

United States Equal Employment Opportunity Commission

OFFICE OF FEDERAL OPERATIONS



Annual Report on the Federal Work Force

Fiscal Year 2009

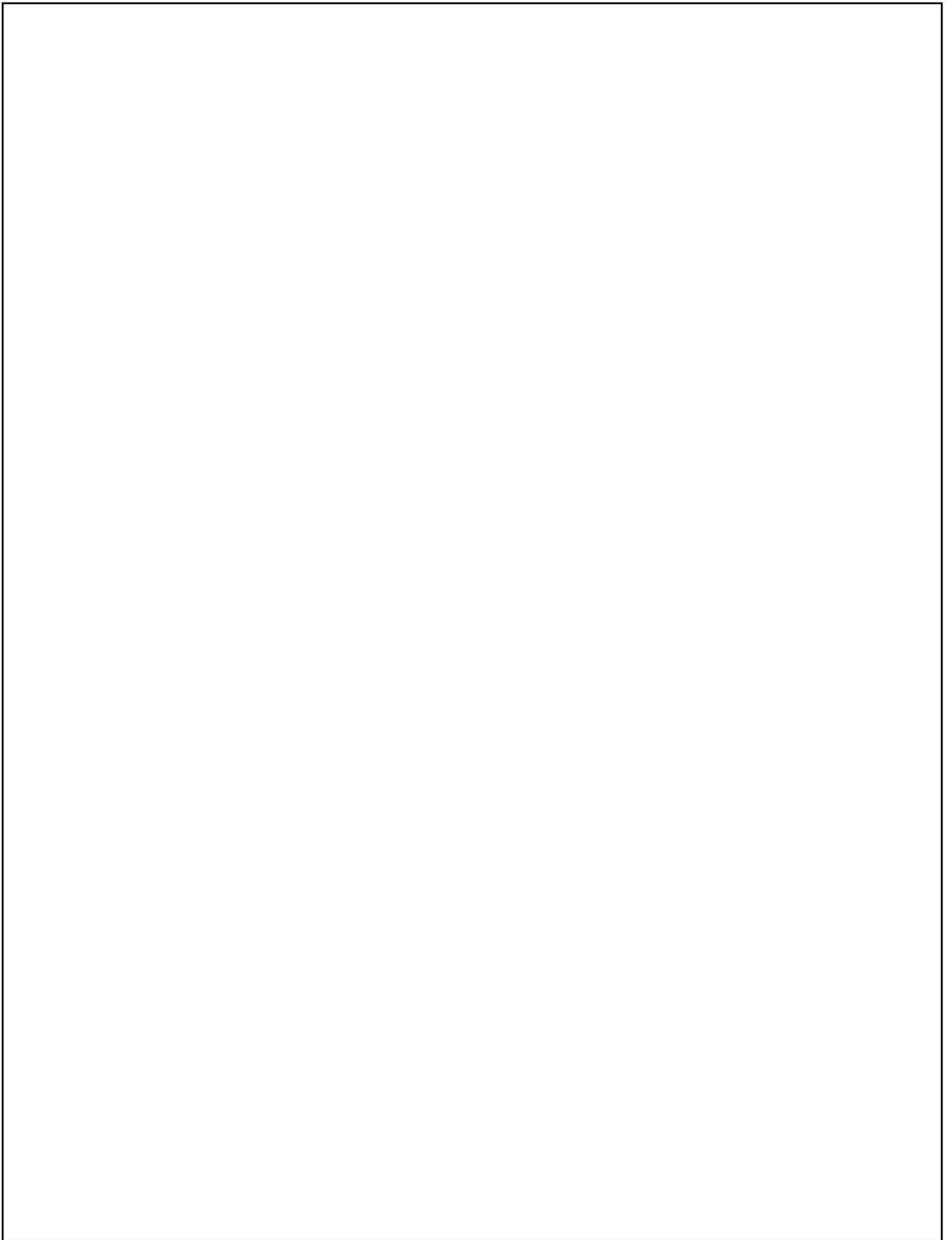


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PREFACE

The U.S. Equal Employment Opportunity Commission (EEOC or Commission) was established by the *Civil Rights Act of 1964, Title VII*, with the mission of eradicating discrimination in the workplace. In the federal sector, EEOC enforces *Title VII*, which prohibits employment discrimination on the basis of race, color, religion, sex, and national origin; the *Age Discrimination in Employment Act of 1967 (ADEA)*, which prohibits employment discrimination against individuals 40 years of age and older; the *Equal Pay Act of 1963 (EPA)*, which prohibits discrimination on the basis of gender in compensation for substantially similar work under similar conditions; the *Rehabilitation Act of 1973 (Rehabilitation Act)*, which prohibits employment discrimination against federal employees and applicants with disabilities, and requires that reasonable accommodations be provided; and beginning November 21, 2009 the *Genetic Information Nondiscrimination Act of 2008 (GINA)*, which prohibits employment discrimination on the basis of genetic information.

EEOC is charged with monitoring federal agency compliance with equal employment opportunity (EEO) laws and procedures and reviewing and assessing the effect of agencies' compliance with requirements to maintain continuing affirmative employment programs to promote equal employment opportunity and to identify and eliminate barriers to equality of employment opportunity.

Equal Employment Opportunity Management Directive 715 (MD-715), issued October 1, 2003, established standards for ensuring that agencies develop and maintain model EEO programs. These standards are used to measure and report on the status of the federal government's efforts to become a model employer. As detailed in *MD-715*, the six elements of a model EEO program are:

- Demonstrated commitment from agency leadership,
- Integration of EEO into the agency's strategic mission,
- Management and program accountability,
- Proactive prevention of unlawful discrimination,
- Efficiency, and
- Responsiveness and legal compliance.

This report covers the period from October 1, 2008, through September 30, 2009 and contains selected measures of agencies' progress toward model EEO programs.¹ Working within our mission as an oversight agency, EEOC strives to create a partnership with agencies.

The FY 2009 *Annual Report on the Federal Work Force*, submitted to the President and Congress, presents a summary of selected EEO program activities in the federal government,

¹ All measures under EEOC's regulations and management directives are equally important, and the inclusion of particular measures in this Report does not indicate a higher degree of importance.

including work force profiles of 59 federal agencies. The report provides valuable information to all agencies as they strive to become model employers.

To prepare this report, the Commission relied on the following data: 1) work force data, as of September 30, 2009, obtained from the U.S. Office of Personnel Management's (OPM) Central Personnel Data File (CPDF)² supplemented with data provided by the Army & Air Force Exchange Service (AAFES), Federal Energy Regulatory Commission (FERC), the Department of State, Peace Corps, Tennessee Valley Authority (TVA) and the United States Postal Service (USPS); 2) data from the 2000 EEO Special Files; 3) EEO complaint processing data submitted and certified as accurate by 193 federal agencies and subcomponents in their fiscal year (FY) 2009 Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEO 462 reports); 4) hearings and appeals data obtained from EEOC's internal databases; and 5) EEO program data submitted and certified as accurate by 180 of 192 federal agencies and subcomponents in their FY 2009 Federal Agency Annual Equal Employment Opportunity Program Status Reports (MD-715 reports).³

Effective January 1, 2006, OPM required federal agencies to report ethnicity and race information for accessions on the revised Standard Form 181. Accordingly, the CPDF contains data on persons who are Native Hawaiian/Other Pacific Islander or who are of Two or More Races. Thus, for the fourth year, separate data on these groups is contained in this Report. Readers should bear in mind that in prior years, data on Asians included Native Hawaiian/Other Pacific Islander and no data was reported on persons of Two or More Races. As a result, care should be exercised when comparing current data to data from prior years.

Finally, the Commission would like to extend its thanks to: 1) OPM for providing the work force data from the CPDF; 2) AAFES, FERC, the Department of State, Peace Corps, TVA, and USPS for providing their work force data; and 3) those agencies that timely submitted accurate and verifiable EEO complaint processing data.

This year the Commission again provided agencies an opportunity to comment on the draft of this report. The Commission thanks those agencies that submitted comments and suggestions for assisting in the publishing of a more accurate report. Agencies are encouraged to submit all Reports to the Commission in a timely and accurate manner to ensure that the state of EEO in the federal work force is reflected correctly.

² The September 30, 2009 snapshot includes only employees in pay status on that date; thus, some permanent employees, like seasonal employees or those on active military tours of duty, are not included.

³ Certain agencies do not provide total work force numbers for national security reasons. The 2000 EEO Special File does not control for citizenship.

EXECUTIVE SUMMARY

STATE OF EEO IN THE FEDERAL GOVERNMENT

- ❑ In FY 2009, there were almost 2.8 million women and men employed by the federal government across the country and around the world.
 - 55.9% were men and 44.1% were women; after a slow but steady increase, the participation rate for women fell slightly from last year (44.13% to 44.06%).
 - 7.9% were Hispanic or Latino, 65.6% were White, 18.0% were Black or African American, 5.8% were Asian, 0.3% were Native Hawaiian/Other Pacific Islander, 1.7% were American Indian/Alaska Native, and 0.7% were persons of Two or More Races.
- ❑ Between FY 2008 and FY 2009, Women, Hispanic or Latino men and women, men and women of Two or More Races, and White women remained below their overall availability in the national civilian labor force, as reported in the 2000 census (CLF).
- ❑ After a steady decline for the past ten years, the participation rate of employees with targeted disabilities in the federal work force held steady in FY 2009 at 0.88%. Despite a modest net gain of 236 employees in FY 2009 over FY 2008, Individuals with Targeted Disabilities still fell far short of the 2% goal set by EEOC's LEAD Initiative.
- ❑ Of the total work force, 0.74% held senior pay level positions, which is an increase from 0.68% in FY 2000. Over the last ten years women, Hispanic or Latino employees, Black/African American employees and Asian employees have made the most gains in securing senior level positions in the federal government, increasing their participation rates to 45.03%, 34.36%, 21.52% and 129.33% respectively. Comparatively, women increased their participation rates in the total work force over the same period by 19.88%, Hispanic or Latino employees by 33.56%, Black/African American employees by only 10.62% and Asian employees by only 28.08%.
- ❑ Of the total work force, 47.56% of employees occupied General Schedule and Related pay system positions.
- ❑ The average grade for permanent and temporary General Schedule employees was 9.9 (\$51,869 per annum). For Hispanic or Latino employees (9.4, \$45,044 per annum), Black or African American employees (9, \$40,949 per annum), Native Hawaiian/Other Pacific Islander employees (7.9, \$42,405 per annum), American Indian/Alaska Native employees (8.4, \$40,783 per annum) and employees of Two or More Races (8.5, \$42,019 per annum). All had average grades lower than the government-wide average. The average grade for Asian employees (10.4, \$49,604 per annum) and White employees (10.2, \$46,598 per annum) exceeded the government-wide average.

- ❑ The average General Schedule grade for women remained at 9.3 (\$43,679 per annum), more than one grade below the average grade level for men of 10.4 (\$49,604 per annum).
- ❑ The average General Schedule grade for Individuals with Targeted Disabilities remained at 8.5 (\$42,019 per annum), nearly one and a half grades below the government-wide average (for permanent and temporary employees) of 9.9 (\$51,869 per annum).
- ❑ Of the total work force, 6.99% of employees occupy positions in the Federal Wage System. In comparison to the General Schedule and Related positions, the Federal Wage System had a higher percentage of men (89.36%), Hispanic or Latino men (6.89%), Black or African American men (14.54%), Asian men (3.39%), Native Hawaiian/Other Pacific Islanders (0.74%), American Indian/Alaska Natives (2.46%) and Individuals with Targeted Disabilities (1.07%) and a lower percentage of women (10.64%).
- ❑ Of the total work force, 44.72% of employees occupied positions in Other Pay Systems (*i.e.* other than Senior Pay, General Schedule and Federal Wage Systems). In comparison to the General Schedule, the other pay systems had a higher percentage of men (56.19%), Asian employees (7.17%), Native Hawaiian/Other Pacific Islander employees (0.36%) and Persons of Two or More Races (0.75); and a lower percentage of Black or African American employees (18.05%), Hispanic or Latino employees (7.84%), White employees (64.78%), and American Indian/Alaska Native employees (1.08%).
- ❑ Of the 180 agencies and subcomponents that submitted a FY 2009 MD-715 report, 61% reported that they had issued an EEO policy on an annual basis, a decrease from the 79% of the 173 agencies and subcomponents that submitted an MD-715 report in FY 2008.
- ❑ Of the 93 agencies (with 100 or more employees) that submitted a FY 2009 EEOC Form 462 report, 69 (74.2%) reported that the EEO Director reports directly to the agency head.
- ❑ A state of the agency briefing to the agency head, required by MD-715, was conducted by 77% of the 180 agencies and subcomponents that submitted a FY 2009 MD-715 report, up from 76% of the 173 agencies and subcomponents that submitted a FY 2008 MD-715 report.
- ❑ Pre-complaint EEO counseling and alternative dispute resolution (ADR) programs addressed many employee concerns before they resulted in formal EEO complaints. Of the 39,038 instances of counseling in FY 2009, 52.8% did not result in a formal complaint due either to settlement by the parties or withdrawal from the EEO process.

- ❑ In FY 2009, 15,825 individuals filed 16,947 complaints alleging employment discrimination against the federal government.
- ❑ The number of complaints filed increased by 1.2% from the number filed the previous year and there was a 1.8% increase in the number of individuals who filed complaints over the same period. In FY 2009, 6.6% of the complaints filed were by individuals who had previously filed at least one other complaint during the year, a decrease from the 7.2% in FY 2008.
- ❑ A total of 10,199 investigations were completed government-wide in an average of 185 days in FY 2009. Significantly, 7,432, or 72.9%, of the investigations were timely completed, less than FY 2008's 74.0% timely completed rate. Without the United States Postal Service's (USPS) investigations, the government-wide average drops to 61.8%, an increase from the 58.7% timely completed in FY 2008.
- ❑ Agencies issued 4,150 merit decisions without a decision by an EEOC Administrative Judge, and 2,276 (54.8%) of these decisions were timely issued, down from 63.5% timely issued in FY 2008. Without the USPS' merit decisions, the government-wide average drops to 35.2%.
- ❑ EEOC's hearing receipts decreased by 9.4%, from 8,036 in FY 2008 to 7,277 in FY 2009. The average processing time for a hearing was 294 days, a 12.2% increase from FY 2008's average of 262 days.
- ❑ EEOC's appeal receipts decreased by 6.6%, declining from 5,082 in FY 2008 to 4,745 in FY 2009. The average processing time for appeals in FY 2009 was 290 days, a 4.3% increase from the FY 2008 average of 278 days.
- ❑ In FY 2009, as a result of final agency decisions, settlement agreements, and final agency actions in which agencies agreed to fully implement EEOC Administrative Judges' decisions, agencies paid monetary benefits to EEO complainants totaling \$41.7 million, up slightly from the \$41.0 million paid in FY 2008. An additional \$8.5 million was paid out in response to appellate decisions, a decrease from the \$12.3 million paid out in FY 2008.
- ❑ In FY 2009, EEOC's training and outreach program reached 4,095 federal employees through 139 sessions.
- ❑ In FY 2009, EEOC Form 462 reports were timely filed by 81 or 87% of the 93 agencies (with 100 or more employees) that were required to submit an EEOC Form 462 report.
- ❑ In FY 2009, 79% or 143 of the 180 agencies and subcomponents that submitted an MD-715 report did so by the February 1, 2010 deadline. No extensions were granted in FY 2009. In FY 2008, 50% or 73 of the agencies and subcomponents that submitted reports were timely; with extensions 80.7% or 117 of the 145 reports submitted in FY 2008 were timely. In FY 2007, MD-715 reports were timely filed by 77 or 44.7% of the

172 reporting agencies and subcomponents down from the 50% or 84 of the 167 reporting agencies and subcomponents in FY 2006.

PART I

SUMMARY OF EEO STATISTICS IN THE FEDERAL GOVERNMENT

Section A - Demonstrated Commitment From Agency Leadership

As the federal government continues down the path of constant improvement with hiring reforms and pay system conversions, federal agencies must be forward-thinking in positioning themselves as the nation's employer of choice. Reaching all segments of our diverse population only strengthens an agency's ability to achieve its service related mission. EEOC's Management Directive 715 sets forth policy guidance and standards for establishing and maintaining effective affirmative programs of equal employment opportunity under Section 717 of Title VII and effective affirmative action programs under Section 501 of the Rehabilitation Act.

MD-715 requires agency heads and other senior management officials to demonstrate a firm commitment to equality of opportunity for all employees and applicants for employment. Agencies must promote and safeguard equal employment opportunity into everyday practice and make those principles a fundamental part of agency culture. Agency leaders need to take ownership of their agencies EEO program including activities that demonstrate the importance of developed action plans.

1. 61% of Agencies Issued EEO Policy Statements on an Annual Basis

Section II(A) of MD-715 provides that "commitment to equal employment opportunity must be embraced by agency leadership and communicated through the ranks from the top down. It is the responsibility of each agency head to take such measures as may be necessary to incorporate the principles of EEO into the agency's organizational structure." In addition, this section establishes that "agency heads must issue a written policy statement expressing their commitment to EEO and a workplace free of discriminatory harassment. This statement should be issued at the beginning of their tenure and thereafter on an annual basis and disseminated to all employees." Issuing the statement on an annual basis provides an opportunity to highlight the accomplishments and strategies of most import for the coming year.

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**Figure 1 - Percent of Agencies that Issued EEO Policy Statements
On an Annual Basis FY 2005 - FY 2009**

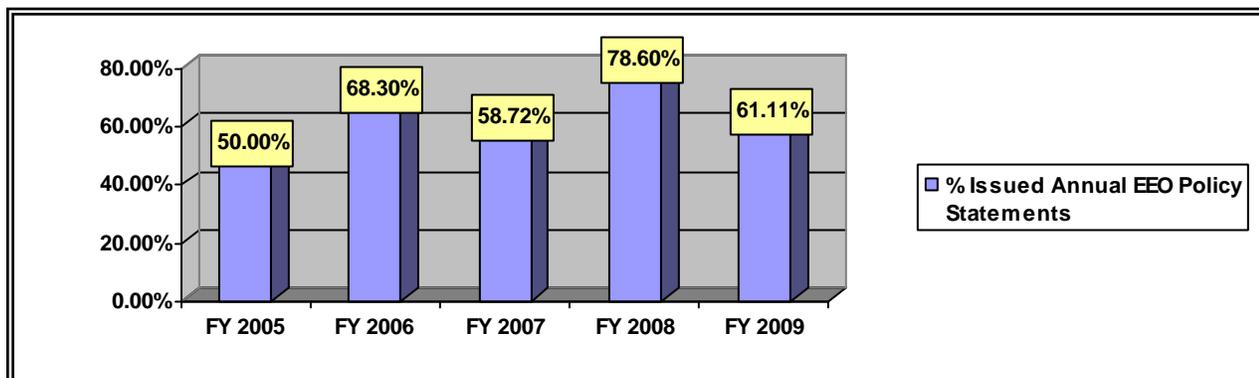


Figure 1 above shows the number of agencies that issued its EEO policy statement on an annual basis. Of the 180 agencies and subcomponents that submitted an MD-715 report for FY 2009, only 110 (61.1%) reported that they had issued an EEO policy statement annually and would continue to do so, a decrease from the 78.6% of 173 agencies and subcomponents that submitted in FY 2008.

EEO Program Tip

In August 2008, a study was conducted by ORC Worldwide on the Impact of Senior Leadership Commitment on Diversity and Inclusion. Below are some of the key findings reported in that study from companies with the most successful records (measures included representation rates for women and minorities, turnover and promotion rates for same, employee perceptions of the company's diversity and the satisfaction/engagement of diverse employees) of diversity and inclusion:

- The organization's statement of values explicitly includes diversity and inclusion;
- Managers are trained to recognize and avoid "microinequalities (which refers to the often unrecognized, unintentional ways that lingering stereotypes contribute to continued unequal treatment of women, racial/ethnic minorities, GLBT (gay, lesbian, bisexual and transgender), and disabled individuals and other diverse groups); and
- The CEO talks frequently to his/her direct reports about diversity, demands regular reports from them on the progress of diversity initiatives, and holds them accountable for both their personal behavior (includes 2-way communications, accountability and recognition) and for meeting objectives such as developing and mentoring diverse people.

For further information about the study see IR Concepts Summer 2008 at <http://www.ircounselors.org/downloads/IRConcepts-08-Summer.pdf>. To view the study in its entirety see <http://www.ircounselors.org/reports/IRC-Leadership-Diversity-Study-2008.pdf>.

Section B - Integration of EEO Into Agencies' Strategic Mission

In order to achieve its strategic mission, an agency must integrate equality of opportunity into attracting, hiring, developing, and retaining the most qualified work force. The success of an agency's EEO program ultimately depends upon decisions made by individual agency managers. Therefore, agency managers constitute an integral part of the agency's EEO program. The EEO office serves as a resource to these managers by providing direction, guidance, and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity.

As part of integrating EEO into the strategic mission, Section II(B) of MD-715 instructs agencies to ensure that: (1) the EEO Director has access to the agency head; (2) the EEO office coordinates with Human Resources; (3) sufficient resources are allocated to the EEO program; (4) the EEO office retains a competent staff; (5) all managers receive management training; (6) all managers and employees are involved in implementing the EEO program; and (7) all employees are informed of the EEO program. Three aspects of this Section are highlighted below.

1. 74% of Agency EEO Directors Report to Agency Head

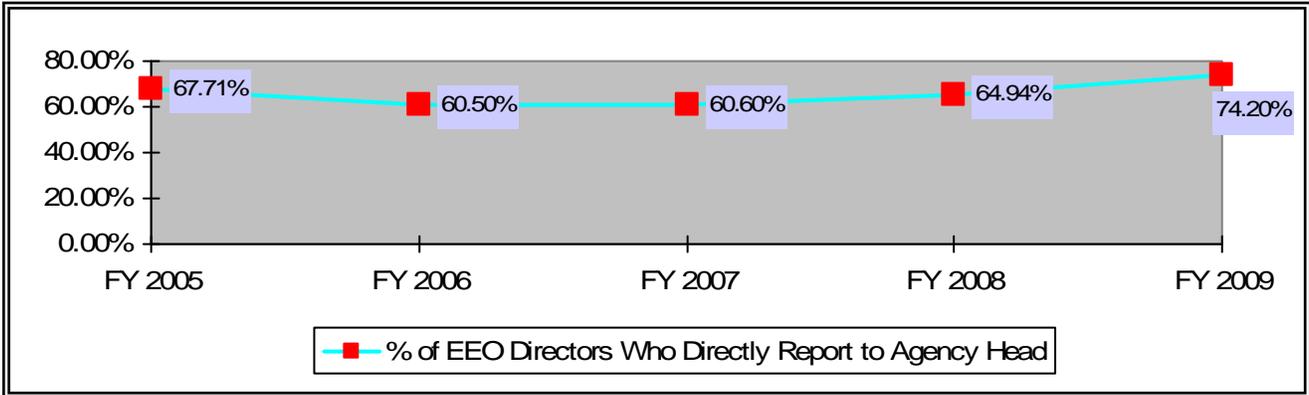
EEOC's regulations governing agency programs to promote equal employment opportunity require each agency to "maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices and policies." 29 C.F.R. §1614.102(a). To implement its program, each agency shall designate a Director of Equal Employment Opportunity who shall be under the immediate supervision of the agency head. 29 C.F.R. §1614.102(b)(4).

When the EEO Director is under the authority of others within the agency, the agency creates a potential conflict of interest where the person to whom the EEO Director reports is involved in or would be affected by the actions of the EEO Director. By placing the EEO Director in a direct reporting relationship to the agency head, the agency underscores the importance of EEO to the agency's mission and ensures that the EEO Director is able to act with the greatest degree of independence.

Of the 93 agencies (with 100 or more employees) that were required to submit an EEOC Form 462 report in FY 2009, 69 or 74.2% of the agencies reported that their EEO Director reports to the agency head, up from the 63 agencies (64.9%) reported in FY 2008 and the (60.6%) reported in FY 2007. Figure 2 below shows a five year trend.

EEOC FY 2009 Annual Report on the Federal Work Force

**Figure 2 - Percent of EEO Directors Who Report Directly to the Agency Head
FY 2005 - FY 2009**

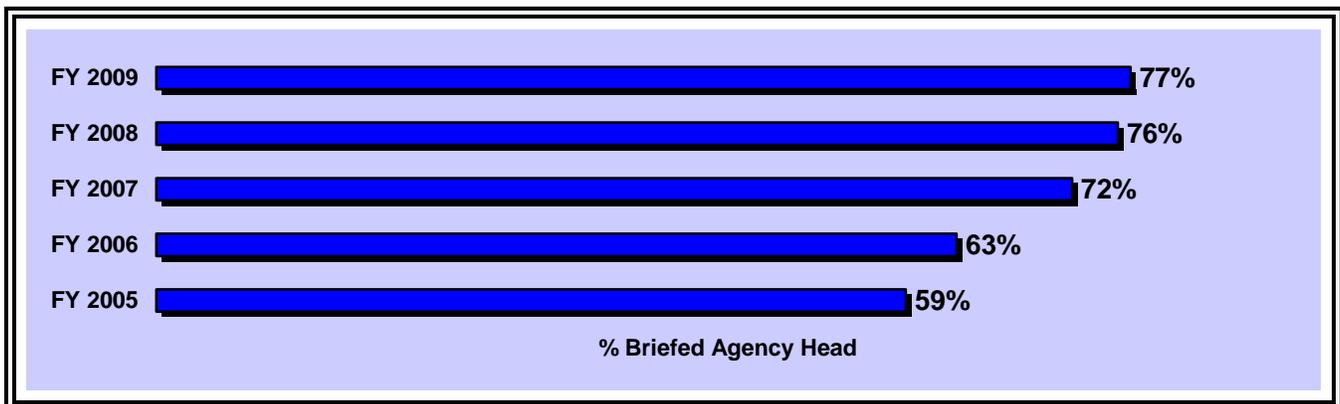


2. 77% of EEO Directors Presented the State of the EEO Program to the Agency Head

In addition to improving the status and independence of EEO, Section II(B) of MD-715 requires that agencies “. . . provide the EEO Director with regular access to the agency head and other senior management officials for reporting on the effectiveness, efficiency, and legal compliance . . .” of the agency’s EEO program. Following each yearly submission of the MD-715 report to EEOC, EEO Directors should present the state of the EEO program to the agency head. See [Section I of EEOC’s Instructions](#) for MD-715.

Of the 180 agencies and subcomponents that submitted an MD-715 report for FY 2009, 138 (76.7%) indicated that the EEO Director had conducted the briefing; up from the 75.7% of 173 in FY 2008.

Figure 3 - Percent of Agency Heads Briefed on State of EEO FY 2005 - FY 2009



3. 96% of Agencies Provided Their EEO Staff with Required Training

Section II(B) of MD-715 requires that agencies attract, develop and retain EEO staff with the strategic competencies necessary to accomplish the agency's EEO mission. In order to ensure staff competency within its EEO complaint program, agencies must comply with the mandatory training requirements for EEO counselors and investigators as set forth in MD-110. Agencies using contract staff to perform these functions must also ensure that these requirements are met.

Chapter 2, Section II of MD-110 requires that new EEO counselors receive thirty-two hours of EEO counselor training and thereafter eight hours of training each year. Likewise, new EEO investigators are required to have thirty-two hours of EEO investigator training and thereafter eight hours of training each year as set forth in Chapter 6, Section II of MD-110.

Of the 93 agencies with 100 or more employees that filed an EEOC Form 462 report in FY 2009, 95% ensured their EEO staff received the required regulatory training up from the 87% that reported providing the training in FY 2008. Agencies trained 1,450 new EEO counselors and 364 new EEO investigators. Agencies also provided the required eight hour annual refresher training to 3,295 EEO counselors and 1,972 EEO investigators. Additionally, agencies reported providing thirty-two hour training to 117 EEO counselor/investigators and eight hour training to 283 EEO counselor/investigators.

Section C - Management and Program Accountability

A model EEO program will hold managers, supervisors, EEO officials, and personnel officers accountable for the effective implementation and management of the agency's program. As part of management and program accountability, MD-715 provides that agencies should ensure that: (1) regular internal audits are conducted of the EEO program; (2) EEO procedures are established; (3) managers and supervisors are evaluated on EEO; (4) personnel policies are clear and consistently implemented; (5) a comprehensive anti-harassment policy has been issued; (6) an effective reasonable accommodation policy has been issued; and (7) findings of discrimination are reviewed. Two aspects of this Section are highlighted below.

1. 80% of Agencies Evaluate Managers and Supervisors on EEO

Section II(C) of MD-715 provides that a model EEO program must "evaluate managers and supervisors on efforts to ensure equality of opportunity for all employees." The success of an agency's EEO program ultimately depends on individual decisions made by its managers and supervisors. Therefore, agency managers and supervisors constitute an integral part of the agency's EEO program. As such, MD-715 makes clear that all managers and supervisors share responsibility with EEO program and human resources officials for the successful implementation of EEO programs. The EEO office serves as a resource to these managers by providing direction, guidance and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity. In this regard, the EEO office should inform managers and supervisors that a positive evaluation will include an assessment of how that manager contributes to the agency's EEO program by emphasizing to managers and supervisors that equality of opportunity is essential to attracting, developing and retaining the most qualified workforce, with such a workforce being essential to ensuring the agency's achievement of its strategic mission.

In FY 2009, 144 (80%) of the 180 agencies and subcomponents that submitted MD-715 reports indicated that its managers and supervisors were rated on their commitment to EEO, down from the 144 (83.2%) of the 173 agencies that submitted MD-715 reports in FY 2008.

2. 78% of Agencies Report They Have A Written Anti-Harassment Policy

Sections II(A) and (C) of EEOC's MD-715 provide that model EEO programs should "issue a written policy statement expressing their commitment to . . . a workplace free of discriminatory harassment" and "establish procedures to prevent . . . harassment."⁴ In order to ensure that the agency's anti-harassment policy is enforced, Section II(C) requires agencies to establish procedures to prevent harassment and to take immediate corrective action if harassment is found. These procedures are separate from the federal sector administrative EEO complaint process.

EEOC's Enforcement Guidance on Harassment makes clear that agencies can be held liable for harassment based on race, color, sex, religion, national origin, protected activity, age (40 and over), or disability, and is not limited to harassment that is of a sexual nature. Accordingly, the policy guidance emphasizes that agencies should establish written anti-harassment policies and complaint procedures covering unlawful harassment on all bases.

In FY 2009, 140 (77.8%) of the 180 agencies and subcomponents that submitted MD-715 reports reported they had a written anti-harassment policy, down from the 146 (84.4%) of the 173 agencies and subcomponents that submitted an MD-715 report in FY 2008.

⁴ For more information, please review EEOC's Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, Notice 915.002 (June 18, 1999) (Enforcement Guidance on Harassment).

Section D - Proactive Prevention of Unlawful Discrimination

Part 1614 of EEOC's regulations provides that each agency shall "establish a system for periodically evaluating the effectiveness of the agency's overall equal employment opportunity effort." See 29 C.F.R. §1614.102(a)(11). In particular, "each agency shall maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices and policies." See 29 C.F.R. §1614.102(a).

1. Barrier Analysis

Pursuant to Section II(D) of MD-715, a model EEO program "must conduct a self-assessment on at least an annual basis to monitor progress and identify areas where barriers may operate to exclude certain groups." Part A(II) of MD-715 provides that "where an agency's self-assessment indicates that a racial, national origin, or gender group may have been denied equal access to employment opportunities, the agency must take steps to identify and eliminate the potential barrier."

Barriers are defined as policies, procedures, practices, or conditions that limit or tend to limit employment opportunities for members of a particular race, ethnic or religious background, gender, or for individuals with disabilities. While some barriers are readily discernable, most are embedded in the agency's day-to-day employment policies, practices and programs, including: recruitment; hiring; career development; competitive and noncompetitive promotions; training; awards and incentive programs; disciplinary actions; and separations.

EEO Program Tips

The goal of ensuring that there are no barriers to equal employment opportunity for any group based on gender, race, ethnicity or disability can be challenging for federal agencies, particularly those small agencies with fewer than 500 employees. Many small agencies face the challenges of limited hiring, low turnover, minimal resources for recruiting, highly specialized missions or occupational groups and collateral duty EEO Directors with limited time for barrier analysis.

EEOC recently issued some tips for small agencies conducting barrier analysis:

- Conduct a separate barrier analysis for each major occupation;
- Consider factors that may affect the demographics of the agency's work force, such as the composition of the local CLF.
- Examine how the agency mission may affect demographics.

For more tips and information see [Tips For Small Agencies Conducting Barrier Analyses Under MD-715](#).

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2. Composition of the Federal Work Force

This year's report provides statistics on the composition of the Total Work Force as well as statistics on employees in four pay structures:

Senior Pay Level pay structures were created by the Civil Service Reform Act of 1978, which established the Senior Executive Service (SES) as a separate personnel system covering a majority of the top managerial, supervisory, and policy-making positions in the Executive Branch of government.

The General Schedule pay system was created by the Classification Act of 1949, which created a centralized job evaluation for all White-Collar positions and merged several separate schedules into one.

The Federal Wage System was established by Public Law 92-392 in 1972 to standardize pay rates for Blue-Collar federal employees.

Today, many alternative pay plans are being used and proposed across the federal government. In this report they are identified as "Other Pay Systems." These systems include pay-banding systems, the Market-Based Pay system of the Army and Air Force Exchange Service, and include such agencies as the United States Postal Service and the Tennessee Valley Authority. Table 1 below shows the representation rates for each of these pay structures.

Table 1 - FY 2009 Federal Work Force Pay Structure Participation Levels

	# Work Force	% of Total Work Force
Total Work Force	2,811,277	
Senior Pay Level	20,423	0.73
General Schedule and Related	1,337,162	47.56
Federal Wage System	196,487	6.99
Other Pay Systems	1,257,205	44.72

a. **Total Work Force: Hispanics or Latinos, White Women and Persons of Two or More Races Remain Below Availability**

In FY 2009, the Federal Government had a Total Work Force of 2,811,277 employees, compared to 2,442,643 in FY 2000. Table 2 shows the participation rate of the identified groups below, as compared to the civilian labor force (CLF). [Table A-1](#) in [Appendix IV](#), located at <http://www.eeoc.gov/>, provides ten-year trend data.

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**Table 2 - Composition of Federal Work Force –
Ten-Year Trend: Some Progress, Little Overall Change
FY 2000 - FY 2009⁵**

	Work Force	Participation Rate		2000 CLF
	FY 2009	FY 2000 %	FY 2009 %	
Men	1,572,659	57.70	55.94	53.23
Women	1,238,618	42.30	44.06	46.77
Hispanic or Latino Men	131,437	4.15	4.68	6.17
Hispanic or Latino Women	90,737	2.65	3.23	4.52
White Men	1,096,944	41.67	39.02	39.03
White Women	746,864	26.10	26.57	33.74
Black or African American Men	216,237	8.15	7.69	4.84
Black or African American Women	290,691	10.62	10.34	5.66
Asian Men	92,873	3.03*	3.30	1.92
Asian Women	71,360	2.18*	2.54	1.71
Native Hawaiian/Other Pacific Islander Men	5,152	*	0.18	0.06
Native Hawaiian/Other Pacific Islander Women	4,147	*	0.15	0.05
American Indian/Alaska Native Men	20,699	0.70	0.74	0.34
American Indian/Alaska Native Women	25,557	0.74	0.91	0.32
Two or More Race Men	9,317	**	0.33	0.88
Two or More Race Women	9,262	**	0.33	0.76
Individuals with Targeted Disabilities	24,663	1.12	0.88	CLF NOT AVAILABLE

*Asians, Native Hawaiian and Other Pacific Islander data included in Asian data **Data not available.

A comparison of the data on the participation rates of persons in particular agency components or specific major occupations can serve as a diagnostic tool to help identify possible areas where barriers to equal opportunity may exist within an agency.

Participation rate information is located in Tables [A-1a](#), [A-6b](#) and [A-6c](#) of [Appendix IV](#), located at <http://www.eeoc.gov>.⁶

⁵ Because separate data is unavailable, the Asian American/Other Pacific Islander data prior to 2006 throughout this report includes the data for Asian with “Native Hawaiian and Other Pacific Islanders.”

⁶ These tables report breakouts of the employment data for specific components of certain large federal agencies, including the Departments of Agriculture, Commerce, Health and Human Services, Homeland Security, Interior, Justice, Labor, Transportation, Treasury and Veterans Affairs, as well as certain defense agencies, the National Aeronautics and Space Administration and the United States Postal Service.

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b. Senior Pay Levels: Incremental Improvement

With a total of 20,423 employees, the Senior Pay Level (SPL) positions comprise 0.73% of the total work force. SPL positions include the SES, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 of the General Schedule. Table 3 below reflects the SPL representation. [Table A-2](#) and [Table A-2a](#) of [Appendix IV](#) at <http://www.eeoc.gov/> contains additional data.

**Table 3 - Senior Pay Level Representation
FY 2000 / FY 2009**

	Senior Pay Level Positions					
	FY 2000			FY 2009		
	# in SPL	% of SPL	% of TWF	# in SPL	% of SPL	% of TWF
Total SPL Work Force (#)	16,675		2,442,643	20,423		2,811,277
Men	12,603	75.58	57.55	14,517	71.08	55.94
Women	4,072	24.42	42.45	5,906	28.92	44.06
Hispanic or Latino	550	3.30	6.81	739	3.62	7.90
Hispanic or Latino Men	388	2.33	4.15	507	2.48	4.68
Hispanic or Latino Women	162	0.97	2.65	232	1.14	3.23
White	14,436	86.57	67.78	17,156	84.00	65.59
White Men	11,117	66.67	41.67	12,489	61.15	39.02
White Women	3,319	19.90	26.10	4,667	22.85	26.57
Black or African American	1,185	7.11	18.76	1,440	7.05	18.03
Black or African American Men	730	4.38	8.15	791	3.87	7.69
Black or African American Women	455	2.73	10.62	649	3.18	10.34
Asian	375*	2.25*	5.22*	860	4.21	5.84
Asian Men	277*	1.66*	3.03*	582	2.85	3.30
Asian Women	98*	0.59*	2.18*	278	1.36	2.54
Native Hawaiian/Other Pacific Islander	**	**	**	11	0.05	0.33
Native Hawaiian/Other Pacific Islander Men	**	**	**	9	0.04	0.18
Native Hawaiian/Other Pacific Islander Women	**	**	**	2	0.01	0.15
American Indians/Alaska Native	129	0.77	1.44	156	0.76	1.65
American Indians/Alaska Native Men	91	0.55	0.70	100	0.49	0.74
American Indians/Alaska Native Women	38	0.23	0.74	56	0.27	0.91
Two or More Races	**	**	**	61	0.30	0.66
Two or More Races Men	**	**	**	39	0.19	0.33
Two or More Races Women	**	**	**	22	0.11	0.33
Individuals with Targeted Disabilities	69	0.41	1.10	99	0.48	0.88

*Includes both Asian and Pacific Islander employees. ** Data not available.

- ▶ From FY 2000 to FY 2009, the Total SPL Work Force increased by 3,748 employees, a net change of 22.47%. Comparatively, the number of Individuals with Targeted Disabilities in the SPL work force increased from 69 in FY 2000 to 99 in FY 2009, a net change of 43.48%.

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- ▶ The participation rate for women in the SPL work force increased 45.04% over the ten year period from FY 2000 (4,072) to FY 2009 (5,906) while women increased their participation rate in the total work force by only 19.88% over the same ten-year period, from 1,033,238 in FY 2000 to 1,238,618 in FY 2009.
- ▶ Between FY 2000 and FY 2009, the participation rate for Hispanic or Latino employees in Senior Pay Level positions increased 34.36% over the ten-year period from FY 2000 (550) to FY 2009 (739). During the same period the overall participation rate for Hispanic or Latino employees in the total work force increased 33.56%, although still remaining below the 2000 CLF.
- ▶ The participation rate was 0.48% for Individuals with Targeted Disabilities, 7.05% for Black or African American employees, 84.00% for White employees, 4.21% for Asian employees and 0.76% for American Indian/Alaska Native employees.
- ▶ In FY 2009, the “feeder grades” to SPL positions⁷ (GS grades 14 and 15) showed the following participation rates: men 63.47%, women 36.53%, Hispanic or Latino employees 4.53%, White employees 75.52%, Black or African American employees 11.29%, Asian employees 7.26%, Native Hawaiian/Other Pacific Islander employees 0.08%, American Indian/Alaska Native employees 1.02%, employees of Two or More Races 0.32% and Individuals with Targeted Disabilities 0.54%.
- ▶ Part II of this report also contains information on the major occupations in selected government agencies. Data on participation rates of persons holding positions in an agency’s major occupations can serve as a diagnostic tool to help determine possible areas where barriers to equal opportunity may exist and prevent upward mobility to SPL positions.

c. General Schedule and Related Positions: Hispanic or Latino, Asian and Women Improve

- ▶ With a total of 1,337,162 employees, the General Schedule and Related (GSR) positions comprised 47.56% of the total work force in FY 2009. GSR positions are mostly comprised of positions whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or

⁷ Where an EEO group has a low participation rate in the feeder grade/applicant pool, there is a strong likelihood that the group will be absent or have a low participation rate in the next higher grade level. See Government Accountability Office Report No.GAO-03-34, *Senior Executive Service: Agency Efforts Needed to Improve Diversity as the Senior Corps Turns Over* (January 2003).

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technical nature. GSR figures include employees in other pay systems that are easily converted to GS by OPM.

- ▶ In FY 2009, the GSR participation rate for Hispanic or Latino employees was 8.06%; for White employees was 65.86%; for Black or African American employees was 18.23%; for Asian employees was 4.94%, for Native Hawaiian/Other Pacific Islander employees was 0.25%; for American Indian/Alaska Native employees was 2.06%, for persons of Two or More Races 0.60% and for Individuals with Targeted Disabilities was 1.03%. See Table [A-3](#) in [Appendix IV](#) at <http://www.eeoc.gov/>, for the entire ten-year trend in the GSR pay systems.

Table 4 - General Schedule & Related (GSR) Representation FY 2000 / FY 2009

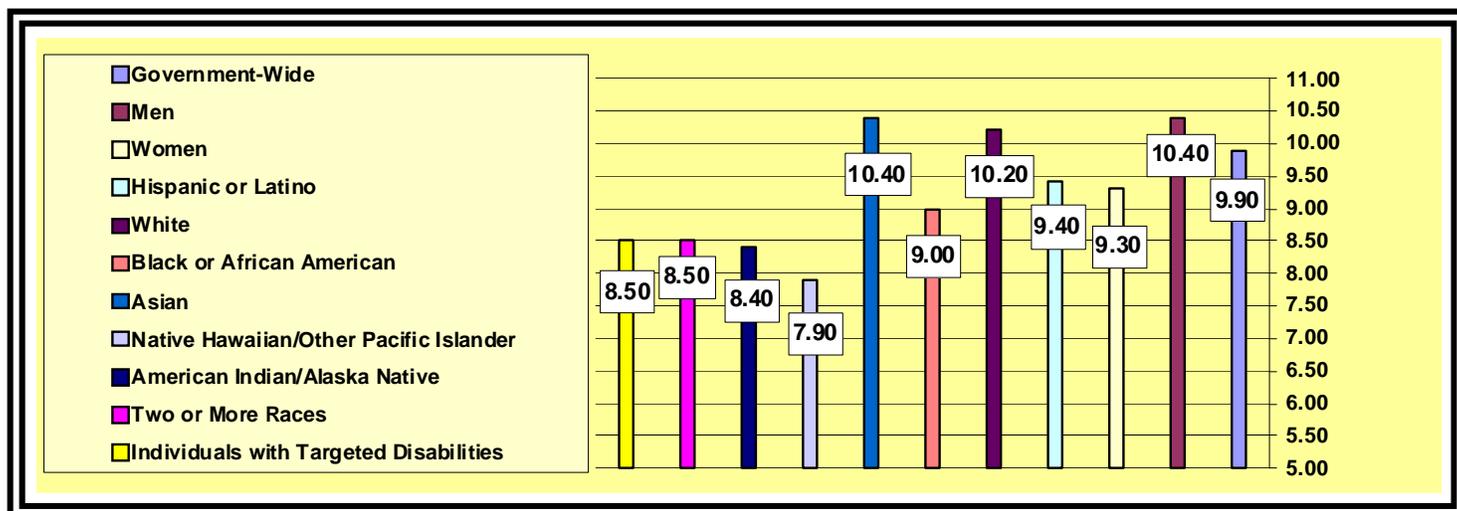
	GSR Positions			
	FY 2000		FY 2009	
	Number	% of GSR	Number	% of GSR
Total GSR Work Force	1,242,737		1,337,162	
Men	645,105	51.91	676,187	50.57
Women	597,632	48.09	660,975	49.43
Hispanic or Latino	83,885	6.75	107,813	8.06
Hispanic or Latino Men	42,377	3.41	58,685	4.39
Hispanic or Latino Women	41,507	3.34	49,128	3.67
White	852,518	68.60	880,698	65.86
White Men	451,486	36.33	488,733	36.55
White Women	401,031	32.27	391,965	29.31
Black or African American	228,788	18.41	243,756	18.23
Black or African American Men	68,351	5.50	79,877	5.97
Black or African American Women	160,437	12.91	163,879	12.26
Asian	51,449*	4.14*	66,110	4.94
Asian Men	25,352*	2.04*	33,433	2.50
Asian Women	26,097*	2.10*	32,677	2.44
Native Hawaiian/Other Pacific Islander	**	**	3,280	0.25
Native Hawaiian/Other Pacific Islander Men	**	**	1,620	0.12
Native Hawaiian/Other Pacific Islander Women	**	**	1,660	0.12
American Indian/Alaska Native	26,222	2.11	27,510	2.06
American Indian/Alaska Native Men	10,066	0.81	10,142	0.76
American Indian/Alaska Native Women	16,156	1.30	17,368	1.30
Two or More Races	**	**	7,995	0.60
Two or More Races Men	**	**	3,697	0.28
Two or More Races Women	**	**	4,298	0.32
Individuals with Targeted Disabilities	15,410	1.24	13,758	1.03

*Includes both Asian and Pacific Islander employees. ** Data not available.

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- ▶ Women held 49.43% of all GSR positions in FY 2009, up from 48.09% in FY 2000. Over the ten year period, Hispanic or Latino employees, and Asian employees gradually increased their representation rates in the GSR work force as well.
- ▶ Over the ten year period, the participation rate for Individuals with Targeted Disabilities in the total work force declined from 1.12% to 0.88%, while the participation rate in the GSR workforce declined from 1.24% to 1.03% of the GSR work force.
- ▶ The average grade level for the total GSR permanent and temporary work force held steady at grade 9.9 in FY 2009. Of GSR employees, 19.77% were in grades 1-6, 39.69% were in grades 7-11, 28.83% were in grades 12-13, and 11.72% were in grades 14-15.
- ▶ Table 8 below shows that the Department of Treasury continued to maintain the highest participation rate for Individuals with Targeted Disabilities among the cabinet level agencies.
- ▶ Table 8a shows that the Army and Air Force Exchange Service had the highest participation rate for Individuals with Targeted Disabilities among the Department of Defense components.

Figure 4 - Average Grade in the General Schedule and Related Positions
FY 2009



- ▶ The average GSR grade level for Hispanic or Latino employees (9.4), Black or African American employees (9), Native Hawaiian/Other Pacific Islander employees (7.9), American Indian/Alaska Native employees (8.4) and persons of Two or More Races (8.5) was lower than the government-wide average grade level (9.9).
- ▶ Approximately 41.43% of women employed in the GSR work force were in grades 7-11. The average GSR grade for women was 9.3, more than half a grade below the government-wide average of 9.9, and more than one grade below men (10.4).
- ▶ The average GSR grade level for Individuals with Targeted Disabilities was 8.5, almost one and a half grades below the government-wide average. See Table [A-3](#) in [Appendix IV](#) at <http://www.eeoc.gov/>.

d. **Federal Wage System Positions: Women and Minorities Decrease Slightly**

- ▶ With a total of 196,487 employees, Federal Wage System (FWS) positions comprised 6.99% of the total work force in FY 2009. FWS (Blue-Collar) positions are mostly comprised of trade, craft and labor occupations.

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Table 5 - Federal Wage System (FWS) Representation FY 2000 / FY 2009

	Federal Wage System (FWS) Positions			
	FY 2000		FY 2009	
	Number	% of FWS	Number	% of FWS
Total FWS Work Force	214,880		196,487	
Men	191,157	88.96	175,581	89.36
Women	23,723	11.04	20,906	10.64
Hispanic or Latino	16,481	7.67	15,603	7.94
Hispanic or Latino Men	13,597	6.92	13,530	6.89
Hispanic or Latino Women	1,474	0.75	1,533	0.78
White	141,993	66.08	131,550	66.95
White Men	119,051	60.59	120,521	61.34
White Women	10,787	5.49	11,029	5.61
Black or African American	40,720	18.95	34,857	17.74
Black or African American Men	29,552	15.04	28,576	14.54
Black or African American Women	7,683	3.91	6,281	3.20
Asian	9,884*	4.60*	7,618	3.88
Asian Men	8,076*	4.11*	6,658	3.39
Asian Women	963*	0.49*	960	0.49
Native Hawaiian/Other Pacific Islander	**	**	1,449	0.74
Native Hawaiian/Other Pacific Islander Men	**	**	1,314	0.67
Native Hawaiian/Other Pacific Islander Women	**	**	135	0.07
American Indian/Alaska Native	5,823	2.71	4,830	2.46
American Indian/Alaska Native Men	4,519	2.30	4,017	2.04
American Indian/Alaska Native Women	806	0.41	813	0.41
Two or More Races	*	*	1,120	0.57
Two or More Races Men	*	*	965	0.49
Two or More Races Women	*	*	155	0.08
Individuals with Targeted Disabilities	3,008	1.40	2,110	1.07

*Includes both Asian and Pacific Islander employees. ** Data not available.

- ▶ FY 2009 FWS positions declined 8.56% from FY 2000.
- ▶ Since FY 2000, the participation rates for Black or African American employees (17.74%), Asian employees (3.88%), American Indian/Alaska Native employees (2.46%) and women (10.64%) have declined, while the participation rates of Hispanic or Latino employees (7.94%) and White employees (66.95%) have increased slightly. See Table [A-4](#) in [Appendix IV](#) at <http://www.eeoc.gov/> for the complete ten-year trend.
- ▶ In FY 2009, the participation rate of men in the FWS pay system was 38.79 percentage points higher than the participation rate of men in the GSR pay

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system. Comparatively, FWS participation rates for White, American Indian/Alaska Native, Native Hawaiian/Other Pacific Islander employees and Individuals with Targeted Disabilities were higher than the GSR participation rates, while the FWS work force participation rates for women, Asian employees, Black or African American employees, and Hispanic or Latino employees were lower.

e. Other Pay Systems: Employees Increase By 0.59%

- ▶ With a total of 1,257,205 employees, other pay systems (OPS) comprised 44.72% of the total work force in FY 2009. Other Pay Systems include pay banding and other pay-for-performance systems.

Table 6 - Other Pay Systems (OPS) Representation FY 2000 – FY 2009

	Other Pay Systems (OPS) Positions			
	FY 2000		FY 2009	
	Number	% of OPS	Number	% of OPS
Total OPS Work Force	991,463		1,257,205	
Men	592,597	59.77	706,374	56.19
Women	398,866	40.23	550,831	43.81
Hispanic or Latino	70,989	7.16	98,559	7.84
Hispanic or Latino Men	57,454	4.57	58,715	4.67
Hispanic or Latino Women	32,687	2.60	39,844	3.17
White	643,658	64.92	814,404	64.78
White Men	510,300	40.59	475,201	37.80
White Women	305,878	24.33	339,203	26.98
Black or African American	199,383	20.11	226,875	18.05
Black or African American Men	128,486	10.22	106,993	8.51
Black or African American Women	124,463	9.90	119,882	9.54
Asian	67,915*	6.85*	90,145	7.17
Asian Men	49,660*	3.95*	52,404	4.17
Asian Women	36,459*	2.90*	37,741	3.00
Native Hawaiian/Other Pacific Islander	**	**	4,561	0.36
Native Hawaiian/Other Pacific Islander Men	**	**	2,213	0.18
Native Hawaiian/Other Pacific Islander Women	**	**	2,348	0.19
American Indian/Alaska Native	9,419	0.95	13,528	1.08
American Indian/Alaska Native Men	5,657	0.45	6,232	0.50
American Indian/Alaska Native Women	6,286	0.50	7,026	0.56
Two or More Races	**	**	9,403	0.75
Two or More Races Men	**	**	4,616	0.37
Two or More Races Women	**	**	4,787	0.38
Individuals with Targeted Disabilities	9,022	0.91	8,696	0.69

*Includes both Asian and Pacific Islander employees. ** Data not available.

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- ▶ The participation rate for women (43.81%) in OPS was significantly lower than those (49.43%) in the GSR pay system.
- ▶ In FY 2009, the OPS participation rates for Hispanic or Latino employees (7.84%), Asian employees (7.17%), and American Indian/Alaska Native employees (1.08%) slowly rose, while the participation rates for White employees (64.78%), Black or African American employees (18.05%) and Individuals with Targeted Disabilities (0.69%) fell from FY 2000 levels.
- ▶ In FY 2009, the OPS participation rates for Asian employees were higher than in the GSR and FWS pay systems. OPS participation rates for Hispanic or Latino employees, White employees, American Indian/Alaska Native employees and Individuals with Targeted Disabilities were lower than those in the GSR and FWS pay systems. See Table [A-5](#) in [Appendix IV](#) at <http://www.eeoc.gov/> for the complete ten-year trend.

3. Participation Rate of Individuals with Targeted Disabilities Holds Steady

- ▶ From FY 2000 to FY 2009, the Total Work Force increased by 368,634 employees, a net change of 15.1%. However, the number of federal employees with targeted disabilities decreased from 27,231 in FY 2000 to 24,663 in FY 2009, a net change of -9.43%, resulting in a 0.88% participation rate. Only eleven agencies have achieved the federal goal of at least a 2% participation rate for Individuals with Targeted Disabilities.
- ▶ The EEOC had the highest percentage of Individuals with Targeted Disabilities (2.55%) among those agencies with 500 or more employees. See Table 7 below.

Table 7 - Ranking of Agencies with the Highest Percent of Individuals with Targeted Disabilities (Agencies with 500 Or More Employees)

Agency	Total Work Force	Individuals with Targeted Disabilities	
		#	%
Equal Employment Opportunity Commission	2,353	60	2.55
Army & Air Force Exchange Service	35,409	805	2.27
Social Security Administration	67,632	1,346	1.99
Defense Finance and Accounting Service	12,208	238	1.95
Department of the Treasury	108,895	1,864	1.71

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Nine agencies with fewer than 500 employees exceeded the 2% federal goal. They were the Architectural & Transportation Barrier Compliance Board (ACCESS Board), Committee for Purchase From People Blind or Severely Disabled, Federal Mediation and Conciliation Service, Inter-American Foundation, Marine Mammal Commission, National Council on Disability, Office of Navajo & Hopi Indian Relocation, Occupational Safety and Health Review Commission, and Trade and Development.

Table 8 below shows that the Department of the Treasury continued to maintain the highest participation rate for Individuals with Targeted Disabilities among the cabinet level agencies.

Table 8a below shows that the Army and Air Force Exchange Service had the highest participation rate for Individuals with Targeted Disabilities among the Department of Defense components.

Table [A-6b](#) in [Appendix IV](#) contains this information for all agencies and is located at <http://www.eeoc.gov/>. See Table 8 below for a Cabinet level ranking of Individuals with Targeted Disabilities.

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**Table 8 - Ranking Cabinet Level Agencies by IWTD
FY 2000 – FY 2009⁸**

Agencies		Fiscal Year (FY)									
		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
1. Treasury	#	2,144	2,204	2,150	2,157	2,105	1,964	1,842	1,748	1,827	1,864
	%	1.54%	1.53%	1.53%	1.99%	1.90%	1.82%	1.73%	1.70%	1.73%	1.71%
2. Veterans Affairs	#	3,512	3,501	3,399	3,623	3,692	3,566	3,566	3,758	3,985	4,241
	%	1.79%	1.74%	1.69%	1.75%	1.56%	1.52%	1.49%	1.48%	1.43%	1.43%
3. Education	#	81	74	73	73	73	63	59	59	59	55
	%	1.85%	1.68%	1.69%	1.73%	1.59%	1.42%	1.36%	1.36%	1.36%	1.30%
4. Housing & Urban Development	#	137	136	138	148	139	134	130	126	116	107
	%	1.39%	1.40%	1.41%	1.45%	1.36%	1.35%	1.32%	1.31%	1.19%	1.12%
5. Labor	#	186	190	184	221	206	207	186	193	188	171
	%	1.19%	1.19%	1.16%	1.40%	1.30%	1.35%	1.21%	1.25%	1.22%	1.07%
6. Interior	#	603	609	598	702	692	678	684	700	689	699
	%	1.05%	1.03%	0.99%	1.15%	0.89%	0.88%	0.94%	0.97%	0.93%	0.91%
7. Agriculture	#	1,001	988	990	1077	1068	1,000	1,009	965	893	883
	%	1.17%	1.12%	1.09%	1.20%	0.95%	0.91%	0.96%	0.93%	0.85%	0.83%
8. Defense	#	7,526	7,133	6,922	6,021	5,747	5,643	6,053	5,817	5,894	6,096
	%	1.13	1.08%	1.05%	0.89%	0.84%	0.81%	0.86%	0.83%	0.82%	0.80%
9. Commerce	#	340	341	313	334	319	358	334	323	337	385
	%	1.00%	0.97%	0.87%	0.94%	0.84%	0.89%	0.82%	0.78%	0.79%	0.78%
10. Energy	#	129	128	127	122	119	116	111	122	118	120
	%	0.84%	0.82%	0.81%	0.80%	0.79%	0.77%	0.74%	0.82%	0.76%	0.76%
11. Health & Human Services	#	574	614	619	673	651	624	576	596	596	592
	%	1.12%	1.18%	1.14%	1.27%	1.02%	0.97%	0.91%	0.81%	0.79%	0.75%
12. Transportation *	#	334	356	498	307	322	298	285	302	315	340
	%	0.54%	0.55%	0.49%	0.53%	0.56%	0.55%	0.53%	0.56%	0.57%	0.59%
13. Homeland Security	#	--	--	--	756	740	720	709	674	692	727
	%	--	--	--	0.69%	0.45%	0.44%	0.42%	0.41%	0.39%	0.39%
14. Justice	#	493	485	485	396	406	406	413	412	408	421
	%	0.41%	0.40%	0.39%	0.40%	0.39%	0.39%	0.39%	0.39%	0.38%	0.37%
15. State	#	69	64	67	93	93	90	88	84	84	79
	%	0.52%	0.48%	0.49%	0.53%	0.39%	0.37%	0.36%	0.33%	0.34%	0.31%
Total Work Force	#	27,231	26,834	26,230	25,551	25,917	25,142	24,442	23,993	24,427	24,663
	%	1.11%	1.10%	1.07%	1.05%	0.99%	0.96%	0.94%	0.92%	0.88%	0.88%

* This agency showed an increase in the number and participation rate of IWTD in FY 2009.

⁸ Table 8 identifies participation rates for FY 2000 – FY 2009 which reflects total work force numbers. The total work force figures are as reported in CPDF plus AAFES & the Department of State.

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**Table 8a - Ranking of DOD Sub-Components by IWTD
FY 2000 – FY 2009⁹**

Agencies		Fiscal Year (FY)									
		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
1. Army & Air Force Exchange Service *	#	770	818	763	687	628	597	604	556	706	805
	%	2.48%	2.00%	1.87%	1.88%	1.87%	1.69	1.65%	1.62%	2.00%	2.27%
2. Defense Finance and Accounting Service	#	331	317	302	283	275	271	261	253	243	238
	%	2.05%	2.07%	2.11%	2.08%	2.05%	2.02	1.99%	2.03%	2.04%	1.95%
3. Defense Logistics Agency	#	733	534	495	448	449	430	413	404	409	418
	%	2.08	2.36%	2.28%	2.16%	2.07%	2.00%	1.92%	1.89%	1.78%	1.65%
4. Defense Contract Management Agency *	#	177	177	169	149	149	146	127	121	120	122
	%	1.46%	1.48%	1.49	1.39%	1.34%	1.39%	1.29%	1.27%	1.28%	1.22%
5. Office of the Inspector General *	#	12	14	13	14	13	13	15	18	17	18
	%	0.99%	1.12%	1.10%	1.19%	1.02%	0.95%	1.08%	1.28%	1.12%	1.14%
6. Defense Commissary Agency*	#	196	178	174	156	158	141	142	123	124	141
	%	1.32%	1.27%	1.42%	1.30%	1.07%	0.92%	0.92%	0.82%	0.82%	0.91%
7. Defense Information Systems Agency	#	70	67	74	64	60	53	62	53	55	53
	%	1.16%	1.12%	1.25%	1.16%	1.15%	1.08%	1.15%	0.95%	0.97%	0.91%
8. Defense Contract Audit Agency	#	53	55	46	54	52	48	41	40	39	39
	%	1.27%	1.37%	1.13%	1.34%	1.28%	1.17%	1.02%	0.98%	0.94%	0.90%
9. Defense Threat Reduction Agency *	#	9	6	6	5	7	10	10	7	9	10
	%	0.98%	0.64%	0.63%	0.56%	0.84%	0.90%	0.86%	0.63%	0.75%	0.83%
10. Defense Security Service	#	21	22	25	21	16	7	8	6	6	6
	%	0.83	0.83%	0.98%	0.88%	0.84%	1.33%	1.47%	1.14%	1.04%	0.83%
11. Department of the Navy	#	1,810	1,732	1,724	1,620	1,562	1,500	1,430	1,380	1,398	1,423
	%	1.03%	0.99%	0.97%	0.92%	0.88%	0.86%	0.82	0.80%	0.78%	0.75%
12. Office of the Sec./ Wash. Hqtrs. Services	#	43	32	32	38	39	41	45	54	60	42
	%	0.89%	0.71%	0.72%	0.72%	0.78%	0.71%	0.69%	0.71%	0.71%	0.71%
13. Department of the Army	#	1,930	1,857	1,793	1,689	1,710	1,756	1,724	1,719	1,714	1,786
	%	0.92%	0.89	0.85%	0.82%	0.75%	0.74%	0.72%	0.71%	0.67%	0.65%
14. Department of the Air Force	#	1,362	1,305	1,273	1,157	1,196	1,174	1,123	1,042	953	934
	%	0.94%	0.90%	0.90%	0.87%	0.80%	0.75%	0.71%	0.67%	0.62%	0.58%
15. Defense Human Resource Activity	#	4	4	4	6	6	4	4	3	4	3
	%	0.59%	0.60%	0.60%	0.82%	0.78%	0.50%	0.45%	0.34%	0.44%	0.29%
16. Defense Education Activity *	#	35	33	36	38	56	41	44	37	37	42
	%	0.33%	0.30%	0.33%	0.35%	0.32%	0.25%	0.27%	0.24%	0.24%	0.28%

* These Defense Sub-Components showed an increase in the number and participation rate of IWTD in FY 2009.

⁹ Table 8a data identifies participation rates based on total work force numbers. The total work force figures are as reported in CPDF plus AAFES

Section E- Efficiency in the Federal EEO Process

EEOC's regulations provide that each agency shall assure that individual complaints are fairly and thoroughly investigated and that final action is taken in a timely manner. 29 C.F.R. §1614.102(c)(5). Section II(E) of MD-715 establishes that a model EEO program must have an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of its EEO programs. In this regard, Section II(E) recommends that agencies "benchmark against EEOC regulations at 29 C.F.R. Part 1614 and other federal agencies of similar size which are highly ranked in EEOC's Annual Report on the federal sector complaints process."

1. Federal Agency EEO Programs: Complaints Increase and Processing Times Continue to Exceed Regulatory Deadlines

Agencies process federal employees' EEO complaints under EEOC's regulations at 29 C.F.R. Part 1614. Employees unable to resolve their concerns through counseling can file a complaint with their agency.¹⁰ The agency will either dismiss¹¹ or accept the complaint. If the complaint is accepted, the agency must conduct an investigation, and, in most instances, issue the investigative report within 180 days from the date the complaint was filed.¹²

After the employee receives the investigative report, s/he may: (1) request a hearing before an EEOC Administrative Judge, who issues a decision that the employee or the agency may appeal to EEOC's Office of Federal Operations (OFO); or (2) forgo a hearing and request a final agency decision. An employee who is dissatisfied with a final agency decision or the agency's decision to dismiss the complaint may appeal to OFO. The complainant or agency may also request OFO to reconsider its decision on the appeal. In addition, during various points in the process, the complainant has the right to file a civil action in a federal court.

¹⁰ Concerns involving both claims of discrimination and agency actions appealable to the U. S. Merit Systems Protection Board follow one of the processes set forth at 29 C.F.R. §1614.302.

¹¹ There are several reasons an agency may dismiss a complaint, including the complainant's failure to state a claim, untimely contact with an EEO counselor, or failure to provide necessary information to the agency. See 29 C.F.R. §1614.107(a).

¹² The 180-day period may be extended by 90 days if both parties agree. See 29 C.F.R. §1614.108(e). The regulations also extend the 180-day time limit for consolidated and amended complaints to the earlier of 180 days from the date of the most recent consolidated or amended complaint, or 360 days from the date of the earliest pending complaint. See 29 C.F.R. § 1614.108(f).

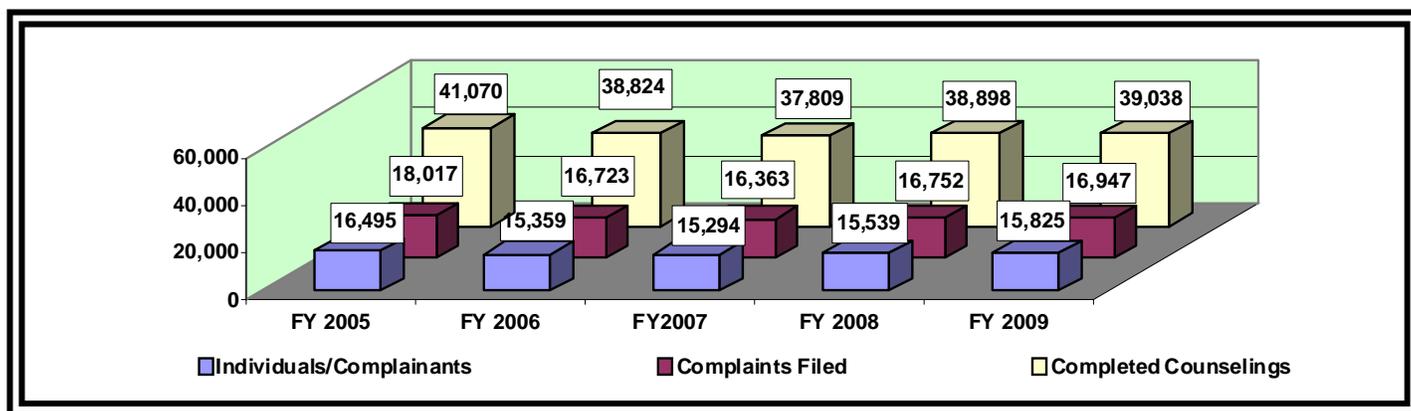
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As the EEO complaint process has become increasingly more costly, adversarial, and lengthy, EEOC has encouraged agencies to promote and expand the use of alternative dispute resolution (ADR) as a means of avoiding formal adjudication processes. Used properly, ADR can provide fast and cost-effective results while improving workplace communication and morale.¹³

a. Pre-Complaint Counselings and Complaints Increase

Completed counselings slightly increased by 0.4% from FY 2008 to FY 2009 but decreased almost 5% from FY 2005. Formal complaints increased by 1.2% from FY 2008 to FY 2009 but decreased almost 6% from FY 2005. From the 39,038 completed counselings, 15,825 individuals filed 16,947 formal complaints in FY 2009.¹⁴ The number of formal complaints filed represents 43.4% of all pre-complaint counseling activities in FY 2009. As Figure 5 shows, over the past five fiscal years, the number of pre-complaint counseling activities decreased from 41,070 in FY 2005 to 39,038 in FY 2009, and likewise, the number of complaints filed by individuals decreased over the five-year period. During the same five-year period, the number of formal complaints filed continued to represent less than 50% of all pre-complaint counseling activities. See Figure 5. Significantly, while the United States Postal Service constituted 25.2% of the work force, it accounted for 43.7% of all EEO counselings, 33.4% of all complaints filed, 29.6% of all completed investigations and 36.9% of all complaints closed in FY 2009. See Tables [B-1](#), [B-9](#) and [B-10](#) in [Appendix IV](#) at <http://www.eeoc.gov/>.

**Figure 5 – Completed Counseling to Formal Complaints Filed/Complainants
FY 2005 - FY 2009**



¹³ See Jeffery M. Senger, *Federal Dispute Resolution: Using ADR with the United States Government*, 1-7 (Jossey-Bass/John Wiley & Sons, 2003).

¹⁴ Counseling may be provided via EEO Counselor or ADR Intake Officer.

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Table 9 below shows that among the cabinet/large (15,000 or more employees) agencies, in FY 2009, the USPS reported the highest percentage (2.2%) of its work force that completed counseling, while the government-wide average was 1.2%. Among the medium sized agencies (1,000 to 14,999 employees), Federal Reserve System – Board of Governors reported the highest percentage (5.3%) of its work force completed counseling. Agencies that had fewer than 25 completed/ended counselings were not included in the ranking. Small and Micro agencies (1-999 employees) typically have fewer than 25 completed/ended counselings and therefore are not ranked. Table [B-1](#) in [Appendix IV](#) lists this information for all agencies and is located at <http://www.eeoc.gov/>.

Table 9 –Agencies with the Highest Counseling Rate In FY 2009

Agency	Total Work Force*	Percentage of Individuals Who Completed Counseling
<i>Cabinet or Large (15,000 or more employees)</i>		
U.S. Postal Service	709,194	2.2%
Department of Commerce	61,625	1.6%
Department of Veterans' Affairs	295,654	1.3%
<i>Medium Agencies (1,000 to 14,999 employees)</i>		
Federal Reserve System – Board of Governors	2,120	5.3%
Government Printing Office	2,320	5.1%
Broadcasting Board of Governors	1,766	3.6%

* Work force numbers as reported by the agency in its FY 2009 462 report.

As shown in Table 10 below, in FY 2009, among the cabinet/large (15,000 or more employees), the Department of Education reported the highest complainant rate (0.97%), while the government-wide average was 0.54%. Among the medium sized agencies (1,000 to 14,999 employees), the Government Printing Office reported the highest complainant rate of (2.63%). Agencies that had fewer than 25 complaints filed were not included in the ranking. Table [B-1](#) in [Appendix IV](#) contains this information for all agencies and is located at <http://www.eeoc.gov/>.

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Table 10 - Agencies with the Highest Complainant Rate in FY 2009

Agency	Total Work Force*	Complainants as % of Total Work Force
<i>Cabinet or Large (15,000 or more employees)</i>		
Department of Education	4,226	0.97%
Department of Housing and Urban Development	8,906	0.94%
U.S. Postal Service	709,194	0.75%
<i>Medium Agencies (1,000 to 14,999 employees)</i>		
Government Printing Office	2,320	2.63%
Equal Employment Opportunity Commission	2,355	1.19%
Broadcasting Board of Governors	1,766	1.08%

* Work force numbers as reported by the agency in its FY 2009 462 report.

b. Pre-Complaint ADR Usage – Higher Rates in Two Major Categories

Beginning in FY 2006, ADR offer and participation rates were measured in completed/ended counselings at the end of the fiscal year to ensure greater uniformity, consistency, and quality in the reporting and utilization of ADR data. Therefore, comparison of FY 2006 through FY 2009 data with prior year's data is not possible.

In FY 2009, the government-wide offer rate was 78.1% based upon 30,475 ADR offers made in 39,038 completed/ended counselings. Of these offers, 19,261 were accepted into agencies' ADR programs, resulting in a 49.3% participation rate in FY 2009, slightly lower than the 49.5% reported for FY 2008.

Thirty-two agencies had 100% offer rates in FY 2009. The agencies were the Armed Forces Retirement Home, Broadcasting Board of Governors, Central Intelligence Agency, Commission on Civil Rights, Court Services and Offender Supervision Agency for the District of Columbia, Defense Army & Air Force Exchange Service, Defense Human Resources Activity, Defense Information Systems Agency, Defense Missile Defense Agency, Defense National Geospatial-Intelligence Agency, Defense Nuclear Facilities Safety Board, Defense Threat Reduction Agency, Department of Defense Education Activity, Department of State, Department of the Navy, Federal Election Commission, Federal Energy Regulatory Commission, Federal Housing Finance Agency, Federal Labor Relations Authority, Federal Maritime Commission, Federal Reserve System-Board of Governors, Federal Trade Commission, Institute of Museum and Library Services, International Boundary and Water Commission, National Credit Union Administration, National Gallery of Art, National Labor Relations Board, National

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Science Foundation, Nuclear Regulatory Commission, Overseas Private Investment Corporation, Peace Corps and the Smithsonian Institution.

The U.S. Postal Service Again Had the Highest ADR Participation Rate

In FY 2009, the U.S. Postal Service reported the highest ADR participation rate in the pre-complaint process (71.3%) among the cabinet/large agencies, while the government-wide average was 49.3%. Among the medium sized agencies, the Smithsonian Institution reported the highest pre-complaint ADR participation rate (56%). The government-wide average falls to 32.2% without the U.S. Postal Service. See Table 11. Agencies that had fewer than 25 completed/ended counseling were not included in the ranking. See Tables [B-1](#) and [B-4](#) in [Appendix IV](#) for information on all agencies, which is located at <http://www.eeoc.gov/>.

**Table 11 - Highest ADR Participation Rate in the Pre-Complaint Process
FY 2009**

Agency	Total Work Force	Completed/ Ended Counselings	Participation in ADR	Participation Rate
<i>Cabinet or Large (15,000 or more employees)</i>				
U.S. Postal Service	709,194	17,079	12,181	71.3%
Department of the Transportation	57,645	618	420	68.0%
Department of Veterans' Affairs	295,654	4,297	2,113	49.2%
<i>Medium Agencies (1,000 to 14,999 employees)</i>				
Smithsonian Institution	6,184	25	14	56.0%
General Services Administration	12,503	168	69	41.1%
Small Business Administration	5,294	53	20	37.7%

c. Agencies Meet Counseling Deadlines in 90.2% of Cases

On average, in FY 2009 agencies met timeliness requirements for EEO counseling in 90.2% of all completed/ended counselings, a small slip from 91.2% in FY 2008 and more successful than the 80.7% that were timely in FY 2005. Agencies are required to complete counseling in 30 days except when there is a 60-day extension due to an ADR election or the complainant agrees in writing to an extension.

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d. Agencies Pre-Complaint Resolution Rate Rises in FY 2009

During counseling and ADR in the pre-complaint stage, EEO disputes can be resolved by either a settlement or a decision not to file a formal complaint. In FY 2009, the government-wide resolution rate average was 55.5%, up from 55.1% in FY 2008.

National Endowment for the Arts Holds the Highest Pre-Complaint Resolution Rate

In FY 2009, the National Endowment for the Arts again reported the highest pre-complaint resolution rate (100%) among agencies with more than 25 completed/ended counselings. Among cabinet/large agencies, Defense National Guard Bureau reported the highest pre-complaint resolution rate (87.9%). See Table 12. The Federal Reserve System – Board of Governors reported the highest pre-complaint resolution rate (98.2%) among the medium sized agencies. Agencies that had fewer than 25 completed/ended counselings were not included in the ranking. However eight agencies, Armed Forces Retirement Home, Defense Nuclear Facilities Safety Board, Federal Maritime Commission, Institute of Museum and Library Services, Occupational Safety and Health Review Commission, Office of Government Ethics, Postal Regulatory Commission and the U. S. Holocaust Memorial Museum in this category had 100% resolution rates. Table B-3 in Appendix IV contains this information for all agencies and is located at <http://www.eeoc.gov/>.

**Table 12 – Highest Pre-Complaint Resolution Rates
FY 2009**

Agency	Total Work Force	Completed Counselings	Total Resolved	Resolution Rate
<i>Cabinet or Large (15,000 or more employees)</i>				
Defense National Guard Bureau	58,619	165	145	87.9%
Defense Army & Air Force Exchange Service	35,409	392	269	68.6%
U.S. Postal Service	709,194	17,079	11,291	66.1%
<i>Medium Agencies (1,000 to 14,999 employees)</i>				
Federal Reserve System - Board of Governors	2,120	113	111	98.2%
Agency for International Development	2,793	31	22	70.9%
Broadcasting Board of Governors	1,766	70	49	70.0%

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Defense National Guard Bureau Had the Highest ADR Resolution Rate in FY 2009

In FY 2009, the Defense National Guard Bureau reported the highest ADR resolution rate in the pre-complaint process (100%), whereas the government-wide average was 66.9%. See Table 13. When the U.S. Postal Service resolution rate (76.11%) is excluded from the government-wide average, the government-wide ADR resolution rate decreased to 51.0% for FY 2009, up from the 46.9% in FY 2008. Agencies that had fewer than 25 ADR closures were not included in the ranking. Table B-5 in Appendix IV contains this information for all agencies and is located at www.eeoc.gov/.

Table 13 – Highest Pre-Complaint ADR Resolution Rates FY 2009

Agency	Total Work Force	ADR Closures	ADR Resolutions	ADR Resolution Rate
<i>Cabinet or Large (15,000 or more employees)</i>				
Defense National Guard Bureau	58,619	34	34	100%
U.S. Postal Service	709,194	12,181	9,271	76.1%
Defense Logistics Agency	22,252	73	55	75.3%
<i>Medium Agencies (1,000 to 14,999 employees)</i>				
General Services Administration	12,503	69	26	37.7%

e. Monetary Benefits in Pre-Complaint Phase Drops

Monetary benefits awarded in settlements during the pre-complaint phase, shown in Table 14, surpassed the FY 2005 benefits amount while the number of settlements with monetary benefits continued to rise. The data showed a decrease in the average amount of monetary benefits from \$6,112 in FY 2008 to \$5,286 in FY 2009.

Table 14 – Monetary Benefits Awarded In Settlements During the Pre-Complaint Stage of the EEO Process FY 2005 – FY 2009

FY	Completed Counselings	Total Resolutions		Total Settlements		Total Settlements with Monetary Benefits		Settlement Monetary Benefits	Average Award per Resolution with Monetary Benefits
		#	%	#	%	#	%		
2005	41,070	22,038	53.7	7,652	18.7	585	7.7	\$1,703,626	\$2,912
2006	38,824	21,430	55.2	7,424	19.1	622	8.4	\$1,666,651	\$2,680
2007	37,809	21,029	55.6	7,454	19.7	687	9.2	\$2,300,700	\$3,349
2008	38,898	21,431	55.1	7,573	19.5	659	8.7	\$4,027,772	\$6,112
2009	39,038	21,666	55.5	6,735	17.3	703	10.4	\$3,715,972	\$5,286

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f. The Most Frequently Alleged Basis and Issue Remain Unchanged

Of the 16,947 complaints filed in FY 2009, the basis most frequently alleged was reprisal (7,510) and the issue most frequently alleged was non-sexual harassment (5,599). As shown in Tables 15 and 16, this trend has remained unchanged for the past five fiscal years. FY 2009 saw a continuance of a four-year upward trend in complaints alleging both reprisal and age discrimination. Also in FY 2009, complaints filed with allegations of disability (physical) once again exceeded those complaints filed with allegations of race (Black).

Table 15 – Top 3 Bases in Complaint Allegations Filed for FY 2005 – FY 2009

<i>Basis</i>	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Reprisal	7,105	6,535	6,960	7,489	7,510
Age	5,088	4,769	4,851	4,977	5,058
Disability (Physical)			4,123		4,006
Race – Black	4,478	4,125		4,299	

In FY 2009, allegations of race discrimination were made in 35.4% of all complaints, down 2 percent from the 37.4% of all complaints filed in FY 2008. In FY 2009, there was a 5.9% decrease in the number of complaints filed since FY 2005, and the percentage of complaints alleging discrimination based on race decreased by 10.4%. During that same period, the percentage of complaints filed alleging discrimination based on color decreased 5.3%, from 1,700 in FY 2005 to 1,610 in FY 2009.¹⁵

In April 2006, EEOC issued Section 15 of the new Compliance Manual on “Race and Color Discrimination.” It includes numerous examples and guidance in proactive prevention and “best practices.” This Manual Section is located at [Compliance Manual Section 15: Race and Color Discrimination](#).

Table 16 – Top 3 Issues in Complaint Allegations Filed for FY 2005 – FY 2009

<i>ISSUE</i>	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Harassment – Non-Sexual	4,550	4,544	4,951	4,999	5,599
Terms/Conditions	2,300	2,390	2,149	2,606	2,592
Promotion/Non-Selection	2,937	2,793	2,719	2,882	2,574

¹⁵ Complaints may contain multiple bases and issues.

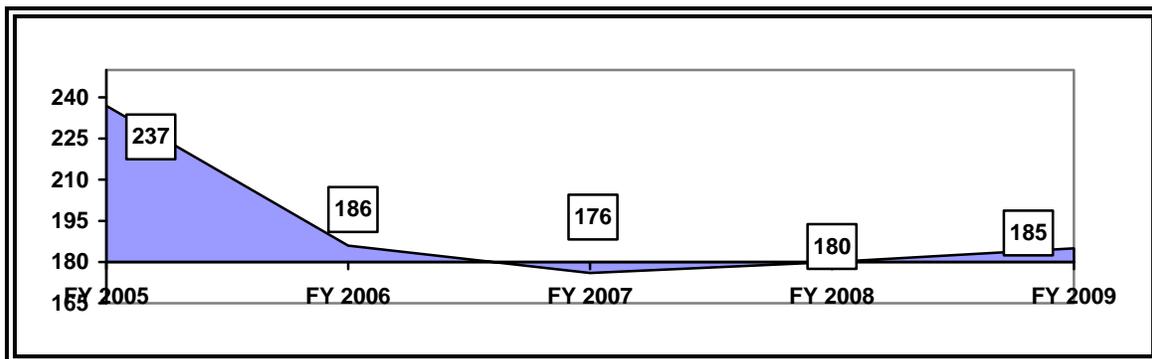
g. Agency Investigation Times Again Exceeds Regulatory Time Limits and Agencies Continue to Exceed Time Limits for Issuing Final Agency Decisions

Investigations

Investigations into allegations of discrimination are a key component of the formal EEO complaint process. Delays may impede the primary goal of gathering sufficient evidence to permit a determination as to whether discrimination occurred. EEOC regulation 29 C.F.R. §1614.106(e)(2) requires agencies to conduct an investigation and issue a report to the complainant within 180 days of the filing of a complaint unless: 1) the parties agreed to no more than a 90-day extension (may not exceed 270 days); or 2) the complaint was amended or consolidated, which can add another 180 days to the period but may not exceed a total of 360 days.

In FY 2009, agencies timely completed investigations 72.9% of the time, slightly lower than the 73.8% timely completed in FY 2008 (including written agreements to extend the investigation and consolidated or amended complaints). When the U.S. Postal Service is not included, the percentage of timely completed investigations decreased to 61.8% government-wide. Agencies' average time to complete investigations again inched upward to 185 days in FY 2009 from the FY 2008 regulatory timeframe of 180 days whereas the FY 2007 reported average of 176 days was the best in fourteen years. In comparison, agency investigations averaged 186 days in FY 2006 and 237 days in FY 2005. See Figure 6 below.

Figure 6 – Average Processing Days for Investigations for FY 2005 – FY 2009



Of those investigations required to be completed within the 180-day time limit, agency in-house investigators averaged 207 days to complete the investigation, while contract investigators averaged 175 days. Several years ago, in a review of the investigatory practices of selected agencies, EEOC identified several reasons for untimely investigations: poorly staffed EEO offices, unnecessary and time-consuming

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procedures,¹⁶ delays in obtaining affidavits, and inadequate tracking and monitoring systems. For more information, see EEOC's *Federal Sector Investigations – Time and Cost*, issued June 2004 and *Attaining a Model Agency Program: Efficiency* at [Attaining a Model Agency Program: Efficiency](#).

Office of Personnel Management and Tennessee Valley Authority Completed the Highest Percentage of Timely Investigations

As shown in Table 17, the Office of Personnel Management and the Tennessee Valley Authority timely completed 100% of its investigations.¹⁷ Significantly the US Postal Service timely completed 99.2% of its 3,014 investigations in FY 2009. Among medium agencies the Office of Personnel Management and the Tennessee Valley Authority topped the list while the General Services Administration reported the next highest timely completed investigation rate (92.9%) among those agencies which completed 25 or more investigations. Agencies that had completed fewer than 25 investigations were not included in the ranking. Table [B-9](#) in [Appendix IV](#) contains this information for all agencies and is located at <http://www.eeoc.gov/>.

Table 17 – Highest Percentage of Timely Completed Investigations for FY 2009

Agencies	Total Work Force	# Completed Investigations	# Timely Completed	% Timely
<i>Cabinet or Large (15,000 or more employees)</i>				
U.S. Postal Service	709,194	3,014	2,990	99.2%
Department of Labor	16,009	105	102	97.1%
Department of Commerce	61,625	174	169	97.1%
<i>Medium Agencies (1,000 to 14,999 employees)</i>				
Tennessee Valley Authority	12,193	46	46	100%
Office of Personnel Management	5,675	27	27	100%
General Services Administration	12,503	71	66	92.9%

In FY 2009, the government-wide average cost for contracting out complaint investigations was calculated at \$2,566.48, a 10.4% increase from the FY 2008 average cost of \$2,324.00. However, the FY 2009 average cost of agency (in-house) investigations (\$6,337.83) increased 18.4% from the FY 2008 average cost of

¹⁶ For example, time-consuming procedures may appear in lengthy approval of investigative plans, or cumbersome procurement processes.

¹⁷ Twenty-seven agencies with fewer than 25 total investigations timely completed 100% of their investigations.

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\$5,352.00. Average costs to contract out investigations in FY 2009 were approximately 59.5% (up from the 56.6% cost difference in FY 2008) less than the average costs of agency (in-house) investigations.

Final Agency Actions

EEOC regulations require an agency to take a final action on each formal complaint filed. Table 18 below provides a breakdown with processing times for all final agency actions. Agencies may issue a decision dismissing a complaint on procedural grounds such as untimely EEO counselor contact or failure to state a claim. In FY 2009, the government-wide average processing time for issuing a decision dismissing a complaint on procedural grounds was 83.4 days, representing a drop from FY 2008's 88 day and FY 2007's 125-day average processing times. EEOC maintains that, in general, acceptance letters/dismissal decisions should be issued well in advance of the 180-day time limit for completing an investigation, and has suggested a more practical time would be within 60 days of the filing of the formal complaint.

Table 18 – EEO Complaint Closures by Type with Government-Wide Average Processing Times in Days (APD) in FY 2005 – FY 2009

FY	Complaint Closures		Merit Final Agency Actions With AJ Decisions		Merit Final Agency Decisions Without AJ Decisions				Procedural Dismissals		Settlements		Withdrawals	
	Total	APD	Total	APD from Comp. Filed	Total	APD	APD from Date Required	% Timely	Total	APD	Total	APD	Total	APD
2005	22,974	411	4,832	669	6,381	479	191	59.1%	5,510	127	4,264	436	1,997	294
2006	19,119	367	4,283	624	4,857	426	135	62.3%	4,895	118	3,490	378	1,594	236
2007	15,805	355	3,228	585	4,445	403	120	63.4%	3,290	125	3,262	363	1,580	210
2008	16,654	336	2,962	589	4,576	420	126	63.5%	4,298	88	3,249	371	1,569	219
2009	16,134	344	2,755	621	4,150	451	175	54.8%	4,370	83	3,394	378	1,465	222

An agency may also issue a decision after an investigation, either finding discrimination or finding no discrimination. In FY 2009, agencies timely issued 54.8% of their final agency merit decisions, a significant drop from the 63.5% timely completed in FY 2008. Commission regulations require agencies to issue final decisions within 60 days of a complainant's request for such a decision or Administrative Judge's remand for a final agency decision. In addition, regulations require agencies to issue a final agency decision within 90 days after completion of an investigation if the complainant has not requested either a final decision or an EEOC hearing. In FY 2009 agencies issued merit final agency decisions without an Administrative Judge's decision in an average of 175 days, up from 126 days in FY 2008.

The General Services Administration Issued the Highest Percentage of Timely Merit Decisions Without an Administrative Judge Decision

In FY 2009, the General Services Administration reported the highest percentage (100%) of timely issued merit decisions without an Administrative Judge decision. The FY 2009 government-wide average timely issued merit decision percentage was 54.8% with the U.S. Postal Service and dropped to 35.2% without the U.S. Postal Service. See Table 19 below.¹⁸ Agencies that issued fewer than 25 merit decisions without a hearing were not included in the ranking. In FY 2009, the General Services Administration was the only agency smaller than cabinet/large (15,000 or more employees) that issued 25 or more merit decisions without an Administrative Judge Decision. For information on all agencies, see Table B-14 in Appendix IV located at <http://www.eeoc.gov/>.

Table 19 – Agencies With the Highest Percentage of Timely Issued Merit Decisions (Without an Administrative Judge Decision) in FY 2009

Agencies	Total Work Force	Merit Decisions without an AJ Decision		
		#	Timely	%
General Services Administration	12,503	28	28	100%
U.S. Postal Service	709,194	1,297	1,272	98.1%
Department of the Navy	265,081	143	134	93.7%
Department of Housing and Urban Development	8,906	32	29	90.6%
Department of Labor	16,009	50	43	86.0%

Finally, when an EEOC Administrative Judge has issued a decision, the agency must issue a final order either implementing the Administrative Judge’s decision or not implementing and simultaneously appealing to EEOC. In FY 2009, agencies issued 2,851 final orders implementing and 52 orders not implementing the Administrative Judge’s decisions. Commission regulations require agencies to issue an order within 40 calendar days of receiving the Administrative Judge’s decision or the decision becomes the agency’s final decision. In FY 2009, agencies issued orders on AJ merit decisions in an average of 621 days after the complaint was filed, a significant drop from 669 days in FY 2005.

¹⁸ We note that fifteen agencies issued 100.0% of their merit decisions in a timely fashion but issued fewer than 25 total merit decisions.

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h. Percentage of Findings of Discrimination Increase and Average Monetary Benefits Decline

In FY 2009 the percentage of findings of discrimination increased to 2.98% from the 2.5% in FY 2008. Table 20 below shows however, that the total number of merit decisions decreased this year and also that the number of settlements increased.

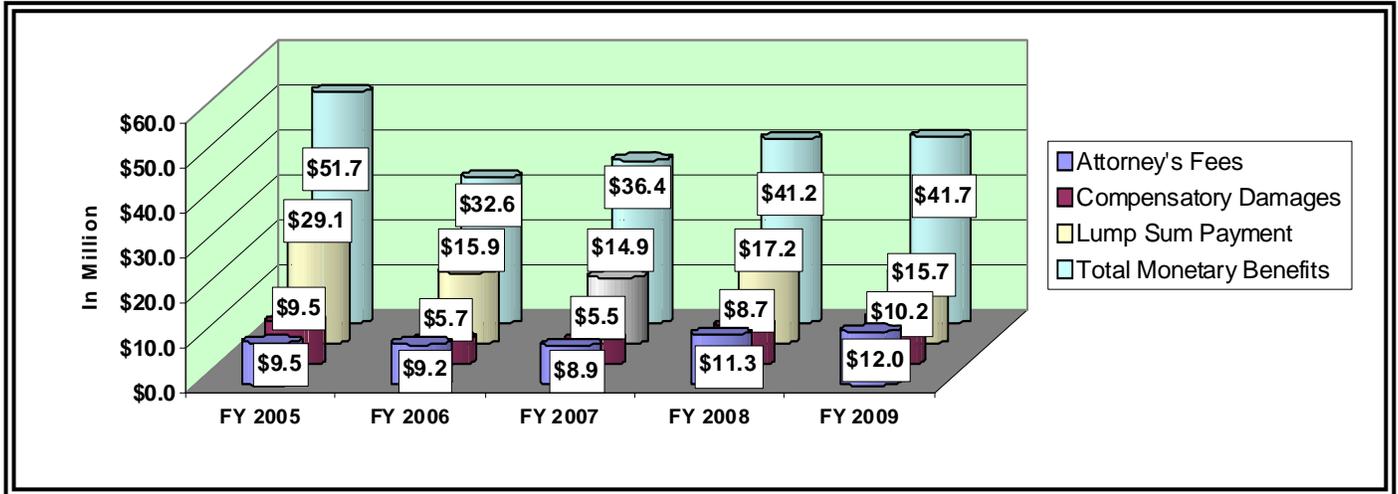
Table 20 – Amounts Awarded in Resolution of Formal EEO Complaints Before Appeals FY 2005 – FY 2009

Total Complaint Closures			Findings of Discrimination		Settlements		Monetary Benefits			
FY	#	Total Merit Decisions	#	% of Merits Decisions	#	% of Total Closures	# Total Complaint Closures with Benefits	% of Total Complaint Closures with Benefits	Total (in millions)	Per Capita
2005	22,974	11,213	345	3.1%	4,264	18.6%	4,525	19.7%	\$51.7	\$11,417
2006	19,119	9,140	224	2.5%	3,490	18.3%	3,634	19.0%	\$32.6	\$8,978
2007	15,805	7,673	216	2.8%	3,262	20.6%	3,414	21.6%	\$36.4	\$10,659
2008	16,654	7,538	191	2.5%	3,249	19.5%	3,383	20.3%	\$41.2	\$12,193
2009	16,134	6,905	206	3.0%	3,394	21.0%	3,555	22.0%	\$41.7	\$11,734

Average monetary benefits awarded in resolution of formal EEO complaints decreased by 3.8% between FY 2008 and FY 2009 but increased by 2.8% over the FY 2005 average amount. Table 20 above shows the total monetary benefits awarded during the formal complaint process for the past five fiscal years, while Figure 7 indicates what portion of these benefits were for compensatory damages, attorney’s fees and lump sum payments.

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**Figure 7 – Monetary Benefits Awarded in the Formal Complaint Stage
FY 2005 – FY 2009**



i. Affirmation Rate of Final Agency Decisions on Appeal

As demonstrated by Table 21 below, 71.2% of final agency decisions (FADs), excluding those in which an AJ issued a decision, were affirmed on appeal in FY 2009. This represents a 2.7% decrease from the FY 2008 affirmation rate and a 3.2% decrease from the FY 2005 affirmation rate.

**Table 21 – Affirmation Rate of Final Agency Decisions on Appeal
FY 2005 – FY2009**

Fiscal Year	FADs Decided on Appeal	FADs Affirmed on Appeal	Percentage of FADs Affirmed on Appeal
FY 2005	3,377	2,514	74.4%
FY 2006	3,021	2,167	71.7%
FY 2007	2,591	1,819	70.2%
FY 2008	2,473	1,828	73.9%
FY 2009	2,184	1,556	71.2%

Some of the totals have been corrected from totals reported in previous Annual Reports.

2. EEOC Hearings and Appeals: Processing Times Increase for Hearings and Appeals

By federal regulation, EEOC becomes involved in the handling of an EEO complaint from a federal employee after the case initially has been processed by the employing agency and a hearing has been requested before an EEOC Administrative Judge or an appeal from a final agency action has been filed.

If a complainant requests a hearing, an EEOC Administrative Judge may oversee discovery between the parties and hold a hearing or issue a decision on the record. If a hearing is held, the Administrative Judge will hear the testimony of witnesses, review relevant evidence, and make findings of fact and conclusions of law in a decision issued to the parties. In appropriate cases, an Administrative Judge may, in lieu of holding a hearing, procedurally dismiss a case or issue a decision by summary judgment.

EEOC is also responsible for deciding appeals from final actions issued by federal agencies on complaints of employment discrimination. These final actions may involve an agency's decision to procedurally dismiss a complaint, a final decision on the merits of a complaint when the complainant has not requested a hearing, or a decision on whether or not to fully implement the decision of an EEOC Administrative Judge. Once appellate decisions are issued, EEOC monitors agency compliance with all orders and takes appropriate action to enforce them. EEOC's adjudicatory responsibilities also include resolving allegations of a breach of a settlement agreement involving a federal sector EEO complaint, as well as deciding petitions for review of decisions involving claims of discrimination by the Merit Systems Protection Board and petitions for review of final grievance decisions when claims of discrimination are permitted to be raised in the grievance procedure.

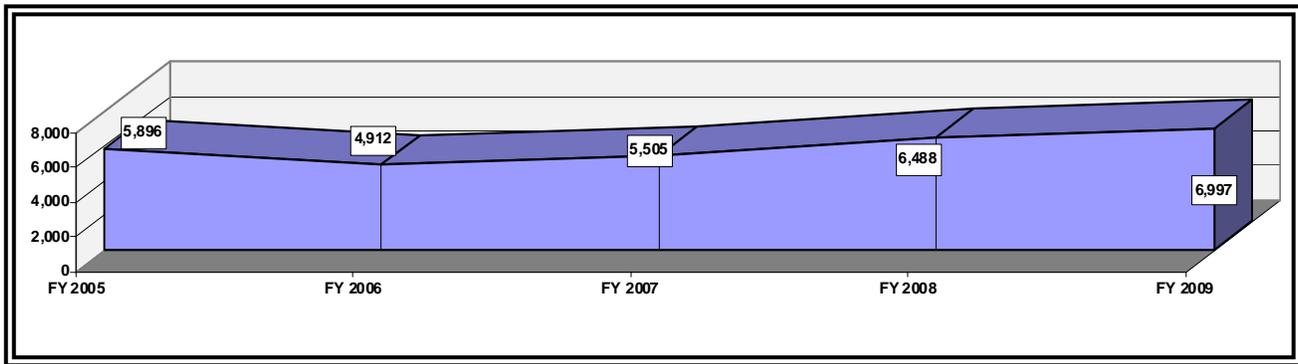
In addition to, and equally important to its adjudicatory role, is EEOC's engagement in vigorously assisting federal agencies in the proactive prevention of discrimination. EEOC's Office of Federal Operations (OFO) provides outreach, technical assistance and oversight to federal agencies, including conducting program reviews throughout the federal government to evaluate agencies' efforts to develop and maintain model EEO programs. OFO monitors and evaluates agencies' activities to identify and correct barriers to equal opportunity, reasonable accommodation procedures for individuals with disabilities, and ADR programs. OFO also gathers and analyzes data provided by federal agencies on employment trends and EEO complaint processing; issues periodic reports which are publicly available; and works with individual agencies to identify both positive and negative trends in their EEO programs. In addition, through EEOC's Revolving Fund, OFO develops and delivers training to federal agencies and other interested parties on a wide variety of federal-sector EEO topics.

a. HEARINGS

i. Hearings Inventory Continues to Rise

The hearings inventory increased from 6,488 in FY 2008 to 6,997 in FY 2009, which represents an increase of 7.8%. Since FY 2005, the hearings inventory has increased 18.7%.

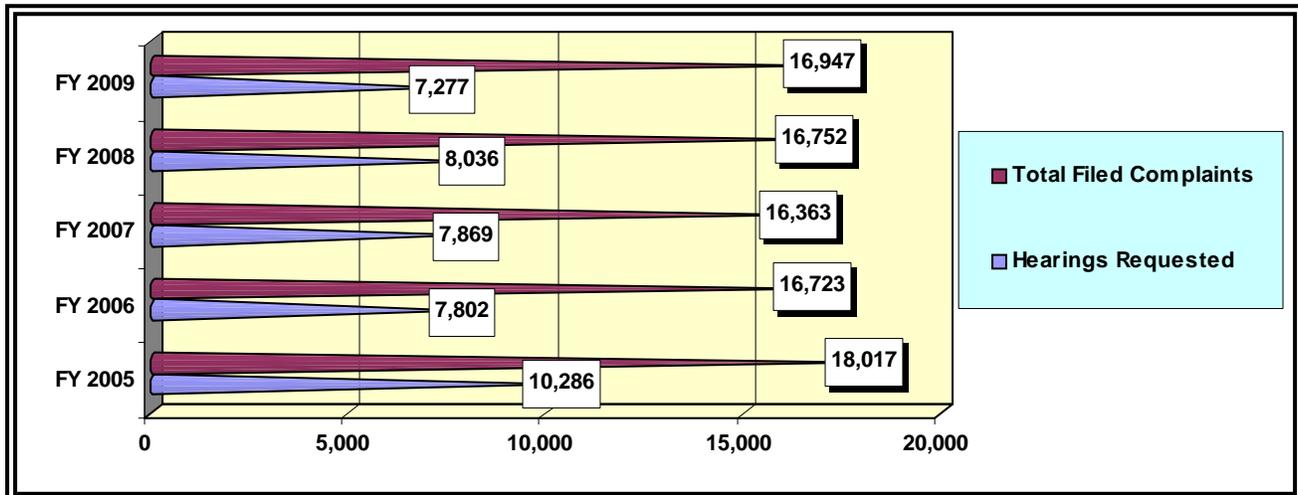
**Figure 8 – Hearings Inventory
FY 2005 – FY 2009**



ii. Hearing Requests Decrease

Hearing requests decreased by 9.4% from 8,036 in FY 2008 to 7,277 in FY 2009, but have decreased by 29.3% from FY 2005. For comparison purposes, the 7,277 hearings requested comprised 45.9% of the total complaints filed in FY 2009.

**Figure 9 – Comparison of Requests for EEOC Hearings to Complaints Filed
FY 2005 – FY 2009**



iii. Hearing Closures

During FY 2009, EEOC's Hearings Program resolved 6,779 cases, (including 67 class actions), which represents a 5.0% decrease from the 7,138 cases resolved in FY 2008 and a 33.7% decrease from the 10,221 cases closed in FY 2005. Excluding the class actions, the 6,712 individual cases in FY 2009 were closed in the following manner: 12.2% were by decision following a hearing; 28.6% were by decisions on the record; 28.2% were closed by settlements; 12.8% were by procedural dismissal; and 18.2% were withdrawals. See Table 22 for a comparison of FY 2005 – FY 2009.

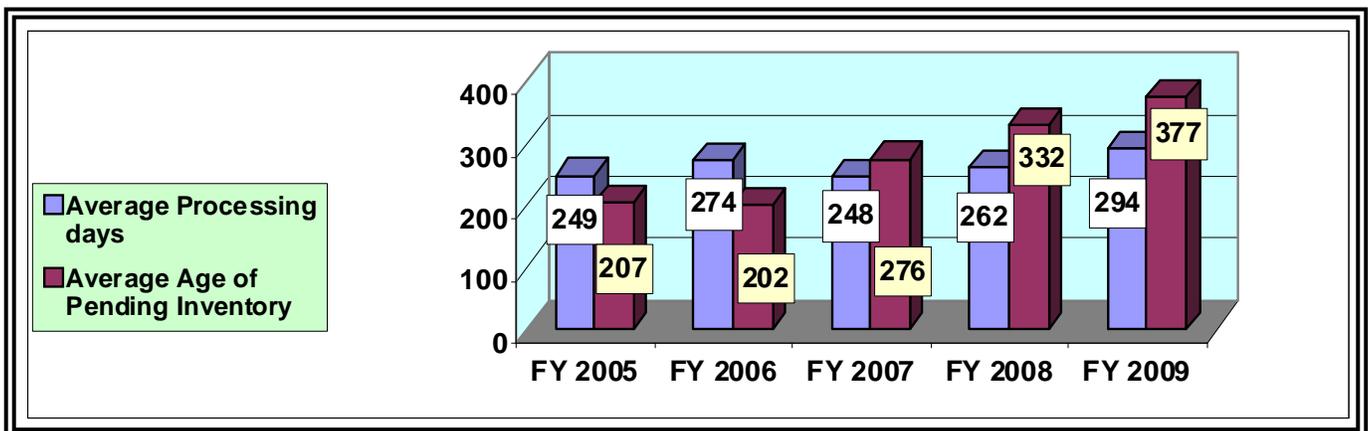
Table 22 – Hearings Program Individual Case Closures: FY 2005 – FY 2009

Closure Type	FY 2005		FY 2006		FY 2007		FY 2008		FY 2009	
	#	%	#	%	#	%	#	%	#	%
Decisions Following a Hearing	1,268	12.5	1,102	12.8	920	12.9	867	12.2	822	12.2
Decisions On the Record	3,272	32.3	2,883	33.4	2,067	29.1	1,958	27.7	1,919	28.6
Settlements	2,546	25.1	2,071	24.0	1,846	25.9	1,803	25.5	1,892	28.2
Procedural Dismissals	1,336	13.2	1,183	13.7	1,065	15.0	1,042	14.7	859	12.8
Withdrawals	1,721	17.0	1,380	16.0	1,217	17.1	1,408	19.9	1,220	18.2
Total Individual Case Closures	10,143		8,619		7,115		7,078		6,712	

iv. Average Processing Time for Hearings

The average processing time for hearing closures increased from 262 days in FY 2008 to 294 days in FY 2009, and also represents an increase from the 249 days in FY 2005. The average age of the pending inventory increased to 377 days in FY 2009 from 332 days in FY 2008, and far exceeded the 207 days in FY 2005.

**Figure 10 - Average Processing Days for Hearings
FY 2005 - FY 2009**



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v. Agencies Challenge Findings of Discrimination

In FY 2009, EEOC Administrative Judges issued 150 decisions finding discrimination, which was 5.5% of all decisions on the merits of complaints. In comparison to the 155 decisions finding discrimination that Administrative Judges issued in FY 2008, the 150 decisions in FY 2009 represents a 3.2% decrease. Agencies may either fully implement or not fully implement and simultaneously appeal the Administrative Judge's decision to the OFO. In FY 2009, agencies appealed only 1.7% of all Administrative Judge decisions; however, they appealed 30.4% of the cases where an Administrative Judge found discrimination.

Table 23 - Agency Actions on Administrative Judge Decisions FY 2005 - FY 2009

FY	Finding Discrimination ¹⁹				Finding No Discrimination				Totals			
	Implemented #	%	Appealed #	%	Implemented #	%	Appealed #	%	Implemented #	%	Appealed #	%
2005	182	69.7%	79	30.3%	4,567	99.9%	4	0.1%	4,749	98.3%	83	1.7%
2006	108	57.5%	80	42.5%	4,089	99.9%	6	0.1%	4,197	98.0%	86	2.0%
2007	110	63.2%	64	36.8%	3,046	99.7%	8	0.3%	3,156	97.8%	72	2.2%
2008	107	65.2%	57	34.8%	2,794	99.9%	4	0.1%	2,901	97.9%	61	2.1%
2009	103	69.6%	45	30.4%	2,606	99.9%	1	0.04%	2,709	98.3%	46	1.7%

vi. Monetary Benefits Increase at Hearings

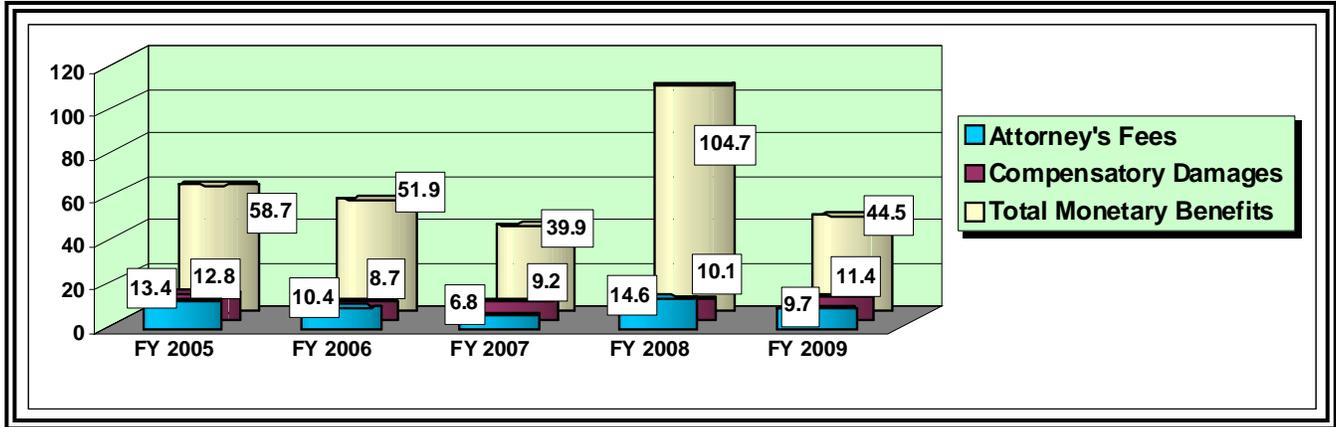
In FY 2009, Administrative Judge decisions and settlements at the hearings stage awarded \$44.5 million in benefits, as compared to the \$104.7 million in FY 2008 and the \$58.7 million awarded in FY 2005.²⁰ Note that benefits awarded by decisions of Administrative Judges at the hearings stage are preliminary, pending a decision on implementation by the agency or on appeal.

¹⁹ These numbers do not parallel Administrative Judge findings of discrimination because agencies may not take final action in the same fiscal year as the decision was issued. Also agencies may settle a complaint where the Administrative Judge has found discrimination.

²⁰ The total FY 2008 award included a large class action complaint settlement.

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**Figure 11 - Monetary Benefits Awarded from Hearings (In Millions of Dollars)
FY 2005 - FY 2009**



The total FY 2008 award included a large class action complaint settlement.

vii. High Affirmation Rate of AJ Decisions on Appeal

As demonstrated by the table below, over 96% of Administrative Judge's decisions were affirmed on appeal in FY 2009.²¹ The number of appealed Administrative Judge's decisions decreased 43.2% over the five year period between FY 2005 to FY 2009, while the affirmation rate increased 1.1%.

**Table 24 – Affirmation Rate of AJ Decisions on Appeal
FY 2005 - FY 2009**

Fiscal Year	AJ Decisions Appealed			AJ Decisions Affirmed on Appeal			% of AJ Decisions Affirmed on Appeal		
	Total	Appeal By Agency ²²	Appeal By Appellant	Total	Appeal By Agency	Appeal By Appellant	Total	Appeal By Agency	Appeal By Appellant
2005	1,712	93	1,619	1,616	71	1,545	94.4%	76.3%	95.4%
2006	1,443	58	1,384	1,361	47	1,313	94.3%	81.0%	95.0%
2007	1,305	76	1,229	1,236	64	1,172	94.7%	84.2%	95.4%
2008	1,284	81	1,203	1,211	64	1,147	94.3%	79.0%	94.7%
2009	972	50	922	928	38	890	95.5%	76.0%	96.5%

²¹ Administrative Judge's decisions reported here do not include Petitions for Enforcement.

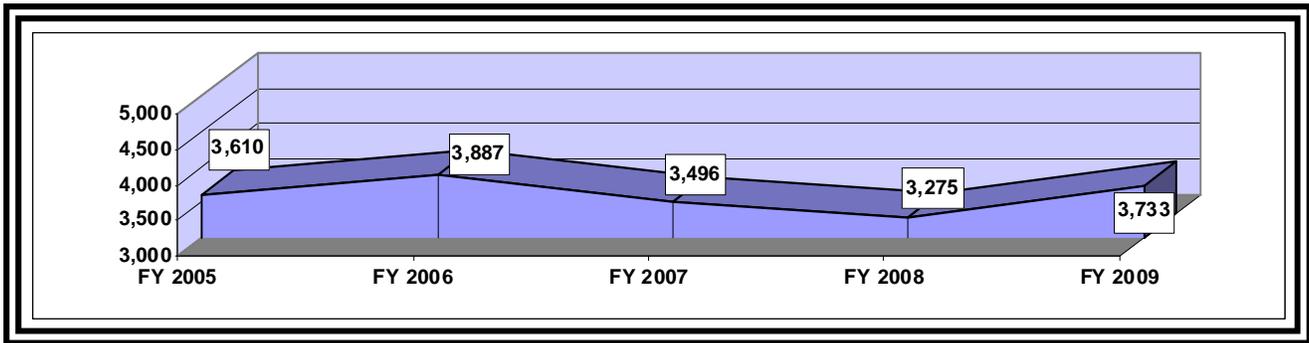
²² "Appeal By Agency" occurs when the agency does not fully implement the Administrative Judge's decision.

b. APPEALS

i. Appeals Inventory on the Rise

OFO's appellate inventory rose in FY 2009 to 3,733, which represents a 13.9% increase from the 3,275 case inventory at the close of FY 2008 and a 3.4% increase over the 3,610 case inventory at the close of FY 2005.

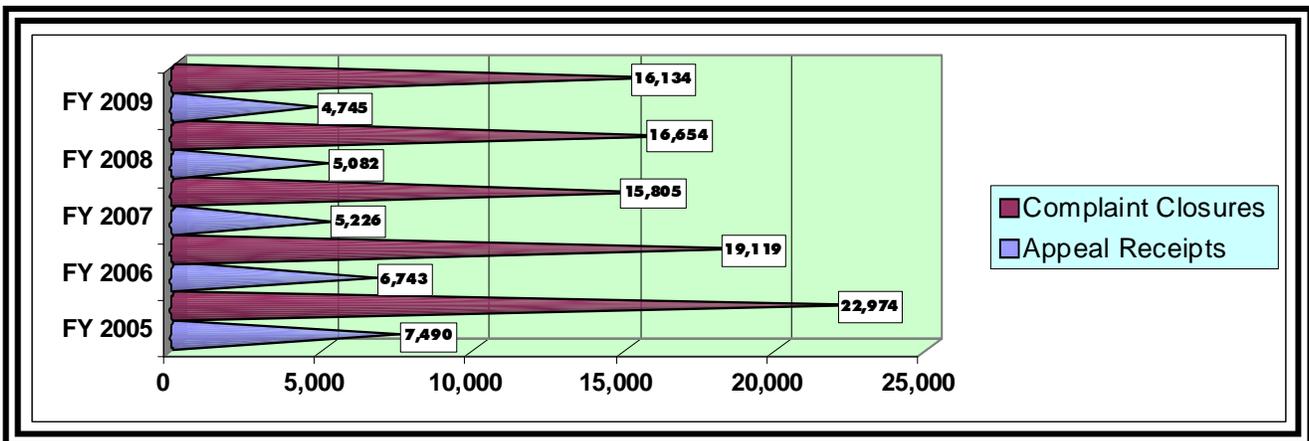
Figure 12 - Appellate Inventory FY 2005 - FY 2009



ii. Appeal Receipts Continue On A Downward Trend

OFO received 4,745 appeals in FY 2009, representing a 6.6% decrease from the 5,082 appeals filed in FY 2008. FY 2009 appeal receipts represented a 36.6% decrease from the 7,490 appeals received in FY 2005. FY 2009 continued a four year downward trend in the percentage of closed complaints that were appealed, 29.4% as opposed to the 35.3% in FY 2006.

***Figure 13 – Comparison of Appeals Receipts to Complaint Closures
FY 2005 - FY 2009***



iii. Appeal Closures Decline

OFO closed a total of 4,287 appellate cases in FY 2009. Of this number, 2,818 (65.7%) alleged violations of Title VII; 1,104 (25.8%) involved the Rehabilitation Act; 976 (22.8%) violations of the ADEA; and 10 (0.2%) involved the Equal Pay Act of 1963. In FY 2008, OFO closed a total of 5,303 appellate cases, of which 3,395 were Title VII cases (64.0%); 1,283 involved the Rehabilitation Act (24.2%); 1,181 alleged violations of the ADEA (22.3%); and 26 involved the Equal Pay Act of 1963 (0.5%).²³ See Figure 14 for the appeal closures from FY 2005 to FY 2009.

Figure 14 - Appeal Closures FY 2005 - FY 2009

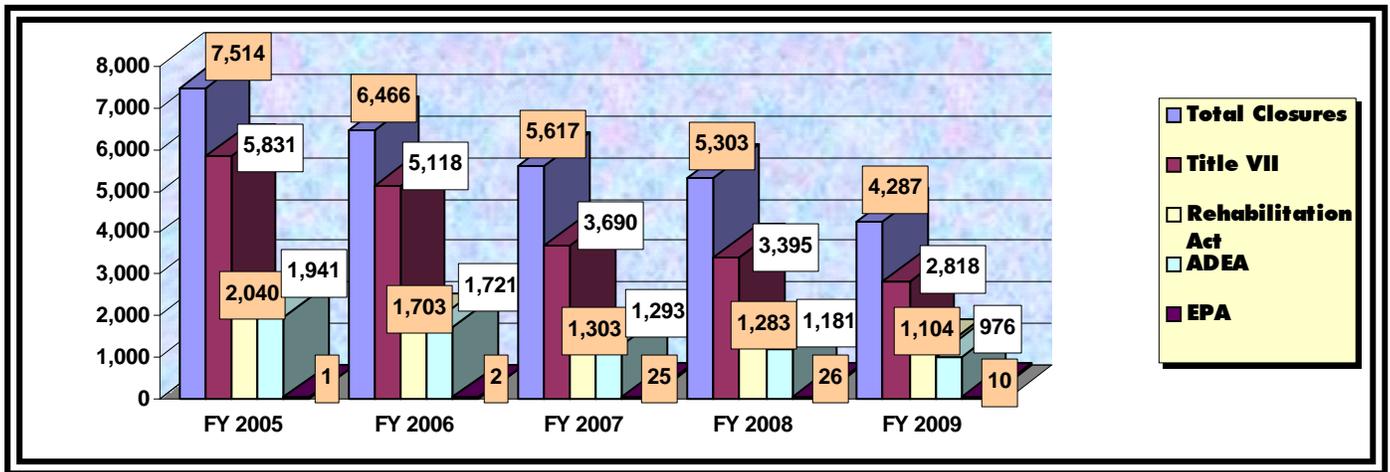


Table 25 below provides a breakdown by appeal type of all FY 2009 appellate receipts and closures.

Table 25 - Types of Receipts and Appeals FY 2009

Types of Appeals	Receipts		Closures	
	#	% of Total	#	% of Total
Total	4,745		4,287	
Initial Appeals from Complainants	3,891	82.0	3,443	80.3
Initial Appeals from Agencies	56	1.2	61	1.4
Petitions to Review MSPB Decisions	86	1.8	95	2.2
Appeals from a Grievance/Arbitration of FLRA Decisions	6	0.1	9	0.2
Petitions for Enforcement	12	0.3	16	0.4
Requests for Reconsiderations	694	14.6	663	15.5

In FY 2009, OFO closed 1,918 appeals addressing the merits of the underlying discrimination claims, and made a total of 85 findings of discrimination, which represents 4.4% of the total. By comparison, in FY 2008, OFO closed 2,374 appeals

²³ The number and percentage of resolutions by statute is greater than the number of cases closed, because one or more statutory bases may be alleged in each appeal.

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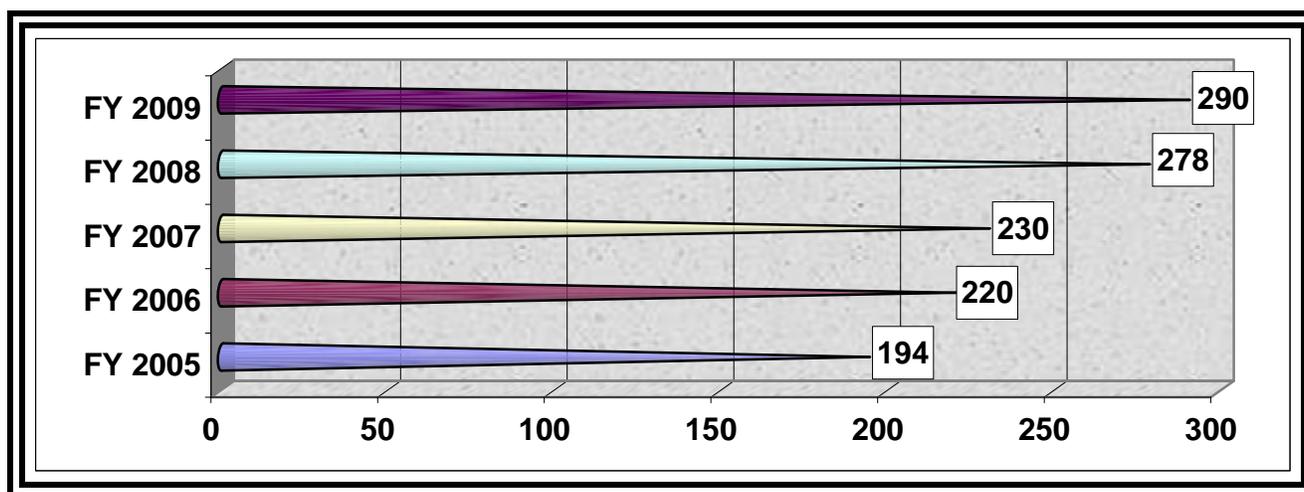
addressing the merits of the underlying discrimination claims, and made a total of 111 findings of discrimination, which represented 4.7% of the total. In FY 2009, OFO reversed 22.1% of the 2,069 appeals of procedural dismissals.

iv. Average Processing Time of Appeal Closures

The average processing time for appeal closures rose to 290 days in FY 2009, representing a 4.3% increase from 278 days in FY 2008 and a 49.5% increase from 194 days in FY 2005.

OFO resolved 2,787 (65.0%) of the 4,287 appeals closed in FY 2009 within 180 days. The average age of the pending inventory at the end of FY 2009 was 302 days, a 1.7% increase from the 297-day average age at the end of FY 2008 and a 52.5% increase from the 198-day average age of the open inventory at the end of FY 2005.

**Figure 15 - Average Processing Days on Appeal
FY 2005 - FY 2009**



v. Three Most Prevalent Bases and Issues on Appeal

Similar to FYs 2007 and 2008, in FY 2009, reprisal, disability and age were the most prevalent bases of discrimination alleged in closed appeals. Harassment, promotion, and removal were the three most prevalent issues of discrimination alleged in closed appeals.

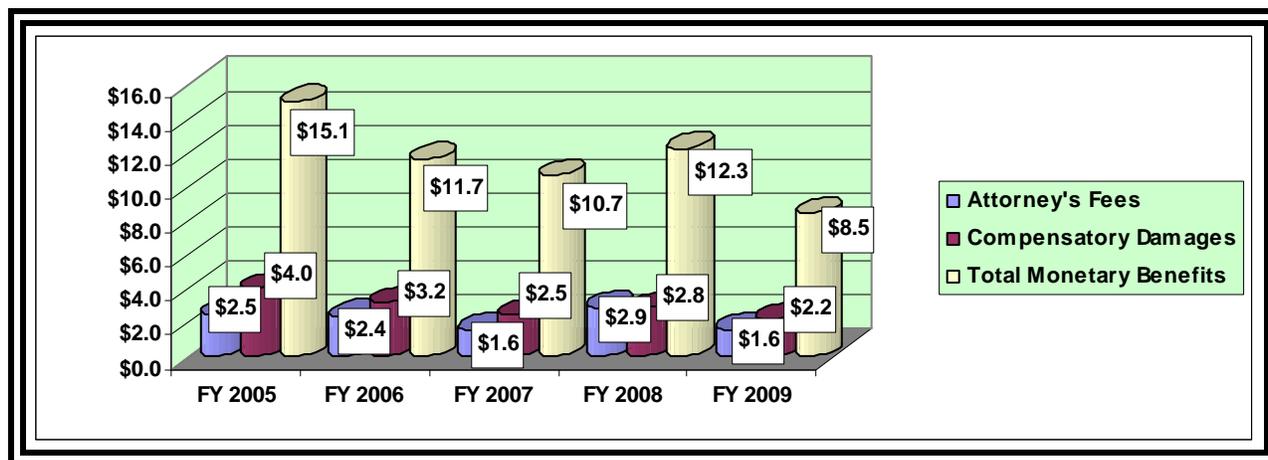
vi. \$8.5 Million Awarded on Appeal

In FY 2009, the \$8.5 million in monetary benefits awarded in compliance with appellate decisions (including settlement agreements resolving appeals) is a decrease of 30.9%

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from the \$12.3 million awarded in FY 2008 and a 43.7% decrease from the \$15.1 million awarded in FY 2005.

**Figure 16 - Monetary Benefits Awarded from Appeals²⁴
FY 2005 - FY 2009 (In Millions of Dollars)**



vii. Training and Outreach Conducted By EEOC

In FY 2008, EEOC staff members informed a large number of federal employees of their rights and responsibilities under the EEO process, affirmative employment programs and laws that the Commission enforces. EEOC's proactive prevention activities targeted multiple agencies, and provided to agency managers and supervisors a better understanding of how to prevent employment discrimination within their workplace. OFO staff members, as well as, staff from various EEOC offices throughout the country provided these training sessions.

Specifically, staff members conducted 173 training sessions reaching 6,721 federal employees, including 185 new EEO counselors, 300 new EEO investigators and 65 EEO professionals in affirmative employment programs. Additionally, staff members participated in 6 outreach sessions which reached another 140 individuals.

In an ongoing effort to provide the federal sector EEO community and stakeholders with timely and accurate information, OFO staff members responded to more than 6,672 calls concerning the federal sector EEO complaint process.

The Commission's training and outreach information can be found at <http://www.eeoc.gov/federal/training/index.cfm>.

²⁴ It should be noted that Hearings Benefits should not be added to Appeals Benefits for a grand total, as Hearings Benefits are only preliminary.

Section F- Responsiveness and Legal Compliance

The sixth MD-715 element, “Responsiveness and Legal Compliance,” encompasses agencies’ timely filing of required reports with EEOC and timely compliance with EEOC’s issued orders.

1. 87% of Submitted EEOC 462 Reports Were Timely

EEOC regulation 29 C.F.R. § 1614.602(a) requires agencies to report to the EEOC information concerning pre-complaint counseling, ADR, and the status, processing, and disposition of complaints under this part at such times and in such manner as the Commission prescribes.

The requirement to file an EEOC Form 462 Report applies to all federal agencies and departments covered by 29 C.F.R. Part 1614, as defined in 29 C.F.R. § 1614.103(b). This includes Executive agencies as defined in 5 U.S.C. 105, military departments as defined in 5 U.S.C. 102, the Government Printing Office, the Postal Rate Commission, the Smithsonian Institution, the Tennessee Valley Authority, the United States Postal Service, and those units of the judicial branch of the federal government having positions in the competitive service. All covered agencies must file Form 462 Reports with the Commission. EEOC Form 462 Reports are due on or before October 31st of each year.

In FY 2009, 81 or 87% of the 93 agencies (with 100 or more employees) timely submitted the EEOC Form 462 Report, up from the 78.4% timely submitted in FY 2008. In FY 2008 EEOC made the report submission paperless for agencies by assigning a unique personal identification number (PIN) to agency EEO Directors for use as their signatures. The PIN needed to be entered on the secure web site by the October 31st deadline to be considered timely. As with any new process there was a learning curve and the number of timely submitted reports dropped from 87 or 92.6% of the 94 agencies (with 100 or more employees) in FY 2007 to 76 or 78.4% of the 97 agencies (with 100 or more employees) in FY 2008. See [Appendix III](#) for the list of agencies’ FY 2009 report submission times.

2. 79% of Agencies and Subcomponents Timely Submitted MD-715 Reports

EEOC regulation 29 C.F.R. § 1614.601(g) requires agencies to report to the EEOC “on employment by race, national origin, sex, and handicap in the form and at such times as the Commission may require.” In addition, EEOC regulation 29 C.F.R.

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§ 1614.602(c) requires agencies to “submit annually for the review and approval of the Commission written national and regional EEO plans of action.”

MD-715 reports provide information on an agency’s progress in achieving the model EEO program elements, identifying and eliminating barriers, and allow the EEOC to conduct a wide array of examinations of the agency’s Title VII and Section 501 work force profiles. MD-715 applies to all Executive agencies and military departments (except uniformed members) as defined in Sections 102 and 105 of Title 5, U.S.C. (including those with employees and applicants for employment who are paid from non-appropriated funds), the United States Postal Service, the Postal Rate Commission, the Tennessee Valley Authority, the Smithsonian Institution, and those units of the judicial branch of the federal government having positions in the competitive service. These agencies and their Second Level Reporting Components are required to file an EEOC FORM 715-01 on or before January 31st of each year.

In FY 2009, 79% or 143 of the 180 agencies and subcomponents that submitted an MD-715 report did so by the February 1, 2010 deadline. No extensions were granted in FY 2009. In FY 2008, 50% or 73 of the agencies and subcomponents that submitted reports were timely; with extensions 80.7% or 117 of the 145 reports submitted in FY 2008 were timely. In FY 2007, MD-715 reports were timely filed by 77 or 44.7% of the 172 reporting agencies and subcomponents down from the 50% or 84 of the 167 reporting agencies and subcomponents in FY 2006. See [Appendix III](#) for the list of agencies’ FY 2009 report submission times.

PART II

PROFILES FOR SELECTED FEDERAL AGENCIES

What follows are individual profiles of federal agencies with a total work force of 500 or more employees. These profiles of selected indicators were created from data submitted by agencies in annual EEOC Form 462 reports, and the Civilian Personnel Data File (CPDF), which is maintained by the Office of Personnel Management (OPM).

Each agency's profile highlights the participation by race (including for the first time data on Native Hawaiian/Other Pacific Islanders and people of Two or More Races), national origin, gender, and disability status of employees in the work force as a whole, as well as in the agency's major occupations, supervisor and manager ranks, Senior Pay Level, career Senior Executive Service (SES) and the "feeder grades" (GS-14 and GS-15) to the SES.

The profiles include participation rates by race, national origin, gender and Individuals with Targeted Disabilities for persons who serve as supervisors and managers.¹ Additionally, the profiles include data on the participation rates for career SES positions. Since those supervisors and managers comprising an agency's First-Level Officials and Managers may constitute a large portion of an agency's available pool of candidates for higher level managerial positions, a comparison of the data on the participation rates of persons as they progress through the managerial ranks and into the career SES ranks can serve as a diagnostic tool to help agencies uncover and effectively address impediments to fair and open competition in the federal workplace and allow individuals equal opportunity for advancement.

In general, the data for the profiled agencies indicate that a comparison of the participation rates of women, Hispanics or Latinos, Blacks or African Americans, Asians, Native Hawaiian/Other Pacific Islanders and American Indians/Alaska Natives will show a decline from the First-Level positions to the Mid-Level positions and another decline from the Mid-Level positions to the Senior-Level positions.

The profile narratives also contain a number of measures related to the agencies' EEO complaint activities, including the number of complaints filed, complainants, closed complaints, merit decisions, findings of discrimination, and settlements. Also included are timeliness measures for various stages of EEO complaint processing. EEOC relies on each agency to provide accurate and reliable data for its complaint processing program. Although the EEOC reviews and analyzes the data submitted, each agency remains ultimately responsible for the accuracy of its own data.

Finally, each profile narrative offers data concerning an agency's success in implementing ADR activities at the pre-complaint and formal complaint stages of the discrimination

¹ Employees classified as supervisors and managers who are at the GS-12 level or below are identified as First-Level Officials and Managers; those at the GS-13 or GS-14 level are identified as Mid-Level Officials and Managers; and those at the GS-15 or in the Senior Executive Service are identified as Senior-Level Officials and Managers. If the CPDF was unable to determine the grade level of particular managers, they are identified as Unclassified Managers.

complaint process. EEOC is firmly committed to using ADR to resolve workplace disputes. Used properly and in appropriate circumstances, ADR can provide faster and less expensive results while at the same time improving workplace communication and morale.

