified Internal Applicants (PWD)	Yes 0	No X
ii.	Internal Selections (PWD)	Yes 0	No X
c. Supervisors			
i.	Qualified Internal Applicants (PWD)	Yes 0	No X
ii.	Internal Selections (PWD)	Yes 0	No X

The FDIC recently obtained more detailed data on applications and will work to match with eligible onboard employees for "Relevant Applicant Pool" in future MD-715 reporting.

6. Does your agency have a trigger involving PWTB among the qualified <i>internal</i> applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified <i>internal</i> applicants and the qualified applicant pool for selectees.) If yes, describe the trigger(s) in the text box.			
a. Executives			
i.	Qualified Internal Applicants (PWTB)	Yes 0	No X
ii.	Internal Selections (PWTB)	Yes 0	No X
b. Managers			
i.	Qualified Internal Applicants (PWTB)	Yes 0	No X
ii.	Internal Selections (PWTB)	Yes 0	No X
c. Supervisors			
i.	Qualified Internal Applicants (PWTB)	Yes 0	No X
ii.	Internal Selections (PWTB)	Yes 0	No X

The FDIC recently obtained more detailed data on applications and will work to match with eligible onboard employees for "Relevant Applicant Pool" in future MD-715 reporting.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If yes, describe the trigger(s) in the text box.			
a.	New Hires for Executives (PWD)	Yes 0	No X
b.	New Hires for Managers (PWD)	Yes 0	No X
c.	New Hires for Supervisors (PWD)	Yes 0	No X

For the new hire vacancy announcements in Table B8, there were no triggers involving PWD among selectees for new hires to supervisory positions.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB among the selectees for new hires to supervisory positions? If yes, describe the trigger(s) in the text box.			
a.	New Hires for Executives (PWTB)	Yes 0	No X
b.	New Hires for Managers (PWTB)	Yes 0	No X
c.	New Hires for Supervisors (PWTB)	Yes 0	No X

For the new hire vacancy announcements in Table B8, there were no triggers involving PWTB among selectees for new hires to supervisory positions.

Section V: Plan to Improve Retention of Persons with Disabilities
 To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

Section V A. Voluntary and Involuntary Separations	1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If no, please explain why the agency did not convert all eligible Schedule A employees.		
	Yes X	No 0	N/A 0

	<p>The HR Service Center will regularly review reports identifying individuals hired under Schedule A, 5 CFR 213.3102(u) and coordinate with the servicing HR Offices to more closely monitor conversion actions and ensure conversions are accomplished in a timely manner after completion of 2 or more years of satisfactory service.</p> <p>2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If yes, describe the trigger below.</p> <p>a. Voluntary Separations (PWD) Yes 0 No X b. Involuntary Separations (PWD) Yes 0 No X</p> <p>As shown in Table B1-2, in FY 2020 among the permanent workforce, the inclusion rate for PWD separating from the agency was minimally (1.32 percentage points) higher than the rate for persons without disabilities for separations overall. The rate differences between most separation categories were less than one percentage point. The retirement category was the only notable one with a rate for PWD higher than that of persons without disabilities (2.23 percentage points above), less than one percentage point from the FY 2019 difference.</p> <p>3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If yes, describe the trigger below.</p> <p>a. Voluntary Separations (PWTD) Yes 0 No X b. Involuntary Separations (PWTD) Yes 0 No X</p> <p>As shown in table B1-2, in FY 2020 among the permanent workforce, the inclusion rate for PWTD separating from the agency was lower than the rate for persons without targeted disabilities for each of the separation categories.</p> <p>4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.</p> <p>N/A</p>
<p>Section V B. Accessibility of Technology and Facilities</p>	<p>Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.</p> <p>1. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.</p> <p>Section 508 Statement: https://www.fdic.gov/about/diversity/fdicaccessibilitystatement.html</p> <p>2. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under the Architectural Barriers Act, including a description of how to file a complaint.</p> <p>Architectural Barriers Act Statement: https://www.fdic.gov/about/diversity/fdicaccessibilitystatement.html</p> <p>3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.</p> <p>The FDIC Section 508 Program continued its advancement during FY 2020 across the Corporation. Section 508 conformance levels for FDIC intranet pages increased 10% from 83% to 93%. Conformance levels of FDIC Internet pages increased 15% from 79% to 94%. The Section 508 program maturity level increased in the areas of testing and validation, and training. In addition to the improvement in 508 Program maturity, the FDIC made measurable strides in the number of certified 508 testers (based on the DHS Trusted Tester methodology). The Corporation currently has 14 section 508 trusted testers. During National Disability Employment Awareness Month (NDEAM) in October, the Section 508 team presented its first annual (virtual) open house and was thrilled to participate in OWMI’s NDEAM activities.</p>
<p>Section V</p>	<p>Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.</p>

C. Reasonable Accommodation Program	1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)
	During FY 2020, the FDIC continued the average of 14 days to issue a final decision for reasonable accommodation requests once all pertinent documentation, such as supporting medical documentation from the employee or a response from the Federal Occupational Health Service, was received.
	2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.
	The DPM received 119 reasonable accommodation requests during FY 2020, and 100 of those accommodation requests received a decision. There were 96 (96%) final decisions issued that fell within the time frame set forth in FDIC procedures or received a comparable interim accommodation prior to the issuance of the final decision. The 4 (4%) requests that did not meet the established time frame and an interim accommodation could not be issued involved unique and uncommon situations that required additional consideration such as full-time telework, amount and type of travel associated with the Bank Examiner position, or an adjustment or removal of essential functions of a position. During FY 2020, OMWI included response time frames and recommendations for interim accommodations when corresponding with managers and deciding officials to continue to hold decision-makers accountable for adhering to the timelines set forth in the policy.
Section V D. Personal Assistance Services Allowing Employees to Participate in the Workplace	Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.
	Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.
	The FDIC issued a PAS policy memo in March 2019 that outlined the proper procedures for employees with targeted disabilities for requesting and processing a PAS. The policy memo was issued in conjunction with the issuance of the finalized updated reasonable accommodation directive. The FDIC did not receive any PAS requests in FY 2020. Once PAS requests are received, the effectiveness of the program will be evaluated.
Section VI: EEO Complaint and Findings Data	
Section VI A. EEO Complaint Data Involving Harassment	1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average? Yes 0 No X N/A 0
	2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement? Yes X No 0 N/A 0
	3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.
	N/A
Section VI B. EEO Complaint Data Involving Reasonable Accommodation	1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average? Yes 0 No X N/A 0
	2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement? Yes X No 0 N/A 0
	3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

	N/A
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Section VII: Identification and Removal of Barriers
 Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

Section VII	1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD? Yes 0 No X		
	2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD? Yes 0 No 0 N/A X		
	3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.		
	Trigger 1	The FDIC identified a trigger for PWD and PWTD regarding cash awards, which continued into FY 2020.	
	Barrier(s)	None yet identified	
	Objective(s)	Complete barrier analysis and use the results of this analysis to implement any necessary changes and conduct additional analysis as warranted.	
	Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)
	Nancy Green, Assistant Director, Corporate Human Resources Performance & Compensation, DOA		No
	Karen S. Rigby, Program Analyst, OMWI		Yes
	Monica Flint, Disability Program Manager, OMWI		Yes
	Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)
	No		No
	Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected
	Workforce Data Tables	X	
	Complaint Data (Trends)		
Grievance Data (Trends)			
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)			
Climate Assessment Survey (e.g., FEVS)	X		
Exit Interview Data			
Focus Groups	X		

Interviews		X		
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)		X		
Other (Please Describe)				
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2020	Begin review of other sources of information to gain additional insights relative to trigger identified.	Yes		09/30/2020
12/31/2021	Use analysis results to develop and implement strategies to remove barriers and conduct additional analysis as warranted.	Yes		
09/30/2022	Begin to measure impact of implemented strategies	Yes		
Fiscal Year	Accomplishments			
2020	As planned, additional analysis commenced in FY 2020 and is expected to be completed in FY 2021.			
Trigger 2	The FDIC identified a trigger for PWTB among new hires to the GS-15 and GS-13 equivalent grade levels in the permanent workforce.			
Barrier(s)	None yet identified			
Objective(s)	Complete barrier analysis and use the results of this analysis to implement any necessary changes and conduct additional analysis as warranted.			
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
Cathy Grossman, Assistant Director, HR Service Center, DOA		No		
Alyssa Asonye, Chief, Staffing Policy, Recruiting and Corporate Employee Program Operations, DOA		No		
Karen Rigby, Program Analyst OMWI		Yes		
Monica Flint, Disability Program Manager, OMWI		Yes		
Roxana Flores, Program Analyst (Selective Placement Coordinator), DOA		Yes		

	Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)			
	No		No			
	Sources of Data		Sources Reviewed? (Yes or No)	Identify Information Collected		
	Workforce Data Tables		X			
	Complaint Data (Trends)					
	Grievance Data (Trends)					
	Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)					
	Climate Assessment Survey (e.g., FEVS)		X			
	Exit Interview Data					
	Focus Groups		X			
	Interviews		X			
	Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)		X			
	Other (Please Describe)					
	Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)	
09/30/2020	Begin review of other sources of information to gain additional insights relative to trigger identified.	Yes		9/30/2020		
12/31/2021	Use analysis results to develop and implement strategies to remove barriers and conduct additional analysis as warranted.	Yes				
09/30/2022	Begin to measure impact of implemented strategies	Yes				
Fiscal Year	Accomplishments					
2020	As planned, additional analysis commenced in FY 2020 and is expected to be completed in FY 2021					

	<p>4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.</p>	<p>N/A.</p>
	<p>The FDIC has not identified any barriers that affect employment opportunities for PWD and/or PWTD, but will review results of analysis initiated in FY 2020 and take action as appropriate.</p>	
	<p>5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).</p>	
	<p>The FDIC has not identified any barriers that affect employment opportunities for PWD and/or PWTD, but will review results of analysis initiated in FY 2020 and take action as appropriate.</p>	
	<p>6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.</p>	
	<p>The FDIC has not identified any barriers that affect employment opportunities for PWD and/or PWTD, but will review results of analysis initiated in FY 2020 and take action as appropriate.</p>	

ATTACHMENT A

FDIC Workforce Data Tables

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
CLF (2010)	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.38	6.41	1.83	1.78	0.07	0.07	0.32	0.32	0.75	0.75
Alternative Benchmark	%																	
TOTAL WORKFORCE																		
Prior FY	#	5949	3286	2663	146	104	2550	1614	325	702	189	179	3	4	21	14	52	46
	%	100.00	55.24	44.76	2.45	1.75	42.86	27.13	5.46	11.80	3.18	3.01	0.05	0.07	0.35	0.24	0.87	0.77
Current FY	#	6029	3334	2695	157	108	2543	1619	331	700	212	203	5	3	23	15	63	47
	%	100.00	55.30	44.70	2.60	1.79	42.18	26.85	5.49	11.61	3.52	3.37	0.08	0.05	0.38	0.25	1.04	0.78
Difference	#	80	48	32	11	4	-7	5	6	-2	23	24	2	-1	2	1	11	1
Ratio Change	%	0.00	0.06	-0.06	0.15	0.04	-0.68	-0.28	0.03	-0.19	0.34	0.36	0.03	-0.02	0.03	0.01	0.17	0.01
Net Change	%	1.34	1.46	1.20	7.53	3.85	-0.27	0.31	1.85	-0.28	12.17	13.41	66.67	-25.00	9.52	7.14	21.15	2.17
EMPLOYEE GAINS																		
New Hires	#	584	329	255	14	13	233	140	36	63	33	31	2	1	3	2	8	5
	%	100.00	56.34	43.66	2.40	2.23	39.90	23.97	6.16	10.79	5.65	5.31	0.34	0.17	0.51	0.34	1.37	0.86
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	6	3	3	0	0	2	2	0	1	0	0	0	0	0	0	1	0
	%	100.00	50.00	50.00	0.00	0.00	33.33	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00
Resignation	#	157	83	74	5	8	62	34	11	22	2	4	0	1	0	1	3	4
	%	100.00	52.87	47.13	3.18	5.10	39.49	21.66	7.01	14.01	1.27	2.55	0.00	0.64	0.00	0.64	1.91	2.55

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Retirement	#	238	139	99	4	3	121	63	11	27	3	5	0	0	0	1	0	0
	%	100.00	58.40	41.60	1.68	1.26	50.84	26.47	4.62	11.34	1.26	2.10	0.00	0.00	0.00	0.42	0.00	0.00
Other Separations	#	102	59	43	1	1	39	17	13	17	6	5	0	0	0	0	0	3
	%	100.00	57.84	42.16	0.98	0.98	38.24	16.67	12.75	16.67	5.88	4.90	0.00	0.00	0.00	0.00	0.00	2.94
Total Separations	#	503	284	219	10	12	224	116	35	67	11	14	0	1	0	2	4	7
	%	100.00	56.46	43.54	1.99	2.39	44.53	23.06	6.96	13.32	2.19	2.78	0.00	0.20	0.00	0.40	0.80	1.39
PERMANENT WORKFORCE																		
Prior FY	#	5575	3083	2492	137	96	2386	1505	314	666	174	166	3	4	20	14	49	41
	%	100.00	55.30	44.70	2.46	1.72	42.80	27.00	5.63	11.95	3.12	2.98	0.05	0.07	0.36	0.25	0.88	0.74
Current FY	#	5625	3121	2504	147	103	2371	1492	322	668	193	181	5	2	22	15	61	43
	%	100.00	55.48	44.52	2.61	1.83	42.15	26.52	5.72	11.88	3.43	3.22	0.09	0.04	0.39	0.27	1.08	0.76
Difference	#	50	38	12	10	7	-15	-13	8	2	19	15	2	-2	2	1	12	2
Ratio Change	%	0.00	0.18	-0.18	0.16	0.11	-0.65	-0.47	0.09	-0.07	0.31	0.24	0.04	-0.04	0.03	0.02	0.21	0.03
Net Change	%	0.90	1.23	0.48	7.30	7.29	-0.63	-0.86	2.55	0.30	10.92	9.04	66.67	-50.00	10.00	7.14	24.49	4.88
EMPLOYEE GAINS																		
New Hires	#	421	246	175	13	13	167	85	32	52	22	18	2	0	3	2	7	5
	%	100.00	58.43	41.57	3.09	3.09	39.67	20.19	7.60	12.35	5.23	4.28	0.48	0.00	0.71	0.48	1.66	1.19
EMPLOYEE LOSSES																		
Reduction in Force	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	5	3	2	0	0	2	2	0	0	0	0	0	0	0	0	1	0
	%	100.00	60.00	40.00	0.00	0.00	40.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Resignation	#	103	53	50	5	4	37	25	9	14	1	2	0	1	0	1	1	3
	%	100.00	51.46	48.54	4.85	3.88	35.92	24.27	8.74	13.59	0.97	1.94	0.00	0.97	0.00	0.97	0.97	2.91
Retirement	#	232	135	97	4	3	117	61	11	27	3	5	0	0	0	1	0	0
	%	100.00	58.19	41.81	1.72	1.29	50.43	26.29	4.74	11.64	1.29	2.16	0.00	0.00	0.00	0.43	0.00	0.00
Other Separations	#	48	30	18	1	0	19	3	8	12	2	1	0	0	0	0	0	2
	%	100.00	62.50	37.50	2.08	0.00	39.58	6.25	16.67	25.00	4.17	2.08	0.00	0.00	0.00	0.00	0.00	4.17
Total Separations	#	388	221	167	10	7	175	91	28	53	6	8	0	1	0	2	2	5
	%	100.00	56.96	43.04	2.58	1.80	45.10	23.45	7.22	13.66	1.55	2.06	0.00	0.26	0.00	0.52	0.52	1.29
TEMPORARY WORKFORCE																		
Prior FY	#	374	203	171	9	8	164	109	11	36	15	13	0	0	1	0	3	5
	%	100.00	54.28	45.72	2.41	2.14	43.85	29.14	2.94	9.63	4.01	3.48	0.00	0.00	0.27	0.00	0.80	1.34
Current FY	#	404	213	191	10	5	172	127	9	32	19	22	0	1	1	0	2	4
	%	100.00	52.72	47.28	2.48	1.24	42.57	31.44	2.23	7.92	4.70	5.45	0.00	0.25	0.25	0.00	0.50	0.99
Difference	#	30	10	20	1	-3	8	18	-2	-4	4	9	0	1	0	0	-1	-1
Ratio Change	%	0.00	-1.56	1.56	0.07	-0.90	-1.28	2.29	-0.71	-1.70	0.69	1.97	0.00	0.25	-0.02	0.00	-0.31	-0.35
Net Change	%	8.02	4.93	11.70	11.11	-37.50	4.88	16.51	-18.18	-11.11	26.67	69.23	0.00	0.00	0.00	0.00	-33.33	-20.00
EMPLOYEE GAINS																		
New Hires	#	163	83	80	1	0	66	55	4	11	11	13	0	1	0	0	1	0
	%	100.00	50.92	49.08	0.61	0.00	40.49	33.74	2.45	6.75	6.75	7.98	0.00	0.61	0.00	0.00	0.61	0.00

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	54	30	24	0	4	25	9	2	8	1	2	0	0	0	0	2	1
	%	100.00	55.56	44.44	0.00	7.41	46.30	16.67	3.70	14.81	1.85	3.70	0.00	0.00	0.00	0.00	3.70	1.85
Retirement	#	6	4	2	0	0	4	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Separations	#	54	29	25	0	1	20	14	5	5	4	4	0	0	0	0	0	1
	%	100.00	53.70	46.30	0.00	1.85	37.04	25.93	9.26	9.26	7.41	7.41	0.00	0.00	0.00	0.00	0.00	1.85
Total Separations	#	115	63	52	0	5	49	25	7	14	5	6	0	0	0	0	2	2
	%	100.00	54.78	45.22	0.00	4.35	42.61	21.74	6.09	12.17	4.35	5.22	0.00	0.00	0.00	0.00	1.74	1.74

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure for Sub-Components		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
CLF 2010	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.38	6.41	1.83	1.78	0.07	0.07	0.32	0.32	0.75	0.75
Alternative Benchmark	%																	
Permanent Workforce	#	5625	3121	2504	147	103	2371	1492	322	668	193	181	5	2	22	15	61	43
	%	100.00	55.48	44.52	2.61	1.83	42.15	26.52	5.72	11.88	3.43	3.22	0.09	0.04	0.39	0.27	1.08	0.76
Atlanta Regional Office	#	486	276	210	12	7	190	109	65	84	3	5	0	1	2	1	4	3
	%	100.00	56.79	43.21	2.47	1.44	39.09	22.43	13.37	17.28	0.62	1.03	0.00	0.21	0.41	0.21	0.82	0.62
Chicago Regional Office	#	512	297	215	10	4	264	175	16	32	4	3	1	0	0	0	2	1
	%	100.00	58.01	41.99	1.95	0.78	51.56	34.18	3.13	6.25	0.78	0.59	0.20	0.00	0.00	0.00	0.39	0.20
Dallas Regional Office	#	800	471	329	40	19	350	201	50	90	18	9	2	0	5	2	6	8
	%	100.00	58.88	41.13	5.00	2.38	43.75	25.13	6.25	11.25	2.25	1.13	0.25	0.00	0.63	0.25	0.75	1.00
Kansas City Regional Office	#	505	313	192	4	6	292	176	7	8	3	1	0	0	2	1	5	0
	%	100.00	61.98	38.02	0.79	1.19	57.82	34.85	1.39	1.58	0.59	0.20	0.00	0.00	0.40	0.20	0.99	0.00
New York Regional Office	#	586	316	270	16	17	259	205	17	31	14	12	0	0	2	1	8	4
	%	100.00	53.92	46.08	2.73	2.90	44.20	34.98	2.90	5.29	2.39	2.05	0.00	0.00	0.34	0.17	1.37	0.68
San Francisco Regional Office	#	492	308	184	18	11	240	117	10	9	32	40	1	0	0	1	7	6
	%	100.00	62.60	37.40	3.66	2.24	48.78	23.78	2.03	1.83	6.50	8.13	0.20	0.00	0.00	0.20	1.42	1.22
Headquarters Offices	#	2244	1140	1104	47	39	776	509	157	414	119	111	1	1	11	9	29	21
	%	100.00	50.80	49.20	2.09	1.74	34.58	22.68	7.00	18.45	5.30	4.95	0.04	0.04	0.49	0.40	1.29	0.94

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Occupational Categories		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	5625	3121	2504	147	103	2371	1492	322	668	193	181	5	2	22	15	61	43
	%	100.00	55.48	44.52	2.61	1.83	42.15	26.52	5.72	11.88	3.43	3.22	0.09	0.04	0.39	0.27	1.08	0.76
Alternative Benchmark	%																	
1. Management																		
Executives	#	123	76	47	4	1	62	36	8	7	2	3	0	0	0	0	0	0
	%	100.00	61.79	38.21	3.25	0.81	50.41	29.27	6.50	5.69	1.63	2.44	0.00	0.00	0.00	0.00	0.00	0.00
Managers	#	198	109	89	2	2	86	69	7	9	8	8	1	0	1	0	4	1
	%	100.00	55.05	44.95	1.01	1.01	43.43	34.85	3.54	4.55	4.04	4.04	0.51	0.00	0.51	0.00	2.02	0.51
Supervisors	#	475	294	181	15	7	231	129	34	36	10	6	0	0	2	0	2	3
	%	100.00	61.89	38.11	3.16	1.47	48.63	27.16	7.16	7.58	2.11	1.26	0.00	0.00	0.42	0.00	0.42	0.63
Total Management	#	796	479	317	21	10	379	234	49	52	20	17	1	0	3	0	6	4
	%	100.00	60.18	39.82	2.64	1.26	47.61	29.40	6.16	6.53	2.51	2.14	0.13	0.00	0.38	0.00	0.75	0.50
2. Professionals	#	4407	2510	1897	114	73	1911	1125	247	496	168	154	4	2	18	14	48	33
	%	100.00	56.95	43.05	2.59	1.66	43.36	25.53	5.60	11.25	3.81	3.49	0.09	0.05	0.41	0.32	1.09	0.75
3. Technicians	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Occupational Categories		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
5. Administrative Support Workers	#	367	89	278	9	19	50	125	22	117	2	10	0	0	1	1	5	6
	%	100.00	24.25	75.75	2.45	5.18	13.62	34.06	5.99	31.88	0.54	2.72	0.00	0.00	0.27	0.27	1.36	1.63
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives	#	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers	#	51	40	11	3	1	31	8	1	2	3	0	0	0	0	0	2	0
	%	100.00	78.43	21.57	5.88	1.96	60.78	15.69	1.96	3.92	5.88	0.00	0.00	0.00	0.00	0.00	3.92	0.00

Table A4P: SENIOR PAY & CORPORATE GRADED (CG) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	5625	3121	2504	147	103	2371	1492	322	668	193	181	5	2	22	15	61	43
	%	100.00	55.48	44.52	2.61	1.83	42.15	26.52	5.72	11.88	3.43	3.22	0.09	0.04	0.39	0.27	1.08	0.76
Alternative Benchmark	%																	
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04	#	86	46	40	1	3	39	27	3	7	2	2	0	0	0	0	1	1
	%	100.00	53.49	46.51	1.16	3.49	45.35	31.40	3.49	8.14	2.33	2.33	0.00	0.00	0.00	0.00	1.16	1.16
CG-05	#	19	5	14	0	2	1	2	2	8	0	0	0	0	0	0	2	2
	%	100.00	26.32	73.68	0.00	10.53	5.26	10.53	10.53	42.11	0.00	0.00	0.00	0.00	0.00	0.00	10.53	10.53
CG-06	#	97	14	83	2	3	4	53	7	22	0	4	0	0	0	0	1	1
	%	100.00	14.43	85.57	2.06	3.09	4.12	54.64	7.22	22.68	0.00	4.12	0.00	0.00	0.00	0.00	1.03	1.03
CG-07	#	321	170	151	11	9	109	73	25	52	15	9	2	0	3	3	5	5
	%	100.00	52.96	47.04	3.43	2.80	33.96	22.74	7.79	16.20	4.67	2.80	0.62	0.00	0.93	0.93	1.56	1.56
CG-08	#	68	8	60	3	8	2	13	2	37	0	2	0	0	1	0	0	0
	%	100.00	11.76	88.24	4.41	11.76	2.94	19.12	2.94	54.41	0.00	2.94	0.00	0.00	1.47	0.00	0.00	0.00
CG-09	#	245	104	141	5	7	72	68	14	53	8	10	0	0	1	0	4	3
	%	100.00	42.45	57.55	2.04	2.86	29.39	27.76	5.71	21.63	3.27	4.08	0.00	0.00	0.41	0.00	1.63	1.22
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A4P: SENIOR PAY & CORPORATE GRADED (CG) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
CG-11	#	277	141	136	10	9	101	68	19	44	8	10	0	1	0	1	3	3
	%	100.00	50.90	49.10	3.61	3.25	36.46	24.55	6.86	15.88	2.89	3.61	0.00	0.36	0.00	0.36	1.08	1.08
CG-12	#	890	463	427	23	12	356	273	54	114	19	16	1	0	0	3	10	9
	%	100.00	52.02	47.98	2.58	1.35	40.00	30.67	6.07	12.81	2.13	1.80	0.11	0.00	0.00	0.34	1.12	1.01
CG-13	#	933	517	416	26	15	396	238	55	131	24	20	0	1	4	3	12	8
	%	100.00	55.41	44.59	2.79	1.61	42.44	25.51	5.89	14.04	2.57	2.14	0.00	0.11	0.43	0.32	1.29	0.86
CG-14	#	1257	764	493	29	18	581	294	72	115	65	57	1	0	7	3	9	6
	%	100.00	60.78	39.22	2.31	1.43	46.22	23.39	5.73	9.15	5.17	4.53	0.08	0.00	0.56	0.24	0.72	0.48
CG-15	#	640	401	239	17	8	323	156	20	39	31	33	0	0	2	2	8	1
	%	100.00	62.66	37.34	2.66	1.25	50.47	24.38	3.13	6.09	4.84	5.16	0.00	0.00	0.31	0.31	1.25	0.16
All other (unspecified CG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total CG Employees	#	4835	2634	2201	127	94	1985	1265	273	623	172	163	4	2	18	15	55	39
	%	100.00	54.48	45.52	2.63	1.94	41.05	26.16	5.65	12.89	3.56	3.37	0.08	0.04	0.37	0.31	1.14	0.81
AL	#	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	447	285	162	14	6	226	118	31	29	10	6	0	0	2	0	2	3
	%	100.00	63.76	36.24	3.13	1.34	50.56	26.40	6.94	6.49	2.24	1.34	0.00	0.00	0.45	0.00	0.45	0.67
CM-02	#	198	109	89	2	2	86	69	7	9	8	8	1	0	1	0	4	1
	%	100.00	55.05	44.95	1.01	1.01	43.43	34.85	3.54	4.55	4.04	4.04	0.51	0.00	0.51	0.00	2.02	0.51
CX	#	17	13	4	0	0	11	4	0	0	1	0	0	0	1	0	0	0
	%	100.00	76.47	23.53	0.00	0.00	64.71	23.53	0.00	0.00	5.88	0.00	0.00	0.00	5.88	0.00	0.00	0.00

Table A4P: SENIOR PAY & CORPORATE GRADED (CG) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
EM	#	121	75	46	4	1	61	35	8	7	2	3	0	0	0	0	0	0
	%	100.00	61.98	38.02	3.31	0.83	50.41	28.93	6.61	5.79	1.65	2.48	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay	#	787	484	303	20	9	386	227	46	45	21	18	1	0	4	0	6	4
	%	100.00	61.50	38.50	2.54	1.14	49.05	28.84	5.84	5.72	2.67	2.29	0.13	0.00	0.51	0.00	0.76	0.51

Table A4T: SENIOR PAY & CORPORATE GRADED (CG) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Temporary Workforce	#	404	213	191	10	5	172	127	9	32	19	22	0	1	1	0	2	4
	%	100.00	52.72	47.28	2.48	1.24	42.57	31.44	2.23	7.92	4.70	5.45	0.00	0.25	0.25	0.00	0.50	0.99
Alternative Benchmark	%																	
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03	#	5	2	3	0	0	1	0	0	3	1	0	0	0	0	0	0	0
	%	100.00	40.00	60.00	0.00	0.00	20.00	0.00	0.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04	#	128	64	64	0	1	51	43	3	11	9	8	0	1	0	0	1	0
	%	100.00	50.00	50.00	0.00	0.78	39.84	33.59	2.34	8.59	7.03	6.25	0.00	0.78	0.00	0.00	0.78	0.00
CG-05	#	7	1	6	0	0	1	2	0	2	0	2	0	0	0	0	0	0
	%	100.00	14.29	85.71	0.00	0.00	14.29	28.57	0.00	28.57	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07	#	145	81	64	7	2	65	48	2	7	6	6	0	0	1	0	0	1
	%	100.00	55.86	44.14	4.83	1.38	44.83	33.10	1.38	4.83	4.14	4.14	0.00	0.00	0.69	0.00	0.00	0.69
CG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	102	57	45	2	2	49	29	2	7	3	4	0	0	0	0	1	3
	%	100.00	55.88	44.12	1.96	1.96	48.04	28.43	1.96	6.86	2.94	3.92	0.00	0.00	0.00	0.00	0.98	2.94
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A4T: SENIOR PAY & CORPORATE GRADED (CG) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
CG-11	#	6	2	4	1	0	0	2	1	1	0	1	0	0	0	0	0	0
	%	100.00	33.33	66.67	16.67	0.00	0.00	33.33	16.67	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified CG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total CG Employees	#	399	209	190	10	5	168	127	9	32	19	21	0	1	1	0	2	4
	%	100.00	52.38	47.62	2.51	1.25	42.11	31.83	2.26	8.02	4.76	5.26	0.00	0.25	0.25	0.00	0.50	1.00
AL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A4T: SENIOR PAY & CORPORATE GRADED (CG) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
EM	#	3	2	1	0	0	2	0	0	0	0	1	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	66.67	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay	#	5	4	1	0	0	4	0	0	0	0	1	0	0	0	0	0	0
	%	100.00	80.00	20.00	0.00	0.00	80.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A4P: WAGE GRADE (WG) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	5625	3121	2504	147	103	2371	1492	322	668	193	181	5	2	22	15	61	43
	%	100.00	55.48	44.52	2.61	1.83	42.15	26.52	5.72	11.88	3.43	3.22	0.09	0.04	0.39	0.27	1.08	0.76
Alternative Benchmark	%																	
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-08	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table A4P: WAGE GRADE (WG) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified WG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Employees	#	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A4T: WAGE GRADE (WG) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	404	213	191	10	5	172	127	9	32	19	22	0	1	1	0	2	4
	%	100.00	52.72	47.28	2.48	1.24	42.57	31.44	2.23	7.92	4.70	5.45	0.00	0.25	0.25	0.00	0.50	0.99
Alternative Benchmark	%																	
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A4T: WAGE GRADE (WG) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified WG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Employees	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A5P: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	5625	3121	2504	147	103	2371	1492	322	668	193	181	5	2	22	15	61	43
	%	100.00	55.48	44.52	2.61	1.83	42.15	26.52	5.72	11.88	3.43	3.22	0.09	0.04	0.39	0.27	1.08	0.76
Alternative Benchmark	%																	
Up to \$20,000	#	1	1		0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000	#	6	3	3	0	0	1	0	2	2	0	1	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	16.67	0.00	33.33	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000	#	96	42	54	1	5	36	32	2	15	1	0	0	0	0	0	2	2
	%	100.00	43.75	56.25	1.04	5.21	37.50	33.33	2.08	15.63	1.04	0.00	0.00	0.00	0.00	0.00	2.08	2.08
\$50,001-\$60,000	#	204	118	86	6	4	80	52	15	23	7	3	2	0	2	1	6	3
	%	100.00	57.84	42.16	2.94	1.96	39.22	25.49	7.35	11.27	3.43	1.47	0.98	0.00	0.98	0.49	2.94	1.47
\$60,001-\$70,000	#	260	125	135	9	10	82	75	16	37	13	7	0	0	2	1	3	5
	%	100.00	48.08	51.92	3.46	3.85	31.54	28.85	6.15	14.23	5.00	2.69	0.00	0.00	0.77	0.38	1.15	1.92
\$70,001-\$80,000	#	181	80	101	4	5	59	53	10	34	4	6	0	1	0	1	3	1
	%	100.00	44.20	55.80	2.21	2.76	32.60	29.28	5.52	18.78	2.21	3.31	0.00	0.55	0.00	0.55	1.66	0.55
\$80,001-\$90,000	#	260	129	131	7	8	94	77	24	36	4	7	0	0	0	1	0	2
	%	100.00	49.62	50.38	2.69	3.08	36.15	29.62	9.23	13.85	1.54	2.69	0.00	0.00	0.00	0.38	0.00	0.77
\$90,001-\$100,000	#	302	139	163	11	6	104	74	13	68	5	10	1	0	1	2	4	3
	%	100.00	46.03	53.97	3.64	1.99	34.44	24.50	4.30	22.52	1.66	3.31	0.33	0.00	0.33	0.66	1.32	0.99
\$100,001-\$110,000	#	301	161	140	8	6	113	80	25	45	9	4	0	0	1	0	5	5
	%	100.00	53.49	46.51	2.66	1.99	37.54	26.58	8.31	14.95	2.99	1.33	0.00	0.00	0.33	0.00	1.66	1.66
\$110,001-\$120,000	#	293	155	138	5	5	114	78	20	44	7	8	0	0	2	0	7	3
	%	100.00	52.90	47.10	1.71	1.71	38.91	26.62	6.83	15.02	2.39	2.73	0.00	0.00	0.68	0.00	2.39	1.02
	#	324	172	152	6	8	136	100	20	33	4	7	0	0	3	0	3	4

Table A5P: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
\$120,001-\$130,000	%	100.00	53.09	46.91	1.85	2.47	41.98	30.86	6.17	10.19	1.23	2.16	0.00	0.00	0.93	0.00	0.93	1.23
	#	301	162	139	5	8	119	73	23	51	8	3	0	0	2	2	5	2
\$130,001-\$140,000	%	100.00	53.82	46.18	1.66	2.66	39.53	24.25	7.64	16.94	2.66	1.00	0.00	0.00	0.66	0.66	1.66	0.66
	#	275	150	125	13	4	103	61	17	46	14	11	0	0	2	0	1	3
\$140,001-\$150,000	%	100.00	54.55	45.45	4.73	1.45	37.45	22.18	6.18	16.73	5.09	4.00	0.00	0.00	0.73	0.00	0.36	1.09
	#	360	204	156	8	6	160	90	21	50	11	8	1	0	2	1	1	1
\$150,001-\$160,000	%	100.00	56.67	43.33	2.22	1.67	44.44	25.00	5.83	13.89	3.06	2.22	0.28	0.00	0.56	0.28	0.28	0.28
	#	243	138	105	12	1	94	55	19	38	12	10	0	0	0	0	1	1
\$161,001-\$170,000	%	100.00	56.79	43.21	4.94	0.41	38.68	22.63	7.82	15.64	4.94	4.12	0.00	0.00	0.00	0.00	0.41	0.41
	#	272	151	121	5	7	127	70	11	31	6	11	0	0	0	1	2	1
\$170,001-\$180,000	%	100.00	55.51	44.49	1.84	2.57	46.69	25.74	4.04	11.40	2.21	4.04	0.00	0.00	0.00	0.37	0.74	0.37
	#	1,946	1,191	755	47	20	948	522	84	115	88	85	1	1	5	5	18	7
\$180,001 and Greater	%	100.00	61.20	38.80	2.42	1.03	48.72	26.82	4.32	5.91	4.52	4.37	0.05	0.05	0.26	0.26	0.92	0.36
	#																	

Table A5T: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Temporary Workforce	#	404	213	191	10	5	172	127	9	32	19	22	0	1	1	0	2	4
	%	100.00	52.72	47.28	2.48	1.24	42.57	31.44	2.23	7.92	4.70	5.45	0.00	0.25	0.25	0.00	0.50	0.99
Alternative Benchmark	%																	
Up to \$20,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000	#	37	15	22	0	0	11	9	1	12	3	1	0	0	0	0	0	0
	%	100.00	40.54	59.46	0.00	0.00	29.73	24.32	2.70	32.43	8.11	2.70	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000	#	88	42	46	0	1	36	33	2	4	3	7	0	1	0	0	1	0
	%	100.00	47.73	52.27	0.00	1.14	40.91	37.50	2.27	4.55	3.41	7.95	0.00	1.14	0.00	0.00	1.14	0.00
\$50,001-\$60,000	#	117	66	51	4	1	54	41	3	5	4	4	0	0	1	0	0	0
	%	100.00	56.41	43.59	3.42	0.85	46.15	35.04	2.56	4.27	3.42	3.42	0.00	0.00	0.85	0.00	0.00	0.00
\$60,001-\$70,000	#	97	53	44	5	1	41	27	1	8	5	5	0	0	0	0	1	3
	%	100.00	54.64	45.36	5.15	1.03	42.27	27.84	1.03	8.25	5.15	5.15	0.00	0.00	0.00	0.00	1.03	3.09
\$70,001-\$80,000	#	47	27	20	1	2	22	12	0	3	4	2	0	0	0	0	0	1
	%	100.00	57.45	42.55	2.13	4.26	46.81	25.53	0.00	6.38	8.51	4.26	0.00	0.00	0.00	0.00	0.00	2.13
\$80,001-\$90,000	#	6	3	3	0	0	3	2	0	0	0	1	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	33.33	0.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000	#	3	1	2	0	0	0	1	1	0	0	1	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	0.00	0.00	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A5T: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
\$120,001-\$130,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$161,001-\$170,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater	#	4	3	1	0	0	3	0	0	0	0	1	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	75.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
General Business and Industry (1101)	#	269	172	97	10	3	129	62	16	23	12	8	0	0	0	0	5	1
	%	100.00	63.94	36.06	3.72	1.12	47.96	23.05	5.95	8.55	4.46	2.97	0.00	0.00	0.00	0.00	1.86	0.37
Occupational CLF/SOC Code	%	100.00	36.71	63.29	2.86	5.87	27.06	43.84	3.56	8.77	2.41	3.24	0.03	0.05	0.17	0.39	0.62	1.14
CG-09	#	7	1	6	0	2	1	1	0	2	0	1	0	0	0	0	0	0
	%	100.00	14.29	85.71	0.00	28.57	14.29	14.29	0.00	28.57	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
CG-11	#	10	4	6	1	0	1	3	1	3	1	0	0	0	0	0	0	0
	%	100.00	40.00	60.00	10.00	0.00	10.00	30.00	10.00	30.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	19	11	8	4	0	4	6	2	2	0	0	0	0	0	0	1	0
	%	100.00	57.89	42.11	21.05	0.00	21.05	31.58	10.53	10.53	0.00	0.00	0.00	0.00	0.00	0.00	5.26	0.00
CG-14	#	28	16	12	0	0	14	5	2	6	0	1	0	0	0	0	0	0
	%	100.00	57.14	42.86	0.00	0.00	50.00	17.86	7.14	21.43	0.00	3.57	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	88	64	24	1	1	50	15	8	4	3	3	0	0	0	0	2	1
	%	100.00	72.73	27.27	1.14	1.14	56.82	17.05	9.09	4.55	3.41	3.41	0.00	0.00	0.00	0.00	2.27	1.14
CM-01	#	43	28	15	2	0	19	10	1	3	5	2	0	0	0	0	1	0
	%	100.00	65.12	34.88	4.65	0.00	44.19	23.26	2.33	6.98	11.63	4.65	0.00	0.00	0.00	0.00	2.33	0.00
CM-02	#	31	17	14	2	0	14	12	1	2	0	0	0	0	0	0	0	0
	%	100.00	54.84	45.16	6.45	0.00	45.16	38.71	3.23	6.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX	#	40	29	11	0	0	25	10	0	0	3	1	0	0	0	0	1	0
	%	100.00	72.50	27.50	0.00	0.00	62.50	25.00	0.00	0.00	7.50	2.50	0.00	0.00	0.00	0.00	2.50	0.00
EM	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
Internal Competitive Promotions																		
Vacancy Announcements	#	21																
Relevant Applicant Pool	%																	
Internal Applications	#	457	297	160	42	16	145	50	68	73	36	16	0	0	6	2	0	3
	%	100.00	64.99	35.01	9.19	3.50	31.73	10.94	14.88	15.97	7.88	3.50	0.00	0.00	1.31	0.44	0.00	0.66
Qualified Internal Applicants	#	261	189	72	26	7	100	32	28	19	31	13	0	0	4	0	0	1
	%	100.00	72.41	27.59	9.96	2.68	38.31	12.26	10.73	7.28	11.88	4.98	0.00	0.00	1.53	0.00	0.00	0.38
Referred Applicants	#	226	166	60	21	7	91	28	22	13	29	12	0	0	3	0	0	0
	%	100.00	73.45	26.55	9.29	3.10	40.27	12.39	9.73	5.75	12.83	5.31	0.00	0.00	1.33	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	42	27	15	1	0	19	8	4	4	3	3	0	0	0	0	0	0
	%	100.00	64.29	35.71	2.38	0.00	45.24	19.05	9.52	9.52	7.14	7.14	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	5																
Voluntarily Identified Applicants	#	124	79	45	11	7	35	13	22	19	11	4	0	0	0	0	0	2
	%	100.00	63.71	36.29	8.87	5.65	28.23	10.48	17.74	15.32	8.87	3.23	0.00	0.00	0.00	0.00	0.00	1.61
Qualified External Applicants	#	86	57	29	9	4	22	9	16	12	10	2	0	0	0	0	0	2
	%	100.00	66.28	33.72	10.47	4.65	25.58	10.47	18.60	13.95	11.63	2.33	0.00	0.00	0.00	0.00	0.00	2.33
Referred Applicants	#	36	27	9	3	1	14	4	5	2	5	1	0	0	0	0	0	1
	%	100.00	75.00	25.00	8.33	2.78	38.89	11.11	13.89	5.56	13.89	2.78	0.00	0.00	0.00	0.00	0.00	2.78
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Economist (0110)	#	67	47	20	3	0	38	9	1	3	4	8	0	0	0	0	1	0
	%	100.00	70.15	29.85	4.48	0.00	56.72	13.43	1.49	4.48	5.97	11.94	0.00	0.00	0.00	0.00	1.49	0.00
Occupational CLF/SOC Code	%	100.00	67.07	32.93	3.34	1.85	55.79	25.20	2.84	2.66	4.40	2.66	0.00	0.05	0.16	0.10	0.55	0.41
CG-11	#	2	1	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	7	5	2	0	0	4	1	1	1	0	0	0	0	0	0	0	0
	%	100.00	71.43	28.57	0.00	0.00	57.14	14.29	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	4	3	1	0	0	3	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	44	34	10	2	0	27	5	0	0	4	5	0	0	0	0	1	0
	%	100.00	77.27	22.73	4.55	0.00	61.36	11.36	0.00	0.00	9.09	11.36	0.00	0.00	0.00	0.00	2.27	0.00
CG-15	#	4	1	3	0	0	1	1	0	0	0	2	0	0	0	0	0	0
	%	100.00	25.00	75.00	0.00	0.00	25.00	25.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	4	2	2	0	0	2	1	0	0	0	1	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	25.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
CX	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	2																
Relevant Applicant Pool	%																	

Table A6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Internal Applications	#	54	34	20	6	1	16	8	5	6	7	5	0	0	0	0	0	0
	%	100.00	62.96	37.04	11.11	1.85	29.63	14.81	9.26	11.11	12.96	9.26	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	24	15	9	2	0	7	5	3	2	3	2	0	0	0	0	0	0
	%	100.00	62.50	37.50	8.33	0.00	29.17	20.83	12.50	8.33	12.50	8.33	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	24	15	9	2	0	7	5	3	2	3	2	0	0	0	0	0	0
	%	100.00	62.50	37.50	8.33	0.00	29.17	20.83	12.50	8.33	12.50	8.33	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	2																
Voluntarily Identified Applicants	#	66	42	24	9	2	17	5	10	9	6	8	0	0	0	0	0	0
	%	100.00	63.64	36.36	13.64	3.03	25.76	7.58	15.15	13.64	9.09	12.12	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#	39	28	11	7	1	10	3	6	1	5	6	0	0	0	0	0	0
	%	100.00	71.79	28.21	17.95	2.56	25.64	7.69	15.38	2.56	12.82	15.38	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	31	21	10	4	1	10	3	3	1	4	5	0	0	0	0	0	0
	%	100.00	67.74	32.26	12.90	3.23	32.26	9.68	9.68	3.23	12.90	16.13	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
Financial Institution Examining (0570)	#	2605	1586	1019	67	41	1308	740	113	161	61	52	2	1	11	5	24	19
	%	100.00	60.88	39.12	2.57	1.57	50.21	28.41	4.34	6.18	2.34	2.00	0.08	0.04	0.42	0.19	0.92	0.73

Table A6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Occupational CLF/SOC Code	%	100.00	54.75	45.25	3.06	3.65	44.11	28.34	3.41	8.40	3.53	3.69	0.00	0.00	0.08	0.20	0.55	0.98
CG-07	#	205	126	79	8	5	80	50	17	13	13	6	0	0	3	1	5	4
	%	100.00	61.46	38.54	3.90	2.44	39.02	24.39	8.29	6.34	6.34	2.93	0.00	0.00	1.46	0.49	2.44	1.95
CG-09	#	154	84	70	3	4	65	47	7	13	5	4	0	0	0	0	4	2
	%	100.00	54.55	45.45	1.95	2.60	42.21	30.52	4.55	8.44	3.25	2.60	0.00	0.00	0.00	0.00	2.60	1.30
CG-11	#	130	74	56	1	2	64	34	3	12	5	5	0	1	0	1	1	1
	%	100.00	56.92	43.08	0.77	1.54	49.23	26.15	2.31	9.23	3.85	3.85	0.00	0.77	0.00	0.77	0.77	0.77
CG-12	#	626	363	263	16	7	303	205	26	34	12	11	1	0	0	1	5	5
	%	100.00	57.99	42.01	2.56	1.12	48.40	32.75	4.15	5.43	1.92	1.76	0.16	0.00	0.00	0.16	0.80	0.80
CG-13	#	464	291	173	16	7	244	134	17	24	8	4	0	0	2	1	4	3
	%	100.00	62.72	37.28	3.45	1.51	52.59	28.88	3.66	5.17	1.72	0.86	0.00	0.00	0.43	0.22	0.86	0.65
CG-14	#	552	335	217	10	8	285	145	22	48	9	13	1	0	5	1	3	2
	%	100.00	60.69	39.31	1.81	1.45	51.63	26.27	3.99	8.70	1.63	2.36	0.18	0.00	0.91	0.18	0.54	0.36
CG-15	#	151	103	48	5	3	89	33	3	6	4	6	0	0	0	0	2	0
	%	100.00	68.21	31.79	3.31	1.99	58.94	21.85	1.99	3.97	2.65	3.97	0.00	0.00	0.00	0.00	1.32	0.00
CM-01	#	267	180	87	7	4	155	68	16	10	1	3	0	0	1	0	0	2
	%	100.00	67.42	32.58	2.62	1.50	58.05	25.47	5.99	3.75	0.37	1.12	0.00	0.00	0.37	0.00	0.00	0.75
CM-02	#	55	30	25	1	1	23	23	2	1	4	0	0	0	0	0	0	0
	%	100.00	54.55	45.45	1.82	1.82	41.82	41.82	3.64	1.82	7.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	134																
Relevant Applicant Pool	%																	

Table A6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Internal Applications	#	995	592	403	56	48	369	161	126	155	36	29	0	1	3	6	2	3
	%	100.00	59.50	40.50	5.63	4.82	37.09	16.18	12.66	15.58	3.62	2.91	0.00	0.10	0.30	0.60	0.20	0.30
Qualified Internal Applicants	#	634	395	239	28	20	281	129	62	66	21	18	0	1	2	4	1	1
	%	100.00	62.30	37.70	4.42	3.15	44.32	20.35	9.78	10.41	3.31	2.84	0.00	0.16	0.32	0.63	0.16	0.16
Referred Applicants	#	572	366	206	26	15	259	116	55	52	22	18	0	1	3	3	1	1
	%	100.00	63.99	36.01	4.55	2.62	45.28	20.28	9.62	9.09	3.85	3.15	0.00	0.17	0.52	0.52	0.17	0.17
Interviewed Applicants	#	14	9	5	1	0	8	5	0	0	0	0	0	0	0	0	0	0
	%	100.00	64.29	35.71	7.14	0.00	57.14	35.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	174	107	67	13	5	74	44	7	12	9	5	0	1	3	0	1	0
	%	100.00	61.49	38.51	7.47	2.87	42.53	25.29	4.02	6.90	5.17	2.87	0.00	0.57	1.72	0.00	0.57	0.00
New Hires																		
Vacancy Announcements	#	12																
Voluntarily Identified Applicants	#	1220	644	576	66	73	303	143	197	305	71	41	0	3	1	5	6	6
	%	100.00	52.79	47.21	5.41	5.98	24.84	11.72	16.15	25.00	5.82	3.36	0.00	0.25	0.08	0.41	0.49	0.49
Qualified External Applicants	#	594	333	261	23	34	170	79	89	120	50	22	0	1	0	3	1	2
	%	100.00	56.06	43.94	3.87	5.72	28.62	13.30	14.98	20.20	8.42	3.70	0.00	0.17	0.00	0.51	0.17	0.34
Referred Applicants	#	162	101	61	4	9	51	19	27	20	19	12	0	0	0	1	0	0
	%	100.00	62.35	37.65	2.47	5.56	31.48	11.73	16.67	12.35	11.73	7.41	0.00	0.00	0.00	0.62	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	45	31	14	0	4	17	5	7	3	7	2	0	0	0	0	0	0
	%	100.00	68.89	31.11	0.00	8.89	37.78	11.11	15.56	6.67	15.56	4.44	0.00	0.00	0.00	0.00	0.00	0.00

Table A6T: MISSION-CRITICAL OCCUPATIONS (TEMPORARY) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
General Business and Industry (1101)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	%	100.00	36.71	63.29	2.86	5.87	27.06	43.84	3.56	8.77	2.41	3.24	0.03	0.05	0.17	0.39	0.62	1.14
CG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	0																
Relevant Applicant Pool	%																	
Internal Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	1																
Voluntarily Identified Applicants	#	73	38	35	4	6	17	7	13	15	3	6	0	0	0	1	1	0
	%	100.00	52.05	47.95	5.48	8.22	23.29	9.59	17.81	20.55	4.11	8.22	0.00	0.00	0.00	1.37	1.37	0.00
	#	44	21	23	3	2	11	5	5	11	1	5	0	0	0	0	1	0

Table A6T: MISSION-CRITICAL OCCUPATIONS (TEMPORARY) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Qualified External Applicants	%	100.00	47.73	52.27	6.82	4.55	25.00	11.36	11.36	25.00	2.27	11.36	0.00	0.00	0.00	0.00	2.27	0.00
Referred Applicants	#	43	20	23	3	2	11	5	5	11	1	5	0	0	0	0	0	0
	%	100.00	46.51	53.49	6.98	4.65	25.58	11.63	11.63	25.58	2.33	11.63	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	12	4	8	0	1	1	1	2	4	1	2	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	8.33	8.33	8.33	16.67	33.33	8.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00
Economist (0110)	#	17	11	6	0	0	6	3	2	1	3	1	0	0	0	0	0	1
	%	100.00	64.71	35.29	0.00	0.00	35.29	17.65	11.76	5.88	17.65	5.88	0.00	0.00	0.00	0.00	0.00	5.88
Occupational CLF/SOC Code	%	100.00	67.07	32.93	3.34	1.85	55.79	25.20	2.84	2.66	4.40	2.66	0.00	0.05	0.16	0.10	0.55	0.41
CG-07	#	9	5	4	0	0	4	3	1	0	0	1	0	0	0	0	0	0
	%	100.00	55.56	44.44	0.00	0.00	44.44	33.33	11.11	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	8	6	2	0	0	2	0	1	1	3	0	0	0	0	0	0	1
	%	100.00	75.00	25.00	0.00	0.00	25.00	0.00	12.50	12.50	37.50	0.00	0.00	0.00	0.00	0.00	0.00	12.50
Internal Competitive Promotions																		
Vacancy Announcements	#	0																
Relevant Applicant Pool	%																	
Internal Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A6T: MISSION-CRITICAL OCCUPATIONS (TEMPORARY) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
New Hires																	
Vacancy Announcements	#	0															
Voluntarily Identified Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Financial Institution Examining (0570)	#	208	116	92	9	4	98	66	2	12	5	7	0	0	1	0	1
	%	100.00	55.77	44.23	4.33	1.92	47.12	31.73	0.96	5.77	2.40	3.37	0.00	0.00	0.48	0.00	0.48
Occupational CLF/SOC Code	%	100.00	54.75	45.25	3.06	3.65	44.11	28.34	3.41	8.40	3.53	3.69	0.00	0.00	0.08	0.20	0.55
CG-07	#	122	68	54	7	2	54	40	1	7	5	4	0	0	1	0	1
	%	100.00	55.74	44.26	5.74	1.64	44.26	32.79	0.82	5.74	4.10	3.28	0.00	0.00	0.82	0.00	0.82
CG-09	#	86	48	38	2	2	44	26	1	5	0	3	0	0	0	1	2
	%	100.00	55.81	44.19	2.33	2.33	51.16	30.23	1.16	5.81	0.00	3.49	0.00	0.00	0.00	1.16	2.33
CG-11	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A6T: MISSION-CRITICAL OCCUPATIONS (TEMPORARY) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Internal Competitive Promotions																		
Vacancy Announcements	#	50																
Relevant Applicant Pool	%																	
Internal Applications	#	201	117	84	9	1	91	48	10	29	5	5	0	0	2	1	0	0
	%	100.00	58.21	41.79	4.48	0.50	45.27	23.88	4.98	14.43	2.49	2.49	0.00	0.00	1.00	0.50	0.00	0.00
Qualified Internal Applicants	#	189	112	77	8	1	89	44	8	26	5	5	0	0	2	1	0	0
	%	100.00	59.26	40.74	4.23	0.53	47.09	23.28	4.23	13.76	2.65	2.65	0.00	0.00	1.06	0.53	0.00	0.00
Referred Applicants	#	179	106	73	9	1	83	41	7	25	5	5	0	0	2	1	0	0
	%	100.00	59.22	40.78	5.03	0.56	46.37	22.91	3.91	13.97	2.79	2.79	0.00	0.00	1.12	0.56	0.00	0.00
Interviewed Applicants	#	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	52	27	25	3	1	18	20	2	3	3	1	0	0	1	0	0	0
	%	100.00	51.92	48.08	5.77	1.92	34.62	38.46	3.85	5.77	5.77	1.92	0.00	0.00	1.92	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	7																
Voluntarily Identified Applicants	#	770	473	297	88	50	239	92	101	110	38	37	0	0	5	2	2	6
	%	100.00	61.43	38.57	11.43	6.49	31.04	11.95	13.12	14.29	4.94	4.81	0.00	0.00	0.65	0.26	0.26	0.78
Qualified External Applicants	#	301	183	118	31	18	101	35	37	40	11	21	0	0	2	0	1	4
	%	100.00	60.80	39.20	10.30	5.98	33.55	11.63	12.29	13.29	3.65	6.98	0.00	0.00	0.66	0.00	0.33	1.33
Referred Applicants	#	129	81	48	14	8	45	17	17	12	4	9	0	0	1	0	0	2
	%	100.00	62.79	37.21	10.85	6.20	34.88	13.18	13.18	9.30	3.10	6.98	0.00	0.00	0.78	0.00	0.00	1.55
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	63	42	21	7	2	26	9	7	5	1	4	0	0	1	0	0	1
	%	100.00	66.67	33.33	11.11	3.17	41.27	14.29	11.11	7.94	1.59	6.35	0.00	0.00	1.59	0.00	0.00	1.59

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) (PERMANENT)

Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Upward Mobility Benchmark	%	100.00	61.58	38.42	2.64	1.40	48.78	25.61	4.92	7.53	3.88	3.26	0.07	0.03	0.46	0.16	0.85	0.42
Alternative Benchmark	%																	
Total Senior Grades	#	3617	2166	1451	92	50	1686	915	193	330	141	128	2	1	17	8	35	19
	%	100.00	59.88	40.12	2.54	1.38	46.61	25.30	5.34	9.12	3.90	3.54	0.06	0.03	0.47	0.22	0.97	0.53
SES or Equivalent:	#	140	89	51	4	1	73	40	8	7	3	3	0	0	1	0	0	0
	%	100.00	63.57	36.43	2.86	0.71	52.14	28.57	5.71	5.00	2.14	2.14	0.00	0.00	0.71	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	16																
Relevant Applicant Pool	%																	
Internal Applications	#	283	235	48	24	2	121	15	54	20	30	11	1	0	3	0	2	0
	%	100.00	83.04	16.96	8.48	0.71	42.76	5.30	19.08	7.07	10.60	3.89	0.35	0.00	1.06	0.00	0.71	0.00
Qualified Internal Applicants	#	250	207	43	21	2	107	13	46	17	28	11	1	0	2	0	2	0
	%	100.00	82.80	17.20	8.40	0.80	42.80	5.20	18.40	6.80	11.20	4.40	0.40	0.00	0.80	0.00	0.80	0.00
Referred Applicants	#	112	86	26	10	2	52	9	11	7	12	8	0	0	1	0	0	0
	%	100.00	76.79	23.21	8.93	1.79	46.43	8.04	9.82	6.25	10.71	7.14	0.00	0.00	0.89	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	8	6	2	1	0	4	1	0	0	1	1	0	0	0	0	0	0
	%	100.00	75.00	25.00	12.50	0.00	50.00	12.50	0.00	0.00	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) (PERMANENT)

Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
New Hires																		
Vacancy Announcements	#	3																
Voluntarily Identified Applicants	#	44	31	13	2	0	20	5	5	4	3	4	0	0	1	0	0	0
	%	100.00	70.45	29.55	4.55	0.00	45.45	11.36	11.36	9.09	6.82	9.09	0.00	0.00	2.27	0.00	0.00	0.00
Qualified External Applicants	#	29	20	9	1	0	15	5	3	2	1	2	0	0	0	0	0	0
	%	100.00	68.97	31.03	3.45	0.00	51.72	17.24	10.34	6.90	3.45	6.90	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	29	20	9	1	0	15	5	3	2	1	2	0	0	0	0	0	0
	%	100.00	68.97	31.03	3.45	0.00	51.72	17.24	10.34	6.90	3.45	6.90	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 or Equivalent:	#	1287	796	491	33	16	636	343	58	77	49	48	1	0	5	2	14	5
	%	100.00	61.85	38.15	2.56	1.24	49.42	26.65	4.51	5.98	3.81	3.73	0.08	0.00	0.39	0.16	1.09	0.39

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) (PERMANENT)

Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Internal Competitive Promotions																		
Vacancy Announcements	#	100																
Relevant Applicant Pool	%																	
Internal Applications	#	1519	935	584	86	55	432	172	213	254	185	86	1	3	10	7	8	7
	%	100.00	61.55	38.45	5.66	3.62	28.44	11.32	14.02	16.72	12.18	5.66	0.07	0.20	0.66	0.46	0.53	0.46
Qualified Internal Applicants	#	807	522	285	55	24	256	99	85	106	120	47	0	1	3	4	3	4
	%	100.00	64.68	35.32	6.82	2.97	31.72	12.27	10.53	13.14	14.87	5.82	0.00	0.12	0.37	0.50	0.37	0.50
Referred Applicants	#	610	415	195	42	22	215	76	57	57	97	36	0	1	2	2	2	1
	%	100.00	68.03	31.97	6.89	3.61	35.25	12.46	9.34	9.34	15.90	5.90	0.00	0.16	0.33	0.33	0.33	0.16
Interviewed Applicants	#	5	3	2	0	1	3	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	60.00	40.00	0.00	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	73	51	22	4	3	40	10	2	5	5	4	0	0	0	0	0	0
	%	100.00	69.86	30.14	5.48	4.11	54.79	13.70	2.74	6.85	6.85	5.48	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	14																
Voluntarily Identified Applicants	#	396	273	123	29	17	121	38	61	45	57	22	1	0	4	1	0	0
	%	100.00	68.94	31.06	7.32	4.29	30.56	9.60	15.40	11.36	14.39	5.56	0.25	0.00	1.01	0.25	0.00	0.00
Qualified External Applicants	#	287	209	78	18	8	97	22	39	31	50	16	1	0	4	1	0	0
	%	100.00	72.82	27.18	6.27	2.79	33.80	7.67	13.59	10.80	17.42	5.57	0.35	0.00	1.39	0.35	0.00	0.00
Referred Applicants	#	162	117	45	6	5	54	16	28	18	26	6	0	0	3	0	0	0
	%	100.00	72.22	27.78	3.70	3.09	33.33	9.88	17.28	11.11	16.05	3.70	0.00	0.00	1.85	0.00	0.00	0.00

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) (PERMANENT)

Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Interviewed Applicants	#	4	2	2	0	0	0	0	2	1	0	1	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	50.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	12	6	6	0	0	6	3	0	2	0	1	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	25.00	0.00	16.67	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 or Equivalent:																		
GS-14 or Equivalent:	#	1257	764	493	29	18	581	294	72	115	65	57	1	0	7	3	9	6
	%	100.00	60.78	39.22	2.31	1.43	46.22	23.39	5.73	9.15	5.17	4.53	0.08	0.00	0.56	0.24	0.72	0.48
Internal Competitive Promotions																		
Vacancy Announcements	#	134																
Relevant Applicant Pool	%																	
Internal Applications	#	4698	2482	2216	294	236	940	484	760	1122	430	298	0	2	22	22	36	52
	%	100.00	52.83	47.17	6.26	5.02	20.01	10.30	16.18	23.88	9.15	6.34	0.00	0.04	0.47	0.47	0.77	1.11

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) (PERMANENT)

Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Qualified Internal Applicants	#	2070	1110	960	102	100	508	234	330	480	142	126	0	0	16	6	12	14
	%	100.00	53.62	46.38	4.93	4.83	24.54	11.30	15.94	23.19	6.86	6.09	0.00	0.00	0.77	0.29	0.58	0.68
Referred Applicants	#	1760	970	790	88	82	456	198	268	386	130	112	0	0	16	2	12	10
	%	100.00	55.11	44.89	5.00	4.66	25.91	11.25	15.23	21.93	7.39	6.36	0.00	0.00	0.91	0.11	0.68	0.57
Interviewed Applicants	#	28	16	12	2	0	12	8	2	4	0	0	0	0	0	0	0	0
	%	100.00	57.14	42.86	7.14	0.00	42.86	28.57	7.14	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	206	116	90	14	4	60	50	20	22	16	14	0	0	4	0	2	0
	%	100.00	56.31	43.69	6.80	1.94	29.13	24.27	9.71	10.68	7.77	6.80	0.00	0.00	1.94	0.00	0.97	0.00
New Hires																		
Vacancy Announcements	#	23																
Voluntarily Identified Applicants	#	2502	1818	684	156	66	730	196	468	300	432	108	2	0	10	6	20	8
	%	100.00	72.66	27.34	6.24	2.64	29.18	7.83	18.71	11.99	17.27	4.32	0.08	0.00	0.40	0.24	0.80	0.32
Qualified External Applicants	#	1998	1506	492	132	52	544	134	402	212	408	80	2	0	4	6	14	8
	%	100.00	75.38	24.62	6.61	2.60	27.23	6.71	20.12	10.61	20.42	4.00	0.10	0.00	0.20	0.30	0.70	0.40
Referred Applicants	#	694	510	184	46	10	242	70	122	62	100	34	0	0	0	4	0	4
	%	100.00	73.49	26.51	6.63	1.44	34.87	10.09	17.58	8.93	14.41	4.90	0.00	0.00	0.00	0.58	0.00	0.58
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	28	18	10	0	2	16	4	0	2	2	2	0	0	0	0	0	0
	%	100.00	64.29	35.71	0.00	7.14	57.14	14.29	0.00	7.14	7.14	7.14	0.00	0.00	0.00	0.00	0.00	0.00

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) (PERMANENT)

Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Internal Competitive Promotions																		
GS-13 or Equivalent:	#	933	517	416	26	15	396	238	55	131	24	20	0	1	4	3	12	8
	%	100.00	55.41	44.59	2.79	1.61	42.44	25.51	5.89	14.04	2.57	2.14	0.00	0.11	0.43	0.32	1.29	0.86
Internal Competitive Promotions																		
Vacancy Announcements	#	184																
Relevant Applicant Pool	%																	
Internal Applications	#	4486	2288	2198	322	172	890	492	742	1276	290	172	2	6	16	24	26	56
	%	100.00	51.00	49.00	7.18	3.83	19.84	10.97	16.54	28.44	6.46	3.83	0.04	0.13	0.36	0.53	0.58	1.25
Qualified Internal Applicants	#	2172	1038	1134	130	80	484	336	294	614	110	70	2	2	8	10	10	22
	%	100.00	47.79	52.21	5.99	3.68	22.28	15.47	13.54	28.27	5.06	3.22	0.09	0.09	0.37	0.46	0.46	1.01

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) (PERMANENT)

Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Referred Applicants	#	1972	938	1034	122	70	438	316	258	560	100	54	2	2	8	10	10	22
	%	100.00	47.57	52.43	6.19	3.55	22.21	16.02	13.08	28.40	5.07	2.74	0.10	0.10	0.41	0.51	0.51	1.12
Interviewed Applicants	#	52	24	28	4	0	14	18	4	10	0	0	0	0	0	0	2	0
	%	100.00	46.15	53.85	7.69	0.00	26.92	34.62	7.69	19.23	0.00	0.00	0.00	0.00	0.00	0.00	3.85	0.00
Internal Selections	#	338	178	160	24	8	110	88	20	52	20	12	0	0	0	0	4	0
	%	100.00	52.66	47.34	7.10	2.37	32.54	26.04	5.92	15.38	5.92	3.55	0.00	0.00	0.00	0.00	1.18	0.00
New Hires																		
Vacancy Announcements	#	20																
Voluntarily Identified Applicants	#	1868	1412	456	164	34	404	114	422	192	400	110	2	0	8	0	12	6
	%	100.00	75.59	24.41	8.78	1.82	21.63	6.10	22.59	10.28	21.41	5.89	0.11	0.00	0.43	0.00	0.64	0.32
Qualified External Applicants	#	1324	1024	300	122	18	308	78	310	138	268	62	2	0	8	0	6	4
	%	100.00	77.34	22.66	9.21	1.36	23.26	5.89	23.41	10.42	20.24	4.68	0.15	0.00	0.60	0.00	0.45	0.30
Referred Applicants	#	364	262	102	34	4	92	36	72	40	56	20	2	0	6	0	0	2
	%	100.00	71.98	28.02	9.34	1.10	25.27	9.89	19.78	10.99	15.38	5.49	0.55	0.00	1.65	0.00	0.00	0.55
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	24	14	10	2	0	8	8	0	2	4	0	0	0	0	0	0	0
	%	100.00	58.33	41.67	8.33	0.00	33.33	33.33	0.00	8.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate) (PERMANENT)

Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
Applicants for Career Development Program	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: EEOC instructed the FDIC that the definition of career development program/opportunities for this table requires competition to participate in training that would qualify employees for a promotion. The FDIC has no career development programs as defined in the instructions to MD-715 and as confirmed by EEOC. While the FDIC does not have career development programs that, upon completion, necessarily “qualify a participant for a promotion,” all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner’s promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex, or disability.

Table A8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Upward Mobility To Management Positions		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Upward Mobility To Management Positions	%	100.00	61.08	38.92	2.77	1.39	48.48	28.95	5.96	5.82	2.77	2.35	0.14	0.00	0.28	0.00	0.69	0.42
Alternative Benchmark	%																	
Total Management	#	796	479	317	21	10	379	234	49	52	20	17	1	0	3	0	6	4
	%	100.00	60.18	39.82	2.64	1.26	47.61	29.40	6.16	6.53	2.51	2.14	0.13	0.00	0.38	0.00	0.75	0.50
Executives	#	123	76	47	4	1	62	36	8	7	2	3	0	0	0	0	0	0
	%	100.00	61.79	38.21	3.25	0.81	50.41	29.27	6.50	5.69	1.63	2.44	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	121	75	46	4	1	61	35	8	7	2	3	0	0	0	0	0	0
	%	100.00	61.98	38.02	3.31	0.83	50.41	28.93	6.61	5.79	1.65	2.48	0.00	0.00	0.00	0.00	0.00	0.00
EX	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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	0.00	0.00	0.00	0.00	0.00
	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Upward Mobility To Management Positions		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Internal Competitive Promotions																		
Vacancy Announcements	#	15																
Relevant Applicant Pool	%																	
Internal Applications	#	283	235	48	24	2	121	15	54	20	30	11	1	0	3	0	2	0
	%	100.00	83.04	16.96	8.48	0.71	42.76	5.30	19.08	7.07	10.60	3.89	0.35	0.00	1.06	0.00	0.71	0.00
Qualified Internal Applicants	#	250	207	43	21	2	107	13	46	17	28	11	1	0	2	0	2	0
	%	100.00	82.80	17.20	8.40	0.80	42.80	5.20	18.40	6.80	11.20	4.40	0.40	0.00	0.80	0.00	0.80	0.00
Referred Applicants	#	111	85	26	9	2	52	9	11	7	12	8	0	0	1	0	0	0
	%	100.00	76.58	23.42	8.11	1.80	46.85	8.11	9.91	6.31	10.81	7.21	0.00	0.00	0.90	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	7	5	2	0	0	4	1	0	0	1	1	0	0	0	0	0	0
	%	100.00	71.43	28.57	0.00	0.00	57.14	14.29	0.00	0.00	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	3																
Voluntarily Identified Applicants	#	44	31	13	2	0	20	5	5	4	3	4	0	0	1	0	0	0
	%	100.00	70.45	29.55	4.55	0.00	45.45	11.36	11.36	9.09	6.82	9.09	0.00	0.00	2.27	0.00	0.00	0.00
Qualified External Applicants	#	29	20	9	1	0	15	5	3	2	1	2	0	0	0	0	0	0
	%	100.00	68.97	31.03	3.45	0.00	51.72	17.24	10.34	6.90	3.45	6.90	0.00	0.00	0.00	0.00	0.00	0.00

Table A8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Upward Mobility To Management Positions		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Referred Applicants	#	29	20	9	1	0	15	5	3	2	1	2	0	0	0	0	0	0
	%	100.00	68.97	31.03	3.45	0.00	51.72	17.24	10.34	6.90	3.45	6.90	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Managers	#	198	109	89	2	2	86	69	7	9	8	8	1	0	1	0	4	1
	%	100.00	55.05	44.95	1.01	1.01	43.43	34.85	3.54	4.55	4.04	4.04	0.51	0.00	0.51	0.00	2.02	0.51
CM-02	#	198	109	89	2	2	86	69	7	9	8	8	1	0	1	0	4	1
	%	100.00	55.05	44.95	1.01	1.01	43.43	34.85	3.54	4.55	4.04	4.04	0.51	0.00	0.51	0.00	2.02	0.51

Table A8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Upward Mobility To Management Positions		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Pay Plan/Grade Level	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	18																
Relevant Applicant Pool	%																	
Internal Applications	#	151	102	49	5	8	54	21	16	9	25	10	0	0	2	1	0	0
	%	100.00	67.55	32.45	3.31	5.30	35.76	13.91	10.60	5.96	16.56	6.62	0.00	0.00	1.32	0.66	0.00	0.00
Qualified Internal Applicants	#	134	90	44	3	6	48	19	13	8	25	10	0	0	1	1	0	0
	%	100.00	67.16	32.84	2.24	4.48	35.82	14.18	9.70	5.97	18.66	7.46	0.00	0.00	0.75	0.75	0.00	0.00
Referred Applicants	#	133	89	44	3	6	48	19	13	8	24	10	0	0	1	1	0	0
	%	100.00	66.92	33.08	2.26	4.51	36.09	14.29	9.77	6.02	18.05	7.52	0.00	0.00	0.75	0.75	0.00	0.00

Table A8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Upward Mobility To Management Positions		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	19	13	6	1	0	9	3	2	1	1	2	0	0	0	0	0	0
	%	100.00	68.42	31.58	5.26	0.00	47.37	15.79	10.53	5.26	5.26	10.53	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	5																
Voluntarily Identified Applicants	#	16	8	8	0	0	7	6	1	2	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	43.75	37.50	6.25	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#	12	6	6	0	0	6	4	0	2	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	11	6	5	0	0	6	3	0	2	0	0	0	0	0	0	0	0
	%	100.00	54.55	45.45	0.00	0.00	54.55	27.27	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	3	1	2	0	0	1	0	0	2	0	0	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	0.00	33.33	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Upward Mobility To Management Positions		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Supervisors	#	475	294	181	15	7	231	129	34	36	10	6	0	0	2	0	2	3
	%	100.00	61.89	38.11	3.16	1.47	48.63	27.16	7.16	7.58	2.11	1.26	0.00	0.00	0.42	0.00	0.42	0.63
CG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	12	3	9	0	1	1	5	2	3	0	0	0	0	0	0	0	0
	%	100.00	25.00	75.00	0.00	8.33	8.33	41.67	16.67	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	16	6	10	1	0	4	6	1	4	0	0	0	0	0	0	0	0
	%	100.00	37.50	62.50	6.25	0.00	25.00	37.50	6.25	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	447	285	162	14	6	226	118	31	29	10	6	0	0	2	0	2	3
	%	100.00	63.76	36.24	3.13	1.34	50.56	26.40	6.94	6.49	2.24	1.34	0.00	0.00	0.45	0.00	0.45	0.67

Table A8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Upward Mobility To Management Positions	Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
Internal Competitive Promotions																		
Vacancy Announcements	#	297																
Relevant Applicant Pool	%																	
Internal Applications	#	647	400	247	46	22	200	70	89	123	57	23	0	1	4	3	4	5
	%	100.00	61.82	38.18	7.11	3.40	30.91	10.82	13.76	19.01	8.81	3.55	0.00	0.15	0.62	0.46	0.62	0.77
Qualified Internal Applicants	#	332	227	105	31	10	122	44	36	38	37	10	0	1	1	1	0	1
	%	100.00	68.37	31.63	9.34	3.01	36.75	13.25	10.84	11.45	11.14	3.01	0.00	0.30	0.30	0.30	0.00	0.30
Referred Applicants	#	271	179	92	25	10	100	40	25	31	29	8	0	1	0	1	0	1
	%	100.00	66.05	33.95	9.23	3.69	36.90	14.76	9.23	11.44	10.70	2.95	0.00	0.37	0.00	0.37	0.00	0.37
Interviewed Applicants	#	5	2	3	0	1	2	1	0	1	0	0	0	0	0	0	0	0
	%	100.00	40.00	60.00	0.00	20.00	40.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	29	17	12	1	2	15	7	0	3	1	0	0	0	0	0	0	0
	%	100.00	58.62	41.38	3.45	6.90	51.72	24.14	0.00	10.34	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	36																
Voluntarily Identified Applicants	#	34	20	14	4	3	9	4	7	6	0	1	0	0	0	0	0	0
	%	100.00	58.82	41.18	11.76	8.82	26.47	11.76	20.59	17.65	0.00	2.94	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#	18	11	7	1	1	5	2	5	3	0	1	0	0	0	0	0	0
	%	100.00	61.11	38.89	5.56	5.56	27.78	11.11	27.78	16.67	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00

Table A8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Upward Mobility To Management Positions		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Referred Applicants	#	13	8	5	0	0	3	2	5	2	0	1	0	0	0	0	0	0
	%	100.00	61.54	38.46	0.00	0.00	23.08	15.38	38.46	15.38	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	4	2	2	0	0	0	0	2	1	0	1	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	50.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: EEOC instructed the FDIC that the definition of career development program/opportunities for this table requires competition to participate in training that would qualify employees for a promotion. The FDIC has no career development programs as defined in the instructions to MD-715 and as confirmed by EEOC. While the FDIC does not have career development programs that, upon completion, necessarily “qualify a participant for a promotion,” all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner’s promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex, or disability.

Table A9: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Awards		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	5625	3121	2504	147	103	2371	1492	322	668	193	181	5	2	22	15	61	43
	%	100.00	55.48	44.52	2.61	1.83	42.15	26.52	5.72	11.88	3.43	3.22	0.09	0.04	0.39	0.27	1.08	0.76
Alternative Benchmark	%																	
Time Off Awards																		
Time-Off Awards: 1-10 hours	#	7	4	3	0	0	1	3	0	0	1	0	0	0	0	0	2	0
	%	100.00	57.14	42.86	0.00	0.00	14.29	42.86	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	28.57
Total Hours	#	60	36	24	0	0	10	24	0	0	8	0	0	0	0	0	18	0
Average Hours	#	8.57	9.00	8.00	0.00	0.00	10.00	8.00	0.00	0.00	8.00	0.00	0.00	0.00	0.00	0.00	9.00	0.00
Time-Off Awards: 11-20 hours	#	6	0	5	0	0	0	3	0	3	0	0	0	0	0	0	0	0
	%	100.00	0.00	83.33	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
Total Hours	#	98	0	98	0	0	0	46	0	52	0	0	0	0	0	0	0	0
Average Hours	#	16.25	0.00	19.50	0.00	0.00	0.00	15.17	0.00	17.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 21-30 hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 31-40 hours	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	64	0	64	0	0	0	64	0	0	0	0	0	0	0	0	0	0
Average Hours	#	32.00	0.00	32.00	0.00	0.00	0.00	32.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A9: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Awards		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Time-Off Awards: 41 or more hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards																		
Cash Awards: \$500 and Under	#	6215	3305	2910	178	131	2551	1864	335	676	177	173	0	1	13	25	51	40
	%	100.00	53.18	46.82	2.86	2.11	41.05	29.99	5.39	10.88	2.85	2.78	0.00	0.02	0.21	0.40	0.82	0.64
Total Amount	\$	2126475	1139850	986625	58425	46575	877125	627975	116475	226675	68625	63675	0.00	300	3750	8950	15450	12475
Average Amount	\$	342.15	344.89	339.05	328.23	355.53	343.84	336.90	347.69	335.32	387.71	368.06	0.00	300.00	288.46	358.00	302.94	311.88
Cash Awards: \$501 - \$999	#	309	153	156	7	9	108	73	22	57	11	9	0	0	2	3	3	5
	%	100.00	49.51	50.49	2.27	2.91	34.95	23.62	7.12	18.45	3.56	2.91	0.00	0.00	0.65	0.97	0.97	1.62
Total Amount	\$	240831	117748	123083	5360	6850	83128	57943	17010	44940	8450	7150	0.00	0	1550	2250	2250	3950
Average Amount	\$	779.39	769.59	788.99	765.71	761.11	769.70	793.74	773.18	788.42	768.18	794.44	0.00	0.00	775.00	750.00	750.00	790.00
Cash Awards: \$1000 - \$1999	#	1369	754	615	30	28	599	361	50	153	56	60	0	0	2	2	17	11
	%	100.00	55.08	44.92	2.19	2.05	43.75	26.37	3.65	11.18	4.09	4.38	0.00	0.00	0.15	0.15	1.24	0.80
Total Amount	\$	1700206	940089	760117	37789	34524	752134	451133	61046	186059	65220	72801	0.00	0	3250	2750	20650	12850
Average Amount	\$	1241.93	1246.80	1235.96	1259.63	1233.00	1255.65	1249.68	1220.92	1216.07	1164.64	1213.35	0.00	0.00	1625.00	1375.00	1214.71	1168.18
Cash Awards: \$2000 - \$2999	#	309	173	136	2	3	150	94	8	27	9	10	0	0	2	0	2	2
	%	100.00	55.99	44.01	0.65	0.97	48.54	30.42	2.59	8.74	2.91	3.24	0.00	0.00	0.65	0.00	0.65	0.65
Total Amount	\$	685745	384420	301325	4000	6000	335450	205875	17750	61500	18625	23000	0.00	0	4095	0	4500	4950

Table A9: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Awards		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Average Amount	\$	2219.24	2222.08	2215.63	2000.00	2000.00	2236.33	2190.16	2218.75	2277.78	2069.44	2300.00	0.00	0.00	2047.50	0.00	2250.00	2475.00
Cash Awards: \$3000 - \$3999	#	56	35	21	2	0	30	9	1	9	0	2	0	0	1	0	1	1
	%	100.00	62.50	37.50	3.57	0.00	53.57	16.07	1.79	16.07	0.00	3.57	0.00	0.00	1.79	0.00	1.79	1.79
Total Amount	\$	174000	108000	66000	6500	0	92500	27000	3000	29000	0	7000	0.00	0	3000	0	3000	3000
Average Amount	\$	3107.14	3085.71	3142.86	3250.00	0.00	3083.33	3000.00	3000.00	3222.22	0.00	3500.00	0.00	0.00	3000.00	0.00	3000.00	3000.00
Cash Awards: \$4000 - \$4999	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	20000	20000	0	0	0	20000	0	0	0	0	0	0	0	0	0	0	0
Average Amount	\$	4000.00	4000.00	0.00	0.00	0.00	4000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more	#	18	13	5	0	1	11	4	0	0	2	0	0	0	0	0	0	0
	%	100.00	72.22	27.78	0.00	5.56	61.11	22.22	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	90000	65000	25000	0	5000	55000	20000	0	0	10000	0	0.00	0	0	0	0	0
Average Amount	\$	5000.00	5000.00	5000.00	0.00	5000.00	5000.00	5000.00	0.00	0.00	5000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Awards																		
Quality Step Increases (QSI)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit	\$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Performance Based Pay Increase	#	5205	2880	2351	134	91	2213	1410	296	631	168	164	0	0	17	15	52	40
	%	100.00	55.33	45.17	2.57	1.75	42.52	27.09	5.69	12.12	3.23	3.15	0.00	0.00	0.33	0.29	1.00	0.77

Table A9: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Awards		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Total Benefit	\$	13173805	7405165	5768640	339032	191158	5674391	3372140	771624	1527562	457838	550954	0	0	42688	32849	119592	93977
Average Benefit	\$	2530.99	2571.24	2453.70	2530.09	2100.64	2564.12	2391.59	2606.84	2420.86	2725.23	3359.48	0.00	0.00	2511.06	2189.93	2299.85	2349.43

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

Employment Tenure by Sub-Component	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
TOTAL WORKFORCE																		
Prior FY	#	5949	5115	123	711	140	2	9	64	18	2	12	10	7	0	14	0	2
	%	100.00	85.98	2.07	11.95	2.35	0.03	0.15	1.08	0.30	0.03	0.20	0.17	0.12	0.00	0.24	0.00	0.03
Current FY	#	6029	5171	116	742	144	2	8	65	17	2	11	6	7	0	23	0	3
	%	100.00	85.77	1.92	12.31	2.39	0.03	0.13	1.08	0.28	0.03	0.18	0.10	0.12	0.00	0.38	0.00	0.05
501 Goal	%				12.00	2.00												
Difference	#	80	56	-7	31	4	0	-1	1	-1	0	-1	-4	0	0	9	0	1
Ratio Change	%	0.00	-0.21	-0.14	0.36	0.04	0.00	-0.02	0.00	-0.02	0.00	-0.02	-0.07	0.00	0.00	0.15	0.00	0.02
Net Change	%	1.34	1.09	-5.69	4.36	2.86	0.00	-11.11	1.56	-5.56	0.00	-8.33	-40.00	0.00	0.00	64.29	0.00!	50.00
EMPLOYEE GAINS																		
New Hires	#	584	491	14	79	18	1	0	6	0	1	0	0	0	0	9	0	1
	%	100.00	84.08	2.40	13.53	3.08	0.17	0.00	1.03	0.00	0.17	0.00	0.00	0.00	0.00	1.54	0.00	0.17
EMPLOYEE LOSSES																		
Reduction in Force	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	6	4	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	66.67	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00
Resignation	#	157	140	7	10	3	0	1	1	0	0	0	0	0	0	1	0	0
	%	100.00	89.17	4.46	6.37	1.91	0.00	0.64	0.64	0.00	0.00	0.00	0.00	0.00	0.00	0.64	0.00	0.00
Retirement	#	238	191	4	43	12	0	0	4	1	1	2	3	0	0	1	0	0
	%	100.00	80.25	1.68	18.07	5.04	0.00	0.00	1.68	0.42	0.42	0.84	1.26	0.00	0.00	0.42	0.00	0.00

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

Employment Tenure by Sub-Component		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Other Separations	#	102	79	10	13	3	1	0	0	1	0	0	1	0	0	0	0	0
	%	100.00	77.45	9.80	12.75	2.94	0.98	0.00	0.00	0.98	0.00	0.00	0.98	0.00	0.00	0.00	0.00	0.00
Total Separations	#	503	414	22	67	19	1	1	5	2	1	2	4	0	0	3	0	0
	%	100.00	82.31	4.37	13.32	3.78	0.20	0.20	0.99	0.40	0.20	0.40	0.80	0.00	0.00	0.60	0.00	0.00
PERMANENT WORKFORCE																		
Prior FY	#	5575	4797	104	674	135	2	9	63	16	2	12	10	7	0	12	0	2
	%	100.00	86.04	1.87	12.09	2.42	0.04	0.16	1.13	0.29	0.04	0.22	0.18	0.13	0.00	0.22	0.00	0.04
Current FY	#	5625	4812	105	708	140	2	8	64	16	2	11	6	7	0	21	0	3
	%	100.00	85.55	1.87	12.59	2.49	0.04	0.14	1.14	0.28	0.04	0.20	0.11	0.12	0.00	0.37	0.00	0.05
Difference	#	50	15	1	34	5	0	-1	1	0	0	-1	-4	0	0	9	0	1
Ratio Change	%	0.00	-0.50	0.00	0.50	0.07	0.00	-0.02	0.01	0.00	0.00	-0.02	-0.07	0.00	0.00	0.16	0.00	0.02
Net Change	%	0.90	0.31	0.96	5.04	3.70	0.00	-11.11	1.59	0.00	0.00	-8.33	-40.00	0.00	0.00	75.00	0.00	50.00
EMPLOYEE GAINS																		
New Hires	#	421	345	12	64	16	0	0	5	0	1	0	0	0	0	9	0	1
	%	100.00	81.95	2.85	15.20	3.80	0.00	0.00	1.19	0.00	0.24	0.00	0.00	0.00	0.00	2.14	0.00	0.24
EMPLOYEE LOSSES																		
Reduction in Force	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	5	3	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	60.00	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00
Resignation	#	103	93	3	7	3	0	1	1	0	0	0	0	0	0	1	0	0

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

Employment Tenure by Sub-Component		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00	90.29	2.91	6.80	2.91	0.00	0.97	0.97	0.00	0.00	0.00	0.00	0.00	0.00	0.97	0.00	0.00
Retirement	#	232	186	3	43	12	0	0	4	1	1	2	3	0	0	1	0	0
	%	100.00	80.17	1.29	18.53	5.17	0.00	0.00	1.72	0.43	0.43	0.86	1.29	0.00	0.00	0.43	0.00	0.00
Other Separations	#	48	38	4	6	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00	79.17	8.33	12.50	2.08	0.00	0.00	0.00	0.00	0.00	0.00	2.08	0.00	0.00	0.00	0.00	0.00
Total Separations	#	388	320	11	57	17	0	1	5	1	1	2	4	0	0	3	0	0
	%	100.00	82.47	2.84	14.69	4.38	0.00	0.26	1.29	0.26	0.26	0.52	1.03	0.00	0.00	0.77	0.00	0.00
TEMPORARY WORKFORCE																		
Prior FY	#	374	318	19	37	5	0	0	1	2	0	0	0	0	0	2	0	0
	%	100.00	85.03	5.08	9.89	1.34	0.00	0.00	0.27	0.53	0.00	0.00	0.00	0.00	0.00	0.53	0.00	0.00
Current FY	#	404	359	11	34	4	0	0	1	1	0	0	0	0	0	2	0	0
	%	100.00	88.86	2.72	8.42	0.99	0.00	0.00	0.25	0.25	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.00
Difference	#	30	41	-8	-3	-1	0	0	0	-1	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	3.83	-2.36	-1.48	-0.35	0.00	0.00	-0.02	-0.29	0.00	0.00	0.00	0.00	0.00	-0.04	0.00	0.00
Net Change	%	8.02	12.89	-42.11	-8.11	-20.00	0.00	0.00	0.00	-50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS																		
New Hires	#	163	146	2	15	2	1	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	89.57	1.23	9.20	1.23	0.61	0.00	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE LOSSES																		
Reduction in Force	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

Employment Tenure by Sub-Component		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Removal	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.0	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
Resignation	#	54	47	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.04	7.41	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Retirement	#	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	83.33	16.67	0.00	0.00	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 Separations	#	54	41	6	7	2	0	0	1	1	0	0	0	0	0	0	0	0
	%	100.00	75.93	11.11	12.96	3.70	0.00	0.00	1.85	1.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	115	94	11	10	2	1	0	1	1	0	0	0	0	0	0	0	0
	%	100.00	81.74	9.57	8.70	1.74	0.87	0.00	0.87	0.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE

Prior FY	#	46	7	4	35	10	0	0	4	0	0	0	0	1	0	4	0	1
	%	100.00	15.22	8.70	76.09	21.74	0.00	0.00	8.70	0.00	0.00	0.00	0.00	2.17	0.00	8.70	0.00	2.17
Current FY	#	19	1	2	16	7	0	0	4	0	0	0	0	0	0	3	0	0
	%	100.00	5.26	10.53	84.21	36.84	0.00	0.00	21.05	0.00	0.00	0.00	0.00	0.00	0.00	15.79	0.00	0.00
Difference	#	-27	-6	-2	-19	-3	0	0	0	0	0	0	0	-1	0	-1	0	-1
Ratio Change	%	0.00	-9.95	1.83	8.12	15.10	0.00	0.00	12.36	0.00	0.00	0.00	0.00	-2.17	0.00	7.09	0.00	-2.17
Net Change	%	-58.70	-85.71	-50.00	-54.29	-30.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-100.00	0.00	-25.00	0.00	-100.00

EMPLOYEE GAINS

New Hires	#	9	1	1	7	3	0	0	3	0	0	0	0	0	0	0	0	0
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Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

Employment Tenure by Sub-Component	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00	11.11	11.11	77.78	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
EMPLOYEE LOSSES																		
Total Separations	#	6	0	1	5	2	1	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	0.00	16.67	83.33	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00

NOTE: Disability designations for Schedule A employees in the permanent workforce is as self-reported by the employees on the SF-256. While all of these employees were required to prove an intellectual disability, severe physical disability, or psychiatric disability prior to appointment under the Schedule A hiring authority for persons with disabilities, some chose not to self-identify on the SF-256.

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)

Employment Tenure by Sub-Component	Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
TOTAL WORKFORCE																			
Prior FY	#	5949	5238	5115	123	711	140	2	9	64	18	2	12	10	7	0	14	0	2
	%	100.00	88.05	85.98	2.07	11.95	2.35	0.03	0.15	1.08	0.30	0.03	0.20	0.17	0.12	0.00	0.24	0.00	0.03
Current FY	#	6029	5287	5171	116	742	144	2	8	65	17	2	11	6	7	0	23	0	3
	%	100.00	87.69	85.77	1.92	12.31	2.39	0.03	0.13	1.08	0.28	0.03	0.18	0.10	0.12	0.00	0.38	0.00	0.05
501 Goal	%					12.00	2.00												
Difference	#	80	49	56	-7	31	4	0	-1	1	-1	0	-1	-4	0	0	9	0	1
Ratio Change	%	0.00	-0.36	-0.21	-0.14	0.36	0.04	0.00	-0.02	0.00	-0.02	0.00	-0.02	-0.07	0.00	0.00	0.15	0.00	0.02
Net Change	%	1.34	0.94	1.09	-5.69	4.36	2.86	0.00	-11.11	1.56	-5.56	0.00	-8.33	-40.00	0.00	0.00	64.29	0.00	50.00
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	584	505	491	14	79	18	1	0	6	0	1	0	0	0	0	9	0	1
	%	100.00	9.55	9.50	12.07	10.65	12.50	50.00	0.00	9.23	0.00	50.00	0.00	0.00	0.00	0.00	39.13	0.00	33.33
EMPLOYEE LOSSES (Inclusion Rate)																			
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	6	5	4	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	0.09	0.08	0.86	0.13	0.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.35	0.00	0.00
Resignation	#	157	150	140	7	7	3	0	1	1	0	0	0	0	0	0	1	0	0
	%	100.00	2.84	2.71	6.03	0.94	2.08	0.00	12.50	1.54	0.00	0.00	0.00	0.00	0.00	0.00	4.35	0.00	0.00
Retirement	#	238	234	191	4	4	12	0	0	4	1	1	2	3	0	0	1	0	0
	%	100.00	4.43	3.69	3.45	0.54	8.33	0.00	0.00	6.15	5.88	50.00	18.18	50.00	0.00	0.00	4.35	0.00	0.00

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)

Employment Tenure by Sub-Component		Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Other Separations	#	102	92	79	10	10	3	0	0	0	1	0	0	1	0	0	0	0	0
	%	100.00	1.74	1.53	8.62	1.35	2.08	0.00	0.00	0.00	5.88	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00
Total Separations	#	503	481	414	67	22	19	1	1	5	2	1	2	4	0	0	3	0	0
	%	100.00	9.10	8.01	57.76	2.96	13.19	50.00	12.50	7.69	11.76	50.00	18.18	66.67	0.00	0.00	13.04	0.00	0.00
PERMANENT WORKFORCE																			
Prior FY	#	5575	4901	4797	104	674	135	2	9	63	16	2	12	10	7	0	12	0	2
	%	100.00	87.91	86.04	1.87	12.09	2.42	0.04	0.16	1.13	0.29	0.04	0.22	0.18	0.13	0.00	0.22	0.00	0.04
Current FY	#	5625	4917	4812	105	708	140	2	8	64	16	2	11	6	7	0	21	0	3
	%	100.00	87.41	85.55	1.87	12.59	2.49	0.04	0.14	1.14	0.28	0.04	0.20	0.11	0.12	0.00	0.37	0.00	0.05
Difference	#	50	16	15	1	34	5	0	-1	1	0	0	-1	-4	0	0	9	0	1
Ratio Change	%	0.00	-0.50	-0.50	0.00	0.50	0.07	0.00	-0.02	0.01	0.00	0.00	-0.02	-0.07	0.00	0.00	0.16	0.00	0.02
Net Change	%	0.90	0.33	0.31	0.96	5.04	3.70	0.00	-11.11	1.59	0.00	0.00	-8.33	-40.00	0.00	0.00	75.00	0.00	50.00
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	421	357	345	12	64	16	0	0	5	0	1	0	0	0	0	9	0	1
	%	100.00	7.26	7.17	11.43	9.04	11.43	0.00	0.00	7.81	0.00	50.00	0.00	0.00	0.00	0.00	42.86	0.00	33.33
EMPLOYEE LOSSES (Inclusion Rate)																			
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	5	2	3	1	3	0	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	0.04	0.06	0.95	0.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.76	0.00	0.00
Resignation	#	103	96	93	3	7	0	0	1	1	0	0	0	0	0	0	1	0	0
	%	100.00	1.95	1.93	2.86	0.99	0.00	0.00	12.50	1.56	0.00	0.00	0.00	0.00	0.00	0.00	4.76	0.00	0.00

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)

Employment Tenure by Sub-Component		Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Retirement	#	232	189	186	3	43	0	0	0	4	1	1	2	3	0	0	1	0	0
	%	100.00	3.84	3.87	2.86	6.07	0.00	0.00	0.00	6.25	6.25	50.00	18.18	50.00	0.00	0.00	4.76	0.00	0.00
Other Separations	#	48	42	38	4	6	0	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00	0.85	0.79	3.81	0.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00
Total Separations	#	388	331	320	11	57	0	0	1	5	1	1	2	4	0	0	3	0	0
	%	100.00	6.73	6.65	10.48	8.05	0.00	0.00	12.50	7.81	6.25	50.00	18.18	66.67	0.00	0.00	14.29	0.00	0.00
TEMPORARY WORKFORCE																			
Prior FY	#	374	337	318	19	37	5	0	0	1	2	0	0	0	0	0	2	0	0
	%	100.00	90.11	85.03	5.08	9.89	1.34	0.00	0.00	0.27	0.53	0.00	0.00	0.00	0.00	0.00	0.53	0.00	0.00
Current FY	#	404	370	359	11	34	4	0	0	1	1	0	0	0	0	0	2	0	0
	%	100.00	91.58	88.86	2.72	8.42	0.99	0.00	0.00	0.25	0.25	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.00
Difference	#	30	33	41	-8	-3	-1	0	0	0	-1	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	1.48	3.83	-2.36	-1.48	-0.35	0.00	0.00	-0.02	-0.29	0.00	0.00	0.00	0.00	0.00	-0.04	0.00	0.00
Net Change	%	8.02	9.79	12.89	-42.11	-8.11	-20.00	0.00	0.00	0.00	-50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	163	148	146	2	15	2	1	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	40.00	40.67	18.18	44.12	50.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																			
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	54	51	47	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	13.78	13.09	36.36	8.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)

Employment Tenure by Sub-Component		Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Retirement	#	6	6	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	1.62	1.39	0.00	0.00	0.00	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 Separations	#	54	47	41	6	7	2	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	12.70	11.42	54.55	20.59	50.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	115	105	94	11	10	2	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	28.38	26.18	100.00	29.41	50.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																			
Prior FY	#	46	11	7	4	35	10	0	0	4	0	0	0	0	1	0	4	0	1
	%	100.00	23.91	15.22	8.70	76.09	21.74	0.00	0.00	8.70	0.00	0.00	0.00	0.00	2.17	0.00	8.70	0.00	2.17
Current FY	#	19	3	1	2	16	7	0	0	4	0	0	0	0	0	0	3	0	0
	%	100.00	15.79	5.26	10.53	84.21	36.84	0.00	0.00	21.05	0.00	0.00	0.00	0.00	0.00	0.00	15.79	0.00	0.00
Difference	#	-27	-8	-6	-2	-19	-3	0	0	0	0	0	0	0	-1	0	-1	0	-1
Ratio Change	%	0.00	-8.12	-9.95	1.83	8.12	15.10	0.00	0.00	12.36	0.00	0.00	0.00	0.00	-2.17	0.00	7.09	0.00	-2.17
Net Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																			
Total Separations	#	6	0	0	1	5	2	1	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	0.00	0.00	0.95	0.71	1.43	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.76	0.00	0.00

NOTE: Disability designations for Schedule A employees in the permanent workforce is as self-reported by the employees on the SF-256. While all of these employees were required to prove an intellectual disability, severe physical disability, or psychiatric disability prior to appointment under the Schedule A hiring authority for persons with disabilities, some chose not to self-identify on the SF-256.

Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate)

Employment Tenure		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
Permanent Workforce	#	5625	4812	105	708	140	2	8	64	16	2	11	6	7	0	21	0	3
	%	100.00	85.55	1.87	12.59	2.49	0.04	0.14	1.14	0.28	0.04	0.20	0.11	0.12	0.00	0.37	0.00	0.05
Atlanta Regional Office	#	486	427	4	55	12	1	0	5	0	0	0	1	1	0	4	0	0
	%	100.00	87.86	0.82	11.32	2.47	0.21	0.00	1.03	0.00	0.00	0.00	0.21	0.21	0.00	0.82	0.00	0.00
Chicago Regional Office	#	512	437	4	71	12	0	0	7	2	0	1	0	1	0	0	0	1
	%	100.00	85.35	0.78	13.87	2.34	0.00	0.00	1.37	0.39	0.00	0.20	0.00	0.20	0.00	0.00	0.00	0.20
Dallas Regional Office	#	800	652	15	133	21	0	0	13	4	0	0	1	0	0	3	0	0
	%	100.00	81.50	1.88	16.63	2.63	0.00	0.00	1.63	0.50	0.00	0.00	0.13	0.00	0.00	0.38	0.00	0.00
Kansas City Regional Office	#	505	445	11	49	9	0	0	4	1	0	1	1	2	0	0	0	0
	%	100.00	88.12	2.18	9.70	1.78	0.00	0.00	0.79	0.20	0.00	0.20	0.20	0.40	0.00	0.00	0.00	0.00
New York Regional Office	#	586	523	14	49	13	0	4	4	0	1	3	0	0	0	0	0	1
	%	100.00	89.25	2.39	8.36	2.22	0.00	0.68	0.68	0.00	0.17	0.51	0.00	0.00	0.00	0.00	0.00	0.17
San Francisco Regional Office	#	492	426	10	56	14	0	1	5	1	1	0	0	1	0	5	0	0
	%	100.00	86.59	2.03	11.38	2.85	0.00	0.20	1.02	0.20	0.20	0.00	0.00	0.20	0.00	1.02	0.00	0.00
Headquarters Offices	#	2244	1902	47	295	59	1	3	26	8	0	6	3	2	0	9	0	1
	%	100.00	84.76	2.09	13.15	2.63	0.04	0.13	1.16	0.36	0.00	0.27	0.13	0.09	0.00	0.40	0.00	0.04

Table B3: OCCUPATIONAL CATEGORIES - Distribution by Disability (Participation Rate)

Occupational Categories		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
501 Goal	%				12.00	2.00													
1. Management																			
Executives	#	123	110	2	11	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00	89.43	1.63	8.94	0.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.81
Managers	#	198	175	4	19	2	0	1	0	0	0	0	0	0	0	1	0	0	
	%	100.00	88.38	2.02	9.60	1.01	0.00	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.51	0.00	0.00	
Supervisors	#	475	418	4	53	13	0	0	7	4	0	2	0	0	0	0	0	0	
	%	100.00	88.00	0.84	11.16	2.74	0.00	0.00	1.47	0.84	0.00	0.42	0.00	0.00	0.00	0.00	0.00	0.00	
Total Management	#	796	703	10	83	16	0	1	7	4	0	2	0	0	0	1	0	1	
	%	100.00	88.32	1.26	10.43	2.01	0.00	0.13	0.88	0.50	0.00	0.25	0.00	0.00	0.00	0.13	0.00	0.13	
2. Professionals	#	4407	3762	89	556	111	1	7	51	10	2	8	6	7	0	18	0	1	
	%	100.00	85.36	2.02	12.62	2.52	0.02	0.16	1.16	0.23	0.05	0.18	0.14	0.16	0.00	0.41	0.00	0.02	
3. Technicians	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4. Sales Workers	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5. Administrative Support Workers	#	367	293	6	68	13	1	0	6	2	0	1	0	0	0	2	0	1	
	%	100.00	79.84	1.63	18.53	3.54	0.27	0.00	1.63	0.54	0.00	0.27	0.00	0.00	0.00	0.54	0.00	0.27	
6. Craft Workers	#																		
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Table B3: OCCUPATIONAL CATEGORIES - Distribution by Disability (Participation Rate)

Occupational Categories		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
7. Operatives	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers	#	51	51	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B4P: GENERAL SCHEDULE (GS) GRADES (PERMANENT) - Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-04	#	86	75	2	9	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	87.21	2.33	10.47	1.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.16	0.00	0.00
CG-05	#	19	14	1	4	2	0	0	2	0	0	0	0	0	0	0	0	0
	%	100.00	73.68	5.26	21.05	10.53	0.00	0.00	10.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	97	77	1	19	5	0	0	2	1	0	1	0	0	0	1	0	0
	%	100.00	79.38	1.03	19.59	5.15	0.00	0.00	2.06	1.03	0.00	1.03	0.00	0.00	0.00	1.03	0.00	0.00
CG-07	#	321	272	8	41	8	0	0	2	0	1	0	0	0	0	4	0	1
	%	100.00	84.74	2.49	12.77	2.49	0.00	0.00	0.62	0.00	0.31	0.00	0.00	0.00	0.00	1.25	0.00	0.31
CG-08	#	68	52	0	16	3	1	0	2	0	0	0	0	0	0	0	0	0
	%	100.00	76.47	0.00	23.53	4.41	1.47	0.00	2.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	245	198	8	39	6	0	0	1	0	0	0	0	1	0	4	0	0
	%	100.00	80.82	3.27	15.92	2.45	0.00	0.00	0.41	0.00	0.00	0.00	0.00	0.41	0.00	1.63	0.00	0.00
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B4P: GENERAL SCHEDULE (GS) GRADES (PERMANENT) - Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
CG-11	#	277	220	13	44	10	0	0	3	2	0	1	0	1	0	2	0	1
	%	100.00	79.42	4.69	15.88	3.61	0.00	0.00	1.08	0.72	0.00	0.36	0.00	0.36	0.00	0.72	0.00	0.36
CG-12	#	890	738	15	137	31	1	5	18	2	0	2	1	2	0	0	0	0
	%	100.00	82.92	1.69	15.39	3.48	0.11	0.56	2.02	0.22	0.00	0.22	0.11	0.22	0.00	0.00	0.00	0.00
CG-13	#	933	796	16	121	21	0	0	7	1	0	3	2	2	0	6	0	0
	%	100.00	85.32	1.71	12.97	2.25	0.00	0.00	0.75	0.11	0.00	0.32	0.21	0.21	0.00	0.64	0.00	0.00
CG-14	#	1257	1102	18	137	25	0	2	11	6	1	1	2	1	0	1	0	0
	%	100.00	87.67	1.43	10.90	1.99	0.00	0.16	0.88	0.48	0.08	0.08	0.16	0.08	0.00	0.08	0.00	0.00
CG-15	#	640	568	12	60	12	0	0	8	1	0	1	1	0	0	1	0	0
	%	100.00	88.75	1.88	9.38	1.88	0.00	0.00	1.25	0.16	0.00	0.16	0.16	0.00	0.00	0.16	0.00	0.00
Total CG Employees	#	4835	4114	94	627	124	2	7	56	13	2	9	6	7	0	20	0	2
	%	100.00	85.09	1.94	12.97	2.56	0.04	0.14	1.16	0.27	0.04	0.19	0.12	0.14	0.00	0.41	0.00	0.04
AL	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	447	395	4	48	12	0	0	7	3	0	2	0	0	0	0	0	0
	%	100.00	88.37	0.89	10.74	2.68	0.00	0.00	1.57	0.67	0.00	0.45	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	198	175	4	19	2	0	1	0	0	0	0	0	0	0	1	0	0
	%	100.00	88.38	2.02	9.60	1.01	0.00	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.51	0.00	0.00
CX	#	17	13	1	3	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	76.47	5.88	17.65	5.88	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	121	108	2	11	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00	89.26	1.65	9.09	0.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.83

Table B4P: GENERAL SCHEDULE (GS) GRADES (PERMANENT) - Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Other Senior Pay	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay	#	785	693	11	81	16	0	1	8	3	0	2	0	0	0	1	0	1
	%	100.00	88.28	1.40	10.32	2.04	0.00	0.13	1.02	0.38	0.00	0.25	0.00	0.00	0.00	0.13	0.00	0.13
CG-1 to CG-10	#	838	690	20	128	25	1	0	9	1	1	1	0	1	0	10	0	1
	%	100.00	82.34	2.39	15.27	2.98	0.12	0.00	1.07	0.12	0.12	0.12	0.00	0.12	0.00	1.19	0.00	0.12
CG-11 to Senior Pay	#	4782	4117	85	580	115	1	8	55	15	1	10	6	6	0	11	0	2
	%	100.00	86.09	1.78	12.13	2.40	0.02	0.17	1.15	0.31	0.02	0.21	0.13	0.13	0.00	0.23	0.00	0.04

Table B4P: WAGE GRADE (WG) (PERMANENT) - Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03	#	1	1															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-08	#	2	2															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B4P: WAGE GRADE (WG) (PERMANENT) - Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Employees	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B4T: GENERAL SCHEDULE (GS) GRADES (TEMPORARY)- Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
CG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-03	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00
CG-04	#	128	117	1	10	3	0	0	1	1	0	0	0	0	0	1	0	0
	%	100.00	91.41	0.78	7.81	2.34	0.00	0.00	0.78	0.78	0.00	0.00	0.00	0.00	0.00	0.78	0.00	0.00
CG-05	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-06	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07	#	145	131	4	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	90.34	2.76	6.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	102	85	6	11	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	83.33	5.88	10.78	0.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.98	0.00	0.00
CG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-11	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00

Table B4T: GENERAL SCHEDULE (GS) GRADES (TEMPORARY)- Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
CG-12	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total CG Employees	#	399	354	11	34	4	0	0	1	1	0	0	0	0	0	2	0	0
	%	100.00	88.72	2.76	8.52	1.00	0.00	0.00	0.25	0.25	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.00
AL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B4T: GENERAL SCHEDULE (GS) GRADES (TEMPORARY)- Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
CG-1 to CG-10	#	389	345	11	33	4	0	0	1	1	0	0	0	0	0	2	0	0
	%	100.00	88.69	2.83	8.48	1.03	0.00	0.00	0.26	0.26	0.00	0.00	0.00	0.00	0.00	0.51	0.00	0.00
CG-11 to Senior Pay	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00

Table B4T: WAGE GRADE (WG) (TEMPORARY)- Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B4T: WAGE GRADE (WG) (TEMPORARY)- Distribution by Disability (Participation Rate)

GS/GM/GL GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Employees	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B5P: SALARY (PERMANENT) - Distribution by Disability (Participation Rate)

Salary Range		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
Up to \$20,000	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0		0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000	#	96	84	3	9	2	0	0	0	0	0	1	0	0	0	1	0	0
	%	100.00	87.50	3.13	9.38	2.08	0.00	0.00	0.00	0.00	0.00	1.04	0.00	0.00	0.00	1.04	0.00	0.00
\$50,001-\$60,000	#	204	174	4	26	6	0	0	1	1	1	0	0	0	0	3	0	0
	%	100.00	85.29	1.96	12.75	2.94	0.00	0.00	0.49	0.49	0.49	0.00	0.00	0.00	0.00	1.47	0.00	0.00
\$60,001-\$70,000	#	260	211	9	40	6	0	0	2	0	0	0	0	0	0	4	0	0
	%	100.00	81.15	3.46	15.38	2.31	0.00	0.00	0.77	0.00	0.00	0.00	0.00	0.00	0.00	1.54	0.00	0.00
\$70,001-\$80,000	#	181	145	5	31	7	0	0	4	0	0	0	0	1	0	2	0	0
	%	100.00	80.11	2.76	17.13	3.87	0.00	0.00	2.21	0.00	0.00	0.00	0.00	0.55	0.00	1.10	0.00	0.00
\$80,001-\$90,000	#	260	220	3	37	12	0	0	6	1	0	1	0	2	0	1	0	1
	%	100.00	84.62	1.15	14.23	4.62	0.00	0.00	2.31	0.38	0.00	0.38	0.00	0.77	0.00	0.38	0.00	0.38
\$90,001-\$100,000	#	302	240	7	55	10	1	0	9	0	0	0	0	0	0	0	0	0
	%	100.00	79.47	2.32	18.21	3.31	0.33	0.00	2.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000	#	301	244	3	54	7	0	0	2	1	0	0	1	0	0	2	0	1
	%	100.00	81.06	1.00	17.94	2.33	0.00	0.00	0.66	0.33	0.00	0.00	0.33	0.00	0.00	0.66	0.00	0.33
\$110,001-\$120,000	#	293	252	10	31	10	0	0	4	2	0	0	0	2	0	2	0	0
	%	100.00	86.01	3.41	10.58	3.41	0.00	0.00	1.37	0.68	0.00	0.00	0.00	0.68	0.00	0.68	0.00	0.00

Table B5P: SALARY (PERMANENT) - Distribution by Disability (Participation Rate)

Salary Range		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
\$120,001-\$130,000	#	324	264	7	53	6	0	3	1	1	0	0	1	0	0	0	0	0
	%	100.00	81.48	2.16	16.36	1.85	0.00	0.93	0.31	0.31	0.00	0.00	0.31	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000	#	301	259	6	36	5	1	1	1	0	0	0	1	0	0	1	0	0
	%	100.00	86.05	1.99	11.96	1.66	0.33	0.33	0.33	0.00	0.00	0.00	0.33	0.00	0.00	0.33	0.00	0.00
\$140,001-\$150,000	#	275	232	7	36	6	0	2	2	0	0	1	1	0	0	0	0	0
	%	100.00	84.36	2.55	13.09	2.18	0.00	0.73	0.73	0.00	0.00	0.36	0.36	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000	#	360	310	6	44	11	0	1	4	2	0	2	0	1	0	1	0	0
	%	100.00	86.11	1.67	12.22	3.06	0.00	0.28	1.11	0.56	0.00	0.56	0.00	0.28	0.00	0.28	0.00	0.00
\$161,001-\$170,000	#	243	215	3	25	8	0	0	3	0	1	2	0	0	0	2	0	0
	%	100.00	88.48	1.23	10.29	3.29	0.00	0.00	1.23	0.00	0.41	0.82	0.00	0.00	0.00	0.82	0.00	0.00
\$170,001-\$180,000	#	272	246	2	24	4	0	0	1	1	0	2	0	0	0	0	0	0
	%	100.00	90.44	0.74	8.82	1.47	0.00	0.00	0.37	0.37	0.00	0.74	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater	#	1,946	1,709	30	207	40	0	1	24	7	0	2	2	1	0	2	0	1
	%	100.00	87.82	1.54	10.64	2.06	0.00	0.05	1.23	0.36	0.00	0.10	0.10	0.05	0.00	0.10	0.00	0.05

Table B5T: SALARY (TEMPORARY)- Distribution by Disability (Participation Rate)

Salary Range		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
Up to \$20,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000	#	37	31	0	6	3	0	0	1	1	0	0	0	0	0	1	0	0
	%	100.00	83.78	0.00	16.22	8.11	0.00	0.00	2.70	2.70	0.00	0.00	0.00	0.00	0.00	2.70	0.00	0.00
\$40,001-\$50,000	#	88	81	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	92.05	1.14	6.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000	#	117	106	3	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	90.60	2.56	6.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000	#	97	83	4	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	85.57	4.12	10.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$70,001-\$80,000	#	47	42	2	3	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	89.36	4.26	6.38	2.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.13	0.00	0.00
\$80,001-\$90,000	#	6	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B5T: SALARY (TEMPORARY)- Distribution by Disability (Participation Rate)

Salary Range		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
\$120,001-\$130,000	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$130,001-\$140,000	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$140,001-\$150,000	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150,001-\$160,000	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$161,001-\$170,000	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170,001-\$180,000	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180,001 and Greater	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
General Business and Industry (1101)	#	269	210	2	57	7	0	0	4	0	0	0	1	1	0	1	0	0
	%	100.00	78.07	0.74	21.19	2.60	0.00	0.00	1.49	0.00	0.00	0.00	0.37	0.37	0.00	0.37	0.00	0.00
CG-07	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	10	7	1	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	70.00	10.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00	0.00
CG-11	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	19	12	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	63.16	5.26	31.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	28	14	0	14	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-14	#	88	71	0	17	3	0	0	2	0	0	0	0	1	0	0	0	0
	%	100.00	80.68	0.00	19.32	3.41	0.00	0.00	2.27	0.00	0.00	0.00	0.00	1.14	0.00	0.00	0.00	0.00
CG-15	#	43	35	0	8	2	0	0	1	0	0	0	1	0	0	0	0	0
	%	100.00	81.40	0.00	18.60	4.65	0.00	0.00	2.33	0.00	0.00	0.00	2.33	0.00	0.00	0.00	0.00	0.00
CM-01	#	31	27	0	4	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	87.10	0.00	12.90	3.23	0.00	0.00	3.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
CM-02	#	40	35	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	21																
Relevant Applicant Pool	%																	
Internal Applications	#	318	209	25	84	27	2	6	7	3	0	3	3	2	1	5	0	0
	%	100.00	65.72	7.86	26.42	8.49	0.63	1.89	2.20	0.94	0.00	0.94	0.94	0.63	0.31	1.57	0.00	0.00
Qualified Internal Applicants	#	166	116	6	44	9	0	4	5	1	0	1	1	1	1	0	0	0
	%	100.00	69.88	3.61	26.51	5.42	0.00	2.41	3.01	0.60	0.00	0.60	0.60	0.60	0.60	0.00	0.00	0.00
Referred Applicants	#	146	100	4	42	9	0	4	5	1	0	1	1	1	1	0	0	0
	%	100.00	68.49	2.74	28.77	6.16	0.00	2.74	3.42	0.68	0.00	0.68	0.68	0.68	0.68	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	27	19	0	8	1	0	1	0	0	0	1	0	0	1	0	0	0
	%	100.00	70.37	0.00	29.63	3.70	0.00	3.70	0.00	0.00	0.00	3.70	0.00	0.00	3.70	0.00	0.00	0.00

Table B6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
New Hires																		
Vacancy Announcements	#	5																
Voluntarily Identified	#	90	67	10	13	5	0	0	1	0	1	0	1	0	0	2	0	0
	%	100.00	74.44	11.11	14.44	5.56	0.00	0.00	1.11	0.00	1.11	0.00	1.11	0.00	0.00	2.22	0.00	0.00
Qualified External Applicants	#	69	52	8	9	3	0	0	1	0	1	0	1	0	0	0	0	0
	%	100.00	75.36	11.59	13.04	4.35	0.00	0.00	1.45	0.00	1.45	0.00	1.45	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	28	15	6	7	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	53.57	21.43	25.00	3.57	0.00	0.00	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Economist (0110)	#	67	55	4	8	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	82.09	5.97	11.94	1.49	0.00	0.00	0.00	1.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-11	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	4	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
CG-14	#	44	36	3	5	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	81.82	6.82	11.36	2.27	0.00	0.00	0.00	2.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CX	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	2																
Relevant Applicant Pool	%																	
Internal Applications	#	43	35	2	6	4	0	0	0	0	1	0	0	2	0	1	0	0
	%	100.00	81.40	4.65	13.95	9.30	0.00	0.00	0.00	0.00	2.33	0.00	0.00	4.65	0.00	2.33	0.00	0.00
Qualified Internal Applicants	#	19	17	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	89.47	5.26	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.26	0.00	0.00
Referred Applicants	#	19	17	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	89.47	5.26	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.26	0.00	0.00

Table B6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	2																
Voluntarily Identified	#	60	53	3	4	2	0	0	0	1	0	0	0	1	0	0	0	0
	%	100.00	88.33	5.00	6.67	3.33	0.00	0.00	0.00	1.67	0.00	0.00	0.00	1.67	0.00	0.00	0.00	0.00
Qualified External Applicants	#	35	31	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	88.57	5.71	5.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	28	24	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	85.71	7.14	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Financial Institution Examining (0570)	#	2605	2287	46	272	58	1	5	30	5	2	3	3	3	0	6	0	0
	%	100.00	87.79	1.77	10.44	2.23	0.04	0.19	1.15	0.19	0.08	0.12	0.12	0.12	0.00	0.23	0.00	0.00

Table B6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
CG-07	#	205	175	7	23	6	0	0	1	0	1	0	0	0	0	4	0	0
	%	100.00	85.37	3.41	11.22	2.93	0.00	0.00	0.49	0.00	0.49	0.00	0.00	0.00	0.00	1.95	0.00	0.00
CG-09	#	154	124	7	23	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	80.52	4.55	14.94	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.65	0.00	0.00
CG-11	#	130	111	7	12	2	0	0	1	0	0	1	0	0	0	0	0	0
	%	100.00	85.38	5.38	9.23	1.54	0.00	0.00	0.77	0.00	0.00	0.77	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	626	526	9	91	20	1	4	12	1	0	0	0	2	0	0	0	0
	%	100.00	84.03	1.44	14.54	3.19	0.16	0.64	1.92	0.16	0.00	0.00	0.00	0.32	0.00	0.00	0.00	0.00
CG-13	#	464	422	7	35	7	0	0	3	1	0	0	1	1	0	1	0	0
	%	100.00	90.95	1.51	7.54	1.51	0.00	0.00	0.65	0.22	0.00	0.00	0.22	0.22	0.00	0.22	0.00	0.00
CG-14	#	552	499	7	46	12	0	1	5	2	1	1	2	0	0	0	0	0
	%	100.00	90.40	1.27	8.33	2.17	0.00	0.18	0.91	0.36	0.18	0.18	0.36	0.00	0.00	0.00	0.00	0.00
CG-15	#	151	136	1	14	4	0	0	4	0	0	0	0	0	0	0	0	0
	%	100.00	90.07	0.66	9.27	2.65	0.00	0.00	2.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	267	242	1	24	6	0	0	4	1	0	1	0	0	0	0	0	0
	%	100.00	90.64	0.37	8.99	2.25	0.00	0.00	1.50	0.37	0.00	0.37	0.00	0.00	0.00	0.00	0.00	0.00
CM-02	#	55	51	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	92.73	0.00	7.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Internal Competitive Promotions																		
Vacancy Announcements	#	134																
Relevant Applicant Pool	%																	
Internal Applications	#	696	562	49	85	44	4	7	7	2	0	3	3	0	0	25	0	1
	%	100.00	80.75	7.04	12.21	6.32	0.57	1.01	1.01	0.29	0.00	0.43	0.43	0.00	0.00	3.59	0.00	0.14
Qualified Internal Applicants	#	399	344	32	23	10	0	2	2	0	0	1	0	0	0	7	0	0
	%	100.00	86.22	8.02	5.76	2.51	0.00	0.50	0.50	0.00	0.00	0.25	0.00	0.00	0.00	1.75	0.00	0.00
Referred Applicants	#	356	311	29	16	6	0	2	2	0	0	1	0	0	0	3	0	0
	%	100.00	87.36	8.15	4.49	1.69	0.00	0.56	0.56	0.00	0.00	0.28	0.00	0.00	0.00	0.84	0.00	0.00
Interviewed Applicants	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	105	96	7	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	91.43	6.67	1.90	0.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.95	0.00	0.00
New Hires																		
Vacancy Announcements	#	12																
Voluntarily Identified	#	1047	928	49	70	35	3	4	4	2	0	2	4	3	0	18	0	0
	%	100.00	88.63	4.68	6.69	3.34	0.29	0.38	0.38	0.19	0.00	0.19	0.38	0.29	0.00	1.72	0.00	0.00
Qualified External Applicants	#	514	468	21	25	13	1	1	1	1	0	1	1	2	0	6	0	0
	%	100.00	91.05	4.09	4.86	2.53	0.19	0.19	0.19	0.19	0.00	0.19	0.19	0.39	0.00	1.17	0.00	0.00

Table B6P: MISSION-CRITICAL OCCUPATIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Referred Applicants	#	143	127	8	8	4	0	1	0	0	0	0	0	0	0	4	0	0
	%	100.00	88.81	5.59	5.59	2.80	0.00	0.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.80	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	35	31	1	3	3	0	1	0	0	0	0	0	0	0	3	0	0
	%	100.00	88.57	2.86	8.57	8.57	0.00	2.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.57	0.00	0.00

Table B6T: MISSION-CRITICAL OCCUPATIONS (TEMPORARY) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
501 Goal	%				12.00	2.00													
General Business and Industry (1101)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Internal Competitive Promotions																			
Vacancy Announcements	#	0																	
Relevant Applicant Pool	%																		
Internal Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Qualified Internal Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Table B6T: MISSION-CRITICAL OCCUPATIONS (TEMPORARY) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Internal Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	1																
Voluntarily Identified	#	65	52	5	8	1	0	1	0	0	0	0	0	0	0	1	0	0
	%	100.00	80.00	7.69	12.31	1.54	0.00	1.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.54	0.00	0.00
Qualified External Applicants	#	40	35	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.50	7.50	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	39	34	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.18	7.69	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	9	7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	77.78	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Economist (0110)	#	17	14	0	3	0	0	0	0	0	0	0	0			0		
	%	100.00	82.35	0.00	17.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-07	#	9	7	0	2	0	0	0	0	0	0	0	0			0		
	%	100.00	77.78	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	8	7	0	1	0	0	0	0	0	0	0	0			0		
	%	100.00	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B6T: MISSION-CRITICAL OCCUPATIONS (TEMPORARY) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Internal Competitive Promotions																		
Vacancy Announcements	#	0																
Relevant Applicant Pool	%																	
Internal Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	0																
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B6T: MISSION-CRITICAL OCCUPATIONS (TEMPORARY) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Qualified External Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Financial Institution Examining (0570)	#	208	184	9	15	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	88.46	4.33	7.21	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.48	0.00	0.00
CG-07	#	122	113	3	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	92.62	2.46	4.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-09	#	86	71	6	9	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	82.56	6.98	10.47	1.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.16	0.00	0.00
CG-11	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	50																

Table B6T: MISSION-CRITICAL OCCUPATIONS (TEMPORARY) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Relevant Applicant Pool	%																	
Internal Applications	#	91	80	4	7	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00	87.91	4.40	7.69	2.20	0.00	0.00	1.10	0.00	0.00	0.00	0.00	0.00	0.00	1.10	0.00	0.00
Qualified Internal Applicants	#	89	79	4	6	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00	88.76	4.49	6.74	2.25	0.00	0.00	1.12	0.00	0.00	0.00	0.00	0.00	0.00	1.12	0.00	0.00
Referred Applicants	#	85	76	4	5	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00	89.41	4.71	5.88	2.35	0.00	0.00	1.18	0.00	0.00	0.00	0.00	0.00	0.00	1.18	0.00	0.00
Interviewed Applicants	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	23	22	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00	95.65	0.00	4.35	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.35	0.00	0.00
New Hires																		
Vacancy Announcements	#	7																
Voluntarily Identified	#	692	617	36	39	28	2	1	6	3	0	2	0	3	0	13	0	0
	%	100.00	89.16	5.20	5.64	4.05	0.29	0.14	0.87	0.43	0.00	0.29	0.00	0.43	0.00	1.88	0.00	0.00
Qualified External Applicants	#	268	238	16	14	7	0	1	0	0	0	2	0	1	0	4	0	0
	%	100.00	88.81	5.97	5.22	2.61	0.00	0.37	0.00	0.00	0.00	0.75	0.00	0.37	0.00	1.49	0.00	0.00
Referred Applicants	#	113	103	5	5	3	0	0	0	0	0	1	0	1	0	1	0	0

Table B6T: MISSION-CRITICAL OCCUPATIONS (TEMPORARY) - Distribution by Disability (Participation Rate)

Mission-Critical Occupations		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00	91.15	4.42	4.42	2.65	0.00	0.00	0.00	0.00	0.00	0.88	0.00	0.88	0.00	0.88	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	54	51	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	94.44	3.70	1.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B7: SENIOR GRADE LEVELS (PERMANENT) - Distribution by Disability (Participation Rate)

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
Total Senior Grades	#	3617	3161	57	399	74	0	3	34	11	1	7	5	3	0	9	0	1
	%	100.00	87.39	1.58	11.03	2.05	0.00	0.08	0.94	0.30	0.03	0.19	0.14	0.08	0.00	0.25	0.00	0.03
SES or Equivalent:																		
	#	140	123	3	14	2	0	0	1	0	0	0	0	0	0	0	0	1
	%	100.00	87.86	2.14	10.00	1.43	0.00	0.00	0.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.71
Internal Competitive Promotions																		
Vacancy Announcements	#	16																
Relevant Applicant Pool	%																	
Internal Applications	#	212	176	16	20	11	0	4	3	0	1	1	1	1	0	3	0	0
	%	100.00	83.02	7.55	9.43	5.19	0.00	1.89	1.42	0.00	0.47	0.47	0.47	0.47	0.00	1.42	0.00	0.00
Qualified Internal Applicants	#	191	158	16	17	9	0	2	3	0	1	1	1	1	0	2	0	0
	%	100.00	82.72	8.38	8.90	4.71	0.00	1.05	1.57	0.00	0.52	0.52	0.52	0.52	0.00	1.05	0.00	0.00
Referred Applicants	#	84	69	7	8	4	0	0	3	0	1	0	0	1	0	0	0	0
	%	100.00	82.14	8.33	9.52	4.76	0.00	0.00	3.57	0.00	1.19	0.00	0.00	1.19	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	3																
Voluntarily Identified	#	35	29	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	82.86	2.86	14.29	0.00	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 External Applicants	#	21	15	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	71.43	4.76	23.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	21	15	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B7: SENIOR GRADE LEVELS (PERMANENT) - Distribution by Disability (Participation Rate)

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00	71.43	4.76	23.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 or Equivalent:																		
GS-15 or Equivalent:	#	1287	1140	20	127	26	0	1	15	4	0	3	1	0	0	2	0	0
	%	100.00	88.58	1.55	9.87	2.02	0.00	0.08	1.17	0.31	0.00	0.23	0.08	0.00	0.00	0.16	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	100																
Relevant Applicant Pool	%																	
Internal Applications	#	1021	831	77	113	48	1	11	8	5	0	9	3	0	2	21	0	2
	%	100.00	81.39	7.54	11.07	4.70	0.10	1.08	0.78	0.49	0.00	0.88	0.29	0.00	0.20	2.06	0.00	0.20
Qualified Internal Applicants	#	508	429	39	40	8	0	2	2	0	0	1	0	0	1	4	0	0
	%	100.00	84.45	7.68	7.87	1.57	0.00	0.39	0.39	0.00	0.00	0.20	0.00	0.00	0.20	0.79	0.00	0.00
Referred Applicants	#	369	306	32	31	8	0	2	2	0	0	1	0	0	1	4	0	0
	%	100.00	82.93	8.67	8.40	2.17	0.00	0.54	0.54	0.00	0.00	0.27	0.00	0.00	0.27	1.08	0.00	0.00

Table B7: SENIOR GRADE LEVELS (PERMANENT) - Distribution by Disability (Participation Rate)

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Interviewed Applicants	#	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	48	43	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	89.58	6.25	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	14																
Voluntarily Identified	#	287	234	24	29	14	0	4	2	0	1	0	2	1	0	6	0	0
	%	100.00	81.53	8.36	10.10	4.88	0.00	1.39	0.70	0.00	0.35	0.00	0.70	0.35	0.00	2.09	0.00	0.00
Qualified External Applicants	#	210	173	19	18	7	0	2	1	0	1	0	1	1	0	2	0	0
	%	100.00	82.38	9.05	8.57	3.33	0.00	0.95	0.48	0.00	0.48	0.00	0.48	0.48	0.00	0.95	0.00	0.00
Referred Applicants	#	120	94	12	14	5	0	2	0	0	1	0	0	1	0	2	0	0
	%	100.00	78.33	10.00	11.67	4.17	0.00	1.67	0.00	0.00	0.83	0.00	0.00	0.83	0.00	1.67	0.00	0.00
Interviewed Applicants	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	60.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B7: SENIOR GRADE LEVELS (PERMANENT) - Distribution by Disability (Participation Rate)

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
GS-14 or Equivalent:	#	1257	1102	18	137	25	0	2	11	6	1	1	2	1		1		0
	%	100.00	87.67	1.43	10.90	1.99	0.00	0.16	0.88	0.48	0.08	0.08	0.16	0.08	0.00	0.08	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	134																
Relevant Applicant Pool	%																	
Internal Applications	#	2822	2256	166	400	158	2	20	36	12	0	16	10	8	2	74	0	4
	%	100.00	79.94	5.88	14.17	5.60	0.07	0.71	1.28	0.43	0.00	0.57	0.35	0.28	0.07	2.62	0.00	0.14
Qualified Internal Applicants	#	1336	1144	82	110	30	0	8	6	4	0	4	2	2	2	14	0	0
	%	100.00	85.63	6.14	8.23	2.25	0.00	0.60	0.45	0.30	0.00	0.30	0.15	0.15	0.15	1.05	0.00	0.00
Referred Applicants	#	1106	928	72	106	30	0	8	6	4	0	4	2	2	2	14	0	0
	%	100.00	83.91	6.51	9.58	2.71	0.00	0.72	0.54	0.36	0.00	0.36	0.18	0.18	0.18	1.27	0.00	0.00
Interviewed Applicants	#	24	20	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	83.33	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	116	100	4	12	2	0	2	0	0	0	2	0	0	2	0	0	0
	%	100.00	86.21	3.45	10.34	1.72	0.00	1.72	0.00	0.00	0.00	1.72	0.00	0.00	1.72	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	23																
Voluntarily Identified	#	1718	1426	104	188	88	2	20	20	12	2	10	2	6	0	30	0	2
	%	100.00	83.00	6.05	10.94	5.12	0.12	1.16	1.16	0.70	0.12	0.58	0.12	0.35	0.00	1.75	0.00	0.12
Qualified External Applicants	#	1340	1108	80	152	80	2	20	18	10	2	8	0	4	0	30	0	2
	%	100.00	82.69	5.97	11.34	5.97	0.15	1.49	1.34	0.75	0.15	0.60	0.00	0.30	0.00	2.24	0.00	0.15
Referred Applicants	#	444	344	32	68	22	0	8	8	0	0	4	0	0	0	10	0	0
	%	100.00	77.48	7.21	15.32	4.95	0.00	1.80	1.80	0.00	0.00	0.90	0.00	0.00	0.00	2.25	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	24	16	2	6	2	0	0	0	0	0	0	0	0	0	2	0	0

Table B7: SENIOR GRADE LEVELS (PERMANENT) - Distribution by Disability (Participation Rate)

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00	66.67	8.33	25.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.33	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 or Equivalent:																		
GS-13 or Equivalent:	#	933	796	16	121	21	0	0	7	1	0	3	2	2		6		0
	%	100.00	85.32	1.71	12.97	2.25	0.00	0.00	0.75	0.11	0.00	0.32	0.21	0.21	0.00	0.64	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	184																
Relevant Applicant Pool	%																	
Internal Applications	#	3126	2416	202	508	194	4	20	66	14	2	18	16	8	2	62	0	4
	%	100.00	77.29	6.46	16.25	6.21	0.13	0.64	2.11	0.45	0.06	0.58	0.51	0.26	0.06	1.98	0.00	0.13
Qualified Internal Applicants	#	1470	1180	100	190	64	0	8	22	6	0	10	8	0	2	22	0	2
	%	100.00	80.27	6.80	12.93	4.35	0.00	0.54	1.50	0.41	0.00	0.68	0.54	0.00	0.14	1.50	0.00	0.14
Referred Applicants	#	1318	1052	90	176	62	0	6	22	6	0	10	8	0	2	20	0	2
	%	100.00	79.82	6.83	13.35	4.70	0.00	0.46	1.67	0.46	0.00	0.76	0.61	0.00	0.15	1.52	0.00	0.15
Interviewed Applicants	#	38	30	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	78.95	10.53	10.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	218	190	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.16	6.42	6.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B7: SENIOR GRADE LEVELS (PERMANENT) - Distribution by Disability (Participation Rate)

Upward Mobility to Senior Grade Levels		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
New Hires																		
Vacancy Announcements	#	20																
Voluntarily Identified	#	1426	1210	76	140	72	0	18	6	0	0	4	2	8	0	38	0	8
	%	100.00	84.85	5.33	9.82	5.05	0.00	1.26	0.42	0.00	0.00	0.28	0.14	0.56	0.00	2.66	0.00	0.56
Qualified External Applicants	#	1000	844	62	94	46	0	14	6	0	0	4	2	4	0	20	0	6
	%	100.00	84.40	6.20	9.40	4.60	0.00	1.40	0.60	0.00	0.00	0.40	0.20	0.40	0.00	2.00	0.00	0.60
Referred Applicants	#	260	208	16	36	10	0	4	2	0	0	2	0	0	0	6	0	0
	%	100.00	80.00	6.15	13.85	3.85	0.00	1.54	0.77	0.00	0.00	0.77	0.00	0.00	0.00	2.31	0.00	0.00
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	18	14	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	77.78	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Note: EEOC instructed the FDIC that the definition of career development program/opportunities for this table requires competition to participate in training that would qualify employees for a promotion. The FDIC has no career development programs as defined in the instructions to MD-715 and as confirmed by EEOC. While the FDIC does not have career development programs that, upon completion, necessarily “qualify a participant for a promotion,” all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner’s promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex, or disability.