List of Agencies Included in the Agency Profile Section

In addition to the government-wide profile, the following agencies have profiles listed alphabetically in this part:

Government-Wide ([II-4](#))
Agency for International Development ([II-6](#))
Agriculture, Department of ([II-8](#))
Air Force, Department of the ([II-10](#))
Army, Department of the ([II-12](#))
Army and Air Force Exchange Service ([II-14](#))
Broadcasting Board of Governors ([II-16](#))
Commerce, Department of ([II-18](#))
Corporation for National Service ([II-20](#))
Court Services and Offender Supervision Agency ([II-22](#))
Defense Commissary Agency ([II-24](#))
Defense Contract Audit Agency ([II-26](#))
Defense Contract Management Agency ([II-28](#))
Defense Education Activity, Department of ([II-30](#))
Defense Finance and Accounting Service ([II-32](#))
Defense Human Resources Activity ([II-34](#))
Defense Information Systems Agency ([II-36](#))
Defense Inspector General, Office of the ([II-38](#))
Defense Logistics Agency ([II-40](#))
Defense Missile Defense Agency ([II-42](#))
Office of the Secretary/Wash. Hqtrs. Services Office ([II-44](#))
Defense Security Service ([II-46](#))
Defense Threat Reduction Agency ([II-48](#))
Education, Department of ([II-50](#))
Energy, Department of ([II-52](#))
Environmental Protection Agency ([II-54](#))
Equal Employment Opportunity Commission ([II-56](#))
Federal Communications Commission ([II-58](#))
Federal Deposit Insurance Corporation ([II-60](#))
Federal Energy Regulatory Commission ([II-62](#))
Federal Trade Commission ([II-64](#))
General Services Administration ([II-66](#))
Government Printing Office ([II-68](#))
Health and Human Services, Department of ([II-70](#))
Homeland Security, Department of ([II-72](#))
Housing and Urban Development, Department of ([II-74](#))
Interior, Department of the ([II-76](#))
Justice, Department of ([II-78](#))
Labor, Department of ([II-80](#))
National Aeronautics and Space Administration ([II-82](#))
National Archives and Records Administration ([II-84](#))
National Credit Union Administration ([II-86](#))
National Gallery of Art ([II-88](#))
National Labor Relations Board ([II-90](#))
National Science Foundation ([II-92](#))
Navy, Department of the ([II-94](#))
Nuclear Regulatory Commission ([II-96](#))
Office of Personnel Management ([II-98](#))
Peace Corps ([II-100](#))
Pension Benefit Guaranty Corporation ([II-102](#))
Railroad Retirement Board ([II-104](#))
Securities and Exchange Commission ([II-106](#))
Small Business Administration ([II-108](#))
Smithsonian Institution ([II-110](#))
Social Security Administration ([II-112](#))
State, Department of ([II-114](#))
Tennessee Valley Authority ([II-116](#))
Transportation, Department of ([II-118](#))
Treasury, Department of ([II-120](#))
U.S. Postal Service ([II-122](#))
Veterans' Affairs, Department of ([II-124](#))

Government-Wide (The Government)

Permanent Workforce: 2,527,075 Temporary Workforce: 284,202 Total Workforce: 2,811,277

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	2,527,075	56.65%	43.35%	8.14%	64.08%	18.63%	5.96%	0.33%	1.52%	0.62%	0.92%
GS-14 and GS-15*	152,127	63.41%	36.59%	4.58%	75.29%	11.44%	7.28%	0.07%	1.03%	0.30%	0.55%
Senior Pay Level*	22,871	70.71%	29.16%	4.08%	82.04%	6.74%	5.81%	0.09%	0.94%	0.30%	0.41%
SES	7,542	69.40%	30.60%	3.63%	83.08%	8.86%	2.77%	0.07%	1.15%	0.44%	0.45%
First-Level Officials/Managers	41,437	59.21%	40.79%	11.54%	65.70%	14.84%	2.98%	0.29%	3.91%	0.76%	0.59%
Mid-Level Officials/Managers	54,146	63.00%	37.00%	7.25%	74.37%	12.93%	3.20%	0.08%	1.82%	0.36%	0.50%
Senior-Level Officials/Managers	40,388	67.99%	32.01%	4.01%	80.29%	9.83%	4.41%	0.06%	1.16%	0.25%	0.44%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, The Government employed 24,663 (0.88%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 56,226 IWTG were needed. This represents an increase of 236 employees over FY 2008 and a decrease of 479 employees since FY 2005. The participation rate for FY 2008 was 0.88% and for FY 2005 was 0.96%. Over the 5-year period The Government had a net decrease of 0.08% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

The Government timely processed 90.2% of the 38,996 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). Of the 16,947 complaints filed at The Government, 4,023 contained allegations of race (Black/African American) discrimination, 1,309 contained allegations of race (White) discrimination, 393 contained allegations of race (Asian) discrimination, 128 contained allegations of race (American Indian/Alaska Native) discrimination, 1,610 contained allegations of color discrimination and 5,222 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 10,199 completed investigations, 72.9% were timely. The Government's average time for completing an investigation was 185 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

The Government's average processing time for all complaint closures increased from 336 days in FY 2008 to 344 days in FY 2009.

IV. Costs

The Government agreed to pay \$3,715,972 for 6,735 pre-complaint settlements, of which 703 were monetary settlements averaging \$5,286. The Government expended a total of \$37,557,461 for 10,199 complaint investigations, for an average expenditure of \$3,682.

The Government agreed to pay a total of \$41,713,621 plus other benefits for 3,555 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$11,734.

EEOC FY 2009 Annual Report on the Federal Work Force

Government-Wide (The Government)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	19,777		19,261		39,038	
Settlements	1,294	6.5%	5,441	28.3%	6,735	17.3%
Withdrawals or No Complaints Filed	7,487	37.9%	7,444	38.7%	14,931	38.3%
Complaints Filed*					16,312	41.8%
Decision to File Complaint Pending at End of Fiscal Year					1,060	2.7%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	39,038	16,134
Total Number Offered ADR	30,475	2,676
ADR Offer Rate*	78.1%	16.6%
ADR Participation Rate*	49.3%	6.8%
Total ADR Settlements	5,441	550
Total ADR Settlements Amount	\$2,098,403.66	\$2,944,328.37

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	38,996	35,165	90.2%			
All Investigations	10,199	7,432	72.9%	180	185	2.8%
All Complaint Closures	16,134			336	344	2.4%
Merit Decisions (no AJ)	4,150	2,276	54.8%	420	451	7.4%
Dismissal Decisions (no AJ)	4,222			72	64	-11.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	16,947							
Total Closures	16,134							
Settlements	3,394	21%						
Withdrawals	1,465	9.1%						
Total Final Agency Actions	11,275	69.9%	8,372	74.3%	2,851	25.3%	52	0.5%
Dismissals	4,370	38.8%	4,222	96.6%	142	3.3%	6	0.1%
Merit Decisions	6,905	61.2%	4,150	60.1%	2,709	39.2%	46	0.7%
Finding Discrimination	206	3%	58	28.2%	103	50%	45	21.8%
Finding No Discrimination	6,699	97%	4,092	61.1%	2,606	38.9%	1	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Agency for International Development (AID)

Permanent Workforce: 1,978

Temporary Workforce: 835

Total Workforce: 2,813

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,978	46.66%	53.34%	3.59%	62.13%	27.96%	5.71%	0.00%	0.40%	0.20%	0.66%
Major Occupations:											
MGT & PGM ANALYSIS	431	38.28%	61.72%	2.32%	67.75%	23.43%	6.50%	0.00%	0.00%	0.00%	0.23%
CONTRACTING	209	52.15%	47.85%	3.83%	60.77%	29.19%	5.74%	0.00%	0.48%	0.00%	0.96%
PUBLIC HEALTH PGM SPECIALIST	195	26.67%	73.33%	2.05%	73.85%	7.18%	16.41%	0.00%	0.51%	0.00%	0.51%
GS-14 and GS-15*	961	53.17%	46.83%	3.64%	70.76%	19.67%	5.62%	0.00%	0.21%	0.10%	0.52%
Senior Pay Level*	169	63.91%	36.09%	2.37%	78.11%	14.20%	4.73%	0.00%	0.59%	0.00%	0.00%
SES	30	53.33%	46.67%	6.67%	60.00%	26.67%	6.67%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	62	61.29%	38.71%	6.45%	74.19%	14.52%	4.84%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	136	50.74%	49.26%	4.41%	66.91%	22.79%	4.41%	0.00%	1.47%	0.00%	0.74%
Senior-Level Officials/ Mgrs	450	60.00%	40.00%	3.78%	78.00%	14.67%	3.33%	0.00%	0.22%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, AID employed 16 (0.57%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 56 IWTD were needed. This represents an increase of one employee over FY 2008 and an increase of 4 employees since FY 2005. The participation rate for FY 2008 was 0.59% and for FY 2005 was 0.50%. Over the 5-year period AID had a net increase of 0.07% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

AID timely processed 61.3% of the 31 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Age. Of the 9 complaints filed at AID, 3 contained allegations of race (Black/African American) discrimination, 2 contained allegations of race (Asian) discrimination, 1 contained an allegation of color discrimination and no complaint contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 12 completed investigations, 50% were timely. AID's average time for completing an investigation was 227 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

AID's average processing time for all complaint closures increased from 442 days in FY 2008 to 460 days in FY 2009. The government-wide average was 344 days.

IV. Costs

AID agreed to pay \$41,400 for 4 pre-complaint settlements, of which 4 were monetary settlements averaging \$10,350. AID expended a total of \$34,739 for 12 complaint investigations, for an average expenditure of \$2,895.

AID agreed to pay a total of \$224,280 plus other benefits for 11 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$20,389.

EEOC FY 2009 Annual Report on the Federal Work Force

Agency for International Development (AID)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	29		2		31	
Settlements	4	13.8%	0	0%	4	12.9%
Withdrawals or No Complaints Filed	16	55.2%	2	100%	18	58.1%
Complaints Filed*					8	25.8%
Decision to File Complaint Pending at End of Fiscal Year					1	3.2%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	31	18
Total Number Offered ADR	5	0
ADR Offer Rate*	16.1%	0%
ADR Participation Rate*	6.5%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	31	19	61.3%			
All Investigations	12	6	50%	245	227	-7.3%
All Complaint Closures	18			442	460	4.1%
Merit Decisions (no AJ)	3	0	0%	821	353	-57%
Dismissal Decisions (no AJ)	2			38	46	21.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	9							
Total Closures	18							
Settlements	11	61.1%						
Withdrawals	1	5.6%						
Total Final Agency Actions	6	33.3%	5	83.3%	1	16.7%	0	0%
Dismissals	2	33.3%	2	100%	0	0%	0	0%
Merit Decisions	4	66.7%	3	75%	1	25%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	4	100%	3	75%	1	25%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Agriculture (USDA)

Permanent Workforce: 84,982

Temporary Workforce: 21,316

Total Workforce: 106,298

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	84,982	56.12%	43.88%	6.24%	77.66%	10.84%	2.78%	0.10%	2.26%	0.12%	0.95%
Major Occupations:											
FORESTRY TECHNICIAN	16,777	80.75%	19.25%	6.41%	87.55%	1.32%	0.94%	0.08%	3.40%	0.31%	0.23%
BIO. SCIENCE TECHNICIAN	5,840	57.26%	42.74%	4.55%	85.05%	3.70%	3.99%	0.77%	1.34%	0.63%	0.60%
GEN NATL RESOURCES MGT & BIO SC	5,153	64.45%	35.55%	6.79%	82.28%	3.69%	5.08%	0.14%	1.92%	0.10%	0.68%
GS-14 and GS-15*	5,999	67.26%	32.74%	4.10%	79.20%	10.24%	5.38%	0.02%	1.05%	0.02%	0.58%
Sr. Pay Level*	453	73.95%	26.05%	4.42%	81.24%	9.49%	2.87%	0.22%	1.55%	0.22%	0.66%
SES	342	69.88%	30.12%	4.09%	79.82%	11.11%	2.63%	0.00%	2.05%	0.29%	0.58%
First-Level Officials/ Mgrs	5,088	75.96%	24.04%	7.33%	82.88%	4.64%	1.55%	0.08%	3.46%	0.06%	0.33%
Mid-Level Officials/ Mgrs	4,195	64.10%	35.90%	5.48%	80.91%	9.54%	2.26%	0.05%	1.74%	0.02%	0.55%
Senior-Level Officials/ Mgrs	1,607	72.18%	27.82%	4.36%	80.15%	10.70%	3.05%	0.06%	1.62%	0.06%	0.50%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, USDA employed 883 (0.83%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 2,126 IWTd were needed. This represents a decrease of 10 employees from FY 2008 and a decrease of 117 employees since FY 2005. The participation rate for FY 2008 was 0.85% and for FY 2005 was 0.91%. Over the 5-year period USDA had a net decrease of 0.08% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

USDA timely processed 86.6% of the 1,031 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 492 complaints filed at USDA, 117 contained allegations of race (Black/African American) discrimination, 31 contained allegations of race (White) discrimination, 12 contained allegations of race (Asian) discrimination, 7 contained allegations of race (American Indian/Alaska Native) discrimination,

43 contained allegations of color discrimination and 80 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 344 completed investigations, 52.3% were timely. USDA's average time for completing an investigation was 244 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

USDA's average processing time for all complaint closures decreased from 802 days in FY 2008 to 620 days in FY 2009. The government-wide average was 344 days.

IV. Costs

USDA agreed to pay \$423,899 for 122 pre-complaint settlements, of which 39 were monetary settlements averaging \$10,869. USDA expended a total of \$1,225,710 for 344 complaint investigations, for an average expenditure of \$3,563.

USDA agreed to pay a total of \$5,021,706 plus other benefits for 220 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$22,826.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Agriculture (USDA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	782		250		1,032	
Settlements	63	8.1%	59	23.6%	122	11.8%
Withdrawals or No Complaints Filed	316	40.4%	84	33.6%	400	38.8%
Complaints Filed*					479	46.4%
Decision to File Complaint Pending at End of Fiscal Year					31	3%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	1,032	744
Total Number Offered ADR	931	144
ADR Offer Rate*	90.2%	19.4%
ADR Participation Rate*	24.2%	8.2%
Total ADR Settlements	59	19
Total ADR Settlements Amount	\$116,124.82	\$170,851.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	1,031	893	86.6%			
All Investigations	344	180	52.3%	213	244	14.6%
All Complaint Closures	744			802	620	-22.7%
Merit Decisions (no AJ)	352	19	5.4%	1,159	695	-40%
Dismissal Decisions (no AJ)	33			283	200	-29.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	492							
Total Closures	744							
Settlements	206	27.7%						
Withdrawals	34	4.6%						
Total Final Agency Actions	504	67.7%	385	76.4%	119	23.6%	0	0%
Dismissals	38	7.5%	33	86.8%	5	13.2%	0	0%
Merit Decisions	466	92.5%	352	75.5%	114	24.5%	0	0%
Finding Discrimination	14	3%	11	78.6%	3	21.4%	0	0%
Finding No Discrimination	452	97%	341	75.4%	111	24.6%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of the Air Force (USAF)

Permanent Workforce: 149,685

Temporary Workforce: 10,959

Total Workforce: 160,644

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	149,685	69.80%	30.20%	6.98%	75.74%	11.57%	3.47%	0.38%	1.08%	0.79%	0.61%
Major Occupations:											
AIRCRAFT MECHANIC	7,417	96.56%	3.44%	9.02%	80.28%	5.88%	2.45%	0.62%	1.16%	0.59%	0.13%
ELECTRONICS TECHNICIAN	5,755	90.74%	9.26%	5.51%	74.49%	6.38%	11.68%	0.14%	0.97%	0.83%	0.56%
CONTRACTING	5,339	44.43%	55.57%	5.28%	74.94%	15.00%	2.94%	0.17%	0.94%	0.73%	0.69%
GS-14 and GS-15*	2,458	85.88%	14.12%	3.21%	88.85%	3.17%	4.07%	0.12%	0.41%	0.16%	0.37%
Senior Pay Level*	283	83.39%	16.61%	1.06%	89.75%	3.89%	3.18%	0.00%	1.06%	1.06%	0.00%
SES	163	77.30%	22.70%	1.23%	91.41%	4.91%	0.00%	0.00%	0.61%	1.84%	0.00%
First-Level Officials/ Mgrs	1,874	77.91%	22.09%	5.39%	83.03%	7.36%	2.77%	0.37%	0.53%	0.53%	0.16%
Mid-Level Officials/ Mgrs	1,151	80.19%	19.81%	4.00%	87.75%	4.60%	2.26%	0.35%	0.61%	0.43%	0.43%
Senior-Level Officials/ Mgrs	588	83.84%	16.16%	1.36%	91.50%	3.23%	2.72%	0.00%	0.68%	0.51%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, USAF employed 934 (0.58%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 3,213 IWTG were needed. This represents a decrease of 19 employees from FY 2008 and a decrease of 240 employees since FY 2005. The participation rate for FY 2008 was 0.62% and for FY 2005 was 0.75%. Over the 5-year period USAF had a net decrease of 0.17% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

USAF timely processed 85% of the 1,081 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Retaliation; (2) Race (Black/African American); and (3) Age. Of the 491 complaints filed at USAF, 145 contained allegations of race (Black/African American) discrimination, 29 contained allegations of race (White) discrimination, 6 contained allegations of race (Asian) discrimination, 5 contained allegations of race (American Indian/Alaska Native) discrimination,

41 contained allegations of color discrimination and 134 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 193 completed investigations, 52.3% were timely. USAF's average time for completing an investigation was 203 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

USAF's average processing time for all complaint closures increased from 369 days in FY 2008 to 405 days in FY 2009. The government-wide average was 344 days.

IV. Costs

USAF agreed to pay \$399,321 for 204 pre-complaint settlements, of which 22 were monetary settlements averaging \$18,151. USAF expended a total of \$1,606,968 for 193 complaint investigations, for an average expenditure of \$8,326.

USAF agreed to pay a total of \$1,058,563 plus other benefits for 178 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$5,947.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of the Air Force (USAF)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	623		460		1,083	
Settlements	39	6.3%	165	35.9%	204	18.8%
Withdrawals or No Complaints Filed	300	48.2%	77	16.7%	377	34.8%
Complaints Filed*					477	44%
Decision to File Complaint Pending at End of Fiscal Year					25	2.3%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	1,083	452
Total Number Offered ADR	772	208
ADR Offer Rate*	71.3%	46%
ADR Participation Rate*	42.5%	26.6%
Total ADR Settlements	165	101
Total ADR Settlements Amount	\$374,320.73	\$336,645.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	1,081	919	85%			
All Investigations	193	101	52.3%	186	203	9.1%
All Complaint Closures	452			369	405	9.8%
Merit Decisions (no AJ)	114	15	13.2%	536	761	42%
Dismissal Decisions (no AJ)	69			100	57	-43%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	491							
Total Closures	452							
Settlements	177	39.2%						
Withdrawals	46	10.2%						
Total Final Agency Actions	229	50.7%	183	79.9%	44	19.2%	2	0.9%
Dismissals	79	34.5%	69	87.3%	9	11.4%	1	1.3%
Merit Decisions	150	65.5%	114	76%	35	23.3%	1	0.7%
Finding Discrimination	1	0.7%	1	100%	0	0%	0	0%
Finding No Discrimination	149	99.3%	113	75.8%	35	23.5%	1	0.7%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of the Army (ARMY)

Permanent Workforce: 244,891

Temporary Workforce: 31,103

Total Workforce: 275,994

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	244,891	62.83%	37.17%	6.99%	69.93%	17.05%	3.81%	0.44%	0.95%	0.83%	0.69%
Major Occupations:											
LOGISTICS MANAGEMENT	7,877	69.56%	30.44%	5.17%	69.25%	21.37%	2.01%	0.36%	0.90%	0.95%	0.44%
TRANSPORT/ MOBILE EQUIP MECHANIC	7,551	97.70%	2.30%	8.69%	79.84%	8.70%	1.26%	0.24%	0.87%	0.40%	0.03%
HEAVY MOBILE EQUIP MECH	5,441	96.09%	3.91%	5.26%	76.13%	15.49%	1.38%	0.35%	1.07%	0.33%	0.48%
GS-14 and GS-15*	5,134	80.17%	19.83%	3.21%	82.82%	6.06%	6.72%	0.10%	0.76%	0.33%	0.21%
Senior Pay Level*	370	82.43%	17.57%	1.35%	90.27%	3.51%	4.05%	0.00%	0.27%	0.54%	0.00%
SES	274	80.29%	19.71%	1.09%	91.61%	4.01%	2.55%	0.00%	0.00%	0.73%	0.00%
First-Level Officials/ Mgrs	2,061	70.31%	29.69%	5.00%	80.06%	10.24%	2.57%	0.44%	0.87%	0.82%	0.34%
Mid-Level Officials/ Mgrs	1,548	82.11%	17.89%	4.91%	84.24%	6.52%	3.10%	0.26%	0.45%	0.52%	0.26%
Senior-Level Officials/ Mgrs	1,063	82.50%	17.50%	1.79%	88.05%	5.08%	3.95%	0.09%	0.66%	0.38%	0.09%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, ARMY employed 1,786 (0.65%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 5,520 IWTD were needed. This represents an increase of 72 employees over FY 2008 and an increase of 34 employees since FY 2005. The participation rate for FY 2008 was 0.67% and for FY 2005 was 0.74%. Over the 5-year period ARMY had a net decrease of 0.09% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

ARMY timely processed 86.2% of the 2,342 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Age. Of the 1,207 complaints filed at ARMY, 367 contained allegations of race (Black/African American) discrimination, 90 contained allegations of race (White) discrimination, 18 contained allegations of race (Asian) discrimination, 5 contained allegations of race (American Indian /Alaska Native)

discrimination, 108 contained allegations of color discrimination and 316 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 457 completed investigations, 44.4% were timely. ARMY's average time for completing an investigation was 214 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

ARMY's average processing time for all complaint closures decreased from 263 days in FY 2008 to 253 days in FY 2009. The government-wide average was 344 days.

IV. Costs

ARMY agreed to pay \$170,140 for 272 pre-complaint settlements, of which 30 were monetary settlements averaging \$ 5,671. ARMY expended a total of \$2,994,458 for 457 complaint investigations, for an average expenditure of \$6,552.

ARMY agreed to pay a total of \$2,461,881 plus other benefits for 521 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$4,725.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of the Army (ARMY)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,787		555		2,342	
Settlements	70	3.9%	202	36.4%	272	11.6%
Withdrawals or No Complaints Filed	646	36.1%	146	26.3%	792	33.8%
Complaints Filed*					1,175	50.2%
Decision to File Complaint Pending at End of Fiscal Year					103	4.4%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	2,342	1,222
Total Number Offered ADR	1,100	311
ADR Offer Rate*	47%	25.5%
ADR Participation Rate*	23.7%	17.8%
Total ADR Settlements	202	141
Total ADR Settlements Amount	\$88,207.53	\$524,060.68

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	2,342	2,019	86.2%			
All Investigations	457	203	44.4%	207	214	3.4%
All Complaint Closures	1,222			263	253	-3.8%
Merit Decisions (no AJ)	216	108	50%	476	424	-10.9%
Dismissal Decisions (no AJ)	229			53	46	-13.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1,207							
Total Closures	1,222							
Settlements	503	41.2%						
Withdrawals	155	12.7%						
Total Final Agency Actions	564	46.2%	445	78.9%	118	20.9%	1	0.2%
Dismissals	238	42.2%	229	96.2%	9	3.8%	0	0%
Merit Decisions	326	57.8%	216	66.3%	109	33.4%	1	0.3%
Finding Discrimination	19	5.8%	12	63.2%	6	31.6%	1	5.3%
Finding No Discrimination	307	94.2%	204	66.4%	103	33.6%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Army and Air Force Exchange (AAFES)

Permanent Workforce: 35,409

Temporary Workforce: 0

Total Workforce: 35,409

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	35,409	36.37%	63.63%	14.71%	40.04%	26.95%	10.68%	2.66%	0.79%	4.18%	2.27%
Major Occupations:											
RETAIL OPERATORS	2,481	25.72%	74.28%	12.58%	47.36%	23.82%	8.95%	2.58%	0.60%	4.11%	1.37%
HOSPITALITY & RESTAURANT	949	37.09%	62.91%	12.33%	38.46%	30.24%	12.01%	1.48%	0.74%	4.74%	1.05%
RETAIL SPECIALIST	308	34.09%	65.91%	10.39%	48.05%	26.30%	6.82%	1.62%	0.65%	6.17%	2.27%
Senior Pay Level*	14	85.71%	14.29%	7.14%	78.57%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%
SES	14	85.71%	14.29%	7.14%	78.57%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	3,799	35.64%	64.36%	11.29%	51.91%	22.40%	7.84%	1.50%	0.55%	4.50%	1.53%
Mid-Level Officials/ Mgrs	530	62.08%	37.92%	8.49%	72.83%	8.11%	5.28%	0.38%	1.32%	3.58%	0.94%
Senior-Level Officials/ Mgrs	118	77.97%	22.03%	7.63%	74.58%	11.02%	3.39%	0.00%	2.54%	0.85%	0.85%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, AAFES employed 805 (2.27%) Individuals with Targeted Disabilities (IWTD) and exceeded the federal 2% participation rate goal. This represents an increase of 99 employees over FY 2008 and a net increase of 735 employees since FY 2005. The participation rate for FY 2008 was 2.00% and for FY 2005 was 0.20%. Over the 5-year period AAFES had a net increase of 2.07% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

AAFES timely processed 66.1% of the 392 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Race (Black/African American). Of the 109 complaints filed at AAFES, 21 contained allegations of race (Black/African American) discrimination, 3 contained allegations of race (White) discrimination, 4 contained allegations of race (Asian) discrimination, 1 contained an allegation of color discrimination and 12 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 57 completed investigations, 50.9% were timely. AAFES' average time for completing an investigation was 219 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

AAFES' average processing time for all complaint closures increased from 301 days in FY 2008 to 336 days in FY 2009. The government-wide average was 344 days.

IV. Costs

AAFES agreed to pay \$319 for 37 pre-complaint settlements, of which 2 were monetary settlements averaging \$160. AAFES expended a total of \$484,041 for 57 complaint investigations, for an average expenditure of \$8,492.

AAFES agreed to pay a total of \$80,182 plus other benefits for 29 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$2,765.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Army and Air Force Exchange (AAFES)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	304		88		392	
Settlements	10	3.3%	27	30.7%	37	9.4%
Withdrawals or No Complaints Filed	199	65.5%	33	37.5%	232	59.2%
Complaints Filed*					109	27.8%
Decision to File Complaint Pending at End of Fiscal Year					14	3.6%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	392	83
Total Number Offered ADR	392	52
ADR Offer Rate*	100%	62.7%
ADR Participation Rate*	22.5%	36.1%
Total ADR Settlements	27	14
Total ADR Settlements Amount	\$319.43	\$5,550.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	392	259	66.1%			
All Investigations	57	29	50.9%	210	219	4.3%
All Complaint Closures	83			301	336	11.6%
Merit Decisions (no AJ)	15	7	46.7%	377	374	-0.8%
Dismissal Decisions (no AJ)	16			89	106	19.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	109							
Total Closures	83							
Settlements	28	33.7%						
Withdrawals	9	10.8%						
Total Final Agency Actions	46	55.4%	31	67.4%	15	32.6%	0	0%
Dismissals	16	34.8%	16	100%	0	0%	0	0%
Merit Decisions	30	65.2%	15	50%	15	50%	0	0%
Finding Discrimination	1	3.3%	0	0%	1	100%	0	0%
Finding No Discrimination	29	96.7%	15	51.7%	14	48.3%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Broadcasting Board of Governors (BBG)

Permanent Workforce: 1,682

Temporary Workforce: 82

Total Workforce: 1,764

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,682	60.70%	39.30%	9.22%	53.92%	21.28%	15.22%	0.00%	0.24%	0.12%	0.83%
Major Occupations:											
GENERAL ARTS AND INFORMATION	892	63.34%	36.66%	11.10%	51.23%	11.66%	25.67%	0.00%	0.11%	0.22%	0.45%
AUDIOVISUAL PRODUCTION	179	60.34%	39.66%	10.06%	59.22%	17.32%	12.85%	0.00%	0.56%	0.00%	0.56%
GS-14 and GS-15*	286	70.63%	29.37%	6.99%	73.08%	12.94%	6.64%	0.00%	0.35%	0.00%	1.05%
Senior Pay Level*	15	80.00%	20.00%	6.67%	86.67%	0.00%	6.67%	0.00%	0.00%	0.00%	6.67%
SES	12	75.00%	25.00%	8.33%	83.33%	0.00%	8.33%	0.00%	0.00%	0.00%	8.33%
First-Level Officials/ Mgrs	7	71.43%	28.57%	0.00%	71.43%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	362	64.64%	35.36%	11.05%	60.50%	14.64%	13.54%	0.00%	0.28%	0.00%	1.10%
Senior-Level Officials/ Mgrs	89	76.40%	23.60%	4.49%	87.64%	3.37%	4.49%	0.00%	0.00%	0.00%	1.12%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, BBG employed 14 (0.79%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 35 IWTD were needed. This represents a decrease of one employee from FY 2008 and a decrease of 3 employees since FY 2005. The participation rate for FY 2008 was 0.85% and for FY 2005 was 0.96%. Over the 5-year period BBG had a net decrease of 0.17% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

BBG timely processed 100% of the 70 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Other. Of the 21 complaints filed at BBG, 3 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 2 contained allegations of color discrimination and 3 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 18 completed investigations, 100% were timely. BBG's average time for completing an investigation was 111 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

BBG's average processing time for all complaint closures decreased from 271 days in FY 2008 to 243 days in FY 2009. The government-wide average was 344 days.

IV. Costs

BBG reported paying no monetary benefits for 2 pre-complaint settlements. BBG expended a total of \$60,000 for 18 complaint investigations, for an average expenditure of \$3,333.

BBG agreed to pay a total of \$233,558 plus other benefits for 7 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$33,365.

Broadcasting Board of Governors (BBG)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	70		0		70	
Settlements	2	2.9%	0	0%	2	2.9%
Withdrawals or No Complaints Filed	47	67.1%	0	0%	47	67.1%
Complaints Filed*					21	30%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	70	22
Total Number Offered ADR	70	22
ADR Offer Rate*	100%	100%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	70	70	100%			
All Investigations	18	18	100%	135	111	-17.8%
All Complaint Closures	22			271	243	-10.3%
Merit Decisions (no AJ)	9	3	33.3%	240	256	6.7%
Dismissal Decisions (no AJ)	1			33	36	9.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	21							
Total Closures	22							
Settlements	7	31.8%						
Withdrawals	3	13.6%						
Total Final Agency Actions	12	54.6%	10	83.3%	2	16.7%	0	0%
Dismissals	3	25%	1	33.3%	2	66.7%	0	0%
Merit Decisions	9	75%	9	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	9	100%	9	100%	0	0%	0	0%

Department of Commerce (DOC)

Permanent Workforce: 41,023

Temporary Workforce: 8,391

Total Workforce: 49,414

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	41,023	54.34%	45.66%	3.91%	68.76%	16.14%	10.17%	0.10%	0.66%	0.25%	0.78%
Major Occupations:											
PATENT EXAMINING	6,715	72.54%	27.46%	2.95%	48.18%	14.37%	34.01%	0.01%	0.45%	0.03%	0.52%
METEOROLOGY	2,624	87.08%	12.92%	2.25%	92.99%	1.98%	2.48%	0.00%	0.30%	0.00%	0.34%
STATISTICS	1,612	46.15%	53.85%	6.45%	67.25%	20.10%	5.40%	0.06%	0.25%	0.50%	0.81%
GS-14 and GS-15*	10,744	67.53%	32.47%	2.79%	72.49%	10.09%	14.20%	0.02%	0.39%	0.02%	0.34%
Senior Pay Level*	554	72.56%	27.44%	2.35%	83.39%	8.66%	5.23%	0.00%	0.18%	0.18%	1.08%
SES	366	70.49%	29.51%	3.28%	82.24%	9.84%	4.10%	0.00%	0.27%	0.27%	0.55%
First-Level Officials/ Mgrs	467	37.90%	62.10%	6.64%	63.17%	28.05%	1.71%	0.00%	0.43%	0.00%	0.43%
Mid-Level Officials/ Mgrs	1,574	62.52%	37.48%	3.81%	77.70%	13.47%	4.51%	0.06%	0.38%	0.06%	0.64%
Senior-Level Officials/ Mgrs	2,273	71.05%	28.95%	2.68%	77.96%	9.11%	9.55%	0.00%	0.66%	0.04%	0.35%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DOC employed 385 (0.78%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 988 IWTD were needed. This represents an increase of 48 employees over FY 2008 and an increase of 27 employees since FY 2005. The participation rate for FY 2008 was 0.79% and for FY 2005 was 0.89%. Over the 5-year period DOC had a net decrease of 0.11% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOC timely processed 71.8% of the 1,027 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 447 complaints filed at DOC, 94 contained allegations of race (Black/African American) discrimination, 35 contained allegations of race (White) discrimination, 10 contained allegations of race (Asian) discrimination, 2 contained allegations of race (American Indian/Alaska Native) discrimination, 48 contained allegations of color discrimination and 89 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 174 completed investigations, 97.1% were timely. DOC's average time for completing an investigation was 186 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DOC's average processing time for all complaint closures decreased from 310 days in FY 2008 to 250 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DOC agreed to pay \$ 67,642 for 37 pre-complaint settlements, of which 9 were monetary settlements averaging \$7,516. DOC expended a total of \$907,411 for 174 complaint investigations, for an average expenditure of \$5,215.

DOC agreed to pay a total of \$1,145,807 plus other benefits for 78 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$14,690.

Department of Commerce (DOC)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	980		47		1,027	
Settlements	33	3.4%	4	8.5%	37	3.6%
Withdrawals or No Complaints Filed	502	51.2%	21	44.7%	523	50.9%
Complaints Filed*					443	43.1%
Decision to File Complaint Pending at End of Fiscal Year					24	2.3%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	1,027	249
Total Number Offered ADR	258	111
ADR Offer Rate*	25.1%	44.6%
ADR Participation Rate*	4.6%	2.8%
Total ADR Settlements	4	5
Total ADR Settlements Amount	\$0.00	\$63,990.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	1,027	737	71.8%			
All Investigations	174	169	97.1%	178	186	4.5%
All Complaint Closures	249			310	250	-19.4%
Merit Decisions (no AJ)	47	21	44.7%	354	335	-5.4%
Dismissal Decisions (no AJ)	81			78	51	-34.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	447							
Total Closures	249							
Settlements	78	31.3%						
Withdrawals	21	8.4%						
Total Final Agency Actions	150	60.2%	128	85.3%	22	14.7%	0	0%
Dismissals	81	54%	81	100%	0	0%	0	0%
Merit Decisions	69	46%	47	68.1%	22	31.9%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	69	100%	47	68.1%	22	31.9%	0	0%

Corporation for National and Community Service (CNCS)

Permanent Workforce: 511

Temporary Workforce: 76

Total Workforce: 587

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	511	35.42%	64.58%	3.13%	61.64%	31.12%	3.91%	0.00%	0.20%	0.00%	0.39%
Major Occupations:											
MISC ADMINISTRATION AND PRO	372	34.14%	65.86%	2.96%	72.31%	21.24%	3.23%	0.00%	0.27%	0.00%	0.54%
GS-14 and GS-15*	3	100.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	4	75.00%	25.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	7	85.71%	14.29%	0.00%	85.71%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Mgrs	4	75.00%	25.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, CNCS employed 2 (0.34%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 12 IWTD were needed. This represents a decrease of one employee from FY 2008 and a decrease of 5 employees since FY 2005. The participation rate for FY 2008 was 0.53% and for FY 2005 was 1.19%. Over the 5-year period CNCS had a net decrease of 0.85% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

CNCS timely processed 37.5% of the 8 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Hispanic. Of the 5 complaints filed at CNCS, 3 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 1 contained an allegation of color discrimination and no complaint contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 4 completed investigations, 100% were timely. CNCS' average time for completing an investigation was 105 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

CNCS' average processing time for all complaint closures decreased from 253 days in FY 2008 to 158 days in FY 2009. The government-wide average was 344 days.

IV. Costs

CNCS reported no counseling settlements in FY 2009. CNCS expended a total of \$18,000 for 4 complaint investigations, for an average expenditure of \$4,500.

CNCS reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2009.

EEOC FY 2009 Annual Report on the Federal Work Force

Corporation for National and Community Service (CNCS)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	8		0		8	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	3	37.5%	0	0%	3	37.5%
Complaints Filed*					5	62.5%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	8	1
Total Number Offered ADR	5	0
ADR Offer Rate*	62.5%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	8	3	37.5%			
All Investigations	4	4	100%	138	105	-23.9%
All Complaint Closures	1			253	158	-37.5%
Merit Decisions (no AJ)	1	1	100%	253	158	-37.5%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	5							
Total Closures	1							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	1	100%	1	100%	0	0%	0	0%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	1	100%	1	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	1	100%	0	0%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Court Services and Offender Supervision Agency (CSOSA)

Permanent Workforce: 1,226

Temporary Workforce: 19

Total Workforce: 1,245

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,226	35.97%	64.03%	4.65%	12.48%	81.16%	1.39%	0.00%	0.16%	0.16%	0.57%
Major Occupations:											
SOCIAL SCIENCE	703	34.42%	65.58%	5.97%	12.38%	80.65%	1.00%	0.00%	0.00%	0.00%	0.28%
GS-14 and GS-15*	108	53.70%	46.30%	2.78%	30.56%	62.04%	4.63%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	10	60.00%	40.00%	0.00%	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	10	60.00%	40.00%	0.00%	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	14	42.86%	57.14%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	110	46.36%	53.64%	2.73%	15.45%	80.91%	0.91%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	38	68.42%	31.58%	5.26%	28.95%	63.16%	2.63%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, CSOSA employed 8 (0.64%) Individuals with Targeted Disabilities (IWD). In order to have met the federal 2% participation rate goal, 25 IWD were needed. This represents an increase of 4 employees over FY 2008 and an increase of 6 employees since FY 2005. The participation rate for FY 2008 was 0.34% and for FY 2005 was 0.18%. Over the 5-year period CSOSA had a net increase of 0.46% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

CSOSA timely processed 66.7% of the 15 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Sex (Female); (2) Race (Black/African American); and (3) Religion. Of the 5 complaints filed at CSOSA, 2 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of color discrimination and 2 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 7 completed investigations, 85.7% were timely. CSOSA's average time for completing an investigation was 167 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

CSOSA's average processing time for all complaint closures increased from 210 days in FY 2008 to 395 days in FY 2009. The government-wide average was 344 days.

IV. Costs

CSOSA reported paying no monetary benefits for 2 pre-complaint settlements. CSOSA expended a total of \$17,521 for 7 complaint investigations, for an average expenditure of \$2,503.

CSOSA agreed to pay a total of \$86,283 plus other benefits for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$43,142.

EEOC FY 2009 Annual Report on the Federal Work Force

Court Services and Offender Supervision Agency (CSOSA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	12		3		15	
Settlements	0	0%	2	66.7%	2	13.3%
Withdrawals or No Complaints Filed	7	58.3%	1	33.3%	8	53.3%
Complaints Filed*					5	33.3%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	15	16
Total Number Offered ADR	15	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	20%	0%
Total ADR Settlements	2	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	15	10	66.7%			
All Investigations	7	6	85.7%	424	167	-60.6%
All Complaint Closures	16			210	395	88.1%
Merit Decisions (no AJ)	4	1	25%	127	379	198.4%
Dismissal Decisions (no AJ)	4			0	40	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	5							
Total Closures	16							
Settlements	2	12.5%						
Withdrawals	2	12.5%						
Total Final Agency Actions	12	75%	8	66.7%	4	33.3%	0	0%
Dismissals	4	33.3%	4	100%	0	0%	0	0%
Merit Decisions	8	66.7%	4	50%	4	50%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	8	100%	4	50%	4	50%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Commissary Agency (DeCA)

Permanent Workforce: 12,315

Temporary Workforce: 3,184

Total Workforce: 15,499

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	12,315	40.17%	59.83%	8.69%	45.67%	27.40%	15.14%	1.49%	0.82%	0.80%	1.06%
Major Occupations:											
STORE WORKING	2,093	58.91%	41.09%	8.60%	43.62%	33.40%	11.85%	0.96%	0.91%	0.67%	1.05%
SALES STORE CLERICAL	1,783	12.68%	87.32%	6.62%	36.51%	26.53%	26.81%	1.57%	1.07%	0.90%	1.01%
COMMISSARY MANAGEMENT	1,494	53.15%	46.85%	8.77%	58.23%	20.88%	9.57%	0.94%	0.74%	0.87%	0.40%
GS-14 and GS-15*	2	100.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	4	75.00%	25.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	4	75.00%	25.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	4	50.00%	50.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	2	50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Mgrs	4	75.00%	25.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, De CA employed 141 (0.91%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 310 IWTD were needed. This represents an increase of 17 employees over FY 2008 and no change in the number of employees since FY 2005. The participation rate for FY 2008 was 0.82% and for FY 2005 was 0.92%. Over the 5-year period De CA had a net decrease of 0.01% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DeCA timely processed 51.3% of the 197 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Racial; (2) Sex (Female); and (3) Race (Black/African American). Of the 70 complaints filed at DeCA, 23 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 21 contained allegations of race (Asian) discrimination, 1 contained an allegation of race (American

Indian/Alaska Native) discrimination, 18 contained allegations of color discrimination and 23 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 35 completed investigations, 48.6% were timely. DeCA's average time for completing an investigation was 205 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DeCA's average processing time for all complaint closures increased from 258 days in FY 2008 to 309 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DeCA agreed to pay \$584 for 12 pre-complaint settlements, of which 1 was a monetary settlement averaging \$584. DeCA expended a total of \$174,846 for 35 complaint investigations, for an average expenditure of \$4,996.

DeCA agreed to pay a total of \$341,183 plus other benefits for 35 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$9,748.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Commissary Agency (DeCA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	175		23		198	
Settlements	5	2.9%	7	30.4%	12	6.1%
Withdrawals or No Complaints Filed	107	61.1%	5	21.7%	112	56.6%
Complaints Filed*					69	34.9%
Decision to File Complaint Pending at End of Fiscal Year					5	2.5%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	198	87
Total Number Offered ADR	30	14
ADR Offer Rate*	15.2%	16.1%
ADR Participation Rate*	11.6%	14.9%
Total ADR Settlements	7	4
Total ADR Settlements Amount	\$584.00	\$1,000.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	197	101	51.3%			
All Investigations	35	17	48.6%	195	205	5.1%
All Complaint Closures	87			258	309	19.8%
Merit Decisions (no AJ)	17	15	88.2%	300	397	32.3%
Dismissal Decisions (no AJ)	22			50	34	-32%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	70							
Total Closures	87							
Settlements	34	39.1%						
Withdrawals	8	9.2%						
Total Final Agency Actions	45	51.7%	39	86.7%	4	8.9%	2	4.4%
Dismissals	22	48.9%	22	100%	0	0%	0	0%
Merit Decisions	23	51.1%	17	73.9%	4	17.4%	2	8.7%
Finding Discrimination	3	13%	0	0%	1	33.3%	2	66.7%
Finding No Discrimination	20	87%	17	85%	3	15%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Contract Audit Agency (DCAA)

Permanent Workforce: 4,292

Temporary Workforce: 30

Total Workforce: 4,322

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	4,292	45.74%	54.26%	5.20%	74.67%	10.41%	8.25%	0.16%	0.37%	0.93%	0.91%
Major Occupations:											
AUDITING	3,740	49.36%	50.64%	5.11%	75.75%	8.90%	8.77%	0.19%	0.37%	0.91%	0.70%
Senior Pay Level*	15	80.00%	20.00%	6.67%	93.33%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%
SES	15	80.00%	20.00%	6.67%	93.33%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%
Senior-Level Officials/ Mgrs	15	80.00%	20.00%	6.67%	93.33%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DCAA employed 39 (0.90%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 86 IWTD were needed. This is the same as the number of employees in FY 2008 and a decrease of 9 employees since FY 2005. The participation rate for FY 2008 was 0.94% and for FY 2005 was 1.17%. Over the 5-year period DCAA had a net decrease of 0.27% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DCAA timely processed 44.8% of the 29 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Age; and (3) Disability (Physical). Of the 18 complaints filed at DCAA, 9 contained allegations of race (Black/African American) discrimination, 4 contained allegations of race (Asian) discrimination, 1 contained an allegation of race (American Indian /Alaska Native) discrimination, 3 contained allegations of color discrimination and 9 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 4 completed investigations, 100% were timely. DCAA's average time for completing an investigation was 105 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DCAA's average processing time for all complaint closures increased from 437 days in FY 2008 to 456 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DCAA agreed to pay \$7,000 for 2 pre-complaint settlements, of which 1 was a monetary settlement averaging \$7,000. DCAA expended a total of \$19,982 for 4 complaint investigations, for an average expenditure of \$4,996.

DCAA agreed to pay a total of \$62,085 plus other benefits for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$20,695.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Contract Audit Agency (DCAA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	28		1		29	
Settlements	1	3.6%	1	100%	2	6.9%
Withdrawals or No Complaints Filed	6	21.4%	0	0%	6	20.7%
Complaints Filed*					18	62.1%
Decision to File Complaint Pending at End of Fiscal Year					3	10.3%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	29	15
Total Number Offered ADR	1	2
ADR Offer Rate*	3.5%	13.3%
ADR Participation Rate*	3.5%	13.3%
Total ADR Settlements	1	2
Total ADR Settlements Amount	\$7,000.00	\$35,000.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	29	13	44.8%			
All Investigations	4	4	100%	196	105	-46.4%
All Complaint Closures	15			437	456	4.3%
Merit Decisions (no AJ)	3	0	0%	534	542	1.5%
Dismissal Decisions (no AJ)	1			26	123	373.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	18							
Total Closures	15							
Settlements	3	20%						
Withdrawals	2	13.3%						
Total Final Agency Actions	10	66.7%	4	40%	6	60%	0	0%
Dismissals	1	10%	1	100%	0	0%	0	0%
Merit Decisions	9	90%	3	33.3%	6	66.7%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	9	100%	3	33.3%	6	66.7%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Contract Management Agency (DCMA)

Permanent Workforce: 9,830

Temporary Workforce: 134

Total Workforce: 9,964

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	9,830	64.48%	35.52%	5.92%	74.22%	13.43%	4.67%	0.15%	0.71%	0.90%	1.24%
Major Occupations:											
QUALITY ASSURANCE	2,774	87.24%	12.76%	6.27%	80.03%	9.81%	1.91%	0.29%	0.90%	0.79%	0.50%
CONTRACTING	2,041	46.59%	53.41%	4.95%	72.86%	16.02%	4.90%	0.05%	0.49%	0.73%	1.71%
GENERAL BUSINESS AND INDUSTRY	1,236	74.27%	25.73%	6.23%	78.56%	9.47%	3.96%	0.08%	0.73%	0.97%	0.49%
GS-14 and GS-15*	129	67.44%	32.56%	3.88%	80.62%	6.98%	6.20%	0.00%	2.33%	0.00%	2.33%
Senior Pay Level*	9	66.67%	33.33%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	9	66.67%	33.33%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Mgrs	9	66.67%	33.33%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DCMA employed 122 (1.22%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 199 IWTD were needed. This represents an increase of 2 employees over FY 2008 and a decrease of 24 employees since FY 2005. The participation rate for FY 2008 was 1.28% and for FY 2005 was 1.39%. Over the 5-year period DCMA had a net decrease of 0.17% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DCMA timely processed 85.7% of the 56 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Race (Black/African American); and (3) Reprisal. Of the 31 complaints filed at DCMA, 12 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 7 contained allegations of color discrimination and 11 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 20 completed investigations, 10% were timely. DCMA's average time for completing an investigation was 306 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DCMA's average processing time for all complaint closures increased from 326 days in FY 2008 to 620 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DCMA reported paying no monetary benefits for the one pre-complaint settlement it reached in FY 2009. DCMA expended a total of \$94,916 for 20 complaint investigations, for an average expenditure of \$4,746.

DCMA agreed to pay a total of \$2,000 plus other benefits for 4 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$500.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Contract Management Agency (DCMA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	52		4		56	
Settlements	0	0%	1	25%	1	1.8%
Withdrawals or No Complaints Filed	23	44.2%	0	0%	23	41.1%
Complaints Filed*					31	55.4%
Decision to File Complaint Pending at End of Fiscal Year					1	1.8%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	56	36
Total Number Offered ADR	19	4
ADR Offer Rate*	33.9%	11.1%
ADR Participation Rate*	7.1%	2.8%
Total ADR Settlements	1	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	56	48	85.7%			
All Investigations	20	2	10%	239	306	28%
All Complaint Closures	36			326	620	90.2%
Merit Decisions (no AJ)	12	1	8.3%	675	521	-22.8%
Dismissal Decisions (no AJ)	10			19	813	4,178.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	31							
Total Closures	36							
Settlements	4	11.1%						
Withdrawals	0	0%						
Total Final Agency Actions	32	88.9%	22	68.8%	10	31.3%	0	0%
Dismissals	10	31.3%	10	100%	0	0%	0	0%
Merit Decisions	22	68.8%	12	54.5%	10	45.5%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	22	100%	12	54.5%	10	45.5%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Defense Education Activity (DODEA)

Permanent Workforce: 9,924

Temporary Workforce: 4,941

Total Workforce: 14,865

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	9,924	28.33%	71.67%	7.32%	76.62%	12.15%	2.85%	0.17%	0.49%	0.39%	0.29%
Major Occupations:											
GENERAL ED & TRAINING	8,103	23.89%	76.11%	3.41%	82.71%	8.64%	3.68%	0.36%	0.72%	0.49%	0.17%
ED & VOCATIONAL TRAIN	2,538	13.75%	86.25%	14.14%	71.28%	12.65%	0.91%	0.00%	0.39%	0.63%	0.43%
ED & TRAIN TECHNICIAN	1,565	6.52%	93.48%	8.24%	64.03%	18.47%	5.81%	1.02%	1.28%	1.15%	0.45%
GS-14 and GS-15*	3	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	25	44.00%	56.00%	12.00%	76.00%	8.00%	0.00%	0.00%	0.00%	4.00%	0.00%
SES	5	40.00%	60.00%	0.00%	80.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
First-Level Officials/ Mgrs	26	50.00%	50.00%	15.38%	65.38%	11.54%	7.69%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	4	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Mgrs	13	30.77%	69.23%	0.00%	84.62%	7.69%	0.00%	0.00%	0.00%	7.69%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DODEA employed 42 (0.28%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 297 IWTB were needed. This represents an increase of 5 employees over FY 2008 and a net increase of one employee since FY 2005. The participation rate for FY 2008 was 0.24% and for FY 2005 was 0.25%. Over the 5-year period DODEA had a net increase of 0.03% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DODEA timely processed 94.1% of the 101 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Sex (Female); and (3) Race (Black/African American). Of the 45 complaints filed at DODEA, 9 contained allegations of race (Black/African American) discrimination, 4 contained allegations of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 5

contained allegations of color discrimination and 9 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 15 completed investigations, 86.7% were timely. DODEA's average time for completing an investigation was 198 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DODEA's average processing time for all complaint closures remained constant between FY 2008 and FY 2009 at 346 days. The government-wide average was 344 days.

IV. Costs

DODEA reported paying no monetary benefits for 12 pre-complaint settlements. DODEA expended a total of \$79,342 for 15 complaint investigations, for an average expenditure of \$5,289.

DODEA agreed to pay a total of \$331,500 plus other benefits for 9 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$36,833.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Defense Education Activity (DODEA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	72		29		101	
Settlements	4	5.6%	8	27.6%	12	11.9%
Withdrawals or No Complaints Filed	33	45.8%	9	31%	42	41.6%
Complaints Filed*					45	44.6%
Decision to File Complaint Pending at End of Fiscal Year					2	2%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	101	36
Total Number Offered ADR	101	7
ADR Offer Rate*	100%	19.4%
ADR Participation Rate*	28.7%	13.9%
Total ADR Settlements	8	1
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	101	95	94.1%			
All Investigations	15	13	86.7%	207	198	-4.3%
All Complaint Closures	36			346	346	0%
Merit Decisions (no AJ)	8	2	25%	394	355	-9.9%
Dismissal Decisions (no AJ)	11			137	49	-64.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	45							
Total Closures	36							
Settlements	9	25%						
Withdrawals	2	5.6%						
Total Final Agency Actions	25	69.4%	19	76%	6	24%	0	0%
Dismissals	11	44%	11	100%	0	0%	0	0%
Merit Decisions	14	56%	8	57.1%	6	42.9%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	14	100%	8	57.1%	6	42.9%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Finance and Accounting Service (DFAS)

Permanent Workforce: 12,022

Temporary Workforce: 186

Total Workforce: 12,208

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	12,022	38.61%	61.39%	2.84%	71.50%	21.75%	2.42%	0.20%	0.87%	0.42%	1.96%
Major Occupations:											
ACCOUNTING TECHNICIAN	3,664	29.75%	70.25%	1.42%	76.36%	19.13%	1.91%	0.11%	0.74%	0.33%	2.70%
ACCOUNTING	2,454	42.79%	57.21%	2.61%	74.86%	17.97%	3.22%	0.24%	0.73%	0.37%	1.34%
FINANCIAL ADMIN & PGM	1,896	42.51%	57.49%	3.80%	69.09%	23.05%	2.27%	0.21%	1.05%	0.53%	0.95%
GS-14 and GS-15*	61	55.74%	44.26%	4.92%	88.52%	4.92%	1.64%	0.00%	0.00%	0.00%	3.28%
Senior Pay Level*	25	52.00%	48.00%	0.00%	92.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	25	52.00%	48.00%	0.00%	92.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	17	58.82%	41.18%	0.00%	64.71%	23.53%	0.00%	11.76%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	53	39.62%	60.38%	9.43%	75.47%	13.21%	1.89%	0.00%	0.00%	0.00%	1.89%
Senior-Level Officials/ Mgrs	31	51.61%	48.39%	0.00%	93.55%	6.45%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DFAS employed 238 (1.95%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 244 IWTD were needed. This represents a decrease of 5 employees from FY 2008 and a decrease of 33 employees since FY 2005. The participation rate for FY 2008 was 2.04% and for FY 2005 was 2.02%. Over the 5-year period DFAS had a net decrease of 0.07% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DFAS timely processed 98% of the 99 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). Of the 61 complaints filed at DFAS, 12 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 2 contained allegations of race (Asian) discrimination, 1 contained an allegation of race (American Indian /Alaska Native) discrimination, 7 contained allegations of color

discrimination and 3 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 32 completed investigations, 75% were timely. DFAS' average time for completing an investigation was 152 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DFAS' average processing time for all complaint closures increased from 239 days in FY 2008 to 241 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DFAS agreed to pay \$2,191 for 14 pre-complaint settlements, of which 5 were monetary settlements averaging \$4,238. DFAS expended a total of \$290,867 for 32 complaint investigations, for an average expenditure of \$9,090.

DFAS agreed to pay a total of \$164,559 plus other benefits for 13 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$12,658.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Finance and Accounting Service (DFAS)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	77		22		99	
Settlements	4	5.2%	10	45.5%	14	14.1%
Withdrawals or No Complaints Filed	19	24.7%	4	18.2%	23	23.2%
Complaints Filed*					55	55.6%
Decision to File Complaint Pending at End of Fiscal Year					7	7.1%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	99	54
Total Number Offered ADR	26	11
ADR Offer Rate*	26.3%	20.4%
ADR Participation Rate*	22.2%	14.8%
Total ADR Settlements	10	0
Total ADR Settlements Amount	\$20,389.20	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	99	97	98%			
All Investigations	32	24	75%	174	152	-12.6%
All Complaint Closures	54			239	241	0.8%
Merit Decisions (no AJ)	12	12	100%	309	207	-33%
Dismissal Decisions (no AJ)	15			29	11	-62.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	61							
Total Closures	54							
Settlements	12	22.2%						
Withdrawals	4	7.4%						
Total Final Agency Actions	38	70.4%	27	71.1%	11	28.9%	0	0%
Dismissals	15	39.5%	15	100%	0	0%	0	0%
Merit Decisions	23	60.5%	12	52.2%	11	47.8%	0	0%
Finding Discrimination	1	4.4%	0	0%	1	100%	0	0%
Finding No Discrimination	22	95.7%	12	54.5%	10	45.5%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Human Resource Activity (DHRA)

Permanent Workforce: 1,006

Temporary Workforce: 31

Total Workforce: 1,037

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,006	40.16%	59.84%	5.96%	66.40%	18.69%	6.06%	0.10%	0.60%	2.19%	0.30%
Major Occupations:											
HUMAN RESOURCES MANAGEMENT	368	31.52%	68.48%	7.88%	61.14%	24.46%	3.53%	0.00%	1.09%	1.90%	0.27%
INFORMATION TECH MGMNT	195	54.36%	45.64%	8.21%	66.67%	7.18%	15.38%	0.00%	0.00%	2.56%	0.51%
MGMNT & PGM ANALYSIS	171	47.95%	52.05%	4.68%	76.02%	14.62%	2.92%	0.00%	0.58%	1.17%	0.00%
Senior Pay Level*	15	33.33%	66.67%	6.67%	86.67%	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%
SES	15	33.33%	66.67%	6.67%	86.67%	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%
Senior-Level Officials/ Mgrs	15	33.33%	66.67%	6.67%	86.67%	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DHRA employed 3 (0.29%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 21 IWTD were needed. This represents a decrease of one employee from FY 2008 and a decrease of one employee since FY 2005. The participation rate for FY 2008 was 0.44% and for FY 2005 was 0.50%. Over the 5-year period DHRA had a net decrease of 0.21% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DHRA timely processed 100% of the 5 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; and (2) Sex (Female). The single complaint filed at DHRA contained no allegations of race, color or disability discrimination.

III. Complaint Processing Times

Of the 2 completed investigations, 0% were timely. DHRA's average time for completing an investigation was 472 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DHRA's average processing time for all complaint closures increased from 408 days in FY 2008 to 590 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DHRA reported no counseling settlements in FY 2009. DHRA expended a total of \$7,630 for 2 complaint investigations, for an average expenditure of \$3,815.

DHRA reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2009.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Human Resource Activity (DHRA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	5		0		5	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	3	60%	0	0%	3	60%
Complaints Filed*					1	20%
Decision to File Complaint Pending at End of Fiscal Year					1	20%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	5	2
Total Number Offered ADR	5	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	5	5	100%			
All Investigations	2	0	0%	92	472	413%
All Complaint Closures	2			408	590	44.6%
Merit Decisions (no AJ)	1	1	100%	0	268	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1							
Total Closures	2							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	2	100%	1	50%	1	50%	0	0%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	2	100%	1	50%	1	50%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	2	100%	1	50%	1	50%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Information Systems Agency (DISA)

Permanent Workforce: 5,729

Temporary Workforce: 79

Total Workforce: 5,808

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	5,729	57.88%	42.12%	3.21%	69.30%	19.15%	6.82%	0.24%	0.65%	0.63%	0.91%
Major Occupations:											
INFORMATION TECH MGMNT	2,417	66.03%	33.97%	3.56%	75.59%	15.60%	3.52%	0.17%	0.91%	0.66%	0.99%
MGMNT & PGM ANALYSIS	607	32.95%	67.05%	3.29%	64.42%	27.68%	3.29%	0.16%	0.49%	0.66%	0.33%
TELECOMMUNICATIONS	486	79.42%	20.58%	2.47%	67.49%	22.02%	6.38%	0.41%	0.62%	0.62%	0.00%
GS-14 and GS-15*	1,105	69.14%	30.86%	2.35%	73.03%	16.38%	7.24%	0.09%	0.54%	0.36%	0.36%
Senior Pay Level*	32	78.13%	21.88%	3.13%	93.75%	3.13%	0.00%	0.00%	0.00%	0.00%	3.13%
SES	32	78.13%	21.88%	3.13%	93.75%	3.13%	0.00%	0.00%	0.00%	0.00%	3.13%
First-Level Officials/ Mgrs	4	100.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	372	65.05%	34.95%	1.34%	81.72%	14.78%	1.08%	0.00%	0.81%	0.27%	0.54%
Senior-Level Officials/ Mgrs	305	70.82%	29.18%	2.30%	76.72%	16.72%	3.61%	0.00%	0.33%	0.33%	0.66%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DISA employed 53 (0.91%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 116 IWTD were needed. This represents a decrease of 2 employees from FY 2008 and no change in the number of employees since FY 2005. The participation rate for FY 2008 was 0.97% and for FY 2005 was 1.08%. Over the 5-year period DISA had a net decrease of 0.17% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DISA timely processed 100% of the 30 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Race (Black/African American); and (3) Disability (Physical). Of the 18 complaints filed at DISA, 5 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 2 contained allegations of color discrimination and 3 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 13 completed investigations, 92.3% were timely. DISA's average time for completing an investigation was 105 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DISA's average processing time for all complaint closures increased from 31 days in FY 2008 to 202 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DISA reported paying no monetary benefits for 4 pre-complaint settlements. DISA expended a total of \$64,943 for 13 complaint investigations, for an average expenditure of \$4,996.

DISA agreed to pay a total of \$16,000 plus other benefits for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$3,200.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Information Systems Agency (DISA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	26		4		30	
Settlements	4	15.4%	0	0%	4	13.3%
Withdrawals or No Complaints Filed	2	7.7%	4	100%	6	20%
Complaints Filed*					18	60%
Decision to File Complaint Pending at End of Fiscal Year					2	6.7%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	30	6
Total Number Offered ADR	30	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	13.3%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	30	30	100%			
All Investigations	13	12	92.3%	208	105	-49.5%
All Complaint Closures	6			31	202	551.6%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	18							
Total Closures	6							
Settlements	5	83.3%						
Withdrawals	0	0%						
Total Final Agency Actions	1	16.7%	0	0%	0	0%	1	100%
Dismissals	1	100%	0	0%	0	0%	1	100%
Merit Decisions	0	NA%	0	NA%	0	NA%	0	NA%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	0	NA%	0	NA%	0	NA%	0	NA%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Office of the Inspector General (DOIG)

Permanent Workforce: 1,533

Temporary Workforce: 45

Total Workforce: 1,578

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,533	56.69%	43.31%	6.39%	65.88%	20.94%	5.02%	0.20%	0.59%	0.98%	1.17%
Major Occupations:											
AUDITING	734	53.68%	46.32%	6.81%	66.49%	20.98%	4.63%	0.00%	0.41%	0.68%	1.23%
CRIMINAL INVESTIGATING	372	78.49%	21.51%	8.06%	77.96%	6.99%	4.30%	0.81%	0.54%	1.34%	0.00%
GENERAL INSPECTION, INVESTIGATION, & COMPLIANCE	72	55.56%	44.44%	4.17%	69.44%	20.83%	0.00%	0.00%	2.78%	2.78%	2.78%
Senior Pay Level*	18	61.11%	38.89%	5.56%	77.78%	11.11%	5.56%	0.00%	0.00%	0.00%	0.00%
SES	18	61.11%	38.89%	5.56%	77.78%	11.11%	5.56%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Mgrs	18	61.11%	38.89%	5.56%	77.78%	11.11%	5.56%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DOIG employed 18 (1.14%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 32 IWTD were needed. This represents an increase of one employee over FY 2008 and an increase of 5 employees since FY 2005. The participation rate for FY 2008 was 1.12% and for FY 2005 was 0.95%. Over the 5-year period DOIG had a net increase of 0.19% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOIG timely processed 100% of the 4 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Race (Black/African American). Of the 3 complaints filed at DOIG, 1 contained an allegation of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 1 contained an allegation of color discrimination and 1 contained an allegation of disability discrimination.

III. Complaint Processing Times

Of the 2 completed investigations, 100% were timely. DOIG's average time for completing an investigation was 108 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DOIG's average processing time for all complaint closures decreased from 408 days in FY 2008 to 264 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DOIG reported paying no monetary benefits for the one pre-complaint settlement it reached in FY 2009. DOIG expended a total of \$21,089 for 2 complaint investigations, for an average expenditure of \$10,545.

DOIG reported paying no monetary benefits for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Office of the Inspector General (DOIG)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	3		1		4	
Settlements	0	0%	1	100%	1	25%
Withdrawals or No Complaints Filed	0	0%	0	0%	0	0%
Complaints Filed*					3	75%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	4	4
Total Number Offered ADR	1	0
ADR Offer Rate*	25%	0%
ADR Participation Rate*	25%	0%
Total ADR Settlements	1	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	4	4	100%			
All Investigations	2	2	100%	151	108	-28.5%
All Complaint Closures	4			408	264	-35.3%
Merit Decisions (no AJ)	1	1	100%	266	225	-15.4%
Dismissal Decisions (no AJ)	1			0	29	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	3							
Total Closures	4							
Settlements	1	25%						
Withdrawals	0	0%						
Total Final Agency Actions	3	75%	2	66.7%	1	33.3%	0	0%
Dismissals	1	33.3%	1	100%	0	0%	0	0%
Merit Decisions	2	66.7%	1	50%	1	50%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	2	100%	1	50%	1	50%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Logistics Agency (DLA)

Permanent Workforce: 24,559

Temporary Workforce: 736

Total Workforce: 25,295

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	24,559	58.97%	41.03%	5.04%	66.05%	23.50%	2.90%	0.52%	0.90%	1.10%	1.68%
Major Occupations:											
CONTRACTING	2,943	40.37%	59.63%	4.69%	63.91%	27.42%	2.62%	0.10%	0.41%	0.85%	0.88%
MISC WAREHOUSING AND STOCK HANDLING	2,219	77.96%	22.04%	11.63%	51.87%	28.44%	4.64%	1.22%	0.77%	1.44%	1.89%
INVENTORY MANAGEMENT	1,128	47.16%	52.84%	6.47%	59.04%	30.32%	1.77%	0.35%	1.33%	0.71%	1.42%
GS-14 and GS-15*	42	59.52%	40.48%	7.14%	73.81%	16.67%	2.38%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	28	75.00%	25.00%	7.14%	78.57%	7.14%	0.00%	0.00%	3.57%	3.57%	0.00%
SES	28	75.00%	25.00%	7.14%	78.57%	7.14%	0.00%	0.00%	3.57%	3.57%	0.00%
Senior-Level Officials/ Mgrs	28	75.00%	25.00%	7.14%	78.57%	7.14%	0.00%	0.00%	3.57%	3.57%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DLA employed 418 (1.65%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 506 IWTD were needed. This represents an increase of 9 employees over FY 2008 and a decrease of 12 employees since FY 2005. The participation rate for FY 2008 was 1.78% and for FY 2005 was 2.00%. Over the 5-year period DLA had a net decrease of 0.35% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DLA timely processed 77% of the 256 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Race (Black/African American). Of the 110 complaints filed at DLA, 37 contained allegations of race (Black/African American) discrimination, 10 contained allegations of race (White) discrimination, 3 contained allegations of race (Asian) discrimination, 22 contained allegations of color discrimination and 38 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 63 completed investigations, 33.3% were timely. DLA's average time for completing an investigation was 214 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DLA's average processing time for all complaint closures decreased from 564 days in FY 2008 to 329 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DLA agreed to pay \$14,728 for 35 pre-complaint settlements, of which 1 was a monetary settlement averaging \$ 14,728. DLA expended a total of \$412,727 for 63 complaint investigations, for an average expenditure of \$6,551.

DLA agreed to pay a total of \$429,273 plus other benefits for 32 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$13,415.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Logistics Agency (DLA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	183		73		256	
Settlements	1	0.5%	34	46.6%	35	13.7%
Withdrawals or No Complaints Filed	84	45.9%	21	28.8%	105	41%
Complaints Filed*					104	40.6%
Decision to File Complaint Pending at End of Fiscal Year					12	4.7%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	256	106
Total Number Offered ADR	149	21
ADR Offer Rate*	58.2%	19.8%
ADR Participation Rate*	28.5%	17%
Total ADR Settlements	34	9
Total ADR Settlements Amount	\$14,727.70	\$150,900.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	256	197	77%			
All Investigations	63	21	33.3%	240	214	-10.8%
All Complaint Closures	106			564	329	-41.7%
Merit Decisions (no AJ)	24	16	66.7%	728	420	-42.3%
Dismissal Decisions (no AJ)	16			61	53	-13.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	110							
Total Closures	106							
Settlements	32	30.2%						
Withdrawals	17	16%						
Total Final Agency Actions	57	53.8%	40	70.2%	17	29.8%	0	0%
Dismissals	16	28.1%	16	100%	0	0%	0	0%
Merit Decisions	41	71.9%	24	58.5%	17	41.5%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	41	100%	24	58.5%	17	41.5%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Missile Defense Agency (DMDA)

Permanent Workforce: 1,435

Temporary Workforce: 12

Total Workforce: 1,447

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,435	66.06%	33.94%	3.14%	79.65%	11.64%	2.79%	0.14%	0.77%	1.88%	0.70%
Major Occupations:											
GENERAL ENGINEERING	516	81.78%	18.22%	2.71%	85.85%	4.84%	3.29%	0.00%	1.16%	2.13%	0.39%
MANAGEMENT AND PROGRAM ANALYSIS	164	57.32%	42.68%	3.66%	79.88%	9.76%	1.22%	1.22%	1.22%	3.05%	0.61%
CONTRACTING	137	39.42%	60.58%	3.65%	77.37%	13.87%	1.46%	0.00%	0.73%	2.92%	0.00%
Senior Pay Level*	20	70.00%	30.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	18	72.22%	27.78%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Managers	18	72.22%	27.78%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DMD A employed 10 (0.69%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 29 IW TD were needed. This represents an increase of 10 employees over FY 2008 and an increase of 10 employees since FY 2005. The participation rate for FY 2008 was 0.49% and for FY 2005 was 0.30%. Over the 5-year period DMDA had a net increase of 0.39% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DMDA timely completed the on-site pre-complaint counseling (without remand) reported for FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination for the one reported complaint filed in FY 2009 was race (Black/African American).

III. Complaint Processing Times

DMDA reported completing no investigations in FY 2009.

IV. Costs

DMDA reported no counseling settlements in FY 2009. DMDA reported completing no investigations in FY 2009. DMDA reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2009.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Missile Defense Agency (DMDA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1		0		1	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	0	0%	0	0%	0	0%
Complaints Filed*					1	100%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	1	0
Total Number Offered ADR	1	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	1	1	100%			
All Investigations	0	0	NA%	0	0	0%
All Complaint Closures	0			0	0	0%
Merit Decisions (no AJ)	0	0	0%	0	0	0%
Dismissal Decisions (no AJ)	0			0	0	0%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1							
Total Closures	0							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	0	0%	0	NA%	0	NA%	0	NA%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	0	NA%	0	NA%	0	NA%	0	NA%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	0	NA%	0	NA%	0	NA%	0	NA%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Office of the Secretary/WASH (OSD)

Permanent Workforce: 5,219

Temporary Workforce: 662

Total Workforce: 5,881

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	5,219	63.77%	36.23%	3.31%	66.07%	25.66%	3.31%	0.34%	0.44%	0.86%	0.71%
Major Occupations:											
POLICE	783	87.87%	12.13%	5.24%	48.02%	43.68%	1.66%	0.00%	0.51%	0.89%	0.00%
FOREIGN AFFAIRS	254	64.57%	35.43%	1.57%	92.91%	1.57%	3.54%	0.00%	0.00%	0.39%	0.00%
GENERAL ENGINEERING	136	80.88%	19.12%	5.15%	80.88%	6.62%	6.62%	0.00%	0.00%	0.74%	0.00%
GS-14 and GS-15*	23	78.26%	21.74%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	356	73.31%	26.69%	2.53%	90.45%	3.37%	2.81%	0.00%	0.56%	0.28%	0.28%
SES	299	72.91%	27.09%	2.68%	89.63%	3.34%	3.34%	0.00%	0.67%	0.33%	0.33%
First-Level Officials/ Mgrs	1	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	12	75.00%	25.00%	0.00%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Mgrs	335	73.13%	26.87%	2.69%	90.15%	3.28%	2.99%	0.00%	0.60%	0.30%	0.30%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, OSD employed 42 (0.71%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 118 IWTD were needed. This represents a decrease of 18 employees from FY 2008 and no change in the number of employees since FY 2005. The participation rate for FY 2008 was 0.71% and for FY 2005 was 0.72%. Over the 5-year period OSD had a net decrease of 0.01% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

OSD timely processed 79% of the 57 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Sex (Female); and (3) Reprisal. Of the 32 complaints filed at OSD, 12 contained allegations of race (Black/African American) discrimination, 5 contained allegations of race (White) discrimination, 5 contained allegations of color discrimination and 4 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 17 completed investigations, 70.6% were timely. OSD's average time for completing an investigation was 176 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

OSD's average processing time for all complaint closures increased from 406 days in FY 2008 to 463 days in FY 2009. The government-wide average was 344 days.

IV. Costs

OSD reported no counseling settlements in FY 2009. OSD expended a total of \$243,020 for 17 complaint investigations, for an average expenditure of \$14,295.

OSD agreed to pay a total of \$247,790 plus other benefits for 6 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$41,298.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Office of the Secretary/WASH (OSD)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	54		3		57	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	20	37%	0	0%	20	35.1%
Complaints Filed*					28	49.1%
Decision to File Complaint Pending at End of Fiscal Year					9	15.8%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	57	22
Total Number Offered ADR	4	4
ADR Offer Rate*	7%	18.2%
ADR Participation Rate*	5.3%	18.2%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	57	45	79%			
All Investigations	17	12	70.6%	232	176	-24.1%
All Complaint Closures	22			406	463	14%
Merit Decisions (no AJ)	2	0	0%	559	438	-21.6%
Dismissal Decisions (no AJ)	1			111	15	-86.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	32							
Total Closures	22							
Settlements	6	27.3%						
Withdrawals	5	22.7%						
Total Final Agency Actions	11	50%	3	27.3%	8	72.7%	0	0%
Dismissals	1	9.1%	1	100%	0	0%	0	0%
Merit Decisions	10	90.9%	2	20%	8	80%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	10	100%	2	20%	8	80%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Security Service (DSS)

Permanent Workforce: 707

Temporary Workforce: 14

Total Workforce: 721

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	707	58.84%	41.16%	3.11%	76.80%	15.42%	2.12%	0.28%	0.71%	1.56%	0.85%
Major Occupations:											
SECURITY ADMINISTRATION	415	54.46%	45.54%	2.89%	76.14%	17.11%	0.96%	0.48%	1.20%	1.20%	0.72%
INFORMATION TECHNOLOGY MANAGEMENT	94	74.47%	25.53%	3.19%	78.72%	11.70%	5.32%	0.00%	0.00%	1.06%	0.00%
GS-14 and GS-15*	147	64.63%	35.37%	2.04%	79.59%	12.24%	2.72%	0.68%	0.00%	2.72%	1.36%
Senior Pay Level*	13	69.23%	30.77%	15.38%	69.23%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	1	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	66	57.58%	42.42%	3.03%	71.21%	18.18%	3.03%	1.52%	0.00%	3.03%	0.00%
Senior-Level Officials/Managers	24	79.17%	20.83%	8.33%	79.17%	12.50%	0.00%	0.00%	0.00%	0.00%	4.17%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DSS employed 6 (0.83%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 14 IWTD were needed. This is the same as the number of employees in FY 2008 and a decrease of one employee since FY 2005. The participation rate for FY 2008 was 1.04% and for FY 2005 was 1.33%. Over the 5-year period DSS had a net decrease of 0.5% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DSS timely processed 100% of the 7 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Age; and (3) Sex (Female). Of the 6 complaints filed at DSS, 3 contained allegations of race (Black/African American) discrimination, no complaints contained allegations of color discrimination and 1 contained an allegation of disability discrimination.

III. Complaint Processing Times

Of the 5 completed investigations, 60% were timely. DSS' average time for completing an investigation was 182 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DSS' average processing time for all complaint closures increased from 453 days in FY 2008 to 1,015 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DSS reported paying no monetary benefits for the one pre-complaint settlement it reached in FY 2009. DSS expended a total of \$24,978 for 5 complaint investigations, for an average expenditure of \$4,996.

DSS reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2009.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Security Service (DSS)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	7		0		7	
Settlements	1	14.3%	0	0%	1	14.3%
Withdrawals or No Complaints Filed	0	0%	0	0%	0	0%
Complaints Filed*					6	85.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	7	1
Total Number Offered ADR	0	0
ADR Offer Rate*	0%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	7	7	100%			
All Investigations	5	3	60%	0	182	NA%
All Complaint Closures	1			453	1,015	124.1%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	1			0	1,015	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	6							
Total Closures	1							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	1	100%	1	100%	0	0%	0	0%
Dismissals	1	100%	1	100%	0	0%	0	0%
Merit Decisions	0	NA%	0	NA%	0	NA%	0	NA%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	0	NA%	0	NA%	0	NA%	0	NA%

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Threat Reduction Agency (DTRA)

Permanent Workforce: 1,178

Temporary Workforce: 25

Total Workforce: 1,203

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,178	61.71%	38.29%	7.64%	65.11%	20.54%	3.90%	0.34%	0.76%	1.70%	0.68%
Major Occupations:											
MANAGEMENT AND PROGRAM ANALYSIS	116	28.45%	71.55%	12.07%	43.10%	40.52%	0.86%	0.86%	0.00%	2.59%	0.86%
GENERAL PHYSICAL SCIENCE	85	82.35%	17.65%	0.00%	84.71%	5.88%	8.24%	0.00%	0.00%	1.18%	1.18%
INFORMATION TECHNOLOGY MANAGEMENT	65	69.23%	30.77%	21.54%	58.46%	12.31%	7.69%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	13	76.92%	23.08%	0.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%
SES	13	76.92%	23.08%	0.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	13	76.92%	23.08%	0.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DTRA employed 10 (0.83%) Individuals with Targeted Disabilities (IWD). In order to have met the federal 2% participation rate goal, 24 IWD were needed. This represents an increase of one employee over FY 2008 and no change in the number of employees since FY 2005. The participation rate for FY 2008 was 0.75% and for FY 2005 was 0.90%. Over the 5-year period DTRA had a net decrease of 0.07% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DTRA timely processed 100% of the 11 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Sex (Female); and (3) Race (Asian). Of the 7 complaints filed at DTRA, 1 contained an allegation of race (Black/African American) discrimination, 1 contained an allegation of race (Asian) discrimination, no complaints contained allegations of color discrimination and 1 contained an allegation of disability discrimination.

III. Complaint Processing Times

Of the 3 completed investigations, 100% were timely. DTRA's average time for completing an investigation was 226 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DTRA's average processing time for all complaint closures decreased from 172 days in FY 2008 to 26 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DTRA reported no counseling settlements in FY 2009. DTRA expended a total of \$7,500 for 3 complaint investigations, for an average expenditure of \$2,500.

DTRA reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2009.

EEOC FY 2009 Annual Report on the Federal Work Force

Defense Threat Reduction Agency (DTRA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	3		8		11	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	0	0%	3	37.5%	3	27.3%
Complaints Filed*					8	72.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	11	3
Total Number Offered ADR	11	3
ADR Offer Rate*	100%	100%
ADR Participation Rate*	72.7%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	11	11	100%			
All Investigations	3	3	100%	157	226	43.9%
All Complaint Closures	3			172	26	-84.9%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	1			77	9	-88.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	7							
Total Closures	3							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	3	100%	1	33.3%	2	66.7%	0	0%
Dismissals	1	33.3%	1	100%	0	0%	0	0%
Merit Decisions	2	66.7%	0	0%	2	100%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	2	100%	0	0%	2	100%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Education (ED)

Permanent Workforce: 3,845

Temporary Workforce: 373

Total Workforce: 4,218

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	3,845	36.38%	63.62%	4.42%	52.98%	36.62%	4.71%	0.05%	0.68%	0.55%	1.40%
Major Occupations:											
MANAGEMENT AND PROGRAM ANALYSIS	978	29.35%	70.65%	3.07%	52.25%	41.51%	2.35%	0.00%	0.51%	0.31%	1.74%
EDUCATION PROGRAM	371	29.38%	70.62%	5.93%	57.41%	31.27%	2.43%	0.27%	2.43%	0.27%	0.27%
GENERAL ATTORNEY	348	34.48%	65.52%	4.89%	67.53%	18.39%	7.76%	0.29%	0.29%	0.86%	1.15%
GS-14 and GS-15*	1,374	43.60%	56.40%	2.69%	68.92%	23.00%	4.29%	0.00%	0.80%	0.29%	1.24%
Senior Pay Level*	131	60.31%	39.69%	0.00%	81.68%	16.03%	2.29%	0.00%	0.00%	0.00%	0.00%
SES	79	59.49%	40.51%	0.00%	82.28%	16.46%	1.27%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	312	43.91%	56.09%	3.21%	62.82%	30.13%	3.21%	0.00%	0.64%	0.00%	0.64%
Senior-Level Officials/ Mgrs	527	49.53%	50.47%	2.09%	76.85%	17.84%	2.28%	0.00%	0.95%	0.00%	0.76%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, ED employed 55 (1.30%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 84 IWTd were needed. This represents a decrease of 4 employees from FY 2008 and a decrease of 8 employees since FY 2005. The participation rate for FY 2008 was 1.36% and for FY 2005 was 1.42%. Over the 5-year period ED had a net decrease of 0.12% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

ED timely processed 14.1% of the 64 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). Of the 41 complaints filed at ED, 12 contained allegations of race (Black/African American) discrimination, 3 contained allegations of race (White) discrimination, 5 contained allegations of color discrimination and 20 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 17 completed investigations, 23.5% were timely. ED's average time for completing an investigation was 324 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

ED's average processing time for all complaint closures decreased from 371 days in FY 2008 to 322 days in FY 2009. The government-wide average was 344 days.

IV. Costs

ED reported no counseling settlements in FY 2009. ED expended a total of \$102,422 for 17 complaint investigations, for an average expenditure of \$6,025.

ED agreed to pay a total of \$57,500 plus other benefits for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$11,500.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Education (ED)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	60		4		64	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	21	35%	1	25%	22	34.4%
Complaints Filed*					41	64.1%
Decision to File Complaint Pending at End of Fiscal Year					1	1.6%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	64	19
Total Number Offered ADR	23	18
ADR Offer Rate*	35.9%	94.7%
ADR Participation Rate*	6.3%	36.8%
Total ADR Settlements	0	1
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	64	9	14.1%			
All Investigations	17	4	23.5%	296	324	9.5%
All Complaint Closures	19			371	322	-13.2%
Merit Decisions (no AJ)	4	4	100%	433	594	37.2%
Dismissal Decisions (no AJ)	6			140	86	-38.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	41							
Total Closures	19							
Settlements	5	26.3%						
Withdrawals	2	10.5%						
Total Final Agency Actions	12	63.2%	10	83.3%	2	16.7%	0	0%
Dismissals	6	50%	6	100%	0	0%	0	0%
Merit Decisions	6	50%	4	66.7%	2	33.3%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	6	100%	4	66.7%	2	33.3%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Energy (DOE)

Permanent Workforce: 15,338

Temporary Workforce: 488

Total Workforce: 15,826

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	15,338	61.27%	38.73%	6.42%	74.94%	11.59%	4.64%	0.14%	1.42%	0.85%	0.78%
Major Occupations:											
GENERAL ENGINEERING	1,690	81.07%	18.93%	8.88%	75.15%	5.15%	8.76%	0.12%	1.12%	0.83%	0.47%
GEN PHY SCIENCE	656	74.85%	25.15%	4.42%	82.47%	4.57%	5.64%	0.15%	2.44%	0.30%	0.15%
ELECTRICIAN (HIGH VOLT)	510	97.65%	2.35%	3.92%	90.98%	0.78%	0.78%	0.00%	1.57%	1.96%	0.20%
GS-14 and GS-15*	4,222	67.24%	32.76%	3.53%	79.87%	9.33%	5.64%	0.14%	0.97%	0.52%	0.71%
Senior Pay Level*	565	79.12%	20.88%	4.42%	84.42%	5.66%	4.07%	0.00%	1.06%	0.35%	0.18%
SES	458	77.29%	22.71%	3.93%	85.59%	6.11%	3.49%	0.00%	0.87%	0.00%	0.22%
First-Level Officials/ Mgrs	8	62.50%	37.50%	0.00%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	726	65.98%	34.02%	5.37%	78.65%	7.71%	5.10%	0.00%	1.93%	1.24%	0.69%
Senior-Level Officials/ Mgrs	1,344	73.51%	26.49%	3.42%	83.63%	8.04%	3.42%	0.07%	1.12%	0.30%	0.37%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DOE employed 120 (0.76%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 317 IWTD were needed. This represents an increase of 2 employees over FY 2008 and a net increase of 4 employees since FY 2005. The participation rate for FY 2008 was 0.76% and for FY 2005 was 0.77%. Over the 5-year period DOE had a net decrease of 0.01% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOE timely processed 61.1% of the 95 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 48 complaints filed at DOE, 11 contained allegations of race (Black/African American) discrimination, 4 contained allegations of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 1 contained an allegation of race (American Indian/Alaska Native) discrimination,

10 contained allegations of color discrimination and 13 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 37 completed investigations, 73% were timely. DOE's average time for completing an investigation was 198 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DOE's average processing time for all complaint closures increased from 305 days in FY 2008 to 365 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DOE agreed to pay \$70,000 for 13 pre-complaint settlements, of which 3 were monetary settlements averaging \$ 23,333. DOE expended a total of \$107,519 for 37 complaint investigations, for an average expenditure of \$2,906.

DOE agreed to pay a total of \$245,674 plus other benefits for 9 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$27,297.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Energy (DOE)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	70		25		95	
Settlements	3	4.3%	10	40%	13	13.7%
Withdrawals or No Complaints Filed	32	45.7%	0	0%	32	33.7%
Complaints Filed*					48	50.5%
Decision to File Complaint Pending at End of Fiscal Year					2	2.1%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	95	35
Total Number Offered ADR	44	6
ADR Offer Rate*	46.3%	17.1%
ADR Participation Rate*	26.3%	2.9%
Total ADR Settlements	10	1
Total ADR Settlements Amount	\$70,000.00	\$5,000.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	95	58	61.1%			
All Investigations	37	27	73%	290	198	-31.7%
All Complaint Closures	35			305	365	19.7%
Merit Decisions (no AJ)	14	11	78.6%	310	339	9.4%
Dismissal Decisions (no AJ)	7			75	169	125.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	48							
Total Closures	35							
Settlements	9	25.7%						
Withdrawals	3	8.6%						
Total Final Agency Actions	23	65.7%	21	91.3%	2	8.7%	0	0%
Dismissals	7	30.4%	7	100%	0	0%	0	0%
Merit Decisions	16	69.6%	14	87.5%	2	12.5%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	16	100%	14	87.5%	2	12.5%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Environmental Protection Agency (EPA)

Permanent Workforce: 17,052

Temporary Workforce: 1,396

Total Workforce: 18,448

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	17,052	48.17%	51.83%	5.50%	68.61%	18.20%	5.97%	0.12%	0.71%	0.89%	1.38%
Major Occupations:											
ENVIR PROTECT SPECIALIST	2,744	39.40%	60.60%	4.63%	85.64%	16.40%	4.01%	0.18%	1.31%	0.84%	1.42%
GEN PHYSICAL SCIENCE	2,471	58.84%	41.16%	5.38%	80.17%	7.61%	5.38%	0.04%	0.73%	0.69%	0.61%
ENVIRONMENTAL ENGINEERING	1,930	67.56%	32.44%	8.03%	71.50%	7.77%	11.81%	0.00%	0.21%	0.67%	0.67%
GS-14 and GS-15*	5,348	56.75%	43.25%	4.41%	78.68%	10.96%	4.69%	0.11%	0.52%	0.62%	0.77%
Senior Pay Level*	299	63.21%	36.79%	4.68%	83.61%	7.69%	3.34%	0.00%	0.33%	0.33%	0.33%
SES	263	60.46%	39.54%	4.94%	82.51%	8.75%	3.04%	0.00%	0.38%	0.38%	0.38%
First-Level Officials/Managers	1	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	609	58.13%	41.87%	5.25%	76.68%	11.99%	4.27%	0.00%	1.15%	0.66%	0.82%
Senior-Level Officials/Managers	1,461	58.66%	41.34%	4.65%	80.70%	10.13%	3.56%	0.07%	0.48%	0.41%	0.27%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, EPA employed 240 (1.30%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 369 IWTD were needed. This represents an increase of 49 employees over FY 2008 and an increase of 43 employees since FY 2005. The participation rate for FY 2008 was 1.05% and for FY 2005 was 1.07%. Over the 5-year period EPA had a net increase of 0.23% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

EPA timely processed 74.4% of the 121 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Race (Black/African American); and (3) Sex (Female). Of the 77 complaints filed at EPA, 30 contained allegations of race (Black/African American) discrimination, 2 contained allegations of race (White) discrimination, 3 contained allegations of race (American Indian/Alaska Native) discrimination, 3 contained allegations of color discrimination and 26 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 73 completed investigations, 93.2% were timely. EPA's average time for completing an investigation was 197 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

EPA's average processing time for all complaint closures decreased from 464 days in FY 2008 to 306 days in FY 2009. The government-wide average was 344 days.

IV. Costs

EPA agreed to pay \$27,000 for 10 pre-complaint settlements, of which 1 was a monetary settlement averaging \$ 27,000. EPA expended a total of \$252,650 for 73 complaint investigations, for an average expenditure of \$3,461.

EPA agreed to pay a total of \$399,830 plus other benefits for 16 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$24,989.

EEOC FY 2009 Annual Report on the Federal Work Force

Environmental Protection Agency (EPA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	109		15		124	
Settlements	4	3.7%	6	40%	10	8.1%
Withdrawals or No Complaints Filed	34	31.2%	0	0%	34	27.4%
Complaints Filed*					77	62.1%
Decision to File Complaint Pending at End of Fiscal Year					3	2.4%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	124	55
Total Number Offered ADR	85	0
ADR Offer Rate*	68.6%	0%
ADR Participation Rate*	12.1%	0%
Total ADR Settlements	6	0
Total ADR Settlements Amount	\$27,000.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	121	90	74.4%			
All Investigations	73	68	93.2%	208	197	-5.3%
All Complaint Closures	55			464	306	-34.1%
Merit Decisions (no AJ)	12	2	16.7%	561	349	-37.8%
Dismissal Decisions (no AJ)	17			78	92	17.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	77							
Total Closures	55							
Settlements	16	29.1%						
Withdrawals	3	5.5%						
Total Final Agency Actions	36	65.5%	29	80.6%	7	19.4%	0	0%
Dismissals	18	50%	17	94.4%	1	5.6%	0	0%
Merit Decisions	18	50%	12	66.7%	6	33.3%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	18	100%	12	66.7%	6	33.3%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Equal Employment Opportunity Commission (EEOC)

Permanent Workforce: 2,333

Temporary Workforce: 20

Total Workforce: 2,353

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	2,333	34.59%	65.41%	13.80%	37.81%	42.35%	3.90%	0.13%	0.64%	1.37%	2.49%
Major Occupations:											
GENERAL INVESTIGATING	910	40.22%	59.78%	19.56%	34.51%	40.22%	3.41%	0.11%	0.77%	1.43%	2.31%
GENERAL ATTORNEY	484	38.22%	61.78%	9.09%	60.74%	23.14%	5.99%	0.00%	0.21%	0.83%	2.07%
GS-14 and GS-15*	556	40.83%	59.17%	10.25%	58.09%	25.00%	5.94%	0.00%	0.00%	0.72%	2.70%
Senior Pay Level*	26	61.54%	38.46%	11.54%	38.46%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	26	61.54%	38.46%	11.54%	38.46%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	35	37.14%	62.86%	11.43%	25.71%	57.14%	5.71%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	211	36.49%	63.51%	13.74%	43.60%	36.97%	5.69%	0.00%	0.00%	0.00%	1.90%
Senior-Level Officials/ Mgrs	110	60.00%	40.00%	10.91%	52.73%	32.73%	2.73%	0.00%	0.00%	0.91%	3.64%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, EEOC employed 60 (2.55%) Individuals with Targeted Disabilities (IWT) and exceeded the federal 2% participation rate goal. This represents a decrease of 5 employees from FY 2008 and an increase of 9 employees since FY 2005. The participation rate for FY 2008 was 2.95% and for FY 2005 was 2.16%. Over the 5-year period EEOC had a net increase of 0.39% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

EEOC timely processed 92.9% of the 56 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 30 complaints filed at EEOC, 7 contained allegations of race (Black/African American) discrimination, 3 contained allegations of race (White) discrimination, 2 contained allegations of race (Asian) discrimination, 1 contained an allegation of color discrimination and 10 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 32 completed investigations, 43.8% were timely. EEOC's average time for completing an investigation was 292 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

EEOC's average processing time for all complaint closures increased from 288 days in FY 2008 to 505 days in FY 2009. The government-wide average was 344 days.

IV. Costs

EEOC agreed to pay \$9,888 for 8 pre-complaint settlements, of which 2 were monetary settlements averaging \$ 4,944. EEOC expended a total of \$219,106 for 32 complaint investigations, for an average expenditure of \$6,847.

EEOC agreed to pay a total of \$277,588 plus other benefits for 10 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$27,759.

EEOC FY 2009 Annual Report on the Federal Work Force

Equal Employment Opportunity Commission (EEOC)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	42		14		56	
Settlements	1	2.4%	7	50%	8	14.3%
Withdrawals or No Complaints Filed	15	35.7%	0	0%	15	26.8%
Complaints Filed*					30	53.6%
Decision to File Complaint Pending at End of Fiscal Year					3	5.4%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	56	36
Total Number Offered ADR	42	9
ADR Offer Rate*	75%	25%
ADR Participation Rate*	25%	25%
Total ADR Settlements	7	6
Total ADR Settlements Amount	\$5,000.00	\$257,587.50

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	56	52	92.9%			
All Investigations	32	14	43.8%	203	292	43.8%
All Complaint Closures	36			288	505	75.3%
Merit Decisions (no AJ)	15	5	33.3%	495	638	28.9%
Dismissal Decisions (no AJ)	2			123	375	204.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	30							
Total Closures	36							
Settlements	10	27.8%						
Withdrawals	4	11.1%						
Total Final Agency Actions	22	61.1%	17	77.3%	5	22.7%	0	0%
Dismissals	3	13.6%	2	66.7%	1	33.3%	0	0%
Merit Decisions	19	86.4%	15	78.9%	4	21.1%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	19	100%	15	78.9%	4	21.1%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Federal Communications Commission (FCC)

Permanent Workforce: 1,742

Temporary Workforce: 130

Total Workforce: 1,872

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,742	46.15%	53.85%	3.27%	57.81%	32.20%	6.43%	0.00%	0.29%	0.00%	0.98%
Major Occupations:											
GENERAL ATTORNEY	546	48.53%	51.47%	2.01%	79.67%	13.00%	5.31%	0.00%	0.00%	0.00%	1.65%
ELECTRONICS ENGINEERING	267	88.01%	11.99%	4.12%	63.67%	11.99%	19.48%	0.00%	0.75%	0.00%	0.37%
GS-14 and GS-15*	987	58.26%	41.74%	2.33%	74.16%	16.21%	7.19%	0.00%	0.10%	0.00%	1.11%
Senior Pay Level*	43	62.79%	37.21%	0.00%	86.05%	6.98%	6.98%	0.00%	0.00%	0.00%	0.00%
SES	35	57.14%	42.86%	0.00%	85.71%	8.57%	5.71%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	1	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	33	39.39%	60.61%	0.00%	51.52%	48.48%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Mgrs	261	59.39%	40.61%	1.15%	81.61%	12.26%	4.98%	0.00%	0.00%	0.00%	0.77%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, FCC employed 18 (0.96%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 37 IWTD were needed. This represents a decrease of one employee from FY 2008 and a decrease of 3 employees since FY 2005. The participation rate for FY 2008 was 1.04% and for FY 2005 was 1.13%. Over the 5-year period FCC had a net decrease of 0.17% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

FCC timely processed 100% of the 7 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Disability (Disability (Mental)); (2) Race (Black/African American); and (3) Race (White). Of the 6 complaints filed at FCC, 2 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, and 4 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 3 completed investigations, 100% were timely. FCC's average time for completing an investigation was 110 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

FCC's average processing time for all complaint closures was 50 days in FY 2009, FCC had no complaint closures in FY 2008. The government-wide average was 344 days.

IV. Costs

FCC reported no counseling settlements in FY 2009. FCC expended a total of \$12,500 for 3 complaint investigations, for an average expenditure of \$4,167.

FCC reported paying no monetary benefits for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

EEOC FY 2009 Annual Report on the Federal Work Force

Federal Communications Commission (FCC)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	6		1		7	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	1	16.7%	0	0%	1	14.3%
Complaints Filed*					6	85.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	7	3
Total Number Offered ADR	1	0
ADR Offer Rate*	14.3%	0%
ADR Participation Rate*	14.3%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	7	7	100%			
All Investigations	3	3	100%	154	110	-28.6%
All Complaint Closures	3			0	50	NA%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	6							
Total Closures	3							
Settlements	1	33.3%						
Withdrawals	2	66.7%						
Total Final Agency Actions	0	0%	0	NA%	0	NA%	0	NA%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	0	NA%	0	NA%	0	NA%	0	NA%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	0	NA%	0	NA%	0	NA%	0	NA%

EEOC FY 2009 Annual Report on the Federal Work Force

Federal Deposit Insurance Corporation (FDIC)

Permanent Workforce: 5,040

Temporary Workforce: 1,359

Total Workforce: 6,399

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	5,040	55.81%	44.19%	4.11%	73.00%	17.90%	4.05%	0.08%	0.50%	0.38%	0.63%
Major Occupations:											
FINANCIAL INSTITUTION EXAMINING	2,749	64.86%	35.14%	4.04%	80.28%	11.24%	3.46%	0.00%	0.36%	0.62%	0.44%
GENERAL ATTORNEY	376	61.70%	38.30%	3.46%	88.83%	4.26%	2.13%	0.53%	0.27%	0.53%	0.53%
FINANCIAL ANALYSIS	333	70.27%	29.73%	4.80%	77.18%	11.71%	4.80%	0.00%	0.30%	1.20%	0.30%
GS-14 and GS-15*	1,181	62.57%	37.43%	2.96%	80.78%	10.75%	4.66%	0.17%	0.59%	0.08%	0.34%
Senior Pay Level*	104	75.96%	24.04%	0.96%	85.58%	10.58%	0.96%	0.00%	0.96%	0.96%	0.00%
First-Level Officials/ Mgrs	4	25.00%	75.00%	0.00%	25.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	32	46.88%	53.13%	6.25%	65.63%	28.13%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Mgrs	105	76.19%	23.81%	2.86%	81.90%	12.38%	0.95%	0.00%	0.95%	0.95%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, FDIC employed 45 (0.7%) Individuals with Targeted Disabilities (IWTB). In order to have met the federal 2% participation rate goal, 128 IWTB were needed. This represents an increase of 10 employees over FY 2008 and an increase of 10 employees since FY 2005. The participation rate for FY 2008 was 0.71% and for FY 2005 was 0.66%. Over the 5-year period FDIC had a net decrease of 0.06% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

FDIC timely processed 100% of the 22 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Race (Black/African American). Of the 12 complaints filed at FDIC, 3 contained allegations of race (Black/African American) discrimination, 2 contained allegations of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 1 contained an allegation of color discrimination and 1 contained an allegation of disability discrimination.

III. Complaint Processing Times

Of the 6 completed investigations, 100% were timely. FDIC's average time for completing an investigation was 194 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

FDIC's average processing time for all complaint closures increased from 432 days in FY 2008 to 474 days in FY 2009. The government-wide average was 344 days.

IV. Costs

FDIC agreed to pay \$2,000 for 4 pre-complaint settlements, of which 1 was a monetary settlement averaging \$2,000. FDIC expended a total of \$40,304 for 6 complaint investigations, for an average expenditure of \$6,717.

FDIC agreed to pay a total of \$11,958 plus other benefits for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$2,392.

EEOC FY 2009 Annual Report on the Federal Work Force

Federal Deposit Insurance Corporation (FDIC)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	13		9		22	
Settlements	0	0%	4	44.4%	4	18.2%
Withdrawals or No Complaints Filed	7	53.8%	1	11.1%	8	36.4%
Complaints Filed*					9	40.9%
Decision to File Complaint Pending at End of Fiscal Year					1	4.6%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	22	17
Total Number Offered ADR	18	6
ADR Offer Rate*	81.8%	35.3%
ADR Participation Rate*	40.9%	35.3%
Total ADR Settlements	4	2
Total ADR Settlements Amount	\$2,000.00	\$10,300.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	22	22	100%			
All Investigations	6	6	100%	211	194	-8.1%
All Complaint Closures	17			432	474	9.7%
Merit Decisions (no AJ)	3	3	100%	520	474	-8.8%
Dismissal Decisions (no AJ)	0			125	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	12							
Total Closures	17							
Settlements	4	23.5%						
Withdrawals	2	11.8%						
Total Final Agency Actions	11	64.7%	3	27.3%	8	72.7%	0	0%
Dismissals	7	63.6%	0	0%	7	100%	0	0%
Merit Decisions	4	36.4%	3	75%	1	25%	0	0%
Finding Discrimination	1	25%	0	0%	1	100%	0	0%
Finding No Discrimination	3	75%	3	100%	0	0%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Federal Energy Regulatory Commission (FERC)

Permanent Workforce: 1,449

Temporary Workforce: 19

Total Workforce: 1,468

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,449	55.21%	44.79%	2.00%	67.77%	20.91%	7.32%	0.00%	0.90%	1.10%	0.83%
Major Occupations:											
ENERGY INDUSTRY ANALYST	292	63.70%	36.30%	1.37%	78.08%	16.44%	2.40%	0.00%	0.34%	1.37%	1.37%
ATTORNEY	262	48.85%	51.15%	0.76%	82.44%	9.16%	6.49%	0.00%	0.38%	0.76%	1.15%
CIVIL ENGINEERS	139	86.33%	13.67%	3.60%	72.66%	5.04%	17.99%	0.00%	0.72%	0.00%	0.00%
GS-14 and GS-15*	586	63.99%	36.01%	1.02%	82.25%	9.56%	5.63%	0.00%	0.51%	1.02%	1.02%
Senior Pay Level*	78	73.08%	26.92%	2.56%	82.05%	6.41%	6.41%	0.00%	2.56%	0.00%	0.00%
SES	44	70.45%	29.55%	0.00%	88.64%	6.82%	4.55%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	138	35.51%	64.49%	1.45%	47.83%	42.03%	4.35%	0.00%	2.90%	1.45%	0.72%
Mid-Level Officials/ Mgrs	220	49.09%	50.91%	2.27%	61.36%	30.91%	2.73%	0.00%	0.45%	2.27%	1.36%
Senior-Level Officials/ Mgrs	240	72.92%	27.08%	2.08%	83.33%	8.75%	3.75%	0.00%	1.25%	0.83%	0.42%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, FERC employed 12 (0.82%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 29 IWTD were needed. This represents an increase of one employee over FY 2008 and an increase of 3 employees since FY 2005. The participation rate for FY 2008 was 0.81% and for FY 2005 was 0.73%. Over the 5-year period FERC had a net increase of 0.09% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

FERC timely processed 100% of the 3 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Sex (Female); and (3) Other. Of the 3 complaints filed at FERC, 1 contained allegations of race (Black/African American) discrimination, no complaints contained allegations of color discrimination and 1 contained an allegation of disability discrimination.

III. Complaint Processing Times

Of the 3 completed investigations, 100% were timely. FERC's average time for completing an investigation was 180 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

FERC's average processing time for all complaint closures increased was 154 days in FY 2009, FERC had no complaint closures in FY 2008. The government-wide average was 344 days.

IV. Costs

FERC reported no counseling settlements in FY 2009. FERC expended a total of \$9,450 for 3 complaint investigations, for an average expenditure of \$3,150.

FERC agreed to pay a total of \$9,406 plus other benefits for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

EEOC FY 2009 Annual Report on the Federal Work Force

Federal Energy Regulatory Commission (FERC)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	3		0		3	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	0	0%	0	0%	0	0%
Complaints Filed*					3	100%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	3	2
Total Number Offered ADR	3	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	3	3	100%			
All Investigations	3	3	100%	0	180	NA%
All Complaint Closures	2			0	154	NA%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	3							
Total Closures	2							
Settlements	1	50%						
Withdrawals	0	0%						
Total Final Agency Actions	1	50%	0	0%	1	100%	0	0%
Dismissals	1	100%	0	0%	1	100%	0	0%
Merit Decisions	0	NA%	0	NA%	0	NA%	0	NA%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	0	NA%	0	NA%	0	NA%	0	NA%

EEOC FY 2009 Annual Report on the Federal Work Force

Federal Trade Commission (FTC)

Permanent Workforce: 1,032

Temporary Workforce: 88

Total Workforce: 1,120

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,032	49.03%	50.97%	3.68%	70.54%	18.99%	5.91%	0.29%	0.39%	0.19%	0.48%
Major Occupations:											
GENERAL ATTORNEY	586	51.02%	48.98%	3.92%	82.76%	6.31%	6.31%	0.17%	0.34%	0.17%	0.51%
GS-14 and GS-15*	619	55.09%	44.91%	3.55%	83.36%	6.46%	5.98%	0.00%	0.48%	0.16%	0.65%
Senior Pay Level*	34	73.53%	26.47%	0.00%	94.12%	2.94%	2.94%	0.00%	0.00%	0.00%	0.00%
SES	33	72.73%	27.27%	0.00%	93.94%	3.03%	3.03%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	2	0.00%	100.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	32	37.50%	62.50%	6.25%	71.88%	21.88%	0.00%	0.00%	0.00%	0.00%	3.13%
Senior-Level Officials/ Mgrs	203	65.02%	34.98%	2.46%	90.64%	4.93%	1.97%	0.00%	0.00%	0.00%	0.49%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, FTC employed 5 (0.45%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 22 IWTD were needed. This is the same as the number of employees in FY 2008 and a decrease of one employee since FY 2005. The participation rate for FY 2008 was 0.45% and for FY 2005 was 0.59%. Over the 5-year period FTC had a net decrease of 0.14% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

FTC timely processed 100% of the 20 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Sex (Female). Of the 5 complaints filed at FTC, 3 contained allegations of race (Black/African American) discrimination, and none contained allegations of color or disability discrimination.

III. Complaint Processing Times

Of the 3 completed investigations, 100% were timely. FTC's average time for completing an investigation was 294 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

FTC's average processing time for all complaint closures increased from 192 days in FY 2008 to 402 days in FY 2009. The government-wide average was 344 days.

IV. Costs

FTC reported no counseling settlements in FY 2009. FTC expended a total of \$10,388 for 3 complaint investigations, for an average expenditure of \$3,463.

FTC reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2009.

EEOC FY 2009 Annual Report on the Federal Work Force

Federal Trade Commission (FTC)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	20		0		20	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	13	65%	0	0%	13	65%
Complaints Filed*					5	25%
Decision to File Complaint Pending at End of Fiscal Year					2	10%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	20	3
Total Number Offered ADR	20	3
ADR Offer Rate*	100%	100%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	20	20	100%			
All Investigations	3	3	100%	0	294	NA%
All Complaint Closures	3			192	402	109.4%
Merit Decisions (no AJ)	1	0	0%	125	597	377.6%
Dismissal Decisions (no AJ)	2			0	305	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	5							
Total Closures	3							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	3	100%	3	100%	0	0%	0	0%
Dismissals	2	66.7%	2	100%	0	0%	0	0%
Merit Decisions	1	33.3%	1	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	1	100%	0	0%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

General Services Administration (GSA)

Permanent Workforce: 12,349

Temporary Workforce: 141

Total Workforce: 12,490

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	12,349	51.01%	48.99%	5.26%	61.30%	26.46%	5.31%	0.16%	0.63%	0.88%	0.81%
Major Occupations:											
CONTRACTING	1,499	36.82%	63.18%	5.67%	52.64%	35.09%	5.47%	0.07%	0.53%	0.53%	0.80%
GENERAL BUSINESS AND INDUSTRY	1,355	54.02%	45.98%	5.46%	70.41%	18.08%	4.21%	0.07%	0.59%	1.18%	0.66%
BUILDING MANAGEMENT	1,045	68.13%	31.87%	7.56%	60.96%	26.99%	2.97%	0.29%	0.57%	0.67%	0.38%
GS-14 and GS-15*	2,453	57.20%	42.80%	2.69%	71.83%	19.81%	4.53%	0.00%	0.41%	0.73%	0.20%
Senior Pay Level*	107	67.29%	32.71%	1.87%	84.11%	12.15%	1.87%	0.00%	0.00%	0.00%	0.00%
SES	90	67.78%	32.22%	2.22%	84.44%	11.11%	2.22%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	65	58.46%	41.54%	9.23%	64.62%	15.38%	7.69%	3.08%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	1,598	57.07%	42.93%	4.38%	66.96%	23.97%	3.57%	0.06%	0.75%	0.31%	0.19%
Senior-Level Officials/ Mgrs	761	60.32%	39.68%	2.23%	78.71%	14.45%	3.68%	0.00%	0.13%	0.79%	0.13%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, GSA employed 100 (0.80%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 250 IWTD were needed. This represents an increase of 3 employees over FY 2008 and a decrease of 15 employees since FY 2005. The participation rate for FY 2008 was 0.81% and for FY 2005 was 0.91%. Over the 5-year period GSA had a net decrease of 0.11% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

GSA timely processed 95.8% of the 168 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Age. Of the 103 complaints filed at GSA, 38 contained allegations of race (Black/African American) discrimination, 5 contained allegations of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 11 contained

allegations of color discrimination and 31 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 71 completed investigations, 93% were timely. GSA's average time for completing an investigation was 190 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

GSA's average processing time for all complaint closures increased from 343 days in FY 2008 to 386 days in FY 2009. The government-wide average was 344 days.

IV. Costs

GSA agreed to pay \$2,550 for 13 pre-complaint settlements, of which 1 was a monetary settlement averaging \$2,550. GSA expended a total of \$208,600 for 71 complaint investigations, for an average expenditure of \$2,938.

GSA agreed to pay a total of \$497,911 plus other benefits for 19 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$26,206.

EEOC FY 2009 Annual Report on the Federal Work Force

General Services Administration (GSA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	99		69		168	
Settlements	3	3%	10	14.5%	13	7.7%
Withdrawals or No Complaints Filed	26	26.3%	16	23.2%	42	25%
Complaints Filed*					101	60.1%
Decision to File Complaint Pending at End of Fiscal Year					12	7.1%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	168	74
Total Number Offered ADR	154	10
ADR Offer Rate*	91.7%	13.5%
ADR Participation Rate*	41.1%	12.2%
Total ADR Settlements	10	1
Total ADR Settlements Amount	\$2,550.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	168	161	95.8%			
All Investigations	71	66	93%	188	190	1.1%
All Complaint Closures	74			343	386	12.5%
Merit Decisions (no AJ)	28	28	100%	333	551	65.5%
Dismissal Decisions (no AJ)	13			37	77	108.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	103							
Total Closures	74							
Settlements	16	21.6%						
Withdrawals	5	6.8%						
Total Final Agency Actions	53	71.6%	41	77.4%	12	22.6%	0	0%
Dismissals	13	24.5%	13	100%	0	0%	0	0%
Merit Decisions	40	75.5%	28	70%	12	30%	0	0%
Finding Discrimination	3	7.5%	2	66.7%	1	33.3%	0	0%
Finding No Discrimination	37	92.5%	26	70.3%	11	29.7%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Government Printing Office (GPO)

Permanent Workforce: 2,281

Temporary Workforce: 33

Total Workforce: 2,314

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	2,281	58.48%	41.52%	1.45%	41.30%	54.14%	2.50%	0.04%	0.48%	0.09%	1.40%
Major Occupations:											
MISC PRINTING & REPRODUCT	271	60.15%	39.85%	0.37%	22.14%	77.12%	0.37%	0.00%	0.00%	0.00%	0.74%
PRINTING SERVICES	245	53.06%	46.94%	1.63%	60.82%	34.69%	1.63%	0.00%	1.22%	0.00%	0.41%
BINDERY WORKING	217	64.06%	35.94%	1.38%	36.87%	59.45%	2.30%	0.00%	0.00%	0.00%	0.92%
GS-14 and GS-15*	179	63.69%	36.31%	1.12%	65.92%	26.82%	5.59%	0.00%	0.56%	0.00%	0.56%
Senior Pay Level*	24	91.67%	8.33%	4.17%	79.17%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	21	33.33%	66.67%	4.76%	23.81%	71.43%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	128	55.47%	44.53%	0.00%	60.94%	34.38%	3.13%	0.00%	0.78%	0.78%	0.78%
Senior-Level Officials/ Mgrs	84	75.00%	25.00%	3.57%	67.86%	20.24%	7.14%	0.00%	1.19%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, GPO employed 33 (1.43%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 46 IWTD were needed. This represents a decrease of 4 employees from FY 2008 and a decrease of 6 employees since FY 2005. The participation rate for FY 2008 was 1.55% and for FY 2005 was 1.65%. Over the 5-year period GPO had a net decrease of 0.22% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

GPO timely processed 85.5% of the 159 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Reprisal; and (3) Age. Of the 84 complaints filed at GPO, 51 contained allegations of race (Black/African American) discrimination, 3 contained allegations of race (White) discrimination, 2 contained allegations of race (Asian) discrimination, 12 contained allegations

of color discrimination and 6 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 34 completed investigations, 5.9% were timely. GPO's average time for completing an investigation was 247 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

GPO's average processing time for all complaint closures increased from 251 days in FY 2008 to 293 days in FY 2009. The government-wide average was 344 days.

IV. Costs

GPO reported no counseling settlements in FY 2009. GPO expended a total of \$103,202 for 34 complaint investigations, for an average expenditure of \$3,035.

GPO agreed to pay a total of \$36,900 plus other benefits for 8 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$4,613.

EEOC FY 2009 Annual Report on the Federal Work Force

Government Printing Office (GPO)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	159		0		159	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	71	44.7%	0	0%	71	44.7%
Complaints Filed*					84	52.8%
Decision to File Complaint Pending at End of Fiscal Year					4	2.5%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	159	48
Total Number Offered ADR	84	0
ADR Offer Rate*	52.8%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	159	136	85.5%			
All Investigations	34	2	5.9%	167	247	47.9%
All Complaint Closures	48			251	293	16.7%
Merit Decisions (no AJ)	6	2	33.3%	213	189	-11.3%
Dismissal Decisions (no AJ)	25			174	95	-45.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	84							
Total Closures	48							
Settlements	8	16.7%						
Withdrawals	0	0%						
Total Final Agency Actions	40	83.3%	31	77.5%	9	22.5%	0	0%
Dismissals	25	62.5%	25	100%	0	0%	0	0%
Merit Decisions	15	37.5%	6	40%	9	60%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	15	100%	6	40%	9	60%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Health and Human Services (HHS)

Permanent Workforce: 57,062

Temporary Workforce: 22,365

Total Workforce: 79,427

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	57,062	35.19%	64.81%	3.31%	51.11%	19.89%	7.19%	0.06%	18.27%	0.17%	0.89%
Major Occupations:											
MEDICAL OFFICER	6,075	65.42%	34.58%	3.34%	78.40%	4.99%	11.51%	0.08%	1.47%	0.21%	0.43%
NURSE	5,424	15.39%	84.61%	3.12%	68.51%	4.96%	3.08%	0.11%	20.17%	0.06%	0.41%
GEN HEALTH SCIENCE	4,987	42.01%	57.99%	3.21%	72.45%	8.76%	13.27%	0.04%	2.13%	0.14%	0.38%
GS-14 and GS-15*	13,340	46.30%	53.70%	2.93%	72.79%	12.58%	9.38%	0.04%	2.21%	0.07%	0.61%
Senior Pay Level*	734	61.85%	38.15%	1.36%	81.74%	9.13%	5.31%	0.00%	2.45%	0.00%	0.82%
SES	406	53.20%	46.80%	1.23%	79.06%	12.81%	2.46%	0.00%	4.43%	0.00%	0.99%
First-Level Officials/ Mgrs	1,057	28.48%	71.52%	1.61%	26.68%	10.12%	0.57%	0.09%	60.83%	0.09%	0.19%
Mid-Level Officials/ Mgrs	2,239	45.02%	54.98%	3.13%	64.18%	19.38%	5.18%	0.00%	8.04%	0.09%	0.67%
Senior-Level Officials/ Mgrs	3,114	51.80%	48.20%	2.15%	79.70%	10.66%	4.72%	0.03%	2.73%	0.00%	0.55%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, HHS employed 592 (0.75%) Individuals with Targeted Disabilities (IWTd). In order to have met the federal 2% participation rate goal, 1,589 IWTd were needed. This represents a decrease of 4 employees from FY 2008 and a decrease of 32 employees since FY 2005. The participation rate for FY 2008 was 0.79% and for FY 2005 was 0.97%. Over the 5-year period HHS had a net decrease of 0.22% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

HHS timely processed 81.8% of the 664 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 348 complaints filed at HHS, 112 contained allegations of race (Black/African American) discrimination, 20 contained allegations of race (White) discrimination, 18 contained allegations of race (Asian) discrimination, 25 contained allegations of race (American Indian/Alaska Native) discrimination, 50 contained

allegations of color discrimination and 108 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 215 completed investigations, 79.5% were timely. HHS' average time for completing an investigation was 198 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

HHS' average processing time for all complaint closures increased from 297 days in FY 2008 to 316 days in FY 2009. The government-wide average was 344 days.

IV. Costs

HHS agreed to pay \$35,240 for 29 pre-complaint settlements, of which 6 were monetary settlements averaging \$5,873. HHS expended a total of \$970,013 for 215 complaint investigations, for an average expenditure of \$4,512.

HHS agreed to pay a total of \$2,117,994 plus other benefits for 114 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$18,579.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Health and Human Services (HHS)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	483		181		664	
Settlements	5	1%	24	13.3%	29	4.4%
Withdrawals or No Complaints Filed	212	43.9%	67	37%	279	42%
Complaints Filed*					338	50.9%
Decision to File Complaint Pending at End of Fiscal Year					18	2.7%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	664	310
Total Number Offered ADR	634	91
ADR Offer Rate*	95.5%	29.4%
ADR Participation Rate*	27.3%	9%
Total ADR Settlements	24	15
Total ADR Settlements Amount	\$30,488.24	\$149,734.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	664	543	81.8%			
All Investigations	215	171	79.5%	204	198	-2.9%
All Complaint Closures	310			297	316	6.4%
Merit Decisions (no AJ)	89	38	42.7%	429	457	6.5%
Dismissal Decisions (no AJ)	55			117	75	-35.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	348							
Total Closures	310							
Settlements	112	36.1%						
Withdrawals	33	10.7%						
Total Final Agency Actions	165	53.2%	144	87.3%	21	12.7%	0	0%
Dismissals	55	33.3%	55	100%	0	0%	0	0%
Merit Decisions	110	66.7%	89	80.9%	21	19.1%	0	0%
Finding Discrimination	2	1.8%	2	100%	0	0%	0	0%
Finding No Discrimination	108	98.2%	87	80.6%	21	19.4%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Homeland Security (DHS)

Permanent Workforce: 169,486

Temporary Workforce: 16,580

Total Workforce: 186,066

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	169,486	67.79%	32.21%	19.38%	60.96%	14.02%	4.32%	0.23%	0.85%	0.23%	0.38%
Major Occupations:											
COMPLIANCE INSPECT & SPT	51,241	57.73%	42.27%	15.03%	55.67%	22.56%	4.70%	0.46%	1.24%	0.35%	0.50%
CUSTOMS & BRDR PROTEC	21,185	81.27%	18.73%	25.55%	62.24%	5.87%	5.51%	0.16%	0.59%	0.07%	0.09%
BORDER PATROL AGT	19,796	95.04%	4.96%	50.91%	45.55%	1.57%	0.98%	0.05%	0.73%	0.21%	0.04%
GS-14 and GS-15*	13,310	66.40%	33.60%	8.61%	74.03%	12.73%	3.82%	0.05%	0.56%	0.19%	0.27%
Senior Pay Level*	548	72.99%	27.01%	5.47%	85.04%	6.20%	2.92%	0.00%	0.18%	0.18%	0.00%
SES	489	72.80%	27.20%	5.93%	84.25%	6.75%	2.66%	0.00%	0.20%	0.20%	0.00%
First-Level Officials/ Mgrs	6,046	80.23%	19.77%	33.74%	55.38%	6.90%	3.29%	0.07%	0.63%	0.00%	0.22%
Mid-Level Officials/ Mgrs	7,455	73.39%	26.61%	17.57%	69.68%	8.92%	3.17%	0.01%	0.58%	0.07%	0.13%
Senior-Level Officials/ Mgrs	3,326	70.02%	29.98%	7.22%	78.89%	10.82%	2.32%	0.03%	0.63%	0.09%	0.09%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DHS employed 727 (0.39%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 3,721 IWTG were needed. This represents an increase of 35 employees over FY 2008 and an increase of 7 employees since FY 2005. The participation rate for FY 2008 was 0.39% and for FY 2005 was 0.44%. Over the 5-year period DHS had a net decrease of 0.05% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DHS timely processed 68% of the 2,476 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Retaliation; (2) National Origin (Hispanic); and (3) Age. Of the 1,457 complaints filed at DHS, 194 contained allegations of race (Black/African American) discrimination, 93 contained allegations of race (White) discrimination, 27 contained allegations of race (Asian) discrimination, 6 contained allegations of race (American Indian/Alaska Native) discrimination, 88 contained allegations of color

discrimination and 231 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 861 completed investigations, 65.2% were timely. DHS' average time for completing an investigation was 217 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DHS' average processing time for all complaint closures increased from 485 days in FY 2008 to 627 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DHS agreed to pay \$10,991 for 130 pre-complaint settlements, of which 18 were monetary settlements averaging \$5,611. DHS expended a total of \$3,697,662 for 861 complaint investigations, for an average expenditure of \$4,295.

DHS agreed to pay a total of \$2,863,210 plus other benefits for 228 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$12,558.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Homeland Security (DHS)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,742		737		2,479	
Settlements	37	2.1%	93	12.6%	130	5.2%
Withdrawals or No Complaints Filed	550	31.6%	281	38.1%	831	33.5%
Complaints Filed*					1,423	57.4%
Decision to File Complaint Pending at End of Fiscal Year					95	3.8%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	2,479	1,118
Total Number Offered ADR	1,383	285
ADR Offer Rate*	55.8%	25.5%
ADR Participation Rate*	29.7%	3.1%
Total ADR Settlements	93	22
Total ADR Settlements Amount	\$73,214.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	2,476	1,684	68%			
All Investigations	861	561	65.2%	215	217	0.9%
All Complaint Closures	1,118			485	627	29.3%
Merit Decisions (no AJ)	303	16	5.3%	968	847	-12.5%
Dismissal Decisions (no AJ)	204			220	241	9.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1,457							
Total Closures	1,118							
Settlements	218	19.5%						
Withdrawals	84	7.5%						
Total Final Agency Actions	816	73%	507	62.1%	296	36.3%	13	1.6%
Dismissals	247	30.3%	204	82.6%	43	17.4%	0	0%
Merit Decisions	569	69.7%	303	53.3%	253	44.5%	13	2.3%
Finding Discrimination	23	4%	1	4.3%	9	39.1%	13	56.5%
Finding No Discrimination	546	96%	302	55.3%	244	44.7%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Housing and Urban Development (HUD)

Permanent Workforce: 9,193

Temporary Workforce: 370

Total Workforce: 9,563

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	9,193	38.57%	61.43%	7.10%	48.21%	38.31%	4.73%	0.09%	1.19%	0.37%	1.11%
Major Occupations:											
GENERAL BUS & INDUSTRY	2,984	35.56%	64.44%	7.77%	53.62%	32.84%	3.55%	0.00%	1.84%	0.37%	0.90%
MGMNT & PGM ANALYSIS	563	31.08%	68.92%	3.20%	39.96%	52.04%	3.20%	0.00%	1.42%	0.18%	1.42%
EQUAL OPPORTUNITY COMPLIANCE	401	33.92%	66.08%	12.97%	25.69%	58.60%	2.49%	0.00%	0.00%	0.25%	0.75%
GS-14 and GS-15*	2,341	49.51%	50.49%	5.89%	55.40%	32.72%	5.04%	0.04%	0.73%	0.17%	0.64%
Senior Pay Level*	101	61.39%	38.61%	3.96%	59.41%	32.67%	1.98%	0.00%	0.99%	0.99%	1.98%
SES	98	60.20%	39.80%	4.08%	59.18%	32.65%	2.04%	0.00%	1.02%	1.02%	2.04%
Mid-Level Officials/ Mgrs	727	46.49%	53.51%	8.12%	56.40%	31.22%	3.71%	0.00%	0.55%	0.00%	0.28%
Senior-Level Officials/ Mgrs	754	55.57%	44.43%	5.44%	57.43%	31.96%	3.05%	0.00%	1.59%	0.53%	1.19%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, HUD employed 107 (1.12%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 191 IWTD were needed. This represents a decrease of 9 employees from FY 2008 and a decrease of 27 employees since FY 2005. The participation rate for FY 2008 was 1.19% and for FY 2005 was 1.35%. Over the 5-year period HUD had a net decrease of 0.23% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

HUD timely processed 100% of the 176 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Sex (Female). Of the 98 complaints filed at HUD, 38 contained allegations of race (Black/African American) discrimination, 10 contained allegations of race (White) discrimination, 2 contained allegations of race (Asian) discrimination, 26 contained allegations of color discrimination and 29 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 72 completed investigations, 11.1% were timely. HUD's average time for completing an investigation was 323 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

HUD's average processing time for all complaint closures increased from 353 days in FY 2008 to 363 days in FY 2009. The government-wide average was 344 days.

IV. Costs

HUD agreed to pay \$36,038 for 7 pre-complaint settlements, of which 7 were monetary settlements averaging \$5,148. HUD expended a total of \$189,377 for 72 complaint investigations, for an average expenditure of \$2,630.

HUD agreed to pay a total of \$738,121 plus other benefits for 15 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$49,208.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Housing and Urban Development (HUD)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	94		82		176	
Settlements	3	3.2%	4	4.9%	7	4%
Withdrawals or No Complaints Filed	54	57.4%	9	11%	63	35.8%
Complaints Filed*					98	55.7%
Decision to File Complaint Pending at End of Fiscal Year					8	4.6%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	176	71
Total Number Offered ADR	105	0
ADR Offer Rate*	59.7%	0%
ADR Participation Rate*	46.6%	0%
Total ADR Settlements	4	0
Total ADR Settlements Amount	\$31,535.73	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	176	176	100%			
All Investigations	72	8	11.1%	275	323	17.5%
All Complaint Closures	71			353	363	2.8%
Merit Decisions (no AJ)	32	29	90.6%	556	394	-29.1%
Dismissal Decisions (no AJ)	8			44	116	163.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	98							
Total Closures	71							
Settlements	14	19.7%						
Withdrawals	7	9.9%						
Total Final Agency Actions	50	70.4%	40	80%	9	18%	1	2%
Dismissals	8	16%	8	100%	0	0%	0	0%
Merit Decisions	42	84%	32	76.2%	9	21.4%	1	2.4%
Finding Discrimination	2	4.8%	0	0%	1	50%	1	50%
Finding No Discrimination	40	95.2%	32	80%	8	20%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of the Interior (DOI)

Permanent Workforce: 57,723

Temporary Workforce: 18,924

Total Workforce: 76,647

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	57,723	60.09%	39.91%	5.43%	74.36%	5.64%	1.99%	0.33%	11.28%	0.98%	1.03%
Major Occupations:											
PARK RANGER	5,632	63.25%	36.75%	3.64%	87.73%	3.39%	1.30%	0.48%	2.27%	1.19%	0.82%
MAINTENANCE MECHANIC	3,937	92.96%	7.04%	5.82%	74.24%	6.35%	0.66%	0.86%	11.38%	0.69%	0.79%
GEN NATURAL RESOURCES MGT & BIO SC	3,776	63.93%	36.07%	3.52%	89.43%	1.17%	1.43%	0.16%	3.65%	0.64%	0.50%
GS-14 and GS-15*	5,214	67.18%	32.82%	3.20%	80.67%	4.53%	2.47%	0.10%	8.29%	0.75%	0.56%
Senior Pay Level*	360	70.83%	29.17%	5.00%	77.22%	5.83%	1.39%	0.28%	9.44%	0.83%	0.28%
SES	263	67.30%	32.70%	6.08%	73.38%	6.46%	0.76%	0.38%	12.17%	0.76%	0.00%
First-Level Officials/ Mgrs	4,715	66.60%	33.40%	4.86%	78.60%	3.08%	1.25%	0.19%	10.97%	1.06%	0.51%
Mid-Level Officials/ Mgrs	4,530	66.98%	33.02%	4.22%	79.93%	3.55%	1.70%	0.15%	9.34%	1.10%	0.57%
Senior-Level Officials/ Mgrs	1,438	69.33%	30.67%	2.85%	79.76%	4.59%	1.46%	0.21%	10.78%	0.35%	0.49%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DOI employed 699 (0.91%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 1,533 IWTD were needed. This represents an increase of 10 employees over FY 2008 and an increase of 21 employees since FY 2005. The participation rate for FY 2008 was 0.93% and for FY 2005 was 0.88%. Over the 5-year period DOI had a net increase of 0.03% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOI timely processed 78.8% of the 496 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 271 complaints filed at DOI, 50 contained allegations of race (Black/African American) discrimination, 19 contained allegations of race (White) discrimination, 6 contained allegations of race (Asian) discrimination, 11 contained allegations of race (American Indian/Alaska Native) discrimination,

24 contained allegations of color discrimination and 64 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 212 completed investigations, 58% were timely. DOI's average time for completing an investigation was 244 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DOI's average processing time for all complaint closures increased from 529 days in FY 2008 to 586 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DOI agreed to pay \$217,820 for 44 pre-complaint settlements, of which 14 were monetary settlements averaging \$15,559. DOI expended a total of \$659,522 for 212 complaint investigations, for an average expenditure of \$3,111.

DOI agreed to pay a total of \$1,008,728 plus other benefits for 81 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$12,453.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of the Interior (DOI)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	393		103		496	
Settlements	16	4.1%	28	27.2%	44	8.9%
Withdrawals or No Complaints Filed	142	36.1%	25	24.3%	167	33.7%
Complaints Filed*					270	54.4%
Decision to File Complaint Pending at End of Fiscal Year					15	3%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	496	309
Total Number Offered ADR	358	132
ADR Offer Rate*	72.2%	42.7%
ADR Participation Rate*	20.8%	7.4%
Total ADR Settlements	28	8
Total ADR Settlements Amount	\$201,389.00	\$52,052.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	496	391	78.8%			
All Investigations	212	123	58%	331	244	-26.3%
All Complaint Closures	309			529	586	10.8%
Merit Decisions (no AJ)	136	22	16.2%	660	651	-1.4%
Dismissal Decisions (no AJ)	32			198	215	8.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	271							
Total Closures	309							
Settlements	71	23%						
Withdrawals	19	6.2%						
Total Final Agency Actions	219	70.9%	168	76.7%	51	23.3%	0	0%
Dismissals	38	17.4%	32	84.2%	6	15.8%	0	0%
Merit Decisions	181	82.6%	136	75.1%	45	24.9%	0	0%
Finding Discrimination	10	5.5%	5	50%	5	50%	0	0%
Finding No Discrimination	171	94.5%	131	76.6%	40	23.4%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Justice (DOJ)

Permanent Workforce: 109,214

Temporary Workforce: 3,268

Total Workforce: 112,482

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	109,214	60.55%	39.45%	9.02%	69.74%	17.02%	3.19%	0.09%	0.82%	0.12%	0.38%
Major Occupations:											
CRIMINAL INVESTIGATING	23,693	84.59%	15.41%	8.22%	81.70%	6.05%	3.34%	0.06%	0.51%	0.12%	0.04%
CORRECTIONAL OFFICER	17,216	85.95%	14.05%	13.07%	60.44%	23.40%	1.34%	0.21%	1.40%	0.15%	0.24%
GENERAL ATTORNEY	10,385	60.92%	39.08%	4.46%	83.82%	6.80%	4.35%	0.03%	0.38%	0.16%	0.43%
GS-14 and GS-15*	14,086	65.97%	34.03%	5.86%	78.08%	11.63%	3.83%	0.02%	0.53%	0.06%	0.35%
Senior Pay Level*	4,083	67.77%	32.23%	5.19%	84.30%	7.42%	2.57%	0.05%	0.42%	0.05%	0.37%
SES	734	74.80%	25.20%	5.04%	82.83%	9.67%	1.77%	0.00%	0.68%	0.00%	0.00%
First-Level Officials/ Mgrs	3,951	64.49%	35.51%	10.93%	62.49%	22.93%	2.05%	0.05%	1.54%	0.00%	0.28%
Mid-Level Officials/ Mgrs	6,948	71.17%	28.83%	8.00%	75.83%	12.56%	2.81%	0.01%	0.73%	0.04%	0.19%
Senior-Level Officials/ Mgrs	4,056	69.92%	30.08%	5.30%	80.89%	10.36%	2.96%	0.00%	0.47%	0.02%	0.39%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DOJ employed 421 (0.37%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 2,250 IWTG were needed. This represents an increase of 13 employees over FY 2008 and an increase of 15 employees since FY 2005. The participation rate for FY 2008 was 0.38% and for FY 2005 was 0.39%. Over the 5-year period DOJ had a net decrease of 0.02% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOJ timely processed 62.7% of the 956 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Sex (Female); and (3) Age. Of the 722 complaints filed at DOJ, 101 contained allegations of race (Black/African American) discrimination, 90 contained allegations of race (White) discrimination, 7 contained allegations of race (Asian) discrimination, 8 contained allegations of race (American Indian/Alaska Native) discrimination, 25

contained allegations of color discrimination and 143 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 597 completed investigations, 55.9% were timely. DOJ's average time for completing an investigation was 252 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DOJ's average processing time for all complaint closures decreased from 505 days in FY 2008 to 486 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DOJ agreed to pay \$85,297 for 42 pre-complaint settlements, of which 7 were monetary settlements averaging \$12,185. DOJ expended a total of \$2,532,737 for 597 complaint investigations, for an average expenditure of \$4,242.