Table B8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Upward Mobility to Management Positions		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00	2.00												
Total Management	#	223	210	2	11	1	0	0	0	0	0	0	0	0	0	1	0	1
	%	100.00	94.17	0.90	4.93	0.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.45	0.00	0.45
Internal Competitive Promotions																		
Vacancy Announcements	#	15																
Relevant Applicant Pool	%																	
Internal Applications	#	212	176	16	20	11	0	4	3	0	1	1	1	1	0	3	0	0
	%	100.00	83.02	7.55	9.43	5.19	0.00	1.89	1.42	0.00	0.47	0.47	0.47	0.47	0.00	1.42	0.00	0.00
Qualified Internal Applicants	#	191	158	16	17	9	0	2	3	0	1	1	1	1	0	2	0	0
	%	100.00	82.72	8.38	8.90	4.71	0.00	1.05	1.57	0.00	0.52	0.52	0.52	0.52	0.00	1.05	0.00	0.00
Referred Applicants	#	84	69	7	8	4	0	0	3	0	1	0	0	1	0	0	0	0
	%	100.00	82.14	8.33	9.52	4.76	0.00	0.00	3.57	0.00	1.19	0.00	0.00	1.19	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Upward Mobility to Management Positions	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
New Hires																		
Vacancy Announcements	#	3																
Voluntarily Identified	#	35	29	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	82.86	2.86	14.29	0.00	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 External Applicants	#	21	15	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	71.43	4.76	23.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	21	15	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	71.43	4.76	23.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Managers	#	198	175	4	19	2	0	1	0	0	0	0	0	0	0	1	0	0
	%	100.00	88.38	2.02	9.60	1.01	0.00	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.51	0.00	0.00

Table B8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Upward Mobility to Management Positions		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
CM-02	#	198	175	4	19	2	0	1	0	0	0	0	0			1		
	%	100.00	88.38	2.02	9.60	1.01	0.00	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.51	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	18																
Relevant Applicant Pool	%																	
Internal Applications	#	82	72	1	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.80	1.22	10.98	0.00	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 Internal Applicants	#	72	65	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	90.28	0.00	9.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	73	66	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	90.41	0.00	9.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	16	15	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	93.75	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	5																
Voluntarily Identified	#	12	10	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	83.33	16.67	0.00	0.00	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 External Applicants	#	8	6	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	8	6	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Upward Mobility to Management Positions		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
		#	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Supervisors	#	475	418	4	53	13	0	0	7	4	0	2	0	0	0	0	0	0
	%	100.00	88.00	0.84	11.16	2.74	0.00	0.00	1.47	0.84	0.00	0.42	0.00	0.00	0.00	0.00	0.00	0.00
CG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-13	#	12	10	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00
CG-14	#	16	13	0	3	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	81.25	0.00	18.75	6.25	0.00	0.00	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CG-15	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CM-01	#	447	395	4	48	12	0	0	7	3	0	2	0	0	0	0	0	0
	%	100.00	88.37	0.89	10.74	2.68	0.00	0.00	1.57	0.67	0.00	0.45	0.00	0.00	0.00	0.00	0.00	0.00

Table B8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Upward Mobility to Management Positions		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Internal Competitive Promotions																		
Vacancy Announcements	#	297																
Relevant Applicant Pool	%																	
Internal Applications	#	447	364	34	49	23	0	6	4	3	0	6	0	0	2	8	0	0
	%	100.00	81.43	7.61	10.96	5.15	0.00	1.34	0.89	0.67	0.00	1.34	0.00	0.00	0.45	1.79	0.00	0.00
Qualified Internal Applicants	#	211	179	14	18	6	0	2	2	0	0	1	0	0	1	2	0	0
	%	100.00	84.83	6.64	8.53	2.84	0.00	0.95	0.95	0.00	0.00	0.47	0.00	0.00	0.47	0.95	0.00	0.00
Referred Applicants	#	170	144	12	14	6	0	2	2	0	0	1	0	0	1	2	0	0
	%	100.00	84.71	7.06	8.24	3.53	0.00	1.18	1.18	0.00	0.00	0.59	0.00	0.00	0.59	1.18	0.00	0.00
Interviewed Applicants	#	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	18	16	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	88.89	5.56	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#	36																
Voluntarily Identified	#	24	19	3	2	2	0	1	1	0	0	0	1	0	0	0	0	0
	%	100.00	79.17	12.50	8.33	8.33	0.00	4.17	4.17	0.00	0.00	0.00	4.17	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#	12	11	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	91.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B8: MANAGEMENT POSITIONS (PERMANENT) - Distribution by Disability (Participation Rate)

Upward Mobility to Management Positions		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Interviewed Applicants	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Note: EEOC instructed the FDIC that the definition of career development program/opportunities for this table requires competition to participate in training that would qualify employees for a promotion. The FDIC has no career development programs as defined in the instructions to MD-715 and as confirmed by EEOC. While the FDIC does not have career development programs that, upon completion, necessarily “qualify a participant for a promotion,” all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner’s promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex, or disability.

Table B9-1: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) - Distribution by Disability (Participation Rate)

Recognition and Awards		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Time Off Awards																		
Time-Off Awards: 1-10 hours	#	7	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	85.71	14.29	0.00	0.00	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 Hours	#	60	52	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	8.57	8.67	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 11-20 hours	#	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	83.33	16.67	0.00	0.00	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 Hours	#	98	86	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	16.33	17.20	12.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 21-30 hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 31-40 hours	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	64	64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	32.00	32.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 41 or more hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B9-1: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) - Distribution by Disability (Participation Rate)

Recognition and Awards		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Cash Awards																		
Cash Awards: \$500 and Under	#	6215	5393	123	699	154	1	7	73	12	4	17	12	16	0	11	0	1
	%	100.00	86.77	1.98	11.25	2.48	0.02	0.11	1.17	0.19	0.06	0.27	0.19	0.26	0.00	0.18	0.00	0.02
Total Amount	\$	2126475.00	1851850.00	41275	233350	53600	300.00	1800.00	25675.00	3800.00	1250.00	6250.00	4650.00	5750.00	0.00	3625.00	0.00	500.00
Average Amount	\$	342.15	343.38	335.57	333.83	348.05	300.00	257.14	351.71	316.67	312.50	367.65	387.50	359.38	0.00	329.55	0.00	500.00
Cash Awards: \$501 - \$999	#	309	248	10	51	8	0	1	3	2	0	0	0	1	0	1	0	0
	%	100.00	80.26	3.24	16.50	2.59	0.00	0.32	0.97	0.65	0.00	0.00	0.00	0.32	0.00	0.32	0.00	0.00
Total Amount	\$	240831.00	193081.00	7750	40000	6500	0	800.00	2450.00	1500	0	0	0	800	0.00	950	0.00	0
Average Amount	\$	779.39	778.55	775.00	784.31	812.50	0.00	800.00	816.67	750.00	0.00	0.00	0.00	800.00	0.00	950.00	0.00	0.00
Cash Awards: \$1000 - \$1999	#	1369	1202	29	138	29	0	1	16	3	0	3	2	1	0	3	0	0
	%	100.00	87.80	2.12	10.08	2.12	0.00	0.07	1.17	0.22	0.00	0.22	0.15	0.07	0.00	0.22	0.00	0.00
Total Amount	\$	1700206.00	1498242	32834	169130	33800	0	1000.00	18900.00	3650.00	0	3500.00	2250.00	1000.00	0.00	3500.00	0.00	0
Average Amount	\$	1241.93	1246.46	1132.21	1225.58	1165.52	0.00	1000.00	1181.25	1216.67	0.00	1166.67	1125.00	1000.00	0.00	1166.67	0.00	0.00
Cash Awards: \$2000 - \$2999	#	309	277	7	25	3	0	1	1	1	0	0	0	0	0	0	0	0
	%	100.00	89.64	2.27	8.09	0.97	0.00	0.32	0.32	0.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	685745.00	611895	16150	57700	6500	0	2500.00	2000.00	2000.00	0	0	0	0	0.00	0	0.00	0
Average Amount	\$	2219.24	2209.01	2307.14	2308.00	2166.67	0.00	2500.00	2000.00	2000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$3000 - \$3999	#	56	50	0	6	2	0	0	0	1	0	0	0	0	0	1	0	0
	%	100.00	89.29	0.00	10.71	3.57	0.00	0.00	0.00	1.79	0.00	0.00	0.00	0.00	0.00	1.79	0.00	0.00
Total Amount	\$	174000.00	156000	0	18000	6000	0	0	0	3000.00	0	0	0	0	0.00	3000.00	0.00	0
Average Amount	\$	3107.14	3120.00	0.00	3000.00	3000.00	0.00	0.00	0.00	3000.00	0.00	0.00	0.00	0.00	0.00	3000.00	0.00	0.00

Table B9-1: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) - Distribution by Disability (Participation Rate)

Recognition and Awards		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Cash Awards: \$4000 - \$4999	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	20000.00	20000	0	0	0	0	0	0	0	0	0	0	0	0.00	0	0.00	0
Average Amount	\$	4000.00	4000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more	#	18	14	0	4	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00	77.78	0.00	22.22	5.56	0.00	0.00	0.00	0.00	0.00	0.00	5.56	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	90000.00	70000	0	20000	5000	0	0	0	0	0	0	5000.00	0	0.00	0	0.00	0
Average Amount	\$	5000.00	5000.00	0.00	5000.00	5000.00	0.00	0.00	0.00	0.00	0.00	0.00	5000.00	0.00	0.00	0.00	0.00	0.00
Other Awards																		
Quality Step Increases (QSI)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit	\$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Average Benefit	\$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Performance Based Pay Increase	#	5416	4662	121	633	130	2	7	63	17	2	10	8	9	0	11	0	1
	%	100.00	86.08	2.23	11.69	2.40	0.04	0.13	1.16	0.31	0.04	0.18	0.15	0.17	0.00	0.20	0.00	0.02
Total Benefit	\$	13444355.00	11536059.00	369409.00	1538887.00	300724.00	4530.00	17367.00	151052.00	39881.00	3438.00	27735.00	15586.00	13835.00	0.00	25707.00	0.00	1593.00
Average Benefit	\$	2482.34	2474.49	3052.97	2431.10	2313.26	2265.00	2481.00	2397.65	2345.94	1719.00	2773.50	1948.25	1537.22	0.00	2337.00	0.00	1593.00

Table B9-2: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) - Distribution by Disability (Inclusion Rate)

Recognition and Awards		Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
Permanent Workforce	#	5625	4917	4812	105	708	140	2	8	64	16	2	11	6	7	0	21	0	3	
Time Off Awards																				
Time-Off Awards: 1-10 hours	#	7	7	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.14	0.12	0.95	0.00	0.00	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 Hours	#	60	60	52	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Average Hours	#	1.07	1.22	1.08	7.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Time-Off Awards: 11-20 hours	#	6	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.12	0.10	0.95	0.00	0.00	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 Hours	#	98	98	86	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Average Hours	#	1.74	1.99	1.79	11.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Time-Off Awards: 21-30 hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total Hours	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Time-Off Awards: 31-40 hours	#	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.04	0.04	0.00	0.00	0.00	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 Hours	#	64	64	64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Average Hours	#	1.14	1.30	1.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Time-Off Awards: 41 or more hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Table B9-2: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) - Distribution by Disability (Inclusion Rate)

Recognition and Awards		Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards																			
Cash Awards: \$500 and Under	#	6215	5516	5393	123	699	154	1	7	73	12	4	17	12	16	0	11	0	1
	%	100.00	112.18	112.07	117.14	98.73	110.00	50.00	87.50	114.06	75.00	200.00	154.55	200.00	228.57	0.00	52.38	0.00	33.33
Total Amount	\$	2126475.00	1893125.00	1851850.00	41275	233350	53600	300	1800	25675	3800	1250	6250	4650	5750	0.00	3625	0.00	500
Average Amount	\$	37804.00	38501.63	38484.00	39309.52	32959.04	38285.71	15000.00	22500.00	40117.19	23750.00	62500.00	56818.18	77500.00	82142.86	0.00	17261.90	0.00	16666.67
Cash Awards: \$501 - \$999	#	309	258	248	10	51	8	0	1	3	2	0	0	0	1	0	1	0	0
	%	100.00	5.25	5.15	9.52	7.20	5.71	0.00	12.50	4.69	12.50	0.00	0.00	0.00	14.29	0.00	4.76	0.00	0.00
Total Amount	\$	240831	200831.00	193081	7750	40000	6500	0	800	2450	1500	0	0	0	800	0.00	950	0.00	0
Average Amount	\$	4281.44	4084.42	4012.49	7380.95	5649.72	4642.86	0.00	10000.00	3828.13	9375.00	0.00	0.00	0.00	11428.57	0.00	4523.81	0.00	0.00
Cash Awards: \$1000 - \$1999	#	1369	1231	1202	29	138	29	0	1	16	3	0	3	2	1	0	3	0	0
	%	100.00	25.04	24.98	27.62	19.49	20.71	0.00	12.50	25.00	18.75	0.00	27.27	33.33	14.29	0.00	14.29	0.00	0.00
Total Amount	\$	1700206	1531076.00	1498242	32834	169130	33800	0	1000	18900	3650	0	3500	2250	1000	0.00	3500	0.00	0
Average Amount	\$	30225.88	31138.42	31135.54	31270.48	23888.42	24142.86	0.00	12500.00	29531.25	22812.50	0.00	31818.18	37500.00	14285.71	0.00	16666.67	0.00	0.00
Cash Awards: \$2000 - \$2999	#	309	284	277	7	25	3	0	1	1	1	0	0	0	0	0	0	0	0
	%	100.00	5.78	5.76	6.67	3.53	2.14	0.00	12.50	1.56	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	685745	628045.00	611895	16150	57700	6500	0	2500	2000	2000	0	0	0	0	0.00	0	0.00	0
Average Amount	\$	12191.02	12772.93	12716.02	15380.95	8149.72	4642.86	0.00	31250.00	3125.00	12500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$3000 - \$3999	#	56	50	50	0	6	2	0	0	0	1	0	0	0	0	0	1	0	0
	%	100.00	1.02	1.04	0.00	0.85	1.43	0.00	0.00	0.00	6.25	0.00	0.00	0.00	0.00	0.00	4.76	0.00	0.00

Table B9-2: EMPLOYEE RECOGNITION AND AWARDS (PERMANENT) - Distribution by Disability (Inclusion Rate)

Recognition and Awards		Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Total Amount	\$	174000	156000.00	156000	0	18000	6000	0	0	0	3000	0	0	0	0	0.00	3000	0.00	0
Average Amount	\$	3093.33	3172.67	3241.90	0.00	2542.37	4285.71	0.00	0.00	0.00	18750.00	0.00	0.00	0.00	0.00	0.00	14285.71	0.00	0.00
Cash Awards: \$4000 - \$4999	#	5	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.10	0.10	0.00	0.00	0.00	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 Amount	\$	20000	20000.00	20000	0	0	0	0	0	0	0	0	0	0	0	0.00	0	0.00	0
Average Amount	\$	355.56	406.75	415.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more	#	18	14	14	0	4	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00	0.28	0.29	0.00	0.56	0.71	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00
Total Amount	\$	90000	70000.00	70000	0	20000	5000	0	0	0	0	0	0	5000.00	0	0.00	0	0.00	0
Average Amount	\$	1600.00	1423.63	1454.70	0.00	2824.86	3571.43	0.00	0.00	0.00	0.00	0.00	0.00	83333.33	0.00	0.00	0.00	0.00	0.00
Other Awards																			
Quality Step Increases (QSI)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit	\$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Average Benefit	\$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Performance Based Pay Increase	#	5205	4595	4484	111	610	127	2	7	63	16	2	10	8	9	0	9	0	1
	%	100.00	93.45	93.18	105.71	86.16	90.71	100.00	87.50	98.44	100.00	100.00	90.91	133.33	128.57	0.00	42.86	0.00	33.33
Total Benefit	\$	13173805	11664691.00	11307651	357040	1509114	297680	4530	17367	151052	39130	3438	27735	15586	13835	0.00	23414	0.00	1593
Average Benefit	\$	234200.98	237231.87	234988.59	340038.10	213151.69	212628.57	226500.00	217087.50	236018.75	244562.50	171900.00	252136.36	259766.67	197642.86	0.00	111495.24	0.00	53100.00

NOTE: While the FDIC does not have career development programs that, upon completion, necessarily “qualify a participant for a promotion,” all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner’s promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex or disability. Since the FDIC does not have career development programs that, upon completion, “qualify a participant for a promotion,” an EEOC Technical Advisor advised the FDIC to include blank Tables A9 and B9 and annotate the tables with a note to the effect that FDIC has no career development programs as defined in the instructions to MD-715.

U.S. Equal Employment Opportunity Commission
FY 2020 - FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT B

FDIC EEO Policy Statement



Message from Chairman McWilliams - Equal Employment Opportunity Policy Statement

November 5, 2019

The FDIC's greatest asset is its employees, with their subject matter expertise and dedication to the agency's vital mission.

I am proud to reaffirm my commitment to the principles of equal opportunity, non-discrimination, diversity and inclusion, and equal access for all individuals across all our activities.

As an agency, we must ensure equal opportunity for all employees and applicants for employment regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, disability, age, genetic information, and status as a parent. These protections extend to all management practices and decisions, including recruitment and hiring, appraisals, promotions, transfers, reassignments, training and career development, benefits, separation, and retention efforts. We are also committed to a fair and level playing field for all. As such, the FDIC provides reasonable accommodations to employees and applicants with disabilities, and for religious observances and practices.



The FDIC does not tolerate discrimination, harassment (including sexual harassment), or retaliation. Every allegation of these unlawful behaviors is taken seriously. Managers and supervisors will address harassment allegations immediately and appropriately. Retaliation against individuals for participating in the EEO complaint process or opposing discriminatory practices is prohibited.

We will continue to work together to cultivate an FDIC that is accessible, inclusive, and diverse— treating everyone with dignity and respect, while embracing our differences.

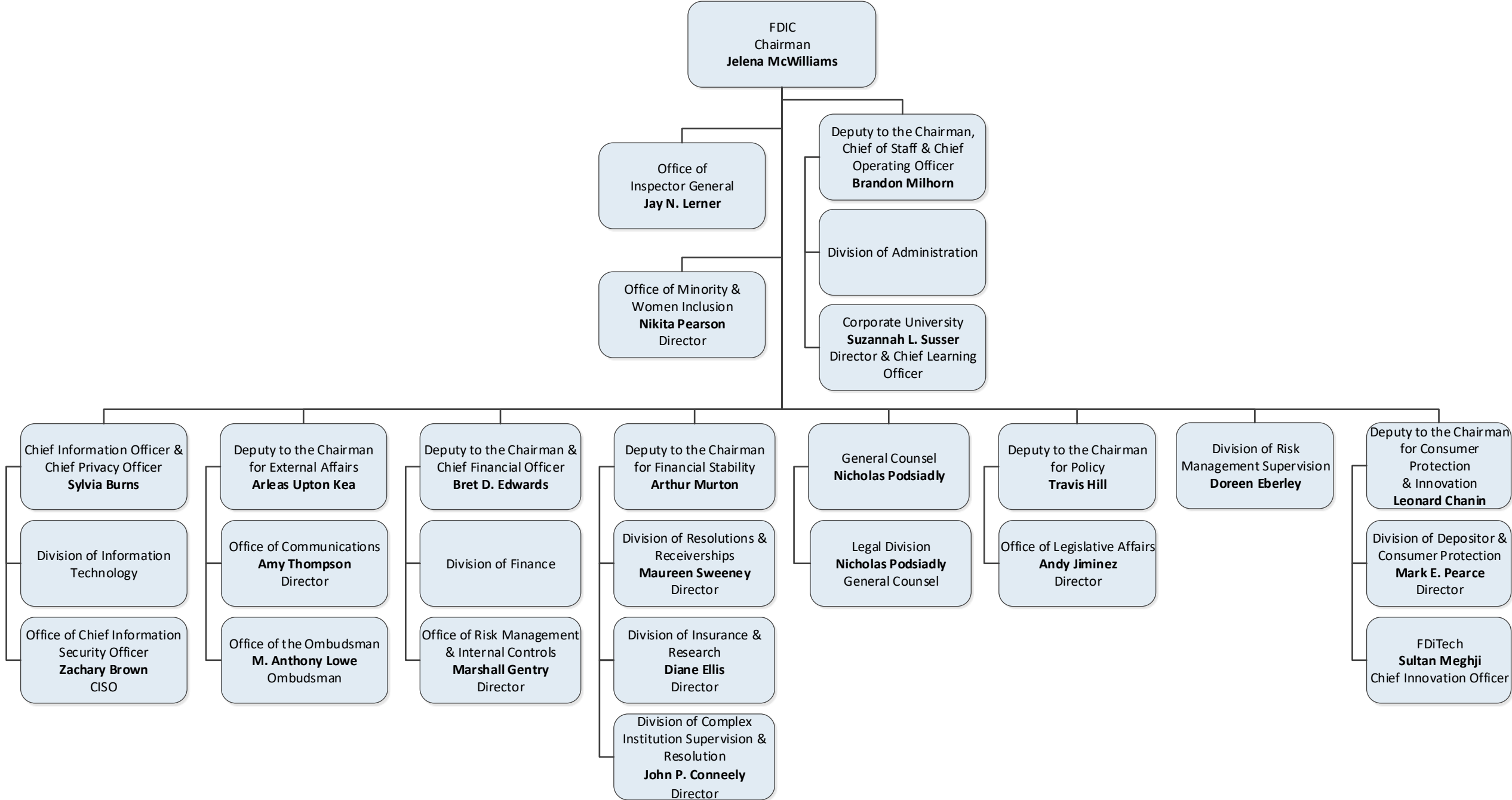
For more information on the FDIC's Equal Opportunity Policy and the Anti-Harassment Program, I encourage you to read [Circular 2710.1](#) and [Circular 2710.3](#). Bargaining unit employees may wish to review the grievance procedures included in the FDIC-NTEU Collective Bargaining Agreement related to equal employment opportunity.

Jelena McWilliams
Chairman

ATTACHMENT C

FDIC Organizational Chart

Federal Deposit Insurance Corporation



U.S. Equal Employment Opportunity Commission
FY 2020 - FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT D

FDIC Circular 2710.03 - Anti-Harassment Program



FDIC DIRECTIVE

2710.03

Nikita Pearson
Director
Office of Minority and Women Inclusion

See approval(s) on Action Log

Anti-Harassment Program

The Anti-Harassment Program is implemented in accordance with the legal requirements of the applicable laws, regulations, and guidance provided by the Equal Employment Opportunity Commission (EEOC).

PURPOSE

This Directive establishes the policies regarding anti-harassment in the workplace or at FDIC-sanctioned activities and events, including those outside of the workplace. This Directive supports the FDIC's commitment to maintaining a workplace free from harassment.

SCOPE

This Directive applies to all FDIC Divisions/Offices.

AUTHORITIES

See [Appendix - Authorities](#)

FORM(S)

None.

REVISION(S)

This Directive supersedes FDIC 2710.3, Anti-Harassment Program, dated December 8, 2015.

Action Log

Submission Type <i>(New, Pedestrian Change, Revision)</i>	Date	Approved through Directives Management Center
Revision	03/29/2021	Nikita Pearson

Summary of Changes (if applicable)

Updated to:

- Include terminology related to sexual harassment in the examples provided in the definition of harassment.
- Include Labor and Employee Relations Section (LERS) HR Specialists as points of contact to report harassment.
- Correct contact information for the Anti-Harassment Program Coordinator.
- Clearly identify the Anti-Harassment Program Coordinator roles and responsibilities.
- Include Legal Division responsibilities.
- Provide for notification to the person reporting the harassment and alleged harasser that the investigation has been completed.
- Take preventive/corrective action, as appropriate, no later than 60 days of receiving notice of a report of harassment.
- Initiate an investigation within ten calendar days of receiving the report of harassment.
- Upon approval, this Directive will be renumbered to 2710.03.

Table of Contents

Action Log	2
Summary of Changes (if applicable)	2
Table of Contents.....	3
Background	4
Policy	5
A. General Policy.....	5
B. Reporting Process.....	6
Responsibilities.....	10
A. Managers/Supervisors.....	10
B. Employees.....	10
C. Anti-Harassment Program Coordinator.....	10
D. Labor and Employee Relations Section.....	11
E. Labor, Employment and Administration Section.....	11
F. Contracting Officers.....	12
Appendix - Authorities	13
Appendix – Contact Information.....	14
Glossary of Terms.....	15
Glossary of Acronyms.....	17

Background

The FDIC is committed to providing its employees with a workplace that is free of harassment. The Office of Minority and Women Inclusion (OMWI) Director has the delegated responsibility for the FDIC diversity and inclusion, civil rights, and minority and women outreach programs. These programs ensure the FDIC workplace is inclusive, free from unlawful discrimination and harassment, and provides equal opportunity and access to all employment and business activities.

The goal of this Directive is to provide employees with an internal process to report harassment. Employees need not assert that the harassment rises to a level prohibited by Title VII of the Civil Rights Act or other civil rights statutes, or that the harassment is based on membership in a protected class. This Directive provides examples of conduct that could constitute harassment prohibited by this Directive, and explains the rights and responsibilities of all employees and the FDIC's system of accountability for violations of this Directive.

Policy

A. General Policy

It is the policy of the FDIC to maintain a workplace free from all forms of harassment, including but not limited to harassment based on race, color, religion, gender (including sexual or nonsexual, pregnancy, gender identity or sexual orientation), national origin, disability (physical and mental), age (40 years or older), genetic information (information about an individual's genetic tests, or the manifestation of a disease or disorder in the individual's family members), status as a parent, and retaliation (for participating in the EEO complaint process or opposing discriminatory practices). The FDIC will not tolerate harassment by or against any applicant, employee, or contractor. Similarly, the FDIC will not tolerate retaliation against any applicant, employee, or contractor for opposing harassment, reporting harassment, or participating or assisting in any inquiry, investigation, lawsuit, or other proceeding concerning harassment. The FDIC expects anyone who witnesses or is the alleged victim of harassment to report it immediately, consistent with the [Reporting Process](#) provided.

Harassment is any verbal or non-verbal conduct that is unwelcome to the individual and objectively offensive. For workplace harassment to be illegal, it must be either severe or pervasive, and based on a characteristic protected by a law enforced by the EEOC (e.g., Title VII of the Civil Rights Act). However, conduct need not rise to the level of illegal harassment to be prohibited by this Directive. For purposes of this Directive, this conduct will be referred to as "harassment."

The following are some examples of harassment prohibited by this Directive:

- Offensive jokes, comments, objects, or pictures.
- Unwelcome questions about a person's identity (e.g., disability status, gender identity, sexual orientation, national origin, religion).
- Undue and unwelcome attention.
- Ridicule or mockery.
- Displaying offensive objects or pictures.
- Insults or put-downs.
- Unwelcome touching or contact.
- Unwelcome sexual advances.

- Requests for sexual favors.
- Other verbal or physical harassment of a sexual nature.
- Slurs, epithets, or name-calling.
- Threats or other forms of intimidation.
- Physical or sexual assault.
- Engaging in bullying, intimidating, or threatening behavior.

To maintain a workplace free from harassment, FDIC management will take appropriate actions to address allegations of harassment made against non-employees such as staff at examination sites, contract workers, security guards, and delivery or maintenance staff.

Any FDIC employee who engages in conduct prohibited by this Directive is subject to disciplinary action, up to and including removal from Federal service.

In most cases, harassment does not include ordinary supervisory actions, such as telling an employee that they are not performing a job adequately. Generally, allegations concerning performance issues, impolite behavior, or personality conflicts will not fall under this Directive. Also, occasional and innocuous compliments generally will not constitute harassment, but rather reflect the reality of human experience and common courtesy.

This Directive is not intended to stand in isolation of other policies and tools available to remedy workplace disputes. FDIC employees involved in a workplace dispute may raise such issues through alternative means, such as the Internal Ombudsman's Office, FDIC's Alternative Dispute Resolution program, or the negotiated or administrative grievance procedures.

B. Reporting Process

1. Reporting Alleged Harassment

- a. Individuals who observe, experience, or otherwise learn about harassment covered under this Directive are expected to promptly report the conduct to any of the following:
 - 1) The alleged victim's immediate supervisor;
 - 2) The supervisor of the person responsible for the alleged conduct;
 - 3) Any management official with supervisory responsibility;

- 4) Anti-Harassment Program Coordinator (AHPC);
- 5) LERS Assistant Director; or
- 6) Any LERS Specialist.

When allegations of harassment are received, notify AHPC immediately.

- b. To fulfill the objectives of this Directive, an individual who has alleged harassment in connection with an EEO complaint, a negotiated or administrative grievance, a complaint filed with the Office of Special Counsel, or an appeal filed with the Merit Systems Protection Board, will be deemed to have reported alleged harassment under this Directive.

If employees raise allegations of harassment to the Internal Ombudsman's Office (IOO), they will be provided with a safe place to explore their concerns, advised to review this Directive, and referred to the AHPC, as appropriate. However, because of the unique role of the IOO, raising allegations of harassment with the IOO does not constitute notice to the FDIC under this policy.

2. Processing/Investigation of Allegations

- a. When the AHPC receives a report of harassment, the AHPC:

- 1) Contacts the individual making the report to explain the investigative process and schedule an intake call to gather preliminary information about the allegations.
- 2) Once the intake process is completed and the allegations are received, refers the matter to LERS.
- 3) Reports allegations related to the Office of Inspector General (OIG) to OIG's Director, Office of Human Resources for appropriate action pursuant to OIG procedure.
- 4) Notifies the appropriate contracting officer of allegations of harassment involving contract workers.

- b. LERS and Labor, Employment and Administration Section (LEAS) review the allegations to determine whether they are covered by this Directive. If so, LERS and LEAS, in consultation with the appropriate management official(s), must determine whether immediate corrective action is necessary to address the allegations. If such action is necessary, it will be effectuated as promptly as possible.

In consultation with the appropriate management official(s), LERS and LEAS determines whether additional investigation of the allegations is appropriate. If so, they initiate an investigation no later than 10 calendar days of receiving the report of harassment. All parties—including the reporting party (and the alleged victim of the alleged harassing conduct, if different from the reporting party), the alleged harasser, and any others involved—are required to cooperate with an investigation so it can be conducted in a prompt, thorough, and fair manner. A witness who fails to cooperate may be subject to disciplinary action, up to and including removal from Federal service.

The identity of the person reporting the harassment, the alleged harasser, and other witnesses interviewed in connection with an investigation under this Directive, as well as the information they provide during the investigation, are kept confidential to the extent possible. However, confidentiality cannot be guaranteed in light of the Agency's obligations to conduct a thorough and comprehensive investigation and maintain a harassment-free workplace.

An individual who reports harassment under this Directive may still pursue statutory, administrative, or collective bargaining remedies regarding an alleged act of harassment (e.g., EEO complaint). Such other remedial processes use different procedures, have different rules, requirements, and timeframes, and may provide different remedies than are available under this Directive. Reporting harassment under this Directive does not satisfy the requirements or delay the time limits or deadlines applicable for initiating or pursuing redress through other processes. For more information on filing an EEO complaint, employees should visit the OMWI website, <http://fdic01/division/OMWI/compl.html>. Individuals can find contact information for the FDIC's Equal Opportunity Compliance and Training Branch in OMWI at <https://fdicnet.fdic.gov/content/omwi/home/eoo/anti-harrasment.html>.

Within five business days of the conclusion of an investigation, the Fact Finder notifies the person reporting the harassment and the alleged harasser that the investigation has been completed. Such notifications are retained in the official investigative file. Consistent with the Privacy Act, information about decisions to take or not take disciplinary action generally are not disclosed.

3. Preventive/Corrective Action

The Fact Finder provides the investigative findings to the appropriate management official. In most cases, this will be the alleged harasser's immediate supervisor. However, the matter may be referred to a manager outside of the alleged harasser's chain of command. FDIC management, in consultation with LERS and LEAS, determines what, if any, action to take as a result of the findings. If harassment has

occurred, the FDIC takes prompt, appropriate action. The FDIC takes action no later than 60 calendar days of receiving notice of a report of harassment, as appropriate.



Responsibilities

A. Managers/Supervisors:

1. Do not engage in harassment or retaliatory conduct;
2. Immediately report allegations of harassment to the AHPC;
3. Participate and cooperate in the investigation process;
4. Take immediate action to stop/correct any harassment or retaliatory conduct;
5. Attend mandatory anti-harassment training;
6. Fully cooperate in an inquiry or fact-finding concerning an allegation of harassment; and
7. Comply with all applicable guidance and procedures referenced in this Directive.

B. Employees:

1. Do not engage in harassment;
2. Immediately report allegations of harassment to a management official, the AHPC, or a LERS Human Resources (HR) Specialist; and
3. Fully cooperate in an inquiry or fact-finding concerning an allegation of harassment.

C. AHPC:

1. Oversees the FDIC's Anti-Harassment Program;
2. Serves as a subject matter expert about issues related to this Directive;
3. Provides mandatory training for all managers and supervisors on how to identify and respond to incidents of harassment in the workplace;
4. Provides training for all employees about the anti-harassment policy and reporting procedures;
5. Coordinates program implementation with LERS, LEAS, and other Divisions/Offices, as appropriate;

6. Advises and provides technical assistance to managers and supervisors in preventing and addressing allegations of harassment;
7. Monitors program effectiveness by maintaining a system to track allegations and actions taken;
8. Recommends program changes for enhancement;
9. Works with other FDIC program officials to effectively prevent and eliminate harassment in the workplace through a continuing education program;
10. Develops preventive strategies based on any identified trends, and maintains relevant documents collected in the fact finding inquiry in accordance with FDIC Directive [1210.01, Records and Information Management Program](#);
11. Receives, gathers, and provides data required for reporting on allegations of harassment to the EEOC, other oversight agencies, or Congress; and
12. Ensures the Anti-Harassment Program policies and procedures are posted on the FDIC internal website and publicized throughout FDIC, including providing the policy and procedures to employees.

D. LERS:

1. In collaboration with LEAS, serves as Fact Finder to conduct investigations of allegations of harassment, where appropriate;
2. In collaboration with LEAS, provides advice and guidance to management on appropriate preventive or corrective action(s) to take in connection with allegations of harassment;
3. In collaboration with LEAS, notifies the AHPC when an investigation has been concluded within five business days after its completion, provides the AHPC with a summary of the findings, and identifies what, if any, corrective action was taken; and
4. Notifies the individual reporting the harassment and the alleged harasser when an investigation has been concluded within five business days after its completion.

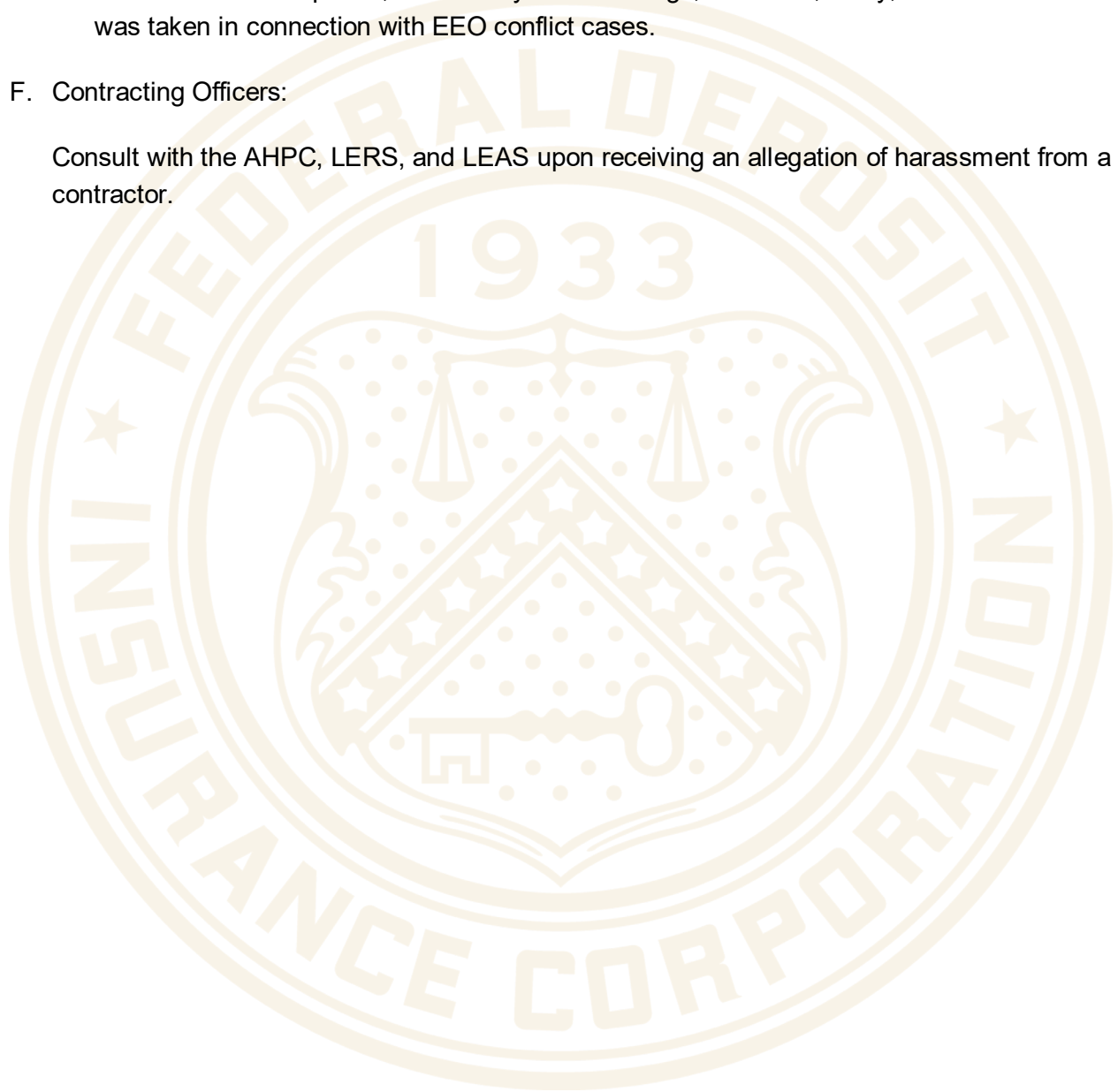
E. LEAS:

1. In collaboration with LERS, serves as Fact Finder to conduct investigations of allegations of harassment, where appropriate;

2. In collaboration with LERS, provides advice and guidance to management on appropriate preventive or corrective action(s) to take in connection with allegations of harassment; and
3. In collaboration with LERS, notifies the AHPC when the investigation of an allegation of harassment is completed, a summary of the findings, and what, if any, corrective action was taken in connection with EEO conflict cases.

F. Contracting Officers:

Consult with the AHPC, LERS, and LEAS upon receiving an allegation of harassment from a contractor.



Appendix - Authorities

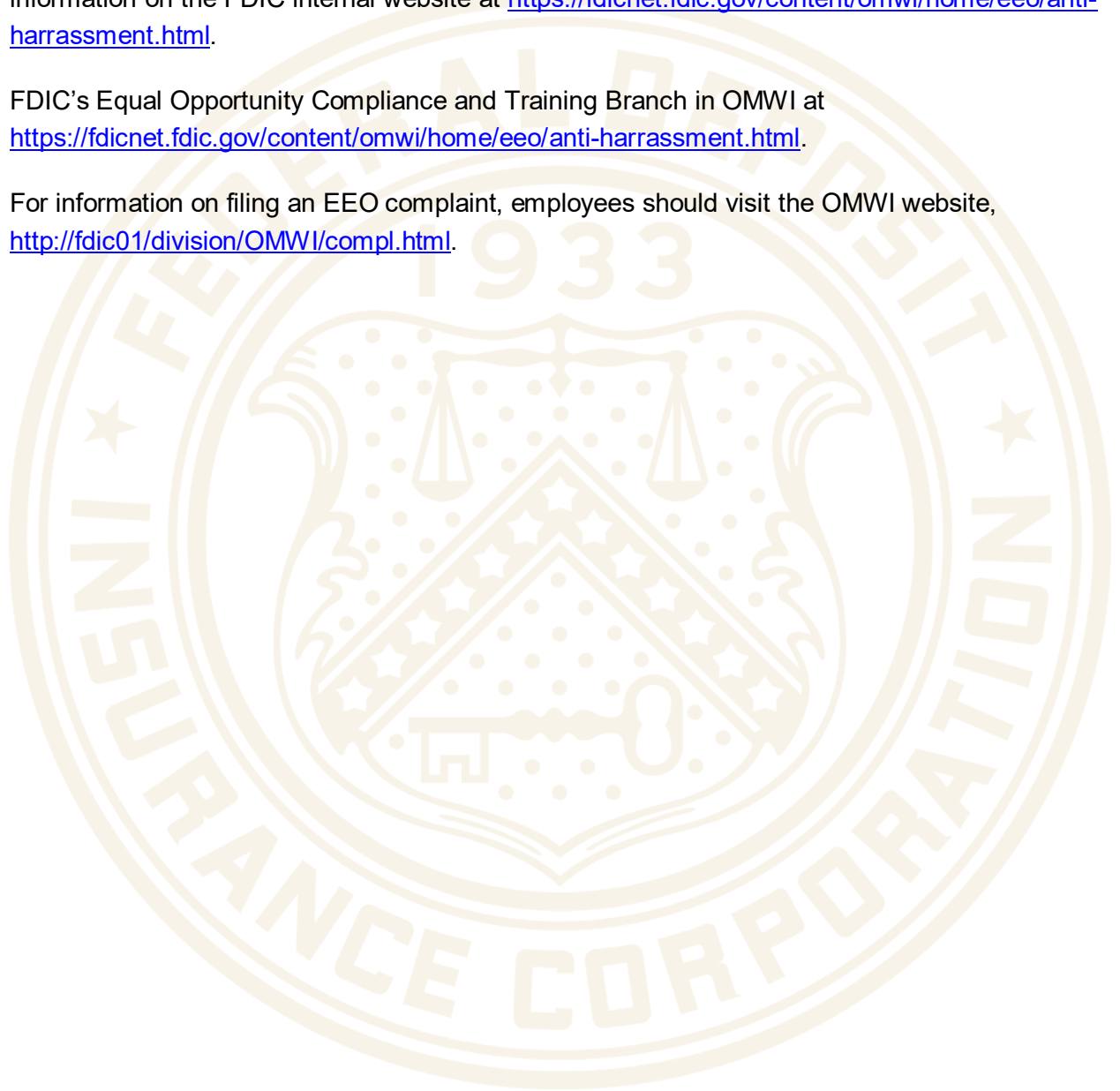
- Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 715
- Section 717, of Title VII of the Civil Rights Act of 1964, as amended, 42 United States Code (U.S.C.) § 2000e-16
- Section 501, of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 791
- The Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. §§ 621-634
- Genetic Information Nondiscrimination Act of 2008
- The Federal Labor-Management Relations Statute; 5 U.S.C. §§ 7101-7135
- Uniformed Services Employment and Reemployment Act of 1994; 38 U.S.C. §§ 4301-4335
- Executive Order (E.O.) 11478, Equal Employment Opportunity in the Federal Government
- E.O. 13087, Further Amendment to Executive Order 11478, Equal Employment Opportunity in the Federal Government
- E.O. 13145, To Prohibit Discrimination in Federal Employment Based on Genetic Information
- E.O. 13152, Further Amendment to Executive Order 11478, Equal Employment Opportunity in Federal Government
- E.O. 13672, Prohibiting Discrimination Based on Sexual Orientation and Gender Identity by Contractors and Subcontractors

Appendix - Contact Information

Employees can contact the AHPC at Anti-Harassment@fdic.gov, and can find additional contact information on the FDIC internal website at <https://fdicnet.fdic.gov/content/omwi/home/eeo/anti-harrassment.html>.

FDIC's Equal Opportunity Compliance and Training Branch in OMWI at <https://fdicnet.fdic.gov/content/omwi/home/eeo/anti-harrassment.html>.

For information on filing an EEO complaint, employees should visit the OMWI website, <http://fdic01/division/OMWI/compl.html>.



Glossary of Terms

Term	Definition
Anti-Harassment Program Coordinator (AHPC)	The designated employee responsible for overseeing the implementation of the Anti-Harassment Program.
Conduct Prohibited by this Directive (“Harassment”)	<p>Verbal or non-verbal conduct which is unwelcome to the individual and objectively offensive. For workplace harassment to be illegal, it must be either severe or pervasive, and based on a characteristic protected by a law enforced by the EEOC (e.g., Title VII of the Civil Rights Act). However, conduct need not rise to the level of illegal harassment to be prohibited by this Directive. For purposes of this Directive, this conduct will be referred to as “harassment.”</p> <p>The following are some examples of harassment prohibited by this Directive:</p> <ul style="list-style-type: none"> ▪ Offensive jokes, comments, objects, or pictures. ▪ Unwelcome questions about a person’s identity (e.g., disability status, gender identity, sexual orientation, national origin, religion). ▪ Undue and unwelcome attention. ▪ Ridicule or mockery. ▪ Displaying offensive objects or pictures. ▪ Insults or put-downs. ▪ Unwelcome touching or contact. ▪ Unwelcome sexual advances. ▪ Requests for sexual favors. ▪ Other verbal or physical harassment of a sexual nature. ▪ Slurs, epithets, or name-calling.

Term	Definition
	<ul style="list-style-type: none"> ▪ Threats or other forms of intimidation. ▪ Physical or sexual assault. ▪ Engaging in bullying, intimidating, or threatening behavior.
Fact Finder	<p>An individual assigned to conduct a prompt, independent, thorough, and impartial investigation into alleged harassment. The Fact Finder generally will be a Human Resources Specialist in LERS, but a Fact Finder may also be another appropriate official depending on the circumstances, e.g., conflict of interest situations.</p>

Glossary of Acronyms

Acronym	Definition
AHPC	Anti-Harassment Program Coordinator
EEOC	Equal Employment Opportunity Commission
LEAS	Labor, Employment and Administration Section (Legal Division)
LERS	Labor and Employee Relations Section (Division of Administration)
OIG	Office of Inspector General
OMWI	Office of Minority and Women Inclusion

U.S. Equal Employment Opportunity Commission
FY 2020 - FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Federal Deposit Insurance Corporation

ATTACHMENT E

FDIC Strategic Plan

**FEDERAL DEPOSIT
INSURANCE CORPORATION**

FDIC Strategic Plan

2018 – 2022

TABLE OF CONTENTS

CHAIRMAN’S MESSAGE	2
MISSION, VISION, AND VALUES	3
THE FDIC AND THE BANKING INDUSTRY: PERSPECTIVE AND OUTLOOK	4
THE FDIC’S MAJOR PROGRAMS	8
<i>INSURANCE PROGRAM</i>	9
<i>SUPERVISION PROGRAM</i>	14
<i>RECEIVERSHIP MANAGEMENT PROGRAM</i>	23
OFFICE OF INSPECTOR GENERAL	27
APPENDIX: THE FDIC’S STRATEGIC PLANNING PROCESS	28

CHAIRMAN’S MESSAGE

I am pleased to present the *FDIC Strategic Plan, 2018 – 2022*, which was approved by the Board of Directors on January 25, 2018. The plan has been updated in accordance with the requirements of the Government Performance and Results Act (GPRA) of 1993 (as amended) and the GPRA Modernization Act of 2010, and supersedes the *FDIC Strategic Plan, 2015 – 2019*, which was approved in April 2015.

The plan sets forth the FDIC’s long-term strategic goals and objectives for carrying out its core mission responsibilities for insuring depositors, supervising insured institutions, and resolving the failure of insured institutions. It describes the means and strategies that will be employed in pursuit of these goals and objectives and identifies factors outside the FDIC’s control that could potentially affect their achievement. The FDIC pursues these goals and objectives through annual performance goals that are established each year and published in the agency’s *Annual Performance Plan*. The FDIC reports on its performance against the annual performance goals in its *Annual Report*.

For more than 80 years, the FDIC has carried out its mission of maintaining public confidence and stability in the nation’s financial system. The FDIC is committed to carrying forward that mission as outlined in this *Strategic Plan*.

Martin J. Gruenberg
Chairman

MISSION, VISION, AND VALUES

MISSION

The Federal Deposit Insurance Corporation (FDIC) is an independent agency created by the Congress to maintain stability and public confidence in the nation’s financial system by:

- Insuring deposits,
- Examining and supervising financial institutions for safety and soundness and consumer protection,
- Making large and complex financial institutions resolvable, and
- Managing receiverships.

VISION

The FDIC is a recognized leader in promoting sound public policies; addressing risks in the nation’s financial system; and carrying out its insurance, supervisory, consumer protection, resolution planning, and receivership management responsibilities.

VALUES

The FDIC and its employees have a tradition of distinguished public service. Six core values guide us in accomplishing our mission:

<i>Integrity</i>	We adhere to the highest ethical and professional standards.
<i>Competence</i>	We are a highly skilled, dedicated, and diverse workforce that is empowered to achieve outstanding results.
<i>Teamwork</i>	We communicate and collaborate effectively with one another and with other regulatory agencies.
<i>Effectiveness</i>	We respond quickly and successfully to risks in insured depository institutions and the financial system.
<i>Accountability</i>	We are accountable to each other and to our stakeholders to operate in a financially responsible and operationally effective manner.
<i>Fairness</i>	We respect individual viewpoints and treat one another and our stakeholders with impartiality, dignity, and trust.

THE FDIC AND THE BANKING INDUSTRY: PERSPECTIVE AND OUTLOOK

Introduction

Congress created the FDIC in the Banking Act of 1933 to maintain stability and public confidence in the nation's banking system. The statute provided a federal government guarantee of deposits in U.S. depository institutions so that depositors' funds, within certain limits, would be safe and available to them in the event of a financial institution failure. In addition to its role as insurer, the FDIC is the primary federal regulator of federally insured state-chartered banks that are not members of the Federal Reserve System. The FDIC also acts as receiver for insured depository institutions (IDIs) that fail, and has resolution planning responsibilities (jointly with the Federal Reserve Board) for large and complex financial companies.

The FDIC carries out its mission through three major programs: insurance, supervision, and receivership management.

- The Insurance Program encompasses the activities undertaken by the FDIC to administer the Deposit Insurance Fund (DIF), which is funded through assessments on IDIs as well as investment income, and to provide depositors with access to their insured funds when an IDI fails.
- The Supervision Program encompasses the activities undertaken by the FDIC to promote safe and sound operations and compliance with fair lending, consumer protection, and other applicable statutes and regulations by IDIs for which the FDIC is the primary federal regulator (in cooperation with state banking agencies). The FDIC also has backup supervisory responsibility for other IDIs for which the Board of Governors of the Federal Reserve System (FRB) and the Office of the Comptroller of the Currency (OCC) are the primary federal regulators.

Primary Federal Regulator	Number of Institutions	Total Assets (Dollars in Millions)
FDIC	3,668	\$2,881,537
OCC	1,247	\$11,689,460
FRB	822	\$2,671,406
TOTAL	5,737	\$17,242,403

Source: Quarterly Banking Profile. Data as of 9/30/2017.

In addition, the FDIC and the FRB have joint responsibility for reviewing resolution plans submitted by large bank holding companies and designated nonbank financial companies that demonstrate how they would be resolved in a rapid and orderly manner under the U.S. Bankruptcy Code in the event of financial distress.

- The Receivership Management Program encompasses activities undertaken by the FDIC, in its capacity as receiver, to resolve failed IDIs in the least costly manner to the DIF; maximize net recoveries to the creditors of receiverships; and, under specified circumstances, administer the orderly liquidations of covered financial companies.

Over the next four years, the FDIC will face numerous issues and challenges in each of these major programs due to changing economic conditions, continuing changes in the nature of the financial services industry, expected changes in financial services regulation, and emerging consumer protection issues that affect the financial services industry. Some of the major issues and challenges are addressed in more detail below.

The Impact of the Economy

The performance of the economy directly affects the performance of individual financial institutions and the overall banking industry. Interest rates, inflation, unemployment, the business cycle, and shocks to specific sectors like agriculture, energy, housing, or commercial real estate all influence lending and funding strategies of IDIs. Economic and financial conditions abroad also have an impact on the U.S. economy and on the performance of banks.

The United States is in the midst of one of the longest recorded economic expansions. Economic growth has been subdued but sustained since the last recession ended in mid-2009. Household balance sheets have recovered from the financial crisis, as household wealth has increased from rising home prices and stock market valuations. While residential fixed investment remains below pre-crisis levels, business investment has returned to long-term trends. The economic outlook is for continued moderate growth, although downside risks remain.

Banks generally have improved their asset quality and capital and liquidity ratios. Although annual loan growth has slowed in recent quarters, all major loan categories continue to grow. Industry-wide profitability (as measured by return on assets) has been trending up, and the majority of banks report year-over-year growth in their quarterly net income. The number of problem institutions has fallen dramatically from the post-crisis high and is at its lowest level since 2008.

While the banking industry continues to perform well, the interest-rate environment and competitive lending conditions continue to pose challenges for many institutions. Some banks have responded to this environment by investing in longer-term or higher-risk assets. In some cases, banks may be entering unfamiliar business lines or offering new products to increase profitability. For these reasons, banking institutions remain vulnerable to interest-rate risk when interest rates eventually normalize to their longer-run levels. Overall, the industry must manage interest-rate risk, liquidity risk, and credit risk carefully to remain on a long-run, sustainable growth path.

Other Major Strategic Challenges

In addition to the challenges posed by the economy, the FDIC expects to face other challenges that will shape its priorities over the next four years.

- **Future of Community Banking.** The FDIC is the primary federal regulator for most community banks, which make up 92 percent of FDIC-insured bank and thrift charters (up from 87 percent in 1984); hold a majority of deposits in rural and “micropolitan” counties (those with populations up to 50,000 people), including more than 600 U.S. counties where community banks hold 100 percent of all bank deposits; and account for 46 percent of the industry’s small loans to farms and businesses.¹ Despite their long-term resilience and continuing importance as a source of credit to the vital small business sector, community bankers remain concerned about their competitive position vis-à-vis larger non-community banks.
- **Large and Complex Financial Institutions.** Although the FDIC is not the primary federal regulator for most large and complex IDIs, it has both insurance and back-up supervisory responsibilities for those institutions and acts as receiver for those that fail. The assets within the banking industry are concentrated today in a small number of large, complex banks and other financial institutions that have highly diverse business strategies and complex legal and business structures that make it difficult for the management of these companies to fully understand and manage their risks. These risks are intertwined among both their insured and uninsured subsidiaries, and the largest and most complex of these companies often have global footprints and interdependent counterparty relationships with one another that increase their complexity and risk.
- **Information Technology and Cybersecurity.** Cybersecurity threats continue to pose risks to banks, businesses, consumers, financial markets, and the FDIC. In addition to addressing cybersecurity threats internally, the FDIC works collaboratively with other federal and state agencies to help ensure that FDIC-insured institutions also take appropriate steps to address this risk.
- **Economic Inclusion.** Based on a 2015 FDIC survey, more than one-quarter of U.S. households do not have an account at an IDI or obtain financial services and products from alternative, nonbank financial firms.²

¹ Based on the definition of community banks in the *FDIC Community Banking Study*, 2012.

² *2015 National Survey of Unbanked and Underbanked Households*, October 2016. The survey reported that 7.0 percent of U.S. households (9.0 million households) had no relationship with a mainstream financial institution and that another 19.9 percent of U.S. households (24.5 million households) were underbanked (“underbanked” households were defined as those that had a bank account but had also obtained during the 12-month period prior to the survey financial services or products from alternative financial services providers outside of the banking system).

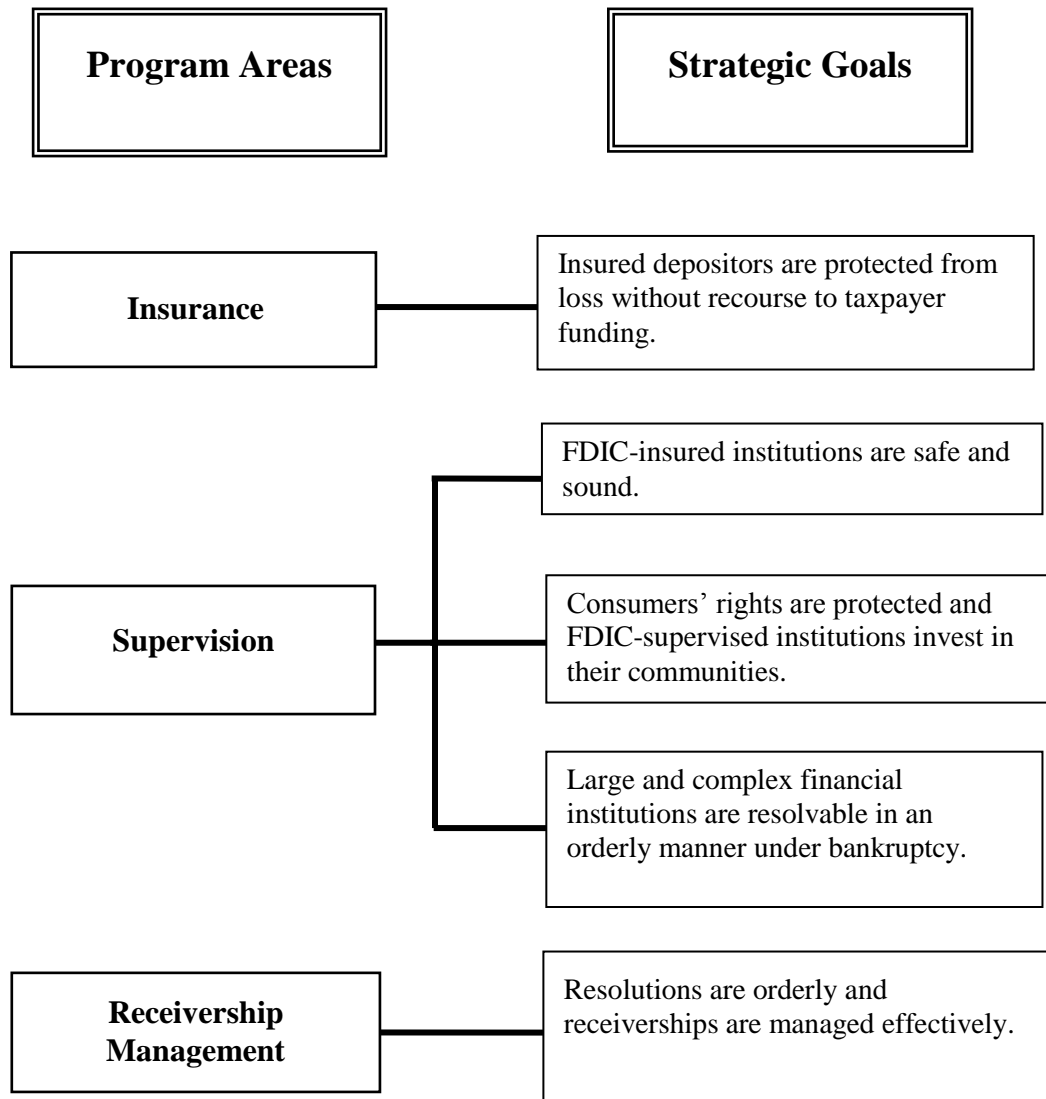
The FDIC recognizes that public confidence in the banking system is strengthened when households effectively use the mainstream banking system to deposit funds securely, conduct basic financial transactions, accumulate savings, and access credit on safe and affordable terms. The FDIC will continue to pursue the challenge of expanding the access of underserved households and communities to the products and services of FDIC-insured institutions. This requires engagement with both large and small banks across the country as well as with local governments and community leaders to understand business and partnership opportunities and promote financial education. By helping connect banks and communities in new ways and increasing awareness and use of safe and affordable banking services, the FDIC expects that it can strengthen the country's banking system and communities nationwide.

- **Workforce Management and Development.** The FDIC depends upon the talents and skills of its employees to accomplish its mission. Much of the FDIC's current workforce will transition into retirement over the next decade, even as the need for employees with advanced technical skills continues to increase. To address these challenges, the FDIC will develop and implement strategies over the next several years to recruit, train, develop, and maintain a highly skilled and engaged workforce drawn from all segments of U.S. society that embodies at all levels the principles of diversity, inclusion, and workplace excellence.³

³ The FDIC has issued (and updates annually, as needed) a *Diversity and Inclusion Strategic Plan* that guides its efforts in this area.

THE FDIC'S MAJOR PROGRAMS

The FDIC has three major program areas or lines of business. The agency's strategic goals for each of these programs are presented in the diagram below.



Insurance Program

Program Description

Deposit insurance is a fundamental component of the FDIC's role in maintaining stability and public confidence in the U.S. financial system. By promoting industry and consumer awareness of deposit insurance, the FDIC protects depositors at banks and savings associations of all sizes. When these IDIs fail, the FDIC ensures that the customers have timely access to their insured deposits and other services. The basic limit of federal deposit insurance coverage is currently \$250,000 per depositor. To keep pace with the evolving banking industry and maintain its readiness to protect insured depositors, the FDIC prepares and maintains contingency plans to promptly address a variety of IDI failures and conducts large scale simulations to test its plans.

The DIF must remain viable so that adequate funds are available to protect insured depositors in the event of an institution's failure. The FDIC maintains a sufficient DIF balance by collecting risk-based insurance premiums from IDIs and through prudent fund investment strategies. The FDIC continually evaluates the adequacy of the DIF. It identifies risks to the insurance fund by analyzing regional, national, and global economic, financial, and financial institution developments, and by collecting and evaluating information through the supervisory process.

Insurance Program

STRATEGIC GOAL 1

Insured depositors are protected from loss without recourse to taxpayer funding.

Strategic Objectives

- 1.1 Customers of failed IDIs have timely access to insured funds and financial services.**
- 1.2 The FDIC promptly identifies and responds to potential risks to the DIF.**
- 1.3 The DIF and system remain strong and adequately financed.**
- 1.4 The FDIC resolves failed IDIs in the manner least-costly to the DIF.**
- 1.5 The public and FDIC-insured depository institutions have access to accurate and easily understood information about federal deposit insurance coverage.**

The means and strategies used to achieve these strategic objectives and the external factors that could impact their achievement are described below.

- 1.1 Customers of failed IDIs have timely access to insured funds and financial services.**

Means & Strategies: When an institution fails, the FDIC facilitates the transfer of the institution's insured deposits to an assuming institution or pays insured depositors directly. The FDIC's goal is to provide customers with access to their insured deposits within one to two business days.

The FDIC continually monitors changes in financial institution operations and products to ensure the FDIC's ability to handle potential financial institution failures. The FDIC develops, tests, and maintains contingency plans to ensure it is prepared to handle a wide range of potential failure scenarios, including the failure of a large financial institution; simultaneous, multiple failures; the failure of an institution with large international holdings; and the failure of an insured institution that operates primarily through the internet.

External Factors: The goal of providing customers of failed institutions with access to their insured deposits within one to two business days is well established, but might be difficult to achieve in the case of an extremely large or complex institution or a sudden and unexpected failure. However, even if it took somewhat longer to complete all deposit insurance determinations, no depositor would ultimately lose any portion of an insured deposit.

1.2 The FDIC promptly identifies and responds to potential risks to the DIF.

Means & Strategies: The FDIC, in cooperation with the other primary federal regulators, proactively identifies and evaluates the risk and financial condition of individual IDIs. It also identifies broader economic and financial risk factors that affect all insured institutions. It accomplishes these objectives through a wide variety of activities, including the following:

- A risk-based deposit insurance assessment system, whereby institutions that pose greater risk to the DIF pay higher premiums;
- A strong examination and enforcement program;
- Collection and publication of detailed banking data and statistics;
- A vigorous research program;
- An off-site monitoring system that analyzes and assesses changes in banking profiles, activities, and risk factors;
- A comprehensive ongoing analysis of the risks in financial institutions with more than \$10 billion in assets through the Large Insured Depository Institution Program and Institution Monitoring Program for IDIs held by U.S. Global Systemically Important Banks;
- Thorough and timely review of deposit insurance applications and other applications from IDIs; and
- A comprehensive framework for continually assessing risks to the banking industry.

External Factors: In spite of the comprehensive efforts undertaken by the FDIC to identify and respond to potential risks to the DIF, natural disasters, public policy changes, and sudden economic or financial market crises could cause broad losses within the financial services industry and the DIF. In addition, a fraud perpetrated on a financial institution could result in a sudden and unforeseen loss to the DIF.