DOJ agreed to pay a total of \$1,982,153 plus other benefits for 128 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$15,486.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Justice (DOJ)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	834		122		956	
Settlements	17	2%	25	20.5%	42	4.4%
Withdrawals or No Complaints Filed	153	18.3%	44	36.1%	197	20.6%
Complaints Filed*					703	73.5%
Decision to File Complaint Pending at End of Fiscal Year					14	1.5%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	956	518
Total Number Offered ADR	856	122
ADR Offer Rate*	89.5%	23.6%
ADR Participation Rate*	12.8%	6%
Total ADR Settlements	25	26
Total ADR Settlements Amount	\$47,947.61	\$273,747.70

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	956	599	62.7%			
All Investigations	597	334	55.9%	287	252	-12.2%
All Complaint Closures	518			505	486	-3.8%
Merit Decisions (no AJ)	143	7	4.9%	824	813	-1.3%
Dismissal Decisions (no AJ)	135			271	149	-45%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	722							
Total Closures	518							
Settlements	122	23.6%						
Withdrawals	73	14.1%						
Total Final Agency Actions	323	62.4%	278	86.1%	43	13.3%	2	0.6%
Dismissals	146	45.2%	135	92.5%	11	7.5%	0	0%
Merit Decisions	177	54.8%	143	80.8%	32	18.1%	2	1.1%
Finding Discrimination	8	4.5%	4	50%	2	25%	2	25%
Finding No Discrimination	169	95.5%	139	82.2%	30	17.8%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Labor (DOL)

Permanent Workforce: 15,253

Temporary Workforce: 728

Total Workforce: 15,981

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	15,253	50.69%	49.31%	7.33%	64.91%	21.98%	4.85%	0.07%	0.63%	0.23%	1.06%
Major Occupations:											
MINE SAFETY AND HEALTH	1,460	95.89%	4.11%	2.40%	95.55%	1.37%	0.07%	0.00%	0.41%	0.21%	0.21%
WORKER'S COMPENSATION CLAIMS EXAMINER	1,325	37.13%	62.87%	6.19%	62.26%	26.19%	4.23%	0.00%	0.83%	0.30%	0.68%
ECONOMIST	1,291	63.13%	36.87%	3.80%	80.33%	9.68%	5.73%	0.00%	0.23%	0.23%	0.54%
GS-14 and GS-15*	2,427	56.20%	43.80%	4.66%	73.84%	16.23%	4.74%	0.00%	0.45%	0.08%	0.78%
Senior Pay Level*	215	67.91%	32.09%	3.72%	81.86%	10.70%	2.33%	0.00%	1.40%	0.00%	0.00%
SES	160	65.63%	34.38%	5.00%	76.25%	14.38%	2.50%	0.00%	1.88%	0.00%	0.00%
First-Level Officials/Managers	47	14.89%	85.11%	2.13%	61.70%	29.79%	6.38%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	1,425	63.02%	36.98%	7.72%	72.98%	15.65%	3.02%	0.00%	0.56%	0.07%	0.35%
Senior-Level Officials/Managers	758	61.21%	38.79%	4.35%	76.12%	15.04%	3.83%	0.00%	0.66%	0.00%	0.40%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DOL employed 171 (1.07%) Individuals with Targeted Disabilities (IWT). In order to have met the federal 2% participation rate goal, 320 IWT would have been needed. This represents a decrease of 17 employees from FY 2008 and a decrease of 36 employees since FY 2005. The participation rate for FY 2008 was 1.22% and for FY 2005 was 1.35%. Over the 5-year period DOL had a net decrease of 0.28% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOL timely processed 48.3% of the 118 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 94 complaints filed at DOL, 35 contained allegations of race (Black/African American) discrimination, 8 contained allegations of race (White) discrimination, 4 contained allegations of race (Asian) discrimination, 15

contained allegations of color discrimination and 24 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 105 completed investigations, 97.1% were timely. DOL's average time for completing an investigation was 179 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DOL's average processing time for all complaint closures decreased from 553 days in FY 2008 to 407 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DOL reported paying no monetary benefits for 3 pre-complaint settlements. DOL expended a total of \$235,491 for 105 complaint investigations, for an average expenditure of \$2,243.

DOL agreed to pay a total of \$300,554 plus other benefits for 18 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$16,697.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Labor (DOL)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	105		13		118	
Settlements	0	0%	3	23.1%	3	2.5%
Withdrawals or No Complaints Filed	15	14.3%	3	23.1%	18	15.3%
Complaints Filed*					94	79.7%
Decision to File Complaint Pending at End of Fiscal Year					3	2.5%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	118	105
Total Number Offered ADR	116	105
ADR Offer Rate*	98.3%	100%
ADR Participation Rate*	11%	18.1%
Total ADR Settlements	3	17
Total ADR Settlements Amount	\$0.00	\$295,510.83

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	118	57	48.3%			
All Investigations	105	102	97.1%	230	179	-22.2%
All Complaint Closures	105			553	407	-26.4%
Merit Decisions (no AJ)	50	43	86%	687	335	-51.2%
Dismissal Decisions (no AJ)	9			141	95	-32.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	94							
Total Closures	105							
Settlements	17	16.2%						
Withdrawals	11	10.5%						
Total Final Agency Actions	77	73.3%	59	76.6%	18	23.4%	0	0%
Dismissals	11	14.3%	9	81.8%	2	18.2%	0	0%
Merit Decisions	66	85.7%	50	75.8%	16	24.2%	0	0%
Finding Discrimination	1	1.5%	1	100%	0	0%	0	0%
Finding No Discrimination	65	98.5%	49	75.4%	16	24.6%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

National Aeronautics and Space Administration (NASA)

Permanent Workforce: 17,131

Temporary Workforce: 1,391

Total Workforce: 18,522

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	17,131	64.48%	35.52%	5.77%	75.06%	11.65%	6.11%	0.08%	0.75%	0.58%	1.06%
Major Occupations:											
AEROSPACE ENGINEERING	4,493	79.81%	20.19%	5.39%	79.97%	5.68%	7.66%	0.04%	0.58%	0.69%	0.65%
GENERAL ENGINEERING	2,980	76.38%	23.62%	6.85%	80.74%	5.81%	5.23%	0.00%	0.94%	0.44%	0.30%
COMPUTER ENGINEERING	904	70.91%	29.09%	4.31%	71.90%	10.40%	12.39%	0.11%	0.22%	0.66%	0.55%
GS-14 and GS-15*	8,414	74.25%	25.75%	4.84%	80.28%	7.17%	6.58%	0.07%	0.58%	0.48%	0.53%
Senior Pay Level*	572	79.72%	20.28%	4.55%	84.27%	4.90%	5.24%	0.00%	0.35%	0.70%	0.35%
SES	438	74.89%	25.11%	4.79%	84.47%	5.71%	4.11%	0.00%	0.23%	0.68%	0.23%
Mid-Level Officials/ Mgrs	336	62.80%	37.20%	5.06%	71.43%	14.29%	8.04%	0.60%	0.30%	0.30%	0.30%
Senior-Level Officials/ Mgrs	1,979	73.42%	26.58%	5.66%	81.86%	7.02%	4.40%	0.05%	0.56%	0.45%	0.40%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, NASA employed 183 (0.99%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 370 IWTD were needed. This represents an increase of 10 employees over FY 2008 and an increase of 6 employees since FY 2005. The participation rate for FY 2008 was 0.93% and for FY 2005 was 0.94%. Over the 5-year period NASA had a net increase of 0.05% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NASA timely processed 63.4% of the 71 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 48 complaints filed at NASA, 16 contained allegations of race (Black/African American) discrimination, 6 contained allegations of race (White) discrimination, 4 contained allegations of race (Asian) discrimination, 6 contained allegations of color discrimination and 13 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 31 completed investigations, 64.5% were timely. NASA's average time for completing an investigation was 195 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

NASA's average processing time for all complaint closures increased from 358 days in FY 2008 to 392 days in FY 2009. The government-wide average was 344 days.

IV. Costs

NASA reported paying no monetary benefits for 4 pre-complaint settlements. NASA expended a total of \$145,302 for 31 complaint investigations, for an average expenditure of \$4,687.

NASA agreed to pay a total of \$14,500 plus other benefits for 14 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$1,036.

EEOC FY 2009 Annual Report on the Federal Work Force

National Aeronautics and Space Administration (NASA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	60		11		71	
Settlements	3	5%	1	9.1%	4	5.6%
Withdrawals or No Complaints Filed	21	35%	0	0%	21	29.6%
Complaints Filed*					44	62%
Decision to File Complaint Pending at End of Fiscal Year					2	2.8%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	71	49
Total Number Offered ADR	11	16
ADR Offer Rate*	15.5%	32.7%
ADR Participation Rate*	15.5%	26.5%
Total ADR Settlements	1	4
Total ADR Settlements Amount	\$0.00	\$15,500.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	71	45	63.4%			
All Investigations	31	20	64.5%	185	195	5.4%
All Complaint Closures	49			358	392	9.5%
Merit Decisions (no AJ)	16	0	0%	307	556	81.1%
Dismissal Decisions (no AJ)	12			401	180	-55.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	48							
Total Closures	49							
Settlements	13	26.5%						
Withdrawals	3	6.1%						
Total Final Agency Actions	33	67.4%	28	84.8%	5	15.2%	0	0%
Dismissals	12	36.4%	12	100%	0	0%	0	0%
Merit Decisions	21	63.6%	16	76.2%	5	23.8%	0	0%
Finding Discrimination	1	4.8%	1	100%	0	0%	0	0%
Finding No Discrimination	20	95.2%	15	75%	5	25%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

National Archives and Records Administration (NARA)

Permanent Workforce: 2,669

Temporary Workforce: 714

Total Workforce: 3,383

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	2,669	47.13%	52.87%	1.42%	68.79%	26.79%	2.25%	0.00%	0.30%	0.45%	1.72%
Major Occupations:											
ARCHIVES TECHNICIAN	1,802	47.72%	52.28%	1.61%	57.16%	37.85%	2.00%	0.06%	0.28%	1.05%	1.94%
ARCHIVIST	327	53.52%	46.48%	0.00%	92.35%	5.50%	0.92%	0.00%	0.31%	0.92%	1.22%
GENERAL ARTS & INFORMATION	175	36.00%	64.00%	1.14%	73.71%	20.57%	3.43%	0.00%	0.00%	1.14%	1.14%
GS-14 and GS-15*	265	57.74%	42.26%	1.51%	83.40%	10.19%	4.91%	0.00%	0.00%	0.00%	0.75%
Senior Pay Level*	24	75.00%	25.00%	0.00%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%
SES	20	70.00%	30.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	140	47.86%	52.14%	0.71%	70.71%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	164	56.10%	43.90%	1.22%	89.63%	9.15%	0.00%	0.00%	0.00%	0.00%	0.61%
Senior-Level Officials/ Mgrs	98	65.31%	34.69%	1.02%	87.76%	6.12%	5.10%	0.00%	0.00%	0.00%	1.02%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, NARA employed 49 (1.45%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 68 IWTD were needed. This represents an increase of 6 employees over FY 2008 and a net increase of one employee since FY 2005. The participation rate for FY 2008 was 1.37% and for FY 2005 was 1.58%. Over the 5-year period NARA had a net decrease of 0.13% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NARA timely processed 74.3% of the 35 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Age; and (3) Color. Of the 14 complaints filed at NARA, 10 contained allegations of race (Black/African American) discrimination, 5 contained allegations of color discrimination and 6 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 12 completed investigations, 100% were timely. NARA's average time for completing an investigation was 152 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

NARA's average processing time for all complaint closures increased from 136 days in FY 2008 to 158 days in FY 2009. The government-wide average was 344 days.

IV. Costs

NARA reported paying no monetary benefits for 9 pre-complaint settlements. NARA expended a total of \$34,997 for 12 complaint investigations, for an average expenditure of \$2,916.

NARA agreed to pay a total of \$ 7,500 plus other benefits for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

EEOC FY 2009 Annual Report on the Federal Work Force

National Archives and Records Administration (NARA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	25		10		35	
Settlements	5	20%	4	40%	9	25.7%
Withdrawals or No Complaints Filed	7	28%	2	20%	9	25.7%
Complaints Filed*					14	40%
Decision to File Complaint Pending at End of Fiscal Year					3	8.6%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	35	8
Total Number Offered ADR	28	1
ADR Offer Rate*	80%	12.5%
ADR Participation Rate*	28.6%	12.5%
Total ADR Settlements	4	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	35	26	74.3%			
All Investigations	12	12	100%	172	152	-11.6%
All Complaint Closures	8			136	158	16.2%
Merit Decisions (no AJ)	1	1	100%	80	183	128.8%
Dismissal Decisions (no AJ)	5			49	64	30.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	14							
Total Closures	8							
Settlements	1	12.5%						
Withdrawals	0	0%						
Total Final Agency Actions	7	87.5%	6	85.7%	1	14.3%	0	0%
Dismissals	5	71.4%	5	100%	0	0%	0	0%
Merit Decisions	2	28.6%	1	50%	1	50%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	2	100%	1	50%	1	50%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

National Credit Union Administration (NCUA)

Permanent Workforce: 1,000

Temporary Workforce: 13

Total Workforce: 1,013

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,000	54.40%	45.60%	4.30%	75.30%	14.70%	3.60%	0.30%	0.60%	1.20%	0.30%
Major Occupations:											
CREDIT UNION EXAMINER	785	59.75%	40.25%	3.95%	80.51%	10.06%	3.44%	0.38%	0.51%	1.15%	0.13%
Senior Pay Level*	32	75.00%	25.00%	3.13%	84.38%	6.25%	3.13%	0.00%	0.00%	3.13%	0.00%
Senior-Level Officials/Managers	32	75.00%	25.00%	3.13%	84.38%	6.25%	3.13%	0.00%	0.00%	3.13%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, NCUA employed 4 (0.39%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 20 IWTD were needed. This represents an increase of 2 employees over FY 2008 and a net increase of one employee since FY 2005. The participation rate for FY 2008 was 0.21% and for FY 2005 was 0.33%. Over the 5-year period NCUA had a net increase of 0.06% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NCUA timely processed 100% of the 8 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Asian); (2) Sex (Female); and (3) Age. Of the 4 complaints filed at NCUA, 2 contained allegations of race (Asian) discrimination, no complaints contained allegations of color discrimination and 1 contained a net allegation of disability discrimination.

III. Complaint Processing Times

Of the 4 completed investigations, 100% were timely. NCUA's average time for completing an investigation was 153 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

NCUA's average processing time for all complaint closures increased from 170 days in FY 2008 to 301 days in FY 2009. The government-wide average was 344 days.

IV. Costs

NCUA reported paying no monetary benefits for 3 pre-complaint settlements. NCUA expended a total of \$13,416 for 4 complaint investigations, for an average expenditure of \$3,354.

NCUA reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2009.

EEOC FY 2009 Annual Report on the Federal Work Force

National Credit Union Administration (NCUA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	4		4		8	
Settlements	1	25%	2	50%	3	37.5%
Withdrawals or No Complaints Filed	2	50%	0	0%	2	25%
Complaints Filed*					3	37.5%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	8	3
Total Number Offered ADR	8	3
ADR Offer Rate*	100%	100%
ADR Participation Rate*	50%	0%
Total ADR Settlements	2	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	8	8	100%			
All Investigations	4	4	100%	165	153	-7.3%
All Complaint Closures	3			170	301	77.1%
Merit Decisions (no AJ)	2	2	100%	0	244	NA%
Dismissal Decisions (no AJ)	0			53	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	4							
Total Closures	3							
Settlements	0	0%						
Withdrawals	1	33.3%						
Total Final Agency Actions	2	66.7%	2	100%	0	0%	0	0%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	2	100%	2	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	2	100%	2	100%	0	0%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

National Gallery of Arts (NGA)

Permanent Workforce: 832

Temporary Workforce: 11

Total Workforce: 843

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	832	60.34%	39.66%	1.92%	50.36%	45.19%	2.04%	0.00%	0.24%	0.24%	0.72%
Major Occupations:											
SECURITY GUARD	291	79.04%	20.96%	1.72%	12.03%	83.85%	2.06%	0.00%	0.34%	0.00%	1.72%
MUSEUM SPECIALIST & TECHNICIAN	104	28.85%	71.15%	0.96%	97.12%	0.96%	0.96%	0.00%	0.00%	0.00%	0.00%
MUSEUM CURATOR	23	34.78%	65.22%	0.00%	95.65%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	83	44.58%	55.42%	2.41%	89.16%	4.82%	3.61%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	26	50.00%	50.00%	0.00%	88.46%	7.69%	3.85%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	48	85.42%	14.58%	0.00%	25.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	34	44.12%	55.88%	0.00%	94.12%	2.94%	2.94%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Mgrs	37	54.05%	45.95%	0.00%	94.59%	2.70%	2.70%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, NGA employed 6 (0.71%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 17 IWTD were needed. This is the same as the number of employees in FY 2008 and no change in the number of employees since FY 2005. The participation rate for FY 2008 was 0.73% and for FY 2005 was 0.74%. Over the 5-year period NGA had a net decrease of 0.03% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NGA timely processed 75% of the 8 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Age; and (3) Race (White). Of the 7 complaints filed at NGA, 5 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, no complaints contained allegations of color discrimination and 1 contained an allegation of disability discrimination.

III. Complaint Processing Times

NGA reported completing no investigations in FY 2009.

NGA's average processing time for all complaint closures decreased from 284 days in FY 2008 to 67 days in FY 2009. The government-wide average was 344 days.

IV. Costs

NGA reported no counseling settlements in FY 2009. NGA reported completing no investigations in FY 2009. NGA .

NGA reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2009.

EEOC FY 2009 Annual Report on the Federal Work Force

National Gallery of Arts (NGA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	8		0		8	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	1	12.5%	0	0%	1	12.5%
Complaints Filed*					7	87.5%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	8	1
Total Number Offered ADR	8	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	8	6	75%			
All Investigations	0	0	NA%	180	0	-100%
All Complaint Closures	1			284	67	-76.4%
Merit Decisions (no AJ)	0	0	0%	221	0	-100%
Dismissal Decisions (no AJ)	1			305	67	-78%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	7							
Total Closures	1							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	1	100%	1	100%	0	0%	0	0%
Dismissals	1	100%	1	100%	0	0%	0	0%
Merit Decisions	0	NA%	0	NA%	0	NA%	0	NA%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	0	NA%	0	NA%	0	NA%	0	NA%

EEOC FY 2009 Annual Report on the Federal Work Force

National Labor Relations Board (NLRB)

Permanent Workforce: 1,610

Temporary Workforce: 39

Total Workforce: 1,649

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,610	37.14%	62.86%	8.88%	65.09%	21.74%	3.91%	0.12%	0.19%	0.06%	0.68%
Major Occupations:											
GENERAL ATTORNEY	672	45.39%	54.61%	7.59%	76.34%	10.86%	4.76%	0.00%	0.30%	0.15%	0.60%
LABOR-MANAGEMENT RELATIONS EXAMINING	324	47.53%	52.47%	10.19%	78.40%	8.33%	3.09%	0.00%	0.00%	0.00%	0.31%
GS-14 and GS-15*	717	48.81%	51.19%	7.25%	75.17%	12.13%	4.88%	0.00%	0.42%	0.14%	0.84%
Senior Pay Level*	98	76.53%	23.47%	4.08%	88.78%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	59	69.49%	30.51%	3.39%	86.44%	10.17%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	49	8.16%	91.84%	10.20%	53.06%	36.73%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	100	56.00%	44.00%	7.00%	65.00%	24.00%	3.00%	0.00%	1.00%	0.00%	1.00%
Senior-Level Officials/ Mgrs	262	61.07%	38.93%	4.96%	80.53%	11.07%	3.05%	0.00%	0.38%	0.00%	1.53%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, NLRB employed 13 (0.79%) Individuals with Targeted Disabilities (IWD). In order to have met the federal 2% participation rate goal, 33 IWD were needed. This represents an increase of one employee over FY 2008 and an increase of 9 employees since FY 2005. The participation rate for FY 2008 was 0.73% and for FY 2005 was 0.21%. Over the 5-year period NLRB had a net increase of 0.58% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NLRB timely processed 90.9% of the 11 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Retaliation; (2) Sex (Female); and (3) Disability (Physical). Of the 5 complaints filed at NLRB, 1 contained an allegation of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, no complaints contained allegations of color discrimination and 3 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 7 completed investigations, 100% were timely. NLRB's average time for completing an investigation was 159 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

NLRB's average processing time for all complaint closures increased from 348 days in FY 2008 to 608 days in FY 2009. The government-wide average was 344 days.

IV. Costs

NLRB reported no counseling settlements in FY 2009. NLRB expended a total of \$9,035.9 for 7 complaint investigations, for an average expenditure of \$12,908.

NLRB agreed to pay a total of \$20,000 plus other benefits for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$10,000.

EEOC FY 2009 Annual Report on the Federal Work Force

National Labor Relations Board (NLRB)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	10		1		11	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	5	50%	1	100%	6	54.6%
Complaints Filed*					5	45.5%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	11	8
Total Number Offered ADR	11	8
ADR Offer Rate*	100%	100%
ADR Participation Rate*	9.1%	12.5%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	11	10	90.9%			
All Investigations	7	7	100%	208	159	-23.6%
All Complaint Closures	8			348	608	74.7%
Merit Decisions (no AJ)	3	2	66.7%	263	525	99.6%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	5							
Total Closures	8							
Settlements	2	25%						
Withdrawals	1	12.5%						
Total Final Agency Actions	5	62.5%	3	60%	2	40%	0	0%
Dismissals	1	20%	0	0%	1	100%	0	0%
Merit Decisions	4	80%	3	75%	1	25%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	4	100%	3	75%	1	25%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

National Science Foundation (NSF)

Permanent Workforce: 1,194

Temporary Workforce: 288

Total Workforce: 1,482

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,194	35.34%	64.66%	2.60%	57.62%	32.50%	6.45%	0.00%	0.34%	0.50%	1.26%
Major Occupations:											
MISCELLANEOUS ADMINISTRATION AND PRO	186	18.82%	81.18%	1.61%	33.33%	62.37%	2.69%	0.00%	0.00%	0.00%	1.08%
MANAGEMENT AND PROGRAM ANALYSIS	119	20.17%	79.83%	0.84%	46.22%	47.90%	3.36%	0.00%	0.00%	1.68%	0.00%
MISCELLANEOUS CLERK AND ASSISTANT	110	14.55%	85.45%	2.73%	20.91%	63.64%	10.00%	0.00%	1.82%	0.91%	3.64%
GS-14 and GS-15*	219	42.92%	57.08%	2.28%	73.97%	16.89%	6.39%	0.00%	0.46%	0.00%	0.00%
Senior Pay Level*	334	56.29%	43.71%	3.89%	81.14%	5.69%	8.68%	0.00%	0.30%	0.30%	1.20%
SES	80	56.25%	43.75%	2.50%	83.75%	5.00%	8.75%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	14	7.14%	92.86%	0.00%	28.57%	71.43%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	35	20.00%	80.00%	0.00%	45.71%	51.43%	2.86%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	156	54.49%	45.51%	3.85%	85.26%	6.41%	3.85%	0.00%	0.00%	0.64%	0.64%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, NSF employed 16 (1.08%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 30 IWTD were needed. This represents an increase of 3 employees over FY 2008 and an increase of one employee since FY 2005. The participation rate for FY 2008 was 0.92% and for FY 2005 was 1.12%. Over the 5-year period NSF had a net decrease of 0.04% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NSF timely processed 90.9% of the 11 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Age; and (3) R eprisal. Of the 7 complaints filed at NSF, 3 contained allegations of race (Black/African American) discrimination, no complaints contained allegations of color discrimination and 2 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 2 completed investigations, 100% were timely. NSF's average time for completing an investigation was 158 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

NSF's average processing time for all complaint closures decreased from 362 days in FY 2008 to 150 days in FY 2009. The government-wide average was 344 days.

IV. Costs

NSF agreed to pay \$3,682 for 3 pre-complaint settlements, of which 1 was a monetary settlement averaging \$3,682. NSF expended a total of \$5,000 for 2 complaint investigations, for an average expenditure of \$2,500.

NSF reported paying no monetary benefits for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

EEOC FY 2009 Annual Report on the Federal Work Force

National Science Foundation (NSF)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	9		2		11	
Settlements	1	11.1%	2	100%	3	27.3%
Withdrawals or No Complaints Filed	0	0%	0	0%	0	0%
Complaints Filed*					7	63.6%
Decision to File Complaint Pending at End of Fiscal Year					1	9.1%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	11	4
Total Number Offered ADR	11	1
ADR Offer Rate*	100%	25%
ADR Participation Rate*	18.2%	25%
Total ADR Settlements	2	1
Total ADR Settlements Amount	\$3,681.60	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	11	10	90.9%			
All Investigations	2	2	100%	132	158	19.7%
All Complaint Closures	4			362	150	-58.6%
Merit Decisions (no AJ)	2	0	0%	421	247	-41.3%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	7							
Total Closures	4							
Settlements	2	50%						
Withdrawals	0	0%						
Total Final Agency Actions	2	50%	2	100%	0	0%	0	0%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	2	100%	2	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	2	100%	2	100%	0	0%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of the Navy (NAVY)

Permanent Workforce: 184,118

Temporary Workforce: 6,316

Total Workforce: 190,434

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	184,118	70.24%	29.76%	4.68%	70.24%	12.99%	9.50%	1.09%	0.65%	0.85%	0.75%
Major Occupations:											
ELECTRONICS ENGINEERING	8,424	89.38%	10.62%	5.16%	71.31%	4.44%	17.58%	0.71%	0.32%	0.47%	0.42%
MECHANICAL ENGINEERING	5,845	90.92%	9.08%	3.49%	83.28%	2.91%	9.12%	0.19%	0.34%	0.67%	0.48%
ELECTRONICS TECHNICIAN	3,609	94.85%	5.15%	3.60%	84.40%	6.07%	3.71%	0.58%	1.14%	0.50%	0.55%
GS-14 and GS-15*	3,533	84.06%	15.94%	2.58%	88.99%	2.86%	5.04%	0.08%	0.28%	0.17%	0.48%
Senior Pay Level*	680	81.76%	18.24%	1.18%	90.59%	2.50%	4.56%	0.15%	0.59%	0.44%	0.00%
SES	332	80.12%	19.88%	0.90%	90.36%	4.22%	3.01%	0.30%	0.60%	0.60%	0.00%
First-Level Officials/ Mgrs	328	65.85%	34.15%	5.79%	75.91%	13.41%	3.35%	0.61%	0.30%	0.61%	0.61%
Mid-Level Officials/ Mgrs	1,546	76.20%	23.80%	3.56%	84.73%	4.92%	5.76%	0.32%	0.52%	0.19%	0.65%
Senior-Level Officials/ Mgrs	1,311	84.21%	15.79%	1.53%	89.78%	3.28%	4.73%	0.15%	0.23%	0.31%	0.15%

Totals do not include non-appropriated funds employees. *Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, NAVY employed 1,423 (0.75%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 3,809 IWTG were needed. This represents an increase of 25 employees over FY 2008 and a decrease of 77 employees since FY 2005. The participation rate for FY 2008 was 0.78% and for FY 2005 was 0.86%. Over the 5-year period NAVY had a net decrease of 0.11% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NAVY timely processed 82% of the 1,412 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 643 complaints filed at NAVY, 146 contained allegations of race (Black/African American) discrimination, 27 contained allegations of race (White) discrimination, 35 contained allegations of race (Asian) discrimination, 3 contained allegations of race (American Indian/Alaska

Native) discrimination, 59 contained allegations of color discrimination and 151 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 320 completed investigations, 42.5% were timely. NAVY's average time for completing an investigation was 240 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

NAVY's average processing time for all complaint closures increased from 288 days in FY 2008 to 322 days in FY 2009. The government-wide average was 344 days.

IV. Costs

NAVY agreed to pay \$144,891 for 180 pre-complaint settlements, of which 32 were monetary settlements averaging \$4,528. NAVY expended a total of \$2,921,600 for 320 complaint investigations, for an average expenditure of \$9,130.

NAVY agreed to pay a total of \$2,861,563 plus other benefits for 258 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$11,091.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of the Navy (NAVY)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	808		605		1,413	
Settlements	39	4.8%	141	23.3%	180	12.7%
Withdrawals or No Complaints Filed	311	38.5%	252	41.7%	563	39.8%
Complaints Filed*					643	45.5%
Decision to File Complaint Pending at End of Fiscal Year					27	1.9%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	1,413	629
Total Number Offered ADR	1,413	33
ADR Offer Rate*	100%	5.3%
ADR Participation Rate*	42.8%	4.6%
Total ADR Settlements	141	14
Total ADR Settlements Amount	\$69,680.00	\$43,900.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	1,412	1,158	82%			
All Investigations	320	136	42.5%	237	240	1.3%
All Complaint Closures	629			288	322	11.8%
Merit Decisions (no AJ)	143	134	93.7%	424	442	4.2%
Dismissal Decisions (no AJ)	111			58	73	25.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	643							
Total Closures	629							
Settlements	248	39.4%						
Withdrawals	87	13.8%						
Total Final Agency Actions	294	46.7%	254	86.4%	40	13.6%	0	0%
Dismissals	113	38.4%	111	98.2%	2	1.8%	0	0%
Merit Decisions	181	61.6%	143	79%	38	21%	0	0%
Finding Discrimination	10	5.5%	7	70%	3	30%	0	0%
Finding No Discrimination	171	94.5%	136	79.5%	35	20.5%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Nuclear Regulatory Commission (NRC)

Permanent Workforce: 3,916

Temporary Workforce: 235

Total Workforce: 4,151

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	3,916	61.03%	38.97%	5.72%	69.05%	14.81%	8.81%	0.05%	0.59%	0.97%	0.89%
Major Occupations:											
GENERAL ENGINEERING	1,149	80.77%	19.23%	7.92%	70.76%	8.44%	11.49%	0.09%	0.52%	0.78%	0.87%
NUCLEAR ENGINEERING	445	91.69%	8.31%	6.07%	82.92%	4.04%	5.62%	0.00%	0.45%	0.90%	0.22%
GENERAL PHYSICAL SCIENCE	214	67.76%	32.24%	3.74%	81.31%	8.41%	3.74%	0.00%	0.47%	2.34%	0.47%
GS-14 and GS-15*	2,015	73.75%	26.25%	4.32%	74.29%	9.68%	10.67%	0.05%	0.45%	0.55%	0.55%
Senior Pay Level*	251	79.68%	20.32%	1.59%	85.66%	7.17%	4.78%	0.00%	0.40%	0.40%	0.80%
SES	162	79.63%	20.37%	1.85%	83.95%	8.64%	4.32%	0.00%	0.62%	0.62%	1.23%
Mid-Level Officials/ Mgrs	11	81.82%	18.18%	9.09%	45.45%	36.36%	0.00%	0.00%	9.09%	0.00%	0.00%
Senior-Level Officials/ Mgrs	485	73.40%	26.60%	2.47%	80.41%	9.07%	6.39%	0.21%	0.62%	0.82%	0.62%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, NRC employed 35 (0.84%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 83 IWTD were needed. This is the same as the number of employees in FY 2008 and an increase of 3 employees since FY 2005. The participation rate for FY 2008 was 0.86% and for FY 2005 was 0.97%. Over the 5-year period NRC had a net decrease of 0.13% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NRC timely processed 100% of the 16 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Reprisal; and (3) Age. Of the 8 complaints filed at NRC, 6 contained allegations of race (Black/African American) discrimination, 3 contained allegations of race (Asian) discrimination, 3 contained allegations of color discrimination and 1 contained an allegation of disability discrimination.

III. Complaint Processing Times

Of the 7 completed investigations, 100% were timely. NRC's average time for completing an investigation was 198 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

NRC's average processing time for all complaint closures decreased from 343 days in FY 2008 to 259 days in FY 2009. The government-wide average was 344 days.

IV. Costs

NRC agreed to pay \$5,000 for 2 pre-complaint settlements, of which 1 was a monetary settlement averaging \$5,000. NRC expended a total of \$22,363 for 7 complaint investigations, for an average expenditure of \$3,195.

NRC agreed to pay a total of \$41,350 plus other benefits for 11 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$3,759.

EEOC FY 2009 Annual Report on the Federal Work Force

Nuclear Regulatory Commission (NRC)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	12		4		16	
Settlements	0	0%	2	50%	2	12.5%
Withdrawals or No Complaints Filed	5	41.7%	0	0%	5	31.3%
Complaints Filed*					8	50%
Decision to File Complaint Pending at End of Fiscal Year					1	6.3%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	16	20
Total Number Offered ADR	16	20
ADR Offer Rate*	100%	100%
ADR Participation Rate*	25%	40%
Total ADR Settlements	2	8
Total ADR Settlements Amount	\$5,000.00	\$25,350.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	16	16	100%			
All Investigations	7	7	100%	180	198	10%
All Complaint Closures	20			343	259	-24.5%
Merit Decisions (no AJ)	6	3	50%	394	349	-11.4%
Dismissal Decisions (no AJ)	3			0	123	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	8							
Total Closures	20							
Settlements	11	55%						
Withdrawals	0	0%						
Total Final Agency Actions	9	45%	9	100%	0	0%	0	0%
Dismissals	3	33.3%	3	100%	0	0%	0	0%
Merit Decisions	6	66.7%	6	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	6	100%	6	100%	0	0%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Office of Personnel Management (OPM)

Permanent Workforce: 5,721

Temporary Workforce: 111

Total Workforce: 5,832

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	5,721	39.84%	60.16%	4.54%	68.27%	23.37%	2.50%	0.47%	0.58%	0.26%	0.70%
Major Occupations:											
GENERAL INVESTIGATING	1,731	48.01%	51.99%	5.89%	77.87%	12.02%	2.77%	0.58%	0.58%	0.29%	0.23%
HUMAN RESOURCES MANAGEMENT	403	30.02%	69.98%	4.71%	57.32%	32.75%	3.72%	0.50%	0.25%	0.74%	0.50%
GEN LEGAL & KINDRED ADMINI	308	21.43%	78.57%	2.27%	51.95%	44.81%	0.97%	0.00%	0.00%	0.00%	0.65%
GS-14 and GS-15*	544	46.32%	53.68%	3.86%	68.75%	23.16%	3.13%	0.37%	0.37%	0.37%	0.55%
Senior Pay Level*	55	58.18%	41.82%	7.27%	80.00%	9.09%	1.82%	0.00%	1.82%	0.00%	0.00%
SES	53	56.60%	43.40%	7.55%	79.25%	9.43%	1.89%	0.00%	1.89%	0.00%	0.00%
First-Level Officials/ Mgrs	26	57.69%	42.31%	7.69%	57.69%	26.92%	7.69%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	219	51.60%	48.40%	2.74%	76.71%	18.26%	0.91%	0.46%	0.46%	0.46%	0.00%
Senior-Level Officials/ Mgrs	186	54.30%	45.70%	4.30%	81.18%	12.37%	0.54%	0.54%	0.54%	0.54%	0.54%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, OPM employed 41 (0.70%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 117 IWTD were needed. This represents an increase of 5 employees over FY 2008 and a net increase of one employee since FY 2005. The participation rate for FY 2008 was 0.61% and for FY 2005 was 0.78%. Over the 5-year period OPM had a net decrease of 0.08% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

OPM timely processed 100% of the 56 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Age; and (3) Reprisal. Of the 32 complaints filed at OPM, 13 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 5 contained allegations of race (American Indian/Alaska Native) discrimination, no complaints contained allegations of color

discrimination and 12 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 27 completed investigations, 100% were timely. OPM's average time for completing an investigation was 138 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

OPM's average processing time for all complaint closures decreased from 352 days in FY 2008 to 130 days in FY 2009. The government-wide average was 344 days.

IV. Costs

OPM reported paying no monetary benefits for 3 pre-complaint settlements. OPM expended a total of \$115,636 for 27 complaint investigations, for an average expenditure of \$4,283.

OPM agreed to pay a total of \$5,000 plus other benefits for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$2,500.

EEOC FY 2009 Annual Report on the Federal Work Force

Office of Personnel Management (OPM)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	53		3		56	
Settlements	2	3.8%	1	33.3%	3	5.4%
Withdrawals or No Complaints Filed	17	32.1%	1	33.3%	18	32.1%
Complaints Filed*					32	57.1%
Decision to File Complaint Pending at End of Fiscal Year					3	5.4%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	56	15
Total Number Offered ADR	55	0
ADR Offer Rate*	98.2%	0%
ADR Participation Rate*	5.4%	0%
Total ADR Settlements	1	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	56	56	100%			
All Investigations	27	27	100%	130	138	6.2%
All Complaint Closures	15			352	130	-63.1%
Merit Decisions (no AJ)	5	1	20%	623	171	-72.6%
Dismissal Decisions (no AJ)	5			80	56	-30%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	32							
Total Closures	15							
Settlements	2	13.3%						
Withdrawals	0	0%						
Total Final Agency Actions	13	86.7%	10	76.9%	2	15.4%	1	7.7%
Dismissals	5	38.5%	5	100%	0	0%	0	0%
Merit Decisions	8	61.5%	5	62.5%	2	25%	1	12.5%
Finding Discrimination	1	12.5%	0	0%	0	0%	1	100%
Finding No Discrimination	7	87.5%	5	71.4%	2	28.6%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Peace Corps (PC)

Permanent Workforce: 8

Temporary Workforce: 840

Total Workforce: 848

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	8	25.00%	75.00%	0.00%	37.50%	62.50%	0.00%	0.00%	0.00%	0.00%	0.00%
Major Occupations:											
MISCELLANEOUS ADMINISTRATION AND PROGRAM MANAGEMENT	315	35.24%	64.76%	0.95%	85.40%	9.21%	3.49%	0.00%	0.95%	0.00%	0.00%
GS-14 and GS-15*	1	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	40	42.50%	57.50%	0.00%	82.50%	12.50%	2.50%	0.00%	2.50%	0.00%	0.00%
First-Level Officials/Managers	22	50.00%	50.00%	0.00%	86.36%	4.55%	4.55%	0.00%	4.55%	0.00%	0.00%
Mid-Level Officials/Managers	121	42.98%	57.02%	1.65%	85.12%	7.44%	4.96%	0.00%	0.83%	0.00%	0.00%
Senior-Level Officials/Managers	92	63.04%	36.96%	2.17%	84.78%	11.96%	1.09%	0.00%	0.00%	0.00%	0.00%

Temporary work force numbers include all term employees and are included in all statistics reported above. *Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, PC employed 1 (0.12%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 17 IWTD were needed. This represents a decrease of 2 employees from FY 2008 and a decrease of 2 employees since FY 2005. The participation rate for FY 2008 was 0.36% and for FY 2005 was 0.35%. Over the 5-year period PC had a net decrease of 0.23% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

PC timely processed 100% of the 8 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Race (White). Of the 2 complaints filed at PC, 2 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 1 contained an allegation of color discrimination and no complaints contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 3 completed investigations, 100% were timely. PC's average time for completing an investigation was 130 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

PC's average processing time for all complaint closures increased from 149 days in FY 2008 to 356 days in FY 2009. The government-wide average was 344 days.

IV. Costs

PC reported paying no monetary benefits for 2 pre-complaint settlements. PC expended a total of \$9,783 for 3 complaint investigations, for an average expenditure of \$3,261.

PC reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2009.

EEOC FY 2009 Annual Report on the Federal Work Force

Peace Corps (PC)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	4		4		8	
Settlements	1	25%	1	25%	2	25%
Withdrawals or No Complaints Filed	2	50%	0	0%	2	25%
Complaints Filed*					2	25%
Decision to File Complaint Pending at End of Fiscal Year					2	25%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	8	1
Total Number Offered ADR	8	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	50%	0%
Total ADR Settlements	1	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	8	8	100%			
All Investigations	3	3	100%	153	130	-15%
All Complaint Closures	1			149	356	138.9%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	2							
Total Closures	1							
Settlements	0	0%						
Withdrawals	1	100%						
Total Final Agency Actions	0	0%	0	NA%	0	NA%	0	NA%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	0	NA%	0	NA%	0	NA%	0	NA%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	0	NA%	0	NA%	0	NA%	0	NA%

EEOC FY 2009 Annual Report on the Federal Work Force

Pension Benefit Guaranty Corporation (PBGC)

Permanent Workforce: 867

Temporary Workforce: 49

Total Workforce: 916

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	867	44.29%	55.71%	3.00%	44.87%	43.60%	7.27%	0.00%	0.46%	0.81%	1.38%
Major Occupations:											
Auditing	97	40.21%	59.79%	5.15%	22.68%	62.89%	8.25%	0.00%	0.00%	1.03%	2.06%
Actuary Servicers	87	54.02%	45.98%	3.45%	52.87%	25.30%	16.09%	0.00%	2.30%	0.00%	1.15%
Financial Analyst	36	69.44%	30.56%	2.78%	75.00%	16.67%	5.56%	0.00%	0.00%	0.00%	2.78%
GS-14 and GS-15*	367	54.50%	45.50%	1.36%	62.94%	26.16%	8.72%	0.00%	0.00%	0.82%	1.36%
Senior Pay Level*	36	55.56%	44.44%	2.78%	80.56%	8.33%	2.78%	0.00%	2.78%	2.78%	0.00%
Mid-Level Officials/ Mgrs	30	46.67%	53.33%	3.33%	50.00%	43.33%	3.33%	0.00%	0.00%	0.00%	3.33%
Senior-Level Officials/ Mgrs	106	53.77%	46.23%	0.94%	65.09%	25.47%	6.60%	0.00%	0.94%	0.94%	0.94%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, PBGC employed 12 (1.31%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 18 IWTD were needed. This represents a decrease of 2 employees from FY 2008 and no change in the number of employees since FY 2005. The participation rate for FY 2008 was 1.57% and for FY 2005 was 1.49%. Over the 5-year period PBGC had a net decrease of 0.18% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

PBGC timely processed 100% of the 28 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Age. Of the 21 complaints filed at PBGC, 12 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 2 contained allegations of color discrimination and 7 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 16 completed investigations, 56.3% were timely. PBGC's average time for completing an investigation was 312 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

PBGC's average processing time for all complaint closures increased from 285 days in FY 2008 to 374 days in FY 2009. The government-wide average was 344 days.

IV. Costs

PBGC reported paying no monetary benefits for 4 pre-complaint settlements. PBGC expended a total of \$56,980 for 16 complaint investigations, for an average expenditure of \$3,561.

PBGC agreed to pay a total of \$19,620 plus other benefits for 4 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$4,905.

EEOC FY 2009 Annual Report on the Federal Work Force

Pension Benefit Guaranty Corporation (PBGC)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	20		8		28	
Settlements	2	10%	2	25%	4	14.3%
Withdrawals or No Complaints Filed	6	30%	1	12.5%	7	25%
Complaints Filed*					17	60.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	28	19
Total Number Offered ADR	21	2
ADR Offer Rate*	75%	10.5%
ADR Participation Rate*	28.6%	10.5%
Total ADR Settlements	2	2
Total ADR Settlements Amount	\$0.00	\$9,619.58

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	28	28	100%			
All Investigations	16	9	56.3%	315	312	-1%
All Complaint Closures	19			285	374	31.2%
Merit Decisions (no AJ)	4	1	25%	396	811	104.8%
Dismissal Decisions (no AJ)	7			0	106	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	21							
Total Closures	19							
Settlements	4	21.1%						
Withdrawals	1	5.3%						
Total Final Agency Actions	14	73.7%	11	78.6%	3	21.4%	0	0%
Dismissals	8	57.1%	7	87.5%	1	12.5%	0	0%
Merit Decisions	6	42.9%	4	66.7%	2	33.3%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	6	100%	4	66.7%	2	33.3%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Railroad Retirement Board (RRB)

Permanent Workforce: 962

Temporary Workforce: 7

Total Workforce: 969

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	962	38.67%	61.33%	5.51%	56.65%	34.51%	2.08%	0.10%	0.42%	0.73%	0.94%
Major Occupations:											
RAILROAD RETIREMENT CLAIMS EXAMINING	422	28.67%	71.33%	6.87%	55.69%	35.55%	0.47%	0.00%	0.71%	0.71%	0.47%
INFORMATION TECHNOLOGY MANAGEMENT	120	71.67%	28.33%	3.33%	71.67%	19.17%	5.83%	0.00%	0.00%	0.00%	1.67%
GS-14 and GS-15*	104	60.58%	39.42%	1.92%	77.88%	16.35%	2.88%	0.00%	0.00%	0.96%	0.96%
Senior Pay Level*	9	66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	9	66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Mgrs	44	40.91%	59.09%	4.55%	65.91%	29.55%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Mgrs	111	54.95%	45.05%	0.90%	71.17%	19.82%	6.31%	0.00%	0.00%	1.80%	0.90%
Senior-Level Officials/ Mgrs	43	65.12%	34.88%	2.33%	88.37%	6.98%	2.33%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, RRB employed 9 (0.93%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 19 IWTD were needed. This represents a decrease of one employee from FY 2008 and a decrease of 2 employees since FY 2005. The participation rate for FY 2008 was 1.04% and for FY 2005 was 1.09%. Over the 5-year period RRB had a net decrease of 0.16% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

RRB timely processed 100% of the 3 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Age. Of the 2 complaints filed at RRB, 1 contained an allegation of race (Black/African American) discrimination, and no complaints contained allegations of color or disability discrimination.

III. Complaint Processing Times

Of the 2 completed investigations, 100% were timely. RRB's average time for completing an investigation was 176 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

RRB's average processing time for all complaint closures decreased from 330 days in FY 2008 to 222 days in FY 2009. The government-wide average was 344 days.

IV. Costs

RRB reported no counseling settlements in FY 2009. RRB expended a total of \$6,140 for 2 complaint investigations, for an average expenditure of \$3,070.

RRB reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2009.

EEOC FY 2009 Annual Report on the Federal Work Force

Railroad Retirement Board (RRB)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	3		0		3	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	1	33.3%	0	0%	1	33.3%
Complaints Filed*					2	66.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	3	1
Total Number Offered ADR	1	0
ADR Offer Rate*	33.3%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	3	3	100%			
All Investigations	2	2	100%	129	176	36.4%
All Complaint Closures	1			330	222	-32.7%
Merit Decisions (no AJ)	1	1	100%	0	222	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	2							
Total Closures	1							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	1	100%	1	100%	0	0%	0	0%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	1	100%	1	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	1	100%	0	0%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Securities and Exchange Commission (SEC)

Permanent Workforce: 3,606

Temporary Workforce: 122

Total Workforce: 3,728

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	3,606	51.44%	48.56%	4.63%	67.69%	18.30%	8.60%	0.06%	0.28%	0.44%	1.05%
Major Occupations:											
GENERAL ATTORNEY	1,526	57.93%	42.07%	3.74%	80.47%	7.40%	7.73%	0.07%	0.13%	0.46%	0.79%
ACCOUNTING	966	58.39%	41.61%	5.69%	75.26%	7.45%	11.08%	0.00%	0.31%	0.21%	0.31%
SECURITIES COMPLIANCE EXAMINING	137	61.31%	38.69%	5.11%	70.80%	10.22%	12.41%	0.00%	0.00%	1.46%	0.73%
Senior Pay Level*	107	65.42%	34.58%	3.74%	89.72%	3.74%	1.87%	0.00%	0.00%	0.93%	0.00%
Senior-Level Officials/Managers	100	66.00%	34.00%	3.00%	90.00%	4.00%	2.00%	0.00%	0.00%	1.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, SEC employed 38 (1.02%) Individuals with Targeted Disabilities (IWT D). In order to have met the federal 2% participation rate goal, 75 IWT D were needed. This represents a decrease of 4 employees from FY 2008 and a decrease of 6 employees since FY 2005. The participation rate for FY 2008 was 1.16% and for FY 2005 was 1.13%. Over the 5-year period SEC had a net decrease of 0.11% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

SEC timely processed 100% of the 21 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 15 complaints filed at SEC, 2 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 1 contained an allegation of color discrimination and 7 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 7 completed investigations, 100% were timely. SEC's average time for completing an investigation was 194 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

SEC's average processing time for all complaint closures increased from 212 days in FY 2008 to 258 days in FY 2009. The government-wide average was 344 days.

IV. Costs

SEC reported paying no monetary benefits for the one pre-complaint settlement it reached in FY 2009. SEC expended a total of \$46,677 for 7 complaint investigations, for an average expenditure of \$6,668.

SEC agreed to pay a total of \$350,505 plus other benefits for 9 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$38,945.

EEOC FY 2009 Annual Report on the Federal Work Force

Securities and Exchange Commission (SEC)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	19		2		21	
Settlements	1	5.3%	0	0%	1	4.8%
Withdrawals or No Complaints Filed	5	26.3%	0	0%	5	23.8%
Complaints Filed*					15	71.4%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	21	13
Total Number Offered ADR	18	13
ADR Offer Rate*	85.7%	100%
ADR Participation Rate*	9.5%	7.7%
Total ADR Settlements	0	1
Total ADR Settlements Amount	\$0.00	\$17,203.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	21	21	100%			
All Investigations	7	7	100%	157	194	23.6%
All Complaint Closures	13			212	258	21.7%
Merit Decisions (no AJ)	1	1	100%	59	479	711.9%
Dismissal Decisions (no AJ)	3			21	120	471.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	15							
Total Closures	13							
Settlements	9	69.2%						
Withdrawals	0	0%						
Total Final Agency Actions	4	30.8%	4	100%	0	0%	0	0%
Dismissals	3	75%	3	100%	0	0%	0	0%
Merit Decisions	1	25%	1	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	1	100%	0	0%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Small Business Administration (SBA)

Permanent Workforce: 2,728

Temporary Workforce: 1,199

Total Workforce: 3,927

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	2,728	44.21%	55.79%	10.70%	56.34%	26.47%	5.57%	0.07%	0.84%	0.00%	0.84%
Major Occupations:											
GENERAL BUSINESS & INDUSTRY	1,037	37.90%	62.10%	12.34%	55.45%	26.23%	4.73%	0.10%	0.96%	0.19%	0.77%
LOAN SPECIALIST	484	55.17%	44.83%	10.12%	62.19%	20.87%	5.58%	0.00%	0.62%	0.62%	0.41%
CONSTRUCTION ANALYST	436	90.83%	9.17%	5.50%	86.24%	5.96%	1.61%	0.00%	0.69%	0.00%	0.23%
GS-14 and GS-15*	553	58.59%	41.41%	7.41%	67.45%	19.71%	4.88%	0.00%	0.54%	0.00%	0.72%
Senior Pay Level*	54	61.11%	38.89%	12.96%	57.41%	20.37%	9.26%	0.00%	0.00%	0.00%	0.00%
SES	54	61.11%	38.89%	12.96%	57.41%	20.37%	9.26%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	8	0.00%	100.00%	12.50%	50.00%	37.50%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	200	59.00%	41.00%	8.00%	69.00%	19.50%	3.50%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	203	65.02%	34.98%	11.33%	63.55%	19.21%	4.93%	0.00%	0.99%	0.00%	0.99%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, SBA employed 27 (0.69%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 79 IWTD were needed. This represents a decrease of 4 employees from FY 2008 and a decrease of 11 employees since FY 2005. The participation rate for FY 2008 was 0.64% and for FY 2005 was 0.88%. Over the 5-year period SBA had a net decrease of 0.19% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

SBA timely processed 79.3% of the 53 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 28 complaints filed at SBA, 8 contained allegations of race (Black/African American) discrimination, 3 contained allegations of race (White) discrimination, 4 contained allegations of color discrimination and 10 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 26 completed investigations, 88.5% were timely. SBA's average time for completing an investigation was 150 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

SBA's average processing time for all complaint closures decreased from 475 days in FY 2008 to 190 days in FY 2009. The government-wide average was 344 days.

IV. Costs

SBA agreed to pay \$3,400 for 7 pre-complaint settlements, of which 2 were monetary settlements averaging \$1,700. SBA expended a total of \$52, 237 for 26 complaint investigations, for an average expenditure of \$2,009.

SBA agreed to pay a total of \$146,500 plus other benefits for 6 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$24,417.

EEOC FY 2009 Annual Report on the Federal Work Force

Small Business Administration (SBA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	33		20		53	
Settlements	0	0%	7	35%	7	13.2%
Withdrawals or No Complaints Filed	6	18.2%	6	30%	12	22.6%
Complaints Filed*					28	52.8%
Decision to File Complaint Pending at End of Fiscal Year					6	11.3%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	53	31
Total Number Offered ADR	30	6
ADR Offer Rate*	56.6%	19.4%
ADR Participation Rate*	37.7%	19.4%
Total ADR Settlements	7	6
Total ADR Settlements Amount	\$3,400.00	\$146,500.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	53	42	79.3%			
All Investigations	26	23	88.5%	302	150	-50.3%
All Complaint Closures	31			475	190	-60%
Merit Decisions (no AJ)	13	1	7.7%	646	129	-80%
Dismissal Decisions (no AJ)	0			46	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	28							
Total Closures	31							
Settlements	6	19.4%						
Withdrawals	0	0%						
Total Final Agency Actions	25	80.7%	13	52%	12	48%	0	0%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	25	100%	13	52%	12	48%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	25	100%	13	52%	12	48%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Smithsonian Institution (SI)

Permanent Workforce: 4,042

Temporary Workforce: 102

Total Workforce: 4,144

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	4,042	57.08%	42.92%	4.87%	50.94%	38.45%	3.07%	0.12%	2.15%	0.40%	0.94%
Major Occupations:											
MUSEUM SPECIALIST & TECHNICIAN	267	49.44%	50.56%	3.75%	85.39%	6.37%	1.87%	0.00%	2.25%	0.37%	0.00%
MUSEUM CURATOR	127	45.67%	54.33%	1.57%	90.55%	5.51%	1.57%	0.00%	0.79%	0.00%	0.79%
EXHIBITS SPECIALIST	101	88.12%	11.88%	1.98%	77.23%	17.82%	2.97%	0.00%	0.00%	0.00%	1.98%
GS-14 and GS-15*	446	64.13%	35.87%	4.48%	80.04%	8.30%	5.16%	0.22%	1.57%	0.22%	0.67%
Senior Pay Level*	98	70.41%	29.59%	1.02%	90.82%	6.12%	0.00%	0.00%	2.04%	0.00%	0.00%
First-Level Officials/ Mgrs	199	66.33%	33.67%	6.03%	34.67%	55.78%	2.01%	0.00%	1.51%	0.00%	0.50%
Mid-Level Officials/ Mgrs	209	56.46%	43.54%	3.35%	77.03%	15.31%	2.87%	0.00%	1.44%	0.00%	0.96%
Senior-Level Officials/ Mgrs	161	61.49%	38.51%	1.24%	81.37%	11.18%	1.86%	0.62%	3.11%	0.62%	0.00%

*Does not include trust-fund employees.

Targeted Disabilities

As of September 30, 2009, SI employed 38 (0.92%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 83 IWTD were needed. This represents an increase of one employee over FY 2008 and a decrease of 3 employees since FY 2005. The participation rate for FY 2008 was 0.92% and for FY 2005 was 1.01%. Over the 5-year period SI had a net decrease of 0.09% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

SI timely processed 100% of the 25 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 13 complaints filed at SI, 2 contained allegations of race (Black/African American) discrimination, 3 contained allegations of race (White) discrimination, 4 contained allegations of color discrimination and 3 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 4 completed investigations, 100% were timely. SI's average time for completing an investigation was 121 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

SI's average processing time for all complaint closures decreased from 283 days in FY 2008 to 100 days in FY 2009. The government-wide average was 344 days.

IV. Costs

SI reported paying no monetary benefits for the one pre-complaint settlement it reached in FY 2009. SI expended a total of \$8,400 for 4 complaint investigations, for an average expenditure of \$2,100.

SI agreed to pay a total of \$37,500 plus other benefits for 4 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$9,375.

EEOC FY 2009 Annual Report on the Federal Work Force

Smithsonian Institution (SI)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	11		14		25	
Settlements	0	0%	1	7.1%	1	4%
Withdrawals or No Complaints Filed	1	9.1%	7	50%	8	32%
Complaints Filed*					12	48%
Decision to File Complaint Pending at End of Fiscal Year					4	16%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	25	14
Total Number Offered ADR	25	13
ADR Offer Rate*	100%	92.9%
ADR Participation Rate*	56%	28.6%
Total ADR Settlements	1	4
Total ADR Settlements Amount	\$0.00	\$37,500.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	25	25	100%			
All Investigations	4	4	100%	137	121	-11.7%
All Complaint Closures	14			283	100	-64.7%
Merit Decisions (no AJ)	3	3	100%	206	100	-51.5%
Dismissal Decisions (no AJ)	5			25	20	-20%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	13							
Total Closures	14							
Settlements	4	28.6%						
Withdrawals	0	0%						
Total Final Agency Actions	10	71.4%	8	80%	2	20%	0	0%
Dismissals	5	50%	5	100%	0	0%	0	0%
Merit Decisions	5	50%	3	60%	2	40%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	5	100%	3	60%	2	40%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Social Security Administration (SSA)

Permanent Workforce: 66,065

Temporary Workforce: 1,567

Total Workforce: 67,632

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	66,065	31.18%	68.82%	13.59%	51.18%	28.45%	4.75%	0.21%	1.27%	0.57%	2.01%
Major Occupations:											
SOCIAL INSURANCE ADMINISTRATION	28,595	29.53%	70.47%	16.84%	53.88%	22.19%	4.85%	0.21%	1.61%	0.42%	1.32%
CONTACT REPRESENTATIVE	12,174	25.21%	74.79%	21.87%	37.42%	33.76%	4.38%	0.39%	1.44%	0.74%	3.34%
GEN LEGAL & KINDRED ADMINI	3,514	31.19%	68.81%	6.00%	30.56%	54.04%	8.25%	0.09%	0.34%	0.71%	1.45%
GS-14 and GS-15*	3,362	48.30%	51.70%	6.75%	68.98%	19.57%	3.15%	0.03%	1.07%	0.45%	0.71%
Senior Pay Level*	1,474	73.88%	26.12%	4.48%	85.55%	7.26%	1.02%	0.07%	1.22%	0.41%	0.95%
SES	144	58.33%	41.67%	6.94%	74.31%	16.67%	0.69%	0.00%	0.69%	0.69%	0.00%
First-Level Officials/Managers	2,272	27.55%	72.45%	17.61%	46.88%	29.58%	4.23%	0.09%	1.14%	0.48%	0.70%
Mid-Level Officials/Managers	3,545	40.56%	59.44%	10.69%	62.40%	22.26%	2.43%	0.20%	1.55%	0.48%	0.56%
Senior-Level Officials/Managers	715	53.43%	46.57%	5.87%	70.63%	19.86%	1.68%	0.00%	1.40%	0.56%	0.28%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, SSA employed 1,346 (1.99%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 1,353 IWTG were needed. This represents an increase of 57 employees over FY 2008 and a decrease of 45 employees since FY 2005. The participation rate for FY 2008 was 2.01% and for FY 2005 was 2.10%. Over the 5-year period SSA had a net decrease of 0.11% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

SSA timely processed 86% of the 912 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). Of the 477 complaints filed at SSA, 131 contained allegations of race (Black/African American) discrimination, 41 contained allegations of race (White) discrimination, 6 contained allegations of race (Asian) discrimination, 2 contained allegations of race (American Indian/Alaska Native) discrimination,

23 contained allegations of color discrimination and 189 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 509 completed investigations, 36% were timely. SSA's average time for completing an investigation was 259 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

SSA's average processing time for all complaint closures decreased from 507 days in FY 2008 to 448 days in FY 2009. The government-wide average was 344 days.

IV. Costs

SSA agreed to pay \$9,530 for 79 pre-complaint settlements, of which 4 were monetary settlements averaging \$2,383. SSA expended a total of \$1,549,971 for 509 complaint investigations, for an average expenditure of \$3,045.

SSA agreed to pay a total of \$235,969 plus other benefits for 52 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$4,538.

EEOC FY 2009 Annual Report on the Federal Work Force

Social Security Administration (SSA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	562		351		913	
Settlements	22	3.9%	57	16.2%	79	8.7%
Withdrawals or No Complaints Filed	310	55.2%	30	8.6%	340	37.2%
Complaints Filed*					463	50.7%
Decision to File Complaint Pending at End of Fiscal Year					31	3.4%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	913	423
Total Number Offered ADR	775	292
ADR Offer Rate*	84.9%	69%
ADR Participation Rate*	38.4%	9.9%
Total ADR Settlements	57	6
Total ADR Settlements Amount	\$2,830.40	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	912	784	86%			
All Investigations	509	183	36%	259	259	0%
All Complaint Closures	423			507	448	-11.6%
Merit Decisions (no AJ)	155	59	38.1%	578	487	-15.7%
Dismissal Decisions (no AJ)	68			95	115	21.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	477							
Total Closures	423							
Settlements	52	12.3%						
Withdrawals	75	17.7%						
Total Final Agency Actions	296	70%	223	75.3%	72	24.3%	1	0.3%
Dismissals	76	25.7%	68	89.5%	8	10.5%	0	0%
Merit Decisions	220	74.3%	155	70.5%	64	29.1%	1	0.5%
Finding Discrimination	1	0.5%	0	0%	0	0%	1	100%
Finding No Discrimination	219	99.6%	155	70.8%	64	29.2%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of State (STATE)

Permanent Workforce: 21,952

Temporary Workforce: 5,619

Total Workforce: 27,571

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	21,952	55.49%	44.51%	5.09%	71.08%	16.12%	5.67%	0.20%	0.33%	1.51%	0.32%
Major Occupations:											
FOREIGN AFFAIRS	2,080	56.92%	43.08%	3.46%	84.47%	5.67%	4.28%	0.05%	0.38%	1.68%	0.53%
PASSPORT & VISA EXAMINING	1,533	36.01%	63.99%	10.44%	47.88%	23.61%	4.76%	0.78%	0.39%	12.13%	0.26%
MGT PGM ANALYSIS	646	35.45%	64.55%	5.11%	61.46%	27.86%	4.33%	0.00%	0.46%	0.77%	0.46%
GS-14 and GS-15*	2,983	61.55%	38.45%	2.82%	80.39%	11.03%	4.19%	0.20%	0.30%	1.07%	0.37%
Senior Pay Level*	1,099	89.54%	7.73%	4.19%	84.44%	7.64%	2.82%	0.00%	0.36%	0.55%	0.18%
SES	152	65.13%	34.87%	2.63%	87.50%	5.26%	0.66%	0.00%	0.00%	3.95%	0.66%
First-Level Officials/ Mgrs	195	31.28%	68.72%	6.15%	57.44%	26.15%	5.64%	0.51%	2.05%	2.05%	0.51%
Mid-Level Officials/ Mgrs	468	49.79%	50.21%	3.21%	67.09%	26.92%	2.56%	0.00%	0.43%	1.28%	0.21%
Senior-Level Officials/ Mgrs	730	66.71%	33.29%	3.84%	84.25%	7.53%	3.01%	0.00%	0.55%	0.82%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, STATE employed 79 (0.31%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 551 IWTD were needed. This represents a decrease of 5 employees from FY 2008 and a decrease of 11 employees since FY 2005. The participation rate for FY 2008 was 0.34% and for FY 2005 was 0.37%. Over the 5-year period STATE had a net decrease of 0.06% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

STATE timely processed 79.1% of the 210 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Sex (Female); and (3) Age. Of the 118 complaints filed at STATE, 27 contained allegations of race (Black/African American) discrimination, 9 contained allegations of race (White) discrimination, 3 contained allegations of race (Asian) discrimination, 13 contained allegations of color

discrimination and 29 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 71 completed investigations, 42.3% were timely. STATE's average time for completing an investigation was 254 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

STATE's average processing time for all complaint closures increased from 348 days in FY 2008 to 395 days in FY 2009. The government-wide average was 344 days.

IV. Costs

STATE agreed to pay \$554 for 4 pre-complaint settlements, of which 1 was a monetary settlement averaging \$554. STATE expended a total of \$128,838 for 71 complaint investigations, for an average expenditure of \$1,815.

STATE agreed to pay a total of \$247,314 plus other benefits for 20 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$12,366.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of State (STATE)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	177		34		211	
Settlements	3	1.7%	1	2.9%	4	1.9%
Withdrawals or No Complaints Filed	86	48.6%	9	26.5%	95	45%
Complaints Filed*					108	51.2%
Decision to File Complaint Pending at End of Fiscal Year					4	1.9%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	211	134
Total Number Offered ADR	211	7
ADR Offer Rate*	100%	5.2%
ADR Participation Rate*	16.1%	5.2%
Total ADR Settlements	1	1
Total ADR Settlements Amount	\$0.00	\$25,000.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	210	166	79.1%			
All Investigations	71	30	42.3%	307	254	-17.3%
All Complaint Closures	134			348	395	13.5%
Merit Decisions (no AJ)	44	5	11.4%	467	460	-1.5%
Dismissal Decisions (no AJ)	33			52	67	28.8%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	118							
Total Closures	134							
Settlements	20	14.9%						
Withdrawals	13	9.7%						
Total Final Agency Actions	101	75.4%	77	76.2%	24	23.8%	0	0%
Dismissals	34	33.7%	33	97.1%	1	2.9%	0	0%
Merit Decisions	67	66.3%	44	65.7%	23	34.3%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	67	100%	44	65.7%	23	34.3%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Tennessee Valley Authority (TVA)

Permanent Workforce: 12,001

Temporary Workforce: 226

Total Workforce: 12,227

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	12,001	81.05%	18.95%	0.67%	88.89%	8.30%	0.53%	0.03%	1.12%	0.44%	0.46%
Major Occupations:											
PLANT OPERATORS	1,031	92.92%	7.08%	0.78%	86.03%	8.05%	0.10%	0.00%	1.84%	0.97%	0.00%
PLANT TECHNICIANS	916	96.40%	3.60%	0.87%	86.57%	7.42%	0.00%	0.00%	1.53%	0.00%	0.00%
BUSINESS SUPPORT REP	201	10.45%	53.73%	0.50%	81.09%	16.92%	0.50%	0.00%	1.00%	0.00%	0.00%
Senior Pay Level*	144	86.11%	13.89%	2.08%	93.06%	2.08%	0.00%	0.00%	0.69%	0.00%	0.00%
First-Level Officials/ Mgrs	384	60.16%	39.84%	0.52%	88.02%	9.90%	0.26%	0.52%	0.52%	0.26%	0.00%
Mid-Level Officials/ Mgrs	1,673	77.11%	22.89%	0.60%	90.44%	7.17%	0.66%	0.06%	0.78%	0.30%	0.30%
Senior-Level Officials/ Mgrs	1,121	82.43%	17.57%	0.71%	92.42%	4.64%	0.89%	0.00%	0.89%	0.45%	0.36%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, TVA employed 57 (0.47%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 245 IWTD were needed. This represents an increase of 3 employees over FY 2008 and a decrease of 13 employees since FY 2005. The participation rate for FY 2008 was 0.47% and for FY 2005 was 0.55%. Over the 5-year period TVA had a net decrease of 0.08% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

TVA timely processed 100% of the 81 pre-complaint counselings (without remands) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 56 complaints filed at TVA, 14 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (Asian) discrimination, and 14 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 46 completed investigations, 100% were timely. TVA's average time for completing an investigation was 100 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

TVA's average processing time for all complaint closures increased from 244 days in FY 2008 to 268 days in FY 2009. The government-wide average was 344 days.

IV. Costs

TVA agreed to pay \$1,638 for 4 pre-complaint settlements, of which 1 was a monetary settlement averaging \$1,638. TVA expended a total of \$108,748 for 46 complaint investigations, for an average expenditure of \$2,364.

TVA agreed to pay a total of \$176,000 plus other benefits for 13 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$13,538.

EEOC FY 2009 Annual Report on the Federal Work Force

Tennessee Valley Authority (TVA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	77		4		81	
Settlements	4	5.2%	0	0%	4	4.9%
Withdrawals or No Complaints Filed	5	6.5%	0	0%	5	6.2%
Complaints Filed*					56	69.1%
Decision to File Complaint Pending at End of Fiscal Year					16	19.8%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	81	42
Total Number Offered ADR	4	0
ADR Offer Rate*	4.9%	0%
ADR Participation Rate*	4.9%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	81	81	100%			
All Investigations	46	46	100%	110	100	-9.1%
All Complaint Closures	42			244	268	9.8%
Merit Decisions (no AJ)	14	14	100%	189	181	-4.2%
Dismissal Decisions (no AJ)	8			13	30	130.8%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	56							
Total Closures	42							
Settlements	13	31%						
Withdrawals	1	2.4%						
Total Final Agency Actions	28	66.7%	22	78.6%	6	21.4%	0	0%
Dismissals	8	28.6%	8	100%	0	0%	0	0%
Merit Decisions	20	71.4%	14	70%	6	30%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	20	100%	14	70%	6	30%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Transportation (DOT)

Permanent Workforce: 55,852

Temporary Workforce: 1,735

Total Workforce: 57,587

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	55,852	73.04%	26.96%	6.37%	76.12%	11.48%	3.86%	0.22%	1.31%	0.64%	0.58%
Major Occupations:											
AIR TRAFFIC CONTROL	20,636	83.63%	16.37%	5.52%	84.67%	5.93%	2.02%	0.22%	1.02%	0.62%	0.16%
TRANSPORTATION SPECIALIST	6,813	87.77%	12.23%	7.93%	74.49%	10.39%	4.17%	0.32%	1.78%	0.92%	0.46%
AVIATION SAFETY	4,208	92.49%	7.51%	5.35%	86.55%	4.59%	1.52%	0.21%	1.40%	0.38%	0.14%
GS-14 and GS-15*	4,713	77.78%	22.22%	4.75%	78.53%	10.76%	4.56%	0.15%	0.79%	0.47%	0.62%
Senior Pay Level*	431	66.13%	33.87%	4.41%	80.74%	10.44%	3.71%	0.23%	0.46%	0.00%	1.16%
SES	209	59.81%	40.19%	2.87%	81.34%	11.48%	3.83%	0.48%	0.00%	0.00%	1.91%
First-Level Officials/Managers	78	80.77%	19.23%	17.95%	73.08%	6.41%	2.56%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	890	69.78%	30.22%	5.39%	72.92%	14.04%	6.63%	0.00%	0.45%	0.56%	0.90%
Senior-Level Officials/Managers	1,034	69.15%	30.85%	3.68%	78.43%	12.09%	4.93%	0.10%	0.58%	0.19%	1.26%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, DOT employed 340 (0.59%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 1,152 IWTD were needed. This represents an increase of 25 employees over FY 2008 and an increase of 42 employees since FY 2005. The participation rate for FY 2008 was 0.57% and for FY 2005 was 0.55%. Over the 5-year period DOT had a net increase of 0.04% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOT timely processed 93.5% of the 618 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 349 complaints filed at DOT, 70 contained allegations of race (Black/African American) discrimination, 15 contained allegations of race (White) discrimination, 6 contained allegations of race (Asian) discrimination, 3 contained allegations of race (American Indian/Alaska Native)

discrimination, 41 contained allegations of color discrimination and 59 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 244 completed investigations, 86.5% were timely. DOT's average time for completing an investigation was 163 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

DOT's average processing time for all complaint closures decreased from 423 days in FY 2008 to 396 days in FY 2009. The government-wide average was 344 days.

IV. Costs

DOT agreed to pay \$18,516,3 for 47 pre-complaint settlements, of which 10 were monetary settlements averaging \$18,516. DOT expended a total of \$1,091,718 for 244 complaint investigations, for an average expenditure of \$4,474.

DOT agreed to pay a total of \$976,912 plus other benefits for 112 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$8,722.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Transportation (DOT)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	198		420		618	
Settlements	4	2%	43	10.2%	47	7.6%
Withdrawals or No Complaints Filed	77	38.9%	143	34.1%	220	35.6%
Complaints Filed*					331	53.6%
Decision to File Complaint Pending at End of Fiscal Year					20	3.2%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	618	422
Total Number Offered ADR	545	7
ADR Offer Rate*	88.2%	1.7%
ADR Participation Rate*	68%	1.4%
Total ADR Settlements	43	2
Total ADR Settlements Amount	\$85,062.80	\$6,431.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	618	578	93.5%			
All Investigations	244	211	86.5%	236	163	-30.9%
All Complaint Closures	422			423	396	-6.4%
Merit Decisions (no AJ)	113	16	14.2%	425	427	0.5%
Dismissal Decisions (no AJ)	115			85	66	-22.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	349							
Total Closures	422							
Settlements	110	26.1%						
Withdrawals	26	6.2%						
Total Final Agency Actions	286	67.8%	228	79.7%	58	20.3%	0	0%
Dismissals	116	40.6%	115	99.1%	1	0.9%	0	0%
Merit Decisions	170	59.4%	113	66.5%	57	33.5%	0	0%
Finding Discrimination	2	1.2%	0	0%	2	100%	0	0%
Finding No Discrimination	168	98.8%	113	67.3%	55	32.7%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of the Treasury (TREAS)

Permanent Workforce: 107,167

Temporary Workforce: 1,728

Total Workforce: 108,895

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	107,167	37.39%	62.61%	8.97%	60.72%	24.35%	4.69%	0.12%	0.78%	0.38%	1.72%
Major Occupations:											
INTERNAL REVENUE AGT	14,428	50.26%	49.74%	6.43%	67.60%	14.22%	10.46%	0.22%	0.75%	0.32%	0.87%
CONTACT REPRESENTATIVE	13,584	29.84%	70.16%	13.00%	51.34%	32.00%	2.47%	0.08%	0.80%	0.32%	2.19%
TAX EXAMINING	10,871	22.66%	77.34%	10.60%	60.82%	23.76%	3.64%	0.06%	0.85%	0.28%	2.42%
GS-14 and GS-15*	8,753	51.81%	48.19%	3.55%	71.88%	17.48%	6.10%	0.07%	0.51%	0.40%	0.75%
Senior Pay Level*	546	64.47%	35.53%	3.30%	81.68%	10.99%	3.30%	0.18%	0.18%	0.37%	0.18%
SES	451	62.97%	37.03%	3.55%	81.15%	11.09%	3.33%	0.22%	0.22%	0.44%	0.22%
First-Level Officials/ Mgrs	152	36.18%	63.82%	5.92%	64.47%	25.66%	2.63%	0.66%	0.66%	0.00%	2.63%
Mid-Level Officials/ Mgrs	631	51.66%	48.34%	4.60%	67.19%	23.61%	4.12%	0.00%	0.16%	0.32%	0.32%
Senior-Level Officials/ Mgrs	1,203	61.85%	38.15%	2.91%	82.13%	11.14%	3.33%	0.17%	0.08%	0.25%	0.25%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, TREAS employed 1,864 (1.71%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 2,178 IWTD were needed. This represents an increase of 37 employees over FY 2008 and a decrease of 100 employees since FY 2005. The participation rate for FY 2008 was 1.73% and for FY 2005 was 1.82%. Over the 5-year period TREAS had a net decrease of 0.11% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

TREAS timely processed 94.1% of the 818 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 432 complaints filed at TREAS, 109 contained allegations of race (Black/African American) discrimination, 38 contained allegations of race (White) discrimination, 8 contained allegations of race (Asian) discrimination, 1 contained an allegation of race (American Indian/Alaska Native)

discrimination, 25 contained allegations of color discrimination and 128 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 357 completed investigations, 61.3% were timely. TREAS' average time for completing an investigation was 252 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

TREAS' average processing time for all complaint closures decreased from 453 days in FY 2008 to 440 days in FY 2009. The government-wide average was 344 days.

IV. Costs

TREAS agreed to pay \$69,045 for 153 pre-complaint settlements, of which 7 were monetary settlements averaging \$9,864. TREAS expended a total of \$2,761,990 for 357 complaint investigations, for an average expenditure of \$7,737.

TREAS agreed to pay a total of \$1,832,095 plus other benefits for 127 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$14,426.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of the Treasury (TREAS)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	422		396		818	
Settlements	49	11.6%	104	26.3%	153	18.7%
Withdrawals or No Complaints Filed	179	42.4%	83	21%	262	32%
Complaints Filed*					374	45.7%
Decision to File Complaint Pending at End of Fiscal Year					29	3.6%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	818	474
Total Number Offered ADR	783	268
ADR Offer Rate*	95.7%	56.5%
ADR Participation Rate*	48.4%	29.1%
Total ADR Settlements	104	11
Total ADR Settlements Amount	\$51,300.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	818	770	94.1%			
All Investigations	357	219	61.3%	257	252	-1.9%
All Complaint Closures	474			453	440	-2.9%
Merit Decisions (no AJ)	140	108	77.1%	430	428	-0.5%
Dismissal Decisions (no AJ)	63			189	99	-47.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	432							
Total Closures	474							
Settlements	119	25.1%						
Withdrawals	53	11.2%						
Total Final Agency Actions	302	63.7%	203	67.2%	99	32.8%	0	0%
Dismissals	70	23.2%	63	90%	7	10%	0	0%
Merit Decisions	232	76.8%	140	60.3%	92	39.7%	0	0%
Finding Discrimination	8	3.5%	5	62.5%	3	37.5%	0	0%
Finding No Discrimination	224	96.6%	135	60.3%	89	39.7%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

U.S. Postal Service (USPS)

Permanent Workforce: 622,045

Temporary Workforce: 85,843

Total Workforce: 707,888

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	622,045	59.76%	40.24%	8.77%	60.29%	21.28%	8.25%	0.21%	0.67%	0.53%	0.81%
Major Occupations:											
CITY CARRIER	200,355	72.54%	27.46%	11.57%	59.46%	18.97%	8.87%	0.24%	0.53%	0.37%	0.39%
CLERK	177,334	43.45%	56.55%	8.05%	54.64%	24.46%	11.43%	0.24%	0.63%	0.55%	1.04%
MAIL HANDLER	52,819	68.97%	31.03%	9.49%	40.09%	39.06%	9.98%	0.27%	0.53%	0.59%	2.12%
GS-14 and GS-15*	8,771	66.40%	33.60%	7.35%	67.63%	17.96%	5.10%	0.18%	0.90%	0.88%	0.22%
Senior Pay Level*	745	71.01%	28.99%	7.25%	72.89%	15.03%	3.22%	0.54%	0.27%	0.81%	0.13%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, USPS employed 5,372 (0.76%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 14,158 IWTG were needed. This represents a decrease of 482 employees from FY 2008 and a decrease of 794 employees since FY 2005. The participation rate for FY 2008 was 0.77% and for FY 2005 was 0.88%. Over the 5-year period USPS had a net decrease of 0.12% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

USPS timely processed 99.5% of the 17,054 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Disability (Physical); and (3) Age. Of the 5,659 complaints filed at USPS, 1,283 contained allegations of race (Black/African American) discrimination, 570 contained allegations of race (White) discrimination, 128 contained allegations of race (Asian) discrimination, 17 contained allegations of race (American Indian/Alaska Native) discrimination, 757 contained allegations of color discrimination and 2,533 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 3,014 completed investigations, 99.2% were timely. USPS' average time for completing an investigation was 113 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

USPS' average processing time for all complaint closures increased from 238 days in FY 2008 to 243 days in FY 2009. The government-wide average was 344 days.

IV. Costs

USPS agreed to pay \$840,044 for 4,584 pre-complaint settlements, of which 433 were monetary settlements averaging \$1,940. USPS expended a total of \$4,541,324 for 3,014 complaint investigations, for an average expenditure of \$1,507.

USPS agreed to pay a total of \$5,631,795 plus other benefits for 598 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$9,418.

EEOC FY 2009 Annual Report on the Federal Work Force

U.S. Postal Service (USPS)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	4,898		12,181		17,079	
Settlements	750	15.3%	3,834	31.5%	4,584	26.8%
Withdrawals or No Complaints Filed	1,270	25.9%	5,437	44.6%	6,707	39.3%
Complaints Filed*					5,400	31.6%
Decision to File Complaint Pending at End of Fiscal Year					388	2.3%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	17,079	5,952
Total Number Offered ADR	14,667	10
ADR Offer Rate*	85.9%	0.2%
ADR Participation Rate*	71.3%	0.2%
Total ADR Settlements	3,834	3
Total ADR Settlements Amount	\$499,597.77	\$79,500.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	17,054	16,971	99.5%			
All Investigations	3,014	2,990	99.2%	103	113	9.7%
All Complaint Closures	5,952			238	243	2.1%
Merit Decisions (no AJ)	1,297	1,272	98.1%	242	266	9.9%
Dismissal Decisions (no AJ)	2,403			26	35	34.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	5,659							
Total Closures	5,952							
Settlements	542	9.1%						
Withdrawals	364	6.1%						
Total Final Agency Actions	5,046	84.8%	3,700	73.3%	1,330	26.4%	16	0.3%
Dismissals	2,413	47.8%	2,403	99.6%	10	0.4%	0	0%
Merit Decisions	2,633	52.2%	1,297	49.3%	1,320	50.1%	16	0.6%
Finding Discrimination	72	2.7%	0	0%	56	77.8%	16	22.2%
Finding No Discrimination	2,561	97.3%	1,297	50.6%	1,264	49.4%	0	0%

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Veterans Affairs (VA)

Permanent Workforce: 271,682

Temporary Workforce: 25,552

Total Workforce: 297,234

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	271,682	40.22%	59.78%	6.82%	61.19%	23.92%	6.15%	0.18%	1.12%	0.61%	1.47%
Major Occupations:											
NURSE	51,500	15.44%	84.56%	5.91%	66.39%	15.69%	10.47%	0.15%	1.03%	0.37%	0.50%
MEDICAL OFFICER	20,323	66.63%	33.37%	6.44%	64.09%	4.55%	22.98%	0.16%	1.46%	0.33%	0.48%
PRACTICAL NURSE	12,763	16.14%	83.86%	6.95%	56.41%	29.12%	5.37%	0.24%	1.25%	0.67%	0.67%
GS-14 and GS-15*	17,476	64.23%	35.77%	5.73%	69.01%	7.48%	16.23%	0.13%	1.02%	0.38%	0.66%
Senior Pay Level*	5,617	66.74%	33.26%	4.45%	76.39%	3.49%	14.03%	0.14%	1.28%	0.21%	0.32%
SES	251	68.53%	31.47%	3.59%	83.67%	9.16%	1.59%	0.40%	1.20%	0.40%	2.39%
First-Level Officials/ Mgrs	7,962	45.84%	54.16%	6.62%	66.40%	22.10%	3.05%	0.18%	1.17%	0.51%	1.04%
Mid-Level Officials/ Mgrs	6,227	52.80%	47.20%	5.06%	77.34%	13.17%	3.20%	0.08%	0.63%	0.53%	1.08%
Senior-Level Officials/ Mgrs	3,877	71.06%	28.94%	5.55%	76.81%	5.80%	11.04%	0.15%	0.44%	0.21%	0.59%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2009, VA employed 4,241 (1.43%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 5,945 IWTD were needed. This represents an increase of 256 employees over FY 2008 and an increase of 675 employees since FY 2005. The participation rate for FY 2008 was 1.43% and for FY 2005 was 1.52%. Over the 5-year period VA had a net decrease of 0.09% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

VA timely processed 94.8% of the 4,293 pre-complaint counselings (without remedies) completed in FY 2009.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 2,221 complaints filed at VA, 533 contained allegations of race (Black/African American) discrimination, 104 contained allegations of race (White) discrimination, 35 contained allegations of race (Asian) discrimination, 17 contained allegations of race (American Indian/Alaska Native) discrimination, 59

contained allegations of color discrimination and 517 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 1,575 completed investigations, 69.5% were timely. VA's average time for completing an investigation was 179 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 100 days.

VA's average processing time for all complaint closures decreased from 366 days in FY 2008 to 311 days in FY 2009. The government-wide average was 344 days.

IV. Costs

VA agreed to pay \$638,117 for 490 pre-complaint settlements, of which 28 were monetary settlements averaging \$22,790. VA expended a total of \$5,161,891 for 1,575 complaint investigations, for an average expenditure of \$3,277.

VA agreed to pay a total of \$5,526,169 plus other benefits for 450 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with monetary benefits, the average award was \$12,280.

EEOC FY 2009 Annual Report on the Federal Work Force

Department of Veterans Affairs (VA)

Outcome of Counselings Completed in FY 2009

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	2,184		2,113		4,297	
Settlements	41	1.9%	449	21.3%	490	11.4%
Withdrawals or No Complaints Filed	1,033	47.3%	578	27.4%	1,611	37.5%
Complaints Filed*					2,106	49%
Decision to File Complaint Pending at End of Fiscal Year					90	2.1%

*Includes only complaints filed in FY 2009 where counseling was also completed during FY 2009.

Agency Use of ADR for EEO Dispute Resolution in FY 2009

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	4,297	1,822
Total Number Offered ADR	3,524	202
ADR Offer Rate*	82%	11.1%
ADR Participation Rate*	49.2%	8.3%
Total ADR Settlements	449	77
Total ADR Settlements Amount	\$208,117.10	\$124,785.85

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2009

	Total #	# Timely	% Timely	FY 2008 APD*	FY 2009 APD	% Change
All Pre-Complaint Counselings (minus remands)	4,293	4,069	94.8%			
All Investigations	1,575	1,095	69.5%	185	179	-3.2%
All Complaint Closures	1,822			366	311	-15%
Merit Decisions (no AJ)	486	208	42.8%	383	357	-6.8%
Dismissal Decisions (no AJ)	317			78	57	-26.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2009

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	2,221							
Total Closures	1,822							
Settlements	436	23.9%						
Withdrawals	262	14.4%						
Total Final Agency Actions	1,124	61.7%	803	71.4%	309	27.5%	12	1.1%
Dismissals	332	29.5%	317	95.5%	11	3.3%	4	1.2%
Merit Decisions	792	70.5%	486	61.4%	298	37.6%	8	1%
Finding Discrimination	22	2.8%	6	27.3%	8	36.4%	8	36.4%
Finding No Discrimination	770	97.2%	480	62.3%	290	37.7%	0	0%

APPENDIX I

APPENDIX I

GLOSSARY / DEFINITIONS

Administrative Support Workers - See "Occupational Categories."

Affirmation Rate – The percentage of appeal closures that were affirmed by the EEOC.

ADR Closures – The number of counselings or complaints that completed the ADR process during the fiscal year.

ADR Election Rate - Of the total counselings or complaints that received an ADR offer, the election rate represents the percentage that participated in the ADR process.

ADR Offer Rate - The percentage of completed/ended counselings or the complaint closures that received an ADR offer.

ADR Participation Rate - The percentage of completed/ended counseling or the complaint closures where both parties agreed to participate in ADR.

ADR Resolution Rate - The percentage of ADR closures that were resolved by either settlement or withdrawal from the EEO process.

Agency - Executive agencies as defined in Section 102 of Title 5, U.S. Code (including those with employees and applicants for employment who are paid from non-appropriated funds), the United States Postal Service, the Postal Rate Commission, and those units of the legislative and judicial branches of the Federal government having positions in the competitive service.

Annual Reports - Reports required to be submitted to EEOC on agencies' affirmative employment program accomplishments pursuant to EEOC Management Directive 715.

Appeal Closures – The number of appeals decided by the EEOC during the fiscal year.

Appeal Receipts – The number of appeals filed with the EEOC during the fiscal year.

Appeals Inventory – The number of appeals on hand at the end of the fiscal year.

Average Age of Open Pending Inventory – Average number of days of all complaints, hearings or appeals which are not yet resolved at the end of the reporting period.

Average Processing Time – The total number of days divided by the number of investigations, complaint closures, hearing closures, or appeal closures.

Central Personnel Data File (CPDF) - This is a computer data file created and maintained by the OPM. The file is based on personnel action information submitted directly to the OPM by

Executive Branch federal agency appointing offices, and is updated monthly. Some Executive Branch agencies do not submit data to the CPDF including the following: the Tennessee Valley Authority, United States Postal Service, Army & Air Force Exchange Service, Central Intelligence Agency, Defense Intelligence Agency, National Geospatial-Intelligence Agency, and the National Security Agency.

Civilian Labor Force (CLF) - Data derived from the decennial census reflecting persons, 16 years of age or older who were employed or seeking employment, excluding those in the Armed Services. CLF data used in this report is based on the 2000 Census.

Complainants – Individuals, either employees or applicants, who filed a formal complaint against a federal agency during the fiscal year.

Complaint Closures – The number of complaints that were completed in the formal complaint process during the fiscal year.

Complaint Rate – The percentage of individuals who filed a complaint per the total work force.

Complaints Filed – The number of complaints that were filed against the federal government during the fiscal year.

Completed/Ended Counselings – The number of counselings which were concluded/closed, either by a written settlement agreement, a written withdrawal from the counseling process, the issuance of a notice of right to file a formal complaint, the forwarding of a counseling to an Administrative Judge when requested/ordered by the Administrative Judge, or the filing of a complaint after the regulatory counseling period has expired even though not all counseling duties have been performed during the fiscal year.

Counseling Rate – The percentage of individuals who completed counseling per the total work force.

Counselings Initiated – The number of new counselings that began during the current fiscal year.

Craft Workers - See “Occupational Categories.”

Data from 2000 Census Special EEO File - Data derived from the 2000 decennial census (www.census.gov/eo2000/).

Decision to File Complaint Pending – The number of completed counselings in which (1) the agency did not receive a complaint, and (2) the 15-day period for filing a complaint had not expired at the end of the fiscal year.

Disability - A physical or mental impairment that substantially limits one or more major life activities.

Dismissals – An agency’s final action on a complaint of discrimination which meets the criteria set forth in 29 C.F.R. § 1614.107(a).

EEOC Form 462 Report – The document in which federal agencies report their discrimination complaint process statistics by October 31st of each year.

Federal Wage System Positions - Positions OPM classifies as those whose primary duty involves the performance of physical work which requires a knowledge or experience of a trade, craft, or manual-labor work.

Final Agency Actions – An agency’s final action on a complaint of discrimination, which includes a final agency decision, a final order implementing an EEOC Administrative Judge’s decision or a final determination on a breach of settlement agreement claim.

General Schedule Positions - Positions OPM classifies as those whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature.

Hearing Closures – The number of hearings decided by EEOC Administrative Judges during the fiscal year.

Hearing Requests – The number of hearings requested by complainants during the fiscal year.

Hearings Inventory – The number of hearing requests on hand at the end of the fiscal year.

Investigations – The number of agency reviews or inquiries into claims of discrimination raised in an EEO complaint, resulting in a report of investigation.

Laborers and Helpers - See “Occupational Categories.”

Lump Sum Payment - A single payment made in a settlement which does not identify the portion of the amount paid for back pay, compensatory damages, attorney fees, etc.

Major Occupations – Agency occupations that are mission related and heavily populated relative to other occupations within the agency.

Merit Decisions – Decisions that determine whether or not discrimination was proven. (issued by either a federal agency or an EEOC administrative judge).

MD-110 - EEO Management Directive 110 provides policies, procedures and guidance relating to the processing of employment discrimination complaints governed by the Commission’s regulations in 29 CFR Part 1614.

MD-715 – EEO Management Directive 715 describes program responsibilities and reporting requirements relating to agencies’ EEO programs.

MD-715 Report – The document which agencies use to annually report the status of its activities undertaken pursuant to its EEO program under Title VII of the Civil Rights Act of 1964 and its activities undertaken pursuant to its affirmative action obligations under the Rehabilitation Act of 1973.

Monetary Benefits – A payment that an agency agreed to provide in a settlement agreement, a final agency decision finding discrimination, a final order agreeing to fully implement an EEOC Administrative Judge's decision containing a payment award, or in compliance with an Office of Federal Operations' appellate decision which ordered a payment award.

No Complaint Filed – Occurs when: (1) agency issues a Notice of Right to File Letter and does not receive a formal complaint within 15 days; or (2) the individual notifies the agency in writing that s/he is withdrawing from counseling.

Occupational Categories - The occupational categories for the EEO-9 are as follows:

Administrative Support Workers - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

Craft Workers - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.

Laborers and Helpers - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

Officials and Managers - Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken down into four sub-categories: (1) Executive/Senior Level - includes those at the GS-15

grade or in the career Senior Executive Service, (2) Mid-Level - includes those at the GS-13 or 14 grade, (3) First-Level - includes those at or below the GS-12 grade and (4) Other - includes employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities, such as Administrative Officers.

Operatives - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.

Professionals - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

Technicians - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.

Sales - Occupations engaging wholly or primarily in direct selling.

Service Workers - Workers in both protective and non-protective service occupations.

Officials and Managers - See "Occupational Categories."

Operatives - See "Occupational Categories."

Other Pay System Positions – Those positions in alternative pay plans based on performance, like pay-banding, and market-based pay systems that are not easily converted to General Schedule and Related.

Outreach - Presentations and participation in meetings, conferences and seminars with employee and employer groups, professional associations, students, non-profit entities, community organizations and other members of the general public to provide general information about the EEOC, its mission, the employment discrimination laws enforced by EEOC and the complaint process.

Participation Rate - The extent to which members of a specific demographic group are represented in an agency's work force.

Permanent Work Force - Full-time, part-time and intermittent employees of a particular agency. For purposes of this Report, those persons employed as of September 30, 2009.

Professionals - See "Occupational Categories."

Race/Ethnicity -

American Indian/Alaskan Native - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

Asian Americans - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black (Not of Hispanic Origin) - All persons having origins in any of the Black racial groups of Africa.

Hispanic or Latino - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Native Hawaiian/Other Pacific Islander - All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White (Not of Hispanic Origin) - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Persons of Two or More Races - All persons who identify with two or more of the above race categories.

Reportable Disability - Any self-identified disability reported by an employee to the employing agency.

Sales Workers - See "Occupational Categories."

Second Level Reporting Component - A subordinate component of a Federal agency which has 1,000 or more employees and which is required to file EEOC FORM 715-01 with the EEOC. While many Federal agencies have subordinate components, not every subordinate component is a Second Level Reporting Component for purposes of filing EEOC FORM 715-01. A list of Federal agencies and departments covered by MD-715 and Second Level

Reporting Components is posted on the EEOC's website at: <http://www.eeoc.gov/federal/715instruct/agencylist.html>.

Senior Pay Level Positions - Positions which include the career Senior Executive Service, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule in leadership positions.

Service workers - See "Occupational Categories."

Settlements – Where an agency agrees to award monetary or non-monetary benefits to an individual who agreed either to not file a formal complaint or to withdraw a formal complaint.

Targeted Disabilities - Those disabilities that the federal government, as a matter of policy, has identified for special emphasis. The targeted disabilities (and the codes that represent them on the Office of Personnel Management's Standard Form 256) are: deafness (16 and 17); blindness (23 and 25); missing extremities (28 and 32 through 38); partial paralysis (64 through 68); complete paralysis (71 through 78); convulsive disorders (82); mental retardation (90); mental illness (91); and distortion of limb and/or spine (92)."

Technicians - See "Occupational Categories."

Temporary Work Force –Employees in positions established for a limited period of time, usually for less than a year.

Training – The process of educating managers and employees on the laws enforced by EEOC and how to prevent and correct discrimination in the workplace and educating EEO professionals in carrying out the agency's equal opportunity responsibilities.

Total Work Force - All employees of an agency subject to 29 C.F.R. Part 1614 regulations, including temporary, seasonal and permanent employees. Total Work Force numbers in Part I, Sections A-D are as reported in the OPM's CPDF. Total Work Force numbers in Part I, Section E are as reported by agencies in their EEO Form 462 Reports.

Withdrawals – An election to end the EEO process during the formal complaint stage.

APPENDIX II

APPENDIX II

FEDERAL EEO COMPLAINT PROCESSING PROCEDURES

A. Contact EEO Counselor

Aggrieved persons who believe they have been discriminated against must contact an agency EEO counselor prior to filing a formal complaint. The person must initiate counselor contact within 45 days of the matter alleged to be discriminatory. 29 C.F.R. Section 1614.105(a)(1). This time limit shall be extended where the aggrieved person shows that: he or she was not notified of the time limits and was not otherwise aware of them; he or she did not and reasonably should not have known that the discriminatory matter occurred; despite due diligence he or she was prevented by circumstances beyond his or her control from contacting the counselor within the time limits. 29 C.F.R. Section 1614.105(a)(2).

B. EEO Counseling

EEO counselors provide information to the aggrieved individual concerning how the federal sector EEO process works, including time frames and appeal procedures, and attempt to informally resolve the matter. At the initial counseling session, counselors must advise individuals in writing of their rights and responsibilities in the EEO process, including the right to request a hearing before an EEOC Administrative Judge or an immediate final decision from the agency following its investigation of the complaint. Individuals must be informed of their right to elect between pursuing the matter in the EEO process under part 1614 and a grievance procedure (where available) or the Merit Systems Protection Board appeal process (where applicable). The counselor must also inform the individuals of their right to proceed directly to court in a lawsuit under the Age Discrimination in Employment Act, of their duty to mitigate damages, and that only claims raised in pre-complaint counseling or claims like or related to those raised in counseling may be alleged in a subsequent complaint filed with the agency. 29 C.F.R. Section 1614.105(b)(1).

Counseling must be completed within 30 days of the date the aggrieved person contacted the agency's EEO office to request counseling. If the matter is not resolved in that time period, the counselor must inform the individual in writing of the right to file a discrimination complaint. This notice ("Notice of Final Interview") must inform the individual that a complaint must be filed within 15 days of receipt of the notice, identify the agency official with whom the complaint must be filed, and of the individual's duty to inform the agency if he or she is represented. 29 C.F.R. Section 1614.105(d). The 30-day counseling period may be extended for an additional 60 days: (1) where the individual agrees to such extension in writing; or (2) where the aggrieved person chooses to participate in an ADR procedure. If the claim is not resolved before the 90th day, the Notice of Final Interview described above must be issued to the individual. 29 C.F.R. Section 1614.105(e), (f). When a complaint is filed, the EEO counselor must submit a written report to the agency's EEO office concerning the issues discussed and the actions taken during counseling. 29 C.F.R. Section 1614.105(c).

C. Alternative Dispute Resolution (ADR)

Beginning January 1, 2000, all agencies were required to establish or make available an ADR program. Such program must be available for both the pre-complaint process and the formal complaint process. 29 C.F.R. Section 1614.102(b)(2). At the initial counseling session, counselors must advise individuals that, where an agency agrees to offer ADR in a particular case, the individual may choose between participation in the ADR program and EEO counseling. 29 C.F.R. Section 1614.105(b)(2). As noted above, if the matter is not resolved in the ADR process within 90 days of the date the individual contacted the agency's EEO office, a Notice of Final Interview must be issued to the individual giving him or her the right to proceed with a formal complaint.

D. Complaints

A complaint must be filed with the agency that allegedly discriminated against the complainant within 15 days of receipt of the Notice of Final Interview. The complaint must be a signed statement from the complainant or the complainant's attorney, containing the complainant's (or representative's) telephone number and address, and must be sufficiently precise to identify the complainant and the agency, and describe generally the action or practice which forms the basis of the complaint. 29 C.F.R. Section 1614.106.

A complainant may amend a complaint at any time prior to the conclusion of the investigation to include issues or claims like or related to those raised in the complaint. After requesting a hearing, a complainant may file a motion with the AJ to amend a complaint to include issues or claims like or related to those raised in the complaint. 29 C.F.R. Section 1614.106(d).

The agency must acknowledge receipt of the complaint in writing and inform the complainant of the date on which the complaint was filed, of the address of the EEOC office where a request for a hearing should be sent, that the complainant has the right to appeal the agency's final action or dismissal of a complaint, and that the agency must investigate the complaint within 180 days of the filing date. The agency's acknowledgment must also advise the complainant that when a complaint has been amended, the agency must complete the investigation within the earlier of: (1) 180 days after the last amendment to the complaint; or (2) 360 days after the filing of the original complaint. A complainant may request a hearing from an EEOC AJ on the consolidated complaints any time after 180 days from the date of the first filed complaint. 29 C.F.R. Section 1614.106(e).

E. Dismissals of Complaints

Prior to a request for a hearing, in lieu of accepting a complaint for investigation, an agency may dismiss an entire complaint for any of the following reasons: (1) failure to state a claim, or stating the same claim that is pending or has been decided by the agency or the EEOC; (2) failure to comply with the time limits; (3) filing a complaint on a matter that has not been brought to the attention of an EEO counselor and which is not like or related to the matters counseled; (4) filing a complaint which is the basis of a pending civil action, or which was the basis of a civil action already decided by a court; (5) where the complainant has

already elected to pursue the matter through either the negotiated grievance procedure or in an appeal to the Merit Systems Protection Board; (6) where the matter is moot or merely alleges a proposal to take a personnel action; (7) where the complainant cannot be located; (8) where the complainant fails to respond to a request to provide relevant information; (9) where the complaint alleges dissatisfaction with the processing of a previously filed complaint; (10) where the complaint is part of a clear pattern of misuse of the EEO process for a purpose other than the prevention and elimination of employment discrimination. 29 C.F.R. Section 1614.107.

If an agency believes that some, but not all, of the claims in a complaint should be dismissed for the above reasons, it must notify the complainant in writing of the rationale for this determination, identify the allegations which will not be investigated, and place a copy of this notice in the investigative file. This determination shall be reviewable by an EEOC AJ if a hearing is requested on the remainder of the complaint, but is not appealable until final action is taken by the agency on the remainder of the complaint. 29 C.F.R. Section 1614.107(b).

F. Investigations

Investigations are conducted by the respondent agency. The agency must develop an impartial and appropriate factual record upon which to make findings on the claims raised by the complaint. An appropriate factual record is defined in the regulations as one that allows a reasonable fact finder to draw conclusions as to whether discrimination occurred. 29 C.F.R. Section 1614.108(b).

The investigation must be completed within 180 days from the filing of the complaint.¹ A copy of the investigative file must be provided to the complainant, along with a notification that, within 30 days of receipt of the file, the complainant has the right to request a hearing and a decision from an EEOC AJ or may request an immediate final decision from the agency. 29 C.F.R. Section 1614.108(f).

An agency may make an offer of resolution to a complainant who is represented by an attorney at any time after the filing of a complaint, but not later than the date an AJ is appointed to conduct a hearing. An agency may make an offer of resolution to a complaint, represented by an attorney or not, after the parties have received notice that an administrative judge has been appointed to conduct a hearing, but not later than 30 days prior to a hearing.

Such offer of resolution must be in writing and include a notice explaining the possible consequences of failing to accept the offer. If the complainant fails to accept the offer within 30 days of receipt, and the relief awarded in the final decision on the complaint is not more favorable than the offer, then the complainant shall not receive payment from the agency of attorney's fees or costs incurred after the expiration of the 30-day acceptance period. 29 C.F.R. Section 1614.109(c).

¹The 180-day statutory period for investigating complaints can be extended to no more than 360 days if the consolidation of two or more complaints occurs. See 29 C.F.R. § 1614.606.

G. Hearings

Requests for a hearing must be sent by the complainant to the EEOC office indicated in the agency's acknowledgment letter, with a copy to the agency's EEO office. Within 15 days of receipt of the request for a hearing, the agency must provide a copy of the complaint file to EEOC. The EEOC will then appoint an AJ to conduct a hearing. 29 C.F.R. Section 1614.108(g).

Prior to the hearing, the parties may conduct discovery. The purpose of discovery is to enable a party to obtain relevant information for preparation of the party's case. Each party initially bears their own costs for discovery. For a more detailed description of discovery procedures, see EEOC Management Directive 110, Chapter 6.

Agencies provide for the attendance of all employees approved as witnesses by the AJ. Hearings are considered part of the investigative process, and are closed to the public. The AJ conducts the hearing and receives relevant information or documents as evidence. The hearing is recorded and the agency is responsible for paying for the transcripts of the hearing. Rules of evidence are not strictly applied to the proceedings. If the AJ determines that some or all facts are not in genuine dispute, he or she may limit the scope of the hearing or issue a decision without a hearing.

An EEOC AJ may dismiss a complaint for any of the reasons set out above under Dismissals or the AJ must conduct the hearing and issue a decision on the complaint within 180 days of receipt by the AJ of the complaint file from the agency. 29 C.F.R. Section 1614.109(b). The AJ will send copies of the hearing record, the transcript and the decision to the parties. If an agency does not issue a final order within 40 days of receipt of the AJ's decision, then the decision becomes the final action by the agency in the matter. 29 C.F.R. Section 1614.109(i).

H. Final Action by Agencies

When an AJ has issued a decision (either a dismissal, a summary judgment decision or a decision following a hearing), the agency must take final action on the complaint by issuing a final order within 40 days of receipt of the hearing file and the AJ's decision. The final order must notify the complainant whether or not the agency will fully implement the decision of the AJ, and shall contain notice of the complainant's right to appeal to EEOC or to file a civil action. If the final order does not fully implement the decision of the AJ, the agency must simultaneously file an appeal with EEOC and attach a copy of the appeal to the final order. 29 C.F.R. Section 1614.110(a).

When an AJ has not issued a decision (i.e., when an agency dismisses an entire complaint under 1614.107, receives a request for an immediate final decision, or does not receive a reply to the notice providing the complainant the right to either request a hearing or an immediate final decision), the agency must take final action by issuing a final decision. The agency's final decision will consist of findings by the agency on the merits of each issue in the complaint. Where the agency has not processed certain allegations in the complaint for procedural reasons set out in 29 C.F.R. Section 1614.107, it must provide the rationale for its

decision not to process the allegations. The agency's decision must be issued within 60 days of receiving notification that the complainant has requested an immediate final decision. The agency's decision must contain notice of the complainant's right to appeal to the EEOC, or to file a civil action in federal court. 29 C.F.R. Section 1614.110(b).

I. Appeals to the EEOC

Several types of appeals may be brought to the EEOC. A complainant may appeal an agency's final action or dismissal of a complaint within 30 days of receipt. 29 C.F.R. Sections 1614.401(a), 1614.402(a). A complainant may also appeal to the EEOC for a determination as to whether the agency has complied with the terms of a settlement agreement or decision. 29 C.F.R. Section 1614.504(b). A grievant may appeal the final decision of the agency, arbitrator or the FLRA on a grievance when an issue of employment discrimination was raised in the grievance procedure. 29 C.F.R. Section 1614.401(d). If the agency's final action and order do not fully implement the AJ's decision, the agency must appeal to the EEOC. 29 C.F.R. Section 1614.110(a); 29 C.F.R. Section 1614.401(b).

If the complaint is a class action, the class agent or the agency may appeal an AJ's decision accepting or dismissing all or part of the class complaint. A class agent may appeal a final decision on a class complaint. A class member may appeal a final decision on an individual claim for relief pursuant to a finding of class-wide discrimination. Finally, either the class agent or the agency may appeal from an AJ decision on the adequacy of a proposed settlement of a class action. 29 C.F.R. Section 1614.401(c).

Appeals must be filed with EEOC's Office of Federal Operations (OFO). Any statement or brief on behalf of a complainant in support of an appeal must be submitted to OFO within 30 days of filing the notice of appeal. Any statement or brief on behalf of the agency in support of its appeal must be filed within 20 days of filing the notice of appeal. An agency must submit the complaint file to OFO within 30 days of initial notification that the complainant has filed an appeal or within 30 days of submission of an appeal by the agency. Any statement or brief in opposition to an appeal must be submitted to OFO and served on the opposing party within 30 days of receipt of the statement or brief supporting the appeal, or, if no statement or brief supporting the appeal has been filed, within 60 days of receipt of the appeal. 29 C.F.R. Section 1614.403. EEOC has the authority to draw adverse inferences against a party failing to comply with its appeal procedures or requests for information. 29 C.F.R. Section 1614.404(c). The decision on an appeal from an agency's final action is based on a *de novo* review, except that the review of the factual findings in a decision by an AJ following a hearing is based on a substantial evidence standard of review. 29 C.F.R. Section 1614.405(a).

A party may request that EEOC reconsider its decision within 30 days of receipt of the Commission's decision. Such requests are not a second appeal, and will be granted only when the previous EEOC decision involved a clearly erroneous interpretation of material fact or law; or when the decision will have a substantial impact on the policies, practices or operations of the agency. 29 C.F.R. Section 1614.405(b). The EEOC's decision will be based on a preponderance of the evidence. The decision will also inform the complainant of his or her right to file a civil action.

J. Civil Actions

Prior to filing a civil action under Title VII of the Civil Rights Act of 1964 or the Rehabilitation Act of 1973, a federal sector complainant must first exhaust the administrative process set out at 29 C.F.R. Part 1614. "Exhaustion," for the purposes of filing a civil action, may occur at different stages of the process. The regulations provide that civil actions may be filed in an appropriate federal court: (1) within 90 days of receipt of the final action where no administrative appeal has been filed; (2) after 180 days from the date of filing a complaint if an administrative appeal has not been filed and final action has not been taken; (3) within 90 days of receipt of EEOC's final decision on an appeal; or (4) after 180 days from the filing of an appeal with EEOC if there has been no final decision by the EEOC. 29 C.F.R. Section 1614.407.

Under the Age Discrimination in Employment Act (ADEA), a complainant may proceed directly to federal court after giving the EEOC notice of intent to sue. 29 C.F.R. Section 1614.201. An ADEA complainant who initiates the administrative process in 29 C.F.R. Part 1614 may also file a civil action within the time frames noted above. 29 C.F.R. Section 1614.407.

Under the Equal Pay Act, a complainant may file a civil action within 2 years (3 years for willful violations), regardless of whether he or she has pursued an administrative complaint. 29 C.F.R. Section 1614.408. Filing a civil action terminates EEOC processing of an appeal. 29 C.F.R. Section 1614.409.

K. Class Complaints

Class complaints of discrimination are processed differently from individual complaints. See 29 C.F.R. Section 1614.204. The employee or applicant who wishes to file a class complaint must first seek counseling and be counseled, just like an individual complaint. However, once counseling is completed the class complaint is not investigated by the respondent agency. Rather, the complaint is forwarded to the nearest EEOC Field or District Office, where an EEOC AJ is appointed to make decision as to whether to accept or dismiss the class complaint. The AJ examines the class to determine whether it meets the class certification requirements of numerosity, commonality, typicality and adequacy of representation. The AJ may issue a decision dismissing the class because it fails to meet any of these class certification requirements, as well as for any of the reasons for dismissal discussed above for individual complaints.

A class complaint may begin as an individual complaint of discrimination. At a certain point, it may become evident that there are many more individuals than the complainant affected by the issues raised in the individual complaint. EEOC's regulations provide that a complainant may move for class certification at any reasonable point in the process when it becomes apparent that there are class implications to the claims raised in an individual complaint. 29 C.F.R. Section 1614.204(b).

The AJ transmits his or her decision to accept or dismiss a class complaint to the class agent and the agency. The agency must then take final action by issuing a final order within 40 days of receipt of the AJ's decision. The final order must notify the agent whether or not the

agency will implement the decision of the AJ. If the agency's final order does not implement the AJ's decision, the agency must simultaneously appeal the AJ's decision to EEOC's OFO. A copy of the agency's appeal must be appended to the agency's final order. 29 C.F.R. Section 1614.204(d)(7).

A dismissal of a class complaint shall inform the class agent either that the complaint is being filed on that date as an individual complaint and processed accordingly, or that the complaint is also dismissed as an individual complaint for one of the reasons for dismissal (discussed in section E, above). In addition, a dismissal must inform the class agent of the right to appeal to EEOC's OFO or to file a civil action in federal court.

When a class complaint is accepted, the agency must use reasonable means to notify the class members of the acceptance of the class complaint, a description of the issues accepted as part of the complaint, an explanation of the binding nature of the final decision or resolution on the class members, and the name, address and telephone number of the class representative. 29 C.F.R. Section 1614.204(e). In lieu of an investigation by the respondent agency, an EEOC AJ develops the record through discovery and a hearing. The AJ then issues a recommended decision to the agency. Within 60 days of receipt of the AJ's recommended decision on the merits of the class complaint, the agency must issue a final decision which either accepts, rejects or modifies the AJ's recommended decision. If the agency fails to issue such a decision within that time frame, the AJ's recommended decision becomes the agency's final decision in the class complaint.

When discrimination is found in the final decision and a class member believes that he or she is entitled to relief, the class member may file a written claim with the agency within 30 days of receipt of notification by the agency of its final decision. The EEOC AJ retains jurisdiction over the complaint in order to resolve disputed claims by class members. The claim for relief must contain a specific showing that the claimant is a class member entitled to relief. EEOC's regulations provide that, when a finding of discrimination against a class has been made, there is a presumption of discrimination as to each member of the class. The agency must show by clear and convincing evidence that any class member is not entitled to relief. The agency must issue a final decision on each individual claim for relief within 90 days of filing. Such decision may be appealed to EEOC's OFO, or a civil action may be filed in federal court. 29 C.F.R. Section 1614.204(l)(3).

A class complaint may be resolved at any time by agreement between the agency and the class agent. Notice of such resolution must be provided to all class members, and reviewed and approved by an EEOC AJ. If the AJ finds that the proposed resolution is not fair to the class as a whole, the AJ will issue a decision vacating the agreement, and may replace the class agent with some other eligible class member to further process the class complaint. Such decision may be appealed to EEOC. If the AJ finds that the resolution is fair to the class as a whole, the resolution is binding on all class members. 29 C.F.R. Section 1614.204(g).

L. Grievances

Persons covered by collective bargaining agreements which permit allegations of discrimination to be raised in the grievance procedure, and who wish to file a complaint or

grievance on an allegation of employment discrimination, must elect to proceed either under the procedures of 29 C.F.R. Part 1614 or the negotiated grievance procedures, but not both. 29 C.F.R. Section 1614.301(a). An election to proceed under Part 1614 is made by the filing of a complaint, and an election to proceed under the negotiated grievance procedures is made by filing a grievance. Participation in the pre-complaint procedures of Part 1614 is not an election of the 1614 procedures. The election requirement does not apply to employees of agencies not covered by 5 U.S.C. Section 7121(d), notably employees of the United States Postal Service.

M. Mixed Case Complaints

Some employment actions which may be the subject of a discrimination complaint under Part 1614 may also be appealed to the Merit Systems Protection Board (MSPB). In such cases, the employee must elect to proceed with a complaint as a “mixed case complaint” under Part 1614, or a “mixed case appeal” before the MSPB. Whichever is filed first is considered an election to proceed in that forum. 29 C.F.R. Section 1614.302.

Mixed case complaints are processed similarly to other complaints of discrimination, with the following notable exceptions: (1) the agency has only 120 days from the date of the filing of the mixed case complaint to issue a final decision, and the complainant may appeal the matter to the MSPB or file a civil action any time thereafter; (2) the complainant must appeal the agency’s decision to the MSPB, not the EEOC, within 30 days of receipt of the agency’s decision; (3) at the completion of the investigation the complainant does not have the right to request a hearing before an EEOC AJ, and the agency must issue a decision within 45 days. 29 C.F.R. Section 1614.302(d). Individuals who have filed either a mixed case complaint or a mixed case appeal, and who have received a final decision from the MSPB, may petition the EEOC to review the MSPB final decision.

In contrast to non-mixed matters, individuals who wish to file a civil action in mixed-case matters must file within 30 days (not 90) of receipt of: (1) the agency’s final decision; (2) the MSPB’s final decision; or (3) the EEOC’s decision on a petition to review. Alternatively, a civil action may be filed after 120 days from the date of filing the mixed case complaint with the agency or the mixed case appeal with the MSPB if there has been no final decision on the complaint or appeal, or 180 days after filing a petition to review with EEOC if there has been no decision by EEOC on the petition. 29 C.F.R. Section 1614.310.

APPENDIX III

Appendix III

Federal Agency Efficiency and Responsiveness

Since October 31, 2009 fell on a Saturday, in 2009, the Form 462 was considered timely filed if certified by appropriate agency personnel on or before November 2, 2009, unless the agency requested and was granted an extension. The last day for timely certification by agencies granted an extension was November 15, 2009.

EEOC Form 715-01 was considered timely filed if postmarked or received on or before February 1, 2010. Requests for extensions were not granted for this report.

EEOC FY 2009 Annual Report on the Federal Work Force

Department or Agency Second Level Reporting Component ✓ Timely Filed ■ Filed after 11/2/09 or after 2/1/10 DNF Did not file by 3/31/10 N/R Not Required to File Directly to EEOC	Timely Filed:	
	FORM 715-01	FORM 462
AFRICAN DEVELOPMENT FOUNDATION	■	■
AGENCY FOR INTERNATIONAL DEVELOPMENT	■	✓
AGRICULTURE, DEPARTMENT OF	✓	■
<u>SECOND LEVEL REPORTING COMPONENTS:</u>		
AGRICULTURAL MARKETING SERVICE	✓	✓
AGRICULTURAL RESEARCH SERVICE	✓	■
ANIMAL AND PLANT HEALTH INSPECTION SERVICE	✓	■
FARM SERVICE AGENCY	✓	■
FOOD AND NUTRITION SERVICE	✓	✓
FOOD SAFETY AND INSPECTION SERVICE	✓	✓
FOREST SERVICE	✓	■
NATIONAL AGRICULTURAL STATISTICS SERVICE	✓	■
NATURAL RESOURCES CONSERVATION SERVICE	✓	■
OFFICE OF THE CHIEF FINANCIAL OFFICER	✓	■
RURAL DEVELOPMENT	✓	■
AMERICAN BATTLE MONUMENTS COMMISSION	■	✓
APPALACHIAN REGIONAL COMMISSION	DNF	DNF
ACCESS BOARD	✓	■
BROADCASTING BOARD OF GOVERNORS	✓	✓
CENTRAL INTELLIGENCE AGENCY	✓	✓
CHEMICAL SAFETY & HAZARD INVESTIGATION BOARD	DNF	■
COMMISSION ON CIVIL RIGHTS	DNF	✓

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Department or Agency Second Level Reporting Component ✓ Timely Filed ■ Filed after 11/2/09 or after 2/1/10 DNF Did not file by 3/31/10 N/R Not Required to File Directly to EEOC	Timely Filed:	
	FORM 715-01	FORM 462
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	DNF	✓
COMMERCE, DEPARTMENT OF	✓	✓
<u>SECOND LEVEL REPORTING COMPONENTS:</u>		
BUREAU OF THE CENSUS	■	✓
INTERNATIONAL TRADE ADMINISTRATION	✓	✓
NATIONAL INSTITUTE OF STANDARDS & TECHNOLOGY	✓	✓
NATIONAL OCEANIC & ATMOSPHERIC ADMINISTRATION	✓	✓
PATENT AND TRADEMARK OFFICE	✓	✓
COMMODITY FUTURES TRADING COMMISSION	✓	✓
CONSUMER PRODUCT SAFETY COMMISSION	✓	✓
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	■	✓
COURT SERVICES & OFFENDER SUPERVISION AGENCY	✓	✓
DEFENSE [SUMMARY - INDEPENDENT DOD AGENCIES]		
AIR FORCE, DEPARTMENT OF THE	✓	✓
ARMY, DEPARTMENT OF THE	DNF	✓
ARMY & AIR FORCE EXCHANGE SERVICE	✓	✓
DEFENSE COMMISSARY AGENCY	✓	✓
DEFENSE CONTRACT AUDIT AGENCY	✓	✓
DEFENSE CONTRACT MANAGEMENT AGENCY	■	✓
DEFENSE EDUCATION ACTIVITY, DEPARTMENT OF	✓	✓
DEFENSE FINANCE & ACCOUNTING SERVICE	✓	✓
DEFENSE HUMAN RESOURCES ACTIVITY	✓	✓

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Department or Agency Second Level Reporting Component √ Timely Filed ■ Filed after 11/2/09 or after 2/1/10 DNF Did not file by 3/31/10 N/R Not Required to File Directly to EEOC	Timely Filed:	
	FORM 715-01	FORM 462
DEFENSE INFORMATION SYSTEMS AGENCY	DNF	■
DEFENSE INSPECTOR GENERAL	■	√
DEFENSE INTELLIGENCE AGENCY	√	√
DEFENSE LOGISTICS AGENCY	√	√
DEFENSE MISSILE DEFENSE AGENCY	√	√
DEFENSE NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY	√	√
DEFENSE NATIONAL GUARD BUREAU	DNF	■
DEFENSE NATIONAL SECURITY AGENCY	√	√
NAVY, DEPARTMENT OF THE	√	√
DEFENSE OFFICE OF THE SECRETARY/WASH HQTRS SERVICES	■	√
DEFENSE SECURITY SERVICE	√	√
DEFENSE THREAT REDUCTION AGENCY	√	√
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	√	■
EDUCATION, DEPARTMENT OF	√	■
ENERGY, DEPARTMENT OF	■	√
ENVIRONMENTAL PROTECTION AGENCY	■	√
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	√	√
EXPORT-IMPORT BANK OF THE U.S.	√	√
FARM CREDIT ADMINISTRATION	√	√
FARM CREDIT SYSTEM INSURANCE CORPORATION	√	√
FEDERAL COMMUNICATIONS COMMISSION	■	√
FEDERAL DEPOSIT INSURANCE CORPORATION	√	√

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Department or Agency Second Level Reporting Component ✓ Timely Filed ■ Filed after 11/2/09 or after 2/1/10 DNF Did not file by 3/31/10 N/R Not Required to File Directly to EEOC	Timely Filed:	
	FORM 715-01	FORM 462
FEDERAL ELECTION COMMISSION	✓	✓
FEDERAL ENERGY REGULATORY COMMISSION	✓	✓
FEDERAL HOUSING FINANCE AGENCY	✓	■
FEDERAL LABOR RELATIONS AUTHORITY	✓	✓
FEDERAL MARITIME COMMISSION	■	✓
FEDERAL MEDIATION & CONCILIATION SERVICE	■	■
FEDERAL MINE SAFETY & HEALTH REVIEW COMMISSION	✓	✓
FEDERAL RESERVE SYSTEM BOARD OF GOVERNORS	■	✓
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	■	■
FEDERAL TRADE COMMISSION	■	✓
GENERAL SERVICES ADMINISTRATION	■	✓
GOVERNMENT PRINTING OFFICE	N/R	✓
HARRY S. TRUMAN SCHOLARSHIP	■	✓
HEALTH & HUMAN SERVICES	✓	✓
<u>SECOND LEVEL REPORTING COMPONENTS:</u>		
ADMINISTRATION FOR CHILDREN AND FAMILIES	✓	✓
CENTERS FOR DISEASE CONTROL AND PREVENTION	✓	✓
CENTERS FOR MEDICARE & MEDICAID SERVICES	✓	✓
FOOD AND DRUG ADMINISTRATION	✓	✓
HEALTH RESOURCES AND SERVICES ADMINISTRATION	✓	✓
INDIAN HEALTH SERVICE	✓	✓
NATIONAL INSTITUTES OF HEALTH	✓	✓
OFFICE OF THE SECRETARY	✓	✓

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Department or Agency Second Level Reporting Component ✓ Timely Filed ■ Filed after 11/2/09 or after 2/1/10 DNF Did not file by 3/31/10 N/R Not Required to File Directly to EEOC	Timely Filed:	
	FORM 715-01	FORM 462
HOMELAND SECURITY, DEPARTMENT OF	✓	✓
<u>SECOND LEVEL REPORTING COMPONENTS:</u>		
CITIZENSHIP AND IMMIGRATION SERVICES	✓	✓
CUSTOMS & BORDER PROTECTION	✓	✓
DEPARTMENT OF HOMELAND SECURITY HEADQUARTERS	✓	✓
FEDERAL EMERGENCY MANAGEMENT AGENCY	✓	✓
FEDERAL LAW ENFORCEMENT TRAINING CENTER	✓	✓
IMMIGRATION AND CUSTOMS ENFORCEMENT	✓	✓
TRANSPORTATION SECURITY ADMINISTRATION	✓	✓
UNITED STATES COAST GUARD	✓	✓
UNITED STATES SECRET SERVICE	✓	✓
HOUSING & URBAN DEVELOPMENT, DEPARTMENT OF	✓	■
INSTITUTE FOR MUSEUM AND LIBRARY SERVICES	DNF	✓
INTER-AMERICA FOUNDATION	✓	✓
INTERIOR, DEPARTMENT OF THE	✓	✓
<u>SECOND LEVEL REPORTING COMPONENTS:</u>		
BUREAU OF INDIAN AFFAIRS	✓	✓
BUREAU OF LAND MANAGEMENT	✓	✓
BUREAU OF RECLAMATION	✓	✓
FISH AND WILDLIFE SERVICE	✓	✓
GEOLOGICAL SURVEY	✓	✓
MINERALS MANAGEMENT SERVICE	■	✓

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Department or Agency Second Level Reporting Component ✓ Timely Filed ■ Filed after 11/2/09 or after 2/1/10 DNF Did not file by 3/31/10 N/R Not Required to File Directly to EEOC	Timely Filed:	
	FORM 715-01	FORM 462
NATIONAL PARK SERVICE	✓	✓
OFFICE OF THE SECRETARY	✓	✓
INTERNATIONAL BOUNDARY & WATER COMMISSION	✓	✓
INTERNATIONAL TRADE COMMISSION	✓	✓
JOHN F. KENNEDY CENTER FOR THE PERFORMING ARTS	DNF	✓
JAPAN-U.S. FRIENDSHIP COMMISSION	✓	✓
JUSTICE, DEPARTMENT OF	✓	✓
<u>SECOND LEVEL REPORTING COMPONENTS:</u>		
BUREAU OF ALCOHOL, TOBACCO, FIREARMS, AND EXPLOSIVES	DNF	✓
DRUG ENFORCEMENT ADMINISTRATION	■	✓
EXECUTIVE OFFICE OF THE U.S. ATTORNEYS	✓	✓
FEDERAL BUREAU OF INVESTIGATION	✓	✓
FEDERAL BUREAU OF PRISONS	✓	✓
U.S. MARSHALS SERVICE	✓	✓
LABOR, DEPARTMENT OF	✓	✓
<u>SECOND LEVEL REPORTING COMPONENTS:</u>		
BUREAU OF LABOR STATISTICS	✓	✓
EMPLOYMENT STANDARDS ADMINISTRATION	✓	✓
EMPLOYMENT AND TRAINING ADMINISTRATION	✓	✓
MINE SAFETY & HEALTH ADMINISTRATION	✓	✓
OCCUPATIONAL SAFETY & HEALTH ADMINISTRATION	✓	✓
MARINE MAMMAL COMMISSION	✓	✓

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Department or Agency Second Level Reporting Component ✓ Timely Filed ■ Filed after 11/2/09 or after 2/1/10 DNF Did not file by 3/31/10 N/R Not Required to File Directly to EEOC	Timely Filed:	
	FORM 715-01	FORM 462
MERIT SYSTEMS PROTECTION BOARD	✓	✓
MILLENNIUM CHALLENGE CORPORATION	■	✓
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	■	✓
NATIONAL ARCHIVES & RECORDS ADMINISTRATION	■	✓
NATIONAL CAPITAL PLANNING COMMISSION	✓	✓
NATIONAL COUNCIL ON DISABILITY	✓	✓
NATIONAL CREDIT UNION ADMINISTRATION	✓	✓
NATIONAL ENDOWMENT FOR THE ARTS	■	✓
NATIONAL ENDOWMENT FOR THE HUMANITIES	✓	✓
NATIONAL GALLERY OF ART	✓	✓
NATIONAL INDIAN GAMING COMMISSION	✓	✓
NATIONAL LABOR RELATIONS BOARD	■	✓
NATIONAL MEDIATION BOARD	✓	✓
NATIONAL RECONNAISSANCE OFFICE	✓	✓
NATIONAL SCIENCE FOUNDATION	DNF	✓
NATIONAL TRANSPORTATION SAFETY BOARD	■	■
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	■	✓
NUCLEAR REGULATORY COMMISSION	✓	✓
OCCUPATIONAL SAFETY & HEALTH REVIEW COMMISSION	✓	✓
OFFICE OF GOVERNMENT ETHICS	■	✓
OFFICE OF PERSONNEL MANAGEMENT	✓	✓
OVERSEAS PRIVATE INVESTMENT CORPORATION	✓	✓
OFFICE OF SPECIAL COUNSEL, U.S.	■	■

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Department or Agency Second Level Reporting Component ✓ Timely Filed ■ Filed after 11/2/09 or after 2/1/10 DNF Did not file by 3/31/10 N/R Not Required to File Directly to EEOC	Timely Filed:	
	FORM 715-01	FORM 462
OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE	✓	✓
PEACE CORPS OF THE UNITED STATES	✓	✓
PENSION BENEFIT GUARANTY CORPORATION	✓	✓
POSTAL REGULATORY COMMISSION	✓	■
RAILROAD RETIREMENT BOARD	✓	✓
SECURITIES & EXCHANGE COMMISSION	✓	✓
SELECTIVE SERVICE SYSTEM	■	✓
SMALL BUSINESS ADMINISTRATION	✓	✓
SMITHSONIAN INSTITUTION	✓	✓
SOCIAL SECURITY ADMINISTRATION	✓	✓
STATE, DEPARTMENT OF	■	✓
TENNESSEE VALLEY AUTHORITY	✓	✓
TRADE AND DEVELOPMENT AGENCY	✓	✓
TRANSPORTATION, DEPARTMENT OF	■	✓
<u>SECOND LEVEL REPORTING COMPONENTS:</u>		
FEDERAL AVIATION ADMINISTRATION	✓	✓
FEDERAL HIGHWAY ADMINISTRATION	■	✓
FEDERAL MOTOR CARRIERS SAFETY ADMINISTRATION	■	✓
TREASURY, DEPARTMENT OF THE	✓	✓
<u>SECOND LEVEL REPORTING COMPONENTS:</u>		
BUREAU OF ENGRAVING AND PRINTING	✓	✓
BUREAU OF PUBLIC DEBT	✓	✓
DEPARTMENTAL OFFICES	✓	✓

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Department or Agency Second Level Reporting Component ✓ Timely Filed ■ Filed after 11/2/09 or after 2/1/10 DNF Did not file by 3/31/10 N/R Not Required to File Directly to EEOC	Timely Filed:	
	FORM 715-01	FORM 462
FINANCIAL MANAGEMENT SERVICE	✓	✓
INTERNAL REVENUE SERVICE	✓	✓
OFFICE OF THE COMPTROLLER OF THE CURRENCY	✓	✓
OFFICE OF CHIEF COUNSEL, INTERNAL REVENUE SERVICE	✓	✓
OFFICE OF THRIFT SUPERVISION	✓	✓
U.S. MINT	✓	✓
U.S. HOLOCAUST MEMORIAL MUSEUM	■	■
U.S. ARMED FORCES RETIREMENT HOME	DNF	■
U.S. POSTAL SERVICE	✓	✓
<u>SECOND LEVEL REPORTING COMPONENTS:</u>		
CAPITAL METRO AREA OPERATIONS	✓	✓
EASTERN AREA OFFICE	✓	✓
GREAT LAKES AREA OFFICE	✓	✓
NATIONAL AREA OFFICE	✓	✓
NEW YORK METRO AREA OFFICE	✓	✓
NORTHEAST AREA OFFICE	✓	✓
OFFICE OF THE INSPECTOR GENERAL	✓	✓
PACIFIC AREA OFFICE	✓	✓
SOUTHEAST AREA OFFICE	✓	✓
SOUTHWEST AREA OFFICE	✓	✓
WESTERN AREA OFFICE	✓	✓
UNITED STATES TAX COURT	✓	■

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Department or Agency Second Level Reporting Component ✓ Timely Filed ■ Filed after 11/2/09 or after 2/1/10 DNF Did not file by 3/31/10 N/R Not Required to File Directly to EEOC	Timely Filed:	
	FORM 715-01	FORM 462
VETERANS AFFAIRS, DEPARTMENT OF	✓	✓
<u>SECOND LEVEL REPORTING COMPONENTS:</u>		
VETERANS HEALTH ADMINISTRATION	✓	✓
VETERANS BENEFITS ADMINISTRATION	✓	✓
NATIONAL CEMETERY ADMINISTRATION	✓	✓

APPENDIX IV

APPENDIX IV

FY 2009 FEDERAL WORK FORCE TABLES

****NOTE** The following tables are available only on the Commission's website - www.eeoc.gov or on CD**

GOVERNMENT-WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE (Data provided by CPDF, AAFES, FERC, Foreign Service, TVA and USPS)

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TABLE A-1
TEN YEAR TREND
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE*

	2000CLF	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2009
TOTAL WORK FORCE		2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172	2,763,183		2,811,277
% OF MEN	53.20	57.70	57.55	57.57	57.43	57.10	57.01	56.94	56.83	55.87	55.94	1,572,659
% OF WOMEN	46.80	42.30	42.45	42.43	42.57	42.90	42.99	43.06	43.17	44.13	44.06	1,238,618
HISPANIC OR LATINO (%)	10.70	6.81	6.94	7.10	7.22	7.46	7.61	7.68	7.79	7.94	7.90	222,174
% OF MEN	6.20	4.15	4.22	4.33	4.39	4.48	4.54	4.59	4.67	4.70	4.68	131,437
% OF WOMEN	4.50	2.65	2.72	2.77	2.83	2.98	3.07	3.10	3.12	3.24	3.23	90,737
WHITE (%)	72.70	67.78	67.52	67.31	67.17	66.91	66.49	66.16	65.76	65.39	65.59	1,843,808
% OF MEN	39.00	41.67	41.40	41.28	41.11	40.71	40.44	40.21	39.89	38.84	39.02	1,096,944
% OF WOMEN	33.70	26.10	26.11	26.03	26.06	26.19	26.05	25.96	25.87	26.54	26.57	746,864
BLACK OR AFRICAN AMERICAN (%)	10.60	18.76	18.74	18.63	18.56	18.18	18.29	18.36	18.43	18.30	18.03	506,928
% OF MEN	4.80	8.15	8.11	8.07	8.00	7.81	7.86	7.90	7.91	7.81	7.69	216,237
% OF WOMEN	5.80	10.62	10.63	10.56	10.56	10.37	10.43	10.46	10.52	10.49	10.34	290,691
ASIAN (%) **	3.60	5.22	5.32	5.45	5.54	5.79	5.94	5.89	5.95	5.87	5.84	164,233
% OF MEN	1.90	3.03	3.10	3.16	3.21	3.32	3.40	3.36	3.39	3.33	3.30	92,873
% OF WOMEN	1.70	2.18	2.22	2.29	2.33	2.46	2.54	2.53	2.56	2.54	2.54	71,360
NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER (%)***	0.20							0.17	0.21	0.31	0.33	9,299
% OF MEN	0.10							0.10	0.12	0.17	0.18	5,152
% OF WOMEN	0.10							0.07	0.10	0.14	0.15	4,147
AMERICAN INDIAN/ ALASKA NATIVE (%)	1.00	1.44	1.48	1.50	1.50	1.67	1.67	1.68	1.65	1.64	1.65	46,256
% OF MEN	0.50	0.70	0.71	0.72	0.71	0.77	0.77	0.77	0.75	0.73	0.74	20,699
% OF WOMEN	0.50	0.74	0.76	0.79	0.79	0.90	0.90	0.91	0.90	0.90	0.91	25,557
TWO OR MORE RACES (%) ***	0.90							0.06	0.21	0.56	0.66	18,579
% OF MEN	0.50							0.03	0.10	0.29	0.33	9,317
% OF WOMEN	0.40							0.03	0.10	0.28	0.33	9,262
INDIVIDUALS WITH TARGETED DISABILITIES %	CLF not available	1.12	1.10	1.07	1.05	0.99	0.96	0.94	0.92	0.88	0.88	24,663

*Includes September 30, 2009 agency data as reported in CPDF plus AAFES, FERC, Department of State, TVA and USPS; does not include data for intelligence gathering agencies. **The numbers for 1998-2005 include totals for "Native Hawaiian or Other Pacific Islanders." ***Separate data became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				MALAYSIAN** FEMALE				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				ALASKA NATIVE AMERICAN INDIAN				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
AGENCY FOR INTERNATIONAL DEVELOPMENT																																	
2000	1,850	947	51.19	903	48.81	42	2.27	18	0.97	750	40.54	447	24.16	117	6.32	404	21.84	35	1.89	30	1.62					3	0.16	4	0.22				
2001	1,745	886	50.77	859	49.23	38	2.18	16	0.92	702	40.23	414	23.72	107	6.13	394	22.58	36	2.06	31	1.78					3	0.17	4	0.23				
2002	1,736	862	49.65	874	50.35	39	2.25	16	0.92	676	38.94	412	23.73	110	6.34	409	23.56	35	2.02	34	1.96					2	0.12	3	0.17				
2003	1,706	833	48.83	873	51.17	41	2.40	15	0.88	642	37.63	411	24.09	113	6.62	411	24.09	36	2.11	34	1.99					1	0.06	2	0.12				
2004	2,238	1,113	49.73	1,125	50.27	55	2.45	28	1.25	869	38.82	594	26.54	136	6.07	438	19.57	52	2.32	61	2.72					1	0.04	4	0.17				
2005	2,389	1,190	49.81	1,199	50.19	56	2.34	34	1.42	935	39.14	636	26.62	142	5.94	448	18.75	56	2.34	77	3.22					1	0.04	4	0.17				
2006	2,413	1,188	49.23		50.77	63	2.61	40	1.66		38.29	666	27.60	142	5.88	428	17.74	58	2.40	88	3.65	0	0.00	0	0.00	1	0.04	3	0.12	0	0.00	0	0.00
2007	2,428	1,174	48.35	1,225	51.65	60	2.47	39	1.61		37.89	692	28.50	139	5.72	425	17.50	52	2.14	95	3.91	0	0.00	0	0.00	3	0.12	3	0.12	0	0.00	0	0.00
2008	2,550	1,205	47.25	1,254	52.75	52	2.04	36	1.41	924	36.78	739	28.98	153	6.00	453	17.76	58	2.27	111	4.35	0	0.00	0	0.00	4	0.16	6	0.24	0	0.00	0	0.00
2009	2,813	1,346	47.85	1,345	52.15	53	1.88	34	1.21	920	36.97	826	29.36	176	6.26	471	16.74	68	2.42	125	4.44	0	0.00	1	0.04	6	0.21	8	0.28	3	0.11	2	0.07
AGRICULTURE, DEPT. OF																																	
2000	85,305	49,347	57.85	35,958	42.15	2,901	3.40	1,714	2.01	40,595	47.59	26,861	31.49	3,392	3.98	5,703	6.69	1,194	1.40	799	0.94					1,265	1.48	881	1.03				
2001	88,194	50,947	57.77	37,247	42.23	3,142	3.56	1,817	2.06	41,672	47.25	27,720	31.43	3,506	3.98	5,969	6.77	1,281	1.45	851	0.96					1,346	1.53	890	1.01				
2002	90,858	52,339	57.61	38,519	42.39	3,291	3.62	1,943	2.14	42,790	47.10	28,629	31.51	3,550	3.91	6,118	6.73	1,378	1.52	923	1.02					1,330	1.46	906	1.00				
2003	89,853	51,355	57.15	38,498	42.85	3,051	3.40	1,819	2.02	42,298	47.07	28,727	31.62	3,425	3.81	6,130	6.82	1,280	1.42	918	1.02					1,301	1.45	904	1.01				
2004	112,084	64,084	57.17	48,000	42.83	4,249	3.79	2,652	2.36	52,451	46.80	35,405	31.62	4,070	3.63	7,685	6.85	1,779	1.58	1,224	1.09					1,535	1.36	1,034	0.92				
2005	109,344	62,294	56.97	47,050	43.03	4,255	3.89	2,697	2.47	50,760	46.42	34,589	31.63	3,955	3.62	7,525	6.88	1,814	1.66	1,246	1.14					1,510	1.38	993	0.91				
2006	105,486	59,963	56.84	45,523	43.16	4,144	3.93	2,691	2.55	48,639	46.11	33,170	31.44	3,921	3.72	7,427	7.04	1,706	1.62	1,185	1.12	92	0.09	54	0.05	1,436	1.36	986	0.93	25	0.02	10	0.01
2007	104,126	59,262	56.91	44,864	43.09	4,172	4.01	2,730	2.62	47,927	46.03	32,555	31.27	3,867	3.71	7,286	7.00	1,716	1.65	1,204	1.16	104	0.10	63	0.06	1,418	1.36	980	0.94	58	0.06	46	0.04
2008	104,837	59,787	57.03	45,050	42.97	4,144	3.95	2,764	2.64	48,499	46.26	32,680	31.17	3,864	3.69	7,260	6.93	1,731	1.65	1,238	1.18	107	0.10	61	0.06	1,373	1.31	982	0.94	69	0.07	65	0.06
2009	106,298	60,846	57.24	45,452	42.76	4,021	3.78	2,702	2.54	49,670	46.73	33,171	31.21	3,855	3.63	7,150	6.73	1,724	1.62	1,266	1.19	116	0.11	73	0.07	1,338	1.26	963	0.91	122	0.11	127	0.12
BROADCASTING BOARD OF GOVERNORS****																																	
2000	1,899	1,239	65.24	660	34.76	107	5.63	56	8.48	808	42.55	311	16.43	156	8.21	222	11.71	164	8.64	71	3.75					4	9.40	0	0.00				
2001	1,848	1,196	64.72	652	35.28	106	5.74	53	8.13	773	41.83	302	16.35	151	8.17	225	12.18	161	8.71	72	3.90					5	11.95	0	0.00				
2002	1,912	1,230	64.33	682	35.67	108	5.65	54	7.92	794	41.53	324	16.97	157	8.21	225	11.71	166	8.68	79	4.13					5	12.04	0	0.00				
2003	1,900	1,221	64.26	679	35.74	107	5.63	56	8.25	786	41.37	317	16.69	148	7.79	225	11.71	175	9.21	81	4.26					5	12.09	0	0.00				
2004	1,830	1,168	63.83	662	36.17	102	5.57	55	8.31	752	41.09	299	16.35	144	7.87	223	12.28	166	9.07	85	4.62					4	9.73	0	0.00				
2005	1,765	1,115	63.17	650	36.83	104	5.89	56	3.17	695	39.38	283	16.03	143	8.10	215	12.18	169	9.58	96	5.44					4	2.23	0	0.00				
2006	1,741	1,087	62.44	654	37.56	106	6.09	56	3.22	677	38.89	286	16.43	139	7.98	212	12.18	161	9.25	99	5.69	0	0.00	0	0.00	4	0.23	0	0.00	0	0.00	0	0.00
2007	1,578	1,000	63.37	578	36.63	69	4.37	39	2.47	652	41.32	270	17.11	134	8.49	178	11.28	140	8.87	90	5.70	0	0.00	0	0.00	4	0.25	0	0.00	1	0.06	1	0.06
2008	1,764	1,092	61.90	672	38.10	102	5.78	57	3.23	673	38.15	292	16.55	152	8.62	212	12.02	161	9.13	111	6.29	0	0.00	0	0.00	4	0.23	0	0.00	0	0.00	0	0.00
2009	1,764	1,083	61.39	681	38.61	103	5.84	59	3.34	656	37.19	289	16.38	154	8.73	216	12.24	162	9.18	117	6.63	0	0.00	0	0.00	5	0.28	0	0.00	3	0.17	0	0.00
COMMERCE, DEPT. OF																																	
2000	34,146	18,394	53.87	15,752	46.13	532	1.56	541	1.58	14,641	42.88	10,362	30.35	1,782	5.22	4,037	11.82	1,358	3.98	726	2.13					81	0.24	86	0.25				
2001	35,008	18,490	52.82	16,518	47.18	578	1.65	595	1.70	14,555	41.58	10,774	30.78	1,812	5.18	4,221	12.06	1,461	4.17	820	2.34					84	0.24	108	0.31				
2002	35,931	19,130	53.24	16,801	46.76	611	1.70	624	1.74	14,906	41.49	10,802	30.06	1,873	5.21	4,330	12.05	1,644	4.58	937	2.61					96	0.27	108	0.30				
2003	35,374	18,970	53.63	16,404	46.37	590	1.67	615	1.74	14,757	41.72	10,546	29.81	1,840	5.20	4,182	11.82	1,686	4.77	948	2.68					97	0.27	113	0.32				
2004	37,867	20,347	53.73	17,520	46.27	673	1.77	722	1.90	15,737	41.55	11,239	29.68	1,972	5.20	4,380	11.56	1,867	4.93	1,055	2.78					98	0.25	124	0.32				
2005	40,093	21,186	52.84	18,907	47.16	772	1.93	908	2.26	16,200	40.41	12,087	30.15	2,034	5.07	4,606	11.49	2,069	5.16	1,161	2.90					111	0.28	145	0.36				
2006	40,544	21,587	53.24	18,957	46.76	752	1.85	862	2.13	16,328	40.27	12,122	29.90	2,087	5.15	4,523	11.16	2,292	5.65	1,272	3.14	11	0.03	21	0.05	113	0.28	146	0.36	4	0.01	11	0.03
2007	41,218	22,197	53.85	19,021	46.15	750	1.82	867	2.10	16,557	40.17	12,023	29.17	2,260	5.48	4,551	11.04	2,483	6.02	1,362	3.30	16	0.04	21	0.05	116	0.28	142	0.34	15	0.04	55	0.13
2008	42,661	23,052	54.04	19,609	45.96	777	1.82	922	2.16	16,994	39.83	12,302	28.84	2,416	5.66	4,670	10.95	2,682	6.29	1,478	3.46	16	0.04	24	0.06	134	0.31	145	0.34	33	0.08	68	0.16
2009	49,414	26,148	52.92	23,266	47.08	981	1.99	1,140	2.31	19,096	38.64	14,421	29.18	2,902	5.87	5,655	11.44	2,885	5.84	1,676	3.39	33	0.07	39	0.08	177	0.36	192	0.39	74	0.15	143	0.29

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL						HISPANIC or LATINO						BLACK or AFRICAN AMERICAN						NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***						ALASKA NATIVE AMERICAN**						TWO OR MORE RACES ***					
		MALE			FEMALE			MALE			FEMALE			WHITE						MALE			FEMALE			MALE			FEMALE			MALE			FEMALE		
		#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE																																					
2000	623	250	40.13	373	59.87	18	2.89	13	2.09	159	25.52	204	32.74	63	10.11	145	23.27	8	1.28	11	1.77					2	0.32	0	0.00								
2001	584	235	40.24	349	59.76	13	2.23	10	1.71	154	26.37	199	34.08	59	10.10	129	22.09	8	1.37	11	1.88					1	0.17	0	0.00								
2002	605	234	38.68	371	61.32	14	2.31	15	2.48	157	25.95	214	35.37	52	8.60	129	21.32	9	1.49	13	2.15					2	0.33	0	0.00								
2003	586	233	39.76	353	60.24	12	2.05	14	2.39	160	27.30	198	33.79	49	8.36	128	21.84	11	1.88	12	2.05					1	0.17	1	0.17								
2004	571	218	38.18	353	61.82	11	1.93	12	2.10	144	25.22	194	33.98	50	8.76	132	23.12	12	2.10	14	2.45					1	0.18	1	0.18								
2005	587	225	38.33	362	61.67	12	2.04	12	2.04	149	25.38	209	35.60	52	8.86	125	21.29	11	1.87	15	2.56					1	0.17	1	0.17								
2006	558	214	38.35	344	61.65	13	2.33	12	2.15	139	24.91	197	35.30	49	8.78	120	21.51	12	2.15	14	2.51	0	0.00	0	0.00	1	0.18	1	0.18	0	0.00	0	0.00				
2007	576	224	38.89	352	61.11	10	1.74	7	1.22	155	26.91	210	36.46	46	7.99	120	20.83	12	2.08	14	2.43	0	0.00	0	0.00	1	0.17	1	0.17	0	0.00	0	0.00				
2008	566	210	37.10	356	62.90	9	1.59	7	1.24	147	25.97	213	37.63	41	7.24	123	21.73	12	2.12	13	2.30	0	0.00	0	0.00	1	0.18	0	0.00	0	0.00	0	0.00				
2009	587	205	34.92	382	65.08	9	1.53	8	1.36	142	24.19	234	39.86	41	6.98	130	22.15	12	2.04	10	1.70	0	0.00	0	0.00	1	0.17	0	0.00	0	0.00	0	0.00				
COURT SERVICES AND OFFENDER SUPERVISION****																																					
2000	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*				
2001	860	327	38.02	533	61.98	11	1.28	11	1.28	72	8.37	62	7.21	240	27.91	450	52.33	4	0.47	9	1.05					0	0.00	1	0.12								
2002	915	347	37.92	568	62.08	14	1.53	16	1.75	68	7.43	71	7.76	258	28.20	471	51.48	7	0.77	9	0.98					0	0.00	1	0.11								
2003	987	370	37.49	617	62.51	16	1.62	18	1.82	63	6.38	77	7.80	286	28.98	511	51.77	5	0.51	10	1.01					0	0.00	1	0.10								
2004	1,054	401	38.05	653	61.95	15	1.42	23	2.18	75	7.12	83	7.87	304	28.84	536	50.85	7	0.66	9	0.85					0	0.00	2	0.19								
2005	1,082	396	36.60	686	63.40	17	1.57	24	2.22	68	6.28	85	7.86	303	28.00	565	52.22	8	0.74	10	0.92					0	0.00	2	0.18								
2006	1,140	409	35.88	731	64.12	19	1.67	27	2.37	63	5.53	81	7.11	316	27.72	613	53.77	11	0.96	8	0.70	0	0.00	0	0.00	0	0.00	1	0.09	0	0.00	1	0.09				
2007	1,150	419	36.43	731	63.57	20	1.74	29	2.52	60	5.22	76	6.61	329	28.61	618	53.74	10	0.87	6	0.52	0	0.00	0	0.00	0	0.00	2	0.17	0	0.00	0	0.00				
2008	1,186	437	36.85	749	63.15	19	1.60	30	2.53	68	5.73	75	6.32	341	28.75	636	53.63	9	0.76	6	0.51	0	0.00	0	0.00	0	0.00	2	0.17	0	0.00	0	0.00				
2009	1,245	447	35.90	798	64.10	20	1.61	37	2.97	74	5.94	80	6.43	343	27.55	668	53.65	9	0.72	8	0.64	0	0.00	0	0.00	0	0.00	2	0.16	1	0.08	3	0.24				
DEFENSE, DEPT. OF																																					
2000	637,304	399,301	62.65	238,003	37.35	24,512	3.85	15,405	2.42	303,902	47.69	156,327	24.53	44,612	7.00	48,915	7.68	22,300	3.50	15,008	2.35					3,975	0.62	2,348	0.37								
2001	632,883	399,027	63.05	233,856	36.95	24,440	3.86	15,072	2.38	304,194	48.06	154,176	24.36	44,061	6.96	47,879	7.57	22,413	3.54	14,424	2.28					3,919	0.62	2,305	0.36								
2002	618,128	393,837	63.71	224,291	36.29	24,112	3.90	14,834	2.40	300,008	48.53	145,310	23.51	43,275	7.00	46,847	7.58	22,624	3.66	15,089	2.44					3,818	0.62	2,211	0.36								
2003	599,712	379,211	63.23	220,501	36.77	23,070	3.85	14,257	2.38	289,010	48.19	144,801	24.15	41,905	6.99	45,140	7.53	21,585	3.60	14,200	2.37					3,641	0.61	2,103	0.35								
2004	684,293	425,024	62.11	259,269	37.89	26,918	3.93	17,418	2.55	320,434	46.83	167,383	24.46	48,642	7.11	53,893	7.88	24,771	3.62	18,217	2.66					3,959	0.58	2,358	0.34								
2005	698,754	436,644	62.49	262,110	37.51	27,806	3.98	18,030	2.58	328,433	47.00	167,745	24.01	50,994	7.30	55,172	7.90	25,366	3.63	18,711	2.68					3,979	0.57	2,402	0.34								
2006	704,954	441,478	62.63	263,476	37.37	28,074	3.98	17,998	2.55	332,278	47.13	167,010	23.69	53,110	7.53	56,463	8.01	23,554	3.34	17,634	2.50	1,979	0.28	1,405	0.20	3,982	0.56	2,465	0.35	501	0.07	501	0.07				
2007	699,048	439,547	62.88	259,501	37.12	27,977	4.00	17,598	2.52	327,530	46.85	163,062	23.33	53,001	7.58	56,006	8.01	23,309	3.33	17,214	2.46	2,301	0.33	1,682	0.24	3,881	0.56	2,464	0.35	1,548	0.22	1,475	0.21				
2008	722,838	454,583	62.89	268,585	37.16	28,815	3.99	18,393	2.54	336,762	46.59	166,884	23.09	55,445	7.67	58,298	8.07	23,848	3.30	17,630	2.44	2,795	0.39	2,090	0.29	4,018	0.56	2,520	0.35	2,900	0.40	2,770	0.38				
2009	762,859	481,440	63.11	288,116	37.77	30,268	3.97	26,111	3.42	356,017	46.67	174,296	22.85	58,647	7.69	60,895	7.98	24,901	3.26	18,144	2.38	3,154	0.41	2,319	0.30	4,115	0.54	2,571	0.34	4,338	0.57	3,780	0.50				
AIR FORCE, DEPARTMENT OF THE																																					
2000	144,758	97,206	67.15	47,552	32.85	7,370	5.09	3,700	2.56	77,905	53.82	34,388	23.76	7,786	5.38	7,144	4.94	3,026	2.09	1,716	1.19					1,119	0.77	604	0.42								
2001	144,290	97,421	67.52	46,869	32.48	7,019	4.86	3,553	2.46	78,407	54.34	33,783	23.41	7,785	5.44	7,187	4.98	3,086	2.14	1,740	1.21					1,124	0.78	606	0.42								
2002	142,123	95,389	67.12	46,734	32.88	6,815	4.80	3,541	2.49	76,525	53.84	33,610	23.65	7,840	5.52	7,179	5.05	3,101	2.18	1,794	1.26					1,108	0.78	610	0.43								
2003	132,948	89,857	67.59	43,091	32.41	5,992	4.51	3,059	2.30	73,301	55.14	31,640	23.80	7,612	5.73	6,754	5.08	1,923	1.45	1,061	0.80					1,029	0.77	577	0.43								
2004	150,032	101,454	67.62	48,578	32.38	7,487	4.99	3,815	2.54	80,697	53.78	34,257	22.83	8,809	5.87	7,878	5.25	3,364	2.24	2,009	1.33					1,097	0.73	619	0.41								
2005	157,050	106,960	68.11	50,090	31.89	7,822	4.98	3,971	2.53	85,080	54.17	35,274	22.46	9,354	5.96	8,154	5.19	3,565	2.27	2,053	1.31					1,139	0.73	640	0.41								
2006	158,927	109,058	68.62	49,869	31.38	7,866	4.95	3,954	2.49	88,429	55.64	34,888	21.95	9,813	6.17	8,243	5.19	3,421	2.15	1,983	1.25	265	0.17	107	0.07	1,171	0.74	642	0.40	93	0.06	52	0.03				
2007	155,228	107,595	69.31	47,633	30.69	7,668	4.94	3,775	2.43	84,900	54.69	33,096	21.32	9,798	6.31	7,932	5.11	3,445	2.22	1,898	1.22	336	0.22	145	0.09	1,133	0.73	591	0.38	315	0.20	196	0.13				
2008	153,779	106,704	69.39	47,075	30.61	7,447	4.84	3,679	2.39	84,019	54.64	32,361	21.04	9,794	6.37	8,020	5.22	3,453	2.25	1,944	1.26	387	0.25	185	0.12	1,117	0.73	573	0.37	487	0.32	313	0.20				
2009	160,644	111,640	69.50	49,004	30.50	7,501	4.67	3,733	2.32	87,866	54.70	33,547	20.88	10,213	6.36	8,369	5.21	3,542	2.20	2,013	1.25	445	0.28	211	0.13	1,136	0.71	587	0.37	937	0.58	544	0.34				
ARMY, DEPARTMENT OF THE																																					
2000	208,803	132,250	63.34	76,553	36.66	8,536	4.09	4,174	2.00	102,600	49.14																										

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				BLACK or AFRICAN AMERICAN				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				ALASKA NATIVE AMERICAN INDIAN				TWO OR MORE RACES ***											
		MALE		FEMALE		MALE		FEMALE		WHITE				MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
ARMY AND AIR FORCE EXCHANGE SERVICE																																	
2000	43,687	15,299	35.02	28,388	64.98	1,843	4.22	3,570	8.17	6,971	15.96	12,092	27.68	4,863	11.13	8,020	18.36	1,465	3.35	4,453	10.19			157	0.36	253	0.58						
2001	40,876	14,910	36.48	25,966	63.52	1,881	4.60	3,315	8.11	7,019	17.17	11,378	27.84	4,631	11.33	7,264	17.77	1,228	3.00	3,752	9.18			151	0.37	257	0.63						
2002	40,032	14,188	35.44	25,844	64.56	1,844	4.61	3,284	8.20	6,586	16.45	10,993	27.46	4,324	10.80	7,130	17.81	1,310	3.27	4,221	10.54			124	0.31	216	0.54						
2003	36,612	12,964	35.41	23,648	64.59	1,667	4.55	3,057	8.35	6,110	16.69	10,000	27.31	3,863	10.55	6,488	17.72	1,213	3.31	3,908	10.67			111	0.30	195	0.53						
2004	33,461	12,128	36.25	21,333	63.75	1,550	4.63	2,806	8.39	5,719	17.09	8,850	26.45	3,647	10.90	5,995	17.92	1,111	3.32	3,501	10.46			101	0.30	181	0.54						
2005	35,289	12,678	35.93	22,611	64.07	1,591	4.51	2,954	8.37	5,917	16.77	9,455	26.79	3,865	10.95	6,301	17.86	1,137	3.22	3,608	10.22			101	0.29	181	0.51						
2006	36,504	13,087	35.85	23,417	64.15	1,644	4.50	3,044	8.34	5,977	16.37	9,679	26.51	4,112	11.26	6,660	18.24	925	2.53	3,170	8.68	200	0.55	496	1.36	95	0.26	177	0.48	134	0.37	191	0.52
2007	34,269	12,288	35.86	21,981	64.14	1,567	4.57	2,875	8.39	5,589	16.31	8,878	25.91	3,673	10.72	6,068	17.71	843	2.46	2,944	8.59	199	0.58	548	1.60	94	0.27	181	0.53	323	0.94	487	1.42
2008	35,277	12,595	35.70	22,682	64.30	1,736	4.92	3,273	9.28	5,350	15.17	8,661	24.55	3,634	10.30	6,068	17.20	842	2.39	2,927	8.30	313	0.89	663	1.88	106	0.30	186	0.53	614	1.74	914	2.59
2009	35,409	12,877	36.37	22,532	63.63	1,863	5.26	3,347	9.45	5,540	15.65	8,636	24.39	3,596	10.16	5,945	16.79	885	2.50	2,897	8.18	310	0.88	632	1.78	105	0.30	174	0.49	578	1.63	901	2.54
DEFENSE COMMISSARY AGENCY																																	
2000	17,367	7,039	40.53	10,328	59.47	652	3.75	786	4.53	3,808	21.93	4,946	28.48	1,760	10.13	2,954	17.01	759	4.37	1,554	8.95			60	0.35	88	0.51						
2001	16,207	6,580	40.60	9,627	59.40	602	3.71	765	4.72	3,619	22.33	4,586	28.30	1,598	9.86	2,672	16.49	710	4.38	1,524	9.40			51	0.31	80	0.49						
2002	15,133	6,106	40.35	9,027	59.65	593	3.92	752	4.97	3,159	20.87	3,831	25.32	1,606	10.61	2,656	17.55	688	4.55	1,718	11.35			60	0.40	70	0.46						
2003	15,928	6,531	41.00	9,397	59.00	643	4.04	818	5.14	3,354	21.06	4,004	25.14	1,735	10.89	2,694	16.91	737	4.63	1,809	11.36			62	0.39	72	0.45						
2004	14,815	5,951	40.17	8,864	59.83	588	3.97	780	5.26	3,047	20.57	3,694	24.93	1,528	10.31	2,564	17.31	735	4.96	1,756	11.85			53	0.36	70	0.47						
2005	15,319	6,286	41.03	9,033	58.97	625	4.08	844	5.51	3,215	20.99	3,765	24.58	1,659	10.83	2,581	16.85	736	4.80	1,772	11.57			51	0.33	71	0.46						
2006	15,372	6,211	40.40	9,161	59.60	620	4.03	787	5.12	3,137	20.41	3,797	24.70	1,673	10.88	2,679	17.43	680	4.42	1,717	11.17	48	0.31	84	0.55	44	0.29	81	0.53	9	0.06	16	0.10
2007	14,986	6,064	40.46	8,922	59.54	599	4.00	742	4.95	3,017	20.13	3,633	24.24	1,692	11.29	2,639	17.61	620	4.14	1,680	11.21	67	0.45	116	0.77	47	0.31	82	0.55	22	0.15	30	0.20
2008	15,131	6,137	40.56	8,994	59.44	573	3.79	756	5.00	3,099	20.48	3,670	24.25	1,673	11.06	2,611	17.26	583	3.85	1,616	10.68	89	0.59	155	1.02	58	0.38	88	0.58	62	0.41	98	0.65
2009	15,499	6,339	40.90	9,160	59.10	590	3.81	755	4.87	3,195	20.61	3,849	24.83	1,705	11.00	2,552	16.47	588	3.79	1,612	10.40	91	0.59	161	1.04	56	0.36	88	0.57	114	0.74	143	0.92
DEFENSE CONTRACT AUDIT AGENCY																																	
2000	4,168	2,293	55.01	1,875	44.99	111	2.66	93	2.23	1,899	45.56	1,318	31.62	143	3.43	293	7.03	135	3.24	163	3.91			5	0.12	8	0.19						
2001	4,006	2,186	54.57	1,820	45.43	102	2.55	94	2.35	1,821	45.46	1,273	31.78	136	3.39	279	6.96	121	3.02	167	4.17			6	0.15	7	0.17						
2002	4,079	2,199	53.91	1,880	46.09	107	2.62	101	2.48	1,817	44.55	1,305	31.99	144	3.53	294	7.21	124	3.04	173	4.24			7	0.17	7	0.17						
2003	4,020	2,122	52.79	1,898	47.21	105	2.61	107	2.66	1,751	43.56	1,321	32.86	138	3.43	293	7.29	120	2.99	171	4.25			8	0.20	6	0.15						
2004	4,050	2,079	51.33	1,971	48.67	111	2.74	130	3.21	1,698	41.93	1,350	33.33	141	3.48	302	7.46	121	2.99	184	4.54			8	0.20	5	0.12						
2005	4,112	2,032	49.42	2,080	50.58	102	2.48	127	3.09	1,663	40.44	1,415	34.41	132	3.21	331	8.05	126	3.06	204	4.96			9	0.22	3	0.07						
2006	4,018	1,912	47.59	2,106	52.41	85	2.12	128	3.19	1,560	38.83	1,423	35.42	121	3.01	329	8.19	120	2.99	198	4.93	4	0.10	5	0.12	9	0.22	4	0.10	13	0.32	19	0.47
2007	4,093	1,906	46.57	2,187	53.43	80	1.95	133	3.25	1,566	38.26	1,480	36.16	117	2.86	329	8.04	117	2.86	214	5.23	4	0.10	4	0.10	7	0.17	7	0.17	15	0.37	20	0.49
2008	4,171	1,884	45.17	2,287	54.83	85	2.04	138	3.31	1,524	36.54	1,561	37.43	121	2.90	333	7.98	126	3.02	222	5.32	5	0.12	4	0.10	8	0.19	10	0.24	15	0.36	19	0.46
2009	4,322	1,973	45.65	2,349	54.35	84	1.94	140	3.24	1,615	37.37	1,617	37.41	116	2.68	333	7.70	131	3.03	223	5.16	3	0.07	4	0.09	8	0.19	8	0.19	16	0.37	24	0.56
DEFENSE CONTRACT MANAGEMENT AGENCY****																																	
2000	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2001	12,142	7,463	61.46	4,679	38.54	374	3.08	271	2.23	6,087	50.13	3,338	27.49	644	5.30	880	7.25	302	2.49	149	1.23			56	0.46	41	0.34						
2002	11,370	6,962	61.23	4,408	38.77	358	3.15	252	2.22	5,643	49.63	3,127	27.50	617	5.43	842	7.41	292	2.57	147	1.29			52	0.46	40	0.35						
2003	10,840	6,617	61.04	4,223	38.96	343	3.16	242	2.23	5,358	49.43	3,007	27.74	581	5.36	799	7.37	282	2.60	139	1.28			53	0.49	36	0.33						
2004	11,122	6,835	61.45	4,287	38.55	341	3.07	244	2.19	5,575	50.13	3,050	27.42	576	5.18	808	7.26	289	2.60	151	1.36			54	0.49	34	0.31						
2005	10,535	6,533	62.01	4,002	37.99	347	3.29	231	2.19	5,270	50.02	2,815	26.72	572	5.43	772	7.33	295	2.80	151	1.43			49	0.47	33	0.31						
2006	9,872	6,203	62.83	3,669	37.17	324	3.28	213	2.16	5,031	50.96	2,582	26.15	530	5.37	696	7.05	273	2.77	143	1.45	0	0.00	2	0.02	44	0.45	30	0.30	1	0.01	3	0.03
2007	9,546	6,025	63.12	3,521	36.88	304	3.18	212	2.22	4,880	51.12	2,439	25.55	522	5.47	686	7.19	269	2.82	145	1.52	5	0.05	2	0.02	41	0.43	31</					

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL						HISPANIC or LATINO				BLACK or AFRICAN AMERICAN						NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				ALASKA NATIVE AMERICAN INDIAN**				TWO OR MORE RACES ***							
		MALE			FEMALE			MALE		FEMALE		WHITE				MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE			
		#	%	%	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
		#	%	%	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
DEFENSE FINANCE AND ACCOUNTING SERVICES																																	
2000	16,967	6,337	37.35	10,630	62.65	287	1.69	458	2.70	4,672	27.54	6,815	40.17	1,079	6.36	2,788	16.43	251	1.48	478	2.82			48	0.28	91	0.54						
2001	16,067	6,019	37.46	10,048	62.54	277	1.72	455	2.83	4,448	27.68	6,428	40.01	1,003	6.24	2,640	16.43	242	1.51	441	2.74			49	0.30	84	0.52						
2002	14,835	5,543	37.36	9,292	62.64	266	1.79	444	2.99	4,101	27.64	5,939	40.03	899	6.06	2,387	16.09	233	1.57	443	2.99			44	0.30	79	0.53						
2003	14,049	5,261	37.45	8,788	62.55	257	1.83	429	3.05	3,913	27.85	5,658	40.27	836	5.95	2,213	15.75	215	1.53	412	2.93			40	0.28	76	0.54						
2004	13,403	5,017	37.43	8,386	62.57	242	1.81	398	2.97	3,733	27.85	5,351	39.92	790	5.89	2,174	16.22	213	1.59	394	2.94			39	0.29	69	0.51						
2005	13,388	5,037	37.62	8,351	62.38	249	1.86	396	2.96	3,733	27.88	5,292	39.53	803	6.00	2,201	16.44	214	1.60	389	2.91			38	0.28	73	0.55						
2006	13,083	4,891	37.38	8,192	62.62	216	1.65	291	2.22	3,603	27.54	5,279	40.35	841	6.43	2,173	16.61	184	1.41	328	2.51	13	0.10	29	0.22	29	0.22	81	0.62	5	0.04	11	0.08
2007	12,449	4,691	37.68	7,758	62.32	202	1.62	249	2.00	3,515	28.24	5,206	41.82	779	6.26	1,950	15.66	141	1.13	253	2.03	10	0.08	14	0.11	30	0.24	68	0.55	14	0.11	18	0.14
2008	11,932	4,522	37.90	7,410	62.10	163	1.37	209	1.75	3,445	28.87	5,006	41.95	758	6.35	1,893	15.86	93	0.78	195	1.63	9	0.08	12	0.10	37	0.31	69	0.58	17	0.14	26	0.22
2009	12,208	4,717	38.64	7,491	61.36	153	1.25	193	1.58	3,640	29.82	5,102	41.79	749	6.14	1,895	15.52	101	0.83	195	1.60	10	0.08	14	0.11	42	0.34	62	0.51	22	0.18	30	0.25
DEFENSE HUMAN RESOURCES ACTIVITY																																	
2000	687	285	41.48	402	58.52	14	2.04	19	2.77	243	35.37	302	43.96	14	2.04	55	8.01	12	1.75	23	3.35			2	0.29	3	0.44						
2001	674	275	40.80	399	59.20	13	1.93	20	2.97	235	34.87	301	44.66	15	2.23	54	8.01	11	1.63	21	3.12			1	0.15	3	0.45						
2002	673	285	42.35	388	57.65	12	1.78	22	3.27	237	35.22	287	42.64	24	3.57	57	8.47	11	1.63	20	2.97			1	0.15	2	0.30						
2003	734	312	42.51	422	57.49	16	2.18	28	3.81	253	34.47	299	40.74	26	3.54	70	9.54	16	2.18	23	3.13			1	0.14	2	0.27						
2004	772	320	41.45	452	58.55	17	2.20	33	4.27	254	32.90	313	40.54	32	4.15	83	10.75	16	2.07	21	2.72			1	0.13	2	0.26						
2005	795	321	40.38	474	59.62	17	2.14	36	4.53	251	31.57	302	37.99	34	4.28	108	13.58	18	2.26	24	3.02			1	0.13	4	0.50						
2006	880	344	39.09	536	60.91	17	1.93	41	4.66	262	29.77	344	39.09	43	4.89	115	13.07	19	2.16	30	3.41	0	0.00	0	0.00	2	0.23	4	0.45	1	0.11	2	0.23
2007	891	350	39.28	541	60.72	19	2.13	44	4.94	257	28.84	335	37.60	47	5.27	125	14.03	23	2.58	28	3.14	0	0.00	0	0.00	3	0.34	3	0.34	1	0.11	6	0.67
2008	904	356	39.38	548	60.62	21	2.32	41	4.54	254	28.10	348	38.50	47	5.20	118	13.05	24	2.65	31	3.43	0	0.00	0	0.00	2	0.22	2	0.22	8	0.88	8	0.88
2009	1,037	418	40.31	619	59.69	23	2.22	38	3.66	302	29.12	392	37.80	55	5.30	133	12.83	26	2.51	39	3.76	0	0.00	1	0.10	3	0.29	3	0.29	9	0.87	13	1.25
DEFENSE INFORMATION SYSTEMS AGENCY																																	
2000	6,042	3,150	52.14	2,892	47.86	105	1.74	99	1.64	2,429	40.20	1,968	32.57	400	6.62	649	10.74	196	3.24	153	2.53			20	0.33	23	0.38						
2001	6,000	3,135	52.25	2,865	47.75	100	1.67	95	1.58	2,417	40.28	1,962	32.70	396	6.60	636	10.60	205	3.42	152	2.53			17	0.28	20	0.33						
2002	5,898	3,119	52.88	2,779	47.12	100	1.70	90	1.53	2,401	40.71	1,894	32.11	398	6.75	623	10.56	206	3.49	151	2.56			14	0.24	21	0.36						
2003	5,519	2,949	53.43	2,570	46.57	94	1.70	82	1.49	2,257	40.90	1,759	31.87	388	7.03	576	10.44	196	3.55	136	2.46			14	0.25	17	0.31						
2004	5,161	2,834	54.91	2,327	45.09	89	1.72	69	1.34	2,159	41.83	1,579	30.59	384	7.44	533	10.33	188	3.64	133	2.58			14	0.27	13	0.25						
2005	4,909	2,767	56.37	2,142	43.63	90	1.83	61	1.24	2,067	42.11	1,436	29.25	385	7.84	495	10.08	213	4.34	137	2.79			12	0.24	13	0.26						
2006	5,370	3,010	56.05	2,360	43.95	101	1.88	75	1.40	2,214	41.23	1,539	28.66	438	8.16	583	10.86	232	4.32	143	2.66	6	0.11	2	0.04	16	0.30	12	0.22	3	0.06	6	0.11
2007	5,595	3,155	56.39	2,440	43.61	117	2.09	81	1.45	2,271	40.59	1,551	27.72	501	8.95	628	11.22	237	4.24	148	2.65	6	0.11	4	0.07	17	0.30	16	0.29	6	0.11	12	0.21
2008	5,661	3,235	57.15	2,426	42.85	112	1.98	78	1.38	2,354	41.58	1,540	27.20	501	8.85	619	10.93	235	4.15	152	2.69	4	0.07	5	0.09	18	0.32	17.00	0.30	11	0.19	15	0.26
2009	5,808	3,358	57.82	2,450	42.18	106	1.83	80	1.38	2,450	42.18	1,587	27.32	506	8.71	599	10.31	248	4.27	144	2.48	7	0.12	7	0.12	21	0.36	16.00	0.28	20	0.34	17	0.29
DEFENSE LOGISTICS AGENCY																																	
2000	35,300	21,026	59.56	14,274	40.44	1,124	3.18	551	1.56	15,788	44.73	9,595	27.18	3,122	8.84	3,589	10.17	773	2.19	390	1.10			219	0.62	149	0.42						
2001	22,651	13,200	58.28	9,451	41.72	730	3.22	291	1.28	9,494	41.91	6,139	27.10	2,360	10.84	2,674	11.81	462	2.04	242	1.07			154	0.68	105	0.46						
2002	21,698	12,469	57.47	9,229	42.53	721	3.32	317	1.46	9,019	41.57	5,981	27.56	2,153	9.92	2,611	12.03	425	1.96	217	1.00			151	0.70	103	0.47						
2003	20,763	11,929	57.45	8,834	42.55	649	3.13	307	1.48	8,673	41.77	5,688	27.39	2,109	10.16	2,523	12.15	364	1.75	222	1.07			134	0.65	94	0.45						
2004	21,685	12,707	58.60	8,978	41.40	707	3.26	330	1.52	9,155	42.22	5,783	26.67	2,333	10.76	2,543	11.73	383	1.77	230	1.06			129	0.59	92	0.42						
2005	21,501	12,596	58.58	8,905	41.42	656	3.05	329	1.53	9,082	42.24	5,732	26.66	2,328	10.83	2,516	11.70	398	1.85	296	1.38			132	0.61	92	0.43						
2006	21,459	12,585	58.65	8,874	41.35	665	3.10	324	1.51	9,034	42.10	5,675	26.45	2,364	11.02	2,536	11.82	335	1.56	221	1.03	40	0.19	20	0.09	138	0.64	95	0.44	9	0.04	3	0.01
2007	21,394	12,523	58.54	8,871	41.46	653	3.05	332	1.55	8,921	41.70	5,605	26.20	2,408	11.26	2,556	11.95	338	1.58	237	1.11	47	0.22	26	0.12	130	0.61	97	0.45	26	0.12	18	0.08
2008	23,017	13,504	58.67	9,513	41.33	719	3.12	380	1.65	9,471	41.15	5,948	25.84	2,695	11.71	2,738	11.90	361	1.57	274	1.19	54	0.23	35	0.15	137	0.60	101	0.44	67	0.29	37	0.16
2009	25,295	15,002	59.31	10,293	40.69	820	3.24	445	1.76	10,339	40.87	6,418	25.37	2,991	11.82	2,883	11.40	445	1.76	311	1.23	86	0.34	44	0.17	138	0.55	93	0.37	183	0.72	99	0.39
DEFENSE SECURITY SERVICE																																	
2000	2,533	1,340	52.90	1,193	47.10	39	1.54	41	1.62	1,155	45.60	863	34.07	109	4.30	259	10.23	25	0.99	27	1.07			12	0.47	3	0.12						
2001	2,655	1,386	52.20	1,269	47.80	38	1.43	43	1.62	1,200	45.20	922	34.73	109	4.11	271	10.21	27	1.02	29	1.09			12	0.45	4	0.15						

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL						HISPANIC or LATINO				BLACK or AFRICAN AMERICAN						NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				ALASKA NATIVE AMERICAN INDIAN/MALE				TWO OR MORE RACES ***					
		MALE			FEMALE			MALE		FEMALE		WHITE				MALE		FEMALE		MALE** FEMALE		MALE		FEMALE		MALE		FEMALE			
		#	%	%	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
		#	%	%	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
DEFENSE THREAT REDUCTION AGENCY****																															
2000	960	487	50.73	473	49.27	51	5.31	49	5.10	367	38.23	340	35.42	47	4.90	79	8.23	20	2.08	5	0.52			2	0.21	0	0.00				
2001	960	515	53.65	445	46.35	46	4.79	41	4.27	397	41.35	317	33.02	45	4.69	81	8.44	24	2.50	6	0.63			3	0.31	0	0.00				
2002	1,004	537	53.49	467	46.51	45	4.48	43	4.28	409	40.74	314	31.27	55	5.48	102	10.16	25	2.49	8	0.80			3	0.30	0	0.00				
2003	949	509	53.64	440	46.36	47	4.95	40	4.21	376	39.62	285	30.03	61	6.43	107	11.28	23	2.42	8	0.84			2	0.21	0	0.00				
2004	1,045	582	55.69	463	44.31	50	4.78	40	3.83	126	12.06	288	27.56	79	7.56	122	11.67	24	2.30	12	1.15			3	0.29	1	0.10				
2005	1,116	648	58.06	468	41.94	50	4.48	45	4.03	452	40.50	283	25.36	110	9.86	123	11.02	32	2.87	16	1.43			4	0.36	1	0.09				
2006	1,157	682	58.95	475	41.05	49	4.24	42	3.63	475	41.05	281	24.29	116	10.03	134	11.58	36	3.11	14	1.21	0	0.00	0	0.00	4	0.35	2	0.17	2	0.17
2007	1,118	670	59.93	448	40.07	49	4.38	43	3.85	464	41.50	262	23.43	113	10.11	125	11.18	32	2.86	14	1.25	0	0.00	0	0.00	5	0.45	0	0.00	7	0.63
2008	1,198	740	61.77	458	38.23	53	4.42	43	3.59	524	43.74	255	21.29	118	9.85	133	11.10	30	2.50	16	1.34	1	0.08	4	0.33	7	0.58	2	0.17	7	0.58
2009	1,203	743	61.76	460	38.24	46	3.82	44	3.66	536	44.56	250	20.78	110	9.14	136	11.31	31	2.58	16	1.33	1	0.08	3	0.25	6	0.50	3	0.25	13	1.08
NAVY, DEPARTMENT OF THE																															
2000	176,151	120,638	68.49	55,513	31.51	5,055	2.87	2,621	1.49	90,433	51.34	37,016	21.01	12,310	6.99	10,774	6.12	11,918	6.77	4,711	2.67			922	0.52	391	0.22				
2001	174,813	120,462	68.91	54,351	31.09	4,993	2.86	2,626	1.50	90,483	51.76	36,143	20.68	11,958	6.84	10,462	5.98	12,125	6.94	4,740	2.71			903	0.52	380	0.22				
2002	176,216	126,762	71.94	49,454	28.06	5,204	2.95	2,528	1.43	95,574	54.24	31,400	17.82	12,478	7.08	10,260	5.82	12,593	7.15	4,881	2.77			913	0.52	385	0.22				
2003	175,794	122,842	69.88	52,952	30.12	5,126	2.92	2,562	1.46	91,622	52.12	35,161	20.00	12,361	7.03	9,883	5.62	12,829	7.30	4,982	2.83			904	0.51	364	0.21				
2004	177,538	123,983	69.83	53,555	30.17	5,163	2.90	2,611	1.47	92,384	52.03	35,355	19.91	12,551	7.06	9,950	5.60	13,003	7.32	5,293	2.98			882	0.50	346	0.19				
2005	174,728	122,368	70.03	52,360	29.97	5,248	3.00	2,658	1.52	90,821	51.98	34,306	19.63	12,355	7.07	9,737	5.57	13,090	7.49	5,319	3.04			854	0.49	340	0.19				
2006	173,944	121,798	70.02	52,146	29.98	5,238	3.01	2,668	1.53	89,792	51.62	33,845	19.46	12,831	7.38	9,840	5.66	11,940	6.86	5,035	2.89	1,051	0.60	344	0.20	850	0.49	345	0.20	96	0.06
2007	173,212	121,290	70.02	51,922	29.98	5,240	3.03	2,667	1.54	89,140	51.46	33,481	19.33	12,727	7.35	9,789	5.65	11,850	6.84	4,981	2.88	1,153	0.67	398	0.23	802	0.46	360	0.21	378	0.22
2008	180,017	126,020	70.00	54,327	30.18	5,577	3.10	2,794	1.55	92,044	51.13	34,735	19.30	13,332	7.41	10,304	5.72	12,194	6.77	5,182	2.88	1,316	0.73	485	0.27	825	0.46	386	0.21	732	0.41
2009	190,434	133,187	69.94	57,247	30.06	6,006	3.15	3,082	1.62	97,263	51.07	36,406	19.12	13,933	7.32	10,786	5.66	12,627	6.63	5,350	2.81	1,470	0.77	594	0.31	852	0.45	408	0.21	1,036	0.54
OFFICE OF THE INSPECTOR GENERAL																															
2000	1,207	724	59.98	483	40.02	21	1.74	10	0.83	594	49.21	306	25.35	88	7.29	143	11.85	19	1.57	20	1.66			2	0.17	4	0.33				
2001	1,248	741	59.38	507	40.63	22	1.76	14	1.12	608	48.72	331	26.52	87	6.97	140	11.22	22	1.76	18	1.44			2	0.16	4	0.32				
2002	1,179	682	57.85	497	42.15	21	1.78	17	1.44	556	47.16	305	25.87	80	6.79	149	12.64	23	1.95	22	1.87			2	0.17	4	0.34				
2003	1,180	678	57.46	502	42.54	23	1.95	17	1.44	550	46.61	301	25.51	77	6.53	153	12.97	26	2.20	25	2.12			2	0.17	6	0.51				
2004	1,271	746	58.69	525	41.31	29	2.28	19	1.49	595	46.81	314	24.70	90	7.08	156	12.27	31	2.44	29	2.28			1	0.08	7	0.55				
2005	1,373	798	58.12	575	41.88	34	2.48	25	1.82	628	45.74	352	25.64	97	7.06	157	11.43	40	2.91	33	2.40			1	0.07	8	0.58				
2006	1,391	794	57.08	597	42.92	42	3.02	34	2.44	612	44.00	358	25.74	97	6.97	166	11.93	39	2.80	28	2.01	1	0.07	2	0.14	3	0.22	8	0.58		
2007	1,401	800	57.10	601	42.90	53	3.78	42	3.00	603	43.04	348	24.84	95	6.78	170	12.13	36	2.57	30	2.14	2	0.14	1	0.07	4	0.29	9	0.64		
2008	1,516	879	57.98	637	42.02	60	3.96	44	2.90	647	42.68	367	24.21	114	7.52	188	12.40	44	2.90	27	1.78	2	0.13	1	0.07	3	0.20	8	0.53		
2009	1,578	904	57.29	674	42.71	56	3.55	43	2.72	669	42.40	380	24.08	119	7.54	205	12.99	46	2.92	33	2.09	2	0.13	1	0.06	1	0.06	8	0.51		
OFFICE OF THE SECRETARY/WASH. HQTRS. SERVICE																															
2000	4,898	2,908	59.37	1,990	40.63	57	1.16	48	0.98	2,244	45.81	1,292	26.38	528	10.78	591	12.07	60	1.22	57	1.16			19	0.39	2	0.04				
2001	4,551	2,650	58.23	1,901	41.77	57	1.25	45	0.99	2,014	44.25	1,219	26.79	502	11.03	579	12.72	58	1.27	57	1.25			19	0.42	1	0.02				
2002	4,493	2,584	57.51	1,909	42.49	60	1.34	40	0.89	2,071	46.09	1,231	27.40	377	8.39	575	12.80	62	1.38	62	1.38			14	0.31	1	0.02				
2003	5,352	3,294	61.55	2,058	38.45	93	1.74	47	0.88	2,471	46.17	1,313	24.53	628	11.73	638	11.92	80	1.49	59	1.10			22	0.41	1	0.02				
2004	5,552	3,430	61.78	2,122	38.22	108	1.95	60	1.08	2,560	46.11	1,363	24.55	647	11.65	628	11.31	92	1.66	68	1.22			23	0.41	3	0.05				
2005	5,827	3,637	62.42	2,190	37.58	113	1.94	66	1.13	2,730	46.85	1,387	23.80	669	11.48	654	11.22	102	1.75	76	1.30			23	0.39	7	0.12				
2006	6,576	4,146	63.05	2,430	36.95	120	1.82	75	1.14	3,140	47.75	1,568	23.84	733	11.15	663	10.08	123	1.87	98	1.49	2	0.03	9	0.14	24	0.36	11	0.17		
2007	7,692	4,720	61.36	2,972	38.64	152	1.98	88	1.14	3,577	46.50	1,974	25.66	768	9.98	737	9.58	158	2.05	119	1.55	10	0.13	15	0.20	32	0.42	15	0.20		
2008	8,471	5,189	61.26	3,282	38.74	178	2.10	98	1.16	3,906	46.11	2,175	25.68	854	10.08	795	9.38	182	2.15	142	1.68	7	0.08	16	0.19	34	0.40	17	0.20		
2009	5,881	3,790	64.44	2,078	35.33	128	2.18	45	0.77	2,727	46.37	1,281	21.78	780	13.26	614	10.44	106	1.80	94	1.60	8	0.14	10	0.17	19	0.32	7	0.12		
EDUCATION, DEPT. OF																															
2000	4,369	1,642	37.58	2,727	62.42	70	1.60	99	2.27	1,118	25.59	1,224	28.02	384	8.79	1,296	29.66	60	1.37	85	1.95			10	0.23	23	0.53				
2001	4,411	1,633	37.02	2,778	62.98	71	1.61	109	2.47	1,110	25.16	1,242	28.16	381	8.64	1,311	29.72	60	1.36	94	2.13			11	0.25	22	0.50				
2002	4,309	1,618	37.55	2,691	62.45	70	1.62	110	2.55	1,093	25.37	1,204	27.94	383	8.89	1,263	29.31	61	1.42	93	2.16			11	0.26	21	0.49				
2003	4,225	1,585	37.51	2,640	62.49	71	1.68	111	2.63	1,081	25.59	1,179	27.91	367	8.69																

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				BLACK or AFRICAN AMERICAN				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				ALASKA NATIVE AMERICAN INDIAN				TWO OR MORE RACES ***											
		MALE		FEMALE		MALE		FEMALE		WHITE				MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
ENERGY, DEPT. OF																																	
2000	15,368	9,556	62.18	5,812	37.82	439	2.86	367	2.39	8,037	52.30	3,947	25.68	516	3.36	1,224	7.96	435	2.83	189	1.23			129	0.84	85	0.55						
2001	15,608	9,690	62.08	5,918	37.92	463	2.97	384	2.46	8,123	52.04	4,032	25.83	524	3.36	1,210	7.75	446	2.86	204	1.31			134	0.86	88	0.56						
2002	15,726	9,745	61.97	5,981	38.03	486	3.09	408	2.59	8,133	51.72	4,073	25.90	529	3.36	1,199	7.62	463	2.94	209	1.33			134	0.85	92	0.59						
2003	15,196	9,451	62.19	5,745	37.81	473	3.11	399	2.63	7,863	51.74	3,888	25.59	516	3.40	1,153	7.59	463	3.05	213	1.40			136	0.89	92	0.61						
2004	15,023	9,408	62.62	5,615	37.38	488	3.24	404	2.68	7,817	52.03	3,781	25.16	521	3.46	1,135	7.55	448	2.98	206	1.37			134	0.89	89	0.59						
2005	14,973	9,330	62.31	5,643	37.69	517	3.45	426	2.85	7,704	51.45	3,766	25.15	518	3.46	1,148	7.67	447	2.99	213	1.42			144	0.96	90	0.60						
2006	14,950	9,290	62.14	5,660	37.86	526	3.52	433	2.90	7,658	51.22	3,753	25.10	515	3.44	1,147	7.67	443	2.96	227	1.52	5	0.03	1	0.01	137	0.92	95	0.64	6	0.04	4	0.03
2007	14,945	9,241	61.83	5,704	38.17	518	3.47	422	2.82	7,572	50.67	3,772	25.24	521	3.49	1,158	7.75	438	2.93	223	1.49	11	0.07	9	0.06	131	0.88	89	0.60	50	0.33	31	0.21
2008	15,448	9,530	61.69	5,918	38.31	543	3.52	441	2.85	7,786	50.40	3,879	25.11	551	3.57	1,215	7.87	438	2.84	228	1.48	14	0.09	12	0.08	130	0.84	97	0.63	68	0.44	46	0.30
2009	15,826	9,727	61.46	6,099	38.54	554	3.50	454	2.87	7,907	49.96	3,976	25.12	560	3.54	1,257	7.94	483	3.05	248	1.57	17	0.11	11	0.07	125	0.79	98	0.62	81	0.51	55	0.35
ENVIRONMENTAL PROTECTION AGENCY																																	
2000	17,411	8,727	50.12	8,684	49.88	372	2.14	422	2.42	7,114	40.86	5,291	30.39	722	4.15	2,475	14.22	453	2.60	422	2.42			66	0.38	74	0.43						
2001	17,456	8,691	49.79	8,765	50.21	378	2.17	425	2.43	7,037	40.31	5,286	30.28	744	4.26	2,536	14.53	466	2.67	443	2.54			66	0.38	75	0.43						
2002	17,495	8,681	49.62	8,814	50.38	394	2.25	437	2.50	6,998	40.00	5,285	30.21	750	4.29	2,564	14.66	474	2.71	451	2.58			65	0.37	77	0.44						
2003	17,642	8,685	49.23	8,957	50.77	408	2.31	455	2.58	6,950	39.39	5,370	30.44	765	4.34	2,582	14.64	492	2.79	472	2.68			70	0.40	78	0.44						
2004	18,576	9,258	49.84	9,318	50.16	424	2.33	491	2.64	7,437	40.03	5,610	30.20	796	4.28	2,622	1.41	521	2.80	513	2.76			70	0.37	82	0.44						
2005	18,398	9,083	49.37	9,315	50.63	432	2.35	500	2.72	7,262	39.47	5,596	30.42	792	4.30	2,619	14.24	530	2.88	522	2.84			67	0.36	78	0.42						
2006	18,248	9,016	49.41	9,232	50.59	405	2.22	477	2.61	7,298	39.99	5,738	31.44	745	4.08	2,443	13.39	509	2.79	497	2.72	0	0.00	1	0.01	59	0.32	76	0.42	0	0.00	0	0.00
2007	18,092	8,942	49.43	9,150	50.57	409	2.26	503	2.78	7,143	39.48	5,527	30.55	777	4.29	2,486	13.74	539	2.98	546	3.02	4	0.02	6	0.03	60	0.33	73	0.40	10	0.06	9	0.05
2008	18,247	8,991	49.27	9,256	50.73	415	2.27	511	2.80	7,163	39.26	5,579	30.57	790	4.33	2,485	13.62	537	2.94	573	3.14	5	0.03	8	0.04	66	0.36	79	0.43	15	0.08	21	0.12
2009	18,448	9,106	49.36	9,342	50.64	451	2.44	548	2.97	7,178	38.91	5,623	30.48	793	4.30	2,441	13.23	537	2.91	555	3.01	10	0.05	11	0.06	53	0.29	73	0.40	84	0.46	91	0.49
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION																																	
2000	2,709	929	34.29	1,780	65.71	116	4.28	192	7.09	435	16.06	602	22.22	337	12.44	920	33.96	38	1.40	54	1.99			3	0.11	12	0.42						
2001	2,866	984	34.33	1,882	65.67	132	4.61	228	7.96	472	16.47	635	22.16	339	11.83	950	33.15	39	1.36	55	1.92			2	0.07	14	0.49						
2002	2,734	920	33.65	1,814	66.35	125	4.57	226	8.27	438	16.02	621	22.71	317	11.59	904	33.07	38	1.39	53	1.94			2	0.07	10	0.37						
2003	2,555	857	33.54	1,698	66.46	114	4.46	216	8.45	406	15.89	580	22.70	298	11.66	846	33.11	37	1.45	47	1.84			2	0.08	9	0.35						
2004	2,465	811	32.90	1,654	67.10	110	4.46	210	8.51	382	15.49	570	23.12	282	11.44	815	33.06	35	1.41	50	2.02			2	0.08	9	0.36						
2005	2,363	778	32.92	1,585	67.08	104	4.40	206	8.72	369	15.62	544	23.02	261	11.05	772	32.67	40	1.69	51	2.16			4	0.17	12	0.51						
2006	2,195	726	33.08	1,469	66.92	101	4.60	192	8.75	348	15.85	517	23.55	234	10.66	699	31.85	38	1.73	48	2.19	1	0.05	1	0.05	4	0.18	11	0.50	0	0.00	1	0.05
2007	2,192	725	33.07	1,467	66.93	99	4.52	195	8.90	341	15.56	504	22.99	237	10.81	702	32.03	38	1.73	42	1.92	2	0.09	1	0.05	2	0.09	13	0.59	6	0.27	10	0.46
2008	2,205	731	33.15	1,474	66.85	100	4.54	197	8.93	337	15.28	501	22.72	238	10.79	703	31.88	40	1.81	46	2.09	1	0.05	2	0.09	3	0.14	12	0.54	12	0.54	13	0.59
2009	2,353	817	34.72	1,536	65.28	118	5.01	206	8.75	373	15.85	519	22.06	264	11.22	728	30.94	45	1.91	50	2.12	1	0.04	2	0.08	2	0.08	13	0.55	14	0.59	18	0.76
FEDERAL COMMUNICATIONS COMMISSION																																	
2000	1,909	896	46.94	1,013	53.06	25	1.31	22	1.15	685	35.88	502	26.30	134	7.02	450	23.57	47	2.46	37	1.94			5	0.26	2	0.10						
2001	1,955	934	47.77	1,021	52.23	30	1.53	21	1.07	702	35.91	484	24.76	151	7.72	470	24.04	47	2.40	45	2.30			4	0.20	1	0.05						
2002	2,024	970	47.92	1,054	52.08	31	1.53	20	0.99	728	35.97	510	25.20	156	7.71	478	23.62	51	2.52	45	2.22			4	0.20	1	0.05						
2003	2,012	962	47.81	1,050	52.19	39	1.94	22	1.09	714	35.49	500	24.85	157	7.80	481	23.91	48	2.39	46	2.29			4	0.20	1	0.05						
2004	1,952	928	47.54	1,024	52.46	35	1.79	22	1.12	691	35.39	487	24.94	150	7.68	466	23.87	48	2.45	48	2.45			4	0.20	1	0.05						
2005	1,854	876	47.25	978	52.75	36	1.94	23	1.24	643	34.68	466	25.13	145	7.82	444	23.95	48	2.59	43	2.32			4	0.22	2	0.11						
2006	1,847	868	47.00	979	53.00	36	1.95	22	1.19	637	34.49	461	24.96	144	7.80	446	24.15	48	2.60	48	2.60	0	0.00	0	0.00	3	0.16	2	0.11	0	0.00	0	0.00
2007	1,804	841	46.62	963	53.38	36	2.00	24	1.33	606	33.59	448	24.83	144	7.98	437	24.22	53	2.94	51	2.83	0	0.00	0	0.00	2	0.11	3	0.17	0	0.00	0	0.00
2008	1,822	846	46.43	976	53.57	36	1.98	28	1.54	601	32.99	463	25.41	148	8.12	430	23.60	59	3.24	52	2.85	0	0.00	0	0.00	2	0.11	3	0.16	0	0.00	0	0.00
2009	1,872	877	46.85	995	53.15	35	1.87	28	1.50	621	33.17	478	25.53	150	8.01	430	22.97	69	3.69	56	2.99	0	0.00	0	0.00	2	0.11	3	0.16	0	0.00	0	0.00
FEDERAL DEPOSIT INSURANCE CORPORATION																																	
2000	6,352	3,488	54.91	2,864	45.09	139	2.19	92	1.45	2,943	46.33	1,815	28.57	305	4.80	833	13.11	80	1.26	99	1.56			21	0.33	25	0.39						
2001	6,160	3,379	54.85	2,781	45.15	139	2.26	91	1.48	2,848	46.23	1,753	28.46	295	4.79	812	13.18	76	1.23	101	1.64			21	0.34	24	0.39						
2002	5,795	3,183	54.93	2,612	45.07	132	2.28	83	1.43	2,672	46.11	1,643	28.35	281	4.85																		

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				MALSIAN ** FEMALE				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				ALASKA NATIVE AMERICAN INDIAN				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION																																	
2000	18,416	12,289	66.73	6,127	33.27	581	3.15	309	1.68	10,059	54.62	4,344	23.59	839	4.56	1,147	6.23	719	3.90	257	1.40					91	0.49	70	0.38				
2001	18,568	12,329	66.40	6,239	33.60	596	3.21	311	1.67	10,050	54.13	4,430	23.86	843	4.54	1,160	6.25	749	4.03	266	1.43					91	0.49	72	0.39				
2002	18,520	12,262	66.21	6,258	33.79	597	3.22	309	1.67	9,969	53.83	4,426	23.90	845	4.56	1,176	6.35	760	4.10	275	1.48					91	0.49	72	0.39				
2003	18,500	12,159	65.72	6,341	34.28	596	3.22	319	1.72	9,866	53.33	4,442	24.01	840	4.54	1,223	6.61	767	4.15	286	1.55					90	0.49	71	0.38				
2004	19,278	12,571	65.21	6,707	34.79	631	3.27	346	1.79	10,159	52.70	4,624	23.98	883	4.58	1,337	6.93	801	4.15	332	1.72					97	0.50	68	0.35				
2005	18,786	12,197	64.93	6,589	35.07	643	3.42	350	1.86	9,806	52.20	4,516	24.04	871	4.64	1,326	7.06	786	4.18	332	1.77					91	0.48	65	0.35				
2006	18,457	11,974	64.88	6,483	35.12	632	3.42	357	1.93	9,614	52.09	4,418	23.94	846	4.58	1,303	7.06	783	4.24	339	1.84	5	0.03	0	0.00	89	0.48	61	0.33	5	0.03	5	0.03
2007	18,461	11,961	64.79	6,500	35.21	637	3.45	364	1.97	9,543	51.69	4,413	23.90	836	4.53	1,289	6.98	800	4.33	338	1.83	7	0.04	5	0.03	91	0.49	57	0.31	47	0.25	34	0.18
2008	18,562	12,011	64.71	6,551	35.29	654	3.52	377	2.03	9,554	51.47	4,447	23.96	836	4.50	1,279	6.89	802	4.32	341	1.84	14	0.08	6	0.03	91	0.49	60	0.32	60	0.32	41	0.22
2009	18,522	11,993	64.75	6,529	35.25	666	3.60	390	2.11	9,514	51.37	4,415	23.84	825	4.45	1,274	6.88	813	4.39	344	1.86	13	0.07	5	0.03	88	0.48	52	0.28	74	0.40	49	0.26
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION																																	
2000	2,482	1,106	44.56	1,376	55.44	18	0.73	17	0.68	794	31.99	803	32.35	268	10.80	521	20.99	22	0.89	29	1.17					4	0.16	6	0.24				
2001	2,585	1,174	45.42	1,411	54.58	19	0.74	20	0.77	844	32.65	807	31.22	282	10.91	547	21.16	26	1.01	31	1.20					3	0.12	6	0.23				
2002	2,723	1,262	46.35	1,461	53.65	20	0.73	23	0.84	910	33.42	841	30.89	297	10.91	556	20.42	31	1.14	33	1.21					4	0.15	8	0.29				
2003	2,619	1,221	46.62	1,398	53.38	22	0.84	21	0.80	886	33.83	840	32.07	283	10.81	501	19.13	27	1.03	30	1.15					3	0.11	6	0.23				
2004	2,979	1,391	46.69	1,588	53.31	25	0.83	26	0.87	990	33.23	952	31.95	341	11.44	556	18.66	31	1.04	47	1.57					4	0.13	7	0.23				
2005	3,043	1,412	46.40	1,631	53.60	26	0.85	25	0.82	1,010	33.19	971	31.91	331	10.88	581	19.09	41	1.35	46	1.51					4	0.13	8	0.26				
2006	3,018	1,392	46.12	1,626	53.88	25	0.83	25	0.83	1,004	33.27	981	32.50	324	10.74	570	18.89	36	1.19	42	1.39	0	0.00	1	0.03	3	0.10	6	0.20	0	0.00	1	0.03
2007	2,963	1,383	46.68	1,580	53.32	23	0.78	22	0.74	987	33.31	940	31.72	328	11.07	577	19.47	39	1.32	31	1.05	0	0.00	1	0.03	3	0.10	6	0.20	3	0.10	3	0.10
2008	3,139	1,435	45.72	1,704	54.28	20	0.64	24	0.76	1,021	32.53	1,051	33.48	338	10.77	581	18.51	43	1.37	31	0.99	0	0.00	0	0.00	3	0.10	7	0.22	10	0.32	10	0.32
2009	3,383	1,543	45.61	1,840	54.39	21	0.62	29	0.86	1,101	32.55	1,137	33.61	366	10.82	608	17.97	41	1.21	35	1.03	0	0.00	1	0.03	4	0.12	6	0.18	10	0.30	24	0.71
NATIONAL CREDIT UNION ADMINISTRATION																																	
2000	930	561	60.32	369	39.68	20	2.15	12	1.29	490	52.69	277	29.78	31	3.33	68	7.31	19	2.04	9	0.97					1	0.11	3	0.32				
2001	913	546	59.80	367	40.20	20	2.19	14	1.53	477	52.25	267	29.24	32	3.50	73	8.00	16	1.75	9	0.99					1	0.11	4	0.44				
2002	920	545	59.24	375	40.76	19	2.07	14	1.52	476	51.74	276	30.00	34	3.70	72	7.83	15	1.63	9	0.98					1	0.11	4	0.43				
2003	898	528	58.80	370	41.20	19	2.12	15	1.67	459	51.11	271	30.18	33	3.67	71	7.91	16	1.78	9	1.00					1	0.11	4	0.45				
2004	888	512	57.66	376	42.34	20	2.25	16	1.80	442	49.77	270	30.40	34	3.82	74	8.33	16	1.80	12	1.35					0	0.00	4	0.45				
2005	899	497	55.28	402	44.72	20	2.22	18	2.00	428	47.61	287	31.92	29	3.23	82	9.12	20	2.22	12	1.33					0	0.00	3	0.33				
2006	911	500	54.88	411	45.12	17	1.87	17	1.87	426	46.76	290	31.83	34	3.73	84	9.22	16	1.76	14	1.54	3	0.33	0	0.00	0	0.00	4	0.44	4	0.44	2	0.22
2007	911	498	54.67	413	45.33	19	2.09	14	1.54	418	45.88	293	32.16	35	3.84	87	9.55	19	2.09	13	1.43	3	0.33	0	0.00	0	0.00	4	0.44	4	0.44	2	0.22
2008	946	520	54.97	426	45.03	19	2.01	17	1.80	434	45.88	295	31.18	38	4.02	95	10.04	23	2.43	13	1.37	3	0.32	0	0.00	0	0.00	4	0.42	3	0.32	2	0.21
2009	1,013	551	54.39	462	45.61	24	2.37	20	1.97	458	45.21	305	30.11	40	3.95	109	10.76	17	1.68	19	1.88	3	0.30	0	0.00	2	0.20	4	0.39	7	0.69	5	0.49
NATIONAL GALLERY OF ART																																	
2000	779	454	58.28	325	41.72	9	1.16	4	0.51	167	21.44	203	26.06	275	35.30	110	14.12	2	0.26	7	0.90					1	0.13	1	0.13				
2001	781	470	60.18	311	39.82	11	1.41	3	0.38	185	23.69	195	24.97	271	34.70	106	13.57	2	0.26	6	0.77					1	0.13	1	0.13				
2002	795	469	58.99	326	41.01	8	1.01	4	0.50	183	23.02	206	25.91	275	34.59	108	13.58	2	0.25	8	1.01					1	0.13	0	0.00				
2003	806	467	57.94	339	42.06	14	1.74	6	0.74	188	23.33	212	26.30	260	32.26	108	13.40	4	0.50	13	1.61					1	0.12	0	0.00				
2004	810	469	57.90	341	42.10	13	1.60	6	0.74	192	23.70	221	27.28	259	31.98	103	12.72	4	0.49	1	0.12					1	0.12	0	0.00				
2005	810	471	58.15	337	41.60	13	1.60	6	0.74	194	23.95	212	26.17	260	32.10	110	13.58	4	0.49	9	1.11					2	0.25	0	0.00				
2006	792	465	58.71	327	41.29	10	1.26	5	0.63	192	24.24	205	25.88	256	32.32	108	13.64	5	0.63	9	1.14	0	0.00	0	0.00	2	0.25	0	0.00	0	0.00	0	0.00
2007	810	476	58.77	334	41.23	11	1.36	5	0.62	193	23.83	207	25.56	267	32.96	111	13.70	3	0.37	11	1.36	0	0.00	0	0.00	2	0.25	0	0.00	0	0.00	0	0.00
2008	818	485	59.29	333	40.71	10	1.22	4	0.49	203	24.82	206	25.18	264	32.27	111	13.57	6	0.73	12	1.47	0	0.00	0	0.00	2	0.24	0	0.00	0	0.00	0	0.00
2009	843	503	59.67	340	40.33	12	1.42	4	0.47	207	24.56	217	25.74	275	32.62	105	12.46	7	0.83	11	1.30	0	0.00	0	0.00	2	0.24	0	0.00	0	0.00	3	0.36
NATIONAL LABOR RELATIONS BOARD																																	
2000	1,940	772	39.79	1,168	60.21	45	2.32	80	4.12	634	32.68	698	35.98	83	4.28	356	18.35	9	0.46	31	1.60					1	0.05	3	0.15				
2001	2,019	796	39.43	1,223	60.57	49	2.43	87	4.31	647	32.05	751	37.20	87	4.31	353	17.48	11	0.54	28	1.39					2	0.10	4	0.20				
2002	2,099	828	39.45	1,271	60.55	53	2.53	90	4.29	671	31.97	771	36.73	91	4.34	373	17.77	11	0.52	33	1.57												

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				MALSIAN ** FEMALE				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				ALASKA NATIVE AMERICAN INDIAN				TWO OR MORE RACES ***					
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
NATIONAL SCIENCE FOUNDATION																																			
2000	861	325	37.75	536	62.25	3	0.35	11	1.28	263	30.55	231	26.83	43	4.99	276	32.06	14	1.63	18	2.09					2	0.23	0	0.00						
2001	1,075	381	35.44	694	64.56	9	0.84	14	1.30	295	27.44	311	28.93	57	5.30	341	31.72	19	1.77	26	2.42					1	0.09	2	0.19						
2002	1,077	384	35.65	693	64.35	9	0.84	15	1.39	304	28.23	326	30.27	50	4.64	323	29.99	20	1.86	29	2.69					1	0.09	0	0.00						
2003	1,092	396	36.26	696	63.74	11	1.01	17	1.56	304	27.84	322	29.49	57	5.22	326	29.85	23	2.11	31	2.84					1	0.09	0	0.00						
2004	1,333	523	39.23	810	60.77	17	1.27	18	1.35	400	30.01	402	30.15	67	5.02	351	26.33	36	2.70	39	2.92					3	0.22	0	0.00						
2005	1,339	517	38.61	822	61.39	17	1.27	18	1.34	406	30.32	408	30.47	62	4.63	355	26.51	30	2.24	39	2.91					2	0.15	2	0.15						
2006	1,365	548	40.15	817	59.85	17	1.25	17	1.25	426	31.21	410	30.04	61	4.47	345	25.27	42	3.08	41	3.00					2	0.15	4	0.29	0	0.00	0	0.00		
2007	1,382	538	38.93	844	61.07	16	1.16	18	1.30	418	30.25	421	30.46	63	4.56	353	25.54	38	2.75	43	3.11					1	0.07	6	0.43	2	0.14	3	0.22		
2008	1,410	543	38.51	867	61.49	19	1.35	16	1.13	415	29.43	437	30.99	62	4.40	361	25.60	43	3.05	43	3.05					2	0.14	4	0.28	2	0.14	6	0.43		
2009	1,482	580	39.14	902	60.86	21	1.42	21	1.42	449	30.30	456	30.77	62	4.18	363	24.49	44	2.97	54	3.64					1	0.07	4	0.27	3	0.20	4	0.27		
NULCLEAR REGULATORY COMMISSION																																			
2000	2,787	1,744	62.58	1,043	37.42	43	1.54	25	0.90	1,439	51.63	713	25.58	108	3.88	257	9.22	150	5.38	46	1.65					4	0.14	2	0.07						
2001	2,785	1,743	62.59	1,042	37.41	58	2.08	30	1.08	1,425	51.17	708	25.42	107	3.84	253	9.08	147	5.28	49	1.76					6	0.22	2	0.07						
2002	2,872	1,782	62.05	1,090	37.95	71	2.47	45	1.57	1,436	50.00	723	25.17	116	4.04	267	9.30	153	5.33	53	1.85					6	0.21	2	0.07						
2003	2,995	1,878	62.70	1,117	37.30	81	2.70	52	1.74	1,499	50.05	733	24.47	128	4.27	276	9.22	162	5.41	54	1.80					8	0.27	2	0.07						
2004	3,224	2,033	63.06	1,191	36.94	84	2.60	55	1.70	1,633	50.65	783	24.28	135	4.18	284	8.80	170	5.27	68	2.10					11	0.34	1	0.03						
2005	3,295	2,080	63.13	1,215	36.87	85	2.58	58	1.76	1,660	50.38	781	23.70	140	4.25	301	9.14	183	5.55	71	2.15					12	0.36	4	0.12						
2006	3,492	2,217	63.49	1,275	36.51	94	2.69	68	1.95	1,749	50.09	813	23.28	154	4.41	311	8.91	202	5.78	76	2.18			1	0.03	1	0.03	14	0.40	4	0.11	3	0.09	2	0.06
2007	3,750	2,341	62.43	1,409	37.57	101	2.69	79	2.11	1,826	48.69	872	23.25	170	4.53	357	9.52	219	5.84	87	2.32			1	0.03	1	0.03	15	0.40	7	0.19	9	0.24	6	0.16
2008	4,080	2,527	61.94	1,553	38.06	123	3.01	97	2.38	1,940	47.55	934	22.89	189	4.63	389	9.53	242	5.93	107	2.62			2	0.05	1	0.02	13	0.32	8	0.20	18	0.44	17	0.42
2009	4,151	2,553	61.50	1,598	38.50	129	3.11	99	2.38	1,944	46.83	950	22.89	197	4.75	405	9.76	246	5.93	113	2.72			1	0.02	1	0.02	16	0.39	9	0.22	20	0.48	21	0.51
OFFICE OF PERSONNEL MANAGEMENT																																			
2000	3,598	1,325	36.83	2,273	63.17	59	1.64	79	2.20	991	27.54	1,333	37.05	245	6.81	799	22.21	23	0.64	48	1.33					7	0.19	14	0.39						
2001	3,441	1,264	36.73	2,177	63.27	54	1.57	73	2.12	942	27.38	1,261	36.65	241	7.00	782	22.73	22	0.64	47	1.37					5	0.15	14	0.41						
2002	3,534	1,291	36.53	2,243	63.47	57	1.61	82	2.32	963	27.25	1,296	36.67	243	6.88	801	22.67	23	0.65	47	1.33					5	0.14	17	0.48						
2003	3,456	1,267	36.66	2,189	63.34	56	1.62	88	2.55	946	27.37	1,258	36.40	235	6.80	789	22.83	24	0.69	42	1.22					6	0.17	12	0.35						
2004	3,648	1,366	37.45	2,282	62.55	59	1.61	79	2.16	1,011	27.71	1,312	35.96	260	7.12	835	22.88	29	0.79	45	1.23					7	0.19	11	0.30						
2005	5,107	2,075	40.63	3,032	59.37	90	1.76	120	2.35	1,607	31.47	1,871	36.64	310	6.07	958	18.76	52	1.02	66	1.29					16	0.31	16	0.31						
2006	5,276	2,149	40.73	3,127	59.27	87	1.65	124	2.35	1,681	31.86	1,971	37.36	315	5.97	935	17.72	49	0.93	75	1.42			3	0.06	6	0.11	14	0.27	15	0.28	0	0.00	1	0.02
2007	5,775	2,360	40.87	3,415	59.13	96	1.66	130	2.25	1,850	32.03	2,159	37.39	326	5.65	1,014	17.56	61	1.06	80	1.39			9	0.16	9	0.16	15	0.26	20	0.35	3	0.05	3	0.05
2008	5,855	2,374	40.55	3,481	59.45	114	1.95	140	2.39	1,841	31.44	2,187	37.35	327	5.58	1,035	17.68	61	1.04	84	1.43			11	0.19	11	0.19	16	0.27	18	0.31	4	0.07	6	0.10
2009	5,832	2,340	40.12	3,492	59.88	111	1.90	154	2.64	1,805	30.95	2,190	37.55	330	5.66	1,022	17.52	62	1.06	83	1.42			12	0.21	15	0.26	14	0.24	19	0.33	6	0.10	9	0.15
PEACE CORPS OF THE UNITED STATES																																			
2000	822	356	43.31	466	56.69	17	2.07	12	1.46	266	32.36	304	36.98	55	6.69	121	14.72	17	2.07	28	3.41					1	0.12	1	0.12						
2001	778	333	42.80	445	57.20	17	2.19	7	0.90	243	31.23	290	37.28	59	7.58	123	15.81	13	1.67	23	2.96					1	0.13	2	0.26						
2002	844	353	41.82	491	58.18	20	2.37	11	1.30	258	30.57	322	38.15	56	6.64	128	15.17	18	2.13	28	3.32					1	0.12	2	0.24						
2003	912	388	42.54	524	57.46	24	2.63	12	1.32	288	31.58	361	39.58	51	5.59	121	13.27	24	2.63	25	2.74					1	0.11	5	0.55						
2004	844	378	44.79	466	55.21	21	2.49	14	1.66	288	34.12	335	39.69	50	5.92	96	11.37	19	2.25	18	2.13					0	0.00	3	0.36						
2005	869	376	43.27	493	56.73	22	2.53	12	1.38	291	33.49	337	38.78	48	5.52	114	13.12	15	1.73	27	3.11					0	0.00	3	0.35						
2006	883	376	42.58	507	57.42	19	2.15	9	1.02	297	33.64	362	41.00	41	4.64	105	11.89	18	2.04	23	2.60					1	0.11	3	0.34	0	0.00	0	0.00		
2007	886	389	43.91	497	56.09	18	2.03	9	1.02	309	34.88	359	40.52	44	4.97	99	11.17	18	2.03	28	3.16			0	0.00	0	0.00	0	0.00	2	0.23	0	0.00	0	0.00
2008	826	342	41.40	484	58.60	11	1.33	7	0.85	274	33.17	347	42.01	37	4.48	98	11.86	17	2.06	29	3.51			0	0.00	0	0.00	3	0.36	3	0.36	0	0.00	0	0.00
2009	848	358	42.22	490	57.78	11	1.30	7	0.83	281	33.14	353	41.63	40	4.72	95	11.20	22	2.59	29	3.42			0	0.00	0	0.00	3	0.35	2	0.24	1	0.12	4	0.47
PENSION BENEFIT GUARANTY CORPORATION																																			
2000	745	335	44.97	410	55.03	8	1.07	10	1.34	226	30.34	156	20.94	83	11.14	226	30.34	16	2.15	18	2.42					2	0.27	0	0.00						
2001	755	341	45.17	414	54.83	6	0.79	8	1.06	228	30.20	150	19.87	89	11.79	235	31.13	15	1.99	2															

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE						BLACK or AFRICAN AMERICAN				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				ALASKA NATIVE AMERICAN INDIAN				TWO OR MORE RACES ***							
		MALE		FEMALE		MALE		FEMALE		#			FEMALE %			MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
RAILROAD RETIREMENT BOARD																																			
2000	1,165	459	39.40	706	60.60	7	0.60	46	3.95	385	33.05	336	28.84	58	4.98	313	26.87	8	0.69	8	0.69					1	0.09	3	0.24						
2001	1,171	457	39.03	714	60.97	8	0.68	44	3.76	379	32.37	335	28.61	58	4.95	324	27.67	11	0.94	8	0.68					1	0.09	3	0.26						
2002	1,161	453	39.02	708	60.98	7	0.60	47	4.05	378	32.56	329	28.34	57	4.91	321	27.65	10	0.86	8	0.69					1	0.09	3	0.26						
2003	1,128	440	39.01	688	60.99	7	0.62	47	4.17	367	32.54	316	28.01	56	4.96	314	27.84	9	0.80	8	0.71					1	0.09	3	0.27						
2004	1,087	419	38.55	668	61.45	7	0.64	43	3.96	345	31.74	311	28.61	55	5.06	303	27.87	11	1.01	8	0.74					1	0.09	3	0.28						
2005	1,007	383	38.03	624	61.97	6	0.60	39	3.87	313	31.08	291	28.90	53	5.26	282	28.00	11	1.09	9	0.89					0	0.00	3	0.30						
2006	994	375	37.73	619	62.27	6	0.60	44	4.43	310	31.19	285	28.67	47	4.73	274	27.57	9	0.91	8	0.80			0	0.00	1	0.10	0	0.00	4	0.40	3	0.30	3	0.30
2007	992	372	37.50	620	62.50	7	0.71	45	4.54	302	30.44	279	28.13	52	5.24	279	28.13	8	0.81	9	0.91			0	0.00	1	0.10	0	0.00	4	0.40	3	0.30	3	0.30
2008	965	370	38.34	595	61.66	7	0.73	45	4.66	298	30.88	263	27.25	54	5.60	269	27.88	8	0.83	10	1.04			0	0.00	1	0.10	0	0.00	4	0.41	3	0.31	3	0.31
2009	969	377	38.91	592	61.09	8	0.83	46	4.75	298	30.75	252	26.01	57	5.88	276	28.48	11	1.14	9	0.93			0	0.00	1	0.10	0	0.00	4	0.41	3	0.31	4	0.41
SECURITIES AND EXCHANGE COMMISSION																																			
2000	2,804	1,414	50.43	1,390	49.57	50	1.78	63	2.25	1,103	39.34	780	27.82	176	6.28	464	16.55	80	2.85	82	2.92					5	0.18	1	0.04						
2001	2,913	1,449	49.74	1,464	50.26	52	1.79	67	2.30	1,130	38.79	815	27.98	174	5.97	486	16.68	87	2.99	95	3.26					6	0.21	1	0.03						
2002	2,926	1,456	49.76	1,470	50.24	49	1.67	67	2.29	1,140	38.96	819	27.99	165	5.64	483	16.51	97	3.32	100	3.42					5	0.17	1	0.03						
2003	3,116	1,559	50.03	1,557	49.97	54	1.73	73	2.34	1,226	39.35	887	28.47	165	5.30	481	15.44	108	3.47	114	3.66					6	0.19	2	0.06						
2004	3,797	1,934	50.93	1,863	49.07	76	2.00	94	2.48	1,528	40.24	1,074	28.29	188	4.95	536	14.12	136	3.58	155	4.08					6	0.16	4	0.11						
2005	3,907	2,008	51.39	1,899	48.61	86	2.20	98	2.51	1,572	40.24	1,092	27.95	190	4.86	542	13.87	154	3.94	163	4.17					6	0.15	4	0.10						
2006	3,598	1,843	51.22	1,755	48.78	83	2.31	89	2.47	1,427	39.66	1,010	28.07	183	5.09	498	13.84	144	4.00	152	4.22			0	0.00	1	0.03	6	0.17	5	0.14	0	0.00	0	0.00
2007	3,498	1,803	51.54	1,695	48.46	80	2.29	82	2.34	1,393	39.82	979	27.99	188	5.37	470	13.44	135	3.86	154	4.40			0	0.00	2	0.06	6	0.17	5	0.14	1	0.03	3	0.09
2008	3,631	1,872	51.56	1,759	48.44	81	2.23	84	2.31	1,459	40.18	1,015	27.95	184	5.07	476	13.11	137	3.77	171	4.71			0	0.00	2	0.06	5	0.14	5	0.14	6	0.17	6	0.17
2009	3,728	1,922	51.56	1,806	48.44	85	2.28	91	2.44	1,479	39.67	1,044	28.00	194	5.20	487	13.06	148	3.97	171	4.59			1	0.03	2	0.05	5	0.13	5	0.13	10	0.27	6	0.16
SMALL BUSINESS ADMINISTRATION																																			
2000	3,447	1,571	45.58	1,876	54.42	142	4.12	187	5.43	1,142	33.13	1,024	29.71	224	6.50	579	16.80	51	1.48	74	2.15					12	0.35	12	0.35						
2001	3,339	1,513	45.31	1,826	54.69	141	4.22	182	5.45	1,090	32.64	985	29.50	222	6.65	574	17.19	49	1.47	73	2.19					11	0.33	12	0.36						
2002	3,243	1,471	45.36	1,772	54.64	142	4.38	176	5.43	1,051	32.41	953	29.39	223	6.88	562	17.33	45	1.39	70	2.16					10	0.31	11	0.34						
2003	3,145	1,422	45.21	1,723	54.79	141	4.48	172	5.47	1,009	32.08	916	29.13	217	6.90	551	17.52	46	1.46	71	2.26					9	0.29	13	0.41						
2004	4,152	1,956	47.11	2,196	52.89	207	4.99	256	6.17	1,388	33.43	1,130	27.22	299	7.20	697	16.79	51	1.23	87	2.10					11	0.26	26	0.63						
2005	4,322	2,038	47.15	2,284	52.85	182	4.21	231	5.34	1,483	34.31	1,195	27.65	301	6.96	743	17.19	61	1.41	91	2.11					11	0.25	24	0.56						
2006	6,268	2,919	46.57	3,349	53.43	230	3.67	268	4.28	2,043	32.59	1,599	25.51	520	8.30	1,307	20.85	104	1.66	137	2.19			2	0.03	0	0.00	20	0.32	38	0.61	0	0.00	0	0.00
2007	4,497	2,108	46.88	2,389	53.12	178	3.96	236	5.25	1,498	33.31	1,165	25.91	330	7.34	854	18.99	81	1.80	111	2.47			3	0.07	0	0.00	18	0.40	22	0.49	0	0.00	1	0.02
2008	4,829	2,275	47.11	2,554	52.89	184	3.81	237	4.91	1,614	33.42	1,280	26.51	360	7.45	886	18.35	92	1.91	121	2.51			3	0.06	0	0.00	22	0.46	30	0.62	0	0.00	0	0.00
2009	3,927	1,905	48.51	2,022	51.49	164	4.18	201	5.12	1,349	34.35	1,012	25.77	286	7.28	671	17.09	84	2.14	115	2.93			2	0.05	0	0.00	16	0.41	19	0.48	4	0.10	4	0.10
SMITHSONIAN INSTITUTION																																			
2000	4,638	2,709	58.41	1,929	41.59	81	1.75	49	1.06	1,399	30.16	1,104	23.80	1,162	25.05	707	15.24	45	0.97	38	0.82					22	0.47	31	0.67						
2001	4,595	2,678	58.28	1,917	41.72	85	1.85	48	1.04	1,423	30.97	1,099	23.92	1,102	23.98	696	15.15	45	0.98	40	0.87					23	0.50	34	0.74						
2002	4,677	2,744	58.67	1,933	41.33	96	2.05	54	1.15	1,415	30.25	1,088	23.26	1,165	24.91	715	15.29	44	0.94	43	0.92					24	0.51	33	0.71						
2003	4,783	2,800	58.54	1,983	41.46	134	2.80	64	1.34	1,406	29.40	1,079	22.56	1,182	24.71	750	15.68	55	1.15	54	1.13					23	0.48	36	0.75						
2004	5,042	2,853	56.58	2,189	43.42	138	2.74	79	1.57	1,425	28.26	1,193	23.66	1,180	23.40	795	15.77	65	1.29	60	1.19					45	0.89	62	1.23						
2005	4,061	2,295	56.51	1,766	43.49	106	2.61	74	1.82	1,189	29.28	930	22.90	899	22.14	652	16.06	61	1.50	56	1.38					40	0.98	54	1.33						
2006	4,144	2,346	56.61	1,798	43.39	136	3.28	75	1.81	1,206	29.10	942	22.73	909	21.94	663	16.00	63	1.52	59	1.42			0	0.00	1	0.02	37	0.89	58	1.40	0	0.00	0	0.00
2007	4,011	2,258	56.30	1,753	43.70	119	2.97	79	1.97	1,162	28.97	907	22.61																						

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				MALSIAN ** FEMALE				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				ALASKA NATIVE AMERICAN INDIAN				TWO OR MORE RACES ***							
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
STATE, DEPT. OF																																					
2000	13,294	7.07	53.23	6,218	46.77	267	2.01	228	1.72	5,873	44.18	3,844	28.92	697	5.24	1,906	14.34	208	1.56	216	1.62					31	0.23	24	0.18								
2001	13,234	7.057	53.32	6,177	46.68	277	2.09	222	1.68	5,840	44.13	3,812	28.80	698	5.27	1,897	14.33	211	1.59	221	1.67					31	0.23	25	0.19								
2002	13,721	7.290	53.13	6,431	46.87	305	2.22	210	1.53	6,004	43.76	4,009	29.22	719	5.24	1,930	14.07	231	1.68	257	1.87					31	0.23	25	0.18								
2003	17,511	9.795	55.94	7,716	44.06	483	2.76	320	1.83	7,937	45.33	4,868	27.80	932	5.32	2,124	12.13	406	2.32	377	2.15					37	0.21	27	0.15								
2004	24,040	12.305	51.19	11,735	48.81	606	2.52	668	2.78	9,996	41.58	7,811	32.49	1,133	4.71	2,503	10.41	523	2.18	715	2.97					47	0.20	38	0.16								
2005	24,498	12.556	51.25	11,942	48.75	643	2.62	727	2.97	10,123	41.32	7,962	32.50	1,192	4.87	2,467	10.07	554	2.26	748	3.05					44	0.18	38	0.16								
2006	24,754	12.722	51.39	12,032	48.61	672	2.71	772	3.12	10,137	40.95	7,857	31.74	1,246	5.03	2,528	10.21	582	2.35	795	3.21					0	0.00	4	0.02	46	0.19	43	0.17	39	0.16	33	0.13
2007	25,619	13.060	50.98	12,559	49.02	716	2.79	813	3.17	10,447	40.78	8,279	32.32	1,250	4.88	2,541	9.92	597	2.33	849	3.31					6	0.02	28	0.11	40	0.16	47	0.18	0	0.00	2	0.01
2008	24,714	12.050	50.61	12,207	49.39	688	2.78	786	3.18	9,813	39.71	7,817	31.63	1,224	4.95	2,439	9.87	588	2.38	862	3.49					25	0.10	50	0.20	40	0.16	43	0.17	129	0.52	210	0.85
2009	27,571	13.925	50.51	13,646	49.49	734	2.66	845	3.06	10,804	39.19	8,659	31.41	1,381	5.01	2,613	9.48	480	1.74	696	2.52					23	0.08	55	0.20	269	0.98	351	1.27	234	0.85	427	1.55
TENNESSEE VALLEY AUTHORITY																																					
2000	13,121	10.363	78.98	2,758	21.02	46	0.35	7	0.05	9,326	71.08	2,344	17.86	838	6.39	354	2.70	81	0.62	24	0.18					72	0.55	29	0.22								
2001	13,430	10.626	79.12	2,804	20.88	43	0.32	10	0.07	9,521	70.89	2,379	17.71	893	6.65	364	2.71	89	0.66	24	0.18					80	0.60	27	0.20								
2002	13,444	10.625	79.03	2,819	20.97	46	0.34	10	0.07	9,534	70.92	2,390	17.78	862	6.41	366	2.72	97	0.72	27	0.20					86	0.64	26	0.19								
2003	13,379	10.561	78.94	2,818	21.06	54	0.40	11	0.08	9,450	70.63	2,393	17.89	865	6.47	359	2.68	102	0.76	28	0.21					90	0.67	27	0.20								
2004	12,742	10.188	79.96	2,554	20.04	57	0.45	13	0.10	9,096	71.39	2,161	16.96	824	6.47	329	2.58	104	0.82	24	0.19					95	0.75	21	0.16								
2005	12,565	10,054	80.02	2,511	19.98	58	0.46	16	0.13	6,048	48.13	2,146	17.08	807	6.42	320	2.55	14	0.11	3	0.02					108	0.86	19	0.15								
2006	12,600	9,973	79.15	2,503	19.87	60	0.48	16	0.13	8,947	71.01	2,139	16.98	790	6.27	318	2.52	28	0.22	7	0.06					2	0.02	0	0.00	113	0.90	16	0.13	33	0.26	7	0.06
2007	11,900	9,534	80.12	2,366	19.88	60	0.50	16	0.13	8,515	71.55	2,019	16.97	759	6.38	302	2.54	37	0.31	8	0.07					3	0.03	0	0.00	122	1.03	15	0.13	38	0.32	6	0.05
2008	11,475	9,242	80.54	2,233	19.46	61	0.53	15	0.13	8,239	71.80	1,906	16.61	731	6.37	284	2.47	48	0.42	8	0.07					3	0.03	0	0.00	118	1.03	14	0.12	42	0.37	6	0.05
2009	12,227	9,891	80.89	2,336	19.11	68	0.56	14	0.11	8,864	72.50	1,999	16.35	735	6.01	287	2.35	53	0.43	12	0.10					4	0.03	0	0.00	122	1.00	16	0.13	45	0.37	8	0.07
TRANSPORTATION, DEPT. OF																																					
2000	62,372	45,318	72.66	17,054	27.34	2,197	3.52	816	1.31	37,818	60.63	11,810	18.94	3,243	5.20	3,676	5.89	1,397	2.24	494	0.79					663	1.06	258	0.41								
2001	64,316	46,579	72.42	17,737	27.58	2,340	3.64	860	1.34	38,651	60.10	12,174	18.93	3,419	5.32	3,881	6.03	1,507	2.34	557	0.87					662	1.03	265	0.41								
2002	100,754	72,373	71.83	28,381	28.17	5,425	5.38	1,947	1.93	56,189	55.77	18,558	18.42	7,607	7.55	6,704	6.65	2,284	2.27	809	0.80					868	0.86	363	0.36								
2003	57,371	42,445	73.52	15,286	26.48	2,363	4.09	816	1.41	34,991	60.61	10,453	18.11	3,015	5.22	3,258	5.64	1,444	2.50	511	0.89					632	1.09	248	0.43								
2004	57,349	41,903	73.07	15,246	26.93	2,396	4.18	867	1.51	34,369	59.93	10,445	18.21	3,057	5.33	3,344	5.83	1,464	2.55	536	0.93					617	1.08	254	0.44								
2005	53,878	39,398	73.12	14,480	26.88	2,334	4.33	843	1.56	32,156	59.68	9,752	18.10	2,880	5.35	3,130	5.81	1,457	2.70	525	0.97					571	1.06	230	0.43								
2006	53,861	39,461	73.26	14,400	26.74	2,361	4.38	867	1.61	32,179	59.74	9,669	17.95	2,889	5.36	3,106	5.77	1,415	2.63	526	0.98					51	0.09	12	0.02	548	1.02	214	0.40	18	0.03	6	0.01
2007	54,119	39,583	73.14	14,536	26.86	2,430	4.49	887	1.64	32,059	59.24	9,723	17.97	2,951	5.45	3,094	5.72	1,421	2.63	534	0.99					64	0.12	26	0.05	540	1.00	214	0.40	118	0.22	58	0.11
2008	55,388	40,378	72.90	15,010	27.10	2,577	4.65	935	1.69	32,400	58.50	9,943	17.95	3,110	5.61	3,220	5.81	1,485	2.68	578	1.04					78	0.14	28	0.05	523	0.94	217	0.39	205	0.37	89	0.16
2009	57,587	42,041	73.00	15,546	27.00	2,663	4.62	976	1.69	33,633	58.40	10,213	17.73	3,275	5.69	3,340	5.80	1,595	2.77	643	1.12					93	0.16	36	0.06	523	0.91	224	0.39	259	0.45	114	0.20
TREASURY, DEPT. OF																																					
2000	139,663	61,347	43.93	78,316	56.07	5,525	3.96	6,464	4.63	45,318	32.45	45,961	32.91	7,843	5.62	22,847	16.36	2,220	1.59	2,388	1.71					441	0.32	656	0.47								
2001	143,588	62,606	43.60	80,982	56.40	5,860	4.08	6,956	4.84	45,899	31.97	47,236	32.90	8,027	5.59	23,560	16.41	2,358	1.64	2,543	1.77					462	0.32	687	0.48								
2002	140,690	61,396	43.64	79,294	56.36	5,878	4.18	6,668	4.74	45,028	32.01	46,781	33.25	7,695	5.47	22,647	16.10	2,347	1.67	2,546	1.81					448	0.32	652	0.46								
2003	108,199	40,683	37.60	67,516	62.40	2,699	2.49	5,333	4.93	30,055	27.78	39,273	36.30	5,967	5.51	20,139	18.61	1,681	1.55	2,173	2.01					281	0.26	598	0.55								
2004	110,612	41,432	37.46	69,180	62.54	2,861	2.59	5,796	5.24	30,303	27.40	39,613	35.81	6,135	5.55	20,727	18.74	1,835	1.66	2,435	2.20					298	0.27	609	0.55								
2005	107,753	40,292	37.39	67,461	62.61	2,801	2.60	5,739	5.33	29,290	27.18	38,315	35.56	6,081	5.64	20,379	18.91	1,839	1.71	2,443	2.27					281	0.26	585	0.54								
2006	106,623	40,062	37.57	66,561	62.43	2,854	2.68	5,823	5.46	28,989	27.19	37,752	35.41	5,956	5.59	19,699	18.48	1,945	1.82	2,632	2.47					8	0.01	19	0.02	282	0.26	590	0.55	28	0.03	46	0.04
2007	102,787	38,537	37.49	64,250	62.51	2,801	2.73	5,797	5.64	27,659	26.91	36,119	35.14	5,760	5.60	18,942	18.43	1,925	1.87	2,626	2.55					19	0.02	47	0.05	281	0.27	583	0.57	92	0.09	136	0.13
2008	105,541	39,302	37.24	66,239	62.76	2,944	2.79	6,223	5.90	27,871	26.41	36,412	34.50	6,041	5.72	19,978	18.93	1,985	1.88	2,764	2.62					41	0.04										

TABLE A-1a
 WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				MALESIAN ** FEMALE				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				ALASKA NATIVE AMERICAN INDIAN				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
VETERANS AFFAIRS, DEPT. OF																																	
2000	196,009	84.352	43.03	111,657	56.97	6,201	3.16	5,921	3.02	55,041	28.08	69,747	35.58	18,473	9.42	28,786	14.69	3,930	2.01	6,290	3.21					707	0.36	913	0.47				
2001	201,343	86.173	42.80	115,170	57.20	6,396	3.18	6,243	3.10	55,833	27.73	71,050	35.51	19,094	9.48	29,708	14.75	4,115	2.04	6,732	3.34					735	0.37	987	0.49				
2002	201,078	85.354	42.45	115,724	57.55	6,372	3.17	6,382	3.17	55,114	27.41	71,619	35.62	18,946	9.42	29,743	14.79	4,193	2.09	6,963	3.46					729	0.36	1,017	0.51				
2003	207,091	87.231	42.12	119,860	57.88	6,605	3.19	6,382	3.27	55,915	27.00	73,855	35.66	19,576	9.45	30,833	14.89	4,388	2.12	7,309	3.53					747	0.36	1,089	0.53				
2004	236,258	98.435	41.66	137,823	58.34	7,851	3.32	8,266	3.50	61,981	26.23	84,147	35.62	21,548	9.12	34,595	14.64	6,189	2.62	9,573	4.05					866	0.37	1,242	0.53				
2005	235,042	97.429	41.45	137,613	58.55	7,840	3.34	8,361	3.56	61,088	25.99	83,732	35.62	21,303	9.06	34,566	14.71	6,343	2.70	9,740	4.14					855	0.36	1,214	0.52				
2006	239,689	98.648	41.16	141,041	58.84	7,902	3.30	8,576	3.58	61,707	25.74	85,551	35.69	21,559	8.99	35,355	14.75	6,438	2.69	10,012	4.18	57	0.02	76	0.03	967	0.40	1,424	0.59	18	0.01	47	0.02
2007	254,033	103.487	40.74	150,546	59.26	8,250	3.25	9,113	3.59	64,354	25.33	91,080	35.85	22,720	8.94	37,549	14.78	6,719	2.64	10,612	4.18	118	0.05	183	0.07	1,105	0.43	1,661	0.65	221	0.09	348	0.14
2008	278,926	112.099	40.19	166,827	59.81	8,892	3.19	10,096	3.62	69,368	24.87	100,862	36.16	24,777	8.88	41,319	14.81	7,150	2.56	11,690	4.19	179	0.06	266	0.10	1,269	0.45	1,914	0.69	464	0.17	680	0.24
2009	297,234	119.484	40.20	177,750	59.80	9,291	3.13	10,749	3.62	74,172	24.95	107,867	36.29	26,038	8.76	43,309	14.57	7,576	2.55	12,238	4.12	236	0.08	331	0.11	1,365	0.46	2,070	0.70	806	0.27	1,186	0.40

*Includes September 30, 2009 agency data as reported in CPDF plus AAFES, FERC, Department of State, TVA, and USPS. Does not intelligence gathering agencies.

** The numbers for 1998-2005 include totals for "Native Hawaiian/Other Pacific Islander."

***Separate data became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

**** Agencies that have been established within last ten years or whose workforce has recently reached 500 or more employees or who no longer have 500 or more employees.

Table A-1b
 FY 2009 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS *

AGENCY	TOTAL ALL	TOTAL				HISPANIC				WHITE				BLACK				ASIAN AMERICANS				NATIVE HAWAIIAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES				TWO OR MORE RACES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Interior, Department of the	76,647	45,531	59.40	31,116	40.60	2,184	2.85	1,634	2.13	35,452	46.25	20,933	27.31	1,796	2.34	2,039	2.66	685	0.89	679	0.89	193	0.25	123	0.16	4,823	6.29	5,397	7.04	398	0.52	311	0.41
Second Level Reporting Components:																																	
Bureau of Indian Affairs	9,256	4,389	47.42	4,867	52.58	72	0.78	57	0.62	616	6.66	425	4.59	18	0.19	18	0.19	14	0.15	5	0.05	13	0.14	18	0.19	3,648	39.41	4,332	46.80	8	0.09	12	0.13
Bureau of Land Management	11,779	7,529	63.92	4,250	36.08	477	4.05	342	2.90	6,568	55.76	3,414	28.98	118	1.00	237	2.01	92	0.78	69	0.59	19	0.16	5	0.04	192	1.63	138	1.17	63	0.53	45	0.38
Bureau of Reclamation	5,594	3,641	65.09	1,953	34.91	313	5.60	215	3.84	2,975	53.18	1,463	26.15	90	1.61	92	1.64	85	1.52	56	1.00	10	0.18	11	0.20	98	1.75	70	1.25	70	1.25	46	0.82
Fish and Wildlife Service	9,725	5,880	60.46	3,845	39.54	296	3.04	223	2.29	5,117	52.62	3,146	32.35	149	1.53	227	2.33	80	0.82	112	1.15	6	0.06	10	0.10	170	1.75	92	0.95	62	0.64	35	0.36
Geological Survey	9,016	5,636	62.51	3,380	37.49	155	1.72	166	1.84	5,130	56.90	2,813	31.20	116	1.29	203	2.25	135	1.50	122	1.35	11	0.12	6	0.07	51	0.57	41	0.45	38	0.42	29	0.32
Minerals Management Service	1,695	836	49.32	859	50.68	36	2.12	60	3.54	677	39.94	616	36.34	61	3.60	138	8.14	43	2.54	23	1.36	0	0.00	2	0.12	11	0.65	8	0.47	8	0.47	12	0.71
National Park Service	25,312	15,778	62.33	9,534	37.67	762	3.01	411	1.62	13,070	51.64	7,796	30.80	1,070	4.23	734	2.90	183	0.72	202	0.80	128	5.00	62	0.24	442	1.75	231	0.91	123	0.49	98	0.39
Ofc of Surface Mining Reclamation & Enforcem	524	284	54.20	240	45.80	12	2.29	13	2.48	242	46.18	152	29.01	19	3.63	62	11.83	6	1.15	8	1.53	0	0.00	1	0.19	2	0.38	3	0.57	3	0.57	1	0.19
Justice, Department of	112,482	67,786	60.26	44,696	39.74	6,161	5.48	3,929	3.49	50,645	45.02	27,785	24.70	8,177	7.27	10,955	9.74	2,067	1.84	1,580	1.40	66	0.06	35	0.03	583	0.52	333	0.30	87	0.08	79	0.07
Second Level Reporting Components:																																	
Bureau of Alcohol, Tobacco, Firearms, Explosives	5,087	3,236	63.61	1,851	36.39	211	4.15	100	1.97	2,613	51.37	1,217	23.92	300	5.90	472	9.28	61	1.20	40	0.79	9	0.18	3	0.06	32	0.63	9	0.18	10	0.20	10	0.20
Drug Enforcement Administration	9,591	6,103	63.63	3,488	36.37	642	6.69	453	4.72	4,765	49.68	2,004	20.89	491	5.12	873	9.10	170	1.77	139	1.45	1	0.01	0	0.00	24	0.25	15	0.16	10	0.10	4	0.04
Executive Office of the U.S. Attorneys	12,097	4,956	40.97	7,141	59.03	312	2.58	762	6.30	4,006	33.12	4,685	38.73	390	3.22	1,311	10.84	215	1.78	310	2.56	4	0.03	4	0.03	15	0.12	52	0.43	14	0.12	17	0.14
Federal Bureau of Investigation	32,992	18,491	56.05	14,501	43.95	1,198	3.63	1,023	3.10	15,030	45.56	9,805	29.72	1,349	4.09	3,042	9.22	809	2.45	545	1.65	7	0.02	4	0.01	83	0.25	68	0.21	15	0.05	14	0.04
Federal Bureau of Prisons	36,735	26,588	72.38	10,147	27.62	3,234	8.80	1,058	2.88	17,637	48.01	5,702	15.52	4,761	12.96	3,006	8.18	497	1.35	204	0.56	43	0.12	20	0.05	387	1.05	145	0.39	29	0.08	12	0.03
U.S. Marshals Service	4,971	3,654	73.51	1,317	26.49	369	7.42	170	3.42	2,875	57.84	838	16.86	287	5.77	250	5.03	95	1.91	46	0.93	2	0.04	1	0.02	26	0.52	11	0.22	0	0.00	1	0.02
Labor, Department of	15,981	8,026	50.22	7,955	49.78	533	3.34	638	3.99	6,129	38.35	4,192	26.23	956	5.98	2,602	16.28	342	2.14	435	2.72	6	0.04	4	0.03	45	0.28	56	0.35	15	0.09	28	0.18
Second Level Reporting Components:																																	
Bureau of Labor Statistics	2,437	1,276	52.36	1,161	47.64	42	1.72	50	2.05	996	40.87	690	28.31	129	5.29	305	12.52	102	4.19	107	4.39	0	0.00	0	0.00	5	0.21	8	0.33	2	0.08	1	0.04
Employment Standards Administration	4,178	1,658	39.68	2,520	60.32	234	5.60	297	7.11	1,012	24.22	1,153	27.60	292	6.99	908	21.73	99	2.37	124	2.97	2	0.05	3	0.07	14	0.34	17	0.41	5	0.12	18	0.43
Employment and Training Administration	1,062	460	43.31	602	56.69	29	2.73	49	4.61	297	27.97	253	23.82	111	10.45	265	24.95	18	1.69	28	2.64	0	0.00	0	0.00	5	0.47	5	0.47	0	0.00	2	0.19
Mine Safety & Health Administration	2,394	1,839	76.82	555	23.18	36	1.50	15	0.63	1,743	72.81	454	18.96	44	1.84	73	3.05	9	0.38	10	0.42	0	0.00	0	0.00	4	0.17	3	0.13	3	0.13	0	0.00
Occupational Safety & Health Administration	2,126	1,205	56.68	921	43.32	99	4.66	78	3.67	939	44.17	553	26.01	115	5.41	244	11.48	39	1.83	34	1.60	2	0.09	0	0.00	10	0.47	11	0.52	1	0.05	1	0.05
Transportation, Department of	57,587	42,041	73.00	15,546	27.00	2,663	4.62	976	1.69	33,633	58.40	10,213	17.73	3,275	5.69	3,340	5.80	1,595	2.77	643	1.12	93	0.16	36	0.06	523	0.91	224	0.39	259	0.45	114	0.20
Second Level Reporting Components:																																	
Federal Aviation Administration	48,363	36,388	75.24	11,975	24.76	2,191	4.53	753	1.56	29,447	60.89	8,329	17.22	2,637	5.45	2,113	4.37	1,300	2.69	463	0.96	91	0.19	29	0.06	491	1.02	206	0.43	231	0.48	82	0.17
Federal Highway Administration	2,912	1,813	62.26	1,099	37.74	120	4.12	72	2.47	1,388	47.66	668	22.94	163	5.60	281	9.65	121	4.16	55	1.89	2	0.07	3	0.10	10	0.34	8	0.27	9	0.31	12	0.41
Federal Motor Carrier Safety Administration	1,064	700	65.79	364	34.21	230	21.62	56	5.26	386	36.28	180	16.92	66	6.20	114	10.71	11	1.03	9	0.85	0	0.00	2	0.19	4	0.38	3	0.28	3	0.28	0	0.00
Treasury, Department of the	108,895	40,903	37.56	67,992	62.44	3,130	2.89	6,617	6.08	28,904	26.54	37,230	34.19	6,212	5.70	20,248	18.59	2,148	1.97	2,999	2.75	53	0.05	81	0.07	272	0.25	571	0.52	168	0.15	246	0.23
Second Level Reporting Components:																																	
Bureau of Engraving and Printing	1,965	1,463	74.45	502	25.55	81	4.12	15	0.76	780	39.69	137	6.97	558	28.40	323	16.44	26	1.32	16	0.81	0	0.00	0	0.00	5	0.25	6	0.31	13	0.66	5	0.25
Bureau of Public Debt	1,954	722	36.95	1,232	63.05	6	0.31	8	0.41	674	34.49	1,176	60.18	32	1.64	31	1.59	3	0.15	8	0.41	1	0.05	0	0.00	3	0.15	3	0.15	3	0.15	6	0.31
Departmental Offices	1,747	929	53.18	818	46.82	23	1.32	30	1.72	733	41.96	483	27.65	121	6.93	263	15.05	46	2.63	30	1.72	0	0.00	0	0.00	1	0.06	1	0.06	5	0.29	11	0.63
Financial Management Service	1,916	781	40.76	1,135	59.24																												

TABLE A-2
TEN YEAR TREND
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN SENIOR PAY LEVEL POSITIONS (SPL)

	2000 CLF%	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2009
TOTAL WORK FORCE		2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172	2,763,183		2,811,277
% of SPL Employees		0.68	0.69	0.55	0.76	0.73	0.74	0.77	0.76	0.74		0.73
SLP Work Force *		16,675	16,918	13,508	18,472	19,117	19,268	20,070	19,751	20,407		20,423
% OF MEN	53.20	75.58	75.88	75.28	74.78	74.25	73.72	73.81	72.99	72.30	71.08	14,517
% OF WOMEN	46.80	24.42	24.12	24.72	25.22	25.75	26.28	26.19	27.01	27.70	28.92	5,906
HISPANIC or LATINO (%)	10.70	3.30	3.07	3.33	3.42	3.43	3.54	3.65	3.63	3.62	3.62	739
% OF MEN	6.20	2.33	2.30	2.43	2.50	2.47	2.57	2.61	2.54	2.57	2.48	507
% OF WOMEN	4.50	0.97	0.77	0.90	0.93	0.96	0.97	1.05	1.09	1.05	1.14	232
WHITE (%)	72.70	86.57	86.88	86.42	86.09	86.09	85.66	85.23	85.05	85.61	84.00	17,156
% OF MEN	39.00	66.67	67.02	66.09	65.41	65.05	64.38	64.13	63.42	63.17	61.15	12,489
% OF WOMEN	33.70	19.90	19.87	20.33	20.68	21.02	21.28	21.10	21.62	22.44	22.85	4,667
BLACK or AFRICAN AMERICAN (%)	10.60	7.11	6.76	6.77	6.79	6.50	6.62	6.51	6.63	6.68	7.05	1,440
% OF MEN	4.80	4.38	4.18	4.21	4.16	3.80	3.78	3.78	3.80	3.77	3.87	791
% OF WOMEN	5.80	2.73	2.58	2.56	2.63	2.70	2.84	2.74	2.83	2.91	3.18	649
ASIAN **	3.60	2.25	2.49	2.70	2.96	3.18	3.39	3.72	3.77	3.97	4.21	860
% OF MEN	1.90	1.66	1.82	2.00	2.18	2.33	2.43	2.67	2.60	2.70	2.85	582
% OF WOMEN	1.70	0.59	0.67	0.71	0.77	0.85	0.96	1.05	1.17	1.27	1.36	278
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER ***	0.20							0.01	0.03	0.04	0.05	11
% OF MEN	0.10							0.01	0.03	0.03	0.04	9
% OF WOMEN	0.10							0.00	0.01	0.01	0.01	2
AMERICAN INDIAN/ ALASKA NATIVE (%)	1.00	0.77	0.80	0.79	0.75	0.81	0.78	0.83	0.89	0.75	0.76	156
% OF MEN	0.50	0.55	0.56	0.56	0.54	0.59	0.56	0.59	0.54	0.50	0.49	100
% OF WOMEN	0.50	0.23	0.24	0.23	0.21	0.21	0.22	0.24	0.24	0.25	0.27	56
TWO OR MORE RACES ***	1.00							0.04	0.12	0.18	0.30	61
% OF MEN	0.50							0.03	0.07	0.11	0.19	39
% OF WOMEN	0.50							0.01	0.05	0.06	0.11	22
INDIVIDUALS WITH TARGETED DISABILITIES %	CLF not available	0.41	0.35	0.35	0.35	0.44	0.46	0.46	0.62	0.51	0.48	99

*Includes September 30, 2009 agency data as reported in CPDF, Department of State and FERC. Does not include data for AAFES, TVA AND USPS or intelligence gathering agencies. **The numbers for 1998 - 2005 include totals for

"Native Hawaiian or Other Pacific Islander." *** Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-2a
TEN YEAR TREND - SENIOR PAY LEVEL GOVERNMENT WIDE EMPLOYMENT OF WORKERS *

	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
SPL WORK FORCE	16,675		16,918		17,943		18,472		19,117		19,268		20,070		19,751		20,407		20,423	
MEN	12,603	75.58	12,837	75.88	13,508	75.28	13,814	74.78	14,196	74.25	14,205	71.92	14,814	73.81	14,417	72.99	14,754	72.30	14,517	71.08
WOMEN	4,072	24.42	4,081	24.12	4,435	24.72	4,658	25.22	4,921	25.75	5,063	25.63	5,256	25.76	5,334	27.01	5,653	27.70	5,906	28.92
HISPANIC or LATINO	550	3.30	519	3.07	597	3.33	632	3.42	656	3.43	683	3.54	733	3.65	716	3.63	738	3.62	739	3.62
MEN	388	2.33	389	2.30	436	2.43	461	2.50	472	2.47	496	2.51	523	2.56	501	2.54	524	2.57	507	2.48
WOMEN	162	0.97	130	0.77	161	0.90	171	0.93	184	0.96	187	0.95	210	1.03	215	1.09	214	1.05	232	1.14
WHITE	14,436	86.57	14,699	86.88	15,506	86.42	15,902	86.09	16,457	86.09	16,505	85.66	17,105	85.23	16,798	85.05	17,471	85.61	17,156	84.00
MEN	11,117	66.67	11,338	67.02	11,859	66.09	12,082	65.41	12,439	65.05	12,404	62.80	12,870	64.13	12,527	63.42	12,891	63.17	12,489	61.15
WOMEN	3,319	19.90	3,361	19.87	3,647	20.33	3,820	20.68	4,018	21.02	4,101	20.76	4,235	20.75	4,271	21.62	4,580	22.44	4,667	22.85
BLACK or AFRICAN AMERICAN	1,185	7.11	1,143	6.76	1,214	6.77	1,254	6.79	1,243	6.50	1,275	6.62	1,307	6.40	1,309	6.63	1,363	6.68	1,440	7.05
MEN	730	4.38	707	4.18	755	4.21	769	4.16	727	3.80	728	3.69	758	3.71	751	3.80	770	3.77	791	3.87
WOMEN	455	2.73	436	2.58	459	2.56	485	2.63	516	2.70	547	2.77	549	2.69	558	2.83	593	2.91	649	3.18
ASIAN**	375	2.25	422	2.49	485	2.70	546	2.96	607	3.18	654	3.39	746	3.72	745	3.77	811	3.97	860	4.21
MEN	277	1.66	308	1.82	358	2.00	403	2.18	445	2.33	469	2.37	536	2.63	513	2.60	551	2.70	582	2.85
WOMEN	98	0.59	114	0.67	127	0.71	143	0.77	162	0.85	185	0.94	210	1.03	232	1.17	260	1.27	278	1.36
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***													3	0.01	6	0.03	8	0.04	11	0.05
MEN													3	0.01	5	0.03	6	0.03	9	0.04
WOMEN													0	0.00	1	0.01	2	0.01	2	0.01
AMERICAN INDIAN/ ALASKA NATIVE	129	0.77	135	0.80	141	0.79	138	0.75	154	0.81	151	0.78	167	0.83	154	0.78	154	0.75	156	0.76
MEN	91	0.55	95	0.56	100	0.56	99	0.54	113	0.59	108	0.55	118	0.58	106	0.54	102	0.49	100	0.49
WOMEN	38	0.23	40	0.24	41	0.23	39	0.21	41	0.21	43	0.22	49	0.24	48	0.24	52	0.26	56	0.27
TWO OR MORE RACES ***													9	0.04	23	0.12	36	0.18	61	0.30
MEN													6	0.03	14	0.07	23	0.11	39	0.19
WOMEN													3	0.01	9	0.00	13	0.06	22	0.11
INDIVIDUALS WITH TARGETED DISABILITIES	69	0.41	60	0.35	62	0.35	64	0.35	84	0.44	88	0.46	93	0.46	123	0.62	104	0.51	99	0.48

* Includes September 30, 2009 agency data as reported in CPDF, Department of State and FEREC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies.

** The numbers for 1998-2005 include totals for "Native Hawaiian or Other Pacific Islander."

***Separate data first became available in 2006. Percentages may not add to 100% due to rounding, and the additional "Two or More Races" category in the 2000 Census Special EEO file

**TABLE A-2b
FY 2009 SENIOR PAY PARTICIPATION BY AGENCY ***

AGENCY	TOTAL					HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER				AMERICAN INDIAN				TWO OR MORE RACES			
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%
FEDERAL DEPOSIT INSURANCE CORPORATION	109	83	76.15	26	23.85	3	2.75	0	0.00	69	63.30	23	21.10	8	7.34	3	2.75	1	0.92	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0.92	0	0.00
FEDERAL ELECTION COMMISSION	18	10	55.56	8	44.44	0	0.00	0	0.00	10	55.56	7	38.89	0	0.00	1	5.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL ENERGY REGULATORY COMMISSION	78	57	73.08	21	26.92	0	0.00	2	2.56	48	61.54	16	20.51	2	2.56	3	3.85	5	6.41	0	0.00	0	0.00	0	0.00	2	2.56	0	0.00	0	0.00	0	0.00
FEDERAL LABOR RELATIONS AUTHORITY	16	9	56.25	7	43.75	0	0.00	0	0.00	9	56.25	6	37.50	0	0.00	1	6.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL MARITIME COMMISSION	10	6	60.00	4	40.00	0	0.00	0	0.00	6	60.00	3	30.00	0	0.00	0	0.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL MEDIATION AND CONCILIATION SERVICE	3	2	66.67	1	33.33	0	0.00	0	0.00	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	16	13	81.25	3	18.75	0	0.00	0	0.00	13	81.25	2	12.50	0	0.00	1	6.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	13	10	76.92	3	23.08	0	0.00	0	0.00	10	76.92	2	15.38	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL TRADE COMMISSION	39	28	71.79	11	28.21	0	0.00	0	0.00	26	66.67	10	25.64	1	2.56	1	2.56	1	2.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
GENERAL SERVICES ADMINISTRATION	109	74	67.89	35	32.11	0	0.00	2	1.83	68	62.39	24	22.02	4	3.67	9	8.26	2	1.83	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
GOVERNMENT PRINTING OFFICE	27	24	88.89	3	11.11	1	3.70	0	0.00	21	77.78	1	3.70	2	7.41	2	7.41	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HEALTH AND HUMAN SERVICES, DEPARTMENT OF	2,710	1,844	68.04	866	31.96	35	1.29	18	0.66	1,506	55.57	664	24.50	65	2.40	69	2.55	226	8.34	101	3.73	0	0.00	0	0.00	11	0.41	13	0.48	1	0.04	1	0.04
US HOLOCAUST MEMORIAL MUSEUM	7	4	57.14	3	42.86	0	0.00	0	0.00	4	57.14	2	28.57	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HOMELAND SECURITY, DEPARTMENT OF	721	532	73.79	189	26.21	30	4.16	8	1.11	451	62.55	155	21.50	36	4.99	17	2.36	13	1.80	9	1.25	0	0.00	0	0.00	1	0.14	0	0.00	1	0.14	0	0.00
HOUSING AND URBAN DEVELOPMENT, DEPT. OF	111	68	61.26	43	38.74	3	2.70	1	0.90	50	45.05	17	15.32	14	12.61	22	19.82	0	0.00	2	1.80	0	0.00	0	0.00	1	0.90	0	0.00	0	0.00	1	0.90
INSTITUTE OF MUSEUM AND LIBRARY SERVICE	8	1	12.50	7	87.50	0	0.00	0	0.00	0	0.00	6	75.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	12.50
INTERAGENCY COUNCIL ON HOMELESSNESS	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTERIOR, DEPARTMENT OF	378	267	70.63	111	29.37	11	2.91	8	2.12	207	54.76	80	21.16	12	3.17	10	2.65	4	1.06	3	0.79	2	0.53	0	0.00	27	7.14	10	2.65	4	1.06	0	0.00
INTERNATIONAL JOINT COMMISSION: US/CANADA	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTERNATIONAL TRADE COMMISSION	22	14	63.64	8	36.36	0	0.00	0	0.00	13	59.09	8	36.36	1	4.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JAMES MADISON MEMORIAL FELLOWSHIP FUND	2	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JUSTICE, DEPARTMENT OF	4,233	2,890	68.27	1,343	31.73	137	3.24	84	1.98	2,504	59.15	1,066	25.18	167	3.95	148	3.50	69	1.63	37	0.87	2	0.05	0	0.00	10	0.24	7	0.17	1	0.02	1	0.02
LABOR, DEPARTMENT OF	250	170	68.00	80	32.00	6	2.40	6	2.40	146	58.40	54	21.60	14	5.60	16	6.40	1	0.40	4	1.60	0	0.00	0	0.00	3	1.20	0	0.00	0	0.00	0	0.00
MARINE MAMMAL COMMISSION	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MERIT SYSTEMS PROTECTION BOARD	17	11	64.71	6	35.29	0	0.00	0	0.00	9	52.94	4	23.53	1	5.88	2	11.76	1	5.88	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MILLENNIUM CHALLENGE CORPORATION	7	4	57.14	3	42.86	0	0.00	0	0.00	2	28.57	2	28.57	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	14.29	0	0.00	0	0.00
MORRIS K. UDALL SCHOLARSHIP FOUNDATION	3	2	66.67	1	33.33	0	0.00	0	0.00	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	601	478	79.53	123	20.47	21	3.49	6	1.00	416	69.22	91	15.14	15	2.50	14	2.33	22	3.66	9	1.50	0	0.00	0	0.00	2	0.33	1	0.17	2	0.33	2	0.33
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	32	24	75.00	8	25.00	0	0.00	0	0.00	22	68.75	8	25.00	0	0.00	0	0.00	2	6.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL CAPITAL PLANNING COMMISSION	6	5	83.33	1	16.67	0	0.00	0	0.00	2	33.33	0	0.00	2	33.33	1	16.67	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL COUNCIL ON DISABILITY	13	5	38.46	8	61.54	0	0.00	0	0.00	5	38.46	7	53.85	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL CREDIT UNION ADMINISTRATION	36	26	72.22	10	27.78	1	2.78	1	2.78	22	61.11	8	22.22	1	2.78	1	2.78	1	2.78	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	2.78	0	0.00
NATIONAL ENDOWMENT FOR THE ARTS	8	5	62.50	3	37.50	0	0.00	0	0.00	4	50.00	1	12.50	0	0.00	1	12.50	1	12.50	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL ENDOWMENT FOR THE HUMANITIES	13	9	69.23	4	30.77	0	0.00	0	0.00	9	69.23	3	23.08	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL GALLERY OF THE ARTS	26	13	50.00	13	50.00	0	0.00	0	0.00	11	42.31	12	46.15	2	7.69	0	0.00	0	0.00	1	3.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL LABOR RELATIONS BOARD	102	78	76.47	24	23.53	2	1.96	2	1.96	72	70.59	19	18.63	4	3.92	3	2.94	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL MEDIATION BOARD	4	1	25.00	3	75.00	0	0.00	0	0.00	1	25.00	3	75.00	0	0.00	0	0.																