1.3 The DIF and system remain strong and adequately financed.

Means & Strategies: The FDIC's continued status as an independent agency is crucial to its ability to objectively assess risks and set appropriate assessment rates. The FDIC maintains the viability of the DIF by investing the fund, monitoring and responding to changes in the reserve ratio, collecting risk-based premiums, and evaluating the deposit insurance system in light of an evolving financial services industry. It regularly analyzes the growth or shrinkage of estimated insured deposits, the current assessment base, loss

expectations, interest income earned on the fund, and operating expenses. This information is used to develop a schedule of risk-based assessment rates.

Banks generally have improved their asset quality and capital and liquidity ratios. Although annual loan growth has slowed in recent quarters, all major loan categories continue to grow. Industry-wide profitability (as measured by return on assets) has been trending up, and the majority of banks report year-over-year growth in their quarterly net income. The number of problem institutions has fallen dramatically from the post-crisis high and is at its lowest level since 2008.

Recent trends in banking industry performance have been generally positive. The DIF balance has risen for the past eight years and stood at \$90.5 billion on September 30, 2017, up from \$83.2 billion at the end of 2016. The reserve ratio stood at 1.28 percent at September 30, 2017, up from 1.20 percent at the end of 2016.

The FDIC Board of Directors is statutorily required to establish a Designated Reserve Ratio (DRR) for the DIF that is not less than 1.35 percent, and set assessment rates to meet that target no later than September 30, 2020. But it may also establish a higher DRR and has set the DRR at 2.0 percent for every year since 2011. The FDIC is operating under a DIF Restoration Plan that provides, among other things, that the reserve ratio will reach 1.35 percent by the statutory deadline. The Restoration Plan requires the FDIC to update DIF income and loss projections at least semiannually, which allows the Board of Directors to evaluate whether growth in the DIF under current assessment rates is likely to be sufficient to meet the statutory requirement. Because institutions with total assets of \$10 billion or more are required by statute to bear the cost of increasing the reserve ratio from 1.15 percent to 1.35 percent, the FDIC Board of Directors imposed a temporary surcharge on these larger institutions that began in the third quarter of 2016 and will continue until the reserve ratio reaches 1.35 percent.

External Factors: Projections for the DIF are subject to considerable uncertainty arising from the economic outlook. Key risks to the economic outlook include the effects of interest rate increases on economic growth and adverse global developments. A slowdown in the U.S. economic recovery could result in more bank failures than projected and a decline in the value of failed bank assets. In addition, future assessment revenue could diverge from staff projections depending on changes in bank risk profiles and in the projected growth in the industry assessment base.

1.4 The FDIC resolves failed IDIs in the manner least-costly to the DIF.

Means & Strategies: When an institution fails, the FDIC facilitates an orderly, least-cost resolution.⁴ Using an estimated value of the failing institution's assets and liabilities, the FDIC markets the institution to potential bidders. After analyzing the bids received, the FDIC conducts a least-cost test determination and selects the least-cost strategy to pursue.

⁴ In resolving a failing institution, the FDIC calculates the estimated cost of various resolution options and selects the option resulting in the lowest total estimated cost to the DIF.

External Factors: In accordance with law, if a failure threatens serious adverse systemic effects on economic conditions or financial stability, resolution strategies other than the least-cost resolution may be employed.

1.5 The public and FDIC-insured depository institutions have access to accurate and easily understood information about federal deposit insurance coverage.

Means & Strategies: To inform consumers and FDIC-insured institutions about federal deposit insurance coverage, the FDIC provides financial institutions with a variety of educational tools and materials designed to help customers understand their deposit insurance coverage.

In addition, the FDIC uses several other approaches to disseminate information on deposit insurance coverage, including the following:

- Operation of a toll-free call center⁵ staffed by specialists who respond to questions from depositors and bankers,
- Training and other educational opportunities to help bank employees better understand the FDIC’s deposit insurance rules,
- An array of web-based educational resources for consumers and bankers, and
- A wide range of publications and videos explaining how FDIC deposit insurance works.

External Factors: A significant rise in the volume of bank failures, or publicity that raises public concerns about the possibility of significant bank failures, could result in bank runs by misinformed depositors or public avoidance of an insured depository institution. Timely, accurate, and understandable information is essential to alleviating these risks. An increased volume of bank failures and public concern about the possibility of additional failures could also result in substantial increases in the demand for information about FDIC insurance coverage that could temporarily exceed the FDIC’s capacity to provide such information. In such cases, the FDIC would augment staff resources for this function as quickly as possible.

⁵ 877-ASK-FDIC (877-275-3342); 800-925-4618 (TDD-for hearing impaired)

Supervision Program

Program Description

Although the FDIC is the insurer for all IDIs in the United States, it is the primary federal supervisor only for state-chartered banks and savings institutions that are not members of the Federal Reserve System.⁶ Nonetheless, the FDIC's roles as an insurer and primary supervisor are complementary, and many activities undertaken by the FDIC support both the insurance and supervision programs. Through review of examination reports, use of off-site monitoring tools, and participation in examinations conducted by other federal regulators (either through agreements with these regulators or, in limited circumstances, under the exercise of the FDIC's authority to conduct special (backup) examination activities), the FDIC regularly monitors the potential risks at all insured institutions, including those for which it is not the primary federal supervisor. The FDIC also takes into account supervisory considerations in the exercise of its authority to review and approve applications for deposit insurance from new institutions and other applications from IDIs, regardless of the chartering authority.

In addition, the FDIC has statutory responsibilities for certain bank holding companies and nonbank financial companies that are designated as systemically important. The FDIC and FRB have joint responsibility for reviewing and assessing resolution plans developed by these companies that demonstrate how they would be resolved in a rapid and orderly manner under the U.S. Bankruptcy Code in the event of financial distress.

The FDIC pursues the following three strategic goals in fulfilling its supervisory responsibilities as the primary federal supervisor for state non-member banks and savings institutions, the backup supervisor for other FDIC-insured institutions, and the reviewer of resolution plans:

- FDIC-insured institutions are safe and sound.
- Consumers' rights are protected and FDIC-supervised institutions invest in their communities.
- Large and complex financial institutions are resolvable in an orderly manner under bankruptcy.

The FDIC promotes safe and sound financial institution practices through regular risk management examinations, publication of guidance and policy, ongoing communication with industry officials, and the review of applications submitted by FDIC-supervised institutions to expand their activities or locations. When appropriate, the FDIC has a range of informal and formal enforcement options available to resolve safety-and-soundness problems identified at these institutions. The FDIC also has staff dedicated to administering off-site monitoring programs and to enhancing the agency's ability to timely identify emerging safety-and-soundness issues.

⁶ This includes state-licensed insured branches of foreign banks. As of 9/30/17, the FDIC had primary supervisory responsibility for 3,668 FDIC-insured, state-chartered commercial banks and savings institutions that are not members of the Federal Reserve System (generally referred to as "state non-member" institutions).

The FDIC promotes compliance by FDIC-supervised institutions with consumer protection, fair lending, and community reinvestment laws through a variety of activities, including ongoing communication with industry officials, regular compliance and Community Reinvestment Act (CRA) examinations, dissemination of information to consumers about their rights and required disclosures, and investigation and resolution of consumer complaints regarding FDIC-supervised institutions. The FDIC also has a range of informal and formal enforcement options available to resolve compliance problems identified at these institutions and their institution-affiliated parties.

Supervision Program – Risk Management

STRATEGIC GOAL 2

FDIC-insured institutions are safe and sound.

Strategic Objective

2.1 The FDIC exercises its statutory authority, in cooperation with other primary federal regulators and state agencies, to ensure that all FDIC-insured institutions appropriately manage risk.

Means & Strategies: As noted above, the FDIC is the primary federal supervisor for all state non-member banks and state-chartered savings institutions. For those institutions, the FDIC performs risk management (safety and soundness), trust, Bank Secrecy Act/Anti-Money Laundering, and information technology (IT) examinations in cooperation with state banking regulators. Most state banking agencies participate in an examination program under which certain examinations are performed on an alternating basis by the state agency and the FDIC. In addition, the FDIC, OCC, and FRB conduct IT examinations of third-party technology service providers that provide a range of services to IDIs. As the threat of cyberattacks continues to be prominent, the FDIC engages with other regulators and the private sector to exercise and refine protocols for addressing cyber events.

Risk management examinations are conducted according to statutorily established timeframes. These examinations assess an institution's overall financial condition, management practices and policies, compliance with applicable laws and regulations, and the adequacy of management and internal control systems to identify, measure, and control risks. Examination procedures may also detect the presence of fraud or insider abuse. In addition, the FDIC reviews the risk management capabilities of those FDIC-supervised institutions that apply for permission to engage in new or expanded business activities.

Communication and corrective action are important components of the FDIC's strategy for ensuring the safety and soundness of the institutions it supervises. Risks identified during an examination are discussed with the institution's management and board of directors. If an examination reveals serious weaknesses in the operations of the institution or indicates that the institution is operating in a weakened financial condition, the FDIC may issue formal or informal enforcement actions that remain in effect until corrective actions are taken and the identified weaknesses are addressed. In the case of severe problems, the institution may be instructed to seek additional capital, merge with another institution, or liquidate.

The FDIC's statutory authority also gives it a degree of supervisory responsibility in its role as insurer for insured depository institutions for which it is *not* the primary federal supervisor. The agency has staff in each of its regional offices that regularly review examination reports and other available information from the primary federal regulators for those institutions.

The FDIC also performs off-site monitoring of those institutions on an ongoing basis, particularly for institutions with more than \$10 billion in assets. In addition, the FDIC has the authority to conduct special (backup) examination activities for institutions for which it is not the primary federal regulator. Under this authority, the FDIC participates in examinations of certain IDIs that present heightened risk to the DIF and designated large, complex IDIs.

Ensuring the safety and soundness of FDIC-insured institutions over the next four years will require an effective supervisory program that incorporates the lessons learned from past financial crises, identifies potential new risks that emerge, and responds quickly to such issues. As the current economic expansion has progressed, more banks have been growing their loan portfolios and, in some cases, have been funding this growth with sources other than stable core deposits. These trends have the potential to give rise to heightened credit risk and liquidity risk. In addition, an extended period of historically low interest rates and tightening net interest margins has created incentives for IDIs to reach for yield in their lending and investment portfolios by extending portfolio durations, heightening their vulnerability to interest-rate risk.

Through regular on-site examinations and interim contacts with state non-member institutions, FDIC staff will actively engage in a constructive dialogue with banks to ensure that their policies to manage credit risk, liquidity risk, and interest-rate risk are effective, and, where appropriate, FDIC staff will work closely with institutions that have significant exposure to these risks and encourage them to take appropriate steps to mitigate risks. The FDIC will use off-site monitoring to help identify institutions with outsized risk exposures and follow up with individual institutions to better understand their risk profiles.

Cybersecurity is a risk area that will continue to receive particular attention. During this period, the FDIC will refine its IT examination program for insured institutions and major technology service providers, and increase its collaboration with other regulators, law enforcement, and security agencies. In addition, in light of the risks posed to the DIF by large and complex banks and the FDIC's new responsibilities for systemically important financial institutions (SIFIs), the agency will continue to enhance its supervisory monitoring program for large and complex banks.

The FDIC dedicates significant resources to the continuing identification of emerging issues. It regularly reviews supervisory information from the thousands of examinations that are conducted annually as well as information from a variety of external data sources to identify and, where appropriate, initiate supervisory responses to newly identified areas of risk. For example, the FDIC is currently monitoring trends, opportunities, and risks in

financial technology (fintech); evaluating fintech’s impact on banking, deposit insurance, oversight, inclusion, and consumer protection; and formulating strategy to respond to opportunities and challenges presented by fintech to supervised institutions.

The FDIC has established and consults regularly with the Advisory Committee on Community Banking, which advises the FDIC on the impact of FDIC supervisory policies and practices on community banks. Members of the Advisory Committee have a wide range of knowledge and experience related to community banks.

External Factors: Several factors outside of the FDIC’s control could affect the successful achievement of this strategic objective. In accordance with statutorily established time frames, most risk management examinations of well-capitalized and well-managed state non-member institutions are point-in-time examinations that occur at 18-month intervals. Between examinations, institutions may enter new lines of business, extend their lending programs into riskier areas, or implement new technologies without the knowledge of the FDIC or state regulatory agencies. Major changes in economic conditions could also affect institutions between examinations. The FDIC will continue to improve off-site tools to monitor potential risks in institutions on a continuing basis between examinations.

Under the alternating examination program, certain examinations are conducted in alternating periods by the state supervisory authority. Resource constraints outside of the FDIC’s control sometimes affect the timely completion of examinations by these state authorities. In such cases, the FDIC will conduct the examination itself within a reasonable timeframe after the originally scheduled examination date if the state agency is unable to do so.

Supervision Program – Compliance and Consumer Protection

STRATEGIC GOAL 3

Consumers’ rights are protected, and FDIC-supervised institutions invest in their communities.

Strategic Objectives

- 3.1 FDIC-supervised institutions comply with consumer protection, CRA, and fair lending laws and do not engage in unfair or deceptive practices.**
- 3.2 Consumers have access to accurate and easily understood information about their rights and the disclosures due them under consumer protection and fair lending laws.**
- 3.3 The public has access to safe and affordable products and services from IDIs and the opportunity to benefit from a banking relationship.**

The means and strategies used to achieve these strategic objectives and the external factors that could impact their achievement are described below.

- 3.1 FDIC-supervised institutions comply with consumer protection, CRA, and fair lending laws and do not engage in unfair or deceptive practices.**

Means & Strategies: The FDIC pursues this strategic objective primarily through compliance and CRA examinations of all FDIC-supervised institutions. CRA examinations are subject to statutory timelines, while compliance examinations are conducted according to timeframes established by FDIC policy. These examinations evaluate the compliance of institutions with consumer protection, privacy, CRA, and fair lending laws and regulations. If an examination reveals serious violations, the FDIC may implement either formal or informal enforcement actions to correct the identified violations. In unusual cases, non-compliance with consumer laws may subject the institution to significant legal risk, and could result in administrative enforcement actions or private litigation. In addition, when the FDIC has reason to believe that a “pattern or practice” of violations of fair lending laws has occurred at an institution, the FDIC is required by statute to refer the matter to the Department of Justice. An institution’s failure to comply with consumer protection, CRA, or fair lending laws and regulations might also affect the application of an FDIC-supervised institution seeking to engage in new or expanded business activities.

The FDIC sponsors or participates in numerous outreach and technical assistance activities designed to facilitate better understanding of and compliance with CRA, consumer protection, and fair lending laws and regulations by FDIC-supervised institutions. In addition, it actively participates in interagency policy development efforts and issues policy guidance. The FDIC focuses its examinations and other supervisory activities on those industry products, services, and practices that have the highest potential risk for violations of law that may result in potential harm to consumers.

External Factors: Most compliance and CRA examinations are point-in-time examinations that occur at scheduled intervals in accordance with FDIC policy. Between examinations, institutions may implement new products, services, or practices that hold significant potential risk for consumer harm without the knowledge of the FDIC. In addition, major changes in economic conditions could also affect institutions between examinations. During economic downturns, institutions sometimes elect to reduce costs by decreasing their internal resources dedicated to compliance.

3.2 Consumers have access to accurate and easily understood information about their rights and the disclosures due them under consumer protection and fair lending laws.

Means & Strategies: The FDIC provides information about consumer protection and fair lending laws and regulations to help consumers understand their rights. This information is disseminated through brochures and other media, including the FDIC’s website (www.fdic.gov). In addition, the FDIC frequently conducts or participates in educational seminars and conferences on consumer protection and fair lending issues to help both consumers and insured institutions better understand consumer protection, CRA, and fair lending laws and regulations.

The FDIC maintains a toll-free call center for consumer complaints and inquiries about FDIC-supervised institutions and has established target timeframes for investigating and responding to these complaints. It is also a leader in promoting greater financial literacy, primarily through its award-winning *Money Smart* curriculum. The agency will continue to enhance its outreach with this product over the next several years by updating the curriculum to address new consumer products and services and adapting the basic curriculum to additional target audiences.

External Factors: Although the FDIC makes information available to a broad array of consumers, individual consumers may not always use it. In addition, increasing complexity and aggressive and targeted marketing increase the challenges consumers face in evaluating alternatives in the marketplace.

3.3 The public has access to safe and affordable products and services from IDIs and the opportunity to benefit from a banking relationship.

Means and Strategies: The FDIC has played a national leadership role in recent years in promoting broader economic inclusion of unbanked and underbanked households within the nation’s banking system through the availability of safe and affordable transaction and saving accounts, as well as the opportunity to build credit profiles and borrow money to meet their needs. The FDIC’s *Money Smart* financial literacy curriculum is a key tool for pursuing this objective by seeking to educate a wide variety of target populations about basic financial principles and how they can be harnessed to achieve financial goals. The FDIC also sponsors or conducts research and demonstration projects, develops policy proposals, facilitates partnerships, and participates in targeted outreach and technical

assistance activities with both the institutions it supervises and various community-based organizations to further this objective.

The FDIC established and supports the Advisory Committee on Economic Inclusion to inform and support its research, demonstrations, and pilot projects and to promote sound supervisory and public policies to help ensure that underserved households have access to mainstream financial products and services that are affordable, easy to understand, and not subject to unfair or unforeseen fees. In addition, on a biennial basis, the FDIC conducts jointly with the U.S. Census Bureau the only comprehensive, nationwide research survey of unbanked and underbanked households in the United States to determine the extent to which these households are being served by the U.S. banking industry. The FDIC also engages banks; other federal, state and local government agencies; and non-profit organizations serving a broad spectrum of consumers and small businesses in building locally based coalitions to participate in financial education and information sharing. These coalitions promote local economic inclusion opportunities in communities where financial health has lagged the rest of the country.

Over the next several years, the FDIC will continue to pursue several multi-year initiatives to promote broader economic inclusion. It will continue to promote adoption of its model transaction account product (SAFE accounts); pursue strategies to improve financial resilience; build savings and improve credit records; and evaluate whether mobile financial services and other new technologies can be responsibly used to expand banking services to the unbanked and underbanked population. The FDIC also will continue to work with federal and local partners to facilitate community development through affordable housing, small business development, and related initiatives.

External Factors: The access of underserved households to credit from mainstream financial institutions could be disproportionately affected during economic downturns or periods of economic stress. Changing technological and market conditions could also positively or negatively affect opportunities to expand economic inclusion in the nation's banking system.

Supervision Program – Resolution Planning

STRATEGIC GOAL 4

Large and complex financial institutions are resolvable in an orderly manner under bankruptcy.

Strategic Objective

4.1 Large and complex financial institutions are resolvable under the Bankruptcy Code.

Means and Strategies: Certain large financial companies are required to prepare and submit annually to the FDIC and FRB resolution plans, or “living wills,” demonstrating that they could be resolved in a rapid and orderly manner under the Bankruptcy Code (or other applicable insolvency regime) in the event of material financial distress or failure. Among other things, the resolution plans must identify each firm’s critical operations, core business lines, and the key obstacles to a rapid and orderly resolution. The FDIC and FRB share responsibility for reviewing the plans, assessing informational completeness and resolvability under the Bankruptcy Code, identifying and requiring firms to address any shortcomings, and providing firms with guidance on the submission of future plans. The FDIC has a complementary rule that requires certain IDIs to periodically submit resolution plans that would enable the FDIC, as receiver, to resolve their failure in an orderly, least-costly manner.

The FDIC’s review of resolution plans is intended to improve the resolvability of bank holding companies (and other designated financial companies) through the bankruptcy process and their subsidiary IDIs through the FDIC’s traditional resolution processes as deposit insurer. These reviews enhance the FDIC’s ability to prepare for possible large resolutions and its understanding of how the FDIC’s resolution authorities could be best used. The FDIC has established on- and off-site monitoring and risk assessment programs that support the FDIC’s review of the resolution plans submitted by these companies. In addition, the FDIC employs multidisciplinary teams that include both supervisory and receivership management expertise in the review of these plans. The FDIC also collaborates closely with the primary federal supervisors for the affected IDIs in the review of these plans.

External Factors: The rapid and orderly resolution of a large and complex financial institution under either bankruptcy or Orderly Liquidation Authority may be complicated by legal and operational concerns that stem from the cross-border operations of many large, complex financial institutions. The FDIC actively works with foreign authorities to address these issues.

In addition, the sheer size and complexity of these firms pose legal and operational challenges to their resolution. Preplanning and structural and operational reforms by these companies are essential to achieving a rapid and orderly resolution under any legal framework.

Receivership Management Program

Program Description

When an IDI fails, the FDIC is ordinarily appointed receiver. In that capacity, it assumes responsibility for efficiently recovering the maximum amount possible from the disposition of the receivership's assets and the pursuit of the receivership's claims. Funds that are collected from the sale of assets and the disposition of valid claims are distributed to the receivership's creditors according to priorities set by law.

The FDIC seeks to terminate receiverships in an orderly and expeditious manner. Once the FDIC has completed the disposition of the receivership's assets and has resolved all obligations, claims, and other legal impediments, the receivership is terminated, and a final distribution is made to its creditors. Receivership creditors may include secured creditors, unsecured creditors (including general trade creditors), subordinate debt holders, shareholders, uninsured depositors, and the DIF (as subrogee). The FDIC, in its corporate capacity, is often the largest creditor of the receivership.

The FDIC may also be called upon to resolve the failure of a large, systemically important financial company if failure under the Bankruptcy Code would threaten U.S. financial stability. In such circumstances, the authority now exists to place a failed or failing financial company into an FDIC receivership process if no viable private-sector alternative is available to prevent the default of the company. The FDIC's Orderly Liquidation Authority (OLA) is intended to ensure the rapid and orderly resolution of the failure of the covered financial company in accordance with statutory mandates. The FDIC has been actively engaged in, and will continue over the next several years to pursue, resolution planning and operational readiness initiatives to make sure that it is prepared, if necessary, to fulfill this responsibility.

The FDIC's assessment of the resolution plans submitted by bank holding companies, other covered companies, and IDIs helps develop and improve its capabilities to administer large resolutions under any of the available authorities. The actions firms take to address the shortcomings identified in their plans and the direction to address those shortcomings will improve the likelihood that the firms will be resolvable under bankruptcy and/or traditional FDIC resolution processes, and will enhance the FDIC's ability to conduct a rapid and orderly resolution under the OLA, if necessary, to protect U.S. financial stability.

Receivership Management Program

STRATEGIC GOAL 5

Resolutions are orderly and receiverships are managed effectively.

Strategic Objectives

- 5.1 Receiverships are managed to maximize net return and terminated in an orderly and timely manner.**
- 5.2 Potential recoveries, including claims against professionals, are investigated and pursued if deemed to be meritorious and expected to be cost-effective.**
- 5.3 Resolution of the failure of a large, complex financial institution is carried out in an orderly manner in accordance with statutory mandates.**

The means and strategies used to achieve these strategic objectives and the external factors that could impact their achievement are described below.

- 5.1 Receiverships are managed to maximize net return and terminated in an orderly and timely manner.**

Means & Strategies: Under the Federal Deposit Insurance (FDI) Act, the FDIC, in its receivership capacity, manages the assets of failed IDI receiverships to preserve their value and disposes of them as quickly as possible, consistent with the objective of maximizing the net return on those assets. The oversight and prompt termination of receiverships preserves value for the uninsured depositors and other receivership claimants by reducing overhead and other holding costs. By quickly returning the assets of a failed institution to the private sector, the FDIC maximizes net recoveries and minimizes disruption to the local community. In addition, the FDIC has a new rule that requires IDIs with large numbers of deposit accounts to implement information technology and recordkeeping enhancements to improve the FDIC's ability to pay deposit insurance rapidly and resolve such institutions at the least cost to the DIF.

In fulfilling its responsibilities to creditors of failed institutions, the FDIC, as receiver, manages and sells the receivership assets using a variety of strategies, and identifies and collects monies due to the receivership. Given adequate time, the FDIC prepares in advance an information package and an asset valuation review for each failing IDI to help solicit bidders and sell as many of the institution's assets as possible at resolution or shortly thereafter. The FDIC manages the remaining assets in a cost-effective manner to preserve value until they can be marketed. Most of the remaining assets are marketed within 120 days after an insured institution fails. The failed institution's assets are often grouped into pools to be most appealing to acquirers and are marketed through an internet-based platform.

External Factors: A severe economic downturn could lead to more institution failures and could affect the pace at which the FDIC markets assets and terminates receiverships. Economic and other factors, such as extended litigation and problems resolving environmentally tainted receivership properties, might also delay the termination of a receivership.

5.2 Potential recoveries, including claims against professionals, are investigated and pursued if deemed to be meritorious and expected to be cost-effective.

Means & Strategies: When an insured depository institution fails, the FDIC, as receiver, acquires a group of legal rights, titles, and privileges generally known as professional liability claims. The FDIC's attorneys and investigators work together to identify and pursue claims arising from the failure of an insured institution that are deemed to be meritorious and expected to be cost-effective. The team conducts a factual investigation of the events that contributed to losses at the institution as well as legal research and analysis of the facts and potential claims. For each potential claim, the team recommends whether the claim should be pursued based on an assessment of the merits of the claim and likelihood of a recovery exceeding the estimated cost of pursuing the claim. The timely investigation and evaluation of potential claims against professionals who may have caused losses to the institution enables the FDIC to identify opportunities to maximize recoveries to each receivership and to hold accountable directors, officers, and professionals who cause losses to insured financial institutions. This process also enhances industry awareness of sound corporate governance standards.

External Factors: Potential claims are generally subject to statutes of limitations that establish time limits for the claim to be filed. A substantial increase in the number of failures could make it difficult to complete investigations of all potential claims and to decide within the established time limit whether to pursue any claims. The same problem could occur with very complex investigations or claims. Other obstacles to timely investigation and evaluation of claims include difficulty accessing critical information or witnesses. In such cases, the FDIC may seek to enter into tolling agreements with the potential defendants to extend the allowable timeframe for the claims to be filed.

5.3 Resolution of the failure of a large, complex financial institution is carried out in an orderly manner in accordance with statutory mandates.

Means & Strategies: Large, complex financial institutions in the United States historically have been organized under a holding company structure, with a top-tier parent and operating subsidiaries that comprise hundreds, or even thousands, of interconnected entities that share funding and support services and span legal and regulatory jurisdictions across international borders. Functions and core business lines often are not aligned with individual legal entity structures, and critical operations cross legal entities and jurisdictions, with funding dispersed among affiliates as needs arise. These integrated legal structures present obstacles to the orderly resolution of one part of the company without

triggering a costly collapse of the entire company and potentially transmitting adverse effects throughout the financial system.

To improve the ability of firms to be resolved in bankruptcy, the FDIC and FRB have worked closely with firms, and provided detailed feedback regarding key issues and obstacles to orderly resolution in bankruptcy. In response, firms have made significant changes to their operations and legal structure. The agencies also have fostered significant public transparency surrounding the resolution planning process to improve the public's understanding of the progress that has been made. In addition to taking steps to improve resolvability under bankruptcy, the FDIC has been preparing contingency plans for firms to be resolved under the OLA, should that be necessary to protect U.S. financial stability.

To ensure the FDIC's operational readiness to conduct the resolution of a large, complex financial institution, the FDIC continues to update and refine its firm-specific contingency plans. In addition, the FDIC is developing operational procedures for administration of a receivership, if necessary. The FDIC conducts simulations and tabletop exercises and undertakes joint contingency planning with other U.S. and foreign regulatory authorities to enhance communications and operational readiness, and it is exploring other opportunities to collaborate with U.S. and foreign authorities to ensure effective coordination and cooperation in a resolution. In addition, the FDIC, together with other U.S. financial regulatory agencies, continues to develop its relationships with key regulatory authorities in other countries to facilitate closer coordination and cooperation in the event of the failure of a global SIFI. The FDIC also analyzes emerging issues and is enhancing its understanding of the legal and policy structures in other countries that might affect a rapid and orderly resolution.

The FDIC established the Systemic Resolution Advisory Committee, to advise on the potential effects the failure of a large, complex financial institution would have on financial stability and economic conditions. Members of the Advisory Committee bring a wide range of knowledge and experience to resolution-related issues, including expertise in managing complex firms, administering bankruptcies, working within different legal jurisdictions, and understanding the application of accounting rules and practices.

External Factors: The specific facts surrounding the failure of a large, complex financial institution may affect the FDIC's ability to execute a resolution as planned, especially considering the complex and interconnected nature and global reach of these firms. As part of its contingency planning efforts, the FDIC will seek to mitigate this risk by collecting and maintaining comprehensive, up-to-date information on these institutions that will support a rapid and orderly resolution, if that becomes necessary.

OFFICE OF INSPECTOR GENERAL

The FDIC's Office of Inspector General (OIG) is an independent organizational unit established under the Inspector General Act of 1978, as amended, that conducts audits, evaluations, investigations, and other reviews of FDIC programs and operations. The OIG's mission is to promote the economy, efficiency, and effectiveness of FDIC programs and operations, and to prevent, deter, and detect waste, fraud, abuse, and misconduct in FDIC programs and operations.

The OIG aims to drive change and make a difference by prompting and encouraging improvements and efficiencies at the FDIC, help preserve the integrity of the agency and the banking system, and protect depositors and financial consumers. To accomplish its mission and achieve its vision, the OIG has established the following six goals:

- Conduct superior, high-quality audits, evaluations, and reviews;
- Investigate significant matters of wrongdoing and misconduct relating to FDIC employees, contractors, and institutions;
- Strengthen relations with partners and stakeholders;
- Administer resources prudently, safely, securely, and efficiently;
- Exercise leadership skills at all levels within the organization; and
- Promote teamwork within the Office.

The OIG also has developed internal objectives to accomplish these goals.

Appendix: The FDIC’s Strategic Planning Process

Introduction

The FDIC is subject to the requirements of the Government Performance and Results Act (GPRA) as modified by the GPRA Modernization Act of 2010. In accordance with the requirements of these statutes, the FDIC reviews and updates its *Strategic Plan* every four years, publishes *Annual Performance Plans* and *Performance Reports*, and conducts program evaluations to assess whether the agency’s programs are achieving their stated purposes.

Annual Performance Plan and Report

The FDIC’s *Strategic Plan* is implemented through annual performance plans. The annual plans identify annual performance goals, indicators, and targets for each strategic objective. The FDIC submits an *Annual Report* to Congress in February of each year that compares actual performance to the annual performance goals for the prior year. This report is also made available to FDIC stakeholders and the public through the FDIC’s website.

The FDIC’s long-term strategic goals and objectives are expressed in outcome terms, and selected outcome measures are included in the agency’s annual performance plans. However, many of the performance indicators in these annual plans are process measures (for example, completing required examinations). It is often difficult to establish a direct causal relationship between the agency’s activities and the outcomes experienced by insured institutions. The FDIC continues to work with the other regulatory agencies to improve its performance measures.

Corporate Planning and Performance Management Process

The FDIC establishes performance goals annually through an integrated planning and budgeting process. In formulating these performance goals, the agency considers the external economic environment, the condition of the banking and financial services industry (including potential risks), projected workload requirements, and other corporate priorities. The FDIC’s plans also may be influenced by the results of program evaluations and management studies, prior year performance results, and other factors. Based on this information, planning guidance is established by senior management with input from program personnel.

After annual performance goals are established, a proposed annual corporate operating budget is developed, taking into account the financial, human capital, technological, and other resources required to accomplish the FDIC's core mission responsibilities and other annual performance goals. The budget is typically approved by the Board of Directors in December.

Annual performance goals are communicated to employees through established supervisory channels, the internal FDIC website, the *FDIC News*, and other means. Staff prepares progress reports, and senior management conducts performance reviews quarterly.

Stakeholder Consultation

The FDIC requested comment from stakeholders and the public on a draft of this strategic plan through a posting on the FDIC website for a 14-day period in November–December 2017. All comments and suggestions were carefully reviewed and changes made to the plan where appropriate.

Program Evaluations

The Risk Management and Internal Control Branch in the Division of Finance coordinates the evaluation of the FDIC's programs and issues follow-up reports. Program evaluations are interdivisional, collaborative efforts, and they involve management and staff from all affected divisions and offices. Such participation is critical to fully understanding the program being evaluated. It also gives the divisions and offices a stake in the process. Division and office directors use the results of the program evaluations to assure the Chairman that operations are effective and efficient, financial data and reporting are reliable, laws and regulations are followed, and internal controls are adequate. These results also are considered in strategic planning for the FDIC. During the period covered by this *Strategic Plan*, the FDIC will continue to perform risk-based reviews in each strategic area of the agency.

ATTACHMENT F

FDIC Alternative Dispute Resolution Procedures



OFFICE OF MINORITY AND WOMEN INCLUSION

INTERNAL POLICY

TYPE AND NUMBER

CPB 2000.1

CONTACT

Michael Moran

TELEPHONE NUMBER

(703) 562-6073

DATE: March 26, 2018

DATE OF CANCELLATION *(Bulletins Only)*

TO: Office of Minority and Women Inclusion Staff

FROM: Saul Schwartz
Director, Office of Minority and Women Inclusion

SUBJECT: Equal Employment Opportunity Alternative Dispute Resolution Program

1. Purpose To establish and define guidelines and procedures for the administration of and participation in the Federal Deposit Insurance Corporation’s (FDIC or Agency) Equal Employment Opportunity (EEO) Alternative Dispute Resolution (ADR) program.

2. Policy It is the policy of the FDIC to use mediation, a form of ADR, as appropriate, to resolve informal and formal EEO complaints at the earliest opportunity within the EEO complaint process.

3. Background The U.S. Equal Employment Opportunity Commission’s (EEOC) revised regulation at 29 C.F.R. §1614.102(b)(2) requires Federal agencies to establish or make available an ADR program in conjunction with the processing of complaints of employment discrimination.

This internal policy was developed to: (1) provide an informal alternative to the EEO process; and (2) provide employees with an opportunity for a confidential and informal attempt to resolve their concerns at the lowest possible level, while allowing the parties to participate actively in the resolution of the dispute.

The Office of Minority and Women Inclusion (OMWI), Complaints Processing Branch (CPB) manages the EEO ADR program.

4. Authority Section 3 of Public Law 101-552, as amended by the Administrative Dispute Resolution Act of 1996 (Public Law 104-320, 5 U.S.C. §§571-584) (ADR Act).

EEOC regulations at 29 C.F.R. §1614.102(b)(2).

5. Complaints Processing Branch ADR Program

The FDIC is dedicated to diversity and inclusion and equal opportunity in all its employment policies, practices, and programs.

ADR has proven to be an effective tool for resolving workplace disputes faster, more economically, and in a non-adversarial forum. Mediation is one form of ADR, and is a problem solving technique which uses neutral third parties to resolve disputes. The use of mediation encourages and facilitates early resolution of workplace disputes by the good faith participation of management and aggrieved employees.

Mediation promotes principles and practices that facilitate open communication and improve working relationships. Using mediation to resolve workplace disputes demonstrates the agency's commitment to providing a confidential non-adversarial approach to problem solving, while promoting joint ownership of solutions.

Mediation is available throughout the EEO complaint process. OMWI uses certified contract mediators who are trained in various ADR techniques.

a. Mediation is Voluntary, Neutral and Confidential

EEO mediation is voluntary for an aggrieved party/complainant and the mediation discussions are confidential.

The mediator is a contract neutral who will not take sides with either party, but will assist in facilitating a resolution of the claims at issue in the EEO complaint, as well as other issues that may come up during the mediation session.

The FDIC requires managers and supervisors to make every effort to resolve workplace disputes with their employees. Thus, if an aggrieved party/complainant elects to use mediation in lieu of EEO Counseling, or during the formal EEO complaint stage to resolve an EEO complaint, management is required to participate in the mediation session, the appropriate management official is required to participate in the process and attempt to resolve the dispute in good faith.

Confidentiality is essential to the success of all ADR proceedings. All ADR processes will assure information is not disclosed consistent with the provisions of the ADR Act. This will enable parties to be forthcoming and candid, without fear that their statements may later be used against them. The parties will not discuss confidential

communications outside the mediation process. Neutrals will not reveal to the Agency staff or management, confidential communications disclosed during the mediation session.

b. Stages of the EEO Complaint Process when EEO Mediation is Available

Mediation is available during informal counseling stage; during the processing at the formal complaint stage; and during the hearing stage of the EEO complaint. The EEOC oversees mediations during the hearing stage. Most mediations occur during the informal counseling stage.

OMWI has discretion to determine whether a given dispute is appropriate for EEO mediation. At the informal stage, an aggrieved person may elect mediation instead of EEO counseling. At the formal stage, OMWI may offer mediation at any time, up until the final agency decision is issued.

c. Timeframes of the EEO Administrative Process and the EEO ADR Process

The informal EEO counseling stage takes place within 30 calendar days from an aggrieved individual's first contact with OMWI or the EEO Counselor. If mediation is deemed to be appropriate, the aggrieved individual will be afforded the opportunity to elect EEO mediation. Examples of matters that may be appropriate for mediation include, but are not limited to, denial of promotion, harassment, unfavorable performance rating, and disciplinary action.

If mediation is elected, the timeframe for the informal EEO process is extended an additional 60 calendar days; however, OMWI will attempt to schedule mediation within 30-60 calendar days from the aggrieved person's initial contact with OMWI or the EEO Counselor. The total timeframe of the informal EEO stage, if mediation is elected, should not exceed 90 calendar days.

During the formal stage, if mediation is deemed appropriate and offered by OMWI, and accepted by the complainant, attempts will be made to schedule mediation within 30 calendar days from the date it is accepted. OMWI may initiate mediation at complainant's and/or the Agency's request.

A mediation session may take four to six hours and is normally conducted face-to-face when possible. If not possible or feasible, the mediation session may be conducted via VTC or conference call.

At any point in the process after the aggrieved party/complainant has decided to enter mediation, the aggrieved party/complainant may terminate the mediation process and resume the EEO complaint process.

d. Right to Representation during Mediation

Each party is entitled to a representative during the EEO complaint process. In general, representation is not required for mediation and either party may decide not to have a representative present during a mediation session. Since the purpose of the mediation is to facilitate open and meaningful communication between the aggrieved party and the designated management official, the role of the representative in the mediation session is to encourage dialogue between the parties, and not to promote an adversarial process.

It is inconsistent with their neutral roles for EEO counselors, EEO investigators, EEO officers, and EEO program managers to serve as representatives for agencies or complainants. Therefore, persons in these positions cannot serve as representatives for complainants or for agencies in connection with the processing of discrimination complaints.

If an aggrieved party/complainant elects to be represented by an attorney, management may elect to request an Agency attorney to accompany management at the mediation. Due to confidentiality requirements and conflicts of interest, both the aggrieved party/complainant and the management official must designate their representative in writing before the start of the mediation. If it is determined that a conflict of interest exists, the aggrieved party/complainant and/or the management representative must re-designate the representative. The Agency attorney should not be the same attorney representing the Agency at hearing before the EEOC.

If an aggrieved party/complainant does not elect to be represented by an attorney at the mediation, management may not have an Agency attorney at the mediation.

e. FDIC Resolving Official Attending Mediation

The appropriate resolving official should have settlement authority to bind the Agency at mediation. The manager who is directly involved with the EEO claim should not act as the manager with settlement authority at the mediation.

f. Settlements and Enforceability

Any settlement of an EEO complaint must be entered into voluntarily.

If a settlement is reached through the ADR process, the parties will draft a settlement agreement that is acceptable to all parties and their representative(s), if any. A settlement agreement becomes binding, final, and effective upon the review, concurrence, approval, and signature of the FDIC Legal Division. The Director, OMWI provides concurrence only. Signed settlement agreements are binding on both parties. The terms of the settlement agreement are enforceable and any breach of the agreement should be reported to the Director, OMWI pursuant to 29 CFR §1614.504.

If a settlement is not reached, the employee can continue the pursuit of his/her matter through the EEO formal complaint process.

g. Exceptions to ADR Program

The majority of matters are appropriate for EEO ADR. However, the EEOC recognizes that there are instances in which EEO ADR may not be appropriate or feasible; and therefore, Agencies may decline to offer EEO ADR for particular issues.

The FDIC has determined that certain situations (i.e., claims growing out of a reduction-in-force, claims involving non-selection of non-FDIC employees (applicants), or where the same, similar or related claims filed by the same individual have been mediated in previous informal or formal complaints) are not appropriate for mediation. Other specific reasons are determined on a case-by-case basis.

6. Training

Training will be provided for employees and managers on the EEO ADR program, their roles and responsibilities in the mediation process, and the benefit of using mediation to resolve workplace disputes.

Training and an ongoing review and evaluation of the EEO ADR program will be essential in order to determine whether the program has

	achieved its goals and how the program might be improved to be more efficient and achieve better results.
7. Recordkeeping Requirements	Records shall be maintained in accordance with FDIC Circular 1210.1, FDIC Records and Information Management (RIM) Policy Manual. Records shall be maintained for annual reporting (Form 462) to the EEOC.
8. Effective Date	This internal policy is effective immediately.

ATTACHMENT G

FDIC Circular 2710.5 – FDIC Reasonable Accommodation Program



FDIC DIRECTIVE

2710.5

Saul Schwartz
Director
Office of Minority and Women Inclusion

See approval(s) on Action Log

Reasonable Accommodation Program

PURPOSE

To provide the Federal Deposit Insurance Corporation's (FDIC or Corporation) policy on providing reasonable accommodation to qualified employees and applicants for employment with disabilities consistent with Title 29 Code of Federal Regulations (CFR) Part 1614, including revisions dated January 3, 2017.

SCOPE

The provisions of this Directive apply to all employees and applicants for employment with the FDIC.

AUTHORITIES

- Federal Regulations (29 C.F.R. §§ 1614, 1630) require Federal agencies to provide reasonable accommodations to qualified employees and applicants for employment with disabilities.
- The Americans with Disabilities Act (ADA) of 1990, as amended (42 U.S.C. § 12101 et seq.)
- The Rehabilitation Act of 1973, as amended (29 U.S.C. § 701 et seq.)

FORM(S)

- [FDIC 2710/02, Request for Reasonable Accommodation](#)
- Standard Form (SF) 256, Self-identification of Disability

REVISION(S)

This Directive supersedes Circular 2710.5, Procedures for Providing Reasonable Accommodation to Individuals with Disabilities, dated December 15, 2014.

Action Log

Submission Type <i>(New, Pedestrian Change, Revision)</i>	Date	Approved through Directives Management Center
Revision	03/29/2019	Saul Schwartz

Summary of Changes (if applicable)

Substantial changes being made to bring the Directive into compliance with the federal regulations promulgated by the Equal Employment Opportunity Commission (EEOC) on January 3, 2017.



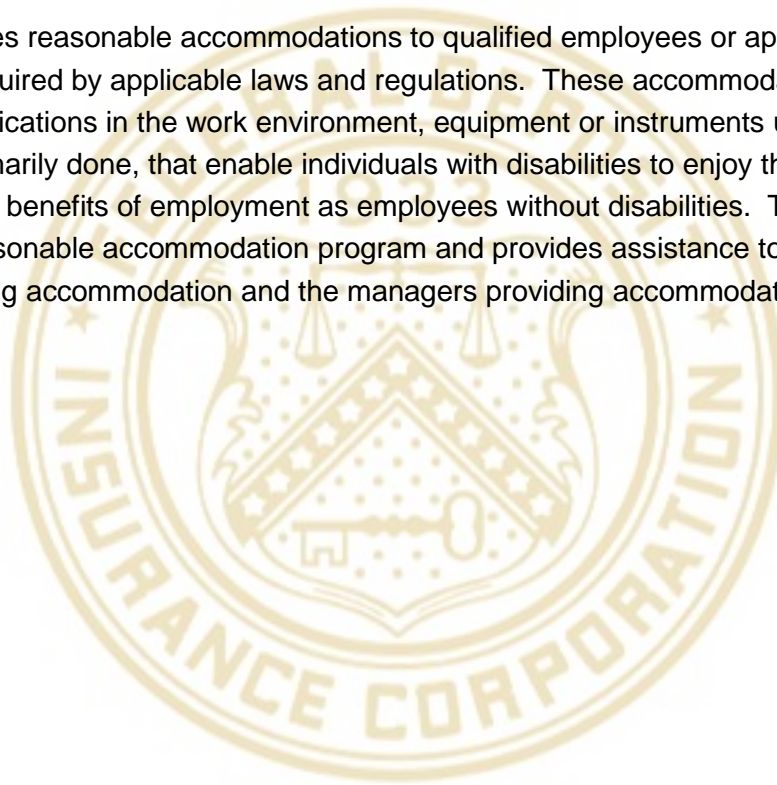
Table of Contents

Action Log.....	2
Summary of Changes (if applicable)	2
Table of Contents.....	3
Background.....	4
Policy	5
A. Requests for Reasonable Accommodation	5
B. Reviewing Requests for Reasonable Accommodation	8
C. Denial of Requests for Reasonable Accommodation	13
D. EEO Complaints and Grievances	14
E. Freedom from Retaliation	15
F. Confidentiality Requirements	15
G. Recordkeeping Requirements	15
Responsibilities	17
A. Employee/Applicant.....	17
B. Support Coordinator (For Employees with Intellectual disabilities)	17
C. Disability Program Manager.....	17
D. Reviewing Official	17
E. Deciding Official.....	18
F. Implementing Office.....	19
Appendix.....	20
Glossary of Terms.....	23
Glossary of Acronyms.....	30

Background

The FDIC is committed to the principles of equal opportunity in all of its programs, policies, and practices, and to promoting diversity and inclusion in its workforce, as well as in its programs and activities. The Office of Minority and Women Inclusion (OMWI) is responsible for the FDIC's diversity and inclusion, civil rights, accessibility, and minority and women outreach programs. These programs ensure that the FDIC's workplace is inclusive, free from unlawful discrimination and retaliation, and provides equal opportunity and access to all.

The FDIC provides reasonable accommodations to qualified employees or applicants with disabilities as required by applicable laws and regulations. These accommodations are changes or modifications in the work environment, equipment or instruments used, or the way things are customarily done, that enable individuals with disabilities to enjoy the same opportunities and benefits of employment as employees without disabilities. The OMWI oversees the reasonable accommodation program and provides assistance to individuals with disabilities seeking accommodation and the managers providing accommodations.



Policy

The FDIC has a longstanding commitment to ensuring equal opportunity for all persons regardless of race, color, national origin, sex (including pregnancy, equal pay, gender identity and sexual orientation), religion, age, disability, genetic information, or status as a parent, and to preventing prohibited retaliation against individuals for participating in the EEO complaint process or opposing discriminatory practices. With this commitment, the FDIC meets its obligation to provide reasonable accommodation for known physical and mental disabilities of qualified employees and applicants for employment, unless the FDIC can show that a particular accommodation would impose an undue hardship on the operation of its programs and activities.

When appropriate, the FDIC may grant an accommodation to an employee or an applicant for employment, even though the Corporation may not be legally required to do so. Therefore, the FDIC's approval of an accommodation request does not necessarily constitute a determination by the Corporation that an employee or applicant for employment is legally entitled to the accommodation or the accommodation granted.

A. Requests for Reasonable Accommodation

1. Initial Requests

An individual with a disability may request a reasonable accommodation at any time, even if he or she has not previously disclosed the existence of a disability. Disclosing a medical condition or medication, which may or may not impact the employee's work environment or ability to perform his or her job, may also indicate the potential need for reasonable accommodation. Requests:

- a. May be made orally or in writing and do not have to include any special words such as "reasonable accommodation," "disability," or "Rehabilitation Act;"
- b. Do not require the completion of a specific form for the interactive process to begin, and the employee is not required to have a particular accommodation in mind before making the request; and

- c. May be made or submitted to the employee's first-line supervisor, another supervisor or manager in the employee's chain of command, the Division/Office Director, or the Disability Program Manager.

If an approved accommodation is needed on a repeated basis, the employee needs only to make a summary request for the accommodation, either orally or in writing when a subsequent need arises.

For employees with intellectual disabilities, a Support Coordinator can be made available for the purpose of assisting the employee and promoting the employee's best interest in the workplace. While supervisors should take all necessary precautions to maintain the confidentiality of employees with intellectual disabilities, a supervisor may be required to discuss the employee's disability in order to provide them a reasonable workplace accommodation.

The Support Coordinator, in conjunction with any legal guardian, if applicable, will ordinarily be involved in all aspects of the reasonable accommodation process or any other process for determining appropriate workplace assistance. The Disability Program Manager should be contacted for information on accommodations available for employees with intellectual disabilities.

In the case of an applicant for employment, the applicant's request for a reasonable accommodation is made or submitted to the HR Specialist responsible for recruitment of the position. Applicants should submit requests for reasonable accommodation as early in the hiring process as possible to afford the FDIC a reasonable time to process the requests. For example, an applicant may require a sign language interpreter to be available during interviews in the hiring process. Such accommodations can be provided without delay if planned in advance of the requirement.

2. Communication

Communication is a priority throughout the reasonable accommodation process. As soon as practicable following a request for a reasonable accommodation, whether made orally or in writing, the individual making the request and management shall engage in the interactive process. This process involves discussions between the individual making the request and management regarding the request, the process for determining whether an accommodation will be provided, and potential accommodations.

Management should communicate with the individual making the request early in the process and periodically throughout the process. The interactive process is especially important when impairment is not obvious or an effective accommodation is not clear.

While the Deciding Official makes the ultimate decision on a request for reasonable accommodation, that decision may be made in consultation with the Disability Program Manager and the Federal Occupational Health (FOH) Service, when necessary.

3. Medical Documentation

When a disability or need for an accommodation is not obvious, the Deciding Official, other supervisor or manager in the requesting employee's chain of command, or Disability Program Manager may ask the employee requesting an accommodation to provide sufficient medical documentation from a healthcare provider. If the employee does not want to provide medical documentation to anyone at the FDIC, the employee or the employee's healthcare provider may choose to send it to FOH directly. If this option is chosen, the employee must inform the Disability Program Manager of this decision, and the Disability Program Manager will send the appropriate forms to the employee and FOH to initiate the process.

The FDIC has the right to have medical documentation reviewed by a qualified medical professional appointed by the FDIC. Under a contractual agreement with the FDIC, FOH physicians can review requests for reasonable accommodation and, when necessary, may consult with the requesting employee's healthcare provider(s) concerning the employee's disability and the appropriate reasonable accommodations. The FOH physicians may also request relevant supplemental medical documentation if the information submitted by the employee requesting an accommodation is insufficient. Depending on their complexity, reasonable accommodation requests may or may not necessitate FOH review.

The medical documentation should address:

- a. The nature, severity, and duration of the impairment;
- b. The activity or activities that the impairment limits;
- c. The extent to which the impairment limits the ability to perform the activity or activities (*i.e.* job function); and

- d. Why the employee requires reasonable accommodation or the particular reasonable accommodation requested, as well as how the requested accommodation will assist an applicant to apply for a job, perform the essential functions of the job, or enjoy a privilege or benefit of employment.

The healthcare provider's statement must be legible, on the healthcare provider's letterhead, and signed with an original signature. When the need for a reasonable accommodation remains unclear, or when the individual requesting an accommodation has not provided sufficient medical information to clarify the need, the FDIC has the right to request additional information.

The FDIC is obligated to keep medical information confidential in accordance with the confidentiality requirements under the Americans with Disabilities Act and other applicable laws and regulations and the limited circumstances under which such information may be disclosed. The FDIC may be unable to provide a timely response to a request for reasonable accommodation if an individual's healthcare provider fails to provide needed documentation in a timely manner. Failure to provide necessary requested documentation may result in denial of a reasonable accommodation request. [Recordkeeping Requirements](#) provides recordkeeping requirements for medical documentation.

B. Reviewing Requests for Reasonable Accommodation

1. Initial Considerations

An employee's request for reasonable accommodation may include a request for a change in policy, practice, work modification, or other assistance that relates to the employee's employment because of his or her medical condition. Supervisors are often the first people employees contact when making requests for accommodation. Although the employee seeking an accommodation generally has the burden of initiating the request, the request may be initiated by a spouse, caregiver, or someone else representing the employee.

To assist in recognizing a request for an accommodation, the Deciding Official should consider the following questions:

- a. Is the employee talking about some type of medical condition that is impacting his or her work?

- b. Has the employee mentioned some sort of physical/intellectual/psychiatric challenge that is impacting his or her work?
- c. Is the employee requesting an adjustment or change to the workplace?
- d. Has the employee openly disclosed a disability, medical condition, or medication?
- e. Has the employee stated that he or she needs assistance performing a job function?
- f. Is the employee known to have a disability and a family member, friend, coworker, or healthcare provider has requested an accommodation on his or her behalf?

When a request for a reasonable accommodation has been made, various individuals are accountable for reviewing, processing, and implementing the request.

2. Processing

The Deciding Official processes requests for reasonable accommodation in accordance with the timeframes outlined in this Directive. Additionally, in coordination with other supervisors in an employee's chain of command as appropriate, he or she will:

- a. Begin the interactive communication process with the person requesting the reasonable accommodation, communicate periodically throughout the process, and provide the individual with his or her contact information;
- b. Verify, within applicable delegations of authority, his or her authority to grant or deny requests for reasonable accommodation. If he or she does not have the authority to grant or deny the reasonable accommodation requested, he or she shall refer the request to the appropriate official who has the authority to make the determination;
- c. Confirm that the individual is requesting a reasonable accommodation when a family member, healthcare provider, or representative requests a reasonable accommodation on an individual's behalf;
- d. Notify the Disability Program Manager when a request for a reasonable accommodation is received and provide the Disability Program Manager with a copy of form FDIC 2710/02 submitted by the employee, or on his or her behalf;

- e. Collaborate with the Disability Program Manager, who can refer the Deciding Official to the appropriate resources, including budget sources, individuals, and Divisions/Offices able to provide assistance in making the decision or that may be involved in the implementation of the accommodation;
- f. Consult with the appropriate Divisions/Offices, which may include, but are not limited to the:
 - 1) Division of Administration (DOA)/Human Resources Branch (HRB), including the Labor and Employee Relations Section, on issues that might impact human resources policy, employee relations, and bargaining unit matters;
 - 2) Division of Information Technology (DIT) regarding the availability and feasibility of certain computer equipment, hardware, peripherals, software, and training;
 - 3) DOA/Health, Safety and Environmental Unit, Corporate Services Branch, regarding the availability and feasibility of certain accommodation requests such as building accessibility, ergonomic furniture, etc.; and
 - 4) Legal Division/Labor, Employment and Administration Section (LEAS).

NOTE: For requests made by employees in, or applicants for employment with, the Office of Inspector General (OIG), the Deciding Official should consult with the OIG Office of Management, Human Resources Team, who will coordinate with the OIG Office of General Counsel.

- g. Request medical documentation, when needed, to support the request for a reasonable accommodation, including when supplemental information is needed to determine an effective accommodation, if any.

In reaching a decision on a request for a reasonable accommodation, the FDIC will consider all resources available to the FDIC as a whole, excluding those designated by statute for a specific purpose that does not include reasonable accommodation. Management consults with the Disability Program Manager, as well as appropriate officials in DOA, Legal, or DIT, as needed, to obtain all available agency resources to provide reasonable accommodations.

3. Reassignment

If the Deciding Official determines that no reasonable accommodation will permit the requesting employee to perform the essential functions of his or her current position, the Deciding Official must consider reassignment to a vacant, funded position for which the employee is qualified. Reassignment will only be considered if no other reasonable accommodations are available to enable an employee to perform the essential functions of his or her current job, or if the only effective accommodation would cause undue hardship on the FDIC. In considering whether there are positions available for reassignment without competition, the Deciding Official and the Disability Program Manager will work with DOA/HRB and the employee needing the reassignment to identify:

- a. Vacant, funded positions throughout the FDIC for which the employee qualifies and can perform, with or without reasonable accommodation; and
- b. Positions within the FDIC that DOA/HRB or the Division/Office has reason to believe will become vacant within a reasonable amount of time from the date the search is initiated and for which the employee may be qualified.

If considering reassignment, the FDIC will first attempt to locate positions at the employee's current grade level in his or her current commuting area. If no position exists at the employee's current grade level, the FDIC will search for positions at a lower grade level. Positions at a higher grade level or with a higher promotion potential than currently held will not be considered for non-competitive reassignment as a reasonable accommodation, though employees seeking reasonable accommodation may choose to apply for positions through the competitive hiring process. Reassignment may be made to a vacant position outside of the employee's commuting area if he or she is willing to relocate (at his or her expense, pursuant to FDIC travel policy). If no vacancies for which the employee qualifies are available or anticipated within a reasonable amount of time, the search will conclude and the results will be conveyed to the employee.

4. Timeframes for Processing a Request for Reasonable Accommodation

a. No Extenuating Circumstances

Absent extenuating circumstances, the maximum amount of time from the accommodation request to either provide a requested accommodation or deny the request is 30 calendar days.

Upon receipt of a request for a reasonable accommodation, whether oral or in writing, the Deciding Official processes the request and shall not wait for receipt of form FDIC 2710/02 to begin processing the request.

When a request for a reasonable accommodation can be processed by the Deciding Official and medical documentation is not required, and no extenuating circumstances exist, the request will be processed and the accommodation, if granted, will be provided within 30 calendar days. Failure to provide the accommodation in a prompt manner when there are no extenuating circumstances causing the delay may result in a violation of the Rehabilitation Act.

If the Deciding Official believes that it is necessary to obtain medical documentation, he or she, another appropriate supervisor, or the Disability Program Manager will request the information before the expiration of the 30 calendar day period;

After the requested medical documentation is received, and if there are no further extenuating circumstances, the request for reasonable accommodation will continue to be processed and a decision will be provided within 15 calendar days;

b. Expedited Processing

The FDIC will process some requests in shorter timeframes when necessary, such as when an applicant needs accommodations to adhere to hiring schedules, or an employee needs an accommodation to participate in an upcoming meeting.

c. Extenuating Circumstances

When extenuating circumstances exist, the timeframe for processing the request for reasonable accommodation and providing the accommodation will be extended as reasonably necessary. Examples of extenuating circumstances include, but are not limited to:

- 1) A follow-up request for medical documentation;
- 2) The need for a qualified medical professional to evaluate the medical documentation;
- 3) The purchase of equipment not readily available; or

- 4) The completion of a personnel action.
- 5) When extenuating circumstances delay processing a request for reasonable accommodation beyond 30 calendar days, the Deciding Official will provide written notification to both the individual making the request and the Disability Program Manager of the reason for the delay, in an accessible format, if needed, and the approximate date by which a decision or provision of the reasonable accommodation is expected. Any further delays or changes will be promptly communicated to the individual making the request and the Disability Program Manager.
- 6) Where it is determined that it is reasonably likely that an individual will be entitled to a reasonable accommodation while the request is being considered, the Deciding Official will notify the individual, including any extenuating circumstances that justify a delayed decision, and provide an interim accommodation, absent undue hardship, that will allow an employee to perform some or all of the essential functions of his or her job or an applicant to complete the application process.
- 7) The individual making the request may contact the Deciding Official or the Disability Program Manager concerning the tracking or status of his or her reasonable accommodation request.
- 8) The FDIC will not be expected to adhere to its usual timeframes if an individual's healthcare provider fails to provide needed medical documentation in a timely manner.

C. Denial of Requests for Reasonable Accommodation

1. Written Notice

If a request for reasonable accommodation is denied, the Deciding Official prepares a written notice, in an accessible format, if needed, completes Section II of form FDIC 2710/02 explaining in detail the reason for the denial, provides written instructions on how to submit a request for reconsideration of the denial, and gives a copy to the individual requesting the accommodation and to the Disability Program Manager. In the written notice, the Deciding Official informs the individual of the right to challenge the denial by filing a complaint of discrimination; provides instructions on how to file such a complaint; and explains that, pursuant to the Equal Employment Opportunity (EEO) complaint processing procedures, the right to file a complaint will be lost unless the

individual initiates contact with an EEO Counselor within 45 calendar days of the denial. Upon receipt of a written denial, the individual requesting the accommodation may submit a written request for reconsideration, along with any supporting documentation, to the Reviewing Official within 15 calendar days, with a copy to the Disability Program Manager.

2. Reconsideration

An employee may submit a written request for reconsideration along with supporting documentation to the Reviewing Official or his/her designee. The Reviewing Official processes the request in accordance with the instructions outlined in Reviewing Requests for Reasonable Accommodation > [Processing](#), [Reassignment](#), and [Timeframes for Processing a Request for Reasonable Accommodation](#), as appropriate, within 30 calendar days. The Reviewing Official may uphold, modify, or reverse the decision to deny the reasonable accommodation. If the Reviewing Official decides to deny the request for reasonable accommodation, he or she prepares a written notice, in an accessible format, if needed, that:

- a. Explains the reasons for the denial;
- b. Informs the individual of the right to challenge the denial by filing a complaint of discrimination;
- c. Provides instructions on how to file such a complaint; and
- d. Explains that, pursuant to the EEO complaint processing procedures, the right to file a complaint will be lost unless the individual initiates contact with an EEO Counselor within 45 calendar days of the denial.

The Reviewing Official provides a copy of his or her written decision and the completed Section III of form FDIC 2710/02 to the individual and the Disability Program Manager.

D. EEO Complaints and Grievances

Individuals denied reasonable accommodation may initiate an EEO complaint, as delineated in [FDIC Directive 2710.2, EEOC Discrimination Complaint Procedures](#), by contacting an FDIC EEO Counselor within 45 calendar days of receipt of the initial written denial or receipt of the denial after reconsideration. The FDIC encourages the use of alternative dispute resolution (ADR) to resolve employment-related disputes, including issues concerning requests for reasonable accommodation. Employees may seek participation in the ADR

process by contacting an FDIC EEO Counselor in OMWI. Additional information on ADR is located on the OMWI website.

Bargaining unit employees alleging discrimination as the basis for the denial of a reasonable accommodation request may file a grievance under the collective bargaining agreement within 20 business days of receipt of the initial written denial or receipt of the reconsideration decision; or, file a formal EEO complaint as outlined in Directive 2710.2 and described above, but not both.

E. Freedom from Retaliation

The FDIC prohibits retaliation or taking an adverse action against individuals based on requests for or perceived need for a reasonable accommodation.

F. Confidentiality Requirements

Medical documentation relating to requests for reasonable accommodation must be kept confidential and shared only with those who have a valid need to know (e.g., decision makers who make employment decisions consistent with the ADA for necessary accommodation of the individual, first aid and safety personnel during an emergency, and government officials investigating compliance with the regulations, including the OIG). Medical documentation related to requests for accommodations must be kept in files separate from the employee's official personnel file, or any other files kept by managers or the Corporation. Employees who obtain or receive medical documentation are strictly bound by this confidentiality requirement.

G. Recordkeeping Requirements

1. Once a decision has been made on the individual's request or after the reasonable accommodation process is complete, the Deciding Official will:
 - a. Complete Section II of Form 2710/02; and
 - b. Forward the complete case file, including notes, correspondence, medical documentation, and all other associated materials, to the Disability Program Manager.
2. For recordkeeping purposes and to facilitate clear communication, oral requests for a reasonable accommodation should be followed by the requestor completing Section I of

form FDIC 2710/02, Request FDIC for Reasonable Accommodation or Barrier Removal and the requestor will be asked to voluntarily complete the Office of Personnel Management's (OPM) Standard Form (SF) 256, Self-Identification of Disability. Form FDIC 2710/02 and the SF 256 are available in alternative formats accessible to individuals with disabilities. The SF 256 data is essential for effective data collection and analysis of the FDIC's Disability Employment Program and may be submitted, by the employee, by updating their disability status through the personnel system. While, self-identification is voluntary and is not required to request and receive an accommodation, cooperation in providing accurate information is critical to these efforts. The FDIC is obligated to keep medical information confidential. If necessary, a hard copy of the form FDIC 2710/02 can be submitted to the Disability Program Manager and the SF 256 can be submitted to the employee's servicing HR Specialist. For applicants with disabilities, form FDIC 2710/02 will be completed by the HR Specialist.

3. The Disability Program Manager maintains custody of all records, including medical documentation and forms FDIC 2710/02 and SF 256, upon completion of the processing of requests for reasonable accommodation. Absent a legitimate, business need, management does not retain medical documentation associated with requests for reasonable accommodation after forwarding the complete file to the Disability Program Manager. The Disability Program Manager collects and maintains the original files on all requests for reasonable accommodation, which will be used to:
 - a. Protect confidentiality and privacy of the individual;
 - b. Ensure consistency in the handling of requests for reasonable accommodation;
 - c. Measure the FDIC's efforts in supporting its Disability Employment Program; and
 - d. Track the FDIC's processing of requests for reasonable accommodations for purposes of reporting to the U.S. Equal Employment Opportunity Commission.

Responsibilities

A. Employee/Applicant

1. Submits request for reasonable accommodation;
2. Provides medical documentation, upon request from the Deciding Official, Supervisor, or the Disability Program Manager; and
3. Engages in the interactive communication process with the Deciding Official, Supervisor, or Disability Program Manager, as appropriate.

B. Support Coordinator (For Employees with Intellectual disabilities)

1. Assists employees (or applicants for employment) in participating in the reasonable accommodation process; and
2. Promotes the individual's best interest in the workplace.

C. Disability Program Manager

1. Coordinates the reasonable accommodation process;
2. Provides guidance to managers and individuals in seeking and providing reasonable accommodations;
3. Serves as a neutral advisor on requests for reasonable accommodation; and
4. Maintains the original files on requests for reasonable accommodations.

D. Reviewing Official

1. Reviews the Deciding Official's decision when a request for reasonable accommodation is denied and a request for reconsideration is filed by the employee (or applicant for employment);
 - a. Employees – the Reviewing Official is the Deciding Official's first line supervisor;

- b. Applicants in Headquarters – the Reviewing Official is the DOA/HRB Deputy Director;
 - c. Applicants in Regional, Area, and Field Offices – the Reviewing Official is the Regional Human Resources (HR) Manager;
 - d. Applicants with the OIG – the reviewing Official is the Deputy Assistant Inspector General for Management.
2. Has the authority to uphold, modify, or reverse the decision to deny the reasonable accommodation.

E. Deciding Official

1. Decides whether an individual is provided a reasonable accommodation and is responsible for approving an effective reasonable accommodation that does not impose an undue burden on the agency, but is not required to approve the specific accommodation(s) requested by an employee or his or her health care provider:
 - a. Employees – the Deciding Official may be the first level supervisor or another manager in the employee’s chain of command; or
 - b. Applicant – the Deciding Official is the Human Resources (HR) Specialist identified in the vacancy announcement.
2. Analyzes the particular job involved, including reviewing the relevant position description and determining its purpose and essential functions;
3. Consults with the individual requesting an accommodation to ascertain the precise job-related limitations imposed by the individual's disability and how those limitations could be overcome with a reasonable accommodation;
4. Identifies potential accommodations and assess the effectiveness each would have in enabling the individual to perform the essential functions of the position, in consultation with the individual requesting the accommodation;

5. Considers the preference of the individual requesting an accommodation as well as the needs of the FDIC, and selects an appropriate accommodation; and
6. Validates with the employee that the accommodation is effective as implemented.

F. Implementing Office

1. Implements the reasonable accommodation once approval of the reasonable accommodation is received;
2. Indicates the actions taken after full implementation of the approved reasonable accommodation by completing Section IV of form FDIC 2710/02; and
3. Forwards the original form FDIC 2710/02 to the Disability Program Manager and a copy to the Deciding Official.



Appendix

Reasonable Accommodation Resources

FDIC Office of Minority and Women Inclusion

3501 Fairfax Drive
Arlington, VA 22226

- Disability Program Manager for assistance with reasonable accommodation matters; (703) 562-2096; mflint@fdic.gov or DisabilityProgram@fdic.gov.
- Sign Language Interpreting Services for obtaining interpreters; InterpreterDC@fdic.gov.
- Alternative Dispute Resolution for mediation assistance in dispute resolution; (703) 562-6073; mmoran@fdic.gov.
- FDIC EEO Counselor and the EEO Complaint Process for initiating an EEO complaint outlined in 2710.2, EEOC Discrimination Complaint Procedures; (703) 562-6082; (571) 355-1240; or DoBallard@fdic.gov.
- [Disability Employment Program Resources](#) information located at FDICnet > Office of Minority and Women Inclusion (OMWI) > Diversity and Affirmative Employment.

FDIC Division of Administration

Corporate Services Branch
3501 Fairfax Drive
Arlington, VA 22226

- Building and facility accessibility.
- Ergonomic workspaces, furniture and equipment; Ergonomic Help Desk at (703) 562-2600 or ergohelpdesk@fdic.gov.

FDIC Division of Information Technology

3501 Fairfax Drive
Arlington, VA 22226

- Computer hardware, software.
- Telecommunication equipment.
- Access to electronic information.

ADA Disability and Business Technical Assistance Centers (DBTACs)

(800) 949-4232 Voice/TTY

The DBTACs consist of 10 federally funded regional centers that provide information, training, and technical assistance on the ADA. Each center works with local businesses and disability, governmental, rehabilitation, and other professional networks to provide current ADA information and assistance. The DBTACs can provide information on reasonable accommodation and make referrals to local sources of expertise in reasonable accommodation.

Department of Defense's Computer Assistance/Electronic Accommodations Program

(833) 227-3272 Voice; (571) 384-5629 Videophone

<http://www.cap.mil/Default.aspx>

Established by the Department of Defense (DoD) in 1990, CAP provides assistive technology and reasonable accommodations to people with disabilities and wounded Service members. CAP's mission is to ensure that people with disabilities and wounded Service members have equal access to the information environment and opportunities in the DoD and throughout the Federal government. FDIC is a CAP partner agency.

Job Accommodation Network

(800) 232-9675 Voice/TTY

<http://janweb.icdi.wvu.edu/>

A service of the Office of Disability Employment Policy, Department of Labor, JAN can provide information, free-of-charge, about many types of reasonable accommodations, personal assistance services, and referrals to other organizations that may have particular information about accommodations for persons with disabilities.

Registry of Interpreters for the Deaf

(301) 608-0050 Voice/TTY

The Registry offers information on locating and using interpreters and transliteration services.

RESNA Technical Assistance Project

(703) 524-6686 Voice; (703) 524-6639 TTY

<http://www.resna.org>

RESNA, the Rehabilitation Engineering and Assistive Technology Society of North America, can refer individuals to projects in all 50 states and the six territories offering technical assistance on technology-related services for individuals with disabilities. Services may include:

- Information and referral centers to help determine what devices may assist a person with a disability (including access to large data bases containing information on thousands of commercially available assistive technology products);
- Centers where individuals can try out devices and equipment;
- Assistance in obtaining funding for and repairing devices; and
- Equipment exchange and recycling programs.

U.S. Equal Employment Opportunity Commission

(800) 669-3362 Voice; (800) 800-3302 TTY

EEOC has published many ADA and Rehabilitation Act-related documents that may assist both individuals requesting reasonable accommodation as well as those involved in the decision-making process. Most of these documents are available at www.eeoc.gov.

EEOC guidance documents and resource materials also include:

- The Disability-Related Inquiries and Medical Examinations of Employees Under the Americans with Disabilities Act (July 27, 2000) at <https://www.eeoc.gov/policy/docs/guidance-inquiries.html>; and
- Reasonable Accommodation and Undue Hardship Under the Americans with Disabilities Act (revised October 17, 2002) at <https://www.eeoc.gov/policy/docs/accommodation.html>.

Glossary of Terms

Term	Definition
Accessible Format	Formats that are an alternative to standard print and are accessible to individuals with disabilities, e.g., large print, recorded audio and electronic formats, and Braille.
Deciding Official	The management official who decides whether an individual will be provided a reasonable accommodation. For employees, the Deciding Official may be the first-level supervisor of the individual requesting the accommodation, or another supervisor or manager in an individual's chain of command. For applicants for employment, the Deciding Official is the Human Resources (HR) Specialist identified in the vacancy announcement or as otherwise designated.
Disability	<ul style="list-style-type: none"> ▪ A physical or mental impairment that substantially limits one or more of the major life activities of an individual; ▪ A record of such impairment; or ▪ Being regarded as having such impairment.
Disability Program Manager	The FDIC employee who coordinates the reasonable accommodation process, provides guidance to managers and individuals in seeking and providing reasonable accommodations, and serves as a neutral advisor on requests for reasonable accommodation.
Essential Functions	<p>Job duties fundamental to the position that an individual holds or desires. A job function may be considered "essential" for several reasons including, but not limited to:</p> <ul style="list-style-type: none"> ▪ The position exists to perform the specific job function; ▪ There are a limited number of other employees who could perform the job function; or

	<ul style="list-style-type: none"> ▪ The job function is specialized and the individual is hired based on his/her ability to perform that function.
Term	Definition
Federal Occupational Health (FOH)	A non-appropriated agency within the Program Support Center of the U.S. Department of Health and Human Services. The FOH works in partnership with federal organizations to design and deliver comprehensive occupational health solutions exclusively to federal employees. Under a contractual agreement with the FDIC, FOH physicians review some requests for reasonable accommodation, and, when necessary, consult with the requesting individual's healthcare provider(s) concerning the individual's disability and appropriate reasonable accommodations. Depending on their complexity, reasonable accommodation requests may be referred to the FOH for review at the request of the Deciding Official or other appropriate officials.
Has a Record of Such Impairment	The individual has a history of, or has been classified as having, a mental or physical impairment that substantially limits one or more major life activities.
Implementing Office	The Division/Office responsible for providing the accommodation, acquiring equipment or services, or making the facilities readily accessible to accommodate individuals with disabilities. For example, DIT is the Implementing Office for computer hardware and software, OMWI provides sign language interpreting services, and DOA ensures facility accessibility and provides ergonomic assessments of employee work spaces, furniture, and equipment.
Individual	Employee or applicant for employment.

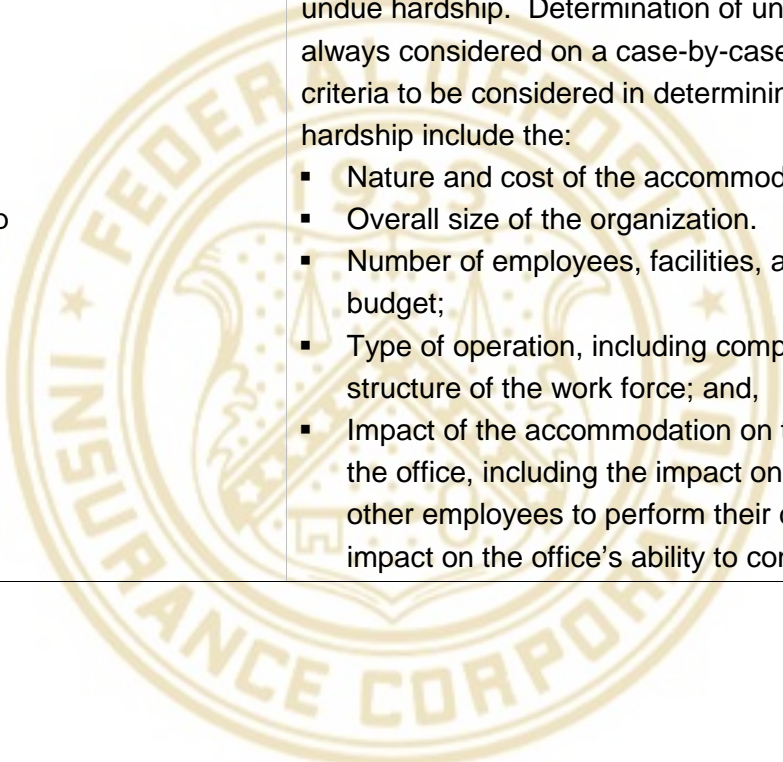
Term	Definition
Interactive Process	<p>Flexible communication between management and the individual requesting a reasonable accommodation to identify the precise limitations resulting from the disability, and potential reasonable accommodations that could overcome those limitations. Once an individual has requested a reasonable accommodation, management:</p> <ul style="list-style-type: none"> ▪ Analyzes the particular job involved, including reviewing the relevant position description and determining its purpose and essential functions; ▪ Consults with the individual requesting an accommodation to ascertain the precise job-related limitations imposed by the individual's disability and how those limitations could be overcome with a reasonable accommodation; ▪ In consultation with the individual requesting an accommodation, identifies potential accommodations and assess the effectiveness each would have in enabling the individual to perform the essential functions of the position; and, ▪ Considers the preference of the individual requesting an accommodation as well as the needs of the FDIC, and selects and implements an appropriate accommodation, which may or may not be the requested accommodation. <p>In some instances, the appropriate reasonable accommodation may be so obvious that it may be unnecessary to proceed in this step-by-step fashion; for example, if an employee who uses a wheelchair requests that his or her desk be placed on blocks to elevate the desktop. In other instances, however, neither the individual requesting the accommodation nor management may be able to readily identify an appropriate accommodation. Under such circumstances, it may be necessary for management to initiate a problem-solving process, such as the step-by-step interactive process described above, as part of the effort to identify an appropriate reasonable accommodation.</p>

Term	Definition
Major Life Activities	Include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. A major life activity also includes the operation of a major bodily function, including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.
Mental Impairment	A mental or psychological disorder, such as intellectual disabilities, organic brain syndrome, emotional or mental illness, and specific learning disabilities.
Physical Impairment	A physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin, and endocrine.
Qualified Individual with a Disability	<p>One who:</p> <ul style="list-style-type: none"> ▪ Satisfies the requisite skill, experience, education, and other job-related requirements of the position the individual holds or desires; and ▪ Is able to perform the essential functions of the position with or without a reasonable accommodation.

Term	Definition
Reasonable Accommodation	<p>Modifications/adjustments:</p> <ul style="list-style-type: none"> ▪ To the job application process to enable a qualified applicant with a disability to be considered for the position he or she desires; ▪ To the work environment, or the way in which the position held or desired is customarily performed, to enable a qualified individual with a disability to perform the essential functions of the position; or ▪ That enable an employee with a disability to enjoy equal benefits and privileges of employment. <p>Such modifications/adjustments may include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Making existing facilities readily accessible to, and usable by, individuals with disabilities; and ▪ Job restructuring; part-time or modified work schedules; reassignment to a vacant, funded position; acquisition or modification of equipment or devices; appropriate adjustment or modification of examinations, training materials, or policies; the provision of qualified readers or interpreters; and other similar accommodations for individuals with disabilities.
Reassignment	<p>A reasonable accommodation of last resort that, absent undue hardship, the FDIC will consider if it determines that no other reasonable accommodation would permit an employee to perform the essential functions of his or her current job. The placement of an employee in a vacant, funded position, without competition, for which the employee is qualified and can perform the essential functions, regardless of geographic location. If a position of an equal grade is not available, an employee may voluntarily accept a change to a lower grade, vacant, funded position, regardless of geographic location, for which the employee is qualified.</p>

Term	Definition
Reviewing Official	<p>The management official who reviews the Deciding Official's decision when a request for reasonable accommodation is denied and the individual requesting the accommodation files a request for reconsideration. The Reviewing Official has the authority to uphold, modify, or reverse the decision to deny the reasonable accommodation.</p> <p>For reasonable accommodation requests from employees, the Reviewing Official is the Deciding Official's first level supervisor or designee. For applicants for employment in Headquarters offices, the Reviewing Official is the Deputy Director, Human Resources Branch (HRB), DOA, or designee. For Regional, Area and Field Office applicants, the Reviewing Official is the Regional HR Officer. For applicants for employment with the OIG, the Reviewing Official is the Deputy Assistant Inspector General for Management or his/her designee.</p>
Substantially Limits	<p>The person is:</p> <ul style="list-style-type: none"> ▪ Unable to perform a major life activity that an average person in the general public can perform; ▪ Significantly restricted as to the condition, manner, or duration under which an individual can perform a particular major life activity as compared to the general population. <p>The following factors are considered in determining whether an individual is substantially limited in a major life activity:</p> <ul style="list-style-type: none"> ▪ The nature and severity of the impairment; ▪ The duration or expected duration of the impairment; and ▪ The permanent or long-term impact or the expected permanent or long-term impact of the impairment.

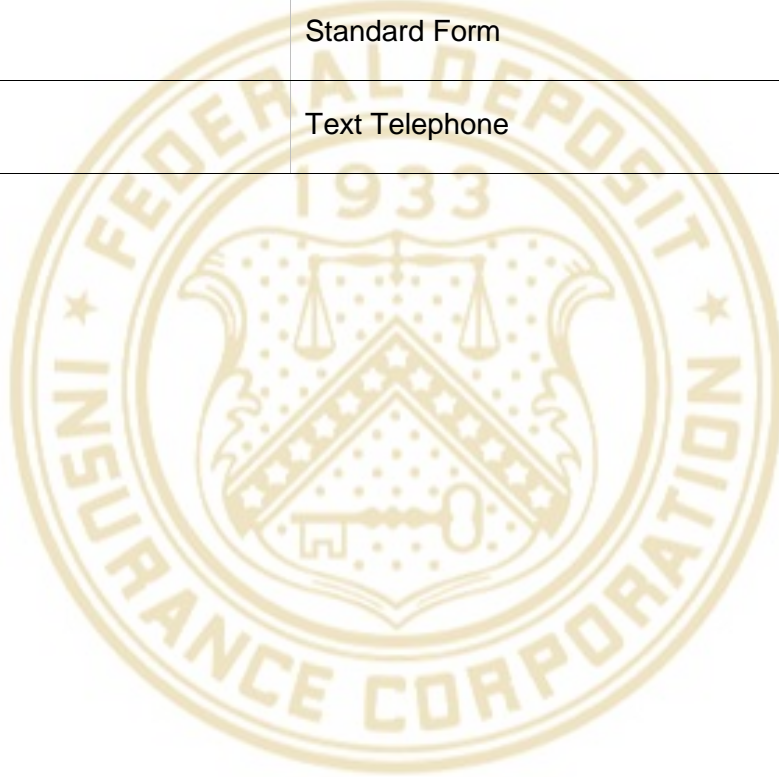
Term	Definition
Support Coordinator	<p>An individual assigned to:</p> <ul style="list-style-type: none"> ▪ Assist employees with intellectual disabilities in participating in the reasonable accommodation process; and ▪ Promote the employee’s best interest in the workplace.
Undue Hardship	<p>Significant difficulty or expense the FDIC would incur if it provided a particular accommodation. The FDIC is not required to provide an accommodation that causes undue hardship. Determination of undue hardship is always considered on a case-by-case basis. The criteria to be considered in determining undue hardship include the:</p> <ul style="list-style-type: none"> ▪ Nature and cost of the accommodation; ▪ Overall size of the organization. ▪ Number of employees, facilities, and size of the budget; ▪ Type of operation, including composition and structure of the work force; and, ▪ Impact of the accommodation on the operation of the office, including the impact on the ability of other employees to perform their duties, and the impact on the office’s ability to conduct business.



Glossary of Acronyms

Acronym	Definition
ADA	Americans with Disabilities Act
ADR	Alternative Dispute Resolution
CAP	Computer/Electronic Accommodations Program
DBTACs	ADA Disability and Business Technical Assistance Centers
DIT	Division of Information Technology
DOA	Division of Administration
DoD	Department of Defense
EEO	Equal Employment Opportunity
EEOC	Equal Employment Opportunity Commission
FOH	Federal Occupational Health
HR	Human Resources
HRB	Human Resources Branch
JAN	Job Accommodation Network
LEAS	Labor, Employment, and Administration Section

Acronym	Definition
LERS	Labor and Employee Relations Section
OIG	Office of Inspector General
OMWI	Office of Minority and Women Inclusion
RESNA	Rehabilitation Engineering and Assistive Technology Society of North America
SF	Standard Form
TTY	Text Telephone



ATTACHMENT H

FDIC Guidance/Procedures for Providing Personal Assistance Services



March 29, 2019

MEMORADUM TO: All Employees

FROM: Saul Schwartz
Director
Office of Minority and Women Inclusion

SUBJECT: Guidance/Procedures for Providing Personal Assistance Services

This memorandum provides guidance on the proper procedures for requesting and processing requests for Personal Assistance Services (PAS) and providing PAS to FDIC employees with targeted disabilities in accordance with Equal Employment Opportunity Commission (EEOC) regulations.

On January 3, 2017, the EEOC amended the regulations implementing Section 501 of the Rehabilitation Act of 1973, the law that prohibits the Federal Government from discriminating in employment on the basis of disability and requires it to engage in affirmative action for people with disabilities. Federal agencies are required by the new regulations to provide PAS to employees who need them because of targeted disabilities. Individuals with “targeted disabilities” are particularly identified by the U.S. Office of Personnel Management as having difficulty finding employment. The purpose of focusing on targeted disabilities is to encourage the hiring, placement, and advancement of individuals with targeted disabilities in affirmative action planning. The current list of targeted disabilities can be found on [SF 256, Self-Identification of Disability](#).

When appropriate, the FDIC will provide PAS to employees with targeted disabilities. PAS are non-medical assistance with performing activities of daily living, such as assistance with removing and putting on clothing, eating, and using the restroom. These services are needed by individuals whose specific targeted disabilities make it difficult for them to perform such activities on their own. They differ from services that help the individual perform job-related tasks, such as sign language interpreters for individuals who are deaf or readers for individuals who are blind or have learning disabilities, which are already required as reasonable accommodations.

In addition to reasonable accommodations that may be needed, the FDIC will provide an employee with a targeted disability with PAS during work hours and job-related travel if:

1. The employee requires such services because of a targeted disability;
2. Provision of such services would, together with any reasonable accommodation, enable the employee to perform the essential functions of his or her position; and

3. Provision of such services would not impose undue hardship on the FDIC.

In providing PAS, the FDIC:

1. Will ensure that PAS are performed by qualified personal assistance service providers, employees, or independent contractors whose primary job functions include provision of PAS;
2. May require PAS providers to provide PAS to more than one individual;
3. May require PAS providers to perform tasks unrelated to PAS, but only to the extent that doing so does not result in failure to provide PAS to the individual; and
4. When selecting someone who will provide PAS to a single individual, give primary consideration to the individual's preferences to the extent permitted by law. However, it may not be possible to honor the individual's preferences in all circumstances.

While they are not requests for reasonable accommodation, requests for PAS will be processed under the same procedures and delegated authority used for processing requests for reasonable accommodation, as described in FDIC Circular [2710.5, *Procedures for Providing Reasonable Accommodation to Individuals with Disabilities*](#).

ATTACHMENT I

FDIC FY 2020 Disabled Veterans Affirmative Action Program (DVAAP) Report

Federal Deposit Insurance Corporation

Disabled Veterans Affirmative Action Program

Fiscal Year 2020 Accomplishment Report

Fiscal Year 2021 Plan



Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency	Federal Deposit Insurance Corporation	2. FY	2020
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3. POC Name	Monica C. Flint	4. Phone	(703) 562-2096
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5. Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

In FY 2020, the FDIC attended 10 diversity recruiting events targeted to Veterans and Veterans with Disabilities, including events hosted by the Recruit Military Veterans and Careers & the disABLED events. FDIC recruiters specifically targeted Veterans with Disabilities with the education and experience required to qualify for employment as Financial Institution Specialists, a career track which includes a three and one half-year training program that may lead to permanent commissioned financial institution risk and compliance examiner positions. Veteran participation rates within the examiner workforce have a direct influence on achieving higher veteran participation rates within the broader FDIC workforce, to include management. The FDIC's recruitment strategy for Veterans with Disabilities ensures they have opportunities to apply for entry-level Financial Institution Specialists.

During FY 2020, the Corporate Employee Program (CEP) transitioned to the New Examiner Hiring Program in order to improve the process for hiring new examiners and reduce the time to commission. In FY 2020 this program hired a total of 195 employees. Of those hired, 11.8 percent (23) were Veterans, and 7.2 percent (14) were identified as Veterans with Disabilities of 30% or more. The hiring data significantly increased from FY 2019 year from 6.2 percent and 2.5 percent, respectively. Both percentages are above the onboard rate for Veterans (9 percent) and Veterans with Disabilities of 30% or more (3.0 percent).

In 2020, the FDIC conducted outreach to multiple National Affinity Groups, Veterans Organizations, Federal Executive Boards, state Departments of Vocational Rehabilitation, 600 Colleges/Universities, and the FDIC's Internal Employee Resource Groups to attract a diverse applicant pool by sending its vacancy announcements on a weekly basis. During fall 2020, the FDIC is placing an advertisement for the Financial Institution Specialist (FIS) position in the veteran targeted publication RecruitMilitary.

The FDIC continued to utilize the Department of Labor's Workforce Recruitment Program (WRP), and other resources for identifying individuals with disabilities. Standard Operating Procedures were followed to ensure Veterans' preference was followed in the selection of WRP interns. All of the FDIC's Job Opportunity Announcements (JOAs) have information on Veterans' preference and provide information for applicants eligible under the Veterans Employment Opportunity Act of 1998, as amended, Veterans Recruitment Appointments, and Veterans with Disabilities of 30% or more. These efforts contributed to 18 percent of our total applicant pool being represented by veterans and applicants eligible under Sole Survivorship Preference.

6. OPM DVAAP Manager Official Use Only: Is there an explanation of the recruitment and employment methods they have used?

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	
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7. Methods used to provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

Demonstrating its commitment to providing and improving internal advancement opportunities for Veterans with Disabilities, in FY 2020, the FDIC used several initiatives, including Career Development Plans (CDP), Professional Learning Accounts (PLA), Mentoring, Leadership Development, and detail assignments filled by Expressions of Interest (EOIs). These initiatives are discussed in more detail below.

The CDP is a personal development strategy covering a wide variety of activities designed to facilitate employees' career development. Of the 2,119 employees who had completed a CDP by the end of FY 2020, 4.2 percent (90) were Veterans with Disabilities, and 2.7 percent (58) were Veterans with Disabilities of 30% or more, which is a decrease over the 2019 CDP participation rates of 4.7 percent of Veterans with Disabilities, but the same percentage rate of 2.7 percent for Veterans with Disabilities of 30% or more. These percentages are very close to the FDIC's employee representation in the workforce of 4.4 and 3.0 percent, respectively. The PLA provides a specified annual amount of funds for eligible employees to support their learning and developmental needs. Of the 1685 employees who used their PLA funds during FY2020, 3.7 percent (62) were Veterans with Disabilities, and 2.1 percent (35) were Veterans with Disabilities of 30% or more. These percentages are only slightly below the representation of Veterans with Disabilities and Veterans with Disabilities of 30% or more in the FDIC's workforce and those who completed a CDP, respectively and similar to data reported in FY 2019 of 3.7 percent Veterans with Disabilities and 2.2 percent Veterans with Disabilities of 30% or more. The overall lower participation rates may be due to the cancelation of conferences and in-person trainings after March 2020 due to COVID-19 restrictions.

Under the FDIC's Career Management Program, the 19th cycle of the Mentoring Program began in July 2020, and will conclude July 2021. During this program cycle, the FDIC paired 77 mentees with mentors, for a total employee participation of 154. Of the participants, 5.8 percent (9) were Veterans and 1.9 percent (3) were Veterans with Disabilities of 30% or more. The percentage for participation of Veterans and Veterans with Disabilities of 30% or more is below their representation in the workforce of 9.0 and 3.0 percent, respectively. While the overall percentage of veterans participating in the program was below the FY 2019 percentage rate of 8.7 percent, the overall percentage rate of Veterans with Disabilities of 30% or more remained the same at 1.9 percent from FY 2019 to 1.9 percent in FY 2020. Additionally, the Leadership Mentoring Program (LMP) supports emerging leaders through one-on-one guidance in pursuit of their career goals and professional aspirations. There were no Veterans with Disabilities of the 22 participants, including both mentors and mentees, in the FY 2020 LMP. This is below the percentage of Veterans and Veterans with Disabilities of 30% or more in the FDIC Executive Manager (EM) and Corporate Manager (CM) grade levels based on FY 2020 onboard data. The FDIC will encourage EM and CM employees who are Veterans to apply for this program.

During FY 2020, 16 employees were selected to participate in the FDIC's Leadership Development Programs, which include: Aspiring Leader Program for grades CG 4-6; New Leader Program for grades CG 7-10; Executive Leadership Program for grades CG 11-13; Executive Potential Program for grades CG 14-CM 1; and, Master of Business Administration Degree Program for grades CM or EM, Capitol Hill Fellowship Program for grades CG 13-15, Senior Executive Fellows for CM 1 and CM 2, and Senior Managers in Government for EM levels. Two Veterans (12.5 percent) were selected to participate in the Executive Leadership Program and Executive Potential Program. These numbers are above the representation of Veterans (9.0 percent) but below the representation Veterans with Disabilities of 30% or more in the workforce (3.0 percent). The FDIC will continue to encourage members of the Veterans Employee Resource Group (ERG) to apply for these programs, and managers will be encouraged to support the applications of Veterans with Disabilities.

8. OPM DVAAP Manager Official Use Only: Does agency explain the career advancement methods they have used?

Yes Somewhat No

9. A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated (Attach supporting addendums if needed)

The FDIC's Office of Minority and Women Inclusion (OMWI) made the FY 2019 DVAAP available to all managers, supervisors, and employees via the FDIC intranet, and provided technical assistance to supervisors and managers regarding Veterans with Disabilities and reasonable accommodations. Workforce profiles were also generated throughout the year via the FDIC's Diversity and Inclusion Analytics Dashboard and other data sources. This allows for the review, evaluation, and monitoring of progress being made with regard to the hiring of Veterans with Disabilities in Headquarters, Regional, Area, and Field Offices.

The FDIC reviews the DVAAP as part of its overall diversity and inclusion initiatives, and has established a goal of recruiting from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from all segments of American society. This goal is directly related to the agency's overarching goal of recruiting, promoting, retaining, and advancing Veterans with Disabilities as outlined in the DVAAP. In many respects, the goals and objectives of the DVAAP and the FDIC Diversity and Inclusion Strategic Plan are interrelated because the FDIC's achievement of the goals and objectives of one plan are fulfilled when the goals and objectives of the other plan are realized.

Championed by Chairman McWilliams, TEAM FDIC is an initiative, launched in 2019, that empowers employees to identify and implement short-term projects that positively impact the FDIC workplace and support the FDIC's mission. TEAM FDIC is led by an advisory group of employees and executives at various grade levels. The Advisory Group identifies projects which have been submitted by employees that will positively impact the workplace. All employees at the FDIC, including Veterans, have the opportunity to become more engaged by submitting project ideas to TEAM FDIC or volunteering for one of the Integrated Project Teams to work on the selected projects. The TEAM FDIC Advisory Group is finalizing one of the inaugural projects, which focuses on providing resources and tools for managers and people with disabilities to use when a person with a disability has a change in their first-line supervisor.

During FY 2020, FDIC executives, managers, and supervisors at Headquarters, Regional, and Field Offices maintained responsibility for complying with the DVAAP, as well as the Affirmative Employment Program, which includes a plan for qualified individuals with disabilities and Veterans with Disabilities. They also were responsible for developing and maintaining a diverse workplace that actively encourages equal employment opportunities for all employees.

The FDIC continued to implement the FY 2018-2019 Disability Employment Program Strategic Plan (Plan) and focused on the employment and retention of individuals with disabilities, while the FDIC Diversity and Inclusion Strategic Plan was being finalized in FY 2020. Goal 1, Strategy 1.2 of the Plan identified key action items focused on outreach to disabled Veterans and the use of special hiring authorities for Veterans and Veterans with Disabilities. One of the four modules in the EEO Training was dedicated to understanding the goals and activities of the Plan.

10. OPM DVAAP Manager Official Use Only: Does agency describe how they monitored, reviewed and evaluated their DVAAP Activities? (If applicable as well as for major operating components and field installations)

Yes Somewhat No

**11. An explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress
(Attach supporting addendums if needed)**

In FY 2020, the FDIC's Division of Administration (DOA), Human Resources Branch (HRB) continued to use existing procedures to identify employment applications received from Veterans with Disabilities. The FDIC maintained its commitment to support the objectives of Executive Order 13548 to increase the opportunity for individuals with disabilities to be employed by the Federal government. The Corporate Recruitment team provided training to over 300 Corporate Recruiters which highlighted recruiting people with disabilities, including disabled veterans, and the value of diversity and inclusion in the workplace. Corporate Recruiters broadened campus outreach activities to veteran organizations, such as Veteran Student Organizations and ROTC organizations. Corporate Recruiters send current vacancy announcements to these campus organizations in an effort to market FDIC employment opportunities to students with disabilities as well as veterans with disabilities. The HRB also sends a bi-weekly list of all vacancy announcements to vocational rehabilitation offices across the United States. The Corporate Recruitment team participated in recruitment events targeting veterans and veterans with disabilities such as the Corporate Gray Veteran Career Fair, MBA Veterans Job Fair Expo, American Public University and Military University, and Recruit Military. The team conducted outreach with Wounded Warriors and their families at the Equal Opportunity Publications Careers & DisAbilities career fair. The Corporate Recruitment team participated in five virtual career fairs for people with disabilities, including connecting with disabled veterans through OPM/Bender Consultants. In addition, HRB and Corporate Recruitment partnered with D.C. Department on Disability Services and the Virginia Department of Aging and Rehabilitative Services Job Club to present and highlight the FDIC as an employer of choice.

Of the 584 new hires in FY 2020, 79 (13.5 percent) were Veterans, 46 (7.9 percent) were Veterans with Disabilities, and 38 (6.5 percent) were Veterans with Disabilities of 30% or more. The new hire data is far greater than the new hire data reported in previous years. FY 2019 new hires consisted of 30 (6.3 percent) Veterans, 16 (3.3 percent) Veterans with Disabilities, and 11 (2.3 percent) were Veterans with Disabilities of 30% or more.

Bank examiner positions represent the FDIC's largest occupational group, and have extensive travel/physical requirements that can make it difficult for individuals with disabilities, including Veterans with Disabilities, to perform the essential functions of the positions. Despite this challenge, the FDIC explored innovative and effective ways to accommodate individuals with disabilities in these positions, to include: modified travel schedules; increased telework options; and additional options for portable ergonomic equipment. OMWI and FDIC Ergonomics personnel have made presentations to bank examiners and managers nationwide to increase awareness of the reasonable accommodation process and new ergonomic offerings.

12. OPM DVAAP Manager Official Use Only: Does agency explain the progress in implementing DVAAP? If there was no progress, were there reasons for the lack of progress or challenges and specific plans for overcoming their challenges?

Yes	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>
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**13. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

Designated DVAAP POC:

Name: Monica C. Flint

Title: Disability Program Manager, Diversity and Affirmative Employment Branch, OMWI Email: mflint@fdic.gov

Phone: (703) 562-2096

Agency Disabled Veterans Affirmative Action Program Accomplishment Report Electronic Reporting Instructions

General Instructions:

1. Complete all items and questions in the forms field.
2. Electronic Requirements – Agency should only submit data for what they have accomplished the previous Fiscal Year in accordance with the minimal requirements of the accomplishment report content from Title 5 CFR Part 720 Subpart C, which is provided on this form.
3. Collection of accomplishment data requires a completed accomplishment report data element that has been recorded throughout the previous Fiscal Year. Accomplishment reports may vary from agency to agency. This form provides conformity and standardization for the minimal required core data. The forms have limited characters so agency may attach addendums when needed, if the form does not allow you to capture the data completely.

DVAAP Accomplishment Report Information

1. **Agency** – Provide the name of the agency.
2. **FY** – Provide the Fiscal Year of which the accomplishment report will be covered under. Examples: 2016.
3. **POC Name** – Provide the name of the point of contact.
4. **Phone** – Provide the phone number of point of contact.
5. **Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled** – Provide methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled. You may attach supporting addendums if the information provided pertains to the requirement.
6. **Is there an explanation of the recruitment and employment methods they have used?** – OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided an explanation of the recruitment and employment methods they have used.
7. **Methods used to provide or improve internal advancement opportunities for disabled veterans** – Provide methods used to offer or improve internal advancement opportunities for disabled veterans. You may attach supporting addendums if the information provided pertains to the requirement.
8. **Does agency explain the career advancement methods they have used?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency explains the career advancement methods they have used.
9. **A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated** – Provide a description of how the activities of major operating components and field installations were monitored,

reviewed, and evaluated. You may attach supporting addendums if the information provided pertains to the requirement.

- 10. Does agency describe how they monitored, reviewed and evaluated their DVAAP Activities?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a description of how they monitored, reviewed and evaluated their DVAAP Activities. If applicable, indicate as well for major operating components and field installations.
- 11. An explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress** - Provide an explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report should cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress. You may attach supporting addendums if the information provided pertains to the requirement.
- 12. Did agency explain the progress in implementing DVAAP? If there was no progress, were there reasons for the lack of progress or challenges and specific plans for overcoming their challenges?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency explained the progress in implementing DVAAP. If there was no progress, were there reasons for the lack of progress or challenges and specific plans to overcoming their challenges?
- 13. POC's Name, Email, and Phone Number of Operating Components and Field Installations** – If applicable provide Point of contact's name, email, and phone number of operating components and field installations.

Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency	Federal Deposit Insurance Corporation	2. FY	2021
3. POC Name	Monica C. Flint	4. Phone	(703) 562-2096

5. A statement of the agency's policy with regard to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

Pursuant to FDIC Directive 2710.1, Equal Opportunity Policy, dated November 20, 2015, it is the policy of the FDIC to promote diversity in its workforce and inclusion in all of its programs and activities, and provide employees with a work environment that embodies excellence and that acknowledges and honors the diversity of its employees. All aspects of personnel operations, including recruitment, hiring, promotions, training, awards, reorganizations, and retention of employees, shall be conducted consistent with equal employment opportunity principles, FDIC policies, applicable Federal laws, regulations, and executive orders.

The FDIC is in the process of integrating the FDIC 2018-2019 Disability Employment Program Strategic Plan into the FDIC Diversity and Inclusion Strategic Plan. While still being finalized, the updated plan identifies that the agency will recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from the available talent pool in American society, and will strengthen and broaden relationships with Veterans' organizations and other institutions that serve diverse populations. Goals and strategies in the updated plan are designed to increase the applicant pool of qualified individuals with disabilities, with key action items focusing on outreach to disabled veterans organizations and the use of special hiring authorities for veterans.

In FY 2021, the FDIC will maintain the use of its Affirmative Employment Program (AEP), which helps ensure equal access to employment for all qualified individuals. The AEP includes: an expressed commitment to equal employment opportunity; collection of data relevant to the participation of individuals identified by race, ethnicity, sex, disability, and disabled veterans; self-assessment; identification and elimination of barriers; and reporting. Overall program responsibility for the development and implementation of the FDIC's DVAAP is assigned to the Office of Minority and Women Inclusion (OMWI). The Chief, Affirmative Employment, Diversity and Inclusion Branch, and Disability Program Manager are responsible for evaluating and monitoring the DVAAP. FDIC Division and Office Directors, as well as FDIC managers, including Regional Directors, are responsible for working with OMWI on the development, implementation, oversight, and success of the DVAAP. They are also responsible for ensuring that qualified Veterans with Disabilities are provided equal opportunities in all facets of employment, including hiring, training, development, advancement, and retention.

6. OPM DVAAP Manager Official Use Only: Did agency provide a policy outline in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled?

Yes	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>
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7. An assessment of the current status of disabled veteran employment within the agency, with emphasis on those veterans who are 30 percent or more disabled (Attach supporting graphs/charts if needed)

8. Total # Employees	6,029	9. # Of Veterans	544	10. # Of Disabled Veterans	267	11. # Of 30% Or More Disabled Veterans	179
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As of September 30, 2020, the FDIC’s total workforce was 6,029 employees, representing an increase of 80 employees from the FY 2019 total of 5,949. Veterans comprised 9.0 percent of the total workforce, which is an increase of 0.2 percent of the onboard rate from FY 2019 (8.8 percent). Veterans without Disabilities made up 4.6 percent (277) of the workforce, a decrease of 0.1 percentage points from the 4.7 percent rate in FY 2019. However, the representation of Veterans with Disabilities increased from 3.9 percent in FY 2018 to 4.0 percent in FY 2019 and to 4.4 percent (267) in FY 2020. Additionally, in FY 2018, the workforce comprised of 2.6 percent Veterans with Disabilities of 30% or more and increased by 0.3 percent from 2.7 percent in FY 2019 to 3.0 percent in 2020. The representation of Veterans with Disabilities and Veterans with Disabilities of 30% or more have seen an upward trend over the past three fiscal years, and continues to be well above the Civilian Labor Force (CLF) workforce percentage of 1.4 percent.

Of the 584 new hires during FY 2020, 79 were Veterans, for an overall rate of 13.5 percent, which is 4.5 percent above their onboard rate of 9.0 percent. Veterans with Disabilities (46) represented 7.9 percent of all new hires, which is 3.5 percent higher than their current FDIC workforce representation of 4.4 percent, and is 4.6 percent higher than the new hire rate in FY 2019 (3.3 percent). Veterans with Disabilities of 30% or more (38) made up 6.5 percent of all new hires, which is 3.5 percent higher than their FDIC workforce representation of 3.0 percent, and 4.2 percent above the new hire rate in FY 2019 (2.7 percent).

Of the 503 employees who separated from the FDIC during FY 2020, 61 were Veterans, for an overall rate of 12.1 percent, which is higher than the 8.1 percent who separated in FY 2019, and is above their representation in the workforce of 9.0 percent. Veterans with Disabilities (26) separated from the FDIC at a rate of 5.2 percent during FY 2020, which is higher than the separation rate of 3.4 percent in FY 2019, and higher than their workforce representation of 4.4 percent. Veterans with Disabilities of 30% or more (22) separated at a rate of 4.4 percent, which is greater than their workforce representation of 3.0 percent, and an increase in the separation rate from 2.5 in FY 2019.

Overall, the FDIC increased onboard percentages for Veterans with Disabilities and Veterans with Disabilities of 30% or more in FY 2020 by 0.4 and 0.3, respectively. FDIC also dramatically increased the new hire rates for all categories of Veterans with and without Disabilities. The overall separation rate for Veterans in FY 2020 (12.1 percent) was higher than in FY 2019 (8.1 percent), but lower than FY 2018 (12.3 percent) and FY 2017 (14.1 percent). While the separation rate for Veterans with Disabilities of 30% or more increased in FY 2020, the FDIC will continue to monitor the separation rates. Negative trends have not been identified over the past four years of reporting in separation rates, and the changes appear to be regular fluctuation between years. If a negative trend is identified, the FDIC will conduct an analysis to determine why Veterans and Veterans with Disabilities are leaving, and identify specific actions to attempt to mitigate the attrition.

12. OPM DVAAP Manager Official Use Only: Did agency provide an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled?

Yes Somewhat No

13. A description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled (Attach supporting addendums if needed)

During FY 2021, the FDIC will continue to hire qualified Veterans with Disabilities using both competitive and noncompetitive hiring authorities. The FDIC will continue to include in their vacancy announcements detailed information on special hiring authorities for recruitment and selection of Veterans with Disabilities and how to request a reasonable accommodation. Additionally, the FDIC will use the Workforce Recruitment Program (WRP) to identify Disabled Veterans for non-competitive appointments. The Department of Labor (DOL) WRP program managers will present on the benefits of the WRP to interested Human Resources (HR) Specialists, Administrative Officers, supervisors and managers to launch the updated WRP database. The Disability Program Manager and the Selective Placement Coordinator will assist managers and offices in searching for disabled Veterans through the WRP database. The FDIC will also participate in Pathways Programs to provide internship opportunities for college students with disabilities, including Veterans with Disabilities, and will also exhibit at career fairs and similar events that are targeted to Veterans and Veterans with Disabilities. The FDIC's OMWI will continue to work closely with the Division of Administration's Selective Placement Coordinator and other DOA staff in these efforts.

In addition to targeted recruitment and outreach efforts at colleges and universities, the FDIC's Corporate Recruitment team will continue its tradition of participating in diversity recruiting events with agencies, organizations, and groups that work with, and provide services for Veterans and Veterans with Disabilities. These efforts may include events with the Department of Veterans Affairs, U.S. Chamber of Commerce, local chapters of Veterans Service Organizations such as Wounded Warrior Project Operation Warfighter; American Veterans; Disabled American Veterans; Iraq and Afghanistan Veterans of America; Military Officers Association of America, and other organizations whose primary mission is to support Veterans and Veterans with Disabilities by working to help them obtain employment. FDIC Corporate Recruitment personnel plan to continue their participation in career fairs, Hire our Heroes events, Recruit Military Veterans Job Fairs, and job fairs/forums for transitioning service members at D.C. area military installations. The Human Resources Branch will continue to provide vacancy announcements to American GI Forum, Operation Warfighter, and VetJobs. In addition, the branch will work with Operation Warfighter to explore providing a work opportunity to a veteran in the D.C. area who is being treated at a medical facility such as a VA Hospital or Walter Reed Medical Center.

14. OPM DVAAP Manager Official Use Only: Did agency provide a description of recruiting methods that they will use to seek out disabled veterans?

Yes Somewhat No

15. OPM DVAAP Manager Official Use Only: Did agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?

Yes Somewhat No

16. A description of how the agency will provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

A review of available information reveals that of all 873 promotions, Veterans at the FDIC were promoted at a rate of 10.0 percent (87) during FY 2020, which is below the 12.3 percent (97) during FY 2019, but higher than their current representation in the workforce of 9.0 percent. Veterans with Disabilities were promoted at a rate of 5.8 percent (51) in FY 2020, which is a decrease over the rate of 6.6 percent (52) in FY 2019, but above their current workforce representation of 4.4 percent. Veterans with Disabilities of 30% or more were promoted at a rate of 3.4 percent (30) in FY 2020, which is lower than the 4.4 percent (35) achieved in FY 2019, but above their current workforce representation of 3.0 percent. This information indicates that while there is a marginal decrease in the promotion rate for Veterans, there is no identifiable decreasing trend. The FDIC will continue to provide internal advancement opportunities for both Veterans and Veterans with Disabilities during FY 2021.

To provide internal advancement opportunities during FY 2021, the FDIC will offer programs to facilitate promoting and developing Veterans with Disabilities and Veterans with Disabilities of 30% or more. Eligible employees will be encouraged to work with their supervisors to develop Career Development Plans, and training and learning opportunities will be available to eligible employees through the Professional Learning Account Program. The FDIC will provide developmental opportunities to interested Veterans with Disabilities through the 20th cycle of the Mentoring Program, Leadership Development programs, and detail assignments filled by Expressions of Interest. The Veterans Employee Resource Group (ERG) and the Corporate Advocacy Network for Disability Opportunities (CAN DO) ERG will help raise awareness of personal development tools available to Disabled Veterans. Corporate University will support participation by Veterans with Disabilities in the FDIC's external leadership development programs. Eligible employees, including Veterans with Disabilities, will be provided the opportunity to apply for, and participate in detail opportunities via the FDIC's Expression of Interest Program. The Veterans ERG will be encouraged to meet with Career Management Program (CMP) personnel to ensure they are using all available tools such as job coaching, career counseling, and resume review.

In FY 2021, the FDIC will continue its use of an Employee Counseling Service to ensure that Veterans with Disabilities have access to clinical counseling services. Training resources and articles for re-integration and workplace advancement will be provided to assist Veterans with Disabilities. Additionally, when Reserve and/or Guard members return from deployment, the staff of FDIC's WorkLife Program will continue to provide support and access to clinical counseling to all employees, as well as their family members and significant others. These services are provided by WorkLife Connections at no cost to FDIC employees, including Veterans and Veterans with Disabilities. The services provide short-term confidential clinical counseling that is accessible 24 hours a day. The WorkLife program will continue to update the external FDIC Reserve and Guard website, which houses several articles, including "Returning to Family Life After Military Deployment," "Returning to Work Following Military Duty," and "Coping with Post-Traumatic Stress." The program will also promote the transition guides for each branch of military, as well as update relevant web resources and share the updated link with Reserve and Guard members.

17. OPM DVAAP Manager Official Use Only: Did agency provide a description of how they will provide internal advancement opportunities for disabled veterans?

Yes Somewhat No

18. OPM DVAAP Manager Official Use Only: If needed, is there a plan of how the agency will improve internal advancement opportunities for disabled veterans?

Yes Somewhat No Not Needed

19. A description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans (Attach supporting addendums if needed)

Once it is finalized and approved, the FDIC will implement the integrated D&I Strategic Plan. OMWI will hold regular meetings with key agency stakeholders to identify areas of the plan and the Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities (Part J of the MD-715) that can be implemented to promote the employment and advancement of Veterans with Disabilities. Additionally, OMWI will continue to work with the Chairman's Diversity Advisory Councils across the country to host disability awareness events and information exchange sessions on the reasonable accommodation process, Schedule A, and other special hiring authorities. These programs will help to encourage understanding and awareness of individuals with disabilities, including Veterans with Disabilities, as well as encourage the use of reasonable accommodation, while removing preconceived stereotypes about individuals with disabilities.

OMWI will continue to resurvey the FDIC's workforce twice per year using OPM's Standard Form 256 (SF-256, Self-Identification of Disability). This updated information will be used with existing personnel data on Veterans status to improve the accuracy of FDIC data on Veterans with Disabilities who have not otherwise self-identified their disabilities. The Disability Program Manager will continue to promote the self-identification process to the Regional and Field Offices through email notifications and discussions with Assistant Regional Directors and Field Office Supervisors. The regularly updated data will allow the FDIC to better evaluate the effectiveness of efforts to hire, train, promote, award, and retain individuals with disabilities, including Veterans with Disabilities.

OMWI will use the resources of the Veterans and CAN DO ERGs to offer employees an opportunity to network, address common issues and concerns, and receive support from those who share similar backgrounds, experiences or interests. OMWI and WorkLife will coordinate with the CAN DO and Veterans ERGs to highlight various disability-related observance days and months throughout the year and highlight disabilities prevalent among the Veteran community. OMWI will continue to conduct a national Veterans Day Program and Disability Employment Awareness Program as part of its Diversity and Inclusion Education Series programs. If the program cannot be held at the FDIC's headquarters office in Arlington, Virginia, due to COVID-19 restrictions, it will be held through a MS Teams Live meeting and accessible to all FDIC employees nationwide. OMWI will promote the updated Reasonable Accommodation Computer-Based Instruction that trains managers and employees on processing reasonable accommodation requests along with other recorded MS Teams Live meetings and webinars that cover topics of disability etiquette and the reasonable accommodation process.

20. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will inform their operating components and field installations, on responsibilities such as the employment and advancement of disabled veterans? (Not Applicable for agencies that do not have operating components or field installations)

Yes Somewhat No Not Applicable

21. A description of how the agency will monitor, review, and evaluate its planned efforts, including implementation at operating component and field installation levels during the period covered by the plan (Attach supporting addendums if needed)

During FY 2021, the FDIC will maintain its goal of being an “employer of choice” for recruiting, hiring, retaining, and advancing all employees, including Veterans with Disabilities. To support this goal, the Veterans ERG will be asked to present to the Diversity and Inclusion Executive Advisory Committee to engage senior executives on Veterans issues. In addition, the OMWI Director will continue to meet with Employee Resource Groups, including the Veterans ERG throughout the year. To ensure continued achievement of this goal, the FDIC will analyze and monitor its workforce profiles on a quarterly basis, as well as review and evaluate the initiatives delineated in the DVAAP to ensure they are being carried out as planned. OMWI will follow up with the representatives in Headquarters, Regional, Area, and Field Offices to ensure that planned initiatives are being successfully implemented at all levels.

22. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will monitor, review and evaluate its planned efforts? (If applicable as well as for major operating components and field installations)

Yes	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>
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**23. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

Designated DVAAP POC:

Name: Monica C. Flint

Title: Disability Program Manager, Affirmative Employment, Diversity and Inclusion Branch, OMWI Email:
mflint@fdic.gov

Phone: (703) 562-2096

Plan Certification

The plans shall cover a time period of not less than one year, and may cover a longer period if concurrent with the agency's Section 501(b) Plan. Each plan must specify the period of time it covers.

Agency must have a plan covering all of its operating components and field installations. The plan shall include instructions assigning specific responsibilities on affirmative actions to be taken by the agency's operating components and field installations to promote the employment and advancement of disabled veterans. OPM must be informed when headquarters offices require plans at the field or installation level.

Agency operating components and field installations must have a copy of the plan covering them, and must implement their responsibilities under the plan. OPM may require operating components and field installations to develop separate plans in accordance with program guidance and/or instructions.

Certification

The below certification indicates that the program is being implemented as required by 5 CFR Part 720, Subpart C and appropriate guidance issued by the U.S. Office of Personnel Management. Additionally, this agency has a current plan as required by the regulation.

Please type or print clearly. After an original signature is obtained, scan and return this sheet.

24. Dates of the Period of Time the Plan is Covered	From	10/01/2020	To	09/30/2021
25. Agency Name	Federal Deposit Insurance Corporation			
26. DVAAP POC's Name	Monica C. Flint			
27. Title	Disability Program Manager			
28. Telephone Number	(703) 562-2096	29. Email	mflint@fdic.gov	
30. Date Plan Last Amended	10/01/2019	31. Date Effective	10/01/2019	
32. DVAAP Certifying Official's Name	Nikita Pearson			
33. Title	Acting Director, OMWI			
34. Telephone Number	(202) 898-6977	35. Email	npearson@fdic.gov	
36. DVAAP Certifying Official Signature	NIKITA PEARSON		37. Date	12/01/2020

Digitally signed by NIKITA PEARSON
Date: 2020.12.01 12:59:21 -05'00'

Agency Disabled Veterans Affirmative Action Program Plan and Certification Electronic Reporting Instructions

General Instructions:

1. Complete all items and questions in the forms field.
2. Electronic Requirements – Agency should only submit data for what they are planning to do for the next Fiscal Year in accordance with the minimal requirements of the plan content from Title 5 CFR Part 720 Subpart C, which is provided on this form.
3. Collection of plan data requires a completed plan data element that has been recorded to be used throughout the Fiscal Year. Plans may vary from agency to agency. This form provides conformity and standardization for the minimal required core data. The forms have limited characters so agency may attach addendums when needed, if the form does not allow you to capture the data completely.

DVAAP Plan and Certification Information

1. **Agency** – Provide the name of the agency.
2. **FY** – Provide the Fiscal Year of which the plan will be covered under. If the plan is covering more than one year capture it in the form field, as seen on the following example: 2016-2018.
3. **POC Name** – Provide the name of the point of contact.
4. **Phone** – Provide the phone number of point of contact.
5. **A statement of the agency's policy with regard to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled** – Provide a statement of the agency's policy in regards to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled. You may attach supporting addendums if the information provided pertains to the requirement.
6. **Did agency provide a policy outline in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled?** – OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a policy in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled.
7. **An assessment of the current status of disabled veteran employment within the agency, with emphasis on those veterans who are 30 percent or more disabled -** Provide an assessment of the current status within the agency of the total amount of employees, veterans, disabled veterans and emphasizing those veterans who are 30 percent or more disabled. You may attach supporting graphs, charts, and addendums if the information provided pertains to the requirement.
8. **# of Employees** – Provide the total number of employees within the agency.
9. **# of Veterans** – Provide the total number of veterans within the agency.
10. **# of Disabled Veterans** - Provide the total number of disabled veterans within the agency.

11. **# of 30% or More Disabled Veterans** – Provide the total number of 30% or more disabled veterans within the agency.
12. **Did agency provide an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled?** – OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled.
13. **A description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled** – Provide a description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled. You may attach supporting addendums if the information provided pertains to the requirement.
14. **Did your agency provide a description of recruiting methods that they will use to seek out disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a description of recruiting methods that they will use to seek out disabled veterans.
15. **Did your agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided special steps that would be taken to recruit 30 percent or more disabled veterans.
16. **A description of how the agency will provide or improve internal advancement opportunities for disabled veterans** – Provide a description of how the agency will provide or improve internal advancement opportunities for disabled veterans. You may attach supporting addendums if the information provided pertains to the requirement.
17. **Did your agency provide a description of how they will provide internal advancement opportunities for disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a description of how they will provide internal advancement opportunities for disabled veterans.
18. **If needed, is there a plan of how your agency will improve internal advancement opportunities for disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat”, “No”, or “Not Needed” to indicate if agency provided a description of how they will improve internal advancement opportunities for disabled veterans.
19. **A description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans** – Provide a description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans. You may attach supporting addendums if the information provided pertains to the requirement. For agencies that do not have operating components or field installations, state in the form field N/A.

- 20. Did your agency provide a description on how they will inform their operating components and field installations, on responsibilities such as the employment and advancement of disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat”, “No”, or “Not Applicable” to indicate if agency provided a description on how they will inform their operating components and field installations on a regular basis, on responsibilities such as the employment and advancement of disabled veterans. Not Applicable for agencies that do not have operating components or field installations.
- 21. A description of how the agency will monitor, review, and evaluate its planned efforts, including implementation at operating component and field installation levels during the period covered by the plan** – Provide a description of how the agency will monitor, review, and evaluate its planned efforts, if applicable, including implementation at operating component and field installation levels during the period covered by the plan. You may attach supporting addendums if the information provided pertains to the requirement.
- 22. Did your agency provide a description on how they will monitor, review and evaluate its planned efforts?** OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provides a description on how they will monitor, review and evaluate its planned efforts.
- 23. POC’s Name, Email, and Phone Number of Operating Components and Field Installations** – If applicable provide point of contact’s name, email, and phone number of operating components and field installations.
- 24. Dates of the Period of Time the Plan is Covered** – Provide the start date of the plan and the end date of the plan.
- 25. Agency Name** – Provide the name of the agency.
- 26. DVAAP POC’s Name** – Provide the DVAAP point of contact’s name.
- 27. Title** – Provide the title of the point of contact.
- 28. Telephone Number** – Provide the phone number of the point of contact.
- 29. Email** – Provide the email of the point of contact.
- 30. Date Plan Last Amended** – Provide the date of when the plan was last amended.
- 31. Date Effective** – Provide the date when the plan is effective.
- 32. DVAAP Certifying Official’s Name** – Provide the DVAAP Certifying Official’s name.
- 33. Title** – Provide the title of the DVAAP Certifying Official.
- 34. Telephone Number** – Provide the phone number of the DVAAP Certifying Official.
- 35. Email** – Provide the email of the DVAAP Certifying Official.
- 36. DVAAP Certifying Official Signature** – DVAAP Certifying Official must provide an electronic signature or print out the page and hand sign the plan certification.
- 37. Date** – Provide the date that plan was signed.

ATTACHMENT J

FDIC 2020 Federal Employee Viewpoint Survey Results



FDIC 2020 OPM Federal Employee Viewpoint Survey Results

Results for:
FDIC Overall

December 2020

U.S. Office of Personnel Management





Table of Contents

▶ How To Use This Report	3
▶ OPM Index Results	5
▶ Top 5 and Bottom 5 Differences Compared to 2019 Survey Results	6
▶ FEVS Item Results	7
▶ COVID-19 Item Results	11
▶ Work-Life Item Results	19
▶ Demographic Items Results	23



How to Use this Report

2020 FEVS Survey Background

- ▶ The challenges created by COVID-19 this year resulted in changes to the content of the official 2020 FEVS compared to prior administrations, including: reducing the core FEVS item content by nearly half in order to ask additional questions targeted at COVID-19, and removing FDIC specific items and open-ended questions that were offered in previous administrations.
- ▶ These changes resulted in several reporting impacts described below.

Reporting Impacts

- ▶ FDIC dimensions could not be calculated consistent with previous administrations. Instead, several OPM Indices are provided. These indices are described in further detail in the OPM Index Results section of the report.
- ▶ The traditional organization of the report with items presented according to the FDIC dimensions is no longer possible. Instead, the items are presented in numerical order as they were asked on the survey: FEVS Items, COVID-19 Items, Work-Life Items, and Demographic Items.
- ▶ The Comment Categorization section was removed as open-ended comments were not collected in this survey administration.

General Reporting Notes

- ▶ This report outlines results for the FDIC 2020 OPM Federal Employee Viewpoint Survey. Data is provided at the OPM index and item (question) level. In addition, when available, comparisons are provided to 2019 survey results.
- ▶ Significant differences compared to the 2019 survey results are highlighted in green (positive difference) and red (negative difference). Significance is determined based on the margin of error.

OPM Index Results

- ▶ This section summarizes scores on OPM defined indices. The statistics are the same as those in the Item Results sections, and are calculated as the average of item scores comprising each index.
- ▶ The information in this section is useful for benchmarking and for identifying broad areas of strength and opportunity.

Top 5 and Bottom 5 Differences Compared to 2019 Survey Results

- ▶ This section shows the top 5 differences compared to 2019, and the bottom 5 differences compared to 2019.
- ▶ Use this section to quickly identify actionable strengths and challenges.

Item Results

- ▶ These sections show detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option.
- ▶ Item Results are divided into the four major sections included on the survey: FEVS Items, COVID-19 Items, Work-Life Items, and Demographic Items.
- ▶ The information in these sections is useful for identifying specific strengths and targeting specific areas for improvement.

Administration Details

- ▶ Survey Dates: September 14, 2020 through October 23, 2020
- ▶ Population: 5984
- ▶ Number of Surveys Completed: 3649
- ▶ Response Rate: 61%
- ▶ Margin of Error: +- 1%

Determining Key Findings

- ▶ To determine Strengths and Possible Opportunities to improve (or continue improving), take into account the percent favorable of each item and comparisons of items to the 2019 survey results (if available).
- ▶ Areas of strength can be identified by having a relatively high percent favorable rating, and at the same time, being significantly higher than the 2019 survey benchmark.
- ▶ Possible opportunities for improvement are the opposite; that is, they can be identified by having a relatively low percent favorable, and are below the 2019 survey benchmark.

FDIC 2020 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3649

OPM INDEX RESULTS

	Favorable	Neutral	Unfavorable	Differences 2019
Global Satisfaction Index	80	11	8	2
Employee Engagement Index (EEI)	79	12	9	4
EEI - Intrinsic Work Experience	79	12	9	3
EEI - Leaders Lead	73	16	11	6
EEI - Supervisors	85	9	6	5
Inclusion Quotient (IQ) Index	74	15	11	4
IQ - Cooperative	74	16	10	6
IQ - Empowering	71	15	13	5
IQ - Fair	62	21	17	3
IQ - Open	74	17	10	4
IQ - Supportive	86	8	6	3

Global Satisfaction measures employees' satisfaction about four aspects of their work: their job, their pay, their organization, and whether they would recommend their organization as a good place to work. (Items: 24,47,48,49)

Employee Engagement measures conditions that can lead to engagement. The EEI is comprised of three subindices:

-Intrinsic Work Experience: Employees' feelings of motivation & competency relating to the workplace. (Items: 3,4,5,7,8)

-Leaders Lead: Perceptions of the leadership's integrity, communication & motivation. (Items: 35,37,38,41,42)

-Supervisor: Perceptions of the worker/supervisor relationship, including trust, respect, & support. (Items: 29,30,31,32,34)

Inclusion Quotient identifies behaviors that help create an inclusive environment. The IQ is comprised of five subindices:

-Cooperative: Does management encourage communication and collaboration? (Items: 39,40)

-Empowering: Do employees have the resources and support needed to excel? (Items: 2,3,7,16)

-Fair: Are all employees treated equitably? (Items: 11,13,14,22,23)

-Open: Does management support diversity in all ways? (Items: 18,19,27,36)

-Supportive: Do supervisors value employees? (Items: 26,28,30,31,33)

FDIC 2020 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3649

Top 5 and Bottom 5 Differences Compared to 2019 Survey Results

Top 5

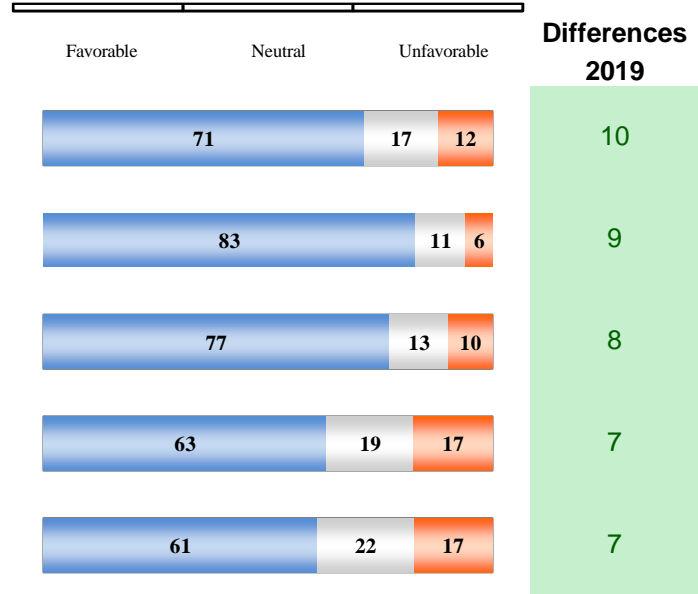
45. How satisfied are you with the information you receive from management on what's going on in your organization?

43. Senior leaders demonstrate support for Work/Life programs.

28. My supervisor provides me with constructive suggestions to improve my job performance.

16. Employees have a feeling of personal empowerment with respect to work processes.

35. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.



Bottom 5

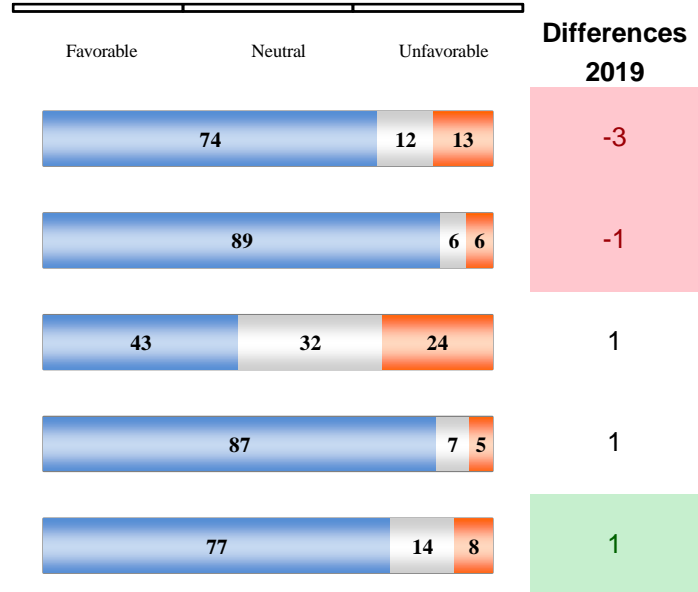
48. Considering everything, how satisfied are you with your pay?

33. In the last six months, my supervisor has talked with me about my performance.

11. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

15. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

19. Policies and programs promote diversity in the workplace.



FDIC 2020 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3649

FEVS ITEM RESULTS

	Favorable	Neutral	Unfavorable	Differences 2019
My Work Experience				
1. I am given a real opportunity to improve my skills in my organization.	84	9	7	2
2. I have enough information to do my job well.	84	9	7	2
3. I feel encouraged to come up with new and better ways of doing things.	67	19	14	6
4. My work gives me a feeling of personal accomplishment.	79	12	8	1
5. I know what is expected of me on the job.	86	8	6	2
6. My workload is reasonable.	74	11	15	1
7. My talents are used well in the workplace.	71	14	15	4
8. I know how my work relates to the agency's goals.	92	5	3	1
9. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	78	13	9	1
My Work Unit				
10. The people I work with cooperate to get the job done.	90	6	4	3
11. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	43	32	24	1

My Work Unit - continued

12. In my work unit poor performers usually:

Remain in the work group and improve their performance over time

13%

Remain in the work group and continue to underperform

33%

Leave the work group - removed or transferred

5%

Leave the work group - quit

2%

There are no poor performers in my work group

19%

Do not know

27%

13. In my work unit, differences in performance are recognized in a meaningful way.



5

14. Awards in my work unit depend on how well employees perform their jobs.



5

15. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.



1

My Agency

16. Employees have a feeling of personal empowerment with respect to work processes.



7

17. Employees are recognized for providing high quality products and services.



5

18. Creativity and innovation are rewarded.



7

19. Policies and programs promote diversity in the workplace.



1

20. Employees are protected from health and safety hazards on the job.



2

21. My agency is successful at accomplishing its mission.



2

22. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.



2

23. Prohibited Personnel Practices are not tolerated.



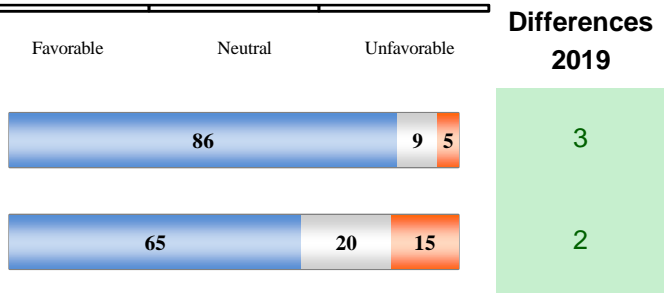
1

Differences
2019

Differences
2019

My Agency - continued

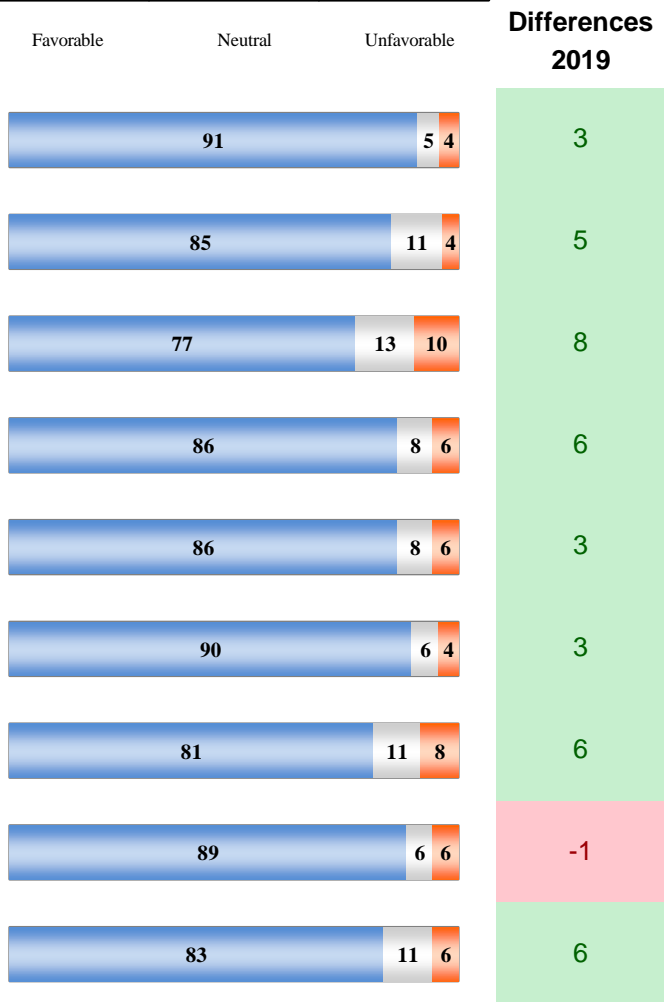
24. I recommend my organization as a good place to work.