**TABLE A-2b
FY 2009 SENIOR PAY PARTICIPATION BY AGENCY ***

AGENCY	TOTAL					HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER				AMERICAN INDIAN				TWO OR MORE RACES					
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%		
NUCLEAR REGULATORY COMMISSION	280	220	78.57	60	21.43	3	1.07	1	0.36	190	67.86	52	18.57	14	5.00	4	1.43	11	3.93	3	1.07	0	0.00	0	0.00	0	0.00	1	0.36	0	0.00	1	0.36	0	0.00
NUCLEAR WASTE TECHNICAL REVIEW BOARD	19	17	89.47	2	10.53	0	0.00	0	0.00	16	84.21	1	5.26	1	5.26	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OCCUPATIONAL SAFETY & HEALTH REVIEW COMMISSION	17	13	76.47	4	23.53	0	0.00	0	0.00	13	76.47	2	11.76	0	0.00	2	11.76	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF ADMINISTRATION	3	1	33.33	2	66.67	0	0.00	1	33.33	0	0.00	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF GOVERNMENT ETHICS	6	4	66.67	2	33.33	0	0.00	0	0.00	4	66.67	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF MANAGEMENT AND BUDGET	81	61	75.31	20	24.69	0	0.00	0	0.00	56	69.14	18	22.22	1	1.23	1	1.23	3	3.70	1	1.23	0	0.00	0	0.00	0	0.00	0	0.00	1	1.23	0	0.00		
OFFICE OF NATIONAL DRUG CONTROL POLICY	13	11	84.62	2	15.38	0	0.00	0	0.00	11	84.62	2	15.38	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF PERSONNEL MANAGEMENT	57	33	57.89	24	42.11	3	5.26	1	1.75	27	47.37	19	33.33	2	3.51	3	5.26	1	1.75	0	0.00	0	0.00	0	0.00	0	0.00	1	1.75	0	0.00	0	0.00		
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	6	4	66.67	2	33.33	0	0.00	0	0.00	3	50.00	2	33.33	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF SPECIAL COUNSEL	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF THE U.S. TRADE REPRESENTATIVE	32	17	53.13	15	46.88	1	3.13	2	6.25	15	46.88	12	37.50	1	3.13	1	3.13	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OVERSEAS PRIVATE INVESTMENT CORPORATION	15	11	73.33	4	26.67	0	0.00	1	6.67	9	60.00	3	20.00	1	6.67	0	0.00	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PEACE CORPS	12	7	58.33	5	41.67	0	0.00	0	0.00	4	33.33	5	41.67	3	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PENSION BENEFIT GUARANTY CORPORATION	36	20	55.56	16	44.44	1	2.78	0	0.00	17	47.22	12	33.33	2	5.56	1	2.78	0	0.00	1	2.78	0	0.00	0	0.00	0	0.00	1	2.78	0	0.00	1	2.78	0	0.00
PRESIDIO TRUST	30	19	63.33	11	36.67	0	0.00	0	0.00	19	63.33	11	36.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
RAILROAD RETIREMENT BOARD	12	9	75.00	3	25.00	0	0.00	0	0.00	9	75.00	3	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SECURITIES AND EXCHANGE COMMISSION	116	75	64.66	41	35.34	4	3.45	0	0.00	66	56.90	39	33.62	2	1.72	2	1.72	2	1.72	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0.86	0	0.00		
SELECTIVE SERVICE SYSTEM	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SMALL BUSINESS ADMINISTRATION	72	43	59.72	29	40.28	6	8.33	1	1.39	27	37.50	16	22.22	8	11.11	8	11.11	2	2.78	4	5.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SMITHSONIAN INSTITUTION	98	69	70.41	29	29.59	1	1.02	0	0.00	64	65.31	25	25.51	3	3.06	3	3.06	0	0.00	0	0.00	0	0.00	0	0.00	1	1.02	1	1.02	0	0.00	0	0.00		
SOCIAL SECURITY ADMINISTRATION	1,507	1,116	74.05	391	25.95	51	3.38	16	1.06	984	65.30	307	20.37	59	3.92	49	3.25	9	0.60	6	0.40	0	0.00	1	0.07	10	0.66	8	0.53	3	0.20	4	0.27		
STATE, DEPARTMENT OF	1,099	787	71.61	312	28.39	33	3.00	13	1.18	681	61.97	247	22.47	45	4.09	39	3.55	18	1.64	10	0.91	1	0.09	0	0.00	5	0.45	1	0.09	4	0.36	2	0.18		
TRADE AND DEVELOPMENT AGENCY	5	4	80.00	1	20.00	0	0.00	0	0.00	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
TRANSPORTATION, DEPARTMENT OF	463	311	67.17	152	32.83	12	2.59	9	1.94	259	55.94	117	25.27	25	5.40	22	4.75	13	2.81	3	0.65	0	0.00	1	0.22	2	0.43	0	0.00	0	0.00	0	0.00		
TREASURY, DEPARTMENT OF	609	403	66.17	206	33.83	14	2.30	8	1.31	332	54.52	162	26.60	41	6.73	23	3.78	15	2.46	10	1.64	1	0.16	0	0.00	0	0.00	1	0.16	0	0.00	2	0.33		
US TAX COURT	11	8	72.73	3	27.27	0	0.00	0	0.00	7	63.64	3	27.27	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
VETERANS AFFAIRS, DEPARTMENT OF	435	289	66.44	146	33.56	12	2.76	3	0.69	247	56.78	119	27.36	20	4.60	17	3.91	5	1.15	6	1.38	1	0.23	0	0.00	4	0.92	0	0.00	0	0.00	1	0.23		
VIETNAM EDUCATION FOUNDATION	4	2	50.00	2	50.00	0	0.00	0	0.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		

*Includes September 30, 2009 agency data as reported in CPDF plus Department of State and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-3
Government Wide Employment of Workers in
GENERAL SCHEDULE AND RELATED (GSR) PAY SYSTEMS

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2009
TOTAL WORK FORCE	2000CLF	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172	2,763,183		2,811,277
% of GSR Employees		50.53	52.24	49.26	49.23	49.61	54.60	54.26	50.70	46.97		47.56
GSR WORK FORCE*		1,242,737	1,268,656	1,284,048	1,285,322	1,295,555	1,425,499	1,416,901	1,322,332	1,297,866		1,337,162
% OF MEN	53.20	51.91	51.71	51.33	50.95	50.61	51.10	51.38	51.00	50.60	50.57	676,187
% OF WOMEN	46.80	48.09	48.29	48.67	49.05	49.39	48.90	48.62	49.00	49.40	49.43	660,975
HISPANIC or LATINO (%)	10.70	6.75	6.93	7.06	7.24	7.44	7.36	7.50	7.76	8.00	8.06	107,813
% OF MEN	6.20	3.41	3.52	3.63	3.76	3.88	3.89	4.00	4.21	4.35	4.39	58,685
% OF WOMEN	4.50	3.34	3.41	3.43	3.48	3.56	3.48	3.50	3.55	3.65	3.67	49,128
WHITE (%)	72.70	68.60	68.32	68.23	68.11	67.80	68.42	67.94	66.94	66.19	65.86	880,698
% OF MEN	39.00	36.33	36.34	36.54	36.75	36.85	38.39	38.32	37.49	36.84	36.55	488,733
% OF WOMEN	33.70	32.27	31.97	31.69	31.37	30.95	30.03	29.62	29.44	29.35	29.31	391,965
BLACK or AFRICAN AMERICAN (%)	10.60	18.41	18.39	18.17	18.10	18.06	17.35	17.50	17.88	18.24	18.23	243,756
% OF MEN	4.80	5.50	5.52	5.52	5.54	5.60	5.55	5.70	5.78	5.88	5.97	79,877
% OF WOMEN	5.80	12.91	12.86	12.65	12.55	12.47	11.80	11.80	12.09	12.35	12.26	163,879
ASIAN (%)**	3.60	4.14	4.24	4.39	4.43	4.60	4.90	4.88	4.97	4.91	4.94	66,110
% OF MEN	1.90	2.04	2.09	2.16	2.19	2.27	2.52	2.50	2.55	2.49	2.50	33,433
% OF WOMEN	1.70	2.10	2.15	2.22	2.23	2.33	2.38	2.38	2.42	2.41	2.44	32,677
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER(%) ***	0.20							0.15	0.18	0.21	0.25	3,280
% OF MEN	0.10							0.07	0.09	0.10	0.12	1,620
% OF WOMEN	0.10							0.08	0.09	0.11	0.12	1,660
AMERICAN INDIAN/ ALASKA NATIVE(%)	1.00	2.11	2.13	2.16	2.12	2.10	1.97	1.96	2.04	2.07	2.06	27,510
% OF MEN	0.50	0.81	0.82	0.82	0.80	0.80	0.76	0.75	0.77	0.76	0.76	10,142
% OF WOMEN	0.50	1.30	1.31	1.34	1.31	1.30	1.21	1.21	1.27	1.31	1.30	17,368
TWO OR MORE RACES(%)***	1.00							0.06	0.23	0.38	0.60	7,995
% OF MEN	0.50							0.03	0.10	0.17	0.28	3,697
% OF WOMEN	0.50							0.03	0.12	0.21	0.32	4,298
INDIVIDUALS WITH TARGETED DISABILITIES(%)	CLF not avaialable	1.24	1.21	1.18	1.16	1.18	1.05	1.01	1.04	1.03	1.03	13,758

*The remainder of the figures in this table include September 30, 2009 agency data as reported in CPDF, Department of State, and FEREC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

** The numbers for 1997 - 2005 include totals for Native Hawaiian/Pacific Islanders. *** Separate data first became available in 2006.

TABLE A-3a
FIVE YEAR DISTRIBUTION ACROSS GRADE RANGES-GENERAL SCHEDULE AND RELATED (GSR)*

GENERAL SCHEDULE AND RELATED GRADES	FY	TOTAL						HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***						
		ALL		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN								
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%							
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%							
GSR 1-6	2005	267,541	34.01	90,987	34.01	176,554	65.99	9,138	3.42	14,247	5.33	56,577	21.15	96,022	35.89	18,283	6.83	49,641	18.55	4,335	1.62	8,925	3.34					2,654	0.99	7,719	2.89							
	2006	257,195	34.32	88,270	34.32	168,925	65.68	9,068	3.53	13,398	5.21	54,271	21.10	91,282	35.49	18,153	7.06	47,819	18.59	3,891	1.51	8,267	3.21					2,517	0.98	7,533	2.93	101	0.04	177	0.07			
	2007	246,790	35.51	87,635	35.51	159,155	64.49	9,432	3.82	12,341	5.00	53,611	21.72	85,141	34.50	17,747	7.19	45,653	18.50	3,735	1.51	7,503	3.04					2,430	0.98	7,357	2.98	333	0.13	597	0.24			
	2008	254,041	36.31	92,240	36.31	161,801	63.69	9,395	3.70	12,555	4.94	57,310	22.56	86,334	33.98	18,363	7.23	46,528	18.32	3,801	1.50	7,278	2.86					2,388	0.94	7,432	2.93	561	0.22	1,020	0.40			
2009	264,349	37.35	98,738	37.35	165,611	62.65	9,371	3.54	12,850	4.86	62,302	23.57	89,260	33.77	19,141	7.24	46,427	17.56	3,914	1.48	7,332	2.77					2,540	0.96	7,389	2.80	976	0.37	1,579	0.60				
GSR 7-11	2005	552,037	46.74	258,013	46.74	294,024	53.26	26,716	4.84	23,647	4.28	183,807	33.30	178,295	32.30	31,811	5.76	72,459	13.13	11,213	2.03	12,943	2.34					4,466	0.81	6,680	1.21							
	2006	551,522	47.24	260,562	47.24	290,960	52.76	27,525	4.99	24,039	4.36	184,110	33.38	174,318	31.61	32,872	5.96	72,411	13.13	11,036	2.00	12,770	2.32					4,393	0.80	6,775	1.23	150	0.03	198	0.04			
	2007	512,593	47.39	242,909	47.39	269,684	52.61	27,035	5.27	22,520	4.39	169,573	33.08	159,650	31.15	30,939	6.04	68,301	13.32	10,053	1.96	11,448	2.23					4,254	0.83	6,644	1.30	537	0.10	645	0.13			
	2008	506,460	48.40	241,650	48.40	264,810	52.29	28,187	5.57	22,634	4.47	166,867	32.95	155,157	30.64	30,914	6.10	67,589	13.35	9,930	1.96	11,128	2.20					588	0.12	509	0.10	4,209	0.83	6,668	1.32	955	0.19	1,125
2009	530,662	48.40	256,830	48.40	273,832	51.60	30,052	5.66	23,483	4.43	176,894	33.33	160,324	30.21	32,881	6.20	69,152	13.03	10,433	1.97	11,477	2.16					607	0.11	4,287	0.81	6,995	1.32	1,556	0.29	1,794	0.34		
GSR12-13	2005	438,581	60.51	265,378	60.51	173,203	39.49	14,965	3.41	9,550	2.18	211,537	48.23	115,112	26.25	22,125	5.04	37,357	8.52	14,015	3.20	8,880	2.02					2,736	0.62	2,304	0.53							
	2006	440,646	60.46	266,436	60.46	174,210	39.54	15,449	3.51	9,954	2.26	211,118	47.91	114,685	26.03	22,769	5.17	37,812	8.58	14,004	3.18	9,204	2.09					2,713	0.62	2,300	0.52	115	0.03	90	0.02			
	2007	401,294	59.14	237,331	59.14	163,963	40.86	14,489	3.61	9,714	2.42	186,240	46.41	106,094	26.44	21,019	5.24	36,609	9.12	12,477	3.11	8,842	2.20					2,480	0.62	2,217	0.55	386	0.10	311	0.08			
	2008	383,570	58.18	223,172	58.18	160,398	41.82	14,361	3.74	9,995	2.61	173,383	45.20	102,126	26.63	20,276	5.29	35,449	9.24	11,957	3.12	8,999	2.35					282	0.07	187	0.05	2,349	0.61	2,247	0.59	563	0.15	446
2009	385,438	57.38	221,149	57.38	164,289	42.62	14,651	3.80	10,310	2.67	170,115	44.14	103,456	26.84	20,756	5.39	37,700	9.78	12,049	3.13	9,532	2.47					327	0.08	238	0.06	2,377	0.62	2,327	0.60	874	0.23	726	0.19
GSR 14-15	2005	167,340	68.20	114,130	68.20	53,210	31.80	4,594	2.75	2,119	1.27	95,261	56.93	38,702	23.13	6,904	4.13	8,705	5.20	6,391	3.82	3,121	1.87					980	0.59	563	0.34							
	2006	166,981	67.28	112,351	67.28	54,630	32.72	4,651	2.79	2,203	1.32	93,169	55.80	39,238	23.50	7,008	4.20	9,144	5.48	6,480	3.88	3,408	2.04					964	0.58	596	0.36	35	0.02	24	0.01			
	2007	161,655	65.92	106,569	65.92	55,086	34.08	4,771	2.95	2,332	1.44	86,365	53.43	38,475	23.80	6,769	4.19	9,349	5.78	7,475	4.62	4,185	2.59					997	0.62	638	0.39	129	0.08	82	0.05			
	2008	153,795	64.82	99,694	64.82	54,101	35.18	4,511	2.93	2,298	1.49	80,536	52.37	37,350	24.29	6,776	4.41	9,772	6.35	6,688	4.35	3,893	2.53					33	0.02	934	0.61	637	0.41	192	0.12	118	0.08	
2009	156,713	63.47	99,470	63.47	57,243	36.53	4,611	2.94	2,485	1.59	79,422	50.68	38,925	24.84	7,099	4.53	10,600	6.76	7,037	4.49	4,336	2.77					41	0.03	938	0.60	657	0.42	291	0.19	199	0.13		
TOTAL GS GRADES	2005	1,425,499	51.11	728,508	51.11	696,991	48.89	55,413	3.89	49,563	3.48	547,182	38.39	428,131	30.03	79,123	5.55	168,162	11.80	35,954	2.52	33,869	2.38					10,836	0.76	17,266	1.21							
	2006	1,416,991	51.38	727,981	51.38	688,920	48.62	56,725	4.00	49,605	3.50	542,959	38.32	419,675	29.62	80,820	5.70	167,205	11.80	35,432	2.50	33,660	2.38					10,587	0.75	17,204	1.21	401	0.03	489	0.03			
	2007	1,322,332	51.00	674,444	51.00	647,888	49.00	55,727	4.21	46,907	3.55	495,789	37.49	389,360	29.44	76,474	5.78	159,912	12.09	33,740	2.55	31,978	2.42					10,161	0.77	16,856	1.27	1,385	0.10	1,635	0.12			
	2008	1,297,866	50.60	656,755	50.60	641,111	49.40	56,454	4.35	47,432	3.65	478,096	36.84	380,967	29.35	76,329	5.88	160,338	12.35	32,376	2.49	31,298	2.41					9,880	0.76	16,984	1.31	2,271	0.17	2,709	0.21			
2009	1,337,162	50.57	676,187	50.57	660,975	49.43	58,685	4.39	49,128	3.67	488,733	36.55	391,965	29.31	79,877	5.97	163,879	12.26	33,433	2.50	32,677	2.44					10,142	0.76	17,368	1.30	3,697	0.28	4,298	0.32				

*Includes September 30, 2009 agency data as reported in CPDF, Department of State and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

** The numbers for 2002 - 2005 include totals for Native Hawaiian/Other Pacific Islanders

*** Separate data first became available in 2006

TABLE A-3b

FIVE YEAR GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES *

GS AND RELATED GRADES		TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN/ALASKA NATIVE				TWO OR MORE RACES***			
		ALL	MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
GRADE	YEAR	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
1	2005	2,826	1,110	39.28	1,716	60.72	107	3.79	171	6.05	643	22.75	833	29.48	234	8.28	522	18.47	109	3.86	169	5.98					17	0.60	21	0.74				
	2006	2,972	1,237	41.62	1,735	58.38	138	4.64	165	5.55	749	25.20	829	27.89	239	8.04	524	17.63	87	2.93	145	4.88	7	0.24	27	0.91	14	0.47	31	1.04	3	0.10	14	0.47
	2007	3,042	1,325	43.56	1,717	56.44	118	3.88	156	5.13	824	27.09	820	26.96	254	8.35	531	17.46	86	2.83	118	3.88	15	0.49	39	1.28	16	0.53	24	0.79	12	0.39	29	0.95
	2008	3,803	1,743	45.83	2,060	54.17	161	4.23	136	3.58	1,085	28.53	1,032	27.14	324	8.52	630	16.57	96	2.52	135	3.55	20	0.53	26	0.68	19	0.50	38	1.00	38	1.00	63	1.66
	2009	3,890	1,805	46.40	2,085	53.60	161	4.14	148	3.80	1,094	28.12	1,058	27.20	342	8.79	601	15.45	103	2.65	145	3.73	19	0.49	21	0.54	19	0.49	23	0.59	67	1.72	89	2.29
2	2005	4,513	1,741	38.58	2,772	61.42	184	4.08	348	7.71	1,127	24.97	1,500	33.24	300	6.65	694	15.38	83	1.84	133	2.95					47	1.04	97	2.15				
	2006	4,535	1,765	38.92	2,770	61.08	162	3.57	311	6.86	1,126	24.83	1,409	31.07	339	7.48	805	17.75	77	1.70	131	2.89	4	0.09	10	0.22	48	1.06	92	2.03	9	0.20	12	0.26
	2007	4,619	1,821	39.42	2,798	60.58	163	3.53	306	6.62	1,129	24.44	1,391	30.11	379	8.21	853	18.47	89	1.93	122	2.64	7	0.15	21	0.45	44	0.95	92	1.99	10	0.22	13	0.28
	2008	4,919	1,991	40.48	2,928	59.52	143	2.91	289	5.88	1,257	25.55	1,449	29.46	423	8.60	884	17.97	101	2.05	155	3.15	13	0.26	14	0.28	40	0.81	94	1.91	14	0.28	43	0.87
	2009	5,191	2,153	41.48	3,038	58.52	172	3.31	281	5.41	1,356	26.12	1,519	29.26	440	8.48	904	17.41	104	2.00	157	3.02	16	0.31	21	0.40	40	0.77	94	1.81	25	0.48	62	1.19
3	2005	20,462	7,405	36.19	13,057	63.81	742	3.63	1,342	6.56	4,794	23.43	6,671	32.60	1,117	5.46	3,315	16.20	495	2.42	1,200	5.86					257	1.26	529	2.59				
	2006	17,576	6,339	36.07	11,237	63.93	590	3.36	1,054	6.00	4,049	23.04	5,727	32.58	1,008	5.74	2,882	16.40	404	2.30	1,059	6.03	47	0.27	58	0.33	228	1.30	441	2.51	13	0.07	16	0.09
	2007	16,428	6,291	38.29	10,137	61.71	541	3.29	922	5.61	4,155	25.29	5,110	31.11	922	5.61	2,512	15.29	365	2.22	1,017	6.19	58	0.35	82	0.50	215	1.31	436	2.65	35	0.21	58	0.35
	2008	17,294	7,075	40.91	10,219	59.09	556	3.21	879	5.08	4,836	27.96	5,279	30.53	1,006	5.82	2,589	14.97	362	2.09	865	5.00	65	0.38	95	0.55	190	1.10	444	2.57	60	0.35	68	0.39
	2009	18,622	7,871	42.27	10,751	57.73	562	3.02	947	5.09	5,547	29.79	5,679	30.50	1,030	5.53	2,604	13.98	357	1.92	894	4.80	56	0.30	85	0.46	204	1.10	410	2.20	115	0.62	132	0.71
4	2005	54,898	19,170	34.92	35,728	65.08	1,902	3.46	2,975	5.42	12,194	22.21	19,002	34.61	3,596	6.55	10,028	18.27	800	1.46	1,828	3.33					678	1.24	1,895	3.45				
	2006	51,771	18,062	34.89	33,709	65.11	1,738	3.36	2,707	5.23	11,566	22.34	18,164	35.09	3,387	6.54	9,176	17.72	676	1.31	1,758	3.40	49	0.09	95	0.18	625	1.21	1,773	3.42	21	0.04	36	0.07
	2007	50,316	17,860	35.50	32,456	64.50	1,660	3.30	2,558	5.08	11,439	22.73	17,444	34.67	3,292	6.54	8,817	17.52	686	1.36	1,655	3.29	75	0.15	129	0.26	624	1.24	1,708	3.39	84	0.17	145	0.29
	2008	50,973	18,553	36.40	32,420	63.60	1,586	3.11	2,503	4.91	12,044	23.63	17,277	33.89	3,366	6.60	9,018	17.69	688	1.35	1,545	3.03	93	0.18	162	0.32	642	1.26	1,685	3.31	134	0.26	230	0.45
	2009	52,495	19,696	37.52	32,799	62.48	1,545	2.94	2,587	4.93	13,053	24.87	17,816	33.94	3,422	6.52	8,691	16.56	712	1.36	1,530	2.91	116	0.22	189	0.36	658	1.25	1,650	3.14	190	0.36	336	0.64
5	2005	103,196	35,721	34.61	67,475	65.39	3,778	3.66	5,323	5.16	21,675	21.00	36,382	35.26	7,596	7.36	19,430	18.83	1,653	1.60	3,127	3.03					1,019	0.99	3,213	3.11				
	2006	100,306	35,227	35.12	65,079	64.88	4,002	3.99	5,143	5.13	20,955	20.89	34,556	34.45	7,599	7.58	19,079	19.02	1,552	1.55	2,854	2.85	95	0.09	144	0.14	988	0.98	3,226	3.22	36	0.04	77	0.08
	2007	96,317	35,643	37.01	60,674	62.99	4,583	4.76	4,804	4.99	21,034	21.84	31,647	32.86	7,359	7.64	18,098	18.70	1,480	1.54	2,538	2.64	106	0.11	171	0.18	944	0.98	3,181	3.30	137	0.14	235	0.24
	2008	99,634	37,228	37.36	62,406	62.64	4,425	4.44	5,025	5.04	22,406	22.49	32,607	32.73	7,648	7.68	18,402	18.47	1,522	1.53	2,551	2.56	135	0.14	211	0.21	897	0.90	3,225	3.24	195	0.20	385	0.39
	2009	102,920	39,805	38.68	63,115	61.32	4,297	4.18	4,916	4.78	24,555	23.86	33,242	32.30	7,863	7.64	18,328	17.81	1,577	1.53	2,533	2.46	173	0.17	277	0.27	985	0.96	3,208	3.12	355	0.34	611	0.59
6	2005	81,646	25,840	31.65	55,806	68.35	2,425	2.97	4,088	5.01	16,144	19.77	31,634	38.75	5,440	6.66	15,652	19.17	1,195	1.46	2,468	3.02					636	0.78	1,964	2.41				
	2006	80,035	25,640	32.04	54,395	67.96	2,438	3.05	4,018	5.02	15,826	19.77	30,597	38.23	5,581	6.97	15,353	19.18	1,095	1.37	2,320	2.90	67	0.08	115	0.14	614	0.77	1,970	2.46	19	0.02	22	0.03
	2007	76,068	24,695	32.46	51,373	67.54	2,367	3.11	3,595	4.73	15,030	19.76	28,729	37.77	5,541	7.28	14,842	19.51	1,029	1.35	2,053	2.70	86	0.11	121	0.16	587	0.77	1,916	2.52	55	0.07	117	0.15
	2008	77,418	25,650	33.13	51,768	66.87	2,524	3.26	3,723	4.81	15,682	20.26	28,690	37.06	5,596	7.23	15,005	19.38	1,032	1.33	2,027	2.62	96	0.12	146	0.19	600	0.78	1,946	2.51	120	0.16	231	0.30
	2009	81,231	27,408	33.74	53,823	66.26	2,634	3.24	3,971	4.89	16,697	20.55	29,946	36.87	6,044	7.44	15,299	18.83	1,061	1.31	2,073	2.55	114	0.14	181	0.22	634	0.78	2,004	2.47	224	0.28	349	0.43
7	2005	141,206	54,461	38.57	86,745	61.43	5,181	3.67	6,885	4.88	37,288	26.41	51,117	36.20	8,483	6.01	23,072	16.34	2,388	1.69	3,558	2.52					1,121	0.79	2,113	1.50				
	2006	139,322	55,799	40.05	83,523	59.95	5,630	4.04	6,817	4.89	37,895	27.20	48,326	34.69	8,733	6.27	22,535	16.17	2,276	1.63	3,433	2.46	148	0.11	138	0.10	1,074	0.77	2,197	1.58	43	0.03	77	0.06
	2007	131,546	54,612	41.52	76,934	58.48	5,976	4.54	6,296	4.79	36,680	27.88	44,324	33.69	8,402	6.39	20,832	15.84	2,159	1.64	2,965	2.25	152	0.12	174	0.13	1,081	0.82	2,132	1.62	162	0.12	211	0.16
	2008	133,463	57,583	43.15	75,880	56.85	6,672	5.00	6,451	4.83	38,296	28.69	43,053	32.26	8,805	6.60	20,804	15.5																

TABLE A-3b

FIVE YEAR GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES *

GS AND RELATED GRADES		TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN/ALASKA NATIVE				TWO OR MORE RACES***			
GRADE	YEAR	ALL		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%					
10	2005	17,541	8,815	50.25	8,726	49.75	543	3.10	492	2.80	6,817	38.86	5,452	31.08	990	5.64	2,158	12.30	340	1.94	356	2.03					125	0.71	268	1.53				
	2006	16,515	8,511	51.53	8,004	48.47	527	3.19	433	2.62	6,535	39.57	4,957	30.02	982	5.95	2,005	12.14	318	1.93	341	2.06	18	0.11	6	0.04	128	0.78	257	1.56	3	0.02	5	0.03
	2007	15,326	7,614	49.68	7,712	50.32	490	3.20	407	2.66	5,768	37.64	4,710	30.73	926	6.04	1,951	12.73	279	1.82	319	2.08	19	0.12	6	0.04	116	0.76	300	1.96	16	0.10	19	0.12
	2008	14,994	7,319	48.81	7,675	51.19	479	3.19	427	2.85	5,502	36.69	4,703	31.37	858	5.72	1,848	12.32	307	2.05	353	2.35	21	0.14	5	0.03	129	0.86	307	2.05	23	0.15	32	0.21
	2009	15,344	7,548	49.19	7,796	50.81	445	2.90	419	2.73	5,748	37.46	4,818	31.40	866	5.64	1,852	12.07	298	1.94	341	2.22	27	0.18	10	0.07	125	0.81	303	1.97	39	0.25	53	0.35
11	2005	200,087	108,632	54.29	91,455	45.71	12,541	6.27	7,649	3.82	79,148	39.56	58,598	29.29	10,405	5.20	18,603	9.30	4,999	2.50	4,710	2.35					1,539	0.77	1,895	0.95				
	2006	202,082	110,584	54.72	91,498	45.28	13,373	6.62	7,921	3.92	79,589	39.38	58,137	28.77	10,862	5.38	18,640	9.22	5,006	2.48	4,675	2.31	171	0.08	151	0.07	1,536	0.76	1,921	0.95	47	0.02	53	0.03
	2007	185,909	100,156	53.87	85,753	46.13	12,658	6.81	7,584	4.08	71,055	38.22	53,727	28.90	10,119	5.44	17,946	9.65	4,510	2.43	4,273	2.30	173	0.09	127	0.07	1,451	0.78	1,907	1.03	190	0.10	189	0.10
	2008	180,035	96,482	53.59	83,553	46.41	12,457	6.92	7,411	4.12	67,942	37.74	51,754	28.75	9,812	5.45	17,934	9.96	4,351	2.42	4,127	2.29	199	0.11	141	0.08	1,418	0.79	1,897	1.05	303	0.17	289	0.16
	2009	187,613	100,666	53.66	86,947	46.34	13,408	7.15	7,714	4.11	70,252	37.45	53,654	28.60	10,378	5.53	18,661	9.95	4,435	2.36	4,268	2.27	221	0.12	157	0.08	1,440	0.77	1,988	1.06	532	0.28	505	0.27
12	2005	231,261	132,627	57.35	98,634	42.65	8,026	3.47	5,958	2.58	103,984	44.96	64,581	27.93	11,970	5.18	21,590	9.34	7,094	3.07	5,022	2.17					1,553	0.67	1,483	0.64				
	2006	231,347	132,825	57.41	98,522	42.59	8,274	3.58	6,216	2.69	103,467	44.72	63,806	27.58	12,309	5.32	21,722	9.39	6,998	3.02	5,160	2.23	173	0.07	113	0.05	1,545	0.67	1,449	0.63	59	0.03	56	0.02
	2007	211,511	118,971	56.25	92,540	43.75	7,849	3.71	6,020	2.85	91,727	43.37	58,926	27.86	11,397	5.39	20,985	9.92	6,203	2.93	4,892	2.31	155	0.07	117	0.06	1,442	0.68	1,415	0.67	198	0.09	185	0.09
	2008	200,955	111,256	55.36	89,699	44.64	7,804	3.88	6,082	3.03	84,875	42.24	56,339	28.04	10,872	5.41	20,509	10.21	5,868	2.92	4,941	2.46	182	0.09	113	0.06	1,342	0.67	1,449	0.72	312	0.16	267	0.13
	2009	203,105	111,180	54.74	91,925	45.26	8,000	3.94	6,294	3.10	83,999	41.36	57,172	28.15	11,169	5.50	21,136	10.41	5,952	2.93	5,245	2.58	220	0.11	142	0.07	1,375	0.68	1,507	0.74	465	0.23	429	0.21
13	2005	207,320	132,751	64.03	74,569	35.97	6,939	3.35	3,592	1.73	107,553	51.88	50,531	24.37	10,155	4.90	15,767	7.61	6,921	3.34	3,858	1.86					1,183	0.57	821	0.40				
	2006	209,299	133,611	63.84	75,688	36.16	7,175	3.43	3,738	1.79	107,651	51.43	50,879	24.31	10,460	5.00	16,090	7.69	7,006	3.35	4,044	1.93	95	0.05	52	0.02	1,168	0.56	851	0.41	56	0.03	34	0.02
	2007	189,783	118,360	62.37	71,423	37.63	6,640	3.50	3,694	1.95	94,513	49.80	47,168	24.85	9,622	5.07	15,624	8.23	6,274	3.31	3,950	2.08	85	0.04	59	0.03	1,038	0.55	802	0.42	188	0.10	126	0.07
	2008	182,615	111,916	61.29	70,699	38.71	6,557	3.59	3,863	2.12	88,508	48.47	45,787	25.07	9,404	5.15	15,940	8.73	6,089	3.33	4,058	2.22	100	0.05	74	0.04	1,007	0.55	798	0.44	251	0.14	179	0.10
	2009	182,333	109,969	60.31	72,364	39.69	6,651	3.65	4,016	2.20	86,116	47.23	46,284	25.38	9,587	5.26	16,564	9.08	6,097	3.34	4,287	2.35	107	0.06	96	0.05	1,002	0.55	820	0.45	409	0.22	297	0.16
14	2005	102,907	68,202	66.28	34,705	33.72	2,920	2.84	1,407	1.37	56,368	54.78	24,641	23.94	4,702	4.57	6,513	6.33	3,582	3.48	1,751	1.70					630	0.61	393	0.38				
	2006	100,947	65,978	65.36	34,969	34.64	2,875	2.85	1,452	1.44	54,211	53.70	24,491	24.26	4,728	4.68	6,748	6.68	3,502	3.47	1,851	1.83	27	0.03	14	0.01	615	0.61	395	0.39	23	0.02	18	0.02
	2007	93,695	59,909	63.94	33,786	36.06	2,796	2.98	1,445	1.54	48,517	51.78	23,099	24.65	4,407	4.70	6,814	7.27	3,468	3.70	1,948	2.08	40	0.04	15	0.02	592	0.63	401	0.43	89	0.09	64	0.07
	2008	92,014	57,826	62.84	34,188	37.16	2,774	3.01	1,479	1.61	46,324	50.34	22,969	24.96	4,483	4.87	7,131	7.75	3,522	3.83	2,072	2.25	36	0.04	20	0.02	559	0.61	425	0.46	128	0.14	92	0.10
	2009	93,199	57,201	61.38	35,998	38.62	2,832	3.04	1,601	1.72	45,254	48.56	23,790	25.53	4,670	5.01	7,696	8.26	3,690	3.96	2,322	2.49	44	0.05	28	0.03	528	0.57	417	0.45	183	0.20	144	0.15
15	2005	64,433	45,928	71.28	18,505	28.72	1,674	2.60	712	1.11	38,893	60.36	14,061	21.82	2,202	3.42	2,192	3.40	2,809	4.36	1,370	2.13					350	0.54	170	0.26				
	2006	66,034	46,373	70.23	19,661	29.77	1,776	2.69	751	1.14	38,958	59.00	14,747	22.33	2,283	3.46	2,396	3.63	2,978	4.51	1,557	2.36	17	0.03	3	0.00	349	0.53	201	0.30	12	0.02	6	0.01
	2007	67,960	46,660	68.66	21,300	31.34	1,975	2.91	887	1.31	37,848	55.69	15,376	22.63	2,362	3.48	2,535	3.73	4,007	5.90	2,237	3.29	23	0.03	10	0.01	405	0.60	237	0.35	40	0.06	18	0.03
	2008	61,781	41,868	67.77	19,913	32.23	1,737	2.81	819	1.33	34,212	55.38	14,381	23.28	2,293	3.71	2,541	4.11	3,166	5.12	1,821	2.95	21	0.03	13	0.02	375	0.61	212	0.34	64	0.10	26	0.04
	2009	63,514	42,269	66.55	21,245	33.45	1,779	2.80	884	1.39	34,168	53.80	15,135	23.83	2,429	3.82	2,904	4.57	3,347	5.27	2,014	3.17	28	0.04	13	0.02	410	0.65	240	0.38	108	0.17	55	0.09
Total GS & GS Related	2005	1,425,499	728,508	51.11	696,991	48.89	55,413	3.89	49,563	3.48	547,182	38.39	428,131	30.03	79,123	5.55	168,162	11.80	35,954	2.52	33,869	2.38					10,836	0.76	17,266	1.21				
	2006	1,416,901	727,981	51.38	688,920	48.62	56,725	4.00	49,605	3.50	542,959	38.32	419,675	29.62	80,820	5.70	167,205	11.80	35,432	2.50	33,660	2.38	1,057	0.07	1,082	0.08	10,587	0.75	17,204	1.21	401	0.03	489	0.03
	2007	1,322,332	674,444	51.00	647,888	49.00	55,727	4.21	46,907	3.55	495,789	37.49	389,360	29.44	76,474	5.78	159,912	12.09	33,740	2.55	31,978	2.42	1,168	0.09	1,240	0.09	10,161	0.77						

TABLE A-4
Government Wide Employment of Workers in
FEDERAL WAGE SYSTEM (FWS) POSITIONS

	2000	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2009
TOTAL WORK FORCE	CLF	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172	2,763,183		2,811,277
% of FWS Employees		8.80	8.53	8.23	8.00	7.52	7.54	7.46	7.35	7.06		6.99
FWS WORK FORCE*		214,880	208,580	202,471	194,259	196,114	196,800	194,858	191,701	195,073		196,487
% OF MEN	53.20	88.96	89.48	89.47	89.09	89.19	89.06	88.98	89.10	89.10	89.36	175,581
% OF WOMEN	46.80	11.04	10.52	10.53	10.91	10.81	10.94	11.01	10.90	10.90	10.64	20,906
HISPANIC or LATINO (%)	10.70	7.67	7.70	7.67	7.70	7.87	7.85	7.87	7.88	7.72	7.94	15,603
% OF MEN	6.20	6.92	6.99	6.94	6.91	7.08	7.02	7.04	7.08	6.92	6.89	13,530
% OF WOMEN	4.50	0.75	0.71	0.73	0.79	0.79	0.82	0.83	0.81	0.80	0.78	1,533
WHITE (%)	72.70	66.08	66.32	66.35	66.43	66.43	66.60	66.51	66.54	66.63	66.95	131,550
% OF MEN	39.00	60.59	60.97	60.95	60.81	60.85	60.93	60.88	60.94	60.96	61.34	120,521
% OF WOMEN	33.70	5.49	5.35	5.40	5.63	5.58	5.67	5.70	5.61	5.66	5.61	11,029
BLACK or AFRICAN AMERICAN(%)	10.60	18.95	18.60	18.48	18.62	18.34	18.21	18.21	18.22	18.23	17.74	34,857
% OF MEN	4.80	15.04	15.06	15.02	15.10	14.86	14.75	14.72	14.75	14.83	14.54	28,576
% OF WOMEN	5.80	3.91	3.55	3.46	3.52	3.49	3.46	3.49	3.47	3.40	3.20	6,281
ASIAN (%)**	3.60	4.60	4.62	4.75	4.50	4.73	4.75	4.19	4.06	3.96	3.88	7,618
% OF MEN	1.90	4.11	4.13	4.24	3.98	4.20	4.18	3.65	3.54	3.45	3.39	6,658
% OF WOMEN	1.70	0.49	0.49	0.51	0.52	0.53	0.57	0.54	0.52	0.51	0.49	960
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER (%)***	0.20							0.57	0.63	0.68	0.74	1,449
% OF MEN	0.10							0.52	0.57	0.62	0.67	1,314
% OF WOMEN	0.10							0.05	0.06	0.07	0.07	135
AMERICAN INDIAN/ALASKA NATIVE (%)	1.00	2.71	2.76	2.74	2.75	2.62	2.60	2.53	2.45	2.42	2.46	4,830
% OF MEN	0.50	2.30	2.35	2.32	2.30	2.19	2.18	2.12	2.05	2.01	2.04	4,017
% OF WOMEN	0.50	0.41	0.42	0.43	0.45	0.43	0.42	0.41	0.41	0.41	0.41	813
TWO OR MORE RACES***	1.00							0.06	0.22	0.36	0.57	1,120
% OF MEN	0.50							0.05	0.19	0.30	0.49	965
% OF WOMEN	0.50							0.01	0.03	0.05	0.08	155
INDIVIDUALS WITH TARGETED DISABILITIES %	CLF not available	1.40	1.40	1.34	1.29	1.23	1.16	1.14	1.13	1.09	1.07	2,110

*The remainder of the figures in this table include September 30, 2009 agency data as reported in CPDF and the Department of State. Does not include data for AAFES, FERC, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

** The numbers for 2000 - 2005 include totals for Native Hawaiian/Pacific Islanders.

*** Separate data first became available in 2006.

**TABLE A-5
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN
OTHER PAY SYSTEMS (OPS) WORK FORCE***

	2000	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2009
TOTAL WORK FORCE	CLF	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172	2,763,183		2,811,277
% of Total Work Force		40.59	39.87	40.40	40.96	37.33	37.13	37.51	41.19	45.23		44.72
OPS WORK FORCE		991,463	975,074	993,602	994,647	973,172	969,353	979,664	1,074,388	1,249,837		1,257,205
% OF MEN	53.20	59.77	59.87	59.96	59.69	59.43	58.86	58.27	57.94	55.88	56.19	706,374
% OF WOMEN	46.80	40.23	40.13	40.04	40.31	40.57	41.14	41.73	42.06	44.12	43.81	550,831
HISPANIC or LATINO (%)	10.70	7.16	7.26	7.43	7.61	7.77	7.99	7.98	7.88	7.98	7.84	98,559
% OF MEN	6.20	4.57	4.65	4.78	4.87	4.96	5.03	4.98	4.84	4.75	4.67	58,715
% OF WOMEN	4.50	2.60	2.61	2.65	2.74	2.82	2.96	3.00	3.04	3.23	3.17	39,844
WHITE (%)	72.70	64.92	64.66	64.59	64.32	64.03	63.26	63.12	63.81	64.04	64.78	814,404
% OF MEN	39.00	40.59	40.45	40.45	40.04	39.64	38.83	38.33	38.64	37.09	37.80	475,201
% OF WOMEN	33.70	24.33	24.21	24.14	24.28	24.39	24.43	24.79	25.17	26.95	26.98	339,203
BLACK or AFRICAN AMERICAN (%)	10.60	20.11	20.05	19.84	19.77	19.66	19.93	19.87	19.35	18.57	18.05	226,875
% OF MEN	4.80	10.22	10.20	10.10	10.02	9.92	9.94	9.79	9.38	8.77	8.51	106,993
% OF WOMEN	5.80	9.90	9.85	9.74	9.74	9.74	9.99	10.08	9.97	9.80	9.54	119,882
ASIAN (%) **	3.60	6.85	7.04	7.12	7.29	7.49	7.76	7.73	7.54	7.20	7.17	90,145
% OF MEN	1.90	3.95	4.10	4.15	4.27	4.42	4.56	4.55	4.41	4.19	4.17	52,404
% OF WOMEN	1.70	2.90	2.94	2.97	3.01	3.07	3.20	3.18	3.13	3.01	3.00	37,741
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER (%)***	0.20							0.13	0.18	0.35	0.36	4,561
% OF MEN	0.10							0.05	0.08	0.17	0.18	2,213
% OF WOMEN	0.10							0.08	0.10	0.18	0.19	2,348
AMERICAN INDIAN/ALASKA NATIVE(%)	1.00	0.95	0.99	1.02	1.02	1.05	1.05	1.11	1.05	1.08	1.08	13,528
% OF MEN	0.50	0.45	0.46	0.48	0.49	0.50	0.50	0.54	0.50	0.51	0.50	6,232
% OF WOMEN	0.50	0.50	0.52	0.53	0.53	0.55	0.55	0.58	0.55	0.57	0.56	7,026
TWO OR MORE RACES ***	1.00							0.05	0.18	0.79	0.75	9,403
% OF MEN	0.50							0.03	0.09	0.40	0.37	4,616
% OF WOMEN	0.50							0.03	0.10	0.39	0.38	4,787
Individuals With Targeted Disabilities %	CLF not available	0.91	0.91	0.88	0.86	0.84	0.81	0.80	0.74	0.70	0.69	8,696

* Includes September 30, 2009 agency data as reported in CPDF (485,930) and all employees of AAFES, Department of State, TVA AND USPS (771,275), but does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding and the addition of " Two or More Races" category in the 2000 Census Special EEO file. ** The numbers for 1999 - 2005 include totals for Native Hawaiian/Pacific Islanders. *** Separate data first became available in 2006.

**TABLE A-6
TEN YEAR TREND
GOVERNMENT WIDE EMPLOYMENT OF**

	INDIVIDUALS WITH TARGETED DISABILITIES*										TEN YEAR NET CHANGE
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	
TOTAL WORK FORCE	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172	2,763,183	2,811,277	
% OF TOTAL WORK FORCE	1.12	1.10	1.07	1.05	0.99	0.96	0.94	0.92	0.88	0.88	
TOTAL INDIVIDUALS WITH TARGETED	27,231	26,834	26,230	25,551	25,917	25,142	24,442	23,993	24,427	24,663	-9.43
DEAFNESS TOTAL	5,220	5,088	4,949	4,796	4,745	4,614	4,460	4,352	4,338	4,234	
% OF TARGETED DISABILITIES	19.17	18.96	18.87	18.77	18.31	18.35	18.25	18.14	17.76	17.17	-18.89
BLINDNESS TOTAL	2,603	2,636	2,582	2,588	2,687	2,606	2,573	2,516	2,576	2,653	
% OF TARGETED DISABILITIES	9.56	9.82	9.84	10.13	10.37	10.37	10.53	10.49	10.55	10.76	1.92
MISSING EXTREMITIES TOTAL	1,697	1,627	1,556	1,525	1,505	1,446	1,376	1,302	1,300	1,257	
% OF TARGETED DISABILITIES	6.23	6.06	5.93	5.97	5.81	5.75	5.63	5.43	5.32	5.10	-25.93
PARTIAL PARALYSIS TOTAL	3,475	3,346	3,283	3,219	3,229	3,111	2,984	2,897	2,853	2,872	
% OF TARGETED DISABILITIES	12.76	12.47	12.52	12.6	12.46	12.37	12.21	12.07	11.68	11.64	-17.35
COMPLETE PARALYSIS TOTAL	1,435	1,415	1,387	1,316	1,328	1,258	1,222	1,182	1,187	1,177	
% OF TARGETED DISABILITIES	5.27	5.27	5.29	5.15	5.12	5.00	5.00	4.93	4.86	4.77	-17.98
CONVULSIVE DISORDERS TOTAL	3,811	3,767	3,730	3,637	3,660	3,537	3,452	3,355	3,362	3,330	
% OF TARGETED DISABILITIES	14	14.04	14.22	14.23	14.12	14.07	14.12	13.98	13.76	13.50	-12.62
MENTAL RETARDATION TOTAL	2,533	2,428	2,261	2,106	2,057	1,946	1,857	1,771	1,753	1,690	
% OF TARGETED DISABILITIES	9.3	9.05	8.62	8.24	7.94	7.74	7.60	7.38	7.18	6.85	-33.28
MENTAL ILLNESS TOTAL	5,697	5,801	5,786	5,695	6,043	5,982	5,900	6,016	6,439	6,809	
% OF TARGETED DISABILITIES	20.92	21.62	22.06	22.29	23.32	23.79	24.14	25.07	26.36	27.61	19.52
DISTORTION OF LIMB &/OR SPINE TOTAL	757	726	696	669	663	642	618	602	619	641	
% OF TARGETED DISABILITIES	2.78	2.71	2.65	2.62	2.56	2.55	2.53	2.51	2.53	2.60	-15.32

*Includes September 30, 2009 agency data as reported in CPDF plus AAFES, FERC, Department of State, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding.

TABLE A-6a

FY 2009 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN *

DISABILITY BY TYPE	GSR-1	GSR-2	GSR-3	GSR-4	GSR-5	GSR-6	GSR-7	GSR-8	GSR-9	GSR-10
# WORK FORCE IN GRADE	3,890	5,191	18,622	52,495	102,920	81,231	142,499	52,649	132,557	15,344
% OF WORK FORCE IN GRADE	0.20	0.26	0.94	2.64	5.18	4.09	7.17	2.65	6.67	0.77
NO DISABILITIES	3,702	4,850	16,981	46,441	91,358	72,777	129,956	47,606	121,644	14,037
% OF GRADE LEVEL	95.17	93.43	91.19	88.47	88.77	89.59	91.20	90.42	91.77	91.48
NOT IDENTIFIED/DISCLOSED	41	73	345	1,185	2,437	1,842	3,008	1,218	2,919	410
% OF GRADE LEVEL	1.05	1.41	1.85	2.26	2.37	2.27	2.11	2.31	2.20	2.67
REPORTABLE DISABILITIES	147	268	1,296	4,869	9,125	6,612	9,535	3,825	7,994	897
% OF GRADE LEVEL	3.78	5.16	6.96	9.28	8.87	8.14	6.69	7.27	6.03	5.85
TARGETED DISABILITIES	39	89	329	1,162	1,967	1,131	1,586	855	1,232	118
% OF GRADE LEVEL	1.00	1.71	1.77	2.21	1.91	1.39	1.11	1.62	0.93	0.77
DEAFNESS	4	5	36	209	348	175	282	91	154	12
% OF TARGETED DISABILITIES	10.26	5.62	10.94	17.99	17.69	15.47	17.78	10.64	12.50	10.17
BLINDNESS	4	8	27	105	232	125	194	261	178	10
% OF TARGETED DISABILITIES	10.26	8.99	8.21	9.04	11.79	11.05	12.23	30.53	14.45	8.47
MISSING EXTREMITIES	4	1	3	36	59	43	66	46	71	12
% OF TARGETED DISABILITIES	10.26	1.12	0.91	3.10	3.00	3.80	4.16	5.38	5.76	10.17
PARTIAL PARALYSIS	2	15	36	164	264	132	223	110	199	20
% OF TARGETED DISABILITIES	5.13	16.85	10.94	14.11	13.42	11.67	14.06	12.87	16.15	16.95
COMPLETE PARALYSIS	2	2	10	49	96	63	67	59	88	5
% OF TARGETED DISABILITIES	5.13	2.25	3.04	4.22	4.88	5.57	4.22	6.90	7.14	4.24
CONVULSIVE DISORDERS	4	9	35	98	231	146	224	106	180	15
% OF TARGETED DISABILITIES	10.26	10.11	10.64	8.43	11.74	12.91	14.12	12.40	14.61	12.71
MENTAL RETARDATION	12	38	106	163	118	41	47	14	9	0
% OF TARGETED DISABILITIES	30.77	42.70	32.22	14.03	6.00	3.63	2.96	1.64	0.73	0.00
MENTAL ILLNESS	5	11	70	313	579	367	427	140	316	41
% OF TARGETED DISABILITIES	12.82	12.36	21.28	26.94	29.44	32.45	26.92	16.37	25.65	34.75
DISTORTION OF LIMB &/OR SPINE	2	0	6	25	40	39	56	28	37	3
% OF TARGETED DISABILITIES	5.13	0.00	1.82	2.15	2.03	3.45	3.53	3.27	3.00	2.54

TABLE A-6a

FY 2009 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN *

DISABILITY BY TYPE	GSR-11	GSR-12	GSR-13	GSR-14	GSR-15	SENIOR PAY** LEVEL	SES***	WAGE AND NON GS	TOTAL GS RELATED	ALL
# WORK FORCE IN GRADE	187,613	203,105	182,333	93,199	63,514	11,684	7,732	631,181	1,337,162	1,987,759
% OF WORK FORCE IN GRADE	9.44	10.22	9.17	4.69	3.20	0.59	0.39	31.75	67.27	
NO DISABILITIES	172,307	186,159	168,999	86,416	58,996	10,680	6,848	541,013	1,222,229	1,780,770
% OF GRADE LEVEL	91.84	91.66	92.69	92.72	92.89	91.41	88.57	85.71	91.40	89.59
NOT IDENTIFIED/DISCLOSED	4,273	5,196	4,664	2,699	1,894	456	319	14,097	32,204	47,076
% OF GRADE LEVEL	2.28	2.56	2.56	2.90	2.98	3.90	4.13	2.23	2.41	2.37
REPORTABLE DISABILITIES	11,033	11,750	8,670	4,084	2,624	548	565	76,061	82,729	159,913
% OF GRADE LEVEL	5.88	5.79	4.76	4.38	4.13	4.69	7.31	12.05	6.19	8.04
TARGETED DISABILITIES	1,632	1,605	1,166	531	316	63	30	4,545	13,758	18,396
% OF GRADE LEVEL	0.87	0.79	0.64	0.57	0.50	0.54	0.39	0.72	1.03	0.93
DEAFNESS	162	200	112	27	9	2	0	577	1,826	2,405
% OF TARGETED DISABILITIES	9.93	12.46	9.61	5.08	2.85	3.17	0.00	12.70	13.27	13.07
BLINDNESS	262	244	199	99	40	15	7	467	1,988	2,477
% OF TARGETED DISABILITIES	16.05	15.20	17.07	18.64	12.66	23.81	23.33	10.28	14.45	13.46
MISSING EXTREMITIES	108	111	96	40	20	7	3	232	716	958
% OF TARGETED DISABILITIES	6.62	6.92	8.23	7.53	6.33	11.11	10.00	5.10	5.20	5.21
PARTIAL PARALYSIS	265	296	220	121	65	12	5	528	2,132	2,677
% OF TARGETED DISABILITIES	16.24	18.44	18.87	22.79	20.57	19.05	16.67	11.62	15.50	14.55
COMPLETE PARALYSIS	142	139	103	47	34	11	4	167	906	1,088
% OF TARGETED DISABILITIES	8.70	8.66	8.83	8.85	10.76	17.46	13.33	3.67	6.59	5.91
CONVULSIVE DISORDERS	246	208	176	79	58	4	7	684	1,815	2,510
% OF TARGETED DISABILITIES	15.07	12.96	15.09	14.88	18.35	6.35	23.33	15.05	13.19	13.64
MENTAL RETARDATION	6	3	2	2	0	1	0	509	561	1,071
% OF TARGETED DISABILITIES	0.37	0.19	0.17	0.38	0.00	1.59	0.00	11.20	4.08	5.82
MENTAL ILLNESS	382	350	228	103	84	10	2	1,255	3,416	4,683
% OF TARGETED DISABILITIES	23.41	21.81	19.55	19.40	26.58	15.87	6.67	27.61	24.83	25.46
DISTORTION OF LIMB &/OR SPINE	59	54	30	13	6	3	1	125	398	527
% OF TARGETED DISABILITIES	3.62	3.36	2.57	2.45	1.90	4.76	3.33	2.75	2.89	2.86

* Includes September 30, 2009 agency data as reported in CPDF plus Department of State and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding.

**Note Senior Pay Level (SPL) positions in this table include Executive Schedule, Senior Foreign Service and other employees earning salaries above grade 15 of the General Schedule. These numbers do not include the Dept. of Veteran Affairs SPL. The Senior Executive Service (SES) employees are not included here, however they are reported separately.

*** These numbers do not include the Dept. of Veteran Affairs SES.

TABLE A-6b

FY 2009 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
ADVISORY COUNCIL ON HISTORIC PRESERVATION	54	#	1	0	0	0	0	0	0	0	0	0	0
		%	1.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AFRICAN DEVELOPMENT FOUNDATION	28	#	5	0	0	0	0	0	0	0	0	0	0
		%	17.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,813	#	77	16	4	2	1	2	0	3	3	1	0
		%	2.74%	0.57%	0.14%	0.07%	0.04%	0.07%	0.00%	0.11%	0.11%	0.04%	0.00%
AGRICULTURE, U. S DEPARTMENT OF	106,298	#	5,572	883	114	81	57	159	75	108	57	207	25
		%	5.24%	0.83%	0.11%	0.08%	0.05%	0.15%	0.07%	0.10%	0.05%	0.19%	2.35%
AMERICAN BATTLE MONUMENTS COMMISSION	44	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
APPALACHIAN REGIONAL COMMISSION	9	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ARCHITECTAL & TRANS. BARRIER COMPLIANCE BOARD	41	#	14	10	0	1	0	2	6	1	0	0	0
		%	34.15%	24.39%	0.00%	2.44%	0.00%	4.88%	14.63%	2.44%	0.00%	0.00%	0.00%
ARCTIC RESEARCH COMMISSION	10	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ARMED FORCES RETIREMENT HOME	265	#	15	2	0	0	0	0	0	0	1	1	0
		%	5.66%	0.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.38%	0.38%	0.00%
EXCELLENCE IN EDUCATION FOUNDATION	7	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
BROADCASTING BOARD OF GOVERNORS	1,764	#	48	14	0	1	1	2	0	2	5	3	0
		%	2.72%	0.79%	0.00%	0.06%	0.06%	0.11%	0.00%	0.11%	0.28%	0.17%	0.00%
CHEMICAL SAFETY & HAZARD INVESTIGATION BOARD	39	#	2	0	0	0	0	0	0	0	0	0	0
		%	5.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	9	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COMMERCE, U.S. DEPARTMENT OF	49,414	#	3,000	385	51	43	6	45	17	59	27	129	8
		%	6.07%	0.78%	0.10%	0.09%	0.01%	0.09%	0.03%	0.12%	0.05%	0.26%	1.62%
COMMISSION ON CIVIL RIGHTS	52	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COMMISSION OF FINE ARTS	10	#	1	0	0	0	0	0	0	0	0	0	0
		%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERELY DISABLED	28	#	3	2	0	1	0	0	0	1	0	0	0
		%	10.71%	7.14%	0.00%	3.57%	0.00%	0.00%	0.00%	3.57%	0.00%	0.00%	0.00%
COMMODITY FUTURES TRADING COMMISSION	571	#	14	1	0	1	0	0	0	0	0	0	0
		%	2.45%	0.18%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CONSUMER PRODUCT SAFETY COMMISSION, U. S.	461	#	35	7	1	2	0	0	0	1	0	3	0
		%	7.59%	1.52%	0.22%	0.43%	0.00%	0.00%	0.00%	0.22%	0.00%	0.65%	0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	587	#	22	2	0	0	0	0	0	1	0	1	0
		%	3.75%	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.17%	0.00%	0.17%	0.00%
COUNCIL OF ECONOMIC ADVISORS	25	#	1	0	0	0	0	0	0	0	0	0	0
		%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COUNCIL ON ENVIRONMENTAL QUALITY / OFFICE OF ENVIRONMENTAL QUALITY	24	#	1	0	0	0	0	0	0	0	0	0	0
		%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COURT SERVICES & OFFENDER SUPERVISION AGENCY	1,245	#	63	8	0	0	1	0	1	1	0	5	0
		%	5.06%	0.64%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	0.00%	0.40%	0.00%
DEFENSE, U.S. DEPARTMENT OF	762,859	#	47,212	6,096	920	530	355	944	348	946	551	1,263	239
		%	6.19%	0.80%	0.12%	0.07%	0.05%	0.12%	0.05%	0.12%	0.07%	0.17%	3.13%
AIR FORCE, DEPARTMENT OF THE	160,644	#	7,620	934	106	93	63	171	65	155	62	179	40
		%	4.74%	0.58%	0.07%	0.06%	0.04%	0.11%	0.04%	0.10%	0.04%	0.11%	2.49%
ARMY, DEPARTMENT OF THE	275,994	#	18,049	1,786	252	148	117	329	104	295	75	400	66
		%	6.54%	0.65%	0.09%	0.05%	0.04%	0.12%	0.04%	0.11%	0.03%	0.14%	2.39%

TABLE A-6b

FY 2009 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
	35,409	#	3,272	805	66	64	13	50	28	94	212	245	33
ARMY AIR FORCE EXCHANGE SERVICE		%	9.24%	2.27%	0.19%	0.18%	0.04%	0.14%	0.08%	0.27%	0.60%	0.69%	9.32%
DEFENSE COMMISSARY AGENCY	15,499	#	976	141	20	11	6	17	4	26	19	31	7
		%	6.30%	0.91%	0.13%	0.07%	0.04%	0.11%	0.03%	0.17%	0.12%	0.20%	4.52%
DEFENSE CONTRACT AUDIT AGENCY	4,322	#	246	39	5	4	3	12	1	4	1	9	0
		%	5.69%	0.90%	0.12%	0.09%	0.07%	0.28%	0.02%	0.09%	0.02%	0.21%	0.00%
DEFENSE CONTRACT MANAGEMENT AGENCY	9,964	#	802	122	18	10	9	26	13	20	2	21	3
		%	8.05%	1.22%	0.18%	0.10%	0.09%	0.26%	0.13%	0.20%	0.02%	0.21%	3.01%
DEFENSE EDUCATION ACTIVITY	14,865	#	470	42	2	3	2	7	2	14	0	11	1
		%	3.16%	0.28%	0.01%	0.02%	0.01%	0.05%	0.01%	0.09%	0.00%	0.07%	0.67%
DEFENSE FINANCE AND ACCOUNTING SERVICE	12,208	#	1,317	238	84	18	11	33	17	25	7	37	6
		%	10.79%	1.95%	0.69%	0.15%	0.09%	0.27%	0.14%	0.20%	0.06%	0.30%	4.91%
DEFENSE HUMAN RESOURCE ACTIVITY	1,037	#	76	3	1	1	0	1	0	0	0	0	0
		%	7.33%	0.29%	0.10%	0.10%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%
DEFENSE INFORMATION SYSTEMS AGENCY	5,808	#	426	53	10	5	3	8	5	11	3	5	3
		%	7.33%	0.91%	0.17%	0.09%	0.05%	0.14%	0.09%	0.19%	0.05%	0.09%	5.17%
DEFENSE LOGISTICS AGENCY	25,295	#	2,170	418	111	38	25	59	22	54	39	55	15
		%	8.58%	1.65%	0.44%	0.15%	0.10%	0.23%	0.09%	0.21%	0.15%	0.22%	5.93%
DEFENSE MISSILE DEFENSE AGENCY	1,447	#	125	10	0	0	0	4	1	2	0	3	0
		%	8.64%	0.69%	0.00%	0.00%	0.00%	0.28%	0.07%	0.14%	0.00%	0.21%	0.00%
DEFENSE SECURITY SERVICE	721	#	46	6	0	0	0	2	0	1	0	2	1
		%	6.38%	0.83%	0.00%	0.00%	0.00%	0.28%	0.00%	0.14%	0.00%	0.28%	13.87%
DEFENSE THREAT REDUCTION AGENCY	1,203	#	133	10	1	1	0	3	0	1	1	3	0
		%	11.06%	0.83%	0.08%	0.08%	0.00%	0.25%	0.00%	0.08%	0.08%	0.25%	0.00%
NAVY DEPARTMENT OF THE	190,434	#	11,068	1,423	228	125	96	211	86	236	123	257	61
		%	5.81%	0.75%	0.12%	0.07%	0.05%	0.11%	0.05%	0.12%	0.06%	0.13%	3.20%
OFFICE OF THE INSPECTOR GENERAL	1,578	#	98	18	2	4	2	5	0	2	1	2	0
		%	6.21%	1.14%	0.13%	0.25%	0.13%	0.32%	0.00%	0.13%	0.06%	0.13%	0.00%
OFFICE OF THE SECRETARY/WASH. HQTRS SERVICES	5,881	#	286	42	12	5	4	6	0	6	6	1	2
		%	4.86%	0.71%	0.20%	0.09%	0.07%	0.10%	0.00%	0.10%	0.10%	0.02%	3.40%
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	101	#	13	0	0	0	0	0	0	0	0	0	0
		%	12.87%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EDUCATION, U.S. DEPARTMENT OF	4,218	#	202	55	9	17	1	7	6	6	5	4	0
		%	4.79%	1.30%	0.21%	0.40%	0.02%	0.17%	0.14%	0.14%	0.12%	0.09%	0.00%
ELECTION ASSISTANCE COMMISSION	53	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ENERGY U.S. DEPARTMENT OF	15,826	#	834	120	15	9	5	20	12	18	1	36	4
		%	5.27%	0.76%	0.09%	0.06%	0.03%	0.13%	0.08%	0.11%	0.01%	0.23%	2.53%
ENVIRONMENTAL PROTECTION AGENCY	18,448	#	1,147	240	31	36	12	46	14	28	12	57	4
		%	6.22%	1.30%	0.17%	0.20%	0.07%	0.25%	0.08%	0.15%	0.07%	0.31%	2.17%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, U.S.	2,353	#	259	60	9	17	3	7	5	4	0	14	1
		%	11.01%	2.55%	0.38%	0.72%	0.13%	0.30%	0.21%	0.17%	0.00%	0.59%	4.25%
EXPORT-IMPORT BANK OF THE UNITED STATES	385	#	30	7	3	0	0	2	0	0	0	2	0
		%	7.79%	1.82%	0.78%	0.00%	0.00%	0.52%	0.00%	0.00%	0.00%	0.52%	0.00%
FARM CREDIT ADMINISTRATION	275	#	32	5	0	1	0	3	0	0	0	1	0
		%	11.64%	1.82%	0.00%	0.36%	0.00%	1.09%	0.00%	0.00%	0.00%	0.36%	0.00%
FARM CREDIT SYSTEM INSURANCE CORPORATION	10	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL COMMUNICATIONS COMMISSION	1,872	#	81	18	1	4	2	2	2	3	1	3	0
		%	4.33%	0.96%	0.05%	0.21%	0.11%	0.11%	0.11%	0.16%	0.05%	0.16%	0.00%
FEDERAL DEPOSIT INSURANCE CORPORATION	6,399	#	367	45	14	4	1	8	6	4	1	5	2
		%	5.74%	0.70%	0.22%	0.06%	0.02%	0.13%	0.09%	0.06%	0.02%	0.08%	3.13%
FEDERAL ELECTION COMMISSION	368	#	18	1	1	0	0	0	0	0	0	0	0
		%	4.89%	0.27%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL ENERGY REGULATORY COMMISSION	1,468	#	94	12	0	0	0	1	1	2	0	7	1
		%	6.40%	0.82%	0.00%	0.00%	0.00%	0.07%	0.07%	0.14%	0.00%	0.48%	6.81%
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	9	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

TABLE A-6b

FY 2009 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
FEDERAL HOUSING FINANCE AGENCY	428	#	20	3	0	0	0	1	0	1	0	1	0
		%	4.67%	0.70%	0.00%	0.00%	0.00%	0.23%	0.00%	0.23%	0.00%	0.23%	0.00%
FEDERAL LABOR RELATIONS AUTHORITY	121	#	6	1	0	0	0	0	0	0	0	1	0
		%	4.96%	0.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.83%	0.00%
FEDERAL MARITIME COMMISSION	124	#	10	1	0	0	0	0	0	0	0	1	0
		%	8.06%	0.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.81%	0.00%
FEDERAL MEDIATION AND CONCILIATION SERVICE	248	#	18	6	2	0	0	0	0	0	2	2	0
		%	7.26%	2.42%	0.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.81%	0.81%	0.00%
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	45	#	4	0	0	0	0	0	0	0	0	0	0
		%	8.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	84	#	6	0	0	0	0	0	0	0	0	0	0
		%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL TRADE COMMISSION	1,120	#	31	5	0	2	0	0	1	1	0	1	0
		%	2.77%	0.45%	0.00%	0.18%	0.00%	0.00%	0.09%	0.09%	0.00%	0.09%	0.00%
GENERAL SERVICES ADMINISTRATION	12,490	#	573	100	11	17	5	13	7	11	17	17	2
		%	4.59%	0.80%	0.09%	0.14%	0.04%	0.10%	0.06%	0.09%	0.14%	0.14%	1.60%
GOVERNMENT PRINTING OFFICE U. S.	2,314	#	161	33	9	2	0	0	1	3	14	4	0
		%	6.96%	1.43%	0.39%	0.09%	0.00%	0.00%	0.04%	0.13%	0.61%	0.17%	0.00%
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HEALTH AND HUMAN SERVICES, DEPARTMENT OF THE	79,427	#	3,629	592	80	76	21	93	33	81	61	133	14
		%	4.57%	0.75%	0.10%	0.10%	0.03%	0.12%	0.04%	0.10%	0.08%	0.17%	1.76%
HOLOCAUST MEMORIAL MUSEUM	190	#	17	0	0	0	0	0	0	0	0	0	0
		%	8.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HOMELAND SECURITY DEPARTMENT OF THE	186,066	#	6,846	727	71	112	33	93	43	120	34	208	13
		%	3.68%	0.39%	0.04%	0.06%	0.02%	0.05%	0.02%	0.06%	0.02%	0.11%	0.70%
HOUSING & URBAN DEVELOPMENT, DEPARTMENT OF THE	9,563	#	630	107	15	16	5	24	10	9	3	19	6
		%	6.59%	1.12%	0.16%	0.17%	0.05%	0.25%	0.10%	0.09%	0.03%	0.20%	6.27%
INSTITUTE OF MUSEUM AND LIBRARY SERVICE	89	#	6	0	0	0	0	0	0	0	0	0	0
		%	6.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERAGENCY COUNCIL ON HOMELESSNESS	14	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTER-AMERICAN FOUNDATION	46	#	4	1	0	0	0	1	0	0	0	0	0
		%	8.70%	2.17%	0.00%	0.00%	0.00%	2.17%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERIOR, DEPARTMENT OF THE	76,647	#	4,671	699	74	64	40	124	35	91	50	197	24
		%	6.09%	0.91%	0.10%	0.08%	0.05%	0.16%	0.05%	0.12%	0.07%	0.26%	3.13%
INTERNATIONAL BOUNDARY & WATER COMMISSION, US & MEXICO	287	#	19	2	0	0	0	0	0	1	1	0	0
		%	6.62%	0.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.35%	0.35%	0.00%	0.00%
INTERNATIONAL BOUNDARY COMMISSION: US & CANADA	6	#	1	0	0	0	0	0	0	0	0	0	0
		%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERNATIONAL JOINT COMMISSION: US AND CANADA	18	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERNATIONAL TRADE COMMISSION	397	#	26	3	0	0	0	0	0	1	0	2	0
		%	6.55%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.50%	0.00%
JAPAN-US. FRIENDSHIP COMMISSION	13	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	6	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JUSTICE, DEPARTMENT OF THE	112,482	#	3,444	421	40	76	29	61	28	94	11	71	11
		%	3.06%	0.37%	0.04%	0.07%	0.03%	0.05%	0.02%	0.08%	0.01%	0.06%	0.98%
LABOR, DEPARTMENT OF THE	15,981	#	937	171	31	29	12	30	8	20	6	33	2
		%	5.86%	1.07%	0.19%	0.18%	0.08%	0.19%	0.05%	0.13%	0.04%	0.21%	1.25%
MARINE MAMMAL COMMISSION	21	#	2	1	0	0	0	0	0	0	1	0	0
		%	9.52%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%
MERIT SYSTEMS PROTECTION BOARD	213	#	7	1	0	0	0	0	0	1	0	0	0
		%	3.29%	0.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.47%	0.00%	0.00%	0.00%

TABLE A-6b

FY 2009 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
MILLENNIUM CHALLENGE CORPORATION	282	#	6	0	0	0	0	0	0	0	0	0	0
		%	2.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MORRIS K. UDALL SCHOLARSHIP FOUNDATION	46	#	1	0	0	0	0	0	0	0	0	0	0
		%	2.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,522	#	929	183	28	29	13	34	23	18	2	32	4
		%	5.02%	0.99%	0.15%	0.16%	0.07%	0.18%	0.12%	0.10%	0.01%	0.17%	2.16%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	3,383	#	177	49	9	1	1	3	0	4	17	14	0
		%	5.23%	1.45%	0.27%	0.03%	0.03%	0.09%	0.00%	0.12%	0.50%	0.41%	0.00%
NATIONAL CAPITAL PLANNING COMMISSION	45	#	1	0	0	0	0	0	0	0	0	0	0
		%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL COUNCIL ON DISABILITY	23	#	5	3	0	3	0	0	0	0	0	0	0
		%	21.74%	13.04%	0.00%	13.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL CREDIT UNION ADMINISTRATION	1,013	#	61	4	1	0	0	0	0	1	0	2	0
		%	6.02%	0.39%	0.10%	0.00%	0.00%	0.00%	0.00%	0.10%	0.00%	0.20%	0.00%
NATIONAL ENDOWMENT FOR THE ARTS	180	#	11	3	0	0	1	0	0	0	0	2	0
		%	6.11%	1.67%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	0.00%	1.11%	0.00%
NATIONAL ENDOWMENT FOR THE HUMANITIES	178	#	18	3	2	0	0	0	0	0	0	1	0
		%	10.11%	1.69%	1.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.56%	0.00%
NATIONAL GALLERY OF ART	843	#	40	6	0	1	0	1	0	2	0	1	1
		%	4.74%	0.71%	0.00%	0.12%	0.00%	0.12%	0.00%	0.24%	0.00%	0.12%	11.86%
NATIONAL LABOR RELATIONS BOARD	1,649	#	57	13	0	0	1	5	2	1	1	3	0
		%	3.46%	0.79%	0.00%	0.00%	0.06%	0.30%	0.12%	0.06%	0.06%	0.18%	0.00%
NATIONAL MEDIATION BOARD	49	#	1	0	0	0	0	0	0	0	0	0	0
		%	2.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL SCIENCE FOUNDATION	1,482	#	100	16	3	2	0	4	2	0	0	5	0
		%	6.75%	1.08%	0.20%	0.13%	0.00%	0.27%	0.13%	0.00%	0.00%	0.34%	0.00%
NATIONAL SECURITY COUNCIL	62	#	2	0	0	0	0	0	0	0	0	0	0
		%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL TRANSPORTATION SAFETY BOARD	391	#	17	5	1	0	0	2	0	1	0	1	0
		%	4.35%	1.28%	0.26%	0.00%	0.00%	0.51%	0.00%	0.26%	0.00%	0.26%	0.00%
NAVAJO & HOPI INDIAN RELOCATION, OFFICE OF	45	#	11	2	0	1	0	0	0	0	0	1	0
		%	24.44%	4.44%	0.00%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	2.22%	0.00%
NUCLEAR REGULATORY COMMISSION	4,151	#	238	35	3	6	2	6	0	5	1	11	1
		%	5.73%	0.84%	0.07%	0.14%	0.05%	0.14%	0.00%	0.12%	0.02%	0.26%	2.41%
NUCLEAR WASTE TECHNICAL REVIEW BOARD	23	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	55	#	4	2	0	0	0	1	0	0	0	0	1
		%	7.27%	3.64%	0.00%	0.00%	0.00%	1.82%	0.00%	0.00%	0.00%	0.00%	181.82%
OFFICE OF ADMINISTRATION	226	#	10	3	1	0	0	0	0	0	0	2	0
		%	4.42%	1.33%	0.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%	0.00%
OFFICE OF GOVERNMENT ETHICS, US	73	#	6	0	0	0	0	0	0	0	0	0	0
		%	8.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF MANAGEMENT AND BUDGET	524	#	6	0	0	0	0	0	0	0	0	0	0
		%	1.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF NATIONAL DRUG CONTROL POLICY	92	#	3	1	0	0	1	0	0	0	0	0	0
		%	3.26%	1.09%	0.00%	0.00%	1.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF PERSONNEL MANAGEMENT	5,832	#	375	41	5	2	3	8	4	3	4	12	0
		%	6.43%	0.70%	0.09%	0.03%	0.05%	0.14%	0.07%	0.05%	0.07%	0.21%	0.00%
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	27	#	2	0	0	0	0	0	0	0	0	0	0
		%	7.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF SPECIAL COUNSEL, US	114	#	7	1	0	0	0	1	0	0	0	0	0
		%	6.14%	0.88%	0.00%	0.00%	0.00%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF U. S. TRADE REPRESENTATIVE	233	#	4	0	0	0	0	0	0	0	0	0	0
		%	1.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OVERSEAS PRIVATE INVESTMENT CORPORATION	201	#	14	1	0	1	0	0	0	0	0	0	0
		%	6.97%	0.50%	0.00%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PEACE CORPS OF THE UNITED STATES	848	#	21	1	0	0	0	1	0	0	0	0	0
		%	2.48%	0.12%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%

TABLE A-6b

FY 2009 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
PENSION BENEFIT GUARANTY CORPORATION	916	#	51	12	1	2	0	1	0	4	1	3	0
		%	5.57%	1.31%	0.11%	0.22%	0.00%	0.11%	0.00%	0.44%	0.11%	0.33%	0.00%
PRESIDIO TRUST	341	#	11	1	0	0	0	0	0	0	0	1	0
		%	3.23%	0.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.29%	0.00%
RAILROAD RETIREMENT BOARD	969	#	83	9	1	1	0	0	0	2	0	5	0
		%	8.57%	0.93%	0.10%	0.10%	0.00%	0.00%	0.00%	0.21%	0.00%	0.52%	0.00%
SECURITIES AND EXCHANGE COMMISSION, US	3,728	#	173	38	10	5	1	4	1	4	3	9	1
		%	4.64%	1.02%	0.27%	0.13%	0.03%	0.11%	0.03%	0.11%	0.08%	0.24%	2.68%
SELECTIVE SERVICE SYSTEM	178	#	11	1	1	0	0	0	0	0	0	0	0
		%	6.18%	0.56%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SMALL BUSINESS ADMINISTRATION	3,927	#	237	27	0	6	2	6	2	3	1	6	1
		%	6.04%	0.69%	0.00%	0.15%	0.05%	0.15%	0.05%	0.08%	0.03%	0.15%	2.55%
SMITHSONIAN INSTITUTION	4,144	#	191	38	6	8	1	4	0	8	1	10	0
		%	4.61%	0.92%	0.14%	0.19%	0.02%	0.10%	0.00%	0.19%	0.02%	0.24%	0.00%
SOCIAL SECURITY ADMINISTRATION	67,632	#	5,063	1,346	188	324	70	221	148	112	55	192	36
		%	7.49%	1.99%	0.28%	0.48%	0.10%	0.33%	0.22%	0.17%	0.08%	0.28%	5.32%
STATE, DEPARTMENT OF THE	25,571	#	1,325	79	12	12	7	16	0	13	4	14	1
		%	5.18%	0.31%	0.05%	0.05%	0.03%	0.06%	0.00%	0.05%	0.02%	0.05%	0.00%
TENNESSEE VALLEY AUTHORITY	12,227	#	884	57	4	5	4	15	2	10	2	9	6
		%	7.23%	0.47%	0.03%	0.04%	0.03%	0.12%	0.02%	0.08%	0.02%	0.07%	4.91%
TRADE AND DEVELOPMENT AGENCY	47	#	4	1	0	1	0	0	0	0	0	0	0
		%	8.51%	2.13%	0.00%	2.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TRANSPORTATION, DEPARTMENT OF THE	57,587	#	2,572	340	44	33	18	72	28	45	3	88	9
		%	4.47%	0.59%	0.08%	0.06%	0.03%	0.13%	0.05%	0.08%	0.01%	0.15%	1.56%
TREASURY, DEPARTMENT OF THE	108,895	#	8,772	1,864	304	473	61	255	90	227	47	354	53
		%	8.06%	1.71%	0.28%	0.43%	0.06%	0.23%	0.08%	0.21%	0.04%	0.33%	4.87%
UNITED STATES POSTAL SERVICE	707,808	#	38,500	5,372	1,759	104	278	123	54	713	405	1,861	75
		%	5.44%	0.76%	0.25%	0.01%	0.04%	0.02%	0.01%	0.10%	0.06%	0.26%	1.06%
UNITED STATES TAX COURT	228	#	4	2	1	0	0	1	0	0	0	0	0
		%	1.75%	0.88%	0.44%	0.00%	0.00%	0.44%	0.00%	0.00%	0.00%	0.00%	0.00%
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	15	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
VALLES CALDERA TRUST	48	#	3	0	0	0	0	0	0	0	0	0	0
		%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
VETERANS' AFFAIRS, DEPARTMENT OF	297,234	#	24,518	4,241	344	489	203	398	162	532	279	1,738	96
		%	8.25%	1.43%	0.12%	0.16%	0.07%	0.13%	0.05%	0.18%	0.09%	0.58%	3.23%
VIETNAM EDUCATION FOUNDATION	8	#	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes September 30, 2009 agency data as reported in CPDF plus AAFES, Department of State, FERC, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages reflected are based on people with disabilities total and not the overall work force total and may not add to 100% due to rounding.

Table A-6c

FY 2009 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS *

AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing	Partial	Complete	Convulsive	Mental	Mental	Distortion
	Work	Disabilities		Disabilities										
	Force	#	%	#	%									&/OR Spine
Agriculture, Department of	106,298	5,572	5.24	883	0.83	114	81	57	159	75	108	57	207	25
Second Level Reporting Components:														
Agricultural Marketing Service	4,217	210	4.98	30	0.71	4	5	1	1	6	3	1	9	0
Agricultural Research Service	8,961	488	5.45	90	1.00	10	4	4	13	6	11	13	25	4
Animal and Plant Health Inspection Service	8,737	590	6.75	63	0.72	6	4	1	11	3	8	3	25	2
Farm Service Agency	5,040	301	5.97	59	1.17	6	6	5	13	8	10	3	7	1
Food and Nutrition Service	1,322	102	7.72	28	2.12	4	4	0	3	3	0	6	7	1
Food Safety and Inspection Service	9,976	776	7.78	109	1.09	9	12	10	14	0	19	4	40	1
Forest Service	42,229	1,483	3.51	245	0.58	20	23	23	61	30	25	12	44	7
National Agricultural Statistics Service	1,076	59	5.48	5	0.46	0	0	0	1	0	0	0	4	0
Natural Resources Conservation Service	11,604	698	6.02	109	0.94	17	10	8	18	11	13	5	23	4
Office of Chief Financial Officer	1,210	100	8.26	25	2.07	14	1	3	3	1	1	0	0	2
Rural Development	6,049	433	7.16	52	0.86	15	6	1	8	1	11	2	7	1
Commerce, Department of	49,414	3,000	6.07	385	0.78	51	43	6	45	17	59	27	129	8
Second Level Reporting Components:														
Bureau of the Census	19,547	1,814	9.28	196	1.00	23	14	2	19	7	32	10	87	2
International Trade Administration	1,528	56	3.66	7	0.46	1	2	0	2	0	0	0	2	0
National Institute of Standards & Technology	3,126	147	4.70	24	0.77	1	3	2	1	2	2	6	4	3
National Oceanic & Atmospheric Administration	12,920	535	4.14	76	0.59	15	16	2	10	5	9	6	12	1
Patent and Trademark Office	9,694	338	3.49	61	0.63	7	8	0	7	2	15	3	18	1
Defense, Department of	762,859	47,212	6.19	6,096	0.80	920	530	355	944	348	946	551	1,263	239
Second Level Reporting Components:														
Air Force, Department of the	160,644	7,620	4.74	934	0.58	106	93	63	171	65	155	62	179	40
Army, Department of the	275,994	18,049	6.54	1,786	0.65	252	148	117	329	104	295	75	400	66
Army and Air Force Exchange Service	35,409	3,272	9.24	805	2.27	66	64	13	50	28	94	212	245	33
Defense Commissary Agency	15,499	976	6.30	141	0.91	20	11	6	17	4	26	19	31	7
Defense Contract Audit Agency	4,322	246	5.69	39	0.90	5	4	3	12	1	4	1	9	0
Defense Contract Management Agency	9,964	802	8.05	122	1.22	18	10	9	26	13	20	2	21	3
Defense Education Activity	14,865	470	3.16	42	0.28	2	3	2	7	2	14	0	11	1
Defense Finance & Accounting Service	12,208	1,317	10.79	238	1.95	84	18	11	33	17	25	7	37	6
Defense Human Resources Activity	1,037	76	7.33	3	0.29	1	1	0	1	0	0	0	0	0
Defense Information Systems Agency	5,808	426	7.33	53	0.91	10	5	3	8	5	11	3	5	3
Defense Logistics Agency	25,295	2,170	8.58	418	1.65	111	38	25	59	22	54	39	55	15
Defense Missile Defense Agency	1,447	125	8.64	10	0.69	0	0	0	4	1	2	0	3	0
Defense Threat Reduction Agency	1,203	133	11.06	10	0.83	1	1	0	3	0	1	1	3	0
Defense Security Service	721	46	6.38	6	0.83	0	0	0	2	0	1	0	2	1
Navy, Department of the	190,434	11,068	5.81	1,423	0.75	228	125	96	211	86	236	123	257	61
Office of Inspector General	1,578	98	6.21	18	1.14	2	4	2	5	0	2	1	2	0
Office of the Secretary/Wash.Hqtrs. Service	5,881	286	4.86	42	0.71	12	5	4	6	0	6	6	1	2

Table A-6c

FY 2009 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS *

AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing	Partial	Complete	Convulsive	Mental	Mental	Distortion	
	Work	Disabilities	%	Disabilities	%										Force
Health and Human Services	79,427	3,629	4.57	592	0.75	80	76	21	93	33	81	61	133	14	
Second Level Reporting Components:															
Administration for Children and Families	1,286	69	5.37	10	0.78	1	2	0	2	0	3	0	2	0	
Centers for Disease Control and Prevention	9,358	544	5.81	83	0.89	6	8	5	19	9	15	4	15	2	
Centers for Medicare & Medicaid Services	4,435	350	7.89	73	1.65	8	13	3	10	9	9	0	18	3	
Food and Drug Administration	13,524	522	3.86	97	0.72	16	13	5	12	1	13	10	26	1	
Health Resources and Services Administration	1,513	78	5.16	9	0.59	0	2	0	5	0	0	0	2	0	
Indian Health Service	13,871	565	4.07	44	0.32	0	11	2	3	1	8	2	15	2	
National Institutes of Health	19,234	828	4.30	183	0.95	46	15	5	22	5	16	37	32	5	
Program Support Center	1,164	85	7.30	22	1.89	2	1	0	3	1	5	5	5	0	
Homeland Security, Department of	186,066	6,846	3.68	727	0.39	71	112	33	93	43	120	34	208	13	
Second Level Reporting Components:															
Bureau of Citizenship and Immigration Services	10,590	581	5.49	102	0.96	17	21	2	12	8	12	3	23	4	
Bureau of Customs & Border Protection	58,044	1,267	2.18	188	0.32	24	9	6	29	14	26	28	50	2	
Bureau of Immigrations and Customs Enforcement	20,057	459	2.29	57	0.28	2	6	6	10	6	10	1	15	1	
Dept. of Homeland Security Headquarters	2,255	142	6.30	16	0.71	1	6	1	1	2	0	1	4	0	
Federal Emergency Management Agency	16,741	1,127	6.73	79	0.47	3	20	4	14	3	7	0	24	4	
Federal Law Enforcement Training Center	1,209	102	8.44	7	0.58	4	0	0	0	1	0	0	2	0	
Transportation Security Administration	60,078	2,437	4.06	203	0.34	3	44	9	18	2	53	0	73	1	
United States Coast Guard	8,220	551	6.70	52	0.63	13	5	3	5	6	6	0	14	0	
United States Secret Service	6,763	65	0.96	17	0.25	4	0	1	3	1	4	1	2	1	
Interior, Department of the	76,647	4,671	6.09	699	0.91	74	64	40	124	35	91	50	197	24	
Second Level Reporting Components:															
Bureau of Indian Affairs	9,256	362	3.91	36	0.39	0	15	3	5	2	3	0	7	1	
Bureau of Land Management	11,779	653	5.54	103	0.87	8	8	13	12	3	12	9	34	4	
Bureau of Reclamation	5,594	698	12.48	74	1.32	7	2	5	15	3	12	4	23	3	
Fish and Wildlife Service	9,725	548	5.63	90	0.93	13	3	4	25	6	8	1	27	3	
Geological Survey	9,016	474	5.26	85	0.94	11	4	5	16	5	16	7	18	3	
Minerals Management Service	1,695	106	6.25	12	0.71	3	0	1	5	0	1	0	1	1	
National Park Service	25,312	1,534	6.06	256	1.01	27	24	7	36	14	37	28	74	9	
Office of the Secretary	3,029	218	7.20	32	1.06	4	7	2	7	1	2	1	8	0	
Justice, Department of	112,482	3,444	3.06	421	0.37	40	76	29	61	28	94	11	71	11	
Second Level Reporting Components:															
Bureau of Alcohol, Tobacco, Firearms, Explosives	5,087	97	1.91	15	0.29	1	0	3	3	1	6	0	1	0	
Drug Enforcement Administration	9,591	154	1.61	27	0.28	5	3	3	4	1	5	2	4	0	
Executive Office of the U.S. Attorneys	12,097	391	3.23	54	0.45	5	6	4	11	9	8	2	9	0	
Federal Bureau of Investigation	32,992	1,078	3.27	148	0.45	18	30	10	22	4	38	0	20	6	
Federal Bureau of Prisons	36,735	1,237	3.37	96	0.26	0	21	6	8	5	26	1	24	5	
U.S. Marshals Service	4,971	109	2.19	11	0.22	0	1	2	1	2	2	0	3	0	

Table A-6c

FY 2009 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS *

AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing	Partial	Complete	Convulsive	Mental	Mental	Distortion		
	Work	Disabilities		Disabilities											Force	#
Labor, Department of	15,981	937	5.86	171	1.07	31	29	12	30	8	20	6	33	2		
Second Level Reporting Components:																
Bureau of Labor Statistics	2,437	97	3.98	18	0.74	5	2	2	0	0	4	0	5	0		
Employment Standards Administration	4,178	287	6.87	47	1.12	9	8	3	5	5	3	3	10	1		
Employment and Training Administration	1,062	70	6.59	9	0.85	1	2	0	2	0	2	1	1	0		
Mine Safety & Health Administration	2,394	100	4.18	13	0.54	4	1	2	0	1	1	1	3	0		
Occupational Safety & Health Administration	2,126	120	5.64	18	0.85	1	2	0	5	1	2	0	7	0		
Transportation, Department of	57,587	2,572	4.47	340	0.59	44	33	18	72	28	45	3	88	9		
Second Level Reporting Components:																
Federal Aviation Administration	48,363	1,952	4.04	219	0.45	22	17	14	44	19	35	2	62	4		
Federal Highway Administration	2,912	189	6.49	31	1.06	7	4	2	5	2	3	0	7	1		
Federal Motor Carrier Safety Administration	1,064	78	7.33	15	1.41	1	3	0	4	1	1	0	3	2		
Treasury, Department of the	108,895	8,772	8.06	1,864	1.71	304	473	61	255	90	227	47	354	53		
Second Level Reporting Components:																
Bureau of Engraving and Printing	1,965	88	4.48	14	0.71	3	1	0	2	1	1	1	3	2		
Bureau of Public Debt	1,954	148	7.57	24	1.23	5	1	1	4	4	4	0	5	0		
Departmental Offices	1,747	58	3.32	5	0.29	1	1	0	0	1	0	0	1	1		
Financial Management Service	1,916	134	6.99	32	1.67	9	4	3	3	1	3	4	3	2		
Internal Revenue Service	93,432	7,914	8.47	1,731	1.85	276	458	56	238	81	210	35	329	48		
Office of the Comptroller of the Currency	3,183	123	3.86	12	0.38	4	2	0	0	0	1	1	4	0		
Office of Thrift Supervision	1,013	48	4.74	8	0.79	1	0	0	3	0	2	0	2	0		
U.S. Mint	1,801	174	9.66	21	1.17	3	0	1	4	0	3	6	4	0		
U.S. Postal Service	707,888	38,500	5.44	5,372	0.76	1,759	104	278	123	54	713	405	1,861	75		
Second Level Reporting Components:**																
Headquarters	13,143	489	3.72	66	0.50	17	1	3	4	1	5	5	28	2		
Capital Metro	50,281	3,114	6.19	409	0.81	171	3	26	12	4	36	24	121	12		
Eastern Area	73,475	3,481	4.74	652	0.89	260	13	35	9	4	89	54	180	8		
Great Lakes Area	78,850	3,637	4.61	707	0.90	264	18	19	23	4	82	74	196	27		
New York Metro Area	56,330	2,684	4.76	428	0.76	143	5	10	10	4	58	54	143	1		
Northeast Area	49,002	1,868	3.81	359	0.73	78	5	29	11	5	81	18	127	5		
Pacific Area	71,491	3,199	4.47	433	0.61	128	11	26	12	5	50	76	120	5		
Southeast Area	72,977	5,313	7.28	590	0.81	190	9	45	12	12	82	28	208	4		
Southwest Area	61,643	5,540	8.99	435	0.71	128	15	34	8	2	63	14	170	1		
Western Area	93,697	6,313	6.74	978	1.04	338	10	42	14	9	121	56	379	9		
Office of the Inspector General	1,156	22	1.90	4	0.35	0	1	1	0	0	1	0	1	0		
Veterans Affairs, Department of	297,234	24,518	8.25	4,241	1.43	344	489	203	398	162	532	279	1,738	96		
Second Level Reporting Components:																
Deputy Asst Secretary For Info and Technology	7,082	807	11.40	117	1.65	18	12	6	17	8	19	0	33	4		
National Cemetery Administration	1,752	153	8.73	27	1.54	0	3	2	1	0	5	1	15	0		
Veterans Benefits Administration	19,364	2,865	14.80	440	2.27	62	29	24	56	21	50	6	184	8		
Veterans Health Administration	265,710	20,391	7.67	3,615	1.36	260	438	167	319	131	451	272	1,495	82		

*Includes September 30, 2009 agency data as reported in CPDF, by AAFES and USPS. Reportable Disabilities numbers include targeted disability numbers in this table. Percentages may not add to 100% due to

** Only permanent employees are reported by USPS for its Second Level Reporting Components.

TABLE A-6d
FIVE YEAR DISTRIBUTION ACROSS GRADE RANGES-GENERAL SCHEDULE AND RELATED (GSR)*

GENERAL SCHEDULE AND RELATED GRADES	FY	ALL		REPORTABLE DISABILITIES		TARGETED DISABILITIES		Deafness		Blindness		Missing Extremities		Partial Paralysis		Complete Paralysis		Convulsive Disorders		Mental Retardation		Mental Illness		Distortion of Limb &/or Spine	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
GSR 1-6	2005	267,541	18,206	6.80	5,421	2.03	1,015	0.38	548	0.20	193	0.07	744	0.28	277	0.10	695	0.26	621	0.23	1,181	0.44	147	0.05	
	2006	257,195	22,664	8.81	5,021	1.95	913	0.35	533	0.21	177	0.07	688	0.27	245	0.10	630	0.24	576	0.22	1,129	0.44	130	0.05	
	2007	246,790	21,741	8.81	4,771	1.93	849	0.34	487	0.20	162	0.07	645	0.26	231	0.09	585	0.24	533	0.22	1,161	0.47	118	0.05	
	2008	254,041	21,760	8.57	4,671	1.84	815	0.32	485	0.19	163	0.06	612	0.24	226	0.09	538	0.21	507	0.20	1,221	0.48	104	0.04	
	2009	264,349	22,317	8.44	4,717	1.78	777	0.29	501	0.19	146	0.06	613	0.23	222	0.08	523	0.20	478	0.18	1,345	0.51	112	0.04	
GSR 7-11	2005	552,037	28,822	5.22	5,531	1.00	681	0.12	937	0.17	355	0.06	1,006	0.18	406	0.07	870	0.16	74	0.01	1,015	0.18	187	0.03	
	2006	551,522	34,249	6.21	5,435	0.99	681	0.12	894	0.16	348	0.06	944	0.17	403	0.07	852	0.15	77	0.01	1,040	0.19	196	0.04	
	2007	512,593	31,951	6.23	5,229	1.02	680	0.13	885	0.17	308	0.06	855	0.17	387	0.08	791	0.15	74	0.01	1,062	0.21	187	0.04	
	2008	506,460	31,420	6.20	5,187	1.02	676	0.13	888	0.18	298	0.06	814	0.16	367	0.07	773	0.15	76	0.02	1,113	0.22	182	0.04	
	2009	530,662	33,284	6.27	5,423	1.02	701	0.13	905	0.17	303	0.06	817	0.15	361	0.07	771	0.15	76	0.01	1,306	0.25	183	0.03	
GSR12-13	2005	438,581	20,099	4.58	3,170	0.72	324	0.07	493	0.11	258	0.06	667	0.15	306	0.07	477	0.11	8	0.00	539	0.12	98	0.02	
	2006	440,646	23,327	5.29	3,107	0.71	327	0.07	490	0.11	241	0.05	659	0.15	289	0.07	466	0.11	7	0.00	535	0.12	93	0.02	
	2007	401,294	21,109	5.26	2,893	0.72	318	0.08	448	0.11	234	0.06	596	0.15	261	0.07	422	0.11	5	0.00	516	0.13	93	0.02	
	2008	383,570	20,016	5.22	2,753	0.72	324	0.08	434	0.11	214	0.06	546	0.14	248	0.06	392	0.10	4	0.00	504	0.13	87	0.02	
	2009	385,438	20,420	5.30	2,771	0.72	312	0.08	443	0.11	207	0.05	516	0.13	242	0.06	384	0.10	5	0.00	578	0.15	84	0.02	
GSR 14-15	2005	167,340	6,132	3.66	850	0.51	27	0.02	137	0.08	70	0.04	196	0.12	84	0.05	147	0.09	1	0.00	166	0.10	22	0.01	
	2006	166,981	6,951	4.16	844	0.51	28	0.02	134	0.08	63	0.04	190	0.11	88	0.05	149	0.09	1	0.00	173	0.10	18	0.01	
	2007	161,655	6,450	3.99	807	0.50	28	0.02	130	0.08	56	0.03	182	0.11	79	0.05	135	0.08	1	0.00	178	0.11	19	0.01	
	2008	153,795	6,507	4.23	819	0.53	29	0.02	128	0.08	63	0.04	176	0.11	82	0.05	136	0.09	2	0.00	184	0.12	19	0.01	
	2009	156,713	6,708	4.28	847	0.54	36	0.02	139	0.09	60	0.04	186	0.12	81	0.05	137	0.09	2	0.00	187	0.12	19	0.01	
TOTAL GS GRADES	2005	1,425,499	73,259	5.14	14,972	1.05	2,047	0.14	2,115	0.15	876	0.06	2,613	0.18	1,073	0.08	2,189	0.15	704	0.05	2,901	0.20	454	0.03	
	2006	1,416,901	87,191	6.15	14,407	1.02	1,949	0.14	2,051	0.14	829	0.06	2,481	0.18	1,025	0.07	2,097	0.15	661	0.05	2,877	0.20	437	0.03	
	2007	1,322,332	81,251	6.14	13,700	1.04	1,875	0.14	1,950	0.15	760	0.06	2,278	0.17	958	0.07	1,933	0.15	613	0.05	2,917	0.22	417	0.03	
	2008	1,297,866	79,703	6.14	13,430	1.03	1,844	0.14	1,935	0.15	738	0.06	2,148	0.17	923	0.07	1,839	0.14	589	0.05	3,022	0.23	392	0.03	
	2009	1,337,162	82,729	6.19	13,758	1.03	1,826	0.14	1,988	0.15	716	0.05	2,132	0.16	906	0.07	1,815	0.14	561	0.04	3,416	0.26	398	0.03	

*Includes September 30, 2009 agency data as reported in CPDF, Department of State and FER. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

** The numbers for 2002 - 2005 include totals for Native Hawaiian/Other Pacific Islanders.

*** Separate data first became available in 2006.

Table B-1 FY 2009 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force*	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	26	0	0	0.00%	0	0	0.00%
Agency for International Development	2,793	31	29	1.04%	9	7	0.25%
American Battle Monuments Commission	82	0	0	0.00%	0	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	28	0	0	0.00%	0	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	270	4	4	1.48%	0	0	0.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	1,766	70	64	3.62%	21	19	1.08%
Central Intelligence Agency	0	42	42	0.00%	21	21	0.00%
Chemical Safety and Hazard Investigation Board	40	0	0	0.00%	0	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	49	2	2	4.08%	1	1	2.04%
Committee for Purchase from People Who Are Blind or Severely Disabled	24	0	0	0.00%	0	0	0.00%
Commodity Futures Trading Commission	538	134	53	9.85%	2	2	0.37%
Consumer Product Safety Commission	461	8	8	1.74%	5	5	1.08%
Corporation for National and Community Service	581	8	7	1.20%	5	5	0.86%
Court Services & Offender Supervision Agency for DC	1,231	15	13	1.06%	5	5	0.41%
Defense Army and Air Force Exchange	35,409	392	381	1.08%	109	104	0.29%
Defense Commissary Agency	15,756	198	181	1.15%	70	64	0.41%
Defense Contract Audit Agency	3,914	29	27	0.69%	18	18	0.46%
Defense Contract Management Agency	9,613	56	52	0.54%	31	31	0.32%
Defense Finance and Accounting Service	12,303	99	88	0.72%	61	53	0.43%
Defense Human Resources Activity	1,043	5	5	0.48%	1	1	0.10%
Defense Information Systems Agency	5,559	30	29	0.52%	18	17	0.31%

Table B-1 FY 2009 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force*	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Defense Intelligence Agency	0	67	66	0.00%	29	29	0.00%
Defense Logistics Agency	22,252	256	240	1.08%	110	102	0.46%
Defense Missile Defense Agency	1,587	1	1	0.06%	1	1	0.06%
Defense National Geospatial-Intelligence Agency	0	46	45	0.00%	31	31	0.00%
Defense National Guard Bureau	58,619	165	165	0.28%	17	17	0.03%
Defense National Security Agency	0	83	72	0.00%	48	36	0.00%
Defense Nuclear Facilities Safety Board	102	1	1	0.98%	0	0	0.00%
Defense Office of the Inspector General	1,440	4	4	0.28%	3	3	0.21%
Defense Office of the Secretary - Wash. Hqtrs. Services	5,294	57	45	0.85%	32	31	0.59%
Defense Security Service	711	7	6	0.84%	6	5	0.70%
Defense Technical Information Center	289	6	6	2.08%	0	0	0.00%
Defense Threat Reduction Agency	1,199	11	10	0.83%	7	7	0.58%
Defense Uniformed Services University	737	5	5	0.68%	2	2	0.27%
Department of Agriculture	105,618	1,032	795	0.75%	492	417	0.39%
Department of Commerce	61,625	1,027	992	1.61%	447	426	0.69%
Department of Defense Education Activity	15,605	101	93	0.60%	45	44	0.28%
Department of Education	4,226	64	64	1.51%	41	41	0.97%
Department of Energy	15,373	95	89	0.58%	48	45	0.29%
Department of Health and Human Services	67,337	664	615	0.91%	348	322	0.48%
Department of Homeland Security	189,337	2,479	2,351	1.24%	1,457	1,401	0.74%
Department of Housing and Urban Development	8,906	176	149	1.67%	98	84	0.94%
Department of Justice	114,758	956	921	0.80%	722	700	0.61%
Department of Labor	16,009	118	114	0.71%	94	90	0.56%
Department of State	24,714	211	209	0.85%	118	117	0.47%
Department of the Air Force	138,237	1,083	984	0.71%	491	445	0.32%
Department of the Army	264,177	2,342	2,159	0.82%	1,207	1,120	0.42%
Department of the Interior	78,580	496	464	0.59%	271	261	0.33%
Department of the Navy	265,081	1,413	1,364	0.51%	643	621	0.23%
Department of the Treasury	123,871	818	751	0.61%	432	395	0.32%

Table B-1 FY 2009 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force*	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Department of Transportation	57,645	618	555	0.96%	349	323	0.56%
Department of Veterans Affairs	295,654	4,297	3,888	1.32%	2,221	2,058	0.70%
Environmental Protection Agency	20,321	124	108	0.53%	77	71	0.35%
Equal Employment Opportunity Commission	2,355	56	53	2.25%	30	28	1.19%
Export-Import Bank of the US	386	0	0	0.00%	0	0	0.00%
Farm Credit Administration	275	0	0	0.00%	0	0	0.00%
Farm Credit System Insurance Corporation	10	0	0	0.00%	0	0	0.00%
Federal Communications Commission	1,869	7	7	0.37%	6	6	0.32%
Federal Deposit Insurance Corporation	6,557	22	21	0.32%	12	12	0.18%
Federal Election Commission	369	8	7	1.90%	4	4	1.08%
Federal Energy Regulatory Commission	1,597	3	3	0.19%	3	3	0.19%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	420	12	12	2.86%	6	6	1.43%
Federal Labor Relations Authority	122	3	3	2.46%	2	2	1.64%
Federal Maritime Commission	124	1	1	0.81%	0	0	0.00%
Federal Mediation and Conciliation Service	251	2	2	0.80%	2	2	0.80%
Federal Mine Safety and Health Review Commission	45	2	2	4.44%	1	1	2.22%
Federal Reserve System--Board of Governors	2,120	113	113	5.33%	2	2	0.09%
Federal Retirement Thrift Investment Board	86	0	0	0.00%	0	0	0.00%
Federal Trade Commission	1,120	20	20	1.79%	5	5	0.45%
General Services Administration	12,503	168	159	1.27%	103	101	0.81%
Government Printing Office	2,320	159	118	5.09%	84	61	2.63%
Harry S. Truman Scholarship Foundation	5	0	0	0.00%	0	0	0.00%
Holocaust Memorial Museum U.S.	382	5	5	1.31%	0	0	0.00%
Institute of Museum and Library Services	87	1	1	1.15%	0	0	0.00%
Inter-American Foundation	47	0	0	0.00%	0	0	0.00%
International Boundary and Water Commission	291	2	2	0.69%	1	1	0.34%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	347	0	0	0.00%	0	0	0.00%

Table B-1 FY 2009 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force*	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	4	0	0	0.00%	0	0	0.00%
John F. Kennedy Center for the Performing Arts	1,182	0	0	0.00%	0	0	0.00%
Marine Mammal Commission	12	0	0	0.00%	0	0	0.00%
Merit Systems Protection Board	213	4	4	1.88%	3	2	0.94%
Millennium Challenge Corporation	286	0	0	0.00%	0	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	18,798	71	65	0.35%	48	42	0.22%
National Archives and Records Administration	3,488	35	35	1.00%	14	14	0.40%
National Capital Planning Commission	40	0	0	0.00%	0	0	0.00%
National Council on Disability	10	0	0	0.00%	0	0	0.00%
National Credit Union Administration	1,024	8	8	0.78%	4	4	0.39%
National Endowment for the Arts	168	30	30	17.86%	0	0	0.00%
National Endowment for the Humanities	180	0	0	0.00%	0	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	852	8	8	0.94%	7	7	0.82%
National Indian Gaming Commission	112	2	2	1.79%	1	1	0.89%
National Labor Relations Board	1,664	11	11	0.66%	5	5	0.30%
National Mediation Board	50	3	2	4.00%	3	2	4.00%
National Reconnaissance Office	0	18	16	0.00%	6	4	0.00%
National Science Foundation	1,579	11	11	0.70%	7	7	0.44%
National Transportation Safety Board	402	2	2	0.50%	1	1	0.25%
Navajo and Hopi Indian Relocation Commission	45	0	0	0.00%	0	0	0.00%
Nuclear Regulatory Commission	3,967	16	16	0.40%	8	8	0.20%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	57	1	1	1.75%	0	0	0.00%
Office of Government Ethics	75	7	3	4.00%	0	0	0.00%
Office of Personnel Management	5,675	56	50	0.88%	32	32	0.56%

Table B-1 FY 2009 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force*	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Office of Special Counsel	105	0	0	0.00%	0	0	0.00%
Office of the Director of National Intelligence	0	5	5	0.00%	4	4	0.00%
Overseas Private Investment Corporation	194	3	3	1.55%	1	1	0.52%
Peace Corps	1,193	8	8	0.67%	2	2	0.17%
Pension Benefit Guaranty Corporation	921	28	20	2.17%	21	15	1.63%
Postal Regulatory Commission	67	1	1	1.49%	0	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	970	3	3	0.31%	2	2	0.21%
Securities and Exchange Commission	3,722	21	20	0.54%	15	14	0.38%
Selective Service System	178	5	4	2.25%	5	4	2.25%
Small Business Administration	5,294	53	51	0.96%	28	26	0.49%
Smithsonian Institution	6,184	25	24	0.39%	13	13	0.21%
Social Security Administration	67,730	913	784	1.16%	477	412	0.61%
Tennessee Valley Authority	12,193	81	75	0.62%	56	50	0.41%
Trade and Development Agency	47	0	0	0.00%	0	0	0.00%
U.S. Postal Service	709,194	17,079	15,444	2.18%	5,659	5,321	0.75%
U.S. Tax Court	241	0	0	0.00%	0	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	2,731,672	36,586	33,429	1.22%	15,777	14,783	0.54%
Midsized Agencies Subtotal	155,255	1,513	1,337	0.86%	846	759	0.49%
Small Agencies Subtotal	44,524	921	772	1.73%	319	279	0.63%
Micro Agencies Subtotal	1,143	18	13	1.14%	5	4	0.35%
Government-wide	2,932,594	39,038	35,551	1.21%	16,947	15,825	0.54%

NRF = No Report Filed

* Total work force numbers are as reported in agencies' FY 2009 462 reports and do not include employees not reported for national security reasons.

Table B-1a FY 2009 Total Work Force, Counselings, and Complaints - Sub-Component Data

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Defense Logistics Agency Total	22,252	256	240	1.08%	110	102	0.46%
Defense Distribution Center	7,819	115	106	1.36%	42	38	0.49%
Defense Logistics Information Service	880	7	7	0.80%	3	3	0.34%
Defense Reutilization & Marketing Service	1,329	20	20	1.50%	8	8	0.60%
Defense Supply Center Columbus	3,422	19	18	0.53%	10	10	0.29%
Defense Supply Center Philadelphia	2,811	19	19	0.68%	8	8	0.28%
Defense Supply Center Richmond	2,978	43	42	1.41%	21	21	0.71%
DLA Operations Division	3,013	33	28	0.93%	18	14	0.46%
Defense National Guard Total	58,619	165	165	0.28%	17	17	0.03%
Alabama National Guard	1,121	2	2	0.18%	1	1	0.09%
Alaska National Guard	683	0	0	0.00%	0	0	0.00%
Arizona National Guard	1,383	30	30	2.17%	0	0	0.00%
Arkansas National Guard	1,000	1	1	0.10%	0	0	0.00%
California National Guard	2,279	4	4	0.18%	0	0	0.00%
Colorado National Guard	902	2	2	0.22%	0	0	0.00%
Connecticut National Guard	634	2	2	0.32%	0	0	0.00%
DC National Guard	860	0	0	0.00%	0	0	0.00%
Delaware National Guard	351	2	2	0.57%	1	1	0.28%
Florida National Guard	1,055	1	1	0.09%	0	0	0.00%
Georgia National Guard	1,530	0	0	0.00%	0	0	0.00%
Hawaii National Guard	1,130	0	0	0.00%	0	0	0.00%
Idaho National Guard	3,000	0	0	0.00%	0	0	0.00%
Illinois National Guard	1,299	0	0	0.00%	0	0	0.00%
Indiana National Guard	1,443	0	0	0.00%	0	0	0.00%
Iowa National Guard	1,829	33	33	1.80%	0	0	0.00%
Kansas National Guard	1,101	1	1	0.09%	0	0	0.00%
Kentucky National Guard	883	0	0	0.00%	0	0	0.00%
Louisiana National Guard	1,018	1	1	0.10%	0	0	0.00%

Table B-1a FY 2009 Total Work Force, Counselings, and Complaints - Sub-Component Data

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Maine National Guard	549	0	0	0.00%	0	0	0.00%
Maryland National Guard	546	2	2	0.37%	0	0	0.00%
Massachusetts National Guard	1,641	14	14	0.85%	0	0	0.00%
Michigan National Guard	1,417	6	6	0.42%	1	1	0.07%
Minnesota National Guard	1,088	0	0	0.00%	0	0	0.00%
Mississippi National Guard	2,028	1	1	0.05%	1	1	0.05%
Missouri National Guard	1,428	2	2	0.14%	1	1	0.07%
Montana National Guard	642	2	2	0.31%	1	1	0.16%
Nebraska National Guard	578	0	0	0.00%	0	0	0.00%
Nevada National Guard	655	2	2	0.31%	1	1	0.15%
New Hampshire National Guard	505	0	0	0.00%	0	0	0.00%
New Jersey National Guard	840	3	3	0.36%	0	0	0.00%
New Mexico National Guard	2,994	8	8	0.27%	0	0	0.00%
New York National Guard	2,031	2	2	0.10%	2	2	0.10%
North Carolina National Guard	1,055	0	0	0.00%	0	0	0.00%
North Dakota National Guard	497	0	0	0.00%	0	0	0.00%
Ohio National Guard	51	0	0	0.00%	0	0	0.00%
Oklahoma National Guard	902	0	0	0.00%	0	0	0.00%
Oregon National Guard	1,306	2	2	0.15%	0	0	0.00%
Pennsylvania National Guard	2,350	0	0	0.00%	0	0	0.00%
Puerto Rico National Guard	668	19	19	2.84%	0	0	0.00%
Rhode Island National Guard	725	0	0	0.00%	0	0	0.00%
South Carolina National Guard	899	0	0	0.00%	0	0	0.00%
South Dakota National Guard	537	0	0	0.00%	0	0	0.00%
Tennessee National Guard	919	3	3	0.33%	0	0	0.00%
Texas National Guard	2,062	4	4	0.19%	4	4	0.19%
Utah National Guard	840	8	8	0.95%	0	0	0.00%
Vermont National Guard	569	0	0	0.00%	0	0	0.00%
Virgin Islands National Guard	127	0	0	0.00%	0	0	0.00%
Virginia National Guard	810	1	1	0.12%	0	0	0.00%

Table B-1a FY 2009 Total Work Force, Counselings, and Complaints - Sub-Component Data

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Washington State National Guard	651	1	1	0.15%	1	1	0.15%
West Virginia National Guard	947	0	0	0.00%	0	0	0.00%
Wisconsin National Guard	1,794	1	1	0.06%	1	1	0.06%
Wyoming National Guard	467	5	5	1.07%	2	2	0.43%
Department of Agriculture Total	105,618	1,032	795	0.75%	492	417	0.39%
Department of Agriculture Headquarters	181	11	9	4.97%	3	3	1.66%
Agricultural Marketing Service	4,264	30	29	0.68%	20	20	0.47%
Agricultural Research Service	9,226	37	36	0.39%	31	30	0.33%
Agriculture Headquarters	2,075	31	23	1.11%	18	13	0.63%
Animal and Plant Health Inspection Service	8,992	116	113	1.26%	60	57	0.63%
COOP State Research, Education And Extension Service	369	1	1	0.27%	0	0	0.00%
Economic Research Service	383	5	5	1.31%	2	2	0.52%
Farm Service Agency	5,001	85	67	1.34%	14	13	0.26%
Food and Nutrition Service	1,328	15	13	0.98%	8	8	0.60%
Food Safety And Inspection Service	10,078	189	172	1.71%	84	83	0.82%
Foreign Agricultural Service	841	8	7	0.83%	6	5	0.59%
Forest Service	40,199	254	98	0.24%	96	46	0.11%
Grain Inspection, Packers and Stockyards Administration	810	24	15	1.85%	8	7	0.86%
National Agricultural Statistics Service	1,075	5	5	0.47%	3	3	0.28%
National Appeals Division	90	0	0	0.00%	1	1	1.11%
Natural Resources Conservation Service	11,833	62	57	0.48%	45	37	0.31%
Office Of Inspector General	587	7	7	1.19%	4	4	0.68%
Office Of The Chief Financial Officer	1,215	50	39	3.21%	32	28	2.30%
Risk Management Agency	505	8	8	1.58%	2	2	0.40%
Rural Development	6,566	94	91	1.39%	55	55	0.84%

Table B-1a FY 2009 Total Work Force, Counselings, and Complaints - Sub-Component Data

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Department of Commerce Total	61,625	1,027	992	1.61%	447	426	0.69%
All Other Commerce Bureaus	2,501	28	25	1.00%	21	19	0.76%
Bureau of the Census	23,121	145	144	0.62%	86	79	0.34%
Decennial Census	8,826	659	642	7.27%	227	223	2.53%
International Trade Administration	1,101	7	7	0.64%	5	5	0.45%
National Institute of Standards & Technology	3,409	20	20	0.59%	8	8	0.23%
National Oceanic & Atmospheric Administration	12,992	81	76	0.58%	57	52	0.40%
U. S. Patent and Trademark Office	9,675	87	78	0.81%	43	40	0.41%
Department of Energy Total	15,373	95	89	0.58%	48	45	0.29%
Bonneville Power Administration	3,146	19	17	0.54%	10	9	0.29%
Chicago Operations Office	331	2	2	0.60%	0	0	0.00%
EM Consolidated Business Center	333	5	5	1.50%	2	2	0.60%
Golden Field Office	212	4	4	1.89%	2	2	0.94%
Headquarters	4,777	20	20	0.42%	12	12	0.25%
Idaho Operations Office	275	0	0	0.00%	0	0	0.00%
National Energy Technology Lab	635	4	4	0.63%	2	2	0.31%
NNSA Service Center	2,704	11	9	0.33%	8	7	0.26%
Oak Ridge Operations	392	2	2	0.51%	1	1	0.26%
OSTI	56	0	0	0.00%	0	0	0.00%
Richland Operations Office	417	0	0	0.00%	0	0	0.00%
Savannah River Operations	348	9	8	2.30%	3	3	0.86%
Southeastern Power Administration	44	0	0	0.00%	0	0	0.00%
Southwestern Power Administration	184	6	6	3.26%	4	4	2.17%
Strategic Petroleum Reserve	93	0	0	0.00%	0	0	0.00%
Western Area Power Administration	1,426	13	12	0.84%	4	3	0.21%

Table B-1a FY 2009 Total Work Force, Counselings, and Complaints - Sub-Component Data

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Department of Health and Human Services Total	67,337	664	615	0.91%	348	322	0.48%
Administration for Children and Families	1,282	24	20	1.56%	17	13	1.01%
Agency for Healthcare Research and Quality	281	1	1	0.36%	0	0	0.00%
Centers for Disease Control and Prevention	10,420	77	75	0.72%	42	42	0.40%
Centers for Medicare & Medicaid Services	4,540	63	60	1.32%	31	30	0.66%
Food and Drug Administration	11,452	108	99	0.86%	52	44	0.38%
Health Resources and Services Administration	1,294	12	12	0.93%	6	6	0.46%
Indian Health Service	13,925	142	135	0.97%	60	58	0.42%
National Institutes of Health	19,269	132	116	0.60%	80	75	0.39%
Office of the Secretary of Health and Human Services	3,682	82	75	2.04%	46	41	1.11%
Program Support Center	737	12	12	1.63%	6	6	0.81%
Substance Abuse and Mental Health Services Admin	455	11	10	2.20%	8	7	1.54%
Department of Homeland Security Total	189,337	2,479	2,351	1.24%	1,457	1,401	0.74%
DHS Headquarters	4,451	41	41	0.92%	19	19	0.43%
Federal Emergency Management Agency	16,935	795	754	4.45%	515	505	2.98%
Federal Law Enforcement Training Center	1,212	11	11	0.91%	8	8	0.66%
Transportation Security Administration	61,040	471	458	0.75%	278	268	0.44%
U.S. Citizenship and Immigration Services	10,627	168	155	1.46%	94	88	0.83%
U.S. Coast Guard	9,693	88	88	0.91%	41	41	0.42%
U.S. Customs and Border Protection	58,496	529	487	0.83%	275	255	0.44%
U.S. Immigration and Customs Enforcement	20,105	336	318	1.58%	207	197	0.98%
U.S. Secret Service	6,778	40	39	0.58%	20	20	0.30%
Department of Justice Total	114,758	956	921	0.80%	722	700	0.61%
Alcohol, Tobacco, Firearms and Explosives	5,102	50	32	0.63%	26	17	0.33%
Bureau of Prisons	37,185	427	425	1.14%	390	388	1.04%
Drug Enforcement Administration	9,575	30	29	0.30%	30	29	0.30%

Table B-1a FY 2009 Total Work Force, Counselings, and Complaints - Sub-Component Data

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Executive Office for Immigration Review	1,343	11	11	0.82%	8	8	0.60%
Executive Office for U.S. Attorneys	12,164	70	67	0.55%	41	39	0.32%
Federal Bureau of Investigation	33,179	247	242	0.73%	157	155	0.47%
Office of Justice Programs	701	3	3	0.43%	2	1	0.14%
Offices, Boards, and Divisions	10,500	47	47	0.45%	21	21	0.20%
U.S. Marshals Service	5,009	71	65	1.30%	47	42	0.84%
Department of Labor Total	16,009	118	114	0.71%	94	90	0.56%
Bureau of Labor Statistics	2,444	3	3	0.12%	3	3	0.12%
Dept. of Labor (DM and others)	3,779	29	27	0.71%	26	24	0.64%
Employment and Training Administration	1,062	11	11	1.04%	8	8	0.75%
Employment Standards Administration	4,181	39	37	0.88%	28	26	0.62%
Mine Safety and Health Administration	2,408	15	15	0.62%	12	12	0.50%
Occupational Safety and Health Administration	2,135	21	21	0.98%	17	17	0.80%
Department of Army Total	264,177	2,342	2,159	0.82%	1,207	1,120	0.42%
Eighth U.S. Army (KOREA)	670	6	4	0.60%	5	3	0.45%
Headquarters, Department of Army	10,122	127	117	1.16%	57	53	0.52%
U.S. Army Corps of Engineers	36,962	260	233	0.63%	137	123	0.33%
U.S. Army Europe	2,122	21	18	0.85%	14	12	0.57%
U.S. Army Forces Command	3,406	24	22	0.65%	13	12	0.35%
U.S. Army Installation Management Command	62,923	676	623	0.99%	344	319	0.51%
U.S. Army Intelligence and Security Command	2,996	14	14	0.47%	8	8	0.27%
U.S. Army Material Command	64,783	531	482	0.74%	274	251	0.39%
U.S. Army Medical Command	39,513	392	373	0.94%	195	184	0.47%
U.S. Army Network Enterprise Technology Command	2,239	12	12	0.54%	5	5	0.22%
U.S. Army Pacific (USARPAC)	813	9	9	1.11%	6	6	0.74%
U.S. Army Reserve Command	12,070	132	123	1.02%	70	69	0.57%

Table B-1a FY 2009 Total Work Force, Counselings, and Complaints - Sub-Component Data

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
U.S. Army Space and Missile Defense Command	907	5	4	0.44%	5	4	0.44%
U.S. Army Special Operations Command (USASOC)	1,660	3	3	0.18%	3	3	0.18%
U.S. Army Test and Evaluation Command	4,493	29	27	0.60%	17	16	0.36%
U.S. Army Training and Doctrine Command	18,498	101	95	0.51%	54	52	0.28%
Department of Interior Total	78,580	496	464	0.59%	271	261	0.33%
Bureau Of Indian Affairs	9,288	81	64	0.69%	44	38	0.41%
Bureau Of Land Management	12,285	87	86	0.70%	41	41	0.33%
Bureau Of Reclamation	5,629	60	56	0.99%	30	29	0.52%
Bureau Of Surface Mining	531	6	6	1.13%	3	3	0.56%
Fish And Wildlife Service	9,853	35	34	0.35%	19	19	0.19%
Geological Survey	9,127	24	24	0.26%	12	11	0.12%
Minerals Management Service	1,704	14	14	0.82%	9	9	0.53%
National Park Service	26,455	145	137	0.52%	85	83	0.31%
Office Of The Secretary	3,708	44	43	1.16%	28	28	0.76%
Department of Navy Total	265,081	1,413	1,364	0.51%	643	621	0.23%
AAUSN	0	37	36	0.00%	21	21	0.00%
Bureau of Medicine & Surgery	0	147	141	0.00%	59	57	0.00%
Bureau of Naval Personnel	0	1	1	0.00%	1	1	0.00%
Chief Of Naval Operations	0	23	23	0.00%	13	13	0.00%
Commander Naval Installations	0	245	235	0.00%	104	99	0.00%
Commander Naval Reserve	0	3	3	0.00%	0	0	0.00%
Commander Pacific Fleet	0	117	114	0.00%	50	47	0.00%
Fleet Forces Command	0	151	148	0.00%	76	75	0.00%
Marine Corps HQ	0	223	221	0.00%	92	92	0.00%
Naval Air Systems Command	0	131	121	0.00%	62	58	0.00%
Naval Education & Training Command	0	31	31	0.00%	9	9	0.00%

Table B-1a FY 2009 Total Work Force, Counselings, and Complaints - Sub-Component Data

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Naval Sea Systems Command	0	79	74	0.00%	48	43	0.00%
Naval Special Warfare Command	0	8	7	0.00%	5	4	0.00%
Naval Supply Systems Command	0	73	69	0.00%	36	35	0.00%
Naval Systems Management Activity	0	0	0	0.00%	0	0	0.00%
Navy Facilities & Engineering	0	110	107	0.00%	51	51	0.00%
Office Of Naval Intelligence	0	10	10	0.00%	7	7	0.00%
Office Of Naval Research	0	6	5	0.00%	3	3	0.00%
SPAWAR	0	16	16	0.00%	4	4	0.00%
Strategic Systems Project Office	0	2	2	0.00%	2	2	0.00%
Department of the Treasury Total	123,871	818	751	0.61%	432	395	0.32%
Alcohol and Tobacco Tax and Trade Bureau	521	11	11	2.11%	9	8	1.54%
Bureau of Engraving and Printing	1,970	66	62	3.15%	54	51	2.59%
Bureau of the Public Debt	1,958	11	11	0.56%	2	2	0.10%
Departmental Offices	1,776	22	22	1.24%	13	11	0.62%
Financial Crimes Enforcement Network	346	3	3	0.87%	1	1	0.29%
Financial Management Service	1,931	26	25	1.29%	14	13	0.67%
Internal Revenue Service	105,783	563	508	0.48%	260	239	0.23%
Internal Revenue Service Office of the Chief Counsel	2,573	14	14	0.54%	12	9	0.35%
Office of the Comptroller of the Currency	3,229	20	19	0.59%	11	10	0.31%
Office of the Inspector General	115	0	0	0.00%	0	0	0.00%
Office of Thrift Supervision	1,015	5	5	0.49%	2	2	0.20%
Treasury Inspector General For Tax Administration	825	2	2	0.24%	1	1	0.12%
U. S. Mint	1,829	75	69	3.77%	53	48	2.62%
Department of Transportation Total	57,645	618	555	0.96%	349	323	0.56%
Federal Aviation Administration	48,486	528	472	0.97%	293	267	0.55%
Federal Highway Administration	2,970	24	20	0.67%	15	15	0.51%

Table B-1a FY 2009 Total Work Force, Counselings, and Complaints - Sub-Component Data

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Federal Motor Carrier Safety Administration	1,066	13	13	1.22%	10	10	0.94%
Federal Railroad Administrataion	830	8	8	0.96%	5	5	0.60%
Federal Transit Administration	545	6	4	0.73%	3	3	0.55%
Maritime Administration	771	8	7	0.91%	3	3	0.39%
National Highway Traffic Safty Administration	625	1	1	0.16%	1	1	0.16%
Office of Inspector General	440	4	4	0.91%	3	3	0.68%
Office of the Secretary	687	4	4	0.58%	1	1	0.15%
Pipeline and Hazardous Materials Safety Admin	378	4	4	1.06%	3	3	0.79%
Research and Inovative Technology Administration	705	18	18	2.55%	12	12	1.70%
St. Lawrence Development Corporation	142	0	0	0.00%	0	0	0.00%
Department of Veterans Affairs Total	295,654	4,297	3,888	1.32%	2,221	2,058	0.70%
HQ and Others	10,935	200	176	1.61%	100	86	0.79%
NCA	1,752	41	34	1.94%	13	13	0.74%
Veterans Benefits Administration	19,364	281	258	1.33%	143	136	0.70%
Veterans Health Administration	263,603	3,775	3,420	1.30%	1,965	1,823	0.69%
General Services Administration Total	12,503	168	159	1.27%	103	101	0.81%
Central Office	3,130	40	39	1.25%	23	23	0.73%
National Capital Region	1,590	30	29	1.82%	16	15	0.94%
Region 1	297	11	9	3.03%	9	8	2.69%
Region 10	458	2	2	0.44%	1	1	0.22%
Region 2	710	10	10	1.41%	8	8	1.13%
Region 3	1,042	15	15	1.44%	9	9	0.86%
Region 4	968	13	11	1.14%	6	6	0.62%
Region 5	945	11	9	0.95%	8	8	0.85%
Region 6	825	12	11	1.33%	5	5	0.61%
Region 7	1,146	7	7	0.61%	4	4	0.35%

Table B-1a FY 2009 Total Work Force, Counselings, and Complaints - Sub-Component Data

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Region 8	372	0	0	0.00%	0	0	0.00%
Region 9	1,020	17	17	1.67%	14	14	1.37%
U.S. Postal Service Total	709,194	17,079	15,444	2.18%	5,659	5,321	0.75%
Capital Metro Area Operations	58,463	1,584	1,428	2.44%	424	396	0.68%
Eastern Area	85,852	1,455	1,356	1.58%	669	635	0.74%
Great Lakes Area	90,700	1,816	1,643	1.81%	594	551	0.61%
National Area	13,536	224	207	1.53%	96	91	0.67%
New York Metro Area	59,294	1,471	1,340	2.26%	375	355	0.60%
Northeast Area	55,525	678	637	1.15%	253	237	0.43%
Office of Inspector General	1,176	20	20	1.70%	14	14	1.19%
Pacific Area	75,134	2,580	2,315	3.08%	865	810	1.08%
Southeast Area	85,900	2,658	2,362	2.75%	798	751	0.87%
Southwest Area	71,677	2,554	2,263	3.16%	916	869	1.21%
Western Area	111,937	2,039	1,873	1.67%	655	612	0.55%

Table B-2 FY 2009 All Timely Completed Counselings

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed/ Ended Counselings	% Timely Completed/ Ended Counselings (excluding remands)
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0.00%
Agency for International Development	31	31	13	4	2	19	61.29%
American Battle Monuments Commission	0	0	0	0	0	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0	0	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	4	4	0	4	0	4	100.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	70	70	65	5	0	70	100.00%
Central Intelligence Agency	42	42	8	24	0	32	76.19%
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	2	2	0	1	1	2	100.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0	0.00%
Commodity Futures Trading Commission	134	134	131	0	1	132	98.51%
Consumer Product Safety Commission	8	8	6	1	1	8	100.00%
Corporation for National and Community Service	8	8	3	0	0	3	37.50%
Court Services & Offender Supervision Agency for DC	15	15	2	5	3	10	66.67%
Defense Army and Air Force Exchange	392	392	193	15	51	259	66.07%
Defense Commissary Agency	198	197	87	0	14	101	51.27%
Defense Contract Audit Agency	29	29	10	3	0	13	44.83%
Defense Contract Management Agency	56	56	21	21	6	48	85.71%
Defense Finance and Accounting Service	99	99	53	24	20	97	97.98%
Defense Human Resources Activity	5	5	2	3	0	5	100.00%
Defense Information Systems Agency	30	30	17	10	3	30	100.00%
Defense Intelligence Agency	67	67	20	0	13	33	49.25%

Table B-2 FY 2009 All Timely Completed Counselings

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed/ Ended Counselings	% Timely Completed/ Ended Counselings (excluding remands)
Defense Logistics Agency	256	256	119	32	46	197	76.95%
Defense Missile Defense Agency	1	1	1	0	0	1	100.00%
Defense National Geospatial-Intelligence Agency	46	46	6	10	26	42	91.30%
Defense National Guard Bureau	165	165	128	8	28	164	99.39%
Defense National Security Agency	83	83	21	34	2	57	68.67%
Defense Nuclear Facilities Safety Board	1	1	0	0	1	1	100.00%
Defense Office of the Inspector General	4	4	3	0	1	4	100.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	57	57	17	21	7	45	78.95%
Defense Security Service	7	7	6	1	0	7	100.00%
Defense Technical Information Center	6	6	6	0	0	6	100.00%
Defense Threat Reduction Agency	11	11	7	1	3	11	100.00%
Defense Uniformed Services University	5	5	1	0	0	1	20.00%
Department of Agriculture	1,032	1,031	283	396	214	893	86.61%
Department of Commerce	1,027	1,027	558	149	30	737	71.76%
Department of Defense Education Activity	101	101	56	20	19	95	94.06%
Department of Education	64	64	6	2	1	9	14.06%
Department of Energy	95	95	41	7	10	58	61.05%
Department of Health and Human Services	664	664	276	139	128	543	81.78%
Department of Homeland Security	2,479	2,476	599	570	515	1,684	68.01%
Department of Housing and Urban Development	176	176	89	35	52	176	100.00%
Department of Justice	956	956	409	133	57	599	62.66%
Department of Labor	118	118	37	8	12	57	48.31%
Department of State	211	210	117	22	27	166	79.05%
Department of the Air Force	1,083	1,081	368	219	332	919	85.01%
Department of the Army	2,342	2,342	1,471	171	377	2,019	86.21%
Department of the Interior	496	496	161	155	75	391	78.83%
Department of the Navy	1,413	1,412	382	358	418	1,158	82.01%
Department of the Treasury	818	818	358	173	239	770	94.13%
Department of Transportation	618	618	233	143	202	578	93.53%

Table B-2 FY 2009 All Timely Completed Counselings

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed/ Ended Counselings	% Timely Completed/ Ended Counselings (excluding remands)
Department of Veterans Affairs	4,297	4,293	2,097	96	1,876	4,069	94.78%
Environmental Protection Agency	124	121	70	10	10	90	74.38%
Equal Employment Opportunity Commission	56	56	31	8	13	52	92.86%
Export-Import Bank of the US	0	0	0	0	0	0	0.00%
Farm Credit Administration	0	0	0	0	0	0	0.00%
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0.00%
Federal Communications Commission	7	7	6	0	1	7	100.00%
Federal Deposit Insurance Corporation	22	22	12	0	10	22	100.00%
Federal Election Commission	8	8	1	2	0	3	37.50%
Federal Energy Regulatory Commission	3	3	3	0	0	3	100.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	12	12	0	0	2	2	16.67%
Federal Labor Relations Authority	3	3	0	2	1	3	100.00%
Federal Maritime Commission	1	1	1	0	0	1	100.00%
Federal Mediation and Conciliation Service	2	2	0	0	2	2	100.00%
Federal Mine Safety and Health Review Commission	2	2	2	0	0	2	100.00%
Federal Reserve System--Board of Governors	113	113	113	0	0	113	100.00%
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0.00%
Federal Trade Commission	20	20	11	9	0	20	100.00%
General Services Administration	168	168	42	75	44	161	95.83%
Government Printing Office	159	159	89	47	0	136	85.53%
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0.00%
Holocaust Memorial Museum U.S.	5	5	0	3	2	5	100.00%
Institute of Museum and Library Services	1	1	1	0	0	1	100.00%
Inter-American Foundation	0	0	0	0	0	0	0.00%
International Boundary and Water Commission	2	2	0	2	0	2	100.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-2 FY 2009 All Timely Completed Counselings

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed/ Ended Counselings	% Timely Completed/ Ended Counselings (excluding remands)
Japan-United States Friendship Commission	0	0	0	0	0	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0.00%
Marine Mammal Commission	0	0	0	0	0	0	0.00%
Merit Systems Protection Board	4	4	2	2	0	4	100.00%
Millennium Challenge Corporation	0	0	0	0	0	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	71	71	23	15	7	45	63.38%
National Archives and Records Administration	35	35	10	5	11	26	74.29%
National Capital Planning Commission	0	0	0	0	0	0	0.00%
National Council on Disability	0	0	0	0	0	0	0.00%
National Credit Union Administration	8	8	4	0	4	8	100.00%
National Endowment for the Arts	30	30	30	0	0	30	100.00%
National Endowment for the Humanities	0	0	0	0	0	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	8	8	3	3	0	6	75.00%
National Indian Gaming Commission	2	2	0	0	0	0	0.00%
National Labor Relations Board	11	11	3	6	1	10	90.91%
National Mediation Board	3	3	1	2	0	3	100.00%
National Reconnaissance Office	18	18	9	8	1	18	100.00%
National Science Foundation	11	11	2	6	2	10	90.91%
National Transportation Safety Board	2	2	1	0	0	1	50.00%
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0.00%
Nuclear Regulatory Commission	16	16	10	2	4	16	100.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	1	1	0	1	0	1	100.00%
Office of Government Ethics	7	7	7	0	0	7	100.00%
Office of Personnel Management	56	56	40	13	3	56	100.00%
Office of Special Counsel	0	0	0	0	0	0	0.00%

Table B-2 FY 2009 All Timely Completed Counselings

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed/ Ended Counselings	% Timely Completed/ Ended Counselings (excluding remands)
Office of the Director of National Intelligence	5	5	0	3	1	4	80.00%
Overseas Private Investment Corporation	3	3	1	2	0	3	100.00%
Peace Corps	8	8	2	2	4	8	100.00%
Pension Benefit Guaranty Corporation	28	28	2	18	8	28	100.00%
Postal Regulatory Commission	1	1	1	0	0	1	100.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	3	3	1	2	0	3	100.00%
Securities and Exchange Commission	21	21	4	15	2	21	100.00%
Selective Service System	5	5	5	0	0	5	100.00%
Small Business Administration	53	53	27	3	12	42	79.25%
Smithsonian Institution	25	25	20	1	4	25	100.00%
Social Security Administration	913	912	327	315	142	784	85.96%
Tennessee Valley Authority	81	81	51	5	25	81	100.00%
Trade and Development Agency	0	0	0	0	0	0	0.00%
U.S. Postal Service	17,079	17,054	3,132	2,424	11,415	16,971	99.51%
U.S. Tax Court	0	0	0	0	0	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	36,586	36,548	11,391	5,403	16,219	33,013	90.33%
Midsize Agencies Subtotal	1,513	1,509	612	437	257	1,306	86.55%
Small Agencies Subtotal	921	921	572	190	66	828	89.90%
Micro Agencies Subtotal	18	18	12	4	2	18	100.00%
Government-wide	39,038	38,996	12,587	6,034	16,544	35,165	90.18%

NRF = No Report Filed

Table B-2a FY 2009 All Timely Completed Counselings - Sub-Component Data

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed/ Ended Counselings	% Timely Completed/ Ended Counselings (excluding remands)
Defense Logistics Agency Total	256	256	119	32	46	197	76.95%
Defense Distribution Center	115	115	52	7	27	86	74.78%
Defense Logistics Information Service	7	7	3	0	1	4	57.14%
Defense Reutilization & Marketing Service	20	20	5	5	0	10	50.00%
Defense Supply Center Columbus	19	19	9	1	1	11	57.89%
Defense Supply Center Philadelphia	19	19	6	4	9	19	100.00%
Defense Supply Center Richmond	43	43	30	6	4	40	93.02%
DLA Operations Division	33	33	14	9	4	27	81.82%
Defense National Guard Bureau Total	165	165	128	8	28	164	99.39%
Alabama National Guard	2	2	2	0	0	2	100.00%
Alaska National Guard	0	0	0	0	0	0	0.00%
Arizona National Guard	30	30	30	0	0	30	100.00%
Arkansas National Guard	1	1	1	0	0	1	100.00%
California National Guard	4	4	4	0	0	4	100.00%
Colorado National Guard	2	2	2	0	0	2	100.00%
Connecticut National Guard	2	2	2	0	0	2	100.00%
DC National Guard	0	0	0	0	0	0	0.00%
Delaware National Guard	2	2	1	1	0	2	100.00%
Florida National Guard	1	1	0	0	1	1	100.00%
Georgia National Guard	0	0	0	0	0	0	0.00%
Hawaii National Guard	0	0	0	0	0	0	0.00%
Idaho National Guard	0	0	0	0	0	0	0.00%
Illinois National Guard	0	0	0	0	0	0	0.00%
Indiana National Guard	0	0	0	0	0	0	0.00%
Iowa National Guard	33	33	29	0	4	33	100.00%
Kansas National Guard	1	1	0	0	1	1	100.00%
Kentucky National Guard	0	0	0	0	0	0	0.00%
Louisiana National Guard	1	1	0	0	1	1	100.00%

Table B-2a FY 2009 All Timely Completed Counselings - Sub-Component Data

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed/ Ended Counselings	% Timely Completed/ Ended Counselings (excluding remands)
Maine National Guard	0	0	0	0	0	0	0.00%
Maryland National Guard	2	2	1	0	1	2	100.00%
Massachusetts National Guard	14	14	13	0	1	14	100.00%
Michigan National Guard	6	6	6	0	0	6	100.00%
Minnesota National Guard	0	0	0	0	0	0	0.00%
Mississippi National Guard	1	1	0	1	0	1	100.00%
Missouri National Guard	2	2	2	0	0	2	100.00%
Montana National Guard	2	2	0	2	0	2	100.00%
Nebraska National Guard	0	0	0	0	0	0	0.00%
Nevada National Guard	2	2	1	1	0	2	100.00%
New Hampshire National Guard	0	0	0	0	0	0	0.00%
New Jersey National Guard	3	3	2	0	1	3	100.00%
New Mexico National Guard	8	8	8	0	0	8	100.00%
New York National Guard	2	2	2	0	0	2	100.00%
North Carolina National Guard	0	0	0	0	0	0	0.00%
North Dakota National Guard	0	0	0	0	0	0	0.00%
Ohio National Guard	0	0	0	0	0	0	0.00%
Oklahoma National Guard	0	0	0	0	0	0	0.00%
Oregon National Guard	2	2	0	1	1	2	100.00%
Pennsylvania National Guard	0	0	0	0	0	0	0.00%
Puerto Rico National Guard	19	19	4	1	14	19	100.00%
Rhode Island National Guard	0	0	0	0	0	0	0.00%
South Carolina National Guard	0	0	0	0	0	0	0.00%
South Dakota National Guard	0	0	0	0	0	0	0.00%
Tennessee National Guard	3	3	3	0	0	3	100.00%
Texas National Guard	4	4	4	0	0	4	100.00%
Utah National Guard	8	8	6	0	2	8	100.00%
Vermont National Guard	0	0	0	0	0	0	0.00%
Virgin Islands National Guard	0	0	0	0	0	0	0.00%

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Virginia National Guard	1	1	0	1	0	1	100.00%
Washington State National Guard	1	1	1	0	0	1	100.00%
West Virginia National Guard	0	0	0	0	0	0	0.00%
Wisconsin National Guard	1	1	1	0	0	1	100.00%
Wyoming National Guard	5	5	3	0	1	4	80.00%
Department of Agriculture Total	1,032	1,031	283	396	214	893	86.61%
Department of Agriculture Headquarters	11	11	0	2	2	4	36.36%
Agricultural Marketing Service	30	30	8	14	8	30	100.00%
Agricultural Research Service	37	37	5	26	4	35	94.59%
Agriculture Headquarters	31	31	6	14	8	28	90.32%
Animal and Plant Health Inspection Service	116	116	5	70	10	85	73.28%
COOP State Research, Education & Extension Service	1	1	1	0	0	1	100.00%
Economic Research Service	5	5	2	2	1	5	100.00%
Farm Service Agency	85	85	34	22	27	83	97.65%
Food and Nutrition Service	15	15	5	2	5	12	80.00%
Food Safety And Inspection Service	189	189	76	65	38	179	94.71%
Foreign Agricultural Service	8	8	1	0	2	3	37.50%
Forest Service	254	254	73	128	34	235	92.52%
Grain Inspection, Packers & Stockyards Admin	24	24	9	1	7	17	70.83%
National Agricultural Statistics Service	5	5	1	3	0	4	80.00%
National Appeals Division	0	0	0	0	0	0	0.00%
Natural Resources Conservation Service	62	62	21	7	26	54	87.10%
Office Of Inspector General	7	7	1	0	1	2	28.57%
Office Of The Chief Financial Officer	50	50	9	28	9	46	92.00%
Risk Management Agency	8	8	1	0	3	4	50.00%
Rural Development	94	93	25	12	29	66	70.97%

Table B-2a FY 2009 All Timely Completed Counselings - Sub-Component Data

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Department of Commerce Total	1,027	1,027	558	149	30	737	71.76%
All Other Commerce Bureaus	28	28	3	6	7	16	57.14%
Bureau of the Census	145	145	86	27	7	120	82.76%
Decennial Census	659	659	418	31	0	449	68.13%
International Trade Administration	7	7	1	1	0	2	28.57%
National Institute of Standards & Technology	20	20	2	3	0	5	25.00%
National Oceanic & Atmospheric Administration	81	81	19	45	0	64	79.01%
U. S. Patent and Trademark Office	87	87	29	36	16	81	93.10%
Department of Energy Total	95	95	41	7	10	58	61.05%
Bonneville Power Administration	19	19	9	1	1	11	57.89%
Chicago Operations Office	2	2	2	0	0	2	100.00%
EM Consolidated Business Center	5	5	0	0	3	3	60.00%
Golden Field Office	4	4	4	0	0	4	100.00%
Headquarters	20	20	5	0	2	7	35.00%
Idaho Operations Office	0	0	0	0	0	0	0.00%
National Energy Technology Lab	4	4	3	1	0	4	100.00%
NNSA Service Center	11	11	1	2	0	3	27.27%
Oak Ridge Operations	2	2	1	0	0	1	50.00%
OSTI	0	0	0	0	0	0	0.00%
Richland Operations Office	0	0	0	0	0	0	0.00%
Savannah River Operations	9	9	2	0	3	5	55.56%
Southeastern Power Administration	0	0	0	0	0	0	0.00%
Southwestern Power Administration	6	6	6	0	0	6	100.00%
Strategic Petroleum Reserve	0	0	0	0	0	0	0.00%
Western Area Power Administration	13	13	8	3	1	12	92.31%

Table B-2a FY 2009 All Timely Completed Counselings - Sub-Component Data

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed/ Ended Counselings	% Timely Completed/ Ended Counselings (excluding remands)
Department of Health and Human Services Total	664	664	276	139	128	543	81.78%
Administration for Children and Families	24	24	8	5	1	14	58.33%
Agency for Healthcare Research and Quality	1	1	1	0	0	1	100.00%
Centers for Disease Control and Prevention	77	77	15	28	7	50	64.94%
Centers for Medicare & Medicaid Services	63	63	17	32	14	63	100.00%
Food and Drug Administration	108	108	55	16	36	107	99.07%
Health Resources and Services Administration	12	12	5	4	1	10	83.33%
Indian Health Service	142	142	56	28	18	102	71.83%
National Institutes of Health	132	132	82	6	39	127	96.21%
Office of the Secretary of Health and Human Services	82	82	25	16	10	51	62.20%
Program Support Center	12	12	6	4	1	11	91.67%
Substance Abuse & Mental Health Services Admin	11	11	6	0	1	7	63.64%
Department of Homeland Security Total	2,479	2,476	599	570	515	1,684	68.01%
DHS Headquarters	41	41	23	15	2	40	97.56%
Federal Emergency Management Agency	795	795	156	55	1	212	26.67%
Federal Law Enforcement Training Center	11	11	7	3	1	11	100.00%
Transportation Security Administration	471	468	24	220	61	305	65.17%
U.S. Citizenship and Immigration Services	168	168	26	83	50	159	94.64%
U.S. Coast Guard	88	88	50	0	28	78	88.64%
U.S. Customs and Border Protection	529	529	264	2	258	524	99.05%
U.S. Immigration and Customs Enforcement	336	336	45	161	109	315	93.75%
U.S. Secret Service	40	40	4	31	5	40	100.00%

Table B-2a FY 2009 All Timely Completed Counselings - Sub-Component Data

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed/ Ended Counselings	% Timely Completed/ Ended Counselings (excluding remands)
Department of Justice Total	956	956	409	133	57	599	62.66%
Alcohol, Tobacco, Firearms and Explosives	50	50	15	6	3	24	48.00%
Bureau of Prisons	427	427	146	76	14	236	55.27%
Drug Enforcement Administration	30	30	14	0	1	15	50.00%
Executive Office for Immigration Review	11	11	6	2	0	8	72.73%
Executive Office for U.S. Attorneys	70	70	33	5	12	50	71.43%
Federal Bureau of Investigation	247	247	136	17	20	173	70.04%
Office of Justice Programs	3	3	0	1	1	2	66.67%
Offices, Boards, and Divisions	47	47	11	10	6	27	57.45%
U.S. Marshals Service	71	71	48	16	0	64	90.14%
Department of Labor Total	118	118	37	8	12	57	48.31%
Bureau of Labor Statistics	3	3	1	1	0	2	66.67%
Dept. of Labor (DM and others)	29	29	13	1	1	15	51.72%
Employment and Training Administration	11	11	4	1	1	6	54.55%
Employment Standards Administration	39	39	14	3	2	19	48.72%
Mine Safety and Health Administration	15	15	1	1	4	6	40.00%
Occupational Safety and Health Administration	21	21	4	1	4	9	42.86%
Department of the Army Total	2,342	2,342	1,471	171	377	2,019	86.21%
Eighth U.S. Army (KOREA)	6	6	6	0	0	6	100.00%
Headquarters, Department of Army	127	127	53	13	38	104	81.89%
U.S. Army Corps of Engineers	260	260	125	49	18	192	73.85%
U.S. Army Europe	21	21	13	1	1	15	71.43%
U.S. Army Forces Command	24	24	15	2	5	22	91.67%
U.S. Army Installation Management Command	676	676	478	25	120	623	92.16%

Table B-2a FY 2009 All Timely Completed Counselings - Sub-Component Data

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed/ Ended Counselings	% Timely Completed/ Ended Counselings (excluding remands)
U.S. Army Intelligence and Security Command	14	14	5	1	5	11	78.57%
U.S. Army Material Command	531	531	301	45	80	426	80.23%
U.S. Army Medical Command	392	392	249	22	82	353	90.05%
U.S. Army Network Enterprise Technology Command	12	12	5	0	5	10	83.33%
U.S. Army Pacific (USARPAC)	9	9	7	1	0	8	88.89%
U.S. Army Reserve Command	132	132	130	1	0	131	99.24%
U.S. Army Space and Missile Defense Command	5	5	1	3	0	4	80.00%
U.S. Army Special Operations Command (USASOC)	3	3	2	0	1	3	100.00%
U.S. Army Test and Evaluation Command	29	29	21	1	2	24	82.76%
U.S. Army Training and Doctrine Command	101	101	60	7	20	87	86.14%
Department of the Interior Total	496	496	161	155	75	391	78.83%
Bureau Of Indian Affairs	81	81	27	37	8	72	88.89%
Bureau Of Land Management	87	87	33	35	17	85	97.70%
Bureau Of Reclamation	60	60	24	11	12	47	78.33%
Bureau Of Surface Mining	6	6	2	0	2	4	66.67%
Fish And Wildlife Service	35	35	9	11	3	23	65.71%
Geological Survey	24	24	7	12	5	24	100.00%
Minerals Management Service	14	14	7	0	3	10	71.43%
National Park Service	145	145	37	39	14	90	62.07%
Office Of The Secretary	44	44	15	10	11	36	81.82%
Department of the Navy Total	1,413	1,412	382	358	418	1,158	82.01%
AAUSN	37	37	3	10	12	25	67.57%
Bureau of Medicine & Surgery	147	147	49	24	47	120	81.63%
Bureau of Naval Personnel	1	1	0	1	0	1	100.00%

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Chief Of Naval Operations	23	23	5	4	8	17	73.91%
Commander Naval Installations	245	245	63	56	90	209	85.31%
Commander Naval Reserve	3	3	0	0	1	1	33.33%
Commander Pacific Fleet	117	117	52	20	31	103	88.03%
Fleet Forces Command	151	150	42	14	66	122	81.33%
Marine Corps HQ	223	223	52	71	51	174	78.03%
Naval Air Systems Command	131	131	31	68	20	119	90.84%
Naval Education & Training Command	31	31	7	4	14	25	80.65%
Naval Sea Systems Command	79	79	22	19	13	54	68.35%
Naval Special Warfare Command	8	8	0	7	1	8	100.00%
Naval Supply Systems Command	73	73	23	23	17	63	86.30%
Naval Systems Management Activity	0	0	0	0	0	0	0.00%
Navy Facilities & Engineering	110	110	27	24	45	96	87.27%
Office Of Naval Intelligence	10	10	0	2	0	2	20.00%
Office Of Naval Research	6	6	0	2	2	4	66.67%
SPAWAR	16	16	5	8	0	13	81.25%
Strategic Systems Project Office	2	2	1	1	0	2	100.00%
Department of the Treasury Total	818	818	358	173	239	770	94.13%
Alcohol and Tobacco Tax and Trade Bureau	11	11	2	0	1	3	27.27%
Bureau of Engraving and Printing	66	66	55	1	8	64	96.97%
Bureau of the Public Debt	11	11	4	0	7	11	100.00%
Departmental Offices	22	22	10	3	3	16	72.73%
Financial Crimes Enforcement Network	3	3	0	0	3	3	100.00%
Financial Management Service	26	26	13	3	8	24	92.31%
Internal Revenue Service	563	563	233	135	193	561	99.64%
Internal Revenue Service Office of the Chief Counsel	14	14	2	6	0	8	57.14%

Table B-2a FY 2009 All Timely Completed Counselings - Sub-Component Data

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Office of the Comptroller of the Currency	20	20	7	10	3	20	100.00%
Office of the Inspector General	0	0	0	0	0	0	0.00%
Office of Thrift Supervision	5	5	0	2	1	3	60.00%
Treasury Inspector General For Tax Administration	2	2	1	0	1	2	100.00%
U. S. Mint	75	75	31	13	11	55	73.33%
Department of Transportation Total	618	618	233	143	202	578	93.53%
Federal Aviation Administration	528	528	206	125	196	527	99.81%
Federal Highway Administration	24	24	10	8	4	22	91.67%
Federal Motor Carrier Safety Administration	13	13	3	2	0	5	38.46%
Federal Railroad Administration	8	8	1	1	0	2	25.00%
Federal Transit Administration	6	6	4	0	0	4	66.67%
Maritime Administration	8	8	3	0	0	3	37.50%
National Highway Traffic Safety Administration	1	1	1	0	0	1	100.00%
Office of Inspector General	4	4	0	2	1	3	75.00%
Office of the Secretary	4	4	2	1	0	3	75.00%
Pipeline and Hazardous Materials Safety Admin	4	4	0	1	1	2	50.00%
Research and Innovative Technology Administration	18	18	3	3	0	6	33.33%
St. Lawrence Development Corporation	0	0	0	0	0	0	0.00%
Department of Veterans Affairs Total	4,297	4,293	2,097	96	1,876	4,069	94.78%
HQ and Others	200	200	106	12	73	191	95.50%
NCA	41	41	20	0	19	39	95.12%
Veterans Benefits Administration	281	280	142	9	112	263	93.93%
Veterans Health Administration	3,775	3,772	1,829	75	1,672	3,576	94.80%

Table B-2a FY 2009 All Timely Completed Counselings - Sub-Component Data

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General Services Administration Total	168	168	42	75	44	161	95.83%
Central Office	40	40	8	14	16	38	95.00%
National Capital Region	30	30	5	11	13	29	96.67%
Region 1	11	11	5	5	1	11	100.00%
Region 10	2	2	1	1	0	2	100.00%
Region 2	10	10	9	0	0	9	90.00%
Region 3	15	15	1	13	1	15	100.00%
Region 4	13	13	4	9	0	13	100.00%
Region 5	11	11	0	8	2	10	90.91%
Region 6	12	12	0	6	4	10	83.33%
Region 7	7	7	1	0	6	7	100.00%
Region 8	0	0	0	0	0	0	0.00%
Region 9	17	17	8	8	1	17	100.00%
U.S. Postal Service Total	17,079	17,054	3,132	2,424	11,415	16,971	99.51%
Capital Metro Area Operations	1,584	1,584	326	198	1,056	1,580	99.75%
Eastern Area	1,455	1,451	290	350	790	1,430	98.55%
Great Lakes Area	1,816	1,815	339	235	1,240	1,814	99.94%
National Area	224	224	38	41	142	221	98.66%
New York Metro Area	1,471	1,470	155	251	1,044	1,450	98.64%
Northeast Area	678	678	77	191	409	677	99.85%
Office of Inspector General	20	20	3	6	11	20	100.00%
Pacific Area	2,580	2,575	538	301	1,727	2,566	99.65%
Southeast Area	2,658	2,649	589	274	1,781	2,644	99.81%
Southwest Area	2,554	2,553	396	259	1,880	2,535	99.29%
Western Area	2,039	2,035	381	318	1,335	2,034	99.95%

Table B-3 FY 2009 Outcomes of All Pre-Complaint Closures

Agency or Department	Number Completed/ Ended Counselings	Number Completed/ Ended by Settlements	% Settlements	Number Completed/ Ended by Withdrawals/ No Complaints Filed	% Withdrawals/ No Complaints Filed	Total Number Completed/ Ended by Resolution	% Resolutions	Number Completed/ Ended by Filing Complaint	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	31	4	12.90%	18	58.06%	22	70.97%	8	25.81%	1	3.23%
American Battle Monuments Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	4	3	75.00%	1	25.00%	4	100.00%	0	0.00%	0	0.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	70	2	2.86%	47	67.14%	49	70.00%	21	30.00%	0	0.00%
Central Intelligence Agency	42	2	4.76%	19	45.24%	21	50.00%	21	50.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	2	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	134	0	0.00%	132	98.51%	132	98.51%	2	1.49%	0	0.00%
Consumer Product Safety Commission	8	1	12.50%	2	25.00%	3	37.50%	5	62.50%	0	0.00%
Corporation for National and Community Service	8	0	0.00%	3	37.50%	3	37.50%	5	62.50%	0	0.00%
Court Services & Offender Supervision Agency for DC	15	2	13.33%	8	53.33%	10	66.67%	5	33.33%	0	0.00%
Defense Army and Air Force Exchange	392	37	9.44%	232	59.18%	269	68.62%	109	27.81%	14	3.57%
Defense Commissary Agency	198	12	6.06%	112	56.57%	124	62.63%	69	34.85%	5	2.53%
Defense Contract Audit Agency	29	2	6.90%	6	20.69%	8	27.59%	18	62.07%	3	10.34%
Defense Contract Management Agency	56	1	1.79%	23	41.07%	24	42.86%	31	55.36%	1	1.79%
Defense Finance and Accounting Service	99	14	14.14%	23	23.23%	37	37.37%	55	55.56%	7	7.07%
Defense Human Resources Activity	5	0	0.00%	3	60.00%	3	60.00%	1	20.00%	1	20.00%
Defense Information Systems Agency	30	4	13.33%	6	20.00%	10	33.33%	18	60.00%	2	6.67%
Defense Intelligence Agency	67	13	19.40%	24	35.82%	37	55.22%	29	43.28%	1	1.49%
Defense Logistics Agency	256	35	13.67%	105	41.02%	140	54.69%	104	40.63%	12	4.69%
Defense Missile Defense Agency	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	46	3	6.52%	11	23.91%	14	30.43%	31	67.39%	1	2.17%
Defense National Guard Bureau	165	54	32.73%	91	55.15%	145	87.88%	17	10.30%	3	1.82%
Defense National Security Agency	83	0	0.00%	34	40.96%	34	40.96%	48	57.83%	1	1.20%
Defense Nuclear Facilities Safety Board	1	1	100.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	4	1	25.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	57	0	0.00%	20	35.09%	20	35.09%	28	49.12%	9	15.79%
Defense Security Service	7	1	14.29%	0	0.00%	1	14.29%	6	85.71%	0	0.00%
Defense Technical Information Center	6	0	0.00%	2	33.33%	2	33.33%	0	0.00%	4	66.67%
Defense Threat Reduction Agency	11	0	0.00%	3	27.27%	3	27.27%	8	72.73%	0	0.00%

Table B-3 FY 2009 Outcomes of All Pre-Complaint Closures

Agency or Department	Number Completed/ Ended Counselings	Number Completed/ Ended by Settlements	% Settlements	Number Completed/ Ended by Withdrawals/ No Complaints Filed	% Withdrawals/ No Complaints Filed	Total Number Completed/ Ended by Resolution	% Resolutions	Number Completed/ Ended by Filing Complaint	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Defense Uniformed Services University	5	0	0.00%	3	60.00%	3	60.00%	2	40.00%	0	0.00%
Department of Agriculture	1,032	122	11.82%	400	38.76%	522	50.58%	479	46.41%	31	3.00%
Department of Commerce	1,027	37	3.60%	523	50.93%	560	54.53%	443	43.14%	24	2.34%
Department of Defense Education Activity	101	12	11.88%	42	41.58%	54	53.47%	45	44.55%	2	1.98%
Department of Education	64	0	0.00%	22	34.38%	22	34.38%	41	64.06%	1	1.56%
Department of Energy	95	13	13.68%	32	33.68%	45	47.37%	48	50.53%	2	2.11%
Department of Health and Human Services	664	29	4.37%	279	42.02%	308	46.39%	338	50.90%	18	2.71%
Department of Homeland Security	2,479	130	5.24%	831	33.52%	961	38.77%	1,423	57.40%	95	3.83%
Department of Housing and Urban Development	176	7	3.98%	63	35.80%	70	39.77%	98	55.68%	8	4.55%
Department of Justice	956	42	4.39%	197	20.61%	239	25.00%	703	73.54%	14	1.46%
Department of Labor	118	3	2.54%	18	15.25%	21	17.80%	94	79.66%	3	2.54%
Department of State	211	4	1.90%	95	45.02%	99	46.92%	108	51.18%	4	1.90%
Department of the Air Force	1,083	204	18.84%	377	34.81%	581	53.65%	477	44.04%	25	2.31%
Department of the Army	2,342	272	11.61%	792	33.82%	1,064	45.43%	1,175	50.17%	103	4.40%
Department of the Interior	496	44	8.87%	167	33.67%	211	42.54%	270	54.44%	15	3.02%
Department of the Navy	1,413	180	12.74%	563	39.84%	743	52.58%	643	45.51%	27	1.91%
Department of the Treasury	818	153	18.70%	262	32.03%	415	50.73%	374	45.72%	29	3.55%
Department of Transportation	618	47	7.61%	220	35.60%	267	43.20%	331	53.56%	20	3.24%
Department of Veterans Affairs	4,297	490	11.40%	1,611	37.49%	2,101	48.89%	2,106	49.01%	90	2.09%
Environmental Protection Agency	124	10	8.06%	34	27.42%	44	35.48%	77	62.10%	3	2.42%
Equal Employment Opportunity Commission	56	8	14.29%	15	26.79%	23	41.07%	30	53.57%	3	5.36%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	7	0	0.00%	1	14.29%	1	14.29%	6	85.71%	0	0.00%
Federal Deposit Insurance Corporation	22	4	18.18%	8	36.36%	12	54.55%	9	40.91%	1	4.55%
Federal Election Commission	8	0	0.00%	4	50.00%	4	50.00%	3	37.50%	1	12.50%
Federal Energy Regulatory Commission	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	12	3	25.00%	3	25.00%	6	50.00%	6	50.00%	0	0.00%
Federal Labor Relations Authority	3	0	0.00%	1	33.33%	1	33.33%	2	66.67%	0	0.00%
Federal Maritime Commission	1	1	100.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%
Federal Mine Safety and Health Review Commission	2	1	50.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
Federal Reserve System--Board of Governors	113	0	0.00%	111	98.23%	111	98.23%	2	1.77%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	20	0	0.00%	13	65.00%	13	65.00%	5	25.00%	2	10.00%
General Services Administration	168	13	7.74%	42	25.00%	55	32.74%	101	60.12%	12	7.14%
Government Printing Office	159	0	0.00%	71	44.65%	71	44.65%	84	52.83%	4	2.52%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	5	1	20.00%	4	80.00%	5	100.00%	0	0.00%	0	0.00%

Table B-3 FY 2009 Outcomes of All Pre-Complaint Closures

Agency or Department	Number Completed/ Ended Counselings	Number Completed/ Ended by Settlements	% Settlements	Number Completed/ Ended by Withdrawals/ No Complaints Filed	% Withdrawals/ No Complaints Filed	Total Number Completed/ Ended by Resolution	% Resolutions	Number Completed/ Ended by Filing Complaint	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Institute of Museum and Library Services	1	1	100.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Inter-American Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	2	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	4	0	0.00%	2	50.00%	2	50.00%	2	50.00%	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	71	4	5.63%	21	29.58%	25	35.21%	44	61.97%	2	2.82%
National Archives and Records Administration	35	9	25.71%	9	25.71%	18	51.43%	14	40.00%	3	8.57%
National Capital Planning Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	8	3	37.50%	2	25.00%	5	62.50%	3	37.50%	0	0.00%
National Endowment for the Arts	30	0	0.00%	30	100.00%	30	100.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	8	0	0.00%	1	12.50%	1	12.50%	7	87.50%	0	0.00%
National Indian Gaming Commission	2	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
National Labor Relations Board	11	0	0.00%	6	54.55%	6	54.55%	5	45.45%	0	0.00%
National Mediation Board	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
National Reconnaissance Office	18	3	16.67%	9	50.00%	12	66.67%	6	33.33%	0	0.00%
National Science Foundation	11	3	27.27%	0	0.00%	3	27.27%	7	63.64%	1	9.09%
National Transportation Safety Board	2	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	16	2	12.50%	5	31.25%	7	43.75%	8	50.00%	1	6.25%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Office of Government Ethics	7	0	0.00%	7	100.00%	7	100.00%	0	0.00%	0	0.00%
Office of Personnel Management	56	3	5.36%	18	32.14%	21	37.50%	32	57.14%	3	5.36%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	5	1	20.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%
Overseas Private Investment Corporation	3	1	33.33%	1	33.33%	2	66.67%	1	33.33%	0	0.00%
Peace Corps	8	2	25.00%	2	25.00%	4	50.00%	2	25.00%	2	25.00%
Pension Benefit Guaranty Corporation	28	4	14.29%	7	25.00%	11	39.29%	17	60.71%	0	0.00%
Postal Regulatory Commission	1	1	100.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-3 FY 2009 Outcomes of All Pre-Complaint Closures

Agency or Department	Number Completed/ Ended Counselings	Number Completed/ Ended by Settlements	% Settlements	Number Completed/ Ended by Withdrawals/ No Complaints Filed	% Withdrawals/ No Complaints Filed	Total Number Completed/ Ended by Resolution	% Resolutions	Number Completed/ Ended by Filing Complaint	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Railroad Retirement Board	3	0	0.00%	1	33.33%	1	33.33%	2	66.67%	0	0.00%
Securities and Exchange Commission	21	1	4.76%	5	23.81%	6	28.57%	15	71.43%	0	0.00%
Selective Service System	5	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%
Small Business Administration	53	7	13.21%	12	22.64%	19	35.85%	28	52.83%	6	11.32%
Smithsonian Institution	25	1	4.00%	8	32.00%	9	36.00%	12	48.00%	4	16.00%
Social Security Administration	913	79	8.65%	340	37.24%	419	45.89%	463	50.71%	31	3.40%
Tennessee Valley Authority	81	4	4.94%	5	6.17%	9	11.11%	56	69.14%	16	19.75%
Trade and Development Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	17,079	4,584	26.84%	6,707	39.27%	11,291	66.11%	5,400	31.62%	388	2.27%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	36,586	6,550	17.90%	13,899	37.99%	20,449	55.89%	15,174	41.47%	963	2.63%
Midsize Agencies Subtotal	1,513	125	8.26%	488	32.25%	613	40.52%	822	54.33%	78	5.16%
Small Agencies Subtotal	921	56	6.08%	536	58.20%	592	64.28%	311	33.77%	18	1.95%
Micro Agencies Subtotal	18	4	22.22%	8	44.44%	12	66.67%	5	27.78%	1	5.56%
Government-wide	39,038	6,735	17.25%	14,931	38.25%	21,666	55.50%	16,312	41.78%	1,060	2.72%

NRF = No Report Filed

Table B-3a FY 2009 Outcomes of All Pre-Complaint Closures - Sub-Component Data

Agency or Department	Number Completed/ Ended Counselings	Number Completed/ Ended by Settlements	% Settlements	Number Completed/ Ended by Withdrawal/No Complaint Filed	% Withdrawals/ No Complaints Filed	Total Number Completed/ Ended by Resolution	% Resolutions	Number Completed/ Ended by Filing Complaint	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Defense Logistics Agency Total	256	35	13.67%	105	41.02%	140	54.69%	104	40.63%	12	4.69%
Defense Distribution Center	115	21	18.26%	47	40.87%	68	59.13%	40	34.78%	7	6.09%
Defense Logistics Information Service	7	0	0.00%	4	57.14%	4	57.14%	3	42.86%	0	0.00%
Defense Reutilization & Marketing Service	20	2	10.00%	10	50.00%	12	60.00%	8	40.00%	0	0.00%
Defense Supply Center Columbus	19	1	5.26%	9	47.37%	10	52.63%	9	47.37%	0	0.00%
Defense Supply Center Philadelphia	19	3	15.79%	8	42.11%	11	57.89%	6	31.58%	2	10.53%
Defense Supply Center Richmond	43	4	9.30%	18	41.86%	22	51.16%	20	46.51%	1	2.33%
DLA Operations Division	33	4	12.12%	9	27.27%	13	39.39%	18	54.55%	2	6.06%
Defense National Guard Bureau Total	165	54	32.73%	91	55.15%	145	87.88%	17	10.30%	3	1.82%
Alabama National Guard	2	1	50.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
Alaska National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Arizona National Guard	30	7	23.33%	23	76.67%	30	100.00%	0	0.00%	0	0.00%
Arkansas National Guard	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
California National Guard	4	2	50.00%	2	50.00%	4	100.00%	0	0.00%	0	0.00%
Colorado National Guard	2	0	0.00%	2	100.00%	2	100.00%	0	0.00%	0	0.00%
Connecticut National Guard	2	1	50.00%	1	50.00%	2	100.00%	0	0.00%	0	0.00%
DC National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Delaware National Guard	2	1	50.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
Florida National Guard	1	1	100.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Georgia National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hawaii National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Idaho National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Illinois National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Indiana National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Iowa National Guard	33	4	12.12%	29	87.88%	33	100.00%	0	0.00%	0	0.00%
Kansas National Guard	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Kentucky National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Louisiana National Guard	1	1	100.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Maine National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Maryland National Guard	2	1	50.00%	1	50.00%	2	100.00%	0	0.00%	0	0.00%
Massachusetts National Guard	14	4	28.57%	8	57.14%	12	85.71%	0	0.00%	2	14.29%
Michigan National Guard	6	0	0.00%	5	83.33%	5	83.33%	1	16.67%	0	0.00%
Minnesota National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Mississippi National Guard	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Missouri National Guard	2	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
Montana National Guard	2	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
Nebraska National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Nevada National Guard	2	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%

Table B-3a FY 2009 Outcomes of All Pre-Complaint Closures - Sub-Component Data

Agency or Department	Number Completed/ Ended Counselings	Number Completed/ Ended by Settlements	% Settlements	Number Completed/ Ended by Withdrawal/No Complaint Filed	% Withdrawals/ No Complaints Filed	Total Number Completed/ Ended by Resolution	% Resolutions	Number Completed/ Ended by Filing Complaint	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
New Hampshire National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
New Jersey National Guard	3	0	0.00%	3	100.00%	3	100.00%	0	0.00%	0	0.00%
New Mexico National Guard	8	0	0.00%	8	100.00%	8	100.00%	0	0.00%	0	0.00%
New York National Guard	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%
North Carolina National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
North Dakota National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Ohio National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Oklahoma National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Oregon National Guard	2	2	100.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
Pennsylvania National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Puerto Rico National Guard	19	19	100.00%	0	0.00%	19	100.00%	0	0.00%	0	0.00%
Rhode Island National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
South Carolina National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
South Dakota National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Tennessee National Guard	3	0	0.00%	3	100.00%	3	100.00%	0	0.00%	0	0.00%
Texas National Guard	4	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%
Utah National Guard	8	8	100.00%	0	0.00%	8	100.00%	0	0.00%	0	0.00%
Vermont National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Virgin Islands National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Virginia National Guard	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Washington State National Guard	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
West Virginia National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Wisconsin National Guard	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Wyoming National Guard	5	2	40.00%	1	20.00%	3	60.00%	2	40.00%	0	0.00%
Department of Agriculture Total	1,032	122	11.82%	400	38.76%	522	50.58%	479	46.41%	31	3.00%
Department of Agriculture Headquarters	11	2	18.18%	6	54.55%	8	72.73%	3	27.27%	0	0.00%
Agricultural Marketing Service	30	4	13.33%	5	16.67%	9	30.00%	20	66.67%	1	3.33%
Agricultural Research Service	37	1	2.70%	8	21.62%	9	24.32%	28	75.68%	0	0.00%
Agriculture Headquarters	31	5	16.13%	8	25.81%	13	41.94%	18	58.06%	0	0.00%
Animal and Plant Health Inspection Service	116	6	5.17%	46	39.66%	52	44.83%	60	51.72%	4	3.45%
COOP State Research, Education & Extension Srvce	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Economic Research Service	5	1	20.00%	2	40.00%	3	60.00%	2	40.00%	0	0.00%
Farm Service Agency	85	25	29.41%	33	38.82%	58	68.24%	23	27.06%	4	4.71%
Food and Nutrition Service	15	1	6.67%	6	40.00%	7	46.67%	8	53.33%	0	0.00%
Food Safety And Inspection Service	189	22	11.64%	83	43.92%	105	55.56%	79	41.80%	5	2.65%
Foreign Agricultural Service	8	2	25.00%	1	12.50%	3	37.50%	5	62.50%	0	0.00%
Forest Service	254	27	10.63%	122	48.03%	149	58.66%	92	36.22%	13	5.12%
Grain Inspection, Packers & Stockyards Admin	24	7	29.17%	9	37.50%	16	66.67%	8	33.33%	0	0.00%

Table B-3a FY 2009 Outcomes of All Pre-Complaint Closures - Sub-Component Data

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National Agricultural Statistics Service	5	0	0.00%	2	40.00%	2	40.00%	3	60.00%	0	0.00%
National Appeals Division	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Natural Resources Conservation Service	62	8	12.90%	13	20.97%	21	33.87%	39	62.90%	2	3.23%
Office Of Inspector General	7	0	0.00%	3	42.86%	3	42.86%	4	57.14%	0	0.00%
Office Of The Chief Financial Officer	50	4	8.00%	15	30.00%	19	38.00%	30	60.00%	1	2.00%
Risk Management Agency	8	3	37.50%	3	37.50%	6	75.00%	2	25.00%	0	0.00%
Rural Development	94	4	4.26%	34	36.17%	38	40.43%	55	58.51%	1	1.06%
Department of Commerce Total	1,027	37	3.60%	523	50.93%	560	54.53%	443	43.14%	24	2.34%
All Other Commerce Bureaus	28	2	7.14%	5	17.86%	7	25.00%	21	75.00%	0	0.00%
Bureau of the Census	145	2	1.38%	50	34.48%	52	35.86%	86	59.31%	7	4.83%
Decennial Census	659	25	3.79%	393	59.64%	418	63.43%	227	34.45%	14	2.12%
International Trade Administration	7	2	28.57%	0	0.00%	2	28.57%	5	71.43%	0	0.00%
National Institute of Standards & Technology	20	1	5.00%	11	55.00%	12	60.00%	8	40.00%	0	0.00%
National Oceanic & Atmospheric Administration	81	5	6.17%	19	23.46%	24	29.63%	57	70.37%	0	0.00%
U. S. Patent and Trademark Office	87	0	0.00%	45	51.72%	45	51.72%	39	44.83%	3	3.45%
Department of Energy Total	95	13	13.68%	32	33.68%	45	47.37%	48	50.53%	2	2.11%
Bonneville Power Administration	19	1	5.26%	8	42.11%	9	47.37%	10	52.63%	0	0.00%
Chicago Operations Office	2	2	100.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
EM Consolidated Business Center	5	2	40.00%	1	20.00%	3	60.00%	2	40.00%	0	0.00%
Golden Field Office	4	0	0.00%	2	50.00%	2	50.00%	2	50.00%	0	0.00%
Headquarters	20	1	5.00%	7	35.00%	8	40.00%	12	60.00%	0	0.00%
Idaho Operations Office	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Energy Technology Lab	4	1	25.00%	1	25.00%	2	50.00%	2	50.00%	0	0.00%
NNSA Service Center	11	0	0.00%	3	27.27%	3	27.27%	8	72.73%	0	0.00%
Oak Ridge Operations	2	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
OSTI	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Richland Operations Office	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Savannah River Operations	9	4	44.44%	1	11.11%	5	55.56%	3	33.33%	1	11.11%
Southeastern Power Administration	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Southwestern Power Administration	6	0	0.00%	2	33.33%	2	33.33%	4	66.67%	0	0.00%
Strategic Petroleum Reserve	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Western Area Power Administration	13	2	15.38%	6	46.15%	8	61.54%	4	30.77%	1	7.69%
Department of Health and Human Services Total	664	29	4.37%	279	42.02%	308	46.39%	338	50.90%	18	2.71%
Administration for Children and Families	24	0	0.00%	8	33.33%	8	33.33%	16	66.67%	0	0.00%

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Agency for Healthcare Research and Quality	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Centers for Disease Control and Prevention	77	3	3.90%	30	38.96%	33	42.86%	42	54.55%	2	2.60%
Centers for Medicare & Medicaid Services	63	8	12.70%	24	38.10%	32	50.79%	31	49.21%	0	0.00%
Food and Drug Administration	108	5	4.63%	51	47.22%	56	51.85%	45	41.67%	7	6.48%
Health Resources and Services Administration	12	1	8.33%	5	41.67%	6	50.00%	6	50.00%	0	0.00%
Indian Health Service	142	3	2.11%	77	54.23%	80	56.34%	60	42.25%	2	1.41%
National Institutes of Health	132	2	1.52%	42	31.82%	44	33.33%	82	62.12%	6	4.55%
Office of the Secretary of Health and Human Services	82	6	7.32%	33	40.24%	39	47.56%	42	51.22%	1	1.22%
Program Support Center	12	1	8.33%	5	41.67%	6	50.00%	6	50.00%	0	0.00%
Substance Abuse & Mental Health Services Admin	11	0	0.00%	3	27.27%	3	27.27%	8	72.73%	0	0.00%
Department of Homeland Security Total	2,479	130	5.24%	831	33.52%	961	38.77%	1,423	57.40%	95	3.83%
DHS Headquarters	41	3	7.32%	17	41.46%	20	48.78%	19	46.34%	2	4.88%
Federal Emergency Management Agency	795	14	1.76%	265	33.33%	279	35.09%	505	63.52%	11	1.38%
Federal Law Enforcement Training Center	11	0	0.00%	2	18.18%	2	18.18%	8	72.73%	1	9.09%
Transportation Security Administration	471	32	6.79%	147	31.21%	179	38.00%	278	59.02%	14	2.97%
U.S. Citizenship and Immigration Services	168	13	7.74%	57	33.93%	70	41.67%	93	55.36%	5	2.98%
U.S. Coast Guard	88	20	22.73%	9	10.23%	29	32.95%	41	46.59%	18	20.45%
U.S. Customs and Border Protection	529	22	4.16%	224	42.34%	246	46.50%	252	47.64%	31	5.86%
U.S. Immigration and Customs Enforcement	336	25	7.44%	91	27.08%	116	34.52%	207	61.61%	13	3.87%
U.S. Secret Service	40	1	2.50%	19	47.50%	20	50.00%	20	50.00%	0	0.00%
Department of Justice Total	956	42	4.39%	197	20.61%	239	25.00%	703	73.54%	14	1.46%
Alcohol, Tobacco, Firearms and Explosives	50	6	12.00%	18	36.00%	24	48.00%	26	52.00%	0	0.00%
Bureau of Prisons	427	9	2.11%	38	8.90%	47	11.01%	375	87.82%	5	1.17%
Drug Enforcement Administration	30	0	0.00%	1	3.33%	1	3.33%	29	96.67%	0	0.00%
Executive Office for Immigration Review	11	0	0.00%	1	9.09%	1	9.09%	8	72.73%	2	18.18%
Executive Office for U.S. Attorneys	70	2	2.86%	25	35.71%	27	38.57%	40	57.14%	3	4.29%
Federal Bureau of Investigation	247	18	7.29%	70	28.34%	88	35.63%	157	63.56%	2	0.81%
Office of Justice Programs	3	1	33.33%	1	33.33%	2	66.67%	1	33.33%	0	0.00%
Offices, Boards, and Divisions	47	5	10.64%	21	44.68%	26	55.32%	21	44.68%	0	0.00%
U.S. Marshals Service	71	1	1.41%	22	30.99%	23	32.39%	46	64.79%	2	2.82%
Department of Labor Total	118	3	2.54%	18	15.25%	21	17.80%	94	79.66%	3	2.54%
Bureau of Labor Statistics	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
Dept. of Labor (DM and others)	29	0	0.00%	3	10.34%	3	10.34%	26	89.66%	0	0.00%
Employment and Training Administration	11	0	0.00%	2	18.18%	2	18.18%	8	72.73%	1	9.09%

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Employment Standards Administration	39	2	5.13%	7	17.95%	9	23.08%	28	71.79%	2	5.13%
Mine Safety and Health Administration	15	1	6.67%	2	13.33%	3	20.00%	12	80.00%	0	0.00%
Occupational Safety and Health Administration	21	0	0.00%	4	19.05%	4	19.05%	17	80.95%	0	0.00%
Department of the Army Total	2,342	272	11.61%	792	33.82%	1,064	45.43%	1,175	50.17%	103	4.40%
Eighth U.S. Army (KOREA)	6	0	0.00%	1	16.67%	1	16.67%	5	83.33%	0	0.00%
Headquarters, Department of Army	127	22	17.32%	47	37.01%	69	54.33%	53	41.73%	5	3.94%
U.S. Army Corps of Engineers	260	19	7.31%	93	35.77%	112	43.08%	135	51.92%	13	5.00%
U.S. Army Europe	21	2	9.52%	5	23.81%	7	33.33%	14	66.67%	0	0.00%
U.S. Army Forces Command	24	6	25.00%	6	25.00%	12	50.00%	12	50.00%	0	0.00%
U.S. Army Installation Management Command	676	85	12.57%	226	33.43%	311	46.01%	332	49.11%	33	4.88%
U.S. Army Intelligence and Security Command	14	0	0.00%	6	42.86%	6	42.86%	8	57.14%	0	0.00%
U.S. Army Material Command	531	62	11.68%	177	33.33%	239	45.01%	268	50.47%	24	4.52%
U.S. Army Medical Command	392	63	16.07%	124	31.63%	187	47.70%	192	48.98%	13	3.32%
U.S. Army Network Enterprise Technology Command	12	1	8.33%	4	33.33%	5	41.67%	5	41.67%	2	16.67%
U.S. Army Pacific (USARPAC)	9	0	0.00%	2	22.22%	2	22.22%	6	66.67%	1	11.11%
U.S. Army Reserve Command	132	0	0.00%	63	47.73%	63	47.73%	68	51.52%	1	0.76%
U.S. Army Space and Missile Defense Command	5	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%
U.S. Army Special Operations Command (USASOC)	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
U.S. Army Test and Evaluation Command	29	0	0.00%	9	31.03%	9	31.03%	17	58.62%	3	10.34%
U.S. Army Training and Doctrine Command	101	12	11.88%	29	28.71%	41	40.59%	52	51.49%	8	7.92%
Department of the Interior Total	496	44	8.87%	167	33.67%	211	42.54%	270	54.44%	15	3.02%
Bureau Of Indian Affairs	81	1	1.23%	33	40.74%	34	41.98%	44	54.32%	3	3.70%
Bureau Of Land Management	87	8	9.20%	33	37.93%	41	47.13%	41	47.13%	5	5.75%
Bureau Of Reclamation	60	3	5.00%	25	41.67%	28	46.67%	30	50.00%	2	3.33%
Bureau Of Surface Mining	6	2	33.33%	1	16.67%	3	50.00%	3	50.00%	0	0.00%
Fish And Wildlife Service	35	4	11.43%	12	34.29%	16	45.71%	19	54.29%	0	0.00%
Geological Survey	24	4	16.67%	9	37.50%	13	54.17%	11	45.83%	0	0.00%
Minerals Management Service	14	2	14.29%	3	21.43%	5	35.71%	9	64.29%	0	0.00%
National Park Service	145	16	11.03%	39	26.90%	55	37.93%	85	58.62%	5	3.45%
Office Of The Secretary	44	4	9.09%	12	27.27%	16	36.36%	28	63.64%	0	0.00%
Department of the Navy Total	1,413	180	12.74%	563	39.84%	743	52.58%	643	45.51%	27	1.91%
AAUSN	37	1	2.70%	15	40.54%	16	43.24%	21	56.76%	0	0.00%
Bureau of Medicine & Surgery	147	20	13.61%	63	42.86%	83	56.46%	59	40.14%	5	3.40%
Bureau of Naval Personnel	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%

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Chief Of Naval Operations	23	3	13.04%	7	30.43%	10	43.48%	13	56.52%	0	0.00%
Commander Naval Installations	245	37	15.10%	104	42.45%	141	57.55%	104	42.45%	0	0.00%
Commander Naval Reserve	3	2	66.67%	1	33.33%	3	100.00%	0	0.00%	0	0.00%
Commander Pacific Fleet	117	17	14.53%	47	40.17%	64	54.70%	50	42.74%	3	2.56%
Fleet Forces Command	151	17	11.26%	56	37.09%	73	48.34%	76	50.33%	2	1.32%
Marine Corps HQ	223	32	14.35%	95	42.60%	127	56.95%	92	41.26%	4	1.79%
Naval Air Systems Command	131	13	9.92%	50	38.17%	63	48.09%	62	47.33%	6	4.58%
Naval Education & Training Command	31	5	16.13%	17	54.84%	22	70.97%	9	29.03%	0	0.00%
Naval Sea Systems Command	79	9	11.39%	19	24.05%	28	35.44%	48	60.76%	3	3.80%
Naval Special Warfare Command	8	0	0.00%	3	37.50%	3	37.50%	5	62.50%	0	0.00%
Naval Supply Systems Command	73	6	8.22%	31	42.47%	37	50.68%	36	49.32%	0	0.00%
Naval Systems Management Activity	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Navy Facilities & Engineering	110	15	13.64%	42	38.18%	57	51.82%	51	46.36%	2	1.82%
Office Of Naval Intelligence	10	0	0.00%	1	10.00%	1	10.00%	7	70.00%	2	20.00%
Office Of Naval Research	6	0	0.00%	3	50.00%	3	50.00%	3	50.00%	0	0.00%
SPAWAR	16	3	18.75%	9	56.25%	12	75.00%	4	25.00%	0	0.00%
Strategic Systems Project Office	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%
Department of the Treasury Total	818	153	18.70%	262	32.03%	415	50.73%	374	45.72%	29	3.55%
Alcohol and Tobacco Tax and Trade Bureau	11	1	9.09%	5	45.45%	6	54.55%	5	45.45%	0	0.00%
Bureau of Engraving and Printing	66	3	4.55%	11	16.67%	14	21.21%	51	77.27%	1	1.52%
Bureau of the Public Debt	11	5	45.45%	3	27.27%	8	72.73%	2	18.18%	1	9.09%
Departmental Offices	22	0	0.00%	10	45.45%	10	45.45%	11	50.00%	1	4.55%
Financial Crimes Enforcement Network	3	1	33.33%	1	33.33%	2	66.67%	1	33.33%	0	0.00%
Financial Management Service	26	3	11.54%	12	46.15%	15	57.69%	11	42.31%	0	0.00%
Internal Revenue Service	563	134	23.80%	184	32.68%	318	56.48%	223	39.61%	22	3.91%
Internal Revenue Service Office of the Chief Counsel	14	0	0.00%	5	35.71%	5	35.71%	9	64.29%	0	0.00%
Office of the Comptroller of the Currency	20	4	20.00%	6	30.00%	10	50.00%	10	50.00%	0	0.00%
Office of the Inspector General	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Thrift Supervision	5	0	0.00%	3	60.00%	3	60.00%	2	40.00%	0	0.00%
Treasury Inspector General For Tax Administration	2	1	50.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%
U. S. Mint	75	1	1.33%	22	29.33%	23	30.67%	48	64.00%	4	5.33%
Department of Transportation Total	618	47	7.61%	220	35.60%	267	43.20%	331	53.56%	20	3.24%
Federal Aviation Administration	528	40	7.58%	191	36.17%	231	43.75%	277	52.46%	20	3.79%
Federal Highway Administration	24	2	8.33%	9	37.50%	11	45.83%	13	54.17%	0	0.00%
Federal Motor Carrier Safety Administration	13	0	0.00%	3	23.08%	3	23.08%	10	76.92%	0	0.00%
Federal Railroad Administration	8	1	12.50%	2	25.00%	3	37.50%	5	62.50%	0	0.00%

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Federal Transit Administration	6	1	16.67%	2	33.33%	3	50.00%	3	50.00%	0	0.00%
Maritime Administration	8	0	0.00%	5	62.50%	5	62.50%	3	37.50%	0	0.00%
National Highway Traffic Safety Administration	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Office of Inspector General	4	0	0.00%	1	25.00%	1	25.00%	3	75.00%	0	0.00%
Office of the Secretary	4	1	25.00%	2	50.00%	3	75.00%	1	25.00%	0	0.00%
Pipeline and Hazardous Materials Safety Admin	4	0	0.00%	1	25.00%	1	25.00%	3	75.00%	0	0.00%
Research and Innovative Technology Administration	18	2	11.11%	4	22.22%	6	33.33%	12	66.67%	0	0.00%
St. Lawrence Development Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Department of Veterans Affairs Total	4,297	490	11.40%	1,611	37.49%	2,101	48.89%	2,106	49.01%	90	2.09%
HQ and Others	200	23	11.50%	76	38.00%	99	49.50%	96	48.00%	5	2.50%
NCA	41	4	9.76%	18	43.90%	22	53.66%	13	31.71%	6	14.63%
Veterans Benefits Administration	281	30	10.68%	107	38.08%	137	48.75%	137	48.75%	7	2.49%
Veterans Health Administration	3,775	433	11.47%	1,410	37.35%	1,843	48.82%	1,860	49.27%	72	1.91%
General Services Administration Total	168	13	7.74%	42	25.00%	55	32.74%	101	60.12%	12	7.14%
Central Office	40	3	7.50%	12	30.00%	15	37.50%	23	57.50%	2	5.00%
National Capital Region	30	2	6.67%	9	30.00%	11	36.67%	16	53.33%	3	10.00%
Region 1	11	1	9.09%	0	0.00%	1	9.09%	9	81.82%	1	9.09%
Region 10	2	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
Region 2	10	0	0.00%	2	20.00%	2	20.00%	8	80.00%	0	0.00%
Region 3	15	1	6.67%	3	20.00%	4	26.67%	9	60.00%	2	13.33%
Region 4	13	1	7.69%	3	23.08%	4	30.77%	6	46.15%	3	23.08%
Region 5	11	1	9.09%	3	27.27%	4	36.36%	7	63.64%	0	0.00%
Region 6	12	3	25.00%	4	33.33%	7	58.33%	4	33.33%	1	8.33%
Region 7	7	1	14.29%	2	28.57%	3	42.86%	4	57.14%	0	0.00%
Region 8	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Region 9	17	0	0.00%	3	17.65%	3	17.65%	14	82.35%	0	0.00%
U.S. Postal Service Total	17,079	4,584	26.84%	6,707	39.27%	11,291	66.11%	5,400	31.62%	388	2.27%
Capital Metro Area Operations	1,584	422	26.64%	728	45.96%	1,150	72.60%	403	25.44%	31	1.96%
Eastern Area	1,455	173	11.89%	622	42.75%	795	54.64%	623	42.82%	37	2.54%
Great Lakes Area	1,816	503	27.70%	716	39.43%	1,219	67.13%	566	31.17%	31	1.71%
National Area	224	45	20.09%	82	36.61%	127	56.70%	89	39.73%	8	3.57%
New York Metro Area	1,471	405	27.53%	685	46.57%	1,090	74.10%	360	24.47%	21	1.43%
Northeast Area	678	139	20.50%	288	42.48%	427	62.98%	241	35.55%	10	1.47%
Office of Inspector General	20	1	5.00%	4	20.00%	5	25.00%	13	65.00%	2	10.00%

Table B-3a FY 2009 Outcomes of All Pre-Complaint Closures - Sub-Component Data

Agency or Department	Number Completed/ Ended Counselings	Number Completed/ Ended by Settlements	% Settlements	Number Completed/ Ended by Withdrawal/No Complaint Filed	% Withdrawals/ No Complaints Filed	Total Number Completed/ Ended by Resolution	% Resolutions	Number Completed/ Ended by Filing Complaint	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Pacific Area	2,580	805	31.20%	903	35.00%	1,708	66.20%	832	32.25%	40	1.55%
Southeast Area	2,658	851	32.02%	987	37.13%	1,838	69.15%	767	28.86%	53	1.99%
Southwest Area	2,554	684	26.78%	931	36.45%	1,615	63.23%	871	34.10%	68	2.66%
Western Area	2,039	556	27.27%	761	37.32%	1,317	64.59%	635	31.14%	87	4.27%

Table B-4 FY 2009 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed/ Ended Counselings	Number Completed/ Ended Counselings Offered ADR	% Completed/ Ended Counselings Offered ADR (Offer Rate)	Number Offers Rejected by Individual	Total Completed/ Ended Counselings Accepted/Participated in ADR Program	% Completed/ Ended Counselings Accepted into ADR Program (Participation Rate)
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0	0.00%
Agency for International Development	31	5	16.13%	3	2	6.45%
American Battle Monuments Commission	0	0	0.00%	0	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0.00%	0	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	4	4	100.00%	1	3	75.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	70	70	100.00%	70	0	0.00%
Central Intelligence Agency	42	42	100.00%	41	1	2.38%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	2	2	100.00%	1	1	50.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0.00%	0	0	0.00%
Commodity Futures Trading Commission	134	1	0.75%	0	1	0.75%
Consumer Product Safety Commission	8	7	87.50%	4	3	37.50%
Corporation for National and Community Service	8	5	62.50%	5	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	15	15	100.00%	12	3	20.00%
Defense Army and Air Force Exchange	392	392	100.00%	304	88	22.45%
Defense Commissary Agency	198	30	15.15%	7	23	11.62%
Defense Contract Audit Agency	29	1	3.45%	0	1	3.45%
Defense Contract Management Agency	56	19	33.93%	15	4	7.14%
Defense Finance and Accounting Service	99	26	26.26%	4	22	22.22%
Defense Human Resources Activity	5	5	100.00%	5	0	0.00%
Defense Information Systems Agency	30	30	100.00%	26	4	13.33%
Defense Intelligence Agency	67	45	67.16%	8	37	55.22%

Table B-4 FY 2009 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed/ Ended Counselings	Number Completed/ Ended Counselings Offered ADR	% Completed/ Ended Counselings Offered ADR (Offer Rate)	Number Offers Rejected by Individual	Total Completed/ Ended Counselings Accepted/Participated in ADR Program	% Completed/ Ended Counselings Accepted into ADR Program (Participation Rate)
Defense Logistics Agency	256	149	58.20%	76	73	28.52%
Defense Missile Defense Agency	1	1	100.00%	1	0	0.00%
Defense National Geospatial-Intelligence Agency	46	46	100.00%	17	29	63.04%
Defense National Guard Bureau	165	58	35.15%	24	34	20.61%
Defense National Security Agency	83	77	92.77%	72	5	6.02%
Defense Nuclear Facilities Safety Board	1	1	100.00%	0	1	100.00%
Defense Office of the Inspector General	4	1	25.00%	0	1	25.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	57	4	7.02%	1	3	5.26%
Defense Security Service	7	0	0.00%	0	0	0.00%
Defense Technical Information Center	6	0	0.00%	0	0	0.00%
Defense Threat Reduction Agency	11	11	100.00%	3	8	72.73%
Defense Uniformed Services University	5	0	0.00%	0	0	0.00%
Department of Agriculture	1,032	931	90.21%	681	250	24.22%
Department of Commerce	1,027	258	25.12%	211	47	4.58%
Department of Defense Education Activity	101	101	100.00%	72	29	28.71%
Department of Education	64	23	35.94%	19	4	6.25%
Department of Energy	95	44	46.32%	19	25	26.32%
Department of Health and Human Services	664	634	95.48%	453	181	27.26%
Department of Homeland Security	2,479	1,383	55.79%	646	737	29.73%
Department of Housing and Urban Development	176	105	59.66%	23	82	46.59%
Department of Justice	956	856	89.54%	734	122	12.76%
Department of Labor	118	116	98.31%	103	13	11.02%
Department of State	211	211	100.00%	177	34	16.11%
Department of the Air Force	1,083	772	71.28%	312	460	42.47%
Department of the Army	2,342	1,100	46.97%	545	555	23.70%
Department of the Interior	496	358	72.18%	255	103	20.77%
Department of the Navy	1,413	1,413	100.00%	808	605	42.82%
Department of the Treasury	818	783	95.72%	387	396	48.41%
Department of Transportation	618	545	88.19%	125	420	67.96%
Department of Veterans Affairs	4,297	3,524	82.01%	1,411	2,113	49.17%
Environmental Protection Agency	124	85	68.55%	70	15	12.10%

Table B-4 FY 2009 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed/ Ended Counselings	Number Completed/ Ended Counselings Offered ADR	% Completed/ Ended Counselings Offered ADR (Offer Rate)	Number Offers Rejected by Individual	Total Completed/ Ended Counselings Accepted/Participated in ADR Program	% Completed/ Ended Counselings Accepted into ADR Program (Participation Rate)
Equal Employment Opportunity Commission	56	42	75.00%	28	14	25.00%
Export-Import Bank of the US	0	0	0.00%	0	0	0.00%
Farm Credit Administration	0	0	0.00%	0	0	0.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0	0.00%
Federal Communications Commission	7	1	14.29%	0	1	14.29%
Federal Deposit Insurance Corporation	22	18	81.82%	9	9	40.91%
Federal Election Commission	8	8	100.00%	7	1	12.50%
Federal Energy Regulatory Commission	3	3	100.00%	3	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	12	12	100.00%	10	2	16.67%
Federal Labor Relations Authority	3	3	100.00%	2	1	33.33%
Federal Maritime Commission	1	1	100.00%	1	0	0.00%
Federal Mediation and Conciliation Service	2	0	0.00%	0	0	0.00%
Federal Mine Safety and Health Review Commission	2	1	50.00%	1	0	0.00%
Federal Reserve System--Board of Governors	113	113	100.00%	113	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0	0.00%
Federal Trade Commission	20	20	100.00%	20	0	0.00%
General Services Administration	168	154	91.67%	85	69	41.07%
Government Printing Office	159	84	52.83%	84	0	0.00%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0	0.00%
Holocaust Memorial Museum U.S.	5	3	60.00%	0	3	60.00%
Institute of Museum and Library Services	1	1	100.00%	0	1	100.00%
Inter-American Foundation	0	0	0.00%	0	0	0.00%
International Boundary and Water Commission	2	2	100.00%	2	0	0.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0.00%	0	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0	0.00%
Merit Systems Protection Board	4	3	75.00%	3	0	0.00%

Table B-4 FY 2009 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed/ Ended Counselings	Number Completed/ Ended Counselings Offered ADR	% Completed/ Ended Counselings Offered ADR (Offer Rate)	Number Offers Rejected by Individual	Total Completed/ Ended Counselings Accepted/Participated in ADR Program	% Completed/ Ended Counselings Accepted into ADR Program (Participation Rate)
Millennium Challenge Corporation	0	0	0.00%	0	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	71	11	15.49%	0	11	15.49%
National Archives and Records Administration	35	28	80.00%	18	10	28.57%
National Capital Planning Commission	0	0	0.00%	0	0	0.00%
National Council on Disability	0	0	0.00%	0	0	0.00%
National Credit Union Administration	8	8	100.00%	4	4	50.00%
National Endowment for the Arts	30	0	0.00%	0	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	8	8	100.00%	8	0	0.00%
National Indian Gaming Commission	2	0	0.00%	0	0	0.00%
National Labor Relations Board	11	11	100.00%	10	1	9.09%
National Mediation Board	3	0	0.00%	0	0	0.00%
National Reconnaissance Office	18	16	88.89%	14	2	11.11%
National Science Foundation	11	11	100.00%	9	2	18.18%
National Transportation Safety Board	2	0	0.00%	0	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0	0.00%
Nuclear Regulatory Commission	16	16	100.00%	12	4	25.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	1	0	0.00%	0	0	0.00%
Office of Government Ethics	7	0	0.00%	0	0	0.00%
Office of Personnel Management	56	55	98.21%	52	3	5.36%
Office of Special Counsel	0	0	0.00%	0	0	0.00%
Office of the Director of National Intelligence	5	1	20.00%	0	1	20.00%
Overseas Private Investment Corporation	3	3	100.00%	3	0	0.00%
Peace Corps	8	8	100.00%	4	4	50.00%
Pension Benefit Guaranty Corporation	28	21	75.00%	13	8	28.57%
Postal Regulatory Commission	1	0	0.00%	0	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF

Table B-4 FY 2009 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed/ Ended Counselings	Number Completed/ Ended Counselings Offered ADR	% Completed/ Ended Counselings Offered ADR (Offer Rate)	Number Offers Rejected by Individual	Total Completed/ Ended Counselings Accepted/Participated in ADR Program	% Completed/ Ended Counselings Accepted into ADR Program (Participation Rate)
Railroad Retirement Board	3	1	33.33%	1	0	0.00%
Securities and Exchange Commission	21	18	85.71%	16	2	9.52%
Selective Service System	5	0	0.00%	0	0	0.00%
Small Business Administration	53	30	56.60%	10	20	37.74%
Smithsonian Institution	25	25	100.00%	11	14	56.00%
Social Security Administration	913	775	84.88%	424	351	38.44%
Tennessee Valley Authority	81	4	4.94%	0	4	4.94%
Trade and Development Agency	0	0	0.00%	0	0	0.00%
U.S. Postal Service	17,079	14,667	85.88%	2,486	12,181	71.32%
U.S. Tax Court	0	0	0.00%	0	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	36,586	28,719	78.50%	10,030	18,689	51.08%
Midsized Agencies Subtotal	1,513	1,157	76.47%	661	496	32.78%
Small Agencies Subtotal	921	594	64.50%	521	73	7.93%
Micro Agencies Subtotal	18	5	27.78%	2	3	16.67%
Government-wide	39,038	30,475	78.06%	11,214	19,261	49.34%

NRF = No Report Filed

Table B-5 FY 2009 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals No Complaints Filed	Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	2	0	0.00%	2	100.00%	2	100.00%
American Battle Monuments Commission	0	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	3	3	100.00%	0	0.00%	3	100.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	0	0	0.00%	0	0.00%	0	0.00%
Central Intelligence Agency	1	0	0.00%	0	0.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	1	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	1	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	3	1	33.33%	0	0.00%	1	33.33%
Corporation for National and Community Service	0	0	0.00%	0	0.00%	0	0.00%
Court Services & Offender Supervision Agency for DC	3	2	66.67%	1	33.33%	3	100.00%
Defense Army and Air Force Exchange	88	27	30.68%	33	37.50%	60	68.18%
Defense Commissary Agency	23	7	30.43%	5	21.74%	12	52.17%
Defense Contract Audit Agency	1	1	100.00%	0	0.00%	1	100.00%
Defense Contract Management Agency	4	1	25.00%	0	0.00%	1	25.00%
Defense Finance and Accounting Service	22	10	45.45%	4	18.18%	14	63.64%
Defense Human Resources Activity	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	4	0	0.00%	4	100.00%	4	100.00%
Defense Intelligence Agency	37	12	32.43%	19	51.35%	31	83.78%
Defense Logistics Agency	73	34	46.58%	21	28.77%	55	75.34%
Defense Missile Defense Agency	0	0	0.00%	0	0.00%	0	0.00%

Table B-5 FY 2009 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals No Complaints Filed	Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Defense National Geospatial-Intelligence Agency	29	3	10.34%	11	37.93%	14	48.28%
Defense National Guard Bureau	34	29	85.29%	5	14.71%	34	100.00%
Defense National Security Agency	5	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	1	1	100.00%	0	0.00%	1	100.00%
Defense Office of the Inspector General	1	1	100.00%	0	0.00%	1	100.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	3	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	8	0	0.00%	3	37.50%	3	37.50%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	250	59	23.60%	84	33.60%	143	57.20%
Department of Commerce	47	4	8.51%	21	44.68%	25	53.19%
Department of Defense Education Activity	29	8	27.59%	9	31.03%	17	58.62%
Department of Education	4	0	0.00%	1	25.00%	1	25.00%
Department of Energy	25	10	40.00%	0	0.00%	10	40.00%
Department of Health and Human Services	181	24	13.26%	67	37.02%	91	50.28%
Department of Homeland Security	737	93	12.62%	281	38.13%	374	50.75%
Department of Housing and Urban Development	82	4	4.88%	9	10.98%	13	15.85%
Department of Justice	122	25	20.49%	44	36.07%	69	56.56%
Department of Labor	13	3	23.08%	3	23.08%	6	46.15%
Department of State	34	1	2.94%	9	26.47%	10	29.41%
Department of the Air Force	460	165	35.87%	77	16.74%	242	52.61%
Department of the Army	555	202	36.40%	146	26.31%	348	62.70%
Department of the Interior	103	28	27.18%	25	24.27%	53	51.46%
Department of the Navy	605	141	23.31%	252	41.65%	393	64.96%
Department of the Treasury	396	104	26.26%	83	20.96%	187	47.22%
Department of Transportation	420	43	10.24%	143	34.05%	186	44.29%
Department of Veterans Affairs	2,113	449	21.25%	578	27.35%	1,027	48.60%
Environmental Protection Agency	15	6	40.00%	0	0.00%	6	40.00%
Equal Employment Opportunity Commission	14	7	50.00%	0	0.00%	7	50.00%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%

Table B-5 FY 2009 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals No Complaints Filed	Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Farm Credit System Insurance Corporation	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	1	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	9	4	44.44%	1	11.11%	5	55.56%
Federal Election Commission	1	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	2	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	1	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	0	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	69	10	14.49%	16	23.19%	26	37.68%
Government Printing Office	0	0	0.00%	0	0.00%	0	0.00%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	3	1	33.33%	2	66.67%	3	100.00%
Institute of Museum and Library Services	1	1	100.00%	0	0.00%	1	100.00%
Inter-American Foundation	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	0	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	11	1	9.09%	0	0.00%	1	9.09%

Table B-5 FY 2009 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals No Complaints Filed	Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
National Archives and Records Administration	10	4	40.00%	2	20.00%	6	60.00%
National Capital Planning Commission	0	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	4	2	50.00%	0	0.00%	2	50.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0.00%	0	0.00%	0	0.00%
National Indian Gaming Commission	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	1	0	0.00%	1	100.00%	1	100.00%
National Mediation Board	0	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	2	2	100.00%	0	0.00%	2	100.00%
National Science Foundation	2	2	100.00%	0	0.00%	2	100.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	4	2	50.00%	0	0.00%	2	50.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	3	1	33.33%	1	33.33%	2	66.67%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	1	1	100.00%	0	0.00%	1	100.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	4	1	25.00%	0	0.00%	1	25.00%
Pension Benefit Guaranty Corporation	8	2	25.00%	1	12.50%	3	37.50%
Postal Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	2	0	0.00%	0	0.00%	0	0.00%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	20	7	35.00%	6	30.00%	13	65.00%
Smithsonian Institution	14	1	7.14%	7	50.00%	8	57.14%

Table B-5 FY 2009 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals No Complaints Filed	Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Social Security Administration	351	57	16.24%	30	8.55%	87	24.79%
Tennessee Valley Authority	4	0	0.00%	0	0.00%	0	0.00%
Trade and Development Agency	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	12,181	3,834	31.48%	5,437	44.64%	9,271	76.11%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	18,689	5,322	28.48%	7,374	39.46%	12,696	67.93%
Midsized Agencies Subtotal	496	87	17.54%	61	12.30%	148	29.84%
Small Agencies Subtotal	73	30	41.10%	9	12.33%	39	53.42%
Micro Agencies Subtotal	3	2	66.67%	0	0.00%	2	66.67%
Government-wide	19,261	5,441	28.25%	7,444	38.65%	12,885	66.90%

NRF = No Report Filed

Table B-6 FY 2009 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed/ Ended Counselings with Non-Monetary Benefits	% Completed/ Ended Counselings with Non-Monetary Benefits	Number Completed/ Ended Counselings with Monetary Benefits	% Completed/ Ended Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Average Monetary Benefits Per Settlements With Monetary Benefits
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Agency for International Development	31	4	1	25.00%	4	100.00%	\$41,400.00	\$10,350.00	\$10,350.00
American Battle Monuments Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	4	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	70	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Central Intelligence Agency	42	2	1	50.00%	1	50.00%	\$4,873.00	\$2,436.50	\$4,873.00
Chemical Safety and Hazard Investigation Board	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Commodity Futures Trading Commission	134	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Consumer Product Safety Commission	8	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Corporation for National and Community Service	8	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Court Services & Offender Supervision Agency for DC	15	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Army and Air Force Exchange	392	37	35	94.59%	2	5.41%	\$319.43	\$8.63	\$159.72
Defense Commissary Agency	198	12	12	100.00%	1	8.33%	\$584.00	\$48.67	\$584.00
Defense Contract Audit Agency	29	2	2	100.00%	1	50.00%	\$7,000.00	\$3,500.00	\$7,000.00
Defense Contract Management Agency	56	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Finance and Accounting Service	99	14	13	92.86%	5	35.71%	\$21,191.20	\$1,513.66	\$4,238.24
Defense Human Resources Activity	5	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Information Systems Agency	30	4	4	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Intelligence Agency	67	13	13	100.00%	1	7.69%	\$5,000.00	\$384.62	\$5,000.00
Defense Logistics Agency	256	35	34	97.14%	1	2.86%	\$14,727.70	\$420.79	\$14,727.70
Defense Missile Defense Agency	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense National Geospatial-Intelligence Agency	46	3	3	100.00%	2	66.67%	\$7,488.00	\$2,496.00	\$3,744.00
Defense National Guard Bureau	165	54	53	98.15%	1	1.85%	\$44,448.00	\$823.11	\$44,448.00

Table B-6 FY 2009 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed/ Ended Counselings with Non-Monetary Benefits	% Completed/ Ended Counselings with Non-Monetary Benefits	Number Completed/ Ended Counselings with Monetary Benefits	% Completed/ Ended Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Average Monetary Benefits Per Settlements With Monetary Benefits
Defense National Security Agency	83	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Nuclear Facilities Safety Board	1	1	1	100.00%	1	100.00%	\$0.00	\$0.00	\$0.00
Defense Office of the Inspector General	4	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Office of the Secretary - Wash. Hqtrs. Services	57	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Security Service	7	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Technical Information Center	6	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Threat Reduction Agency	11	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Uniformed Services University	5	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Agriculture	1,032	122	107	87.70%	39	31.97%	\$423,898.93	\$3,474.58	\$10,869.20
Department of Commerce	1,027	37	28	75.68%	9	24.32%	\$67,641.85	\$1,828.16	\$7,515.76
Department of Defense Education Activity	101	12	12	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Education	64	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Energy	95	13	12	92.31%	3	23.08%	\$70,000.00	\$5,384.62	\$23,333.33
Department of Health and Human Services	664	29	26	89.66%	6	20.69%	\$35,239.80	\$1,215.17	\$5,873.30
Department of Homeland Security	2,479	130	125	96.15%	18	13.85%	\$100,991.38	\$776.86	\$5,610.63
Department of Housing and Urban Development	176	7	3	42.86%	7	100.00%	\$36,037.73	\$5,148.25	\$5,148.25
Department of Justice	956	42	39	92.86%	7	16.67%	\$85,296.61	\$2,030.87	\$12,185.23
Department of Labor	118	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of State	211	4	3	75.00%	1	25.00%	\$554.47	\$138.62	\$554.47
Department of the Air Force	1,083	204	202	99.02%	22	10.78%	\$399,320.73	\$1,957.45	\$18,150.94
Department of the Army	2,342	272	257	94.49%	30	11.03%	\$170,139.53	\$625.51	\$5,671.32
Department of the Interior	496	44	41	93.18%	14	31.82%	\$217,819.55	\$4,950.44	\$15,558.54
Department of the Navy	1,413	180	165	91.67%	32	17.78%	\$144,891.00	\$804.95	\$4,527.84
Department of the Treasury	818	153	153	100.00%	7	4.58%	\$69,045.21	\$451.28	\$9,863.60
Department of Transportation	618	47	47	100.00%	10	21.28%	\$185,162.80	\$3,939.63	\$18,516.28
Department of Veterans Affairs	4,297	490	470	95.92%	28	5.71%	\$638,117.10	\$1,302.28	\$22,789.90
Environmental Protection Agency	124	10	10	100.00%	1	10.00%	\$27,000.00	\$2,700.00	\$27,000.00
Equal Employment Opportunity Commission	56	8	7	87.50%	2	25.00%	\$9,887.70	\$1,235.96	\$4,943.85
Export-Import Bank of the US	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Farm Credit Administration	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Farm Credit System Insurance Corporation	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Communications Commission	7	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Deposit Insurance Corporation	22	4	4	100.00%	1	25.00%	\$2,000.00	\$500.00	\$2,000.00
Federal Election Commission	8	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00

Table B-6 FY 2009 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed/ Ended Counselings with Non-Monetary Benefits	% Completed/ Ended Counselings with Non-Monetary Benefits	Number Completed/ Ended Counselings with Monetary Benefits	% Completed/ Ended Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Average Monetary Benefits Per Settlements With Monetary Benefits
Federal Energy Regulatory Commission	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	12	3	2	66.67%	1	33.33%	\$5,000.00	\$1,666.67	\$5,000.00
Federal Labor Relations Authority	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Maritime Commission	1	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Mediation and Conciliation Service	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Mine Safety and Health Review Commission	2	1	1	100.00%	1	100.00%	\$7,053.00	\$7,053.00	\$7,053.00
Federal Reserve System--Board of Governors	113	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Trade Commission	20	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
General Services Administration	168	13	13	100.00%	1	7.69%	\$2,550.00	\$196.15	\$2,550.00
Government Printing Office	159	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Harry S. Truman Scholarship Foundation	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Holocaust Memorial Museum U.S.	5	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Institute of Museum and Library Services	1	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Inter-American Foundation	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
International Boundary and Water Commission	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Marine Mammal Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Merit Systems Protection Board	4	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Millennium Challenge Corporation	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	71	4	4	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Archives and Records Administration	35	9	9	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Capital Planning Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Council on Disability	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Credit Union Administration	8	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Endowment for the Arts	30	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00

Table B-6 FY 2009 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed/ Ended Counselings with Non-Monetary Benefits	% Completed/ Ended Counselings with Non-Monetary Benefits	Number Completed/ Ended Counselings with Monetary Benefits	% Completed/ Ended Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Average Monetary Benefits Per Settlements With Monetary Benefits
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	8	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Indian Gaming Commission	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Labor Relations Board	11	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Mediation Board	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Reconnaissance Office	18	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Science Foundation	11	3	3	100.00%	1	33.33%	\$3,681.60	\$1,227.20	\$3,681.60
National Transportation Safety Board	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Navajo and Hopi Indian Relocation Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Nuclear Regulatory Commission	16	2	1	50.00%	1	50.00%	\$5,000.00	\$2,500.00	\$5,000.00
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Office of Government Ethics	7	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Office of Personnel Management	56	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Office of Special Counsel	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Office of the Director of National Intelligence	5	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Overseas Private Investment Corporation	3	1	1	100.00%	1	100.00%	\$8,000.00	\$8,000.00	\$8,000.00
Peace Corps	8	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Pension Benefit Guaranty Corporation	28	4	4	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Postal Regulatory Commission	1	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Securities and Exchange Commission	21	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Selective Service System	5	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Small Business Administration	53	7	7	100.00%	2	28.57%	\$3,400.00	\$485.71	\$1,700.00
Smithsonian Institution	25	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Social Security Administration	913	79	76	96.20%	4	5.06%	\$9,530.40	\$120.64	\$2,382.60
Tennessee Valley Authority	81	4	3	75.00%	1	25.00%	\$1,637.76	\$409.44	\$1,637.76
Trade and Development Agency	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
U.S. Postal Service	17,079	4,584	4,317	94.18%	433	9.45%	\$840,043.73	\$183.26	\$1,940.05
U.S. Tax Court	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-6 FY 2009 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed/ Ended Counselings with Non-Monetary Benefits	% Completed/ Ended Counselings with Non-Monetary Benefits	Number Completed/ Ended Counselings with Monetary Benefits	% Completed/ Ended Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Average Monetary Benefits Per Settlements With Monetary Benefits
Cabinet Level Subtotal	36,586	6,550	6,182	94.38%	680	10.38%	\$3,584,958.75	\$547.32	\$5,272.00
Midsized Agencies Subtotal	1,513	125	121	96.80%	10	8.00%	\$46,118.16	\$368.95	\$4,611.82
Small Agencies Subtotal	921	56	49	87.50%	11	19.64%	\$77,842.30	\$1,390.04	\$7,076.57
Micro Agencies Subtotal	18	4	4	100.00%	2	50.00%	\$7,053.00	\$1,763.25	\$3,526.50
Government-wide	39,038	6,735	6,356	94.37%	703	10.44%	\$3,715,972.21	\$551.74	\$5,285.88

NRF = No Report Filed

Table B-7 FY 2009 Profile Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed/ Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Date FAD Required	APD Merit FADs (No AJ Dec) from Date Complaint Filed/ Remanded
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Agency for International Development	31	19	61.29%	12	6	50.00%	226.67	18	459.61	3	0	0.00%	137.33	353
American Battle Monuments Commission	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	4	4	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	70	70	100.00%	18	18	100.00%	111.22	22	242.55	9	3	33.33%	69.33	256.11
Central Intelligence Agency	42	32	76.19%	13	8	61.54%	357.38	19	338.89	2	1	50.00%	60	445
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	2	2	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Commodity Futures Trading Commission	134	132	98.51%	6	4	66.67%	185	0	0	0	0	0.00%	0	0
Consumer Product Safety Commission	8	8	100.00%	6	6	100.00%	148	2	350.5	0	0	0.00%	0	0
Corporation for National and Community Service	8	3	37.50%	4	4	100.00%	105	1	158	1	1	100.00%	60	158
Court Services & Offender Supervision Agency for DC	15	10	66.67%	7	6	85.71%	166.86	16	395	4	1	25.00%	84.25	379
Defense Army and Air Force Exchange	392	259	66.07%	57	29	50.88%	218.88	83	335.58	15	7	46.67%	62.93	373.87
Defense Commissary Agency	197	101	51.27%	35	17	48.57%	205.09	87	308.61	17	15	88.24%	31.82	396.65
Defense Contract Audit Agency	29	13	44.83%	4	4	100.00%	105	15	455.93	3	0	0.00%	124.33	541.67
Defense Contract Management Agency	56	48	85.71%	20	2	10.00%	306.35	36	619.53	12	1	8.33%	521.42	521.42
Defense Finance and Accounting Service	99	97	97.98%	32	24	75.00%	152.03	54	241.28	12	11	91.67%	13	207.33
Defense Human Resources Activity	5	5	100.00%	2	0	0.00%	472	2	589.5	1	0	0.00%	30	268
Defense Information Systems Agency	30	30	100.00%	13	12	92.31%	104.92	6	201.5	0	0	0.00%	0	0
Defense Intelligence Agency	67	33	49.25%	13	2	15.38%	350.54	31	404.32	7	2	28.57%	196.57	668.71
Defense Logistics Agency	256	197	76.95%	63	21	33.33%	214.41	106	328.96	24	10	41.67%	95.71	419.92
Defense Missile Defense Agency	1	1	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Defense National Geospatial-Intelligence Agency	46	42	91.30%	14	12	85.71%	193.79	14	283.79	3	3	100.00%	58.67	285.33
Defense National Guard Bureau	165	164	99.39%	1	1	100.00%	170	9	1,073.00	2	0	0.00%	1,228.50	1,228.50
Defense National Security Agency	83	57	68.67%	15	13	86.67%	296.6	31	355.35	5	0	0.00%	534.8	534.2
Defense Nuclear Facilities Safety Board	1	1	100.00%	0	0	0.00%	0	1	373	0	0	0.00%	0	0
Defense Office of the Inspector General	4	4	100.00%	2	2	100.00%	108	4	264.5	1	1	100.00%	60	225
Defense Office of the Secretary - Wash. Hqtrs. Services	57	45	78.95%	17	12	70.59%	175.53	22	463.27	2	0	0.00%	237.5	437.5
Defense Security Service	7	7	100.00%	5	3	60.00%	181.8	1	1,015.00	0	0	0.00%	0	0
Defense Technical Information Center	6	6	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Defense Threat Reduction Agency	11	11	100.00%	3	3	100.00%	226	3	26	0	0	0.00%	0	0
Defense Uniformed Services University	5	1	20.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Department of Agriculture	1,031	893	86.61%	344	180	52.33%	244.32	744	619.54	352	19	5.40%	676.7	695.41
Department of Commerce	1,027	737	71.76%	174	169	97.13%	186.06	249	249.91	47	18	38.30%	108.77	334.66
Department of Defense Education Activity	101	95	94.06%	15	13	86.67%	197.93	36	346.08	8	2	25.00%	109.63	355

Table B-7 FY 2009 Profile Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed/ Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Date FAD Required	APD Merit FADs (No AJ Dec) from Date Complaint Filed/ Remanded
Department of Education	64	9	14.06%	17	4	23.53%	323.65	19	322	4	4	100.00%	43.75	593.5
Department of Energy	95	58	61.05%	37	27	72.97%	198.05	35	365.06	14	11	78.57%	155.57	338.71
Department of Health and Human Services	664	543	81.78%	215	171	79.53%	197.5	310	316.37	89	38	42.70%	87	456.96
Department of Homeland Security	2,476	1,684	68.01%	861	561	65.16%	217.14	1,118	627.46	303	16	5.28%	566.64	846.79
Department of Housing and Urban Development	176	176	100.00%	72	8	11.11%	322.88	71	363.38	32	28	87.50%	62.75	394.03
Department of Justice	956	599	62.66%	597	334	55.95%	252.18	518	485.84	143	7	4.90%	207.03	812.94
Department of Labor	118	57	48.31%	105	102	97.14%	178.64	105	406.52	50	43	86.00%	54.42	334.56
Department of State	210	166	79.05%	71	30	42.25%	254.2	134	394.81	44	5	11.36%	125.07	459.55
Department of the Air Force	1,081	919	85.01%	193	101	52.33%	203.13	452	404.66	114	15	13.16%	412.11	761.21
Department of the Army	2,342	2,019	86.21%	457	203	44.42%	213.67	1,222	252.69	216	98	45.37%	83.6	424.23
Department of the Interior	496	391	78.83%	212	123	58.02%	243.77	309	586.07	136	20	14.71%	265.85	651.14
Department of the Navy	1,412	1,158	82.01%	320	136	42.50%	240.39	629	321.84	143	129	90.21%	72.52	442.46
Department of the Treasury	818	770	94.13%	357	219	61.34%	251.87	474	440.42	140	99	70.71%	50.42	427.73
Department of Transportation	618	578	93.53%	244	211	86.48%	162.96	422	395.78	113	16	14.16%	122.76	426.74
Department of Veterans Affairs	4,293	4,069	94.78%	1,575	1,095	69.52%	178.52	1,822	311.22	486	181	37.24%	72.09	357.07
Environmental Protection Agency	121	90	74.38%	73	68	93.15%	196.85	55	305.76	12	2	16.67%	195.33	349.42
Equal Employment Opportunity Commission	56	52	92.86%	32	14	43.75%	292.13	36	505.36	15	5	33.33%	361.87	638.27
Export-Import Bank of the US	0	0	0.00%	0	0	0.00%	0	2	1,347.50	0	0	0.00%	0	0
Farm Credit Administration	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Farm Credit System Insurance Corporation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Federal Communications Commission	7	7	100.00%	3	3	100.00%	110	3	50	0	0	0.00%	0	0
Federal Deposit Insurance Corporation	22	22	100.00%	6	6	100.00%	193.67	17	474.12	3	3	100.00%	52.33	474
Federal Election Commission	8	3	37.50%	3	3	100.00%	175	3	168.33	0	0	0.00%	0	0
Federal Energy Regulatory Commission	3	3	100.00%	3	3	100.00%	180	2	153.5	0	0	0.00%	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	12	2	16.67%	1	1	100.00%	180	1	161	0	0	0.00%	0	0
Federal Labor Relations Authority	3	3	100.00%	3	3	100.00%	207.67	7	266	0	0	0.00%	0	0
Federal Maritime Commission	1	1	100.00%	0	0	0.00%	0	1	30	0	0	0.00%	0	0
Federal Mediation and Conciliation Service	2	2	100.00%	0	0	0.00%	0	4	22.5	0	0	0.00%	0	0
Federal Mine Safety and Health Review Commission	2	2	100.00%	0	0	0.00%	0	1	50	0	0	0.00%	0	0
Federal Reserve System--Board of Governors	113	113	100.00%	1	1	100.00%	134	2	687	0	0	0.00%	0	0
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Federal Trade Commission	20	20	100.00%	3	3	100.00%	293.67	3	402	1	0	0.00%	597	597
General Services Administration	168	161	95.83%	71	66	92.96%	190.41	74	385.99	28	27	96.43%	49.32	551.43
Government Printing Office	159	136	85.53%	34	2	5.88%	247.32	48	293.27	6	1	16.67%	103.5	189
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Holocaust Memorial Museum U.S.	5	5	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Institute of Museum and Library Services	1	1	100.00%	0	0	0.00%	0	2	549	0	0	0.00%	0	0
Inter-American Foundation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
International Boundary and Water Commission	2	2	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0

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Marine Mammal Commission	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Merit Systems Protection Board	4	4	100.00%	2	2	100.00%	74.5	4	111.75	2	2	100.00%	59.5	194.5
Millennium Challenge Corporation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	71	45	63.38%	31	20	64.52%	194.9	49	392.33	16	0	0.00%	229.63	556.31
National Archives and Records Administration	35	26	74.29%	12	12	100.00%	151.67	8	158.38	1	1	100.00%	37	183
National Capital Planning Commission	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Council on Disability	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Credit Union Administration	8	8	100.00%	4	4	100.00%	153.25	3	301	2	2	100.00%	57.5	244
National Endowment for the Arts	30	30	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Foundation for the Humanities	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	8	6	75.00%	0	0	0.00%	0	1	67	0	0	0.00%	0	0
National Indian Gaming Commission	2	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Labor Relations Board	11	10	90.91%	7	7	100.00%	159.14	8	607.75	3	2	66.67%	163.67	525.33
National Mediation Board	3	3	100.00%	1	0	0.00%	200	1	0	0	0	0.00%	0	0
National Reconnaissance Office	18	18	100.00%	6	3	50.00%	186.17	6	43.83	3	3	100.00%	58.33	70
National Science Foundation	11	10	90.91%	2	2	100.00%	158.5	4	149.75	2	0	0.00%	62	247
National Transportation Safety Board	2	1	50.00%	0	0	0.00%	0	3	1,441.00	0	0	0.00%	0	0
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Nuclear Regulatory Commission	16	16	100.00%	7	7	100.00%	198.14	20	258.8	6	3	50.00%	61.17	348.5
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	1	1	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Office of Government Ethics	7	7	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Office of Personnel Management	56	56	100.00%	27	27	100.00%	137.78	15	130.27	5	1	20.00%	170.8	170.8
Office of Special Counsel	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Office of the Director of National Intelligence	5	4	80.00%	2	2	100.00%	204	2	370.5	0	0	0.00%	0	0
Overseas Private Investment Corporation	3	3	100.00%	0	0	0.00%	0	1	91	0	0	0.00%	0	0
Peace Corps	8	8	100.00%	3	3	100.00%	130	1	356	0	0	0.00%	0	0
Pension Benefit Guaranty Corporation	28	28	100.00%	16	9	56.25%	312.13	19	373.58	4	1	25.00%	307	811.25
Postal Regulatory Commission	1	1	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	3	3	100.00%	2	2	100.00%	175.5	1	222	1	1	100.00%	60	222
Securities and Exchange Commission	21	21	100.00%	7	7	100.00%	193.57	13	258.31	1	1	100.00%	58	479
Selective Service System	5	5	100.00%	10	10	100.00%	165.5	0	0	0	0	0.00%	0	0
Small Business Administration	53	42	79.25%	26	23	88.46%	149.96	31	189.65	13	1	7.69%	98.62	128.62
Smithsonian Institution	25	25	100.00%	4	4	100.00%	120.75	14	100.36	3	3	100.00%	46.33	100
Social Security Administration	912	784	85.96%	509	183	35.95%	258.83	423	447.79	155	30	19.35%	87.95	487.1
Tennessee Valley Authority	81	81	100.00%	46	46	100.00%	100.3	42	268.14	14	14	100.00%	32.5	181.21
Trade and Development Agency	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
U.S. Postal Service	17,054	16,971	99.51%	3,014	2,990	99.20%	113.05	5,952	243.14	1,297	1,209	93.22%	30.92	266.14
U.S. Tax Court	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

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Cabinet Level Subtotal Including USPS	36,548	33,013	90.33%	9,176	6,834	74.48%	180.13	15,125	342.22	3,835	2,008	52.36%	180.25	452.52
Midsize Agencies Subtotal	1,509	1,306	86.55%	793	443	55.86%	226.42	720	392.47	249	81	32.53%	96.06	445.06
Small Agencies Subtotal	921	828	89.90%	229	155	67.69%	216.57	284	343.84	66	28	42.42%	166.26	403.18
Micro Agencies Subtotal	18	18	100.00%	1	0	0.00%	290	5	304.2	0	0	0.00%	0	0
Government-wide Including USPS	38,996	35,165	90.18%	10,199	7,432	72.87%	184.56	16,134	344.48	4,150	2,117	51.01%	174.98	451.29
USPS Percentage of Cabinet Sub Total	46.66%	51.41%		32.85%	43.75%			39.35%		33.82%	60.21%			
USPS Percentage of Government-wide	43.73%	48.26%		29.55%	40.23%			36.89%		31.25%	57.11%			
Cabinet Level Subtotal Minus USPS	19,494	16,042	82.29%	6,162	3,844	62.38%	212.94	9,173	406.5	2,538	799	31.48%	256.56	683.77
Government-wide Minus USPS	21,942	18,194	82.92%	7,185	4,442	61.82%	214.55	10,182	403.71	2,853	908	31.83%	240.47	656.45

NRF = No Report Filed

Table B-7a FY 2009 Profile Agency Timeliness Indicators

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Date FAD Required	APD Merit FADs (No AJ Dec) from Date Complaint Filed / Remanded
Defense Logistics Agency Total	256	197	76.95%	63	21	33.33%	214.41	106	328.96	24	10	41.67%	95.71	419.92
Defense Distribution Center	115	86	74.78%	26	7	26.92%	216.15	49	415.71	12	5	41.67%	143.5	470.33
Defense Logistics Information Service	7	4	57.14%	3	0	0.00%	237	3	299.33	1	0	0.00%	71	346
Defense Reutilization & Marketing Service	20	10	50.00%	6	0	0.00%	234.83	5	224	1	1	100.00%	46	379
Defense Supply Center Columbus	19	11	57.89%	9	9	100.00%	176.11	8	347.5	1	0	0.00%	36	255
Defense Supply Center Philadelphia	19	19	100.00%	5	2	40.00%	173.6	10	252.4	2	0	0.00%	64	586
Defense Supply Center Richmond	43	40	93.02%	5	1	20.00%	192.2	15	136.07	2	2	100.00%	41.5	279.5
DLA Operations Division	33	27	81.82%	9	2	22.22%	261.56	16	321.06	5	2	40.00%	42.2	344.6
Defense National Guard Bureau Total	165	164	99.39%	1	1	100.00%	170	9	1,073.00	2	0	0.00%	1,228.50	1,228.50
Alabama National Guard	2	2	100.00%	0	0	0.00%	0	2	1,865.50	0	0	0.00%	0	0
Alaska National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Arizona National Guard	30	30	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Arkansas National Guard	1	1	100.00%	0	0	0.00%	0	1	980	0	0	0.00%	0	0
California National Guard	4	4	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Colorado National Guard	2	2	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Connecticut National Guard	2	2	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
DC National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Delaware National Guard	2	2	100.00%	0	0	0.00%	0	1	1,155.00	0	0	0.00%	0	0
Florida National Guard	1	1	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Georgia National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Hawaii National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Idaho National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Illinois National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Indiana National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Iowa National Guard	33	33	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Kansas National Guard	1	1	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Kentucky National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Louisiana National Guard	1	1	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Maine National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Maryland National Guard	2	2	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Massachusetts National Guard	14	14	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Michigan National Guard	6	6	100.00%	0	0	0.00%	0	1	105	0	0	0.00%	0	0
Minnesota National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Mississippi National Guard	1	1	100.00%	0	0	0.00%	0	1	2,004.00	1	0	0.00%	2,004.00	2,004.00
Missouri National Guard	2	2	100.00%	0	0	0.00%	0	1	0	0	0	0.00%	0	0
Montana National Guard	2	2	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Nebraska National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Nevada National Guard	2	2	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
New Hampshire National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
New Jersey National Guard	3	3	100.00%	0	0	0.00%	0	1	453	1	0	0.00%	453	453
New Mexico National Guard	8	8	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
New York National Guard	2	2	100.00%	1	1	100.00%	170	0	0	0	0	0.00%	0	0
North Carolina National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
North Dakota National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0

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Ohio National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Oklahoma National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Oregon National Guard	2	2	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Pennsylvania National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Puerto Rico National Guard	19	19	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Rhode Island National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
South Carolina National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
South Dakota National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Tennessee National Guard	3	3	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Texas National Guard	4	4	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Utah National Guard	8	8	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Vermont National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Virgin Islands National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Virginia National Guard	1	1	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Washington State National Guard	1	1	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
West Virginia National Guard	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Wisconsin National Guard	1	1	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Wyoming National Guard	5	4	80.00%	0	0	0.00%	0	1	1,229.00	0	0	0.00%	0	0
Department of Agriculture Total	1,031	893	86.61%	344	180	52.33%	244.32	744	619.54	352	19	5.40%	676.7	695.41
Department of Agriculture Headquarters	11	4	36.36%	4	2	50.00%	1,010.50	6	342	0	0	0.00%	0	0
Agricultural Marketing Service	30	30	100.00%	8	8	100.00%	175	20	796.55	5	0	0.00%	383	812.2
Agricultural Research Service	37	35	94.59%	29	18	62.07%	176.21	34	630.82	12	2	16.67%	648.67	942.17
Agriculture Headquarters	31	28	90.32%	15	6	40.00%	261.53	25	680.64	12	5	41.67%	118.67	676.5
Animal and Plant Health Inspection Service	116	85	73.28%	39	27	69.23%	171.64	79	741.11	39	3	7.69%	444.18	897.38
COOP State Research, Education & Extension Srvce	1	1	100.00%	1	1	100.00%	162	3	857	2	0	0.00%	911.5	1,126.00
Economic Research Service	5	5	100.00%	2	1	50.00%	236.5	4	248.5	1	1	100.00%	21	194
Farm Service Agency	85	83	97.65%	22	17	77.27%	291.59	56	1,093.84	19	0	0.00%	1,157.74	1,197.58
Food and Nutrition Service	15	12	80.00%	5	0	0.00%	338.8	22	907.45	9	1	11.11%	465.33	909.44
Food Safety And Inspection Service	189	179	94.71%	50	30	60.00%	192.02	94	781.44	45	1	2.22%	655.6	1,011.42
Foreign Agricultural Service	8	3	37.50%	4	2	50.00%	232.25	6	712.67	4	0	0.00%	295	904.25
Forest Service	254	235	92.52%	72	36	50.00%	283.5	195	128.84	102	1	0.98%	748.53	5.88
Grain Inspection, Packers & Stockyards Admin	24	17	70.83%	6	3	50.00%	471	20	729.55	7	4	57.14%	628.29	1,227.29
National Agricultural Statistics Service	5	4	80.00%	3	1	33.33%	200	4	294	0	0	0.00%	0	0
National Appeals Division	0	0	0.00%	1	0	0.00%	185	3	1,245.67	2	0	0.00%	1,025.50	1,714.00
Natural Resources Conservation Service	62	54	87.10%	31	17	54.84%	194.71	64	588.44	30	0	0.00%	564	812.63
Office Of Inspector General	7	2	28.57%	4	0	0.00%	301.25	5	1,376.00	4	0	0.00%	1,027.25	1,402.75
Office Of The Chief Financial Officer	50	46	92.00%	20	4	20.00%	234.35	28	678.54	10	1	10.00%	127.2	828.9
Risk Management Agency	8	4	50.00%	4	0	0.00%	528.25	8	1,490.50	8	0	0.00%	846.63	1,490.50
Rural Development	93	66	70.97%	24	7	29.17%	230.75	68	931.44	41	0	0.00%	955.32	999.1
Department of Commerce Total	1,027	737	71.76%	174	169	97.13%	186.06	249	249.91	47	18	38.30%	108.77	334.66
All Other Commerce Bureaus	28	16	57.14%	16	16	100.00%	200.88	13	255.46	3	1	33.33%	70.67	267
Bureau of the Census	145	120	82.76%	57	56	98.25%	178.09	51	184.27	11	4	36.36%	116.82	288.64

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Decennial Census	659	449	68.13%	29	29	100.00%	192.83	60	65.25	2	0	0.00%	128.5	350.5
International Trade Administration	7	2	28.57%	6	5	83.33%	203	7	292	3	0	0.00%	298.33	484.33
National Institute of Standards & Technology	20	5	25.00%	3	3	100.00%	187	7	158.57	3	0	0.00%	112	260
National Oceanic & Atmospheric Administration	81	64	79.01%	39	36	92.31%	193.69	51	268.43	12	3	25.00%	126.83	351.83
U. S. Patent and Trademark Office	87	81	93.10%	24	24	100.00%	170.21	60	479.15	13	10	76.92%	46.54	353.62
Department of Energy Total	95	58	61.05%	37	27	72.97%	198.05	35	365.06	14	11	78.57%	155.57	338.71
Bonneville Power Administration	19	11	57.89%	6	3	50.00%	248.33	6	729.83	0	0	0.00%	0	0
Chicago Operations Office	2	2	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
EM Consolidated Business Center	5	3	60.00%	1	1	100.00%	280	1	280	0	0	0.00%	0	0
Golden Field Office	4	4	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Headquarters	20	7	35.00%	7	7	100.00%	60	7	386.14	3	0	0.00%	516.67	516.67
Idaho Operations Office	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Energy Technology Lab	4	4	100.00%	1	1	100.00%	90	1	218	1	1	100.00%	60	218
NNSA Service Center	11	3	27.27%	12	6	50.00%	297.92	12	310.67	8	8	100.00%	56.25	306.13
Oak Ridge Operations	2	1	50.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
OSTI	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Richland Operations Office	0	0	0.00%	1	0	0.00%	244	1	357	0	0	0.00%	0	0
Savannah River Operations	9	5	55.56%	0	0	0.00%	0	2	36	0	0	0.00%	0	0
Southeastern Power Administration	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Southwestern Power Administration	6	6	100.00%	4	4	100.00%	170	2	185	1	1	100.00%	58	185
Strategic Petroleum Reserve	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Western Area Power Administration	13	12	92.31%	5	5	100.00%	109.8	3	223.33	1	1	100.00%	60	340
Department of Health and Human Services Total	664	543	81.78%	215	171	79.53%	197.5	310	316.37	89	38	42.70%	87	456.96
Administration for Children and Families	24	14	58.33%	17	16	94.12%	189.24	26	349.12	17	4	23.53%	89.24	431.65
Agency for Healthcare Research and Quality	1	1	100.00%	1	1	100.00%	340	2	651.5	0	0	0.00%	0	0
Centers for Disease Control and Prevention	77	50	64.94%	24	16	66.67%	225.96	44	348.95	6	2	33.33%	127	514.83
Centers for Medicare & Medicaid Services	63	63	100.00%	16	16	100.00%	132.81	26	265.46	4	2	50.00%	51.5	484.25
Food and Drug Administration	108	107	99.07%	18	18	100.00%	157.11	29	329.38	5	2	40.00%	219.2	452.8
Health Resources and Services Administration	12	10	83.33%	7	5	71.43%	170.86	5	288.2	3	2	66.67%	54.33	354.33
Indian Health Service	142	102	71.83%	38	29	76.32%	216.87	54	181.67	11	9	81.82%	31.55	227
National Institutes of Health	132	127	96.21%	43	32	74.42%	202.65	74	361.32	23	12	52.17%	73.83	551.52
Office of the Secretary of Health and Human Services	82	51	62.20%	28	20	71.43%	177.71	34	376.65	14	1	7.14%	107.36	511
Program Support Center	12	11	91.67%	10	6	60.00%	279.3	7	376.43	2	2	100.00%	42.5	377.5
Substance Abuse & Mental Health Services Admin	11	7	63.64%	13	12	92.31%	200.77	9	273.11	4	2	50.00%	91.5	471.75
Department of Homeland Security Total	2,476	1,684	68.01%	861	561	65.16%	217.14	1,118	627.46	303	16	5.28%	566.64	846.79
DHS Headquarters	41	40	97.56%	6	6	100.00%	241.67	21	476.81	11	0	0.00%	233.82	508.45
Federal Emergency Management Agency	795	212	26.67%	109	12	11.01%	377.66	124	685.13	38	0	0.00%	591.47	968.82
Federal Law Enforcement Training Center	11	11	100.00%	6	0	0.00%	409.5	10	535	2	0	0.00%	491	1,184.00
Transportation Security Administration	468	305	65.17%	240	101	42.08%	220.91	358	665.8	96	4	4.17%	612.94	1,011.66
U.S. Citizenship and Immigration Services	168	159	94.64%	77	72	93.51%	151.09	114	454.85	35	4	11.43%	504.57	796.91

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U.S. Coast Guard	88	78	88.64%	49	47	95.92%	248.71	33	598.3	11	4	36.36%	758.09	878.18
U.S. Customs and Border Protection	529	524	99.05%	215	210	97.67%	142.17	252	647.33	59	4	6.78%	481.31	672.66
U.S. Immigration and Customs Enforcement	336	315	93.75%	146	108	73.97%	203.67	183	623.89	42	0	0.00%	701.79	701.79
U.S. Secret Service	40	40	100.00%	13	5	38.46%	364.77	23	605.7	9	0	0.00%	327.78	885.33
Department of Justice Total	956	599	62.66%	597	334	55.95%	252.18	518	485.84	143	7	4.90%	207.03	812.94
Alcohol, Tobacco, Firearms and Explosives	50	24	48.00%	24	2	8.33%	327.33	22	194.41	2	0	0.00%	233.5	742
Bureau of Prisons	427	236	55.27%	351	226	64.39%	218.25	280	516.31	99	6	6.06%	161.09	839.87
Drug Enforcement Administration	30	15	50.00%	17	12	70.59%	211.24	19	348.26	3	0	0.00%	492.67	494.67
Executive Office for Immigration Review	11	8	72.73%	3	0	0.00%	243	6	428.5	0	0	0.00%	0	0
Executive Office for U.S. Attorneys	70	50	71.43%	28	3	10.71%	383.89	37	415.24	4	0	0.00%	427	985.5
Federal Bureau of Investigation	247	173	70.04%	123	79	64.23%	264.46	118	515.68	30	0	0.00%	315.03	783.73
Office of Justice Programs	3	2	66.67%	5	3	60.00%	498.4	3	771	0	0	0.00%	0	0
Offices, Boards, and Divisions	47	27	57.45%	13	5	38.46%	253.15	6	402	2	0	0.00%	80	394.5
U.S. Marshals Service	71	64	90.14%	33	4	12.12%	385.15	27	470.15	3	1	33.33%	131.33	630.67
Department of Labor Total	118	57	48.31%	105	102	97.14%	178.64	105	406.52	50	43	86.00%	54.42	334.56
Bureau of Labor Statistics	3	2	66.67%	2	2	100.00%	173	4	504.25	2	2	100.00%	45.5	336
Dept. of Labor (DM and others)	29	15	51.72%	29	29	100.00%	191.24	23	350.52	10	9	90.00%	52.9	320.1
Employment and Training Administration	11	6	54.55%	3	3	100.00%	153.33	3	361.33	0	0	0.00%	0	0
Employment Standards Administration	39	19	48.72%	30	29	96.67%	173.23	33	427.58	15	14	93.33%	51.13	367.07
Mine Safety and Health Administration	15	6	40.00%	16	15	93.75%	189.63	12	383.58	8	6	75.00%	64.13	322
Occupational Safety and Health Administration	21	9	42.86%	25	24	96.00%	166.96	30	426.97	15	12	80.00%	54.73	318.2
Department of the Army Total	2,342	2,019	86.21%	457	203	44.42%	213.67	1,222	252.69	216	98	45.37%	83.6	424.23
Eighth U.S. Army (KOREA)	6	6	100.00%	0	0	0.00%	0	6	401.67	0	0	0.00%	0	0
Headquarters, Department of Army	127	104	81.89%	37	7	18.92%	270.65	66	343.08	14	7	50.00%	63.5	452
U.S. Army Corps of Engineers	260	192	73.85%	49	14	28.57%	234.02	136	354.13	37	15	40.54%	153.08	550.03
U.S. Army Europe	21	15	71.43%	6	5	83.33%	179.33	12	264.92	4	2	50.00%	61.5	299.75
U.S. Army Forces Command	24	22	91.67%	7	2	28.57%	234.14	17	273.29	2	1	50.00%	53	457
U.S. Army Installation Management Command	676	623	92.16%	113	59	52.21%	187.06	342	238.48	54	21	38.89%	80.83	431.74
U.S. Army Intelligence and Security Command	14	11	78.57%	8	3	37.50%	239.88	8	296.63	4	3	75.00%	44	352.25
U.S. Army Material Command	531	426	80.23%	104	55	52.88%	208.88	293	226.88	34	23	67.65%	51.71	346.32
U.S. Army Medical Command	392	353	90.05%	81	36	44.44%	214.49	192	232.8	41	19	46.34%	72.29	412.66
U.S. Army Network Enterprise Technology Command	12	10	83.33%	1	0	0.00%	224	4	247.75	0	0	0.00%	0	0
U.S. Army Pacific (USARPAC)	9	8	88.89%	1	0	0.00%	196	1	39	0	0	0.00%	0	0
U.S. Army Reserve Command	132	131	99.24%	17	10	58.82%	210.06	68	171.85	11	3	27.27%	66.73	334.73
U.S. Army Space and Missile Defense Command	5	4	80.00%	6	2	33.33%	223.17	5	198.4	1	0	0.00%	98	323
U.S. Army Special Operations Command (USASOC)	3	3	100.00%	1	0	0.00%	188	4	118.25	0	0	0.00%	0	0
U.S. Army Test and Evaluation Command	29	24	82.76%	4	2	50.00%	252.75	15	252.33	1	0	0.00%	8	253
U.S. Army Training and Doctrine Command	101	87	86.14%	22	8	36.36%	216.82	53	276.81	13	4	30.77%	80.69	397.38

Table B-7a FY 2009 Profile Agency Timeliness Indicators

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Date FAD Required	APD Merit FADs (No AJ Dec) from Date Complaint Filed / Remanded
Department of the Interior Total	496	391	78.83%	212	123	58.02%	243.77	309	586.07	136	20	14.71%	265.85	651.14
Bureau Of Indian Affairs	81	72	88.89%	40	0	0.00%	429.75	38	886.55	23	1	4.35%	283.96	887.3
Bureau Of Land Management	87	85	97.70%	32	29	90.63%	180.19	40	586.58	24	3	12.50%	338.75	681.58
Bureau Of Reclamation	60	47	78.33%	24	17	70.83%	178.63	35	632.51	6	2	33.33%	230.17	565
Bureau Of Surface Mining	6	4	66.67%	1	1	100.00%	109	1	496	1	0	0.00%	496	496
Fish And Wildlife Service	35	23	65.71%	15	9	60.00%	214.33	28	434.86	14	4	28.57%	162.29	481.57
Geological Survey	24	24	100.00%	10	6	60.00%	216.9	14	382.07	5	0	0.00%	133.6	370
Minerals Management Service	14	10	71.43%	5	5	100.00%	152.2	10	420.5	6	2	33.33%	148.67	503
National Park Service	145	90	62.07%	56	37	66.07%	207.14	105	625.95	52	5	9.62%	299.9	677.02
Office Of The Secretary	44	36	81.82%	29	19	65.52%	227	38	364.61	5	3	60.00%	38	217.6
Department of the Navy Total	1,412	1,158	82.01%	320	136	42.50%	240.39	629	321.84	143	129	90.21%	72.52	442.46
AAUSN	37	25	67.57%	7	2	28.57%	249.43	20	356.7	7	7	100.00%	51	636.29
Bureau of Medicine & Surgery	147	120	81.63%	14	4	28.57%	259.93	38	226.13	5	5	100.00%	53	324.2
Bureau of Naval Personnel	1	1	100.00%	1	0	0.00%	278	3	473	2	2	100.00%	52.5	665
Chief Of Naval Operations	23	17	73.91%	7	1	14.29%	256.86	15	274	3	3	100.00%	59	385
Commander Naval Installations	245	209	85.31%	52	18	34.62%	244.77	110	292.22	30	28	93.33%	77.43	445.37
Commander Naval Reserve	3	1	33.33%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Commander Pacific Fleet	117	103	88.03%	35	15	42.86%	265	52	386.58	11	11	100.00%	48.09	451.91
Fleet Forces Command	150	122	81.33%	31	22	70.97%	197.81	66	267.89	13	9	69.23%	65.54	395.31
Marine Corps HQ	223	174	78.03%	44	17	38.64%	234.32	98	376.04	21	21	100.00%	50.43	446.29
Naval Air Systems Command	131	119	90.84%	35	16	45.71%	233.57	65	309.58	15	13	86.67%	57.47	391.33
Naval Education & Training Command	31	25	80.65%	3	2	66.67%	199	6	293.83	1	1	100.00%	57	317
Naval Sea Systems Command	79	54	68.35%	30	11	36.67%	252.57	35	383.31	10	8	80.00%	103.9	456.3
Naval Special Warfare Command	8	8	100.00%	2	2	100.00%	156.5	3	0	0	0	0.00%	0	0
Naval Supply Systems Command	73	63	86.30%	26	14	53.85%	218.38	51	322.18	14	10	71.43%	155.14	486.07
Naval Systems Management Activity	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Navy Facilities & Engineering	110	96	87.27%	24	10	41.67%	231.38	46	274.91	9	9	100.00%	51.89	373.22
Office Of Naval Intelligence	10	2	20.00%	3	1	33.33%	309.67	5	345.8	0	0	0.00%	0	0
Office Of Naval Research	6	4	66.67%	0	0	0.00%	0	3	452.67	1	1	100.00%	55	706
SPAWAR	16	13	81.25%	4	0	0.00%	456.75	11	605.73	0	0	0.00%	0	0
Strategic Systems Project Office	2	2	100.00%	2	1	50.00%	184.5	2	135.5	1	1	100.00%	51	249
Department of the Treasury Total	818	770	94.13%	357	219	61.34%	251.87	474	440.42	140	99	70.71%	50.42	427.73
Alcohol and Tobacco Tax and Trade Bureau	11	3	27.27%	8	6	75.00%	222.75	12	480.92	7	1	14.29%	77.71	619.71
Bureau of Engraving and Printing	66	64	96.97%	29	19	65.52%	206.86	38	289.45	7	7	100.00%	23.86	253.29
Bureau of the Public Debt	11	11	100.00%	2	1	50.00%	262	3	467.33	1	1	100.00%	30	324
Departmental Offices	22	16	72.73%	4	3	75.00%	285	11	265.55	3	2	66.67%	62.33	342.33
Financial Crimes Enforcement Network	3	3	100.00%	0	0	0.00%	0	1	161	0	0	0.00%	0	0
Financial Management Service	26	24	92.31%	11	8	72.73%	266.82	5	321.4	2	2	100.00%	37	335
Internal Revenue Service	563	561	99.64%	250	148	59.20%	255.94	330	480.97	99	71	71.72%	51.32	436.84
Internal Revenue Service Office of the Chief Counsel	14	8	57.14%	2	1	50.00%	326	3	561.67	0	0	0.00%	0	0
Office of the Comptroller of the Currency	20	20	100.00%	8	8	100.00%	246.5	9	368.78	4	2	50.00%	51.25	422
Office of the Inspector General	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0

Table B-7a FY 2009 Profile Agency Timeliness Indicators

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Date FAD Required	APD Merit FADs (No AJ Dec) from Date Complaint Filed / Remanded
Office of Thrift Supervision	5	3	60.00%	1	1	100.00%	197	2	140.5	0	0	0.00%	0	0
Treasury Inspector General For Tax Administration	2	2	100.00%	4	1	25.00%	299.5	7	399.14	2	1	50.00%	71.5	435
U. S. Mint	75	55	73.33%	38	23	60.53%	250.89	53	360.34	15	12	80.00%	41.87	396.33
Department of Transportation Total	618	578	93.53%	244	211	86.48%	162.96	422	395.78	113	16	14.16%	122.76	426.74
Federal Aviation Administration	528	527	99.81%	207	179	86.47%	158.18	360	397.62	101	15	14.85%	120.91	427.75
Federal Highway Administration	24	22	91.67%	14	11	78.57%	198.43	19	391.84	5	0	0.00%	165.8	495.8
Federal Motor Carrier Safety Administration	13	5	38.46%	4	4	100.00%	151.5	17	396.18	0	0	0.00%	0	0
Federal Railroad Administration	8	2	25.00%	0	0	0.00%	0	3	279.67	0	0	0.00%	0	0
Federal Transit Administration	6	4	66.67%	3	3	100.00%	146	4	521.5	2	0	0.00%	137.5	381.5
Maritime Administration	8	3	37.50%	4	4	100.00%	161.5	6	350.33	2	0	0.00%	103	349
National Highway Traffic Safety Administration	1	1	100.00%	5	4	80.00%	251.4	4	425.5	2	0	0.00%	146	366
Office of Inspector General	4	3	75.00%	1	1	100.00%	93	2	426	0	0	0.00%	0	0
Office of the Secretary	4	3	75.00%	0	0	0.00%	0	2	592.5	1	1	100.00%	58	347
Pipeline and Hazardous Materials Safety Admin	4	2	50.00%	2	1	50.00%	294	1	56	0	0	0.00%	0	0
Research and Innovative Technology Administration	18	6	33.33%	4	4	100.00%	153.5	4	218.75	0	0	0.00%	0	0
St. Lawrence Development Corporation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Department of Veterans Affairs Total	4,293	4,069	94.78%	1,575	1,095	69.52%	178.52	1,822	311.22	486	181	37.24%	72.09	357.07
HQ and Others	200	191	95.50%	54	39	72.22%	173.19	70	230.8	13	5	38.46%	100	185.92
NCA	41	39	95.12%	8	6	75.00%	178.63	16	448.25	7	5	71.43%	40.71	419.57
Veterans Benefits Administration	280	263	93.93%	108	68	62.96%	180.42	120	300.12	37	8	21.62%	81.3	365.08
Veterans Health Administration	3,772	3,576	94.80%	1,405	982	69.89%	178.58	1,616	314.17	429	163	38.00%	70.97	360.55
General Services Administration Total	168	161	95.83%	71	66	92.96%	190.41	74	385.99	28	27	96.43%	49.32	551.43
Central Office	40	38	95.00%	16	16	100.00%	176.06	9	231	5	5	100.00%	43.6	228
National Capital Region	30	29	96.67%	10	8	80.00%	223.8	5	508	4	4	100.00%	50	631.75
Region 1	11	11	100.00%	4	4	100.00%	156	3	140.33	0	0	0.00%	0	0
Region 10	2	2	100.00%	1	1	100.00%	162	2	407.5	0	0	0.00%	0	0
Region 2	10	9	90.00%	6	6	100.00%	140.17	8	354.5	1	1	100.00%	59	694
Region 3	15	15	100.00%	5	5	100.00%	182.8	8	268.25	1	1	100.00%	45	504
Region 4	13	13	100.00%	7	6	85.71%	253.14	4	257.75	0	0	0.00%	0	0
Region 5	11	10	90.91%	4	4	100.00%	116.75	7	553.57	5	5	100.00%	58.8	399
Region 6	12	10	83.33%	7	5	71.43%	259	10	467.4	7	7	100.00%	52.86	420.14
Region 7	7	7	100.00%	1	1	100.00%	131	6	932.17	3	3	100.00%	41.67	1,777.00
Region 8	0	0	0.00%	1	1	100.00%	122	0	0	0	0	0.00%	0	0
Region 9	17	17	100.00%	9	9	100.00%	179.78	12	212.75	2	1	50.00%	35	154
U.S. Postal Service Total	17,054	16,971	99.51%	3,014	2,990	99.20%	113.05	5,952	243.14	1,297	1,209	93.22%	30.92	266.14
Capital Metro Area Operations	1,584	1,580	99.75%	202	201	99.50%	119.63	452	253.23	105	98	93.33%	32.75	301.74
Eastern Area	1,451	1,430	98.55%	400	398	99.50%	111.58	745	251.86	178	172	96.63%	26.38	240.94
Great Lakes Area	1,815	1,814	99.94%	355	351	98.87%	104.79	634	230.07	183	169	92.35%	30.62	261.87

Table B-7a FY 2009 Profile Agency Timeliness Indicators

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Date FAD Required	APD Merit FADs (No AJ Dec) from Date Complaint Filed / Remanded
National Area	224	221	98.66%	66	63	95.45%	132.56	95	280.79	26	23	88.46%	34.88	225.42
New York Metro Area	1,470	1,450	98.64%	199	197	98.99%	117.07	429	264.92	89	82	92.13%	36.38	279.63
Northeast Area	678	677	99.85%	152	151	99.34%	116.5	285	231.02	58	53	91.38%	28.4	209.83
Office of Inspector General	20	20	100.00%	8	8	100.00%	114.75	11	321.55	3	3	100.00%	27.67	564
Pacific Area	2,575	2,566	99.65%	425	421	99.06%	112.53	833	291.83	130	115	88.46%	34.17	269.44
Southeast Area	2,649	2,644	99.81%	395	394	99.75%	111.79	766	183.16	161	152	94.41%	34.61	252.93
Southwest Area	2,553	2,535	99.29%	450	449	99.78%	112.36	1,036	232.64	219	211	96.35%	27.6	287.64
Western Area	2,035	2,034	99.95%	362	357	98.62%	114.71	666	247.91	145	131	90.34%	30.55	271.28

Table B-8 FY 2009 Complaints Filed Bases and Issues - Grand Total

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION																		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINANTS BY ISSUE	
	RACE						COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE		DISABILITY				
	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE	MENTAL	PHYSICAL					
Appointment/Hire	8	13	3	156	44	2	73	31	238	103	110	43	65	0	0	289	40	150	1,368	680	656	
Assignment Of Duties	14	34	6	419	111	12	145	59	979	178	391	338	99	0	0	465	79	289	3,618	1,708	1,678	
Awards	1	9	1	101	25	4	28	12	139	31	66	8	17	0	0	89	12	24	567	288	278	
Conversion To Full Time	0	1	0	10	3	0	3	3	12	1	8	2	6	0	0	7	4	5	65	33	33	
Disciplinary Action	26	93	8	949	306	17	437	165	2,037	519	822	127	218	0	0	1,082	296	920	8,022	3,586	3,519	
A. Demotion	1	3	0	30	3	0	6	5	52	16	36	6	9	0	0	43	5	17	232	122	121	
B. Reprimand	5	29	3	245	101	9	131	54	590	147	219	47	60	0	0	300	64	249	2,253	1,022	1,002	
C. Suspension	7	28	1	285	83	2	124	46	596	142	230	37	64	0	0	304	83	250	2,282	1,006	985	
D. Removal	8	21	3	229	66	3	119	37	427	123	209	26	49	0	0	238	97	258	1,913	834	816	
5. Other	5	12	1	160	53	3	57	23	372	91	128	11	36	0	0	197	47	146	1,342	602	595	
Duty Hours	2	15	1	156	76	2	66	29	325	81	177	22	43	0	0	236	39	260	1,530	685	676	
Evaluation/Appraisal	13	41	5	344	75	16	108	51	663	143	300	57	88	0	0	384	80	162	2,530	1,246	1,210	
Examination/Test	0	0	1	3	1	1	1	2	22	1	8	2	2	0	0	8	5	8	65	33	33	
Harassment	42	136	27	1,318	456	38	530	261	3,163	712	1,809	510	386	0	0	1,499	454	1,187	12,528	6,147	5,891	
A. Non-Sexual	42	136	27	1,318	456	38	530	261	3,006	607	1,386	510	386	0	0	1,499	454	1,187	11,843	5,599	5,348	
B. Sexual									157	105	423								685	548	543	
Medical Examination	1	3	0	10	5	0	2	2	53	12	13	0	4	0	0	22	26	71	224	118	117	
Pay Including Overtime	4	17	3	252	82	5	110	46	469	119	216	37	55	6	34	271	58	263	2,047	924	913	
Promotion/Non-Selection	27	60	11	764	195	18	244	84	887	395	513	141	176	0	0	1,177	91	315	5,098	2,574	2,414	
Reassignment	12	32	3	210	79	6	89	34	415	116	240	64	70	0	0	361	68	234	2,033	946	928	
A. Denied	2	14	2	87	30	3	44	11	165	45	101	28	24	0	0	117	31	104	808	362	356	
B. Directed	10	18	1	123	49	3	45	23	250	71	139	36	46	0	0	244	37	130	1,225	584	572	
Reasonable Accommodation									55	534								222	1,134	1,945	1,358	1,315
Reinstatement	0	1	0	12	4	1	8	2	16	8	8	2	5	0	0	14	2	15	98	43	43	
Retirement	0	2	0	25	11	0	14	7	68	14	26	4	11	0	0	74	18	51	325	143	142	
Termination	8	39	3	340	125	9	119	97	471	167	276	72	118	0	0	405	181	371	2,801	1,441	1,431	
Terms/Conditions Of Employment	20	62	3	603	260	7	336	127	1,483	319	567	342	161	0	0	712	169	617	5,788	2,592	2,528	
Time And Attendance	10	22	6	287	105	4	123	52	745	168	290	38	69	0	0	380	137	457	2,893	1,326	1,305	
Training	0	17	1	187	29	5	60	25	237	57	124	24	36	0	0	171	33	97	1,103	516	506	
Other	2	11	1	200	79	3	68	40	1,054	102	192	650	57	0	0	259	66	213	2,997	1,456	1,426	
Total Issues By Bases	190	608	83	6,346	2,071	150	2,564	1,184	14,010	3,246	6,156	2,483	1,686	6	34	7,905	2,080	6,843				
Total Complaints Filed By Bases	128	393	45	4,023	1,309	93	1,610	709	7,510	2,140	3,718	990	1,066	6	34	5,058	1,216	4,006				
Total Complainants By Bases	123	364	42	3,805	1,272	81	1,533	679	6,869	2,040	3,567	962	1,021	6	34	4,820	1,170	3,823				

Table B-8a FY 2009 Complaints Filed Bases and Issues - Cabinet Level Agencies

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION																	TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINANTS BY ISSUE		
	RACE						COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE					DISABILITY	
	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE	MENTAL	PHYSICAL					
Appointment/Hire	7	12	3	138	39	2	67	26	214	98	98	41	58	0	0	257	36	143	1,239	623	601	
Assignment Of Duties	13	30	6	356	104	12	129	56	913	170	350	334	91	0	0	420	71	269	3,324	1,561	1,534	
Awards	1	9	1	78	23	4	24	10	108	25	53	7	16	0	0	68	10	17	454	224	216	
Conversion To Full Time	0	1	0	10	3	0	3	3	12	1	8	1	6	0	0	6	3	5	62	32	32	
Disciplinary Action	25	87	8	904	298	17	430	159	1,953	504	792	120	210	0	0	1,049	285	890	7,731	3,452	3,386	
A. Demotion	1	3	0	27	3	0	4	5	50	13	34	6	9	0	0	41	4	15	215	115	114	
B. Reprimand	5	26	3	232	99	9	129	50	567	144	207	44	56	0	0	288	61	238	2,158	978	958	
C. Suspension	7	28	1	270	79	2	123	45	574	138	223	36	64	0	0	294	80	239	2,203	973	952	
D. Removal	8	19	3	218	65	3	117	36	404	119	201	23	46	0	0	231	94	253	1,840	799	782	
5. Other	4	11	1	157	52	3	57	23	358	90	127	11	35	0	0	195	46	145	1,315	587	580	
Duty Hours	2	15	1	155	76	1	65	28	322	81	173	21	42	0	0	215	37	256	1,490	676	667	
Evaluation/Appraisal	9	32	5	290	64	15	98	42	588	122	260	49	72	0	0	320	66	145	2,177	1,084	1,056	
Examination/Test	0	0	1	3	1	1	1	2	22	1	8	2	2	0	0	8	5	8	65	33	33	
Harassment	39	129	26	1,193	431	36	493	246	2,962	668	1,705	497	357	0	0	1,393	420	1,114	11,709	5,767	5,535	
A. Non-Sexual	39	129	26	1,193	431	36	493	246	2,815	569	1,296	497	357	0	0	1,393	420	1,114	11,054	5,243	5,016	
B. Sexual									147	99	409								655	524	519	
Medical Examination	1	3	0	10	5	0	2	2	51	12	12	0	4	0	0	22	23	71	218	114	113	
Pay Including Overtime	4	15	3	217	79	5	102	45	442	118	206	35	52	6	31	256	54	250	1,920	850	841	
Promotion/Non-Selection	23	56	11	667	163	14	224	76	770	328	461	120	163	0	0	979	72	256	4,383	2,234	2,114	
Reassignment	12	29	2	198	71	6	82	33	393	108	228	62	67	0	0	341	63	220	1,915	902	884	
A. Denied	2	12	1	80	28	3	39	11	157	43	94	26	21	0	0	108	28	97	750	342	336	
B. Directed	10	17	1	118	43	3	43	22	236	65	134	36	46	0	0	233	35	123	1,165	560	548	
Reasonable Accommodation									50	492								193	1,050	1,785	1,252	1,213
Reinstatement	0	1	0	12	4	1	8	2	14	8	8	2	5	0	0	11	2	14	92	39	39	
Retirement	0	2	0	21	10	0	13	7	62	13	24	4	11	0	0	68	16	48	299	133	132	
Termination	8	33	3	305	120	8	112	88	441	151	251	68	102	0	0	375	157	343	2,565	1,332	1,324	
Terms/Conditions Of Employment	19	57	3	561	257	6	329	126	1,442	314	545	337	156	0	0	691	162	597	5,602	2,488	2,425	
Time And Attendance	10	21	6	256	100	4	116	50	699	161	271	36	66	0	0	350	125	426	2,697	1,243	1,224	
Training	0	15	1	155	28	5	54	23	208	47	112	20	32	0	0	144	24	84	952	444	435	
Other	2	10	1	149	67	3	57	31	952	78	156	640	47	0	0	197	43	170	2,603	1,270	1,246	
Total Issues By Bases	175	557	81	5,678	1,943	140	2,409	1,105	13,060	3,008	5,721	2,396	1,559	6	31	7,170	1,867	6,376				
Total Complaints Filed By Bases	117	366	43	3,625	1,226	84	1,522	657	6,970	1,992	3,482	941	999	6	31	4,610	1,095	3,751				
Total Complainants By Bases	113	340	40	3,438	1,196	72	1,453	630	6,387	1,905	3,342	915	960	6	31	4,400	1,056	3,592				