25. I believe the results of this survey will be used to make my agency a better place to work.

My Supervisor

26. My supervisor supports my need to balance work and other life issues.



27. My supervisor is committed to a workforce representative of all segments of society.

28. My supervisor provides me with constructive suggestions to improve my job performance.

29. Supervisors in my work unit support employee development.

30. My supervisor listens to what I have to say.

31. My supervisor treats me with respect.

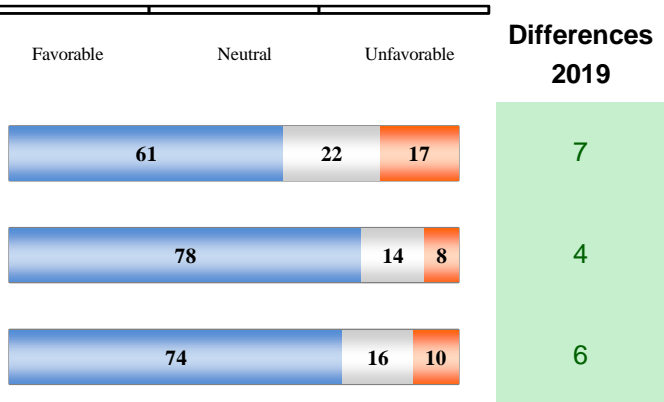
32. I have trust and confidence in my supervisor.

33. In the last six months, my supervisor has talked with me about my performance.

34. Overall, how good a job do you feel is being done by your immediate supervisor?

Leadership

35. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.



36. Supervisors work well with employees of different backgrounds.

37. My organization's senior leaders maintain high standards of honesty and integrity.

Leadership - continued

38. Managers communicate the goals of the organization.
39. Managers promote communication among different work units.
40. Managers support collaboration across work units to accomplish work objectives.
41. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
42. I have a high level of respect for my organization's senior leaders.
43. Senior leaders demonstrate support for Work/Life programs.



My Satisfaction

44. How satisfied are you with your involvement in decisions that affect your work?
45. How satisfied are you with the information you receive from management on what's going on in your organization?
46. How satisfied are you with the recognition you receive for doing a good job?
47. Considering everything, how satisfied are you with your job?
48. Considering everything, how satisfied are you with your pay?
49. Considering everything, how satisfied are you with your organization?



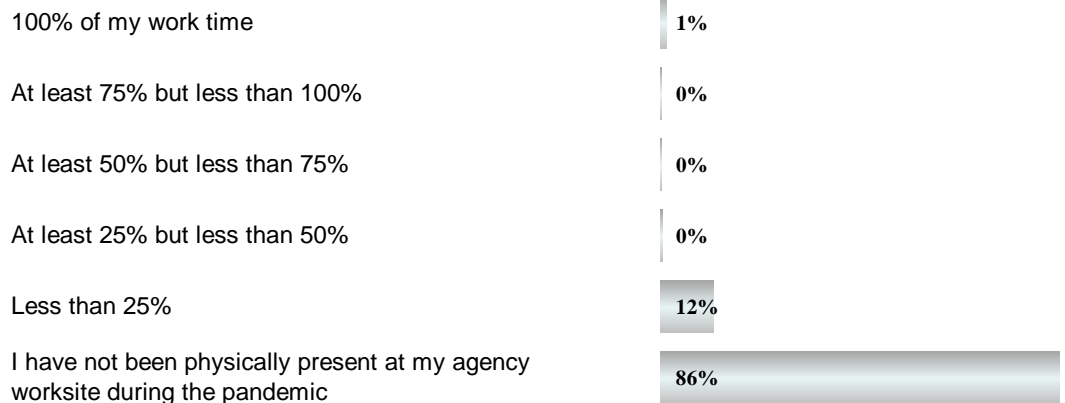
FDIC 2020 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3649

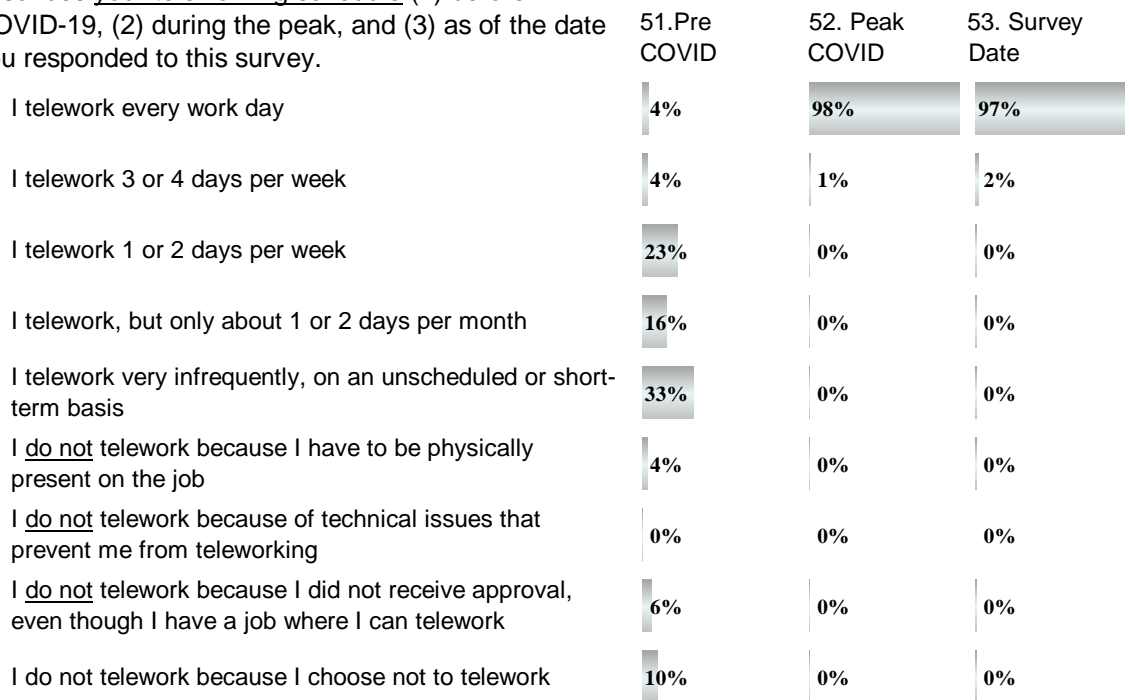
COVID-19 ITEM RESULTS

Background

50. During the COVID-19 pandemic, on average what percentage of your work time have you been physically present at your agency worksite?

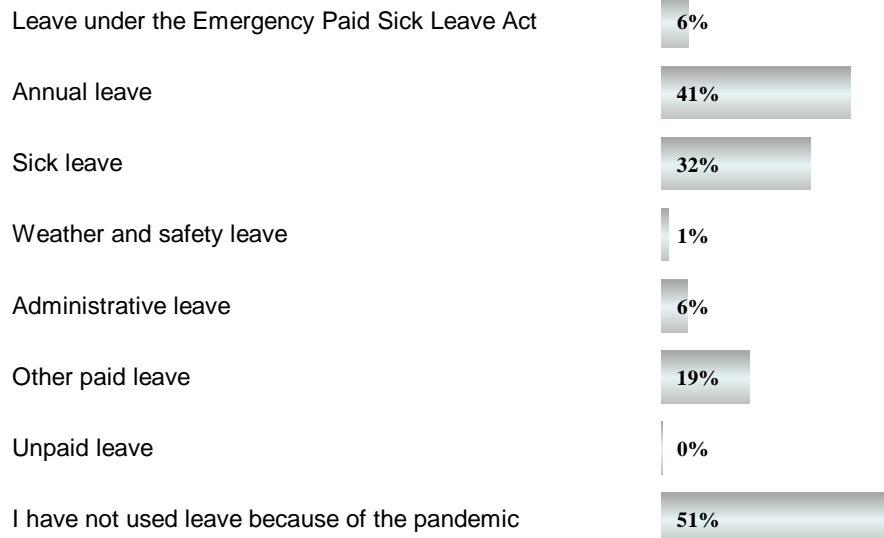


51-53. Please select the response that BEST describes your teleworking schedule (1) before COVID-19, (2) during the peak, and (3) as of the date you responded to this survey.

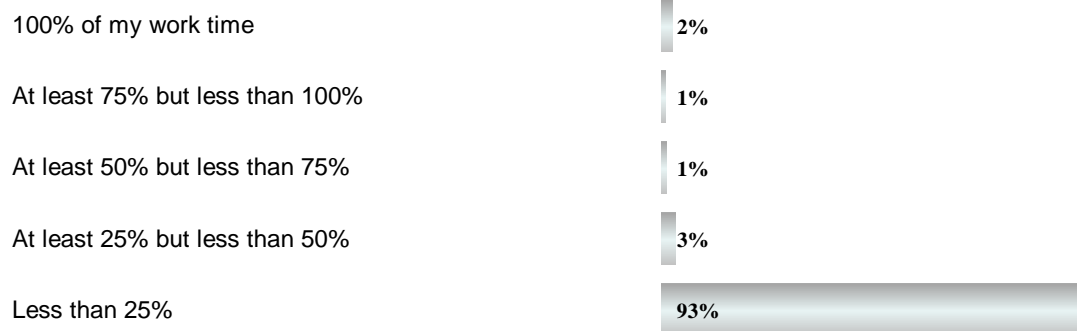


Background - continued

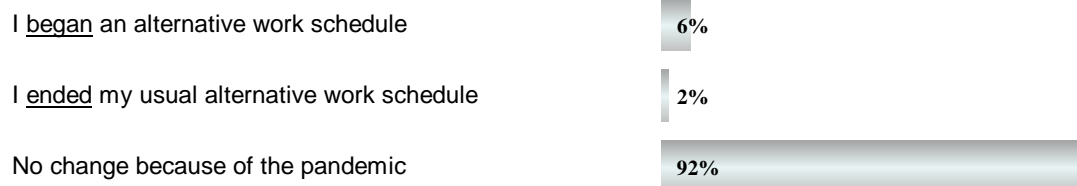
54. What type(s) of leave have you used because of the pandemic?



55. During the COVID-19 pandemic, what percentage of your total work time have you used leave because of the pandemic?

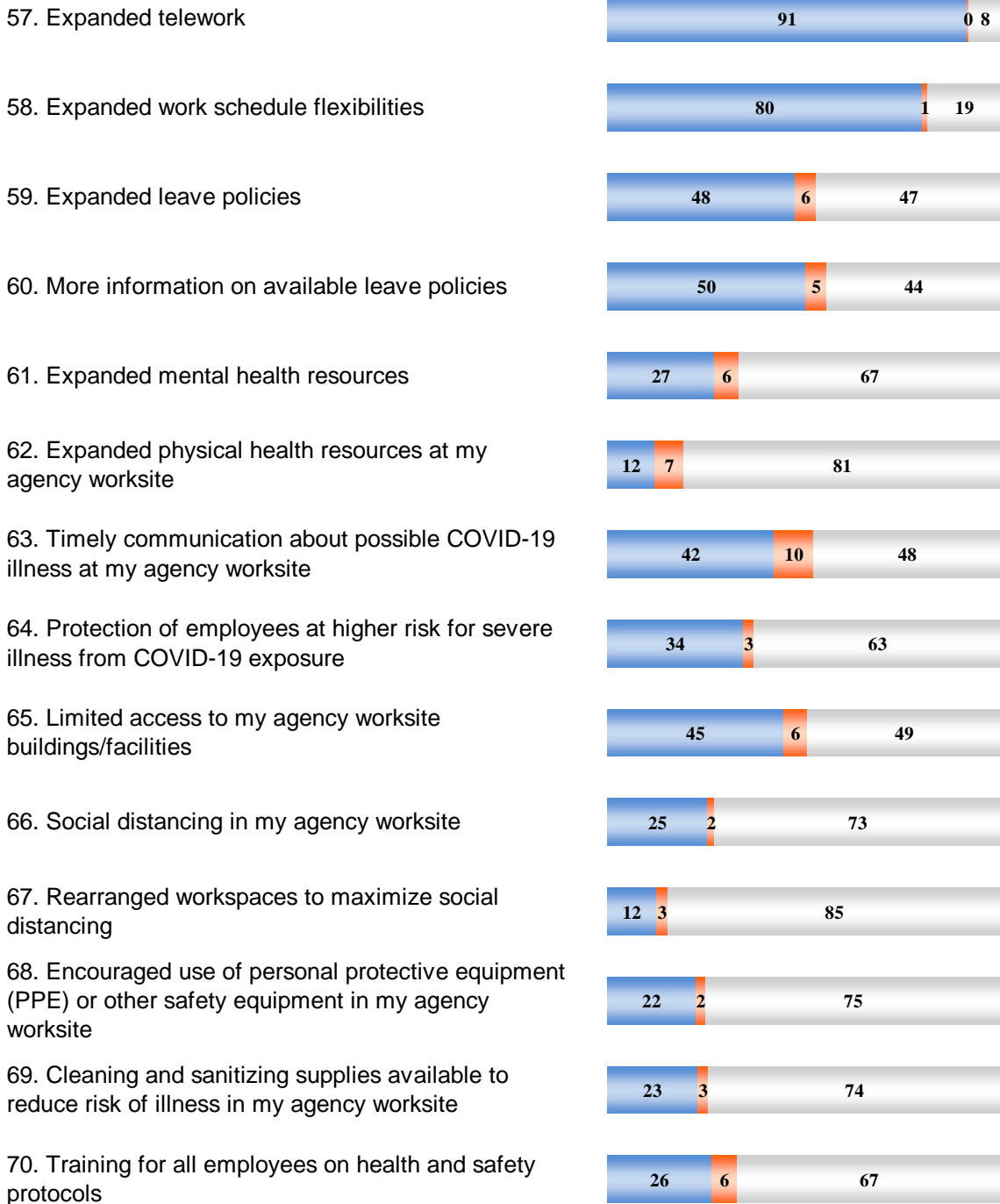


56. How have you changed your participation in alternative work schedules (AWS) because of the COVID-19 pandemic?



Employee Supports

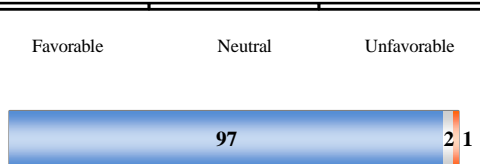
How has your organization supported **your well-being** needs during the COVID-19 pandemic?



Employee Supports - continued

During COVID-19 senior leaders have...

71. ...demonstrated commitment to employee health and safety.



72. ...supported policies and procedures to protect employee health and safety.



73. ...provided effective communications about the pandemic.



During COVID-19 my supervisor has...

74. ...shown concern for my health and safety.



75. ...supported my efforts to stay healthy and safe while working.



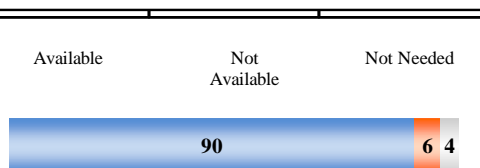
76. ...created an environment where I can voice my concerns about staying healthy and safe.



Work Supports

How has your organization supported **your work** during the COVID-19 pandemic

77. Consistent communication



78. Training for new/changed work or work processes because of the pandemic



79. Reallocation of resources to support changes in work because of the pandemic



80. Help with commuting issues



81. Options for work/business travel



82. Information on remote work policies, procedures, and expectations



83. Training on how to work remotely



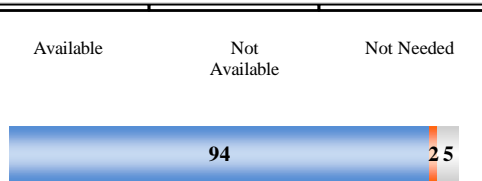
84. Equipment and technology for working remotely



Work Supports - continued

How has your organization supported your work during the COVID-19 pandemic

85. Expanded collaboration tools



86. Expanded training for using remote work tools and applications



87. Expanded Information Technology (IT) support



88. Information about data security policies and procedures



89. Does the type of work you do require you to be physically present at a worksite?

Yes



No



Other



Work Effects

90. How disruptive has the COVID-19 pandemic been to your ability to do your work?

Extremely



Very



Somewhat



Slightly



Not at All

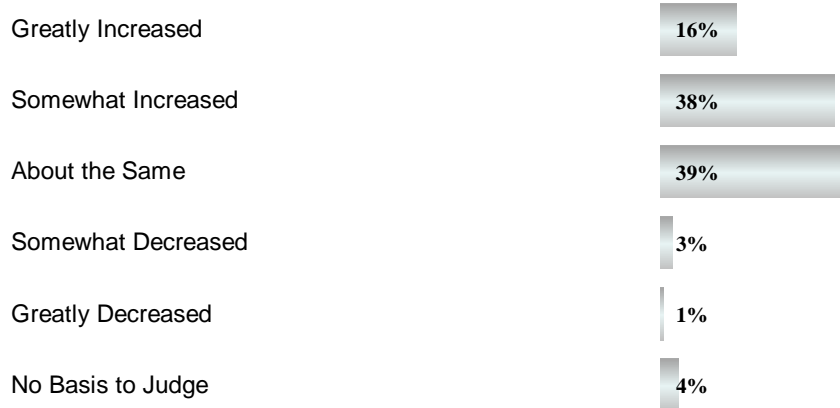


No Basis to Judge

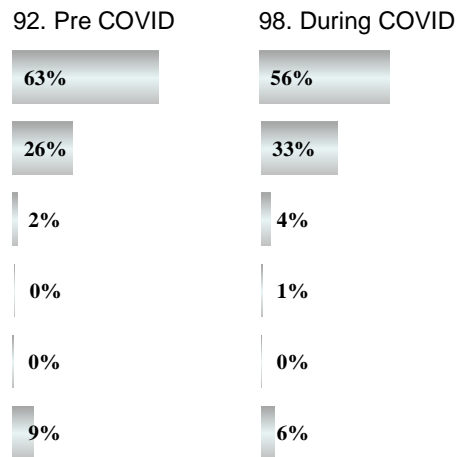


Work Effects - continued

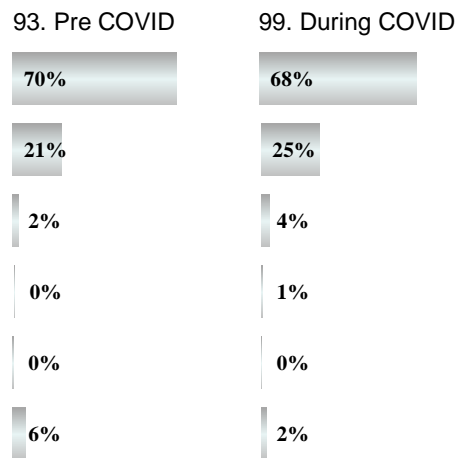
91. How have your work demands changed because of the COVID-19 pandemic?



92/98. My work unit met the needs of our customers.



93/99. My work unit contributed positively to my agency's performance.



Work Effects - continued

94/100. My work unit produced high-quality work.

94. Pre COVID

100. During COVID

Always

66%

63%

Most of the Time

24%

28%

Sometimes

3%

5%

Rarely

0%

1%

Never

0%

0%

No Basis to Judge

5%

2%

95/101. My work unit adapted to changing priorities.

95. Pre COVID

101. During COVID

Always

64%

65%

Most of the Time

25%

26%

Sometimes

4%

5%

Rarely

1%

1%

Never

0%

0%

No Basis to Judge

5%

2%

96/102. My work unit successfully collaborated.

96. Pre COVID

102. During COVID

Always

62%

59%

Most of the Time

26%

28%

Sometimes

6%

9%

Rarely

1%

2%

Never

0%

0%

No Basis to Judge

5%

2%

Work Effects - continued

97/103. My work unit achieved our goals.

97. Pre COVID 103. During COVID

Always



Most of the Time



Sometimes



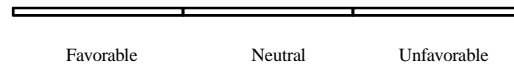
Rarely



Never



No Basis to Judge



104. In the phased return of employees to the agency worksite, my organization has made employee safety a top priority.



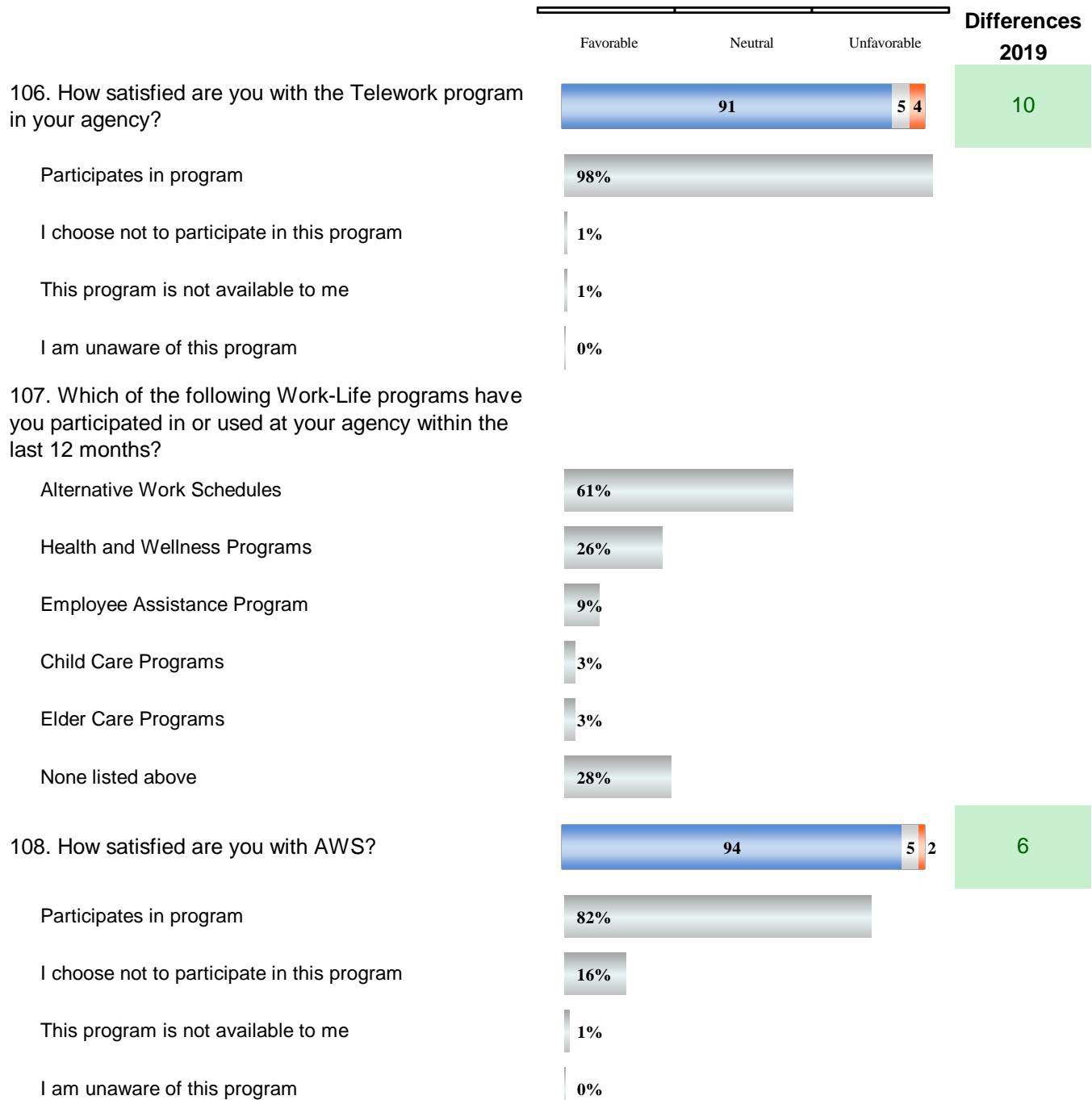
105. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.



FDIC 2020 OPM Federal Employee Viewpoint Survey Results

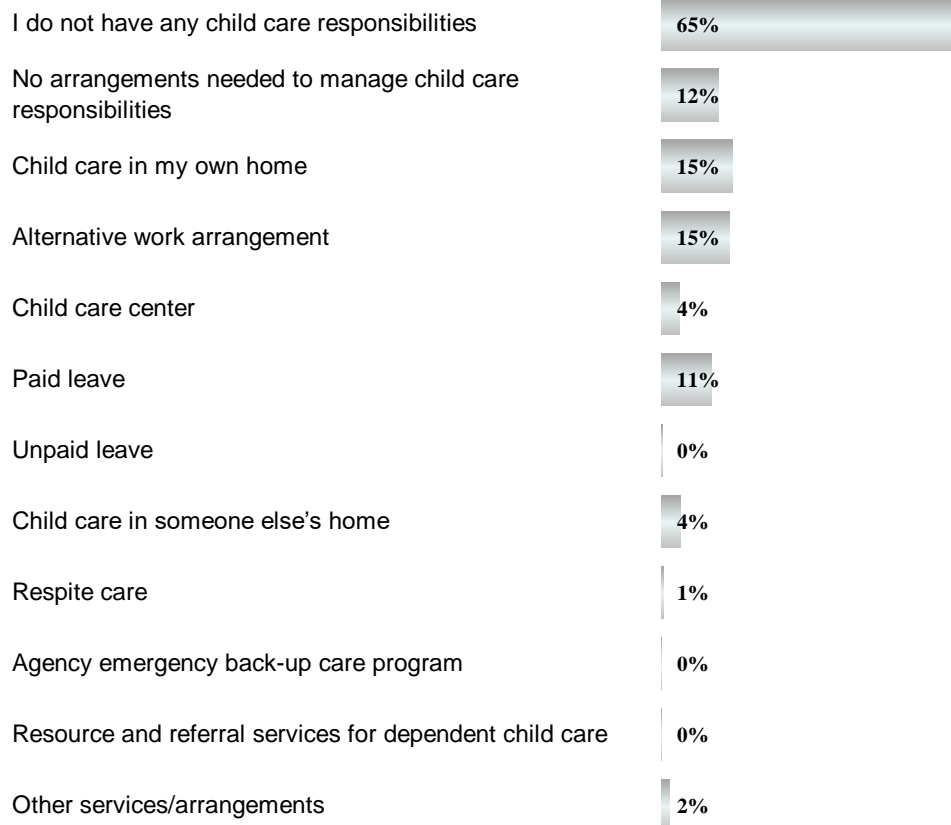
Results for: FDIC Overall, N=3649

WORK-LIFE ITEM RESULTS

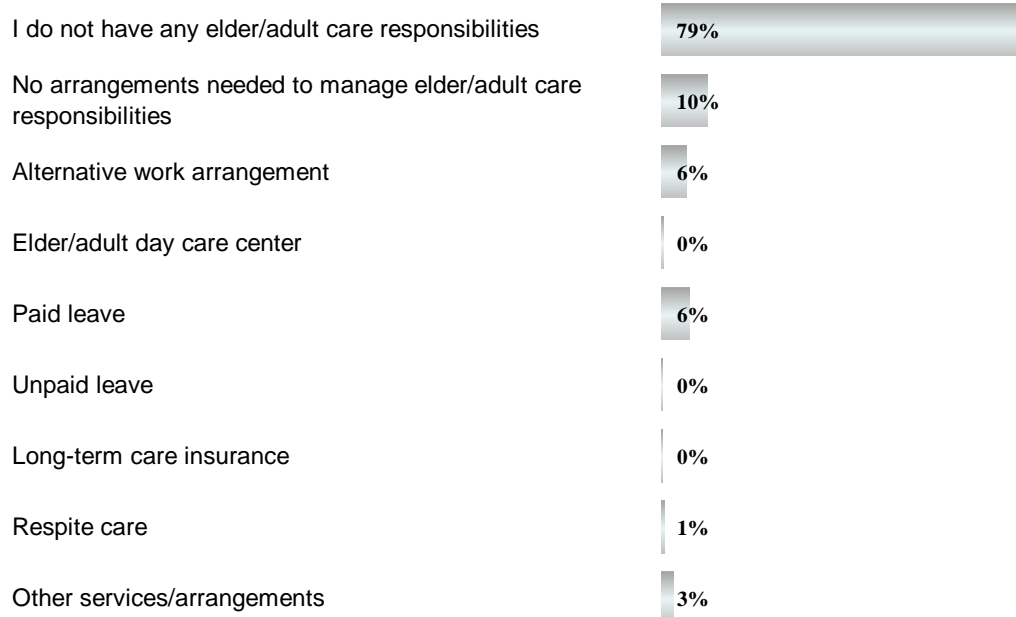


	Favorable	Neutral	Unfavorable	Differences 2019
109. How satisfied are you with Health and Wellness Programs?	82	15	3	-1
Participates in programs	58%			
I choose not to participate in these programs	28%			
These programs are not available to me	9%			
I am unaware of these programs	5%			
110. How satisfied are you with the Employee Assistance Program?	69	28	4	4
Participates in program	41%			
I choose not to participate in this program	51%			
This program is not available to me	1%			
I am unaware of this program	6%			
111. How satisfied are you with Child Care Programs?	55	41	4	0
Participates in programs	23%			
I choose not to participate in these programs	64%			
These programs are not available to me	8%			
I am unaware of these programs	4%			
112. How satisfied are you with Elder Care Programs?	54	44	3	6
Participates in programs	24%			
I choose not to participate in these programs	65%			
These programs are not available to me	4%			
I am unaware of these programs	7%			

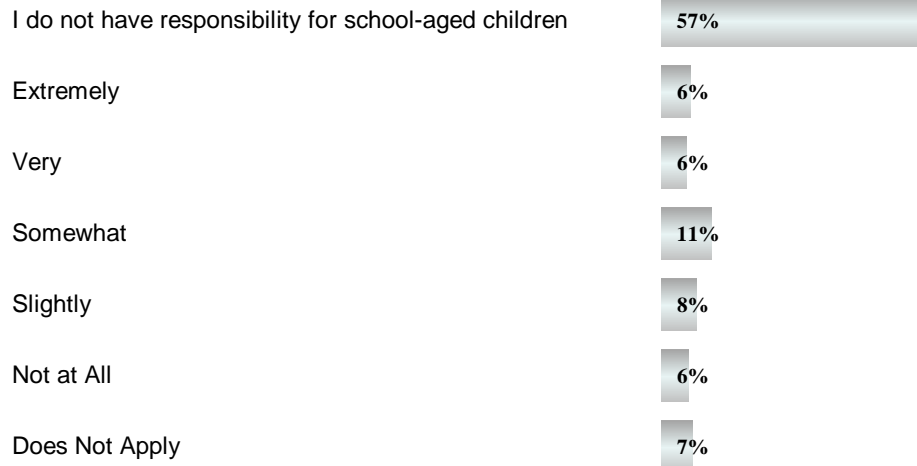
113. Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic?



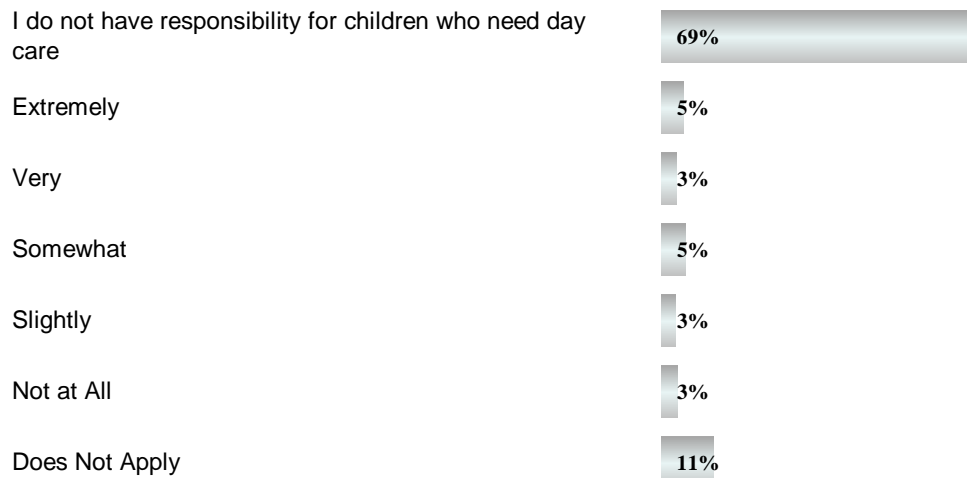
114. Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic?



115. During the COVID-19 pandemic, how disruptive have school closures/changes been to your ability to do your work?



116. During the COVID-19 pandemic, how disruptive have changes to your children's day care been to your ability to do your work?



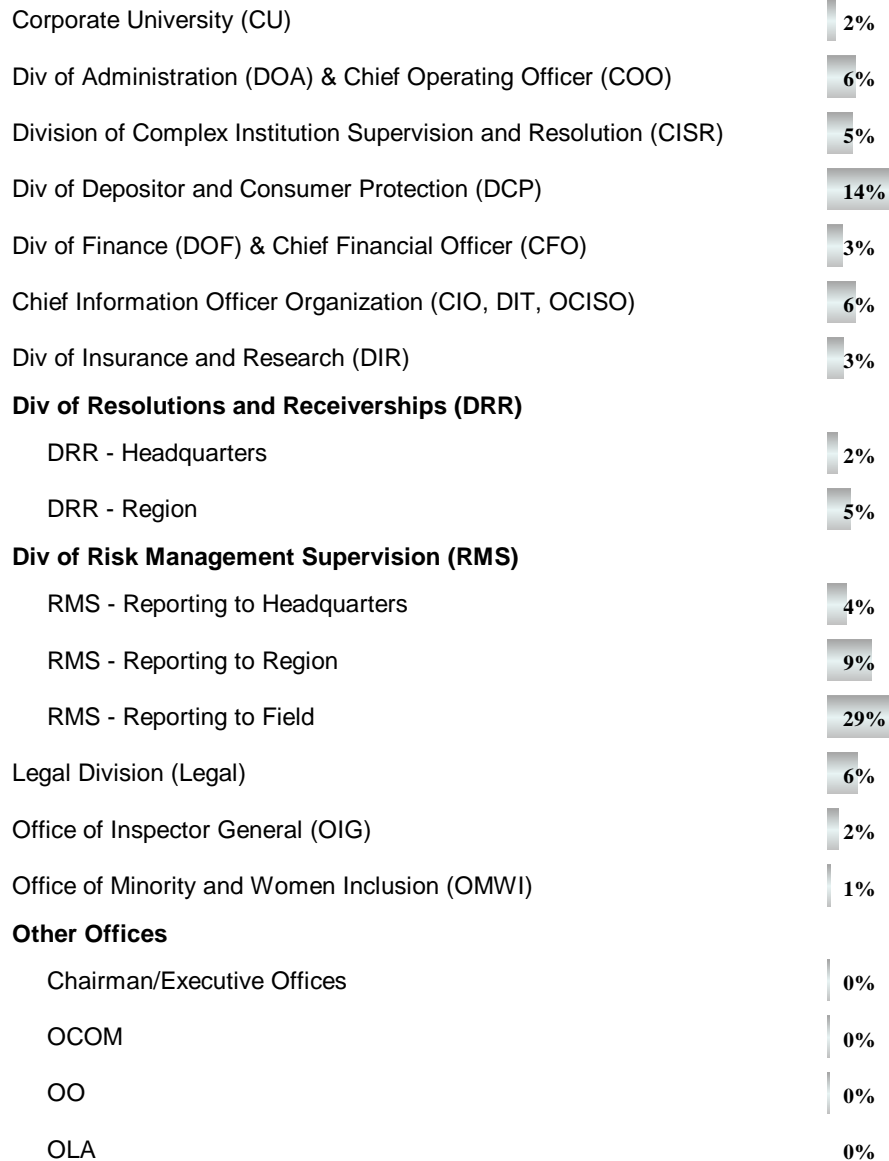
FDIC 2020 OPM Federal Employee Viewpoint Survey Results

Results for: FDIC Overall, N=3649

DEMOGRAPHIC ITEM RESULTS

Employment Demographics

117. In which Division/Office do you currently work?



118. What is your location?

Headquarters 33%

Regional or Area Office

Atlanta Regional Office 3%

Chicago Regional Office 3%

Dallas/Memphis Regional Office 8%

Kansas City Regional Office 3%

New York/Boston Regional Office 5%

San Francisco Regional Office 3%

Field Office

Atlanta Field Offices 6%

Chicago Field Offices 7%

Dallas/Memphis Field Offices 8%

Kansas City Field Offices 7%

New York/Boston Field Offices 8%

San Francisco Field Offices 7%

119. What is your supervisory status?

Senior Leader/Executive 3%

Manager 4%

Supervisor 10%

Team Leader 9%

Non-Supervisor 75%

120. What is your current grade level?

Grade 1-8 10%

Grade 9-11 10%

Grade 12 15%

Grade 13-15 49%

CG Supervisor/CM 13%

EM 3%

Other 1%

121. What type of appointment do you have?



122. Do you work:



123. Are you in a Bargaining Unit position?



124. Do you work in Consumer Affairs or Community Affairs?



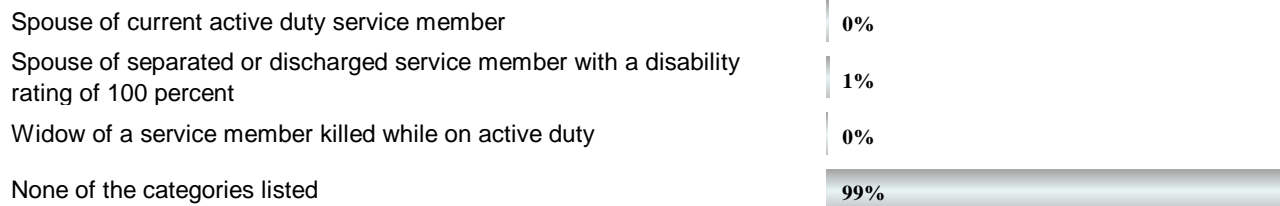
125. Are you currently in the 0570 Occupational Group?



126. What is your US military service status?



127. Are you:



128. Have you been hired under the Military Spouse Non-Competitive Hiring Authority?



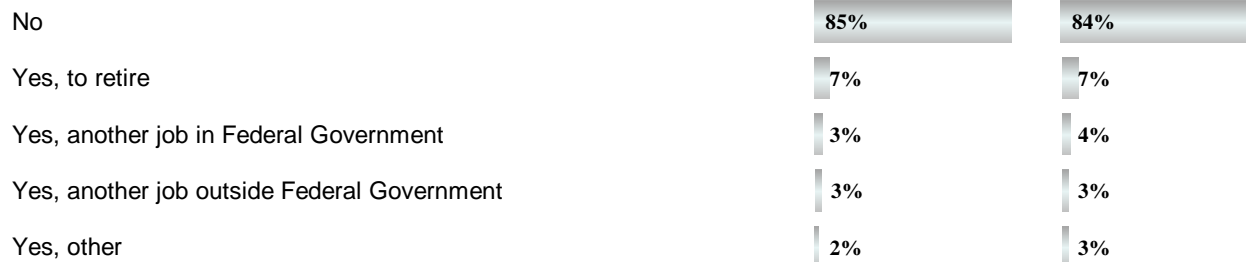
129. How long have you been with the Federal Government (excluding military service)?



130. How long have you been with FDIC?



131-132. Are you considering leaving your organization within the next year, and if so, why?



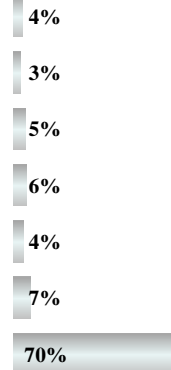
133. Has your intention to leave your organization within the next year changed because of the COVID-19 pandemic?



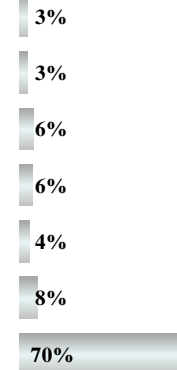
134-135. I am planning to retire:

- Less than 1 year
- 1 year
- 2 years
- 3 years
- 4 years
- 5 years
- More than 5 years

134. Pre COVID



135. Survey Date



136. Has your retirement plan changed because of the COVID-19 pandemic?

- Yes
- No



Personal Demographics

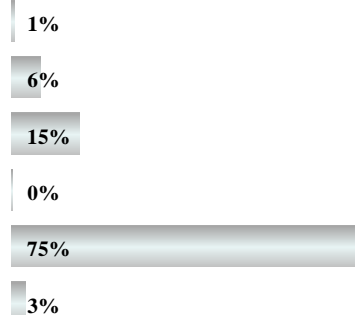
137. Are you of Hispanic, Latino, or Spanish origin?

- Yes
- No



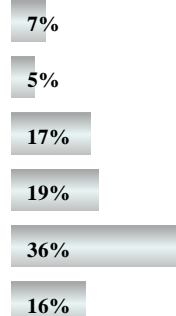
138. Please select the racial category or categories with which you most closely identify.

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Two or more races

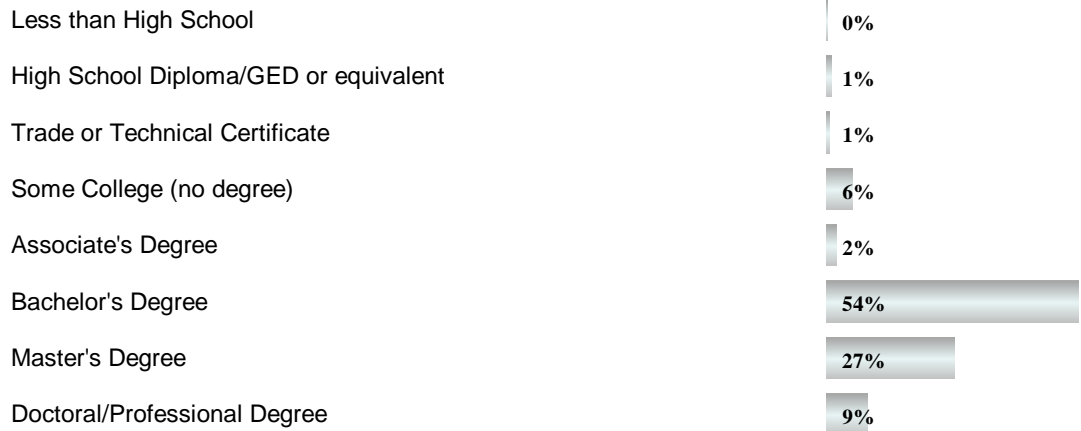


139. What is your age group?

- 25 and under
- 26-29
- 30-39
- 40-49
- 50-59
- 60 or older



140. What is the highest degree or level of education you have completed?



141. Are you an individual with a disability?



142. Are you?



143. Are you transgender?



144. Which one of the following do you consider yourself to be?



ATTACHMENT K

FDIC Diversity, Equity, and Inclusion Strategic Plan 2021-2023



DIVERSITY EQUITY AND INCLUSION

2021–23
Strategic Plan

CULTURE

CAREER

COMMUNICATION

CONSISTENCY

COMMUNITY

FDIC


CONTENTS

A Message from the Chairman	1
A Message from the Director of the Office of Minority and Women Inclusion	2
Diversity, Equity, and Inclusion Vision, Mission, and Values	3
Summary of Diversity, Equity, and Inclusion Goals.....	4
Goal 1. Culture.....	5
Goal 2. Career.....	6
Goal 3. Communication.....	7
Goal 4. Consistency.....	8
Goal 5. Community.....	9
Appendix – Key Concepts and Terms.....	11

A MESSAGE FROM THE CHAIRMAN



Twenty-seven years ago, a colleague at a car dealership said to me, “You know, you won’t succeed in America if you don’t lose your accent.” Many jobs later, I became Chairman of the Federal Deposit Insurance Corporation (FDIC), and as of this writing, I still speak with an accent. That was an early lesson in what it feels like to not belong at a workplace, despite my best effort.

It should not come as a surprise that at subsequent jobs, especially once I had an opportunity to lead and shape the workforce culture, I focused on bridging the gap between colleagues who feel like they belong and those who do not. When I was initially briefed on diversity and inclusion efforts at the FDIC, I was presented with data, statistics, tables, and progress reports. I reviewed the briefing materials and said, “All this is helpful, but how do people feel?” So I started talking with our employees and learned that we have much work to do.

As FDIC Chairman, my goal is to build and maintain a workforce that is talented, diverse, and committed to fostering a safe, fair, and inclusive workplace and banking system. We have made progress in these areas over the past two-and-a-half years, but I know we can do more. My vision is built on a recognition of our current progress and a clear grasp of what could be.

To execute on this vision, we took a comprehensive look at how to (i) ensure that our decision-making reflects

and respects the diversity in the nation, (ii) support diversity in the financial institutions we supervise, and (iii) build a culture that enhances, values, and capitalizes on the diversity in our workforce.

We reached one conclusion: we must and can do more.

This *Strategic Plan* is a key step in that process. It is organized around five strategic goals — culture, career, communication, consistency, and community. Our high-level goals are augmented by actionable steps that provide a clear map forward for the agency. Internally, the plan further integrates diversity, equity, and inclusion (DEI) into our hiring, training, and career development programs. It calls on leaders at all levels of the organization to develop operational plans reflective of their current DEI performance and business realities and will hold them accountable for advancing their plans and achieving results. Externally, the plan will improve DEI in FDIC contracting opportunities, enhance our ability to assess diversity policies and practices at financial institutions, and provide additional support for Minority Depository Institutions.

To be successful, our DEI efforts must be led and managed as an organizational priority. This plan – in combination with our first-ever corporate performance goal dedicated to improving DEI – does just that. This plan will guide our work over the next few years, help us measure our progress, and hold us accountable.

I hope many of you will recognize that this plan is unlike others we have had in the past. I hope you will also recognize its potential and the will – at all levels of the organization – to make lasting changes. I stand behind it with my commitment to you that, until the day my chairmanship ends, I will work toward an inclusive FDIC where all feel that they belong.

To create a culture of belonging will require all-hands-on-deck. Please join me.

Jelena McWilliams

A MESSAGE FROM THE DIRECTOR OF THE OFFICE OF MINORITY AND WOMEN INCLUSION



a choice: the pain of change or the pain of staying the same.

This plan is our call to action. It sets forth how the FDIC will work to transform our workforce and how our efforts will ultimately help make the banking system safer, fairer, and more inclusive. As Chairman McWilliams noted in her message, this plan is unlike any other we have had before. It tackles the very core of who we are as an agency. It takes a deep dive into root causes of our culture, ethics, and history, as a society and as a venerable agency. It is brutally honest in the assessment of our successes and past failures on issues that matter on an intrinsic level to us, as a people, and as colleagues.

Eight minutes, 46 seconds. I have never been able to watch the entire video of George Floyd being killed in police custody. It is too painful. Every time I hear Breonna Taylor’s name I think of the many nights I have watched my daughters sleep peacefully in their beds, trusting that they are safe. I reflect on the many days I jogged in my home state of Georgia and was blessed to return home safely, unlike Ahmaud Arbery.

And when you take a holistic, introspective look and are willing—and ready—to make real change, you end up with the plan before you. The steps outlined embrace the growing pains of addressing longstanding challenges by embedding DEI into every aspect of our operations. We will support our workforce and our communities to reach their full potential. We will promote inclusive prosperity by including minority- and women-owned businesses, law firms, and investors in our business activities. We will partner with our supervised institutions to identify and promote DEI policies and practices to make their communities more inclusive.

These horrendous events may feel personal to me as a Black woman, but I am painfully aware that many individuals and communities feel disenfranchised, regardless of their skin color. What I never anticipated is that I would be writing about such important matters to introduce a *Strategic Plan* at the FDIC. While those events have forced a long-overdue national conversation about race in America, our view of diversity, equity, and inclusion (DEI) must be broad and it must be bold. That realization formed the very foundation of this *Strategic Plan*.

During my 22-year tenure with the FDIC, I have never been more proud to work for this agency than I am today. This plan will drive meaningful progress. We will hold ourselves accountable for the execution and the results. Most importantly, we will no longer accept the status quo.

We examined our data and listened to our colleagues to gain a better understanding of what needs to be done. We had honest conversations about the significant commitment needed to be successful. We listened. And then we listened some more. The more we listened, the clearer it became that the FDIC faces

Join us on the journey.

Nikita Pearson

DIVERSITY, EQUITY, AND INCLUSION VISION, MISSION, AND VALUES

DEI Vision

Our workforce is talented, diverse, and committed to fostering a safe, fair, and inclusive workplace and banking system.

DEI Mission

To foster a culture that exemplifies teamwork, embraces innovation, and values diversity, equity, and inclusion to achieve mission excellence.

DEI Values

The following values hold true to our vision, shape how we carry out our mission, and guide how we are expected to treat one another.

- *We take* the broadest possible view of diversity, including seen and unseen qualities.
- *We acknowledge* life experiences that make individuals unique.
- *We encourage* all employees to use their unique perspectives to help advance our mission.
- *We require* fair treatment, accessibility, and opportunity for advancement for all employees.
- *We expect* our workplace to be an inclusive environment built on mutual trust, respect, and dignity.
- *We incorporate* diversity, equity, and inclusion in our daily work.
- *We commit* to building a workplace where all employees feel safe bringing their authentic selves to work.
- *We pledge* to identify and eliminate barriers to equal opportunity in the workplace.
- *We will foster* diversity, equity, and inclusion in the banking system consistent with our mandate.

SUMMARY OF DIVERSITY, EQUITY, AND INCLUSION GOALS

Goal 1. Culture

Ensure that leaders at all levels promote the vision and business case for DEI by taking actions to increase diversity and equity in the workforce and maintain an inclusive workplace.

Goal 2. Career

Recruit, hire, and develop a high-performing workforce that reflects the communities we serve by optimizing experiences throughout an employee's career.

Goal 3. Communication

Develop compelling messages, including opportunities for dialogue, that encourage all employees to see the importance of DEI to their personal success and the success of the FDIC.

Goal 4. Consistency

Mature the DEI model to improve the consistency of desired outcomes by strengthening policies and procedures, utilizing technology, and enhancing training.

Goal 5. Community

Encourage DEI in FDIC business activities and at regulated financial institutions, and foster financial inclusion in the banking system.

1. Culture

Ensure that leaders at all levels promote the vision and business case for DEI by taking actions to increase diversity and equity in the workforce and maintain an inclusive workplace.

1.1 Culture of Excellence. Ensure every employee has the opportunity to develop and excel in their career and recognize and reward high performers.

- a. Fully implement a new performance standard for supervisors and managers that focuses on employee career development and the cultivation of an inclusive, constructive work environment that is committed to Equal Employment Opportunity (EEO) policies and principles and is built upon transparent communication, mutual trust, and respect.
- b. Conduct analysis to identify root causes of any barriers to equal employment opportunities, establish timelines to regularly review programs for systemic barriers, and take action to remedy the policies, procedures, or practices that created the barriers.
- c. Develop and implement a plan to provide all managers access to services to receive employee feedback and coaching for inclusion at work.
- d. After all appeals have been exhausted, include a notation in the personnel record of an employee who was subject to an adverse action, under 5 U.S.C. §7512, as a result of an act of discrimination and/or retaliation.

1.2 Data Excellence. Build a results-oriented DEI strategy based on actionable data.

- a. Modernize the Diversity and Inclusion Analytics Dashboard to provide actionable management data in an easy-to-read format.
- b. Identify key performance indicators that measure success and identify opportunities, and report at least quarterly to the Diversity and Inclusion Executive Advisory Council.
- c. Track and analyze applications and selections for Expressions of Interest (EOIs) and other career development programs to evaluate and improve inclusion.

1.3 Best Practices. Select and implement DEI best practices that would be most effective at the FDIC.

- a. Complete the review of applications submitted under the Pay Adjustment Program to assess potential pay inequities and implement approved pay changes.
- b. Develop diverse interview panel guidance and require hiring managers to certify that it was followed for all selections.
- c. Require hiring managers to include at least one interview question to assess management candidates on their ability to foster DEI.
- d. Benchmark other agencies and the private sector for best practices in preventing and addressing discrimination and retaliation.

2. Career

Recruit, hire, and develop a high-performing workforce that reflects the communities we serve by optimizing experiences throughout an employee’s career.

2.1 Talent Acquisition. Ensure talent acquisition practices consistently provide equal opportunity and strive to close representation gaps at all levels.

- a. Ensure Division/Office Directors develop and implement a plan in 2021, in partnership with the Office of Minority and Women Inclusion (OMWI), to promote increased diversity and improve their 2020 Federal Employee Viewpoint Survey (FEVS) inclusion quotient no later than 2023.
- b. Ensure hiring managers certify their review of Schedule A rosters for potential selections.
- c. Assign an OMWI representative to serve as an equal employment opportunity advisor to the Executive Review Panels for Financial Management Scholars (FMS) Program and Entry-Level Examiner Hiring.
- d. Reduce the average number of days for examiner travel from the average reported in 2019, using technology, to improve retention.
- e. Implement a First Generation Professionals Initiative as a Special Emphasis Program to include events, workshops, and programming that serve as resources to promote equitable access and opportunities.
- f. Identify opportunities to strengthen engagement with diverse groups, such as partnering with the White House Initiative on Historically Black Colleges and Universities (HBCUs), Hispanic Association of Colleges and Universities (HACUs), Council on Legal Education Opportunity (CLEO), Leadership Education and Development (LEAD) for Life, community-based organizations, and civil rights organizations to improve the effectiveness of our recruitment strategies.

2.2 Career Development. Maintain a diverse leadership pipeline including a framework for holding managers accountable for actively promoting career development and advancement opportunities for their employees.

- a. Develop and implement a new leadership development framework that includes a corporate-wide succession management program focused on the development of a broad, diverse, and talented cadre of future FDIC leaders.
- b. Improve access to developmental opportunities by reforming the Expression of Interest (EOI) Program to eliminate the need for supervisor approval.
- c. Implement a new, rotational Special Assistant Program to provide developmental opportunities for aspiring leaders.

2.3 Employee Engagement. Increase opportunities for employees to be engaged in achieving DEI goals.

- a. Update the Chairman’s Diversity Advisory Council (CDAC) and Employee Resource Group (ERG) directives to reflect organizational priorities and support the groups’ contributions to the FDIC’s DEI mission.
- b. Host a training conference for CDACs and ERGs on how to get the most out of programming that results in changed behavior and/or measurable outcomes.
- c. Pilot a Diversity Ambassador Program where representatives from CDACs and ERGs will provide support to new employees regarding DEI at the FDIC.
- d. Pilot an event designed to educate immediate family members of FDIC employees on benefits and services available to support work-life balance and career management to help the family feel more connected and engaged with the FDIC and ultimately improve retention.

3. Communication

Develop compelling messages, including opportunities for dialogue, that encourage all employees to see the importance of DEI to their personal success and the success of the FDIC.

3.1 Trust through Transparency. Provide clear, consistent, and regular messaging of the DEI vision and actions being taken to achieve desired outcomes.

- a. Host annual OMWI Town Halls with all FDIC employees to review the *DEI Strategic Plan*, acknowledge past accomplishments, identify key challenges, and highlight areas of focus for the coming year.
- b. Ensure Division/Office Directors discuss their divisional DEI plans at least annually at an all-hands meeting.
- c. Ensure Regional Directors discuss their regional plans to support DEI at least annually at an all-hands meeting.
- d. Conduct semiannual meetings between OMWI and Division/Office leadership to discuss DEI best practices and identified gaps in their DEI performance.
- e. Share key points of DEI public filings (e.g., MD-715) with all employees via global messaging.
- f. After all appeals have been exhausted, provide notice on the public website (www.fdic.gov) of any final finding of discrimination and/or retaliation made against the agency as required by the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2019.
- g. Post data regarding each class-action complaint filed against the agency alleging discrimination and/or retaliation.

3.2 Branding. Partner with the Office of Communications (OCOM) to use meaningful context to turn DEI data into compelling narratives that make messaging more impactful and demonstrate the necessity for continued efforts in DEI.

- a. Update internal and external webpages with compelling messages that illustrate our commitment to DEI in our workforce, our business activities, and our supervised banks.
- b. Create an annual impact report that accurately measures and communicates the effectiveness of our DEI efforts and any actions that must be taken to achieve better outcomes.
- c. Develop and implement a social media and marketing campaign to engage a broad and diverse talent pool and communicate key initiatives and programs.

3.3 Reinforcement. Integrate DEI into communications.

- a. Coordinate with stakeholders to include DEI when crafting and issuing internal and external agency communications and building or acquiring information technology solutions (e.g., Section 508 compliance, inclusive visuals and language, reasonable accommodation language, etc.).

4. Consistency

Mature the DEI model to improve the consistency of desired outcomes by strengthening policies and procedures, utilizing technology, and enhancing training.

4.1 Inclusive Environment. Foster a work environment without barriers to opportunity, where all employees feel welcomed, valued, respected, and engaged, and can effectively participate and bring their unique talents, skills, and perspectives.

- a. Develop and implement a program to conduct regular internal audits of regional, field, and headquarters offices to identify EEO program deficiencies and evaluate barrier analysis efforts as recommended by the Equal Employment Opportunity Commission (EEOC).
- b. Update telework, work-in-place, and remote work policies to better support inclusion by increasing, as appropriate, flexibilities available to meet employee needs.
- c. Expand the Anti-Harassment Program directive to include guidance for reporting issues to appropriate FDIC offices and other authorities if an employee experiences issues while interacting with external stakeholders on official duty.
- d. Enhance current assessment tools (e.g., exit surveys) to measure attrition, identify reasons for attrition, and address barriers to equal employment opportunities.
- e. Update the Anti-Harassment Program directive to require investigation of harassment complaints to commence within 10 days, and corrective action be taken within 60 days, of receipt of the complaint.

4.2 Technology Enhancements. Apply technology solutions to improve the efficiency and effectiveness of DEI efforts.

- a. Implement online assessments to mitigate the potential for discrimination or bias in entry-level examiner hiring.

- b. Implement a voluntary internal survey mechanism for gender identity, sexual orientation, and other key identifiers to provide a full picture of diversity in our workforce.
- c. Develop and implement a comprehensive reasonable accommodation information system to improve the efficiency and effectiveness of processing requests and compiling data.

4.3 Training Plan. Promote workshops and learning sessions designed to increase cultural competencies and skills in promoting equal opportunity.

- a. Conduct empathy-based training for all managers and employees.
- b. Train selecting officials, interviewers, and Subject Matter Experts (SMEs) on ensuring consistency in the hiring process, including requirements of the Americans with Disabilities Act of 1990, the Rehabilitation Act of 1973, and Title VII of the Civil Rights Act of 1964.
- c. Provide toolkits and other educational and learning opportunities for hiring officials regarding use of special hiring authorities for persons with disabilities.
- d. Conduct mock interviews for both hiring officials and employees with disabilities to increase comfort with, and the effectiveness of, the hiring process.

5. Community

Encourage DEI in FDIC business activities and at regulated financial institutions, and foster financial inclusion in the banking system.

5.1 Economic Opportunity. Identify barriers that underserved communities and individuals may face in taking advantage of FDIC procurement and contracting opportunities and ensure the inclusion, to the maximum extent possible, of minorities and women, and entities owned by minorities and women, including financial institutions, investors, underwriters, accountants, and providers of legal services, in contracts entered into by the FDIC.

- a. Implement a series of technical assistance events to educate and equip minority- and women-owned businesses (MWOBs) with the tools they need to compete for contracts.
- b. Host “Pitch Days” where MWOBs may share their companies’ capabilities and learn about the FDIC’s procurement process.
- c. Review the selection process for historically marginalized attorneys and minority- and women-owned law firms (MWOLFs) to determine if there are opportunities to enhance the selection process, within existing guidelines, for legal referral services.
- d. Partner with the Division of Resolutions and Receiverships (DRR) to host a joint ventures virtual conference and provide technical assistance to minority- and women-owned investors (MWOIs).
- e. Determine whether new policies, regulations, or guidance documents may be necessary to advance equity in agency actions and programs and procurement and contracting opportunities.

5.2 Technology Solutions. Implement automated tools to improve the efficiency and effectiveness of the FDIC’s ability to assess diversity policies and practices at regulated entities and within the contractor workforce.

- a. Streamline and enhance the Financial Institution Diversity Self-Assessment (FID-SA) Application to increase and improve submissions by regulated entities.
- b. Develop and implement a portal in support of OMWI vendor outreach activities.
- c. Implement and enhance the automated tool for performing good faith effort reviews of the contractor workforce.

5.3 DEI Advisor. Provide advice on matters with the goal of supporting financial inclusion in the development and implementation of FDIC policies, including those which promote diversity and inclusion of historically underserved and marginalized populations.

- a.** Explore creation of a non-profit to provide technical assistance to minority depository institutions (MDIs) on digital transformation.
- b.** Explore mechanisms to support internships at MDIs, Community Development Financial Institutions (CDFIs), and other interested financial institutions for students from HBCUs and other Minority-Serving Institutions (MSIs) with established technology programs.
- c.** Train examiners on examining unique business models of MDIs.
- d.** Provide DEI perspective for public awareness campaigns to ensure goals are met and prevent unintended consequences.
- e.** Create a network roadmap illustrating and connecting activities that the FDIC conducts to enhance outreach potential of all programs and initiatives that support DEI.

APPENDIX – KEY CONCEPTS AND TERMS

Authentic Self	Who an individual is as a person, demonstrating different experiences, perspectives, cultures, history, etc., without being forced to conform to the majority culture in the workplace. The work culture must value a wide range of talents, skills, and experiences to create a sense of belonging for everyone without causing harm to others.
Cultural Competency	The ability to understand, accept, and interact with individuals of different backgrounds and cultures.
Disability	A physical or mental impairment that substantially limits one or more major life activities.
Disabled Veteran	A person who has served on active duty in the armed forces, has separated under honorable conditions, and has established the present existence of a service-connected disability or is receiving compensation, disability retirement benefits, or pension because of a public statute administered by the Department of Veterans Affairs or a military department.
Diversity	Diversity encompasses the range of similarities and differences each individual brings to the workplace, including but not limited to, national origin, language, race, color, disability, ethnicity, gender, age, religion and belief, sexual orientation, gender identity, socioeconomic status, veteran status, family structure, and diversity of thought, all of which is shaped by culture, background, experiences, and other elements.
Equity	Consistent, systematic, fair, just, and impartial treatment, access, opportunity, and advancement for all individuals, including individuals who historically have been denied such treatment, while striving to identify and eliminate barriers that might prevent any employee’s full and equitable participation in the workplace.
Inclusion	Inclusion is a set of behaviors (e.g., welcoming new employees, paying attention and extending an invitation, seeking and respecting other perspectives, etc.) that promote equal access to opportunities and resources for individuals who might otherwise be excluded or marginalized.

Individual/Person with a Disability	A person with a physical or mental impairment that substantially limits one or more major life activities (such as walking, talking, seeing, hearing, or learning), has a record of such impairment, or is regarded as having an impairment unless the impairment is both transitory and minor.
Reasonable Accommodation	Any change in the work environment (or in the way things are usually done) to help a person with a disability apply for a job, perform the essential duties of a job, or enjoy the benefits and privileges of employment.
Self-Identification of Disability	The voluntary completion and submission of information from the Office of Personnel Management's (OPM's) Standard Form 256 (SF 256) identifying that a person has a disability, either by hard copy of the SF 256 to the servicing Human Resources Branch personnel in the Division of Administration, or electronically through the MyEPP system using the appropriate code from the SF 256.
Talent Acquisition	Long-term human resources planning and finding appropriate candidates for positions that require specific skillsets to fulfill a business need.
Targeted Disability	Specific, severe disabilities targeted for emphasis in affirmative action planning that include, but are not limited to, developmental disabilities, traumatic brain injury, deafness, blindness, missing extremities, partial paralysis, complete paralysis, epilepsy, intellectual disabilities, psychiatric disabilities, dwarfism, and significant disfigurement.
Underserved Communities	Populations sharing a particular characteristic, as well as a geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civil life.
Unseen Diversity Characteristic	Non-visible personal characteristics such as background, culture, and personality, as well as protected classes such as disability, sexual orientation, and religion and belief.

ATTACHMENT L

FDIC Section 342 Dodd-Frank Wall Street Reform and
Consumer Protection Act Report to Congress 2020



2020

**Section 342
Dodd-Frank Wall Street Reform
and Consumer Protection Act
REPORT TO CONGRESS**

FEDERAL DEPOSIT INSURANCE CORPORATION
Office of Minority and Women Inclusion







Table of Contents

AN INTRODUCTION FROM NIKITA PEARSON, DIRECTOR, OFFICE OF MINORITY AND WOMEN INCLUSION	2
KEY INITIATIVES AND ACCOMPLISHMENTS IN 2020	4
DEVELOPING AND SUPPORTING A DIVERSE, HIGH-PERFORMING WORKFORCE	8
PROMOTING INCLUSIVE PROSPERITY THROUGH FDIC CONTRACTING	20
PROMOTING DIVERSITY, EQUITY, AND INCLUSION IN THE FINANCIAL SYSTEM	32
PROMOTING DIVERSITY, EQUITY, AND INCLUSION IN THE COMMUNITIES WE SERVE	34
CONCLUSION	39
APPENDICES	41



An Introduction from Nikita Pearson, Director, Office of Minority and Women Inclusion

For many, 2020 was a year unlike any other. The global pandemic and widespread lockdowns reverberated throughout the banking system; upended many Americans' lives, their health, and their finances; and had a disproportionate impact on communities of color and women.¹ At the same time, the tragic deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, and other Black Americans prompted a long-overdue national conversation about race in America.

Against this backdrop, and at the behest of Chairman Jelena McWilliams, the Federal Deposit Insurance Corporation (FDIC) embarked on a broad and deep look into the agency's efforts to promote diversity, equity, and inclusion (DEI)—not only by looking at our

workforce and contracting, but also by supporting diversity at financial institutions and financial inclusion in underserved communities.

Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank Act) requires that we provide an annual report to Congress on our efforts with respect to contracting with qualified minority- and women-owned businesses (MWOBs) and hiring qualified minority and women employees. And this report does so. But we have learned over the past year that DEI is woven much more fully throughout the FDIC's operations, so we have broadened the scope of this report to include more of our important initiatives, plans, and achievements in this crucial area.

¹Federal Reserve Board of Governors. Consumer & Community Context, Vol. 2, No. 2 (November 2020), available at <https://www.federalreserve.gov/publications/files/consumer-community-context-20201118.pdf>.

Developing a Strategy for Diversity, Equity, and Inclusion

ORGANIZATIONAL PRIORITIES

True equity and inclusion cannot be achieved until all Americans can access the benefits of the U.S. banking system. And the FDIC is driving meaningful progress towards this goal.

DEI are fundamental to the FDIC's ability to fulfill our mission: to maintain stability and public confidence in the nation's financial system. As such, DEI must be managed as an organizational priority.

Earlier this month, we published our *Diversity, Equity, and Inclusion Strategic Plan, 2021–23*², and though we have published diversity and inclusion strategic plans in the past, this plan is unlike any strategy we have developed before. It is broad and ambitious—a call to action. Where our previous strategic plans focused on efforts to improve diversity and inclusion among the FDIC workforce, our new *DEI Strategic Plan* recognizes that the FDIC is uniquely positioned to make positive, lasting changes that will impact not only our workplace and the banking system, but also our communities and our country.

Over the next three years, the FDIC will implement and pursue DEI initiatives built around five strategic goals—**culture, career, communication, consistency, and community**. Internally, we will further integrate DEI into our hiring, training, and career development programs. We will support each member of our

workforce to help them reach their full potential and to bring their authentic selves to the workplace. Externally, we will promote inclusive prosperity by incorporating MWOBs, including law firms, and investors in our business activities. We will enhance our ability to assess diversity policies and practices at financial institutions, and will partner with our supervised institutions to identify and promote DEI policies and practices to make their communities more financially inclusive. And we will redouble our efforts to support Minority Depository Institutions.

The *DEI Strategic Plan* is the culmination of a year's work—examining data, meeting with employees and other stakeholders, and taking a deep dive into root causes of our culture, ethics, and history. We were brutally honest in our assessment of our successes and past failures. And we acknowledge that there will be growing pains as we address longstanding challenges, but the FDIC is ready and willing to embrace change. We are very proud of this ambitious plan and look forward to updating you on our progress.

BUILDING ON THE PAST AND

LOOKING TO THE FUTURE

The FDIC has made diversity and inclusion a priority since long before the Dodd-Frank Act. The remainder of this report outlines our accomplishments over the past year. We have accomplished much, but we recognize that there is much more we can do.

²FDIC. Diversity, Equity, and Inclusion Strategic Plan, 2021–23 (March 2021), available at <https://www.fdic.gov/about/diversity/pdf/dei2021.pdf>.



Key Initiatives and Accomplishments in 2020: Workforce, Operations, and Supervised Institutions

In 2020, we implemented a number of new initiatives to strengthen DEI within the FDIC workforce, in our core business activities, and among our regulated entities.



Implemented a new performance standard aimed at holding management accountable for supporting DEI.



Engaged an independent consultant to conduct a barrier analysis to identify root causes of inequity and to develop strategies to address retention and promotion disparities.



Became one of the first federal agencies to implement a paid parental leave program for employees several months before passage of the Federal Employee Paid Leave Act.

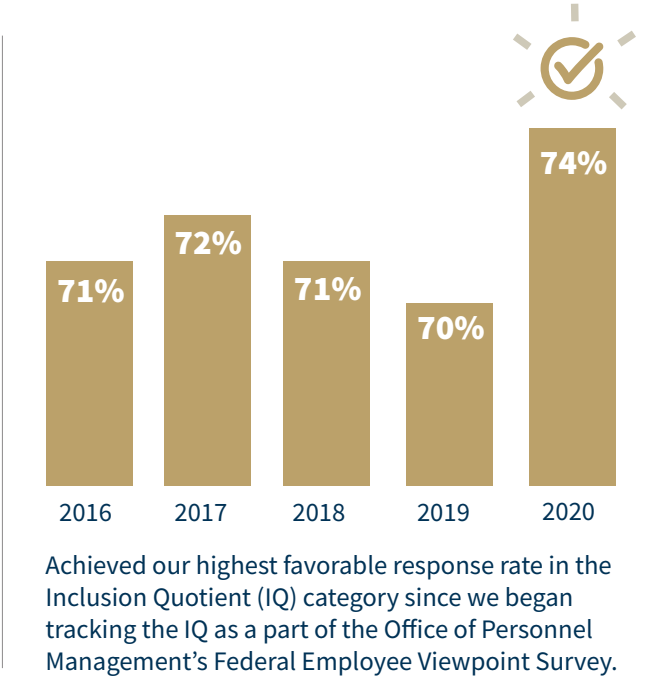
Launched a pilot student loan repayment program that provides up to 100 commissioned examiners with up to \$18,000 to repay outstanding student loan debt.


In our Workforce of 2020


BY THE NUMBERS


20%	Increased minority representation at the executive level to almost 20 percent, significantly outpacing the prior period's growth.
14%	Increased our percentage of new hires that are veterans to 14 percent (from 8 percent in 2019).
13%	Increased representation of individuals with disabilities in the FDIC workforce to 13 percent, above the federal government-wide goal of 12 percent.
58%	Hosted formal mentoring programs that included approximately 32 percent minority participants and 58 percent women participants.
44%	Encouraged minorities and women to participate in external leadership development programs; approximately 44 percent were minorities and 44 percent were women.


Hired minorities at a rate above the civilian labor force (CLF) for entry-level examiners, the agency's largest occupational group.



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Announced improvements to our Expression of Interest program, a valuable career development tool, to empower employees and expand opportunities to a broader pool of candidates.
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Instituted mandatory DEI training for all corporate recruiters and all employees in the bank examination workforce.
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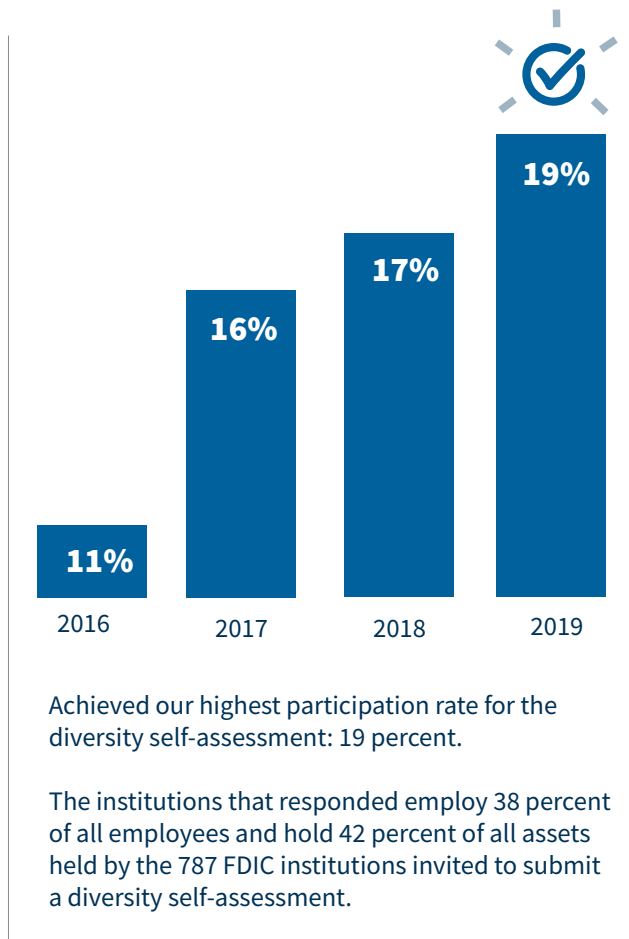
Conducted a review of our pay system to help promote equity among incoming and current employees.
- 

Hosted listening sessions to provide employees a forum to discuss current events and workplace DEI issues.

In our Operations and among Financial Institutions

BY THE NUMBERS

\$90M	Awarded \$90 million, or 21 percent, of new awards to MWOBs.
\$107M	Made payments of approximately \$107 million to MWOBs.
\$4M	Made payments of approximately \$4 million, or 22 percent, to minority- and women-owned law firms (MWOLFs) and diverse attorneys.
24%	Recognized our tenth consecutive year with 24 percent of new contract actions awarded to MWOBs.



Hosted a “Pitch Day” event, providing an opportunity for four MWOB firms to market their capabilities to the FDIC.

DIGITAL ENGAGEMENT

Launched an online portal to host our Financial Institution Diversity Self-Assessment (FID-SA), making the process of completing the assessment easier, more efficient, and more secure for financial institutions. Also conducted ongoing communications with financial institutions via email and phone encouraging participation.

Launched a topical, virtual Technical Assistance series that included a session on Getting to Success: Marketing Your Business, that highlighted best practices for digital and traditional marketing generally.

In our Workforce of the Future

The vision of the FDIC is to build and maintain a workforce that is talented and diverse, reflecting the communities we serve. To achieve this vision, in 2020, we established a goal to recruit, hire, and develop a high-performing workforce and committed to promoting this vision through leaders at all levels of the organization.

We identified three key objectives to support this goal:

KEY OBJECTIVES



TALENT ACQUISITION

Promote talent acquisition practices that consistently provide equal opportunity and strive to close representation gaps at all levels.



CAREER DEVELOPMENT

Maintain a diverse leadership pipeline. Hold managers accountable for actively promoting career development and advancement opportunities for employees.



CULTURE OF EXCELLENCE

Allow every employee to have the opportunity to develop and excel in their career and recognize and reward high performers.

A VISION LOOKING AHEAD

Read next how FDIC has developed an aggressive agenda to leverage the power of diversity by focusing on talent sources, retention efforts, and training activities. Our agenda includes building accountability into our system, as well as identifying and eliminating barriers to opportunities.

- 1** RECRUITMENT INITIATIVES
- 2** RETENTION EFFORTS
- 3** CAREER DEVELOPMENT AND SUCCESSION PLANNING EFFORTS
- 4** INCLUSION EFFORTS
- 5** MEASURING OUR SUCCESS



Developing and Supporting a Diverse, High-Performing FDIC Workforce

IDENTIFYING CHALLENGES

A key challenge for the FDIC in promoting diversity at all levels of our workforce continues to be the ability to attract, retain, and advance minorities and women in our bank examiner workforce. The examiner occupation is the largest occupational group at the FDIC, accounting for almost half of the FDIC's total workforce. Individuals who began their careers as entry-level examiners tend to occupy a significant percentage of executive and managerial positions in the agency, as well as other non-examiner leadership positions. Thus, representation rates within the examiner workforce are key to achieving satisfactory representation across the broader FDIC workforce.

Our ability to attract and retain examiners is affected by a number of factors, including the amount of travel, field office structure (i.e., 81 office locations in smaller cities with frequent travel to institutions in rural areas), and low turnover. The FDIC has taken, and will continue to take, steps to mitigate these factors as a way to expand diversity among this segment of the workforce.

In addition, the FDIC continues to face challenges in attracting and recruiting minorities and women in non-examiner occupations: economists, financial administration, attorneys, accountants and auditors, and general business and industry. This is primarily due

Recruiting for Non-Examiners and Engagement with FDIC’s Minority Recruitment Task Force (MRTF)

to low labor force representation rates for these groups in these occupations. In 2020, OMWI worked with the FDIC’s Division of Insurance and Research (DIR) and Division of Resolutions and Receiverships (DRR) to address this underrepresentation in mission critical non-examiner positions, as discussed in “Recruiting for Non-Examiner Occupations” below.

IMPLEMENTING STRATEGIES

The FDIC has developed an aggressive agenda to address these challenges and leverage the power of diversity by focusing on talent sources, retention efforts, and training activities. Our agenda includes building accountability into our system, as well as identifying and eliminating barriers to opportunities. Below are a number of actions OMWI has taken in support of these efforts.

1 RECRUITMENT INITIATIVES

Building a diverse workforce starts with attracting a diverse pool of candidates and developing a diverse pipeline of current employees to move into leadership positions. Throughout 2020, the FDIC took a number of actions in pursuit of these goals.

1A. CONTINUED ENGAGEMENT WITH THE FDIC’S MINORITY RECRUITMENT TASK FORCE (MRTF)

Throughout 2020, OMWI supported MRTF’s efforts to develop a diverse pool of candidates for entry-level examiner positions and internships, which included expanded outreach to colleges and universities, affinity groups, and professional organizations that represent diverse candidates. The task force tested strategies to increase the diversity of entry-level examiner and examiner internship applicant pools, in particular among minority students at majority schools. The FDIC also expanded its regional intern direct hiring efforts to

focus on potential applicants who are already located in areas where historically we have had difficulty hiring and retaining employees.

During the 2020 spring and fall recruitment seasons, the MRTF participated in more than a dozen virtual recruitment activities, including panel discussions on diversity, equity, and inclusion; “Day in the Life” podcasts; money management clinics; federal résumé writing workshops; and joint information sessions with university career services offices to help students develop career readiness and navigate the application pipeline.

In the past year we also increased our outreach to historically black colleges and universities (HBCUs), Hispanic-serving institutions, Asian-serving institutions, and other schools with high numbers of minority graduates in key fields of study. Our corporate recruiters pursued opportunities to build relationships with professors and career center staff and to attend events on campus or online. This approach proved to be very successful in increasing awareness of the FDIC as an employer of choice. Our efforts resulted in a 2.4 percent increase in identified minority applicants from targeted schools in 2020 compared to 2019. And, these efforts helped to support the increase in minority entry-level examiners hired in 2020.

1B. RECRUITING FOR NON-EXAMINER OCCUPATIONS

Over the past several years, DIR, which employs the majority of the FDIC’s economists, has experienced elevated attrition levels and numerous vacancies. Traditionally, recruiting women and minorities for economist roles has been challenging because the discipline is typically male-dominated and made up of a large percentage of non-U.S. citizen and non-minority participants.

To address the lack of diversity in the economist occupation, DIR has sought to refine its recruiting efforts to improve hiring results, and recruiters

Recruiting and Expanding Diversity at the FDIC Executive Level

targeted schools with higher numbers of minorities and women in economics and finance majors. In June 2020, DIR worked with the American Economic Association to launch the Summer Research Fellows Program, which is designed to advance the participation of women and underrepresented minorities in the economics profession.

Similarly, the FDIC has worked to expand the representation of women and minorities in DRR. During 2008–13, DRR had greatly expanded its workforce to handle a large number of bank failures, resulting in a majority male, non-minority workforce with larger numbers of women and minorities at lower grade levels. By 2019, DRR was nearing the end of a multi-year process of downsizing its workforce, which had greatly expanded during the nation’s financial crisis. More recently, knowing that a large percentage of DRR’s employees were retirement eligible, the FDIC recognized this as an opportunity to hire new employees as part of our mid- to long-term planning, increase the diversity of the applicant pool and workforce, and put ourselves in a better position to handle any future financial crises.

DRR worked to develop lower-grade employees and prepare them to qualify for higher-level positions, including by encouraging participation in a job rotation program, which provides experience important for advancement. DRR also launched an informal mentoring program within the division to promote a more inclusive work culture and develop and retain diverse talent. Through this program, DRR employees have the opportunity to partner with a DRR manager to develop mentor relationships, advance career goals, gain organizational insight, and broaden skills, knowledge, and perspectives.

To expand diversity among its pool of external candidates, DRR also launched the “Graduates Program,” which enables the division to hire entry-level candidates into career ladder positions. The FDIC welcomed the first group of 14 new employees into the program in June 2020.

1C. EXPANDING AWARENESS OF DEI PRINCIPLES

All FDIC employees in the bank examination workforce, all corporate recruiters, and others involved in entry-level examiner hiring are required to complete mandatory DEI training. This enables the agency’s commitment to diversity, equity and inclusion to be reflected to employee candidates and new hires throughout the recruitment, hiring, onboarding, and training process.

1D. EXPANDING DIVERSITY AT THE EXECUTIVE LEVEL

The FDIC’s Chief Human Capital Officer has partnered with the OMWI Director to further integrate DEI benchmarks into the executive hiring process, including in the initial assessment, interview questions, interview panel demographics, interview format, and final selection process. In 2020, the OMWI Director and Human Resources leadership met with FDIC hiring managers to discuss strategies to attract a diverse candidate pool for senior leadership positions. For example, the FDIC now posts executive vacancies to all sources when appropriate, enabling senior leadership to consider a broader pool of candidates. In addition, the FDIC publishes all vacancies on a weekly basis to multiple National Affinity Groups, Veterans Organizations, Federal Executive Boards, State Departments of Vocational Rehabilitation, colleges and universities, and the FDIC-recognized Employee Resource Groups (ERGs). The FDIC also recently entered into a contract with an external consulting firm to assist in creating a new assessment and selection process for our executive positions, building on existing efforts to increase diversity in our most senior positions.

1E. GETTING EXECUTIVES INVOLVED IN RECRUITMENT

In 2020, the FDIC’s Corporate Recruitment Program partnered with the Executive Task Force to promote DEI in the examiner workforce by engaging FDIC

Implementing Initiatives to Meet Evolving Retention Efforts

executives in national recruitment efforts (e.g., speaking engagements, virtual career fairs, and other outreach initiatives). The goal is to build a connection with job seekers and applicants and stimulate leadership aspiration.

1F. FOCUSING ON HISPANIC/LATINX RECRUITMENT

Like the federal government as a whole, the FDIC has an underrepresentation of Hispanic/Latinx employees in our workforce, including in occupations that are central to our mission (e.g., examiners, economists, and resolution and receivership roles). Recruitment of Hispanic/Latinx employees within the examiner occupation is a key focus of our Minority Recruitment Task Force efforts.

To that end, FDIC recruiters have met with key leaders in Hispanic American organizations (e.g., Prospanica) to create awareness of FDIC careers and identify opportunities to expand outreach to their members. The FDIC participated in the 2020 Virtual Prospanica Conference & Career Expo and continues to consult with the Hispanic Organization for Leadership and Advancement (HOLA) employee resource group in support of DEI initiatives that target Hispanic/Latinx employees and job seekers.

1G. REACHING OUT TO INDIVIDUALS WITH DISABILITIES

The FDIC continues to conduct outreach that aims to bring more individuals with disabilities and disabled veterans into the examiner workforce. We partner with disability affinity groups and veterans' organizations, and posted ads in disability and veterans publications in order to increase awareness among job seekers.

1H. FOCUSING ON INTERNSHIPS

The FDIC continues to make strategic use of internships to develop the next generation of talent for entry-level

examiners. In 2020, we expanded our regional intern hiring, which focuses on potential applicants who are already located in areas where we have difficulties hiring and retaining employees. We also tested strategies to increase the diversity of the examiner internship applicant pools, in particular for minority students at majority schools. Of entry-level examiners hired in 2020, 43 percent were former participants in the FDIC's Financial Management Scholars Interns and Financial Institution Intern programs.

2 RETENTION EFFORTS

As we build a more diverse workforce, we recognize that these individuals will have different needs, in terms of benefits, workplace accommodations, incentives, and more. Throughout 2020, the FDIC implemented several initiatives and programs designed to meet the evolving needs of a more diverse workforce.

2A. PILOT STUDENT LOAN REPAYMENT PROGRAM (SLRP)

In order to attract a more diverse pool of applicants and retain a diverse population among our entry-level examiner workforce, the FDIC instituted a program to appeal to individuals who may have taken on debt to finance their education. Over the next three years, up to 100 commissioned bank examiners will be eligible to have their student loans paid directly, up to \$500 per month for a total of up to \$18,000 per employee. If successful, the FDIC will consider expanding this program to other categories of positions that face recruitment or retention challenges.

2B. PAID PARENTAL LEAVE

The FDIC's Paid Parental Leave (PPL) Program became effective in January 2020, making us one of the first federal agencies to provide paid leave to employees

Investing in Career Development and Preparing New Leaders at All Levels

who are parents to a newborn child, adopt a child, or provide legal foster care to a child. FDIC employees have been eligible to take 12 weeks of paid parental leave since July 2020 (i.e., prior to the effective date of the Federal Employee Paid Leave Act).

2C. PAY EQUITY REVIEW

In 2020, the FDIC conducted a review of our pay system for incoming and current employees with the goal of promoting pay equity among FDIC employees. As a result of this review, we will be implementing a new system for setting incoming employees' pay in 2021. Related to the implementation of the new pay system, current employees will be afforded the opportunity to request a pay adjustment review to ensure that current employees are paid in accordance with the principles underlying the new pay-setting system.

2D. REDUCED TRAVEL FOR EXAMINERS

The amount of travel required for bank supervision efforts has been a challenge to our ability to hire and retain examiners. As a part of our supervision modernization efforts, we plan to implement technology solutions that will reduce the amount of time examiners need to be on-site at financial institutions. We are also negotiating with the National Treasury Employees Union to expand long-term telework flexibilities.

2E. IMPROVED TRAINING PROGRAM FOR EXAMINERS

In 2019, the FDIC announced a number of changes to our examiner training and commissioning program, and the first examiners hired under this new program came on board in 2020. These changes addressed challenges like the time to obtain a commission and the inability to explore other areas of the organization. Under the new program, the time to obtain a commission is reduced by six to 12 months.

This is important because it provides commissioned examiners with opportunities to express an interest, and develop, in other areas earlier in their careers.

3 CAREER DEVELOPMENT AND SUCCESSION PLANNING

DEI must be reflected at all levels of the FDIC organization. To that end, we are undertaking new efforts to develop our staff and prepare them to take on leadership positions.

3A. NEW PERFORMANCE STANDARDS FOR MANAGERS

Starting with the 2020 performance rating period, all FDIC supervisors were assessed on their efforts to promote career development and cultivate an inclusive, constructive, harassment-free work environment built upon transparent communication, mutual trust, and respect. As reflected in our DEI Strategic Plan, accountability will play a larger role in our DEI efforts going forward.

3B. EXPRESSION OF INTEREST (EOI) PROGRAM

EOIs are a valuable career development tool, allowing employees to rotate temporarily to new positions, often with increased responsibility and leadership exposure. The FDIC has made changes to our program to allow employees who are interested to have ample opportunity to participate. For example, employees are no longer required to obtain approval from their supervisor to apply for an EOI. This change empowers employees to identify and pursue the career development opportunities that are the best fit for them. In addition, to expand opportunities to a broader group of employees, selecting officials are expected to prioritize selection of qualified candidates without a detail or temporary promotion over the last 12 months.

Identify Root Causes of Retention and Promotion Disparities Among Minorities and Women

3C. LEADERSHIP, MENTORING, AND EXTERNAL DEVELOPMENT PROGRAMS

The FDIC has refocused its efforts to develop rising leaders in the agency by encouraging participation in internal and external leadership development and mentoring programs.

In 2020, 31.8 percent of the 88 mentees in the FDIC Mentoring and Leadership Mentoring programs were minorities, including 18.2 percent Black or African American, 6.8 percent Asian, 3.4 percent Hispanic/Latinx, and 3.4 percent employees of two or more races. Fifty-eight percent of the mentees in the programs were women.

We also encourage employees to participate in external leadership development programs that support the FDIC's leadership development values (e.g., programs conducted by the Graduate School USA, Georgetown University; the Kennedy School at Harvard; and the University of Massachusetts - Isenberg School of Business). In 2020, 43.8 percent of the individuals selected for external leadership development programs were minorities, including 31.3 percent Black or African American, 6.3 percent Asian, and 6.3 percent two or more races. Forty-four percent of the selectees were women.

3D. VOLUNTARY SEPARATION INCENTIVE AND EARLY RETIREMENT PROGRAM

In early 2020 the FDIC announced a targeted voluntary separation incentive (VSIP) and early retirement (VERA) program to proactively reshape our workforce. The program was intended to facilitate orderly succession management by providing us with an opportunity to accelerate the transition to the new skills, tools, and leadership that will be needed in the future to fulfill the FDIC's mission responsibilities. This program also would have created opportunities to further diversity within the workforce, particularly among the leadership

ranks. The average tenure of employees at the FDIC is 25 years, and low turnover has challenged our ability to make meaningful changes quickly. Unfortunately, we were forced to suspend this initiative soon after it was announced to allow us to assess the economic impact of the global pandemic on the banking industry and maintain our readiness to respond to any issues that emerge.³

4 INCLUSION EFFORTS

4A. BARRIER ANALYSIS

To improve our ability to recruit, retain, and develop employees, the FDIC engaged an independent consultant to help us identify root causes of retention and promotion disparities among minorities and non-minorities, and develop strategies to address them. Other focus areas included: identifying barriers to the advancement by minorities and women to senior management, determining the root causes of low Hispanic/Latinx representation throughout the agency, and developing effective strategies for hiring individuals with disabilities. The consultant also identified representation gaps by race, ethnicity, gender, disability, and targeted disability within our major occupations and divisions. The consultant analyzed workforce data across the full employment lifecycle at the FDIC, compared it with available labor markets and other appropriate benchmarks, examined employment policies and practices, and conducted focus groups with employees and managers and interviews with various process owners. The final report of the consultant is being finalized, and we will continue to work closely with this consultant in 2021 to develop targeted strategies to eliminate identified barriers.

³ Recently, following targeted overhiring efforts to provide FDIC operational stability in the event of surge activities and given national progress in the pandemic and economic recovery, a more targeted VERA/VSIP program has been initiated for the Chief Information Officer organization, including the Office of the Chief Information Security Officer.

Promoting Collaboration, Cultural Awareness, and Inclusive Perspectives

4B. LISTENING SESSIONS

Employee feedback and perspectives on DEI inform our strategies and initiatives to promote a more inclusive workplace and improve employee engagement and retention. During the summer and fall of 2020, we offered our employees the opportunity to participate in facilitated listening sessions, both FDIC-wide and at the division and office level. These sessions provided employees with a forum to discuss current events and workplace DEI issues and understand personal differences. The FDIC's Diversity and Inclusion Executive Advisory Council reviewed the themes that emerged from the sessions and developed DEI initiatives that were incorporated into our Strategic Plan and corporate goals.

4C. CHAIRMAN'S DIVERSITY ADVISORY COUNCILS (CDACS)

Throughout 2020, we continued to engage with CDACs to help us break down barriers, increase awareness of cultural differences, and promote inclusion and collaboration among all employees. We asked the CDACs to be ambassadors of change and concentrate their efforts on workplace DEI to help us advance our efforts. The councils sponsored numerous events, which were held virtually due to the pandemic. One very successful effort, held in conjunction with our recognized Employee Resource Groups, was a "Coffee & Convo" series that covered various DEI topics, including the importance of allyship. Participants had the opportunity to learn about important aspects of DEI, review our FEVS results, and discuss what is working well and what additional steps can be taken to improve inclusion in the workplace. These sessions also served to keep employees connected with each other during mandatory telework.

4D. EMPLOYEE RESOURCE GROUPS (ERGS)

The FDIC's ERGs were very active during 2020, engaging the workforce and promoting DEI in many ways, including:

- Lunch-and-learn session on "Black Banks – A Historical Presentation" during Black History Month. (Association of African American Professionals)
- Program on "Creating Awareness: Breaking the Concrete Ceiling," which addressed the unique challenges that hinder the advancement of women of color in their professional lives, during Black History Month. (Networking Inclusion and Advancement for African American-Women: African American Women with a Purpose)
- Program celebrating the 30th Anniversary of the Americans with Disabilities Act, during which ERG members of the Corporate Advocacy Network for Disability Opportunities (CAN DO) Board of Directors participated in the event and shared their pre-ADA work experiences.
- Event to explain Spanish language dialects, which aimed to help non-Hispanic/Latinx employees better understand coworkers, bank employees, and bank customers with a Hispanic heritage. (Hispanic Organization for Leadership and Advancement)
- Four events targeted to women: "Stress and Time Management;" "Can I Have It All;" "Navigating the New Normal, Leadership Skills, and Mentorship;" and "Navigating Conflict Successfully." (Partnership of Women in the Workplace)

Reflecting on the Past to Inform Progress and Plan for the Future of FDIC’s Workforce

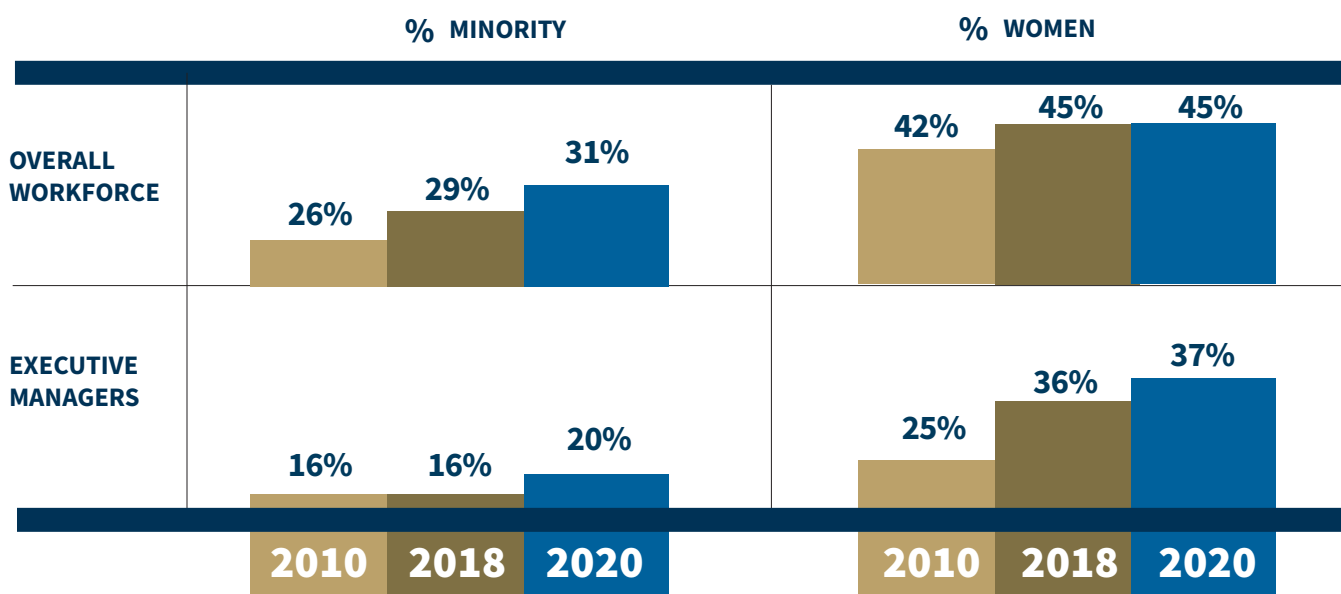
5 MEASURING OUR SUCCESS

Between July 31, 2010 and May 31, 2018, the percentage of minorities in the FDIC workforce increased by 2.4 percent, from 26.3 percent to 28.7 percent. By December 31, 2020, just two and half years later, minority representation in our overall workforce increased another 2.6 percent to 31.3 percent, exceeding the combined total of the prior seven and a half years.

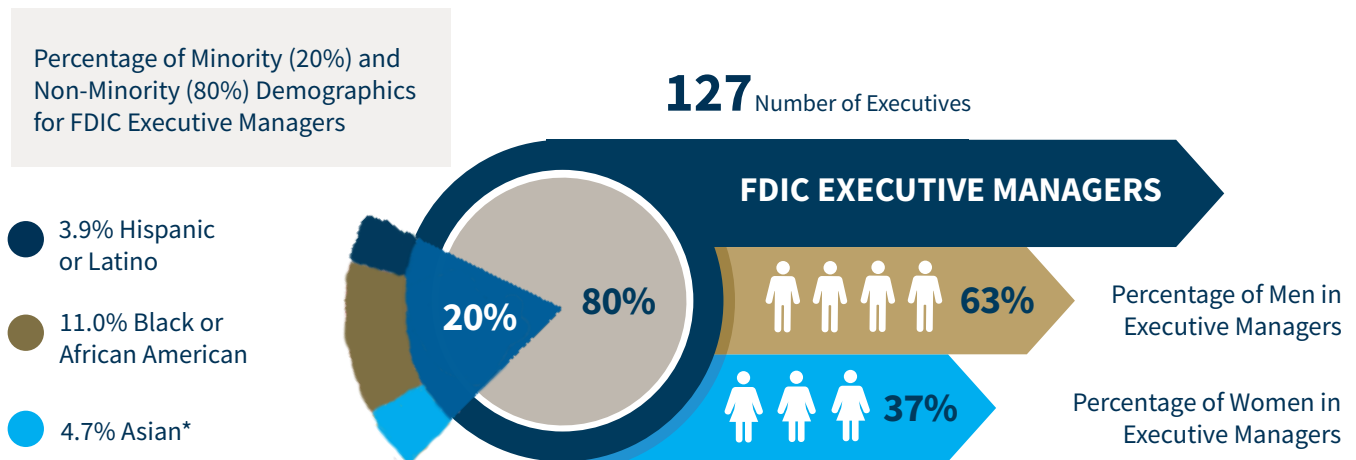
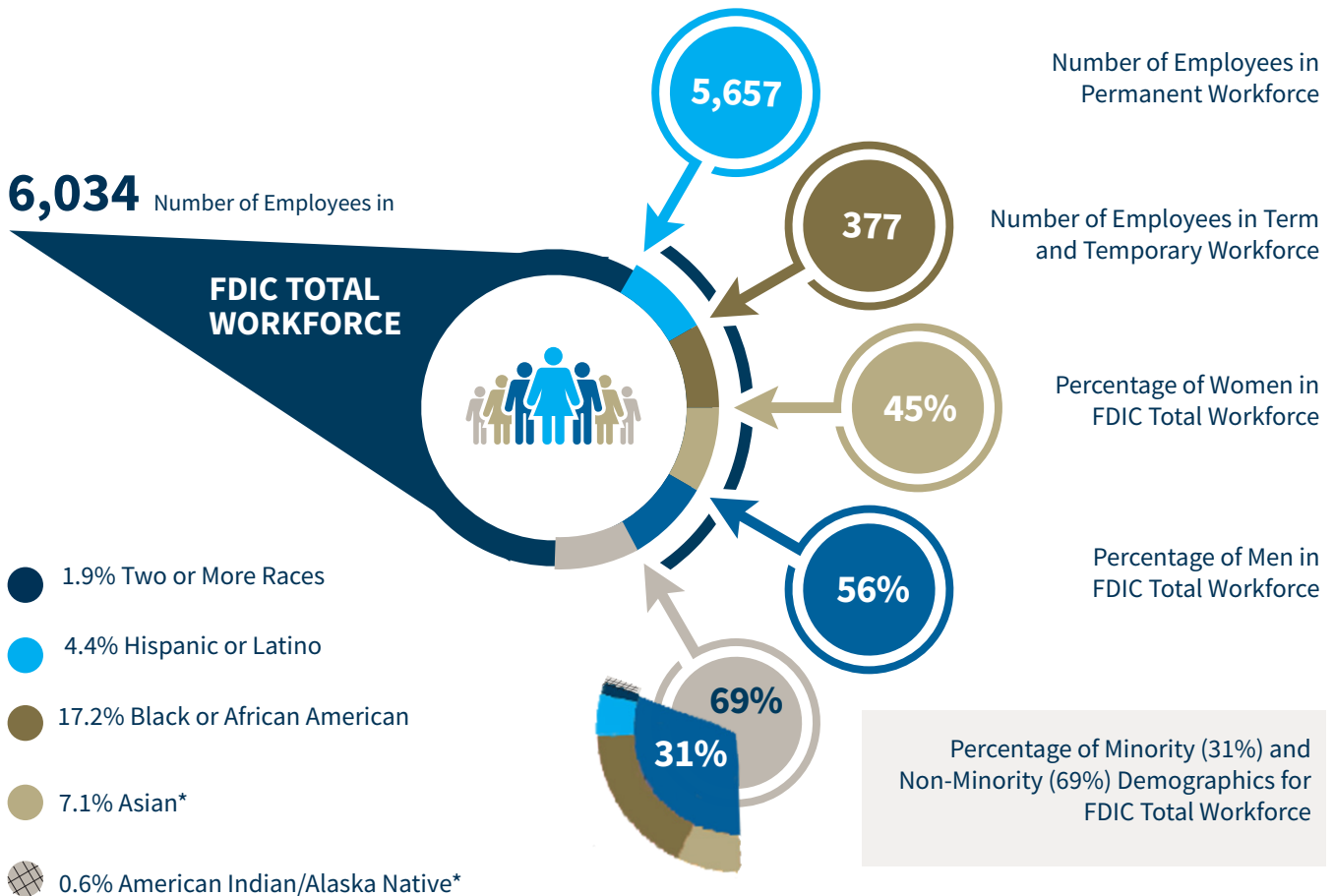
Between July 31, 2010 and May 31, 2018, minority representation at our most senior level, Executive Manager (EM), slightly improved from 15.7 percent to 15.9 percent. By December 31, 2020, minority representation at the EM level had increased 3.8 percent to 19.7 percent, significantly outpacing growth in the prior eight years. Representation of women at the EM level has increased from 25.0 percent as of July 31, 2010 to 37.0 as reflecting in data from December 31, 2020.

The racial and ethnic diversity of the FDIC’s workforce overall has improved since the passage of the Dodd-Frank Act, and even more so under the leadership of Chairman Jelena McWilliams in the past two and a half years.

While we have made measurable progress, we recognize that we can do more—and we will.



FDIC Demographics for Total Workforce and Executive Managers as of December 2020



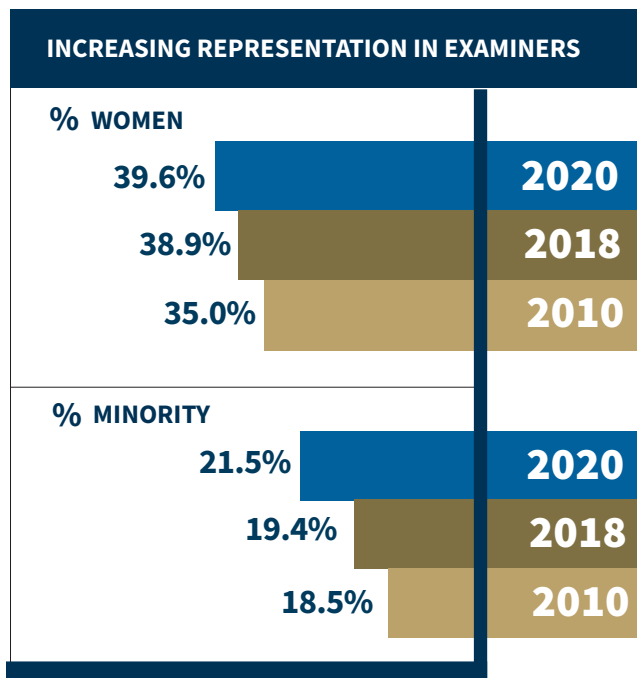
*Asian includes Native Hawaiian or Other Pacific Islander; percentages of individual racial/ethnic categories do not exactly sum to minority percentages due to rounding

Hiring Trends in FDIC Mission-Critical Occupations between July 2010 and December 2020

During 2020, we hired minority applicants into the examiner workforce at a rate several points above the CLF for the examiner occupational series, as approximately 33.8 percent of entry-level examiners hired in 2020 were minorities. That is an approximately 9 percentage point increase in the minority hiring rate for entry-level examiners since we first started reporting these statistics to Congress for 2012. Women comprised 40.0 percent of entry-level examiners hired in 2020, a decrease from 2019, but a 5 percent increase compared to 2012.

The chart below illustrates similar trends in mission-critical job categories across the agency.

See Appendix B for the 2020 racial/ethnic and gender breakdown for these occupations.



TREND DATA OF FDIC MISSION-CRITICAL POSITIONS

GENERAL BUSINESS & INDUSTRY		ECONOMIST		EXAMINER		BY YEAR
% WOMEN	% MINORITY	% WOMEN	% MINORITY	% WOMEN	% MINORITY	
35.3%	29.1%	32.5%	33.8%	39.6%	21.5%	2020
36.1%	22.5%	32.9%	19.7%	38.9%	19.4%	2018
33.2%	16.0%	26.6%	21.9%	35.0%	18.5%	2010

Minority Representation in FDIC Mission-Critical Occupations

EXAMINER

Minority representation in the examiner workforce increased 3.0 percent between July 2010 and December 2020. We have also been able to increase the representation of women in the overall examiner workforce by 4.6 percent during the same period.

Despite improvements in hiring, we still must work to improve the representation of women and minorities in our examiner workforce. Representation remains below the CLF for Hispanic/Latinx men and women, Asian men and women, Black or African American women, and women of two or more races. Additionally, we are committed to addressing vital issues related to examiner retention (see Appendix B).

ECONOMIST

As a result of our concerted efforts to expand the applicant pool, the percentage of minorities in our economist positions increased 11.9 percent between July 2010 and December 2020. We have also been able to increase the representation of women in the FDIC’s economist workforce by 5.9 percent during the same period.

GENERAL BUSINESS AND INDUSTRY

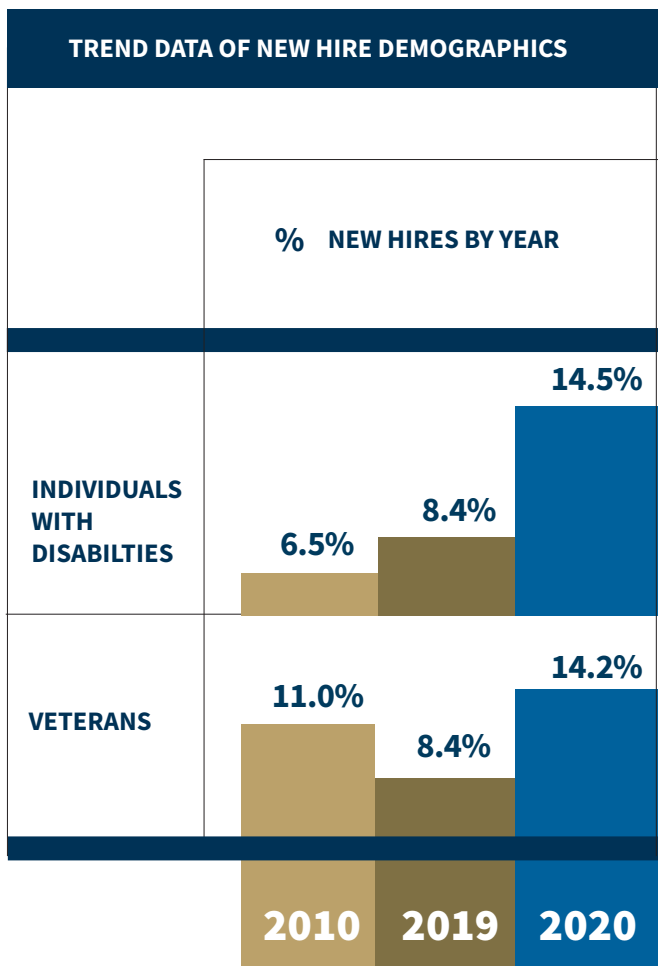
In the general business and industry occupation, we concentrated on the permanent workforce, since the term/temp workforce expanded greatly during the financial crisis and then contracted once the crisis resolved. Since the Dodd-Frank Act was signed into law, we have increased the minority representation rate by 13.1 percent (as of December 2020). While there is still work to do, the percentage of women increased by 2.1 percent from July 2010 through the end of 2020.

HISPANIC/LATINX

The representation of Hispanic/Latinx employees in the FDIC workforce has remained low since the passage of Section 342. As previously mentioned, this is an area for more emphasis and targeted strategies.

INDIVIDUALS WITH DISABILITIES AND VETERANS

As of December 31, 2020, the percentage of individuals with disabilities in the FDIC workforce was 13.0 percent, which is above the federal government-wide goal of 12 percent. Likewise, the percentage of individuals with targeted disabilities was 2.3 percent, which is above the federal government-wide goal of 2 percent. The percentage of veterans in the FDIC workforce was 9.2 percent as of December 31, 2020. Additionally, new hires of individuals with disabilities and veterans has improved since 2010.



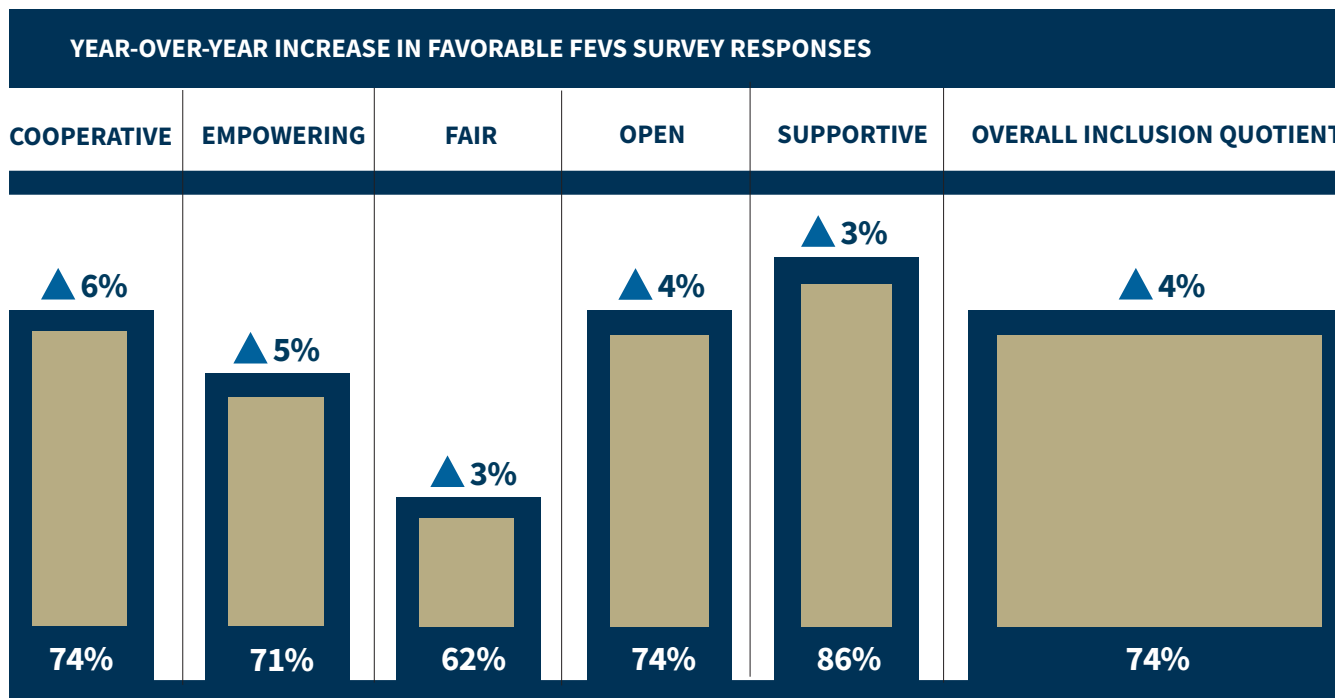
Inclusion Trends in FDIC Mission-Critical Occupations between July 2010 and December 2020

INCLUSION

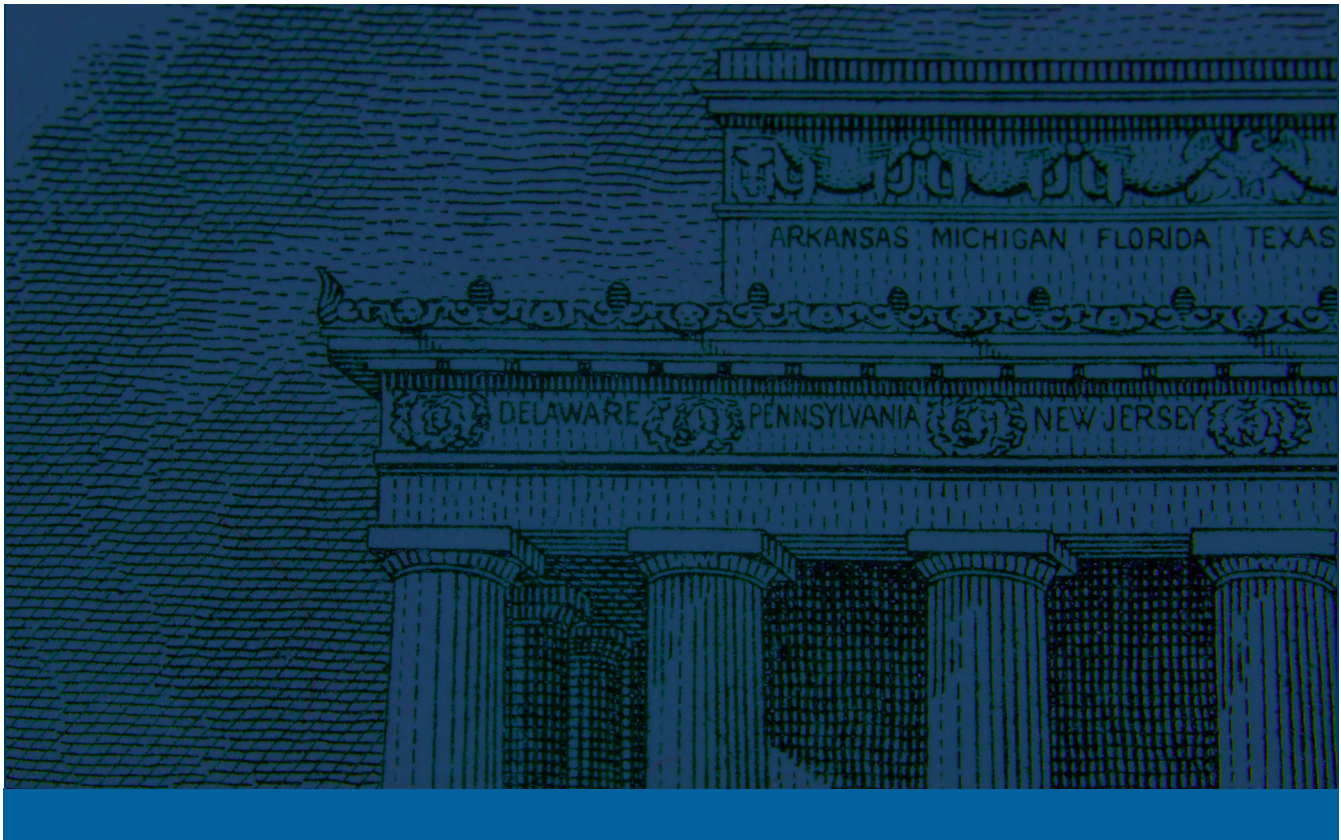
The FEVS offers useful information to help us measure our success in the area of inclusion. For the 2020 FEVS, the FDIC achieved its highest favorable response rate in the IQ category since we began tracking the aggregate score. Our overall IQ favorable response rate was 74 percent in 2020, an increase of 4 percent over our 2019 results. Of note, our scores for each of the five IQ behaviors—cooperative, empowering, fair, open, and supportive—increased anywhere from 3 percent to 6 percent. We are encouraged by these results, and will continue our efforts to move our scores even higher.

We are also encouraged by our FEVS results in the Global Satisfaction and Employee Engagement areas. Global Satisfaction measures an employee’s satisfaction

with their work, their job, their pay, and whether they would recommend their organization as a good place to work. In 2020, the FDIC’s favorable response rate for Global Satisfaction increased by 2 percent, from 78 percent to 80 percent. Employee Engagement examines employee’s feelings of motivation and competency in the workplace; perceptions of leadership’s integrity, communication, and motivation; and perceptions of worker and supervisor relationship. For 2020, our Employee Engagement score increased by 4 percent, from 75 percent to 79 percent. These scores are signs that our employees, in general, are feeling included, satisfied, and engaged, and we will continue to monitor these metrics and aim for sustained improvement.



KEY		2019 Percentage of Global Satisfaction and Employee Engagement Responses in 2019
		2020 Percentage of Global Satisfaction and Employee Engagement Responses in 2020
		PERCENTAGE DIFFERENCE BETWEEN YEARS



Promoting Inclusive Prosperity through FDIC Contracting for MWOBs

When the Dodd-Frank Act was signed into law in 2010 the U.S. economy was still in the midst of a financial crisis. High numbers of bank closures had significantly increased the agency's workload and, as a result, we heavily relied on contract support to carry out our mission. The increase in contract activity provided more opportunities to include MWOBs in our operations. In recent years, as the number of bank closures has declined, so has our need for related contract work. In addition, the COVID-19 pandemic has taken an enormous toll on small businesses, including MWOBs, across the country. Against this backdrop, the FDIC is working to include MWOBs in our business activities to the maximum extent possible.

KEY FOCUS AREAS IN 2020

1 INFORMATION SHARING

MWOBs were invited to share their companies' capabilities and learn about the FDIC's procurement process.

2 EDUCATION

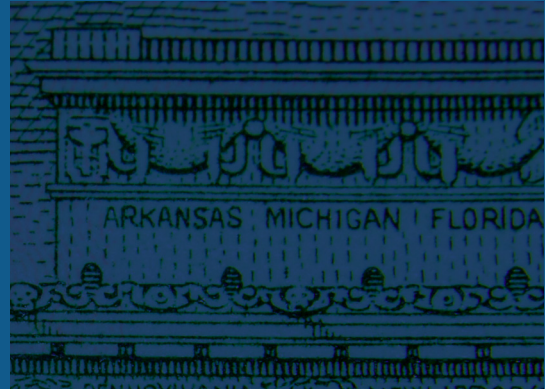
The FDIC developed and hosted a series of technical assistance events to educate and equip MWOBs with the tools they need to compete for FDIC and other government procurements and contracts.

Strategies to Identify Qualified MWOBs through Market Research and Collaboration

Going forward, the FDIC will look at a number of different initiatives to promote inclusive prosperity, including how we identify qualified MWOBs through market research. In addition, OMWI is collaborating with different program areas within the FDIC to better understand their procurement needs well in advance of the start of the procurement process. This allows for extra time to perform market research and outreach to qualified MWOBs. It also allows for opportunities to develop procurement strategies that enable MWOBs to be competitive.

In addition, over the next several years we will:

- Explore programs used by other agencies to determine if there are any best practices appropriate for implementation at the FDIC;
- Determine whether new policies, regulations, or guidance documents may be necessary to advance equity in agency actions and programs and procurement and contracting opportunities;
- Host a joint ventures virtual conference to provide technical assistance to minority- and women-owned investors (MWOIs);
- Implement and enhance our tool for performing good faith reviews of our contractor workforce;
- Develop and implement a portal to support OMWI's vendor outreach activities; and
- Review the selection process for historically marginalized attorneys and MWOLFs to determine if there are opportunities to enhance the selection process, within existing guidelines, for legal referral services.



These new initiatives, combined with our current practices, will expand the pool of available vendors, thereby increasing competition and competitive pricing and bringing new innovative solutions to support our mission.

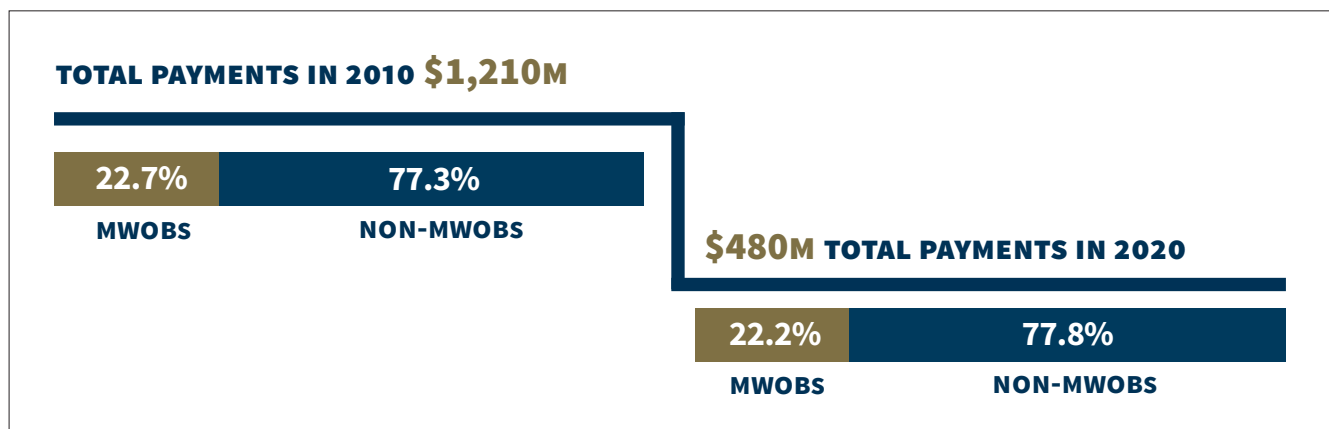
IDENTIFYING CHALLENGES

As previously mentioned, our contract needs and awards have declined over the past 10 years. During this period, total contract awards have declined from \$2.6 billion in 2010 to \$426.7 million in 2020. In addition, the majority of contract actions (85 percent) have shifted from resolution and receivership work to contracts for nonfinancial services, such as Information Technology (IT) goods and services. The charts and tables that follow illustrate this trend.

Total **Payments** to MWOBs and Declining Trend Data by Year

TOTAL CONTRACTING PAYMENTS to MWOBs, 2016-20 (in millions)			2016	2017	2018	2019	2020
A	TOTAL ACTIONS BY YEAR		1,181	737	565	518	409
B	TOTAL PAYMENTS BY YEAR		\$415.2	\$414.0	\$429.6	\$466.6	\$479.7
	MINORITY-OWNED	\$	\$56.0	\$54.6	\$49.5	\$54.0	\$62.1
		%	13.5%	13.2%	11.5%	11.6%	12.9%
	WOMEN-OWNED	\$	\$66.8	\$66.9	\$59.5	\$52.0	\$53.9
		%	16.1%	16.2%	13.9%	11.2%	11.2%
	BOTH MINORITY-OWNED AND WOMEN-OWNED	\$	\$11.3	\$11.9	\$11.1	\$7.7	\$9.5
		%	2.8%	2.9%	2.6%	1.7%	1.9%
C	TOTAL AWARDS BY YEAR		\$508.8	\$523.7	\$499.5	\$554.0	\$426.7

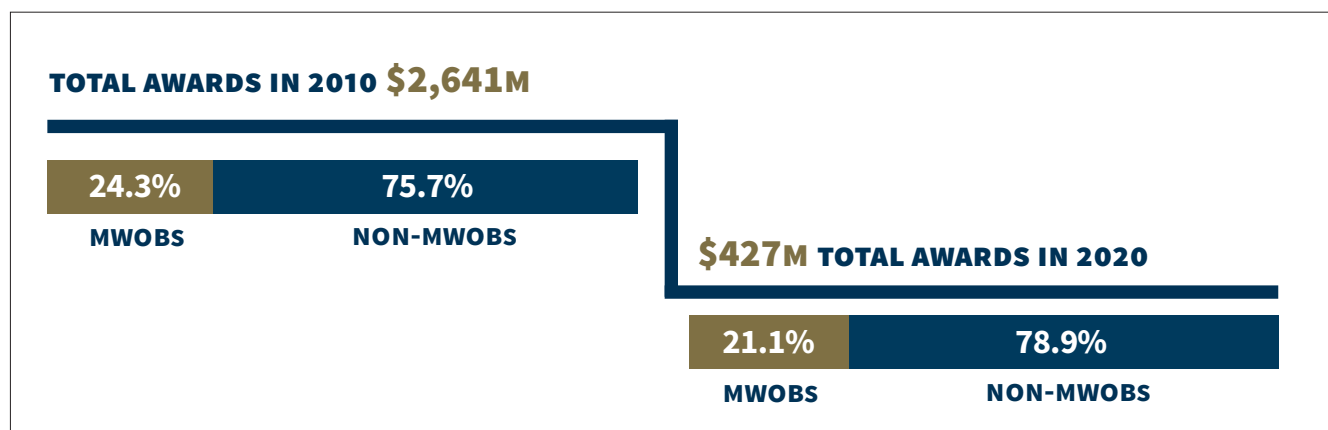
TREND DATA OF 10-YEAR DECLINE (2010-2020)



Total **Awards** to MWOBs and Declining Trend Data by Year

TOTAL CONTRACTING AWARDS to MWOBs, 2016–20 (in millions)		2016	2017	2018	2019	2020	
A	TOTAL ACTIONS BY YEAR	1,181	737	565	518	409	
B	TOTAL PAYMENTS BY YEAR	\$415.2	\$414.0	\$429.6	\$466.6	\$479.7	
C	TOTAL AWARDS BY YEAR	\$508.8	\$523.7	\$499.5	\$554.0	\$426.7	
	MINORITY-OWNED	\$	\$56.5	\$66.7	\$45.8	\$106.0	\$58.9
		%	11.1%	12.7%	9.2%	19.1%	13.8%
	WOMEN-OWNED	\$	\$47.4	\$46.2	\$83.0	\$75.8	\$50.1
		%	9.3%	8.8%	16.6%	13.7%	11.7%
	BOTH MINORITY-OWNED AND WOMEN-OWNED	\$	\$10.0	\$16.2	\$6.3	\$8.3	\$19.0
		%	1.9%	3.0%	1.3%	1.5%	4.4%

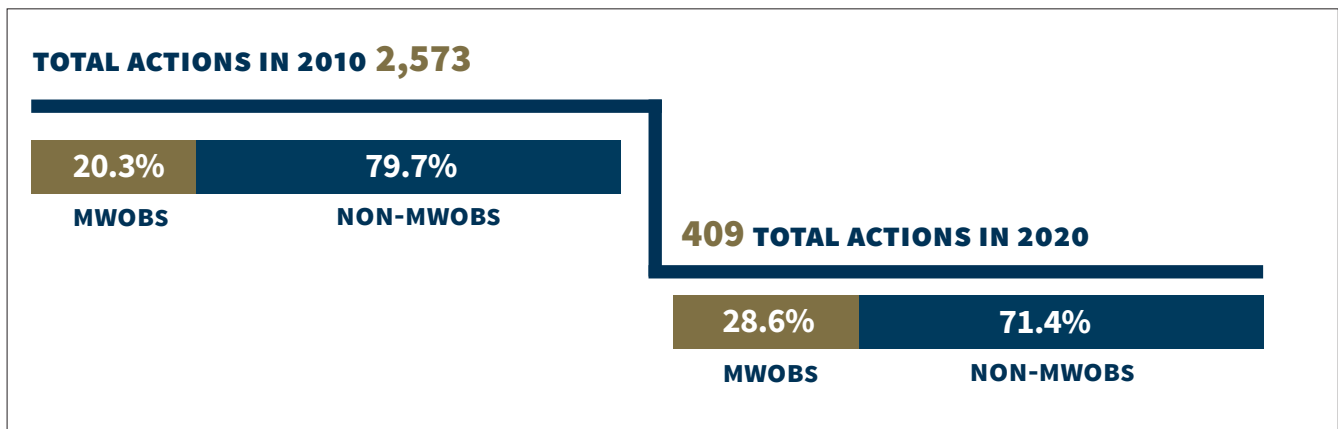
TREND DATA OF 10-YEAR DECLINE (2010-2020)



Total **Actions** to MWOBs and Declining Trend Data by Year

TOTAL CONTRACTING ACTIONS to MWOBs, 2016–20			2016	2017	2018	2019	2020
A	TOTAL ACTIONS BY YEAR		1,181	737	565	518	409
	MINORITY-OWNED	#	142	100	87	68	53
		%	12.0%	13.6%	15.4%	13.1%	13.0%
	WOMEN-OWNED	#	187	151	119	112	89
		%	15.8%	20.5%	21.1%	21.6%	21.8%
	BOTH MINORITY-OWNED AND WOMEN-OWNED	#	42	41	40	28	25
		%	3.5%	5.6%	7.1%	5.4%	6.2%
B	TOTAL PAYMENTS BY YEAR		\$415.2	\$414.0	\$429.6	\$466.6	\$479.7
C	TOTAL AWARDS BY YEAR		\$508.8	\$523.7	\$499.5	\$554.0	\$426.7

TREND DATA OF 10-YEAR DECLINE (2010-2020)



Implementing Strategies to Create a More Equitable and Inclusive Contracting Environment

IMPLEMENTING STRATEGIES

The FDIC has increased its efforts to create a more diverse, equitable, and inclusive contracting environment.

The FDIC's acquisition policy, procedures, and guidance promote diversity in solicitations.

- For solicitations valued over \$100,000, OMWI requires that MWOB recommendations be included on source lists. OMWI must be given the opportunity to submit sources to be included, and OMWI reviews of the acquisition plans are required.
- An OMWI representative participates as a voting member on Technical Evaluation Panels that review and make source selection recommendations.
- In addition, contractors with awards over \$100,000 must certify their commitment to the fair inclusion of minorities and women in their workforce and the workforces of their subcontractors.

The FDIC has developed strategies to increase MWOB participation in contracting opportunities.

- The agency participates in the U.S. Small Business Administration's 8(a) Program to help small and disadvantaged businesses gain access to contracting opportunities with the FDIC.
- The FDIC assesses whether it can restructure large contract requirements to expand MWOB contracting opportunities, where it makes good business sense.
- The FDIC identifies and contracts with MWOB resellers of IT hardware and software rather than placing the orders directly with the manufacturers.

The FDIC Legal Division encourages referrals to MWOLFs and Diverse Attorneys.

- We have expanded our training for in-house counsel on the importance of diversity in legal matter staffing.
- We present at minority bar association meetings to help prepare MWOLFs for opportunities to work with the FDIC.
- We encourage co-counsel arrangements between large majority law firms and smaller MWOLFs, as well as between other MWOLFs, so that there are adequate resources and expertise to handle larger complex matters.
- Our Legal Division has promoted the use of Diverse Attorneys at majority firms when working on FDIC projects.

In 2020, due to the global pandemic, the FDIC quickly transitioned to virtual outreach activities, webinars, and matchmaking events to support diversity in our contracting activities. OMWI successfully participated in 10 procurement events: one virtual business expo, six business matchmaking events, and three panel presentations. In December, OMWI launched a virtual MWOB Technical Assistance series. These technical assistance events educate small businesses on how to do business with the FDIC, while also offering opportunities for firms to network and build relationships with OMWI and other FDIC personnel. As a result of these events, some MWOB firms have been invited to submit a bid or proposal for FDIC solicitations.

In addition, the FDIC successfully hosted a half-day pilot marketing event called "Pitch Day," which provided a virtual forum for MWOBs to market their capabilities directly to the FDIC. These events increase our awareness of competitive vendors and give potential vendors the opportunity to establish relationships with our program offices. Based on positive participant feedback, OMWI plans to host more of these events in the future.

Expanding Inclusive Prosperity through our Contracting Activities

MEASURING OUR SUCCESS

Our efforts to expand inclusive prosperity through our contracting activities have been successful, and we want to build on these successes. One significant example is the FDIC’s multiple-award Information Technology Application Services Contract, which was awarded in 2013 and is still active today. Seven of the 14 firms awarded the contract are MWOBs, and more than half of the resulting task orders have been awarded to MWOBs. The combined value of these task orders is \$296.0 million, or 53.4 percent of the total award amount.

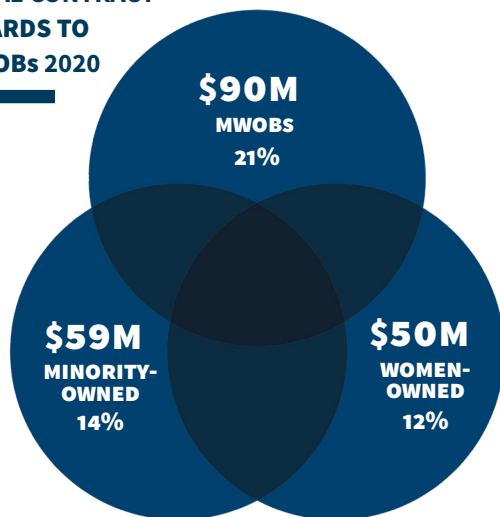
In 2020, we awarded 117 new contracts to MWOBs, totaling \$90 million, or 21.1 percent of the total new awards for the year. In addition, we made payments totaling \$106.5 million to MWOB contractors.

One of the most significant awards in 2020 was the FDIC’s multiple award IT Security Contract. Four of the 10 firms awarded the contract were MWOBs and will be able to compete for task orders under this \$364 million

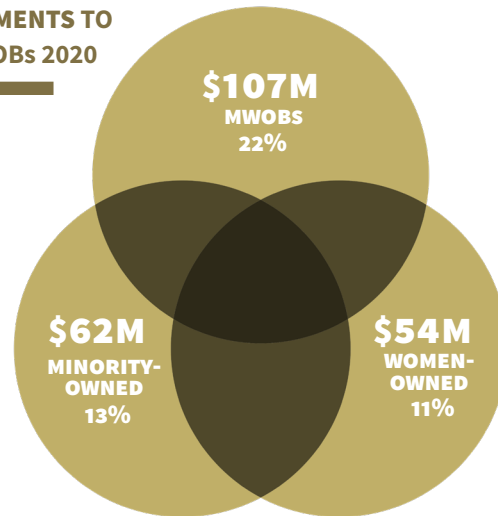
contract. This multiple-award strategy was a significant change for the FDIC, as the prior contract was a single-award contract.

Although our contract dollars to MWOBs were lower in 2020 than in previous years, MWOBs were awarded 28.6 percent of all new contract actions. The tables and figures that follow provide additional detail on our contracting awards and payments.

TOTAL CONTRACT AWARDS TO MWOBs 2020



TOTAL CONTRACT PAYMENTS TO MWOBs 2020

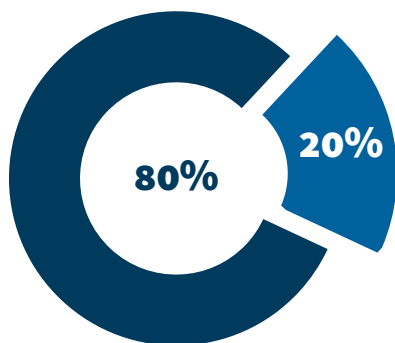


7 of the 14 firms awarded the Information Technology Application Services contract with a value of \$296M are MWOBs

Note: Minority- owned plus Women-owned Awards and Payments do not total MWOBs due to overlap.

Awards to Minority- and Women-Owned Businesses in 2020

MINORITY- AND WOMEN-OWNED BUSINESSES	AWARDS	
Software Development/Maintenance/Enhancement Services	\$	41,991,104.00
Career Counseling Services	\$	9,000,000.00
Construction Management Services	\$	3,895,731.00
Bank Resolution Services	\$	3,576,463.00
Training Services	\$	2,151,843.00
Program Support Services	\$	1,995,875.00
Environmental Health and Safety Services	\$	1,566,734.00
Call Center	\$	1,161,956.00
Janitorial Services	\$	906,742.00
Economic Inclusion Public Awareness Campaign	\$	833,379.00
Diversity Services	\$	545,650.00
FDIC's first Rapid Prototype Competition (Bank Data)	\$	500,000.00
Translation/Transcreation Services	\$	275,000.00
Human Resources Benefits Consulting	\$	243,750.00
Auditing Services	\$	244,402.00

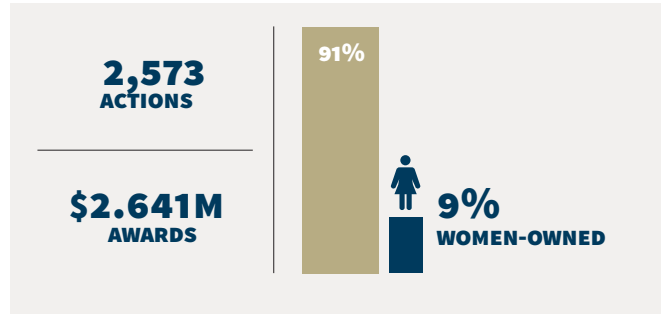
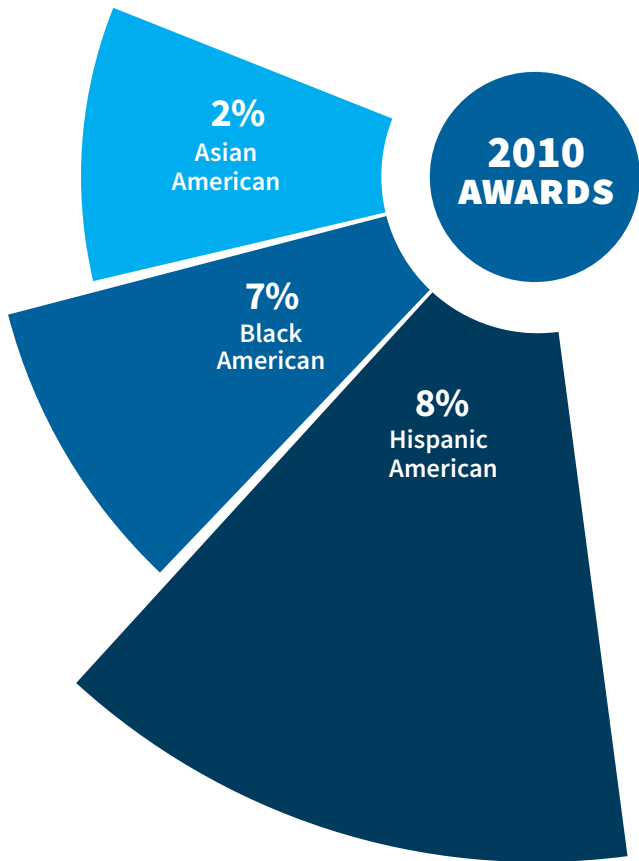


FDIC AWARDS TO TOP 10 NAICS MWOB, 2020

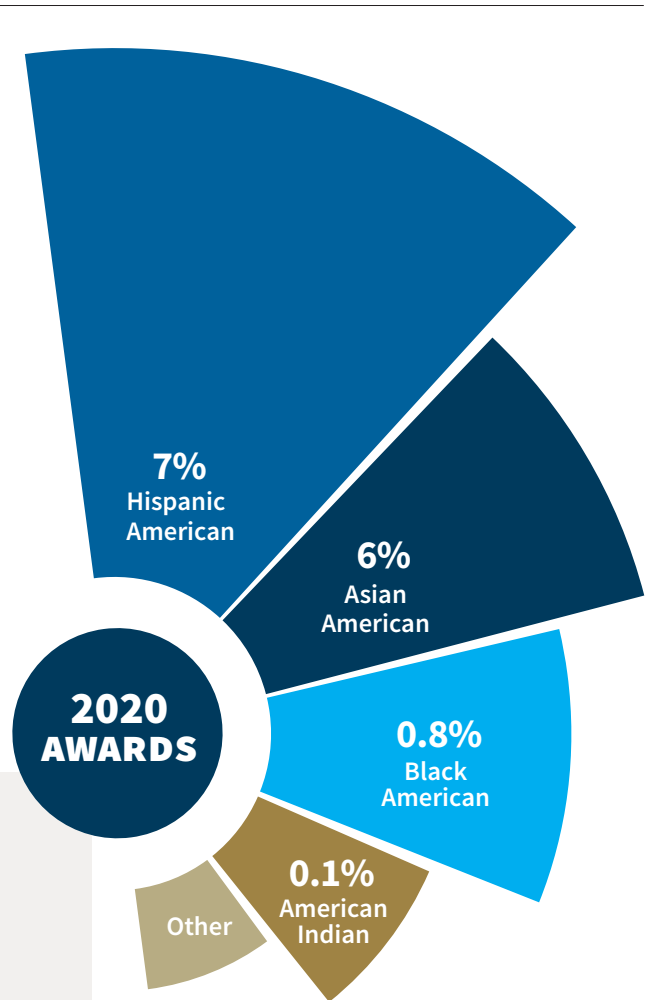
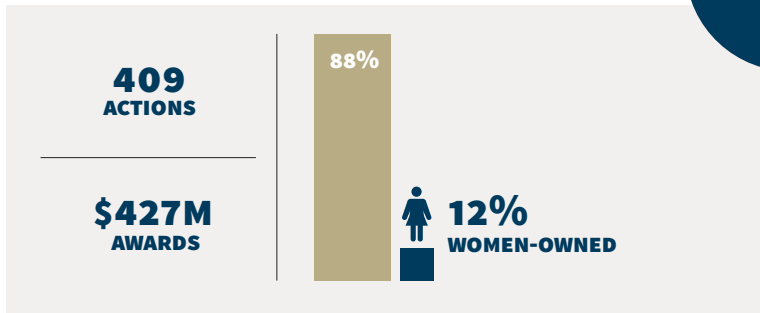
Collectively, 20.1 percent of the total award dollars for contracts containing FDIC's top ten categories of North American Industry Classification System (NAICS) codes were awarded to MWOBs. (See Appendix A for FDIC Contract Awards by Top Ten NAICS Codes.)

Contracting Awards, 2010 and 2020 Demographic Trend Data

DEMOGRAPHICS FOR 2010 TOTAL AWARDS DOLLARS



DEMOGRAPHICS FOR 2020 TOTAL AWARDS DOLLARS



Endeavors to Maximize Diversity in Legal Contracting

The Legal Division’s legal contracting program endeavors to maximize the participation of both MWOLFs and minority and women partners and associates employed at majority-owned firms (i.e., Diverse Attorneys) in legal contracting. This approach is consistent with the provisions of Section 342 of the Dodd-Frank Act that encourage diversity and inclusion at all levels. FDIC legal matters provide important learning and professional client development opportunities to MWOLFs and Diverse Attorneys that can be quite meaningful to career advancement. The employment and training of individual attorneys often provides opportunities for drafting legal documents, entering court appearances, and developing client relationships, all of which further the partnership potential of Diverse Attorneys.

CHALLENGES

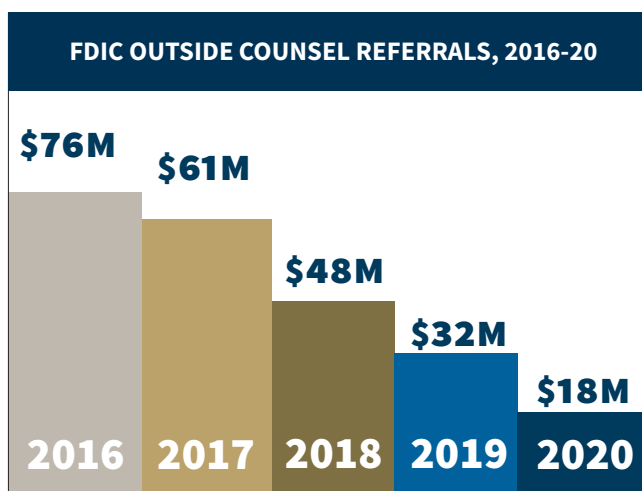
Similar to our business contracting activities, the volume of the FDIC’s legal activities—and our need to make referrals for outside counsel—has drastically changed since the enactment of the Dodd-Frank Act.

In 2011, for example, the FDIC paid \$134.0 million to outside counsel, owing in large part to the amount of legal support required for the large number of failed or failing financial institutions. As the number of bank failures has decreased, so has our need for outside counsel support. In 2020, the agency’s payments to outside counsel totaled \$18.3 million. The decline in our need for outside legal services over the last 10 years has directly impacted our ability to make legal referrals to MWOLFs; however, the FDIC remains committed to inclusion of MWOLFs in our outside legal services referrals.

ACTIVITIES AND SUCCESSES

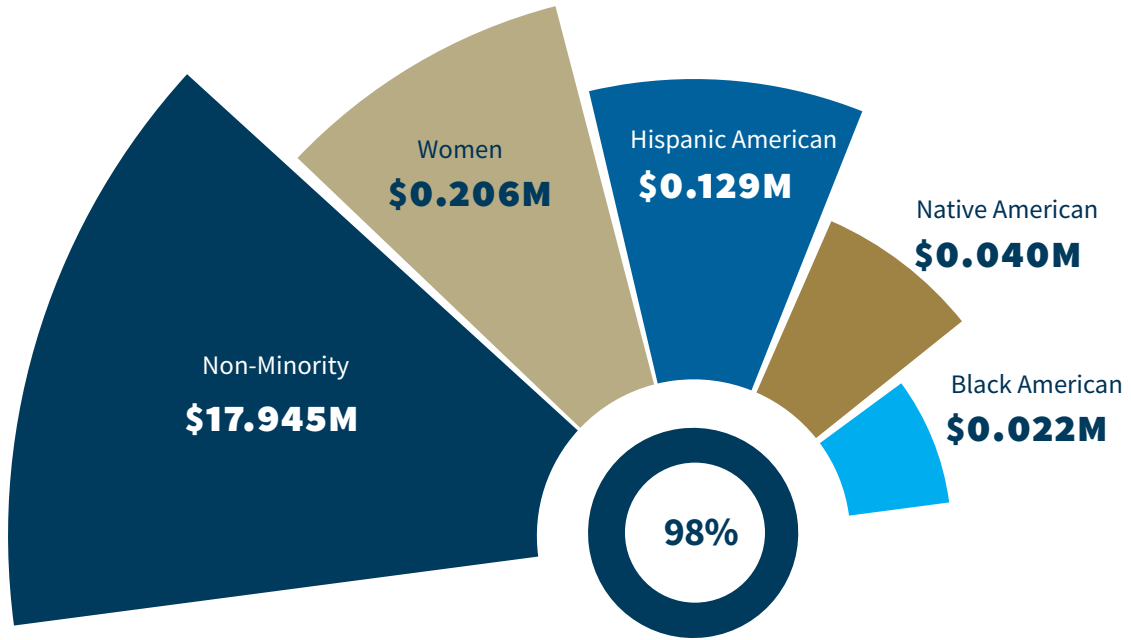
In 2020, the FDIC paid \$397,000 in legal fees to MWOLFs and \$3.61 million to Diverse Attorneys. Taken together, the FDIC paid \$4.0 million to MWOLF firms and Diverse Attorneys out of a total of \$18.3 million dollars spent on outside counsel services. This represents an aggregate participation rate of 22 percent. (This figure represents a decline from 2019, when the agency had a 34 percent participation rate in the outside counsel legal contracting program.) The FDIC made 17 referrals to MWOLFs in 2020, which accounted for 26.0 percent of all legal referrals.

We continued to expand our pipeline of qualified MWOLFs by engaging in aggressive outreach efforts in 2020. For example, the FDIC Legal Division participated in two minority bar association conferences and three stakeholder events. As a direct result of FDIC’s outreach efforts, 15 MWOLF firms from the National Association of Minority- and Women-Owned Law Firms were interviewed and recruited. In addition, the Legal Division has placed greater emphasis on developing and encouraging quality networking and relationships with MWOLFs.

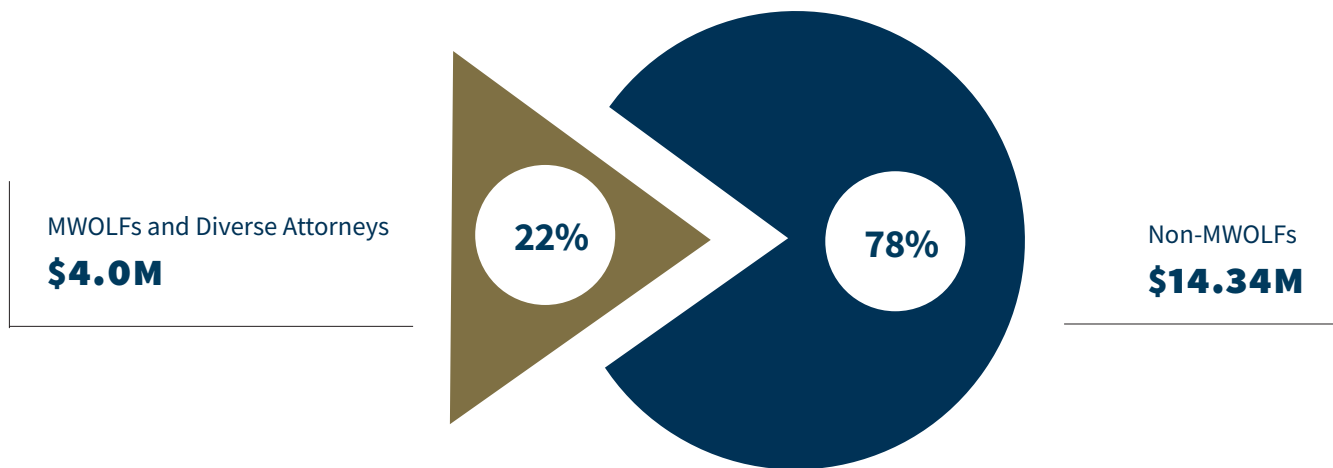


Referrals and Payments to MWOLFs and Diverse Attorneys, 2020

PAYMENTS TO MWOLFS, 2020 (IN MILLIONS)

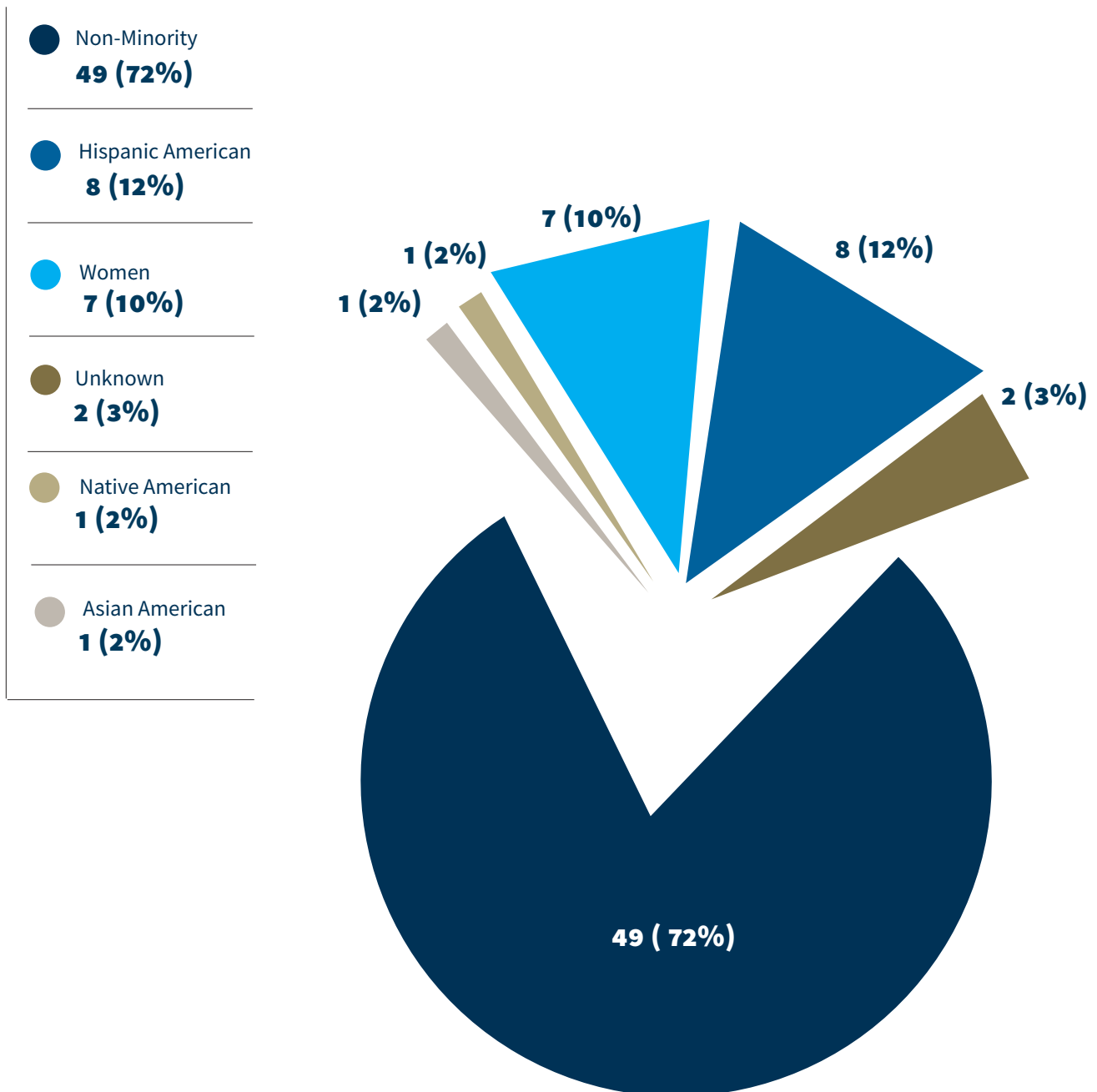


PAYMENTS TO MWOLFS AND DIVERSE ATTORNEYS, 2020 (IN MILLIONS)



Percentage of Referrals to MWOLFs, 2020

PAYMENTS TO MWOLFS, 2020 (IN MILLIONS)





Promoting Diversity, Equity, and Inclusion in the Financial System

To encourage supervised financial institutions to incorporate the principles of diversity, equity, and inclusion in their own workplaces and operations, the FDIC has developed a voluntary diversity self-assessment. Financial institutions are invited to complete the self-assessment annually, giving them an opportunity to gather and analyze data with respect to their own diversity policies and practices. The FDIC also analyzes this data in order to identify trends and to share exemplary diversity and inclusion practices.

OUTREACH ACTIVITIES AND SUCCESSES

Since we launched the Diversity Self-Assessment instrument in 2016, participation by financial institutions has been low. Through outreach to financial institutions, we learned that they were not

participating because they found the process to be arduous and did not understand the benefits.

To address these issues, the FDIC developed a Strategic Roadmap for the Financial Institution Diversity Program in 2020 to identify a number of goals for the program:

- To develop and strengthen partnerships with financial institutions, trade organizations, and key stakeholders;
- To maximize the use of technology to make submissions easier for financial institutions while improving our ability to analyze the data submitted;
- To emphasize the benefits of conducting voluntary self-assessments; and
- To make diversity information available to the public.

Streamlining and Improving Outreach Initiatives and Assessments

In support of these goals, OMWI also launched the Financial Institutions Diversity Self-Assessment (FID-SA) online portal in 2020. The online portal streamlines and improves the assessment process, significantly reducing the time and resource burden on financial institutions. Through FID-SA, multiple authorized users can complete the assessment, and users can view previous submissions, attach supporting material, and print and save to a PDF format. For the first time, institutions have the ability to submit their self-assessments electronically. As a result, despite the pandemic and its impact on bank operations, participation for the 2019 reporting period was at the highest rate ever. See “Diversity Self-Assessment Response” below for more information about the self-assessment results.

OMWI also successfully completed the following outreach initiatives in 2020:

- Created a dedicated Resources webpage for Financial Institution Diversity;
- Prepared guidance material and other resources to help financial institutions develop and strengthen their diversity and inclusion practices and policies;
- Presented the Financial Institution Diversity Program to the FDIC’s Advisory Committee on Community Banking in July;
- Participated in the American Bankers Association’s Unconventional Convention in October;
- Presented to the FDIC’s Advisory Committee on Economic Inclusion in October; and
- Attended the American Bankers Association’s Diversity, Equity, and Inclusion conference in November.

The FDIC will continue to increase outreach efforts to raise awareness with the intent of promoting diversity and inclusion throughout the financial industry. More specifically, we will encourage supervised financial institutions to implement diversity policies and practices, and share their completed self-assessments.

DIVERSITY SELF-ASSESSMENT RESPONSE

For the 2019 reporting period, the FDIC invited 787 supervised financial institutions with 100 or more employees to participate in the Diversity Self-Assessment. More than 150 institutions submitted self-assessments, representing a 19 percent submission rate. These institutions employ 38 percent of all employees and hold 42 percent of the assets held by FDIC invited financial institutions. Overall submissions for the 2019 reporting period represent an increase of 14 percent over the 2018 reporting period and an increase of 60 percent over the 2016 reporting period. The FDIC will continue to identify and implement strategies to improve participation in the coming years.

Through our analysis of the survey responses, we found that supervised financial institutions continue to employ a variety of methods and approaches to identify, attract, recruit, retain, and train a diverse workforce. Although smaller community banks have noted their limited resources, they too have incorporated diversity into their workforce practices. By continuing to share their diversity practices each year, more institutions are recognizing the importance of integrating diversity and inclusion into their corporate culture.

Gathering data on financial institutions’ diversity practices with respect to vendors and suppliers remains a challenge because most reporting institutions do not have programs in place to track diversity in their procurement spending. However, based on the responsive comments we receive each reporting year, financial institutions increasingly understand the competitive advantage of having a broad selection of available suppliers to choose from, including competitive price, quality, attention to detail, and future relationship building.



Promoting Diversity, Equity, and Inclusion in the Communities We Serve

The FDIC remains committed to expanding economic inclusion in rural, minority, and low- and moderate-income (LMI) communities, which often lack access to affordable housing, banking, and financial services.

In 2020, LMI communities were disproportionately impacted by the COVID-19 pandemic, which further highlighted the cultural disparities in terms of access to banking and healthcare. In 2020, the FDIC supported LMI communities through our efforts to preserve affordable housing and partner with community organizations, banks, and other federal agencies to provide access to banking services and products to individuals and small businesses.

AFFORDABLE HOUSING

The need for affordable housing has become critical in many parts of the country, and the FDIC's Affordable Housing Program (AHP) addresses this need by preserving housing and rental opportunities for low-income households. AHP has an inventory of properties where owners are required to set aside a specified number of housing units for occupancy. The housing units were acquired by the Resolution Trust Corporation (RTC) Affordable Housing Program during the Savings and Loan Crisis and transferred to FDIC when the RTC terminated in 1995. Rent limits are set based on the area median income as published annually by the Department of Housing and Urban Development.

Economic Inclusion in Rural, Minority, and Low- and Moderate-Income Communities (LMI)

These properties are located throughout the United States, primarily in markets undergoing gentrification and redevelopment. During 2020, AHP was successful in preserving 214 affordable housing units in an affluent area in Atlanta, Georgia, in one of the area's last remaining properties with dedicated affordable housing units.

SUPPORT FOR SMALL BUSINESSES

Small businesses are often forced to operate outside of the financial mainstream, and therefore lack access to capital. The FDIC encourages community banks to provide access to banking services and products to small businesses, including women and minorities who operate many of these businesses. During 2020, we worked with financial institutions to foster small business lending through the Small Business Administration's Paycheck Protection Program (PPP). Using virtual formats, we expanded our outreach to help small businesses operating in communities severely impacted by the COVID-19 pandemic. These virtual events provided information on available small business lending resources and other activities that may warrant positive consideration under the Community Reinvestment Act.

EXPANDING ACCESS TO MAINSTREAM BANKING

The COVID-19 pandemic emphasized the urgent need to help people in LMI communities gain access to affordable and sustainable bank accounts. In March, the FDIC launched a dedicated webpage (www.fdic.gov/GetBanked) to educate consumers on how to find and open an account remotely in order to receive their Economic Impact Payment (EIP). We partnered with the Internal Revenue Service on two national webinars to assist consumers who had not received their EIPs. Nearly 500 organizations registered for these webinars, representing 39 states, two territories, and a variety of nonprofit community-based organizations.

The FDIC understands the important role that

technology will play in expanding banking services to the unbanked, underbanked, and individuals in underserved communities. In 2019, we launched "FDiTech," a new office dedicated to promoting the adoption of innovative and transformative technologies in the financial services sector that will help us leverage technology in this way. Under the leadership of our new Chief Innovation Officer, FDiTech will engage both public and private sector partners to ensure the financial system of the future is innovative, resilient, and equitable. We have several inclusion-focused innovation programs underway that target consumers' access to modern banking and minority- and women-owned small business banking services.

We also participated in community-based events to promote economic inclusion; one such event was "Pittsburgh Saves." At this event, attendees were informed about:

- The FDIC's initiatives to expand economic inclusion and access to insured bank accounts;
- Unbanked and underbanked data, the reasons why people are unbanked, and why banks can be places for the unbanked to trust; and
- Resources banks can use to encourage lower-income households to save.

FINANCIAL LITERACY

Financial education is central to the FDIC's efforts to expand economic inclusion. Effective financial education can help people gain the skills and confidence to establish and sustain a banking relationship, achieve their financial goals, and improve their financial well-being. The FDIC's Money Smart curriculum is an award-winning tool we have developed to reach students of all ages, the elderly and their caregivers, small business owners, and others. Through the Money Smart Alliance, we help organizations effectively use the curriculum by facilitating quarterly webinars for the more than 1,500 member organizations.

Engaging in Partnerships, Research, and Minority Depository Institutions (MDIs)

In 2020, the FDIC also worked with the National Disabilities Institute on a webinar regarding actions taken by the federal regulators to respond to the COVID-19 pandemic. The nearly 400 registered attendees were primarily organizations engaging persons with disabilities. We also provided training and technical assistance to Catholic Charities with respect to its recent three-year grant from AmeriCorps for 14 local chapters to teach financial education in their communities. Under the grant, each local chapter can “hire” an AmeriCorps volunteer, who will assist clients with financial issues, including by teaching Money Smart. We developed a suggested training plan for the AmeriCorps volunteers. AmeriCorps expects to help 1,500 people enhance their financial skills and create positive banking relationships through this initiative.

MINORITY DEPOSITORY INSTITUTION ACTIVITIES

The preservation and promotion of minority depository institutions (MDIs) remains a long-standing, top priority for the FDIC. The FDIC’s research study, *Minority Depository Institutions: Structure, Performance, and Social Impact*, published in 2019, found that MDIs have played an important role in providing mortgage credit, small business lending, and other banking services to minority and LMI communities.

In 2020, the FDIC pursued several strategies intended to support MDIs, including increasing engagement and representation, facilitating partnerships, updating FDIC policies, promoting the MDI sector through advocacy, and providing outreach, technical assistance, education, and training for MDIs.

ENGAGEMENT AND REPRESENTATION

The FDIC’s MDI Subcommittee of the Advisory Committee on Community Banking (CBAC), was formed in 2019 and held two virtual meetings in 2020. The MDI Subcommittee, comprising nine MDI executives representing all types of MDIs, provides a venue for minority bankers to discuss key issues and share feedback on program initiatives. In 2020, the MDI

Subcommittee provided feedback on several initiatives, including the FDIC’s revised Statement of Policy Regarding MDIs. The MDI Subcommittee members showcase MDI best practices, both operational and in support of the communities they serve. Three MDIs serve on the 18-member CBAC, providing an additional platform to highlight the contributions of these institutions and provide MDI perspectives on topics affecting the banking sector.

PARTNERSHIPS

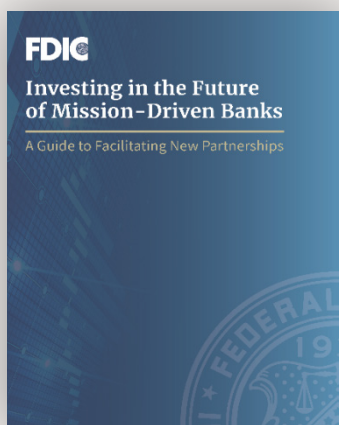
In 2019, the FDIC facilitated a number of networking roundtables to bring together MDIs and large banks, and these networking opportunities continued to bear fruit in 2020 with more than \$10 million in additional deposits into MDIs.

In October 2020, the FDIC published a resource guide, *Investing in Mission-Driven Banks: A Guide to Facilitating New Partnerships*, as well as an MDI and Community Development Financial Institution (CDFI) Bank Locator to help private investors develop partnerships with MDIs and other mission-driven banks. The resource guide outlines the important role FDIC-insured MDIs and CDFIs play in the financial system, describes the business needs of these banks, and outlines strategies for private companies and philanthropic organizations to consider in supporting MDIs and CDFIs through equity investments, grants, deposits, creation of an investment fund, technology support, and other partnership opportunities. These strategies can help MDIs build capacity and scale.

In August 2019, Chairman McWilliams announced an initiative to establish a Mission-Driven Bank Fund, which would provide an investment vehicle for corporations, philanthropic organizations, banks, and others to investment in FDIC-insured MDIs and CDFIs. The fund will provide opportunities for FDIC-insured mission-driven banks to pitch proposals for equity capital, loan participations, and other ways to build capacity and scale. With private sector support, the fund will provide a source of capital and other tools

Showcasing the Unique Stories and Visibility of MDIs in Local Communities

that can help MDIs and CDFIs grow their operations and expand their impact in minority communities. The FDIC intends to launch the fund in 2021. The FDIC will facilitate creation of the fund and may continue to serve as an observer on the overall activities of the fund. The FDIC will not be an investor, play a role in hiring the independent fund manager, serve on the investment committee, or have any role in individual investment decisions.



The FDIC issued a resource guide in October to help private investors develop partnerships with MDIs and other mission-driven banks.

MDI Policy

The FDIC's Board of Directors updated and strengthened its Statement of Policy regarding Minority Depository Institutions in August and published it for public notice-and-comment in September 2020. The policy statement reflects the agency's enduring commitment to fulfilling the five statutory goals to preserve and promote MDIs, and outlines the framework for the MDI program across the FDIC. Key changes include emphasis on engagement with MDIs, enhanced technical assistance, and a description of

how examiners apply examination standards to the unique business models of MDIs. The public comment period closed in November 2020, and after reviewing and considering the comments, the FDIC will issue the final Statement of Policy in 2021.

ADVOCACY

The FDIC is committed to promoting the visibility of MDIs by telling their stories and showcasing the important role they play in their communities. In early 2020, the FDIC began recording and publishing videos of MDI executives sharing their institutions' "origin stories," highlighting the reasons their institutions were formed and describing how they have served their communities over time. In addition, the FDIC recorded and promoted a number of videos and podcasts centered on MDIs, and agency leaders emphasized the significance of MDIs in numerous speaking engagements.

OUTREACH, EDUCATION, AND TECHNICAL ASSISTANCE

The FDIC also pursued efforts to improve communication and interaction with MDIs and to respond to the concerns of minority bankers in 2020. The agency maintains active outreach with MDI trade groups and offers to arrange annual meetings between FDIC regional management and each MDI's board of directors to discuss issues of interest. The FDIC routinely contacts MDIs to offer return visits and technical assistance following the conclusion of FDIC safety and soundness, consumer compliance, Community Reinvestment Act (CRA), and other specialty examinations to help bank management better understand and implement examination recommendations. These return visits, normally conducted within 90 to 120 days after the examination, are intended to provide useful recommendations or feedback for improving operations, not to identify new issues.

Enabling Banks to Focus on the Needs of their Local Communities



FDIC Chairman Jelena McWilliams (center), participates in the Freedman’s Bank Forum, an event held at the U.S. Treasury on March 3, 2020, to commemorate the 155th anniversary of the bank’s founding. From left, NCUA Chairman Rodney Hood, Treasury Assistant Secretary Bimal Patel, Comptroller of the Currency Joseph M. Otting, and Federal Reserve Governor Michelle W. Bowman.

Through its public website (www.fdic.gov), the FDIC invites inquiries and provides contact information for any MDI to request technical assistance at any time. In 2020, the FDIC provided 135 individual technical assistance sessions on approximately 40 risk management, consumer compliance, and resolution topics, including:

- Accounting,
- Bank Secrecy Act (BSA) and anti-money laundering,
- Business continuity planning,
- Community Reinvestment Act,
- Compliance management,
- Funding and liquidity,

- Information technology risk management and cybersecurity,
- Internal audit,
- Loan modifications and Troubled Debt Restructuring, and;
- and Pandemic contingency planning.

The FDIC also held outreach, training, and educational programs for MDIs through conference calls and regional banker roundtables. In 2020, topics of discussion for these sessions included many of those listed above, as well as collaboration and partnerships, current expected credit losses (CECL) accounting methodology, IT vendor management, cybersecurity, CRA, innovation, BSA, CDFI Fund Programs, and emerging technology.

“Our supervisory and regulatory response is focused on enabling banks to best serve their communities during these difficult times.”

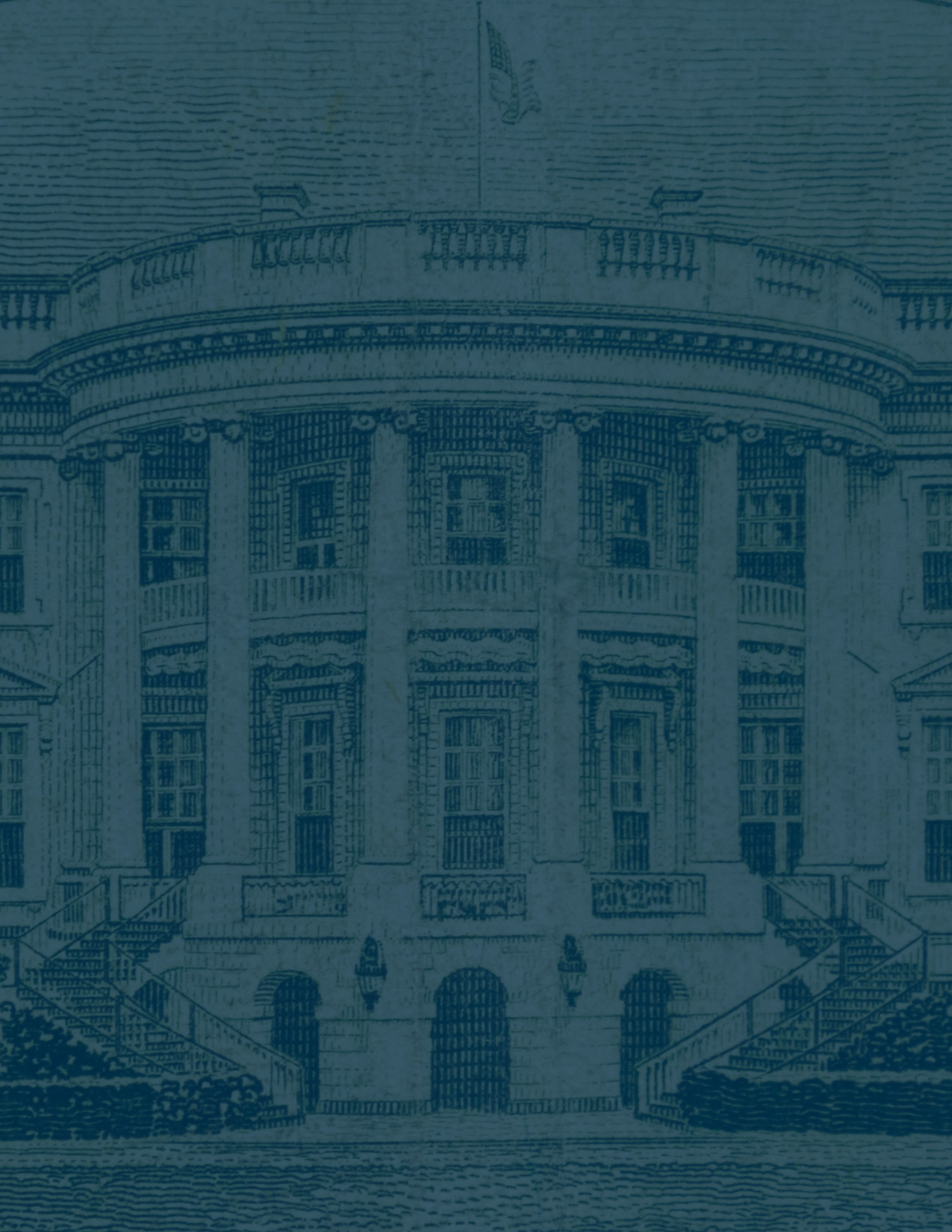
JELENA MCWILLIAMS
CHAIRMAN OF THE FDIC

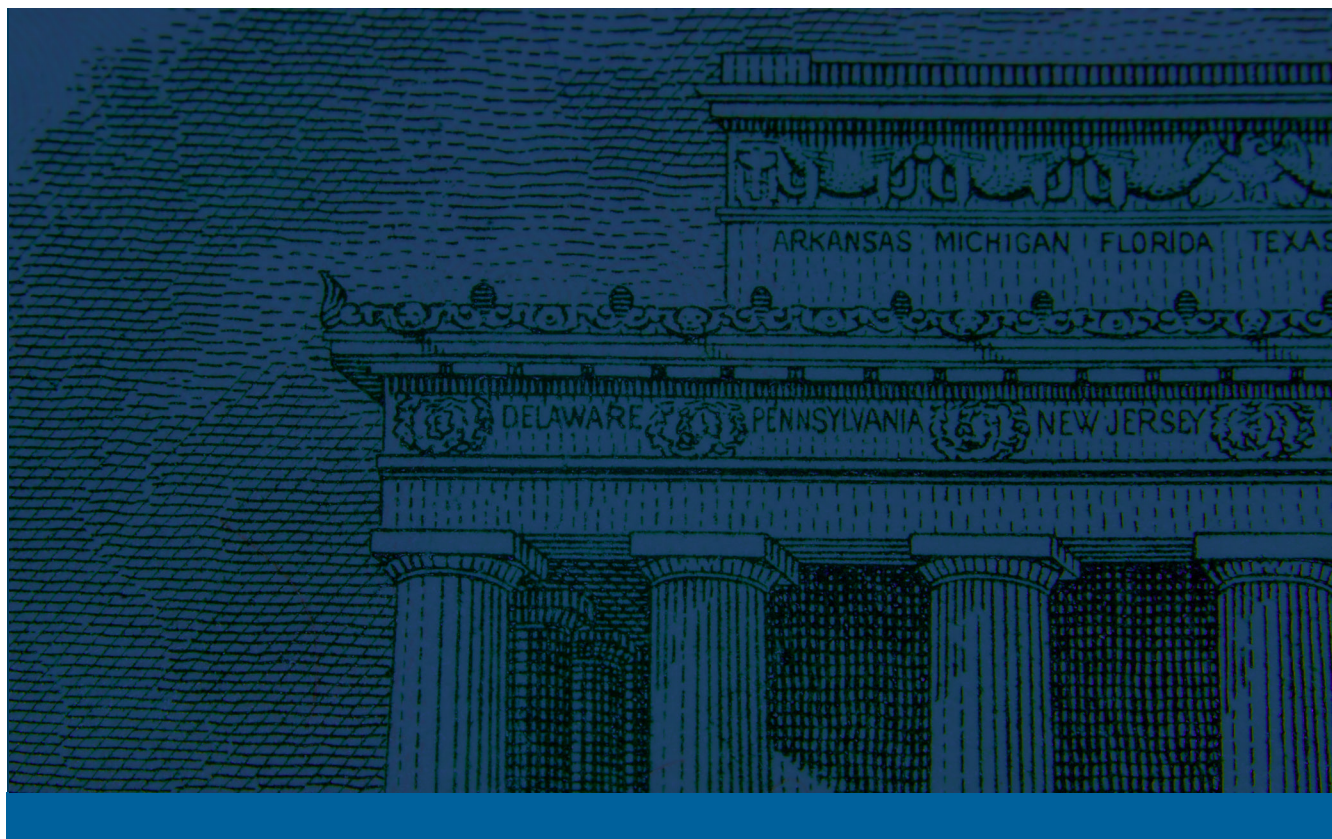
Conclusion of the 2020 Annual Report

The year 2020 was unlike any other. In spite of the economic uncertainty and widespread shutdowns caused by the pandemic, the FDIC continued to make significant progress to expand diversity, equity, and inclusion in the FDIC workforce and contracting activities, to promote diversity in financial institutions, and to support financial inclusion in minority and LMI communities across the United States.

While we are encouraged by our progress over the last year, we expect even greater results in the years to come. Our Diversity, Equity, and Inclusion Strategic Plan, 2021–23 sets forth a broad and ambitious agenda. The plan will help the FDIC build and maintain a workforce that is talented, diverse, and dedicated, and foster inclusion in the banking system, consistent with our mandate.

We look forward to describing the accomplishments of FDIC’s Office of Minority and Inclusion in next year’s Annual Report to Congress.





Appendices

APPENDIX A: CONTRACTING AND TREND DATA

APPENDIX B: WORKFORCE AND TREND DATA

APPENDIX C: ACRONYMS

FDIC CONTRACT AWARDS TO MWOBS (IN MILLIONS)

TOTAL AWARDS TO MWOBS BY YEAR		2016	2017	2018	2019	2020
TOTAL AWARDS		\$508.8	\$523.7	\$499.5	\$554.0	\$426.7
MINORITY-OWNED OR AND WOMEN-OWNED BUSINESS TOTALS	\$	\$93.9	\$96.7	\$122.5	\$173.5	\$90.0
	%	18.5%	18.5%	24.5%	31.3%	21.1%
MINORITY-OWNED	\$	\$56.5	\$66.7	\$45.8	\$106.0	\$58.9
	%	11.1%	12.7%	9.2%	19.1%	13.8%
WOMEN-OWNED	\$	\$47.4	\$46.2	\$83.0	\$75.8	\$50.1
	%	9.3%	8.8%	16.6%	13.7%	11.7%
BOTH MINORITY-OWNED AND WOMEN-OWNED	\$	\$10.0	\$16.2	\$6.3	\$8.3	\$19.0
	%	1.9%	3.0%	1.3%	1.5%	4.4%
ASIAN AMERICAN	\$	\$25.0	\$31.2	\$33.9	\$83.1	\$25.6
	%	4.9%	6.0%	6.8%	15.0%	6.0%
BLACK AMERICAN	\$	\$9.4	\$32.7	\$1.9	\$5.8	\$3.3
	%	1.9%	6.2%	0.4%	1.0%	0.8%
HISPANIC AMERICAN	\$	\$20.6	\$1.6	\$7.0	\$13.3	\$28.8
	%	4.0%	0.3%	1.4%	2.4%	6.8%
NATIVE AMERICAN	\$	\$0.1	\$0.9	\$2.9	\$3.5	\$0.6
	%	0.0%	0.2%	0.6%	0.6%	0.1%
OTHER MINORITY	\$	\$1.4	\$0.3	\$0.1	\$0.3	\$0.5
	%	0.3%	0.0%	0.0%	0.1%	0.1%

Note: Percentages in chart do not total to 100 due to overlap between minority-owned and women-owned businesses.

FDIC CONTRACT PAYMENTS TO MWOBS (IN MILLIONS)

TOTAL PAYMENTS TO MWOBS BY YEAR		2016	2017	2018	2019	2020
TOTAL PAYMENTS		\$415.2	\$414.0	\$429.6	\$466.6	\$479.7
MINORITY-OWNED OR AND WOMEN-OWNED BUSINESS TOTALS	\$	\$111.5	\$109.6	\$98.0	\$98.3	\$106.5
	%	26.8%	26.5%	22.8%	21.1%	22.2%
MINORITY-OWNED	\$	\$56.0	\$54.6	\$49.5	\$54.0	\$62.1
	%	13.5%	13.2%	11.5%	11.6%	12.9%
WOMEN-OWNED	\$	\$66.8	\$66.9	\$59.5	\$52.0	\$53.9
	%	16.1%	16.2%	13.9%	11.2%	11.2%
BOTH MINORITY-OWNED AND WOMEN-OWNED	\$	\$11.3	\$11.9	\$11.1	\$7.7	\$9.5
	%	2.8%	2.9%	2.6%	1.7%	1.9%
ASIAN AMERICAN	\$	\$33.5	\$30.1	\$28.8	\$31.5	\$37.7
	%	8.1%	7.2%	6.7%	6.8%	7.9%
BLACK AMERICAN	\$	\$11.5	\$14.2	\$9.5	\$6.2	\$6.9
	%	2.8%	3.4%	2.2%	1.3%	1.4%
HISPANIC AMERICAN	\$	\$10.3	\$9.5	\$ 8.4	\$12.0	\$15.0
	%	2.5%	2.3%	2.0%	2.6%	3.1%
NATIVE AMERICAN	\$	\$0.1	\$0.2	\$2.2	\$3.9	\$1.8
	%	0.0%	0.1%	.05%	0.8%	0.4%

Note: Percentages in chart do not total to 100 due to overlap between minority-owned and women-owned businesses.

FDIC CONTRACT ACTIONS TO MWOBS

TOTAL ACTIONS TO MWOBS BY YEAR			2016	2017	2018	2019	2020
TOTAL ACTIONS			1,181	737	565	518	409
MINORITY-OWNED OR AND WOMEN-OWNED BUSINESS TOTALS	#		287	210	166	152	117
	%		24.3%	28.5%	29.4%	29.3%	28.6%
MINORITY-OWNED	#		142	100	87	68	53
	%		12.0%	13.6%	15.4%	13.1%	13.0%
WOMEN-OWNED	#		187	151	119	112	89
	%		15.8%	20.5%	21.1%	21.6%	21.8%
BOTH MINORITY-OWNED AND WOMEN-OWNED	#		42	41	40	28	25
	%		3.5%	5.6%	7.1%	5.4%	6.2%
ASIAN AMERICAN	#		62	63	54	33	26
	%		5.2%	8.6%	9.6%	6.4%	6.4%
BLACK AMERICAN	#		24	22	11	15	14
	%		2.0%	3.0%	1.9%	2.9%	3.5%
HISPANIC AMERICAN	#		48	4	11	9	7
	%		4.1%	0.5%	1.9%	1.7%	1.7%
NATIVE AMERICAN	#		2	7	6	5	3
	%		0.2%	1.0%	1.1%	1.0%	0.7%
OTHER MINORITY	#		6	4	5	6	3
	%		0.5%	0.5%	0.9%	1.1%	0.7%

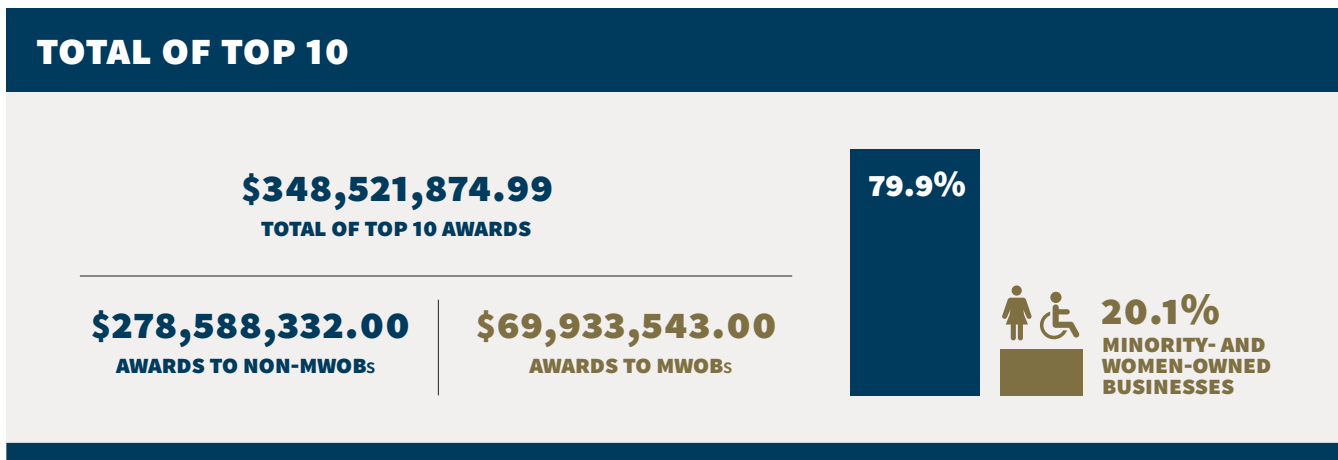
Note: Percentages in chart do not total to 100 due to overlap between minority-owned and women-owned businesses.

FDIC CONTRACT AWARDS BY TOP 10 NAICS CODES

PART I			2020	
FDIC CONTRACT AWARDS BY TOP 10 NAICS CODES				
NAICS CODE	DESCRIPTION	DOLLAR AMOUNT OF AWARDS		DOLLARS FOR TOP 10 NAICS
1	NAICS 541512	Computer Systems Design Services		
		\$	97,070,030.26	26,944,188.48
2	NAICS 541519	Other Computer Related Services		
		\$	86,910,739.53	3,092,990.01
3	NAICS 511210	Software Publishers		
		\$	43,307,418.38	14,887,476.42
4	NAICS 519130	Internet Publishing and Broadcasting and Web Search Portals		
		\$	33,362,698.73	-
5	NAICS 541611	Administrative Management and General Management Consulting Services		
		\$	17,939,384.53	3,750,082.50
				PART II CONTINUES ON PAGE 46

FDIC CONTRACT AWARDS BY TOP 10 NAICS CODES

















PART II			2020	
FDIC CONTRACT AWARDS BY TOP 10 NAICS CODES				
NAICS CODE	DESCRIPTION	DOLLAR AMOUNT OF AWARDS		DOLLARS FOR TOP 10 NAICS
6	NAICS 517919	All Other Telecommunications		
		\$	17,934,965.81	-
7	NAICS 236220	Commercial and Institutional Building Construction		
		\$	16,494,146.45	-
8	NAICS 541511	Custom Computer Programming Services		
		\$	14,295,476.30	12,015,055.91
9	NAICS 531311	Residential Property Managers		
		\$	11,863,390.00	-
10	NAICS 541612	Human Resources Consulting Services		
		\$	9,343,625.00	9,243,750.00





TOTAL, PERMANENT, AND EXECUTIVE MANAGER WORKFORCE

FDIC TOTAL, PERMANENT AND EXECUTIVE MANAGER WORKFORCE		2016	2017	2018	2019	2020	+/- CHANGE
TOTAL WORKFORCE (PERMANENT AND NON-PERMANENT)							
MINORITY	%	28.0%	28.7%	29.8%	30.4%	31.3%	+0.9%
NON-MINORITY	%	72.0%	71.3%	70.2%	69.6%	68.7%	-0.9%
MEN	%	55.2%	55.2%	55.2%	55.1%	55.5%	+0.4%
WOMEN	%	44.8%	44.8%	44.8%	44.9%	44.5%	-0.4%
PERMANENT WORKFORCE							
MINORITY	%	28.2%	29.0%	29.9%	30.4%	31.6%	+1.2%
NON-MINORITY	%	71.8%	71.0%	70.1%	69.6%	68.4%	-1.2%
MEN	%	54.9%	55.1%	55.3%	55.2%	55.6%	+0.4%
WOMEN	%	45.1%	44.9%	44.7%	44.8%	44.4%	-0.4%
TOTAL WORKFORCE - EXECUTIVE MANAGER (PERMANENT AND NON-PERMANENT)							
MINORITY	%	18.8%	18.3%	17.6%	16.7%	19.7%	+3.0%
NON-MINORITY	%	81.2%	81.7%	82.4%	83.3%	80.3%	-3.0%
MEN	%	63.2%	61.1%	64.0%	62.3%	63.0%	+0.7%
WOMEN	%	36.8%	38.9%	36.0%	37.7%	37.0%	-0.7%

MAJOR OCCUPATIONS, TOTAL WORKFORCE, 2020

PART I MAJOR OCCUPATIONS FDIC TOTAL WORKFORCE		TOTAL GENDER		RACE/ETHNICITY												
				HISPANIC AMERICAN	NON-HISPANIC OR LATINO											
					WHITE	BLACK AMERICAN	ASIAN AMERICAN	AIAN	TWO+ RACES							
JOB TITLE/SERIES																
ECONOMIST (0110)																
TOTAL	80	26	54	0	3	12	41	4	2	9	7	0	0	1	1	
%		33%	68%	0%	4%	15%	51%	5%	3%	11%	9%	0%	0%	1%	1%	
CLF		33%	67%	2%	3%	25%	56%	3%	3%	3%	4%	.1%	.2%	.4%	.6%	
FINANCIAL ADMINISTRATION AND PROGRAM (0501)																
TOTAL	136	66	70	1	2	29	50	30	10	5	6	1	1	0	1	
%		49%	52%	.7%	2%	21%	37%	22%	7%	4%	4%	.7%	.7%	0%	.7%	
CLF		56%	44%	6%	4%	39%	33%	8%	5%	3%	2%	.4%	.3%	1%	.6%	
ACCOUNTANTS AND AUDITORS (0510/0511)																
TOTAL	79	44	35	1	0	20	24	13	5	9	3	0	0	1	3	
%		56%	44%	1%	0%	25%	30%	17%	6%	11%	4%	0%	0%	1%	4%	
CLF		60%	40%	4%	2%	44%	32%	6%	2%	5%	3%	.3%	.1%	.7%	.4%	



KEY	CLF	Percentage of Civilian Labor Force	 Symbol denotes Women
	AIAN	American Indian/Alaska Native	 Symbol denotes Men

MAJOR OCCUPATIONS, TOTAL WORKFORCE, 2020













PART II



MAJOR OCCUPATIONS FDIC TOTAL WORKFORCE

JOB TITLE/SERIES	TOTAL GENDER		RACE/ETHNICITY												
			HISPANIC AMERICAN	NON-HISPANIC OR LATINO										TWO+ RACES	
				WHITE	BLACK AMERICAN	ASIAN AMERICAN	AIAN								
FINANCIAL INSTITUTION EXAMINING (0570)															
TOTAL	2778	1100	1678	45	73	796	1386	171	114	61	68	5	12	22	25
%		40%	60%	2%	2.6%	29%	50%	6%	4%	2%	2%	.2%	.4%	.8%	.9%
CLF		45%	55%	4%	3.1%	28%	44%	8%	3%	4%	4%	.2%	.1%	1%	.6%
ATTORNEY (0905)															
TOTAL	316	134	182	2	7	104	152	15	14	11	5	1	1	1	3
%		42%	58%	.6%	2%	33%	48%	5%	4%	4%	2%	.3%	.3%	.3%	.9%
CLF		33%	67%	2%	3%	27%	60%	3%	2%	2%	2%	.1%	.1%	.6%	.6%
GENERAL BUSINESS AND INDUSTRY (1101)															
TOTAL	275	97	178	2	11	61	134	25	15	8	13	0	0	1	5
%		35%	65%	.7%	4%	22%	49%	9%	6%	3%	5%	0%	0%	.4%	2%
CLF		63%	37%	6%	3%	44%	27%	9%	4%	3%	2%	.4%	.2%	1%	.6%













KEY	CLF	Percentage of Civilian Labor Force		Symbol denotes Women
	AIAN	American Indian/Alaska Native		Symbol denotes Men



ENTRY-LEVEL EXAMINER PROGRAM HIRES TRENDS

ENTRY-LEVEL EXAMINER TREND DATA BY YEAR		TOTAL	TWO OR MORE		AIAN	ASIAN	BLACK	HISPANIC	WHITE					
														
2005														
ENTRY-LEVEL EXAMINER HIRES SINCE 2005		2,304	23	27	5	15	52	77	205	137	45	61	577	1080
	%	100%	1%	1%	.2%	.7%	2%	3%	9%	6%	2%	3%	25%	47%
	CLF	100%	1%	.6%	.2%	.1%	4%	4%	8%	3%	4%	3%	28%	44%
2020														
ENTRY-LEVEL EXAMINER HIRES IN 2020		195	2	4	0	3	8	10	13	12	6	8	49	80
	%	100%	1%	2%	.0%	2%	4%	5%	7%	6%	3%	4%	25%	41%
	CLF	100%	1%	.6%	.2%	.1%	4%	4%	8%	3%	4%	3%	28%	44%

KEY		Symbol denotes Women
		Symbol denotes Men
	CLF	Percentage of Civilian Labor Force
	AIAN	American Indian/Alaska Native

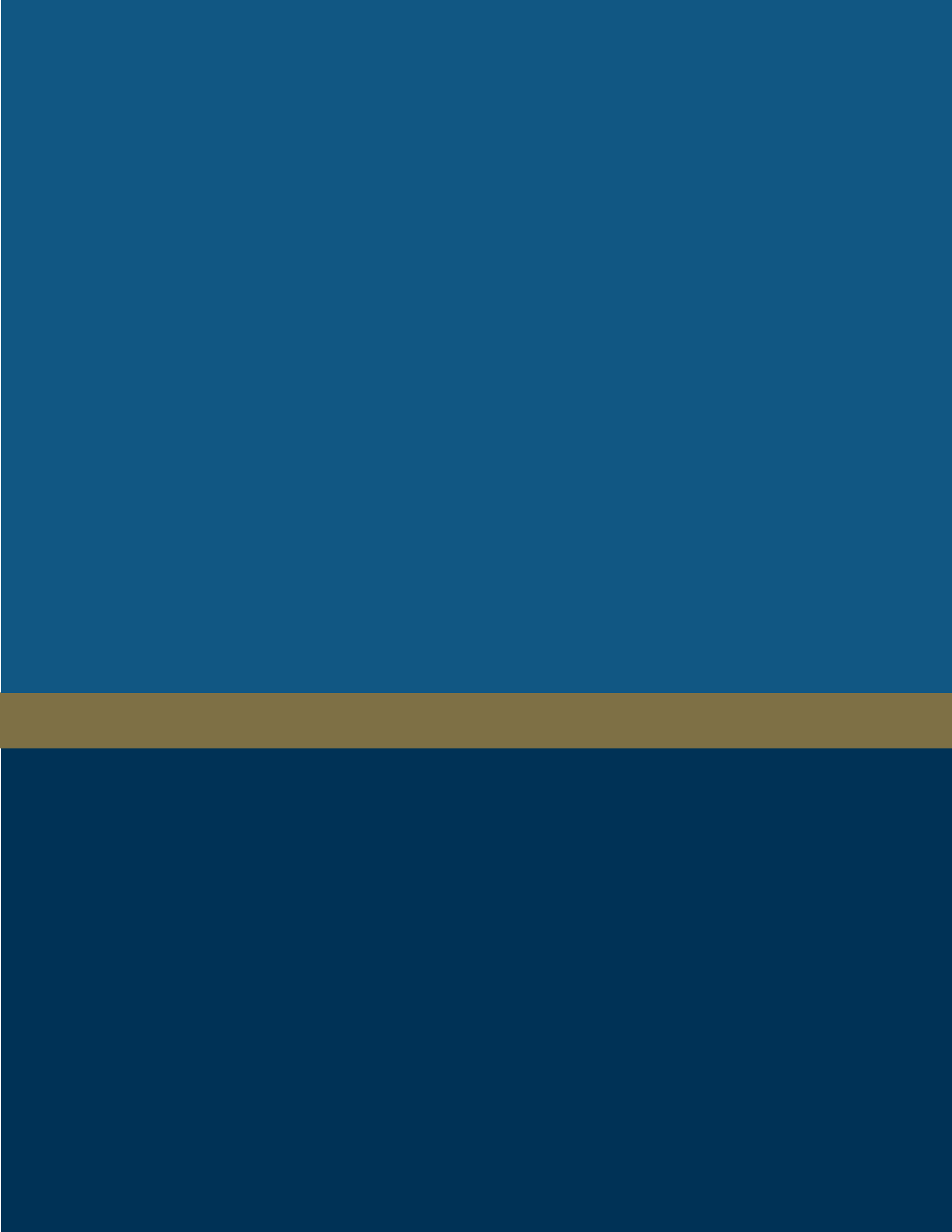
ENTRY-LEVEL EXAMINER ATTRITION

ENTRY-LEVEL EXAMINER ATTRITION	TOTAL	TWO OR MORE		AIAN		ASIAN		BLACK		HISPANIC		WHITE	
													
HIRES	2,304	23	27	5	15	52	77	205	137	45	61	577	1080
INVOLUNTARY DEPARTURES	42	0	0	0	0	1	1	8	9	1	2	4	16
INVOLUNTARY ATTRITION RATE ⁺	2%	0%	0%	0%	0%	2%	1%	4%	7%	2%	3%	.7%	2%
SUBTOTAL	2,262	23	27	5	15	51	76	197	128	44	59	573	1064
CEP TRANSITIONS*	6	0	1	0	0	0	1	0	0	0	0	1	3
VOLUNTARY DEPARTURES	800	5	5	2	5	17	30	78	60	15	19	189	375
VOLUNTARY ATTRITION RATE**	36%	22%	19%	40%	33%	33%	40%	40%	47%	34%	32%	33%	35%
NUMBER RETAINED	1,456	18	21	3	10	34	45	119	68	29	40	383	686

KEY		Symbol denotes Women	AIAN American Indian/Alaska Native
		Symbol denotes Men	
+	*Involuntary Attrition Rate is the percentage of Involuntary Departures compared to Total Hires		
*	*CEP Transitions are employees who transitioned from the former Corporate Employee Program to join the New Entry-Level Examiner Hire Program in 2020		
**	**Voluntary Attrition Rate is the percentage of Voluntary Departures compared to the Subtotal		

APPENDIX C: ACRONYMS

ACRONYM	DEFINITION
A3P	Association of African American Professionals (ERG)
AHP	Affordable Housing Program
BSA	Bank Secrecy Act
CAN DO	Corporate Advocacy Network for Disability Opportunities (ERG)
CBAC	Community Bankers Advisory Committee
CDACS	Chairman’s Diversity Advisory Councils
CDFI	Community Development Financial Institution
CLF	Civilian Labor Force
COME-IN	Advisory Committee on Economic Inclusion
CRA	Community Reinvestment Act
DEI	Diversity, Equity, and Inclusion
DIR	Division of Insurance and Research
DRR	Division of Resolutions and Receiverships
EIP	Economic Impact Payment
EOI	Expression of Interest
EM	Executive Manager
ERGS	Employee Resource Groups
FDIC	Federal Deposit Insurance Corporation
FEVS	Federal Employee Viewpoints Survey
FID-SA	Financial Institution Diversity Self-Assessment
HBCUS	Historically Black Colleges and Universities
IQ	Inclusion Quotient
LMI	Low- and Moderate-Income
MDIS	Minority Depository Institutions
MWOBS	Minority- and Women-Owned Businesses
MWOIS	Minority- and Women-Owned Investors
MWOLFS	Minority- and Women-Owned Law Firms
OMWI	Office of Minority and Women Inclusion
PPL	Paid Parental Leave
PPP	Paycheck Protection Program





OFFICE OF MINORITY AND WOMEN INCLUSION
Section 342 Dodd-Frank Wall Street Reform and
Consumer Protection Act 2020

GRAPHIC DESIGN AND PRINTING UNIT, WASHINGTON, D.C.
PUBLICATION FDIC-006-2021