Table B-8b FY 2009 Complaints Filed Bases and Issues - Medium Size Agencies

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION																		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINANTS BY ISSUE	
	RACE						COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE		DISABILITY				
	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE	MENTAL	PHYSICAL					
Appointment/Hire	1	1	0	9	3	0	3	2	11	3	8	2	5	0	0	20	0	5	73	34	33	
Assignment Of Duties	0	1	0	34	5	0	10	2	41	7	29	4	4	0	0	37	5	15	194	87	86	
Awards	0	0	0	18	1	0	2	1	25	3	11	1	0	0	0	12	2	6	82	45	44	
Conversion To Full Time	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	3	1	1	
Disciplinary Action	0	3	0	30	6	0	6	5	48	10	20	5	3	0	0	25	8	26	195	80	80	
A. Demotion	0	0	0	2	0	0	2	0	1	2	2	0	0	0	0	2	1	2	14	6	6	
B. Reprimand	0	1	0	8	2	0	1	4	16	2	9	2	1	0	0	10	2	9	67	30	30	
C. Suspension	0	0	0	12	3	0	1	1	15	3	5	1	0	0	0	7	2	10	60	24	24	
D. Removal	0	1	0	6	0	0	2	0	13	2	4	2	1	0	0	4	3	5	43	17	17	
5. Other	0	1	0	2	1	0	0	0	3	1	0	0	1	0	0	2	0	0	11	3	3	
Duty Hours	0	0	0	1	0	1	1	1	2	0	4	1	1	0	0	21	1	3	37	6	6	
Evaluation/Appraisal	4	6	0	41	11	1	7	8	60	19	32	7	14	0	0	58	13	16	297	125	120	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment	2	2	1	84	20	1	23	8	148	34	77	11	19	0	0	89	30	63	612	266	256	
A. Non-Sexual	2	2	1	84	20	1	23	8	140	29	66	11	19	0	0	89	30	63	588	247	237	
B. Sexual									8	5	11								24	19	19	
Medical Examination	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	3	2	2	
Pay Including Overtime	0	1	0	12	2	0	4	1	20	1	7	2	2	0	0	12	4	12	80	43	43	
Promotion/Non-Selection	3	2	0	73	27	2	12	3	96	55	38	18	7	0	0	172	13	53	574	260	234	
Reassignment	0	2	1	9	7	0	5	1	20	8	8	1	2	0	0	17	4	12	97	36	36	
A. Denied	0	1	1	5	1	0	3	0	6	2	4	1	2	0	0	6	2	6	40	15	15	
B. Directed	0	1	0	4	6	0	2	1	14	6	4	0	0	0	0	11	2	6	57	21	21	
Reasonable Accommodation								5	34							24	69	132	85	84		
Reinstatement	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	3	0	1	5	3	3	
Retirement	0	0	0	4	1	0	1	0	6	1	2	0	0	0	0	5	2	3	25	9	9	
Termination	0	4	0	23	4	0	5	7	18	14	17	1	11	0	0	22	20	19	165	75	75	
Terms/Conditions Of Employment	1	2	0	9	0	1	2	0	18	3	11	2	3	0	0	14	5	14	85	46	46	
Time And Attendance	0	1	0	24	4	0	6	2	32	5	16	2	3	0	0	22	10	23	150	62	61	
Training	0	1	0	18	1	0	5	2	20	9	11	4	2	0	0	23	8	12	116	51	50	
Other	0	1	0	49	12	0	9	7	91	22	32	10	10	0	0	59	21	42	365	167	162	
Total Issues By Bases	11	27	2	438	104	6	101	55	692	194	324	72	86	0	0	612	172	394				
Total Complaints Filed By Bases	10	13	2	255	63	5	52	32	397	116	171	40	42	0	0	355	89	210				
Total Complainants By Bases	9	12	2	242	58	5	49	32	347	107	160	38	40	0	0	331	83	192				

Table B-8c FY 2009 Complaints Filed Bases and Issues - Small Size Agencies

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION																	TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINANTS BY ISSUE	
	RACE						COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY				
	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE		MENTAL				PHYSICAL
Appointment/Hire	0	0	0	9	1	0	3	3	12	2	4	0	2	0	0	11	4	2	53	22	21
Assignment Of Duties	1	3	0	29	2	0	6	1	25	1	12	0	4	0	0	8	3	5	100	60	58
Awards	0	0	0	5	0	0	2	1	6	3	2	0	1	0	0	8	0	1	29	18	17
Conversion To Full Time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	1	3	0	13	2	0	1	1	33	3	10	2	5	0	0	8	3	4	89	51	50
A. Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. Reprimand	0	2	0	5	0	0	1	0	7	1	3	1	3	0	0	2	1	2	28	14	14
C. Suspension	0	0	0	3	1	0	0	0	7	1	2	0	0	0	0	3	1	1	19	9	9
D. Removal	0	1	0	4	1	0	0	1	9	1	4	1	2	0	0	3	0	0	27	17	16
5. Other	1	0	0	1	0	0	0	0	10	0	1	0	0	0	0	0	1	1	15	11	11
Duty Hours	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	3	3	3
Evaluation/Appraisal	0	3	0	12	0	0	3	1	14	1	8	1	2	0	0	6	1	1	53	36	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1	5	0	40	5	1	14	7	51	9	27	2	10	0	0	17	4	10	203	111	97
A. Non-Sexual	1	5	0	40	5	1	14	7	49	9	24	2	10	0	0	17	4	10	198	107	93
B. Sexual									2	0	3							5	4	4	
Medical Examination	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	2	0	3	2	2
Pay Including Overtime	0	1	0	23	1	0	4	0	7	0	3	0	1	0	3	3	0	1	47	31	29
Promotion/Non-Selection	1	2	0	24	4	2	8	5	21	11	14	3	6	0	0	25	6	6	138	79	65
Reassignment	0	1	0	3	1	0	2	0	2	0	4	1	1	0	0	3	1	2	21	8	8
A. Denied	0	1	0	2	1	0	2	0	2	0	3	1	1	0	0	3	1	1	18	5	5
B. Directed	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1	3	3	3
Reasonable Acommodation									8							5	15	28	21	18	
Reinstatement	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	1
Termination	0	2	0	11	1	1	2	2	11	1	8	3	5	0	0	8	4	9	68	33	31
Terms/Conditions Of Employment	0	3	0	32	3	0	5	1	22	1	11	3	2	0	0	7	2	6	98	57	56
Time And Attendance	0	0	0	7	1	0	1	0	14	2	3	0	0	0	0	8	2	8	46	21	20
Training	0	1	0	14	0	0	1	0	9	1	1	0	2	0	0	4	1	1	35	21	21
Other	0	0	0	1	0	0	2	2	10	1	4	0	0	0	0	2	2	1	25	18	17
Total Issues By Bases	4	24	0	223	21	4	54	24	248	36	111	15	41	0	3	119	41	73			
Total Complaints Filed By Bases	1	14	0	141	17	4	36	20	139	29	65	9	25	0	3	91	32	45			
Total Complainants By Bases	1	12	0	123	17	4	31	17	131	25	65	9	21	0	3	87	31	39			

Table B-9 FY 2009 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Agency for International Development	12	226.67	6	0	6	50.00%	\$34,739.00	\$2,894.92
American Battle Monuments Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0	0	0.00%	\$0.00	\$0.00
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0	0	0.00%	\$0.00	\$0.00
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	18	111.22	18	0	18	100.00%	\$60,000.00	\$3,333.33
Central Intelligence Agency	13	357.38	0	8	8	61.54%	\$91,080.00	\$7,006.15
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0	0	0.00%	\$0.00	\$0.00
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0.00%	\$0.00	\$0.00
Commodity Futures Trading Commission	6	185	4	0	4	66.67%	\$26,462.00	\$4,410.33
Consumer Product Safety Commission	6	148	6	0	6	100.00%	\$15,180.00	\$2,530.00
Corporation for National and Community Service	4	105	4	0	4	100.00%	\$18,000.00	\$4,500.00
Court Services & Offender Supervision Agency for DC	7	166.86	6	0	6	85.71%	\$17,521.00	\$2,503.00
Defense Army and Air Force Exchange	57	218.88	15	14	29	50.88%	\$484,041.00	\$8,491.95
Defense Commissary Agency	35	205.09	16	1	17	48.57%	\$174,845.65	\$4,995.59
Defense Contract Audit Agency	4	105	4	0	4	100.00%	\$19,982.36	\$4,995.59
Defense Contract Management Agency	20	306.35	1	1	2	10.00%	\$94,916.21	\$4,745.81
Defense Finance and Accounting Service	32	152.03	23	1	24	75.00%	\$290,866.88	\$9,089.59
Defense Human Resources Activity	2	472	0	0	0	0.00%	\$7,630.00	\$3,815.00
Defense Information Systems Agency	13	104.92	12	0	12	92.31%	\$64,942.67	\$4,995.59
Defense Intelligence Agency	13	350.54	0	2	2	15.38%	\$63,349.24	\$4,873.02
Defense Logistics Agency	63	214.41	15	6	21	33.33%	\$412,727.49	\$6,551.23

Table B-9 FY 2009 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Defense Missile Defense Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense National Geospatial-Intelligence Agency	14	193.79	7	5	12	85.71%	\$95,272.96	\$6,805.21
Defense National Guard Bureau	1	170	1	0	1	100.00%	\$4,995.59	\$4,995.59
Defense National Security Agency	15	296.6	0	13	13	86.67%	\$106,729.00	\$7,115.27
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Inspector General	2	108	2	0	2	100.00%	\$21,089.06	\$10,544.53
Defense Office of the Secretary - Wash. Hqtrs. Services	17	175.53	9	3	12	70.59%	\$243,019.85	\$14,295.29
Defense Security Service	5	181.8	3	0	3	60.00%	\$24,977.95	\$4,995.59
Defense Technical Information Center	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Threat Reduction Agency	3	226	1	2	3	100.00%	\$7,500.00	\$2,500.00
Defense Uniformed Services University	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Agriculture	344	244.32	156	24	180	52.33%	\$1,225,710.25	\$3,563.11
Department of Commerce	174	186.06	116	53	169	97.13%	\$907,411.00	\$5,215.01
Department of Defense Education Activity	15	197.93	6	7	13	86.67%	\$79,342.33	\$5,289.49
Department of Education	17	323.65	3	1	4	23.53%	\$102,422.36	\$6,024.84
Department of Energy	37	198.05	22	5	27	72.97%	\$107,518.90	\$2,905.92
Department of Health and Human Services	215	197.5	139	32	171	79.53%	\$970,012.59	\$4,511.69
Department of Homeland Security	861	217.14	428	133	561	65.16%	\$3,697,662.43	\$4,294.61
Department of Housing and Urban Development	72	322.88	6	2	8	11.11%	\$189,377.00	\$2,630.24
Department of Justice	597	252.18	234	100	334	55.95%	\$2,532,737.26	\$4,242.44
Department of Labor	105	178.64	81	21	102	97.14%	\$235,491.14	\$2,242.77
Department of State	71	254.2	17	13	30	42.25%	\$128,838.00	\$1,814.62
Department of the Air Force	193	203.13	96	5	101	52.33%	\$1,606,967.83	\$8,326.26
Department of the Army	457	213.67	167	36	203	44.42%	\$2,994,458.46	\$6,552.43
Department of the Interior	212	243.77	89	34	123	58.02%	\$659,521.65	\$3,110.95
Department of the Navy	320	240.39	83	53	136	42.50%	\$2,921,600.00	\$9,130.00
Department of the Treasury	357	251.87	119	100	219	61.34%	\$2,761,990.45	\$7,736.67
Department of Transportation	244	162.96	187	24	211	86.48%	\$1,091,717.92	\$4,474.25
Department of Veterans Affairs	1,575	178.52	823	272	1,095	69.52%	\$5,161,890.50	\$3,277.39
Environmental Protection Agency	73	196.85	24	44	68	93.15%	\$252,650.00	\$3,460.96
Equal Employment Opportunity Commission	32	292.13	14	0	14	43.75%	\$219,106.00	\$6,847.06

Table B-9 FY 2009 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Export-Import Bank of the US	0	0	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit System Insurance Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Communications Commission	3	110	3	0	3	100.00%	\$12,500.00	\$4,166.67
Federal Deposit Insurance Corporation	6	193.67	3	3	6	100.00%	\$40,303.73	\$6,717.29
Federal Election Commission	3	175	2	1	3	100.00%	\$8,450.00	\$2,816.67
Federal Energy Regulatory Commission	3	180	3	0	3	100.00%	\$9,450.00	\$3,150.00
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	1	180	1	0	1	100.00%	\$6,142.24	\$6,142.24
Federal Labor Relations Authority	3	207.67	1	2	3	100.00%	\$13,448.49	\$4,482.83
Federal Maritime Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mediation and Conciliation Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Reserve System--Board of Governors	1	134	1	0	1	100.00%	\$13,176.00	\$13,176.00
Federal Retirement Thrift Investment Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Trade Commission	3	293.67	0	3	3	100.00%	\$10,388.00	\$3,462.67
General Services Administration	71	190.41	46	20	66	92.96%	\$208,600.49	\$2,938.04
Government Printing Office	34	247.32	2	0	2	5.88%	\$103,202.00	\$3,035.35
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Holocaust Memorial Museum U.S.	0	0	0	0	0	0.00%	\$0.00	\$0.00
Institute of Museum and Library Services	0	0	0	0	0	0.00%	\$0.00	\$0.00
Inter-American Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Boundary and Water Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
Marine Mammal Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Merit Systems Protection Board	2	74.5	2	0	2	100.00%	\$6,963.00	\$3,481.50
Millennium Challenge Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00

Table B-9 FY 2009 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	31	194.9	14	6	20	64.52%	\$145,301.68	\$4,687.15
National Archives and Records Administration	12	151.67	12	0	12	100.00%	\$34,996.71	\$2,916.39
National Capital Planning Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Council on Disability	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Credit Union Administration	4	153.25	4	0	4	100.00%	\$13,416.00	\$3,354.00
National Endowment for the Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Indian Gaming Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Labor Relations Board	7	159.14	6	1	7	100.00%	\$90,359.00	\$12,908.43
National Mediation Board	1	200	0	0	0	0.00%	\$14,000.00	\$14,000.00
National Reconnaissance Office	6	186.17	2	1	3	50.00%	\$45,710.00	\$7,618.33
National Science Foundation	2	158.5	1	1	2	100.00%	\$5,000.00	\$2,500.00
National Transportation Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Nuclear Regulatory Commission	7	198.14	3	4	7	100.00%	\$22,363.00	\$3,194.71
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Government Ethics	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Personnel Management	27	137.78	27	0	27	100.00%	\$115,635.85	\$4,282.81
Office of Special Counsel	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of the Director of National Intelligence	2	204	1	1	2	100.00%	\$13,400.00	\$6,700.00
Overseas Private Investment Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Peace Corps	3	130	3	0	3	100.00%	\$9,783.00	\$3,261.00
Pension Benefit Guaranty Corporation	16	312.13	3	6	9	56.25%	\$56,980.00	\$3,561.25
Postal Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	2	175.5	1	1	2	100.00%	\$6,140.00	\$3,070.00

Table B-9 FY 2009 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Securities and Exchange Commission	7	193.57	5	2	7	100.00%	\$46,676.50	\$6,668.07
Selective Service System	10	165.5	10	0	10	100.00%	\$18,101.00	\$1,810.10
Small Business Administration	26	149.96	23	0	23	88.46%	\$52,237.00	\$2,009.12
Smithsonian Institution	4	120.75	4	0	4	100.00%	\$8,400.00	\$2,100.00
Social Security Administration	509	258.83	139	44	183	35.95%	\$1,549,971.36	\$3,045.13
Tennessee Valley Authority	46	100.3	46	0	46	100.00%	\$108,747.54	\$2,364.08
Trade and Development Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
U.S. Postal Service	3,014	113.05	2,908	82	2,990	99.20%	\$4,541,324.02	\$1,506.74
U.S. Tax Court	0	0	0	0	0	0.00%	\$0.00	\$0.00
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal Including USPS	9,176	180.13	5,789	1,045	6,834	74.48%	\$34,032,880.00	\$3,708.90
Midsize Agencies Subtotal	793	226.42	326	117	443	55.86%	\$2,481,847.65	\$3,129.69
Small Agencies Subtotal	229	216.57	124	31	155	67.69%	\$1,028,732.94	\$4,492.28
Micro Agencies Subtotal	1	290	0	0	0	0.00%	\$14,000.00	\$14,000.00
Government-wide Including USPS	10,199	184.56	6,239	1,193	7,432	72.87%	\$37,557,460.59	\$3,682.47
USPS Percentage of Cabinet Sub Total	32.85%		50.23%	7.85%	43.75%		13.34%	
USPS Percentage of Government-wide	29.55%		46.61%	6.87%	40.23%		12.09%	
Cabinet Level Subtotal Minus USPS	6,162	212.94	2,881	963	3,844	62.38%	\$29,491,555.98	\$4,786.04
Government-wide Minus USPS	7,185	214.55	3,331	1,111	4,442	61.82%	\$33,016,136.57	\$4,595.15

NRF = No Report Filed

Table B-9a FY 2009 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Agency for International Development	0	0	0	0	0	0.00%	\$0.00	\$0.00
American Battle Monuments Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0	0	0.00%	\$0.00	\$0.00
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0	0	0.00%	\$0.00	\$0.00
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	0	0	0	0	0	0.00%	\$0.00	\$0.00
Central Intelligence Agency	12	359	0	7	7	58.33%	\$79,080.00	\$6,590.00
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0	0	0.00%	\$0.00	\$0.00
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0.00%	\$0.00	\$0.00
Commodity Futures Trading Commission	0	0	0	0	0	0.00%	\$13,231.00	\$0.00
Consumer Product Safety Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Corporation for National and Community Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Court Services & Offender Supervision Agency for DC	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Army and Air Force Exchange	57	218.88	15	14	29	50.88%	\$484,041.00	\$8,491.95
Defense Commissary Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Contract Audit Agency	4	105	4	0	4	100.00%	\$19,982.36	\$4,995.59
Defense Contract Management Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Finance and Accounting Service	32	152.03	23	1	24	75.00%	\$290,866.88	\$9,089.59
Defense Human Resources Activity	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Information Systems Agency	13	104.92	12	0	12	92.31%	\$64,942.67	\$4,995.59
Defense Intelligence Agency	13	350.54	0	2	2	15.38%	\$63,349.24	\$4,873.02

Table B-9a FY 2009 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Defense Logistics Agency	63	214.41	15	6	21	33.33%	\$412,727.49	\$6,551.23
Defense Missile Defense Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense National Geospatial-Intelligence Agency	14	193.79	7	5	12	85.71%	\$95,272.96	\$6,805.21
Defense National Guard Bureau	1	170	1	0	1	100.00%	\$4,995.59	\$4,995.59
Defense National Security Agency	15	296.6	0	13	13	86.67%	\$106,729.00	\$7,115.27
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Inspector General	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Secretary - Wash. Hqtrs. Services	17	175.53	9	3	12	70.59%	\$243,019.85	\$14,295.29
Defense Security Service	5	181.8	3	0	3	60.00%	\$24,977.95	\$4,995.59
Defense Technical Information Center	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Threat Reduction Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Uniformed Services University	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Agriculture	1	83	1	0	1	100.00%	\$15,850.00	\$15,850.00
Department of Commerce	10	210.5	4	5	9	90.00%	\$66,281.00	\$6,628.10
Department of Defense Education Activity	13	208.77	4	7	11	84.62%	\$73,392.33	\$5,645.56
Department of Education	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Energy	0	0	0	0	0	0.00%	\$18,570.00	\$0.00
Department of Health and Human Services	2	173	2	0	2	100.00%	\$96,324.00	\$48,162.00
Department of Homeland Security	62	141.48	52	4	56	90.32%	\$340,532.00	\$5,492.45
Department of Housing and Urban Development	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Justice	146	282.21	43	39	82	56.16%	\$1,090,519.68	\$7,469.31
Department of Labor	5	222.8	1	4	5	100.00%	\$21,000.00	\$4,200.00
Department of State	3	331.33	1	1	2	66.67%	\$10,080.00	\$3,360.00
Department of the Air Force	193	203.13	96	5	101	52.33%	\$1,606,967.83	\$8,326.26
Department of the Army	457	213.67	167	36	203	44.42%	\$2,994,458.46	\$6,552.43
Department of the Interior	0	0	0	0	0	0.00%	\$8,500.00	\$0.00
Department of the Navy	320	240.39	83	53	136	42.50%	\$2,921,600.00	\$9,130.00
Department of the Treasury	292	257.31	96	83	179	61.30%	\$2,499,963.45	\$8,561.52
Department of Transportation	128	161.71	101	13	114	89.06%	\$762,161.92	\$5,954.39
Department of Veterans Affairs	1,066	178.53	582	182	764	71.67%	\$4,286,648.00	\$4,021.25

Table B-9a FY 2009 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Environmental Protection Agency	2	143	2	0	2	100.00%	\$2,382.00	\$1,191.00
Equal Employment Opportunity Commission	25	314.12	10	0	10	40.00%	\$189,106.00	\$7,564.24
Export-Import Bank of the US	0	0	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit System Insurance Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Communications Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Deposit Insurance Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Election Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Energy Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	0	0	0	0	0	0.00%	\$3,071.12	\$0.00
Federal Labor Relations Authority	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Maritime Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mediation and Conciliation Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Reserve System--Board of Governors	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Retirement Thrift Investment Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
General Services Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
Government Printing Office	0	0	0	0	0	0.00%	\$0.00	\$0.00
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Holocaust Memorial Museum U.S.	0	0	0	0	0	0.00%	\$0.00	\$0.00
Institute of Museum and Library Services	0	0	0	0	0	0.00%	\$0.00	\$0.00
Inter-American Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Boundary and Water Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00

Table B-9a FY 2009 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Marine Mammal Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Merit Systems Protection Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Millennium Challenge Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Archives and Records Administration	1	177	1	0	1	100.00%	\$1,091.24	\$1,091.24
National Capital Planning Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Council on Disability	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Credit Union Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Indian Gaming Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Labor Relations Board	6	165.17	5	1	6	100.00%	\$87,859.00	\$14,643.17
National Mediation Board	0	0	0	0	0	0.00%	\$7,000.00	\$0.00
National Reconnaissance Office	4	184.75	1	0	1	25.00%	\$32,150.00	\$8,037.50
National Science Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Transportation Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Nuclear Regulatory Commission	1	173	1	0	1	100.00%	\$5,000.00	\$5,000.00
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Government Ethics	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Personnel Management	19	133.47	19	0	19	100.00%	\$79,854.85	\$4,202.89
Office of Special Counsel	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of the Director of National Intelligence	0	0	0	0	0	0.00%	\$0.00	\$0.00
Overseas Private Investment Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Peace Corps	0	0	0	0	0	0.00%	\$0.00	\$0.00

Table B-9a FY 2009 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Pension Benefit Guaranty Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Postal Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Securities and Exchange Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Selective Service System	0	0	0	0	0	0.00%	\$0.00	\$0.00
Small Business Administration	14	138.29	13	0	13	92.86%	\$0.00	\$0.00
Smithsonian Institution	1	130	1	0	1	100.00%	\$2,000.00	\$2,000.00
Social Security Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
Tennessee Valley Authority	1	94	1	0	1	100.00%	\$2,000.00	\$2,000.00
Trade and Development Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
U.S. Postal Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
U.S. Tax Court	0	0	0	0	0	0.00%	\$0.00	\$0.00
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	2,932	206.57	1,322	476	1,798	61.32%	\$18,623,753.66	\$6,351.89
Midsized Agencies Subtotal	37	134.65	36	0	36	97.30%	\$86,236.85	\$2,330.73
Small Agencies Subtotal	49	290.63	18	8	26	53.06%	\$410,588.36	\$8,379.35
Micro Agencies Subtotal	0	0	0	0	0	0.00%	\$7,000.00	\$0.00
Government-wide	3,018	207.08	1,376	484	1,860	61.63%	\$19,127,578.87	\$6,337.83

NRF = No Report Filed

Table B-9b FY 2009 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractor	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Agency for International Development	12	226.67	6	0	6	50.00%	\$34,739.00	\$2,894.92
American Battle Monuments Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0	0	0.00%	\$0.00	\$0.00
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0	0	0.00%	\$0.00	\$0.00
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	18	111.22	18	0	18	100.00%	\$60,000.00	\$3,333.33
Central Intelligence Agency	1	338	0	1	1	100.00%	\$12,000.00	\$12,000.00
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0	0	0.00%	\$0.00	\$0.00
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0.00%	\$0.00	\$0.00
Commodity Futures Trading Commission	6	185	4	0	4	66.67%	\$13,231.00	\$2,205.17
Consumer Product Safety Commission	6	148	6	0	6	100.00%	\$15,180.00	\$2,530.00
Corporation for National and Community Service	4	105	4	0	4	100.00%	\$18,000.00	\$4,500.00
Court Services & Offender Supervision Agency for DC	7	166.86	6	0	6	85.71%	\$17,521.00	\$2,503.00
Defense Army and Air Force Exchange	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Commissary Agency	35	205.09	16	1	17	48.57%	\$174,845.65	\$4,995.59
Defense Contract Audit Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Contract Management Agency	20	306.35	1	1	2	10.00%	\$94,916.21	\$4,745.81
Defense Finance and Accounting Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Human Resources Activity	2	472	0	0	0	0.00%	\$7,630.00	\$3,815.00
Defense Information Systems Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Intelligence Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Logistics Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Missile Defense Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00

Table B-9b FY 2009 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractor	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Defense National Geospatial-Intelligence Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense National Guard Bureau	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense National Security Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Inspector General	2	108	2	0	2	100.00%	\$21,089.06	\$10,544.53
Defense Office of the Secretary - Wash. Hqtrs. Services	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Security Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Technical Information Center	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Threat Reduction Agency	3	226	1	2	3	100.00%	\$7,500.00	\$2,500.00
Defense Uniformed Services University	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Agriculture	343	244.79	155	24	179	52.19%	\$1,209,860.25	\$3,527.29
Department of Commerce	164	184.57	112	48	160	97.56%	\$841,130.00	\$5,128.84
Department of Defense Education Activity	2	127.5	2	0	2	100.00%	\$5,950.00	\$2,975.00
Department of Education	17	323.65	3	1	4	23.53%	\$102,422.36	\$6,024.84
Department of Energy	37	198.05	22	5	27	72.97%	\$88,948.90	\$2,404.02
Department of Health and Human Services	213	197.73	137	32	169	79.34%	\$873,688.59	\$4,101.82
Department of Homeland Security	799	223.01	376	129	505	63.20%	\$3,357,130.43	\$4,201.67
Department of Housing and Urban Development	72	322.88	6	2	8	11.11%	\$189,377.00	\$2,630.24
Department of Justice	451	242.46	191	61	252	55.88%	\$1,442,217.58	\$3,197.82
Department of Labor	100	176.43	80	17	97	97.00%	\$214,491.14	\$2,144.91
Department of State	68	250.79	16	12	28	41.18%	\$118,758.00	\$1,746.44
Department of the Air Force	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of the Army	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of the Interior	212	243.77	89	34	123	58.02%	\$651,021.65	\$3,070.86
Department of the Navy	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of the Treasury	65	227.45	23	17	40	61.54%	\$262,027.00	\$4,031.18
Department of Transportation	116	164.34	86	11	97	83.62%	\$329,556.00	\$2,841.00
Department of Veterans Affairs	509	178.51	241	90	331	65.03%	\$875,242.50	\$1,719.53
Environmental Protection Agency	71	198.37	22	44	66	92.96%	\$250,268.00	\$3,524.90
Equal Employment Opportunity Commission	7	213.57	4	0	4	57.14%	\$30,000.00	\$4,285.71
Export-Import Bank of the US	0	0	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00

Table B-9b FY 2009 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractor	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Farm Credit System Insurance Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Communications Commission	3	110	3	0	3	100.00%	\$12,500.00	\$4,166.67
Federal Deposit Insurance Corporation	6	193.67	3	3	6	100.00%	\$40,303.73	\$6,717.29
Federal Election Commission	3	175	2	1	3	100.00%	\$8,450.00	\$2,816.67
Federal Energy Regulatory Commission	3	180	3	0	3	100.00%	\$9,450.00	\$3,150.00
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	1	180	1	0	1	100.00%	\$3,071.12	\$3,071.12
Federal Labor Relations Authority	3	207.67	1	2	3	100.00%	\$13,448.49	\$4,482.83
Federal Maritime Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mediation and Conciliation Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Reserve System--Board of Governors	1	134	1	0	1	100.00%	\$13,176.00	\$13,176.00
Federal Retirement Thrift Investment Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Trade Commission	3	293.67	0	3	3	100.00%	\$10,388.00	\$3,462.67
General Services Administration	71	190.41	46	20	66	92.96%	\$208,600.49	\$2,938.04
Government Printing Office	34	247.32	2	0	2	5.88%	\$103,202.00	\$3,035.35
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Holocaust Memorial Museum U.S.	0	0	0	0	0	0.00%	\$0.00	\$0.00
Institute of Museum and Library Services	0	0	0	0	0	0.00%	\$0.00	\$0.00
Inter-American Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Boundary and Water Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
Marine Mammal Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Merit Systems Protection Board	2	74.5	2	0	2	100.00%	\$6,963.00	\$3,481.50
Millennium Challenge Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	31	194.9	14	6	20	64.52%	\$145,301.68	\$4,687.15

Table B-9b FY 2009 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractor	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
National Archives and Records Administration	11	149.36	11	0	11	100.00%	\$33,905.47	\$3,082.32
National Capital Planning Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Council on Disability	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Credit Union Administration	4	153.25	4	0	4	100.00%	\$13,416.00	\$3,354.00
National Endowment for the Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Indian Gaming Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Labor Relations Board	1	123	1	0	1	100.00%	\$2,500.00	\$2,500.00
National Mediation Board	1	200	0	0	0	0.00%	\$7,000.00	\$7,000.00
National Reconnaissance Office	2	189	1	1	2	100.00%	\$13,560.00	\$6,780.00
National Science Foundation	2	158.5	1	1	2	100.00%	\$5,000.00	\$2,500.00
National Transportation Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Nuclear Regulatory Commission	6	202.33	2	4	6	100.00%	\$17,363.00	\$2,893.83
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Government Ethics	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Personnel Management	8	148	8	0	8	100.00%	\$35,781.00	\$4,472.63
Office of Special Counsel	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of the Director of National Intelligence	2	204	1	1	2	100.00%	\$13,400.00	\$6,700.00
Overseas Private Investment Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Peace Corps	3	130	3	0	3	100.00%	\$9,783.00	\$3,261.00
Pension Benefit Guaranty Corporation	16	312.13	3	6	9	56.25%	\$56,980.00	\$3,561.25
Postal Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	2	175.5	1	1	2	100.00%	\$6,140.00	\$3,070.00
Securities and Exchange Commission	7	193.57	5	2	7	100.00%	\$46,676.50	\$6,668.07
Selective Service System	10	165.5	10	0	10	100.00%	\$18,101.00	\$1,810.10
Small Business Administration	12	163.58	10	0	10	83.33%	\$52,237.00	\$4,353.08
Smithsonian Institution	3	117.67	3	0	3	100.00%	\$6,400.00	\$2,133.33

Table B-9b FY 2009 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractor	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Social Security Administration	509	258.83	139	44	183	35.95%	\$1,549,971.36	\$3,045.13
Tennessee Valley Authority	45	100.44	45	0	45	100.00%	\$106,747.54	\$2,372.17
Trade and Development Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
U.S. Postal Service	3,014	113.05	2,908	82	2,990	99.20%	\$4,541,324.02	\$1,506.74
U.S. Tax Court	0	0	0	0	0	0.00%	\$0.00	\$0.00
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	6,244	167.71	4,467	569	5,036	80.65%	\$15,409,126.34	\$2,467.83
Midsized Agencies Subtotal	756	230.91	290	117	407	53.84%	\$2,395,610.80	\$3,168.80
Small Agencies Subtotal	180	196.41	106	23	129	71.67%	\$618,144.58	\$3,434.14
Micro Agencies Subtotal	1	200	0	0	0	0.00%	\$7,000.00	\$7,000.00
Government-wide	7,181	175.09	4,863	709	5,572	77.59%	\$18,429,881.72	\$2,566.48

NRF = No Report Filed

Table B-9c FY 2009 Timeliness and Cost of All Completed Complaint Investigations - Sub-Component Data

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Defense Logistics Agency Total	63	214.41	15	6	21	33.33%	\$412,727.49	\$6,551.23
Defense Distribution Center	26	216.15	6	1	7	26.92%	\$170,331.98	\$6,551.23
Defense Logistics Information Service	3	237	0	0	0	0.00%	\$19,653.69	\$6,551.23
Defense Reutilization & Marketing Service	6	234.83	0	0	0	0.00%	\$39,307.38	\$6,551.23
Defense Supply Center Columbus	9	176.11	5	4	9	100.00%	\$58,961.07	\$6,551.23
Defense Supply Center Philadelphia	5	173.6	2	0	2	40.00%	\$32,756.15	\$6,551.23
Defense Supply Center Richmond	5	192.2	1	0	1	20.00%	\$32,756.15	\$6,551.23
DLA Operations Division	9	261.56	1	1	2	22.22%	\$58,961.07	\$6,551.23
Defense National Guard Bureau Total	1	170	1	0	1	100.00%	\$4,995.59	\$4,995.59
Alabama National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Alaska National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Arizona National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Arkansas National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
California National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Colorado National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Connecticut National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
DC National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Delaware National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Florida National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Georgia National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Hawaii National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Idaho National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Illinois National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Indiana National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Iowa National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Kansas National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Kentucky National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Louisiana National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Maine National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00

Table B-9c FY 2009 Timeliness and Cost of All Completed Complaint Investigations - Sub-Component Data

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Maryland National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Massachusetts National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Michigan National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Minnesota National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Mississippi National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Missouri National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Montana National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Nebraska National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Nevada National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
New Hampshire National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
New Jersey National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
New Mexico National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
New York National Guard	1	170	1	0	1	100.00%	\$4,995.59	\$4,995.59
North Carolina National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
North Dakota National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Ohio National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Oklahoma National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Oregon National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Pennsylvania National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Puerto Rico National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Rhode Island National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
South Carolina National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
South Dakota National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Tennessee National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Texas National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Utah National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Vermont National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Virgin Islands National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Virginia National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Washington State National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
West Virginia National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00

Table B-9c FY 2009 Timeliness and Cost of All Completed Complaint Investigations - Sub-Component Data

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Wisconsin National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Wyoming National Guard	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Agriculture Total	344	244.32	156	24	180	52.33%	\$1,225,710.25	\$3,563.11
Department of Agriculture Headquarters	4	1,010.50	1	1	2	50.00%	\$14,000.00	\$3,500.00
Agricultural Marketing Service	8	175	5	3	8	100.00%	\$29,482.00	\$3,685.25
Agricultural Research Service	29	176.21	16	2	18	62.07%	\$106,049.40	\$3,656.88
Agriculture Headquarters	15	261.53	5	1	6	40.00%	\$57,458.00	\$3,830.53
Animal and Plant Health Inspection Service	39	171.64	27	0	27	69.23%	\$140,163.00	\$3,593.92
COOP State Research, Education & Extension Srvce	1	162	1	0	1	100.00%	\$2,750.00	\$2,750.00
Economic Research Service	2	236.5	1	0	1	50.00%	\$6,860.00	\$3,430.00
Farm Service Agency	22	291.59	5	12	17	77.27%	\$94,794.00	\$4,308.82
Food and Nutrition Service	5	338.8	0	0	0	0.00%	\$12,800.00	\$2,560.00
Food Safety And Inspection Service	50	192.02	29	1	30	60.00%	\$169,892.28	\$3,397.85
Foreign Agricultural Service	4	232.25	1	1	2	50.00%	\$15,949.00	\$3,987.25
Forest Service	72	283.5	34	2	36	50.00%	\$284,317.01	\$3,948.85
Grain Inspection, Packers & Stockyards Admin	6	471	3	0	3	50.00%	\$36,569.00	\$6,094.83
National Agricultural Statistics Service	3	200	1	0	1	33.33%	\$6,838.00	\$2,279.33
National Appeals Division	1	185	0	0	0	0.00%	\$3,800.00	\$3,800.00
Natural Resources Conservation Service	31	194.71	16	1	17	54.84%	\$102,063.20	\$3,292.36
Office Of Inspector General	4	301.25	0	0	0	0.00%	\$10,000.00	\$2,500.00
Office Of The Chief Financial Officer	20	234.35	4	0	4	20.00%	\$61,060.36	\$3,053.02
Risk Management Agency	4	528.25	0	0	0	0.00%	\$11,887.00	\$2,971.75
Rural Development	24	230.75	7	0	7	29.17%	\$58,978.00	\$2,457.42
Department of Commerce Total	174	186.06	116	53	169	97.13%	\$907,411.00	\$5,215.01
All Other Commerce Bureaus	16	200.88	9	7	16	100.00%	\$110,723.00	\$6,920.19
Bureau of the Census	57	178.09	43	13	56	98.25%	\$291,657.00	\$5,116.79
Decennial Census	29	192.83	18	11	29	100.00%	\$132,392.00	\$4,565.24

Table B-9c FY 2009 Timeliness and Cost of All Completed Complaint Investigations - Sub-Component Data

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
International Trade Administration	6	203	3	2	5	83.33%	\$34,194.00	\$5,699.00
National Institute of Standards & Technology	3	187	2	1	3	100.00%	\$12,332.00	\$4,110.67
National Oceanic & Atmospheric Administration	39	193.69	20	16	36	92.31%	\$219,778.00	\$5,635.33
U. S. Patent and Trademark Office	24	170.21	21	3	24	100.00%	\$106,335.00	\$4,430.63
Department of Energy Total	37	198.05	22	5	27	72.97%	\$107,518.90	\$2,905.92
Bonneville Power Administration	6	248.33	2	1	3	50.00%	\$17,405.00	\$2,900.83
Chicago Operations Office	0	0	0	0	0	0.00%	\$0.00	\$0.00
EM Consolidated Business Center	1	280	0	1	1	100.00%	\$4,500.00	\$4,500.00
Golden Field Office	0	0	0	0	0	0.00%	\$0.00	\$0.00
Headquarters	7	60	7	0	7	100.00%	\$37,140.00	\$5,305.71
Idaho Operations Office	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Energy Technology Lab	1	90	1	0	1	100.00%	\$5,800.00	\$5,800.00
NNSA Service Center	12	297.92	3	3	6	50.00%	\$11,370.90	\$947.58
Oak Ridge Operations	0	0	0	0	0	0.00%	\$0.00	\$0.00
OSTI	0	0	0	0	0	0.00%	\$0.00	\$0.00
Richland Operations Office	1	244	0	0	0	0.00%	\$4,875.00	\$4,875.00
Savannah River Operations	0	0	0	0	0	0.00%	\$0.00	\$0.00
Southeastern Power Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
Southwestern Power Administration	4	170	4	0	4	100.00%	\$13,454.00	\$3,363.50
Strategic Petroleum Reserve	0	0	0	0	0	0.00%	\$0.00	\$0.00
Western Area Power Administration	5	109.8	5	0	5	100.00%	\$12,974.00	\$2,594.80
Department of Health and Human Services Total	215	197.5	139	32	171	79.53%	\$970,012.59	\$4,511.69
Administration for Children and Families	17	189.24	13	3	16	94.12%	\$73,134.00	\$4,302.00
Agency for Healthcare Research and Quality	1	340	0	1	1	100.00%	\$579.00	\$579.00
Centers for Disease Control and Prevention	24	225.96	11	5	16	66.67%	\$75,615.00	\$3,150.63
Centers for Medicare & Medicaid Services	16	132.81	16	0	16	100.00%	\$62,811.17	\$3,925.70
Food and Drug Administration	18	157.11	16	2	18	100.00%	\$158,697.00	\$8,816.50

Table B-9c FY 2009 Timeliness and Cost of All Completed Complaint Investigations - Sub-Component Data

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Health Resources and Services Administration	7	170.86	3	2	5	71.43%	\$26,902.00	\$3,843.14
Indian Health Service	38	216.87	27	2	29	76.32%	\$94,124.00	\$2,476.95
National Institutes of Health	43	202.65	23	9	32	74.42%	\$207,695.00	\$4,830.12
Office of the Secretary of Health and Human Services	28	177.71	17	3	20	71.43%	\$90,713.99	\$3,239.79
Program Support Center	10	279.3	5	1	6	60.00%	\$30,733.00	\$3,073.30
Substance Abuse & Mental Health Services Admin	13	200.77	8	4	12	92.31%	\$52,784.43	\$4,060.34
Department of Homeland Security Total	861	217.14	428	133	561	65.16%	\$3,697,662.43	\$4,294.61
DHS Headquarters	6	241.67	3	3	6	100.00%	\$32,638.00	\$5,439.67
Federal Emergency Management Agency	109	377.66	8	4	12	11.01%	\$508,246.00	\$4,662.81
Federal Law Enforcement Training Center	6	409.5	0	0	0	0.00%	\$26,127.02	\$4,354.50
Transportation Security Administration	240	220.91	72	29	101	42.08%	\$767,775.00	\$3,199.06
U.S. Citizenship and Immigration Services	77	151.09	57	15	72	93.51%	\$339,301.41	\$4,406.51
U.S. Coast Guard	49	248.71	6	41	47	95.92%	\$163,081.00	\$3,328.18
U.S. Customs and Border Protection	215	142.17	192	18	210	97.67%	\$1,211,808.00	\$5,636.32
U.S. Immigration and Customs Enforcement	146	203.67	90	18	108	73.97%	\$533,122.00	\$3,651.52
U.S. Secret Service	13	364.77	0	5	5	38.46%	\$115,564.00	\$8,889.54
Department of Justice Total	597	252.18	234	100	334	55.95%	\$2,532,737.26	\$4,242.44
Alcohol, Tobacco, Firearms and Explosives	24	327.33	1	1	2	8.33%	\$101,863.00	\$4,244.29
Bureau of Prisons	351	218.25	176	50	226	64.39%	\$1,101,359.64	\$3,137.78
Drug Enforcement Administration	17	211.24	9	3	12	70.59%	\$54,246.82	\$3,190.99
Executive Office for Immigration Review	3	243	0	0	0	0.00%	\$3,744.30	\$1,248.10
Executive Office for U.S. Attorneys	28	383.89	2	1	3	10.71%	\$52,839.00	\$1,887.11
Federal Bureau of Investigation	123	264.46	41	38	79	64.23%	\$1,060,371.38	\$8,620.91
Office of Justice Programs	5	498.4	3	0	3	60.00%	\$8,285.26	\$1,657.05
Offices, Boards, and Divisions	13	253.15	1	4	5	38.46%	\$54,083.72	\$4,160.29
U.S. Marshals Service	33	385.15	1	3	4	12.12%	\$95,944.14	\$2,907.40

Table B-9c FY 2009 Timeliness and Cost of All Completed Complaint Investigations - Sub-Component Data

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Department of Labor Total	105	178.64	81	21	102	97.14%	\$235,491.14	\$2,242.77
Bureau of Labor Statistics	2	173	1	1	2	100.00%	\$0.00	\$0.00
Dept. of Labor (DM and others)	29	191.24	21	8	29	100.00%	\$0.00	\$0.00
Employment and Training Administration	3	153.33	3	0	3	100.00%	\$0.00	\$0.00
Employment Standards Administration	30	173.23	23	6	29	96.67%	\$0.00	\$0.00
Mine Safety and Health Administration	16	189.63	11	4	15	93.75%	\$0.00	\$0.00
Occupational Safety and Health Administration	25	166.96	22	2	24	96.00%	\$0.00	\$0.00
Department of the Army Total	457	213.67	167	36	203	44.42%	\$2,994,458.46	\$6,552.43
Eighth U.S. Army (KOREA)	0	0	0	0	0	0.00%	\$0.00	\$0.00
Headquarters, Department of Army	37	270.65	6	1	7	18.92%	\$238,624.43	\$6,449.31
U.S. Army Corps of Engineers	49	234.02	9	5	14	28.57%	\$313,860.83	\$6,405.32
U.S. Army Europe	6	179.33	5	0	5	83.33%	\$58,567.00	\$9,761.17
U.S. Army Forces Command	7	234.14	2	0	2	28.57%	\$40,816.83	\$5,830.98
U.S. Army Installation Management Command	113	187.06	52	7	59	52.21%	\$788,552.63	\$6,978.34
U.S. Army Intelligence and Security Command	8	239.88	3	0	3	37.50%	\$46,774.12	\$5,846.77
U.S. Army Material Command	104	208.88	44	11	55	52.88%	\$647,500.91	\$6,225.97
U.S. Army Medical Command	81	214.49	28	8	36	44.44%	\$519,548.01	\$6,414.17
U.S. Army Network Enterprise Technology Command	1	224	0	0	0	0.00%	\$5,653.13	\$5,653.13
U.S. Army Pacific (USARPAC)	1	196	0	0	0	0.00%	\$5,934.52	\$5,934.52
U.S. Army Reserve Command	17	210.06	7	3	10	58.82%	\$111,154.08	\$6,538.48
U.S. Army Space and Missile Defense Command	6	223.17	2	0	2	33.33%	\$32,248.54	\$5,374.76
U.S. Army Special Operations Command (USASOC)	1	188	0	0	0	0.00%	\$7,359.59	\$7,359.59
U.S. Army Test and Evaluation Command	4	252.75	2	0	2	50.00%	\$24,278.66	\$6,069.67
U.S. Army Training and Doctrine Command	22	216.82	7	1	8	36.36%	\$153,585.18	\$6,981.14

Table B-9c FY 2009 Timeliness and Cost of All Completed Complaint Investigations - Sub-Component Data

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Department of the Interior Total	212	243.77	89	34	123	58.02%	\$659,521.65	\$3,110.95
Bureau Of Indian Affairs	40	429.75	0	0	0	0.00%	\$115,399.00	\$2,884.98
Bureau Of Land Management	32	180.19	23	6	29	90.63%	\$90,809.50	\$2,837.80
Bureau Of Reclamation	24	178.63	14	3	17	70.83%	\$48,271.05	\$2,011.29
Bureau Of Surface Mining	1	109	1	0	1	100.00%	\$3,122.00	\$3,122.00
Fish And Wildlife Service	15	214.33	9	0	9	60.00%	\$58,822.50	\$3,921.50
Geological Survey	10	216.9	2	4	6	60.00%	\$71,597.23	\$7,159.72
Minerals Management Service	5	152.2	5	0	5	100.00%	\$22,300.00	\$4,460.00
National Park Service	56	207.14	25	12	37	66.07%	\$169,044.23	\$3,018.65
Office Of The Secretary	29	227	10	9	19	65.52%	\$80,156.14	\$2,764.00
Department of the Navy Total	320	240.39	83	53	136	42.50%	\$2,921,600.00	\$9,130.00
AAUSN	7	249.43	0	2	2	28.57%	\$63,910.00	\$9,130.00
Bureau of Medicine & Surgery	14	259.93	3	1	4	28.57%	\$127,820.00	\$9,130.00
Bureau of Naval Personnel	1	278	0	0	0	0.00%	\$9,130.00	\$9,130.00
Chief Of Naval Operations	7	256.86	0	1	1	14.29%	\$63,910.00	\$9,130.00
Commander Naval Installations	52	244.77	11	7	18	34.62%	\$474,760.00	\$9,130.00
Commander Naval Reserve	0	0	0	0	0	0.00%	\$0.00	\$0.00
Commander Pacific Fleet	35	265	7	8	15	42.86%	\$319,550.00	\$9,130.00
Fleet Forces Command	31	197.81	15	7	22	70.97%	\$283,030.00	\$9,130.00
Marine Corps HQ	44	234.32	10	7	17	38.64%	\$401,720.00	\$9,130.00
Naval Air Systems Command	35	233.57	7	9	16	45.71%	\$319,550.00	\$9,130.00
Naval Education & Training Command	3	199	2	0	2	66.67%	\$27,390.00	\$9,130.00
Naval Sea Systems Command	30	252.57	11	0	11	36.67%	\$273,900.00	\$9,130.00
Naval Special Warfare Command	2	156.5	1	1	2	100.00%	\$18,260.00	\$9,130.00
Naval Supply Systems Command	26	218.38	8	6	14	53.85%	\$237,380.00	\$9,130.00
Naval Systems Management Activity	0	0	0	0	0	0.00%	\$0.00	\$0.00
Navy Facilities & Engineering	24	231.38	7	3	10	41.67%	\$219,120.00	\$9,130.00
Office Of Naval Intelligence	3	309.67	0	1	1	33.33%	\$27,390.00	\$9,130.00
Office Of Naval Research	0	0	0	0	0	0.00%	\$0.00	\$0.00

Table B-9c FY 2009 Timeliness and Cost of All Completed Complaint Investigations - Sub-Component Data

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
SPAWAR	4	456.75	0	0	0	0.00%	\$36,520.00	\$9,130.00
Strategic Systems Project Office	2	184.5	1	0	1	50.00%	\$18,260.00	\$9,130.00
Department of the Treasury Total	357	251.87	119	100	219	61.34%	\$2,761,990.45	\$7,736.67
Alcohol and Tobacco Tax and Trade Bureau	8	222.75	3	3	6	75.00%	\$0.00	\$0.00
Bureau of Engraving and Printing	29	206.86	15	4	19	65.52%	\$0.00	\$0.00
Bureau of the Public Debt	2	262	0	1	1	50.00%	\$0.00	\$0.00
Departmental Offices	4	285	2	1	3	75.00%	\$0.00	\$0.00
Financial Crimes Enforcement Network	0	0	0	0	0	0.00%	\$0.00	\$0.00
Financial Management Service	11	266.82	4	4	8	72.73%	\$0.00	\$0.00
Internal Revenue Service	250	255.94	78	70	148	59.20%	\$2,598,550.45	\$10,394.20
Internal Revenue Service Office of the Chief Counsel	2	326	1	0	1	50.00%	\$0.00	\$0.00
Office of the Comptroller of the Currency	8	246.5	3	5	8	100.00%	\$163,440.00	\$20,430.00
Office of the Inspector General	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Thrift Supervision	1	197	0	1	1	100.00%	\$0.00	\$0.00
Treasury Inspector General For Tax Administration	4	299.5	1	0	1	25.00%	\$0.00	\$0.00
U. S. Mint	38	250.89	12	11	23	60.53%	\$0.00	\$0.00
Department of Transportation Total	244	162.96	187	24	211	86.48%	\$1,091,717.92	\$4,474.25
Federal Aviation Administration	207	158.18	162	17	179	86.47%	\$946,126.85	\$4,570.66
Federal Highway Administration	14	198.43	7	4	11	78.57%	\$58,454.34	\$4,175.31
Federal Motor Carrier Safety Administration	4	151.5	4	0	4	100.00%	\$14,477.39	\$3,619.35
Federal Railroad Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Transit Administration	3	146	3	0	3	100.00%	\$14,749.78	\$4,916.59
Maritime Administration	4	161.5	3	1	4	100.00%	\$11,364.00	\$2,841.00
National Highway Traffic Safety Administration	5	251.4	3	1	4	80.00%	\$17,318.39	\$3,463.68
Office of Inspector General	1	93	1	0	1	100.00%	\$2,841.00	\$2,841.00
Office of the Secretary	0	0	0	0	0	0.00%	\$0.00	\$0.00
Pipeline and Hazardous Materials Safety Admin	2	294	0	1	1	50.00%	\$8,795.39	\$4,397.70

Table B-9c FY 2009 Timeliness and Cost of All Completed Complaint Investigations - Sub-Component Data

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Research and Inovative Technology Administration	4	153.5	4	0	4	100.00%	\$17,590.78	\$4,397.70
St. Lawrence Development Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Veterans Affairs Total	1,575	178.52	823	272	1,095	69.52%	\$5,161,890.50	\$3,277.39
HQ and Others	54	173.19	29	10	39	72.22%	\$5,161,890.50	\$95,590.56
NCA	8	178.63	5	1	6	75.00%	\$0.00	\$0.00
Veterans Benefits Administration	108	180.42	55	13	68	62.96%	\$0.00	\$0.00
Veterans Health Administration	1,405	178.58	734	248	982	69.89%	\$0.00	\$0.00
General Services Administration Total	71	190.41	46	20	66	92.96%	\$208,600.49	\$2,938.04
Central Office	16	176.06	10	6	16	100.00%	\$39,070.49	\$2,441.91
National Capital Region	10	223.8	7	1	8	80.00%	\$28,589.00	\$2,858.90
Region 1	4	156	4	0	4	100.00%	\$13,910.00	\$3,477.50
Region 10	1	162	1	0	1	100.00%	\$1,900.00	\$1,900.00
Region 2	6	140.17	6	0	6	100.00%	\$19,256.00	\$3,209.33
Region 3	5	182.8	2	3	5	100.00%	\$12,139.92	\$2,427.98
Region 4	7	253.14	1	5	6	85.71%	\$29,702.96	\$4,243.28
Region 5	4	116.75	4	0	4	100.00%	\$13,580.12	\$3,395.03
Region 6	7	259	2	3	5	71.43%	\$24,330.00	\$3,475.71
Region 7	1	131	1	0	1	100.00%	\$2,975.00	\$2,975.00
Region 8	1	122	1	0	1	100.00%	\$2,973.00	\$2,973.00
Region 9	9	179.78	7	2	9	100.00%	\$20,174.00	\$2,241.56
U.S. Postal Service Total	3,014	113.05	2,908	82	2,990	99.20%	\$4,541,324.02	\$1,506.74
Capital Metro Area Operations	202	119.63	196	5	201	99.50%	\$305,688.31	\$1,513.31
Eastern Area	400	111.58	385	13	398	99.50%	\$591,551.79	\$1,478.88
Great Lakes Area	355	104.79	348	3	351	98.87%	\$525,646.24	\$1,480.69
National Area	66	132.56	61	2	63	95.45%	\$102,407.37	\$1,551.63

Table B-9c FY 2009 Timeliness and Cost of All Completed Complaint Investigations - Sub-Component Data

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
New York Metro Area	199	117.07	189	8	197	98.99%	\$305,312.71	\$1,534.23
Northeast Area	152	116.5	149	2	151	99.34%	\$226,741.18	\$1,491.72
Office of Inspector General	8	114.75	8	0	8	100.00%	\$11,147.95	\$1,393.49
Pacific Area	425	112.53	409	12	421	99.06%	\$652,350.39	\$1,534.94
Southeast Area	395	111.79	386	8	394	99.75%	\$598,210.27	\$1,514.46
Southwest Area	450	112.36	438	11	449	99.78%	\$676,450.56	\$1,503.22
Western Area	362	114.71	339	18	357	98.62%	\$545,817.25	\$1,507.78

Table B-10 FY 2009 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures from Date Complaint Filed/ Remanded	Total Number Dismissals	APD Dismissals by FAD or FO from Date Complaint Filed/ Remanded	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination from Date Complaint Filed/ Remanded
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0	0	0	0	0	0
Agency for International Development	18	459.61	2	45.5	3	353	1	396	0	0	4	363.75
American Battle Monuments Commission	0	0	0	0	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0	0	0	0	0	0	0	0	0
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	22	242.55	3	350.33	9	256.11	0	0	0	0	9	256.11
Central Intelligence Agency	19	338.89	5	49.8	2	445	1	920	0	0	3	603.33
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0	0	0	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	0	0	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	2	350.5	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	1	158	0	0	1	158	0	0	0	0	1	158
Court Services & Offender Supervision Agency for DC	16	395	4	40.25	4	379	4	801	0	0	8	590
Defense Army and Air Force Exchange	83	335.58	16	105.81	15	373.87	15	673.2	1	595	29	521.07
Defense Commissary Agency	87	308.61	22	33.5	17	396.65	6	825.67	3	880	20	452.85
Defense Contract Audit Agency	15	455.93	1	123	3	541.67	6	750	0	0	9	680.56
Defense Contract Management Agency	36	619.53	10	813.1	12	521.42	10	621.3	0	0	22	566.82
Defense Finance and Accounting Service	54	241.28	15	11.2	12	207.33	11	623.73	1	747	22	391
Defense Human Resources Activity	2	589.5	0	0	1	268	1	911	0	0	2	589.5
Defense Information Systems Agency	6	201.5	1	517	0	0	0	0	0	0	0	0
Defense Intelligence Agency	31	404.32	6	220.17	7	668.71	2	881	0	0	9	715.89
Defense Logistics Agency	106	328.96	16	53.19	24	419.92	17	598.18	0	0	41	493.83

Table B-10 FY 2009 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures from Date Complaint Filed/ Remanded	Total Number Dismissals	APD Dismissals by FAD or FO from Date Complaint Filed/ Remanded	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination from Date Complaint Filed/ Remanded
Defense Missile Defense Agency	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	14	283.79	2	12	3	285.33	1	35	0	0	4	222.75
Defense National Guard Bureau	9	1,073.00	1	105	2	1,228.50	2	1,949.50	0	0	4	1,589.00
Defense National Security Agency	31	355.35	16	158.81	5	534.2	0	0	0	0	5	534.2
Defense Nuclear Facilities Safety Board	1	373	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	4	264.5	1	29	1	225	1	710	0	0	2	467.5
Defense Office of the Secretary - Wash. Hqtrs. Services	22	463.27	1	15	2	437.5	8	592.88	0	0	10	561.8
Defense Security Service	1	1,015.00	1	1,015.00	0	0	0	0	0	0	0	0
Defense Technical Information Center	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	3	26	1	9	0	0	2	34.5	0	0	2	34.5
Defense Uniformed Services University	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	744	619.54	38	340.84	352	695.41	114	727.37	14	410	452	712.31
Department of Commerce	249	249.91	81	51.48	47	334.66	22	387.41	0	0	69	351.48
Department of Defense Education Activity	36	346.08	11	49.27	8	355	6	634.33	0	0	14	474.71
Department of Education	19	322	6	86	4	593.5	2	425	0	0	6	537.33
Department of Energy	35	365.06	7	169.14	14	338.71	2	607.5	0	0	16	372.31
Department of Health and Human Services	310	316.37	55	75.02	89	456.96	21	584.1	2	209.5	108	486.26
Department of Homeland Security	1,118	627.46	247	319.45	303	846.79	266	747.95	23	1,009.83	546	791.77
Department of Housing and Urban Development	71	363.38	8	116	32	394.03	10	310.5	2	235.5	40	381.08
Department of Justice	518	485.84	146	187.29	143	812.94	34	863.38	8	884.88	169	819.68
Department of Labor	105	406.52	11	142.36	50	334.56	16	670.19	1	262	65	418.29
Department of State	134	394.81	34	69.97	44	459.55	23	792.04	0	0	67	573.69
Department of the Air Force	452	404.66	79	143.11	114	761.21	36	720.97	1	456	149	753.54
Department of the Army	1,222	252.69	238	62.8	216	424.23	110	669.31	19	794.42	307	489.13
Department of the Interior	309	586.07	38	302.66	136	651.14	45	864.91	10	988.2	171	687.68
Department of the Navy	629	321.84	113	84.23	143	442.46	38	714.32	10	893	171	476.53
Department of the Treasury	474	440.42	70	156.41	140	427.73	92	707.93	8	931.25	224	524.83
Department of Transportation	422	395.78	116	71.87	113	426.74	57	687.46	2	598.5	168	513.15
Department of Veterans Affairs	1,822	311.22	332	78.62	486	357.07	306	645.16	22	840.77	770	457.74
Environmental Protection Agency	55	305.76	18	138.17	12	349.42	6	539	0	0	18	412.61
Equal Employment Opportunity Commission	36	505.36	3	317.33	15	638.27	4	475.75	0	0	19	604.05

Table B-10 FY 2009 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures from Date Complaint Filed/ Remanded	Total Number Dismissals	APD Dismissals by FAD or FO from Date Complaint Filed/ Remanded	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination from Date Complaint Filed/ Remanded
Export-Import Bank of the US	2	1,347.50	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	3	50	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	17	474.12	7	595	3	474	1	843	1	843	3	474
Federal Election Commission	3	168.33	2	74	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	2	153.5	1	97	0	0	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	1	161	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	7	266	2	31.5	0	0	0	0	0	0	0	0
Federal Maritime Commission	1	30	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	4	22.5	0	0	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Commission	1	50	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	2	687	0	0	0	0	2	687	0	0	2	687
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	3	402	2	304.5	1	597	0	0	0	0	1	597
General Services Administration	74	385.99	13	77.23	28	551.43	12	531.92	3	882.33	37	518.27
Government Printing Office	48	293.27	25	95.24	6	189	9	768.22	0	0	15	536.53
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	0	0	0	0	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	2	549	1	573	0	0	0	0	0	0	0	0
Inter-American Foundation	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	0	0	0	0	0	0	0	0	0	0	0	0
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0	0	0	0	0	0
Marine Mammal Commission	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	4	111.75	2	29	2	194.5	0	0	0	0	2	194.5
Millennium Challenge Corporation	0	0	0	0	0	0	0	0	0	0	0	0

Table B-10 FY 2009 Total Number and Average Processing Days for All Complaint Closures

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Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	49	392.33	12	179.67	16	556.31	5	708.2	1	605	20	591.85
National Archives and Records Administration	8	158.38	5	64	1	183	1	550	0	0	2	366.5
National Capital Planning Commission	0	0	0	0	0	0	0	0	0	0	0	0
National Council on Disability	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	3	301	0	0	2	244	0	0	0	0	2	244
National Endowment for the Arts	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	1	67	1	67	0	0	0	0	0	0	0	0
National Indian Gaming Commission	0	0	0	0	0	0	0	0	0	0	0	0
National Labor Relations Board	8	607.75	1	437	3	525.33	1	391	0	0	4	491.75
National Mediation Board	1	0	0	0	0	0	0	0	0	0	0	0
National Reconnaissance Office	6	43.83	0	0	3	70	0	0	0	0	3	70
National Science Foundation	4	149.75	0	0	2	247	0	0	0	0	2	247
National Transportation Safety Board	3	1,441.00	0	0	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	20	258.8	3	122.67	6	348.5	0	0	0	0	6	348.5
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0	0	0	0	0	0	0
Office of Government Ethics	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	15	130.27	5	55.6	5	170.8	3	67.33	1	28	7	146.86
Office of Special Counsel	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	2	370.5	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	1	91	0	0	0	0	0	0	0	0	0	0
Peace Corps	1	356	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	19	373.58	8	166.13	4	811.25	2	652	0	0	6	758.17
Postal Regulatory Commission	0	0	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	222	0	0	1	222	0	0	0	0	1	222

Table B-10 FY 2009 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures from Date Complaint Filed/ Remanded	Total Number Dismissals	APD Dismissals by FAD or FO from Date Complaint Filed/ Remanded	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination from Date Complaint Filed/ Remanded
Securities and Exchange Commission	13	258.31	3	120.33	1	479	0	0	0	0	1	479
Selective Service System	0	0	0	0	0	0	0	0	0	0	0	0
Small Business Administration	31	189.65	0	0	13	128.62	12	102.83	0	0	25	116.24
Smithsonian Institution	14	100.36	5	20	3	100	2	328.5	0	0	5	191.4
Social Security Administration	423	447.79	76	165.95	155	487.1	65	759.98	1	786	219	566.73
Tennessee Valley Authority	42	268.14	8	29.88	14	181.21	6	842	0	0	20	379.45
Trade and Development Agency	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	5,952	243.14	2,413	36.34	1,297	266.14	1,336	548.11	72	814	2,561	397.83
U.S. Tax Court	0	0	0	0	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	15,125	342.22	4,153	80	3,835	452.52	2,618	620.52	199	810.52	6,254	511.45
Midsized Agencies Subtotal	720	392.47	144	160.01	249	445.06	112	629.87	7	701.29	354	498.46
Small Agencies Subtotal	284	343.84	72	121.42	66	403.18	25	678.24	0	0	91	478.75
Micro Agencies Subtotal	5	304.2	1	573	0	0	0	0	0	0	0	0
Government-wide	16,134	344.48	4,370	83.43	4,150	451.29	2,755	621.42	206	806.81	6,699	510.32

NRF = No Report Filed

*This column also includes Merit Decisions (with AJ Decision) that are not fully implemented (i.e. appealed) by the agency.

Table B-11 FY 2009 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	18	11	61.11%	1	5.56%	2	11.11%	4	22.22%
American Battle Monuments Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	22	7	31.82%	3	13.64%	3	13.64%	9	40.91%
Central Intelligence Agency	19	8	42.11%	3	15.79%	5	26.32%	3	15.79%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Court Services & Offender Supervision Agency for DC	16	2	12.50%	2	12.50%	4	25.00%	8	50.00%
Defense Army and Air Force Exchange	83	28	33.73%	9	10.84%	16	19.28%	30	36.14%
Defense Commissary Agency	87	34	39.08%	8	9.20%	22	25.29%	23	26.44%
Defense Contract Audit Agency	15	3	20.00%	2	13.33%	1	6.67%	9	60.00%
Defense Contract Management Agency	36	4	11.11%	0	0.00%	10	27.78%	22	61.11%
Defense Finance and Accounting Service	54	12	22.22%	4	7.41%	15	27.78%	23	42.59%
Defense Human Resources Activity	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%
Defense Information Systems Agency	6	5	83.33%	0	0.00%	1	16.67%	0	0.00%
Defense Intelligence Agency	31	10	32.26%	6	19.35%	6	19.35%	9	29.03%
Defense Logistics Agency	106	32	30.19%	17	16.04%	16	15.09%	41	38.68%
Defense Missile Defense Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	14	7	50.00%	1	7.14%	2	14.29%	4	28.57%

Table B-11 FY 2009 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Defense National Guard Bureau	9	2	22.22%	2	22.22%	1	11.11%	4	44.44%
Defense National Security Agency	31	9	29.03%	1	3.23%	16	51.61%	5	16.13%
Defense Nuclear Facilities Safety Board	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	4	1	25.00%	0	0.00%	1	25.00%	2	50.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	22	6	27.27%	5	22.73%	1	4.55%	10	45.45%
Defense Security Service	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	3	0	0.00%	0	0.00%	1	33.33%	2	66.67%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	744	206	27.69%	34	4.57%	38	5.11%	466	62.63%
Department of Commerce	249	78	31.33%	21	8.43%	81	32.53%	69	27.71%
Department of Defense Education Activity	36	9	25.00%	2	5.56%	11	30.56%	14	38.89%
Department of Education	19	5	26.32%	2	10.53%	6	31.58%	6	31.58%
Department of Energy	35	9	25.71%	3	8.57%	7	20.00%	16	45.71%
Department of Health and Human Services	310	112	36.13%	33	10.65%	55	17.74%	110	35.48%
Department of Homeland Security	1,118	218	19.50%	84	7.51%	247	22.09%	569	50.89%
Department of Housing and Urban Development	71	14	19.72%	7	9.86%	8	11.27%	42	59.15%
Department of Justice	518	122	23.55%	73	14.09%	146	28.19%	177	34.17%
Department of Labor	105	17	16.19%	11	10.48%	11	10.48%	66	62.86%
Department of State	134	20	14.93%	13	9.70%	34	25.37%	67	50.00%
Department of the Air Force	452	177	39.16%	46	10.18%	79	17.48%	150	33.19%
Department of the Army	1,222	503	41.16%	155	12.68%	238	19.48%	326	26.68%
Department of the Interior	309	71	22.98%	19	6.15%	38	12.30%	181	58.58%
Department of the Navy	629	248	39.43%	87	13.83%	113	17.97%	181	28.78%
Department of the Treasury	474	119	25.11%	53	11.18%	70	14.77%	232	48.95%
Department of Transportation	422	110	26.07%	26	6.16%	116	27.49%	170	40.28%
Department of Veterans Affairs	1,822	436	23.93%	262	14.38%	332	18.22%	792	43.47%
Environmental Protection Agency	55	16	29.09%	3	5.45%	18	32.73%	18	32.73%
Equal Employment Opportunity Commission	36	10	27.78%	4	11.11%	3	8.33%	19	52.78%
Export-Import Bank of the US	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	3	1	33.33%	2	66.67%	0	0.00%	0	0.00%

Table B-11 FY 2009 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Federal Deposit Insurance Corporation	17	4	23.53%	2	11.76%	7	41.18%	4	23.53%
Federal Election Commission	3	0	0.00%	1	33.33%	2	66.67%	0	0.00%
Federal Energy Regulatory Commission	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	7	5	71.43%	0	0.00%	2	28.57%	0	0.00%
Federal Maritime Commission	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	4	0	0.00%	4	100.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review Commission	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	3	0	0.00%	0	0.00%	2	66.67%	1	33.33%
General Services Administration	74	16	21.62%	5	6.76%	13	17.57%	40	54.05%
Government Printing Office	48	8	16.67%	0	0.00%	25	52.08%	15	31.25%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%
Inter-American Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	4	0	0.00%	0	0.00%	2	50.00%	2	50.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	49	13	26.53%	3	6.12%	12	24.49%	21	42.86%
National Archives and Records Administration	8	1	12.50%	0	0.00%	5	62.50%	2	25.00%
National Capital Planning Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Table B-11 FY 2009 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
National Council on Disability	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	3	0	0.00%	1	33.33%	0	0.00%	2	66.67%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
National Indian Gaming Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	8	2	25.00%	1	12.50%	1	12.50%	4	50.00%
National Mediation Board	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%
National Reconnaissance Office	6	2	33.33%	1	16.67%	0	0.00%	3	50.00%
National Science Foundation	4	2	50.00%	0	0.00%	0	0.00%	2	50.00%
National Transportation Safety Board	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	20	11	55.00%	0	0.00%	3	15.00%	6	30.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	15	2	13.33%	0	0.00%	5	33.33%	8	53.33%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Peace Corps	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	19	4	21.05%	1	5.26%	8	42.11%	6	31.58%
Postal Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Securities and Exchange Commission	13	9	69.23%	0	0.00%	3	23.08%	1	7.69%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	31	6	19.35%	0	0.00%	0	0.00%	25	80.65%
Smithsonian Institution	14	4	28.57%	0	0.00%	5	35.71%	5	35.71%
Social Security Administration	423	52	12.29%	75	17.73%	76	17.97%	220	52.01%
Tennessee Valley Authority	42	13	30.95%	1	2.38%	8	19.05%	20	47.62%

Table B-11 FY 2009 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Trade and Development Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	5,952	542	9.11%	364	6.12%	2,413	40.54%	2,633	44.24%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	15,125	3,169	20.95%	1,350	8.93%	4,153	27.46%	6,453	42.66%
Midsized Agencies Subtotal	720	126	17.50%	89	12.36%	144	20.00%	361	50.14%
Small Agencies Subtotal	284	96	33.80%	25	8.80%	72	25.35%	91	32.04%
Micro Agencies Subtotal	5	3	60.00%	1	20.00%	1	20.00%	0	0.00%
Government-wide	16,134	3,394	21.04%	1,465	9.08%	4,370	27.09%	6,905	42.80%

NRF = No Report Filed

Table B-11a FY 2009 Types of Complaints Closures - Sub-Component Data

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Defense Logistics Agency Total	106	32	30.19%	17	16.04%	16	15.09%	41	38.68%
Defense Distribution Center	49	10	20.41%	6	12.24%	6	12.24%	27	55.10%
Defense Logistics Information Service	3	1	33.33%	0	0.00%	1	33.33%	1	33.33%
Defense Reutilization & Marketing Service	5	1	20.00%	0	0.00%	3	60.00%	1	20.00%
Defense Supply Center Columbus	8	2	25.00%	4	50.00%	0	0.00%	2	25.00%
Defense Supply Center Philadelphia	10	4	40.00%	2	20.00%	2	20.00%	2	20.00%
Defense Supply Center Richmond	15	9	60.00%	2	13.33%	2	13.33%	2	13.33%
DLA Operations Division	16	5	31.25%	3	18.75%	2	12.50%	6	37.50%
Defense National Guard Bureau Total	9	2	22.22%	2	22.22%	1	11.11%	4	44.44%
Alabama National Guard	2	1	50.00%	0	0.00%	0	0.00%	1	50.00%
Alaska National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Arizona National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Arkansas National Guard	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
California National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Colorado National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Connecticut National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
DC National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Delaware National Guard	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Florida National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Georgia National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hawaii National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Idaho National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Illinois National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Indiana National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Iowa National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Kansas National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Kentucky National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Louisiana National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Maine National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Maryland National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Massachusetts National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Table B-11a FY 2009 Types of Complaints Closures - Sub-Component Data

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Michigan National Guard	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Minnesota National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Mississippi National Guard	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Missouri National Guard	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Montana National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Nebraska National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Nevada National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
New Hampshire National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
New Jersey National Guard	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
New Mexico National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
New York National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
North Carolina National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
North Dakota National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Ohio National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Oklahoma National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Oregon National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Pennsylvania National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Puerto Rico National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Rhode Island National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
South Carolina National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
South Dakota National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Tennessee National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Texas National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Utah National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Vermont National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Virgin Islands National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Virginia National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Washington State National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
West Virginia National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Wisconsin National Guard	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Wyoming National Guard	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%

Table B-11a FY 2009 Types of Complaints Closures - Sub-Component Data

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Department of Agriculture Total	744	206	27.69%	34	4.57%	38	5.11%	466	62.63%
Department of Agriculture Headquarters	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%
Agricultural Marketing Service	20	10	50.00%	1	5.00%	1	5.00%	8	40.00%
Agricultural Research Service	34	16	47.06%	2	5.88%	0	0.00%	16	47.06%
Agriculture Headquarters	25	6	24.00%	0	0.00%	1	4.00%	18	72.00%
Animal and Plant Health Inspection Service	79	25	31.65%	1	1.27%	4	5.06%	49	62.03%
COOP State Research, Education & Extension Srvce	3	1	33.33%	0	0.00%	0	0.00%	2	66.67%
Economic Research Service	4	1	25.00%	0	0.00%	2	50.00%	1	25.00%
Farm Service Agency	56	15	26.79%	11	19.64%	6	10.71%	24	42.86%
Food and Nutrition Service	22	11	50.00%	0	0.00%	1	4.55%	10	45.45%
Food Safety And Inspection Service	94	26	27.66%	5	5.32%	6	6.38%	57	60.64%
Foreign Agricultural Service	6	2	33.33%	0	0.00%	0	0.00%	4	66.67%
Forest Service	195	41	21.03%	3	1.54%	10	5.13%	141	72.31%
Grain Inspection, Packers & Stockyards Admin	20	9	45.00%	0	0.00%	0	0.00%	11	55.00%
National Agricultural Statistics Service	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%
National Appeals Division	3	1	33.33%	0	0.00%	0	0.00%	2	66.67%
Natural Resources Conservation Service	64	23	35.94%	1	1.56%	0	0.00%	40	62.50%
Office Of Inspector General	5	0	0.00%	0	0.00%	0	0.00%	5	100.00%
Office Of The Chief Financial Officer	28	2	7.14%	2	7.14%	1	3.57%	23	82.14%
Risk Management Agency	8	0	0.00%	0	0.00%	0	0.00%	8	100.00%
Rural Development	68	7	10.29%	8	11.76%	6	8.82%	47	69.12%
Department of Commerce Total	249	78	31.33%	21	8.43%	81	32.53%	69	27.71%
All Other Commerce Bureaus	13	7	53.85%	0	0.00%	2	15.38%	4	30.77%
Bureau of the Census	51	18	35.29%	8	15.69%	10	19.61%	15	29.41%
Decennial Census	60	3	5.00%	4	6.67%	49	81.67%	4	6.67%
International Trade Administration	7	2	28.57%	1	14.29%	1	14.29%	3	42.86%
National Institute of Standards & Technology	7	1	14.29%	0	0.00%	3	42.86%	3	42.86%
National Oceanic & Atmospheric Administration	51	22	43.14%	3	5.88%	9	17.65%	17	33.33%
U. S. Patent and Trademark Office	60	25	41.67%	5	8.33%	7	11.67%	23	38.33%

Table B-11a FY 2009 Types of Complaints Closures - Sub-Component Data

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Department of Energy Total	35	9	25.71%	3	8.57%	7	20.00%	16	45.71%
Bonneville Power Administration	6	3	50.00%	1	16.67%	0	0.00%	2	33.33%
Chicago Operations Office	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EM Consolidated Business Center	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Golden Field Office	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Headquarters	7	2	28.57%	0	0.00%	2	28.57%	3	42.86%
Idaho Operations Office	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Energy Technology Lab	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
NNSA Service Center	12	2	16.67%	1	8.33%	1	8.33%	8	66.67%
Oak Ridge Operations	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
OSTI	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Richland Operations Office	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Savannah River Operations	2	0	0.00%	0	0.00%	2	100.00%	0	0.00%
Southeastern Power Administration	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Southwestern Power Administration	2	0	0.00%	1	50.00%	0	0.00%	1	50.00%
Strategic Petroleum Reserve	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Western Area Power Administration	3	1	33.33%	0	0.00%	1	33.33%	1	33.33%
Department of Health and Human Services Total	310	112	36.13%	33	10.65%	55	17.74%	110	35.48%
Administration for Children and Families	26	2	7.69%	1	3.85%	5	19.23%	18	69.23%
Agency for Healthcare Research and Quality	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Centers for Disease Control and Prevention	44	18	40.91%	6	13.64%	6	13.64%	14	31.82%
Centers for Medicare & Medicaid Services	26	6	23.08%	4	15.38%	6	23.08%	10	38.46%
Food and Drug Administration	29	13	44.83%	4	13.79%	5	17.24%	7	24.14%
Health Resources and Services Administration	5	1	20.00%	1	20.00%	0	0.00%	3	60.00%
Indian Health Service	54	26	48.15%	1	1.85%	15	27.78%	12	22.22%
National Institutes of Health	74	31	41.89%	10	13.51%	9	12.16%	24	32.43%
Office of the Secretary of Health and Human Services	34	9	26.47%	2	5.88%	7	20.59%	16	47.06%
Program Support Center	7	2	28.57%	2	28.57%	1	14.29%	2	28.57%
Substance Abuse & Mental Health Services Admin	9	2	22.22%	2	22.22%	1	11.11%	4	44.44%

Table B-11a FY 2009 Types of Complaints Closures - Sub-Component Data

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Department of Homeland Security Total	1,118	218	19.50%	84	7.51%	247	22.09%	569	50.89%
DHS Headquarters	21	2	9.52%	0	0.00%	5	23.81%	14	66.67%
Federal Emergency Management Agency	124	18	14.52%	12	9.68%	21	16.94%	73	58.87%
Federal Law Enforcement Training Center	10	3	30.00%	1	10.00%	4	40.00%	2	20.00%
Transportation Security Administration	358	25	6.98%	23	6.42%	110	30.73%	200	55.87%
U.S. Citizenship and Immigration Services	114	10	8.77%	7	6.14%	40	35.09%	57	50.00%
U.S. Coast Guard	33	13	39.39%	2	6.06%	6	18.18%	12	36.36%
U.S. Customs and Border Protection	252	50	19.84%	33	13.10%	45	17.86%	124	49.21%
U.S. Immigration and Customs Enforcement	183	90	49.18%	6	3.28%	13	7.10%	74	40.44%
U.S. Secret Service	23	7	30.43%	0	0.00%	3	13.04%	13	56.52%
Department of Justice Total	518	122	23.55%	73	14.09%	146	28.19%	177	34.17%
Alcohol, Tobacco, Firearms and Explosives	22	18	81.82%	0	0.00%	0	0.00%	4	18.18%
Bureau of Prisons	280	63	22.50%	27	9.64%	90	32.14%	100	35.71%
Drug Enforcement Administration	19	4	21.05%	2	10.53%	6	31.58%	7	36.84%
Executive Office for Immigration Review	6	0	0.00%	1	16.67%	5	83.33%	0	0.00%
Executive Office for U.S. Attorneys	37	7	18.92%	8	21.62%	15	40.54%	7	18.92%
Federal Bureau of Investigation	118	23	19.49%	29	24.58%	18	15.25%	48	40.68%
Office of Justice Programs	3	1	33.33%	1	33.33%	1	33.33%	0	0.00%
Offices, Boards, and Divisions	6	0	0.00%	0	0.00%	4	66.67%	2	33.33%
U.S. Marshals Service	27	6	22.22%	5	18.52%	7	25.93%	9	33.33%
Department of Labor Total	105	17	16.19%	11	10.48%	11	10.48%	66	62.86%
Bureau of Labor Statistics	4	0	0.00%	0	0.00%	1	25.00%	3	75.00%
Dept. of Labor (DM and others)	23	3	13.04%	4	17.39%	5	21.74%	11	47.83%
Employment and Training Administration	3	1	33.33%	0	0.00%	1	33.33%	1	33.33%
Employment Standards Administration	33	8	24.24%	3	9.09%	3	9.09%	19	57.58%
Mine Safety and Health Administration	12	1	8.33%	0	0.00%	0	0.00%	11	91.67%
Occupational Safety and Health Administration	30	4	13.33%	4	13.33%	1	3.33%	21	70.00%

Table B-11a FY 2009 Types of Complaints Closures - Sub-Component Data

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Department of the Army Total	1,222	503	41.16%	155	12.68%	238	19.48%	326	26.68%
Eighth U.S. Army (KOREA)	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%
Headquarters, Department of Army	66	22	33.33%	8	12.12%	12	18.18%	24	36.36%
U.S. Army Corps of Engineers	136	39	28.68%	18	13.24%	34	25.00%	45	33.09%
U.S. Army Europe	12	2	16.67%	1	8.33%	2	16.67%	7	58.33%
U.S. Army Forces Command	17	9	52.94%	3	17.65%	0	0.00%	5	29.41%
U.S. Army Installation Management Command	342	140	40.94%	42	12.28%	74	21.64%	86	25.15%
U.S. Army Intelligence and Security Command	8	2	25.00%	0	0.00%	1	12.50%	5	62.50%
U.S. Army Material Command	293	132	45.05%	42	14.33%	56	19.11%	63	21.50%
U.S. Army Medical Command	192	81	42.19%	24	12.50%	34	17.71%	53	27.60%
U.S. Army Network Enterprise Technology Command	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%
U.S. Army Pacific (USARPAC)	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
U.S. Army Reserve Command	68	35	51.47%	7	10.29%	10	14.71%	16	23.53%
U.S. Army Space and Missile Defense Command	5	2	40.00%	0	0.00%	2	40.00%	1	20.00%
U.S. Army Special Operations Command (USASOC)	4	1	25.00%	1	25.00%	2	50.00%	0	0.00%
U.S. Army Test and Evaluation Command	15	4	26.67%	4	26.67%	6	40.00%	1	6.67%
U.S. Army Training and Doctrine Command	53	23	43.40%	5	9.43%	5	9.43%	20	37.74%
Department of the Interior Total	309	71	22.98%	19	6.15%	38	12.30%	181	58.58%
Bureau Of Indian Affairs	38	5	13.16%	2	5.26%	2	5.26%	29	76.32%
Bureau Of Land Management	40	7	17.50%	0	0.00%	3	7.50%	30	75.00%
Bureau Of Reclamation	35	14	40.00%	2	5.71%	7	20.00%	12	34.29%
Bureau Of Surface Mining	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Fish And Wildlife Service	28	8	28.57%	3	10.71%	0	0.00%	17	60.71%
Geological Survey	14	4	28.57%	2	14.29%	2	14.29%	6	42.86%
Minerals Management Service	10	2	20.00%	0	0.00%	1	10.00%	7	70.00%
National Park Service	105	22	20.95%	7	6.67%	8	7.62%	68	64.76%
Office Of The Secretary	38	9	23.68%	3	7.89%	15	39.47%	11	28.95%
Department of the Navy Total	629	248	39.43%	87	13.83%	113	17.97%	181	28.78%
AAUSN	20	6	30.00%	3	15.00%	4	20.00%	7	35.00%

Table B-11a FY 2009 Types of Complaints Closures - Sub-Component Data

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Bureau of Medicine & Surgery	38	16	42.11%	3	7.89%	11	28.95%	8	21.05%
Bureau of Naval Personnel	3	0	0.00%	0	0.00%	1	33.33%	2	66.67%
Chief Of Naval Operations	15	5	33.33%	2	13.33%	3	20.00%	5	33.33%
Commander Naval Installations	110	45	40.91%	13	11.82%	18	16.36%	34	30.91%
Commander Naval Reserve	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Commander Pacific Fleet	52	15	28.85%	12	23.08%	10	19.23%	15	28.85%
Fleet Forces Command	66	22	33.33%	8	12.12%	21	31.82%	15	22.73%
Marine Corps HQ	98	32	32.65%	10	10.20%	18	18.37%	38	38.78%
Naval Air Systems Command	65	31	47.69%	7	10.77%	10	15.38%	17	26.15%
Naval Education & Training Command	6	2	33.33%	1	16.67%	2	33.33%	1	16.67%
Naval Sea Systems Command	35	16	45.71%	4	11.43%	3	8.57%	12	34.29%
Naval Special Warfare Command	3	2	66.67%	1	33.33%	0	0.00%	0	0.00%
Naval Supply Systems Command	51	25	49.02%	6	11.76%	4	7.84%	16	31.37%
Naval Systems Management Activity	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Navy Facilities & Engineering	46	18	39.13%	13	28.26%	6	13.04%	9	19.57%
Office Of Naval Intelligence	5	4	80.00%	0	0.00%	1	20.00%	0	0.00%
Office Of Naval Research	3	1	33.33%	1	33.33%	0	0.00%	1	33.33%
SPAWAR	11	8	72.73%	3	27.27%	0	0.00%	0	0.00%
Strategic Systems Project Office	2	0	0.00%	0	0.00%	1	50.00%	1	50.00%
Department of the Treasury Total	474	119	25.11%	53	11.18%	70	14.77%	232	48.95%
Alcohol and Tobacco Tax and Trade Bureau	12	1	8.33%	2	16.67%	1	8.33%	8	66.67%
Bureau of Engraving and Printing	38	8	21.05%	8	21.05%	9	23.68%	13	34.21%
Bureau of the Public Debt	3	1	33.33%	1	33.33%	0	0.00%	1	33.33%
Departmental Offices	11	5	45.45%	0	0.00%	2	18.18%	4	36.36%
Financial Crimes Enforcement Network	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Financial Management Service	5	1	20.00%	1	20.00%	1	20.00%	2	40.00%
Internal Revenue Service	330	89	26.97%	32	9.70%	41	12.42%	168	50.91%
Internal Revenue Service Office of the Chief Counsel	3	0	0.00%	1	33.33%	0	0.00%	2	66.67%
Office of the Comptroller of the Currency	9	4	44.44%	0	0.00%	1	11.11%	4	44.44%
Office of the Inspector General	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Thrift Supervision	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%

Table B-11a FY 2009 Types of Complaints Closures - Sub-Component Data

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Treasury Inspector General For Tax Administration	7	1	14.29%	0	0.00%	4	57.14%	2	28.57%
U. S. Mint	53	7	13.21%	7	13.21%	11	20.75%	28	52.83%
Department of Transportation Total	422	110	26.07%	26	6.16%	116	27.49%	170	40.28%
Federal Aviation Administration	360	86	23.89%	23	6.39%	102	28.33%	149	41.39%
Federal Highway Administration	19	8	42.11%	1	5.26%	4	21.05%	6	31.58%
Federal Motor Carrier Safety Administration	17	4	23.53%	2	11.76%	5	29.41%	6	35.29%
Federal Railroad Administration	3	1	33.33%	0	0.00%	2	66.67%	0	0.00%
Federal Transit Administration	4	1	25.00%	0	0.00%	1	25.00%	2	50.00%
Maritime Administration	6	2	33.33%	0	0.00%	0	0.00%	4	66.67%
National Highway Traffic Safety Administration	4	2	50.00%	0	0.00%	0	0.00%	2	50.00%
Office of Inspector General	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Office of the Secretary	2	1	50.00%	0	0.00%	0	0.00%	1	50.00%
Pipeline and Hazardous Materials Safety Admin	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Research and Inovative Technology Administration	4	3	75.00%	0	0.00%	1	25.00%	0	0.00%
St. Lawrence Development Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Department of Veterans Affairs Total	1,822	436	23.93%	262	14.38%	332	18.22%	792	43.47%
HQ and Others	70	26	37.14%	11	15.71%	15	21.43%	18	25.71%
NCA	16	3	18.75%	2	12.50%	0	0.00%	11	68.75%
Veterans Benefits Administration	120	22	18.33%	20	16.67%	24	20.00%	54	45.00%
Veterans Health Administration	1,616	385	23.82%	229	14.17%	293	18.13%	709	43.87%
General Services Administration Total	74	16	21.62%	5	6.76%	13	17.57%	40	54.05%
Central Office	9	0	0.00%	1	11.11%	1	11.11%	7	77.78%
National Capital Region	5	0	0.00%	0	0.00%	1	20.00%	4	80.00%
Region 1	3	2	66.67%	1	33.33%	0	0.00%	0	0.00%
Region 10	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Region 2	8	1	12.50%	0	0.00%	1	12.50%	6	75.00%
Region 3	8	1	12.50%	1	12.50%	4	50.00%	2	25.00%

Table B-11a FY 2009 Types of Complaints Closures - Sub-Component Data

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Region 4	4	2	50.00%	1	25.00%	0	0.00%	1	25.00%
Region 5	7	1	14.29%	0	0.00%	0	0.00%	6	85.71%
Region 6	10	1	10.00%	0	0.00%	0	0.00%	9	90.00%
Region 7	6	1	16.67%	1	16.67%	1	16.67%	3	50.00%
Region 8	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Region 9	12	5	41.67%	0	0.00%	5	41.67%	2	16.67%
U.S. Postal Service Total	5,952	542	9.11%	364	6.12%	2,413	40.54%	2,633	44.24%
Capital Metro Area Operations	452	34	7.52%	32	7.08%	204	45.13%	182	40.27%
Eastern Area	745	68	9.13%	44	5.91%	285	38.26%	348	46.71%
Great Lakes Area	634	74	11.67%	38	5.99%	228	35.96%	294	46.37%
National Area	95	15	15.79%	6	6.32%	25	26.32%	49	51.58%
New York Metro Area	429	57	13.29%	16	3.73%	162	37.76%	194	45.22%
Northeast Area	285	32	11.23%	19	6.67%	112	39.30%	122	42.81%
Office of Inspector General	11	0	0.00%	1	9.09%	4	36.36%	6	54.55%
Pacific Area	833	83	9.96%	62	7.44%	311	37.33%	377	45.26%
Southeast Area	766	51	6.66%	46	6.01%	383	50.00%	286	37.34%
Southwest Area	1,036	67	6.47%	56	5.41%	435	41.99%	478	46.14%
Western Area	666	61	9.16%	44	6.61%	264	39.64%	297	44.59%

Table B-12 FY 2009 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures from Date Complaint Filed/ Remanded	APD All Withdrawals from Date Complaint Filed/ Remanded	APD Non-ADR Withdrawals from Date Complaint Filed/ Remanded	APD ADR Withdrawals from Date Complaint Filed/ Remanded	APD All Settlements from Date Complaint Filed/ Remanded	APD Non-ADR Settlements from Date Complaint Filed/ Remanded	APD ADR Settlements from Date Complaint Filed/ Remanded	APD All Final Agency Actions from Date Complaint Filed/ Remanded
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0	0
Agency for International Development	459.61	4	4	0	611.18	611.18	0	257.67
American Battle Monuments Commission	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0	0	0	0	0
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	242.55	129.33	129.33	0	227.43	227.43	0	279.67
Central Intelligence Agency	338.89	150.33	150.33	0	491.13	419.86	990	257.38
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	350.5	0	0	0	350.5	0	350.5	0
Corporation for National and Community Service	158	0	0	0	0	0	0	158
Court Services & Offender Supervision Agency for DC	395	86	86	0	633.5	633.5	0	406.75
Defense Army and Air Force Exchange	335.58	156	145.38	241	323.21	520.86	125.57	378.24
Defense Commissary Agency	308.61	141.5	179.5	27.5	390.68	432.83	74.5	276.31
Defense Contract Audit Agency	455.93	100.5	100.5	0	130	210	90	624.8
Defense Contract Management Agency	619.53	0	0	0	425.5	425.5	0	643.78
Defense Finance and Accounting Service	241.28	93.25	99.67	74	261.58	261.58	0	250.45
Defense Human Resources Activity	589.5	0	0	0	0	0	0	589.5
Defense Information Systems Agency	201.5	0	0	0	138.4	138.4	0	517
Defense Intelligence Agency	404.32	208.67	199.67	217.67	351.8	397.86	244.33	517.6

Table B-12 FY 2009 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures from Date Complaint Filed/ Remanded	APD All Withdrawals from Date Complaint Filed/ Remanded	APD Non-ADR Withdrawals from Date Complaint Filed/ Remanded	APD ADR Withdrawals from Date Complaint Filed/ Remanded	APD All Settlements from Date Complaint Filed/ Remanded	APD Non-ADR Settlements from Date Complaint Filed/ Remanded	APD ADR Settlements from Date Complaint Filed/ Remanded	APD All Final Agency Actions from Date Complaint Filed/ Remanded
Defense Logistics Agency	328.96	159.35	172.86	96.33	345.72	401.04	204.33	370.14
Defense Missile Defense Agency	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	283.79	108	108	0	421.43	421.43	0	152.5
Defense National Guard Bureau	1,073.00	614.5	614.5	0	983.5	987	980	1,292.20
Defense National Security Agency	355.35	148	148	0	628.44	628.44	0	248.19
Defense Nuclear Facilities Safety Board	373	0	0	0	373	0	373	0
Defense Office of the Inspector General	264.5	0	0	0	94	94	0	321.33
Defense Office of the Secretary - Wash. Hqtrs. Services	463.27	190.2	170	271	601.33	596.83	0	512.09
Defense Security Service	1,015.00	0	0	0	0	0	0	1,015.00
Defense Technical Information Center	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	26	0	0	0	0	0	0	26
Defense Uniformed Services University	0	0	0	0	0	0	0	0
Department of Agriculture	619.54	669.74	704.38	115.5	473.35	483.99	368.68	675.9
Department of Commerce	249.91	115.29	115.29	0	402.36	411.26	272.4	189.48
Department of Defense Education Activity	346.08	72.5	72.5	0	569.56	636.13	37	287.52
Department of Education	322	303.5	303.5	0	354.2	436.5	25	311.67
Department of Energy	365.06	221.67	221.67	0	552.33	578.38	344	310.48
Department of Health and Human Services	316.37	200.52	200.52	0	307.13	337.52	110.6	345.82
Department of Homeland Security	627.46	268.21	273.43	164	663	689.69	425.27	654.95
Department of Housing and Urban Development	363.38	247.71	247.71	0	530.29	530.29	0	332.84
Department of Justice	485.84	260.08	260.08	0	489.58	605.42	61.88	535.45
Department of Labor	406.52	298.55	298.55	0	610.82	0	610.82	376.84
Department of State	394.81	220.62	220.62	0	461.05	455.21	572	404.12
Department of the Air Force	404.66	225.09	215.91	638	274.09	361.22	208.52	541.66
Department of the Army	252.69	191.51	196.33	121.6	196.61	224.73	124.43	319.51
Department of the Interior	586.07	279.63	279.63	0	518.39	570.78	105.88	634.6
Department of the Navy	321.84	216.18	216.18	0	337.47	345.85	197.36	339.91
Department of the Treasury	440.42	249.79	249.79	0	500.48	535.72	154.45	450.2
Department of Transportation	395.78	249.38	249.38	0	589.03	594.68	284	334.77
Department of Veterans Affairs	311.22	162.89	160.64	209.75	292	322.67	149.04	353.25

Table B-12 FY 2009 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures from Date Complaint Filed/ Remanded	APD All Withdrawals from Date Complaint Filed/ Remanded	APD Non-ADR Withdrawals from Date Complaint Filed/ Remanded	APD ADR Withdrawals from Date Complaint Filed/ Remanded	APD All Settlements from Date Complaint Filed/ Remanded	APD Non-ADR Settlements from Date Complaint Filed/ Remanded	APD ADR Settlements from Date Complaint Filed/ Remanded	APD All Final Agency Actions from Date Complaint Filed/ Remanded
Environmental Protection Agency	305.76	87.33	87.33	0	415.06	415.06	0	275.39
Equal Employment Opportunity Commission	505.36	167.25	167.25	0	509.5	316.5	638.17	564.95
Export-Import Bank of the US	1,347.50	0	0	0	1,347.50	1,825.00	870	0
Farm Credit Administration	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0	0
Federal Communications Commission	50	45	45	0	60	60	0	0
Federal Deposit Insurance Corporation	474.12	100.5	100.5	0	357.25	295.5	419	584.55
Federal Election Commission	168.33	357	357	0	0	0	0	74
Federal Energy Regulatory Commission	153.5	0	0	0	210	210	0	97
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	161	0	0	0	161	161	0	0
Federal Labor Relations Authority	266	0	0	0	359.8	359.8	0	31.5
Federal Maritime Commission	30	0	0	0	30	0	30	0
Federal Mediation and Conciliation Service	22.5	22.5	22.5	0	0	0	0	0
Federal Mine Safety and Health Review Commission	50	0	0	0	50	0	50	0
Federal Reserve System--Board of Governors	687	0	0	0	0	0	0	687
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0
Federal Trade Commission	402	0	0	0	0	0	0	402
General Services Administration	385.99	84.8	84.8	0	332	348.93	78	430.7
Government Printing Office	293.27	0	0	0	456	456	0	260.73
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	549	0	0	0	525	525	0	573
Inter-American Foundation	0	0	0	0	0	0	0	0
International Boundary and Water Commission	0	0	0	0	0	0	0	0
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0	0

Table B-12 FY 2009 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures from Date Complaint Filed/ Remanded	APD All Withdrawals from Date Complaint Filed/ Remanded	APD Non-ADR Withdrawals from Date Complaint Filed/ Remanded	APD ADR Withdrawals from Date Complaint Filed/ Remanded	APD All Settlements from Date Complaint Filed/ Remanded	APD Non-ADR Settlements from Date Complaint Filed/ Remanded	APD ADR Settlements from Date Complaint Filed/ Remanded	APD All Final Agency Actions from Date Complaint Filed/ Remanded
Marine Mammal Commission	0	0	0	0	0	0	0	0
Merit Systems Protection Board	111.75	0	0	0	0	0	0	111.75
Millennium Challenge Corporation	0	0	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	392.33	168.67	168.67	0	316.92	395.56	140	442.36
National Archives and Records Administration	158.38	0	0	0	214	214	0	150.43
National Capital Planning Commission	0	0	0	0	0	0	0	0
National Council on Disability	0	0	0	0	0	0	0	0
National Credit Union Administration	301	415	415	0	0	0	0	244
National Endowment for the Arts	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	67	0	0	0	0	0	0	67
National Indian Gaming Commission	0	0	0	0	0	0	0	0
National Labor Relations Board	607.75	91	0	91	1,183.50	1,183.50	0	480.8
National Mediation Board	0	0	0	0	0	0	0	0
National Reconnaissance Office	43.83	53	53	0	0	0	0	70
National Science Foundation	149.75	0	0	0	52.5	69	36	247
National Transportation Safety Board	1,441.00	0	0	0	1,441.00	1,441.00	0	0
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	258.8	0	0	0	247	461.67	166.5	273.22
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0	0	0
Office of Government Ethics	0	0	0	0	0	0	0	0
Office of Personnel Management	130.27	0	0	0	310	310	0	102.62
Office of Special Counsel	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	370.5	0	0	0	370.5	0	370.5	0
Overseas Private Investment Corporation	91	0	0	0	91	91	0	0
Peace Corps	356	356	356	0	0	0	0	0

Table B-12 FY 2009 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures from Date Complaint Filed/ Remanded	APD All Withdrawals from Date Complaint Filed/ Remanded	APD Non-ADR Withdrawals from Date Complaint Filed/ Remanded	APD ADR Withdrawals from Date Complaint Filed/ Remanded	APD All Settlements from Date Complaint Filed/ Remanded	APD Non-ADR Settlements from Date Complaint Filed/ Remanded	APD ADR Settlements from Date Complaint Filed/ Remanded	APD All Final Agency Actions from Date Complaint Filed/ Remanded
Pension Benefit Guaranty Corporation	373.58	313	313	0	226.75	261	192.5	419.86
Postal Regulatory Commission	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	222	0	0	0	0	0	0	222
Securities and Exchange Commission	258.31	0	0	0	279.78	300.75	112	210
Selective Service System	0	0	0	0	0	0	0	0
Small Business Administration	189.65	0	0	0	495.5	0	495.5	116.24
Smithsonian Institution	100.36	0	0	0	87	0	87	105.7
Social Security Administration	447.79	408.89	408.89	0	408.37	448.59	100	464.57
Tennessee Valley Authority	268.14	112	112	0	255.54	255.54	0	279.57
Trade and Development Agency	0	0	0	0	0	0	0	0
U.S. Postal Service	243.14	196.77	196.77	0	388.19	388.04	416	230.91
U.S. Tax Court	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	342.22	215.05	216.4	171.03	376.63	411.14	191.52	348.12
Midsize Agencies Subtotal	392.47	361.48	361.48	0	365.08	394.2	234.65	404.76
Small Agencies Subtotal	343.84	137.96	139.92	91	436.39	476.33	334.3	320.91
Micro Agencies Subtotal	304.2	0	0	0	316	525	211.5	573
Government-wide	344.48	222.49	224.02	169.07	377.84	412.15	200.4	350.28

NRF = No Report Filed

Table B-13 FY 2009 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	18	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
American Battle Monuments Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	22	3	1	33.33%	2	66.67%	2	100.00%	0	0.00%
Central Intelligence Agency	19	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	16	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	83	16	16	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Commissary Agency	87	22	22	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Contract Audit Agency	15	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Contract Management Agency	36	10	10	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	54	15	15	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Human Resources Activity	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	6	1	0	0.00%	1	100.00%	0	0.00%	1	100.00%
Defense Intelligence Agency	31	6	5	83.33%	1	16.67%	1	100.00%	0	0.00%
Defense Logistics Agency	106	16	16	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Missile Defense Agency	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Table B-13 FY 2009 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
Defense National Geospatial-Intelligence Agency	14	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	9	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense National Security Agency	31	16	15	93.75%	1	6.25%	1	100.00%	0	0.00%
Defense Nuclear Facilities Safety Board	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	4	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	22	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	1	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	3	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	744	38	33	86.84%	5	13.16%	5	100.00%	0	0.00%
Department of Commerce	249	81	81	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Defense Education Activity	36	11	11	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Education	19	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Energy	35	7	7	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Health and Human Services	310	55	55	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Homeland Security	1,118	247	204	82.59%	43	17.41%	43	100.00%	0	0.00%
Department of Housing and Urban Development	71	8	8	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Justice	518	146	135	92.47%	11	7.53%	11	100.00%	0	0.00%
Department of Labor	105	11	9	81.82%	2	18.18%	2	100.00%	0	0.00%
Department of State	134	34	33	97.06%	1	2.94%	1	100.00%	0	0.00%
Department of the Air Force	452	79	69	87.34%	10	12.66%	9	90.00%	1	10.00%
Department of the Army	1,222	238	229	96.22%	9	3.78%	9	100.00%	0	0.00%
Department of the Interior	309	38	32	84.21%	6	15.79%	6	100.00%	0	0.00%
Department of the Navy	629	113	111	98.23%	2	1.77%	2	100.00%	0	0.00%
Department of the Treasury	474	70	63	90.00%	7	10.00%	7	100.00%	0	0.00%
Department of Transportation	422	116	115	99.14%	1	0.86%	1	100.00%	0	0.00%
Department of Veterans Affairs	1,822	332	317	95.48%	15	4.52%	11	73.33%	4	26.67%
Environmental Protection Agency	55	18	17	94.44%	1	5.56%	1	100.00%	0	0.00%
Equal Employment Opportunity Commission	36	3	2	66.67%	1	33.33%	1	100.00%	0	0.00%
Export-Import Bank of the US	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Table B-13 FY 2009 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
Federal Communications Commission	3	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	17	7	0	0.00%	7	100.00%	7	100.00%	0	0.00%
Federal Election Commission	3	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	2	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	7	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	4	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	3	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
General Services Administration	74	13	13	100.00%	0	0.00%	0	0.00%	0	0.00%
Government Printing Office	48	25	25	100.00%	0	0.00%	0	0.00%	0	0.00%
Harry S. Truman Scholarship Foundation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	2	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Inter-American Foundation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	4	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	49	12	12	100.00%	0	0.00%	0	0.00%	0	0.00%
National Archives and Records Administration	8	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%
National Capital Planning Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Table B-13 FY 2009 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
National Council on Disability	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	3	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	1	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
National Indian Gaming Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	8	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
National Mediation Board	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	6	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	4	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	3	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	20	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	15	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Peace Corps	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	19	8	7	87.50%	1	12.50%	1	100.00%	0	0.00%
Postal Regulatory Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	13	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Selective Service System	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	31	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	14	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	423	76	68	89.47%	8	10.53%	8	100.00%	0	0.00%
Tennessee Valley Authority	42	8	8	100.00%	0	0.00%	0	0.00%	0	0.00%
Trade and Development Agency	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Table B-13 FY 2009 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
U.S. Postal Service	5,952	2,413	2,403	99.59%	10	0.41%	10	100.00%	0	0.00%
U.S. Tax Court	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	15,125	4,153	4,028	96.99%	125	3.01%	119	95.20%	6	4.80%
Midsized Agencies Subtotal	720	144	128	88.89%	16	11.11%	16	100.00%	0	0.00%
Small Agencies Subtotal	284	72	66	91.67%	6	8.33%	6	100.00%	0	0.00%
Micro Agencies Subtotal	5	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Government-wide	16,134	4,370	4,222	96.61%	148	3.39%	142	95.95%	6	4.05%

NRF = No Report Filed

Table B-14 FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0	0	0.00%
Agency for International Development	3	353	137.33	0	0	0	0	0	0.00%
American Battle Monuments Commission	0	0	0	0	0	0	0	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0	0	0	0	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0	0	0	0	0	0.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	9	256.11	69.33	3	0	0	0	3	33.33%
Central Intelligence Agency	2	445	60	0	1	0	0	1	50.00%
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0	0	0	0	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0	0	0	0.00%
Commodity Futures Trading Commission	0	0	0	0	0	0	0	0	0.00%
Consumer Product Safety Commission	0	0	0	0	0	0	0	0	0.00%
Corporation for National and Community Service	1	158	60	0	1	0	0	1	100.00%
Court Services & Offender Supervision Agency for DC	4	379	84.25	0	1	0	0	1	25.00%
Defense Army and Air Force Exchange	15	373.87	62.93	2	1	4	0	7	46.67%
Defense Commissary Agency	17	396.65	31.82	5	8	2	0	15	88.24%
Defense Contract Audit Agency	3	541.67	124.33	0	0	0	0	0	0.00%
Defense Contract Management Agency	12	521.42	521.42	0	1	0	0	1	8.33%
Defense Finance and Accounting Service	12	207.33	13	2	8	1	1	12	100.00%
Defense Human Resources Activity	1	268	30	0	0	0	1	1	100.00%
Defense Information Systems Agency	0	0	0	0	0	0	0	0	0.00%
Defense Intelligence Agency	7	668.71	196.57	1	1	0	0	2	28.57%
Defense Logistics Agency	24	419.92	95.71	3	7	0	6	16	66.67%

Table B-14 FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Defense Missile Defense Agency	0	0	0	0	0	0	0	0	0.00%
Defense National Geospatial-Intelligence Agency	3	285.33	58.67	0	3	0	0	3	100.00%
Defense National Guard Bureau	2	1,228.50	1,228.50	0	0	0	0	0	0.00%
Defense National Security Agency	5	534.2	534.8	0	0	0	0	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0	0.00%
Defense Office of the Inspector General	1	225	60	1	0	0	0	1	100.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	2	437.5	237.5	0	0	0	0	0	0.00%
Defense Security Service	0	0	0	0	0	0	0	0	0.00%
Defense Technical Information Center	0	0	0	0	0	0	0	0	0.00%
Defense Threat Reduction Agency	0	0	0	0	0	0	0	0	0.00%
Defense Uniformed Services University	0	0	0	0	0	0	0	0	0.00%
Department of Agriculture	352	695.41	676.7	12	5	2	0	19	5.40%
Department of Commerce	47	334.66	108.77	3	6	9	3	21	44.68%
Department of Defense Education Activity	8	355	109.63	0	2	0	0	2	25.00%
Department of Education	4	593.5	43.75	4	0	0	0	4	100.00%
Department of Energy	14	338.71	155.57	8	3	0	0	11	78.57%
Department of Health and Human Services	89	456.96	87	6	21	11	0	38	42.70%
Department of Homeland Security	303	846.79	566.64	7	8	1	0	16	5.28%
Department of Housing and Urban Development	32	394.03	62.75	2	26	0	1	29	90.63%
Department of Justice	143	812.94	207.03	5	2	0	0	7	4.90%
Department of Labor	50	334.56	54.42	22	14	7	0	43	86.00%
Department of State	44	459.55	125.07	3	0	2	0	5	11.36%
Department of the Air Force	114	761.21	412.11	4	3	8	0	15	13.16%
Department of the Army	216	424.23	83.6	25	53	20	10	108	50.00%
Department of the Interior	136	651.14	265.85	10	8	2	2	22	16.18%
Department of the Navy	143	442.46	72.52	43	64	22	5	134	93.71%
Department of the Treasury	140	427.73	50.42	32	40	27	9	108	77.14%
Department of Transportation	113	426.74	122.76	7	8	1	0	16	14.16%
Department of Veterans Affairs	486	357.07	72.09	62	65	54	27	208	42.80%
Environmental Protection Agency	12	349.42	195.33	0	0	2	0	2	16.67%
Equal Employment Opportunity Commission	15	638.27	361.87	3	2	0	0	5	33.33%

Table B-14 FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Export-Import Bank of the US	0	0	0	0	0	0	0	0	0.00%
Farm Credit Administration	0	0	0	0	0	0	0	0	0.00%
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0	0	0.00%
Federal Communications Commission	0	0	0	0	0	0	0	0	0.00%
Federal Deposit Insurance Corporation	3	474	52.33	0	0	3	0	3	100.00%
Federal Election Commission	0	0	0	0	0	0	0	0	0.00%
Federal Energy Regulatory Commission	0	0	0	0	0	0	0	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	0	0	0	0	0	0	0	0	0.00%
Federal Labor Relations Authority	0	0	0	0	0	0	0	0	0.00%
Federal Maritime Commission	0	0	0	0	0	0	0	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0	0	0	0.00%
Federal Reserve System--Board of Governors	0	0	0	0	0	0	0	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0	0.00%
Federal Trade Commission	1	597	597	0	0	0	0	0	0.00%
General Services Administration	28	551.43	49.32	5	9	13	1	28	100.00%
Government Printing Office	6	189	103.5	0	1	0	1	2	33.33%
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0	0	0	0	0	0	0.00%
Institute of Museum and Library Services	0	0	0	0	0	0	0	0	0.00%
Inter-American Foundation	0	0	0	0	0	0	0	0	0.00%
International Boundary and Water Commission	0	0	0	0	0	0	0	0	0.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0	0	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0	0	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0	0	0.00%
Marine Mammal Commission	0	0	0	0	0	0	0	0	0.00%
Merit Systems Protection Board	2	194.5	59.5	2	0	0	0	2	100.00%
Millennium Challenge Corporation	0	0	0	0	0	0	0	0	0.00%

Table B-14 FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	16	556.31	229.63	0	0	0	0	0	0.00%
National Archives and Records Administration	1	183	37	0	1	0	0	1	100.00%
National Capital Planning Commission	0	0	0	0	0	0	0	0	0.00%
National Council on Disability	0	0	0	0	0	0	0	0	0.00%
National Credit Union Administration	2	244	57.5	0	2	0	0	2	100.00%
National Endowment for the Arts	0	0	0	0	0	0	0	0	0.00%
National Endowment for the Humanities	0	0	0	0	0	0	0	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0	0	0	0	0	0	0.00%
National Indian Gaming Commission	0	0	0	0	0	0	0	0	0.00%
National Labor Relations Board	3	525.33	163.67	1	0	1	0	2	66.67%
National Mediation Board	0	0	0	0	0	0	0	0	0.00%
National Reconnaissance Office	3	70	58.33	3	0	0	0	3	100.00%
National Science Foundation	2	247	62	0	0	0	0	0	0.00%
National Transportation Safety Board	0	0	0	0	0	0	0	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0	0	0.00%
Nuclear Regulatory Commission	6	348.5	61.17	2	1	0	0	3	50.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0	0	0	0.00%
Office of Government Ethics	0	0	0	0	0	0	0	0	0.00%
Office of Personnel Management	5	170.8	170.8	1	0	0	0	1	20.00%
Office of Special Counsel	0	0	0	0	0	0	0	0	0.00%
Office of the Director of National Intelligence	0	0	0	0	0	0	0	0	0.00%
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0	0.00%
Peace Corps	0	0	0	0	0	0	0	0	0.00%
Pension Benefit Guaranty Corporation	4	811.25	307	0	0	1	0	1	25.00%
Postal Regulatory Commission	0	0	0	0	0	0	0	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	222	60	0	1	0	0	1	100.00%

Table B-14 FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Securities and Exchange Commission	1	479	58	0	0	1	0	1	100.00%
Selective Service System	0	0	0	0	0	0	0	0	0.00%
Small Business Administration	13	128.62	98.62	1	0	0	0	1	7.69%
Smithsonian Institution	3	100	46.33	0	1	2	0	3	100.00%
Social Security Administration	155	487.1	87.95	4	22	4	29	59	38.06%
Tennessee Valley Authority	14	181.21	32.5	11	1	2	0	14	100.00%
Trade and Development Agency	0	0	0	0	0	0	0	0	0.00%
U.S. Postal Service	1,297	266.14	30.92	160	634	415	63	1,272	98.07%
U.S. Tax Court	0	0	0	0	0	0	0	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	3,835	452.52	180.25	429	991	588	128	2,136	55.70%
Midsized Agencies Subtotal	249	445.06	96.06	22	33	26	30	111	44.58%
Small Agencies Subtotal	66	403.18	166.26	14	11	3	1	29	43.94%
Micro Agencies Subtotal	0	0	0	0	0	0	0	0	0.00%
Government-wide	4,150	451.29	174.98	465	1,035	617	159	2,276	54.84%

NRF = No Report Filed

Table B-14a FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision) - Sub-Component Data

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Defense Logistics Agency Total	24	419.92	95.71	3	7	0	6	16	66.67%
Defense Distribution Center	12	470.33	143.5	1	4	0	3	8	66.67%
Defense Logistics Information Service	1	346	71	0	0	0	0	0	0.00%
Defense Reutilization & Marketing Service	1	379	46	0	1	0	0	1	100.00%
Defense Supply Center Columbus	1	255	36	0	0	0	1	1	100.00%
Defense Supply Center Philadelphia	2	586	64	0	0	0	0	0	0.00%
Defense Supply Center Richmond	2	279.5	41.5	1	1	0	0	2	100.00%
DLA Operations Division	5	344.6	42.2	1	1	0	2	4	80.00%
Defense National Guard Bureau Total	2	1,228.50	1,228.50	0	0	0	0	0	0.00%
Alabama National Guard	0	0	0	0	0	0	0	0	0.00%
Alaska National Guard	0	0	0	0	0	0	0	0	0.00%
Arizona National Guard	0	0	0	0	0	0	0	0	0.00%
Arkansas National Guard	0	0	0	0	0	0	0	0	0.00%
California National Guard	0	0	0	0	0	0	0	0	0.00%
Colorado National Guard	0	0	0	0	0	0	0	0	0.00%
Connecticut National Guard	0	0	0	0	0	0	0	0	0.00%
DC National Guard	0	0	0	0	0	0	0	0	0.00%
Delaware National Guard	0	0	0	0	0	0	0	0	0.00%
Florida National Guard	0	0	0	0	0	0	0	0	0.00%
Georgia National Guard	0	0	0	0	0	0	0	0	0.00%
Hawaii National Guard	0	0	0	0	0	0	0	0	0.00%
Idaho National Guard	0	0	0	0	0	0	0	0	0.00%
Illinois National Guard	0	0	0	0	0	0	0	0	0.00%
Indiana National Guard	0	0	0	0	0	0	0	0	0.00%
Iowa National Guard	0	0	0	0	0	0	0	0	0.00%
Kansas National Guard	0	0	0	0	0	0	0	0	0.00%
Kentucky National Guard	0	0	0	0	0	0	0	0	0.00%
Louisiana National Guard	0	0	0	0	0	0	0	0	0.00%

Table B-14a FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision) - Sub-Component Data

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Maine National Guard	0	0	0	0	0	0	0	0	0.00%
Maryland National Guard	0	0	0	0	0	0	0	0	0.00%
Massachusetts National Guard	0	0	0	0	0	0	0	0	0.00%
Michigan National Guard	0	0	0	0	0	0	0	0	0.00%
Minnesota National Guard	0	0	0	0	0	0	0	0	0.00%
Mississippi National Guard	1	2,004.00	2,004.00	0	0	0	0	0	0.00%
Missouri National Guard	0	0	0	0	0	0	0	0	0.00%
Montana National Guard	0	0	0	0	0	0	0	0	0.00%
Nebraska National Guard	0	0	0	0	0	0	0	0	0.00%
Nevada National Guard	0	0	0	0	0	0	0	0	0.00%
New Hampshire National Guard	0	0	0	0	0	0	0	0	0.00%
New Jersey National Guard	1	453	453	0	0	0	0	0	0.00%
New Mexico National Guard	0	0	0	0	0	0	0	0	0.00%
New York National Guard	0	0	0	0	0	0	0	0	0.00%
North Carolina National Guard	0	0	0	0	0	0	0	0	0.00%
North Dakota National Guard	0	0	0	0	0	0	0	0	0.00%
Ohio National Guard	0	0	0	0	0	0	0	0	0.00%
Oklahoma National Guard	0	0	0	0	0	0	0	0	0.00%
Oregon National Guard	0	0	0	0	0	0	0	0	0.00%
Pennsylvania National Guard	0	0	0	0	0	0	0	0	0.00%
Puerto Rico National Guard	0	0	0	0	0	0	0	0	0.00%
Rhode Island National Guard	0	0	0	0	0	0	0	0	0.00%
South Carolina National Guard	0	0	0	0	0	0	0	0	0.00%
South Dakota National Guard	0	0	0	0	0	0	0	0	0.00%
Tennessee National Guard	0	0	0	0	0	0	0	0	0.00%
Texas National Guard	0	0	0	0	0	0	0	0	0.00%
Utah National Guard	0	0	0	0	0	0	0	0	0.00%
Vermont National Guard	0	0	0	0	0	0	0	0	0.00%
Virgin Islands National Guard	0	0	0	0	0	0	0	0	0.00%
Virginia National Guard	0	0	0	0	0	0	0	0	0.00%

Table B-14a FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision) - Sub-Component Data

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Washington State National Guard	0	0	0	0	0	0	0	0	0.00%
West Virginia National Guard	0	0	0	0	0	0	0	0	0.00%
Wisconsin National Guard	0	0	0	0	0	0	0	0	0.00%
Wyoming National Guard	0	0	0	0	0	0	0	0	0.00%
Department of Agriculture Total	352	695.41	676.7	12	5	2	0	19	5.40%
Department of Agriculture Headquarters	0	0	0	0	0	0	0	0	0.00%
Agricultural Marketing Service	5	812.2	383	0	0	0	0	0	0.00%
Agricultural Research Service	12	942.17	648.67	1	0	1	0	2	16.67%
Agriculture Headquarters	12	676.5	118.67	3	2	0	0	5	41.67%
Animal and Plant Health Inspection Service	39	897.38	444.18	3	0	0	0	3	7.69%
COOP State Research, Education & Extension Srvc	2	1,126.00	911.5	0	0	0	0	0	0.00%
Economic Research Service	1	194	21	0	1	0	0	1	100.00%
Farm Service Agency	19	1,197.58	1,157.74	0	0	0	0	0	0.00%
Food and Nutrition Service	9	909.44	465.33	0	0	1	0	1	11.11%
Food Safety And Inspection Service	45	1,011.42	655.6	1	0	0	0	1	2.22%
Foreign Agricultural Service	4	904.25	295	0	0	0	0	0	0.00%
Forest Service	102	5.88	748.53	0	1	0	0	1	0.98%
Grain Inspection, Packers & Stockyards Admin	7	1,227.29	628.29	4	0	0	0	4	57.14%
National Agricultural Statistics Service	0	0	0	0	0	0	0	0	0.00%
National Appeals Division	2	1,714.00	1,025.50	0	0	0	0	0	0.00%
Natural Resources Conservation Service	30	812.63	564	0	0	0	0	0	0.00%
Office Of Inspector General	4	1,402.75	1,027.25	0	0	0	0	0	0.00%
Office Of The Chief Financial Officer	10	828.9	127.2	0	1	0	0	1	10.00%
Risk Management Agency	8	1,490.50	846.63	0	0	0	0	0	0.00%
Rural Development	41	999.1	955.32	0	0	0	0	0	0.00%

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Department of Commerce Total	47	334.66	108.77	3	6	9	3	21	44.68%
All Other Commerce Bureaus	3	267	70.67	0	0	1	0	1	33.33%
Bureau of the Census	11	288.64	116.82	0	3	1	0	4	36.36%
Decennial Census	2	350.5	128.5	0	0	0	0	0	0.00%
International Trade Administration	3	484.33	298.33	0	0	0	0	0	0.00%
National Institute of Standards & Technology	3	260	112	0	0	0	0	0	0.00%
National Oceanic & Atmospheric Administration	12	351.83	126.83	1	0	2	0	3	25.00%
U. S. Patent and Trademark Office	13	353.62	46.54	2	3	5	3	13	100.00%
Department of Energy Total	14	338.71	155.57	8	3	0	0	11	78.57%
Bonneville Power Administration	0	0	0	0	0	0	0	0	0.00%
Chicago Operations Office	0	0	0	0	0	0	0	0	0.00%
EM Consolidated Business Center	0	0	0	0	0	0	0	0	0.00%
Golden Field Office	0	0	0	0	0	0	0	0	0.00%
Headquarters	3	516.67	516.67	0	0	0	0	0	0.00%
Idaho Operations Office	0	0	0	0	0	0	0	0	0.00%
National Energy Technology Lab	1	218	60	1	0	0	0	1	100.00%
NNSA Service Center	8	306.13	56.25	6	2	0	0	8	100.00%
Oak Ridge Operations	0	0	0	0	0	0	0	0	0.00%
OSTI	0	0	0	0	0	0	0	0	0.00%
Richland Operations Office	0	0	0	0	0	0	0	0	0.00%
Savannah River Operations	0	0	0	0	0	0	0	0	0.00%
Southeastern Power Administration	0	0	0	0	0	0	0	0	0.00%
Southwestern Power Administration	1	185	58	0	1	0	0	1	100.00%
Strategic Petroleum Reserve	0	0	0	0	0	0	0	0	0.00%
Western Area Power Administration	1	340	60	1	0	0	0	1	100.00%

Table B-14a FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision) - Sub-Component Data

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Department of Health and Human Services Total	89	456.96	87	6	21	11	0	38	42.70%
Administration for Children and Families	17	431.65	89.24	1	3	0	0	4	23.53%
Agency for Healthcare Research and Quality	0	0	0	0	0	0	0	0	0.00%
Centers for Disease Control and Prevention	6	514.83	127	0	2	0	0	2	33.33%
Centers for Medicare & Medicaid Services	4	484.25	51.5	1	0	1	0	2	50.00%
Food and Drug Administration	5	452.8	219.2	2	0	0	0	2	40.00%
Health Resources and Services Administration	3	354.33	54.33	0	2	0	0	2	66.67%
Indian Health Service	11	227	31.55	0	9	0	0	9	81.82%
National Institutes of Health	23	551.52	73.83	2	3	7	0	12	52.17%
Office of the Secretary of Health and Human Services	14	511	107.36	0	0	1	0	1	7.14%
Program Support Center	2	377.5	42.5	0	1	1	0	2	100.00%
Substance Abuse & Mental Health Services Admin	4	471.75	91.5	0	1	1	0	2	50.00%
Department of Homeland Security Total	303	846.79	566.64	7	8	1	0	16	5.28%
DHS Headquarters	11	508.45	233.82	0	0	0	0	0	0.00%
Federal Emergency Management Agency	38	968.82	591.47	0	0	0	0	0	0.00%
Federal Law Enforcement Training Center	2	1,184.00	491	0	0	0	0	0	0.00%
Transportation Security Administration	96	1,011.66	612.94	1	3	0	0	4	4.17%
U.S. Citizenship and Immigration Services	35	796.91	504.57	1	2	1	0	4	11.43%
U.S. Coast Guard	11	878.18	758.09	1	3	0	0	4	36.36%
U.S. Customs and Border Protection	59	672.66	481.31	4	0	0	0	4	6.78%
U.S. Immigration and Customs Enforcement	42	701.79	701.79	0	0	0	0	0	0.00%
U.S. Secret Service	9	885.33	327.78	0	0	0	0	0	0.00%
Department of Justice Total	143	812.94	207.03	5	2	0	0	7	4.90%
Alcohol, Tobacco, Firearms and Explosives	2	742	233.5	0	0	0	0	0	0.00%
Bureau of Prisons	99	839.87	161.09	5	1	0	0	6	6.06%
Drug Enforcement Administration	3	494.67	492.67	0	0	0	0	0	0.00%

Table B-14a FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision) - Sub-Component Data

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Executive Office for Immigration Review	0	0	0	0	0	0	0	0	0.00%
Executive Office for U.S. Attorneys	4	985.5	427	0	0	0	0	0	0.00%
Federal Bureau of Investigation	30	783.73	315.03	0	0	0	0	0	0.00%
Office of Justice Programs	0	0	0	0	0	0	0	0	0.00%
Offices, Boards, and Divisions	2	394.5	80	0	0	0	0	0	0.00%
U.S. Marshals Service	3	630.67	131.33	0	1	0	0	1	33.33%
Department of Labor Total	50	334.56	54.42	22	14	7	0	43	86.00%
Bureau of Labor Statistics	2	336	45.5	2	0	0	0	2	100.00%
Dept. of Labor (DM and others)	10	320.1	52.9	5	3	1	0	9	90.00%
Employment and Training Administration	0	0	0	0	0	0	0	0	0.00%
Employment Standards Administration	15	367.07	51.13	7	4	3	0	14	93.33%
Mine Safety and Health Administration	8	322	64.13	4	1	1	0	6	75.00%
Occupational Safety and Health Administration	15	318.2	54.73	4	6	2	0	12	80.00%
Department of the Army Total	216	424.23	83.6	25	53	20	10	108	50.00%
Eighth U.S. Army (KOREA)	0	0	0	0	0	0	0	0	0.00%
Headquarters, Department of Army	14	452	63.5	2	3	2	1	8	57.14%
U.S. Army Corps of Engineers	37	550.03	153.08	4	8	3	0	15	40.54%
U.S. Army Europe	4	299.75	61.5	1	1	0	0	2	50.00%
U.S. Army Forces Command	2	457	53	1	0	0	0	1	50.00%
U.S. Army Installation Management Command	54	431.74	80.83	5	12	4	1	22	40.74%
U.S. Army Intelligence and Security Command	4	352.25	44	1	2	0	0	3	75.00%
U.S. Army Material Command	34	346.32	51.71	6	12	5	2	25	73.53%
U.S. Army Medical Command	41	412.66	72.29	3	11	5	3	22	53.66%
U.S. Army Network Enterprise Technology Command	0	0	0	0	0	0	0	0	0.00%
U.S. Army Pacific (USARPAC)	0	0	0	0	0	0	0	0	0.00%
U.S. Army Reserve Command	11	334.73	66.73	0	2	1	2	5	45.45%

Table B-14a FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision) - Sub-Component Data

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
U.S. Army Space and Missile Defense Command	1	323	98	0	0	0	0	0	0.00%
U.S. Army Special Operations Command (USASOC)	0	0	0	0	0	0	0	0	0.00%
U.S. Army Test and Evaluation Command	1	253	8	0	0	0	1	1	100.00%
U.S. Army Training and Doctrine Command	13	397.38	80.69	2	2	0	0	4	30.77%
Department of the Interior Total	136	651.14	265.85	10	8	2	2	22	16.18%
Bureau Of Indian Affairs	23	887.3	283.96	0	0	1	0	1	4.35%
Bureau Of Land Management	24	681.58	338.75	0	2	1	0	3	12.50%
Bureau Of Reclamation	6	565	230.17	0	2	0	0	2	33.33%
Bureau Of Surface Mining	1	496	496	0	0	0	0	0	0.00%
Fish And Wildlife Service	14	481.57	162.29	4	0	0	0	4	28.57%
Geological Survey	5	370	133.6	0	0	0	1	1	20.00%
Minerals Management Service	6	503	148.67	2	0	0	0	2	33.33%
National Park Service	52	677.02	299.9	1	4	0	0	5	9.62%
Office Of The Secretary	5	217.6	38	3	0	0	1	4	80.00%
Department of the Navy Total	143	442.46	72.52	43	64	22	5	134	93.71%
AAUSN	7	636.29	51	4	3	0	0	7	100.00%
Bureau of Medicine & Surgery	5	324.2	53	1	4	0	0	5	100.00%
Bureau of Naval Personnel	2	665	52.5	1	0	1	0	2	100.00%
Chief Of Naval Operations	3	385	59	0	3	0	0	3	100.00%
Commander Naval Installations	30	445.37	77.43	12	13	3	0	28	93.33%
Commander Naval Reserve	0	0	0	0	0	0	0	0	0.00%
Commander Pacific Fleet	11	451.91	48.09	2	9	0	0	11	100.00%
Fleet Forces Command	13	395.31	65.54	1	5	3	2	11	84.62%
Marine Corps HQ	21	446.29	50.43	10	6	5	0	21	100.00%
Naval Air Systems Command	15	391.33	57.47	6	4	3	1	14	93.33%
Naval Education & Training Command	1	317	57	0	1	0	0	1	100.00%

Table B-14a FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision) - Sub-Component Data

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Naval Sea Systems Command	10	456.3	103.9	2	4	2	1	9	90.00%
Naval Special Warfare Command	0	0	0	0	0	0	0	0	0.00%
Naval Supply Systems Command	14	486.07	155.14	3	5	2	1	11	78.57%
Naval Systems Management Activity	0	0	0	0	0	0	0	0	0.00%
Navy Facilities & Engineering	9	373.22	51.89	0	7	2	0	9	100.00%
Office Of Naval Intelligence	0	0	0	0	0	0	0	0	0.00%
Office Of Naval Research	1	706	55	0	0	1	0	1	100.00%
SPAWAR	0	0	0	0	0	0	0	0	0.00%
Strategic Systems Project Office	1	249	51	1	0	0	0	1	100.00%
Department of the Treasury Total	140	427.73	50.42	32	40	27	9	108	77.14%
Alcohol and Tobacco Tax and Trade Bureau	7	619.71	77.71	0	1	0	0	1	14.29%
Bureau of Engraving and Printing	7	253.29	23.86	3	2	2	0	7	100.00%
Bureau of the Public Debt	1	324	30	1	0	0	0	1	100.00%
Departmental Offices	3	342.33	62.33	0	1	1	0	2	66.67%
Financial Crimes Enforcement Network	0	0	0	0	0	0	0	0	0.00%
Financial Management Service	2	335	37	1	1	0	0	2	100.00%
Internal Revenue Service	99	436.84	51.32	24	27	20	7	78	78.79%
Internal Revenue Service Office of the Chief Counsel	0	0	0	0	0	0	0	0	0.00%
Office of the Comptroller of the Currency	4	422	51.25	2	0	0	1	3	75.00%
Office of the Inspector General	0	0	0	0	0	0	0	0	0.00%
Office of Thrift Supervision	0	0	0	0	0	0	0	0	0.00%
Treasury Inspector General For Tax Administration	2	435	71.5	0	0	1	0	1	50.00%
U. S. Mint	15	396.33	41.87	1	8	3	1	13	86.67%
Department of Transportation Total	113	426.74	122.76	7	8	1	0	16	14.16%
Federal Aviation Administration	101	427.75	120.91	7	7	1	0	15	14.85%
Federal Highway Administration	5	495.8	165.8	0	0	0	0	0	0.00%

Table B-14a FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision) - Sub-Component Data

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Federal Motor Carrier Safety Administration	0	0	0	0	0	0	0	0	0.00%
Federal Railroad Administrataion	0	0	0	0	0	0	0	0	0.00%
Federal Transit Administration	2	381.5	137.5	0	0	0	0	0	0.00%
Maritime Administration	2	349	103	0	0	0	0	0	0.00%
National Highway Traffic Safty Administration	2	366	146	0	0	0	0	0	0.00%
Office of Inspector General	0	0	0	0	0	0	0	0	0.00%
Office of the Secretary	1	347	58	0	1	0	0	1	100.00%
Pipeline and Hazardous Materials Safety Admin	0	0	0	0	0	0	0	0	0.00%
Research and Inovative Technology Administration	0	0	0	0	0	0	0	0	0.00%
St. Lawrence Development Corporation	0	0	0	0	0	0	0	0	0.00%
Department of Veterans Affairs Total	486	357.07	72.09	62	65	54	27	208	42.80%
HQ and Others	13	185.92	100	2	3	0	0	5	38.46%
NCA	7	419.57	40.71	2	1	2	1	6	85.71%
Veterans Benefits Administration	37	365.08	81.3	4	2	2	2	10	27.03%
Veterans Health Administration	429	360.55	70.97	54	59	50	24	187	43.59%
General Services Administration Total	28	551.43	49.32	5	9	13	1	28	100.00%
Central Office	5	228	43.6	2	3	0	0	5	100.00%
National Capital Region	4	631.75	50	1	1	2	0	4	100.00%
Region 1	0	0	0	0	0	0	0	0	0.00%
Region 10	0	0	0	0	0	0	0	0	0.00%
Region 2	1	694	59	0	0	1	0	1	100.00%
Region 3	1	504	45	0	0	1	0	1	100.00%
Region 4	0	0	0	0	0	0	0	0	0.00%
Region 5	5	399	58.8	1	1	3	0	5	100.00%
Region 6	7	420.14	52.86	0	4	3	0	7	100.00%
Region 7	3	1,777.00	41.67	0	0	3	0	3	100.00%

Table B-14a FY 2009 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision) - Sub-Component Data

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/ Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Region 8	0	0	0	0	0	0	0	0	0.00%
Region 9	2	154	35	1	0	0	1	2	100.00%
U.S. Postal Service Total	1,297	266.14	30.92	160	634	415	63	1,272	98.07%
Capital Metro Area Operations	105	301.74	32.75	11	44	43	4	102	97.14%
Eastern Area	178	240.94	26.38	22	101	49	5	177	99.44%
Great Lakes Area	183	261.87	30.62	17	79	73	10	179	97.81%
National Area	26	225.42	34.88	2	18	3	1	24	92.31%
New York Metro Area	89	279.63	36.38	13	48	21	3	85	95.51%
Northeast Area	58	209.83	28.4	11	37	5	4	57	98.28%
Office of Inspector General	3	564	27.67	1	0	2	0	3	100.00%
Pacific Area	130	269.44	34.17	23	54	38	12	127	97.69%
Southeast Area	161	252.93	34.61	15	78	59	6	158	98.14%
Southwest Area	219	287.64	27.6	20	108	83	7	218	99.54%
Western Area	145	271.28	30.55	25	67	39	11	142	97.93%

Table B-15 FY 2009 Complaints Closed with Findings of Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding Discrimination	% FOs NFI AJ Merit Decisions Finding Discrimination
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	4	3	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
American Battle Monuments Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	9	9	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Central Intelligence Agency	3	2	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	1	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Court Services & Offender Supervision Agency for DC	8	4	0	0.00%	4	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	30	15	0	0.00%	15	1	6.67%	1	100.00%	0	0.00%
Defense Commissary Agency	23	17	0	0.00%	6	3	50.00%	1	33.33%	2	66.67%
Defense Contract Audit Agency	9	3	0	0.00%	6	0	0.00%	0	0.00%	0	0.00%
Defense Contract Management Agency	22	12	0	0.00%	10	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	23	12	0	0.00%	11	1	9.09%	1	100.00%	0	0.00%
Defense Human Resources Activity	2	1	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	9	7	0	0.00%	2	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	41	24	0	0.00%	17	0	0.00%	0	0.00%	0	0.00%
Defense Missile Defense Agency	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	4	3	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	4	2	0	0.00%	2	0	0.00%	0	0.00%	0	0.00%
Defense National Security Agency	5	5	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	2	1	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	10	2	0	0.00%	8	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-15 FY 2009 Complaints Closed with Findings of Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding Discrimination	% FOs NFI AJ Merit Decisions Finding Discrimination
Defense Threat Reduction Agency	2	0	0	0.00%	2	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	466	352	11	3.13%	114	3	2.63%	3	100.00%	0	0.00%
Department of Commerce	69	47	0	0.00%	22	0	0.00%	0	0.00%	0	0.00%
Department of Defense Education Activity	14	8	0	0.00%	6	0	0.00%	0	0.00%	0	0.00%
Department of Education	6	4	0	0.00%	2	0	0.00%	0	0.00%	0	0.00%
Department of Energy	16	14	0	0.00%	2	0	0.00%	0	0.00%	0	0.00%
Department of Health and Human Services	110	89	2	2.25%	21	0	0.00%	0	0.00%	0	0.00%
Department of Homeland Security	569	303	1	0.33%	266	22	8.27%	9	40.91%	13	59.09%
Department of Housing and Urban Development	42	32	0	0.00%	10	2	20.00%	1	50.00%	1	50.00%
Department of Justice	177	143	4	2.80%	34	4	11.76%	2	50.00%	2	50.00%
Department of Labor	66	50	1	2.00%	16	0	0.00%	0	0.00%	0	0.00%
Department of State	67	44	0	0.00%	23	0	0.00%	0	0.00%	0	0.00%
Department of the Air Force	150	114	1	0.88%	36	0	0.00%	0	0.00%	0	0.00%
Department of the Army	326	216	12	5.56%	110	7	6.36%	6	85.71%	1	14.29%
Department of the Interior	181	136	5	3.68%	45	5	11.11%	5	100.00%	0	0.00%
Department of the Navy	181	143	7	4.90%	38	3	7.89%	3	100.00%	0	0.00%
Department of the Treasury	232	140	5	3.57%	92	3	3.26%	3	100.00%	0	0.00%
Department of Transportation	170	113	0	0.00%	57	2	3.51%	2	100.00%	0	0.00%
Department of Veterans Affairs	792	486	6	1.23%	306	16	5.23%	8	50.00%	8	50.00%
Environmental Protection Agency	18	12	0	0.00%	6	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	19	15	0	0.00%	4	0	0.00%	0	0.00%	0	0.00%
Export-Import Bank of the US	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	4	3	0	0.00%	1	1	100.00%	1	100.00%	0	0.00%
Federal Election Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	0	0	0.00%	2	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	1	1	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	40	28	2	7.14%	12	1	8.33%	1	100.00%	0	0.00%
Government Printing Office	15	6	0	0.00%	9	0	0.00%	0	0.00%	0	0.00%

Table B-15 FY 2009 Complaints Closed with Findings of Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding Discrimination	% FOs NFI AJ Merit Decisions Finding Discrimination
Harry S. Truman Scholarship Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	2	2	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	21	16	1	6.25%	5	0	0.00%	0	0.00%	0	0.00%
National Archives and Records Administration	2	1	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
National Capital Planning Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	2	2	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Indian Gaming Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	4	3	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
National Mediation Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	3	3	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	2	2	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	6	6	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	8	5	0	0.00%	3	1	33.33%	0	0.00%	1	100.00%
Office of Special Counsel	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-15 FY 2009 Complaints Closed with Findings of Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding Discrimination	% FOs NFI AJ Merit Decisions Finding Discrimination
Pension Benefit Guaranty Corporation	6	4	0	0.00%	2	0	0.00%	0	0.00%	0	0.00%
Postal Regulatory Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	1	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	1	1	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Selective Service System	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	25	13	0	0.00%	12	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	5	3	0	0.00%	2	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	220	155	0	0.00%	65	1	1.54%	0	0.00%	1	100.00%
Tennessee Valley Authority	20	14	0	0.00%	6	0	0.00%	0	0.00%	0	0.00%
Trade and Development Agency	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	2,633	1,297	0	0.00%	1,336	72	5.39%	56	77.78%	16	22.22%
U.S. Tax Court	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	6,453	3,835	55	1.43%	2,618	144	5.50%	101	70.14%	43	29.86%
Midsized Agencies Subtotal	361	249	3	1.20%	112	4	3.57%	2	50.00%	2	50.00%
Small Agencies Subtotal	91	66	0	0.00%	25	0	0.00%	0	0.00%	0	0.00%
Micro Agencies Subtotal	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Government-wide	6,905	4,150	58	1.40%	2,755	148	5.37%	103	69.59%	45	30.41%

NRF = No Report Filed

Table B-16 FY 2009 Complaints Closed with Findings of No Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding No Discrimination	% Merit FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Merit Decisions Finding No Discrimination	% FOs of AJ Merit Decisions Finding No Discrimination	Number Fully Implementing (FI) AJ Merit Decisions Finding No Discrimination	% FOs FI AJ Merit Decisions Finding No Discrimination	Number Fully Implementing (NFI) AJ Merit Decisions Finding No Discrimination	% FOs NFI AJ Merit Decisions Finding No Discrimination
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	4	3	3	100.00%	1	1	100.00%	1	100.00%	0	0.00%
American Battle Monuments Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	9	9	9	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Central Intelligence Agency	3	2	2	100.00%	1	1	100.00%	1	100.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	1	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Court Services & Offender Supervision Agency for DC	8	4	4	100.00%	4	4	100.00%	4	100.00%	0	0.00%
Defense Army and Air Force Exchange	30	15	15	100.00%	15	14	93.33%	14	100.00%	0	0.00%
Defense Commissary Agency	23	17	17	100.00%	6	3	50.00%	3	100.00%	0	0.00%
Defense Contract Audit Agency	9	3	3	100.00%	6	6	100.00%	6	100.00%	0	0.00%
Defense Contract Management Agency	22	12	12	100.00%	10	10	100.00%	10	100.00%	0	0.00%
Defense Finance and Accounting Service	23	12	12	100.00%	11	10	90.91%	10	100.00%	0	0.00%
Defense Human Resources Activity	2	1	1	100.00%	1	1	100.00%	1	100.00%	0	0.00%
Defense Information Systems Agency	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	9	7	7	100.00%	2	2	100.00%	2	100.00%	0	0.00%
Defense Logistics Agency	41	24	24	100.00%	17	17	100.00%	17	100.00%	0	0.00%
Defense Missile Defense Agency	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	4	3	3	100.00%	1	1	100.00%	1	100.00%	0	0.00%
Defense National Guard Bureau	4	2	2	100.00%	2	2	100.00%	2	100.00%	0	0.00%
Defense National Security Agency	5	5	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	2	1	1	100.00%	1	1	100.00%	1	100.00%	0	0.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	10	2	2	100.00%	8	8	100.00%	8	100.00%	0	0.00%
Defense Security Service	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-16 FY 2009 Complaints Closed with Findings of No Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding No Discrimination	% Merit FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Merit Decisions Finding No Discrimination	% FOs of AJ Merit Decisions Finding No Discrimination	Number Fully Implementing (FI) AJ Merit Decisions Finding No Discrimination	% FOs FI AJ Merit Decisions Finding No Discrimination	Number Fully Implementing (NFI) AJ Merit Decisions Finding No Discrimination	% FOs NFI AJ Merit Decisions Finding No Discrimination
Defense Threat Reduction Agency	2	0	0	0.00%	2	2	100.00%	2	100.00%	0	0.00%
Defense Uniformed Services University	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	466	352	341	96.88%	114	111	97.37%	111	100.00%	0	0.00%
Department of Commerce	69	47	47	100.00%	22	22	100.00%	22	100.00%	0	0.00%
Department of Defense Education Activity	14	8	8	100.00%	6	6	100.00%	6	100.00%	0	0.00%
Department of Education	6	4	4	100.00%	2	2	100.00%	2	100.00%	0	0.00%
Department of Energy	16	14	14	100.00%	2	2	100.00%	2	100.00%	0	0.00%
Department of Health and Human Services	110	89	87	97.75%	21	21	100.00%	21	100.00%	0	0.00%
Department of Homeland Security	569	303	302	99.67%	266	244	91.73%	244	100.00%	0	0.00%
Department of Housing and Urban Development	42	32	32	100.00%	10	8	80.00%	8	100.00%	0	0.00%
Department of Justice	177	143	139	97.20%	34	30	88.24%	30	100.00%	0	0.00%
Department of Labor	66	50	49	98.00%	16	16	100.00%	16	100.00%	0	0.00%
Department of State	67	44	44	100.00%	23	23	100.00%	23	100.00%	0	0.00%
Department of the Air Force	150	114	113	99.12%	36	36	100.00%	35	97.22%	1	2.78%
Department of the Army	326	216	204	94.44%	110	103	93.64%	103	100.00%	0	0.00%
Department of the Interior	181	136	131	96.32%	45	40	88.89%	40	100.00%	0	0.00%
Department of the Navy	181	143	136	95.10%	38	35	92.11%	35	100.00%	0	0.00%
Department of the Treasury	232	140	135	96.43%	92	89	96.74%	89	100.00%	0	0.00%
Department of Transportation	170	113	113	100.00%	57	55	96.49%	55	100.00%	0	0.00%
Department of Veterans Affairs	792	486	480	98.77%	306	290	94.77%	290	100.00%	0	0.00%
Environmental Protection Agency	18	12	12	100.00%	6	6	100.00%	6	100.00%	0	0.00%
Equal Employment Opportunity Commission	19	15	15	100.00%	4	4	100.00%	4	100.00%	0	0.00%
Export-Import Bank of the US	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	4	3	3	100.00%	1	0	0.00%	0	0.00%	0	0.00%
Federal Election Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review Comm.	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	0	0	0.00%	2	2	100.00%	2	100.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	1	1	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	40	28	26	92.86%	12	11	91.67%	11	100.00%	0	0.00%
Government Printing Office	15	6	6	100.00%	9	9	100.00%	9	100.00%	0	0.00%

Table B-16 FY 2009 Complaints Closed with Findings of No Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding No Discrimination	% Merit FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Merit Decisions Finding No Discrimination	% FOs of AJ Merit Decisions Finding No Discrimination	Number Fully Implementing (FI) AJ Merit Decisions Finding No Discrimination	% FOs FI AJ Merit Decisions Finding No Discrimination	Number Fully Implementing (NFI) AJ Merit Decisions Finding No Discrimination	% FOs NFI AJ Merit Decisions Finding No Discrimination
Harry S. Truman Scholarship Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	2	2	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	21	16	15	93.75%	5	5	100.00%	5	100.00%	0	0.00%
National Archives and Records Administration	2	1	1	100.00%	1	1	100.00%	1	100.00%	0	0.00%
National Capital Planning Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	2	2	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Indian Gaming Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	4	3	3	100.00%	1	1	100.00%	1	100.00%	0	0.00%
National Mediation Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	3	3	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	2	2	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	6	6	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	8	5	5	100.00%	3	2	66.67%	2	100.00%	0	0.00%
Office of Special Counsel	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-16 FY 2009 Complaints Closed with Findings of No Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding No Discrimination	% Merit FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Merit Decisions Finding No Discrimination	% FOs of AJ Merit Decisions Finding No Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding No Discrimination	% FOs FI AJ Merit Decisions Finding No Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding No Discrimination	% FOs NFI AJ Merit Decisions Finding No Discrimination
Pension Benefit Guaranty Corporation	6	4	4	100.00%	2	2	100.00%	2	100.00%	0	0.00%
Postal Regulatory Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	1	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	1	1	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Selective Service System	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	25	13	13	100.00%	12	12	100.00%	12	100.00%	0	0.00%
Smithsonian Institution	5	3	3	100.00%	2	2	100.00%	2	100.00%	0	0.00%
Social Security Administration	220	155	155	100.00%	65	64	98.46%	64	100.00%	0	0.00%
Tennessee Valley Authority	20	14	14	100.00%	6	6	100.00%	6	100.00%	0	0.00%
Trade and Development Agency	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	2,633	1,297	1,297	100.00%	1,336	1,264	94.61%	1,264	100.00%	0	0.00%
U.S. Tax Court	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	6,453	3,835	3,780	98.57%	2,618	2,474	94.50%	2,473	99.96%	1	0.04%
Midsize Agencies Subtotal	361	249	246	98.80%	112	108	96.43%	108	100.00%	0	0.00%
Small Agencies Subtotal	91	66	66	100.00%	25	25	100.00%	25	100.00%	0	0.00%
Micro Agencies Subtotal	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Government-wide	6,905	4,150	4,092	98.60%	2,755	2,607	94.63%	2,606	99.96%	1	0.04%

NRF = No Report Filed

Table B-17 FY 2009 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD Merit FADs Finding Discrimination	APD Merit FADs Finding No Discrimination	APD Merit FADs From Date of Complaint Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Merit Decisions Finding Discrimination	APD FI AJ Merit Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0	0	0	0
Agency for International Development	230	0	353	353	45.5	396	396	0	396	0
American Battle Monuments Commission	0	0	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0	0	0	0	0	0	0
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	234.1	0	256.11	256.11	36	507.5	507.5	0	0	507.5
Central Intelligence Agency	162.71	0	445	445	49.8	920	920	0	920	0
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	158	0	158	158	0	0	0	0	0	0
Court Services & Offender Supervision Agency for DC	209.63	0	379	379	40.25	801	801	0	801	0
Defense Army and Air Force Exchange	235.52	0	373.87	373.87	105.81	673.2	673.2	595	678.79	0
Defense Commissary Agency	191.79	0	396.65	396.65	33.5	825.67	727.25	595	771.33	0
Defense Contract Audit Agency	437	0	541.67	541.67	123	750	750	0	750	0
Defense Contract Management Agency	654	0	521.42	521.42	813.1	621.3	621.3	0	621.3	0
Defense Finance and Accounting Service	98.37	0	207.33	207.33	11.2	623.73	623.73	747	611.4	0
Defense Human Resources Activity	268	0	268	268	0	911	911	0	911	0
Defense Information Systems Agency	0	0	0	0	0	517	0	0	0	0
Defense Intelligence Agency	452	0	668.71	668.71	148.6	780	780	0	881	578
Defense Logistics Agency	273.23	0	419.92	419.92	53.19	598.18	598.18	0	598.18	0
Defense Missile Defense Agency	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	176	0	285.33	285.33	12	35	35	0	35	0
Defense National Guard Bureau	854	0	1,228.50	1,228.50	105	1,949.50	1,949.50	0	1,949.50	0
Defense National Security Agency	225.25	0	534.2	534.2	122.27	707	707	0	0	707

Table B-17 FY 2009 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD Merit FADs Finding Discrimination	APD Merit FADs Finding No Discrimination	APD Merit FADs From Date of Complaint Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Merit Decisions Finding Discrimination	APD FI AJ Merit Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	127	0	225	225	29	710	710	0	710	0
Defense Office of the Secretary - Wash. Hqtrs. Services	296.67	0	437.5	437.5	15	592.88	592.88	0	592.88	0
Defense Security Service	1,015.00	0	0	0	1,015.00	0	0	0	0	0
Defense Technical Information Center	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	9	0	0	0	9	34.5	34.5	0	34.5	0
Defense Uniformed Services University	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	652.94	365.27	706.06	695.41	199.88	750.22	750.22	574	731.51	1,271.20
Department of Commerce	155.46	0	334.66	334.66	51.48	387.41	387.41	0	387.41	0
Department of Defense Education Activity	178	0	355	355	49.27	634.33	634.33	0	634.33	0
Department of Education	289	0	593.5	593.5	86	425	425	0	425	0
Department of Energy	282.19	0	338.71	338.71	169.14	607.5	607.5	0	607.5	0
Department of Health and Human Services	311.08	209.5	462.64	456.96	75.02	584.1	584.1	0	584.1	0
Department of Homeland Security	603.09	683	847.33	846.79	241.12	740.04	725.3	951.22	723	691.05
Department of Housing and Urban Development	338.43	0	394.03	394.03	116	310.5	319.78	244	329.25	0
Department of Justice	490.54	615	818.63	812.94	149.03	812.89	810.77	1,451.00	824.53	656.82
Department of Labor	298	262	336.04	334.56	94.89	635.28	635.28	0	670.19	356
Department of State	291.48	0	459.55	459.55	67.39	765.5	765.5	0	792.04	155
Department of the Air Force	495.85	456	763.91	761.21	57.42	723.89	728.64	0	718.11	769.56
Department of the Army	229.58	748.92	405.13	424.23	45.99	655.79	656.08	914.33	655.5	490.56
Department of the Interior	568.02	1,011.80	637.37	651.14	214.75	853.92	853.92	964.6	852.45	771.5
Department of the Navy	281.13	864	420.76	442.46	73.28	713.2	713.2	960.67	693.2	692
Department of the Treasury	325.85	457.2	426.64	427.73	99.46	705.18	705.18	1,721.33	673.78	669
Department of Transportation	244.74	0	426.74	426.74	65.9	688.69	688.69	598.5	690.69	759
Department of Veterans Affairs	238.76	341.5	357.26	357.07	57.37	639.67	629.37	951.25	624.03	535.82
Environmental Protection Agency	198.48	0	349.42	349.42	91.94	594	594	0	539	924
Equal Employment Opportunity Commission	607.29	0	638.27	638.27	375	421	421	0	475.75	202
Export-Import Bank of the US	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	0	0	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	474	0	474	474	0	626	626	843	0	595
Federal Election Commission	74	0	0	0	74	0	0	0	0	0
Federal Energy Regulatory Commission	0	0	0	0	0	97	97	0	0	97
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-17 FY 2009 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD Merit FADs Finding Discrimination	APD Merit FADs Finding No Discrimination	APD Merit FADs From Date of Complaint Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Merit Decisions Finding Discrimination	APD FI AJ Merit Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Federal Housing Finance Agency	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	31.5	0	0	0	31.5	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	0	0	0	0	0	687	687	0	687	0
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	402	0	597	597	304.5	0	0	0	0	0
General Services Administration	401.07	689	540.85	551.43	77.23	531.92	531.92	1,269.00	464.91	0
Government Printing Office	113.39	0	189	189	95.24	768.22	768.22	0	768.22	0
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	0	0	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	0	0	0	0	0	573	573	0	0	573
Inter-American Foundation	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	0	0	0	0	0	0	0	0	0	0
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0	0	0	0
Marine Mammal Commission	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	111.75	0	194.5	194.5	29	0	0	0	0	0
Millennium Challenge Corporation	0	0	0	0	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	394.89	605	553.07	556.31	179.67	708.2	708.2	0	708.2	0
National Archives and Records Administration	83.83	0	183	183	64	550	550	0	550	0
National Capital Planning Commission	0	0	0	0	0	0	0	0	0	0
National Council on Disability	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	244	0	244	244	0	0	0	0	0	0
National Endowment for the Arts	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	67	0	0	0	67	0	0	0	0	0
National Indian Gaming Commission	0	0	0	0	0	0	0	0	0	0

Table B-17 FY 2009 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD Merit FADs Finding Discrimination	APD Merit FADs Finding No Discrimination	APD Merit FADs From Date of Complaint Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Merit Decisions Finding Discrimination	APD FI AJ Merit Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
National Labor Relations Board	525.33	0	525.33	525.33	0	414	414	0	391	437
National Mediation Board	0	0	0	0	0	0	0	0	0	0
National Reconnaissance Office	70	0	70	70	0	0	0	0	0	0
National Science Foundation	247	0	247	247	0	0	0	0	0	0
National Transportation Safety Board	0	0	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	273.22	0	348.5	348.5	122.67	0	0	0	0	0
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0	0	0	0	0
Office of Government Ethics	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	113.2	0	170.8	170.8	55.6	67.33	87	0	87	0
Office of Special Counsel	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0	0	0
Peace Corps	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	362.64	0	811.25	811.25	106.29	629.67	629.67	0	652	585
Postal Regulatory Commission	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	222	0	222	222	0	0	0	0	0	0
Securities and Exchange Commission	210	0	479	479	120.33	0	0	0	0	0
Selective Service System	0	0	0	0	0	0	0	0	0	0
Small Business Administration	128.62	0	128.62	128.62	0	102.83	102.83	0	102.83	0
Smithsonian Institution	50	0	100	100	20	328.5	328.5	0	328.5	0
Social Security Administration	373.54	0	487.1	487.1	114.68	742.64	742.04	0	759.58	601.75
Tennessee Valley Authority	126.18	0	181.21	181.21	29.88	842	842	0	842	0
Trade and Development Agency	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	115.8	0	266.14	266.14	34.66	547.32	544.25	817.29	532.96	441.4
U.S. Tax Court	0	0	0	0	0	0	0	0	0	0

Table B-17 FY 2009 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD Merit FADs Finding Discrimination	APD Merit FADs Finding No Discrimination	APD Merit FADs From Date of Complaint Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Merit Decisions Finding Discrimination	APD FI AJ Merit Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	252.59	595.04	450.45	452.52	62.25	621.95	617.14	874.22	604.58	660.1
Midsized Agencies Subtotal	328.8	661	442.43	445.06	102.64	628.5	632.02	1,056.00	626.1	618.94
Small Agencies Subtotal	250.12	0	403.18	403.18	97.06	622.32	622.32	0	678.24	389.33
Micro Agencies Subtotal	0	0	0	0	0	573	573	0	0	573
Government-wide	255.99	598.45	449.2	451.29	64.02	622.23	617.84	877.75	606.18	643.41

NRF = No Report Filed

Table B-18 FY 2009 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Merit Decisions	APD Agency Appeal of Remedy in AJ Merit Decisions	APD Agency Appeal of Remedy and Finding in AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0	0
Agency for International Development	396	0	0	0	0	0	0	0
American Battle Monuments Commission	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0	0	0	0	0
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	507.5	0	0	0	0	0	0	0
Central Intelligence Agency	920	0	0	0	0	0	0	0
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	0	0	0	0	0	0	0	0
Corporation for National and Community Service	0	0	0	0	0	0	0	0
Court Services & Offender Supervision Agency for DC	801	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	673.2	0	0	0	0	0	0	0
Defense Commissary Agency	825.67	1,022.50	1,022.50	0	0	1,022.50	0	0
Defense Contract Audit Agency	750	0	0	0	0	0	0	0
Defense Contract Management Agency	621.3	0	0	0	0	0	0	0
Defense Finance and Accounting Service	623.73	0	0	0	0	0	0	0
Defense Human Resources Activity	911	0	0	0	0	0	0	0
Defense Information Systems Agency	517	517	0	0	0	0	0	517
Defense Intelligence Agency	780	0	0	0	0	0	0	0
Defense Logistics Agency	598.18	0	0	0	0	0	0	0

Table B-18 FY 2009 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Merit Decisions	APD Agency Appeal of Remedy in AJ Merit Decisions	APD Agency Appeal of Remedy and Finding in AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Defense Missile Defense Agency	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	35	0	0	0	0	0	0	0
Defense National Guard Bureau	1,949.50	0	0	0	0	0	0	0
Defense National Security Agency	707	0	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	710	0	0	0	0	0	0	0
Defense Office of the Secretary - Wash. Hqtrs. Services	592.88	0	0	0	0	0	0	0
Defense Security Service	0	0	0	0	0	0	0	0
Defense Technical Information Center	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	34.5	0	0	0	0	0	0	0
Defense Uniformed Services University	0	0	0	0	0	0	0	0
Department of Agriculture	750.22	0	0	0	0	0	0	0
Department of Commerce	387.41	0	0	0	0	0	0	0
Department of Defense Education Activity	634.33	0	0	0	0	0	0	0
Department of Education	425	0	0	0	0	0	0	0
Department of Energy	607.5	0	0	0	0	0	0	0
Department of Health and Human Services	584.1	0	0	0	0	0	0	0
Department of Homeland Security	740.04	1,075.54	1,075.54	1,543.00	1,114.00	890.63	0	0
Department of Housing and Urban Development	310.5	227	227	227	0	0	0	0
Department of Justice	812.89	858.5	858.5	0	0	858.5	0	0
Department of Labor	635.28	0	0	0	0	0	0	0
Department of State	765.5	0	0	0	0	0	0	0
Department of the Air Force	723.89	619.5	0	0	0	0	821	418
Department of the Army	655.79	621	621	0	621	0	0	0
Department of the Interior	853.92	0	0	0	0	0	0	0
Department of the Navy	713.2	0	0	0	0	0	0	0
Department of the Treasury	705.18	0	0	0	0	0	0	0
Department of Transportation	688.69	0	0	0	0	0	0	0
Department of Veterans Affairs	639.67	905	1,104.75	0	2,113.00	768.67	0	505.5
Environmental Protection Agency	594	0	0	0	0	0	0	0
Equal Employment Opportunity Commission	421	0	0	0	0	0	0	0

Table B-18 FY 2009 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Merit Decisions	APD Agency Appeal of Remedy in AJ Merit Decisions	APD Agency Appeal of Remedy and Finding in AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Export-Import Bank of the US	0	0	0	0	0	0	0	0
Farm Credit Administration	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0	0
Federal Communications Commission	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	626	0	0	0	0	0	0	0
Federal Election Commission	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	97	0	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	0	0	0	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	687	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0
Federal Trade Commission	0	0	0	0	0	0	0	0
General Services Administration	531.92	0	0	0	0	0	0	0
Government Printing Office	768.22	0	0	0	0	0	0	0
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	573	0	0	0	0	0	0	0
Inter-American Foundation	0	0	0	0	0	0	0	0
International Boundary and Water Commission	0	0	0	0	0	0	0	0
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0	0
Marine Mammal Commission	0	0	0	0	0	0	0	0
Merit Systems Protection Board	0	0	0	0	0	0	0	0
Millennium Challenge Corporation	0	0	0	0	0	0	0	0

Table B-18 FY 2009 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Merit Decisions	APD Agency Appeal of Remedy in AJ Merit Decisions	APD Agency Appeal of Remedy and Finding in AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	708.2	0	0	0	0	0	0	0
National Archives and Records Administration	550	0	0	0	0	0	0	0
National Capital Planning Commission	0	0	0	0	0	0	0	0
National Council on Disability	0	0	0	0	0	0	0	0
National Credit Union Administration	0	0	0	0	0	0	0	0
National Endowment for the Arts	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0	0	0	0	0	0
National Indian Gaming Commission	0	0	0	0	0	0	0	0
National Labor Relations Board	414	0	0	0	0	0	0	0
National Mediation Board	0	0	0	0	0	0	0	0
National Reconnaissance Office	0	0	0	0	0	0	0	0
National Science Foundation	0	0	0	0	0	0	0	0
National Transportation Safety Board	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	0	0	0	0	0	0	0	0
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0	0	0
Office of Government Ethics	0	0	0	0	0	0	0	0
Office of Personnel Management	67.33	28	28	28	0	0	0	0
Office of Special Counsel	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0
Peace Corps	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	629.67	0	0	0	0	0	0	0
Postal Regulatory Commission	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0	0	0	0	0	0

Table B-18 FY 2009 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Merit Decisions	APD Agency Appeal of Remedy in AJ Merit Decisions	APD Agency Appeal of Remedy and Finding in AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Securities and Exchange Commission	0	0	0	0	0	0	0	0
Selective Service System	0	0	0	0	0	0	0	0
Small Business Administration	102.83	0	0	0	0	0	0	0
Smithsonian Institution	328.5	0	0	0	0	0	0	0
Social Security Administration	742.64	786	786	0	0	786	0	0
Tennessee Valley Authority	842	0	0	0	0	0	0	0
Trade and Development Agency	0	0	0	0	0	0	0	0
U.S. Postal Service	547.32	802.5	802.5	0	856	770.4	0	0
U.S. Tax Court	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	621.95	880.96	936.51	1,214.00	1,110.09	828.68	821	492.83
Midsize Agencies Subtotal	628.5	407	407	28	0	786	0	0
Small Agencies Subtotal	622.32	0	0	0	0	0	0	0
Micro Agencies Subtotal	573	0	0	0	0	0	0	0
Government-wide	622.23	862.73	912.98	976.8	1,110.09	827.21	821	492.83

NRF = No Report Filed

Table B-19 FY 2009 Total Complaint Closures Accepted/Participated in ADR

Agency or Department	Total Complaint Closures	Number Complaint Closures Offered ADR	% Complaint Closures Offered ADR (Offer Rate)	Number Offers Rejected by Complainant	Total Complaint Closures Accepted/ Participated in ADR Program	% Complaint Closures Accepted into ADR Program (Participation Rate)
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0	0.00%
Agency for International Development	18	0	0.00%	0	0	0.00%
American Battle Monuments Commission	0	0	0.00%	0	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0.00%	0	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0.00%	0	0	0.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	22	22	100.00%	22	0	0.00%
Central Intelligence Agency	19	2	10.53%	0	2	10.53%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0.00%	0	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0.00%	0	0	0.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0	0.00%
Consumer Product Safety Commission	2	2	100.00%	0	2	100.00%
Corporation for National and Community Service	1	0	0.00%	0	0	0.00%
Court Services & Offender Supervision Agency for DC	16	0	0.00%	0	0	0.00%
Defense Army and Air Force Exchange	83	52	62.65%	22	30	36.14%
Defense Commissary Agency	87	14	16.09%	1	13	14.94%
Defense Contract Audit Agency	15	2	13.33%	0	2	13.33%
Defense Contract Management Agency	36	4	11.11%	3	1	2.78%
Defense Finance and Accounting Service	54	11	20.37%	3	8	14.81%
Defense Human Resources Activity	2	0	0.00%	0	0	0.00%
Defense Information Systems Agency	6	0	0.00%	0	0	0.00%
Defense Intelligence Agency	31	27	87.10%	21	6	19.35%

Table B-19 FY 2009 Total Complaint Closures Accepted/Participated in ADR

Agency or Department	Total Complaint Closures	Number Complaint Closures Offered ADR	% Complaint Closures Offered ADR (Offer Rate)	Number Offers Rejected by Complainant	Total Complaint Closures Accepted/ Participated in ADR Program	% Complaint Closures Accepted into ADR Program (Participation Rate)
Defense Logistics Agency	106	21	19.81%	3	18	16.98%
Defense Missile Defense Agency	0	0	0.00%	0	0	0.00%
Defense National Geospatial-Intelligence Agency	14	0	0.00%	0	0	0.00%
Defense National Guard Bureau	9	2	22.22%	1	1	11.11%
Defense National Security Agency	31	21	67.74%	16	5	16.13%
Defense Nuclear Facilities Safety Board	1	1	100.00%	0	1	100.00%
Defense Office of the Inspector General	4	0	0.00%	0	0	0.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	22	4	18.18%	0	4	18.18%
Defense Security Service	1	0	0.00%	0	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0	0.00%
Defense Threat Reduction Agency	3	3	100.00%	3	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0	0.00%
Department of Agriculture	744	144	19.35%	83	61	8.20%
Department of Commerce	249	111	44.58%	104	7	2.81%
Department of Defense Education Activity	36	7	19.44%	2	5	13.89%
Department of Education	19	18	94.74%	11	7	36.84%
Department of Energy	35	6	17.14%	5	1	2.86%
Department of Health and Human Services	310	91	29.35%	63	28	9.03%
Department of Homeland Security	1,118	285	25.49%	250	35	3.13%
Department of Housing and Urban Development	71	0	0.00%	0	0	0.00%
Department of Justice	518	122	23.55%	91	31	5.98%
Department of Labor	105	105	100.00%	86	19	18.10%
Department of State	134	7	5.22%	0	7	5.22%
Department of the Air Force	452	208	46.02%	88	120	26.55%
Department of the Army	1,222	311	25.45%	93	218	17.84%
Department of the Interior	309	132	42.72%	109	23	7.44%
Department of the Navy	629	33	5.25%	4	29	4.61%
Department of the Treasury	474	268	56.54%	130	138	29.11%
Department of Transportation	422	7	1.66%	1	6	1.42%
Department of Veterans Affairs	1,822	202	11.09%	50	152	8.34%

Table B-19 FY 2009 Total Complaint Closures Accepted/Participated in ADR

Agency or Department	Total Complaint Closures	Number Complaint Closures Offered ADR	% Complaint Closures Offered ADR (Offer Rate)	Number Offers Rejected by Complainant	Total Complaint Closures Accepted/ Participated in ADR Program	% Complaint Closures Accepted into ADR Program (Participation Rate)
Environmental Protection Agency	55	0	0.00%	0	0	0.00%
Equal Employment Opportunity Commission	36	9	25.00%	0	9	25.00%
Export-Import Bank of the US	2	1	50.00%	0	1	50.00%
Farm Credit Administration	0	0	0.00%	0	0	0.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0	0.00%
Federal Communications Commission	3	0	0.00%	0	0	0.00%
Federal Deposit Insurance Corporation	17	6	35.29%	0	6	35.29%
Federal Election Commission	3	0	0.00%	0	0	0.00%
Federal Energy Regulatory Commission	2	0	0.00%	0	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	1	0	0.00%	0	0	0.00%
Federal Labor Relations Authority	7	5	71.43%	4	1	14.29%
Federal Maritime Commission	1	1	100.00%	0	1	100.00%
Federal Mediation and Conciliation Service	4	0	0.00%	0	0	0.00%
Federal Mine Safety and Health Review Commission	1	1	100.00%	0	1	100.00%
Federal Reserve System--Board of Governors	2	0	0.00%	0	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0	0.00%
Federal Trade Commission	3	3	100.00%	3	0	0.00%
General Services Administration	74	10	13.51%	1	9	12.16%
Government Printing Office	48	0	0.00%	0	0	0.00%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0.00%	0	0	0.00%
Institute of Museum and Library Services	2	0	0.00%	0	0	0.00%
Inter-American Foundation	0	0	0.00%	0	0	0.00%
International Boundary and Water Commission	0	0	0.00%	0	0	0.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0.00%	0	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0	0.00%

Table B-19 FY 2009 Total Complaint Closures Accepted/Participated in ADR

Agency or Department	Total Complaint Closures	Number Complaint Closures Offered ADR	% Complaint Closures Offered ADR (Offer Rate)	Number Offers Rejected by Complainant	Total Complaint Closures Accepted/ Participated in ADR Program	% Complaint Closures Accepted into ADR Program (Participation Rate)
Marine Mammal Commission	0	0	0.00%	0	0	0.00%
Merit Systems Protection Board	4	2	50.00%	2	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	49	16	32.65%	3	13	26.53%
National Archives and Records Administration	8	1	12.50%	0	1	12.50%
National Capital Planning Commission	0	0	0.00%	0	0	0.00%
National Council on Disability	0	0	0.00%	0	0	0.00%
National Credit Union Administration	3	3	100.00%	3	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	1	0	0.00%	0	0	0.00%
National Indian Gaming Commission	0	0	0.00%	0	0	0.00%
National Labor Relations Board	8	8	100.00%	7	1	12.50%
National Mediation Board	1	0	0.00%	0	0	0.00%
National Reconnaissance Office	6	5	83.33%	3	2	33.33%
National Science Foundation	4	1	25.00%	0	1	25.00%
National Transportation Safety Board	3	0	0.00%	0	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0	0.00%
Nuclear Regulatory Commission	20	20	100.00%	12	8	40.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0.00%	0	0	0.00%
Office of Government Ethics	0	0	0.00%	0	0	0.00%
Office of Personnel Management	15	0	0.00%	0	0	0.00%
Office of Special Counsel	0	0	0.00%	0	0	0.00%
Office of the Director of National Intelligence	2	2	100.00%	0	2	100.00%
Overseas Private Investment Corporation	1	1	100.00%	1	0	0.00%
Peace Corps	1	0	0.00%	0	0	0.00%

Table B-19 FY 2009 Total Complaint Closures Accepted/Participated in ADR

Agency or Department	Total Complaint Closures	Number Complaint Closures Offered ADR	% Complaint Closures Offered ADR (Offer Rate)	Number Offers Rejected by Complainant	Total Complaint Closures Accepted/ Participated in ADR Program	% Complaint Closures Accepted into ADR Program (Participation Rate)
Pension Benefit Guaranty Corporation	19	2	10.53%	0	2	10.53%
Postal Regulatory Commission	0	0	0.00%	0	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	0	0.00%	0	0	0.00%
Securities and Exchange Commission	13	13	100.00%	12	1	7.69%
Selective Service System	0	0	0.00%	0	0	0.00%
Small Business Administration	31	6	19.35%	0	6	19.35%
Smithsonian Institution	14	13	92.86%	9	4	28.57%
Social Security Administration	423	292	69.03%	250	42	9.93%
Tennessee Valley Authority	42	0	0.00%	0	0	0.00%
Trade and Development Agency	0	0	0.00%	0	0	0.00%
U.S. Postal Service	5,952	10	0.17%	0	10	0.17%
U.S. Tax Court	0	0	0.00%	0	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	15,125	2,228	14.73%	1,243	985	6.51%
Midsize Agencies Subtotal	720	343	47.64%	263	80	11.11%
Small Agencies Subtotal	284	103	36.27%	69	34	11.97%
Micro Agencies Subtotal	5	2	40.00%	0	2	40.00%
Government-wide	16,134	2,676	16.59%	1,575	1,101	6.82%

NRF = No Report Filed

Table B-20 FY 2009 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	0	0	0.00%	0	0.00%	0	0.00%
American Battle Monuments Commission	0	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0.00%	0	0.00%	0	0.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	0	0	0.00%	0	0.00%	0	0.00%
Central Intelligence Agency	2	1	50.00%	0	0.00%	1	50.00%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	2	2	100.00%	0	0.00%	2	100.00%
Corporation for National and Community Service	0	0	0.00%	0	0.00%	0	0.00%
Court Services & Offender Supervision Agency for DC	0	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	30	14	46.67%	1	3.33%	15	50.00%
Defense Commissary Agency	13	4	30.77%	2	15.38%	6	46.15%
Defense Contract Audit Agency	2	2	100.00%	0	0.00%	2	100.00%
Defense Contract Management Agency	1	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	8	0	0.00%	1	12.50%	1	12.50%
Defense Human Resources Activity	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	6	3	50.00%	3	50.00%	6	100.00%
Defense Logistics Agency	18	9	50.00%	3	16.67%	12	66.67%

Table B-20 FY 2009 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Defense Missile Defense Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	1	1	100.00%	0	0.00%	1	100.00%
Defense National Security Agency	5	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	1	1	100.00%	0	0.00%	1	100.00%
Defense Office of the Inspector General	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	4	0	0.00%	1	25.00%	1	25.00%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	61	19	31.15%	2	3.28%	21	34.43%
Department of Commerce	7	5	71.43%	0	0.00%	5	71.43%
Department of Defense Education Activity	5	1	20.00%	0	0.00%	1	20.00%
Department of Education	7	1	14.29%	0	0.00%	1	14.29%
Department of Energy	1	1	100.00%	0	0.00%	1	100.00%
Department of Health and Human Services	28	15	53.57%	0	0.00%	15	53.57%
Department of Homeland Security	35	22	62.86%	4	11.43%	26	74.29%
Department of Housing and Urban Development	0	0	0.00%	0	0.00%	0	0.00%
Department of Justice	31	26	83.87%	0	0.00%	26	83.87%
Department of Labor	19	17	89.47%	0	0.00%	17	89.47%
Department of State	7	1	14.29%	0	0.00%	1	14.29%
Department of the Air Force	120	101	84.17%	1	0.83%	102	85.00%
Department of the Army	218	141	64.68%	10	4.59%	151	69.27%
Department of the Interior	23	8	34.78%	0	0.00%	8	34.78%
Department of the Navy	29	14	48.28%	0	0.00%	14	48.28%
Department of the Treasury	138	11	7.97%	0	0.00%	11	7.97%
Department of Transportation	6	2	33.33%	0	0.00%	2	33.33%
Department of Veterans Affairs	152	77	50.66%	12	7.89%	89	58.55%
Environmental Protection Agency	0	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	9	6	66.67%	0	0.00%	6	66.67%

Table B-20 FY 2009 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Export-Import Bank of the US	1	1	100.00%	0	0.00%	1	100.00%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	6	2	33.33%	0	0.00%	2	33.33%
Federal Election Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	1	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	1	1	100.00%	0	0.00%	1	100.00%
Federal Mediation and Conciliation Service	0	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review Commission	1	1	100.00%	0	0.00%	1	100.00%
Federal Reserve System--Board of Governors	0	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	9	1	11.11%	0	0.00%	1	11.11%
Government Printing Office	0	0	0.00%	0	0.00%	0	0.00%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	0	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	0	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%

Table B-20 FY 2009 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	13	4	30.77%	0	0.00%	4	30.77%
National Archives and Records Administration	1	0	0.00%	0	0.00%	0	0.00%
National Capital Planning Commission	0	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0.00%	0	0.00%	0	0.00%
National Indian Gaming Commission	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	1	0	0.00%	1	100.00%	1	100.00%
National Mediation Board	0	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	2	2	100.00%	0	0.00%	2	100.00%
National Science Foundation	1	1	100.00%	0	0.00%	1	100.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	8	8	100.00%	0	0.00%	8	100.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	0	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	2	2	100.00%	0	0.00%	2	100.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	2	2	100.00%	0	0.00%	2	100.00%
Postal Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%

Table B-20 FY 2009 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Securities and Exchange Commission	1	1	100.00%	0	0.00%	1	100.00%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	6	6	100.00%	0	0.00%	6	100.00%
Smithsonian Institution	4	4	100.00%	0	0.00%	4	100.00%
Social Security Administration	42	6	14.29%	0	0.00%	6	14.29%
Tennessee Valley Authority	0	0	0.00%	0	0.00%	0	0.00%
Trade and Development Agency	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	10	3	30.00%	0	0.00%	3	30.00%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	985	498	50.56%	40	4.06%	538	54.62%
Midsize Agencies Subtotal	80	23	28.75%	0	0.00%	23	28.75%
Small Agencies Subtotal	34	27	79.41%	1	2.94%	28	82.35%
Micro Agencies Subtotal	2	2	100.00%	0	0.00%	2	100.00%
Government-wide	1,101	550	49.95%	41	3.72%	591	53.68%

NRF = No Report Filed

Table B-21 FY 2009 Complaint Closures with Benefits

Agency or Department	Number Complaint Closures with Benefits	Number Complaint Closures w/ Monetary Benefits	Total Amount Back Pay/ Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Agency for International Development	11	11	\$0.00	\$103,600.00	\$30,000.00	\$90,680.00	\$224,280.00	\$20,389.09	1	9.09%
American Battle Monuments Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	7	7	\$15,000.00	\$163,300.00	\$0.00	\$55,257.86	\$233,557.86	\$33,365.41	4	57.14%
Central Intelligence Agency	8	5	\$0.00	\$31,875.00	\$0.00	\$11,125.00	\$43,000.00	\$5,375.00	3	37.50%
Chemical Safety and Hazard Investigation Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Commodity Futures Trading Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Consumer Product Safety Commission	2	0	\$0.00	\$0.00	\$0.00	\$3,000.00	\$3,000.00	\$1,500.00	2	100.00%
Corporation for National and Community Service	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Court Services & Offender Supervision Agency for DC	2	1	\$22,333.32	\$0.00	\$15,000.00	\$48,950.00	\$86,283.32	\$43,141.66	2	100.00%
Defense Army and Air Force Exchange	29	12	\$0.00	\$43,550.00	\$20,000.00	\$16,632.00	\$80,182.00	\$2,764.90	25	86.21%
Defense Commissary Agency	35	25	\$63,071.00	\$154,800.00	\$1,400.00	\$121,912.00	\$341,183.00	\$9,748.09	19	54.29%
Defense Contract Audit Agency	3	3	\$0.00	\$62,085.00	\$0.00	\$0.00	\$62,085.00	\$20,695.00	3	100.00%
Defense Contract Management Agency	4	1	\$0.00	\$2,000.00	\$0.00	\$0.00	\$2,000.00	\$500.00	3	75.00%
Defense Finance and Accounting Service	13	11	\$0.00	\$144,750.00	\$0.00	\$19,808.94	\$164,558.94	\$12,658.38	6	46.15%
Defense Human Resources Activity	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Information Systems Agency	5	4	\$0.00	\$11,000.00	\$0.00	\$5,000.00	\$16,000.00	\$3,200.00	1	20.00%
Defense Intelligence Agency	10	4	\$0.00	\$123,000.00	\$0.00	\$14,000.00	\$137,000.00	\$13,700.00	8	80.00%
Defense Logistics Agency	32	16	\$236,102.00	\$30,867.40	\$78,800.00	\$83,503.58	\$429,272.98	\$13,414.78	17	53.13%
Defense Missile Defense Agency	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense National Geospatial-Intelligence Agency	7	4	\$4,945.30	\$25,900.00	\$0.00	\$39,206.06	\$70,051.36	\$10,007.34	3	42.86%
Defense National Guard Bureau	2	1	\$2,495.23	\$0.00	\$0.00	\$0.00	\$2,495.23	\$1,247.62	1	50.00%
Defense National Security Agency	9	5	\$12,438.92	\$19,100.00	\$0.00	\$0.00	\$31,538.92	\$3,504.32	4	44.44%
Defense Nuclear Facilities Safety Board	1	0	\$0.00	\$0.00	\$0.00	\$15,615.00	\$15,615.00	\$15,615.00	1	100.00%
Defense Office of the Inspector General	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1	100.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	6	3	\$199,816.84	\$10,000.00	\$1,000.00	\$36,973.00	\$247,789.84	\$41,298.31	3	50.00%
Defense Security Service	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Technical Information Center	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%

Table B-21 FY 2009 Complaint Closures with Benefits

Agency or Department	Number Complaint Closures with Benefits	Number Complaint Closures w/ Monetary Benefits	Total Amount Back Pay/ Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Defense Threat Reduction Agency	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Uniformed Services University	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Department of Agriculture	220	177	\$1,290,931.17	\$1,953,871.32	\$686,651.03	\$1,090,252.53	\$5,021,706.05	\$22,825.94	86	39.09%
Department of Commerce	78	57	\$8,256.08	\$790,751.04	\$4,000.00	\$342,800.00	\$1,145,807.12	\$14,689.83	27	34.62%
Department of Defense Education Activity	9	5	\$0.00	\$295,000.00	\$0.00	\$36,500.00	\$331,500.00	\$36,833.33	4	44.44%
Department of Education	5	2	\$0.00	\$23,000.00	\$0.00	\$34,500.00	\$57,500.00	\$11,500.00	3	60.00%
Department of Energy	9	7	\$94,650.00	\$103,175.00	\$15,000.00	\$32,848.83	\$245,673.83	\$27,297.09	7	77.78%
Department of Health and Human Services	114	84	\$238,188.00	\$864,064.67	\$85,000.00	\$930,741.00	\$2,117,993.67	\$18,578.89	55	48.25%
Department of Homeland Security	228	119	\$207,379.64	\$1,454,959.57	\$291,800.00	\$909,070.98	\$2,863,210.19	\$12,557.94	150	65.79%
Department of Housing and Urban Development	15	14	\$1.00	\$555,077.87	\$35,000.00	\$148,042.38	\$738,121.25	\$49,208.08	1	6.67%
Department of Justice	128	97	\$49,660.11	\$1,097,256.03	\$169,350.00	\$665,887.14	\$1,982,153.28	\$15,485.57	41	32.03%
Department of Labor	18	18	\$15,804.00	\$223,206.83	\$31,042.89	\$30,500.00	\$300,553.72	\$16,697.43	6	33.33%
Department of State	20	18	\$0.00	\$216,108.25	\$0.00	\$31,205.50	\$247,313.75	\$12,365.69	14	70.00%
Department of the Air Force	178	99	\$7,428.00	\$323,623.00	\$396,251.34	\$331,260.86	\$1,058,563.20	\$5,946.98	103	57.87%
Department of the Army	521	272	\$249,398.35	\$1,037,056.05	\$361,823.64	\$813,602.84	\$2,461,880.88	\$4,725.30	306	58.73%
Department of the Interior	81	63	\$64,051.36	\$677,234.40	\$148,500.00	\$118,941.78	\$1,008,727.54	\$12,453.43	28	34.57%
Department of the Navy	258	176	\$223,974.00	\$1,415,365.00	\$394,316.00	\$827,908.00	\$2,861,563.00	\$11,091.33	105	40.70%
Department of the Treasury	127	76	\$75,001.00	\$107,020.00	\$844,487.00	\$805,587.25	\$1,832,095.25	\$14,425.95	68	53.54%
Department of Transportation	112	91	\$21,916.70	\$692,181.87	\$26,750.00	\$236,063.50	\$976,912.07	\$8,722.43	40	35.71%
Department of Veterans Affairs	450	223	\$108,104.01	\$1,025,206.95	\$3,643,505.43	\$749,352.65	\$5,526,169.04	\$12,280.38	292	64.89%
Environmental Protection Agency	16	7	\$20,000.00	\$110,200.00	\$75,000.00	\$194,630.00	\$399,830.00	\$24,989.38	9	56.25%
Equal Employment Opportunity Commission	10	10	\$0.00	\$223,625.00	\$0.00	\$53,962.50	\$277,587.50	\$27,758.75	1	10.00%
Export-Import Bank of the US	2	1	\$0.00	\$70,000.00	\$0.00	\$0.00	\$70,000.00	\$35,000.00	1	50.00%
Farm Credit Administration	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Farm Credit System Insurance Corporation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Communications Commission	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1	100.00%
Federal Deposit Insurance Corporation	5	3	\$1,658.21	\$0.00	\$0.00	\$10,300.00	\$11,958.21	\$2,391.64	2	40.00%
Federal Election Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Energy Regulatory Commission	1	1	\$4,406.00	\$0.00	\$0.00	\$5,000.00	\$9,406.00	\$9,406.00	1	100.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	1	1	\$0.00	\$194,666.00	\$0.00	\$97,333.00	\$291,999.00	\$291,999.00	0	0.00%
Federal Labor Relations Authority	5	4	\$109,864.53	\$0.00	\$0.00	\$6,000.00	\$115,864.53	\$23,172.91	1	20.00%
Federal Maritime Commission	1	1	\$0.00	\$0.00	\$0.00	\$4,000.00	\$4,000.00	\$4,000.00	1	100.00%
Federal Mediation and Conciliation Service	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Mine Safety and Health Review Comm.	1	1	\$0.00	\$48,000.00	\$0.00	\$8,000.00	\$56,000.00	\$56,000.00	0	0.00%
Federal Reserve System--Board of Governors	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Retirement Thrift Investment Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Trade Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
General Services Administration	19	10	\$0.00	\$203,733.00	\$35,000.00	\$259,177.56	\$497,910.56	\$26,205.82	11	57.89%
Government Printing Office	8	8	\$0.00	\$27,500.00	\$0.00	\$9,400.00	\$36,900.00	\$4,612.50	6	75.00%

Table B-21 FY 2009 Complaint Closures with Benefits

Agency or Department	Number Complaint Closures with Benefits	Number Complaint Closures w/ Monetary Benefits	Total Amount Back Pay/ Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Harry S. Truman Scholarship Foundation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Holocaust Memorial Museum U.S.	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Institute of Museum and Library Services	1	1	\$0.00	\$0.00	\$10,000.00	\$10,000.00	\$20,000.00	\$20,000.00	0	0.00%
Inter-American Foundation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
International Boundary and Water Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Marine Mammal Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Merit Systems Protection Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Millennium Challenge Corporation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	14	4	\$0.00	\$2,500.00	\$0.00	\$12,000.00	\$14,500.00	\$1,035.71	11	78.57%
National Archives and Records Administration	1	1	\$0.00	\$0.00	\$0.00	\$7,500.00	\$7,500.00	\$7,500.00	1	100.00%
National Capital Planning Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Council on Disability	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Credit Union Administration	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Endowment for the Arts	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Endowment for the Humanities	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Indian Gaming Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Labor Relations Board	2	1	\$0.00	\$0.00	\$0.00	\$20,000.00	\$20,000.00	\$10,000.00	1	50.00%
National Mediation Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Reconnaissance Office	2	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	2	100.00%
National Science Foundation	2	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	2	100.00%
National Transportation Safety Board	3	3	\$0.00	\$0.00	\$0.00	\$17,500.00	\$17,500.00	\$5,833.33	1	33.33%
Navajo and Hopi Indian Relocation Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Nuclear Regulatory Commission	11	6	\$0.00	\$0.00	\$16,700.00	\$24,650.00	\$41,350.00	\$3,759.09	5	45.45%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Comm.	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Office of Government Ethics	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Office of Personnel Management	2	1	\$0.00	\$5,000.00	\$0.00	\$0.00	\$5,000.00	\$2,500.00	1	50.00%
Office of Special Counsel	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Office of the Director of National Intelligence	2	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	2	100.00%
Overseas Private Investment Corporation	1	1	\$0.00	\$40,000.00	\$0.00	\$0.00	\$40,000.00	\$40,000.00	0	0.00%
Peace Corps	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%

Table B-21 FY 2009 Complaint Closures with Benefits

Agency or Department	Number Complaint Closures with Benefits	Number Complaint Closures w/ Monetary Benefits	Total Amount Back Pay/ Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Pension Benefit Guaranty Corporation	4	3	\$6,719.58	\$400.00	\$0.00	\$12,500.00	\$19,619.58	\$4,904.90	1	25.00%
Postal Regulatory Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Securities and Exchange Commission	9	6	\$5,003.00	\$256,500.00	\$0.00	\$89,002.00	\$350,505.00	\$38,945.00	3	33.33%
Selective Service System	0	0	\$0.00	\$0.00	\$0.00	\$211,087.96	\$211,087.96	\$0.00	0	0.00%
Small Business Administration	6	3	\$0.00	\$61,801.87	\$0.00	\$84,698.13	\$146,500.00	\$24,416.67	6	100.00%
Smithsonian Institution	4	3	\$0.00	\$37,000.00	\$0.00	\$500.00	\$37,500.00	\$9,375.00	1	25.00%
Social Security Administration	52	29	\$6,824.61	\$55,850.00	\$0.00	\$173,294.83	\$235,969.44	\$4,537.87	26	50.00%
Tennessee Valley Authority	13	4	\$0.00	\$142,409.53	\$0.00	\$33,590.47	\$176,000.00	\$13,538.46	9	69.23%
Trade and Development Agency	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
U.S. Postal Service	598	541	\$397,398.77	\$479,591.60	\$2,784,137.55	\$1,970,667.56	\$5,631,795.48	\$9,417.72	214	35.79%
U.S. Tax Court	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	3,325	2,228	\$3,571,011.48	\$13,960,801.85	\$10,018,814.88	\$10,442,768.38	\$37,993,396.59	\$11,426.59	1,644	49.44%
Midsized Agencies Subtotal	131	64	\$28,482.82	\$618,494.40	\$110,000.00	\$768,190.99	\$1,525,168.21	\$11,642.51	76	58.02%
Small Agencies Subtotal	96	71	\$163,326.43	\$1,111,466.00	\$61,700.00	\$766,948.32	\$2,103,440.75	\$21,910.84	42	43.75%
Micro Agencies Subtotal	3	2	\$0.00	\$48,000.00	\$10,000.00	\$33,615.00	\$91,615.00	\$30,538.33	1	33.33%
Government-wide	3,555	2,365	\$3,762,820.73	\$15,738,762.25	\$10,200,514.88	\$12,011,522.69	\$41,713,620.55	\$11,733.79	1,763	49.59%

NRF = No Report Filed

Table B-22 FY 2009 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0
Agency for International Development	18	16	8	0	0	24
American Battle Monuments Commission	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0	0	0
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	22	21	10	3	0	34
Central Intelligence Agency	19	16	4	6	0	26
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0
Commodity Futures Trading Commission	0	0	0	0	0	0
Consumer Product Safety Commission	2	2	0	1	0	3
Corporation for National and Community Service	1	1	0	0	0	1
Court Services & Offender Supervision Agency for DC	16	6	7	6	0	19
Defense Army and Air Force Exchange	83	66	24	19	0	109
Defense Commissary Agency	87	73	25	23	0	121
Defense Contract Audit Agency	15	15	8	4	0	27
Defense Contract Management Agency	36	29	11	6	0	46
Defense Finance and Accounting Service	54	43	26	24	2	95
Defense Human Resources Activity	2	2	0	0	0	2
Defense Information Systems Agency	6	5	0	2	0	7
Defense Intelligence Agency	31	27	9	5	0	41
Defense Logistics Agency	106	88	51	26	0	165
Defense Missile Defense Agency	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	14	12	7	0	0	19

Table B-22 FY 2009 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
Defense National Guard Bureau	9	7	3	2	0	12
Defense National Security Agency	31	25	11	4	0	40
Defense Nuclear Facilities Safety Board	1	1	0	0	0	1
Defense Office of the Inspector General	4	2	3	1	0	6
Defense Office of the Secretary - Wash. Hqtrs. Services	22	20	6	5	0	31
Defense Security Service	1	1	0	0	0	1
Defense Technical Information Center	0	0	0	0	0	0
Defense Threat Reduction Agency	3	2	1	0	0	3
Defense Uniformed Services University	0	0	0	0	0	0
Department of Agriculture	744	608	170	100	9	887
Department of Commerce	249	192	85	60	3	340
Department of Defense Education Activity	36	28	18	8	0	54
Department of Education	19	16	8	7	0	31
Department of Energy	35	36	14	12	1	63
Department of Health and Human Services	310	282	110	82	6	480
Department of Homeland Security	1,118	888	322	179	1	1,390
Department of Housing and Urban Development	71	61	30	9	0	100
Department of Justice	518	502	143	129	1	775
Department of Labor	105	89	57	29	0	175
Department of State	134	112	39	25	0	176
Department of the Air Force	452	390	124	100	3	617
Department of the Army	1,222	1,050	322	264	6	1,642
Department of the Interior	309	260	115	68	10	453
Department of the Navy	629	510	199	151	6	866
Department of the Treasury	474	383	143	111	2	639
Department of Transportation	422	377	163	83	10	633
Department of Veterans Affairs	1,822	1,495	439	377	6	2,317
Environmental Protection Agency	55	55	48	21	3	127
Equal Employment Opportunity Commission	36	23	12	16	0	51
Export-Import Bank of the US	2	0	0	2	0	2
Farm Credit Administration	0	0	0	0	0	0
Farm Credit System Insurance Corporation	0	0	0	0	0	0
Federal Communications Commission	3	2	0	2	0	4

Table B-22 FY 2009 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
Federal Deposit Insurance Corporation	17	17	11	10	0	38
Federal Election Commission	3	3	1	0	0	4
Federal Energy Regulatory Commission	2	2	0	0	0	2
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	1	1	0	0	0	1
Federal Labor Relations Authority	7	7	4	1	2	14
Federal Maritime Commission	1	0	1	0	0	1
Federal Mediation and Conciliation Service	4	0	4	0	0	4
Federal Mine Safety and Health Review Commission	1	1	0	0	0	1
Federal Reserve System--Board of Governors	2	2	0	0	0	2
Federal Retirement Thrift Investment Board	0	0	0	0	0	0
Federal Trade Commission	3	3	0	0	0	3
General Services Administration	74	68	31	19	1	119
Government Printing Office	48	41	14	5	0	60
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	0	0	0	0	0	0
Institute of Museum and Library Services	2	2	0	0	0	2
Inter-American Foundation	0	0	0	0	0	0
International Boundary and Water Commission	0	0	0	0	0	0
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0
Marine Mammal Commission	0	0	0	0	0	0
Merit Systems Protection Board	4	4	0	0	0	4
Millennium Challenge Corporation	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	49	37	23	15	0	75
National Archives and Records Administration	8	8	3	2	0	13
National Capital Planning Commission	0	0	0	0	0	0
National Council on Disability	0	0	0	0	0	0

Table B-22 FY 2009 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
National Credit Union Administration	3	3	1	1	0	5
National Endowment for the Arts	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	1	1	0	0	0	1
National Indian Gaming Commission	0	0	0	0	0	0
National Labor Relations Board	8	7	1	1	0	9
National Mediation Board	1	1	1	0	0	2
National Reconnaissance Office	6	4	2	0	0	6
National Science Foundation	4	4	1	3	0	8
National Transportation Safety Board	3	3	0	0	0	3
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0
Nuclear Regulatory Commission	20	16	12	2	0	30
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0
Office of Government Ethics	0	0	0	0	0	0
Office of Personnel Management	15	17	13	12	0	42
Office of Special Counsel	0	0	0	0	0	0
Office of the Director of National Intelligence	2	2	0	0	0	2
Overseas Private Investment Corporation	1	1	1	0	0	2
Peace Corps	1	1	0	0	0	1
Pension Benefit Guaranty Corporation	19	16	3	5	0	24
Postal Regulatory Commission	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	1	0	0	0	1
Securities and Exchange Commission	13	9	3	6	0	18
Selective Service System	0	0	0	0	0	0
Small Business Administration	31	29	11	6	0	46
Smithsonian Institution	14	12	3	4	0	19
Social Security Administration	423	283	159	115	0	557
Tennessee Valley Authority	42	20	10	12	0	42
Trade and Development Agency	0	0	0	0	0	0
U.S. Postal Service	5,952	5,067	1,958	2,280	1	9,306

Table B-22 FY 2009 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
U.S. Tax Court	0	0	0	0	0	0
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	15,125	12,763	4,644	4,195	67	21,669
Midsized Agencies Subtotal	720	538	309	214	4	1,065
Small Agencies Subtotal	284	226	92	62	2	382
Micro Agencies Subtotal	5	5	1	0	0	6
Government-wide	16,134	13,532	5,046	4,471	73	23,122

NRF = No Report Filed

Table B-23 FY 2009 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Agency for International Development	10	6,135	613.5	0	0	0	3	492	164	3	2,234	744.67	4	3,409	852.25
American Battle Monuments Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	24	3,805	158.54	2	56	28	8	281	35.13	11	3,411	310.09	3	57	19
Central Intelligence Agency	29	6,610	227.93	0	0	0	13	2,443	187.92	13	4,062	312.46	3	105	35
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	2	663	331.5	0	0	0	1	42	42	1	621	621	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	6	931	155.17	0	0	0	3	180	60	3	751	250.33	0	0	0
Consumer Product Safety Commission	5	1,200	240	0	0	0	2	191	95.5	3	1,009	336.33	0	0	0
Corporation for National and Community Service	10	1,269	126.9	3	121	40.33	0	0	0	6	733	122.17	1	415	415
Court Services & Offender Supervision Agency for DC	13	8,388	645.23	1	12	12	1	176	176	11	8,200	745.45	0	0	0
Defense Army and Air Force Exchange	104	29,804	286.58	0	0	0	54	4,387	81.24	45	24,112	535.82	5	1,305	261
Defense Commissary Agency	57	21,536	377.82	7	118	16.86	16	2,720	170	30	17,928	597.6	4	770	192.5
Defense Contract Audit Agency	24	6,741	280.88	2	174	87	13	2,005	154.23	6	3,593	598.83	3	969	323
Defense Contract Management Agency	44	13,894	315.77	6	151	25.17	18	2,374	131.89	20	11,369	568.45	0	0	0
Defense Finance and Accounting Service	43	10,734	249.63	0	0	0	20	1,781	89.05	19	8,123	427.53	4	830	207.5
Defense Human Resources Activity	3	1,267	422.33	0	0	0	1	71	71	1	672	672	1	524	524
Defense Information Systems Agency	38	8,801	231.61	4	270	67.5	8	323	40.38	14	3,528	252	12	4,680	390
Defense Intelligence Agency	43	17,584	408.93	1	41	41	23	4,873	211.87	14	8,618	615.57	5	4,052	810.4
Defense Logistics Agency	103	30,284	294.02	2	190	95	52	7,693	147.94	35	18,823	537.8	14	3,578	255.57
Defense Missile Defense Agency	1	8	8	0	0	0	1	8	8	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	32	3,461	108.16	5	55	11	11	903	82.09	13	2,427	186.69	3	76	25.33
Defense National Guard Bureau	32	12,386	387.06	2	129	64.5	11	1,922	174.73	8	6,624	828	11	3,711	337.36
Defense National Security Agency	49	17,236	351.76	0	0	0	25	2,170	86.8	13	9,758	750.62	11	5,308	482.55
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	3	1,514	504.67	0	0	0	1	126	126	2	1,388	694	0	0	0
Defense Office of the Secretary - Wash. Hqtrs. Services	56	23,216	414.57	6	544	90.67	16	4,967	310.44	25	14,570	582.8	9	3,135	348.33
Defense Security Service	9	3,776	419.56	0	0	0	3	489	163	3	1,465	488.33	3	1,822	607.33
Defense Technical Information Center	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	10	3,201	320.1	0	0	0	5	610	122	5	2,591	518.2	0	0	0
Defense Uniformed Services University	2	37	18.5	1	21	21	1	16	16	0	0	0	0	0	0
Department of Agriculture	896	412,043	459.87	155	23,985	154.74	212	61,140	288.4	372	231,705	622.86	157	95,213	606.45
Department of Commerce	382	69,028	180.7	11	43	3.91	221	19,554	88.48	104	40,306	387.56	46	9,125	198.37

Table B-23 FY 2009 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Department of Defense Education Activity	43	12,739	296.26	1	6	6	25	2,392	95.68	14	9,303	664.5	3	1,038	346
Department of Education	93	45,593	490.25	4	15	3.75	41	9,539	232.66	42	32,300	769.05	6	3,739	623.17
Department of Energy	84	34,170	406.79	3	339	113	28	3,055	109.11	35	24,079	687.97	18	6,697	372.06
Department of Health and Human Services	411	132,131	321.49	34	2,151	63.26	135	15,736	116.56	189	97,309	514.86	53	16,935	319.53
Department of Homeland Security	2,245	1,160,177	516.78	24	1,254	52.25	880	170,543	193.8	695	406,996	585.61	646	581,384	899.98
Department of Housing and Urban Development	172	70,958	412.55	3	31	10.33	97	22,116	228	56	41,034	732.75	16	7,777	486.06
Department of Justice	1,499	713,064	475.69	59	19,429	329.31	483	84,363	174.66	483	328,810	680.77	474	280,462	591.69
Department of Labor	148	91,532	618.46	4	182	45.5	32	6,845	213.91	95	79,351	835.27	17	5,154	303.18
Department of State	132	51,447	389.75	1	7	7	60	8,296	138.27	53	36,364	686.11	18	6,780	376.67
Department of the Air Force	551	225,550	409.35	1	119	119	237	24,849	104.85	172	103,712	602.98	141	96,870	687.02
Department of the Army	987	299,862	303.81	15	32	2.13	482	47,057	97.63	392	213,450	544.52	98	39,323	401.26
Department of the Interior	453	283,482	625.79	4	31	7.75	166	39,406	237.39	220	204,789	930.86	63	39,256	623.11
Department of the Navy	710	244,114	343.82	9	203	22.56	353	44,775	126.84	250	162,463	649.85	98	36,673	374.21
Department of the Treasury	586	256,390	437.53	11	188	17.09	184	21,074	114.53	309	204,216	660.89	82	30,912	376.98
Department of Transportation	598	373,444	624.49	6	104	17.33	192	22,178	115.51	318	311,212	978.65	82	39,950	487.2
Department of Veterans Affairs	2,467	864,788	350.54	10	320	32	861	90,862	105.53	1,278	638,338	499.48	318	135,268	425.37
Environmental Protection Agency	116	44,691	385.27	1	9	9	35	4,416	126.17	53	28,954	546.3	27	11,312	418.96
Equal Employment Opportunity Commission	45	15,346	341.02	0	0	0	13	1,477	113.62	17	6,759	397.59	15	7,110	474
Export-Import Bank of the US	1	1,460	1,460.00	0	0	0	0	0	0	1	1,460	1,460.00	0	0	0
Farm Credit Administration	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	6	1,010	168.33	0	0	0	3	280	93.33	3	730	243.33	0	0	0
Federal Deposit Insurance Corporation	12	1,963	163.58	1	1	1	7	583	83.29	3	1,196	398.67	1	183	183
Federal Election Commission	7	4,806	686.57	0	0	0	1	132	132	6	4,674	779	0	0	0
Federal Energy Regulatory Commission	1	30	30	0	0	0	0	0	0	0	0	0	1	30	30
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	9	2,323	258.11	2	200	100	3	513	171	2	795	397.5	2	815	407.5
Federal Labor Relations Authority	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	3	926	308.67	1	1	1	0	0	0	2	925	462.5	0	0	0
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	3	655	218.33	0	0	0	3	655	218.33	0	0	0	0	0	0
General Services Administration	117	34,093	291.39	4	81	20.25	50	5,735	114.7	45	22,390	497.56	18	5,887	327.06
Government Printing Office	84	26,105	310.77	0	0	0	40	7,386	184.65	41	17,286	421.61	3	1,433	477.67
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	1	579	579	0	0	0	0	0	0	1	579	579	0	0	0
Institute of Museum and Library Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Inter-American Foundation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	1	29	29	0	0	0	1	29	29	0	0	0	0	0	0
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-23 FY 2009 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Japan-United States Friendship Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1	594	594	0	0	0	0	0	0	0	0	0	1	594	594
Marine Mammal Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Millennium Challenge Corporation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	61	22,428	367.67	2	12	6	18	2,165	120.28	23	12,332	536.17	18	7,919	439.94
National Archives and Records Administration	18	4,890	271.67	1	1	1	2	157	78.5	11	4,598	418	4	134	33.5
National Capital Planning Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Council on Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	4	1,416	354	0	0	0	0	0	0	4	1,416	354	0	0	0
National Endowment for the Arts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	10	3,956	395.6	3	100	33.33	2	102	51	5	3,754	750.8	0	0	0
National Indian Gaming Commission	1	28	28	0	0	0	1	28	28	0	0	0	0	0	0
National Labor Relations Board	4	1,081	270.25	0	0	0	1	76	76	1	636	636	2	369	184.5
National Mediation Board	2	306	153	0	0	0	1	36	36	1	270	270	0	0	0
National Reconnaissance Office	6	1,880	313.33	0	0	0	0	0	0	6	1,880	313.33	0	0	0
National Science Foundation	5	202	40.4	0	0	0	5	202	40.4	0	0	0	0	0	0
National Transportation Safety Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3	463	154.33	2	42	21	0	0	0	1	421	421	0	0	0
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office of Government Ethics	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	46	15,307	332.76	0	0	0	5	212	42.4	30	14,131	471.03	11	964	87.64
Office of Special Counsel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	4	438	109.5	0	0	0	4	438	109.5	0	0	0	0	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	4	994	248.5	2	210	105	0	0	0	2	784	392	0	0	0
Pension Benefit Guaranty Corporation	28	8,886	317.36	0	0	0	8	620	77.5	15	6,922	461.47	5	1,344	268.8
Postal Regulatory Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	2	517	258.5	0	0	0	0	0	0	2	517	258.5	0	0	0
Securities and Exchange Commission	14	3,821	272.93	0	0	0	9	928	103.11	5	2,893	578.6	0	0	0
Selective Service System	12	3,900	325	0	0	0	2	30	15	10	3,870	387	0	0	0
Small Business Administration	42	22,238	529.48	0	0	0	11	1,420	129.09	31	20,818	671.55	0	0	0
Smithsonian Institution	11	4,932	448.36	0	0	0	5	324	64.8	5	4,477	895.4	1	131	131
Social Security Administration	776	405,586	522.66	17	125	7.35	228	55,706	244.32	366	285,270	779.43	165	64,485	390.82
Tennessee Valley Authority	42	12,473	296.98	0	0	0	7	452	64.57	31	11,342	365.87	4	679	169.75
Trade and Development Agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	4,391	1,373,419	312.78	355	4,800	13.52	1,175	84,987	72.33	2,520	1,227,919	487.27	341	55,713	163.38

Table B-23 FY 2009 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
U.S. Tax Court	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	17,501	6,919,411	395.37	746	54,932	73.64	6,143	816,205	132.87	7,850	4,529,245	576.97	2,762	1,519,029	549.97
Midsized Agencies Subtotal	1,223	563,711	460.92	25	228	9.12	366	71,013	194.02	587	400,910	682.98	245	91,560	373.71
Small Agencies Subtotal	374	114,673	306.61	17	743	43.71	128	16,816	131.38	185	81,299	439.45	44	15,815	359.43
Micro Agencies Subtotal	4	969	242.25	0	0	0	2	78	39	2	891	445.5	0	0	0
Government-wide	19,102	7,598,764	397.8	788	55,903	70.94	6,639	904,112	136.18	8,624	5,012,345	581.21	3,051	1,626,404	533.07

NRF = No Report Filed

Table B-24 FY 2009 Agency Staff Resources

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigators						
	Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty	
		#	%	#	%	#	%		#	%	#	%	#	%		#	%	#	%	#	%
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	15	0	0.00%	0	0.00%	15	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
American Battle Monuments Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	0	0.00%	6	100.00%
Central Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	8	8	100.00%	0	0.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	9	0	0.00%	0	0.00%	9	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Court Services & Offender Supervision Agency for DC	15	0	0.00%	0	0.00%	15	100.00%	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	245	0	0.00%	0	0.00%	245	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Commissary Agency	5	0	0.00%	5	100.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Audit Agency	0	0	0.00%	0	0.00%	0	0.00%	4	4	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Management Agency	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	7	2	28.57%	5	71.43%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Human Resources Activity	4	0	0.00%	0	0.00%	4	100.00%	88	88	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	19	1	5.26%	0	0.00%	18	94.74%	13	0	0.00%	0	0.00%	13	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	8	8	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	86	4	4.65%	0	0.00%	82	95.35%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Missile Defense Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	18	1	5.56%	2	11.11%	15	83.33%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	461	55	11.93%	3	0.65%	403	87.42%	27	20	74.07%	6	22.22%	1	3.70%	14	1	7.14%	0	0.00%	13	92.86%
Defense National Security Agency	3	3	100.00%	0	0.00%	0	0.00%	5	4	80.00%	1	20.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	2	0	0.00%	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	7	1	14.29%	0	0.00%	6	85.71%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	4	4	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	51	43	84.31%	4	7.84%	4	7.84%	1	1	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
Department of Commerce	70	38	54.29%	0	0.00%	32	45.71%	4	4	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Defense Education Activity	12	12	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	12	12	100.00%	0	0.00%	0	0.00%
Department of Education	6	6	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Energy	86	1	1.16%	1	1.16%	84	97.67%	12	12	100.00%	0	0.00%	0	0.00%	7	0	0.00%	0	0.00%	7	100.00%
Department of Health and Human Services	249	25	10.04%	31	12.45%	193	77.51%	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-24 FY 2009 Agency Staff Resources

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigators						
	Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty	
		#	%	#	%	#	%		#	%	#	%	#	%		#	%	#	%	#	%
Department of Homeland Security	196	62	31.63%	78	39.80%	56	28.57%	13	0	0.00%	13	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Housing and Urban Development	4	4	100.00%	0	0.00%	0	0.00%	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Justice	412	20	4.85%	10	2.43%	382	92.72%	51	8	15.69%	3	5.88%	40	78.43%	8	8	100.00%	0	0.00%	0	0.00%
Department of Labor	41	1	2.44%	2	4.88%	38	92.68%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of State	370	0	0.00%	0	0.00%	370	100.00%	3	2	66.67%	1	33.33%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Air Force	400	315	78.75%	0	0.00%	85	21.25%	96	96	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Army	903	0	0.00%	8	0.89%	895	99.11%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Interior	203	26	12.81%	7	3.45%	170	83.74%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Navy	113	105	92.92%	4	3.54%	4	3.54%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Treasury	120	31	25.83%	12	10.00%	77	64.17%	17	17	100.00%	0	0.00%	0	0.00%	4	0	0.00%	0	0.00%	4	100.00%
Department of Transportation	82	7	8.54%	0	0.00%	75	91.46%	8	8	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Veterans Affairs	36	36	100.00%	0	0.00%	0	0.00%	69	50	72.46%	19	27.54%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Environmental Protection Agency	65	16	24.62%	1	1.54%	48	73.85%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	2	2	100.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	4	2	50.00%	0	0.00%	2	50.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Election Commission	2	0	0.00%	1	50.00%	1	50.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	5	0	0.00%	0	0.00%	5	100.00%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review Commission	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	9	1	11.11%	0	0.00%	8	88.89%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Government Printing Office	3	1	33.33%	0	0.00%	2	66.67%	2	0	0.00%	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%
Holocaust Memorial Museum U.S.	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	3	0	0.00%	0	0.00%	3	100.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	20	12	60.00%	4	20.00%	4	20.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-24 FY 2009 Agency Staff Resources

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigators						
	Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty	
		#	%	#	%	#	%		#	%	#	%	#	%		#	%	#	%	#	%
National Archives and Records Administration	2	1	50.00%	0	0.00%	1	50.00%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
National Capital Planning Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	9	0	0.00%	0	0.00%	9	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%
National Endowment for the Humanities	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	12	0	0.00%	0	0.00%	12	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Indian Gaming Commission	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	44	0	0.00%	0	0.00%	44	100.00%	0	0	0.00%	0	0.00%	0	0.00%	3	3	100.00%	0	0.00%	0	0.00%
National Mediation Board	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	3	2	66.67%	1	33.33%	0	0.00%
National Science Foundation	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	24	0	0.00%	0	0.00%	24	100.00%	0	0	0.00%	0	0.00%	0	0.00%	3	0	0.00%	0	0.00%	3	100.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	3	3	100.00%	0	0.00%	0	0.00%
Office of Special Counsel	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	9	0	0.00%	0	0.00%	9	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	6	0	0.00%	2	33.33%	4	66.67%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Postal Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	17	0	0.00%	0	0.00%	17	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Selective Service System	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	8	0	0.00%	0	0.00%	8	100.00%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	2	2	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	191	3	1.57%	1	0.52%	187	97.91%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Tennessee Valley Authority	17	1	5.88%	0	0.00%	16	94.12%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Trade and Development Agency	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	138	138	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Tax Court	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	4,376	951	21.73%	174	3.98%	3,251	74.29%	417	316	75.78%	43	10.31%	58	13.91%	47	23	48.94%	0	0.00%	24	51.06%
Midsize Agencies Subtotal	314	36	11.46%	6	1.91%	272	86.62%	6	2	33.33%	0	0.00%	4	66.67%	3	3	100.00%	0	0.00%	0	0.00%
Small Agencies Subtotal	245	9	3.67%	3	1.22%	233	95.10%	8	2	25.00%	2	25.00%	4	50.00%	31	16	51.61%	1	3.23%	14	45.16%
Micro Agencies Subtotal	19	3	15.79%	1	5.26%	15	78.95%	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%
Government-wide	4,954	999	20.17%	184	3.71%	3,771	76.12%	431	320	74.25%	45	10.44%	66	15.31%	82	42	51.22%	1	1.22%	39	47.56%

NRF = No Report Filed

Table B-24a FY 2009 Contract Staff Resources

Agency or Department	Contract Counselors							Contract Investigators							Contract Counselors/Investigators						
	Full Time		Part Time		Collateral Duty			Full Time		Part Time		Collateral Duty			Full Time		Part Time		Collateral Duty		
	Total	#	%	#	%	#	%	Total	#	%	#	%	#	%	Total	#	%	#	%	#	%
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	0	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	6	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
American Battle Monuments Commission	3	0	0.00%	3	100.00%	0	0.00%	17	0	0.00%	17	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	3	0	0.00%	3	100.00%	0	0.00%	6	0	0.00%	6	100.00%	0	0.00%	9	0	0.00%	9	100.00%	0	0.00%
Central Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	6	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	0	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	8	0	0.00%	8	100.00%	0	0.00%	4	0	0.00%	4	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Court Services & Offender Supervision Agency for DC	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Commissary Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Audit Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Management Agency	2	2	100.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Human Resources Activity	4	4	100.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	14	14	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Missile Defense Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Security Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	0	0	0.00%	0	0.00%	0	0.00%	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary - Wash. Hqtrs. Services	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	0	0	0.00%	0	0.00%	0	0.00%	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	41	32	78.05%	7	17.07%	2	4.88%	159	48	30.19%	109	68.55%	2	1.26%	11	10	90.91%	1	9.09%	0	0.00%
Department of Commerce	0	0	0.00%	0	0.00%	0	0.00%	24	20	83.33%	0	0.00%	4	16.67%	0	0	0.00%	0	0.00%	0	0.00%
Department of Defense Education Activity	2	0	0.00%	2	100.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	3	0	0.00%	3	100.00%	0	0.00%
Department of Education	0	0	0.00%	0	0.00%	0	0.00%	24	24	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Energy	2	0	0.00%	2	100.00%	0	0.00%	21	13	61.90%	7	33.33%	1	4.76%	7	2	28.57%	5	71.43%	0	0.00%
Department of Health and Human Services	35	34	97.14%	1	2.86%	0	0.00%	155	73	47.10%	32	20.65%	50	32.26%	0	0	0.00%	0	0.00%	0	0.00%

Table B-24a FY 2009 Contract Staff Resources

Agency or Department	Contract Counselors								Contract Investigators								Contract Counselors/Investigators							
	Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty				
		#	%	#	%	#	%		#	%	#	%	#	%		#	%	#	%	#	%			
Department of Homeland Security	74	47	63.51%	27	36.49%	0	0.00%	262	111	42.37%	151	57.63%	0	0.00%	34	0	0.00%	34	100.00%	0	0.00%			
Department of Housing and Urban Development	0	0	0.00%	0	0.00%	0	0.00%	101	101	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Department of Justice	0	0	0.00%	0	0.00%	0	0.00%	70	38	54.29%	7	10.00%	25	35.71%	82	82	100.00%	0	0.00%	0	0.00%			
Department of Labor	0	0	0.00%	0	0.00%	0	0.00%	100	100	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Department of State	0	0	0.00%	0	0.00%	0	0.00%	68	68	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Department of the Air Force	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Department of the Army	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Department of the Interior	0	0	0.00%	0	0.00%	0	0.00%	69	26	37.68%	28	40.58%	15	21.74%	22	7	31.82%	15	68.18%	0	0.00%			
Department of the Navy	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Department of the Treasury	10	3	30.00%	7	70.00%	0	0.00%	29	29	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Department of Transportation	7	2	28.57%	3	42.86%	2	28.57%	71	71	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Department of Veterans Affairs	8	2	25.00%	6	75.00%	0	0.00%	213	55	25.82%	158	74.18%	0	0.00%	60	35	58.33%	25	41.67%	0	0.00%			
Environmental Protection Agency	0	0	0.00%	0	0.00%	0	0.00%	8	8	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Equal Employment Opportunity Commission	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Export-Import Bank of the US	1	1	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%			
Farm Credit Administration	4	4	100.00%	0	0.00%	0	0.00%	9	0	0.00%	9	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Farm Credit System Insurance Corporation	4	4	100.00%	0	0.00%	0	0.00%	9	0	0.00%	9	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Federal Communications Commission	0	0	0.00%	0	0.00%	0	0.00%	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Federal Deposit Insurance Corporation	1	1	100.00%	0	0.00%	0	0.00%	7	7	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Federal Election Commission	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%			
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
Federal Housing Finance Agency	1	0	0.00%	1	100.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Federal Labor Relations Authority	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Federal Mediation and Conciliation Service	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Federal Mine Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Federal Reserve System--Board of Governors	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Federal Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
General Services Administration	48	0	0.00%	48	100.00%	0	0.00%	43	0	0.00%	43	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Government Printing Office	0	0	0.00%	0	0.00%	0	0.00%	8	8	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Holocaust Memorial Museum U.S.	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Institute of Museum and Library Services	10	10	100.00%	0	0.00%	0	0.00%	15	15	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Inter-American Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
International Boundary and Water Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
Japan-United States Friendship Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Marine Mammal Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Merit Systems Protection Board	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
National Aeronautics and Space Administration	17	11	64.71%	6	35.29%	0	0.00%	17	3	17.65%	14	82.35%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			

Table B-24a FY 2009 Contract Staff Resources

Agency or Department	Contract Counselors								Contract Investigators								Contract Counselors/Investigators							
	Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty				
		#	%	#	%	#	%		#	%	#	%	#	%		#	%	#	%	#	%			
National Archives and Records Administration	0	0	0.00%	0	0.00%	0	0.00%	24	11	45.83%	13	54.17%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
National Capital Planning Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
National Council on Disability	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
National Credit Union Administration	0	0	0.00%	0	0.00%	0	0.00%	4	0	0.00%	4	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
National Gallery of Art	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
National Indian Gaming Commission	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
National Labor Relations Board	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
National Mediation Board	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
National Reconnaissance Office	0	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%			
National Science Foundation	2	2	100.00%	0	0.00%	0	0.00%	2	1	50.00%	1	50.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
National Transportation Safety Board	1	0	0.00%	1	100.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%			
Nuclear Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	6	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
Occupational Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Office of Government Ethics	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Office of Personnel Management	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Office of the Director of National Intelligence	0	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%			
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Peace Corps	5	0	0.00%	0	0.00%	5	100.00%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%			
Pension Benefit Guaranty Corporation	0	0	0.00%	0	0.00%	0	0.00%	8	8	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Postal Regulatory Commission	2	0	0.00%	1	50.00%	1	50.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Securities and Exchange Commission	78	4	5.13%	70	89.74%	0	0.00%	90	5	5.56%	85	94.44%	0	0.00%	75	0	0.00%	75	100.00%	0	0.00%			
Selective Service System	4	2	50.00%	2	50.00%	0	0.00%	4	2	50.00%	2	50.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Small Business Administration	0	0	0.00%	0	0.00%	0	0.00%	20	0	0.00%	0	0.00%	20	100.00%	0	0	0.00%	0	0.00%	0	0.00%			
Smithsonian Institution	0	0	0.00%	0	0.00%	0	0.00%	9	0	0.00%	9	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Social Security Administration	6	0	0.00%	6	100.00%	0	0.00%	107	0	0.00%	107	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Tennessee Valley Authority	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Trade and Development Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
U.S. Postal Service	0	0	0.00%	0	0.00%	0	0.00%	120	120	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
Cabinet Level Subtotal	204	140	68.63%	55	26.96%	9	4.41%	1,496	905	60.49%	494	33.02%	97	6.48%	220	136	61.82%	84	38.18%	0	0.00%			
Midsize Agencies Subtotal	72	12	16.67%	60	83.33%	0	0.00%	213	20	9.39%	173	81.22%	20	9.39%	0	0	0.00%	0	0.00%	0	0.00%			
Small Agencies Subtotal	108	14	12.96%	85	78.70%	5	4.63%	208	48	23.08%	146	70.19%	14	6.73%	87	3	3.45%	84	96.55%	0	0.00%			
Micro Agencies Subtotal	19	14	73.68%	4	21.05%	1	5.26%	42	15	35.71%	27	64.29%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%			
Government-wide	403	180	44.67%	204	50.62%	15	3.72%	1,959	988	50.43%	840	42.88%	131	6.69%	308	139	45.13%	168	54.55%	1	0.32%			

NRF = No Report Filed

Table B-25 FY 2009 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	26	0	0	0	0	0	0	0	0	0	0	0	0
Agency for International Development	2,793	12	12	0	0	0	0	0	0	0	0	0	0
American Battle Monuments Commission	82	0	0	0	0	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	28	0	0	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	270	0	0	0	0	0	0	0	0	0	0	0	0
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	1,766	0	0	0	0	0	0	0	0	0	0	0	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	3	3	3	0
Chemical Safety and Hazard Investigation Board	40	0	0	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	49	0	0	0	0	0	0	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	24	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	538	0	0	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	461	0	0	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	581	0	0	0	0	0	0	0	0	0	0	0	0
Court Services & Offender Supervision Agency for DC	1,231	0	0	0	0	0	0	0	0	1	0	0	1
Defense Army and Air Force Exchange	35,409	62	62	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,756	1	0	1	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	3,914	0	0	0	0	2	1	1	0	0	0	0	0
Defense Contract Management Agency	9,613	0	0	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	12,303	1	1	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	1,043	0	0	4	0	16	16	8	0	0	0	0	0
Defense Information Systems Agency	5,559	17	17	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	22,252	6	6	1	0	0	0	0	0	0	0	0	0
Defense Missile Defense Agency	1,587	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	0	12	12	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	58,619	89	81	1	8	27	1	26	0	0	0	0	0
Defense National Security Agency	0	1	1	0	0	2	2	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	102	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,440	2	2	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary - Wash. Hqtrs. Services	5,294	2	1	1	0	0	0	0	0	0	0	0	0

Table B-25 FY 2009 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Defense Security Service	711	2	2	2	0	0	0	0	0	0	0	0	0
Defense Technical Information Center	289	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,199	0	0	0	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	737	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	105,618	1	1	0	0	0	0	0	0	0	0	0	0
Department of Commerce	61,625	19	19	3	0	1	1	0	0	0	0	0	0
Department of Defense Education Activity	15,605	2	1	0	1	0	0	0	0	2	1	0	1
Department of Education	4,226	1	1	0	0	0	0	0	0	0	0	0	0
Department of Energy	15,373	4	4	0	0	12	12	0	0	7	7	0	0
Department of Health and Human Services	67,337	51	50	1	0	0	0	0	0	0	0	0	0
Department of Homeland Security	189,337	35	33	0	2	1	1	0	0	0	0	0	0
Department of Housing and Urban Development	8,906	0	0	0	0	0	0	0	0	0	0	0	0
Department of Justice	114,758	83	83	0	0	2	2	0	0	1	1	0	1
Department of Labor	16,009	1	1	0	0	0	0	0	0	0	0	0	0
Department of State	24,714	0	0	0	0	2	2	0	0	0	0	0	0
Department of the Air Force	138,237	101	35	59	17	4	0	0	4	0	0	0	0
Department of the Army	264,177	181	176	29	12	0	0	0	0	0	0	0	0
Department of the Interior	78,580	12	12	0	0	0	0	0	0	0	0	0	0
Department of the Navy	265,081	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Treasury	123,871	14	14	0	0	0	0	0	0	0	0	0	0
Department of Transportation	57,645	8	8	1	0	0	0	0	0	0	0	0	0
Department of Veterans Affairs	295,654	3	3	0	0	19	19	0	0	0	0	0	0
Environmental Protection Agency	20,321	9	9	0	0	0	0	0	0	0	0	0	0
Equal Employment Opportunity Commission	2,355	1	1	0	0	0	0	0	0	0	0	0	0
Export-Import Bank of the US	386	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	275	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	10	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	1,869	0	0	7	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	6,557	0	0	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	369	0	0	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,597	0	0	0	0	0	0	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	420	0	0	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	122	0	0	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	124	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	251	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Commission	45	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	2,120	0	0	0	0	0	0	0	0	0	0	0	0

Table B-25 FY 2009 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Federal Retirement Thrift Investment Board	86	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,120	1	1	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,503	0	0	0	0	0	0	0	0	0	0	0	0
Government Printing Office	2,320	0	0	0	0	0	0	0	0	0	0	0	0
Harry S. Truman Scholarship Foundation	5	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	382	0	0	0	0	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	87	0	0	0	0	0	0	0	0	0	0	0	0
Inter-American Foundation	47	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	291	0	0	0	0	0	0	0	0	0	0	0	0
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	347	0	0	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	4	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,182	0	0	0	0	0	0	0	0	0	0	0	0
Marine Mammal Commission	12	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	213	0	0	0	0	0	0	0	0	0	0	0	0
Millennium Challenge Corporation	286	1	1	0	0	0	0	0	0	1	1	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	18,798	5	5	0	0	0	0	0	0	0	0	0	0
National Archives and Records Administration	3,488	0	0	0	0	0	0	0	0	0	0	0	0
National Capital Planning Commission	40	0	0	0	0	0	0	0	0	0	0	0	0
National Council on Disability	10	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	1,024	2	1	0	1	0	0	0	0	0	0	0	0
National Endowment for the Arts	168	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	180	1	1	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	852	12	12	0	0	0	0	0	0	0	0	0	0
National Indian Gaming Commission	112	0	0	0	0	0	0	0	0	0	0	0	0
National Labor Relations Board	1,664	6	5	6	0	0	0	0	0	0	0	0	0
National Mediation Board	50	0	0	0	0	0	0	0	0	0	0	0	0
National Reconnaissance Office	0	0	0	0	0	0	0	0	0	0	0	0	0
National Science Foundation	1,579	2	2	0	0	0	0	0	0	0	0	0	0
National Transportation Safety Board	402	0	0	0	0	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	45	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,967	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	57	0	0	0	0	0	0	0	0	0	0	0	0

Table B-25 FY 2009 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Office of Government Ethics	75	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,675	0	0	0	0	0	0	0	0	0	0	0	0
Office of Special Counsel	105	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	0	1	1	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	194	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	1,193	5	5	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	921	3	3	0	0	0	0	0	0	0	0	0	0
Postal Regulatory Commission	67	0	0	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	970	0	0	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,722	2	2	0	0	0	0	0	0	0	0	0	0
Selective Service System	178	0	0	0	0	0	0	0	0	0	0	0	0
Small Business Administration	5,294	0	0	0	0	0	0	0	0	0	0	0	0
Smithsonian Institution	6,184	0	0	0	0	0	0	0	0	0	0	0	0
Social Security Administration	67,730	18	13	5	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	12,193	1	1	0	0	0	0	0	0	0	0	0	0
Trade and Development Agency	47	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	709,194	1	0	0	1	0	0	0	0	0	0	0	0
U.S. Tax Court	241	1	1	0	0	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	2,731,672	712	626	103	41	88	57	35	4	10	9	0	2
Midsized Agencies Subtotal	155,255	33	28	5	0	0	0	0	0	0	0	0	0
Small Agencies Subtotal	44,524	50	48	13	1	0	0	0	0	5	4	3	1
Micro Agencies Subtotal	1,143	0	0	0	0	0	0	0	0	0	0	0	0
Government-wide	2,932,594	795	702	121	42	88	57	35	4	15	13	3	3

NRF = No Report Filed

Table B-26 FY 2009 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	26	0	0	0	0	0	0	0	0	0	0	0	0
Agency for International Development	2,793	3	3	0	0	0	0	0	0	0	0	0	0
American Battle Monuments Commission	82	0	0	0	0	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	28	0	0	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	270	0	0	0	0	0	0	0	0	0	0	0	0
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	1,766	6	0	6	0	0	0	0	0	6	0	6	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	5	5	0	0
Chemical Safety and Hazard Investigation Board	40	0	0	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	49	1	1	0	0	0	0	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	24	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	538	9	9	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	461	2	2	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	581	0	0	0	0	0	0	0	0	0	0	0	0
Court Services & Offender Supervision Agency for DC	1,231	15	15	0	0	0	0	0	0	1	1	0	0
Defense Army and Air Force Exchange	35,409	183	160	23	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,756	4	4	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	3,914	0	0	0	0	2	1	1	0	0	0	0	0
Defense Contract Management Agency	9,613	2	2	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	12,303	6	6	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	1,043	4	0	4	0	72	0	72	0	0	0	0	0
Defense Information Systems Agency	5,559	2	2	0	0	13	13	0	0	0	0	0	0
Defense Intelligence Agency	0	8	8	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	22,252	80	34	45	8	0	0	0	0	0	0	0	0
Defense Missile Defense Agency	1,587	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	0	6	6	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	58,619	372	180	50	156	0	24	0	0	14	0	14	0
Defense National Security Agency	0	2	2	1	0	3	3	2	0	1	1	0	0
Defense Nuclear Facilities Safety Board	102	4	4	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,440	4	4	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash. Hqtrs. Services	5,294	0	0	0	0	0	0	0	0	0	0	0	0
Defense Security Service	711	5	5	0	0	0	0	0	0	0	0	0	0
Defense Technical Information Center	289	2	2	0	0	0	0	0	0	0	0	0	0

Table B-26 FY 2009 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Defense Threat Reduction Agency	1,199	4	3	1	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	737	5	5	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	105,618	50	49	3	0	1	0	1	0	1	1	0	0
Department of Commerce	61,625	51	51	2	0	3	3	0	0	0	0	0	0
Department of Defense Education Activity	15,605	10	0	5	5	0	0	0	0	10	0	5	5
Department of Education	4,226	5	5	0	0	0	0	0	0	0	0	0	0
Department of Energy	15,373	82	73	5	5	0	0	0	0	0	0	0	0
Department of Health and Human Services	67,337	198	184	15	0	2	1	1	0	0	0	0	0
Department of Homeland Security	189,337	161	158	3	0	12	12	0	0	0	0	0	0
Department of Housing and Urban Development	8,906	4	4	0	0	2	2	0	0	0	0	0	0
Department of Justice	114,758	329	308	0	21	49	49	0	0	7	7	0	0
Department of Labor	16,009	40	40	0	10	0	0	0	0	0	0	0	0
Department of State	24,714	370	65	112	193	1	0	0	1	0	0	0	0
Department of the Air Force	138,237	299	205	11	88	92	0	0	92	0	0	0	0
Department of the Army	264,177	722	409	268	80	0	0	0	0	0	0	0	0
Department of the Interior	78,580	191	17	62	112	1	0	0	1	0	0	0	0
Department of the Navy	265,081	113	105	4	4	0	0	0	0	0	0	0	0
Department of the Treasury	123,871	106	85	14	7	17	16	0	1	4	0	4	0
Department of Transportation	57,645	74	58	10	6	8	6	0	2	0	0	0	0
Department of Veterans Affairs	295,654	33	33	0	0	50	50	0	0	0	0	0	0
Environmental Protection Agency	20,321	56	56	0	0	1	1	0	0	0	0	0	0
Equal Employment Opportunity Commission	2,355	1	1	0	0	2	2	0	0	1	1	0	0
Export-Import Bank of the US	386	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	275	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	10	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	1,869	7	7	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	6,557	4	4	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	369	2	2	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,597	4	3	0	1	0	0	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	420	1	1	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	122	4	3	0	1	0	0	0	0	0	0	0	0
Federal Maritime Commission	124	2	0	2	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	251	5	5	0	0	3	3	0	0	0	0	0	0
Federal Mine Safety and Health Review Comm.	45	1	1	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	2,120	2	2	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	86	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,120	8	8	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,503	0	0	0	0	0	0	0	0	0	0	0	0
Government Printing Office	2,320	3	3	0	0	2	2	0	0	0	0	0	0

Table B-26 FY 2009 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Harry S. Truman Scholarship Foundation	5	0	0	0	0	0	0	0	0	1	1	0	0
Holocaust Memorial Museum U.S.	382	6	5	0	1	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	87	0	0	0	0	0	0	0	0	0	0	0	0
Inter-American Foundation	47	3	0	3	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	291	4	4	0	0	0	0	0	0	0	0	0	0
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	347	0	0	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	4	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,182	0	0	0	0	0	0	0	0	0	0	0	0
Marine Mammal Commission	12	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	213	2	2	0	0	0	0	0	0	0	0	0	0
Millennium Challenge Corporation	286	2	0	0	2	0	0	0	0	2	0	0	2
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	18,798	15	14	1	0	0	0	0	0	0	0	0	0
National Archives and Records Administration	3,488	2	0	0	2	1	0	0	1	0	0	0	0
National Capital Planning Commission	40	0	0	0	0	0	0	0	0	0	0	0	0
National Council on Disability	10	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	1,024	7	6	0	1	0	0	0	0	0	0	0	0
National Endowment for the Arts	168	2	2	0	0	0	0	0	0	1	1	0	0
National Endowment for the Humanities	180	1	1	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	852	0	0	0	0	0	0	0	0	0	0	0	0
National Indian Gaming Commission	112	1	0	0	1	0	0	0	0	0	0	0	0
National Labor Relations Board	1,664	38	38	0	0	0	0	0	0	3	3	0	0
National Mediation Board	50	2	0	0	2	0	0	0	0	0	0	0	0
National Reconnaissance Office	0	0	0	0	0	0	0	0	0	3	3	0	0
National Science Foundation	1,579	0	0	0	0	0	0	0	0	0	0	0	0
National Transportation Safety Board	402	0	0	0	0	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	45	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,967	24	24	0	0	0	0	0	0	3	3	0	0
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Comm.	57	1	1	0	0	0	0	0	0	0	0	0	0
Office of Government Ethics	75	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,675	7	7	0	0	0	0	0	0	3	3	0	0
Office of Special Counsel	105	5	4	0	1	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	0	1	0	1	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	194	2	0	0	2	0	0	0	0	0	0	0	0
Peace Corps	1,193	4	4	0	0	0	0	0	0	0	0	0	0

Table B-26 FY 2009 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Pension Benefit Guaranty Corporation	921	3	3	0	0	0	0	0	0	0	0	0	0
Postal Regulatory Commission	67	0	0	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	970	5	4	0	1	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,722	15	15	0	0	0	0	0	0	0	0	0	0
Selective Service System	178	2	0	1	1	0	0	0	0	0	0	0	0
Small Business Administration	5,294	8	8	0	0	3	3	0	0	0	0	0	0
Smithsonian Institution	6,184	2	2	0	0	1	1	0	0	0	0	0	0
Social Security Administration	67,730	173	166	5	2	0	0	0	0	0	0	0	0
Tennessee Valley Authority	12,193	16	16	0	0	1	1	0	0	0	0	0	0
Trade and Development Agency	47	2	2	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	709,194	137	137	0	0	0	0	0	0	0	0	0	0
U.S. Tax Court	241	0	0	0	0	0	0	0	0	1	2	0	0
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	2,731,672	3,664	2,409	638	695	328	180	77	97	37	9	23	5
Midsized Agencies Subtotal	155,255	281	273	6	2	6	6	0	0	3	3	0	0
Small Agencies Subtotal	44,524	195	172	10	13	8	7	0	1	26	19	6	2
Micro Agencies Subtotal	1,143	19	13	3	3	0	0	0	0	1	1	0	0
Government-wide	2,932,594	4,159	2,867	657	713	342	193	77	98	67	32	29	7

NRF = No Report Filed

Table B-27 FY 2009 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	26	0	0	0	0	0	0	0	0	0	0	0	0
Agency for International Development	2,793	0	0	0	0	0	0	0	0	0	0	0	0
American Battle Monuments Commission	82	0	0	0	0	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	28	0	0	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	270	0	0	0	0	0	0	0	0	0	0	0	0
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	1,766	1	1	0	0	0	0	0	0	1	1	0	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Chemical Safety and Hazard Investigation Board	40	0	0	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	49	0	0	0	0	0	0	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	24	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	538	0	0	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	461	0	0	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	581	0	0	0	0	0	0	0	0	0	0	0	0
Court Services & Offender Supervision Agency for DC	1,231	0	0	0	0	0	0	0	0	1	0	1	0
Defense Army and Air Force Exchange	35,409	0	0	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,756	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	3,914	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,613	0	0	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	12,303	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	1,043	0	0	0	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency	5,559	1	1	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	22,252	0	0	0	0	0	0	0	0	0	0	0	0
Defense Missile Defense Agency	1,587	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	58,619	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Security Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	102	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,440	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary - Wash. Hqtrs. Services	5,294	0	0	0	0	0	0	0	0	0	0	0	0
Defense Security Service	711	0	0	0	0	0	0	0	0	0	0	0	0
Defense Technical Information Center	289	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,199	0	0	0	0	0	0	0	0	0	0	0	0

Table B-27 FY 2009 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Defense Uniformed Services University	737	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	105,618	5	5	0	0	5	12	0	0	5	5	0	0
Department of Commerce	61,625	0	0	0	0	0	0	0	0	0	0	0	0
Department of Defense Education Activity	15,605	1	1	0	0	0	0	0	0	1	1	0	0
Department of Education	4,226	0	0	0	0	0	0	0	0	0	0	0	0
Department of Energy	15,373	0	0	0	0	8	8	0	0	2	2	0	0
Department of Health and Human Services	67,337	7	6	1	0	10	10	10	0	0	0	0	0
Department of Homeland Security	189,337	5	5	0	0	7	2	5	0	7	7	0	0
Department of Housing and Urban Development	8,906	0	0	0	0	0	0	0	0	0	0	0	0
Department of Justice	114,758	0	0	0	0	2	2	0	0	24	22	2	0
Department of Labor	16,009	0	0	0	0	0	0	0	0	0	0	0	0
Department of State	24,714	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Air Force	138,237	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Army	264,177	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Interior	78,580	0	0	0	0	1	1	15	0	0	0	15	0
Department of the Navy	265,081	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Treasury	123,871	2	0	2	0	0	0	0	0	0	0	0	0
Department of Transportation	57,645	2	1	1	0	0	0	0	0	0	0	0	0
Department of Veterans Affairs	295,654	2	2	0	0	23	23	0	0	5	5	0	0
Environmental Protection Agency	20,321	0	0	0	0	8	8	0	0	0	0	0	0
Equal Employment Opportunity Commission	2,355	0	0	0	0	0	0	0	0	0	0	0	0
Export-Import Bank of the US	386	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	275	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	10	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	1,869	0	0	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	6,557	0	0	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	369	0	0	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,597	0	0	0	0	0	0	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	420	0	0	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	122	0	0	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	124	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	251	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Commission	45	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	2,120	0	0	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	86	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,120	0	0	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,503	19	17	2	0	2	2	0	0	0	0	0	0
Government Printing Office	2,320	0	0	0	0	0	0	0	0	0	0	0	0
Harry S. Truman Scholarship Foundation	5	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	382	0	0	0	0	0	0	0	0	0	0	0	0

Table B-27 FY 2009 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Institute of Museum and Library Services	87	6	2	4	0	6	3	3	0	0	0	0	0
Inter-American Foundation	47	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	291	0	0	0	0	0	0	0	0	0	0	0	0
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	347	0	0	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	4	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,182	0	0	0	0	0	0	0	0	0	0	0	0
Marine Mammal Commission	12	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	213	0	0	0	0	0	0	0	0	0	0	0	0
Millennium Challenge Corporation	286	0	0	0	0	0	0	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	18,798	0	0	0	0	1	0	1	0	0	0	0	0
National Archives and Records Administration	3,488	0	0	0	0	0	0	0	0	0	0	0	0
National Capital Planning Commission	40	0	0	0	0	0	0	0	0	0	0	0	0
National Council on Disability	10	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	1,024	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Arts	168	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	180	0	0	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	852	0	0	0	0	0	0	0	0	0	0	0	0
National Indian Gaming Commission	112	0	0	0	0	0	0	0	0	0	0	0	0
National Labor Relations Board	1,664	0	0	0	0	1	0	1	0	0	0	0	0
National Mediation Board	50	0	0	0	0	0	0	0	0	0	0	0	0
National Reconnaissance Office	0	0	0	0	0	2	2	0	0	0	0	0	0
National Science Foundation	1,579	0	0	0	0	1	0	1	0	0	0	0	0
National Transportation Safety Board	402	0	0	0	0	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	45	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,967	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	57	0	0	0	0	0	0	0	0	0	0	0	0
Office of Government Ethics	75	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,675	0	0	0	0	0	0	0	0	0	0	0	0
Office of Special Counsel	105	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	194	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	1,193	0	0	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	921	0	0	0	0	0	0	0	0	0	0	0	0
Postal Regulatory Commission	67	0	0	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-27 FY 2009 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Railroad Retirement Board	970	0	0	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,722	0	0	0	0	0	0	0	0	0	0	0	0
Selective Service System	178	2	2	0	0	2	2	0	0	0	0	0	0
Small Business Administration	5,294	0	0	0	0	0	0	0	0	0	0	0	0
Smithsonian Institution	6,184	0	0	0	0	0	0	0	0	0	0	0	0
Social Security Administration	67,730	0	0	0	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	12,193	0	0	0	0	0	0	0	0	0	0	0	0
Trade and Development Agency	47	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	709,194	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Tax Court	241	0	0	0	0	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	2,731,672	25	21	4	0	56	58	30	0	44	42	17	0
Midsize Agencies Subtotal	155,255	19	17	2	0	11	10	1	0	0	0	0	0
Small Agencies Subtotal	44,524	3	3	0	0	6	4	2	0	2	1	1	0
Micro Agencies Subtotal	1,143	6	2	4	0	6	3	3	0	0	0	0	0
Government-wide	2,932,594	53	43	10	0	79	75	36	0	46	43	18	0

NRF = No Report Filed

Table B-28 FY 2009 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	26	0	0	0	0	0	0	0	0	0	0	0	0
Agency for International Development	2,793	0	0	0	0	6	6	0	0	0	0	0	0
American Battle Monuments Commission	82	3	3	0	0	17	17	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural & Transportation Barriers Compliance Bd	28	0	0	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	270	0	0	0	0	0	0	0	0	0	0	0	0
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	1,766	2	0	2	0	6	0	6	0	8	0	8	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	1	1	0	0
Chemical Safety and Hazard Investigation Board	40	0	0	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	49	0	0	0	0	0	0	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	24	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	538	0	0	0	0	6	6	0	0	0	0	0	0
Consumer Product Safety Commission	461	0	0	0	0	6	6	0	0	0	0	0	0
Corporation for National and Community Service	581	8	8	0	0	4	4	0	0	0	0	0	0
Court Services & Offender Supervision Agency for DC	1,231	0	0	0	0	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	35,409	0	0	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,756	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	3,914	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,613	2	2	0	0	1	1	0	0	0	0	0	0
Defense Finance and Accounting Service	12,303	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	1,043	4	0	4	0	2	2	0	0	0	0	0	0
Defense Information Systems Agency	5,559	1	1	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	22,252	14	10	4	0	0	0	0	0	0	0	0	0
Defense Missile Defense Agency	1,587	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	58,619	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Security Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	102	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,440	0	0	0	0	3	3	0	0	0	0	0	0
Defense Office of the Secretary - Wash. Hqtrs. Services	5,294	0	0	0	0	0	0	0	0	1	1	0	0
Defense Security Service	711	0	0	0	0	0	0	0	0	0	0	0	0
Defense Technical Information Center	289	1	1	0	0	0	0	0	0	0	0	0	0

Table B-28 FY 2009 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Defense Threat Reduction Agency	1,199	0	0	0	0	3	3	0	0	0	0	0	0
Defense Uniformed Services University	737	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	105,618	36	34	2	0	154	143	11	0	6	6	0	0
Department of Commerce	61,625	0	0	0	0	24	20	4	0	0	0	0	0
Department of Defense Education Activity	15,605	1	0	0	1	1	0	0	1	2	2	0	0
Department of Education	4,226	0	0	0	0	24	24	0	0	0	0	0	0
Department of Energy	15,373	2	2	0	0	13	11	2	0	5	5	0	0
Department of Health and Human Services	67,337	28	18	10	0	145	135	10	0	0	0	0	0
Department of Homeland Security	189,337	69	69	0	0	255	253	1	1	27	27	0	0
Department of Housing and Urban Development	8,906	0	0	0	0	101	101	0	0	0	0	0	0
Department of Justice	114,758	0	0	0	0	68	63	5	0	58	58	0	0
Department of Labor	16,009	0	0	0	0	100	100	0	0	0	0	0	0
Department of State	24,714	0	0	0	0	68	68	0	0	0	0	0	0
Department of the Air Force	138,237	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Army	264,177	2	0	2	0	0	0	0	0	0	0	0	0
Department of the Interior	78,580	0	0	0	0	68	12	46	20	22	0	22	0
Department of the Navy	265,081	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Treasury	123,871	8	8	0	0	29	29	0	0	0	0	0	0
Department of Transportation	57,645	5	2	3	0	71	63	8	0	0	0	0	0
Department of Veterans Affairs	295,654	6	6	0	0	190	181	9	0	55	53	2	0
Environmental Protection Agency	20,321	0	0	0	0	0	0	0	0	0	0	0	0
Equal Employment Opportunity Commission	2,355	0	0	0	0	1	1	0	0	0	0	0	0
Export-Import Bank of the US	386	1	1	0	0	1	1	0	0	1	1	0	0
Farm Credit Administration	275	4	0	4	0	9	9	0	0	0	0	0	0
Farm Credit System Insurance Corporation	10	4	0	4	0	9	9	0	0	0	0	0	0
Federal Communications Commission	1,869	0	0	0	0	3	0	0	3	0	0	0	0
Federal Deposit Insurance Corporation	6,557	1	1	0	0	7	7	0	0	0	0	0	0
Federal Election Commission	369	0	0	0	0	2	2	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,597	0	0	0	0	1	1	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Agency	420	1	1	0	0	1	1	0	0	0	0	0	0
Federal Labor Relations Authority	122	0	0	0	0	1	1	0	0	0	0	0	0
Federal Maritime Commission	124	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	251	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Comm.	45	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	2,120	0	0	0	0	2	2	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	86	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,120	0	0	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,503	29	21	8	0	41	39	2	0	0	0	0	0
Government Printing Office	2,320	0	0	0	0	8	8	0	0	0	0	0	0

Table B-28 FY 2009 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Harry S. Truman Scholarship Foundation	5	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	382	0	0	0	0	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	87	4	2	2	0	9	5	4	0	0	0	0	0
Inter-American Foundation	47	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	291	0	0	0	0	0	0	0	0	0	0	0	0
International Joint Commission: US and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	347	0	0	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	4	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,182	0	0	0	0	0	0	0	0	0	0	0	0
Marine Mammal Commission	12	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	213	0	0	0	0	1	1	0	0	0	0	0	0
Millennium Challenge Corporation	286	0	0	0	0	0	0	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	18,798	17	14	3	0	16	13	3	0	0	0	0	0
National Archives and Records Administration	3,488	0	0	0	0	24	23	0	1	0	0	0	0
National Capital Planning Commission	40	0	0	0	0	0	0	0	0	0	0	0	0
National Council on Disability	10	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	1,024	0	0	0	0	4	4	0	0	0	0	0	0
National Endowment for the Arts	168	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	180	0	0	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	852	0	0	0	0	1	1	0	0	0	0	0	0
National Indian Gaming Commission	112	1	1	0	0	0	0	0	0	0	0	0	0
National Labor Relations Board	1,664	0	0	0	0	0	0	0	0	0	0	0	0
National Mediation Board	50	0	0	0	0	1	0	0	1	0	0	0	0
National Reconnaissance Office	0	0	0	0	0	0	0	0	0	0	0	0	0
National Science Foundation	1,579	2	2	0	0	1	1	0	0	0	0	0	0
National Transportation Safety Board	402	1	1	0	0	1	1	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	45	0	0	0	0	0	0	0	0	1	1	0	0
Nuclear Regulatory Commission	3,967	0	0	0	0	6	6	0	0	0	0	0	0
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Comm.	57	0	0	0	0	0	0	0	0	0	0	0	0
Office of Government Ethics	75	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,675	0	0	0	0	0	0	0	0	0	0	0	0
Office of Special Counsel	105	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	0	0	0	0	0	2	2	0	0	0	0	0	0
Overseas Private Investment Corporation	194	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	1,193	5	5	0	0	3	3	0	0	0	0	0	0

Table B-28 FY 2009 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Pension Benefit Guaranty Corporation	921	0	0	0	0	8	8	0	0	0	0	0	0
Postal Regulatory Commission	67	2	2	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	970	0	0	0	0	2	2	0	0	0	0	0	0
Securities and Exchange Commission	3,722	74	74	0	0	90	90	0	0	75	75	0	0
Selective Service System	178	2	2	0	0	2	2	0	0	0	0	0	0
Small Business Administration	5,294	0	0	0	0	20	20	0	0	0	0	0	0
Smithsonian Institution	6,184	0	0	0	0	9	9	0	0	0	0	0	0
Social Security Administration	67,730	6	6	0	0	107	107	0	0	0	0	0	0
Tennessee Valley Authority	12,193	0	0	0	0	2	2	0	0	0	0	0	0
Trade and Development Agency	47	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	709,194	0	0	0	0	120	76	44	0	0	0	0	0
U.S. Tax Court	241	0	0	0	0	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation & Conservation Comm	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	2,731,672	179	153	25	1	1,440	1,288	140	22	176	152	24	0
Midsized Agencies Subtotal	155,255	53	42	11	0	202	197	5	0	0	0	0	0
Small Agencies Subtotal	44,524	101	95	6	0	202	192	6	4	85	77	8	0
Micro Agencies Subtotal	1,143	13	7	6	0	36	31	4	1	1	1	0	0
Government-wide	2,932,594	346	297	48	1	1,880	1,708	155	27	262	230	32	0

NRF = No Report Filed

Table B-29 FY 2009 Appellate Receipts and Closures

Agency Name	Total Work Force	Total Final Agency Actions	Number Appellate Receipts	% Appellate Receipts Per Total Final Agency Actions	Number Appellate Closures	% Appellate Closures Per Total Final Agency Actions	% Appellate Closures Per Total Work Force	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Agency for International Development	2,793	17	3	17.65%	6	35.29%	0.21%	2	1	50.00%	2	1	50.00%
Armed Forces Retirement Home	270	0	1	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Broadcasting Board of Governors	1,766	19	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Central Intelligence Agency	0	16	6	37.50%	3	18.75%	N/A	2	0	0.00%	1	0	0.00%
Commodity Futures Trading Commission	538	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Commission on Civil Rights	49	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Consumer Product Safety Commission	461	2	3	150.00%	1	50.00%	0.22%	1	0	0.00%	0	0	0.00%
Corporation for National and Community Service	581	1	5	500.00%	3	300.00%	0.52%	2	0	0.00%	1	0	0.00%
Court Services & Offender Supervision Agency for DC	1,231	14	2	14.29%	1	7.14%	0.08%	1	0	0.00%	0	0	0.00%
Defense Army and Air Force Exchange	35,409	74	18	24.32%	11	14.86%	0.03%	7	0	0.00%	3	1	33.33%
Defense Commissary Agency	15,756	79	23	29.11%	25	31.65%	0.16%	8	1	12.50%	15	7	46.67%
Defense Contract Audit Agency	3,914	13	5	38.46%	3	23.08%	0.08%	2	0	0.00%	1	0	0.00%
Defense Contract Management Agency	9,613	36	11	30.56%	14	38.89%	0.15%	7	0	0.00%	5	3	60.00%
Defense Dependent Education Activity	15,605	34	7	20.59%	2	5.88%	0.01%	1	0	0.00%	1	0	0.00%
Defense Finance and Accounting Service	12,303	50	15	30.00%	18	36.00%	0.15%	4	0	0.00%	12	3	25.00%
Defense Human Resource Activity	1,043	2	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Defense Information Systems Agency	5,559	6	1	16.67%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Defense Intelligence Agency	0	25	8	32.00%	9	36.00%	N/A	2	1	50.00%	7	0	0.00%
Defense Logistics Agency	22,252	89	18	20.22%	19	21.35%	0.09%	11	0	0.00%	6	3	50.00%
Defense National Geospatial-Intelligence	0	13	1	7.69%	3	23.08%	N/A	2	0	0.00%	1	0	0.00%
Defense National Guard Bureau	58,619	7	8	114.29%	8	114.29%	0.01%	2	0	0.00%	4	2	50.00%
Defense National Security Agency	0	30	4	13.33%	7	23.33%	N/A	3	0	0.00%	4	0	0.00%
Defense Nuclear Facilities Safety Board	102	1	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Defense Office of the Inspector General	1,440	4	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Defense Office of the Secretary/Wash Hqtrs Service	5,294	17	6	35.29%	8	47.06%	0.15%	4	0	0.00%	4	1	25.00%
Defense Security Service	0	1	0	0.00%	0	0.00%	N/A	0	0	0.00%	0	0	0.00%
Defense Threat Reduction Agency	1,199	3	4	133.33%	3	100.00%	0.25%	1	0	0.00%	2	0	0.00%
Defense Uniformed Services University	737	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Department of Agriculture	105,618	710	178	25.07%	143	20.14%	0.14%	78	5	6.41%	45	12	26.67%
Department of Commerce	61,625	228	48	21.05%	42	18.42%	0.07%	16	2	12.50%	23	6	26.09%
Department of Education	4,226	17	13	76.47%	15	88.24%	0.35%	7	0	0.00%	6	2	33.33%
Department of Energy	15,373	32	14	43.75%	15	46.88%	0.10%	9	3	33.33%	6	1	16.67%
Department of Health and Human Services	67,337	277	65	23.47%	65	23.47%	0.10%	28	1	3.57%	27	11	40.74%
Department of Homeland Security	189,337	1,034	267	25.82%	225	21.76%	0.12%	102	7	6.86%	104	15	14.42%
Department of Housing and Urban Development	8,906	64	24	37.50%	22	34.38%	0.25%	8	0	0.00%	12	1	8.33%
Department of Justice	114,758	445	148	33.26%	109	24.49%	0.09%	44	8	18.18%	56	14	25.00%
Department of Labor	16,009	94	53	56.38%	39	41.49%	0.24%	17	0	0.00%	16	3	18.75%
Department of State	24,714	121	40	33.06%	40	33.06%	0.16%	17	2	11.76%	22	7	31.82%
Department of the Air Force	138,237	406	107	26.35%	108	26.60%	0.08%	41	1	2.44%	52	13	25.00%
Department of the Army	264,177	1,067	250	23.43%	229	21.46%	0.09%	85	1	1.18%	119	25	21.01%
Department of the Interior	78,580	290	66	22.76%	38	13.10%	0.05%	18	0	0.00%	12	4	33.33%
Department of the Navy	265,081	542	123	22.69%	118	21.77%	0.04%	49	1	2.04%	60	7	11.67%
Department of the Treasury	123,871	421	129	30.64%	118	28.03%	0.10%	65	4	6.15%	44	1	2.27%

Table B-29 FY 2009 Appellate Receipts and Closures

Agency Name	Total Work Force	Total Final Agency Actions	Number Appellate Receipts	% Appellate Receipts Per Total Final Agency Actions	Number Appellate Closures	% Appellate Closures Per Total Final Agency Actions	% Appellate Closures Per Total Work Force	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Department of Transportation	57,645	396	130	32.83%	120	30.30%	0.21%	39	3	7.69%	73	27	36.99%
Department of Veterans Affairs	295,654	1,560	469	30.06%	429	27.50%	0.15%	209	9	4.31%	193	20	10.36%
Environmental Protection Agency	20,321	52	22	42.31%	17	32.69%	0.08%	6	0	0.00%	9	3	33.33%
EOP - Executive Office of the President	NRF	NRF	1	NRF	1	NRF	NRF	1	0	0.00%	0	0	0.00%
EOP - Office of Administration	NRF	NRF	0	NRF	0	NRF	NRF	0	0	0.00%	0	0	0.00%
EOP - Office of Management and Budget	NRF	NRF	0	NRF	0	NRF	NRF	0	0	0.00%	0	0	0.00%
EOP - Office of the U.S. Trade Representative	NRF	NRF	1	NRF	0	NRF	NRF	0	0	0.00%	0	0	0.00%
Equal Employment Opportunity Commission	2,355	32	6	18.75%	4	12.50%	0.17%	2	0	0.00%	0	0	0.00%
Export-Import Bank of the US	386	2	0	0.00%	1	50.00%	0.26%	0	0	0.00%	1	1	100.00%
Farm Credit Administration	275	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Federal Communications Commission	1,869	1	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Federal Deposit Insurance Corporation	6,557	15	3	20.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Federal Election Commission	369	2	0	0.00%	2	100.00%	0.54%	1	0	0.00%	1	0	0.00%
Federal Energy Regulatory Commission	1,597	2	1	50.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Federal Housing Finance Board	420	1	1	100.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Federal Labor Relations Authority	122	7	1	14.29%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Federal Maritime Commission	124	1	0	0.00%	1	100.00%	0.81%	1	0	0.00%	0	0	0.00%
Federal Mediation and Conciliation Service	251	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Federal Reserve System--Board of Governors	2,120	2	1	50.00%	1	50.00%	0.05%	0	0	0.00%	1	0	0.00%
Federal Retirement Thrift Investment Board	86	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Federal Trade Commission	1,120	3	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
General Services Administration	12,503	69	33	47.83%	31	44.93%	0.25%	14	0	0.00%	15	6	40.00%
Government Printing Office	2,320	48	8	16.67%	5	10.42%	0.22%	1	0	0.00%	4	1	25.00%
Holocaust Memorial Museum U.S.	382	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
International Boundary and Water Commission	291	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
International Broadcasting Bureau	NRF	NRF	7	NRF	7	NRF	NRF	4	0	0.00%	2	0	0.00%
International Trade Commission	347	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
John F. Kennedy Center for the Performing Arts	1,182	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Merit Systems Protection Board	213	4	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
National Aeronautics and Space Administration	18,798	46	17	36.96%	14	30.43%	0.07%	4	0	0.00%	10	0	0.00%
National Archives and Records Administration	3,488	8	2	25.00%	2	25.00%	0.06%	0	0	0.00%	2	0	0.00%
National Credit Union Administration	1,024	2	2	100.00%	3	150.00%	0.29%	1	0	0.00%	2	1	50.00%
National Endowment for the Arts	168	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
National Endowment for the Humanities	180	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
National Gallery of Art	852	1	1	100.00%	1	100.00%	0.12%	0	0	0.00%	1	0	0.00%
National Labor Relations Board	1,664	7	1	14.29%	1	14.29%	0.06%	1	0	0.00%	0	0	0.00%
National Science Foundation	1,579	4	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
National Transportation Safety Board	402	3	0	0.00%	1	33.33%	0.25%	0	0	0.00%	0	0	0.00%
Nuclear Regulatory Commission	3,967	20	6	30.00%	5	25.00%	0.13%	4	0	0.00%	1	0	0.00%
Office of Personnel Management	5,675	15	11	73.33%	10	66.67%	0.18%	3	0	0.00%	6	1	16.67%
Office of Special Counsel	105	0	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Overseas Private Investment Corporation	194	1	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Peace Corps	1,193	0	1	0.00%	2	0.00%	0.17%	1	0	0.00%	1	1	100.00%

Table B-29 FY 2009 Appellate Receipts and Closures

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Pension Benefit Guaranty Corporation	921	18	2	11.11%	6	33.33%	0.65%	2	0	0.00%	2	0	0.00%
Railroad Retirement Board	970	1	0	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Securities and Exchange Commission	3,722	13	1	7.69%	2	15.38%	0.05%	1	0	0.00%	1	0	0.00%
Selective Service System	178	0	1	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Small Business Administration	5,294	31	11	35.48%	11	35.48%	0.21%	7	0	0.00%	4	1	25.00%
Smithsonian Institution	6,184	14	4	28.57%	3	21.43%	0.05%	2	0	0.00%	1	0	0.00%
Social Security Administration	67,730	348	93	26.72%	88	25.29%	0.13%	45	3	6.67%	36	11	30.56%
Tennessee Valley Authority	12,193	41	16	39.02%	15	36.59%	0.12%	6	0	0.00%	8	0	0.00%
U.S. Postal Service	709,194	5,588	2,216	39.66%	2,031	36.35%	0.29%	901	32	3.55%	1,020	242	23.73%
U.S. Tax Court	241	0	0	0.00%	1	0.00%	0.41%	1	0	0.00%	0	0	0.00%
Other Agencies*	NRF	NRF	2	NRF	2	NRF	NRF	0	0	0.00%	2	0	0.00%
Grand Total	2,932,594	14,669	4,745	32.35%	4,287	29.22%	0.15%	1,903	85	4.47%	2,069	458	22.14%

* Other agencies include Administrative Office of the U.S. Courts, National Reconnaissance Office.